

**RECOMMENDATIONS OF THE
CENSUS ADVISORY COMMITTEE ON THE
HISPANIC POPULATION
MADE AS A RESULT OF THE
October 1 - 3, 2003 MEETING**

The Census Advisory Committee on the Hispanic Population made the following recommendations to the Director, U. S. Census Bureau, during its meeting on October 1 - 3, 2003. Comments reflecting the responses and actions taken or to be taken by the Census Bureau accompany each recommendation.

Recommendation 1

Oppose the Development and Use of the New “Shortened Hispanic Origin and Race Category”

“The Hispanic committee is concerned and firmly opposed to the development and use of the new ‘shortened Hispanic origin and race category’ form. Such shortened Hispanic origin and race category has in the past resulted in large undercounts of minorities and totally discounts the 1996 Census Tests that resulted in a less accurate count of the minority population.”

Census Bureau Response

We are currently considering including a test of shortened race, Hispanic-origin, and ancestry questions in the 2005 National Content Survey. This is due to two issues that have been raised by our stakeholders. First, some ethnic groups that were not listed in the race and Hispanic-origin questions on previous questionnaires have asked why they were not specifically included. They believe a shortened format would result in a more balanced treatment for all population groups of the three concepts of race, Hispanic-origin, and ancestry. Secondly, because these questions overlap, some stakeholders believe that respondents have trouble answering them. They believe that shortening the questions could minimize some of the confusion.

Recommendation 2

Include the ‘One or More’ Race Category in the Instructions in the 2005 Census Test

“Test results of the 2003 question on Hispanic origin are positive and should be carried forward. The Hispanic Committee now requests that the 2005 Test include the addition of ‘one or more’ in the instructions to allow multiple responses to ‘origin’.”

Census Bureau Response

Prior to the 2005 National Content Survey, we plan to conduct cognitive testing on the impact of allowing multiple responses to the question on Hispanic-origin. If the outcome is promising, we will consider this wording in conjunction with a wide range of design features for testing in the

2005 National Content Survey.

Recommendation 3

Add Instructions to Address the Need to Have the Respondent Fill out His or Her Race between questions 7 & 8

“The selection of race on Census questionnaires is confusing for Hispanics, especially because some race choices are simply designations of national origin, e.g., Korean, Chinese. The Hispanic Committee strongly recommends that the Bureau add instructions addressing the need to have the respondent fill out his or her race in between questions 7 & 8. For example, in the above Recommendation #1 layout, under blocks where respondent may print Hispanic subgroups, add in italics ‘*Now answer race question*’.”

Census Bureau Response

The 2004 Census Test questionnaire includes an instruction to answer both the race and Hispanic-origin questions (NOTE: Please answer BOTH questions 8 and 9). We plan to conduct additional research and testing on the use of instructions to elicit the most accurate and complete responses to the race and ethnicity questions.

Recommendation 4

Test Language to Elicit More Specific National Origin Responses from Blacks from the Caribbean, Central/South America, and African Countries

“In support of the concerns expressed by some members of the African American Advisory Committee regarding the growing number of Blacks who may not be able to self-identify using the race questions as currently defined, the Hispanic Advisory Committee recommends that language be tested to elicit more specific national origin responses from Blacks from the Caribbean, Central/South America, and African countries, perhaps by adding examples in parenthesis, next to the Black, African American, or Negro race question. However, the Bureau must ensure that it accurately counts the large number of Afro-Latino individuals who may also self-identify as Hispanic. The Hispanic Advisory Committee strongly recommends the continued separation of the race and Hispanic origin questions in all Census Bureau data collection/survey projects including the 2010 census. For example:

- Black, African American
- Other Black (Nigerian, Ethiopian, Haitians, etc.)”

Census Bureau Response

Counting an increasingly diverse population is a challenge that grows with the passage of each successive decade. Our efforts to improve coverage should help reduce the amount of undercoverage and improve data quality for groups such as those of West Indian ancestry and Sub-Saharan African populations. We also plan to continue research to develop the most

effective overall design for the race and Hispanic-origin questions.

