

2023



# MINORITY BUSINESS PARTICIPATION REPORT



AN AGENCY OF THE  
STATE OF TEXAS

*For The Fiscal Year Ending  
August 31, 2023*

*Commissioners:*  
Robert G. Rivera,  
*Chairman*  
Cindy Fields  
Mark A. Franz  
Clark E. Smith  
Jamey Steen



# TEXAS LOTTERY COMMISSION

April 18, 2024

The Honorable Greg Abbott  
The Honorable Dan Patrick  
The Honorable Dade Phelan  
Members of the 88<sup>th</sup> Legislature

Ladies and Gentlemen:

In accordance with Texas Government Code, §466.107 of the State Lottery Act, the Texas Lottery Commission is submitting its annual Minority Business Participation Report for fiscal year (FY) 2023.

During FY 2023, the agency achieved an overall participation of 9.63% in its minority/Historically Underutilized Business (HUB) contracting activity, which represented a slight decrease from FY 2022's participation of 10.66%. In addition, the agency continued to surpass its 20% goal for minority retailers.

During FY 2024, the Texas Lottery will continue to implement initiatives designed to increase the minority/HUB participation in its business operations.

Should you have any questions regarding the report, please do not hesitate to contact our Deputy Executive Director, Ryan Mindell.

Sincerely,

A handwritten signature in black ink, appearing to be "R. Rivera", written over a horizontal line.

Robert G. Rivera  
Chairman

# TABLE OF CONTENTS

|                                                         |    |
|---------------------------------------------------------|----|
| INTRODUCTION.....                                       | 1  |
| BACKGROUND .....                                        | 2  |
| EXECUTIVE SUMMARY .....                                 | 4  |
| KEY CONTRACTORS .....                                   | 6  |
| FISCAL YEAR 2023 HIGHLIGHTS.....                        | 7  |
| FISCAL YEAR 2023 MINORITY/HUB EXPENDITURE SUMMARY ..... | 8  |
| FISCAL YEAR 2023 ACCOMPLISHMENTS .....                  | 9  |
| FISCAL YEAR 2024 RECOMMENDED IMPROVEMENTS .....         | 13 |
| APPENDICES .....                                        | 15 |

# MINORITY BUSINESS PARTICIPATION REPORT

FISCAL YEAR 2023

## INTRODUCTION

The Texas Lottery Commission (TLC) has prepared its annual Minority Business Participation Report for FY 2023 in accordance with Section 466.107 of the State Lottery Act. This report documents the agency's level of minority business participation both in its lottery and bingo contracting activity, and in the licensing of lottery retailers. It also provides recommendations for the improvement of lottery-related minority business opportunities.

As defined by the State Lottery Act, a "minority business" is a "business entity at least 51% of which is owned by minority group members or, in the case of a corporation, at least 51% of the shares of which are owned by minority group members." Minority group members include African Americans, American Indians, Asian Americans, Mexican Americans and other Americans of Hispanic origin. Throughout this report, the terms "minority-owned business" and "minority business" are used interchangeably.

The Texas Lottery Commission's HUB Program adopts by reference the rules administered by the Office of the Comptroller of Public Accounts regarding historically underutilized businesses, which are set forth in the Texas Administrative Code, Title 34, Part 1, Chapter 20, Subchapter D, §§20.281 – 20.298. In addition to the minority group members noted above, the Comptroller's definition also includes businesses owned by women and service-disabled veterans.

Although it is not specifically addressed by the State Lottery Act, the TLC also has a strong commitment to including minorities in its business operations by maintaining a diverse workforce. Information about this area is included in Appendix D of the report (page 26).





## BACKGROUND

### TEXAS LOTTERY COMMISSION VISION

To be the preeminent Lottery and Charitable Bingo agency through innovative leadership.

### TEXAS LOTTERY MISSION

The Texas Lottery is committed to generating revenue for the State of Texas through the responsible management and sale of entertaining lottery products. The Texas Lottery will incorporate the highest standard of security, integrity and responsible gaming principles, set and achieve challenging goals, provide quality customer service and utilize a TEAM approach.

### CHARITABLE BINGO MISSION

Provide authorized organizations the opportunity to raise funds for their charitable purposes by conducting bingo. Determine that all charitable bingo funds are used for a lawful purpose. Promote and maintain the integrity of the charitable bingo industry throughout Texas.

### CORE VALUES

The Texas Lottery Commission combines private business management principles with public service standards of conduct in all its operations. The following values guide us in our work:

- Integrity and Responsibility
- Innovation
- Fiscal Accountability
- Customer Responsiveness
- Teamwork
- Excellence

### MINORITY/HUB COMMITMENT

The Texas Lottery Commission is committed to assisting and including minority-owned businesses and Historically Underutilized Businesses (HUBs) in its procurement opportunities. In accordance with the provisions of the State Lottery Act and the state's HUB rules, the agency and its contractors make a good faith effort to contract and subcontract with minority-owned businesses for the purchase of goods and services for the operation of the agency.

### MINORITY/HUB PROGRAM

The TLC's Minority/HUB Program functions as part of the agency's Administration Division. The agency's HUB Coordinator is responsible for advising and assisting the TLC in complying with the requirements of the State Lottery Act and the state's HUB rules. The agency's Minority/HUB Program operates in three key areas to promote the inclusion and utilization of minority-owned businesses and HUBs: outreach activities, contract compliance and reporting.

## OUTREACH ACTIVITIES

Outreach activities make up one of the most important components of the TLC's Minority/HUB Program. The purpose of these activities is to inform minority/HUB vendors about opportunities to provide goods and services to the agency and its contractors. Outreach is performed primarily by participating in business opportunity forums and other events throughout the state. The TLC HUB Coordinator may also assist in planning and cosponsoring statewide events in cooperation with other state agencies. In addition, the agency may conduct an annual HUB Forum to inform minority/HUB vendors about TLC procurement processes and to provide networking opportunities. A chart listing the outreach events in which the agency participated during FY 2023 is available in Appendix C (page 25).

Other types of outreach activities include providing information to prospective vendors via the TLC website, coordinating meetings with individual minority/HUB vendors, administering the agency's Mentor-Protégé Program, and assisting eligible businesses with obtaining state HUB certification.

## CONTRACT COMPLIANCE

The TLC's HUB Coordinator, Purchasing and Contracts staff, and administering divisions work collaboratively to maintain vendor compliance with contract terms relating to minority and HUB participation. The first step in this process involves assisting the agency with making HUB subcontracting determinations for contracts with an expected value of \$100,000 or more prior to releasing solicitations. The TLC's HUB coordinator participates at pre-bid and pre-proposal conferences to highlight the TLC's HUB policy and subcontracting plan requirements. The HUB Coordinator also assists evaluation teams by reviewing HUB Subcontracting Plans submitted with bids/proposals to determine whether good faith effort criteria were met. Finally, the agency's subcontracting plans are monitored for compliance following contract award.

## REPORTING

The TLC's minority/HUB expenditures are monitored throughout the year. Monthly internal minority/HUB participation reports are distributed to agency directors, and periodic updates are provided to TLC commissioners. In addition, HUB subcontracting expenditures and supplemental information are reported twice annually to the Comptroller of Public Accounts (CPA) for inclusion in the Statewide HUB Reports. HUB participation information is also included in the agency's Strategic Plan, Legislative Appropriations Request, and Annual Report of Non-Financial Data.

