

WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Officials/Administrators

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	742	663	17	8	43	11	166	51	7	25
Current Utilization %		89.4%	2.3%	1.1%	5.8%	1.5%	22.4%	6.9%	0.9%	3.4%
Internal Availability	1191	90.0%	2.0%	0.9%	5.4%	1.7%	23.1%	8.4%	1.3%	3.8%
WSDOT Availability %			5.7%	1.7%	5.0%	5.4%	32.7%	8.2%	1.2%	5.7%
Relative Available #			42	13	38	41	243	62	10	43
Goal			25	5	0	30	77	11	3	18
Goals Met?			NO	NO	YES	NO	NO	NO	NO	NO
Utilization Analysis			S Under-utilized	S Under-utilized	Utilized	S Under-utilized	S Under-utilized	Under-utilized	S Under-utilized	S Under-utilized

Utilized: The number of current employees in an affected group equals the number available. Under-utilized: The number of current employees in an affected group is less than the number available. S (Significantly) Under-utilized: The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Professional Engineers

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	1449	1276	15	10	116	32	249	111	12	55
Current Utilization %		88.06%	1.04%	0.69%	8.01%	2.21%	17.18%	7.66%	0.83%	3.80%
Internal Availability	1621	87.9%	1.4%	0.8%	7.6%	2.3%	19.7%	7.5%	0.7%	4.2%
WSDOT Availability %			3.8%	0.8%	10.4%	3.9%	16.4%	7.0%	1.1%	5.2%
Relative Available #			56	11	151	57	238	101	16	76
Goal			41	1	35	25	0	0	4	21
Goals Met?			NO	NO	NO	NO	YES	YES	NO	NO
Utilization Analysis			S Under-utilized	Under-utilized	S Under-utilized	S Under-utilized	Utilized	Utilized	S Under-utilized	S Under-utilized

Utilized: The number of current employees in an affected group equals the number available. Under-utilized: The number of current employees in an affected group is less than the number available. S (Significantly) Under-utilized: The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Professionals

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	996	872	27	19	58	20	439	62	9	52
Current Utilization %		87.55%	2.71%	1.91%	5.82%	2.01%	44.08%	6.22%	0.90%	5.22%
Internal Availability	833	88.1%	2.5%	1.9%	5.6%	1.8%	46.9%	5.8%	0.8%	5.6%
WSDOT Availability %			6.0%	1.4%	5.5%	4.9%	40.9%	5.9%	1.1%	6.1%
Relative Available #			60	14	55	49	407	59	11	61
Goal			33	0	0	29	0	0	2	9
Goals Met?			NO	YES	YES	NO	YES	YES	NO	NO
Utilization Analysis			S Under-utilized	Utilized	Utilized	S Under-utilized	Utilized	Utilized	Under-utilized	Under-utilized

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WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Administrative Support

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	288	256	4	9	14	5	266	2	4	13
Current Utilization %		88.89%	1.39%	3.13%	4.86%	1.74%	92.36%	0.69%	1.39%	4.51%
Internal Availability	282	89.4%	1.8%	3.2%	3.9%	1.8%	93.3%	0.7%	1.1%	4.6%
WSDOT Availability %			3.3%	2.5%	5.5%	3.4%	87.2%	3.9%	1.1%	7.3%
Relative Available #			10	8	16	10	252	12	4	22
Goal			6	0	2	5	0	10	0	9
Goals Met?			NO	YES	NO	NO	YES	NO	YES	NO
Utilization Analysis			S Under-utilized	Utilized	Under-utilized	S Under-utilized	Utilized	S Under-utilized	Utilized	S Under-utilized

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WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Skilled Craftpersons

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	1172	1092	9	28	10	33	54	107	10	48
Current Utilization %		93.17%	0.77%	2.39%	0.85%	2.82%	4.61%	9.13%	0.85%	4.10%
Internal Availability	1134	93.0%	0.8%	2.3%	1.0%	2.9%	6.5%	8.5%	0.8%	3.5%
WSDOT Availability %			2.7%	2.6%	7.1%	6.3%	16.1%	11.7%	1.1%	8.4%
Relative Available #			33	31	84	74	190	138	13	99
Goal			24	3	74	41	136	31	3	51
Goals Met?			NO	NO	NO	NO	NO	NO	NO	NO
Utilization Analysis			S Under-utilized	Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized

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WSDOT REGIONAL/HQ UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Technicians

