

# Coordinating Measures Across the Federal Statistical System

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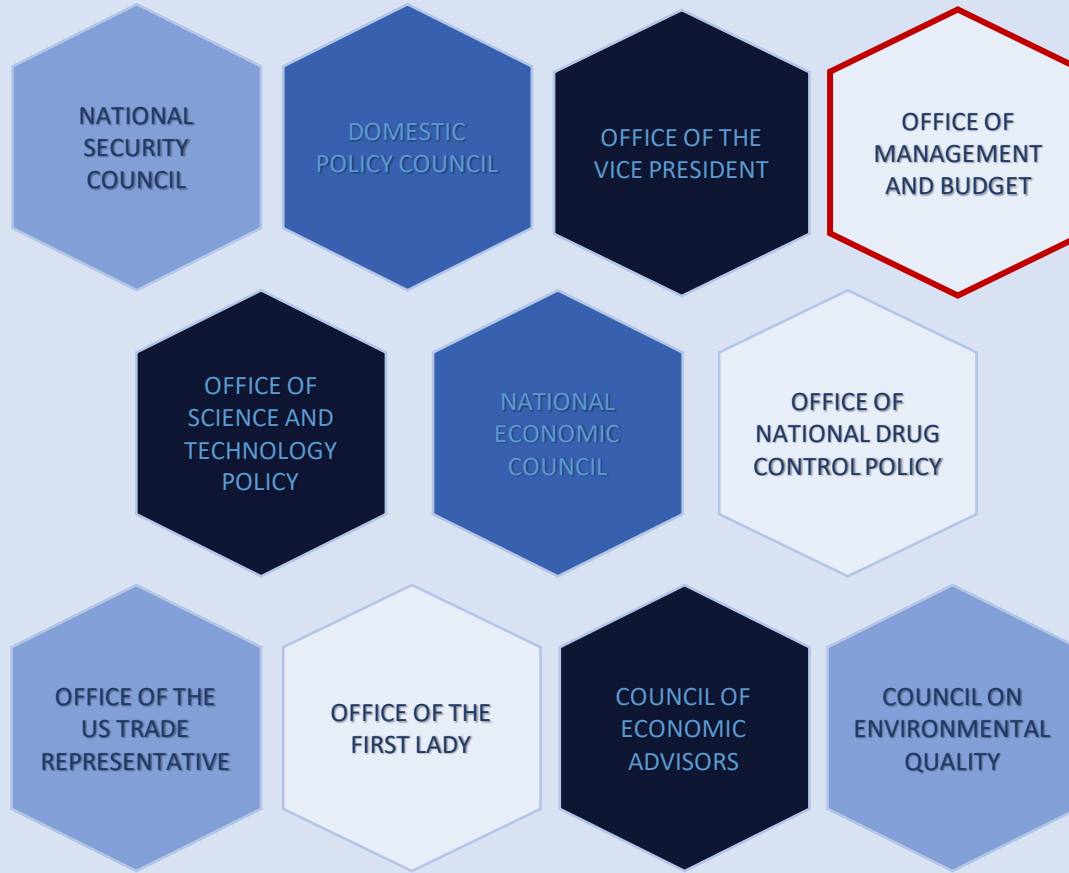
April 18, 2024

Population Association of America Annual Meeting



Office of the Chief Statistician  
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# Executive Office of the President



## OFFICE OF MANAGEMENT AND BUDGET

- Statutory offices
  - Office of Information and Regulatory Affairs
- Management offices
- Resource Management Offices



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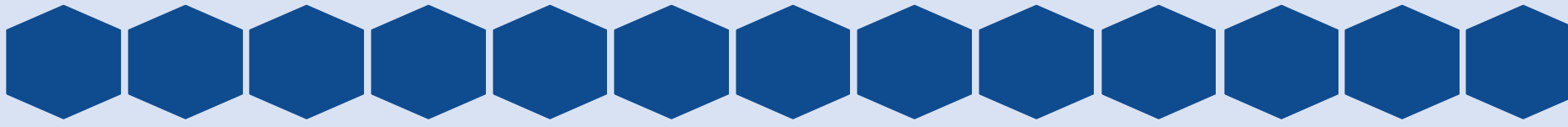


