

GREATER HOUSTON PARTNERSHIP

HOUSTON
**NET
XT**

A DiverseCITY

#DiverseCity

#DiversityWeek

ABOUT THE GREATER HOUSTON PARTNERSHIP

The mission of the Greater Houston Partnership is to make Houston one of the world's best places to live, work and build a business. The Partnership works to make Houston greater by promoting economic development, foreign trade and investment, and by advocating for efficient and effective government that supports, rather than impedes, business growth.

The Partnership also convenes key stakeholders to solve the region's most pressing issues. The Partnership was formed in 1989 in a merger of the Greater Houston Chamber of Commerce, the Houston Economic Development Council and the Houston World Trade Association. Today, the Partnership serves the 11-county greater Houston region and represents a member roster of more than 1,000 businesses and institutions. Members of the Partnership account for one-fifth of all jobs in Houston. They engage in various initiatives, committees and task forces to work toward our goal of making Houston greater.



GREATER HOUSTON
PARTNERSHIP

Making Houston Greater.

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CEO & President, Greater Houston Partnership
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Bob Harvey
President and CEO
Greater Houston Partnership

Dear Houston Next: An ERG Summit Attendees,

What's Next? What can the most culturally and ethnically-diverse city in the nation do to better reflect that diversity within and across its major companies and key industries? How can we bring together talent, community and business leaders to grow diversity and inclusion (D&I) in the workplace?

The inaugural Houston NEXT: ERG Summit was created to start a conversation – to spur discussion and action around D&I issues such as ERGs, gender equality in the workplace, the cost-benefit analysis of better talent retention and managing multi-generational workplaces.

From our research findings, the most predominant ERGs targeted women (81.25 percent), closely followed by ethnic, veterans and LGBTQ audiences. Sixty percent of respondents have up to twenty-five percent employee participation in their groups and have had these ERGs in place for almost five years, with some diversity groups in existence for more than 20 years.

We are proud that Houston is America's most diverse city, which feeds into our culture and our way of life. We believe increasing the diversity of our regional workforce will improve company culture and performance.

To effect real change, D&I initiatives need to transcend the traditional boundaries between internal and external communications. This means companies and business leaders raising awareness and holding conversations within and between both spheres, simultaneously.

Ask yourself: how can we do better? Challenge your colleagues and fellow business leaders to have thoughtful discussions around these important issues. Together, we can drive change and make a difference for our employees and the communities we serve.

Thank you for your membership and support to help fulfill the Partnership's mission to provide inclusive access to all.

Regards,

A handwritten signature in blue ink that reads "Bob Harvey". The signature is written in a cursive, flowing style.

HOUSTON NOW:

The Partnership convened over 300 business leaders, diversity and inclusion officers, HR executives and ERG leaders at the inaugural **Houston NEXT: An ERG Summit** to address the region's workforce needs and ways to help ERGs thrive. Through presentations and breakout pods, attendees shared best practices, struggles, recruitment/retention needs and suggestions on how we can change our corporate cultures as a community. It is fundamental to have support from corporate leadership (top-down) to ensure the success of ERGs and talent retention.



12 Breakout Pods



ERG Best Practices Panel



Keynote Speaker Ray Dempsey, Jr.

AREAS WE CAN IMPACT

Houston ranks

33RD

in percentage of women in computer and mathematical occupations among 50 largest U.S. metros

Houston ranks

11TH

for women in education, training and library occupations among U.S. metros

3.8%

of jobs in metro Houston are held by disabled persons
the majority of whom (36.2%) have an ambulatory difficulty

Texas leads the

top five

states where army personnel applied for unemployment compensation for ex-service members

approximately

1 out of 2 (53%)

veterans will face a period of unemployment (excluding post-9/11 Veterans)

2.7%

of millennials in Greater Houston are working in computers and software occupations (25-34 years old)

HOUSTON NEXT

The ten key takeaways are:

