

# ONE HOUSTON together

## Purpose

Led by a board-level committee, **One Houston Together** is the Greater Houston Partnership's commitment to leverage the power of the business community to reduce inequities. Progress through One Houston Together depends on collective action by the business community to drive change in two priority areas: increase racial equity in the corporate talent pipeline, grow racial diversity of executive (board) leadership, and accelerate the growth of underrepresented businesses.

## Progress

With 120 companies representing 215,000 employees, the Partnership recently completed the first-ever regional Equity & Inclusion Assessment to develop a baseline for how businesses and organizations are progressing. This achievement makes Houston the first major metro to take a data driven approach to advance collective progress by the business community. Highlights of the assessment findings follow and a complete summary can be found [here](#).

35% of Houston organizations are "proactive" across a set of 15 DEI (Diversity, Equity and Inclusion) Best Practice categories.

Racial and ethnic diversity decreases ~50% and gender diversity decreases ~30% between workforce and leadership levels.

Female representation deteriorates at higher levels across all races. Hispanic talent is underrepresented at all workforce levels and in board leadership.

Houston companies report higher maturity in foundational and internally focused DEI practices, such as recruitment and retention, but lag on externally focused DEI practices.

Less than 30% of participants reported Minority Business Enterprise (MBE) spending and those that did averaged just 2% of their total spend to MBEs- this was least mature of the 15 DEI Best Practice categories.



## How Can You Engage?

Participate in *One Houston Together* Roundtables for Supplier Diversity and Talent Advancement & Executive Representation.

Roundtables are an exclusive convening for Partnership members and assessment respondents.

Participants are C-Suite executives and Directors or Senior Manager and limited to two representatives from each company/organization.

## Outcome

Roundtable participants will work with industry peers to align on regional indicators of progress, share best practices, and drive action to help make Houston one of the most equitable and inclusive business communities in the country.



View 9 industry fact sheets and interactive dashboard [here](#) - the dashboard provides filters for gender, race, and organization type across industries

Resources



Key Articles



Racial Equity Conversations

## Contact

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