



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 Law 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:



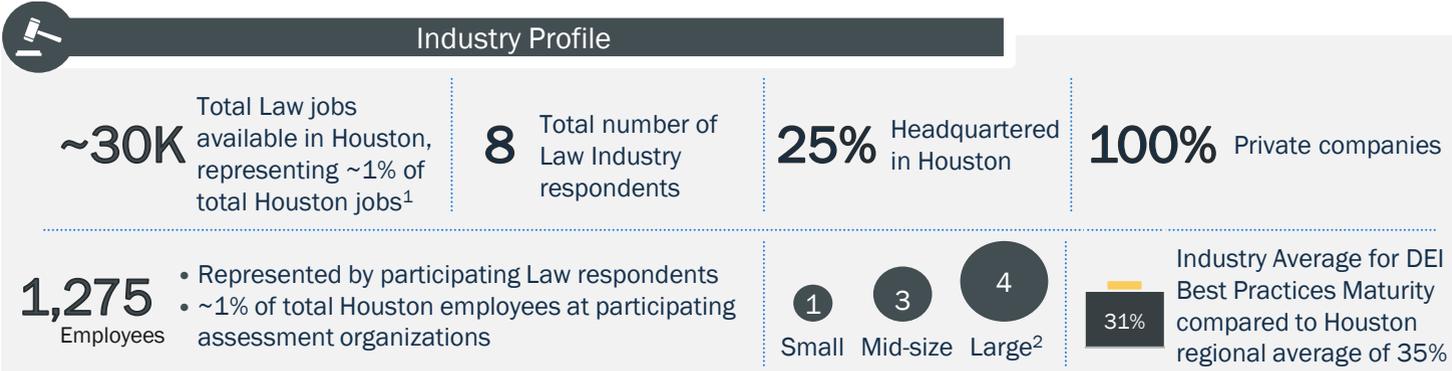
Join the Partnership's Talent Advancement and Supplier Diversity Roundtables



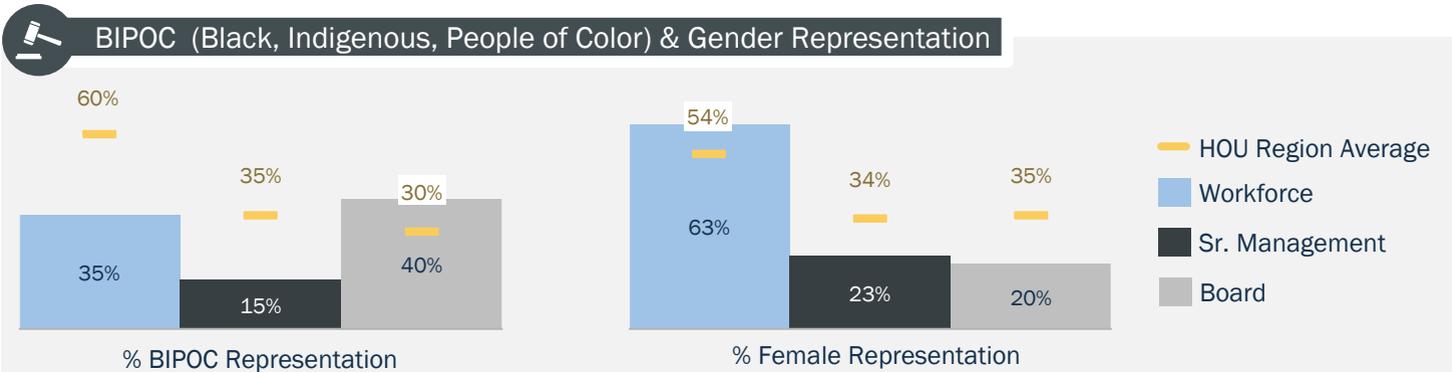
Participate in industry workgroups for peer insights, case studies, and cross-sector learning



Help establish regional indicators of progress and continue to track internal DEI performance



