



## 98TH GENERAL ASSEMBLY

### State of Illinois

2013 and 2014

HB0005

Introduced 1/9/2013, by Rep. Mary E. Flowers

#### SYNOPSIS AS INTRODUCED:

5 ILCS 410/10  
30 ILCS 575/2  
30 ILCS 577/35-5  
110 ILCS 925/3.07 from Ch. 144, par. 1503.07  
110 ILCS 930/2 from Ch. 144, par. 2302  
110 ILCS 947/65.30

Amends the State Employment Records Act; the Business Enterprise for Minorities, Females, and Persons with Disabilities Act; the State Construction Minority and Female Building Trades Act; the Dental Student Grant Act; the Diversifying Higher Education Faculty in Illinois Act; and the Higher Education Student Assistance Act. Redefines the terms "minority", "minority person", "under-represented minority", and "racial minority" in the affected Acts to include all persons of Middle Eastern origin. Effective immediately.

LRB098 02599 JDS 32604 b

1 AN ACT concerning persons who are racial minorities.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The State Employment Records Act is amended by  
5 changing Section 10 as follows:

6 (5 ILCS 410/10)

7 Sec. 10. Definitions. As used in this Act:

8 (a) "Agency work force" means those persons employed by a  
9 State agency who are part of the State work force.

10 (b) "Contractual services employee" means a person  
11 employed by the State, or a State supported institution of  
12 higher education, under a written contract and paid by a State  
13 system CO-2 voucher (or its administrative equivalent) whose  
14 daily duties and responsibilities are directly or indirectly  
15 supervised or managed by a person paid by a payroll warrant (or  
16 its administrative equivalent) funded by State funds or pass  
17 through funds.

18 (c) "Agency" or "State agency" means those entities  
19 included in the definition of "State agencies" in the Illinois  
20 State Auditing Act.

21 (d) "Minority" means a person who is any of the following:

22 (1) American Indian or Alaska Native (a person having  
23 origins in any of the original peoples of North and South

1 America, including Central America, and who maintains  
2 tribal affiliation or community attachment).

3 (2) Asian (a person having origins in any of the  
4 original peoples of the Far East, Southeast Asia, or the  
5 Indian subcontinent, including, but not limited to,  
6 Cambodia, China, India, Japan, Korea, Malaysia, Pakistan,  
7 the Philippine Islands, Thailand, and Vietnam).

8 (3) Black or African American (a person having origins  
9 in any of the black racial groups of Africa). Terms such as  
10 "Haitian" or "Negro" can be used in addition to "Black or  
11 African American".

12 (4) Hispanic or Latino (a person of Cuban, Mexican,  
13 Puerto Rican, South or Central American, or other Spanish  
14 culture or origin, regardless of race).

15 (5) Native Hawaiian or Other Pacific Islander (a person  
16 having origins in any of the original peoples of Hawaii,  
17 Guam, Samoa, or other Pacific Islands).

18 (6) Middle Eastern (a person having origins in any of  
19 the original peoples of the Middle East, including, but not  
20 limited to, Bahrain, Cyprus, Egypt, Iran, Iraq, Iraqi  
21 Kurdistan, Israel, Jordan, Kuwait, Lebanon, Northern  
22 Cyprus, Oman, the Palestinian territories, Qatar, Saudi  
23 Arabia, Syria, the United Arab Emirates, and Yemen).

24 (e) "Professional employee" means a person employed to  
25 perform employment duties requiring academic training,  
26 evidenced by a graduate or advanced degree from an accredited

1 institution of higher education, and who, in the performance of  
2 those employment duties, may only engage in active practice of  
3 the academic training received when licensed or certified by  
4 the State of Illinois.

5 (f) "State employee" means any person employed within the  
6 State work force.

7 (g) "State work force" means all persons employed by the  
8 State of Illinois as evidenced by:

9 (1) the total number of all payroll warrants (or their  
10 administrative equivalent) issued by the Comptroller to  
11 pay:

12 (i) persons subject to the Personnel Code; and

13 (ii) for the sole purpose of providing accurate  
14 statistical information, all persons exempt from the  
15 Personnel Code; and

16 (2) the total number of payroll warrants (or their  
17 administrative equivalent) funded by State appropriation  
18 which are issued by educational institutions governed by  
19 the Board of Trustees of the University of Illinois, the  
20 Board of Trustees of Southern Illinois University, the  
21 Board of Governors of State Colleges and Universities, and  
22 the Board of Regents; and

23 (3) the total number of contractual payroll system CO-2  
24 vouchers (or their administrative equivalent) funded by  
25 State revenues and issued by:

26 (i) the State Comptroller; and

1 (ii) the issuing agents of the educational  
2 institutions listed in subdivision (2) of this  
3 subsection (g).

