

RACE

Race is a socially constructed category of identification based on the social significance given to physical characteristics, ancestry, historical affiliation or shared culture.

It is important to note that race and ethnicity are not the same. According to the American Sociological Association, “race” refers to physical differences that groups and cultures consider socially significant, while “ethnicity” refers to shared culture, such as language, ancestry, practices, and beliefs. Socially and culturally, race and ethnicity are integral threads of a larger tapestry.

AAPI

Asian American and Pacific Islander

AMERICAN INDIAN AND ALASKA NATIVE

The most inclusive and accurate term to use to refer to those who inhabited land that became the United States (or, previously, territories) is American Indian and Alaska Native. This is inclusive of terms such as American Indian, Alaska Native, Hawaiian Native, Native American, Native People, and Indigenous People.

EAST ASIAN

Ethno-cultural term referring to the peoples, cultures, nations, languages, and histories of the eastern portion of the continent Asia.

Countries include: China, Korea, Japan and Vietnam.

ETHNICITY

Ethnicity recognizes differences between people mostly on the basis of language and shared culture. "A sense of common ancestry based on cultural attachments, past linguistic heritage, religious affiliations, claimed kinship, or some physical traits."

ETHNICITY VS. RACE

Race is a social construct that is not universal, so one must be careful not to impose racial labels on ethnic groups.

Be sure that the racial and ethnic categories you use are as clear and specific as possible. For example, instead of categorizing participants as Asian American or Hispanic American, you could use more specific labels that identify their nation or region of origin, such as Japanese American or Cuban American. Use commonly accepted designations (e.g., census categories) while being sensitive to participants' preferred designation.

Examples of ethnicity include being Indian, Jewish or Asian, regardless of race. So a female born to Japanese parents in Atlanta might consider herself as racially Asian, but as ethnically Japanese, American, Japanese- American or even just American (Cornell & Hartman, 2020).

HISPANIC

Hispanic, which centers language, refers to Spanish-speakers and thus excludes people of Brazilian descent because Portuguese and Brazilian Portuguese are the primary languages of Brazil. Hispanic refers to anyone from Spain or Spanish-speaking parts of Latin America. It, therefore, promotes Spanish heritage, something many oppose because of the violent ways that they colonized certain countries and the erasure of Afro-Latinos and Indigenous people.

LATINO

Latino refers to people from the Spanish and Portuguese-speaking countries of Latin America, but it does not include those from Spain or Portugal. This word, however, typically doesn't make room for people from Latin America whose countries were not colonized by Spain or Portugal, leaving out Belizeans and Haitians.

LATINX

A gender-neutral term that young people were using because they were "tired of reaffirming the patriarchy inherent in language." For example: In Spanish, a group of women is referred to as Latinas, while a group of men or a mixed group — even one that is mostly women — is a group of Latinos.

American Indian and Alaska Native cultural identification is place-based, diverse, and sociocultural. Always ask someone how they prefer to be identified, including Hawaiian Natives.

The person may prefer that you refer to them by their tribally specific nation. If a tribal name is used, ask for a phonetic spelling of the name.

ASIAN

Asian includes "a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam."

Asian category is something that got built up over time and based on the kinds of immigrants the United States excluded from entering the country, starting with Chinese immigrants in 1882, and continuing with more and more Asian countries, until 1917 when Congress created the Asiatic Barred Zone.

BLACK/AFRICAN AMERICAN

"An American of African and especially of Black African descent."

There was a time when being Black in America meant you were most likely descended from one or more enslaved Africans who had survived the trans-Atlantic slave trade. However, as the number of African and Caribbean blacks immigrating to the USA has increased, so have the chances that someone who identifies as black or African American is a first- or second-generation immigrant. Not all Black persons are African-American, and not all African-Americans are black. Use caution in using these terms interchangeably.

For example:

African-American is hyphenated when it is used as a compound adjective.

- *The Black Student Union held an event to educate the community on African-American holiday traditions.*

African American is not hyphenated when African is an adjective modifying American.

- *As a proud African American, Tanya was excited to participate in San Antonio's Martin Luther King Jr. March.*

When an individual or group uses Black to identify their race or ethnicity, Black should be capitalized. This holds especially true when a group from multiple countries of origin—such as a group of African-Americans and Black Africans together.

- *The Kente ceremony celebrated honor, community, and connections for Black Tigers.*

When describing an object or referencing the color, not in reference to race or ethnicity, black should be lowercase.

BLACK, INDIGENOUS, PEOPLE OF COLOR (BIPOC)

Expansion of People of Color. The other two letters, for Black and Indigenous, were included in the acronym to account for the erasure of black people with darker skin and Native American people.

WHITE

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.