


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 Law 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

Industry Profile

6 Total number of Industry respondents

17% of organizations reporting MBE spend (1 out of 6)

Not reported average % MBE spend in Houston

33% of respondents headquartered in Houston (2 out of 6)

None of respondents are public companies, with the remaining as private

~2K Employees

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

1 Small 1 Mid-size 4 Large¹

70% Industry Average for DEI Best Practices Maturity compared to Houston regional average of 46%

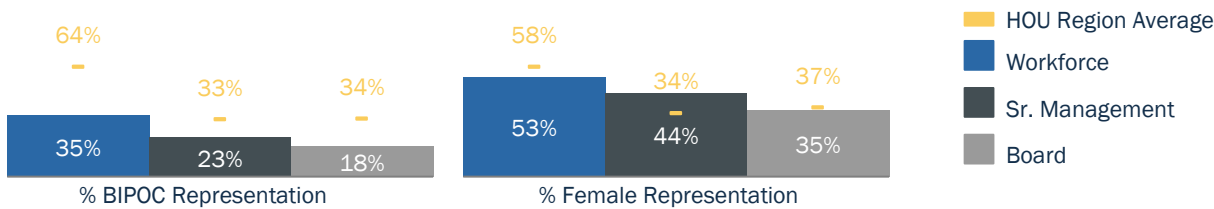
Industry Insights

- 2nd smallest industry represented in Equity and Inclusion Regional Assessment
- BIPOC representation among 11 industries: Ranks 11th in workforce, 8th in sr. management, and 9th in board presence
- Female representation among 11 industries: Ranks 5th in workforce, 4th in sr. management, and 5th in board presence
- Outperforms Houston region on 13 out of 15 categories for DEI Best Practices Maturity, showing progressive efforts on all foundational and internal best practices, as well as DEI Communication and Community, Government Relations & Philanthropy

Law Industry Opportunities

- Proactive on responsible sourcing but has an opportunity to elevate to a more progressive path
- Opportunity to enhance inclusion of all races across workforce, senior management, and board
- Improve tracking and reporting of supplier diversity metrics

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

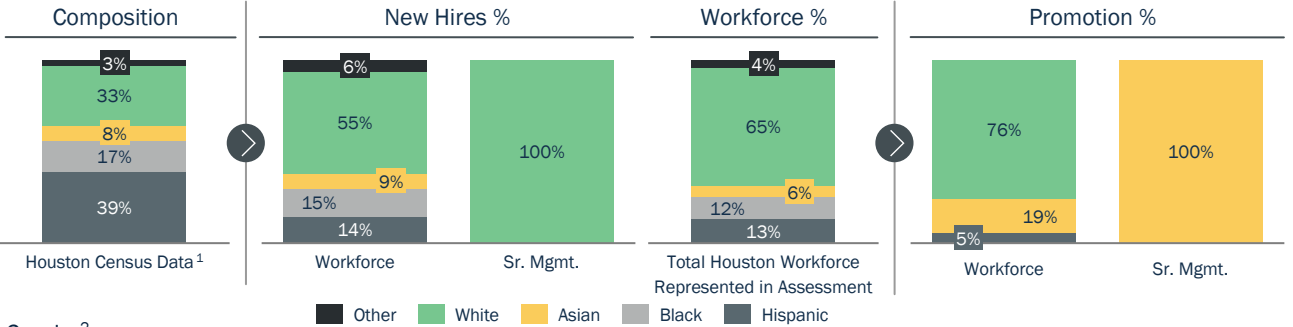


¹ Company size based on number of employees: Small <250, Mid-size 250-1000, Large 1000+
 Sources: Greater Houston Partnership Regional Equity & Inclusion Assessment (2023, 92 organizations); U.S. Bureau of Labor Statistics; Quarterly Census of Employment and Wages; BCG analysis

