

## Equal Opportunity Reporting: New Requirements

To collect annual data from covered private employers (100 or more employees) and federal contractors (50 or more employees) about their minority and female workforce, including both part-time and full-time workers but excluding casual and temporary workers, the Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) have used the Employer Information Report (EEO-1 report) since 1996.

Starting with the 2007 reporting cycle, covered employers must use the EEOC's revised EEO-1 report approved in early 2006. The EEOC's revisions mark the first significant changes to the EEO-1 report in nearly 40 years.

### **New and Revised Ethnic and Racial Categories**

The EEOC has made several revisions to the EEO-1 report's ethnic and racial categories. The most significant substantive changes are the addition of a "Two or more races (Not Hispanic or Latino)" category and the EEOC's decision not to collect racial data on employees of Hispanic/Latino ethnicity.

Other changes include the renaming of several racial/ethnic categories.

"Asian and Pacific Islanders" category will be replaced with two separate categories: "Asian (Not Hispanic or Latino)" and "Native Hawaiian or other Pacific Islander (Not Hispanic or Latino)".

"Black" will be renamed "Black or African American (Not Hispanic or Latino)".

"Hispanic" will be renamed "Hispanic or Latino."

### **Two or More Races**

The EEOC's decision to add the "Two or more races (Not Hispanic or Latino)" category responds to the increasingly multi-racial character of the U.S. population – a trend that is not expected to slow or reverse.

### **What This Means For Counties**

As a result of these new requirements, it is strongly recommended that counties review their racial and ethnic categories and invite applicants and employees to self report ethnic and racial information.

For more information, contact CTSI at 303-861-0507.