

# 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<sup>‡</sup>
- 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<sup>±‡</sup>
- 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<sup>‡</sup>
- Include questions about nativity to understand the experiences of the immigrant white population

\* 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 →**  
[go.norc.org/equitybrief-1](https://go.norc.org/equitybrief-1)