




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 Retail / Wholesale, Transport & Warehousing 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

5 Total number of Industry respondents

80% of organizations reporting MBE spend (4 out of 5)

~6% average % MBE spend in Houston

100% of respondents headquartered in Houston

~60% of respondents are public companies, with the remaining as private (3 out of 5)

~9K Employees

- Represented by Assessment respondents
- ~3% of total Houston employees at participating Assessment organizations

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Small Mid-size Large¹

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

39%

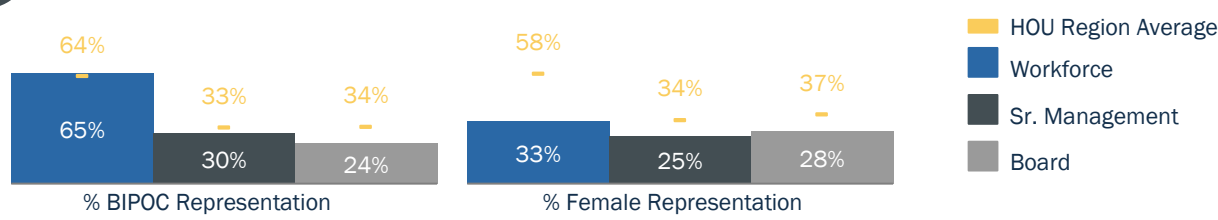
Industry Insights

- 5th largest industry represented in Assessment based on employee count
- BIPOC representation among 11 industries: Ranks 3rd in workforce, 5th in sr. management, and 7th in board presence
- Female representation among 11 industries: Ranks 9th in workforce, 9th in sr. management, and 7th in board presence
- Progressive and outperforms Houston region on Vision, Strategy, & Business Impact and DEI Structure & Implementation best practices; underperforms Houston region on 11 out of 15 categories for DEI Best Practices
- Performs well compared to other industries on average percent of organizations reporting MBE spend

Retail / Wholesale, Transport & Warehousing Industry Opportunities

- Proactive on responsible sourcing but has an opportunity to elevate to a more progressive path
- Implement more DEI initiatives to increase representation of BIPOC and females in senior management and on boards
- Opportunity to improve Hispanic representation in senior management hiring and promotions
- Adopt more DEI best practices to foster a more inclusive and innovative workplace

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

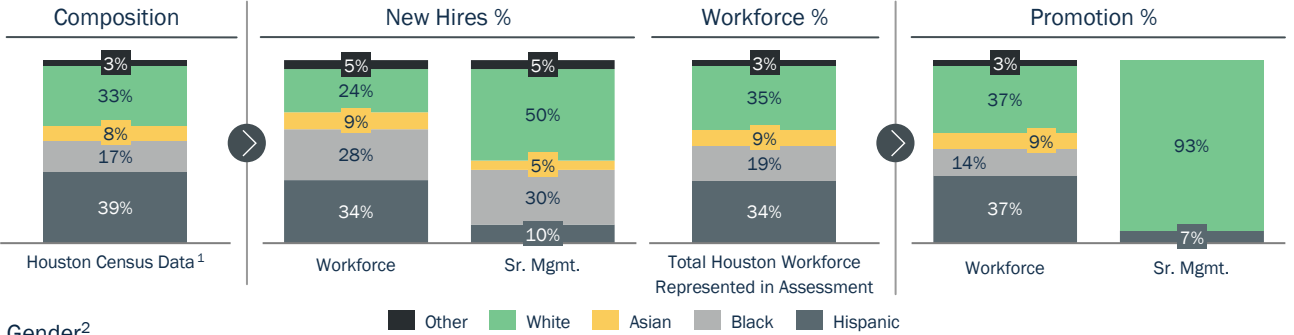


1. Company size based on number of employees: Small <250, Mid-size 250-1000, Large 1000+
Sources: Greater Houston Partnership Regional Equity & Inclusion Assessment (2023, 92 organizations); U.S. Bureau of Labor Statistics; Quarterly Census of Employment and Wages; BCG analysis

