

## **“Revising the Standards for Federal Data on Race and Ethnicity”**

### **2023 Population Association of America Workshop**

**Organizers: Committee on Population Statistics, Population Association of America**

### **AGENDA**

**April 12, 2023, 1:00 pm – 5:00 pm**

**Empire A Room, Hyatt Regency New Orleans, 601 Loyola Avenue, New Orleans, LA**

1:00 pm – 1:05 pm (5 minutes)

#### **Welcome and Opening Remarks from PAA COPS**

- *The purpose of today’s workshop is for the U.S. Office of Management and Budget (OMB) and its Interagency Technical Working Group on Race and Ethnicity Standards (Working Group) to receive feedback and advice from the PAA community on improving Statistical Policy Directive No. 15*
  - Narayan Sastry, University of Michigan, COPS Chair

1:05 pm – 1:15 pm (10 minutes)

#### **Background and Overview from the U.S. Office of Management and Budget’s Interagency Technical Working Group on Race and Ethnicity Standards**

- Bob Sivinski, U.S. Office of Management and Budget

1:15 pm – 1:45 pm (30 minutes)

#### **Presentation on Initial Proposals for Updating OMB’s Race and Ethnicity Statistical Standards**

- Nicholas Jones, U.S. Census Bureau
  - Question Format; “Middle Eastern or North African”
- Abigail Zapote, U.S. Social Security Administration
  - Collecting Detailed Race and Ethnicity Data; Terminology
- Ross Santy, National Center for Education Statistics
  - Implementation

1:45 pm – 2:35 pm (50 minutes – 10 minutes each)

#### **Invited Remarks from PAA Scholars on the OMB ITWG Proposals**

Moderator: Linda Jacobsen, Population Reference Bureau, COPS Member

- Thomas LaVeist, Dean and Weatherhead Presidential Chair in Health Equity, Tulane University School of Public Health and Tropical Medicine
- Mark Hugo Lopez, Director, Race and Ethnicity Research, Pew Research Center
- Jen'nan G. Read, Sally Dalton Robinson Professor and Chair, Department of Sociology, Duke University
- C. Matthew Snipp, Burnet C. and Mildred Finley Wohlford Professor of Humanities and Sciences in the Department of Sociology and Vice Provost for Faculty Development, Diversity and Engagement, Stanford University
- Ken Hodges, Demographer, Claritas

2:35 pm – 2:45 pm (10 minutes)

#### **BREAK**

2:45 pm – 3:30 pm (45 minutes)

### Open Discussion with PAA Workshop Attendees: Questions and Feedback

- Facilitated by Bev Pratt and Emily Molfino, U.S. Census Bureau

Discussion: selected topics on which comments are requested from [Federal Register Notice 2023-01635](#)

- Item 1c. If a combined race and ethnicity question is implemented, what suggestions do you have for addressing challenges for data collection, processing, analysis, and reporting of data?
  - The major impetus for proposing a combined race and ethnicity question when collecting data via self-identification is that many Hispanics or Latino respondents do not identify with any of the race categories. If Hispanic or Latino respondents only report their ethnicity when responding to a combined race and ethnicity question, should Federal agencies still impute a race for those respondents?
- Item 2c. Would this proposed Middle Eastern or North African (MENA) definition allow the generation of statistics necessary to track the experience and wellbeing of the MENA population?
- Item 3b. The example design seen in [Figure 2](#) collects additional detail primarily by country of origin. What other potential types of detail would create useful data or help respondents to identify themselves?
- Item 4a. What term (such as “transnational”) should be used to describe people who identify with groups that cross national borders (e.g., “Bantu,” “Hmong,” or “Roma”)?
- Item 4a.1. If a combined race and ethnicity question is implemented, what term should be used for respondents who select more than one category? For example, is the preferred term “multiracial,” “multiethnic,” or something else?
- Item 5b. With the proposals to use a combined race and ethnicity question and to add MENA as a minimum category, what specific bridging concerns do Federal data users have? *Bridging refers to making data collected using one set of categories (e.g., two questions without MENA), consistent with data collected using a different set of categories (e.g., one question with MENA).*
  - Guidance is needed on how to balance providing detailed information, for example by including all possible combinations of multiple responses, and providing a single category when needed (e.g., “multiracial”).
- Item 5d. How should race and ethnicity be collected when some method other than respondent self-identification is necessary (e.g., by proxy or observation)?
- Item 6a. OMB’s current policy directive does not dictate the order in which the minimum categories should be displayed on Federal information collections. Agencies generally order alphabetically or by population size; however, both approaches have received criticism. What order, alphabetical or by population size, do you prefer and why? Or what alternative approach would you recommend?
- Item 6c. How can Federal surveys or forms collect data related to descent from enslaved peoples originally from the African continent? Should it be collected as a detailed group within the “Black or African American” minimum category, or through a separate question or other approach?

