

# The People and Culture of Houston Endowment

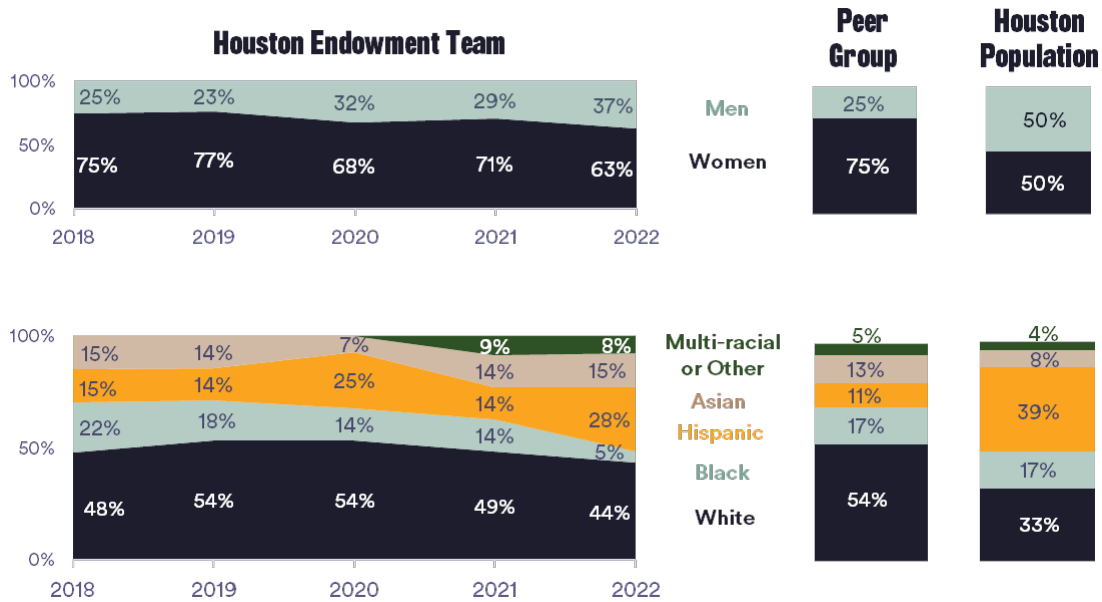
## Diversity, Equity, and Inclusion

At Houston Endowment, we continually strive to find opportunities to live our organizational values and foster a diverse, equitable, and inclusive culture.

We are always seeking to advance Diversity, Equity, and Inclusion (DEI) and grow our intercultural competency in service of our mission. We have committed significant time and resources for Board and staff reflection, dialogue, and deeper learning on DEI. Several best-in-class DEI practices have been implemented, including a shared DEI vision, vendor outreach practices, and an inclusive hiring process.

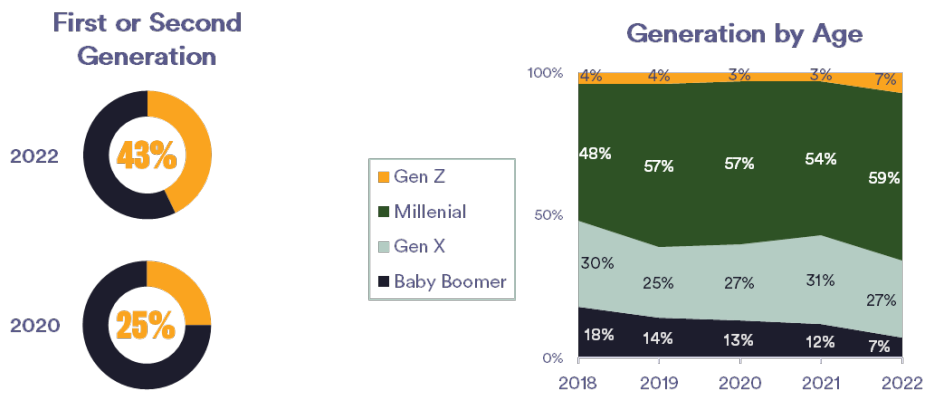
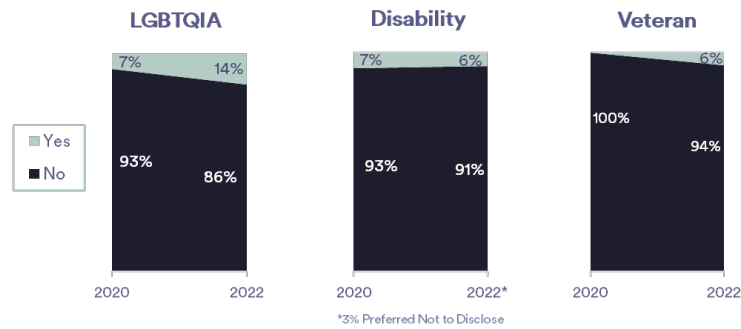
### Staff Demographics

In the tables below, demographic data is provided on Houston Endowment’s staff, as well as how our demographic data compares to our private foundation peer group and the Greater Houston population that we serve.



Note: Self-identification data, where our team identified their own demographic representation, has been incorporated. Fieldwide data is reported from the Council on Foundations (staff) and the Croner 2020 DEI Survey sponsored by Ford Foundation (board). All Houston Endowment data is as of December 2022.

Demographic categories for sexual orientation, disability, veteran, and immigrant generation were added when we transitioned to a self-identification method of data collection in 2020.



Note: Only responses captured from our self-identification survey are represented except for the generation by age data. No fieldwide data is available for these categories. First generation refers to employees born outside of the U.S., and second generation refers to employees born in the U.S. with at least one first-generation (immigrant) parent.

### Board Demographics

In the tables below, demographic data is provided on Houston Endowment’s Board, as well as how this data compares to our private foundation peer group.

