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 through the merger of the Greater Houston Chamber of Commerce, the Houston Economic Development Council and the Houston World Trade Association. Today, the Partnership serves the 12-county greater Houston region and represents a member roster of more than 1,100 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 goals of making Houston greater.
1. Diversity and inclusion should carry as much weight as any other business measurement in your organization. Diversity of thought and including different voices in the table can help drive business impact and outcomes. Encourage leaders to include a diversity and inclusion component within their performance review metrics.

2. Use business resource groups and employee networks to engage people around common passions and interests. Dr. Terri Cooper mentioned Deloitte uses their employees as a source to host courageous conversations. “The purpose of these councils is to bring together people of different backgrounds and different experiences to engage in conversations regarding what’s happening in the community, employee well-being, professional development and perhaps most importantly, issues relating to diversity and inclusion.”

3. Executive sponsors, allies and advocates are key supporting elements that allow for employee resource groups (ERGs) to have the greatest impact. Organizations must consider how to measure the success of their ERGs. Are they tied to your talent attraction and retention efforts? Do you look at ERGs for promotions, leadership abilities, etc.? Do you source ideas from your ERGs for innovation within your organization, like policies and procedures?

4. ERGs and employee networks are all about deliberate action and driving culture. Jeff Dingle shared that accountability, matched with elaborate training and a culture of inclusive thought, is the deliberate action Jacobs is taking to drive culture further into an inclusive environment.

5. It is important to continue to drive research to understand the needs of each generation in the workplace. In a 2017 Deloitte study, it was apparent that many new professionals in the workforce no longer wanted to be seen from a one-dimensional perspective. Young professionals were looking for ways in which they could embrace their multi-dimensional characteristics, come together and create a more collaborative environment to learn from each other, share experiences and truly create an inclusive culture.

6. Waste Management’s Tiana Carter emphasized organizations are reevaluating all aspects of business as a result of the pandemic. Take the step to consider a workforce evolution taskforce, comprised of individuals with different backgrounds, at different levels and different subject matter expertise, to evaluate the need to evolve an organization’s business model, workforce, processes, procedures and pandemic response efforts. Be in a position where you are ready to act. You may not have all the answers right now, but transparency is more important and valuable for employees and team members. Be okay with the possibility of having to say, “we may not always get this right but we’re going to try.” It’s that effort and try that makes people want to go on a journey with you, alongside you.

7. All diversity and inclusion efforts start with communication, transparency and accountability. It is important your inclusion and diversity strategy is based on the needs of the employees and what they want, versus what you think they may want and need. Work to understand your employees through courageous conversations at all levels, pulse point surveys, discussion forums and share the results.

8. Attendees shared what an inclusive corporate culture should look like. It’s where employees feel they can bring their true selves to work every day without the fear of being judged. Employees are completely comfortable to speak their mind, because they are operating at 70-80% of someone who is there (in the office). That’s the distributed approach adopted by Matt Mullenweg’s company Automattic.

9. The distributed approach adopted by Matt Mullenweg’s company Automattic gives employees a great deal of personal freedom and autonomy to get the work done in a space of their choosing and in their own way. “When people are really happy and fulfilled in the rest of their life, they bring their best self to work.”

10. Mullenweg shared there is a difference between remote and distributed work. “The work must get done. When you’re in the early levels of distributed autonomy, the people who aren’t in the office might actually be remote. They might be operating at 70-80% of someone who is there (in the office). That’s a perfect opportunity to identify that and see what you need to do in how you hold meetings, how you communicate and operate to allow them to be fully productive.” If you can operate decentralized and work in a distributed model, “you’ll be primed to succeed in the coming decades.”

The Partnership convened nearly 700 business leaders, diversity and inclusion officers, HR professionals, recruiters and ERG leaders at the third annual Houston NEXT: An ERG Summit to explore how Houston must take a leadership role in addressing diversity, equity, inclusion and justice for our region and workplaces. Through presentations and discussion groups, thought leaders and attendees shared best practices, challenges, recruitment/retention needs and suggestions on championing D&I in the workplace.

