




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 Construction / Real Estate & Rental Industries 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](mailto: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

Industry Profile

**6** Total number of Industry respondents

**67%** of organizations reporting MBE spend (4 out of 6)

**~10%** average % MBE spend in Houston

**83%** of respondents headquartered in Houston (5 out of 6)

**~20%** of respondents are public companies, with the remaining as private (1 out of 6)

**~3K** Employees

- Represented by Assessment respondents
- ~1% of total Houston employees at participating Assessment organizations

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Small Mid-size Large<sup>1</sup>

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

**51%**

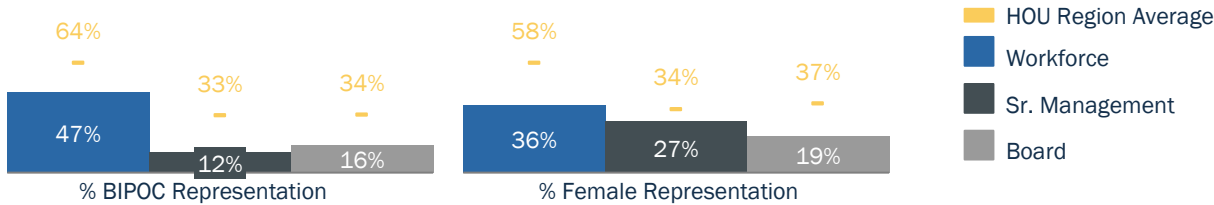
Industry Insights

- 7<sup>th</sup> largest industry represented in Assessment based on employee count
- BIPOC representation among 11 industries: Ranks 9<sup>th</sup> in workforce, 11<sup>th</sup> in sr. management, and 10<sup>th</sup> in board presence
- Female representation among 11 industries: Ranks 8<sup>th</sup> in workforce, 8<sup>th</sup> in sr. management, and 11<sup>th</sup> in board presence
- Outperforms Houston region on 12 out of 15 categories for DEI Best Practices Maturity, with progressive efforts on all foundational and internal best practices and DEI Communication and Community, Government Relations & Philanthropy
- Outperforms other industries on average % of organizations reporting MBE spend and average % MBE spend in Houston

**Construction / Real Estate & Rental Industry Opportunities**

- Proactive industry for responsible sourcing, opportunity to improve to become progressive
- Adopt more DEI initiatives to increase representation of BIPOC and females in senior management and on boards, ensuring diverse perspectives are heard at the highest levels of decision-making

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

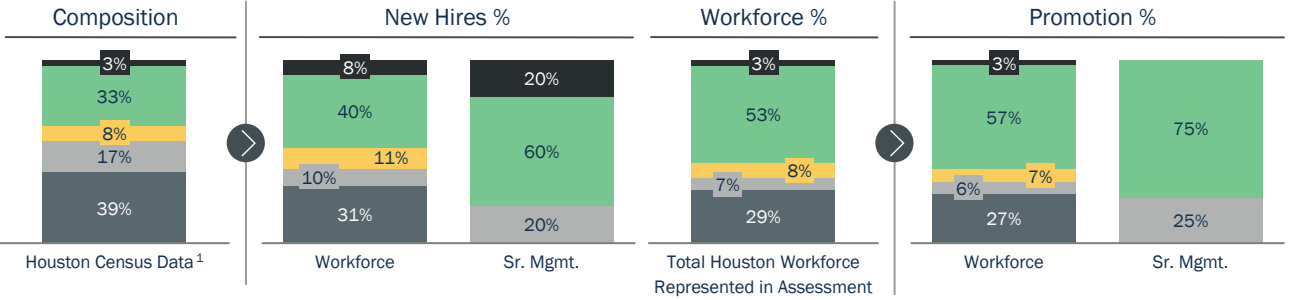


1. Company size based on number of employees: Small <250, Mid-size 250-1000, Large 1000+  
 Sources: Greater Houston Partnership Regional Equity & Inclusion Assessment (2023, 92 organizations); U.S. Bureau of Labor Statistics; Quarterly Census of Employment and Wages; BCG analysis

