



The Greater Houston Partnership conducted the region's first Equity & Inclusion Organization Assessment from June-August 2021. The assessment measured progress on race and gender representation, supplier diversity, and 15 DEI Best Practice categories. The 120 organizations that participated in the assessment are a representative sample of the region's private sector companies, nonprofits, and public entities.

This fact sheet is designed to help companies from other industries better understand our regional baseline, identify shared ambitions, and develop individual and collective action plans to effect change.

Visit <https://www.houston.org/DEIassessment> for additional information.

Assessment participants can engage via the following:



Join the Partnership's Talent Advancement and Supplier Diversity Roundtables



Participate in industry workgroups for peer insights, case studies, and cross-sector learning



Help establish regional indicators of progress and continue to track internal DEI performance

Industry Profile

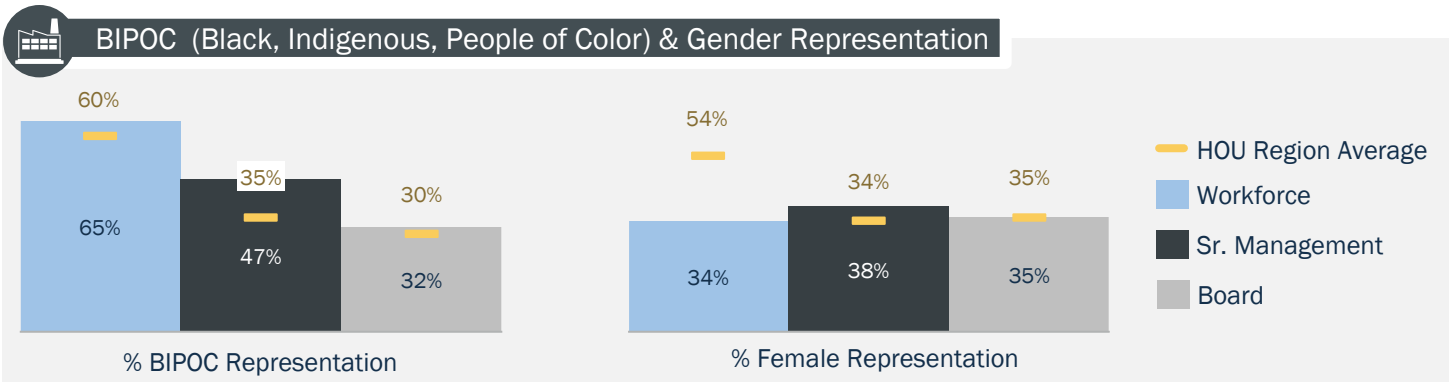
<p>~1.1M Total Other Industry jobs available in Houston, representing ~37% of total Houston jobs¹</p>	<p>36 Total number of Other Industry respondents</p>	<p>~90% Headquartered in Houston</p>	<p>~50% Non-profit organizations</p>
<p>47K Employees</p> <ul style="list-style-type: none"> • Represented by participating Other industry respondents • ~20% of total Houston employees at participating assessment organizations 	<p>17 Small 9 Mid-size 10 Large²</p>	<p>32%</p> <p>Industry Average for DEI Best Practices Maturity compared to Houston regional average of 35%</p>	

Industry Insights

- Second largest industry represented in Equity and Inclusion Regional Assessment based on number of companies reporting
- Exceeds the region for BIPOC representation and senior management representation increases by 35% compared to region
- Black Houstonians are hired and promoted at rates consistent with the census and senior management representation ranks in the top 3 compared to the remaining industries and makeup
- Hispanic Houstonian senior management representation ranks in the top 3 compared to the remaining industries
- Female representation ranks 5th for senior management in comparison to the remaining industries

