

# EEO Utilization Report

## Organization Information

Name: City Of Houston

City: Houston

State: TX

Zip: 77002

Type: County/Municipal Government (not law enforcement)

## **Step 1: Introductory Information**

### **Policy Statement:**

The purpose of this plan is to implement and maintain an Equal Employment Opportunity (EEO) Program to ensure that the City of Houston does not discriminate against any employee or applicant for employment, based upon race, color, religion, sex, national origin, disability, age, genetic information, retaliation, sex (wages) or veterans status. It is also the policy of the City of Houston to provide employees and applicants a workplace free from harassment. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Additionally, retaliation, including intimidation, threats, or coercion, because of an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

Relevant policies can be found in the code of ordinances and executive orders on the city's website at [www.houstontx.gov](http://www.houstontx.gov).

## Step 4b: Narrative of Interpretation

The City of Houston's Human Resources Department reviewed the Utilization Analysis (comparing the City's workforce to the Houston City Metropolitan Statistical Area data) and noted the following:

1. White males were significantly under-represented in the following job categories: Officials/Administrators (-9%), Professionals (-8%), Protective Non-sworn (-13%), Administrative Support (-14%), Skilled Craft (-15%), and Service/Maintenance (-5%).
2. Hispanic or Latino males were significantly under-represented in the following job categories: Administrative Support (-4%), Skilled Craft (-33%), and Service/Maintenance (-19%).
3. Black or African American males were significantly under-represented in the Protective Sworn (-9%) job category.
4. Asian males were significantly under-represented in the following job categories: Professional (-3%), Technicians (-3%), and Administrative Support (-2%).
5. White females were significantly under-represented in the following job categories: Officials/Administrators (-11%), Professionals (-16%), Technicians (-11%), Protective Sworn (-2%), Protective Non-sworn (-15%), Administrative Support (-15%), and Service/Maintenance (-5%).
6. Hispanic or Latino females were significantly under-represented in the following categories: Technicians (-3%), Protective Non-sworn (-7%), and Service/Maintenance (-10%).
7. Black or African American females were significantly under-represented in the Technicians (-4%) and Protective Sworn (-9%) categories.
8. Asian females were significantly under-represented in the Professionals (-2%), Technicians (-6%), Service/Maintenance (-2%) categories.

See attachment

Following File has been uploaded: 2017 EEOP Utilization Reporting Supporting Document for 4b.pdf

## Step 5: Objectives and Steps

### **1. To encourage White females to apply for vacancies in the Officials/Administrators, Professionals, Technicians, Protective Sworn, Protective Non-sworn, Administrative Support, Service/Maintenance categories**

a. The City of Houston reviewed the data collected for this survey and white females in general are underrepresented in the Officials/Administrators, Professionals, Technicians, Protective Sworn, Protective Non-sworn, Administrative Support, Service/Maintenance categories. The goal of the City of Houston is to have a diverse workforce that reflects the ethnic and cultural makeup of the community it serves.

The City of Houston will continue to target professional affiliation conferences such as Texas Women's Empowerment Foundation (TWEF) Career Conference, Small Business Expos, and local vocational schools with opportunities to distribute job announcements and career opportunities for females in the above identified underutilized categories.

b. The Houston Police Department reviewed the data collected for this survey and white females in general are underrepresented in classified positions (protective sworn category) of the Houston Police Department. The goal of the Houston Police Department is to have a diverse department that reflects the ethnic and cultural makeup of the community it serves.

The Houston Police Department's Recruiting Division will continue to be represented at job fairs hosted by women's

colleges and other womens organizations and continue to explore other means to actively recruit women.

Representative from the Houston Police Departments Recruiting Division also attend various public relations events to promote the department as an excellent employer.

c. The Houston Fire Department and the Human Resources Department reviewed the data collected for this survey and white females are underrepresented in classified positions (protective sworn category) of the Houston Fire Department. The goal of the Houston Fire Department is to have a diverse department that reflects the ethnic and cultural makeup of the community it serves.