1. “Houston must lead the progress that must be made in ERGs and ways we must embrace inclusivity. Houston is uniquely positioned to show how we can harness diversity.” - Ray Dempsey, Jr., keynote speaker
2. ERGs need to be seen as more than a “food and fun committee.” They improve retention by giving employees a sense of purpose, community and belonging. ERGs are used to groom emerging leaders, provide a career pathway, offer reverse mentoring, develop soft skills, provide a link to management and can be tied to company’s profit centers.
3. Overwhelmingly, attendees expressed there is a disconnect for Houston’s multi-generational workforce regarding working remotely. You do not need to be at your desk to be working (as proven thru Hurricane Harvey) and the younger workforce does not gravitate to the traditional 9 a.m.- 5 p.m. schedule. Investing in (multi-platform) technology and offering flexible work schedules allow better work-life integration and a happier, more productive workforce.
4. Improve maternity and paternity leave options to retain talent and reduce broken pathways for women’s career paths. Women’s ERGs are the most prevalent across companies who participated in the summit.
5. Summit attendees want to continue the conversation and remain connected to other ERG leaders to share best practices, upcoming events, etc. with one another.
6. The Partnership should be the convener for ERG best practices, share data, ways ERGs can impact ROI and determine benchmarks to measure the improvement in our business community.
7. Talent recruitment and retention tools are needed to attract new talent to Houston and retain existing employees and interns. Many companies who have remote employees or a multitude of offices expressed concern about needing digital resources or virtual connections to broadcast content to these employees to increase active participation and ongoing engagement in ERGs.
8. Performance management reviews should incorporate personal, professional and corporate culture goals. 360 reviews are popular.
9. Customized jobs should be explored for mentally/physically disabled candidates to utilize employees with unique abilities. Coaching is necessary to review veterans’ resumes and how to integrate their military experience with civilian job opportunities to ensure a proper fit.
10. Active allies and advocates are critical to ERGs’ success and these individuals need advocate awareness training, especially the proper pronouns to address individuals (without the fear of offending anyone).



HOW HOUSTON RANKS

DIVERSITY & ETHNICITY

Houston-The Woodlands-Sugar Land

MSA's population **6,892,427** residents on **July 1, 2017**

ranks

5th

among metro areas

Houston MSA

had **second largest** numeric **increase**

94,417 in population of any **U.S. metro**

from

July 1, 2016 to **July 1, 2017**

1.4%
increase

Harris County

population of **4,652,980**
on **July 1, 2017**

3rd

most populous
county

Harris County

4th highest numeric
population increase

between

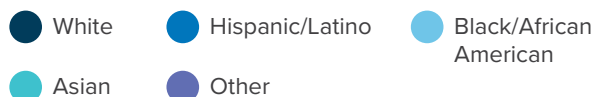
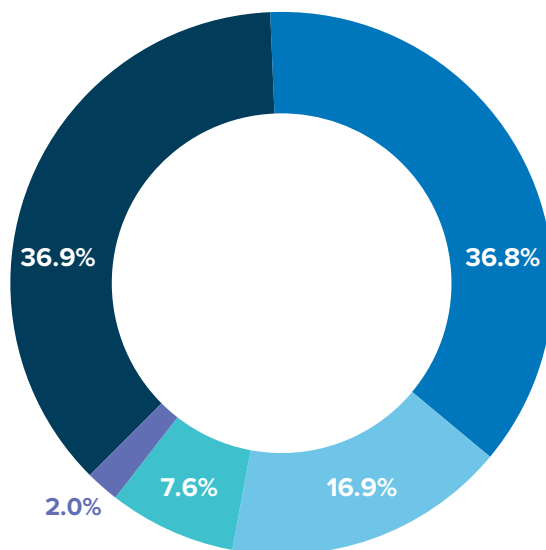
July 1, 2016 and **July 1, 2017**

35,939

new residents

RACE AND ETHNICITY

Houston MSA, 2016



Note: Hispanic/Latino includes all races. Sums may not total due to rounding.
Source: U.S. Census Bureau, 2016 American Community Survey

County led nation in population growth

from
'11 to '15

HOW HOUSTON RANKS

DIVERSITY & ETHNICITY (continued)

SELECTED DEMOGRAPHIC CHARACTERISTICS

Metro Houston, 2016

Geography	Median Age	Total Households	Average Household Size	Percent of Adults with Bachelor's Degree or Higher	Foreign-Born Percent of Total Population
Houston MSA	34.2	2,333,038	2.9	32.0	23.5
Austin County	40.8	11,222	2.6	21.0	9.9
Brazoria County	35.5	114,290	2.9	28.7	13.3
Chambers County	35.5	12,967	2.9	21.1	10.5
Fort Bend County	35.7	214,126	3.2	44.6	27.1
Galveston County	37.5	115,685	2.7	28.9	9.7
Harris County	32.9	1,536,259	2.9	30.1	25.7
Liberty County	36.2	25,611	2.8	10.0	7.6
Montgomery County	36.6	179,587	2.9	33.0	12.9
Waller County	28.8	14,082	3.0	18.7	14.4

Note: County data may not sum to Houston MSA total due to a difference in survey methods.