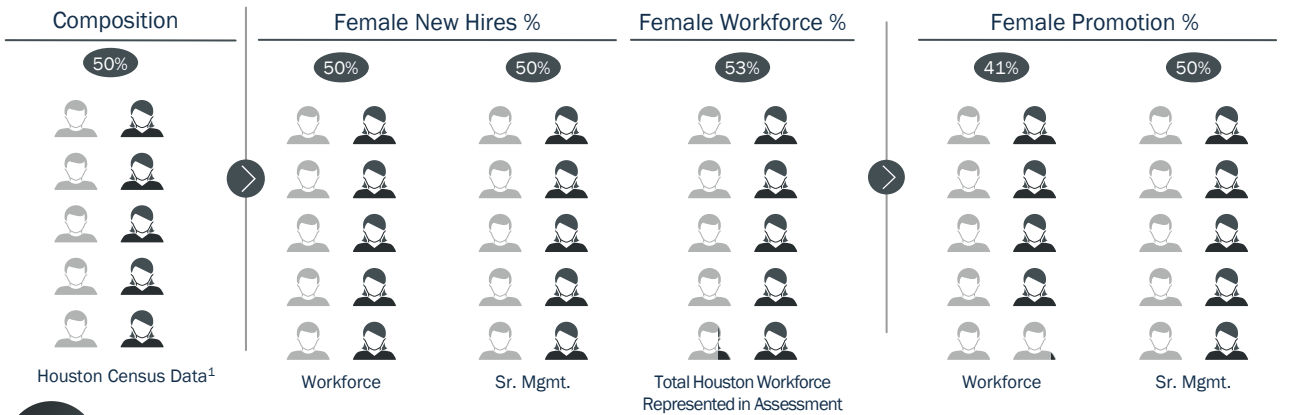


Recruitment & Advancement Trends

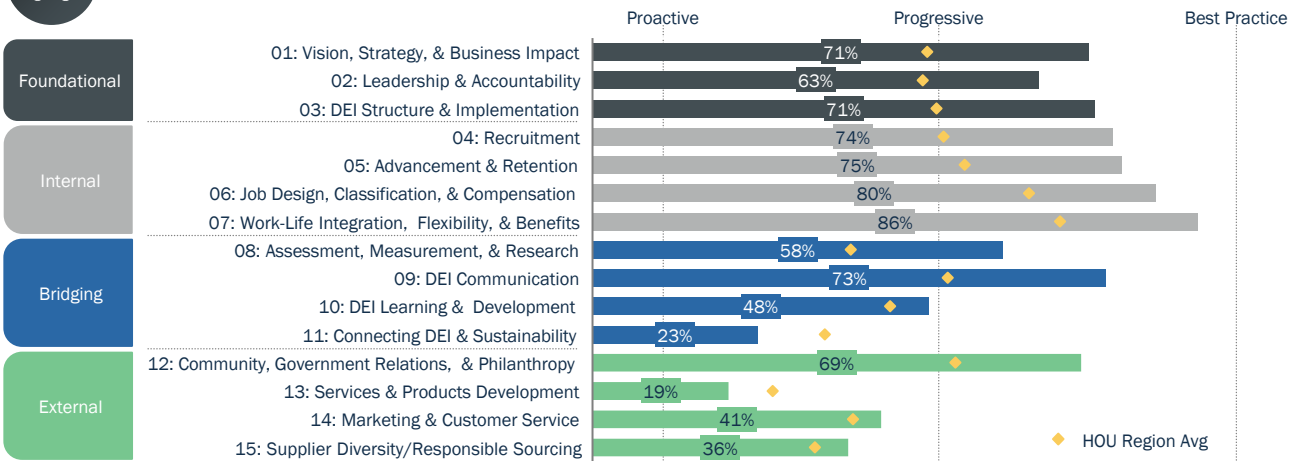
Race & Ethnicity



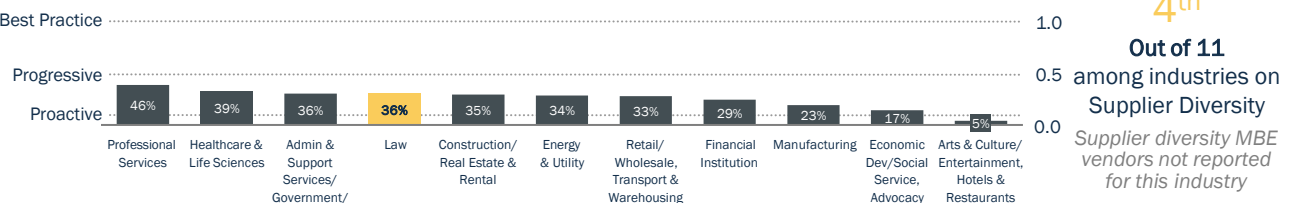
Gender²



Maturity of DEI Best Practices³



Supplier Diversity/Responsible Sourcing



4th
Out of 11
among industries on
Supplier Diversity
Supplier diversity MBE vendors not reported for this industry

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