

**NEW MEXICO STATEWIDE  
RACE, CLASS, GENDER DATA POLICY CONSORTIUM  
“Harmonizing Race, Gender, Class Data to Better Serve  
Diverse Communities in the State of New Mexico”**

**Meeting Date: March 18, 2015, 12-1pm\*New Date**

Location: Institute for the Study of “Race” & Social Justice, RWJF Center for Health Policy, 1909 Las Lomas NE, downstairs conference room, UNM Main Campus. No Need to RSVP. Feel free to bring your own lunch/beverage. Hourly Paid Parking available at the Yale & Las Lomas Parking Structure. Visa/MC Credit/Debit Cards only. No Cash. \*Note: Date was previously incorrectly listed as 3/25/15. The meeting is actually on Wed. March 18, 2015.

Agenda

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| 12:00-12:10pm | Sign-In, Brief Introductions, Approval of the Agenda (10 min)  |
| 12:10-12:15pm | Update: 2/5/15 Meeting with Deans Council; Vote Endorsing Equity-Based Data Collection: Parental Educational Attainment and Detailed Hispanic origin on undergrad applications; Gender Identity, Disability, Sexual Orientation optional collection after admission at the point of registration to proactively connect with Resource Centers for student success including ethnic centers, accessibility, LGBTQ, etc.; sex and veteran status already collected on all applications (5 min.)  |
| 12:15-12:45pm | Improving Hispanic Origin Data Collection, Analysis & Reporting: Promising Practices for Contextualized Equity-Based Policy Research & Praxis (30 min.):<br>(1) Review Draft Consensus Points on Improving Hispanic Origin and Race Data (see last page of agenda)<br>(2) Identify Potential Uses of Data in Reporting, Policy & Service Delivery: 6-yr Graduation; Graduate Degrees awarded; Pay Equity; Faculty & Staff Diversity, Recruitment/Retention, Tenure & Promotion; Student Success Services Assessments & Impact; Other Outcomes?<br>(3) Identify Potential Collection Points:<br>a. Students: UNM Undergrad Application, UNM Graduate Application, IPEDS, Banner, Other?<br>b. Employees (Staff, Faculty, Administrators): UNM Jobs Applications; Employee Demographics on MyUNM at the point of hiring; Internal Administrative Appointments, UNM Administration, Faculty & Staff Governance Demographic Sheet; Other?<br>c. Patients: Health Sciences Intake Forms?<br>d. Other? Subcontractors, Temp Employees, NonMatriculated Students, Online/MOOCs? |
| 12:45-12:55pm | New Business & Open Discussion (10 min.)   |
| 12:55-1:00pm  | Announcements (5 min.):<br>a. Save the Date: NM Early Childhood Symposium, Thurs. Apr. 23-Fri. Apr. 24, 2015. For more info visit: RWJF Center for Health Policy, <a href="http://healthpolicy.unm.edu">healthpolicy.unm.edu</a> .<br>b. Invitation to Next Consortium Meeting: W 5/20/15@12-1pm. Potential Item: Consortium Research and Policy Report: Hispanic Origin Communities in New Mexico: Opportunities & Challenges for Equity-Based Policy & Community Development in New Mexico. Please send Potential Agenda Items to Dr. Nancy López, <a href="mailto:nlopez@unm.edu">nlopez@unm.edu</a> .  |

REMINDER: The regular meeting date/time for the Consortium is 12-1pm on the third Wednesday of every odd month. Future meeting dates are: 5/20/15, 7/22/15, 9/16/15, 11/18/15. Previous meetings were:

7/31/14; 9/24/14, 11/19/13, 1/21/15, 3/18/15. For more information on the Consortium contact: Dr. Nancy López, [nlopez@unm.edu](mailto:nlopez@unm.edu), Associate Professor, Sociology; Director and co-founder, Institute for the Study of “Race” & Social Justice, RWJF Center for Health Policy; Coordinator, NM Statewide Race, Gender, Class Data Policy Consortium. More information: <http://healthpolicy.unm.edu/about/initiatives/isrsj>

NOTE: Everyone is welcome! If you would like to call in please email: [nlopez@unm.edu](mailto:nlopez@unm.edu) so I can send you the toll free dial in number. If you need wheelchair access, please call the RWJF Center for Health Policy, UNM Tel: (505) 277-0130 on the morning of the meeting so that you can get further instructions on how to access the downstairs conference room from the wheelchair parking behind RWJF Center for Health Policy Building, 1909 Las Lomas NE.

