



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 Healthcare & Life Sciences 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:



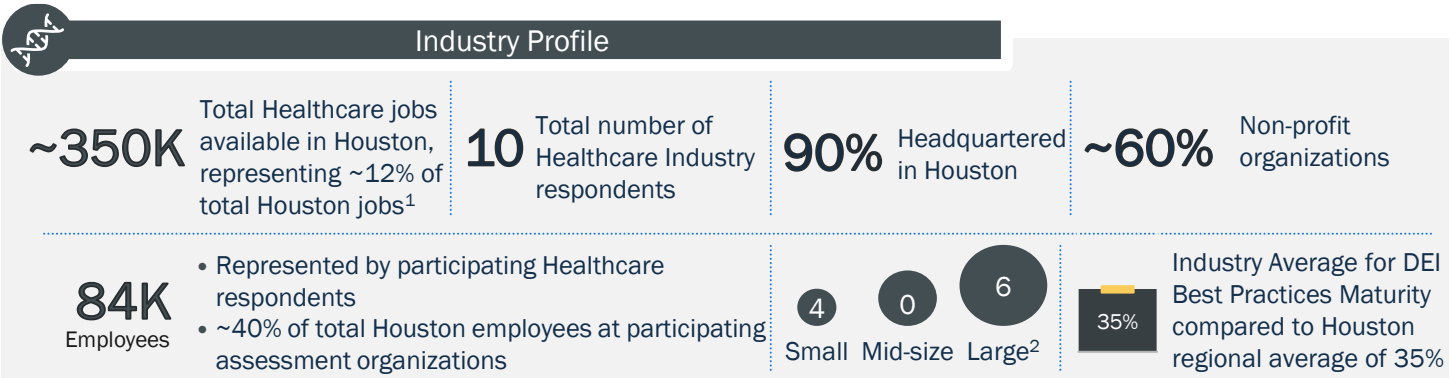
Join the Partnership's Talent Advancement and Supplier Diversity Roundtables



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

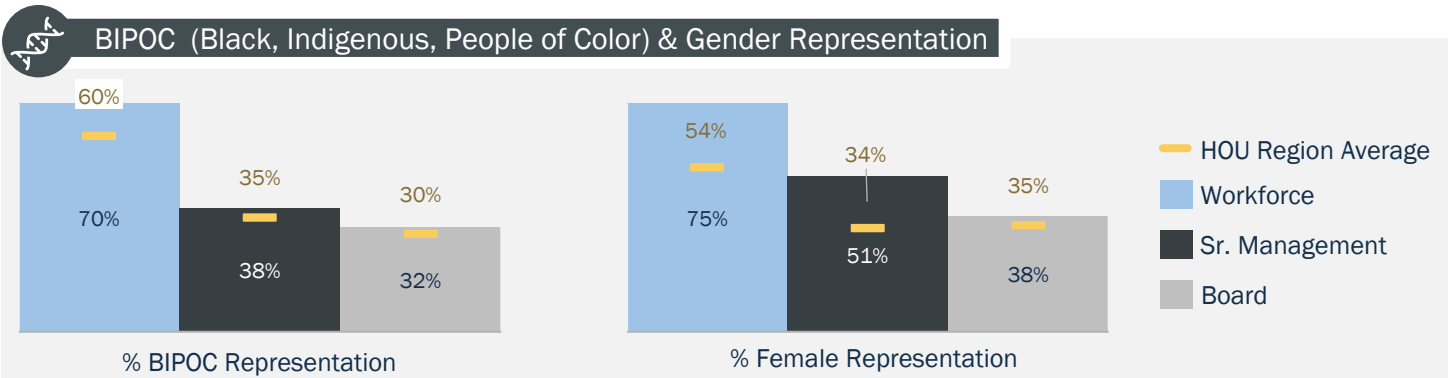


### Industry Insights

- Largest industry represented in Equity and Inclusion Regional Assessment based on employee count
- Progressive and outperforms Houston region on job design, classification, and compensation best practices category
- Black Houstonians represent the largest segment of BIPOC groups at the senior management level
- Near equal distribution of representation across BIPOC groups for workforce new hires and promotion
- Female representation at the management level increases by ~50% compared to Houston region
- Female workforce & management representation ranks in top three compared to all other industries
- Outperforms the region for BIPOC and gender representation across organizational levels as well as board representation