**RESOURCES**
- Watch the Diversity, Inclusion & ERGs Best Practices Panel
- Watch the Fireside Chat on Distributed Work
- 2019 Houston NEXT Takeaways
- 2018 Houston Next Takeaways
- Houston COVID-19 Work Safe Resources

*Bold denotes event sponsor*
As the Partnership addresses issues of racial inequity in Houston, we will be guided by these following principles:

**BE PERSISTENT AND INTENTIONAL**
- Develop an unwavering commitment to solving issues of racial inequity

**BE BOLD YET NIMBLE**
- Resist incremental steps and favor transformational shifts
- Do not be paralyzed by the pursuit of the perfect
- Acknowledge that missteps are inevitable; course correct when needed

**POSSESS SELF-AWARENESS AND HUMILITY**
- Understand how others perceive the Partnership, especially the Black community
- Recognize when it is best to listen, learn and champion others to lead

**REQUIRE ACCOUNTABILITY**
- Establish objectives and develop related metrics to assess impact
- Consistently hold each other accountable in our actions and decisions

**WHY THIS MATTERS**
- Develop an unwavering commitment to solving issues of racial inequity
- Do not be paralyzed by the pursuit of the perfect
- Acknowledge that missteps are inevitable; course correct when needed

**DIVERSITY & INCLUSION RESOURCES**
- Diversity Best Practices Resource Hub
- Catalyst Why Diversity and Inclusion Matter
- McKinsey & Company Diversity and Inclusion
- National Diversity Council DiversityFirst Toolkit
- CEO Action for Diversity & Inclusion Discussion Guides

**CEO ACTION**
CEO Action for Diversity & Inclusion™ is a national effort that aims to rally the business community to advance diversity and inclusion within the workplace. The CEO pledge outlines a specific set of actions the signatory CEOs will take to cultivate a trusting environment where all ideas are welcomed, and employees feel comfortable and empowered to have discussions about diversity and inclusion.

**VALUES**
- **Respect:** Embrace diversity and inclusivity
- **Empowerment:** Welcome all ideas and perspectives
- **Innovation:** Foster a culture of continuous improvement
- **Equity:** Ensure fair treatment and opportunities for all
- **Sustainability:** Build a resilient and sustainable future

**DISABILITY INCLUSION RESOURCES**
- Accenture Getting to Equal: The Disability Inclusion Advantage
- Job Accommodation Network (JAN) A to Z of Disabilities and Accommodations
- National Organization on Disability (NOD) Disability Employment Tracker™
- Employer Assistance and Resource Network on Disability Inclusion (EARN) Inclusion@Work: A Framework for Building a Disability-Inclusive Organization
- Department of Labor Job Accommodations
- Disability:IN Disability Equality Index

**VIEW WEBINARS**
The Partnership’s One Houston Together webinar series focused on building knowledge and awareness, serving as a starting place to inform concrete actions and next steps in addressing racism, inequities and injustices. Watch the September 2020 webinars:
- Understanding Racism
- Education and Racial Inequities
- Health and Racial Inequities
- Developing Equitable Communities
- The Business Community’s Role in Addressing Racial Inequities

**TAKE ACTION TO ADVANCE DIVERSITY, EQUITY & INCLUSION**

**DISABILITY INCLUSION**

+1.3 BILLION
Over 1.3 billion people across the world live with some form of disability.

World Bank Group

80%
80% of disabilities are acquired between the ages of 18 and 64 - the workforce age.

Disabled Living Foundation

4%
Only 4% of businesses are focused on making offerings inclusive of disability.

Global Economics of Disability

$8 TRILLION
Together with their friends and family, this group has a spending power of $8 trillion.

Global Economics of Disability Report

**LEARN MORE**
**TAKE THE PLEDGE**
**SEE CEOS WHO HAVE SIGNED**
As the nation's most diverse city, Houston has one of the youngest, fastest-growing and most diverse populations anywhere in the world. One in four of the region's 7 million residents is foreign born and more than 145 different languages are spoken here.