3:30 pm – 3:35 pm (5 minutes)

**Explanation of Breakout Group Discussion**

- Bev Pratt, U.S. Census Bureau

3:35 pm – 3:40 pm (5 minutes)

**Move into Four Breakout Areas**

- Each breakout area discussion will be led by a member of the OMB's Working Group

3:40 pm – 4:25 pm (45 minutes)

**Small Breakout Group Discussions with PAA Workshop Attendees**

- *During the discussions in small groups, we ask that workshop attendees reflect on the topics that have been discussed throughout the workshop and develop ideas for recommendations and/or questions for consideration to present to the OMB and its Working Group*

4:25 pm – 4:45 pm (20 minutes)

**Groups Present Ideas to Entire Workshop**

4:45 pm – 4:55 pm (10 minutes)

**Overview of Next Steps and Timeline for Revising the Standards for Federal Data on Race and Ethnicity**

- Bob Sivinski, U.S. Office of Management and Budget

4:55 pm – 5:00 pm (5 minutes)

**Wrap-Up and Thank You from PAA COPS and OMB's Working Group Chair**

- Narayan Sastry, University of Michigan, COPS Chair
- Linda Jacobsen, Population Reference Bureau, COPS Member
- Bob Sivinski, U.S. Office of Management and Budget

5:00 pm

**Workshop Concludes**

**SPEAKER BIOS**

**Interagency Technical Working Group and Other Federal Agency Staff**

**Bob Sivinski**

***Senior Statistician, Office of the Chief Statistician of the United States, Office of Management and Budget***

Bob Sivinski is a Senior Statistician in the Office of the Chief Statistician of the United States, the Chair of the Interagency Technical Working Group on Race and Ethnicity Standards, and a third-generation civil servant. He designs and implements policies that support the integrity, objectivity, accuracy, and usefulness of federal statistics. He is always looking for opportunities to help federal statisticians and scientists coordinate across agencies, tackle difficult measurement challenges, and communicate effectively with the public.

**Nicholas A. Jones**

***Director, Race/Ethnicity Research & Outreach, Population Division, U.S. Census Bureau***

Nicholas Jones is the Director for Race/Ethnicity Research and Outreach in the Census Bureau's Population Division. He joined the Census Bureau in 2000 as an analyst in the Racial Statistics Branch and served as Chief of Racial Statistics from 2007 to 2014. His research has helped shed light on race reporting patterns and the demographic characteristics of multiracial children and interracial families, the size and distribution of racial and ethnic groups, and the racial/ethnic diversity of the United States population. Nicholas led the Census Bureau's

extensive research and outreach to explore and discuss alternative approaches for improving data on race and ethnicity and to prepare for analyzing and communicating the results of the 2020 Census. Nicholas earned three Department of Commerce Bronze Medal Awards for the review and analysis of 2000 and 2010 race data and leadership in Tribal Consultations with American Indians and Alaska Natives. Nicholas received a Master's Degree in Sociology from the University of Michigan and a Bachelor's Degree in Sociology and Anthropology from St. Mary's College of Maryland.

### **Abigail Zapote**

#### ***Senior Advisor, Office of the Commissioner, Social Security Administration***

Abigail Zapote currently serves as a Senior Advisor to the Acting Commissioner of the Social Security Administration. Her current portfolio includes leading SSA's response to White House initiatives, Executive Orders focused on racial and gender equity and outreach to people with barriers to access. Abigail is a Social Security subject matter expert with 12 years of experience in social insurance policy and immigration policy. She began her career as coalition builder; creating support structures and training community leaders to serve their own communities. She has cultivated and maintained strong relationships to local grassroots and national organizations and key elected and appointed officials to advance racial and economic equity through strategic policy development and through culturally relevant programming. Before joining the Social Security Administration, Abigail served as Executive Director of Latinos for a Secure Retirement and Vice President for Young Adults at the League of United Latin American Citizens. Her commitment to the community and to social justice lies in her experiences as a Dreamer and the 22-year process of gaining U.S. citizenship.