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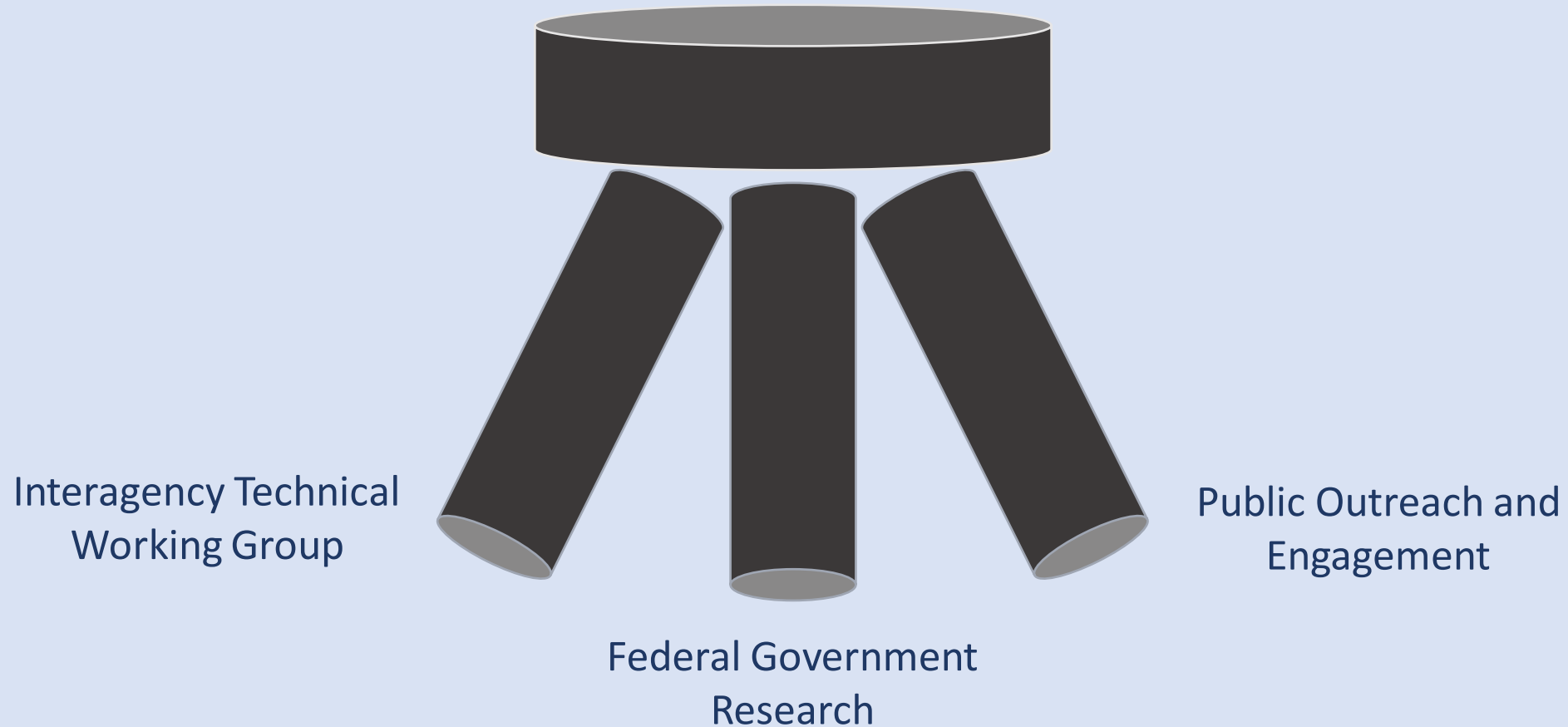
# The U.S. Federal Statistical System

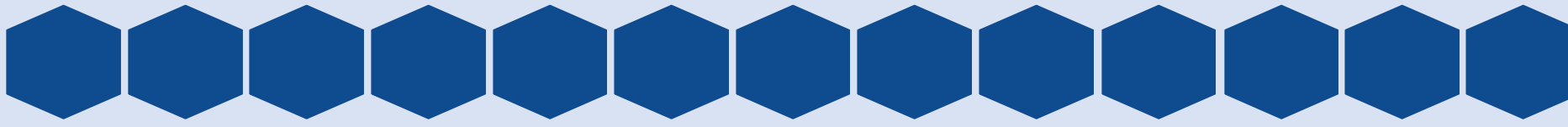


Visit [statspolicy.gov](https://statspolicy.gov)  
for more information!