4 "State work force" does not, however, include persons holding  
5 elective State office.

6 (Source: P.A. 97-396, eff. 1-1-12.)

7 Section 10. The Business Enterprise for Minorities,  
8 Females, and Persons with Disabilities Act is amended by  
9 changing Section 2 as follows:

10 (30 ILCS 575/2)

11 (Section scheduled to be repealed on June 30, 2016)

12 Sec. 2. Definitions.

13 (A) For the purpose of this Act, the following terms shall  
14 have the following definitions:

15 (1) "Minority person" shall mean a person who is a  
16 citizen or lawful permanent resident of the United States  
17 and who is any of the following:

18 (a) American Indian or Alaska Native (a person  
19 having origins in any of the original peoples of North  
20 and South America, including Central America, and who  
21 maintains tribal affiliation or community attachment).

22 (b) Asian (a person having origins in any of the  
23 original peoples of the Far East, Southeast Asia, or  
24 the Indian subcontinent, including, but not limited

1 to, Cambodia, China, India, Japan, Korea, Malaysia,  
2 Pakistan, the Philippine Islands, Thailand, and  
3 Vietnam).

4 (c) Black or African American (a person having  
5 origins in any of the black racial groups of Africa).  
6 Terms such as "Haitian" or "Negro" can be used in  
7 addition to "Black or African American".

8 (d) Hispanic or Latino (a person of Cuban, Mexican,  
9 Puerto Rican, South or Central American, or other  
10 Spanish culture or origin, regardless of race).

11 (e) Native Hawaiian or Other Pacific Islander (a  
12 person having origins in any of the original peoples of  
13 Hawaii, Guam, Samoa, or other Pacific Islands).

14 (f) Middle Eastern (a person having origins in any  
15 of the original peoples of the Middle East, including,  
16 but not limited to, Bahrain, Cyprus, Egypt, Iran, Iraq,  
17 Iraqi Kurdistan, Israel, Jordan, Kuwait, Lebanon,  
18 Northern Cyprus, Oman, the Palestinian territories,  
19 Qatar, Saudi Arabia, Syria, the United Arab Emirates,  
20 and Yemen).

21 (2) "Female" shall mean a person who is a citizen or  
22 lawful permanent resident of the United States and who is  
23 of the female gender.

24 (2.05) "Person with a disability" means a person who is  
25 a citizen or lawful resident of the United States and is a  
26 person qualifying as being disabled under subdivision

1 (2.1) of this subsection (A).

2 (2.1) "Disabled" means a severe physical or mental  
3 disability that:

4 (a) results from:

5 amputation,

6 arthritis,

7 autism,

8 blindness,

9 burn injury,

10 cancer,

11 cerebral palsy,

12 Crohn's disease,

13 cystic fibrosis,

14 deafness,

15 head injury,

16 heart disease,

17 hemiplegia,

18 hemophilia,

19 respiratory or pulmonary dysfunction,

20 an intellectual disability,

21 mental illness,

22 multiple sclerosis,

23 muscular dystrophy,

24 musculoskeletal disorders,

25 neurological disorders, including stroke and

26 epilepsy,

1 paraplegia,  
2 quadriplegia and other spinal cord conditions,  
3 sickle cell anemia,  
4 ulcerative colitis,  
5 specific learning disabilities, or  
6 end stage renal failure disease; and

7 (b) substantially limits one or more of the  
8 person's major life activities.

9 Another disability or combination of disabilities may  
10 also be considered as a severe disability for the purposes  
11 of item (a) of this subdivision (2.1) if it is determined  
12 by an evaluation of rehabilitation potential to cause a  
13 comparable degree of substantial functional limitation  
14 similar to the specific list of disabilities listed in item  
15 (a) of this subdivision (2.1).

16 (3) "Minority owned business" means a business concern  
17 which is at least 51% owned by one or more minority  
18 persons, or in the case of a corporation, at least 51% of  
19 the stock in which is owned by one or more minority  
20 persons; and the management and daily business operations  
21 of which are controlled by one or more of the minority  
22 individuals who own it.