### **Ross Santy**

#### ***Associate Commissioner of the Administrative Data Division, National Center for Education Statistics***

Ross Santy currently serves as the Associate Commissioner of the Administrative Data Division within the National Center for Education Statistics. Mr. Santy joined the Department of Education in 2005 after serving four years as the co-founder and head of information and operations at Just for the Kids - California, a non-profit organization that maintained and hosted online reports and tools to help use educational performance data. Earlier in his career, Mr. Santy served within the Los Angeles County Office of Education; directed instructional technology at the Browning School in New York City and taught history at a high school in New Jersey. Mr. Santy holds a Master's in Educational Technology from the Harvard Graduate School of Education, and an undergraduate degree in Educational Psychology from Princeton University.

### **Bev Pratt**

#### ***Senior Analyst, Race/Ethnicity Research & Outreach, Population Division, U.S. Census Bureau***

Beverly M. Pratt (who goes by Bev) is a Senior Analyst for Race and Ethnicity Research and Outreach in the U.S. Census Bureau's Population Division. Bev is sociologically trained in racial and ethnic studies. Her analyses focus on the 2020 Census race and ethnicity results and related activities such as equity, diversity, and intersectionality. Bev is an expert in social theory, research methods, and data analysis; communication and messaging; and project management and coordination. She is currently serving as the Senior Advisor to the Chair and Co-Chair of the Federal Interagency Technical Working Group for Race and Ethnicity Standards. Bev's work at the Census Bureau began last decade as a co-researcher for the 2015 National Content Test, which examined alternative ways to collect race and ethnicity data. She then served as a demographic advisor to the Chief Statistician of the United States when she was on assignment to the U.S. Office of Management and Budget. Bev received her Ph.D. (and M.A.) in sociology from the University of Maryland and is a sociology alumna (M.S. and B.A.) of Texas A&M University.

### **Emily Molfino**

#### ***Special Assistant, Research and Methodology Directorate, U.S. Census Bureau***

Emily Molfino is a special assistant within the U.S. Census Bureau's Research and Methodology Directorate and Center for Enterprise Dissemination. In her current role, Emily works on projects related to data curation and emerging data products. One of her focuses is helping make Census Bureau statistical data products more accessible to all data users from the novice to the power user. She has extensive experience in working with state and local data and stakeholders in using and improving their data and processes. She moved to this role after six years working on housing surveys and housing data at both the Census Bureau and the U.S. Department of Housing

and Urban Development. During this time, Emily focused on all facets of the American Housing Survey, the use of housing-related administrative data, and using data to understand the housing needs of the U.S. population. Emily received her Ph.D. in Political Science from Arizona State University with a focus on intranational relations, public policy, and methodology.

## **PAA Scholars**

### **Thomas LaVeist, Ph.D.**

***Dean and Weatherhead Presidential Chair in Health Equity, Tulane University School of Public Health and Tropical Medicine***

Thomas LaVeist is dean of Tulane University, School of Public Health & Tropical Medicine. His career has been dedicated to understanding the causes of inequity in health and its potential solutions. He has an extensive record of publication in scientific journals as well as numerous mass media outlets and is director and executive producer of “The Skin You’re In,” a documentary series about racial inequalities in health. He is also author of six books including “Minority Population and Health: An introduction to health disparities in the United States” (the first textbook on health disparities). An award-winning research scientist, Dr. LaVeist has received the “Innovation Award” from National Institutes of Health, the “Knowledge Award” from the U.S. Department of Health and Human Services, and was elected to the National Academy of Medicine in 2013.

### **Mark Hugo Lopez**

***Director of Race and Ethnicity Research, Pew Research Center***

Mark Hugo Lopez is director of race and ethnicity research at Pew Research Center, where he leads planning of the Center’s research agenda chronicling the diverse, ever-changing racial and ethnic landscape of the United States. He is an expert on issues of racial and ethnic identity, Latino politics and culture, the U.S. Hispanic and Asian American populations, global and domestic immigration, and the U.S. demographic landscape. Lopez was previously the Center’s director of Global Migration and Demography, and of Hispanic research. Lopez currently serves on the Census Bureau’s National Advisory Committee on Race, Ethnic and Other Populations and the Smithsonian’s Scholarly Advisory Board for the National Museum of the American Latino. He received his doctorate in economics from Princeton University.