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	672	594	19	9	33	17	180	50	6	28
Current Utilization %		88.39%	2.83%	1.34%	4.91%	2.53%	26.79%	7.44%	0.89%	4.17%
Internal Availability	384	87.2%	2.9%	1.6%	5.5%	2.9%	24.2%	5.7%	1.3%	2.6%
WSDOT Availability %			2.7%	1.8%	8.5%	3.8%	36.6%	6.6%	1.2%	6.6%
Relative Available #			18	12	58	26	246	45	8	45
Goal			0	3	25	9	66	0	2	17
Goals Met?			YES	NO	NO	NO	NO	YES	NO	NO
Utilization Analysis			Utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	Utilized	S Under-utilized	S Under-utilized

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WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Services / Maintenance

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	88	77	4	0	1	6	28	3	1	1
Current Utilization %		87.50%	4.55%	0.00%	1.14%	6.82%	31.82%	3.41%	1.14%	1.14%
Internal Availability	29	79.3%	13.8%	0.0%	0.0%	6.9%	24.1%	6.9%	3.4%	3.4%
WSDOT Availability %			6.9%	3.0%	7.2%	11.1%	22.8%	5.5%	1.6%	9.3%
Relative Available #			7	3	7	10	21	5	2	9
Goal			3	3	6	4	0	2	1	8
Goals Met?			NO	NO	NO	NO	YES	NO	NO	NO
Utilization Analysis			S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	Utilized	S Under-utilized	S Under-utilized	S Under-utilized

Utilized: The number of current employees in an affected group equals the number available. Under-utilized: The number of current employees in an affected group is less than the number available. S (Significantly) Under-utilized: The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Masters and Mates-WSF

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	164	155	2	0	6	1	18	8	3	2
Current Utilization %		94.5%	1.2%	0.0%	3.7%	0.6%	11.0%	4.9%	1.8%	1.2%
Internal Availability	348	85.6%	2.6%	4.9%	5.5%	1.4%	12.9%	4.0%	1.4%	3.4%
WSDOT Availability %			2.1%	3.3%	4.7%	1.0%	8.2%	5.9%	1.4%	4.7%
Relative Available #			4	6	8	2	14	10	3	8
Goal			2	6	2	1	0	2	0	6
Goals Met?			NO	NO	NO	NO	YES	NO	YES	NO
Utilization Analysis			S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	Utilized	Under-utilized	Utilized	S Under-utilized

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WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Licensed Engine-WSF

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities	
Current Utilization #	178	170	3	2	3	0	1	8	1	0	
Current Utilization %		95.5%	1.7%	1.1%	1.7%	0.0%	0.6%	4.5%	0.6%	0.0%	
Internal Availability	342	93.9%	2.0%	0.9%	2.3%	0.9%	2.6%	4.1%	0.3%	0.3%	
WSDOT Availability %			1.5%	5.2%	6.8%	0.6%	6.2%	5.9%	1.1%	4.7%	
Relative Available #			3	10	13	2	12	11	2	9	
Goal			0	8	10	2	11	3	1	9	
Goals Met?			YES	NO	NO	NO	NO	NO	NO	NO	NO
Utilization Analysis			Utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized

Utilized: The number of current employees in an affected group equals the number available. Under-utilized: The number of current employees in an affected group is less than the number available. S (Significantly) Under-utilized: The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Professionals-WSF

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	61	56	1	0	3	1	15	9	3	3
Current Utilization %		91.8%	1.6%	0.0%	4.9%	1.6%	24.6%	14.8%	4.9%	4.9%
Internal Availability	12	83.3%	0.0%	0.0%	16.7%	0.0%	58.3%	8.3%	0.0%	0.0%
WSDOT Availability %			2.2%	1.1%	5.4%	3.4%	23.8%	5.9%	1.1%	4.7%
Relative Available #			2	1	4	3	15	4	1	3
Goal			1	1	1	2	0	0	0	0
Goals Met?			NO	NO	NO	NO	YES	YES	YES	YES
Utilization Analysis			S Under-utilized	S Under-utilized	Under-utilized	S Under-utilized	Utilized	Utilized	Utilized	Utilized

Utilized: The number of current employees in an affected group equals the number available. Under-utilized: The number of current employees in an affected group is less than the number available. S (Significantly) Under-utilized: The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Terminals-WSF