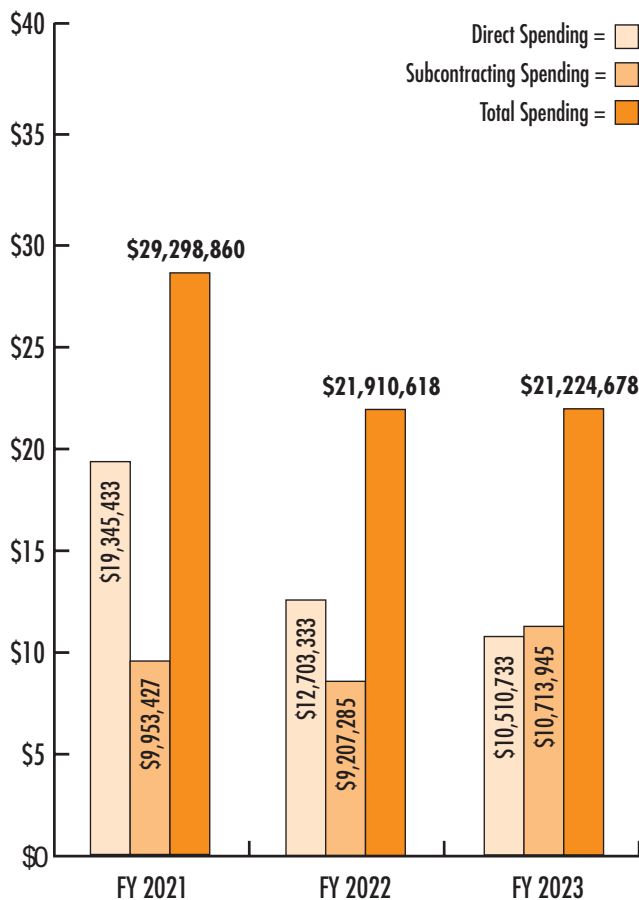


## EXECUTIVE SUMMARY

During FY 2023, the TLC continued its efforts to provide opportunities for minority-owned businesses to participate in its procurement processes. Developing contacts with minority-owned businesses in Texas and licensing minority retailers are essential to the agency's initiatives.

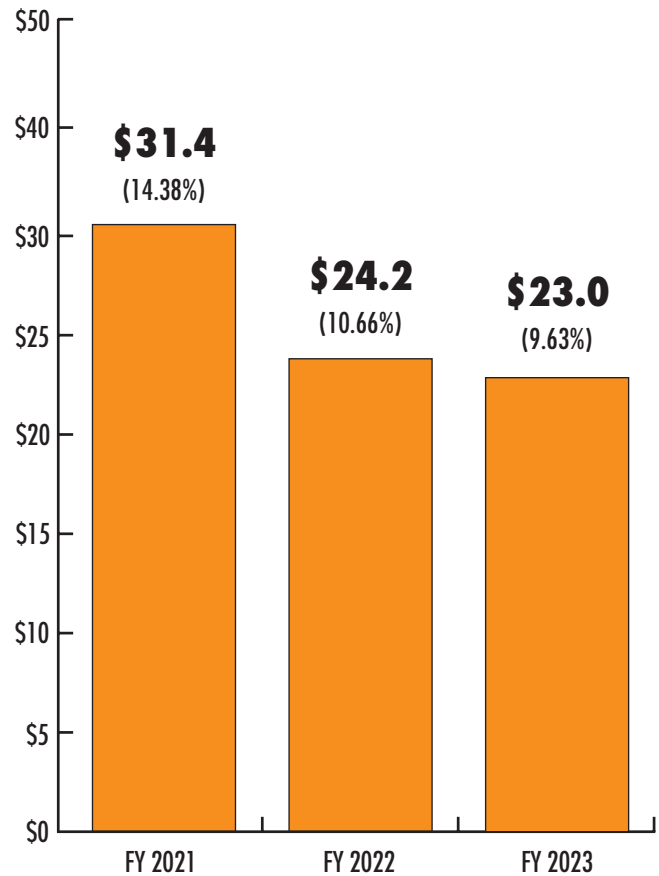
The TLC's overall expenditures, as captured by the CPA's *Fiscal Year 2023 Texas Historically Underutilized Business (HUB) Annual Report*, increased from FY 2022 to FY 2023. During this reporting period, the Commission ranked 22<sup>nd</sup> by overall expenditures among reporting agencies, compared with ranking 20<sup>th</sup> during FY 2022.

**FIG. 2  
MINORITY SPENDING\***



\*Amounts have been rounded to the nearest dollar.

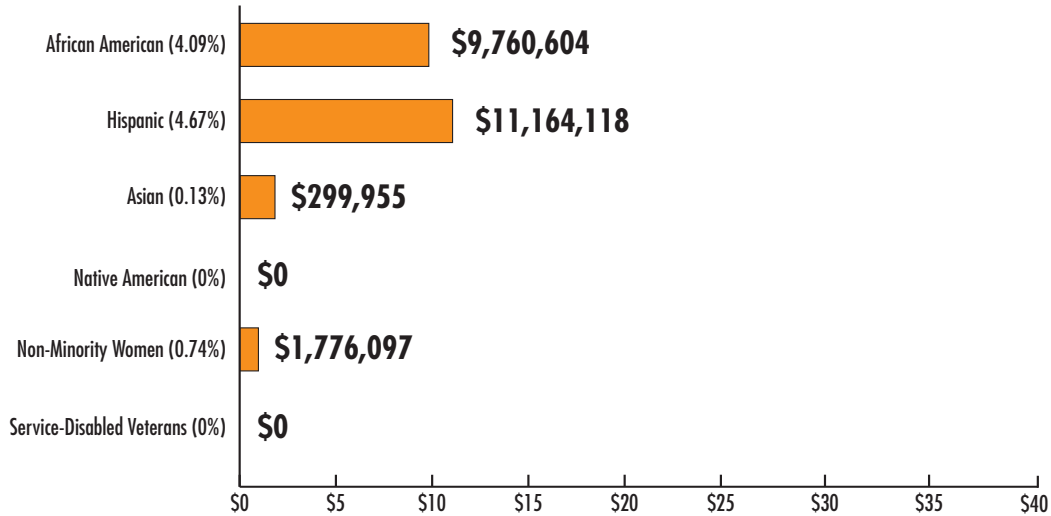
**FIG. 1  
MINORITY/HUB SPENDING  
(IN MILLIONS)**



During FY 2023, the TLC achieved an overall participation rate in its minority/HUB contracting activity of 9.63 percent. As shown in Figure 1, total expenditures paid to all minority/HUB vendors decreased from the previous fiscal year. The TLC's overall minority/HUB percentage also decreased.

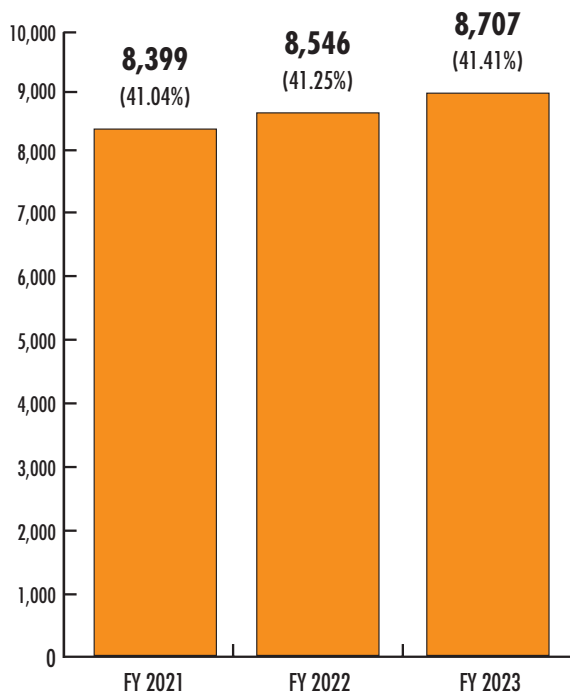
Figure 2 summarizes payments made to minority-owned businesses only (not including non-minority women or service-disabled veterans). During this reporting period, direct expenditures to minority-owned businesses decreased and subcontracting payments decreased. Figure 3 shows the breakdown of FY 2023 minority/HUB spending by ethnic group.

