Ethnicity Options in Unite
Frequently Asked Questions

Introduction

As a result of the recent Supreme Court decision regarding the use of ethnicity as a factor in admissions, many schools are configuring Unite to either prevent the collection of ethnicity information entirely, or to continue to collect this information while withholding it during the review process.

LSAC Ethnicity Data

- **Q: What data will LSAC provide to schools at the end of the admission cycle?**
  A: Regardless of whether schools choose to collect ethnicity data on their application, they will have the opportunity to receive the LSAC ethnicity data at the end of the admission cycle.

- **Q: What ethnicity choices are provided to candidates on LSAC.org?**
  A: Please see the Appendix for a list of the categories and sub-categories available to candidates.

- **Q: Does the candidate data include a Hispanic 'yes/no' checkbox?**
  A: No. However, this is a standard question on the Flex App, in the Demographics section.

- **Q: Will schools receive LSAC ethnicity data for every candidate who applies to their school?**
  A: Candidates have the option to share their ethnicity with law schools by checking the 'Report Race / Ethnicity' box. The following text appears on the Info button: *By selecting the checkbox, you are permitting LSAC to report your race/ethnicity to law schools on your Law School Report.* If the box remains unchecked, their ethnicity is not provided to law schools. Candidates also have the option to decline to respond to this question.

- **Q: Does the LSAC ethnicity data match the ethnicity choices on the Flex App?**
  A: Not necessarily. The LSAC categories and sub-categories could be similar to the Flex App choices. However, schools can modify their ethnicity choices in Unite, while the LSAC ethnicities are fixed.

- **Q: Can schools receive the LSAC ethnicity data throughout the admission cycle?**
  A: The plan is to provide ethnicity at the end of the cycle. However, we are open to considering other options, if feasible.

Permissions and Roles

- **Q: What is the default Reviewer access?**
  A: By default, the Reviewer-only role does not have access to the Person Details (Ethnicity) section, the Candidate Analysis Summary (Ethnicity) data, or the Home Page (Reports).   If you granted this access to any reviewers by customizing their roles and now wish to revoke it, you can uncheck the permission(s) for each reviewer and modify the role for future reviewers.

- **Q: Can we prevent reviewers from seeing prior documents containing an applicant's ethnicity?**
  A: Yes. Make sure that the '*Review Older Documents'* permission in their user role is unchecked. This box is unchecked by default in the Reviewer-only role.

- **Q: Is it possible to suppress ethnicity in Person records?**
  A: Yes. By default, the Reviewer-only role does not allow reviewers to access the Ethnicity section in the Person record. You can also uncheck the ethnicity checkbox for any other roles in Unite.

- **Q: When do changes to user roles take effect?**
  A: User role changes are effective immediately. You may need to refresh your browser or log-out / log-in to see the changes.

- **Q: How should we manage the settings for people who are Reviewers and also have Admin responsibilities?**
  A: LSAC cannot give specific directions. We can describe the system settings and options for schools to use as they see fit.

- **Q: Our school has administrators who also review files. Is it possible to prevent these users from accessing specific reports that contain ethnicity data?**
  A: Unite now has a user permission to control access to Export Reports that include ethnicity. This permission, named '*Exports – Execute Ethnicity Reports'*, is in Users and Roles. If you wish to allow access to reports with ethnicity data for a particular role, you can check (enable) the box for this setting.

Flex App Ethnicity Data

- **Q: How do we prevent ethnicity from displaying on an Eapp while ensuring that the ethnicity data is available for reports?**
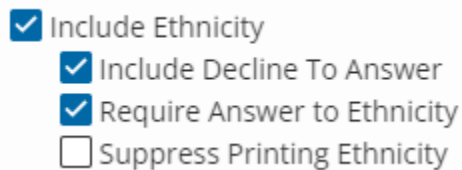 A: Checking the '*Suppress Printing Ethnicity'* box means that the person's ethnicity will not be displayed on their Eapp PDF file. Their ethnicity data will flow into Unite and be available for reporting.

- **Q: If we require an answer to the standard ethnicity question, is there an opportunity for the person to decline to answer?**
  A: Yes. There is a hierarchy of choices for the Demographics section:
    (1) The top-level choice is '*Include the Ethnicity question'.* Checking this box enables two independent choices:
    (2) '*Include Decline to Answer*' and (3) '*Require Answer to Ethnicity*'.

