

Federal Guidelines for Definition as a Minority

***Definition is from Title VII of the Civil Rights Act of 1964, which uses Equal Employment Opportunity Form EEO-1.

- A.) **Black (not of Hispanic origin)** – All persons having origins in any of the Black racial groups of Africa.
- B.) **Hispanic** – All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture of origin, regardless of race.
- C.) **Asian or Pacific Islander** – All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands and Samoa.
- D.) **American Indian or Alaskan Native** – All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.