Ranked fourth in the U.S. by total population, Houston is a microcosm of what that nation will become. This unique advantage gives the region an opportunity to model the advancement of racial equity and diversity and inclusion efforts.

**HOUSTON MSA PROFILE**

**POPULATION**

- **7,066,141** residents on July 1, 2019
- **89,994** residents added from July 1, 2018 – July 1, 2019

**HOUSTON METRO INCOME & EARNINGS**

<table>
<thead>
<tr>
<th>Category</th>
<th>Median Household Income</th>
<th>Mean Household Earnings</th>
<th>Median Family Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than high school diploma</td>
<td>$48,923</td>
<td>$54,810</td>
<td>$61,028</td>
</tr>
<tr>
<td>Diploma or GED</td>
<td>$68,072</td>
<td>$72,170</td>
<td>$67,826</td>
</tr>
<tr>
<td>Associates degree or some college</td>
<td>$128,046</td>
<td>$132,802</td>
<td>$103,943</td>
</tr>
<tr>
<td>Bachelor’s degree or higher</td>
<td>$92,078</td>
<td>$92,731</td>
<td>$115,928</td>
</tr>
</tbody>
</table>

**AGE DISTRIBUTION**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>2018 Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 5 years</td>
<td>7.3%</td>
</tr>
<tr>
<td>5 to 17 years</td>
<td>19.3%</td>
</tr>
<tr>
<td>18 to 24 years</td>
<td>14.5%</td>
</tr>
<tr>
<td>25 to 34 years</td>
<td>15.0%</td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>14.3%</td>
</tr>
<tr>
<td>45 to 54 years</td>
<td>12.8%</td>
</tr>
<tr>
<td>55 to 64 years</td>
<td>11.2%</td>
</tr>
<tr>
<td>65 to 84 years</td>
<td>10.1%</td>
</tr>
<tr>
<td>85 years and older</td>
<td>1.0%</td>
</tr>
</tbody>
</table>

**METRO HOUSTON RACE AND ETHNICITY**

- **6,997,384** total 2018
- **5,722,952** total 2008
COMMUTING TO WORK (CONTINUED)

Percent of workers 16 and older | Houston MSA, 2018

30 MINUTES

Drove alone in car, truck or van | 81.0%
Carooled in car, truck or van | 9.4%
Worked at Home | 4.9%

Utilized public transportation | 2.0%
Used other means | 1.5%
Walked | 0.9%
Bicycled | 0.2%

Note: Sums may not total due to rounding. Source: U.S. Census Bureau, 2018 American Community Survey

3,209,500 total nonfarm jobs
Source: Texas Workforce Commission, December 2019, not seasonally adjusted

