



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 Energy companies 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



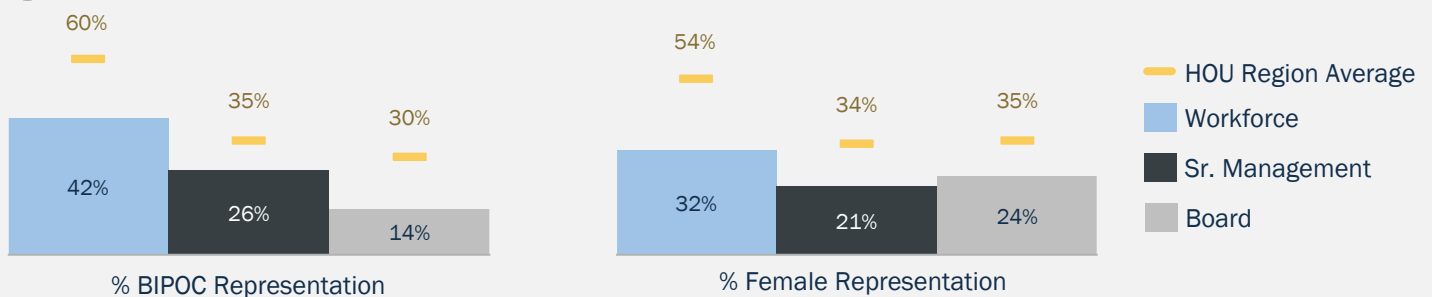
Industry Insights

- Largest industry represented in Equity and Inclusion Regional Assessment based on number of companies reporting
- Progressive and outperforms Houston region on work/life integration, flexibility and benefits best practices category
- Asian Houstonians trend higher than other BIPOC groups for both new hires and promotions versus census composition

Energy Industry Opportunities

- Proactive industry for responsible sourcing, goal is to become progressive and best practice
- Female representation at both the workforce and management level declines by ~40% compared to Houston region
- Female workforce & management representation ranks in bottom three compared to representation of all other industries
- Hispanics are the greatest contributor for new workforce hires, but are not being hired into senior management
- Black Houstonians are being hired into more Senior Management roles, but are not being promoted

BIPOC (Black, Indigenous, People of Color) & Gender Representation



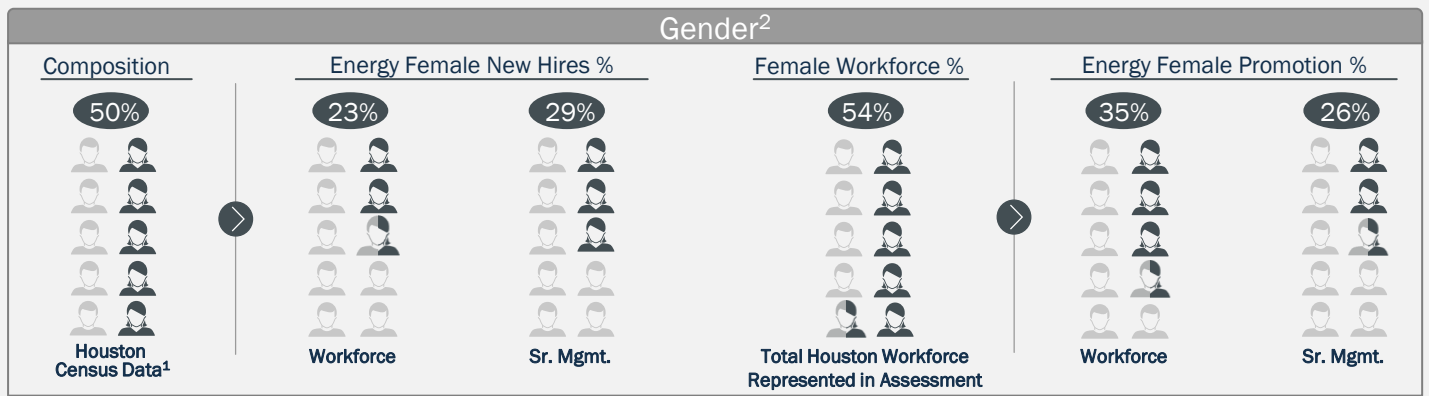
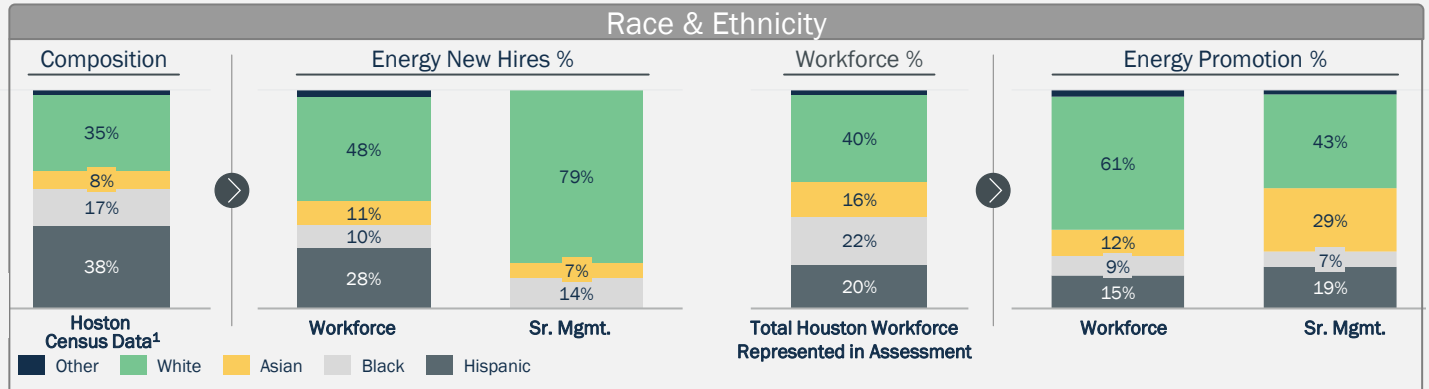
1. Using Texas Workforce Commission latest job counts from Q2'2021, "Energy" employment = 207,774 and "Utilities" employment = 20,742