Source: MSA data from U.S. Census Bureau, 2016 American Community Survey; County data from U.S. Census Bureau, 2012-16 American Community Survey

1 in 4 Houstonians
Born outside U.S.
among **1,588,661** foreign-born

78.6%
entered **U.S.**
before 2010

Top Regions of Birth

63.4% Latin America **25.2%** Asia **5.8%** Africa **4.2%** Europe

Houston is Multilingual

Nearly **40%** speaks language other than english

More than
145
Languages

Houston is

4th

largest Hispanic and **7th** largest Asian and Black Population

Nearly **5,000** Houston-area firms engaged in **global commerce**

HOW HOUSTON RANKS

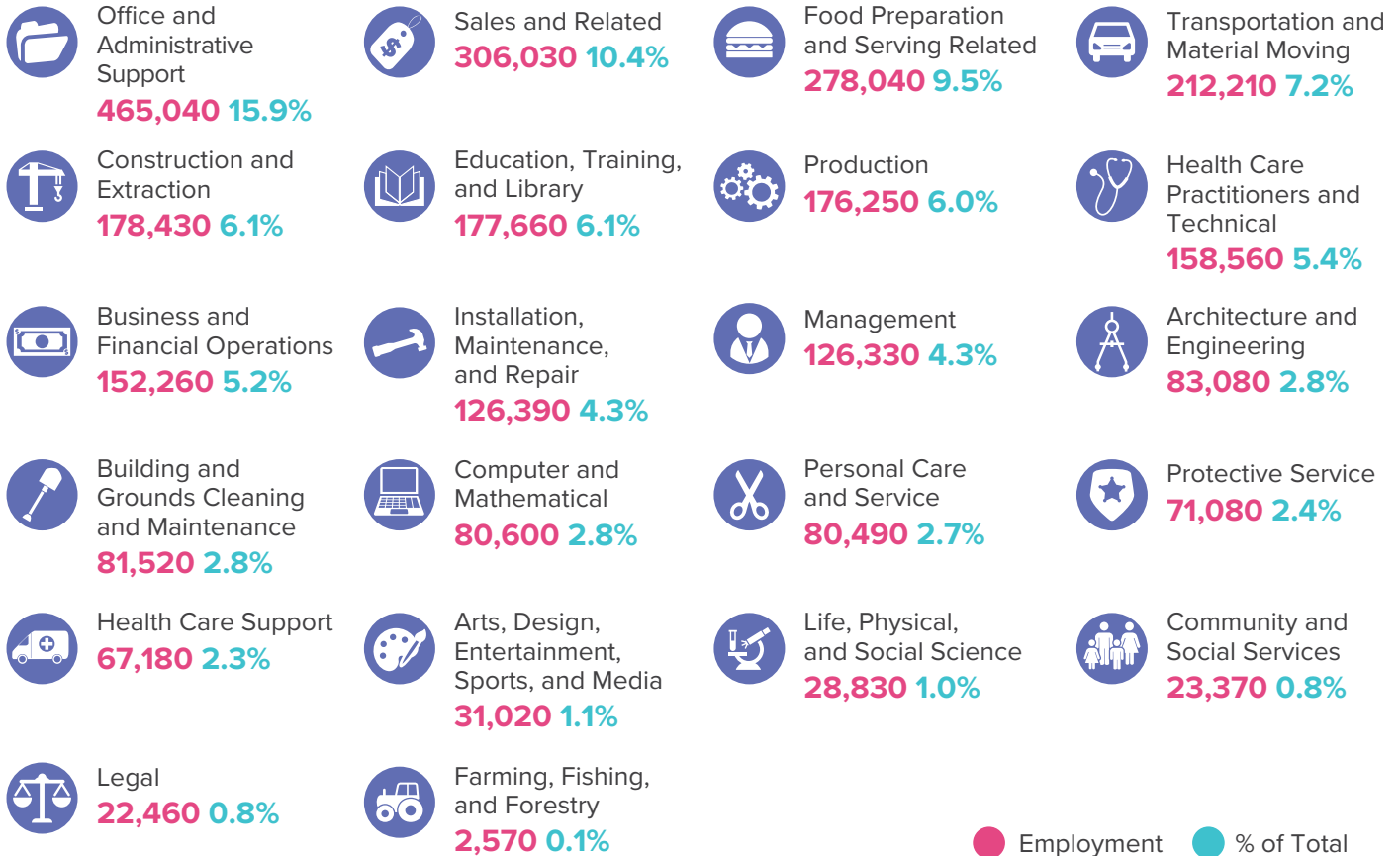
DIVERSE WORKFORCE

In addition to Houston being the **most culturally and ethnically diverse city in the nation**, the region also has an incredibly diverse occupation base.

OCCUPATIONS

Houston MSA, 2017

Total Occupation Employment **2,929,400**



Source: U.S. Department of Labor, Bureau of Labor Statistics, 2017 Occupation Employment Statistics

HOW HOUSTON RANKS

DIVERSE WORKFORCE (continued)

EMPLOYMENT BY INDUSTRY

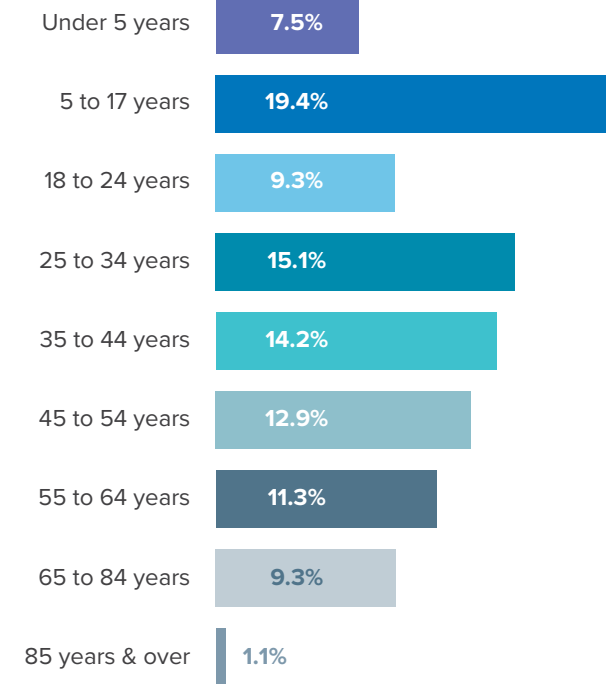
Houston MSA, 2017

Industry	Jobs (000)	% of Total
GOODS PRODUCING	513.3	17.0
MINING AND LOGGING	77.5	2.6
Oil and Gas Extraction	37.7	1.2