COST OF LIVING COMPARISONS

2019 Annual Average | 20 Most Populous U.S. Metros* | (Average for 266 Urban Areas = 100)

<table>
<thead>
<tr>
<th>URBAN AREA</th>
<th>COMPOSITE</th>
<th>GROCERIES</th>
<th>HOUSING</th>
<th>UTILITIES</th>
<th>TRANSPORTATION</th>
<th>HEALTH CARE</th>
<th>MISC. GOODS &amp; SERVICES</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York (Manhattan), NY</td>
<td>237.4</td>
<td>139.7</td>
<td>514.0</td>
<td>120.6</td>
<td>128.6</td>
<td>110.5</td>
<td>136.2</td>
</tr>
<tr>
<td>San Francisco, CA</td>
<td>196.6</td>
<td>130.9</td>
<td>364.8</td>
<td>123.2</td>
<td>145.0</td>
<td>129.5</td>
<td>133.2</td>
</tr>
<tr>
<td>Washington, DC</td>
<td>159.0</td>
<td>115.7</td>
<td>274.0</td>
<td>118.1</td>
<td>110.4</td>
<td>95.7</td>
<td>118.0</td>
</tr>
<tr>
<td>Seattle, WA</td>
<td>156.7</td>
<td>128.8</td>
<td>255.0</td>
<td>108.1</td>
<td>137.6</td>
<td>128.6</td>
<td>136.0</td>
</tr>
<tr>
<td>Boston, MA</td>
<td>150.1</td>
<td>109.0</td>
<td>226.1</td>
<td>120.6</td>
<td>111.8</td>
<td>118.2</td>
<td>129.1</td>
</tr>
<tr>
<td>Los Angeles, CA</td>
<td>145.9</td>
<td>116.0</td>
<td>228.1</td>
<td>106.3</td>
<td>134.5</td>
<td>110.7</td>
<td>111.8</td>
</tr>
<tr>
<td>San Diego, CA</td>
<td>141.3</td>
<td>115.8</td>
<td>213.9</td>
<td>123.3</td>
<td>128.9</td>
<td>107.2</td>
<td>107.1</td>
</tr>
<tr>
<td>Chicago, IL</td>
<td>120.0</td>
<td>101.6</td>
<td>154.0</td>
<td>92.4</td>
<td>125.6</td>
<td>100.0</td>
<td>109.3</td>
</tr>
<tr>
<td>Miami, FL</td>
<td>114.4</td>
<td>110.2</td>
<td>142.7</td>
<td>102.1</td>
<td>101.3</td>
<td>105.2</td>
<td>105.9</td>
</tr>
<tr>
<td>Denver, CO</td>
<td>110.8</td>
<td>98.00</td>
<td>137.8</td>
<td>80.6</td>
<td>100.8</td>
<td>103.6</td>
<td>106.5</td>
</tr>
<tr>
<td>Philadelphia, PA</td>
<td>110.5</td>
<td>118.4</td>
<td>115.2</td>
<td>105.7</td>
<td>115.9</td>
<td>101.7</td>
<td>104.6</td>
</tr>
<tr>
<td>Dallas, TX</td>
<td>107.7</td>
<td>100.0</td>
<td>117.5</td>
<td>106.9</td>
<td>96.6</td>
<td>105.4</td>
<td>106.6</td>
</tr>
<tr>
<td>Minneapolis, MN</td>
<td>106.2</td>
<td>103.3</td>
<td>101.7</td>
<td>97.6</td>
<td>104.3</td>
<td>105.5</td>
<td>113.7</td>
</tr>
<tr>
<td>Atlanta, GA</td>
<td>102.4</td>
<td>103.1</td>
<td>102.4</td>
<td>85.2</td>
<td>103.4</td>
<td>107.0</td>
<td>105.9</td>
</tr>
<tr>
<td>Detroit, MI</td>
<td>99.5</td>
<td>95.3</td>
<td>96.2</td>
<td>91.4</td>
<td>107.4</td>
<td>94.7</td>
<td>104.3</td>
</tr>
<tr>
<td>Phoenix, AZ</td>
<td>98.9</td>
<td>99.4</td>
<td>102.6</td>
<td>109.6</td>
<td>107.0</td>
<td>90.1</td>
<td>91.8</td>
</tr>
</tbody>
</table>

HOUSTON, TX | 95.5 | 88.2 | 90.2 | 105.9 | 95.1 | 92.0 | 100.2 |
| Tampa, FL | 90.9 | 104.5 | 78.3 | 86.0 | 99.2 | 98.2 | 93.6 |
| St. Louis, MO | 87.6 | 104.1 | 69.0 | 90.0 | 91.5 | 91.2 | 90.9 |

Source: Council for Community and Economic Research (C2ER), Cost of Living Index, 2019 Annual Average Data (Data based on a survey of 266 urban areas, published January 2020)

