

CALIFORNIA COMMUNITY COLLEGES MANAGEMENT INFORMATION SYSTEM

DATA ELEMENT DICTIONARY

Employee Demographic Data Elements

DED#	DATA ELEMENT NAME	FORMAT
EB14	EMPLOYEE-MULTI-ETHNICITY	X(21)

This data element is used to report ALL the ethnicities with which an employee identifies. Each position requires a value of 'Y' for Yes or 'N' for No to be reported. Position 1, Hispanic, Latino, has three values 'Y', 'N' or 'X'. If the employee does not select 'Y' or 'N' then 'X' is reported.

<u>Position</u>	<u>Coding</u>
1 – Hispanic, Latino	Y or N or X
2 – Mexican, Mexican-American, Chicano	Y or N
3 – Central American	Y or N
4 – South American	Y or N
5 – Hispanic Other	Y or N
6 – Asian Indian	Y or N
7 – Asian Chinese	Y or N
8 – Asian Japanese	Y or N
9 – Asian Korean	Y or N
10 – Asian Laotian	Y or N
11 – Asian Cambodian	Y or N
12 – Asian Vietnamese	Y or N
13 – Filipino	Y or N
14 – Asian Other	Y or N
15 – Black or African American	Y or N
16 – American Indian / Alaskan Native	Y or N
17 – Pacific Islander Guamanian	Y or N
18 – Pacific Islander Hawaiian	Y or N
19 – Pacific Islander Samoan	Y or N
20 – Pacific Islander Other	Y or N
21 – White	Y or N