    If you make the question required (box 2) AND include '*Decline to Answer'* (box 3), the person can respond to the question without choosing an ethnicity.

- **Q: When using the standard ethnicity question, are we limited to the pre-defined ethnicity choices?**
  A: No. You can add ethnicity choices to the standard categories.

- **Q: Can school-specific ethnicity questions be suppressed on the Eapp document?**
  A: Yes. All school-specific questions have the option to be displayed (or omitted) from the Eapp PDF document.

- **Q: Is it possible to suppress ethnicity on documents supplied by the applicant (e.g., personal statement, resume or letters of recommendation)?**
  A: No. Unite cannot control the content on school-specific documents provided by the applicant.

CAS Ethnicity Data

- **Q: Can we hide the two-digit ethnicity code on the CAS banner page and the Candidate Analysis Summary (Evaluation) screen?**
  A: In Flex App Settings, there is an option to '*Add Data Suppression*'. This prevents the LSAC Ethnicity code from appearing on the banner page of the CAS Law School Report document.

  There is a permission (*Candidate Analysis Summary / Ethnicity*) to hide the 'Race/Ethnicity' data in the CAS (Evaluation) section. By default, the Reviewer-only role does not allow this access.

- **Q: Is it possible to suppress ethnicity data from the electronic record? Or just the CAS report?**
  A: Both are possible. The 'Add Data Suppression' option, found in Flex App settings, suppresses ethnicity on the CAS Report (PDF document). You can use the 'Do Not Overwrite' CAS setting to prevent the flow of ethnicity data into Unite.

Ethnicity Data Flow

- **Q: When can we modify the ethnicity settings?**
  A: You can change these settings at any time. The updates take effect immediately and do not need to be confirmed by LSAC. As with other data settings, these changes are not retroactive.

- **Q: When do the settings to suppress CAS and Eapp ethnicity data take effect?**
  A: Flex App settings are specific to each application. They go into effect when the application is active and the associated CAS reports begin to generate. Data flow settings are at the school level and apply to all Eapps and CAS data —once the flow of data is turned off (or on) it stops (or starts) for all applications. Care should be taken regarding timing when cycles overlap.

- **Q: What happens if we specify data suppression settings for a live application?**
  A: CAS Ethnicity data will be hidden from the Candidate Analysis Summary immediately. Ethnicity information will be suppressed from the Eapp and CAS PDF documents from this point forward. Documents that are already on the applicant record in Unite cannot be updated retroactively.

- **Q: If the ethnicity is excluded in the Review process, can we still see it in the Person record?**
  A: Yes. If you allow Eapp or CAS ethnicity data to flow into Unite, it will appear on the Person record.

Ethnicity Data in Reports

- **Q: If we prevent ethnicity data from flowing into Unite, can we use this data in reports?**
  A: No, the data will not be available for reports. This is why LSAC is offering the end-of-cycle data.

- **Q: If we flow CAS ethnicity data into Unite and restrict a user from seeing it in the Person record, can they still see it in Reports?**
  A: Yes. If ethnicity data is in Unite, it will be available for Reports. You will need to remove Reports access in their user role to prevent users from retrieving the data.

Data Grids

- **Q: If we remove ethnicity or Hispanic/Latino as an available field for data grids, what will happen to existing views containing that field?**
  A If a user has a view that includes the ethnicity and/or Hispanic/Latino field and an Admin removes the ethnicity or Hispanic/Latino field(s) from that grid, the field(s)will be removed from the view. The rest of the view will remain intact.

Segments and Journeys

- **Q: If ethnicity data is suppressed on applicant documents and disallowed in user roles, can it be used as a criterion in segments and Journeys?**
  A: Yes. Ethnicity data is available for Segments and Journeys, even if users do not have access to view it in Unite.

Previous Applicants

- **Q: Our school will suppress ethnicity for Eapp and CAS documents going forward, but what are the options for re-applicants who have ethnicity information on their documents?**
  A: In Unite, there is a user permission to '*Review Older Documents'*. Unchecking this box prevents reviewers from seeing the person's previous application documents. This permission is unchecked by default for the Reviewer-only role.

