



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 Social Service 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

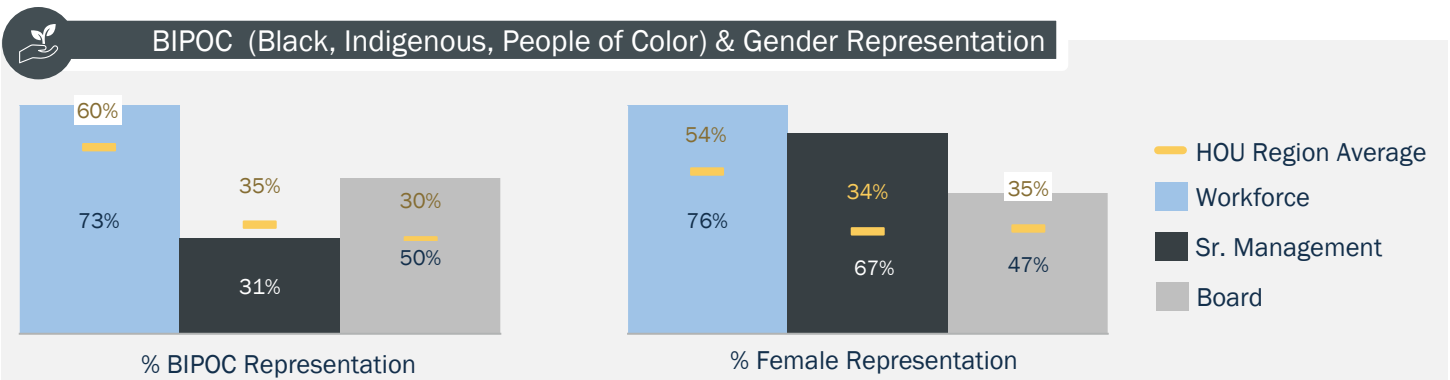
<p><b>~50K</b> Total Social Service jobs available in Houston, representing ~2% of total Houston jobs<sup>1</sup></p>	<p><b>8</b> Total number of Social Service Industry respondents</p>	<p><b>100%</b> Headquartered in Houston</p>	<p><b>100%</b> Non-profit organizations</p>
<p><b>4,948</b> Employees</p> <ul style="list-style-type: none"> <li>• Represented by participating Energy respondents</li> <li>• ~2% of total Houston employees at participating assessment organizations</li> </ul>	<p><b>4</b> Small</p> <p><b>2</b> Mid-size</p> <p><b>2</b> Large<sup>2</sup></p>	<p><b>31%</b> Industry Average for DEI Best Practices Maturity compared to Houston regional average of 35%</p>	

### Industry Insights

- Sixth largest industry represented in Equity and Inclusion Regional Assessment based on number of companies reporting
- Progressive and outperforms Houston region on job design, classification, & compensation best practices category
- Female representation ranks first at all organizational levels compared to all other industries
- BIPOC representation ranks first across both workforce and senior management levels compared to all other industries
- Black Houstonians at the senior management level rank in top 3 and rank first for workforce representation

**Social Service Industry Opportunities**

- Overall, weakest on responsible sourcing / supplier diversity among 10 industries, goal is to become progressive
- Significant underperformance against the Houston region on 11 out of 15 categories for DEI Best Practices Maturity
- Asian Houstonian representation ranks in the bottom three across workforce levels with low promotion into senior mgmt
- Hispanic Houstonians are promotion rates declines by ~35% from workforce to the senior management level



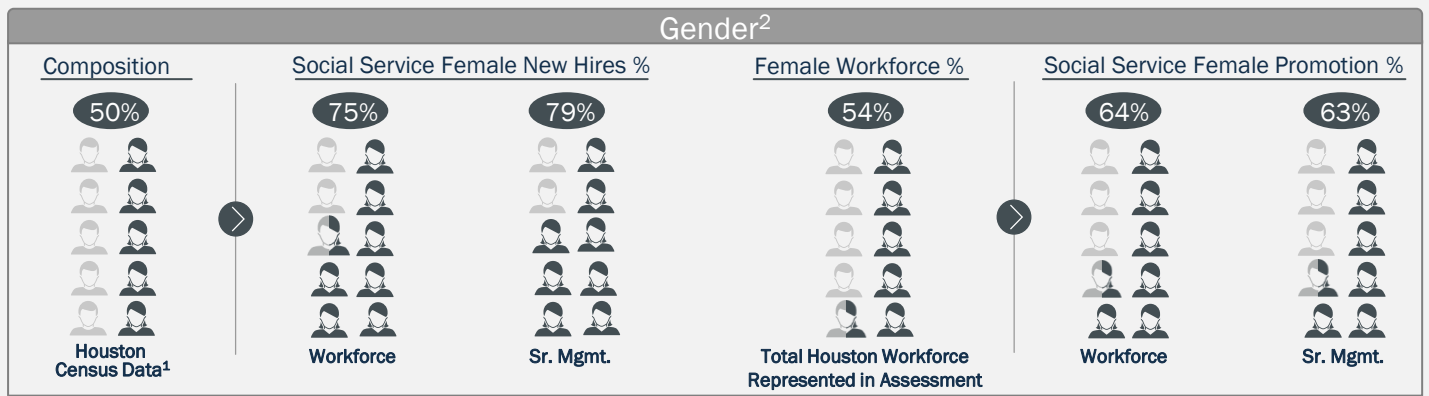
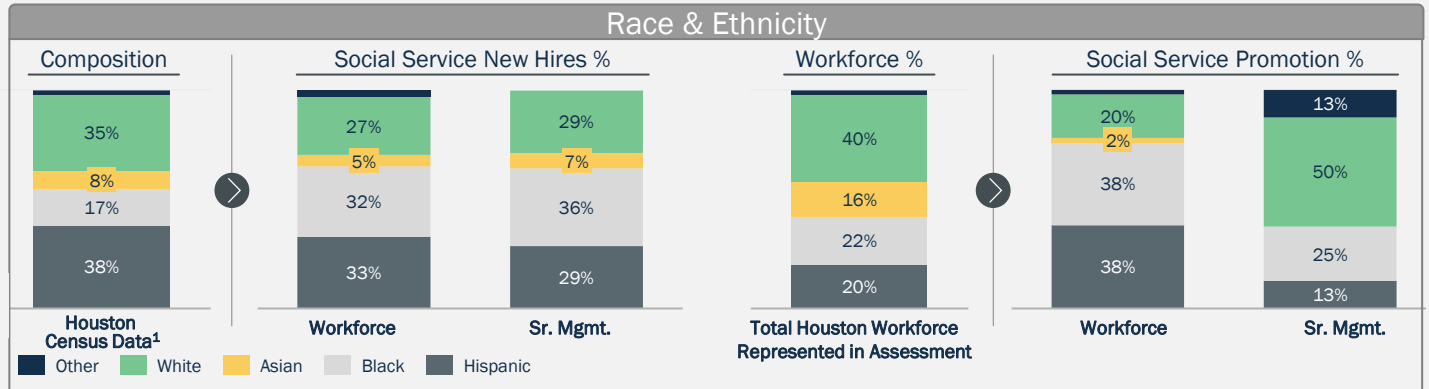
1. Using Texas Workforce Commission latest job counts from Q2'2021, "Social Services" employment = 52,390