Recommendation 5

Add & Test Language to Elicit the Response of “Indian from the Americas” from Latinos

“The Hispanic Committee recommends that the Census Bureau add and test the following adjustments to the race category: The OMB includes, in the Native American and Alaska Native category, the Indian population from the Americas. The Hispanic Advisory Committee recommends that the Census Bureau add and test language to elicit the response of those Latinos who self-identify racially as ‘indigenous’ (*Indigena*’ is the word for ‘Indian’ in Spanish) and therefore can choose their race as ‘Indian from the Americas’. For example,

- Native American or Alaska Native

(write tribe)

with and without examples:

- Non-US Indian (other indigenous people from outside the U.S.)
- Non-US Indian (other indigenous people from outside the U.S.) (e.g., Quechua, Zapotec)”

Census Bureau Response

In preparation for the 2010 Census, we plan to conduct a wide range of studies that will provide insight into how to improve question wording and reporting in the questions on race and Hispanic-origin. Our 2010 Census Race and Ethnicity Research and Planning Group is currently considering testing ways to improve reporting of Central and South American Indians in the American Indian and Alaska Native category on race, but such a question has not yet been included in a content test or census design. This issue, including the necessary testing, will be addressed in time for the 2006 decision on content for the 2010 census.

Recommendation 6

Retain “Some Other Race” in the Race Category

“In addition to the above recommendation, the Hispanic Advisory Committee strongly recommends the retention of ‘Some Other Race.’ The U.S. population is very diverse and ever changing. The ‘Some Other Race’ category will provide the Bureau with insight into which sector of the changing U.S. population requires more study.”

Census Bureau Response

Although we have used the “Some Other Race” (SOR) category in the past, that option is not one of the required Office of Management and Budget (OMB) race categories. To make census data consistent with other federal agency data, the Census Bureau must reassign responses in the SOR category to one of the standard OMB race categories. Further, data for the SOR category are only shown in decennial census data products. For all other Census Bureau purposes, such as estimates projections, and surveys, these responses must be reassigned into one of the OMB categories. These results are sometimes used to calculate indicators such as cancer incidence rates for various racial and ethnic populations.

The SOR response category was not included in the response categories to the question on race for the 2004 Census Test, and we have not yet determined the wording and response categories for the 2010 census. However, results from the 2003 National Census Test indicated that dropping the SOR category decreased SOR race reporting by Hispanics by about 18 percentage points and increased (by 6 percentage points) race nonresponse for Hispanics. Since the increase in Hispanic nonresponse was more than offset by lower imputation rates (resulting from a reduction in SOR reporting), this combination of factors led to a substantial net improvement in the proportion of Hispanics reporting in the five standard OMB categories for the race question.

We plan to use these results, as well as the results of the tests planned as part of the 2004 Census Test, the 2005 National Content Survey, and additional cognitive and focus group tests, to develop optimal wording for the race and Hispanic-origin questions and response categories. Our decision on the design of these questions for the 2010 census will be based on a careful analysis of all test results in order to select the wording that will meet the myriad needs for such information.

Recommendation 7

Do Not Test the Word “Caucasian” in the Race Category

“Do not test the word ‘Caucasian’ in the race category – no longer a current term.”

Census Bureau Response

We conducted cognitive research in the summer of 2003 to determine the feasibility of including “Caucasian” as part of the “White” category to the question on race. The resulting data are inconsistent. Some individuals view the term "Caucasian" as “referring to people of Northern European descent,” while others thought that "Caucasian" was a more general term. In contrast, some focus group participants viewed the term "White" as a general term, whereas other respondents felt that "White" referred exclusively to descendants of Europeans (Jiles et al. 2003).

Given these mixed results, we may include "Caucasian" as part of the “White” response category to the question on race in the 2005 Census Test, in our continuing efforts to gather data about terminology that is meaningful to the greatest number of respondents.

Recommendation 8

Provide a Report Detailing the Linguistic Capabilities/Grade Levels and Cultural/Ethnic Background of All Current ACS Staff in Each Census Regional Office & Call Centers

“In view of the increased dependence on follow-up personal communications to ensure appropriate coverage of Hispanics in the ACS program, the Hispanic Advisory Committee requests a report detailing the linguistic capabilities and grade levels of all current ACS staff in each Census Regional office as well as linguistic and cultural ethnic background of interviewers (including the 3 call centers).”

Census Bureau Response

The Census Bureau developed an inventory of the language capabilities of the ACS CAPI (Computer-Assisted Personal Interview) staff by regional office. We distributed this information at the fall 2003 REAC meeting. In addition, we produced a regional office profile of language needs based on American Community Survey (ACS) data on languages spoken and on English proficiency. These data are partitioned into mail and follow-up universes to allow a clearer picture of the percentage of the follow-up households that speak a language other than English. Combining the staffing profiles and the language needs profiles allowed an assessment of the ACS coverage for language needs throughout the country. A full briefing on these issues was provided to the Hispanic Committee at the October 2003 REAC meeting.