To assist female candidates, the Houston Fire Department and the Human Resources Department re-launched the Womens Career and Fitness Program to attract female candidates and mentor them to pursue a career in fire service. Participants of the program met monthly and are provided an overview of the hiring process, with a demonstration and discussion on how to qualify for the physical ability test.

Representative from the Houston Fire Department, along with the Human Resources Departments Recruiting Division also attend various public relations events to promote the department as an excellent employer.

d. The HR Department will review the applicant pool for all vacancies in these job categories and develop a strategy to meet individually with liaisons from the City departments at least annually to review the current status available workforce distribution reports to assist in ensuring the Citys workforce closely reflect the relevant available community workforce.

## **2. To encourage Asian females to apply for vacancies in the Professionals, Technicians, Service/Maintenance categories.**

a. The City of Houston Human Resources Department recently enhanced the Employee Self Service System, which now allows employees to self-identify their race. A review of the internal data available indicates there are approximately total of thirty-seven (37) employees who identify their race as Asian/Pacific Islander in the Professionals, Technicians and Administrative Support categories, who did not respond to our survey to select one either the "Asian" or "Native Hawaiian or Other Pacific Islander." The Human Resources Department will develop a communication plan to encourage employees to visit the Employee Self Service System to audit the current race election and make changes, if necessary.

b. After the completion of the audit period, the Human Resources Department will review the Asian category to determine if there is under-representation in these categories, by reviewing the applicant pool for all vacancies in these job categories, and make recommendations, if necessary, to address any underutilized category.

c. The HR Department will review the applicant pool for all vacancies in these job categories and develop a strategy to meet individually with liaisons from the City departments at least annually to review the current status available workforce distribution reports to assist in ensuring the Citys workforce closely reflect the relevant available community workforce.

## **3. To encourage Asian males to apply for vacancies in the Professionals, Technicians and Administrative Support categories**

a. The City of Houston Human Resources Department recently enhanced the Employee Self Service System, which now allows employees to self-identify their race. A review of the internal data available indicates there are approximately total of seventy-eight (78) employees who identify their race as Asian/Pacific Islander in the Professionals, Technicians and Administrative Support categories, who did not respond to our survey to select either the "Asian" or "Native Hawaiian or Other Pacific Islander" category. The Human Resources Department will develop a communication plan to encourage employees to visit the Employee Self Service System to audit the current race election and make changes, if necessary.

b. After the completion of the audit period, the Human Resources Department will review the Asian category to determine if there is under-representation in these categories, by reviewing the applicant pool for all vacancies in these job categories, and develop a strategy to meet individually with liaisons from the City departments at least annually to review the current status available workforce distribution reports to assist in ensuring the Citys workforce closely reflect the relevant available community workforce.

## **4. To encourage Hispanic or Latino males to apply for vacancies in the Administrative Support, Protective Non-sworn, Skilled Craft, and Service/Maintenance categories.**

- a. The City of Houston reviewed the data collected for this survey and hispanic or latino males in general are underrepresented in the administrative support, skilled craft, and service/maintenance categories. The goal of the City of Houston is to have a diverse workforce that reflects the ethnic and cultural makeup of the community it serves.
- b. The City of Houston aggressively recruits at workforce solutions centers and local high schools within the hispanic and latino communities. The City of Houston also actively recruit individuals by attending community based and civic outreach programs, where applicants receive a variety of assistance in areas such as resume writing, job training, job search counseling, etc. HRs Grow Your Own Workforce initiative seeks to plant seeds in the minds of students about the variety of career opportunities in local government, and to grow our own workforce for the future. Departments across the city offer internships and co-op opportunities, guest speakers, tours, Adopt-a-School programs, and sponsors the Find Your Path Career Day Expo. We want students to consider, prepare for, and even experience a job with the city, creating a pipeline from our local educational institutions for future employees.
- c. The HR Department will review the applicant pool for all vacancies in these job categories and develop a strategy to meet individually with liaisons from the City departments at least annually to review the current status available workforce distribution reports to assist in ensuring the Citys workforce closely reflect the relevant available community workforce.