  You can also remove ethnicity data from applicant records, so that it is not brought forward when previous applicants reapply or when deferred applicants are promoted. To delete ethnicity (while retaining the person record):
    - Search for the people, select Actions / Delete / Data Elements to delete, and specify 'Ethnicity'.

Additional topics

- **Q: When a person has multiple ethnicities, which ethnicity is used for the primary ethnicity field?**
  A: The designated field for primary ethnicity depends on how the data from your application is mapped. We recommend working with your Support Team to clarify how you would like to flow the data into Unite.

  TIP: CAS ethnicity data does not influence the primary, secondary, tertiary ethnicity fields in Unite. These fields are populated exclusively with Eapp data.

- **Q Is it possible to suppress ethnicity data from CRS queries?**
  A: Yes. In Global Settings / Data Flow / CRS Data Flow Settings, select 'Do Not Overwrite' to prevent ethnicity from CRS queries from being added to the person record.

- **Q: How does LSAC plan to approach questions about ethnicity for LSAT test registrants and CAS registrants?**
  A: LSAC plans to continue to ask the ethnicity questions, while giving schools options on how they wish to receive this information.

LSAC® Unite™

APPENDIX: Ethnicity on LSAC.org

LSAC®

JD Account
QA Testing

My Account ⌄ | Log Out

My Home | LSAT ⌄ | Credentials & CAS℠ | Applying To Law Schools | CAS Reports | Forums | 🛒 Cart 0

Ethnicity Information - Edit

* Indicates a required field.

* ETHNICITY

☐ Check to report race/ethnicity ⑦

(Select one or more races/ethnicities)

ABORIGINAL OR TORRES STRAIT ISLANDER AUSTRALIAN

☐ Australian Aboriginal   ☐ Torres Strait Islander Australian

AMERICAN INDIAN OR ALASKA NATIVE

☐ Alaska Native   ☐ American Indian

ASIAN

☐ Cambodian   ☐ Chinese   ☐ Filipino   ☐ Indian   ☐ Japanese   ☐ Korean   ☐ Malaysian   ☐ Other Asian   ☐ Pakistani   ☐ Thai   ☐ Vietnamese

BLACK OR AFRICAN AMERICAN

☐ Black or African American

CANADIAN ABORIGINAL/INDIGENOUS

☐ First Nation   ☐ Inuit   ☐ Metis   ☐ Non-Status   ☐ Other Canadian Aboriginal/Indigenous

CAUCASIAN/WHITE

☐ European   ☐ Middle Eastern   ☐ North African   ☐ Other Caucasian/White

HISPANIC/LATINO

☐ Central American   ☐ Chicano/Mexican   ☐ Cuban   ☐ Other Hispanic/Latino   ☐ South American

NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER

☐ Native Hawaiian   ☐ Pacific Islander

PUERTO RICAN

☐ Puerto Rican

DECLINE TO RESPOND

☐ Check to decline to respond

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List of LSAC Standard Ethnicities

- ABORIGINAL OR TORRES STRAIT ISLANDER AUSTRALIAN
  - Australian Aboriginal
  - Torres Strait Islander Australian

- AMERICAN INDIAN OR ALASKA NATIVE
  - Alaska Native
  - American Indian

- ASIAN
  - Cambodian
  - Chinese
  - Filipino
  - Indian
  - Japanese
  - Korean
  - Malaysian
  - Other Asian
  - Pakistani
  - Thai
  - Vietnamese

- BLACK OR AFRICAN AMERICAN
  - Black or African American

- CANADIAN ABORIGINAL/INDIGENOUS
  - First Nation
  - Inuit
  - Metis
  - Non-Status
  - Other Canadian Aboriginal/Indigenous

- CAUCASIAN/WHITE
  - European
  - Middle Eastern
  - North African
  - Other Caucasian/White

- HISPANIC/LATINO
  - Central American
  - Chicano/Mexican
  - Cuban
  - Other Hispanic/Latino
  - South American

- NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
  - Native Hawaiian
  - Pacific Islander

- PUERTO RICAN
  - Puerto Rican

- DECLINE TO RESPOND
  - Check to decline to respond