**DEMOGRAPHIC DATA: TERMS & FAQs**

**FAQs**

**Why do we request demographic data?**

The ABA’s Goal III Entities (listed at the end of this paragraph) have, along with all ABA entities, an imperative to advance Goal III of the ABA: Eliminate Bias and Enhance Diversity. To effectively advance this goal, we must monitor representational data of the leaders of the ABA’s Sections, Divisions & Forums.

**Why should you share your entity’s/Chair’s demographic information with us?**

While representational/demographic diversity is not the only way to understand diversity, it is a critically-important way to understand how the legal profession, the ABA specifically, is advancing a commitment to historical exclusion of many groups based on race, ethnicity, gender, sexual orientation, and disability status.

**Will my personal data be published?**

No, members’ demographic details will be aggregated in the final report. We will not be specifically sharing demographic data of single entities or Chairs/Chair-Elects/members, to keep sensitive personally-identifiable information anonymous.

**Who is asking entities for this data?**

The Goal III Entities of the ABA include:

- Coalition on Racial & Ethnic Justice
- Commission on Disability Rights*
- Commission on Hispanic Legal Rights & Responsibilities
- Commission on Racial & Ethnic Diversity in the Profession*
- Commission on Sexual Orientation & Gender Identity*
- Commission on Women in the Profession*
- Council for Diversity in the Educational Pipeline

(*indicates entities who historically designed individual surveys)

Note that only ABA staff will be able to view individual entity data and it will not be shared.
TERMS

The following provides information on terms used to describe one’s self-identification:

RACE AND ETHNICITY

Note: these categories come from the most recent (2010) Census designations for race and correspond with EEOC designations.

- **African-American/Black** refers to people having origins in any of the Black racial groups of Africa, or those with or of African descent.
  - Some examples of self-identification of those in this group may include (but are not limited to): people who identify their racial/ethnic background as Black, African-American, Nigerian, Haitian.

- **Asian** refers to people having origins in any of the original peoples of the Far East, Southeast Asia, or South Asia.
  - Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as Indian, Bangladeshi, Pakistani, Desi, Chinese, Filipino, Korean, Japanese, Vietnamese, Hmong, Thai.

- **Native Hawaiian/Pacific Islander** refers to people having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
  - Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as Native Hawaiian, Guamanian or Chamorro, Samoan, Tahitian, Mariana Islander, or Marshallese.

- **Caucasian/White** refers to people having origins in any of the original peoples of Europe, the Middle East, or North Africa.
  - Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as White, Irish, German, Italian, Lebanese, Libyan, Arab, or Moroccan.

Note: individuals in this category may refer to themselves as “Arab” or “North African” separately and may not identify as Caucasian/White.

- **Hispanic/Latino(a)** refers to people having origins in Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish-speaking, or Portuguese-speaking, culture or origin, regardless of race.
Note: individuals in this category may also refer to themselves as “Latinx” (a gender-inclusive identifier relating to individuals in this category).

- **Native American** refers to people having origins in any of the original peoples of North and South America (including Central America), including American Indians and Alaska Natives (including Inuits and Aleuts), and who maintain tribal affiliation or community attachment.
  - *Some examples* of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background or tribal affiliation as Rosebud Sioux, Chippewa, Menominee, or Navajo.

- **Two or More Races** refers to people whose racial/ethnic background falls into one or more of the categories listed above.

- _______ is an open space for individuals who wish to note an additional, or separate, self-identification.

**DISABILITY**

A **Person with a Disability** should be viewed broadly to include:

(a) anyone who self-identifies as a person with a disability OR

(b) anyone who has requested an accommodation for his or her disability

A “disability” is a condition that substantially limits a major life activity (e.g., caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, thinking, communicating, working, and the operation of a major bodily function such as the immune system, brain, respiratory, digestive, neurological, and reproduction).

*Some examples* of disabilities include, but are not limited to:

Any sensory, physical, mental health, intellectual/cognitive, or other condition such as:

- Chronic Fatigue Syndrome
- Paraplegia
- Depression
- Post-Traumatic Stress Disorder (PTSD)
- Autism
- Dyslexia
- AIDS or HIV
- Cancer
SEXUAL ORIENTATION AND GENDER IDENTITY

Sexual orientation: An inherent or immutable enduring emotional, romantic or sexual attraction to other people.

Gender identity: A person’s internal self-awareness of being either male or female, masculine or feminine, something in-between, or something outside of these categories.

Gender Nonconforming: denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.

Non-Binary: a catch-all category for gender identities that are not exclusively masculine or feminine—identities which are outside the gender binary and cisnormativity (“cis” meaning one’s assigned gender identity and gender expression matching).

Lesbian: a woman whose physical and/or emotional attachments are to women.

Gay: a man whose physical and/or emotional attachments are to men.

Bisexual: A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over others.

Transgender: An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Heterosexual: a man or woman whose physical and/or emotional attachments are to persons of the opposite gender.

_______ is an open space for individuals who wish to note an additional, or separate, self-identification.