**FIG. 3  
MINORITY/HUB SPENDING BY ETHNICITY**

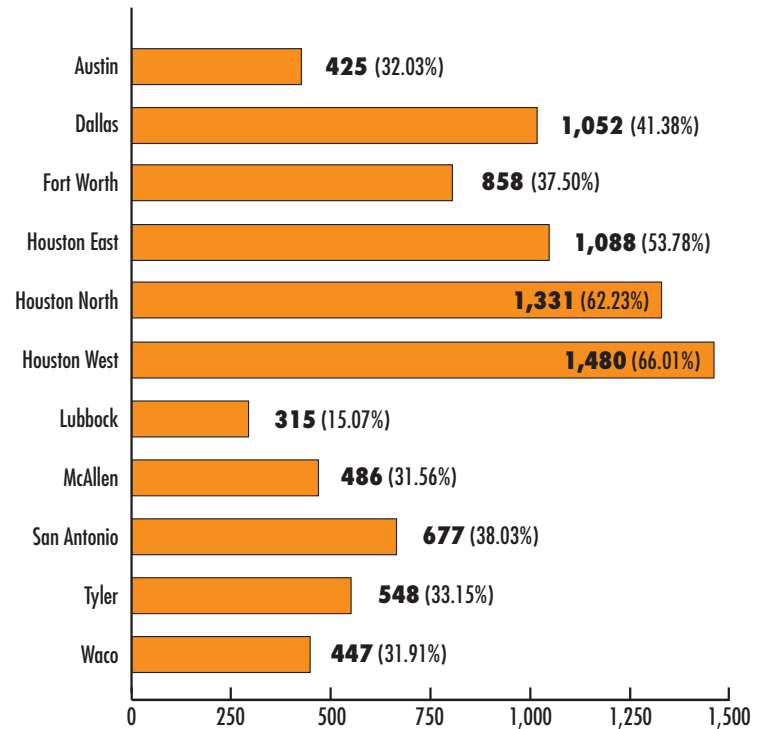


During FY 2023, the TLC continued to exceed the 20-percent goal for its minority retailer base which is set out in Texas Government Code Section 466.151. Minority retailers now number 8,707, representing 41.41 percent of the agency's total Texas Lottery retailer base (see Figures 4 and 5). More detailed information on minority retailers by county is located in Appendix B (page 18). In addition, the TLC has maintained a minority retailer percentage of more than 40 percent for 17 consecutive years.

**FIG. 4  
NUMBER OF  
MINORITY RETAILERS**



**FIG. 5  
MINORITY RETAILERS  
BY DISTRICT**





## KEY CONTRACTORS

The Commission's key contractors during FY 2023 for contracts estimated to be \$100,000 or more\* included the following:

**ALLIANT INSURANCE SERVICES, INC.** – Retailer Bonus Payment Management Services

**BARKER & HERBERT ANALYTICAL LABORATORIES, INC.** – Lottery Products Testing Services

**BEEHIVE SPECIALTY CO.\*\*** – Promotional Products

**BERRY DUNN MCNEIL & PARKER, LLC** – Security Study Services

**CARASOFT TECHNOLOGY CORPORATION** – DocuSign eSignature Enterprise Pro for Gov-Env.

**CELLCO PARTNERSHIP DBA VERIZON WIRELESS** – Verizon Wireless Services

**DK PARTNERS PC** – Lottery Drawings CPA Services

**ELEPHANT PRODUCTIONS, INC.** – Drawing Studio and Production Services

**ELSYM CONSULTING, INC.** – Internal Control System and Related Services

**EUBANK AND YOUNG STATISTICAL CONSULTING** – Statistical Consulting Services

**GARRON LOTTERY PRODUCTS** – *Lotto Texas*® Drawing Machines

**GTS TECHNOLOGY SOLUTIONS\*\*** – Lease of Desktops, Laptops and Related Services

**GUIDEHOUSE, INC.** – Risk Review and Compliance Monitoring Services

**IGT GLOBAL SOLUTIONS CORPORATION DBA IGT SOLUTIONS (FKA GTECH CORPORATION®)** – Lottery Operations and Services

**IGT GLOBAL SOLUTIONS CORPORATION DBA IGT SOLUTIONS (FKA GTECH PRINTING CORPORATION)** – Instant Ticket Manufacturing and Services

**IGT GLOBAL SOLUTIONS CORPORATION DBA IGT SOLUTIONS CORPORATION** – Scratch Ticket Manufacturing and Services

**JOHNSON CONTROLS SECURITY SOLUTIONS LLC** – Security Management System and Monitoring Services

**KOWERT, HOOD, MUNYON, RANKIN AND GOETZEL, P.C.** – Outside Counsel Intellectual Property Legal Services

**LATINWORKS MARKETING, LLC DBA THIRD EAR\*\*** – Advertising Services

**MCCONNELL AND JONES, LLP\*\*** – Internal Audit Services

**NETSYNC NETWORK SOLUTIONS** – Hyper Converged Infrastructure with Server Lease

**ORACLE AMERICA INC.** – Oracle Paas & Iaas Universal Credits

**POLLARD BANKNOTE, LTD.** – Instant Ticket Manufacturing and Services

**POLLARD BANKNOTE, LTD.** – Scratch Ticket Manufacturing and Services

**RFD & ASSOCIATES, INC.\*\*** – IT Staffing Augmentation Services

**SCIENTIFIC GAMES INTERNATIONAL, INC.** – Instant Ticket Manufacturing and Services

**SCIENTIFIC GAMES, LLC** – Scratch Ticket Manufacturing and Services

**SHI GOVERNMENT SOLUTIONS\*\*** – Lease of Servers

**SIERRA GROUP LLC** – Promotional Products

**SMITH PROTECTIVE SERVICES, INC.** – Security Officer Services

**SOFTWARE ONE, INC.** – Microsoft Software Enterprise Agreement

**TECHNOLOGY SPA (FORMERLY AGENCIES OF CHANGE)** – Website Hosting Services

**WEAVER AND TIDWELL, LLP** – Annual Financial Audit Services

**XEROX BUSINESS SOLUTIONS SOUTHWEST (FKA DAHILL)** – Document Management Services

\*List does not include interagency contracts, property leases or licensed property contracts.

\*\*HUB certified contractors

## FISCAL YEAR 2023 HIGHLIGHTS

- The Texas Lottery Commission's minority/HUB expenditures in FY 2023 totaled more than \$23 million.
- For FY 2023, the TLC ranked 22nd among the largest spending agencies in terms of overall expenditures as captured by the *CPA's Fiscal Year 2023 Texas Historically Underutilized Business (HUB) Annual Report*. Of the top 22, the TLC ranked 16<sup>th</sup> by overall HUB percentage (see Table C, page 12).
- In FY 2023, the agency paid certified HUBs approximately \$98,431.46 for goods and services in expenditure categories not included in the CPA's HUB Report.
- Three of the TLC's key contractors increased subcontracting payments to minority/HUB businesses.
- Six HUB companies provided key contract services to the agency during FY 2023 (see page 6).
- The TLC awarded \$27,882.78 in bid opportunities at the "Doing Business Texas Style Spot Bid Fair" held in conjunction with ACCESS 2023 in Irving, Texas.
- The TLC continued to assist vendors with the HUB subcontracting plan (HSP) process by offering one-on-one HSP workshops and reviews of draft HSPs. These efforts resulted in greater numbers of compliant HSPs and increased competition.
- The TLC participated in three (3) economic opportunity forums and HUB-related outreach events statewide.
- The TLC participated in HUB Discussion Workgroup meetings that were held during the fiscal year.
- The TLC maintained a minority retailer percentage of more than 40% for the 17<sup>th</sup> consecutive year. This represents a lottery retailer participation of more than twice the established goal.



