



The Greater Houston Partnership conducted the second Houston Regional Equity & Inclusion Assessment from June-August 2023. The Assessment is based on the Global DEI Benchmarks, a codified set of standards across 15 categories that enable respondents to track metrics for gender, race, and supplier diversity and self-assess their DEI maturity across the enterprise.

This fact sheet is designed to help Administrative & Support Services / Government / Higher Education/ Technology / All Other Industries organizations better understand industry trends, opportunities and to benchmark progress against industry peers. Visit your industry's interactive [dashboard](#) for additional data and deeper analysis.

Questions: DEIAssessment@houston.org

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

11
~45K
Industry Profile

Total number of Industry respondents

64% of organizations reporting MBE spend (7 out of 11)

~9% average % MBE spend in Houston

~91% of respondents headquartered (10 out of 11) in Houston

~65% of respondents are public companies, with the remaining as private (7 out of 11)

Represented Assessment respondents

- ~17% of total Houston employees at participating Assessment organizations

1 - 10

Small Mid-size Large¹

Industry Average for DEI Best Practices Maturity compared to Houston regional average of 46%

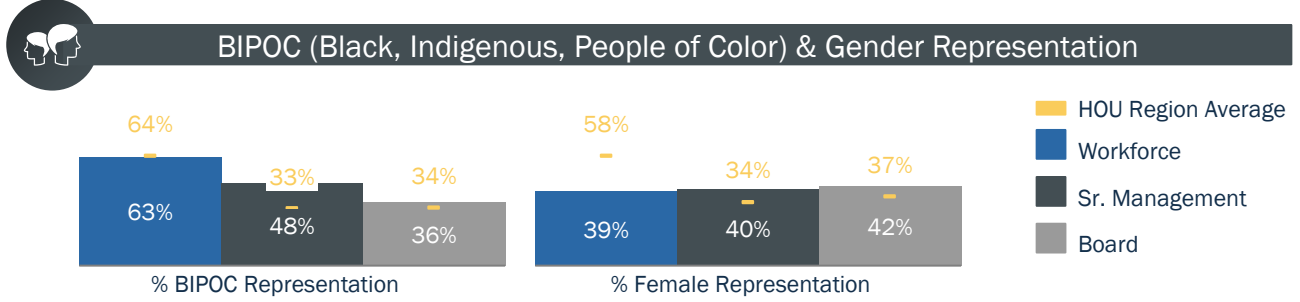
45%

10
Industry Insights

- 3rd largest industry represented in Assessment based on employee count
- BIPOC representation among 11 industries: Ranks 4th in workforce, 2nd in sr. management, and 4th in board presence
- Female representation among 11 industries: Ranks 7th in workforce, 5th in sr. management, and 2nd in board presence
- Progressive efforts on Job Design, Classification, & Compensation and Work-Life Integration, Flexibility, & Benefits
- Underperforms Houston region on 11 out of 15 categories for DEI Best Practices Maturity
- Performs well compared to other industries on average percent of organizations reporting MBE spend and average percent MBE spend in Houston region

Administrative & Support Services / Government / Higher Education / Technology / All Other Industry Opportunities

- Proactive on responsible sourcing but has an opportunity to elevate to a more progressive path
- Adopt more DEI best practices to foster a more inclusive and innovative workplace, driving better decision-making and talent attraction enhancing organizational competitiveness and sustainability

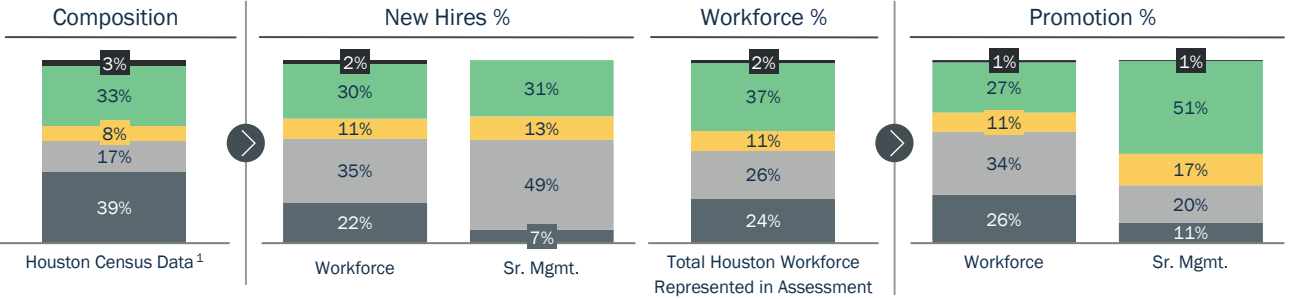


1. Company size based on number of employees: Small <250, Mid-size 250-1000, Large 1000+
Sources: Greater Houston Partnership Regional Equity & Inclusion Assessment (2023, 92 organizations); U.S. Bureau of Labor Statistics; Quarterly Census of Employment and Wages; BCG analysis

