



New Mexico Tech Race and Ethnicity Survey Frequently Asked Questions

1. Why am I being asked to identify my Race & Ethnicity on BanWeb?

- The Federal government is requiring all educational institutions to change how Race & Ethnicity data is collected and reported.

2. What are the federally-mandated race and ethnicity categories?

- The categories are:

Do you consider yourself to be Hispanic/Latino?

Yes No

In addition, select one or more of the following racial categories to describe yourself:

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Pacific Islander
- White

3. Why is “Hispanic” not on the list of racial categories?

- Race and Hispanic origin are two separate concepts in the federal statistical system. Race is used to describe genetic heritage while ethnicity (Hispanic or non-Hispanic) describes one’s cultural background or allegiance. People who are Hispanic may be of any race and can biologically trace their heritage to one or more of the five race categories.

4. Must New Mexico Tech change its current race and ethnicity collection and reporting categories?

- Yes. The changes are mandated by the Federal government.

5. How is the new collection and reporting different than the old?

- The University previously used a one-part question that did not give individuals the opportunity to identify with more than one race. The U.S. Department of Education (DOE) now requires educational institutions to use a two-part question. The first question is whether the respondent is Hispanic/Latino. The second question asks the respondent to identify one or more races with which he or she identifies.
- The DOE's final guidance requires separating the category "Asian or Pacific Islander" into two separate categories, one for "Asian" and one for "Native Hawaiian or Other Pacific Islander" and broadens the definition for "Native American and Alaska Native" to include original peoples of North and South America (including Central America).

6. Is NMT required to report this information for EEO purposes to the Department of Labor?

- Yes, the Department of Labor requires NMT to report this information for all employees and does not allow a value of "unknown". Therefore, when Federal requirements do not allow unknowns in a reporting category, we will use an appropriate methodology, which may include visual identification, to allocate the unknowns. However, we will not change the banner demographic data - we will only change how we do that report.

7. Will my name be included when reporting race & ethnicity data?

- No. Names are never reported. Only aggregate data is reported.

8. Are individuals required to participate in the two-part question?

- No, the federal guidance strongly encourages "self-identification" of race and ethnicity for postsecondary education. However, the standards will continue to allow for observer identification for employers to fulfill federal compliance requirements.

9. If a person selects more than one race on the collection instrument how are they reported?

If they select the Hispanic or Latino ethnicity they will be reported as Hispanic or Latino regardless of the number of races they select. If they select not Hispanic or Latino and select two or more races they will be reported in the Two or More Races column. However, the Institution must keep all their individual responses.

10. If a person responds "Yes" to "Hispanic/Latino" should he/she also answer the race question?

- Yes, even though that person will be reported to IPEDS as Hispanic/Latino.

11. If a respondent does not answer the Hispanic/Latino question but does answer the Race question, how is he/she reported?

- The respondent is reported based on his/her response to the race question, which by default assumes a “No” response to the Hispanic or Latino question.

12. What will happen to my record if I do not complete the survey asking for my race and ethnicity in the new categories?

- The University will transition your current race and ethnic information in Banner into the new categories using the following conversion table:

Old Race/Ethnicity Value	New Ethnicity Value	New Race Value
Hispanic	Hispanic or Latino	White
American Indian	Not Hispanic or Latino	American Indian or Alaskan Native
Black	Not Hispanic or Latino	Black or African American
Asian	Not Hispanic or Latino	Asian
Native Alaskan	Not Hispanic or Latino	American Indian or Alaskan Native
Native Pacific Islander	Not Hispanic or Latino	Native Hawaiian or Other Pacific Islander
Caucasian	Not Hispanic or Latino	White
Non-Resident Alien	None	Non-Resident Alien
Unknown	None	Unknown

13. Are persons from Spain considered to be of Hispanic ancestry?

- It is up to the individual to self-identify, however it is appropriate to categorize a person from Spain as Hispanic.