METRO EMPLOYMENT BY OCCUPATION

Houston MSA, 2019

<table>
<thead>
<tr>
<th>JOBS</th>
<th>% OF TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office and Administrative Support</td>
<td>419,280</td>
</tr>
<tr>
<td>Sales and Related</td>
<td>300,320</td>
</tr>
<tr>
<td>Food Preparation and Serving Related</td>
<td>280,000</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>258,690</td>
</tr>
<tr>
<td>Construction and Extraction</td>
<td>193,950</td>
</tr>
<tr>
<td>Production</td>
<td>193,400</td>
</tr>
<tr>
<td>Education, Training, and Library</td>
<td>177,250</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td>165,350</td>
</tr>
<tr>
<td>Management</td>
<td>163,940</td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td>156,470</td>
</tr>
<tr>
<td>Installation, Maintenance and Repair</td>
<td>133,010</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>110,590</td>
</tr>
<tr>
<td>Building and Grounds Cleaning and Maintenance</td>
<td>87,320</td>
</tr>
<tr>
<td>Architecture and Engineering</td>
<td>84,560</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>84,040</td>
</tr>
<tr>
<td>Protective Service</td>
<td>73,870</td>
</tr>
<tr>
<td>Personal Care and Service</td>
<td>47,940</td>
</tr>
<tr>
<td>Life, Physical, and Social Science</td>
<td>34,680</td>
</tr>
<tr>
<td>Arts, Design, Entertainment, Sports, and Media</td>
<td>31,720</td>
</tr>
<tr>
<td>Community and Social Service</td>
<td>26,450</td>
</tr>
<tr>
<td>Legal</td>
<td>24,770</td>
</tr>
<tr>
<td>Farming, Fishing, and Forestry</td>
<td>4,500</td>
</tr>
</tbody>
</table>

TOTAL OCCUPATION EMPLOYMENT | 3,052,170 jobs | 100% |


EMPLOYMENT BY INDUSTRY

Houston MSA, December 2019

<table>
<thead>
<tr>
<th>Total jobs</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,209,500 total nonfarm jobs</td>
<td></td>
</tr>
</tbody>
</table>

Source: Texas Workforce Commission, December 2019, not seasonally adjusted

DIVERSECITY (CONTINUED)
COUNTY PROFILES
EXPLORE THE COUNTIES THAT MAKE UP THE HOUSTON MSA

HOUSTON MSA
9,444 square miles

HARRIS COUNTY
1,778 square miles

HOUSTON
655 square miles

HARRIS COUNTY
2010 Population | 4,093,188
2019 Population | 4,713,325
Growth of Population | +15.2%
Median Age (Years) | 33.3
Percent of Adults with Bachelors Degree or Higher | 31.0%
Percent of Foreign Born Population | 26.1%
Median Home Value | $165,300
Average Household Income | $88,212
Unemployment percentage | 3.8%

FORT BEND COUNTY
2010 Population | 884,690
2019 Population | 1,011,688
Growth of Population | +38.8%
Median Age (Years) | 36.0
Percent of Adults with Bachelors Degree or Higher | 46.1%
Percent of Foreign Born Population | 28.4%
Median Home Value | $251,100
Average Household Income | $121,466
Unemployment percentage | 3.5%

BRAZORIA COUNTY
2010 Population | 313,123
2019 Population | 374,266
Growth of Population | +19.5%
Median Age (Years) | 35.6
Percent of Adults with Bachelors Degree or Higher | 21.4%
Percent of Foreign Born Population | 8.9%
Median Home Value | $185,700
Average Household Income | $98,290
Unemployment percentage | 4.5%

CHAMBERS COUNTY
2010 Population | 58,849
2019 Population | 75,099
Growth of Population | +42.6%
Median Age (Years) | 29.5
Percent of Adults with Bachelors Degree or Higher | 28.4%
Percent of Foreign Born Population | 17.4%
Median Home Value | $152,100
Average Household Income | $101,200
Unemployment percentage | 3.4%

LIBERTY COUNTY
2010 Population | 32,139
2019 Population | 39,032
Growth of Population | +20.2%
Median Age (Years) | 31.4
Percent of Adults with Bachelors Degree or Higher | 13.3%
Percent of Foreign Born Population | 19.7%
Median Home Value | $107,000
Average Household Income | $97,877
Unemployment percentage | 4.0%