- ### Industry Insights
- Smallest industry represented in Equity and Inclusion Regional Assessment based on number of companies reporting
  - Female workforce representation ranks 4<sup>th</sup> compared to representation of all other industries
  - BIPOC representation on boards ranks in the top three across industries and representation
- #### Law Industry Opportunities
- Not a proactive industry for responsible sourcing, goal is to become progressive and best practice
  - Underperforms against the Houston region on 8 out of 15 categories for DEI Best Practices Maturity
  - Female representation at the senior management level declines by ~30% compared to Houston region
  - Black and Hispanic Houstonian representation ranks in the bottom three across industries for senior management
  - Asian Houstonian representation ranks in the bottom three across both the workforce and senior management levels
  - Needs to improve tracking and measurement for new hires and promotions across underrepresented groups



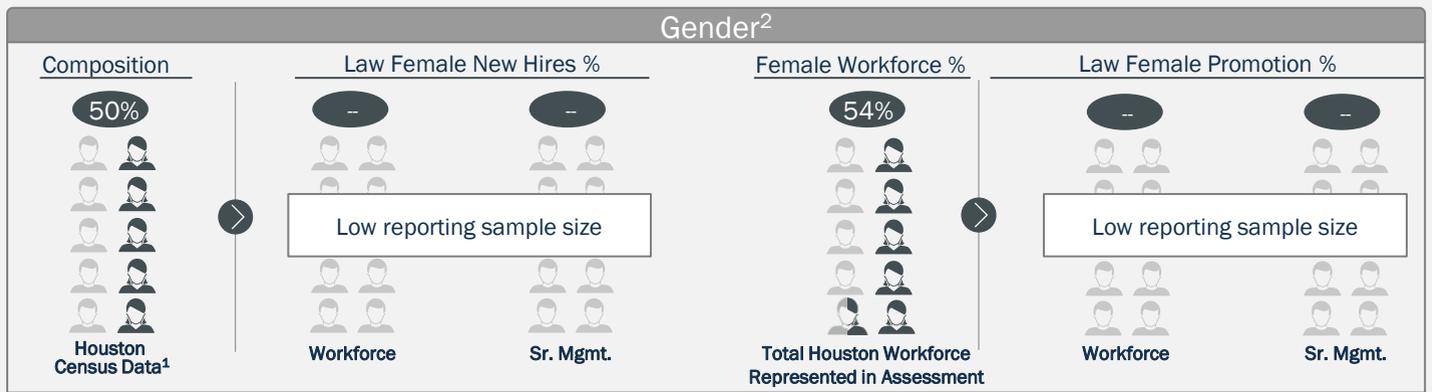
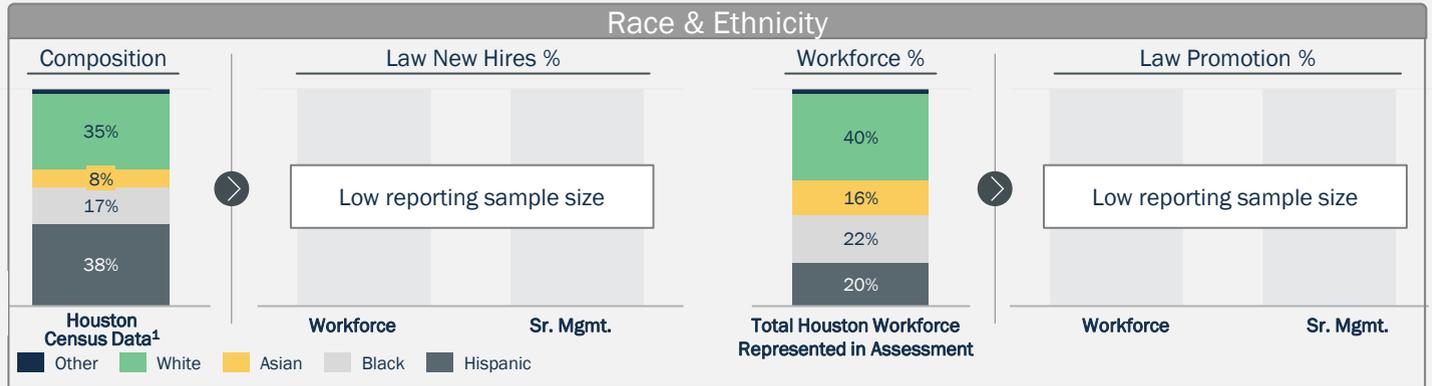
1. Using Texas Workforce Commission latest job counts from Q2'2021, "Legal Services" employment = 28,673