23 (4) "Female owned business" means a business concern  
24 which is at least 51% owned by one or more females, or, in  
25 the case of a corporation, at least 51% of the stock in  
26 which is owned by one or more females; and the management



1 and daily business operations of which are controlled by  
2 one or more of the females who own it.

3 (4.1) "Business owned by a person with a disability"  
4 means a business concern that is at least 51% owned by one  
5 or more persons with a disability and the management and  
6 daily business operations of which are controlled by one or  
7 more of the persons with disabilities who own it. A  
8 not-for-profit agency for persons with disabilities that  
9 is exempt from taxation under Section 501 of the Internal  
10 Revenue Code of 1986 is also considered a "business owned  
11 by a person with a disability".

12 (4.2) "Council" means the Business Enterprise Council  
13 for Minorities, Females, and Persons with Disabilities  
14 created under Section 5 of this Act.

15 (5) "State contracts" shall mean all State contracts,  
16 funded exclusively with State funds which are not subject  
17 to federal reimbursement, whether competitively bid or  
18 negotiated as defined by the Secretary of the Council and  
19 approved by the Council.

20 "State construction contracts" means all State  
21 contracts entered into by a State agency or State  
22 university for the repair, remodeling, renovation or  
23 construction of a building or structure, or for the  
24 construction or maintenance of a highway defined in Article  
25 2 of the Illinois Highway Code.

26 (6) "State agencies" shall mean all departments,

1 officers, boards, commissions, institutions and bodies  
2 politic and corporate of the State, but does not include  
3 the Board of Trustees of the University of Illinois, the  
4 Board of Trustees of Southern Illinois University, the  
5 Board of Trustees of Chicago State University, the Board of  
6 Trustees of Eastern Illinois University, the Board of  
7 Trustees of Governors State University, the Board of  
8 Trustees of Illinois State University, the Board of  
9 Trustees of Northeastern Illinois University, the Board of  
10 Trustees of Northern Illinois University, the Board of  
11 Trustees of Western Illinois University, municipalities or  
12 other local governmental units, or other State  
13 constitutional officers.

14 (7) "State universities" shall mean the Board of  
15 Trustees of the University of Illinois, the Board of  
16 Trustees of Southern Illinois University, the Board of  
17 Trustees of Chicago State University, the Board of Trustees  
18 of Eastern Illinois University, the Board of Trustees of  
19 Governors State University, the Board of Trustees of  
20 Illinois State University, the Board of Trustees of  
21 Northeastern Illinois University, the Board of Trustees of  
22 Northern Illinois University, and the Board of Trustees of  
23 Western Illinois University.

24 (8) "Certification" means a determination made by the  
25 Council or by one delegated authority from the Council to  
26 make certifications, or by a State agency with statutory

1 authority to make such a certification, that a business  
2 entity is a business owned by a minority, female, or person  
3 with a disability for whatever purpose. A business owned  
4 and controlled by females shall select and designate  
5 whether such business is to be certified as a "Female-owned  
6 business" or "Minority-owned business" if the females are  
7 also minorities.

8 (9) "Control" means the exclusive or ultimate and sole  
9 control of the business including, but not limited to,  
10 capital investment and all other financial matters,  
11 property, acquisitions, contract negotiations, legal  
12 matters, officer-director-employee selection and  
13 comprehensive hiring, operating responsibilities,  
14 cost-control matters, income and dividend matters,  
15 financial transactions and rights of other shareholders or  
16 joint partners. Control shall be real, substantial and  
17 continuing, not pro forma. Control shall include the power  
18 to direct or cause the direction of the management and  
19 policies of the business and to make the day-to-day as well  
20 as major decisions in matters of policy, management and  
21 operations. Control shall be exemplified by possessing the  
22 requisite knowledge and expertise to run the particular  
23 business and control shall not include simple majority or  
24 absentee ownership.

25 (10) "Business concern or business" means a business  
26 that has annual gross sales of less than \$75,000,000 as

1           evidenced by the federal income tax return of the business.  
2           A firm with gross sales in excess of this cap may apply to  
3           the Council for certification for a particular contract if  
4           the firm can demonstrate that the contract would have  
5           significant impact on businesses owned by minorities,  
6           females, or persons with disabilities as suppliers or  
7           subcontractors or in employment of minorities, females, or  
8           persons with disabilities.

9           (B) When a business concern is owned at least 51% by any  
10          combination of minority persons, females, or persons with  
11          disabilities, even though none of the 3 classes alone holds at  
12          least a 51% interest, the ownership requirement for purposes of  
13          this Act is considered to be met. The certification category  
14          for the business is that of the class holding the largest  
15          ownership interest in the business. If 2 or more classes have  
16          equal ownership interests, the certification category shall be  
17          determined by the business concern.

