



The Greater Houston Partnership conducted the region's first Equity & Inclusion Organization Assessment from June-August 2021. The assessment measured progress on race and gender representation, supplier diversity, and 15 DEI Best Practice categories. The 120 organizations that participated in the assessment are a representative sample of the region's private sector companies, nonprofits, and public entities.

This fact sheet is designed to help Financial Institution better understand our regional baseline, identify shared ambitions, and develop individual and collective action plans to effect change.

Visit <https://www.houston.org/DEIassessment> for additional information.

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

~100K

Total Financial jobs available in Houston, representing ~3% of total Houston jobs¹

7

Total number of Financial Institutions Industry respondents

~60%

Headquartered in Houston

~60%

Public companies

3,330

Employees

- Represented by participating Financial Institution industry respondents
- ~2% of total Houston employees at participating assessment organizations

2

Small

1

Mid-size

4

Large²

44%

Industry Average for DEI Best Practices Maturity compared to Houston regional average of 35%



Industry Insights

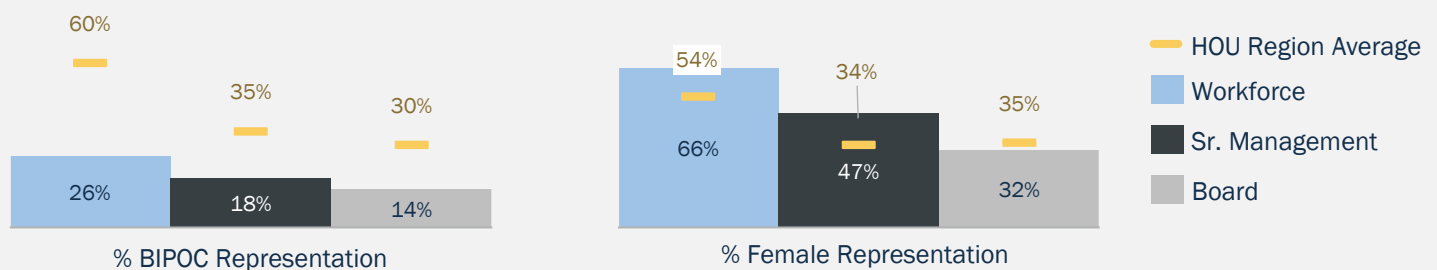
- Second smallest industry represented in Equity and Inclusion Regional Assessment based on employee count
- Progressive and outperforms Houston region on job design, classification, and compensation best practices category
- Outperforms Houston region on 13 out of 15 categories for DEI Best Practices Maturity
- Female workforce ranks in the top three compared to representation of all other industries; ranks 4th for senior management

Financial Institutions Industry Opportunities

- Not a proactive industry for responsible sourcing, goal is to become progressive and best practice
- Overall, weakest BIPOC representation across workforce among 10 industries
- Black Houstonians are the only BIPOC group represented at the board level
- Needs to improve tracking and measurement for new hires and promotions for underrepresented groups



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



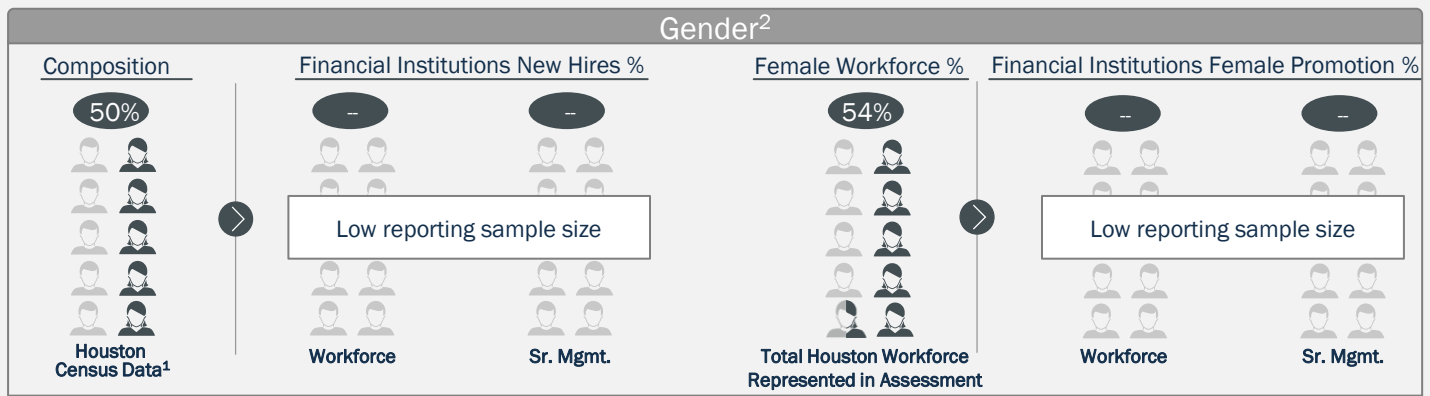
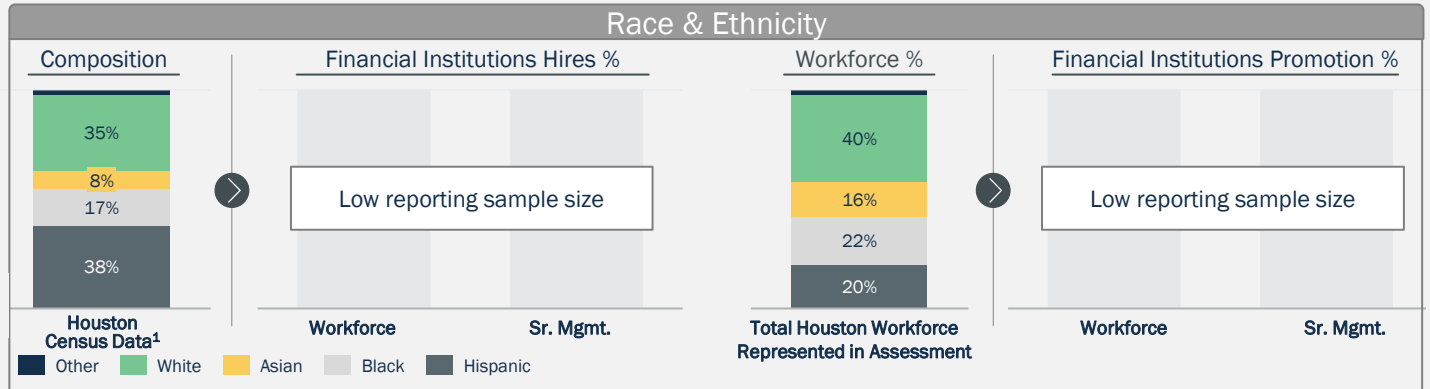
1. Using Texas Workforce Commission latest job counts from Q2'2021, "Financial and Insurance"= 98,741