# FISCAL YEAR 2023 MINORITY/HUB EXPENDITURE SUMMARY

## TABLE A

### I. DIRECT MINORITY/HUB EXPENDITURES

| MINORITY/HUB GROUP        | DIRECT EXPENDITURES | % OF TOTAL   | TOTAL EXPENDITURES   |
|---------------------------|---------------------|--------------|----------------------|
| AFRICAN AMERICAN          | 213,624             | 0.09%        |                      |
| HISPANIC AMERICAN         | 10,009,783          | 4.19%        |                      |
| ASIAN AMERICAN            | 287,326             | 0.12%        |                      |
| NATIVE AMERICAN           | 0                   | 0.00%        |                      |
| AMERICAN WOMEN            | 1,206,600           | 0.50%        |                      |
| SERVICE DISABLED VETERANS | \$0                 | 0.00%        |                      |
| <b>TOTAL</b>              | <b>\$11,717,333</b> | <b>4.90%</b> | <b>\$238,871,705</b> |

### II. MINORITY/HUB SUBCONTRACTING EXPENDITURES

| MINORITY/HUB GROUP        | SUBCONTRACTING EXPENDITURES | % OF NON-MINORITY NON-HUB TOTAL | TOTAL NON-MINORITY/ NON-HUB EXPENDITURES |
|---------------------------|-----------------------------|---------------------------------|------------------------------------------|
| AFRICAN AMERICAN          | \$9,546,981                 | 4.27%                           |                                          |
| HISPANIC AMERICAN         | \$1,154,335                 | 0.52%                           |                                          |
| ASIAN AMERICAN            | \$12,629                    | 0.01%                           |                                          |
| NATIVE AMERICAN           | \$0                         | 0.00%                           |                                          |
| AMERICAN WOMEN            | \$570,407                   | 0.26%                           |                                          |
| SERVICE DISABLED VETERANS | \$0                         | 0.00%                           |                                          |
| <b>TOTAL</b>              | <b>\$11,284,352</b>         | <b>5.05%</b>                    | <b>\$227,155,283</b>                     |

### III. GRAND TOTAL OF MINORITY/HUB EXPENDITURES

| MINORITY/HUB GROUP        | MINORITY/HUB EXPENDITURES | % OF TOTAL   | TOTAL EXPENDITURES   |
|---------------------------|---------------------------|--------------|----------------------|
| AFRICAN AMERICAN          | \$9,760,604               | 4.09%        |                      |
| HISPANIC AMERICAN         | \$11,164,118              | 4.67%        |                      |
| ASIAN AMERICAN            | \$299,955                 | 0.13%        |                      |
| NATIVE AMERICAN           | 0                         | 0.00%        |                      |
| AMERICAN WOMEN            | \$1,776,097               | 0.74%        |                      |
| SERVICE DISABLED VETERANS | \$0                       | 0.00%        |                      |
| <b>TOTAL</b>              | <b>\$23,000,774</b>       | <b>9.63%</b> | <b>\$238,871,705</b> |

NOTE: Fiscal Year expenditures were based on the reportable expenditure object codes utilized by the Comptroller of Public Accounts (CPA) for the State of Texas HUB Report. Totals may not sum exactly to CPA report due to rounding or adjustments for term contract expenditures which are excluded from the report.

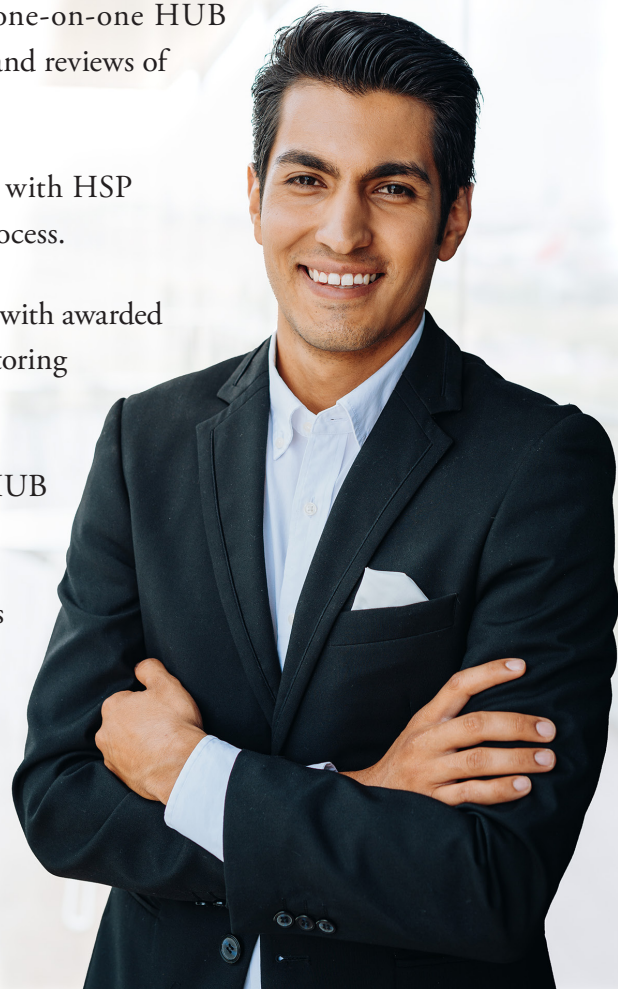
## FISCAL YEAR 2023 ACCOMPLISHMENTS

The Texas Lottery Commission promotes fair and competitive opportunities for minority/HUB vendors interested in doing business with the agency and its key contractors. The TLC conducted an effective program during FY 2023 to inform and educate minority businesses/HUBs about opportunities to provide supplies, equipment, and services for the operation of the agency and to serve as licensed lottery retailers. The following sections detail some of the TLC's achievements in FY 2023.

### INCLUSION IN PROCUREMENTS

#### The TLC's procurement-related initiatives included:

- Participating in forums and other outreach events to inform minority/HUB vendors about the TLC's contracting and subcontracting opportunities.
- Determining the probability of subcontracting and identifying potential minority/HUB subcontracting opportunities for contracts with an expected value of \$100,000 or more.
- Providing vendor support by offering one-on-one HUB subcontracting plan (HSP) workshops and reviews of draft HSPs.
- Evaluating good-faith-effort compliance with HSP requirements as part of the bid/proposal process.
- Conducting post-contract award follow-up with awarded vendors to discuss HSP requirements; monitoring contracts to ensure compliance.
- Providing procurement opportunities at HUB forums and other outreach events.
- Hosting meetings with interested vendors to assist them in becoming familiar with the TLC's procurement processes.
- Assisting eligible vendors to become certified as HUBs.





## FISCAL YEAR 2023 ACCOMPLISHMENTS

### Bids/Proposals Received and Contracts Awarded:

During FY 2023, the TLC received 61 competitive bids and proposals from HUB vendors, which represented 76.25 percent of all responses. Overall, the agency awarded 127 total contracts to HUB vendors, 52 of which were awarded to minority-owned business. These included contracts resulting from noncompetitive “spot purchases,” informal and formal quotes, bids, offers, and proposals received from HUB vendors.

### OUTREACH ACTIVITIES

**Outreach Materials:** The TLC provided information to minority businesses and HUBs that were interested in doing business with the agency. This included information regarding the agency’s procurements, and contacts for both agency staff and key TLC contractors.

**Website:** Information about the TLC’s HUB Program is available via the agency’s website ([www.texaslottery.com](http://www.texaslottery.com)), which also provides links to Statewide HUB Program information.

**Forums:** In accordance with legislative mandates, the TLC participated in conferences, forums and events to provide information regarding the agency’s procurement opportunities. As part of the TLC’s outreach program, staff attended Economic Opportunity Forums (EOFs) sponsored by state agencies and/or other governmental entities. These included forums presented by the Statewide Procurement Division (SPD) of the Comptroller of Public Accounts (CPA). A summary of the agency’s outreach efforts is provided in Appendix C (page 25) of this report.

Prior to the COVID-19 pandemic, the Lottery Commission conducted an annual HUB forum which attracted minority/HUB participants from across the state. Roundtable networking sessions at these events allowed maximum interaction between attendees, agency staff, and key TLC contractors. The agency plans to resume this annual HUB event in FY 2024.

**Subcontracting Opportunities:** In FY 2023, the TLC continued to identify subcontracting opportunities for minority/HUB vendors and to monitor HUB Subcontracting Plan requirements.

### MENTOR-PROTÉGÉ PROGRAM

In accordance with Texas Government Code, Section 2161.065, all state agencies with biennial budgets of more than \$10 million are required to have a Mentor-Protégé Program. The purpose of the Mentor-Protégé Program is to foster long-term relationships between prime contractors and HUBs. The ultimate goal of the program is to provide developmental assistance to HUBs that will potentially increase their ability to contract directly with the state and/or to obtain subcontract opportunities under a state contract. All relationships among mentors, protégés and the program sponsor are voluntary, and participation in the agency’s Mentor-Protégé Program is neither a guarantee for a contract opportunity nor a promise of business.

The Mentor-Protégé Program is an ongoing initiative, and the TLC will continue its efforts to form additional relationships during FY 2024.