WALLER COUNTY
2010 Population | 24,326
2019 Population | 29,032
Growth of Population | +18.6%
Median Age (Years) | 30.0
Percent of Adults with Bachelors Degree or Higher | 22.6%
Percent of Foreign Born Population | 14.6%
Median Home Value | $174,900
Average Household Income | $99,877
Unemployment percentage | 3.7%

AUSTIN COUNTY
2010 Population | 28,412
2019 Population | 30,032
Growth of Population | +5.7%
Median Age (Years) | 40.7
Percent of Adults with Bachelors Degree or Higher | 26.1%
Percent of Foreign Born Population | 10.8%
Median Home Value | $189,900
Average Household Income | $80,769
Unemployment percentage | 3.4%

GALVESTON COUNTY
2010 Population | 291,307
2019 Population | 324,139
Growth of Population | +17.4%
Median Age (Years) | 37.5
Percent of Adults with Bachelors Degree or Higher | 30.0%
Percent of Foreign Born Population | 9.8%
Median Home Value | $185,100
Average Household Income | $97,662
Unemployment percentage | 4.0%

MONTGOMERY COUNTY
2010 Population | 313,123
2019 Population | 374,266
Growth of Population | +19.5%
Median Age (Years) | 35.6
Percent of Adults with Bachelors Degree or Higher | 21.4%
Percent of Foreign Born Population | 8.9%
Median Home Value | $185,700
Average Household Income | $98,290
Unemployment percentage | 4.5%

LIBERTY COUNTY
2010 Population | 75,641
2019 Population | 88,219
Growth of Population | +16.6%
Median Age (Years) | 35.7
Percent of Adults with Bachelors Degree or Higher | 9.4%
Percent of Foreign Born Population | 7.9%
Median Home Value | $101,200
Average Household Income | $66,052
Unemployment percentage | 5.0%

WALLER COUNTY
2010 Population | 24,326
2019 Population | 29,032
Growth of Population | +18.6%
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Percent of Adults with Bachelors Degree or Higher | 22.6%
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Average Household Income | $99,877
Unemployment percentage | 3.7%
LET'S TALK TALENT

The Partnership’s Talent Resources Group offers D&I and HR professionals timely resources and information delivered straight to your inbox.

Subscribe to the monthly newsletter to receive engaging content tailored just for you.

RECENT ARTICLES INCLUDE:

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  From surviving to thriving: Reimagining the post-COVID-19 return

► Harvard Business Review
  “Woke-Washing” Your Company Won’t Cut It

► Forbes
  3 Ways To Better Employee Resource Groups

► Forbes
  Why Working From Home Is So Exhausting—And How To Reinvigorate

► HRDive
  Resume ‘partitioning’ can counter implicit bias in hiring, study says

PLUG YOUR EMPLOYEES INTO THE PARTNERSHIP’S BUSINESS RESOURCE GROUPS

Each of the nine Partnership BRGs are tailored to a unique audience or affinity group and create avenues to connect with members who share common business goals. BRGs are also a platform for professional, leadership and business development, empowering employees to bring knowledge back to their companies.

BUSINESS BEYOND BORDERS
for people doing business internationally

BUSINESS DEVELOPMENT
for sales and business development professionals

EXECUTIVE WOMEN’S PARTNERSHIP
for qualified senior female executives

FUTURE OF TEXAS
for government relations and public affairs professionals

HOUSTON YOUNG PROFESSIONALS & ENTREPRENEURS
for early career professionals seeking networking and development opportunities

REGIONS & NEIGHBORHOODS
for professionals and individuals interested in community development and investment

SMALL BIZ MATTERS
for businesses with 50 or fewer employees globally

TALENT RESOURCES GROUP
for diversity, equity & inclusion executives, human resources managers, talent attraction professionals and employee resource group leaders

WOMEN’S BUSINESS ALLIANCE
for mid-career female professionals and allies

Highlight your company’s thought leaders and subject matter experts by completing the Partnership’s Speaker Request Form.
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