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

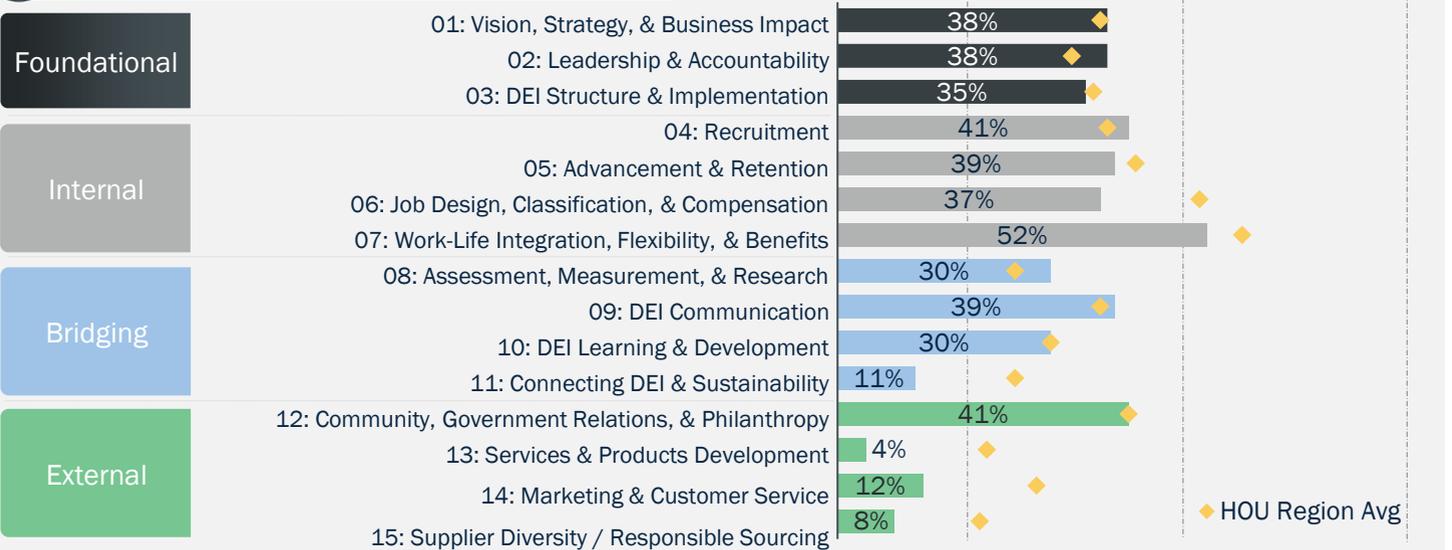
Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



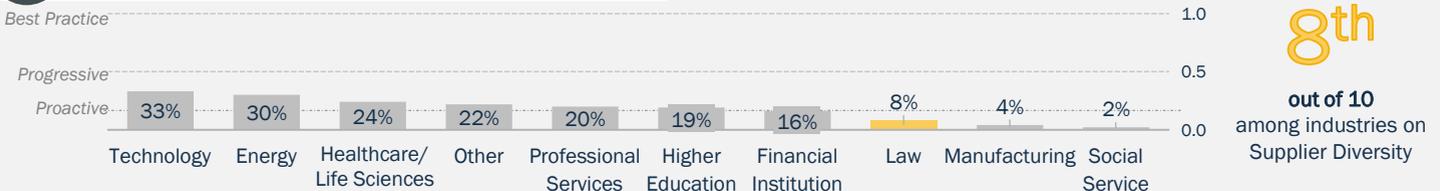
## Recruitment & Advancement Trends



## 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