


Industry Fact Sheet | Professional Services

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 Professional Services 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

8 Total number of Industry respondents

38% of organizations reporting MBE spend (3 out of 8)

~13% average % MBE spend in Houston

~50% of respondents headquartered in Houston (4 out of 8)

~15% of respondents are public companies, with the remaining as private (1 out of 8)

~1K Employees

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

4 - 4

Small Mid-size Large¹

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

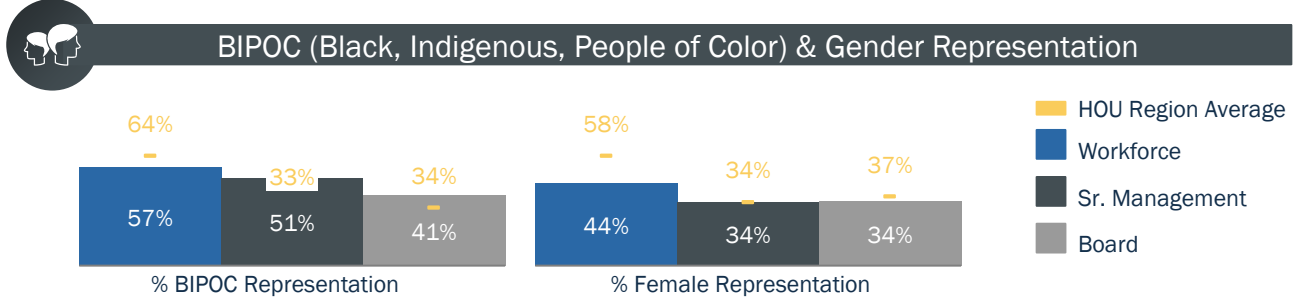
55%

Industry Insights

- Smallest industry represented in Assessment based on employee count
- BIPOC representation among 11 industries: Ranks 5th in workforce, 1st in sr. management, and 2nd in board presence
- Female representation among 11 industries: Ranks 6th in workforce, 7th in sr. management, and 6th in board presence
- Outperforms Houston region on 13 out of 15 categories for DEI Best Practices Maturity, showing progressive efforts on almost all best practices but Vision, Strategy, & Business Impact; Services & Products Development and Supplier Diversity/Responsible Sourcing.
- Outperforms other industries in average percent MBE spend in Houston compared to other industries

Professional Services Industry Opportunities

- Proactive on responsible sourcing but has an opportunity to elevate to a more progressive path
- Work on improving female representation in the workforce as it lags behind Houston region average
- More organizations need to report their MBE spend, so as to assess industrial progress and gain insights over the years



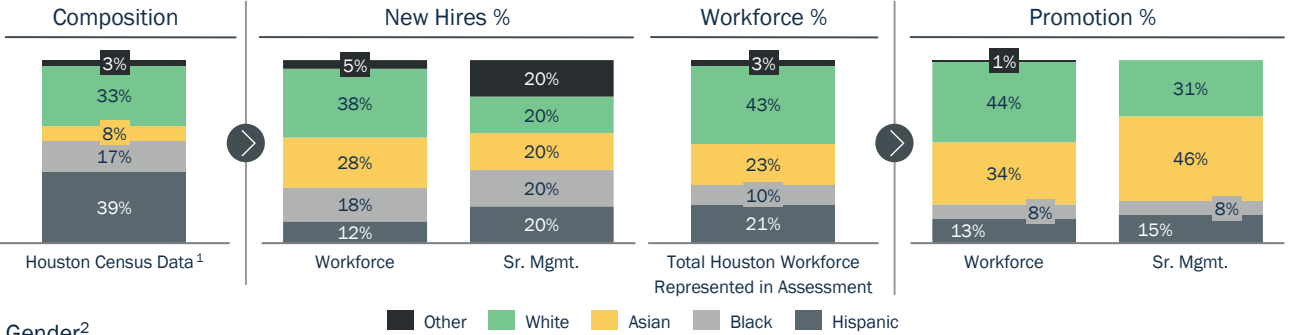
1. Company size based on number of employees: Small <250, Mid-size 250-1000, Large 1000+
 Sources: Greater Houston Partnership Regional Equity & Inclusion Assessment (2023, 92 organizations); U.S. Bureau of Labor Statistics; Quarterly Census of Employment and Wages; BCG analysis

