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 Higher Education 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](https://www.houston.org/DEIassessment) for additional information.

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**Industry Fact Sheet | Higher Education**

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**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

<table>
<thead>
<tr>
<th>~290K Total Higher Education jobs available in Houston, representing ~10% of total Houston jobs¹</th>
<th>5 Total number of Higher Education Industry respondents</th>
<th>100% Headquartered in Houston</th>
<th>80% Government / Public entities</th>
</tr>
</thead>
<tbody>
<tr>
<td>~20K Employees</td>
<td>Represented by participating Higher Education respondents</td>
<td>~10% of total Houston employees at participating assessment organizations</td>
<td></td>
</tr>
</tbody>
</table>

Industry Average for DEI Best Practices Maturity compared to Houston regional average of 35%

#### Industry Insights

- Fourth largest industry represented in Equity and Inclusion Regional Assessment based on number of companies reporting
- Progressive and outperforms Houston region on vision, strategy & business impact best practices category
- Female representation ranks in the top three for senior management and ranks 5th at the workforce level
- Industry most represented by Black Houstonians at both the senior management level and board
- BIPOC representation at board level ranks first among the ten industries

**Higher Education Industry Opportunities**

- Proactive industry for responsible sourcing, goal is to become progressive and best practice
- Significant underperformance against the Houston region on 14 out of 15 categories for DEI Best Practices Maturity
- Hispanic Houstonians are not being hired into or promoted within senior management level positions
- Needs improve tracking and measurement for promotions across underrepresented groups

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

- **% BIPOC Representation**
  - HOU Region Average:
    - Workforce: 57%
    - Sr. Management: 35%
    - Board: 30%
  - Higher Education:
    - Workforce: 54%
    - Sr. Management: 34%
    - Board: 35%
- **% Female Representation**
  - HOU Region Average:
    - Workforce: 45%
    - Sr. Management: 62%
    - Board: 63%
  - Higher Education:
    - Workforce: 35%
    - Sr. Management: 49%
    - Board: 45%

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1. Using Texas Workforce Commission latest job counts from Q2’2021, “Education Services” employment ~ 292,064
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

Race & Ethnicity

Composition

<table>
<thead>
<tr>
<th></th>
<th>Higher Education New Hires %</th>
<th>Workforce %</th>
<th>Higher Education Promotion %</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOU Census Data</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr. Mgmt.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>32%</td>
<td>24%</td>
<td>20%</td>
</tr>
<tr>
<td>White</td>
<td>35%</td>
<td>23%</td>
<td>26%</td>
</tr>
<tr>
<td>Asian</td>
<td>8%</td>
<td>3%</td>
<td>16%</td>
</tr>
<tr>
<td>Black</td>
<td>17%</td>
<td>22%</td>
<td>11%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>38%</td>
<td>40%</td>
<td>44%</td>
</tr>
</tbody>
</table>

Gender

Composition

<table>
<thead>
<tr>
<th></th>
<th>Higher Education Female New Hires %</th>
<th>Female Workforce %</th>
<th>Higher Education Female Promotion %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Houston Census Data</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr. Mgmt.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>66%</td>
<td>54%</td>
<td>63%</td>
</tr>
<tr>
<td>Low reporting</td>
<td></td>
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</tbody>
</table>

Maturity of DEI Best Practices

01: Vision, Strategy, & Business Impact
02: Leadership & Accountability
03: DEI Structure & Implementation
04: Recruitment
05: Advancement & Retention
06: Job Design, Classification, & Compensation
07: Work-Life Integration, Flexibility, & Benefits
08: Assessment, Measurement, & Research
09: DEI Communication
10: DEI Learning & Development
11: Connecting DEI & Sustainability
12: Community, Government Relations, & Philanthropy
13: Services & Products Development
14: Marketing & Customer Service
15: Supplier Diversity / Responsible Sourcing

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