# The Three-Legged Stool of Statistical Policy





# Public Outreach and Engagement

**“Seek the involvement of those intended to benefit or expected to be burdened”**

- *Executive Order 12866 on Regulatory Planning and Review*

- to ensure policies have validity and integrity.
- to ensure policies reflect the best available evidence.
- to inform and prepare the public.



# Balancing Priorities

## Design Factors that (Sometimes) Conflict

Usefulness	<ul style="list-style-type: none"><li>Collecting the right data for equity analysis and monitoring and enforcing civil rights laws</li></ul>
Quality	<ul style="list-style-type: none"><li>Respondents understand the question and are able and willing to provide the requested information</li></ul>
Flexibility	<ul style="list-style-type: none"><li>Allowing agencies to collect data specific to their programs, and to modify questions over time or across circumstances</li></ul>
Consistency	<ul style="list-style-type: none"><li>Ensuring data across Government is comparable</li></ul>
Identity	<ul style="list-style-type: none"><li>Providing response options that reflect how people think of themselves</li></ul>
Efficiency	<ul style="list-style-type: none"><li>Minimizing burden to respondents and space on forms; Collecting data only when its value justifies its cost</li></ul>
Feasibility	<ul style="list-style-type: none"><li>Designing an approach that works for every Federal agency and program</li></ul>
Continuity	<ul style="list-style-type: none"><li>Maintaining trends and also being aware of existing statutory language and judicial precedent</li></ul>

# Revisions to the Office of Management and Budget's Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity

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April 18, 2024

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# Agenda

1. Purpose of Office of Management and Budget's (OMB) Statistical Policy Directive No. 15 (SPD 15)
2. Interagency Technical Working Group on Race and Ethnicity Standards
3. The Updated 2024 Race and Ethnicity Standards
3. Implementation and Next Steps
4. Interagency Committee on Race and Ethnicity Statistical Standards
5. Resources and Contact Information





# Purpose of SPD 15

## SPD 15: Race and Ethnicity Standards

- 1977 = Established;  
1997 = only previous revision
- New responsibilities to enforce civil rights laws
- Improve the quality, usefulness, and consistency of Federal data on race and ethnicity
- Provide common language to promote uniformity, comparability, and consistency across Federal information collections

## Purpose for 2024 Review and Revision

- Declining data quality for Hispanic and Latino respondents
- Middle Eastern and North African respondents view their identity as distinct from White racial category
- Need for disaggregated data to better understand within-group disparities and outcomes
- Inconsistent and outdated terminology



# Interagency Technical Working Group on Race and Ethnicity Standards

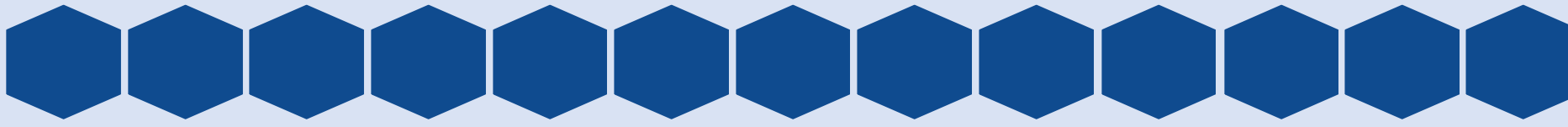
The **Chief Statistician of the United States**, positioned in OMB, convened the **Interagency Technical Working Group on Race and Ethnicity Standards (Working Group)** in 2022

- Chaired by OMB and Co-Chaired by U.S. Census Bureau
- **Composed of Federal career staff** representing programs that collect or use race and ethnicity data from across the Federal Government, consistent with OMB's established process
- Provided a set of recommendations to the U.S. Chief Statistician, report is on [spd15revision.gov](https://spd15revision.gov)

The **Working Group** relied heavily on:

- Research conducted by Federal agencies over the last decade
- New research and testing of potential alternatives by several Federal agencies
- **Robust public comment** in response to a January 2023 FRN (**over 20,000 comments**), **94 listening sessions**, **3 public virtual townhalls**, and **1 tribal consultation**





