

# Texas Association of Black Personnel in Higher Education



**The Organization:** Texas Association of Black Personnel in Higher Education (TABPHE) is a 50-year organization committed to ensure that the higher educational system in the state of Texas provides equitable opportunities and advancement for Black personnel while fostering a positive environment for Black students to successfully matriculate.

**The Solution:** Institutions of Higher Education (IHE) should employ an educational toolkit for employees, students, and partners that actively advance a wide variety of work credentials. Texas needs IHEs that train all ethnicities without discrimination if Texas is going to reach the goal of “Building a Talent Strong Texas.” The Texas Higher Education Coordinating Board (THECB) states that “60% of Texans 25-64 will need a degree, certificate, or other postsecondary of value by 2030 ” training ([Building a Talent Strong Texas](#)). Governor Abbott wants corporations to come to Texas to boost its economy, and they ask the question, *“Is there an educated workforce available?”*

**The Supporters:** Texas Association of Chicanos in Higher Education ([TACHE](#)), Texas Association for College Admission Counseling ([TACAC](#)) and Texas TRIO Association ([TRIO](#)) support this position.

## The Contact Information:

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**The Problem:** Negative legislation, as identified in HB 5127, HB 5140, SB 17, SB 18, and SB 2313 hurts Texas and Texans. TABPHE is requesting the 88th Legislature to vote NO! on all bills that relate to the dismantling of Diversity, Equity, and Inclusion (DEI) in Institutions of Higher Education (IHE). The state’s commitment to Building a Talent Strong Texas must provide freedom to IHEs so that they can provide all students with training ([Building a Talent Strong Texas](#)). Showcasing a workforce that corporations are looking for to support their business structure.

If Texas wants to attract the best corporations, then it must be intentional in *Building a Talent Strong Texas*. Corporate businesses are looking for a skilled workforce that is representative of the state’s diverse demography ([Building a Talent Strong Texas](#)). Texas must be willing to recruit and train workforce that demonstrates diversity, embraces equity, and respects inclusion.

**The Ask:** Our legislators can help IHEs by **NOT** supporting [HB 5127](#), [HB 5140](#), [SB 17](#), [SB 18](#), and [SB 2313](#). Such negative legislation needs to be given thought to how it hurts Texans. The importance of advancing equity for the benefit of all Texans is noted by the THECB, “In raw numbers, Texas grew more than any other state over the past decade, and more than 95% of that growth was in communities of color” ([Building a Talent Strong Texas](#)).

Legislation relating to the dismantling of Diversity, Equity, and Inclusion (DEI) in Institutions of Higher Education IHEs is counterproductive to the education, economics, and ethnic stratification of populations in Texas. If the state wants to build a talent strong Texas, it must support the freedom of IHEs to develop educationally and economically competitively workplace.