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

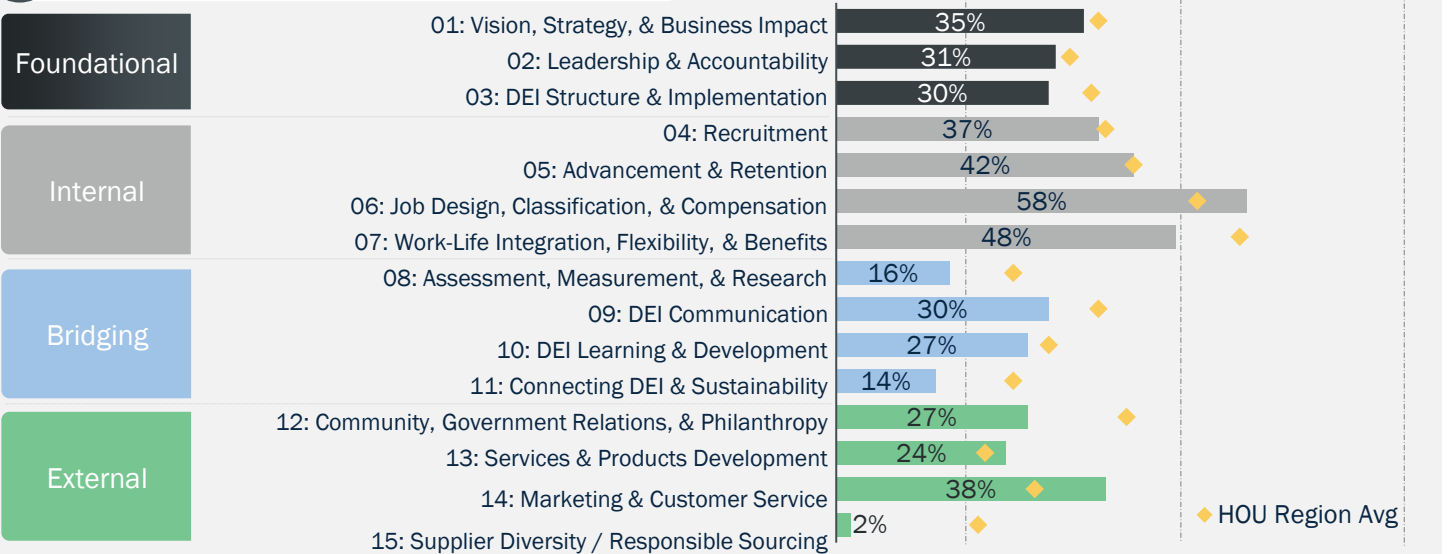
Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



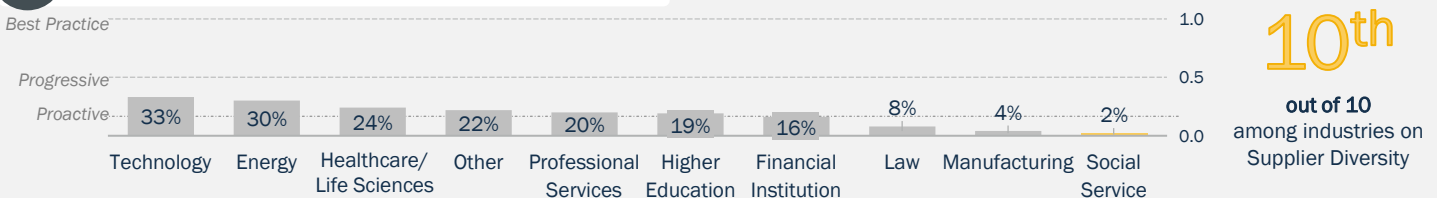
## Recruitment & Advancement Trends



## 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