#### Healthcare Industry Opportunities

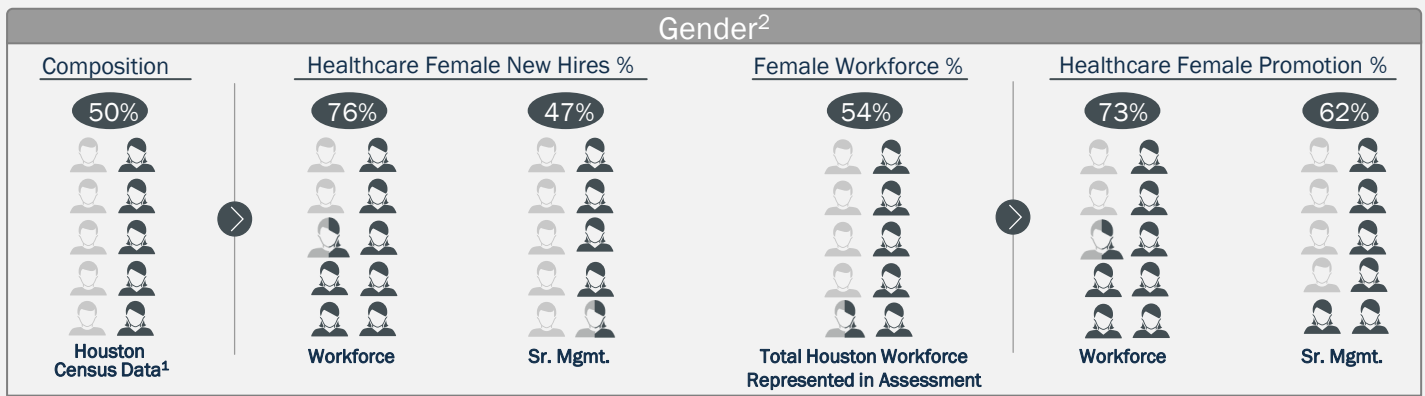
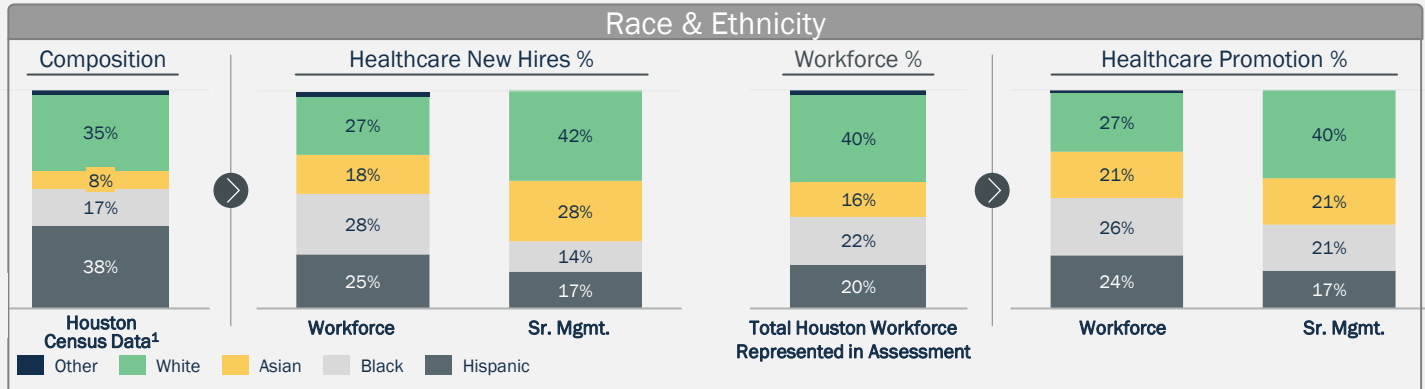
- Proactive industry for responsible sourcing, goal is to become progressive and best practice
- Hispanics representation at the senior management level in Healthcare declines by ~60% compared to workforce level