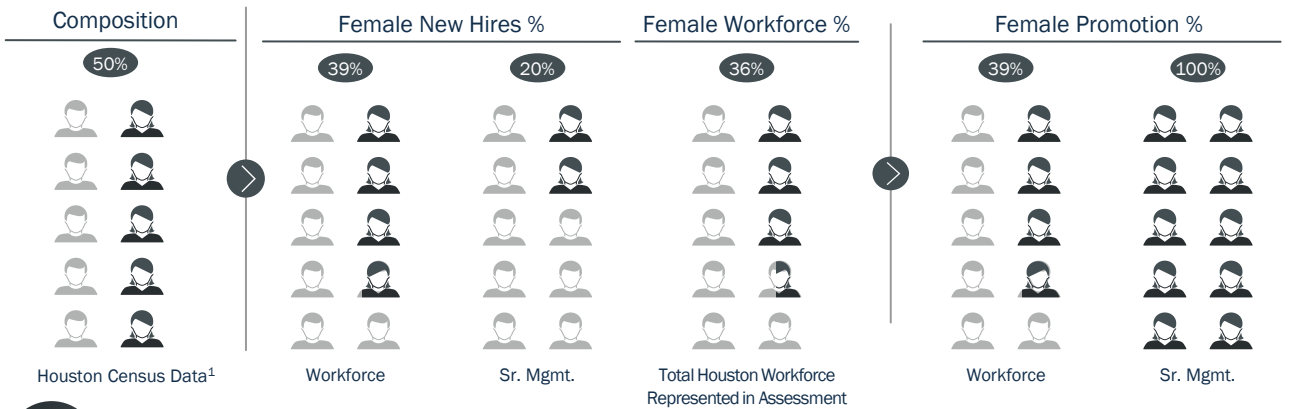


## Recruitment & Advancement Trends

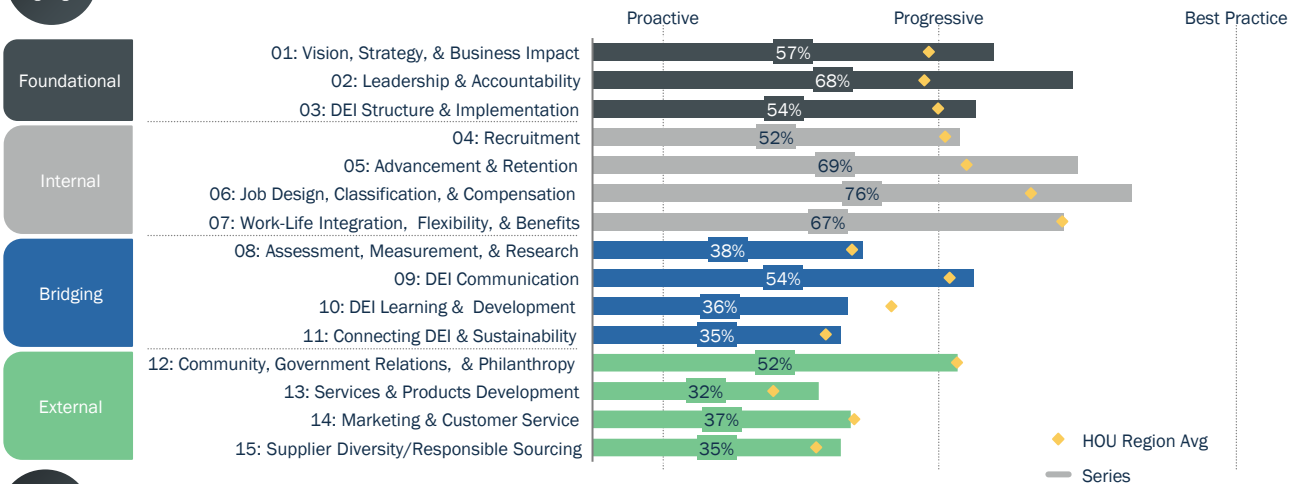
### Race & Ethnicity



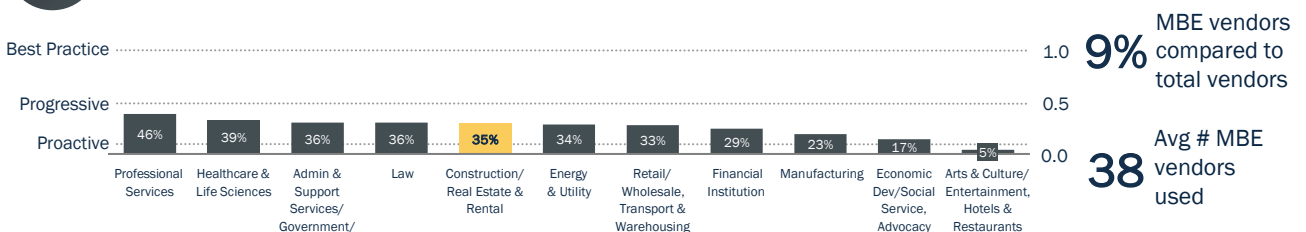
### Gender<sup>2</sup>



## Maturity of DEI Best Practices<sup>3</sup>



## 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. "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 Regional Equity & Inclusion Organization Assessment (2023, 92 organizations); BCG analysis