Advancing Equity in Race & Ethnicity Data in Population Surveys

Recommendations from Subject Matter Experts

**Overall**
- Allow individuals to check multiple categories when identifying their race and ethnicity*
- Use a “top six” most prevalent check-box option in main categories with additional write-in option

**Black**
- Distinguish the experiences of U.S.-born Black Americans from African and Caribbean immigrants, a fast-growing population in the United States

**American Indian/Alaskan Native (AI/AN)**
- Include write-in options that allow individuals to report all the ways in which they identify†
- Based on sample availability and protection of personally identifying information, include skip patterns to choose tribal identity
- Report disaggregated data by tribe as available, based on sample size
- Work with tribal institutional review boards (IRBs) and support data sovereignty

**Asian**
- Report disaggregated data by country of origin

**Hispanic/Latino**
- Include Hispanic/Latino as part of the race question as opposed to asking it separately¥
- Ask if individuals consider themselves Afro-Latino
- Ask individuals how they identify (e.g., Hispanic, Latino/a/x/e/@) and use that language throughout, when using a web survey
- Report disaggregated data by country of origin

**Multi-Racial**
- Allow individuals to "check all that apply" so that they can select more than one racial category*
- Add a question directly asking individuals whether they consider themselves to be multi-racial
- Consider wording of the question (e.g., multi-racial vs. mestizo/a vs. mulatto/a) because not all individuals who identify with multiple races consider themselves to be multi-racial or mixed race

**Native Hawaiian or Other Pacific Islander**
- Consider creative outreach and sampling techniques for this historically marginalized group that is often combined with the Asian category

**White**
- Disaggregate Middle East and North African (MENA) populations from the white category†
- Include questions about nativity to understand the experiences of the immigrant white population

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* Part of existing OMB guidance
† Part of 2023 proposed OMB guidance.
¥ There are mixed perspectives on whether combining Hispanic/Latino ethnicity with race will mask racial differences among this population

These recommendations are from the NORC Equity Brief, Advancing Equity in Race & Ethnicity Data in Population Surveys.

View the Equity Brief ➔
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