#### **5. To encourage Black or African American males to apply for vacancies in the Protective Sworn category.**

- a. The City of Houston reviewed the data collected for this survey and Black or African American males are underrepresented in the protective sworn and protective non-sworn categories. Based off the review of the data, the City of Houston has determined these categories are located in the Houston Police Department and the Houston Fire Department. The goal of the City of Houston is to have a diverse workforce that reflects the ethnic and cultural makeup of the community it serves.
- b. The Houston Police Department reviewed the data collected for this survey and black males in general are underrepresented in classified positions (protective sworn category) of the Houston Police Department. The goal of the Houston Police Department is to have a diverse department that reflects the ethnic and cultural makeup of the community it serves.

The Houston Police Departments Recruiting Division also aggressively recruits at military bases and colleges throughout the United States. The division also attends general job fairs to attract those outside of the military and colleges. The division also attends job fairs at historical black colleges and universities such as Texas Southern University, Prairie View A & M University, Paul Quinn College, and Hutson-Tilloston University.

Representative from the Houston Police Departments Recruiting Division also attend various public relations events to promote the department as an excellent employer.

- c. The Houston Fire Department and the Human Resources Department are committed to recruiting a highly qualified and diversified workforce. We have increased recruiting activities (job fairs, presentations, table set-ups, site visits, and mentorship) to 700 during this period. We focused our effort towards diverse talent sources at job fairs, community centers and events, parks, colleges and universities, Fire and EMT schools, military bases, churches, sporting events, conferences, high schools, shopping malls, fitness centers, Workforce Solutions, YMCA, etc.

We have developed a partnership with the Houston Independent School District (HISD) to assist with starting a dual credit EMT & Fire Program in their high schools with the local community colleges. Students who take part in the HISD Dual Credit program will be Fire and EMT certified, thus more likely to be successful in completing the hiring process to becoming a Houston firefighter.

- d. The HR Department will review the applicant pool for all vacancies in these job categories and develop a strategy to meet individually with liaisons from the City departments at least annually to review the current status available workforce distribution reports to assist in ensuring the Citys workforce closely reflect the relevant available community workforce.

#### **6. To encourage Black or African American females to apply for vacancies in the Technicians and Protective Sworn categories.**

- a. The City of Houston reviewed the data collected for this survey and Black or African American females in general are underrepresented in Technicians and Protective Sworn categories. The goal of the City of Houston is to have a diverse workforce that reflects the ethnic and cultural makeup of the community it serves.
- b. The City of Houston will continue to target professional affiliation conferences such as Texas Womens Empowerment Foundation (TWEF) Career Conference, Small Business Expos, and local vocational schools with opportunities to distribute job announcements and career opportunities for females in the above identified

underutilized categories.

c. The Houston Police Department reviewed the data collected for this survey and black females in general are underrepresented in classified positions (protective sworn category) of the Houston Police Department. The goal of the Houston Police Department is to have a diverse department that reflects the ethnic and cultural makeup of the community it serves.

The Houston Police Departments Recruiting Division also aggressively recruits at military bases and colleges throughout the United States. The division also attends general job fairs to attract those outside of the military and colleges. The division also attends job fairs at historical black colleges and universities such as Texas Southern University, Prairie View A & M University, Paul Quinn College, and Hutson-Tilloston University.

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e. The HR Department will review the applicant pool for all vacancies in these job categories and develop a strategy to meet individually with liaisons from the City departments at least annually to review the current status available workforce distribution reports to assist in ensuring the Citys workforce closely reflect the relevant available community workforce.