### **Jen’nan Ghazal Read**

***Sally Dalton Robinson Distinguished Professor and Chair of Sociology at Duke University***

Jen’nan G. Read is the Sally Dalton Robinson Distinguished Professor and Chair of the Department of Sociology at Duke University. She is a Carnegie Scholar whose expertise lies in the assimilation experiences of Arabs and Muslims in the United States and on the social determinants of U.S. health disparities. Her most recent work focuses on disaggregating ethnic groups classified as “white” and examining social mobility outcomes when groups such as Arab Americans and eastern Europeans are isolated from the generic “white” category. Professor Read has published widely on these topics and recently represented PAA and APC in testifying before the White House Interagency Technical Working Group on race/ethnicity data standards. Professor Read spent her childhood in Libya and Egypt, North Africa, before returning to the United States at age 14. She graduated *Summa Cum Laude* from Midwestern State University and received her Ph.D. in Sociology from the University of Texas at Austin. Before joining Duke University in 2008, she was an Assistant and Associate Professor of Sociology at the University of California-Irvine.

### **C. Matthew Snipp**

***Burnet C. and Mildred Finley Wohlford Professor of Humanities and Sciences in the Department of Sociology, and Vice Provost for Faculty Development, Diversity and Engagement, Stanford University***

C. Matthew Snipp is a demographer in the Department of Sociology and the Vice Provost for Faculty Development, Diversity and Engagement at Stanford University. He has been an ASA/NSF/Census research fellow, served nine years on the Census Bureau’s Racial and Ethnic Advisory Committee, as well as serving on a variety of ad hoc Census Bureau working groups and committees. From 2009 to 2017, he served as a member of the NASEM standing committee on the 2020 census. More recently, he served as a consultant for the amicus brief filed by the PAA/AmSocAssn/AmStatAssn opposing the use of a citizenship question in the 2020 count. He also served on the American Statistical Association’s task force on the quality of the 2020 enumeration. He is currently a member of

the NASEM panel evaluating the quality of the 2020 census and a member of NASEM's Committee on National Statistics (CNSTAT). Snipp holds a Ph.D. in Sociology from the University of Wisconsin—Madison.

### **Ken Hodges**

#### ***Demographer, Claritas***

Ken Hodges is a demographer and consultant with Claritas, where his 40+ years of experience includes the development and evaluation of small area demographic estimates and the use of Census data in the information products used by a wide variety of businesses. During that time, Ken has contributed to numerous groups working with the Census Bureau including the 2010 Census Advisory Committee, ACS Data Products Redesign Group, and the PAA Committee on Population Statistics. He serves on the board of the Council of Professional Associations on Federal Statistics and is a past board member of the Association of Public Data Users. Ken's educational background includes a Ph.D. in Sociology/Demography from Cornell University.

### **Meeting Organizers and Facilitators**

### **Narayan Sastry**

#### ***Research Professor, Population Studies Center and Survey Research Center, University of Michigan***

Narayan Sastry is a Research Professor in the Population Studies Center and the Survey Research Center at the University of Michigan's Institute for Social Research. He is also an Adjunct Senior Social Scientist at the RAND Corporation. Sastry's research interests center on studying the social and spatial dimensions of health, development, and well-being of children and adolescents, both in the United States and in less developed countries. Sastry is Co-Director of the Panel Study of Income Dynamics and directs the PSID Child Development Supplement and the PSID Transition into Adulthood Supplement. Sastry received his Ph.D. in Demography and Public Affairs from Princeton University in 1995. He is the Chair of PAA's Committee on Population Statistics.

### **Linda A. Jacobsen**

#### ***Senior Fellow, Population Reference Bureau***

Linda Jacobsen is a Senior Fellow and former vice president of U.S. Programs at the Population Reference Bureau (PRB). She is a demographer with more than 35 years of experience analyzing population trends and their implications for professional, policy, and media audiences. Her research has focused on family and household change, child and family well-being, and population estimates and projections. In partnership with the U.S. Census Bureau, Linda led several projects at PRB to increase knowledge and use of the American Community Survey (ACS) and to collect data-user feedback on ACS and decennial census products. She has served on the Census Bureau's Scientific Advisory Committee, several NASEM panels, as Chair of PAA's Government and Public Affairs Committee, and as a member of PAA's Committee on Population Statistics. She was President of the Southern Demographic Association in 2019 and was elected a Fellow of the American Statistical Association in 2015. Jacobsen holds an M.S. and a Ph.D. in Sociology from the University of Wisconsin—Madison.