18          (Source: P.A. 96-453, eff. 8-14-09; 96-795, eff. 7-1-10 (see  
19          Section 5 of P.A. 96-793 for effective date of changes made by  
20          P.A. 96-795); 96-1000, eff. 7-2-10; 97-227, eff. 1-1-12;  
21          97-396, eff. 1-1-12; 97-813, eff. 7-13-12.)

22          Section 15. The State Construction Minority and Female  
23          Building Trades Act is amended by changing Section 35-5 as  
24          follows:

1 (30 ILCS 577/35-5)

2 Sec. 35-5. Definitions. For the purposes of this Article:

3 "Under-represented minority" means a person who is any of  
4 the following:

5 (1) American Indian or Alaska Native (a person having  
6 origins in any of the original peoples of North and South  
7 America, including Central America, and who maintains  
8 tribal affiliation or community attachment).

9 (2) Asian (a person having origins in any of the  
10 original peoples of the Far East, Southeast Asia, or the  
11 Indian subcontinent, including, but not limited to,  
12 Cambodia, China, India, Japan, Korea, Malaysia, Pakistan,  
13 the Philippine Islands, Thailand, and Vietnam).

14 (3) Black or African American (a person having origins  
15 in any of the black racial groups of Africa). Terms such as  
16 "Haitian" or "Negro" can be used in addition to "Black or  
17 African American".

18 (4) Hispanic or Latino (a person of Cuban, Mexican,  
19 Puerto Rican, South or Central American, or other Spanish  
20 culture or origin, regardless of race).

21 (5) Native Hawaiian or Other Pacific Islander (a person  
22 having origins in any of the original peoples of Hawaii,  
23 Guam, Samoa, or other Pacific Islands).

24 (6) Middle Eastern (a person having origins in any of  
25 the original peoples of the Middle East, including, but not  
26 limited to, Bahrain, Cyprus, Egypt, Iran, Iraq, Iraqi

1 Kurdistan, Israel, Jordan, Kuwait, Lebanon, Northern  
2 Cyprus, Oman, the Palestinian territories, Qatar, Saudi  
3 Arabia, Syria, the United Arab Emirates, and Yemen).

4 "Construction" means any constructing, altering,  
5 reconstructing, repairing, rehabilitating, refinishing,  
6 refurbishing, remodeling, remediating, renovating, custom  
7 fabricating, maintenance, landscaping, improving, wrecking,  
8 painting, decorating, demolishing, and adding to or  
9 subtracting from any building, structure, highway, roadway,  
10 street, bridge, alley, sewer, ditch, sewage disposal plant,  
11 water works, parking facility, railroad, excavation or other  
12 structure, project, development, real property or improvement,  
13 or to do any part thereof, whether or not the performance of  
14 the work herein described involves the addition to, or  
15 fabrication into, any structure, project, development, real  
16 property or improvement herein described of any material or  
17 article of merchandise. Construction shall also include moving  
18 construction related materials on the job site to or from the  
19 job site.

20 (Source: P.A. 96-37, eff. 7-13-09; 97-396, eff. 1-1-12.)

21 Section 20. The Dental Student Grant Act is amended by  
22 changing Section 3.07 as follows:

23 (110 ILCS 925/3.07) (from Ch. 144, par. 1503.07)

24 Sec. 3.07. "Racial minority" means a person who is any of

1 the following:

2 (1) American Indian or Alaska Native (a person having  
3 origins in any of the original peoples of North and South  
4 America, including Central America, and who maintains  
5 tribal affiliation or community attachment).

6 (2) Asian (a person having origins in any of the  
7 original peoples of the Far East, Southeast Asia, or the  
8 Indian subcontinent, including, but not limited to,  
9 Cambodia, China, India, Japan, Korea, Malaysia, Pakistan,  
10 the Philippine Islands, Thailand, and Vietnam).

11 (3) Black or African American (a person having origins  
12 in any of the black racial groups of Africa). Terms such as  
13 "Haitian" or "Negro" can be used in addition to "Black or  
14 African American".

15 (4) Hispanic or Latino (a person of Cuban, Mexican,  
16 Puerto Rican, South or Central American, or other Spanish  
17 culture or origin, regardless of race).

18 (5) Native Hawaiian or Other Pacific Islander (a person  
19 having origins in any of the original peoples of Hawaii,  
20 Guam, Samoa, or other Pacific Islands).

