

What's New for the Class of 2020 ERSS?

1. The **Gender Identity** item has been expanded to include the following response options:

- Woman
- Trans Woman
- Man
- Trans Man
- Non-binary/third gender
- Choose to self-identify with an identity not listed above (describe)
- Prefer not to disclose

As a result of these additional reporting options, the **I identify as transgender** checkbox has been removed.

2. The previous sexual orientation item has been replaced with an **I identify as Lesbian, Gay, Bisexual, Transgender and/or Queer** item. This is a “Yes/No” question.
3. Some race/ethnicity categories have been renamed.
 - **Hispanic/Latino** has been changed to **Latinx**, a gender-neutral term for people of Latin American descent.
 - **Black/African American** has been changed to **Black or African American**.
 - **Native American/Alaska Native** has been changed to **Native American or Alaska Native**.

Note: If your school is a Symplicity user, please make sure to update your “Ethnicity” picklist with these new category names. Contact your Symplicity representative if you need assistance.

4. Two new demographic questions on first-generation college student status have been included under **Parental/Guardian Education**. These questions have been added to capture both first-generation college students and first-generation JD students.
5. In order to be consistent with the ABA, the **Enrolled in a full-time degree or certificate program** employment status option has been changed to **Enrolled in graduate studies** to allow for both full-time and part-time enrollment.
6. Under **Source of Job**, the spring and fall OCI response options have been consolidated into a single response option, **through an on-campus interview (OCI) program**, and a new response option of **as a result of an internship/externship experience** has been added.
7. Two new business job types have been included: **Privacy/Cyber Security analyst or officer** and **Contract manager/analyst**.
8. Two new level of government options have been added: **Tribal** and **International**. The **Other** response option has been eliminated.

Visit www.nalp.org/erssinfo to view and download the Class of 2020 survey form.