## FISCAL YEAR 2023 ACCOMPLISHMENTS

### HUB DISCUSSION WORKGROUP

The TLC participates in the HUB Discussion Workgroup, an established group of HUB Coordinators from state agencies and institutions of higher education who meet on a regular basis. The workgroup shares program practices and ideas, supports outreach events, and provides input to the CPA on methods for improving the state's HUB Program.

### CONTRACTOR SUPPORT

Contractors are encouraged to include minority businesses and HUBs when purchasing goods and/or services related to the fulfillment of their contracts with the TLC. When the TLC determines that subcontracting is probable for contracts with an expected value of \$100,000 or more, respondents shall submit a completed HUB Subcontracting Plan demonstrating evidence of good faith effort in developing the plan. The state's Centralized Master Bidders List and HUB Directory are key resources for identifying potential HUB subcontractors. Many of the TLC's largest contractors participate in TLC's Annual HUB Forum, providing information and networking opportunities to HUBs. Although TLC did not conduct its Annual HUB Forum in FY 2023, the agency's key contractors who utilized minority and/or HUB subcontractors achieved the following results in FY 2023:

**TABLE B**

| CONTRACTOR NAME                                  | MINORITY/HUB<br>SUBCONTRACTING<br>EXPENDITURES* |
|--------------------------------------------------|-------------------------------------------------|
| LATINWORKS MARKETING, LLC DBA THIRD EAR          | \$6,922,122                                     |
| IGT CORPORATION                                  | \$6,280,701                                     |
| POLLARD BANKNOTE, LTD.                           | \$2,957,628                                     |
| SCIENTIFIC GAMES INTERNATIONAL, INC.             | \$1,921,577                                     |
| IGT CORPORATION (FKA GTECH PRINTING CORPORATION) | \$62,490                                        |
| ELEPHANT PRODUCTIONS, INC.                       | \$61,956                                        |
| BEEHIVE SPECIALTY                                | \$2,940                                         |

\*Amounts have been rounded to the nearest dollar.

## FISCAL YEAR 2023 ACCOMPLISHMENTS

### RANK AMONG LARGEST-SPENDING AGENCIES

The Texas Lottery Commission ranked 22<sup>nd</sup> in terms of overall expenditures captured by the CPA's *Fiscal Year 2023 Annual Historically Underutilized Business (HUB) Report*. Of the largest-spending agencies, the TLC ranked 16<sup>th</sup> by overall HUB percentage (see Table C).

**TABLE C**  
**ANNUAL FISCAL YEAR 2023 HUB REPORT**  
**TWENTY-TWO LARGEST-SPENDING AGENCIES RANKED BY OVERALL HUB PERCENTAGE**

| RANK      | AGENCY NAME                            | TOTAL EXPENDITURES   | TOTAL HUB EXPENDITURES | HUB % OF EXPENDITURES |
|-----------|----------------------------------------|----------------------|------------------------|-----------------------|
| 1         | THE TEXAS A&M UNIVERSITY SYSTEM        | \$397,963,168        | \$114,915,068          | 28.88%                |
| 2         | UNIVERSITY OF NORTH TEXAS              | \$293,126,993        | \$71,313,367           | 24.33%                |
| 3         | TEXAS TECH UNIVERSITY                  | \$273,239,064        | \$64,131,659           | 23.47%                |
| 4         | GENERAL LAND OFFICE                    | \$1,019,168,742      | \$237,465,623          | 23.30%                |
| 5         | TEXAS DEPT OF CRIMINAL JUSTICE         | \$362,787,669        | \$80,307,570           | 22.14%                |
| 6         | DEPARTMENT OF PUBLIC SAFETY            | \$239,416,846        | \$52,703,709           | 22.01%                |
| 7         | TEXAS A & M UNIVERSITY (MAIN UNIV)     | \$516,500,874        | \$109,955,732          | 21.29%                |
| 8         | TEXAS FACILITIES COMMISSION            | \$359,406,007        | \$64,195,595           | 17.86%                |
| 9         | UNIVERSITY OF TEXAS AT AUSTIN          | \$684,132,393        | \$121,371,123          | 17.74%                |
| 10        | UNIVERSITY OF HOUSTON                  | \$278,173,786        | \$48,349,520           | 17.38%                |
| 11        | HEALTH & HUMAN SERVICES COMMISSION     | \$1,544,506,391      | \$231,959,536          | 15.02%                |
| 12        | UT HEALTH SCIENCE CENTER-SAN ANTONIO   | \$593,817,097        | \$80,433,641           | 13.55%                |
| 13        | UT HEALTH SCIENCE CENTER - HOUSTON     | \$262,413,454        | \$33,783,333           | 12.87%                |
| 14        | TEXAS DEPARTMENT OF TRANSPORTATION     | \$11,305,011,405     | \$1,195,082,378        | 10.57%                |
| 15        | DEPARTMENT OF STATE HEALTH SERVICES    | \$418,348,311        | \$41,145,786           | 9.84%                 |
| <b>16</b> | <b>TEXAS LOTTERY COMMISSION</b>        | <b>\$238,871,705</b> | <b>\$23,000,774</b>    | <b>9.63%</b>          |
| 17        | UT SOUTHWESTERN MEDICAL CENTER         | \$1,592,147,628      | \$120,313,619          | 7.56%                 |
| 18        | UNIVERSITY OF TEXAS MEDICAL BRANCH     | \$749,700,407        | \$55,164,604           | 7.36%                 |
| 19        | TEXAS DIVISION OF EMERGENCY MANAGEMENT | \$289,309,051        | \$17,772,966           | 6.14%                 |
| 20        | TEXAS EDUCATION AGENCY                 | \$365,827,422        | \$19,850,074           | 5.43%                 |
| 21        | UT MD ANDERSON CANCER CENTER           | \$2,405,307,469      | \$118,427,556          | 4.92%                 |
| 22        | TEXAS MILITARY DEPARTMENT              | \$575,971,084        | \$26,268,368           | 4.56%                 |

Note: The largest-spending agencies are determined by total expenditures made for object codes which are reportable in the CPA's *Fiscal Year 2023 Annual Historically Underutilized Business (HUB) Report*. The state does not have an overall HUB goal, but utilizes six procurement category goals, in accordance with the State Disparity Study. These figures are unaudited and have been rounded to the nearest dollar.

### MINORITY RETAILERS

The Texas Lottery Commission's minority retailer base consistently exceeds its statutory goal of 20 percent. In FY 2023, the agency's minority retailers numbered 8,707, which represented 41.41 percent of the Texas Lottery's total retailer base (see Figure 4 and Appendix B). The agency has maintained a minority retailer percentage of more than 40 percent for the past 17 years.

## FISCAL YEAR 2024 RECOMMENDED IMPROVEMENTS

- Enhance the Commission’s Mentor-Protégé Program and develop new mentor-protégé relationships.
- Work with TLC technical staff to improve internal HUB reporting capabilities.
- Attend additional outreach events including at least one that is focused on service-disabled veterans.
- Continue providing bid opportunities at Spot Bid Events including the “Doing Business Texas Style” Spot Bid Fair.
- Include TLC Purchasing staff in additional HUB outreach events.
- Maintain active participation in the HUB Discussion Workgroup.
- Conduct TLC Annual HUB Forum.





THIS PAGE IS INTENTIONALLY  
LEFT BLANK.

# APPENDICES

|                                                                           |    |
|---------------------------------------------------------------------------|----|
| A. Definitions .....                                                      | 16 |
| B. Minority Retailers by County .....                                     | 18 |
| C. Fiscal Year 2023 HUB, Minority and Small Business Outreach Events..... | 25 |
| D. Fiscal Year 2023 Workforce Diversity Human Resources Statement.....    | 26 |

### DEFINITIONS

**MINORITY BUSINESS:** As defined in Texas Government Code §466.107 (b), “Minority Business” means a business entity at least 51% of which is owned by minority group members or, in the case of a corporation, at least 51% of the shares of which are owned by minority group members, and that:

- 1) is managed and, in daily operations, is controlled by minority group members; and
- 2) is a domestic business entity with a home or branch office located in this state and is not a branch or subsidiary of a foreign corporation, firm or other business entity.

