

Los Rios Community College District
Demographic Survey
(Confidential Use Only)

The Los Rios Community College District (LRCCD) requests your assistance in our efforts to comply with State and Federal reporting guidelines. These guidelines allow employees to select multiple ethnicities with which they identify to more accurately reflect the ethnic heritage of the LRCCD population. Please complete the survey below. A Q & A on this topic is printed on the back of this form for your reference, or you may call the Human Resources Department at (916) 568-3112 with any additional questions.

Employee Name: (Please print) _____

Employee ID # or last 4 digits of Social Security Number: _____

Are you Hispanic or Latino? (Check one) **Yes** **or** **No**

What is your race/ethnicity? (Check one or more)

- | | |
|---|--|
| <input type="checkbox"/> American Indian/Alaskan | <input type="checkbox"/> Korean |
| <input type="checkbox"/> Asian Indian | <input type="checkbox"/> Laotian |
| <input type="checkbox"/> Black/African American | <input type="checkbox"/> Mexican, Mexican American, Chicano |
| <input type="checkbox"/> Cambodian | <input type="checkbox"/> Samoan |
| <input type="checkbox"/> Central American | <input type="checkbox"/> South American |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Vietnamese |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> White |
| <input type="checkbox"/> Guamanian | <input type="checkbox"/> Other Asian |
| <input type="checkbox"/> Hawaiian | <input type="checkbox"/> Other Hispanic |
| <input type="checkbox"/> Japanese | <input type="checkbox"/> Other Pacific Islander |

Are you disabled? (Check one) **Yes** **or** **No**

The Los Rios Community District is committed to complying with the Americans with Disabilities Act. Should you need to request accommodations for a disability please contact the Human Resources office at (916) 568-3112 or visit this website for more information: <http://www.losrios.edu/legal/faq2.php>

What is your gender identity? (Check one) **Female** **Male** **Non-Binary**

Employee Signature: _____ **Date:** _____

Demographic Survey - Questions and Answers

Q: Is this data secure?

A: The security and confidentiality of your personal information is of the highest importance to the District. All employee data is stored in a secured database; which is protected from unauthorized internet access by the network firewall, intrusion prevention servers, database security, and application security.

Q: What is the purpose of gathering this data?

A: The primary purpose for collecting this data is to report staff demographics to the [California Community Colleges Chancellor's Office \(CCCCO\)](#) as required. All survey information is confidential.

Q: Why am I being asked for this information in this format?

A: Beginning with the 2009-2010 reporting period, the US Department of Education has established new guidelines for educational institutions requiring the collection of race and ethnic data using a two-part question survey. The questions ask whether you are Hispanic or Latino and will allow you to identify with one or more race. This process allows for individuals to more accurately identify themselves and makes the data reported by educational institutions consistent with Census data and other national data sets. The following website from the U.S. Department of Education provide additional information about the revised data collection and reporting standards: <https://www2.ed.gov/policy/rschstat/guid/raceethnicity/questions.html>

Q: Why am I being asked about my disability status?

A: Title 5, Section 53025(a) requires Districts to provide reasonable accommodations to applicants and employees with disabilities consistent with state and federal law. In order to comply with this mandate, the District is required to collect data from employees with disabilities on a voluntary basis through a survey.

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Q: What is the gender identity “Non-Binary”?

A: The Gender Recognition Act (CA SB-179) commencing September 1, 2018, provides for three equally recognized gender options that accurately represent an individual's gender identification. Non-binary is an option for individuals with gender identities that fall outside of the traditional conceptions of strictly female or male.