All Other Industry Opportunities

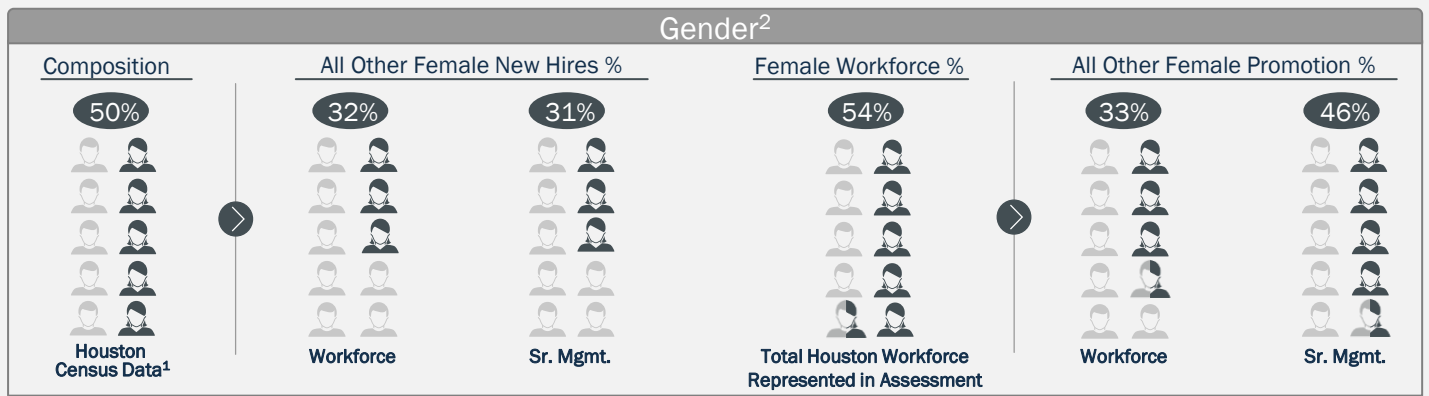
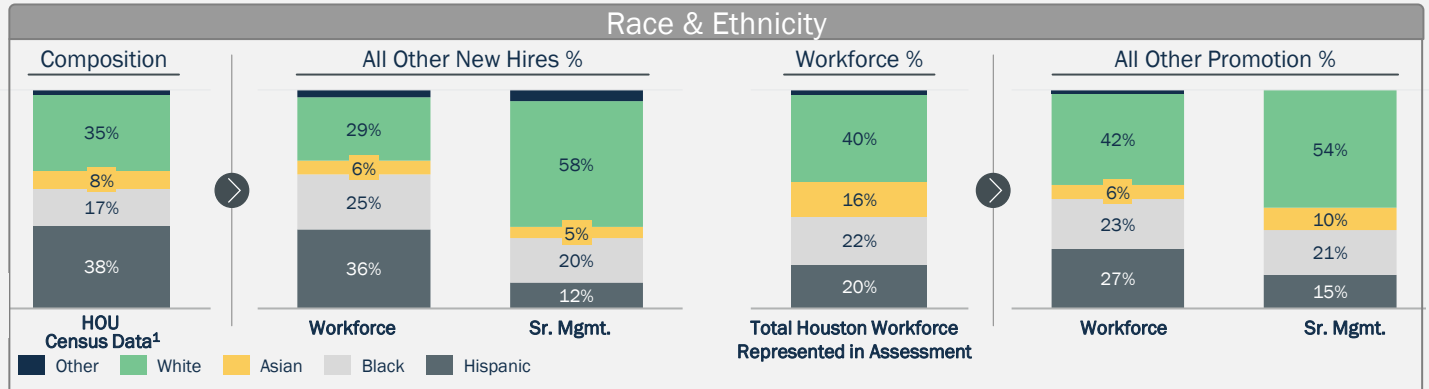
- Proactive industry for responsible sourcing, goal is to become progressive and best practice
- Female representation at the workforce level declines by ~40% compared to Houston region
- Asian Houstonian workforce & management representation ranks in bottom five compared to the remaining industries