Recommendation 9

Assess/Define Minimal Linguistic Requirements and Bi-lingual Staffing Needs for each Census Regional Office and Develop Hiring Plans to Meet Staffing Needs

“To ensure effective outreach and high participation of Hispanics in the ACS program, the Hispanic Advisory Committee recommends that minimal linguistic requirements and bi-lingual staffing needs be assessed and defined for each Census Regional office and that appropriate 3-to 5-year hiring plans be developed to meet those needs.”

Census Bureau Response

The Census Bureau developed an inventory of the language capabilities of the ACS CAPI staff by regional office. We distributed this information at the fall 2003 REAC meeting. In addition, we produced a regional office profile of language needs based on ACS data on language spoken and on English proficiency. These data are partitioned into mail and follow-up universes to allow a clearer picture of the percentage of the follow-up households that speak a language other than English. Combining the staffing profiles and the language-needs profiles allowed an assessment of the ACS coverage for language needs throughout the country.

Recommendation 10

Achieve Increased Awareness of the ACS in General and Through a Pilot via a Targeted Media Campaign

“Based on the importance of ensuring the accuracy and complete coverage of the ACS and given the disproportion of results obtained from home visits (coming primarily from smaller groups), the Hispanic Advisory Committee recommends Hispanic community outreach efforts to meet the following objectives:

- Increase awareness of the ACS: benefits, data, purposes and uses, (e.g., economic development, transportation, schools, civil rights enforcement).
- Achieve increased awareness in a pilot via a targeted media campaign that takes into account the information needs of different population groups (for example: public service announcements).”

Census Bureau Response

The Census Bureau supports efforts to help explain the data products and benefits of the ACS to all data users and to find ways to increase awareness and response rates for all groups.

In addition, we are developing a Spanish paper version of the questionnaire to allow Spanish monolingual persons to provide the data more easily. These questionnaires will be mailed to Spanish-speaking respondents who call the Spanish questionnaire assistance lines.

Recommendation 11

Test the Impact of Using New, More Sophisticated Data Gathering and GPS-Based Technology

“In view of the successful count resulting from hiring local community peers to conduct culturally and linguistically appropriate interviews and follow-ups during the 2000 Census, the Hispanic Advisory Committee recommends that the Census test the impact of using new, more sophisticated data gathering and GPS-based technology, especially with regard to an interviewer’s educational, literacy, and non-English speaking capabilities.”

Census Bureau Response

The Census Bureau will be testing Mobile Computing Devices (MCDs) with Global Positioning System (GPS) technology in the 2004 Census Test site in Queens, New York. Our Census 2000 data indicate that a large percentage of the residents in this area speak Spanish at home. One of the objectives of this test is to develop methods for implementing an MCD system (including GPS technology) that incorporates Spanish and English-language capabilities during the Nonresponse Follow-up (NRFU). We also plan to assess the impact of MCDs on field staffing, training, and data processing.

For the 2004 Census Test, we are planning a specific evaluation of MCDs to ascertain the NRFU enumerators' ability to use the instrument. We will gather feedback from enumerator questionnaires and structured interviewer debriefing sessions in order to elicit information regarding any problems encountered using the MCD/GPS instrument and difficulties with the Spanish-language version (e.g., differences by the language background of enumerators). Data from this test will help determine the feasibility of using a Spanish-language MCD for the 2010 Census.

Recommendation 12

More Care Should be Taken by Census Employees in Their Statements on Programs and Projects

“The Hispanic Committee recommends that Census employees be more careful in their statements on programs and projects: We were led to believe the test in Queens was to have questions in both English and Spanish. The PDA exhibited in this meeting had questions in Spanish leading into questions in English only. We felt deliberately misled by Census employees unless they did not know what they were talking about.”

Census Bureau Response

As planned for the 2004 Census Test, the MCD is programed with questions in both Spanish and English. For this initial test, respondents who only speak Spanish will be read all the questions in Spanish. This is consistent with the test requirements and technical considerations involved in developing a hand-held computing device capable of collecting and transmitting data and workload information in a census environment.