#### **7. To encourage Hispanic or Latino females to apply for vacancies in the Technician, Protective Non-sworn, and Service/Maintenance categories.**

a. The City of Houston reviewed the data collected for this survey and hispanic or latino females in general are underrepresented in the technician, Protective Non-sworn, and service/maintenance categories. The goal of the City of Houston is to have a diverse workforce that reflects the ethnic and cultural makeup of the community it serves.

b. The City of Houston aggressively recruits at workforce solutions centers and local high schools within the hispanic and latino communities. HRs Grow Your Own Workforce initiative seeks to plant seeds in the minds of students about the variety of career opportunities in local government, and to grow our own workforce for the future. Departments across the city offer internships and co-op opportunities, guest speakers, tours, Adopt-a-School programs, and sponsors the Find Your Path Career Day Expo. We want students to consider, prepare for, and even experience a job with the city, creating a pipeline from our local educational institutions for future employees.

c. The HR Department will review the applicant pool for all vacancies in these job categories and develop a strategy to meet individually with liaisons from the City departments at least annually to review the current status available workforce distribution reports to assist in ensuring the Citys workforce closely reflect the relevant available community workforce.

### **Step 6: Internal Dissemination**

1. Post a copy of the EEOP Utilization Report on the City of Houston's intranet, an in-house, electronic communication service that only employees can access.
2. Send a broadcast email to all employees letting them know a copy of the EEOP Utilization Report is available on the intranet, as well as copy of the EEOP Utilization Report will be available for review in the Human Resources Department, Employee/Labor Relations Division, located at 611 Walker, 4th Floor, Houston, TX 77002.
3. A copy of the EEOP Utilization Report will be disseminated to the Client Relations Managers for discussion with their respective department directors.

### **Step 7: External Dissemination**

1. Post a copy of the EEOP Utilization Report on the City of Houston's internet website, with a notice indicating a copy of the EEOP Utilization Report can be reviewed at the Human Resources Department, Employee/Labor Relations Division,

611 Walker, 4th Floor, Houston, TX 77002 or by visiting any City of Houston public library's customer service desk.

2. Post on the City of Houston's career page and procurement website (for vendors and contractors) that the City of Houston has developed an EEOP Utilization Report and it is available for review on the website (with a link to the EEOP Utilization Report.)

**Utilization Analysis Chart**  
**Relevant Labor Market: Houston city, Texas**

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
<b>Officials/Administrators</b>																
Workforce #/%	362/34%	108/10%	205/19%	0/0%	36/3%	0/0%	2/0%	0/0%	102/10%	51/5%	178/17%	0/0%	23/2%	0/0%	2/0%	0/0%
CLS #/%	87,470/43%	19,275/9%	11,475/6%	375/0%	8,430/4%	85/0%	795/0%	335/0%	42,850/21%	12,850/6%	15,440/8%	120/0%	4,925/2%	75/0%	415/0%	440/0%
Utilization #/%	-9%	1%	14%	-0%	-1%	-0%	-0%	-0%	-11%	-1%	9%	-0%	-0%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	1291/22%	605/10%	848/15%	10/0%	272/5%	4/0%	10/0%	0/0%	514/9%	636/11%	1362/23%	11/0%	260/4%	2/0%	11/0%	0/0%
CLS #/%	90,945/30%	18,700/6%	17,435/6%	170/0%	23,845/8%	15/0%	1,020/0%	790/0%	74,210/25%	19,065/6%	31,630/11%	265/0%	20,135/7%	10/0%	1,425/0%	715/0%
Utilization #/%	-8%	4%	9%	0%	-3%	0%	-0%	-0%	-16%	5%	13%	0%	-2%	0%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	938/32%	517/18%	621/21%	8/0%	116/4%	2/0%	2/0%	0/0%	157/5%	193/7%	330/11%	2/0%	23/1%	0/0%	2/0%	0/0%
CLS #/%	12,205/27%	4,600/10%	3,280/7%	10/0%	3,410/7%	25/0%	160/0%	40/0%	7,455/16%	4,275/9%	7,135/16%	50/0%	3,050/7%	0/0%	30/0%	65/0%
Utilization #/%	6%	8%	14%	0%	-3%	0%	-0%	-0%	-11%	-3%	-4%	-0%	-6%	0%	0%	-0%
<b>Protective Services: Sworn</b>																
Workforce #/%	3575/45%	1953/24%	1301/16%	20/0%	197/2%	17/0%	19/0%	0/0%	281/4%	288/4%	326/4%	2/0%	18/0%	1/0%	5/0%	0/0%
CLS #/%	9,960/33%	5,020/17%	7,400/25%	4/0%	545/2%	0/0%	55/0%	130/0%	1,685/6%	970/3%	3,810/13%	30/0%	130/0%	0/0%	25/0%	15/0%
Utilization #/%	11%	8%	-9%	0%	1%	0%	0%	-0%	-2%	0%	-9%	-0%	-0%	0%	-0%	-0%
<b>Protective Services: Non-sworn</b>																
Workforce #/%	13/5%	28/12%	65/27%	0/0%	3/1%	0/0%	0/0%	0/0%	3/1%	18/7%	111/46%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	325/19%	195/11%	430/25%	10/1%	35/2%	0/0%	10/1%	0/0%	280/16%	260/15%	170/10%	0/0%	0/0%	0/0%	30/2%	0/0%
Utilization #/%	-13%	0%	2%	-1%	-1%	0%	-1%	0%	-15%	-7%	36%	0%	0%	0%	-2%	0%
<b>Administrative Support</b>																
Workforce #/%	45/3%	102/7%	123/8%	2/0%	20/1%	0/0%	2/0%	0/0%	131/9%	397/26%	635/42%	3/0%	49/3%	2/0%	3/0%	0/0%
CLS #/%	68,490/17%	42,960/11%	27,275/7%	320/0%	12,570/3%	255/0%	1,000/0%	700/0%	94,295/24%	73,700/18%	61,460/15%	455/0%	12,380/3%	145/0%	1,200/0%	1,295/0%



Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
	%	%	%		%				%	%	%		%			
Utilization #/%	-14%	-4%	1%	0%	-2%	-0%	-0%	-0%	-15%	8%	27%	0%	0%	0%	-0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	161/11%	388/26%	724/48%	4/0%	74/5%	6/0%	3/0%	0/0%	11/1%	24/2%	101/7%	0/0%	2/0%	0/0%	1/0%	0/0%
CLS #/%	41,735/25%	97,635/58%	13,025/8%	420/0%	5,910/4%	35/0%	675/0%	440/0%	1,890/1%	2,620/2%	1,105/1%	30/0%	1,385/1%	0/0%	145/0%	0/0%
Utilization #/%	-14%	-33%	41%	0%	1%	0%	-0%	-0%	-0%	0%	6%	-0%	-1%	0%	-0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	92/6%	254/16%	735/46%	3/0%	44/3%	1/0%	3/0%	0/0%	12/1%	172/11%	243/15%	2/0%	18/1%	0/0%	4/0%	0/0%
CLS #/%	44,415/11%	138,570/35%	45,110/11%	275/0%	10,530/3%	100/0%	505/0%	925/0%	24,560/6%	83,025/21%	35,830/9%	275/0%	10,520/3%	115/0%	420/0%	370/0%
Utilization #/%	-5%	-19%	35%	0%	0%	0%	0%	-0%	-5%	-10%	6%	0%	-2%	-0%	0%	-0%

### Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
<b>Officials/Administrators</b>	✓								✓	✓						
<b>Professionals</b>	✓				✓		✓	✓	✓				✓		✓	✓
<b>Technicians</b>					✓		✓		✓	✓	✓		✓			✓
<b>Protective Services: Sworn</b>			✓					✓	✓		✓	✓	✓			✓
<b>Protective Services: Non-sworn</b>	✓								✓	✓					✓	
<b>Administrative Support</b>	✓	✓			✓				✓							✓
<b>Skilled Craft</b>	✓	✓											✓			
<b>Service/Maintenance</b>	✓	✓							✓	✓			✓			

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Jane E. Cheeks

Human Resources Director

07-06-2017

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[signature]

[title]

[date]