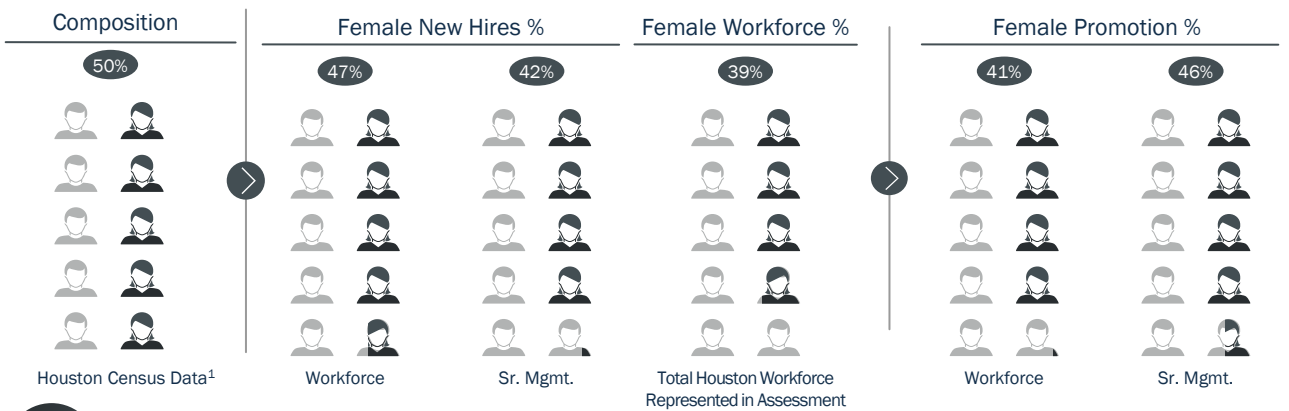


Recruitment & Advancement Trends

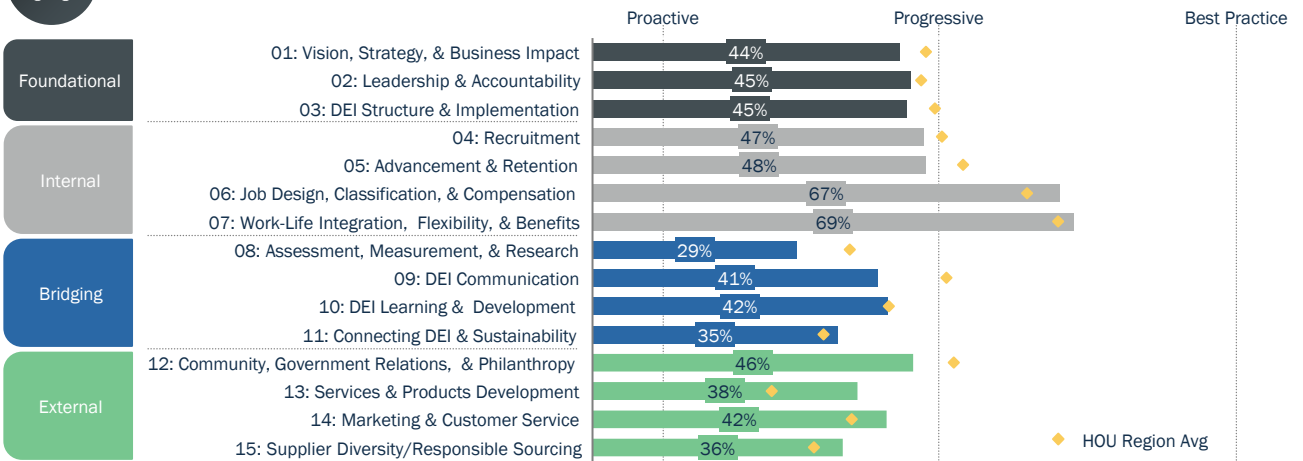
Race & Ethnicity



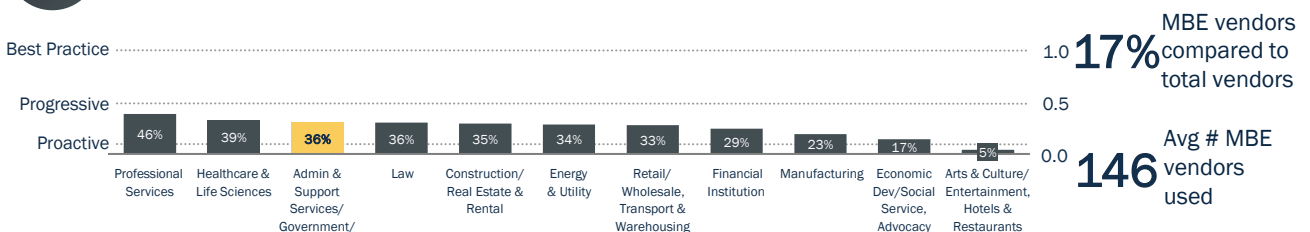
Gender²



Maturity of DEI Best Practices³



Supplier Diversity/Responsible Sourcing



Disclaimer: Some reported percentages may seem dramatic or skewed due to limited data (or small employee counts), especially among senior management. Caution is advised when interpreting such percentages.
1. 2022 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. "Proactive" = 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 Regional Equity & Inclusion Organization Assessment (2023, 92 organizations); BCG analysis