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	354	302	14	11	15	12	167	5	0	10
Current Utilization %		85.3%	4.0%	3.1%	4.2%	3.4%	47.2%	1.4%	0.0%	2.8%
Internal Availability	359	84.7%	4.2%	3.1%	4.2%	3.9%	46.8%	1.4%	0.0%	2.8%
WSDOT Availability %			6.3%	2.4%	8.8%	3.5%	41.4%	3.9%	1.1%	6.5%
Relative Available #			23	9	32	13	147	14	4	24
Goal			9	0	17	1	0	9	4	14
Goals Met?			NO	YES	NO	NO	YES	NO	NO	NO
Utilization Analysis			S Under-utilized	Utilized	S Under-utilized	Under-utilized	Utilized	S Under-utilized	S Under-utilized	S Under-utilized

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WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Skilled Craftpersons-WSF

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam-Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	90	76	3	1	5	5	2	4	1	3
Current Utilization %		84.4%	3.3%	1.1%	5.6%	5.6%	2.2%	4.4%	1.1%	3.3%
Internal Availability	89	84.3%	3.4%	1.1%	5.6%	5.6%	2.2%	4.5%	1.1%	3.4%
WSDOT Availability %			3.3%	2.4%	5.0%	5.1%	6.4%	11.7%	1.1%	7.7%
Relative Available #			3	3	5	5	6	11	1	7
Goal			0	2	0	0	4	7	0	4
Goals Met?			YES	NO	YES	YES	NO	NO	YES	NO
Utilization Analysis			Utilized	S Under-utilized	Utilized	Utilized	S Under-utilized	S Under-utilized	Utilized	S Under-utilized

Utilized: The number of current employees in an affected group equals the number available. Under-utilized: The number of current employees in an affected group is less than the number available. S (Significantly) Under-utilized: The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Unlicensed Engine-WSF

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities	
Current Utilization #	171	157	4	1	6	3	9	6	0	1	
Current Utilization %		91.8%	2.3%	0.6%	3.5%	1.8%	5.3%	3.5%	0.0%	0.6%	
Internal Availability	7	85.7%	0.0%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	
WSDOT Availability %			5.0%	3.1%	9.4%	6.4%	13.1%	5.2%	1.1%	8.7%	
Relative Available #			9	6	16	11	23	9	2	15	
Goal			5	5	10	8	14	3	2	14	
Goals Met?			NO	NO	NO	NO	NO	NO	NO	NO	NO
Utilization Analysis			S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized

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WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Administrative Support-WSF

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	77	61	8	0	6	2	56	1	0	1
Current Utilization %		79.2%	10.4%	0.0%	7.8%	2.6%	72.7%	1.3%	0.0%	1.3%
Internal Availability	29	72.4%	10.3%	0.0%	10.3%	6.9%	65.5%	0.0%	0.0%	0.0%
WSDOT Availability %			7.7%	2.2%	9.2%	5.5%	69.3%	3.9%	1.1%	6.5%
Relative Available #			6	2	8	5	54	4	1	6
Goal			0	2	2	3	0	3	1	5
Goals Met?			YES	NO	NO	NO	YES	NO	NO	NO
Utilization Analysis			Utilized	S Under-utilized	Under-utilized	S Under-utilized	Utilized	S Under-utilized	S Under-utilized	S Under-utilized

Utilization Analysis compares the number of employees represented by the WSDOT Region/HQ Division against WSDOT Final Availability. Utilized: The number of current employees in an affected group equals the number available. Under-utilized: The number of current employees in an affected group is less than the number available. S (Significantly) Under-utilized: The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

WSDOT AGENCY-WIDE UTILIZATION ANALYSIS REPORT (Definitions on last pages)

JOB GROUP: Deck-WSF

Date: July 2006

	Total Count	Caucasian/ White	African American/ Black	American Indian/ Alaska Native	Asian/ Pacific Islander	Hispanic/ Latino	Female	Vietnam- Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	535	450	19	25	28	13	132	12	3	14
Current Utilization %		84.1%	3.6%	4.7%	5.2%	2.4%	24.7%	2.2%	0.6%	2.6%
Internal Availability	333	86.8%	3.6%	2.4%	4.5%	2.7%	31.2%	1.5%	0.3%	1.2%
WSDOT Availability %			5.0%	3.1%	4.5%	6.4%	21.6%	5.2%	1.1%	8.7%
Relative Available #			28	17	24	35	116	28	6	47
Goal			9	0	0	22	0	16	3	33
Goals Met?			NO	YES	YES	NO	YES	NO	NO	NO
Utilization Analysis			S Under-utilized	Utilized	Utilized	S Under-utilized	Utilized	S Under-utilized	S Under-utilized	S Under-utilized