## **Step 4b: Narrative of Interpretation – Supporting document**

The City of Houston's Human Resources Department reviewed the Utilization Analysis (comparing the City's workforce to the Houston City Metropolitan Statistical Area data) and noted the following:

1. White males were significantly under-represented in the following job categories: Officials/Administrators (-9%), Professionals (-8%), Protective Non-sworn (-13%), Administrative Support (-14%), Skilled Craft (-15%), and Service/Maintenance (-5%).
2. Hispanic or Latino males were significantly under-represented in the following job categories: Protective Non-sworn (-8%), Administrative Support (-4%), Skilled Craft (-33%), and Service/Maintenance (-19%).
3. Black or African American males were significantly under-represented in the Protective Sworn (-8%) job category.
4. Asian males were significantly under-represented in the following job categories: Professional (-3%), Technicians (-3%), and Administrative Support (-2%).
5. White females were significantly under-represented in the following job categories: Officials/Administrators (-11%), Professionals (-16%), Technicians (-11%), Protective Sworn (-2%), Protective Non-sworn (-15%), Administrative Support (-15%), and Service/Maintenance (-5%).
6. Hispanic or Latino females were significantly under-represented in the following categories: Protective Non-sworn (-7%), and Service/Maintenance (-10%).
7. Black or African American females were significantly under-represented in the Technicians (-4%) and Protective Sworn (-9%) categories.
8. Asian females were significantly under-represented in the Professionals (-2%), Technicians (-6%), Service/Maintenance (-2%) categories.

### **Analysis**

Protective Non-sworn category for White and Hispanic or Latino males and White, Hispanic or Latino, Black or African American females are showing underutilization and City of Houston would agree this is correct. The primary job classifications in this category are Jail Attendants and Senior Jail Attendants. The primary contributing factor is due to City's decision to transfer the function of the jail operation to the Harris County Sheriff's Department. It is the City's intent that the full transfer will take effect by the end of calendar year 2017. The Human Resources Department in conjunction with the Harris County Sheriff's department held informational

sessions with this target set of employees to discuss career opportunities with the Harris County Sheriff's department and some employees have already been successful with obtaining new employment opportunities.

Asian males and Asian females are showing underutilization in categories of professionals, technicians, administrative support (Asian male only) and service/maintenance (Asian females) only; however, the City does not agree that all these categories are underutilized. The City's employee data shows there are forty-seven (47) males in the professional category and twenty-seven (27) males in the technician category who have listed their race/ethnicity as Asian/Pacific Islander. The employees who are listed as Asian/Pacific Islander did not respond to the recent race/ethnicity survey asking employees in this category to identify as Asian or Native Hawaiian or Other Pacific Islander. The City of Houston believes that when these employees respond to the next survey, most of these employees would be placed in the Asian category which would represent a satisfied utilization of our Asian population. The City does agree that the categories of administrative support (Asian male only) and service/maintenance (Asian females) are underutilized and the City will need to explore recruitment strategies to align these categories with the community labor statistics.

White males in the categories of Skilled Craft, and Service/Maintenance, Hispanic or Latino males in the categories of Skilled Craft, and Service/Maintenance, White females in the category of Service/Maintenance and Hispanic or Latino females in the category of Service/Maintenance are showing underutilization and City of Houston would agree this is correct. The primary factor contributing to the underutilization would be the metropolitan area surrounding the City of Houston has been experiencing an increase in structural development which has caused an impact in industries which utilized jobs in the categories of Skilled-Craft and Service/Maintenance.

Black or African American males and females were significantly under-represented in the Protective Sworn job category and the City of Houston would agree this is correct.

White females were significantly under-represented in the following job categories: Officials/Administrators, Professionals, Technicians, and Protective Sworn and the City of Houston would agree this is correct.

The City of Houston is committed to making its workforce more closely reflect the relevant available community workforce to ensure equal opportunity, regardless of race, national origin, or gender. It should be noted, the city usually uses the Houston Primary Metropolitan Statistical area data for comparison purposes, but was required to use Houston City data for comparison on this report.