Support Activities for Mining	38.5	1.3
CONSTRUCTION	216.4	7.2
MANUFACTURING	219.3	7.3
Durable Goods	137.1	4.5
Non-Durable Goods	82.3	2.7
TRADE, TRANSPORTATION & UTILITIES	617.5	20.4
Wholesale Trade	165.2	5.5
Retail Trade	310.2	10.3
Transportation, Warehousing & Utilities	142.2	4.7
SERVICE PROVIDING	2,508.1	83.0
INFORMATION	32.1	1.1
FINANCIAL ACTIVITIES	159.0	5.3
Finance and Insurance	100.7	3.3
Real Estate and Rental and Leasing	58.4	1.9
PROFESSIONAL & BUSINESS SERVICES	481.4	15.9
Professional, Scientific, & Technical Services	221.7	7.3
Management of Companies & Enterprises	42.5	1.4
Admin & Support & Waste Mgmt.	217.2	7.2
EDUCATIONAL & HEALTH SERVICES	384.2	12.7
Educational Services	59.0	2.0
Health Care and Social Assistance	325.2	10.8
LEISURE & HOSPITALITY	317.7	10.5
Arts, Entertainment, and Recreation	34.2	1.1
Accommodation and Food Services	283.5	9.4
OTHER SERVICES	109.4	3.6
GOVERNMENT	406.8	13.5
TOTAL NONFARM	3,021.3	100.0

Note: The table above uses estimates from the Current Employment Statistics while the industry profiles on the following pages uses data from the Quarterly Census of Employment and Wages. Figures will differ. Sums may not total due to rounding.
Source: Texas Workforce Commission, 2017 Current Employment Statistics