**“MINORITY GROUP MEMBERS”** include African Americans, American Indians, Asian Americans, and Mexican Americans and other Americans of Hispanic origin.

**HISTORICALLY UNDERUTILIZED BUSINESS (HUB):** As defined in Texas Government Code, §2161.001 subdivisions (2) and (3), “historically underutilized business” means an entity with its principal place of business in the state of Texas that is:

- 1) a corporation formed for the purpose of making a profit in which 51% or more of all classes of the shares of stock or other equitable securities are owned by one or more economically disadvantaged persons who have a proportionate interest and actively participate in the corporation’s control, operation, and management;
- 2) a sole proprietorship created for the purpose of making a profit that is completely owned, operated, and controlled by an economically disadvantaged person;
- 3) a partnership formed for the purpose of making a profit in which 51% or more of the assets and interest in the partnership are owned by one or more economically disadvantaged persons who have a proportionate interest and actively participate in the partnership’s control, operation and management;
- 4) a joint venture in which each entity in the venture is a historically underutilized business, as determined under another paragraph of this subdivision; or
- 5) a supplier contract between a historically underutilized business as determined under another paragraph of this subdivision and a prime contractor under which the historically underutilized business is directly involved in the manufacture or distribution of the goods or otherwise warehouses and ships the goods.

**“ECONOMICALLY DISADVANTAGED” PERSON** means a person who is economically disadvantaged because of the person’s identification as a member of a certain group, including Black Americans, Hispanic Americans, women, Asian Pacific Americans, Native Americans, and veterans as defined by 38 U.S.C. Section 101(2) who have suffered at least a 20% service-connected disability as defined by 38 U.S.C. Section 101(16), and who has suffered the effects of discriminatory practices or other similar insidious circumstances over which the person has no control.

### DEFINITIONS

**COMMISSION:** As defined in Texas Government Code, §466.002(1), “Commission” means the Texas Lottery Commission.

**HUB SUBCONTRACTING PLAN:** As defined by Texas Administrative Code, Title 34, Part 1, Chapter 20, Subchapter D, Division 1, Rule §20.282, a HUB subcontracting plan is “written documentation regarding the use of subcontractors, which is required to be submitted with all responses to state agency contracts with an expected value of \$100,000 or more where subcontracting opportunities have been determined by the state agency to be probable. The HUB subcontracting plan subsequently becomes a provision of the awarded contract and shall be monitored for compliance by the state agency during the term of the contract.”

**LOTTERY:** As defined in Texas Government Code, §466.002(5), “lottery” means the procedures operated by the state under this chapter through which prizes are awarded or distributed by chance among persons who have paid, or unconditionally agreed to pay, for a chance or other opportunity to receive a prize.

**SALES AGENT OR SALES AGENCY:** As defined in Texas Government Code, §466.002(9), “sales agent” or “sales agency” means a person licensed under this chapter to sell tickets. Throughout this report, sales agents are referred to as “retailers.”

**SUBCONTRACTOR:** As defined in Texas Government Code, §2251.001, “subcontractor” means a person who contracts with a vendor to work or contribute toward completing work for a governmental entity.

**LOTTERY OPERATOR:** As defined in Texas Government Code, §466.002(7), “lottery operator” means a person selected under §466.014(b) to operate a lottery.

**VENDOR:** As defined in Texas Government Code, §2251.001, “vendor” means a person who supplies goods or a service to a governmental entity or another person directed by the entity.





## APPENDIX B

### MINORITY RETAILERS BY COUNTY

| COUNTY    | TOTAL RETAILERS | MINORITY RETAILERS | PERCENTAGE |
|-----------|-----------------|--------------------|------------|
| ANDERSON  | 57              | 11                 | 19%        |
| ANDREWS   | 13              | 1                  | 8%         |
| ANGELINA  | 85              | 35                 | 41%        |
| ARANSAS   | 25              | 13                 | 52%        |
| ARCHER    | 13              | 1                  | 8%         |
| ARMSTRONG | 4               | 0                  | 0%         |
| ATASCOSA  | 50              | 21                 | 42%        |
| AUSTIN    | 42              | 24                 | 57%        |
| BAILEY    | 8               | 1                  | 13%        |
| BANDERA   | 18              | 5                  | 28%        |
| BASTROP   | 91              | 37                 | 41%        |
| BAYLOR    | 6               | 0                  | 0%         |
| BEE       | 25              | 8                  | 32%        |
| BELL      | 265             | 101                | 38%        |
| BEXAR     | 1,141           | 509                | 45%        |
| BLANCO    | 17              | 6                  | 35%        |
| BORDEN    | 0               | 0                  | 0%         |
| BOSQUE    | 34              | 10                 | 29%        |
| BOWIE     | 87              | 17                 | 20%        |
| BRAZORIA  | 264             | 151                | 57%        |
| BRAZOS    | 134             | 73                 | 54%        |
| BREWSTER  | 10              | 0                  | 0%         |
| BRISCOE   | 3               | 0                  | 0%         |
| BROOKS    | 6               | 1                  | 17%        |
| BROWN     | 40              | 8                  | 20%        |
| BURLESON  | 29              | 11                 | 38%        |
| BURNET    | 50              | 16                 | 32%        |
| CALDWELL  | 43              | 17                 | 40%        |
| CALHOUN   | 23              | 9                  | 39%        |
| CALLAHAN  | 19              | 4                  | 21%        |
| CAMERON   | 234             | 50                 | 21%        |
| CAMP      | 13              | 3                  | 23%        |
| CARSON    | 7               | 0                  | 0%         |
| CASS      | 32              | 5                  | 16%        |
| CASTRO    | 9               | 2                  | 22%        |
| CHAMBERS  | 62              | 30                 | 48%        |
| CHEROKEE  | 50              | 16                 | 32%        |
| CHILDRESS | 10              | 0                  | 0%         |
| CLAY      | 10              | 3                  | 30%        |

## APPENDIX B

### MINORITY RETAILERS BY COUNTY

| COUNTY        | TOTAL RETAILERS | MINORITY RETAILERS | PERCENTAGE |
|---------------|-----------------|--------------------|------------|
| COCHRAN       | 3               | 0                  | 0%         |
| COKE          | 5               | 2                  | 40%        |
| COLEMAN       | 13              | 1                  | 8%         |
| COLLIN        | 435             | 144                | 33%        |
| COLLINGSWORTH | 4               | 0                  | 0%         |
| COLORADO      | 36              | 18                 | 50%        |
| COMAL         | 94              | 17                 | 18%        |
| COMANCHE      | 16              | 4                  | 25%        |
| CONCHO        | 6               | 0                  | 0%         |
| COOKE         | 51              | 13                 | 25%        |
| CORYELL       | 46              | 15                 | 33%        |
| COTTLE        | 2               | 0                  | 0%         |
| CRANE         | 6               | 1                  | 17%        |
| CROCKETT      | 8               | 2                  | 25%        |
| CROSBY        | 9               | 1                  | 11%        |
| CULBERSON     | 9               | 1                  | 11%        |
| DALLAM        | 11              | 0                  | 0%         |
| DALLAS        | 1,818           | 876                | 48%        |
| DAWSON        | 11              | 2                  | 18%        |
| DE WITT       | 21              | 4                  | 19%        |
| DEAF SMITH    | 17              | 1                  | 6%         |
| DELTA         | 7               | 4                  | 57%        |
| DENTON        | 372             | 144                | 39%        |
| DICKENS       | 3               | 0                  | 0%         |
| DIMMIT        | 15              | 6                  | 40%        |
| DONLEY        | 7               | 2                  | 29%        |
| DUVAL         | 14              | 5                  | 36%        |
| EASTLAND      | 30              | 7                  | 23%        |
| ECTOR         | 134             | 24                 | 18%        |
| EDWARDS       | 2               | 0                  | 0%         |
| EL PASO       | 419             | 89                 | 21%        |
| ELLIS         | 126             | 34                 | 27%        |
| ERATH         | 35              | 10                 | 29%        |
| FALLS         | 20              | 7                  | 35%        |
| FANNIN        | 33              | 7                  | 21%        |
| FAYETTE       | 31              | 14                 | 45%        |
| FISHER        | 3               | 0                  | 0%         |
| FLOYD         | 8               | 1                  | 13%        |
| FOARD         | 2               | 0                  | 0%         |

