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 Technology 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.

### Industry Profile

- **~35K** Total Technology jobs available in Houston, representing ~1% of total Houston jobs
- **8** Total number of Technology Industry respondents
- **50%** Headquartered in Houston
- **~65%** Public companies, with the remaining as private

4,924 Employees • Represented by participating Technology respondents • ~2% of total Houston employees at participating assessment organizations

45% Industry Average for DEI Best Practices Maturity compared to Houston regional average of 35%

### Industry Insights

- Fourth smallest industry represented in Equity and Inclusion Regional Assessment based on employee count
- Outperforms Houston region on all 15 categories of DEI best practices maturity
- Outperforms the Houston region average for BIPOC representation at the Senior Management level
- Hispanics Houstonians are the BIPOC majority on boards with 33% representation

**Technology Industry Opportunities**

- Proactive industry for responsible sourcing, goal is to become progressive and best practice
- Female representation at the workforce level declines by ~45% compared to Houston region
- Technology is the industry most represented by Asian Houstonians at the workforce level, but representation declines by ~35% at senior management levels
- Black Houstonians are not represented on boards and have only ~5-7% representation at workforce & management levels

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

- % BIPOC Representation
  - Total Region Average: 57%
  - Workforce: 37%
  - Sr. Management: 44%
  - Board: 30%
- % Female Representation
  - Total Region Average: 54%
  - Workforce: 29%
  - Sr. Management: 29%
  - Board: 33%
Industry Fact Sheet | Technology

Maturity of DEI Best Practices

Foundational
- 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

Internal
- 08: Assessment, Measurement, & Research
- 09: DEI Communication
- 10: DEI Learning & Development
- 11: Connecting DEI & Sustainability

Bridging
- 12: Community, Government Relations, & Philanthropy
- 13: Services & Products Development
- 14: Marketing & Customer Service
- 15: Supplier Diversity / Responsible Sourcing

External

Race & Ethnicity

<table>
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<tr>
<th>Category</th>
<th>Total Houston Workforce Represented in Assessment</th>
<th>Workforce %</th>
<th>Technology New hires %</th>
<th>Workforce %</th>
<th>Sr. Mgmt. %</th>
<th>Technology Promotion %</th>
<th>Sr. Mgmt. %</th>
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</table>

Supplier Diversity / Responsible Sourcing

- Proactive: 33%
- Progressive: 44%
- Best Practice: 54%

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