We are currently attempting to develop translation standards that can be applied to all parts of the electronic questionnaire. As we learn the capabilities and limitations of the current version of the MCD, we will apply these standards in order to achieve our goal of creating an electronic questionnaire containing the optimal mix of Spanish and English questions and response categories. We are currently planning to field test this capability as part of the 2006 Census Test.

Recommendation 13

Extend the Purpose of the PDA Test in Queens to Test the Use of Language Separate from Testing of the PDA

“The design of the PDA test for Queens seems to be incomplete and fundamentally flawed:

- 1) Its purpose is to test the use of the PDA only;
- 2) The addition of a language variable (partial Spanish translation of questions only) may detract testing of PDA

We recommend extending the purpose to test the use of language separate from the PDA.”

Census Bureau Response

Language testing, per se, is not an objective for the 2004 Census Test. In accordance with design work completed several years ago, we intend to evaluate the effectiveness of the MCD as an instrument for data collection and transmission. Developing a device such as the MCD to use in a large-scale census test requires an extensive lead time. Therefore, at this point, we cannot change our test objectives. However, we will consider non-Professional Digital Assistant (PDA) language testing for future tests, including the 2006 Census Test and other cognitive/special purpose tests.

The Spanish elements that will be incorporated in the MCD for the 2004 Census Test will allow us to evaluate the toggling capabilities that allow enumerators to use the Spanish versions of the questions, as well as switch between Spanish and English. The planned use of Spanish translations solely for the 2004 Census Test questions, but not response categories, will not limit the information that we need to meet our defined objectives.

Recommendation 14

Include a Full Spanish Translation in PDA Field Testing

“The Hispanic Committee recommends that the Bureau include a full Spanish translation in their PDAs (Professional Digital Assistant/handheld microcomputers) while performing field testing activities.”

Census Bureau Response

As stated above, language testing, per se, is not an objective for the 2004 Census Test. In accordance with design work completed several years ago, we intend to evaluate the effectiveness of the MCD as an instrument for data collection and transmission. Developing a device such as the MCD to use in a large-scale census test requires an extensive lead time. Therefore, we cannot change our test objectives. We will consider non-PDA language testing for future tests, including the 2006 Census Test and other cognitive/special purpose tests.

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Recommendation 15

Providing Assistance for People to Fill out the Questionnaire via the Internet

“In order to test and possibly increase the online questionnaire response rate, the Hispanic Advisory Committee recommends that the Census Bureau consider providing assistance for people to fill out the questionnaire via internet. For example: marketing, bilingual 800 number; bureau personnel to assist at central locations where community gather, e.g., library, community centers, churches.”

Census Bureau Response

The Census Bureau provides several types of questionnaire assistance, including language guides, toll-free telephone numbers, and the provision of materials and in-kind support to assist community volunteers in helping local residents complete their census questionnaires. For the 2004 Census Test, the Census Bureau will include a toll-free Telephone Questionnaire Assistance number with bilingual staff to provide assistance to help Spanish-speaking respondents complete their questionnaires, and we plan to develop a marketing and advertising strategy to encourage the public to use the Internet to complete and return their census forms. Because questionnaire assistance improvement was not an objective for the 2004 Census Test, we are not attempting to implement every aspect of what will become our 2010 census questionnaire assistance activities.

Recommendation 16

Establish and Utilize Partnerships with Hispanic Organizations

“The Hispanic Advisory Committee recommends the establishment and utilization of partnerships with Hispanic organizations for the purposes of planning and testing the ACS, ACE and 2010 Decennial Census.”

Census Bureau Response

Two of the goals of the Partnership and Data Services (PDS) program are as follows:

- To nurture and expand productive partnerships with regional and local partners established during Census 2000 and beyond.
- To take and communicate the “pulse” of 21st Century America for better survey operations, improved Census Bureau programs, and in the reengineered 2010 Census.

At this point in the decade, the members of the regional office staff are maintaining contacts with partners and customers who assisted with promoting Census 2000. We will be conducting the 2004 Census Test in two sites: northwest Queens, NY, and southwest Georgia. The New York site, in particular, contains a large Hispanic population. The partnership specialists hired in the test sites will be working closely with Hispanic organizations and businesses to build awareness

and encourage participation in the test and to seek feedback on the effectiveness of the outreach strategies employed during the test.

The PDS staff at headquarters recently conducted focus groups on faith-based and rural outreach for the purpose of identifying new and innovative census outreach strategies for the 2010 census. The participants in these focus groups were Census 2000 partners from a variety of faith-based and rural organizations. The PDS staff hopes to conduct other focus groups in the upcoming years to identify effective partnership and outreach strategies for diverse populations and communities.