2. Company sized based on number of employees: Small <250, Mid-size 250-1000, Large 1000+

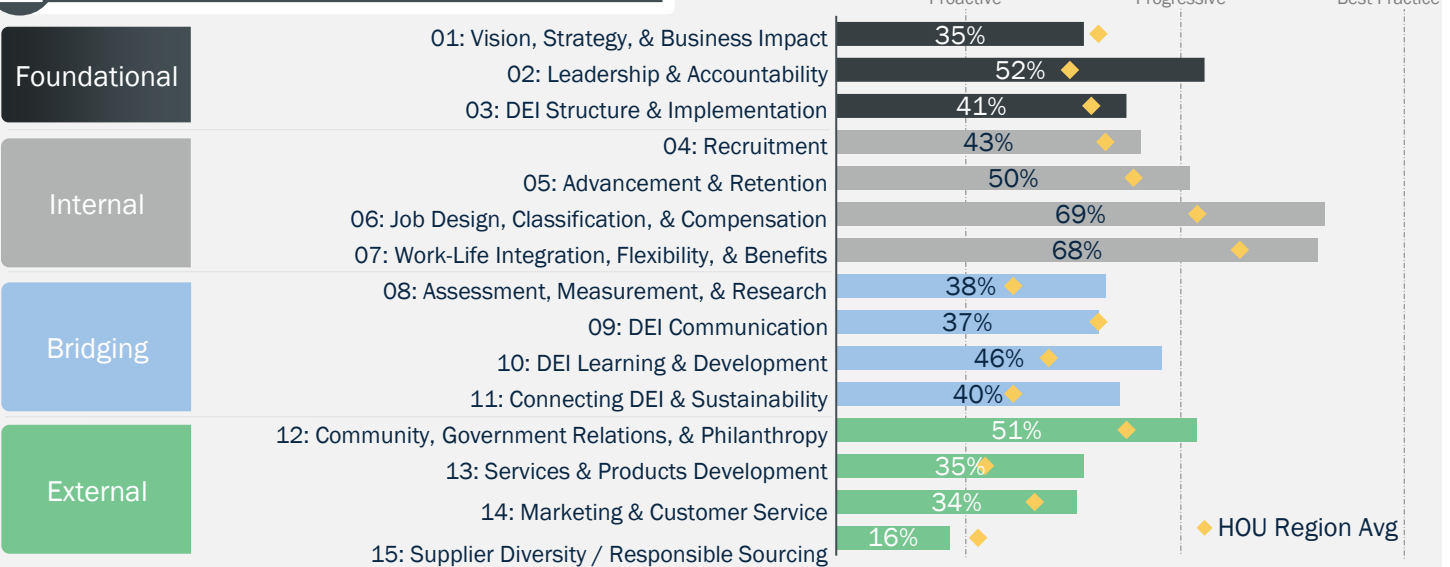
Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



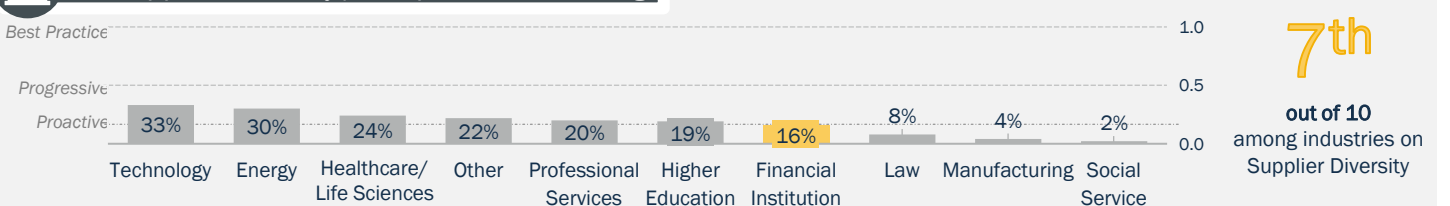
Recruitment & Advancement Trends



Maturity of DEI Best Practices³



Supplier Diversity / Responsible Sourcing



1. 2019 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 Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); BCG analysis