AGE DISTRIBUTION

Houston MSA, 2016



Note: Sums may not total due to rounding.
Source: U.S. Census Bureau, 2016 American Community Survey

Houston MSA

top ten in nation
for millennial growth

11.7%

millennial population growth

2010 to 2015

HOW HOUSTON RANKS

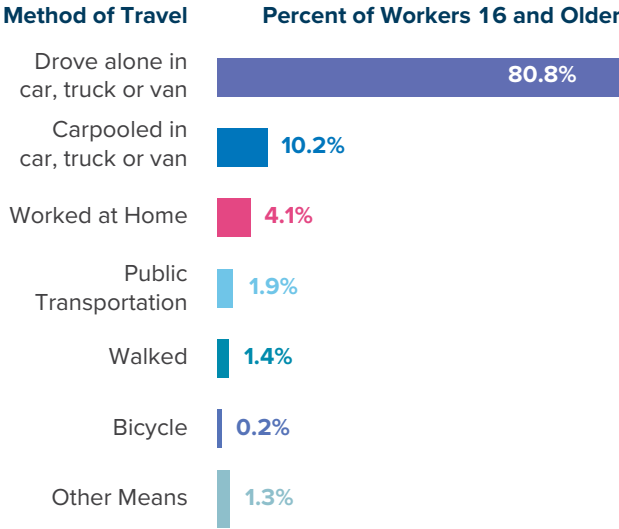
WORK-LIFE BALANCE

30
minutes
average travel
time to work

Only **2%**
use public transportation

COMMUTING TO WORK Houston MSA, 2016

Average travel time to work **30 minutes**



Note: Sums may not total due to rounding.
Source: U.S. Census Bureau, 2016 American Community Survey

TECH GENERATION

Only **2.7%**
of 25-34 year olds in
Houston work in computer
and software occupations

Plans are in motion for
\$100 million
innovation district in Midtown to
accelerate the growing tech scene

HOW HOUSTON RANKS

WOMEN/LGBTQ

Houston ranks

33RD

in percentage of women in computer and mathematical occupations among 50 largest U.S. metros

National median weekly earnings for full-time wage and salary workers in Q2 2018

women earned **81%** of what men earned

3.3%

of metro Houston's adult population identify as lesbian, gay, bisexual or transgender ranking **44th lowest of 50 largest U.S. metros**

VETERANS/DISABLED

3.8%

of jobs in metro Houston are held by disabled persons

the majority of whom (36.2%) have an ambulatory difficulty

Harris County has the most veterans of all the counties in the state of Texas

Approximately

1 out of 2 (53%)

veterans will face a period of unemployment (excluding post-9/11 Veterans)

TALENT RESOURCES GROUP (TRG)

The inaugural **Houston NEXT: ERG Summit** will help the Greater Houston Partnership develop a baseline for understanding the needs and issues of the business community when it comes to diversity and inclusion (D&I). In February 2019, the Partnership will launch a new program geared toward providing human resource professionals, ERG leaders and recruiters with information on how to grow and maintain their talent pipeline. The **Talent Resources Group** (TRG) will provide talent attraction materials and resources, build relationships with relocation agencies and advisors, offer continuing education credits and much more.

SERVICES INCLUDE:

- Engage HR community on marketing resources for Houston such as campaign materials, adoption tools and messaging focused on career resources and quality of life assets
- Educate on topics that go beyond talent acquisition to other related talent retention and HR issues (i.e. social management, human capital management, internal mobility, process automation)
- Offer course credits and continuing education opportunities, including talent attraction roundtables
- Build relationships with relocation agencies and advisors, along with recruiting and staffing agencies in the Houston region
- Grow Houston NEXT: ERG as the region's annual D & I summit for surrounding company ERGs

As the largest chamber of commerce and economic development organization in the region, the Partnership has the platform and resources to provide HR professionals, ERG leaders and recruiters with access to information to grow their companies' most important resource: **Talent**. The TRG program will be a springboard in the region's ongoing efforts to make Houston a major player at the table for sourcing top-tier talent.



Talent Resources Group

A Program of the Greater Houston Partnership



Talent Resources Group

A Program of the Greater Houston Partnership

Coming

in 2019

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Making Houston Greater.

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AUSTIN | BRAZORIA | CHAMBERS | FORT BEND | GALVESTON | HARRIS | LIBERTY
MONTGOMERY | SAN JACINTO | WALKER | WALLER