21 (6) Middle Eastern (a person having origins in any of  
22 the original peoples of the Middle East, including, but not  
23 limited to, Bahrain, Cyprus, Egypt, Iran, Iraq, Iraqi  
24 Kurdistan, Israel, Jordan, Kuwait, Lebanon, Northern  
25 Cyprus, Oman, the Palestinian territories, Qatar, Saudi  
26 Arabia, Syria, the United Arab Emirates, and Yemen).

1 (Source: P.A. 97-396, eff. 1-1-12.)

2 Section 25. The Diversifying Higher Education Faculty in  
3 Illinois Act is amended by changing Section 2 as follows:

4 (110 ILCS 930/2) (from Ch. 144, par. 2302)

5 Sec. 2. Definitions. As used in this Act, unless the  
6 context otherwise requires:

7 "Board" means the Board of Higher Education.

8 "DFI" means the Diversifying Higher Education Faculty in  
9 Illinois Program of financial assistance to minorities who are  
10 traditionally underrepresented as participants in  
11 postsecondary education. The program shall assist them in  
12 pursuing a graduate or professional degree and shall also  
13 assist program graduates to find employment at an Illinois  
14 institution of higher education, including a community  
15 college, in a faculty or staff position.

16 "Program Board" means the entity created to administer the  
17 grant program authorized by this Act.

18 "Qualified institution of higher education" means a  
19 qualifying publicly or privately operated educational  
20 institution located within Illinois (i) that offers  
21 instruction leading toward or prerequisite to an academic or  
22 professional degree beyond the baccalaureate degree, excluding  
23 theological schools, and (ii) that is authorized to operate in  
24 the State of Illinois.



1 "Racial minority" means a person who is a citizen of the  
2 United States or a lawful permanent resident alien of the  
3 United States and who is any of the following:

4 (1) American Indian or Alaska Native (a person having  
5 origins in any of the original peoples of North and South  
6 America, including Central America, and who maintains  
7 tribal affiliation or community attachment).

8 (2) Asian (a person having origins in any of the  
9 original peoples of the Far East, Southeast Asia, or the  
10 Indian subcontinent, including, but not limited to,  
11 Cambodia, China, India, Japan, Korea, Malaysia, Pakistan,  
12 the Philippine Islands, Thailand, and Vietnam).

13 (3) Black or African American (a person having origins  
14 in any of the black racial groups of Africa). Terms such as  
15 "Haitian" or "Negro" can be used in addition to "Black or  
16 African American".

17 (4) Hispanic or Latino (a person of Cuban, Mexican,  
18 Puerto Rican, South or Central American, or other Spanish  
19 culture or origin, regardless of race).

20 (5) Native Hawaiian or Other Pacific Islander (a person  
21 having origins in any of the original peoples of Hawaii,  
22 Guam, Samoa, or other Pacific Islands).

23 (6) Middle Eastern (a person having origins in any of  
24 the original peoples of the Middle East, including, but not  
25 limited to, Bahrain, Cyprus, Egypt, Iran, Iraq, Iraqi  
26 Kurdistan, Israel, Jordan, Kuwait, Lebanon, Northern

1           Cyprus, Oman, the Palestinian territories, Qatar, Saudi  
2           Arabia, Syria, the United Arab Emirates, and Yemen).

3           (Source: P.A. 97-396, eff. 1-1-12.)

4           Section 30. The Higher Education Student Assistance Act is  
5           amended by changing Section 65.30 as follows:

6           (110 ILCS 947/65.30)

7           Sec. 65.30. Equal opportunity scholarships.

8           (a) The Commission may annually award a number of  
9           scholarships to students who are interested in pursuing studies  
10           in educational administration. Such scholarships shall be  
11           issued to students who make application to the Commission and  
12           who agree to take courses at qualified institutions of higher  
13           learning that will allow them to complete a degree in  
14           educational administration.

15           (b) Scholarships awarded under this Section shall be issued  
16           pursuant to regulations promulgated by the Commission;  
17           provided that no rule or regulation promulgated by the State  
18           Board of Education prior to the effective date of this  
19           amendatory Act of 1993 pursuant to the exercise of any right,  
20           power, duty, responsibility or matter of pending business  
21           transferred from the State Board of Education to the Commission  
22           under this Section shall be affected thereby, and all such  
23           rules and regulations shall become the rules and regulations of  
24           the Commission until modified or changed by the Commission in

1 accordance with law.

