In accordance with federal regulations effective this academic year, Oberlin College is asking all members of the campus to review and, if necessary, update their race and ethnicity information. Students, faculty, and some staff will be prompted to complete this procedure when they log in to Presto on Tuesday, September 7. Staff members who do not use Presto will receive the necessary information in hard copy in October.

The human resources and registrar offices have converted the data already in individuals’ Banner records to the new federal guidelines. You should review your data for three reasons:

1. To ensure that your race and ethnicity designations are consistent with how you would describe yourself;
2. To provide more detailed and complete information, which the new federal standards accommodate; and
3. To correct errors that may have occurred during conversion.

This action is prompted by the Department of Education’s adoption in 2007 of revised standards for maintaining, collecting, and reporting data on race and ethnicity. This academic year, the DOE requires all colleges and universities to implement the standards, which are the same as those used in the 2000 and 2010 United States Census, in the enrollment and human resources areas.

Before 2007, the federal regulations required that individuals identify themselves with just one of six race and ethnicity codes:

* Black, African American
* Native American
* Asian American
* Latino
* White
* Other

Critics had observed that these standards no longer reflected the nation’s increasing diversity, and in 1997, the White House’s Office of Management and Budget (OMB) ordered new standards. The federal government first implemented the standards with the 2000 census; other government agencies adopted them in 2003. The regulations for the Department of Education became final in 2007, with implementation optional in 2008-09 and 2009-10.
The new standards require two ethnicity categories:
• Hispanic or Latino
• Not Hispanic or Latino

And five regulatory race codes:
• American Indian or Alaska Native
• Asian
• Black or African American
• Native Hawaiian or other Pacific Islander
• White

The regulatory race codes are broken down into 33 subcategories, called institutional race codes. For example, the Black or African American category has the following subcategories:
• black: Africa;
• black: Caribbean;
• black: not specified;
• black: other, and
• black: U.S./African American.

Individuals may choose multiple regulatory and institutional race codes.

While federal regulations require institutions to report only ethnicity and regulatory race codes, institutions may store any institutional race codes they wish. Oberlin will store all institutional race codes that its respondents designate.

Questions concerning Oberlin College’s compliance with the federal mandate should be directed as follows:

• Students can send e-mail to the Office of the Registrar;

• Faculty and staff can send e-mail to Jeanie Watling, communications coordinator in the Department of Human Resources.