## APPENDIX B

### MINORITY RETAILERS BY COUNTY

| COUNTY     | TOTAL RETAILERS | MINORITY RETAILERS | PERCENTAGE |
|------------|-----------------|--------------------|------------|
| FORT BEND  | 376             | 217                | 58%        |
| FRANKLIN   | 12              | 2                  | 17%        |
| FREESTONE  | 24              | 7                  | 29%        |
| FRIO       | 21              | 7                  | 33%        |
| GAINES     | 18              | 0                  | 0%         |
| GALVESTON  | 319             | 194                | 61%        |
| GARZA      | 6               | 1                  | 17%        |
| GILLESPIE  | 16              | 3                  | 19%        |
| GLASSCOCK  | 1               | 1                  | 100%       |
| GOLIAD     | 6               | 1                  | 17%        |
| GONZALES   | 21              | 6                  | 29%        |
| GRAY       | 21              | 2                  | 10%        |
| GRAYSON    | 134             | 35                 | 26%        |
| GREGG      | 148             | 49                 | 33%        |
| GRIMES     | 32              | 17                 | 53%        |
| GUADALUPE  | 97              | 30                 | 31%        |
| HALE       | 29              | 3                  | 10%        |
| HALL       | 6               | 0                  | 0%         |
| HAMILTON   | 13              | 1                  | 8%         |
| HANSFORD   | 5               | 1                  | 20%        |
| HARDEMAN   | 7               | 1                  | 14%        |
| HARDIN     | 65              | 14                 | 22%        |
| HARRIS     | 3825            | 2621               | 69%        |
| HARRISON   | 59              | 25                 | 42%        |
| HARTLEY    | 2               | 0                  | 0%         |
| HASKELL    | 9               | 0                  | 0%         |
| HAYS       | 130             | 38                 | 29%        |
| HEMPHILL   | 4               | 0                  | 0%         |
| HENDERSON  | 96              | 37                 | 39%        |
| HIDALGO    | 475             | 150                | 32%        |
| HILL       | 57              | 13                 | 23%        |
| HOCKLEY    | 23              | 2                  | 9%         |
| HOOD       | 54              | 11                 | 20%        |
| HOPKINS    | 34              | 5                  | 15%        |
| HOUSTON    | 33              | 18                 | 55%        |
| HOWARD     | 35              | 5                  | 14%        |
| HUDSPETH   | 5               | 4                  | 80%        |
| HUNT       | 90              | 32                 | 36%        |
| HUTCHINSON | 25              | 5                  | 20%        |

## APPENDIX B

### MINORITY RETAILERS BY COUNTY

| COUNTY     | TOTAL RETAILERS | MINORITY RETAILERS | PERCENTAGE |
|------------|-----------------|--------------------|------------|
| IRION      | 3               | 1                  | 33%        |
| JACK       | 11              | 2                  | 18%        |
| JACKSON    | 21              | 8                  | 38%        |
| JASPER     | 48              | 4                  | 8%         |
| JEFF DAVIS | 1               | 0                  | 0%         |
| JEFFERSON  | 328             | 83                 | 25%        |
| JIM HOGG   | 8               | 3                  | 38%        |
| JIM WELLS  | 38              | 15                 | 39%        |
| JOHNSON    | 128             | 32                 | 25%        |
| JONES      | 14              | 2                  | 14%        |
| KARNES     | 18              | 6                  | 33%        |
| KAUFMAN    | 110             | 27                 | 25%        |
| KENDALL    | 27              | 9                  | 33%        |
| KENEDY     | 0               | 0                  | 0%         |
| KENT       | 0               | 0                  | 0%         |
| KERR       | 43              | 0                  | 0%         |
| KIMBLE     | 14              | 1                  | 7%         |
| KING       | 0               | 0                  | 0%         |
| KINNEY     | 4               | 0                  | 0%         |
| KLEBERG    | 26              | 10                 | 38%        |
| KNOX       | 6               | 0                  | 0%         |
| LA SALLE   | 12              | 2                  | 17%        |
| LAMAR      | 48              | 12                 | 25%        |
| LAMB       | 14              | 3                  | 21%        |
| LAMPASAS   | 19              | 5                  | 26%        |
| LAVACA     | 23              | 8                  | 35%        |
| LEE        | 24              | 9                  | 38%        |
| LEON       | 29              | 11                 | 38%        |
| LIBERTY    | 118             | 70                 | 59%        |
| LIMESTONE  | 31              | 14                 | 45%        |
| LIPSCOMB   | 3               | 0                  | 0%         |
| LIVE OAK   | 17              | 1                  | 6%         |
| LLANO      | 25              | 3                  | 12%        |
| LOVING     | 0               | 0                  | 0%         |
| LUBBOCK    | 214             | 55                 | 26%        |
| LYNN       | 5               | 0                  | 0%         |
| MADISON    | 16              | 7                  | 44%        |
| MARION     | 14              | 5                  | 36%        |
| MARTIN     | 2               | 0                  | 0%         |



## MINORITY RETAILERS BY COUNTY

| COUNTY      | TOTAL RETAILERS | MINORITY RETAILERS | PERCENTAGE |
|-------------|-----------------|--------------------|------------|
| MASON       | 6               | 1                  | 17%        |
| MATAGORDA   | 54              | 27                 | 50%        |
| MAVERICK    | 35              | 9                  | 26%        |
| MCCULLOCH   | 10              | 2                  | 20%        |
| MCLENNAN    | 226             | 89                 | 39%        |
| MCMULLEN    | 3               | 1                  | 33%        |
| MEDINA      | 44              | 13                 | 30%        |
| MENARD      | 3               | 0                  | 0%         |
| MIDLAND     | 110             | 4                  | 4%         |
| MILAM       | 32              | 9                  | 28%        |
| MILLS       | 6               | 1                  | 17%        |
| MITCHELL    | 10              | 0                  | 0%         |
| MONTAGUE    | 20              | 3                  | 15%        |
| MONTGOMERY  | 434             | 230                | 53%        |
| MOORE       | 24              | 6                  | 25%        |
| MORRIS      | 15              | 6                  | 40%        |
| MOTLEY      | 3               | 1                  | 33%        |
| NACOGDOCHES | 64              | 33                 | 52%        |
| NAVARRO     | 56              | 21                 | 38%        |
| NEWTON      | 15              | 4                  | 27%        |
| NOLAN       | 21              | 3                  | 14%        |
| NUECES      | 240             | 67                 | 28%        |
| OCHILTREE   | 9               | 2                  | 22%        |
| OLDHAM      | 4               | 1                  | 25%        |
| ORANGE      | 110             | 17                 | 15%        |
| PALO PINTO  | 49              | 10                 | 20%        |
| PANOLA      | 22              | 2                  | 9%         |
| PARKER      | 101             | 24                 | 24%        |
| PARMER      | 9               | 1                  | 11%        |
| PECOS       | 25              | 3                  | 12%        |
| POLK        | 52              | 21                 | 40%        |
| POTTER      | 112             | 28                 | 25%        |
| PRESIDIO    | 9               | 2                  | 22%        |
| RAINS       | 13              | 3                  | 23%        |
| RANDALL     | 73              | 5                  | 7%         |
| REAGAN      | 5               | 0                  | 0%         |
| REAL        | 6               | 1                  | 17%        |
| RED RIVER   | 12              | 6                  | 50%        |
| REEVES      | 22              | 0                  | 0%         |