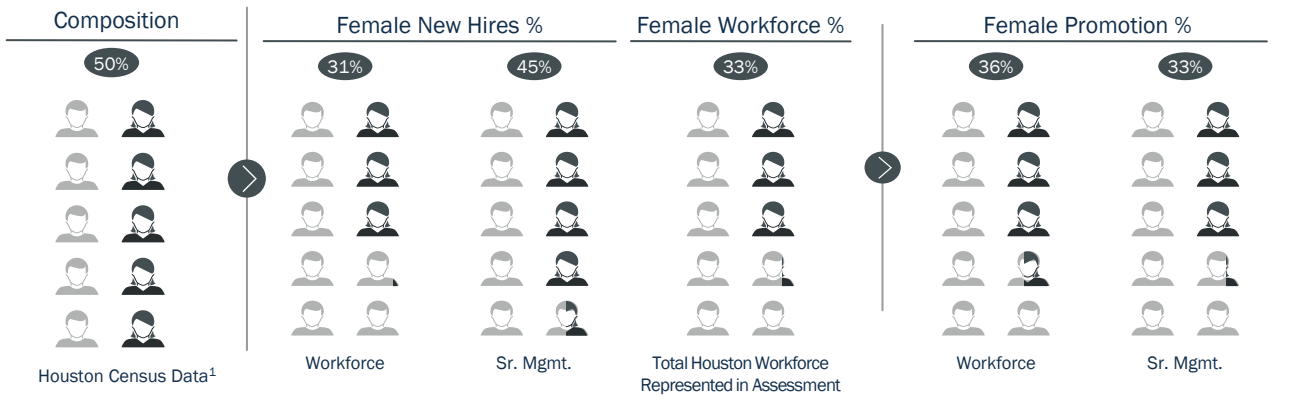


Recruitment & Advancement Trends

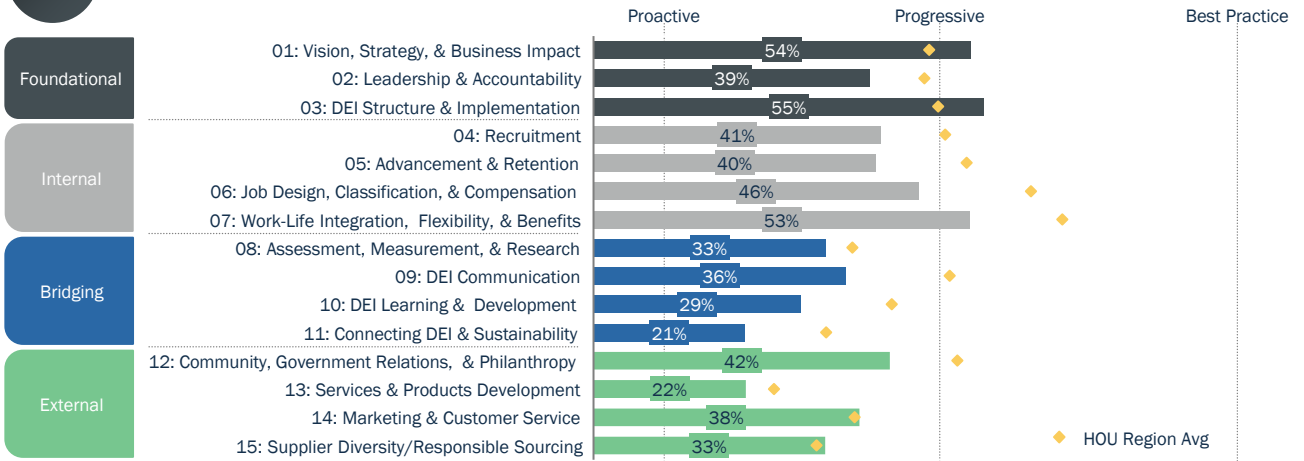
Race & Ethnicity



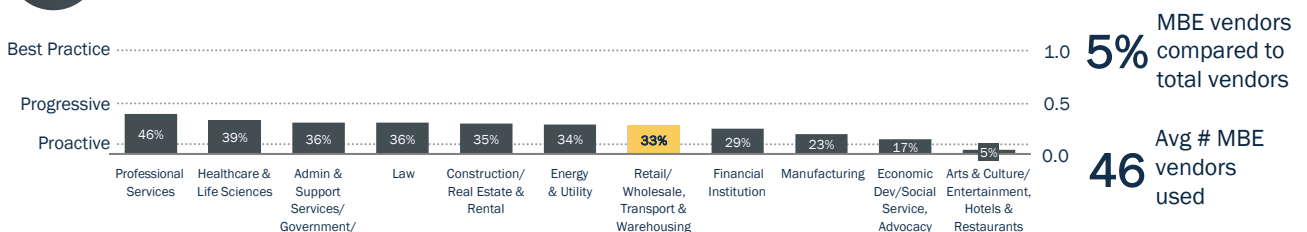
Gender²



Maturity of DEI Best Practices³



Supplier Diversity/Responsible Sourcing



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