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Utilization Analysis Report Definitions and Descriptions

This report compares the composition of Washington State Department of Transportation's current workforce of affected group members against the available workforce. WSDOT Regions and HQ Administrations use this information to establish and monitor strategies to correct underutilization and employ a productive and diverse workforce. Human Resource Consultants use this report to determine what supplemental certifications (if applicable) need to be enacted for the following affected groups: Person with Disabilities, Vietnam-Era Veterans, and Disabled Veterans.

Job Groups are groups of Occupational Categories (job classifications) in WSDOT that have relatively similar content and opportunities.

Utilization # is the total number of employees in within the reported WSDOT Organization. (Includes permanent Merit System 1 employees with 50% or more "Appointment Percent"; all active WSF Merit System 5 employees). Utilization % is the proportion of each race, gender, veteran, or disability category within each EEO Group. It equals the number of employees in each Affirmative Action Category divided by the total number of employees in the EEO Job Group.

Internal Availability is the estimated internal pool of candidates available for promotion. The methodology is based on identifying Job Classes that have a natural career path progression to higher classes. For example, Bridge Engineer 1 employees are "available" for promotion to Bridge Engineer 2 positions. Employee data was grouped from the job class held on July 1, 2006 into the EEO Group of the job class they could promote into.

WSDOT Availability % is the final availability percentage for the agency as a whole. Availability #, Goal, Goal Met, and Utilization Analysis are based on the WSDOT Availability %.

Relative Available # represents the number available for each affected group, relative to the size of the Job Group. It is the product of the WSDOT Availability multiplied by the number of positions in the EEO Job Group, rounded up.

Goal is the number of new hires/promotions that would bring the group to parity with the available workforce. It is the Utilization # minus the Availability #, where the result is greater than zero. Numbers are rounded up.

Goals Met? indicates if there is underutilization, meaning the group is under-represented compared the number available. If goals have not been met, there is a need to apply affirmative action strategies. If there is underutilization of less than .5 FTE, there is still a goal for which affirmative action can be taken. Therefore, "Relative Available" and "Goal" numbers are rounded up.

Utilization Analysis compares the number of employees represented by the WSDOT Region/HQ Division against WSDOT Final Availability. **Utilized:** The number of current employees in an affected group equals the number available. **Under-utilized:** The number of current employees in an affected group is less than the number available. **S (Significantly) Under-utilized:** The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

Affirmative Action Category Definitions

Affirmative Action information is self-identified by employees on a voluntary basis. All employee counts include permanent full-time employees and are compiled from the Washington State Department of Personnel Data Warehouse.

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

African American/Black: A person with origins in any of the Black racial groups of Africa.

American Indian or Alaskan Native: A person with origins in any of the original peoples of North America and who maintains cultural identification through documented tribal affiliation or community recognition.

Asian or Pacific Islander: A person with origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. For example, China, Japan, Korea, Pakistan, the Philippine Republic, and Samoa.

Hispanic/Latino: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race. For example, persons from Brazil, Guyana, or Surinam would be classified according to their race and would not necessarily be included in the Hispanic category. This category does not include persons from Portugal, who should be classified according to race.

Person with Disability: A person with a permanent physical, mental, or sensory impairment which substantially limits one or more major life activities. Physical, mental, or sensory impairment means: (a) any physiological or neurological disorder or condition, cosmetic functions; or (b) any mental or psychological disorders such as mental retardation, organic brain syndrome, emotional or mental illness, or any specific learning disability. The impairment must be material rather than slight, and permanent in that it is seldom fully corrected by medical replacement, therapy or surgical means.

Disabled Veteran: A person entitled to disability compensation under laws administered by the Veterans Administration for a disability rated at 30 percent or more, or disability rated at least 10 percent in the case of a veteran who has been determined by the Veterans Administration to have a serious employment handicap, or whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty.

Vietnam-Era Veteran: A person who served on active duty for more than 180 days, any part of which occurred between February 28, 1961 and May 7, 1975 in the Republic of Vietnam, or between August 5, 1964 and May 7, 1975 in all other cases; and was discharged or released from active duty with other than a dishonorable discharge; or who was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975.