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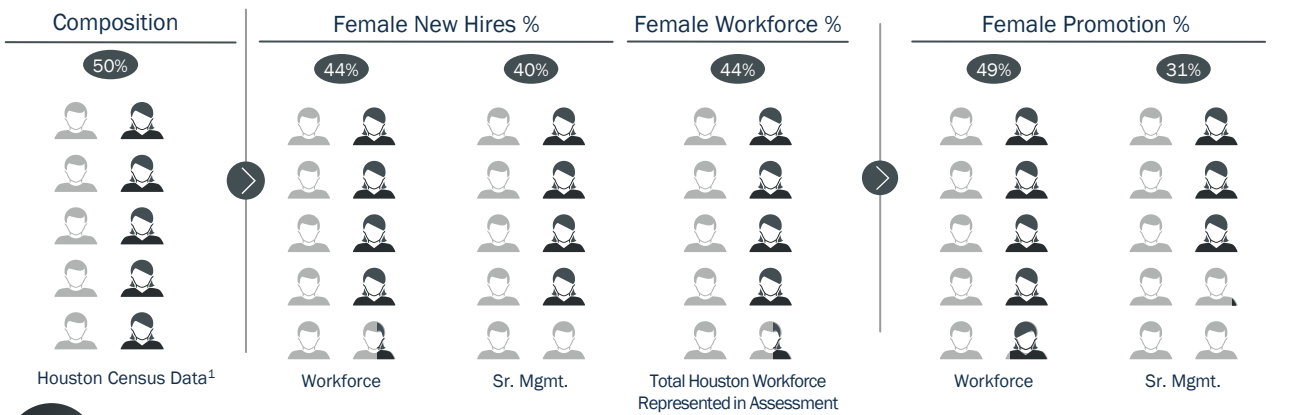


Recruitment & Advancement Trends

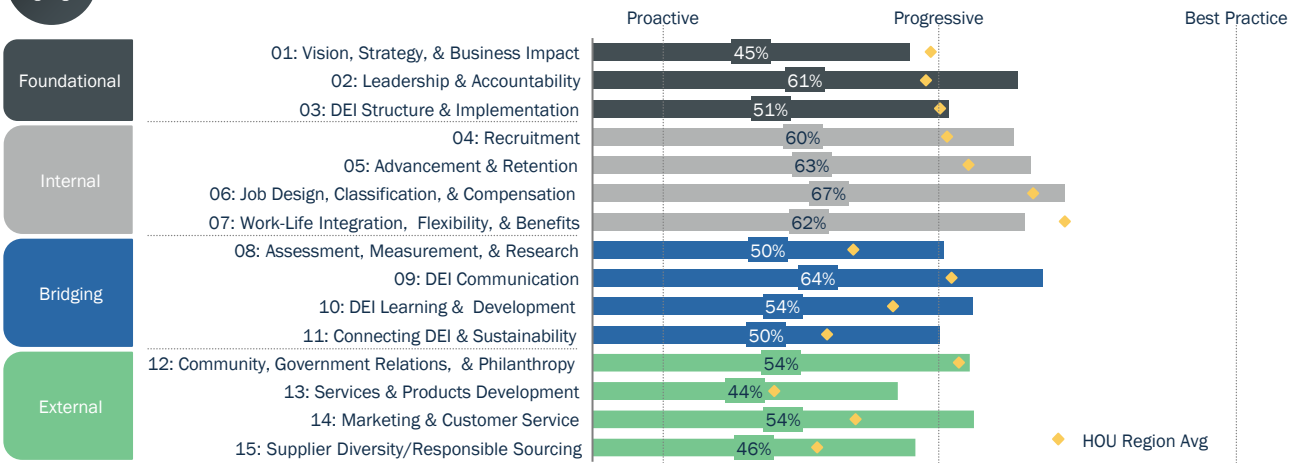
Race & Ethnicity



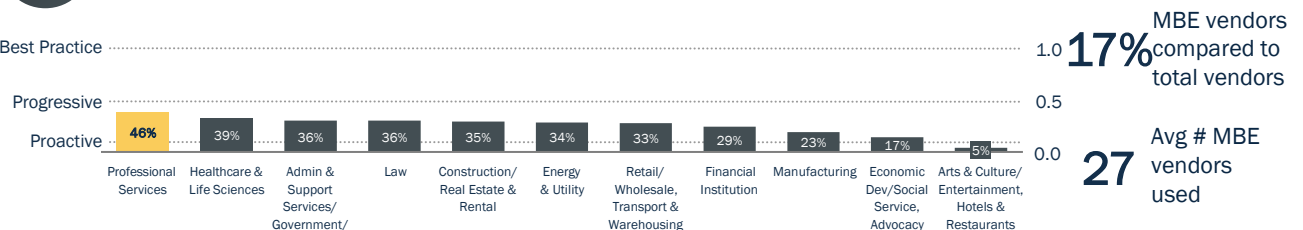
Gender²



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. "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