In addition to these local and regional efforts, the Census Bureau's national outreach program continues to educate and strengthen our ties with national organizations through the Census Bureau's Customer Liaison Office.

Recommendation 17

Study the Quality of Response Data Obtained from Hispanics Using Telephone Interviews and Other Input Mechanisms

“The Hispanic Advisory Committee recommends that the Bureau study the quality of response data obtained from Hispanics using telephone interviews and other input mechanisms, compared to the quality of data obtained from face-to-face interviews, as well as from mailed-in questionnaires. This study could help reveal the impact of variation in the Spanish language terminology used by different groups with different Hispanic national origin. In addition, Spanish-speaking persons use their hands, facial expressions, and general body language to communicate and convey messages clearly.”

Census Bureau Response

The ACS staff has studied the quality of response data from mail, Computer Assisted Telephone Interview (CATI) and CAPI by race and by language spoken. To date our analyses have focused on item completeness. Those results were shared with the Language Working Group at the spring meetings. We also have conducted studies of CATI and CAPI interviewer behavior in Spanish interviews and cognitive testing of the Spanish instrument. Additional research is being considered to measure response errors.

Recommendation 18

Conduct Research in the 2005 ACS Test to Determine the Benefit of an Effective Partnership Program

“The Hispanic Advisory Committee recommends that research be conducted in the 2005 ACS test to determine the benefit of an effective partnership program as measured by changes in overall participation rates. Such research would not only determine the impact of partnership programs on participation rates, but could also assist in defining the requirements and characteristics of a model partnership program.”

Census Bureau Response

The Census Bureau is not planning to conduct a test for the ACS in 2005. However, we are planning to conduct decennial census tests in 2004 and 2006, and a Dress Rehearsal in 2008. The Partnership Program will be a component of these tests and will help us define the requirements for an effective Partnership Program for the 2010 census. The Census Bureau plans to develop components of the Integrated Communications Program throughout the test cycle to effectively identify and reach our target audiences, convey the messages that will motivate them to participate in the census, and assess how well we accomplished these goals.

Recommendation 19

Commends Support on the Confidentiality of All Census Data.

“The Hispanic Committee commends the Bureau of the Census for its outspoken support on the confidentiality of all Census data.”

Census Bureau Response

Confidentiality is integral to our mission and written into our law (Title 13, United States Code, Section 9). It is in large part because of concerns about data protection that the Census Bureau (a) established the Data Stewardship Executive Policy Committee (DSEP) to issue new policies specific to safeguarding and protecting the data we collect and maintain and (b) adopted four Privacy Principles—including one on Confidentiality—that serve as the basis for our data stewardship policies. As we reported to you at the October meeting, the DSEP has already adopted a number of new policies that strengthen the practices and procedures in place for handling these confidential data; other data stewardship policies are under development. These policies provide the organizational mechanisms necessary to further strengthen protection of Census Bureau data.

Recommendation 20

Conduct Research to Establish a Language List for the 2010 Census

“The Hispanic Advisory Committee recommends that a research study be conducted to establish a language list for the 2010 Census based on the results of various preliminary studies recommended by the Language Working Group on May 6, 2003. Studies should include:

1. Language Profile of Interviewers (1300) by region
2. Demographic study of slow or non-respondents
3. Issues raised by McGovern/Griffin letter
4. Apply an 80-20 rule to allocate resources where most needed.”

Census Bureau Response

- The ACS staff is currently developing both a database of ACS CATI interviewers' language skills, as well as a similar regional database for ACS CAPI staff. We updated the Committee on this information at the October 2003 meetings.
- We also have produced a regional profile of language needs from ACS data on language spoken and English proficiency. These data, which include both mail and CATI/CAPI follow-up universes, give us a clearer picture of the percent of the follow-up households that speak a language other than English. Combining the staffing profiles and the language-needs profiles will allow an assessment of the ACS coverage for language needs throughout the country.
- The Census Bureau has conducted some research on the demographic characteristics of individuals who are slow to respond or who are nonrespondents. In addition, the Census Bureau developed a planning database that shows demographic characteristics such as race and ethnicity, income, and tenure (home ownership), as well as response rates. The Census Bureau used this database for Census 2000 to help improve response rates in hard-to-count areas. An updated version using Census 2000 data is envisioned.
- We are not aware of what issues were raised in the McGovern/Griffin letter to which you refer. Please provide a copy of the letter and a list of the specific points that you would like us to address.
- Without further details, we do not know what the Committee means when it refers to the "80-20 rule."