# Public Outreach and Engagement

**Relied on a variety of outreach and communication efforts, and offered diverse ways for the people to engage**

- White House blog posts
- Website = [spd15revision.gov](https://spd15revision.gov)
- Listening sessions
- Federal Register Notice
- Conferences/convenings

- ✓ **20,000+** written public comments
  - Including a number of letter writing campaigns
- ✓ **1 Tribal Consultation**
- ✓ **18** Conferences and Convenings
- ✓ **3 Public Town Halls**
  - **200** verbal comments over 9 hours
  - **3,550** callers to listen
- ✓ **94** half-hour biweekly listening sessions
  - **114** total speakers

# The Updated 2024 Race and Ethnicity Standards

## 1. Collect Race and Ethnicity Information Using One Combined Question

- The 1997 standards required two questions: a Hispanic or Latino ethnicity question and a separate race question.
- **2024 Update:** A combined race and ethnicity question is required for both self-response and proxy reporting. Respondents can select multiple categories, but a single response is also considered a complete response.



# The Updated 2024 Race and Ethnicity Standards

## 2. Add Middle Eastern or North African as a New Minimum Category

- The 1997 standards defined people of Middle Eastern or North African (MENA) origin as a group within the White racial category.
- **2024 Update:** MENA is a new minimum reporting category distinct from all other reporting categories. The definition for the White category is revised to remove references to MENA.



# The Updated 2024 Race and Ethnicity Standards

## 3. Require the Collection of Detailed Race and Ethnicity Categories as a Default

- The minimum race and ethnicity categories are broad and can contain heterogeneous groups. The 1997 standards encouraged the collection of detailed data, but not did require it.
- **2024 Update:** The updated SPD 15 requires the collection of detailed data on race and ethnicity beyond the minimum categories, unless an agency determines that the potential benefit of the detailed data would not justify the additional burden to the agency and the public or the additional risk to privacy or confidentiality; and, therefore, requests an exemption from the Office of Information and Regulatory Affairs (OMB). In those cases, Federal agencies must at least use the minimum categories and justify this determination in the agency's Paperwork Reduction Act (PRA) information collection review package.



# The Updated 2024 Race and Ethnicity Standards

## Additional Revisions Include:

- Updates to terminology, definitions, and question instruction wording.
- Guidance on data collection and editing procedures and presentation of race and ethnicity data.



Figure 1. Required Race and Ethnicity Question with Minimum Categories, Multiple Detailed Checkboxes, and Write-In Response Areas with Example Group

What is your race and/or ethnicity?  
Select all that apply and enter additional details in the spaces below.

American Indian or Alaska Native – Enter, for example, Navajo Nation, Blackfoot Tribe of the Blackfoot Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, Maya, etc.

Asian – Provide details below.  
 Chinese     Asian Indian     Filipino  
 Vietnamese     Korean     Japanese  
 Enter, for example, Pakistani, Hmong, Afghan, etc.

Black or African American – Provide details below.  
 African American     Jamaican     Haitian  
 Nigerian     Ethiopian     Somali  
 Enter, for example, Trinidadian and Tobagonian, Ghanaian, Congolese, etc.

Hispanic or Latino – Provide details below.  
 Mexican     Puerto Rican     Salvadoran  
 Cuban     Dominican     Guatemalan  
 Enter, for example, Colombian, Honduran, Spaniard, etc.

Middle Eastern or North African – Provide details below.  
 Lebanese     Iranian     Egyptian  
 Syrian     Iraqi     Israeli  
 Enter, for example, Moroccan, Yemeni, Kurdish, etc.

Native Hawaiian or Pacific Islander – Provide details below.  
 Native Hawaiian     Samoan     Chamorro  
 Tongan     Fijian     Marshallese  
 Enter, for example, Chuukese, Palauan, Tahitian, etc.

White – Provide details below.  
 English     German     Irish  
 Italian     Polish     Scottish  
 Enter, for example, French, Swedish, Norwegian, etc.

What is your race and/or ethnicity?  
Select all that apply and enter additional details in the spaces below.

American Indian or Alaska Native – Enter, for example, Navajo Nation, Blackfoot Tribe of the Blackfoot Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, Maya, etc.

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White – Provide details below.  
 English     German     Irish  
 Italian     Polish     Scottish  
 Enter, for example, French, Swedish, Norwegian, etc.