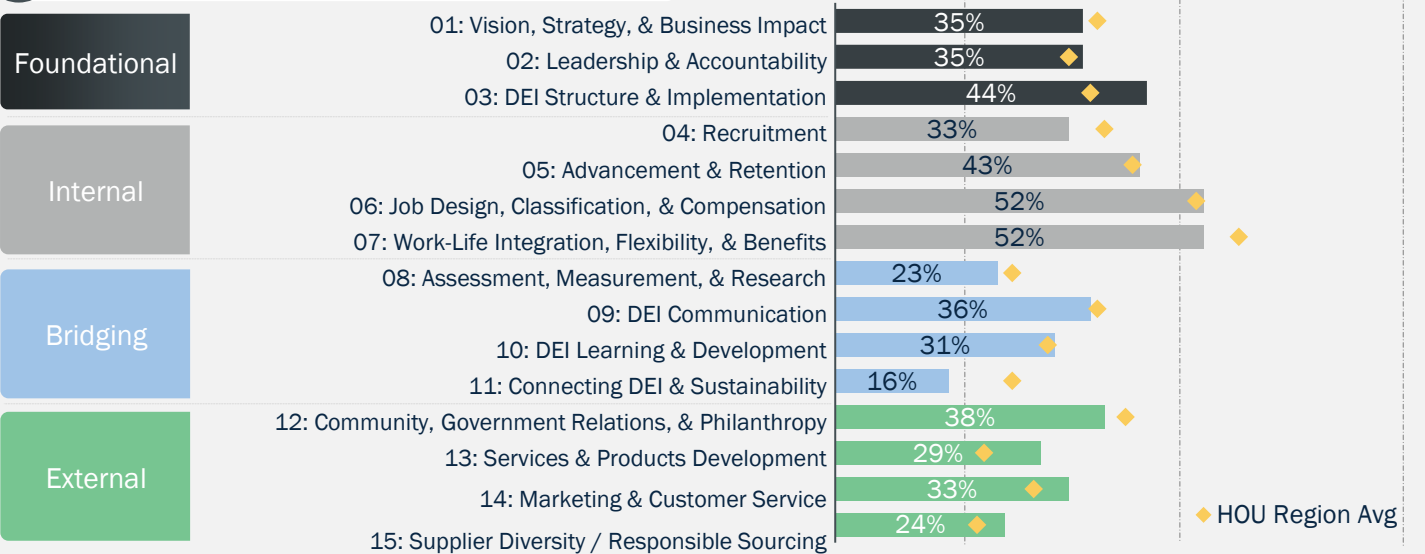
1. Using Texas Workforce Commission latest job counts from Q2'2021, "Healthcare" employment = 332,421 and adjacent Health care (e.g., R&D, biotech, medical equipment manufacturing) employment = 14,840; 2. Company sized based on number of employees: Small <250, Mid-size 250-1000, Large 1000+  
Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



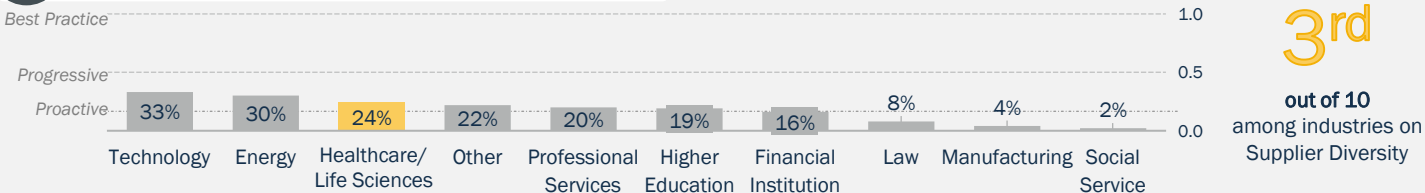
## Recruitment & Advancement Trends



## Maturity of DEI Best Practices<sup>3</sup>



## 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