Recommendation 21

Provide for the Attendance of ACS Interviewers at a Language Training Program

"The Hispanic Committee requests that, at least, two of its members attend a language training program for ACS interviewers in, at least, two different geographic areas."

Census Bureau Response

The Census Bureau hires bilingual Field Representatives to conduct interviews in areas with a large density of persons speaking a language other than English. The Field Representatives are already bilingual (English plus other languages) when hired. The Census Bureau provides training in English on interviewing techniques, payroll issues, administrative issues, and a week long training on the specific aspects of the ACS. Included in the training is a short module on what interviewers should do when they encounter households that cannot speak English.

Recommendation 22

Put an Integrated Results-Based Process in Place for the Hiring and Advancement of Hispanics

“In order for significant gains to be made in the hiring and advancement of Hispanics at the Census Bureau, the Hispanic Advisory Committee recommends that an integrated results-based process be put in place. This process includes:

- a) extensive outreach programs
- b) follow-through on all efforts made and
- c) actual hiring of qualified Hispanic candidates”

Census Bureau Response

At the most recent REAC meeting, the Census Bureau outlined significant new initiatives designed to attract greater numbers of qualified Hispanic applicants for Census student internship and career opportunities. The Census Bureau’s Hispanic Recruitment Coordinator is actively engaged in implementing our partnership with the University of Puerto Rico and related initiatives designed to raise the Census Bureau’s appeal as an employer to potential Hispanic applicants.

The Equal Employment Office Advisory Council and Diversity Council serve as useful venues to facilitate feedback from our employees. In addition to soliciting direct feedback from our employees, the Census Bureau’s senior management is committed to monitoring our progress in establishing and sustaining an inclusive and diverse work force.

Recommendation 23

Offer Internships to Hispanic Students at Community Colleges

“The Hispanic Committee recommends that the Bureau explore the feasibility of increasing the Hispanic pipeline for employment with the Bureau by offering internships to Hispanic students enrolled at community colleges with very high percentages of minority students.”

Census Bureau Response

In an effort to increase awareness of Census Bureau employment opportunities and to inspire students to strive for bachelors and graduate degrees in the social sciences, mathematics, statistics, computer science, and geography, the Census Bureau is presently discussing the possibility of stepping up its recruitment activities at community colleges. In particular, we are considering more aggressively marketing student internship opportunities in these venues. Because of the academic requirements for our major occupational series, we are paying particular attention to those community colleges that have relationships with four-year academic institutions that allow students to complete the course work required to qualify for our major occupational series. These discussions are taking place within the context of implementing a

new Strategic Recruitment Plan for the agency and should be completed in time for the next academic year.

Recommendation 24

Explore the Different Ways to Complete Census Instruments

“The Hispanic Committee recommends that the Bureau continue to explore the use of different ways to complete Census instruments; however, it should provide all respondents the same user opportunity and interfaces in completing the census instruments.”

Census Bureau Response

We are continuing to explore the latest technological innovations, including the use of MCDs, the Internet, and Telephone Interactive Voice Response, as well as paper questionnaires, to collect census 2010 data.

All respondents will be provided with the same opportunities to answer the census questionnaire.

Recommendation 25

Explore the Feasibility of Allowing Respondents to Download Census Instruments

“The Hispanic Committee recommends that the Bureau explore the feasibility of allowing respondents to download census instruments from the World Wide Web.”

Census Bureau Response

For Census 2000, we posted "informational copies" of the questionnaire on our Web site. These forms provided users with the questions and response categories; however, they were not intended for use as “fillable” forms. We believe it unlikely that it will be feasible to allow respondents to download census questionnaires from the World Wide Web that can be filled out and returned to the Census Bureau, because of the complexities of distribution and identification number control.

Recommendation 26

Offer IPA Positions to Hispanic Professionals

“The Hispanic Committee recommends that the Bureau explore the feasibility of reaching out to Hispanic professionals by offering IPA positions with the Bureau.”