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# Implementation and Next Steps

## Agency Action Plans

**Chief Financial Officers (CFO) Act Agencies and the U.S. Equal Employment Opportunity Commission must:**

- Submit to OMB an **Action Plan on Race and Ethnicity Data** **by or before September 28, 2025** (within 18 months of March 28, 2024)
- Make these plans publicly available through their websites at the time of their submission to OMB

**Action Plans must:**

- Be submitted **through their agency Statistical Official** and **in coordination with** their agency Chief Data Officer, Evaluation Officer, Senior Agency Officials for Privacy, and other agency officials as appropriate
- Describe how an agency intends to bring their collections and publications into **compliance by or before March 28, 2029**

**Agencies should NOT wait until their Action Plans are submitted to begin collecting data under the updated standards**



# Implementation and Next Steps

## PRA Clearance

The updated SPD 15 is **effective as of March 28, 2024**

**Agencies should begin collecting data under the updated standards as soon as possible**

No later than March 28, 2029 (five years from published revisions)

- **Any new collections** submitted as of March 28, 2024 for OMB review under the PRA are **expected to follow the updated standards**
- To bring existing agency information collections into compliance with the updated standards, agencies must pursue one of two options **by or before March 28, 2029**:
  1. If the *only* change to an existing collection is to update the race and ethnicity question, agencies can submit a **non-substantive change request** modifying the collection
  2. Otherwise, any race and ethnicity data collection must be updated **as part of its regular extension or revision request**



# Implementation and Next Steps

## PRA Clearance

We recognize that **collections that ...**

- **rely on third-party data collectors** like schools, hospitals, or local governments or
- involve **coordination across multiple Federal agencies**

**... may require additional planning** to adopt the updated standards

This will be taken into consideration when information collections are submitted for OMB review under the PRA when bringing these Federal Government collections into **compliance by March 28, 2029**



Figure 2. Race and Ethnicity Question with Minimum Categories Only and Examples

**What is your race and/or ethnicity?**  
*Select all that apply.*

- American Indian or Alaska Native**  
*For example, Navajo Nation, Blackfeet Tribe of the Blackfeet Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, Maya, etc.*
- Asian**  
*For example, Chinese, Asian Indian, Filipino, Vietnamese, Korean, Japanese, etc.*
- Black or African American**  
*For example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.*
- Hispanic or Latino**  
*For example, Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, etc.*
- Middle Eastern or North African**  
*For example, Lebanese, Iranian, Egyptian, Syrian, Iraqi, Israeli, etc.*
- Native Hawaiian or Pacific Islander**  
*For example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.*
- White**  
*For example, English, German, Irish, Italian, Polish, Scottish, etc.*

Figure 3. Race and Ethnicity Question with Minimum Categories Only

**What is your race and/or ethnicity?**  
*Select all that apply.*

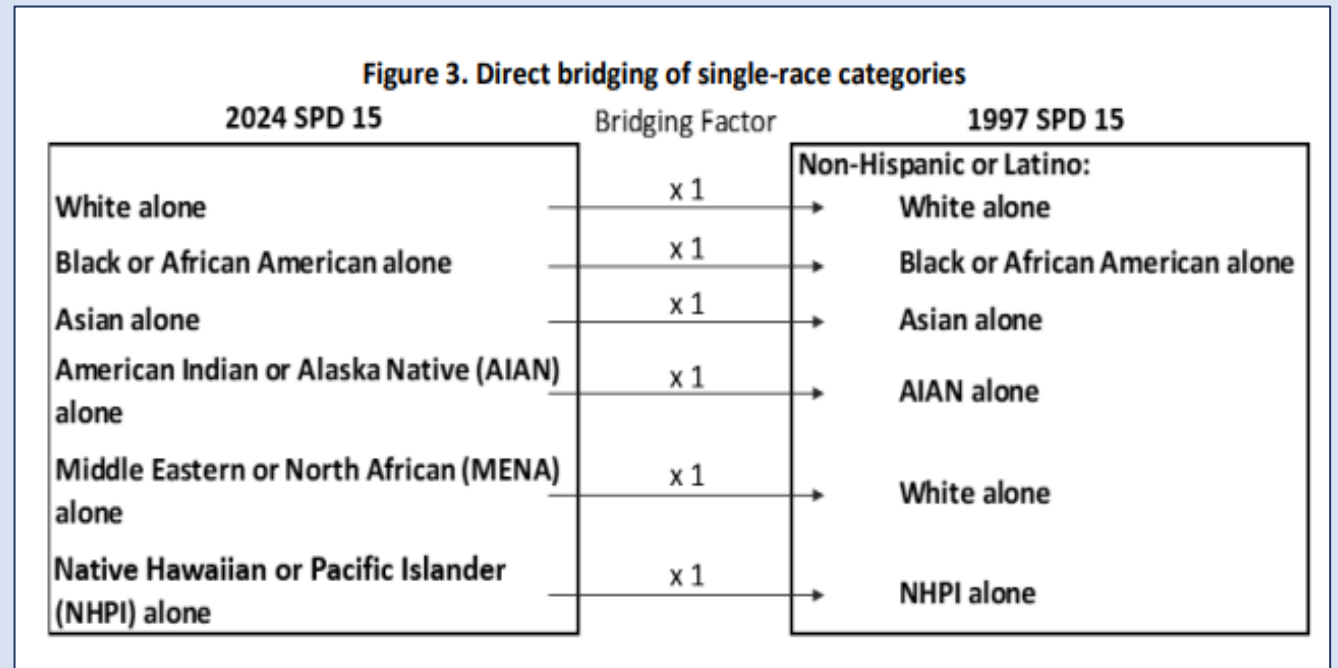
- American Indian or Alaska Native**
- Asian**
- Black or African American**
- Hispanic or Latino**
- Middle Eastern or North African**
- Native Hawaiian or Pacific Islander**
- White**



