

GLOSSARY OF TERMS FOR AFFIRMATIVE ACTION TRACKING  
Updated March 3, 2008

Race/Ethnicity abbreviations for the excel spreadsheet are listed first.

It is illegal to ask an applicant his/her race, but it is legal to make reasonable inferences about a candidate's race from information on his/her vitae and cover letter, or his/her physical appearance. If candidates are interviewed, Race/Ethnicity should not be marked "UNK."

**AMER IND - American Indian or Alaskan Native** (Not Hispanic or Latino)

A person having origins in any of the original people of North and South America (including Central America), who maintains tribal affiliation or community attachment

**ASIAN - Asian** (Not Hispanic or Latino)

A person having origins in any of the original people 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 - Black or African American** (Not Hispanic or Latino)

A person having origins in any of the Black racial groups of Africa

**HISP - Hispanic or Latino(a)**

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

**PACF - Native Hawaiian or Other Pacific Islander** (Not Hispanic or Latino)

A person having origins in any of the original peoples of Hawaii Guam, Samoa, or other Pacific Islands

**WHITE - White** (Not Hispanic or Latino)

A person having origins in any of the original people of Europe, the Middle East or North Africa

**MULT - Two or More Races** (Not Hispanic or Latino)

All persons who identify with more than one of the above six races.

**UNK - Unknown**