2. Company sized based on number of employees: Small <250, Mid-size 250-1000, Large 1000+

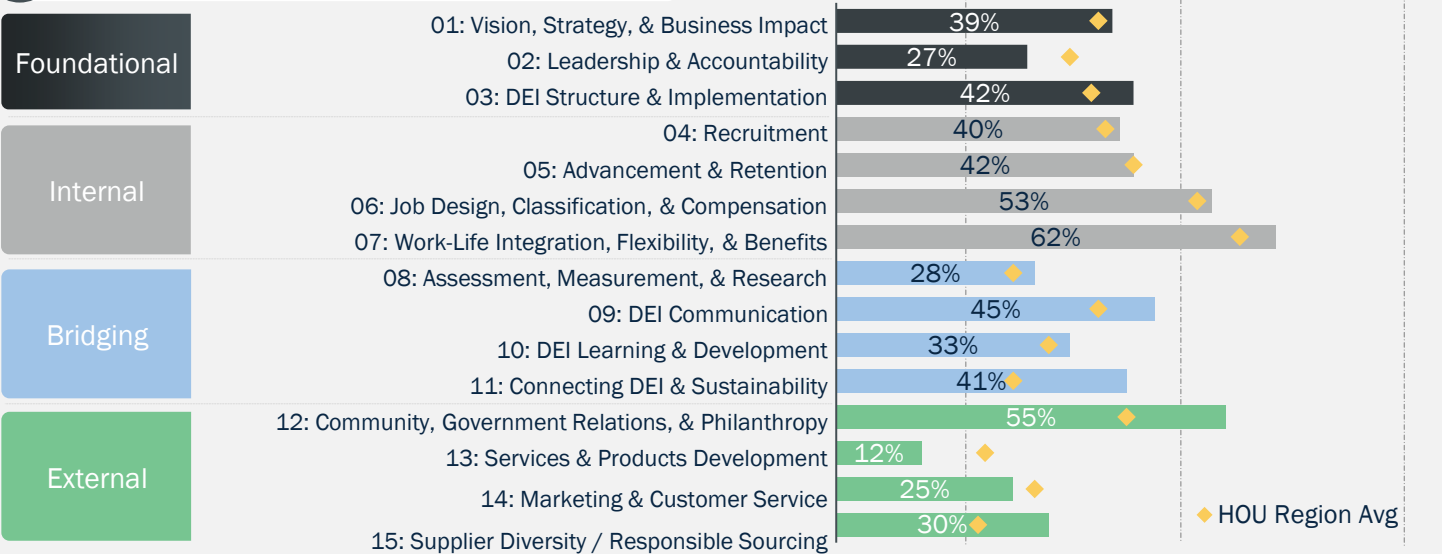
Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



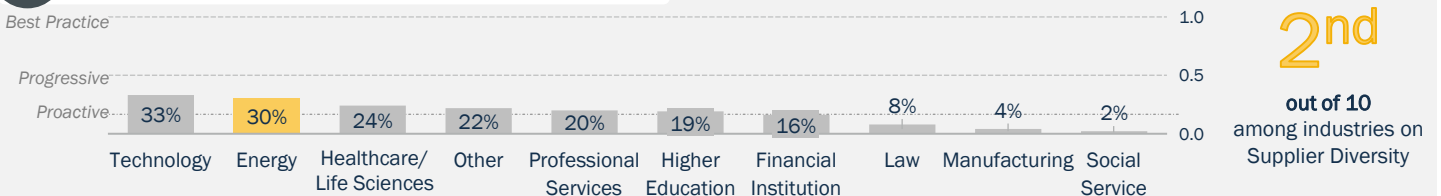
Recruitment & Advancement Trends



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