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CURRENT UNM UNDERGRADUATE APPLICATION QUESTION WORDING

Race and Ethnicity: The University of New Mexico is required by Federal law to request this information for statistical reporting purposes. Your response is voluntary.

Do you consider yourself to be Hispanic/Latino(a)? Yes No

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

American Indian or Alaska Native [Click to choose New Mexico Tribal Affiliation\(s\)](#)

- Acoma Pueblo; Cochiti Pueblo; Isleta Pueblo; Jemez Pueblo; Jicarilla Apache
- Laguna Pueblo; Mescalero Apache; Nambe Pueblo; Navajo Dine; Picuris Pueblo
- Pojoaque Pueblo; Sandia Pueblo; San Felipe Pueblo; San Ildefonso Pueblo
- Ohkay Owingeh Pueblo; Santa Ana Pueblo; Santa Clara Pueblo; Santo Domingo Pueblo
- Taos Pueblo; Tesuque Pueblo; Zia Pueblo; Zuni Pueblo

- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

Hyperlink: Definitions of Racial Categories

- Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- American Indian or Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
- Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- Black or African American: A person having origins in any of the black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

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DRAFT WORDING FOR IMPROVING HISPANIC ORIGIN AND RACE DATA COLLECTION

Hyperlink: Why do we collect this data? The University of New Mexico values diversity, equity and inclusion. As a publicly funded flagship institution, UNM uses data on the race, gender, ethnicity, parental educational attainment, veteran status, and disability to better serve all of our diverse communities. We ask this for federal reporting purposes to the U.S. Department of Education. Your response is voluntary.

Hyperlink: What is the difference between race and ethnic origin?

Ethnicity or ethnic origin is defined as one's ethnic or national origin, cultural identity, or ancestry. The federal office of Management and Budget (OMB) collects Hispanic origin (ethnicity) as distinct from race. Race is defined as a social position in society that is often related to the meanings assigned to an individual's physical appearance in a given context regardless of their cultural or ethnic origin ( e.g., "street race" or the race that people who do not know you would automatically assume you were if you were walking down the street based on what you look like). For the purposes of monitoring and ameliorating historic and contemporary inequalities as well as protecting civil rights in education and employment, as well as health, housing, law enforcement and voting, it is important to collect ethnic or national origin as different from race. For example among many families, such as Hispanics as well as many other national origin groups, individuals who are from the same biological families may share the same culture, national origin and ancestry, but may nevertheless be assumed to be different races based on the meanings attributed to a conglomeration of individual-level physical characteristics such as skin color, hair texture, and other physical features. Consequently, individuals that may have the same national origin may have very different experiences while searching for an apartment, voting, traveling in an airport, accessing treatment in a medical facility, seeking employment or education because they are assumed to be different races.

Are you Hispanic? (Drop Down Menu that allows for one or more selections; see ASU format below)

No, Not Hispanic

Yes, Mexican

Yes, Mexican American

Yes, Chicana or Chicano

Yes, Puerto Rican

Yes, Cuban

Yes, Some Other Hispanic Group: \_\_\_\_\_ (Write in for example: Dominican, Colombian, Panamanian, Guatemalan, Mayan, Aymara, Garifuna, Honduran, Bolivian, Argentinian, Spaniard, Nuevomexicano/a, Tejana/o, Californio, New Mexican Hispanic, Nuevomexica/o, Mixteca, Indígena, Spanish American, Spaniard, Spanish-Mexican, etc.)

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

What is Your Race? (Mark One or More)

[Hyperlink: How will multiple race responses be are counted for Civil Rights monitoring and reporting of graduation rates, employment etc.?](#)

For reporting graduation rates, employment and other social outcomes to federal agencies, multiple race answers such as American Indian and Asian will be reported in a category called Two or More. The only exception is those identifying as Hispanic will be identified under the Hispanic origin category regardless of how many racial groups the respondent has identified. For other non federal reporting we will requests we will request that all reports include clear definitions about how multiple race reports will be reported.