# Implementation and Next Steps

## Bridging and Combining New Data

- To help agencies cross-walk data collected under the previous and the updated standards, the Working Group developed an initial set of publicly available **Bridging Programs**
- Visit [spd15revision.gov](https://spd15revision.gov) to find:
  - A [report describing an initial, basic bridging program](#) for general use on all Federal data by Federal agencies and public data users
  - [Additional bridging programs](#)



From the Working Group's [Annex 6. Bridging Team Methods Report](#)





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## The Leadership Conference Applauds New Federal Standards for Race and Ethnicity Data Collection

SHARE



## White House Announces Big Changes for Race and Ethnicity Data Collection

Published in [Ethnic Media Services](#) on March 28, 2024

New OMB Standards Include Changes for AANHPI Communities - include Middle Easterners and North Africans for the first time



## JUST ANNOUNCED: THE OMB WILL #COUNTMENAIN

After decades of advocacy by Arab Americans across the country, the OMB has announced it will add a **Middle Eastern or North African (MENA)** category to all federal government data collection standards!



### NALEO Educational Fund Applauds the Office of Management and Budget for Revising Standards to Collecting Federal Data on Race and Ethnicity

*"Today's announcement on the revised standards is a long overdue and critical step toward ensuring our nation collects the most complete and accurate data possible on the Latino community."*

— NALEO Educational Fund CEO Arturo Vargas

# Interagency Committee on Race and Ethnicity Statistical Standards

Per the 2024 SPD 15, the U.S. Chief Statistician is currently convening an Interagency Committee to:

- **Develop, maintain, and carry out a Government-wide research agenda** that will include several topics that were raised by this review
- **Undertake regular reviews of SPD 15** that will
  - Take place on a **10-year cycle**
  - **Include** opportunity for **public input**

**The Interagency Committee will also maintain publicly available Bridging Programs**





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# Resources and Contact Information

- [White House blog from Dr. Karin Orvis, U.S. Chief Statistician](#)
- OMB's March 2024 Federal Register Notice, that includes the updated standards: [Revisions to OMB's Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity](#)
- [Additional Bridging Programs](#)
- [Working Group's Final Recommendations Report](#) including its Annexes 1-6
- The 2023 [Race and Ethnicity Data Tools](#), released by the [Federal Committee on Statistical Methodology](#) (FCSM) as part of its [FCSM Equitable Data Toolkit](#)
  - Tools are designed to help agencies collect and release more accurate disaggregated race and ethnicity data on race and ethnicity and are designed to be effective under the updated standards

Visit [spd15revision.gov](https://spd15revision.gov)  
for the most up-to-date information  
Contact [Statistical\\_Directives@omb.eop.gov](mailto:Statistical_Directives@omb.eop.gov)  
with any questions