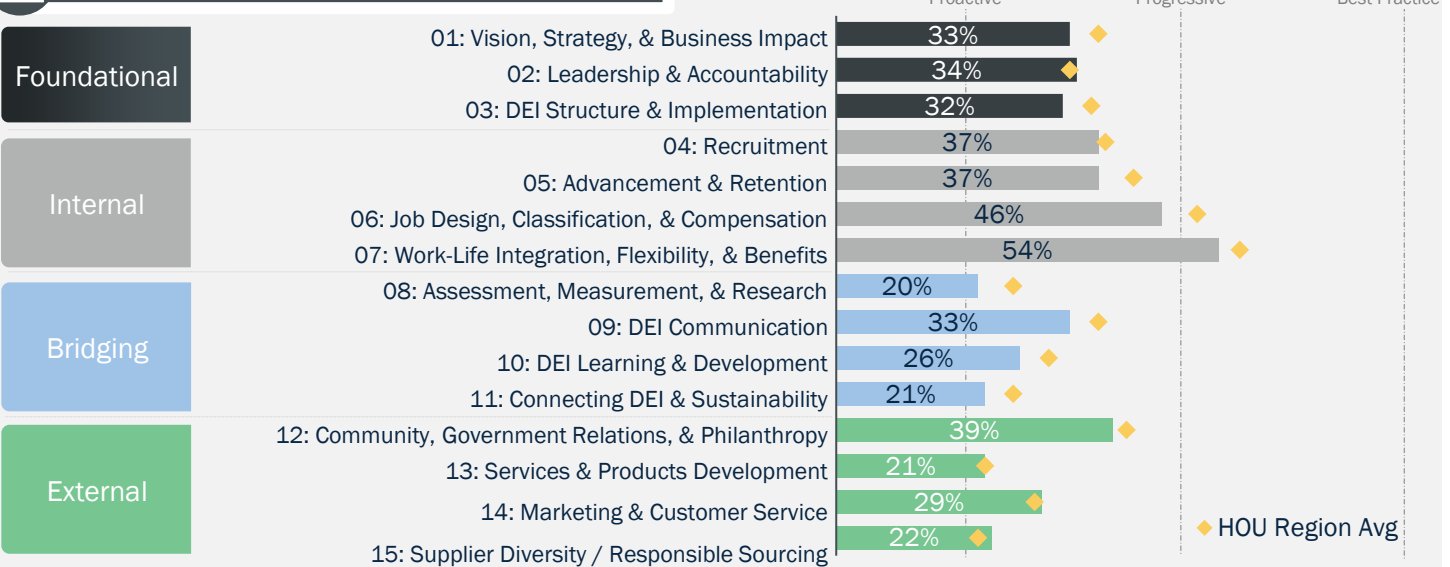
1. Using Texas Workforce Commission latest job categorization from Q2'2021: Arts/Culture = 34,657, Construction = 193,062, Economic Development = 87,87, Other = 814,634 and Philanthropy = 1,208
 2. Company sized based on number of employees: Small <250, Mid-size 250-1000, Large 1000+
 Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



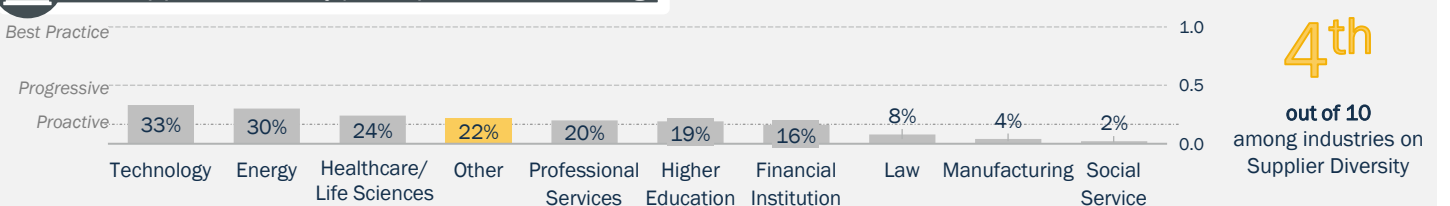
Recruitment & Advancement Trends



Maturity of DEI Best Practices³



Supplier Diversity / Responsible Sourcing



1. 2019 census data from Greater Houston Partnership Houston Economic Highlights report; 2. Only gender-binary choices of male and female included in Assessment; 3. Based on best practice categories defined by Global Diversity, Equity & Inclusion Benchmarks, Centre for Global Inclusion, 2021; 3a: "Progressive" = Implementing DEI systemically and showing improved results and outcomes beyond what is required or expected, 3b: "Proactive" = A clear awareness of the value of DEI; starting to implement DEI systemically. Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); BCG analysis