American Indian or Alaska Native [Click to choose New Mexico Tribal Affiliation\(s\)](#)

Acoma Pueblo; Cochiti Pueblo; Isleta Pueblo; Jemez Pueblo; Jicarilla Apache;

Laguna Pueblo; Mescalero Apache; Nambe Pueblo; Navajo Dine; Picuris Pueblo

Pojoaque Pueblo; Sandia Pueblo; San Felipe Pueblo; San Ildefonso Pueblo

Ohkay Owingeh Pueblo; Santa Ana Pueblo; Santa Clara Pueblo; Santo Domingo Pueblo

Taos Pueblo; Tesuque Pueblo; Zia Pueblo; Zuni Pueblo

Asian; Write in Specific Ethnic or National Origin \_\_\_\_\_ (For example, Chinese, Korean, etc.)

Black; Write in Specific Ethnic or National Origin \_\_\_\_\_ (For example, African American, Haitian, Nigerian, etc.)

Native Hawaiian or Other Pacific Islander: Write in Specific Ethnic or National Origin \_\_\_\_\_ (For Example: Samoa, Guam, etc.)

White: Write in Specific Ethnic or National Origin \_\_\_\_\_ (For example, German, Irish, Italian, etc.)

Some Other Race: (Write in Specific National Origin \_\_\_\_\_)

[Hyperlink: Definitions of Racial Categories](#)

Below we include the definitions used by Office of Management & Budget for federal reporting guidelines.

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

American Indian or Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

Black or African American: A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

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ARIZONA STATE UNIVERSITY INCLUDES DETAILED HISPANIC ORIGIN DATA COLLECTION ON ALL UNDERGRADUATE APPLICATIONS

ETHNIC / RACIAL BACKGROUND Hyperlink: [Why do we ask this?](#)

We ask this for federal reporting purposes to the U.S. Department of Education.

Is the applicant Hispanic/Latino? No Yes

Hyperlink & Drop Down Menu: Select a Hispanic/Latino origin

Argentinian; Bolivian; Californio; Central American; Chicano; Chilean; Colombian; Costa Rican; Cuban; Dominican; Ecuadorian; Galapagos; Guatemalan; Honduran; Latin American; Mexican/Mexican American; Nicaraguan; Panamanian; Paraguayo; Peruvian; Puerto Rican; Salvadoran; South American; Spanish American; Spanish-Mexican; Uruguayan; Venezuelan

What is the applicant's race? Mark one or more races to indicate what the applicant considers himself/herself to be. Choices include: American Indian or Alaska Native; Asian; Black or African-American; Native Hawaiian or other Pacific Islander; White

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POTENTIAL CONSENSUS TALKING POINTS FOR DRAFT MEMO TO UNM ADMINISTRATION FOR STRATEGIC USE-INSPIRED IMPROVEMENTS FOR HISPANIC ORIGIN AND RACE DATA COLLECTION AT UNM FOR ALL STUDENTS, STAFF, FACULTY FOR ADVANCING EQUITY

1. Need to Contextualize Detailed Hispanic Origin; Lumping all Hispanics into one category may impede our ability to identify student needs and advance student success.
2. Need to Revise Messaging about the Civil Rights Use of Data; Provide User-Friendly Definitions & Clarify Race and Ethnicity/National Origin as Analytically Distinct.
3. Provide a write-in category for "Some Other Race" as in the Census 2010.
4. Provide Clarity & Transparency re: Bridging at the time of Data Collection (e.g., How is someone marking more or one race or some other race "counted" for graduation rates, employment, faculty diversity reports and accountability?)
5. Produce Reports that Move beyond Compliance to Use-Inspired, Equity-Based Policy Making & Praxis that examine and proactively addresses race-gender; race-class and other gaps that may be invisible.
6. Other potential consensus points? For example consider adding Parental Place of Birth to capture second generation; add ancestry question to capture diversity national origins of other racial groups such as Black, Asian, White Groups with a question that says: What is your ancestry or origin? For example, Irish, Korean, Jamaican, Russian, Chinese, etc.