Census Bureau Response

The Census Bureau typically enters into Interagency Personnel Agreements (IPAs) to fill a particular need within the organization that cannot be met through our established recruitment activities. These needs are ordinarily related to research that is of mutual interest to the individual, his/her employer, and the Census Bureau. If the opportunity presents itself, the Census Bureau would welcome entering into IPAs with Hispanic professionals whose career and research interests coincide with the agency's needs.

Recommendation 27

Recruit Outstanding Hispanic Scholars in Universities

“The Hispanic committee recommends that the Bureau enhance its efforts to increase the Hispanic pipeline for employment with the Bureau by recruiting outstanding Hispanic scholars in universities.”

Census Bureau Response

As part of our ongoing college recruitment activities, the Census Bureau twice annually visits 20 colleges and universities that are Hispanic serving institutions or have sizeable Hispanic student populations (see Attachment 1). Prior to visiting college campuses, our recruiters contact honor societies, as well as student unions (including Hispanic student organizations that may exist on campus), to alert them to our upcoming visit and to request their assistance in promoting our visit to those students who might have an interest in working in one of our major occupational series. While we are constantly searching for top students for all of our occupational series, we take particular note of those who may qualify for entry level positions in the Information Technology Specialist and Geographer job series. These major occupational series are among a number of job series in our Outstanding Scholar Program for which the Census Bureau has authority to make noncompetitive job offers at the GS-7 level to qualified applicants who have GPAs of 3.5 or higher. We also make a concerted effort to attract top undergraduates to consider student internships.

In addition to these efforts, we believe that our new partnership with the University of Puerto Rico will generate greater interest about career opportunities at the Census Bureau. Given the large turnout and enthusiastic response from students to the recent series of academic lectures offered by Census Bureau personnel on the Rio Piedras campus, we are looking forward to a fruitful spring recruitment campaign and summer internship season.

Recommendation 28

Separate Funding of the Americans Abroad Enumeration from the Census; Include Dual-Citizenship in the Enumeration; Do Not Limit Countries Selected

“With reference to the Americans Abroad enumeration, the Hispanic Advisory Committee does not see the policy on operational feasibility of this effort and recommends that:

- Funding must be appropriated separately from current program (Census) funding
- Enumeration of U.S. citizens cannot be limited to selected representatives living in selected countries only
- Enumeration should be inclusive of dual-citizens including U.S. born children whose parents are non-citizens (deported, returned to country, etc.)”

Census Bureau Response

- **Funding must be appropriated separately from current program (Census) funding.**

Appropriations for the 2004 Census Test are included in 2010 Census Planning. Funds will be allocated to specific tests, including the 2004 Overseas Enumeration Test (OET). For FYs 05 and 06, we did set up a separate budget category specifically for overseas testing.

- **Enumeration of U.S. citizens cannot be limited to selected representatives living in selected countries only.**

Just as sites for the 2004 National Census Test were selected to meet a limited number of test objectives, the 2004 OET sites will be limited to three countries. If Congress decides to make overseas enumeration a component of the 2010 Census, all U.S. citizens living abroad in all countries will have the opportunity to be counted.

- **Enumeration should be inclusive of dual-citizens including U.S. born children whose parents are non-citizens (deported, returned to country, etc.).**

The 2004 OET already is designed to collect information from individuals who hold dual citizenship.

Recommendation 29

Hire a High Grade Hispanic in the Bureau’s Congressional Affairs Office

“The Hispanic Committee requests the hiring of a high grade Hispanic within the Bureau’s Congressional Affairs Office to interface with the legislative branch of government.”

Census Bureau Response

The Census Bureau has enjoyed a long and distinguished relationship with the Congressional Hispanic Caucus and other Members of Congress representing Hispanic populations. During the years preceding the 2000 census, the Caucus and its members were our most vocal and committed advocates. Recently, we have worked successfully with the Caucus on issues concerning improving identification of Hispanic subgroups in the census.

The Census Bureau recognizes the benefits of a diverse congressional affairs staff. The

Congressional Affairs Office has pioneered a program that uses internal Census Bureau professionals to bring diversity and expertise on Census Bureau programs to its small specialized staff. This program fulfills the Census Bureau's objective of improving the political acumen of Census Bureau managers and potential senior executives. The most recent executive candidate in the Congressional Affairs Office was of Hispanic origin.

Also, the Congressional Affairs Office has served as a resource for Presidential Management Interns assigned to the Census Bureau to gain political-liaison experience.

Our strategic goals for the Congressional Affairs Office include expanding the staff to better meet objectives of improved customer service, broader advocacy development and diversity.