

Current Race/Ethnic Designations

The University of Alabama at Birmingham is a federal government contractor. As a matter of institutional policy as well as applicable law, we are required to keep records and perform certain analyses of our applicant pool and employee population by race, ethnicity and gender. Since such analyses are only possible if we know the EEO profile of our applicants and employees, we ask for this information. Self-identification is the preferred method of identifying race and ethnic information necessary for these analyses. The information provided is treated confidentially. For any statistical analysis to be meaningful, we must have information on as many applicants as possible and on all employees. The categories listed below are those used by the U.S. Bureau of Census and the Department of Labor and are the only options currently available to you for Federal reporting purposes. Any changes made to the options will be communicated by Human Resources with an invitation to confidentially self-identify.

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa

Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa

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

Asian (Not Hispanic or Latino) - 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

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands

American Indian or Alaska Native (Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment

Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races.