## APPENDIX B

### MINORITY RETAILERS BY COUNTY

| COUNTY        | TOTAL RETAILERS | MINORITY RETAILERS | PERCENTAGE |
|---------------|-----------------|--------------------|------------|
| REFUGIO       | 13              | 5                  | 38%        |
| ROBERTS       | 1               | 0                  | 0%         |
| ROBERTSON     | 26              | 10                 | 38%        |
| ROCKWALL      | 41              | 10                 | 24%        |
| RUNNELS       | 17              | 1                  | 6%         |
| RUSK          | 37              | 13                 | 35%        |
| SABINE        | 14              | 2                  | 14%        |
| SAN AUGUSTINE | 13              | 4                  | 31%        |
| SAN JACINTO   | 22              | 12                 | 55%        |
| SAN PATRICIO  | 69              | 23                 | 33%        |
| SAN SABA      | 8               | 1                  | 13%        |
| SCHLEICHER    | 4               | 0                  | 0%         |
| SCURRY        | 17              | 1                  | 6%         |
| SHACKELFORD   | 4               | 1                  | 25%        |
| SHELBY        | 31              | 10                 | 32%        |
| SHERMAN       | 4               | 0                  | 0%         |
| SMITH         | 193             | 101                | 52%        |
| SOMERVELL     | 14              | 3                  | 21%        |
| STARR         | 52              | 25                 | 48%        |
| STEPHENS      | 16              | 5                  | 31%        |
| STERLING      | 2               | 0                  | 0%         |
| STONEWALL     | 3               | 0                  | 0%         |
| SUTTON        | 11              | 0                  | 0%         |
| SWISHER       | 5               | 0                  | 0%         |
| TARRANT       | 1410            | 527                | 37%        |
| TAYLOR        | 122             | 9                  | 7%         |
| TERRELL       | 2               | 0                  | 0%         |
| TERRY         | 12              | 2                  | 17%        |
| THROCKMORTON  | 4               | 0                  | 0%         |
| TITUS         | 35              | 6                  | 17%        |
| TOM GREEN     | 84              | 8                  | 10%        |
| TRAVIS        | 687             | 233                | 34%        |
| TRINITY       | 21              | 7                  | 33%        |
| TYLER         | 24              | 1                  | 4%         |
| UPSHUR        | 34              | 9                  | 26%        |
| UPTON         | 7               | 1                  | 14%        |
| UVALDE        | 31              | 4                  | 13%        |
| VAL VERDE     | 29              | 5                  | 17%        |
| VAN ZANDT     | 55              | 15                 | 27%        |

## APPENDIX B

### MINORITY RETAILERS BY COUNTY

| COUNTY       | TOTAL RETAILERS | MINORITY RETAILERS | PERCENTAGE    |
|--------------|-----------------|--------------------|---------------|
| VICTORIA     | 81              | 25                 | 31%           |
| WALKER       | 63              | 33                 | 52%           |
| WALLER       | 55              | 31                 | 56%           |
| WARD         | 22              | 1                  | 5%            |
| WASHINGTON   | 38              | 12                 | 32%           |
| WEBB         | 130             | 51                 | 39%           |
| WHARTON      | 52              | 29                 | 56%           |
| WHEELER      | 11              | 0                  | 0%            |
| WICHITA      | 122             | 46                 | 38%           |
| WILBARGER    | 15              | 6                  | 40%           |
| WILLACY      | 11              | 4                  | 36%           |
| WILLIAMSON   | 287             | 85                 | 30%           |
| WILSON       | 32              | 7                  | 22%           |
| WINKLER      | 11              | 0                  | 0%            |
| WISE         | 59              | 18                 | 31%           |
| WOOD         | 37              | 13                 | 35%           |
| YOAKUM       | 7               | 0                  | 0%            |
| YOUNG        | 19              | 1                  | 5%            |
| ZAPATA       | 17              | 9                  | 53%           |
| ZAVALA       | 12              | 5                  | 42%           |
| <b>TOTAL</b> | <b>21,025</b>   | <b>8,707</b>       | <b>41.41%</b> |

## APPENDIX C

### FISCAL YEAR 2023 HUB, MINORITY AND SMALL BUSINESS OUTREACH EVENTS

| I. STATE ECONOMIC OPPORTUNITY FORUMS                                                  | LOCATION    |
|---------------------------------------------------------------------------------------|-------------|
| "DOING BUSINESS TEXAS STYLE" AT ACCESS 2023                                           | IRVING      |
| II. TEXAS LOTTERY COMMISSION FORUM                                                    |             |
| NO TLC ANNUAL HUB FORUM HELD IN FY2023                                                |             |
| III. VENDOR FAIRS, CONFERENCES & PROCUREMENT EVENTS                                   |             |
| BEXAR COUNTY ANNUAL SMALL, MINORITY, WOMAN AND VETERAN<br>BUSINESS OWNER'S CONFERENCE | SAN ANTONIO |
| STATE OF TEXAS HUB + DBE EXPO                                                         | AUSTIN      |

## APPENDIX D

The Commission strives to ensure that its employee population reflects the ethnic and gender composition of the state of Texas. A workforce comprising of **58.44%** women and **51.70%** minorities is the result of our competitive approach to equal opportunity practices (see table below).

The Commission takes great pride in its workforce demographics. Efforts to maintain and enhance them are apparent in the open and fair availability of employment opportunities to all members of the public, as well as to Commission employees. Commission employees are expected to treat others with respect, regardless of individual differences. This recognition of the value of employee uniqueness is an important factor in the Commission's overall effectiveness.

Programs and policies that aid in accomplishing the goal of workforce diversity include:

- Encouraging a Team Approach
- Emphasizing employment recruiting and retention
- Submitting EEO Statewide Reports
- Defining management roles and responsibilities
- Equal Employment Opportunity (EEO) training for management

### TEXAS LOTTERY COMMISSION WORKFORCE

**TEXAS LOTTERY EMPLOYEES BY ETHNICITY  
FISCAL YEAR 2023**

| ETHNICITY                         | NUMBER OF EMPLOYEES | % OF AGENCY EMPLOYEES |
|-----------------------------------|---------------------|-----------------------|
| AFRICAN AMERICAN                  | 29.75               | 10.14%                |
| HISPANIC AMERICAN                 | 97.75               | 33.30%                |
| ASIAN AMERICAN                    | 13.25               | 4.51%                 |
| AMERICAN INDIAN OR ALASKAN NATIVE | 4.75                | 1.62%                 |
| TWO OR MORE                       | 6.25                | 2.13%                 |
| <b>TOTAL MINORITIES</b>           | <b>151.75</b>       | <b>51.70%</b>         |
| CAUCASIAN                         | 141.75              | 48.30%                |
| <b>TOTAL EMPLOYEES</b>            | <b>293.5</b>        | <b>100%</b>           |

**TEXAS LOTTERY EMPLOYEES BY GENDER  
FISCAL YEAR 2023**

| ETHNICITY                         | NUMBER OF MALES   | % OF AGENCY EMPLOYEES |
|-----------------------------------|-------------------|-----------------------|
| AFRICAN AMERICAN                  | 8.75              | 2.98%                 |
| HISPANIC AMERICAN                 | 39.25             | 13.37%                |
| ASIAN AMERICAN                    | 4.25              | 1.45%                 |
| AMERICAN INDIAN OR ALASKAN NATIVE | 3.00              | 1.02%                 |
| TWO OR MORE                       | 3.25              | 1.11%                 |
| CAUCASIAN                         | 63.50             | 21.64%                |
| <b>TOTAL MALES</b>                | <b>122.00</b>     | <b>41.56%</b>         |
| ETHNICITY                         | NUMBER OF FEMALES | % OF AGENCY EMPLOYEES |
| AFRICAN AMERICAN                  | 21.00             | 7.16%                 |
| HISPANIC AMERICAN                 | 58.50             | 19.93%                |
| ASIAN AMERICAN                    | 9.00              | 3.07%                 |
| AMERICAN INDIAN OR ALASKAN NATIVE | 1.75              | 0.60%                 |
| TWO OR MORE                       | 3.00              | 1.02%                 |
| CAUCASIAN                         | 78.25             | 26.66%                |
| <b>TOTAL FEMALES</b>              | <b>171.5</b>      | <b>58.44%</b>         |
| <b>TOTAL EMPLOYEES</b>            | <b>293.5</b>      | <b>100%</b>           |





2023

## TEXAS LOTTERY COMMISSION

P.O. BOX 16630  
AUSTIN, TEXAS 78761-6630  
PHONE 512.344.5000  
FAX 512.478.3682

TEXASLOTTERY.COM  
TXBINGO.ORG



AN AGENCY OF THE  
STATE OF TEXAS