California Community Colleges
Management Information System
Data Element Dictionary

Employee Demographic Data Elements

<table>
<thead>
<tr>
<th>DED#</th>
<th>DATA ELEMENT NAME</th>
<th>FORMAT</th>
</tr>
</thead>
<tbody>
<tr>
<td>EB04</td>
<td>EMPLOYEE-ETHNICITY</td>
<td>X(02)</td>
</tr>
</tbody>
</table>

This element indicates the employee’s ethnic background.

**DELETED**

**EB04 EMPLOYEE-ETHNICITY**

**Processing Edits**

**FIELD CHECK**


**DELETED**

**EB04 EMPLOYEE-ETHNICITY**

**Change History**

Deleted: 06/16/08

Revision: 04/01/00 Added O = Other Non-White

Revision: 06/01/96 Deleted Coding Instructions 1. For reporting purposes, the first digit level and those underlined at the second digit level are required (e.g. Asian and Hawaiian). Reporting at the second digit level (e.g. South American) is optional.

Revision: 05/01/94 Deleted A = Asian, P = Pacific Islander

Implement: 10/01/92

**DELETED**