2 (c) Such scholarships shall be utilized for the payment of  
3 tuition and non-revenue bond fees at any qualified institution  
4 of higher learning. Such tuition and fees shall only be  
5 available for courses that will enable the student to complete  
6 training in educational administration. The Commission shall  
7 determine which courses are eligible for tuition payments under  
8 this Section.

9 (d) The Commission may make tuition payments directly to  
10 the qualified institution of higher learning which the student  
11 attends for the courses prescribed or may make payments to the  
12 student. Any student who receives payments and who fails to  
13 enroll in the courses prescribed shall refund the payments to  
14 the Commission.

15 (e) The Commission, with the cooperation of the State Board  
16 of Education, shall assist students who have participated in  
17 the scholarship program established by this Section in finding  
18 employment in positions relating to educational  
19 administration.

20 (f) Appropriations for the scholarships outlined in this  
21 Section shall be made to the Commission from funds appropriated  
22 by the General Assembly.

23 (g) This Section is substantially the same as Section 30-4d  
24 of the School Code, which Section is repealed by this  
25 amendatory Act of 1993, and shall be construed as a  
26 continuation of the equal opportunity scholarship program

1 established under that prior law, and not as a new or different  
2 equal opportunity scholarship program. The State Board of  
3 Education shall transfer to the Commission, as the successor to  
4 the State Board of Education for all purposes of administering  
5 and implementing the provisions of this Section, all books,  
6 accounts, records, papers, documents, contracts, agreements,  
7 and pending business in any way relating to the equal  
8 opportunity scholarship program continued under this Section;  
9 and all scholarships at any time awarded under that program by,  
10 and all applications for any such scholarship at any time made  
11 to, the State Board of Education shall be unaffected by the  
12 transfer to the Commission of all responsibility for the  
13 administration and implementation of the equal opportunity  
14 scholarship program continued under this Section. The State  
15 Board of Education shall furnish to the Commission such other  
16 information as the Commission may request to assist it in  
17 administering this Section.

18 (h) For purposes of this Section:

19 (1) "Qualified institution of higher learning" means  
20 the University of Illinois; Southern Illinois University;  
21 Chicago State University; Eastern Illinois University;  
22 Governors State University; Illinois State University;  
23 Northeastern Illinois University; Northern Illinois  
24 University; Western Illinois University; the public  
25 community colleges of the State; any other public  
26 universities, colleges and community colleges now or

1 hereafter established or authorized by the General  
2 Assembly; and any Illinois privately operated, not for  
3 profit institution located in this State which provides at  
4 least an organized 2-year program of collegiate grade in  
5 liberal arts or sciences, or both, directly applicable  
6 toward the attainment of a baccalaureate or graduate  
7 degree.

8 (2) "Racial minority" means a person who is any of the  
9 following:

10 (1) American Indian or Alaska Native (a person  
11 having origins in any of the original peoples of North  
12 and South America, including Central America, and who  
13 maintains tribal affiliation or community attachment).

14 (2) Asian (a person having origins in any of the  
15 original peoples of the Far East, Southeast Asia, or  
16 the Indian subcontinent, including, but not limited  
17 to, Cambodia, China, India, Japan, Korea, Malaysia,  
18 Pakistan, the Philippine Islands, Thailand, and  
19 Vietnam).

20 (3) Black or African American (a person having  
21 origins in any of the black racial groups of Africa).  
22 Terms such as "Haitian" or "Negro" can be used in  
23 addition to "Black or African American".

24 (4) Hispanic or Latino (a person of Cuban, Mexican,  
25 Puerto Rican, South or Central American, or other  
26 Spanish culture or origin, regardless of race).

1           (5) Native Hawaiian or Other Pacific Islander (a  
2 person having origins in any of the original peoples of  
3 Hawaii, Guam, Samoa, or other Pacific Islands).

4           (6) Middle Eastern (a person having origins in any  
5 of the original peoples of the Middle East, including,  
6 but not limited to, Bahrain, Cyprus, Egypt, Iran, Iraq,  
7 Iraqi Kurdistan, Israel, Jordan, Kuwait, Lebanon,  
8 Northern Cyprus, Oman, the Palestinian territories,  
9 Qatar, Saudi Arabia, Syria, the United Arab Emirates,  
10 and Yemen).

11           (3) "Student" means a woman or racial minority.

12           (Source: P.A. 97-396, eff. 1-1-12.)

13           Section 99. Effective date. This Act takes effect upon  
14 becoming law.