



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 Higher Education companies 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:



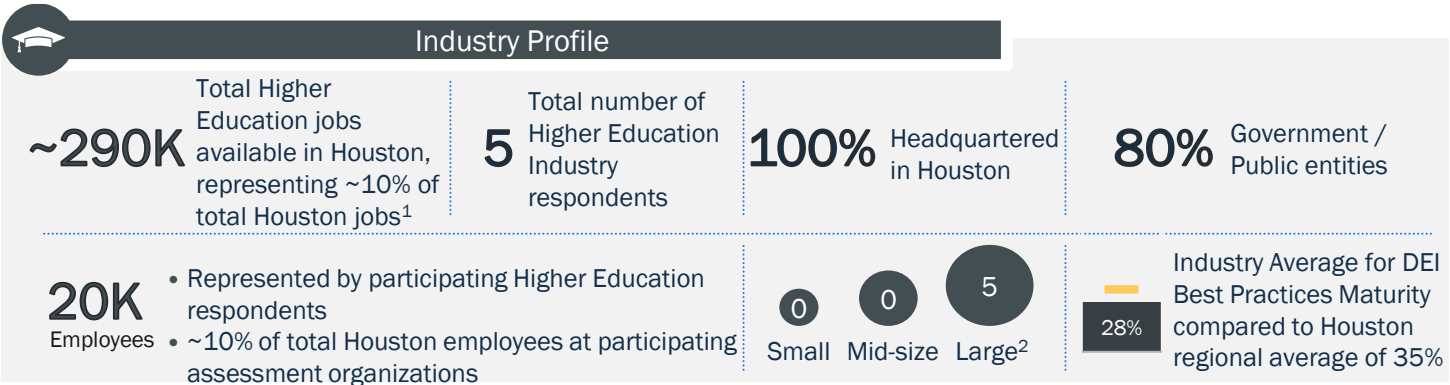
Join the Partnership's Talent Advancement and Supplier Diversity Roundtables



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

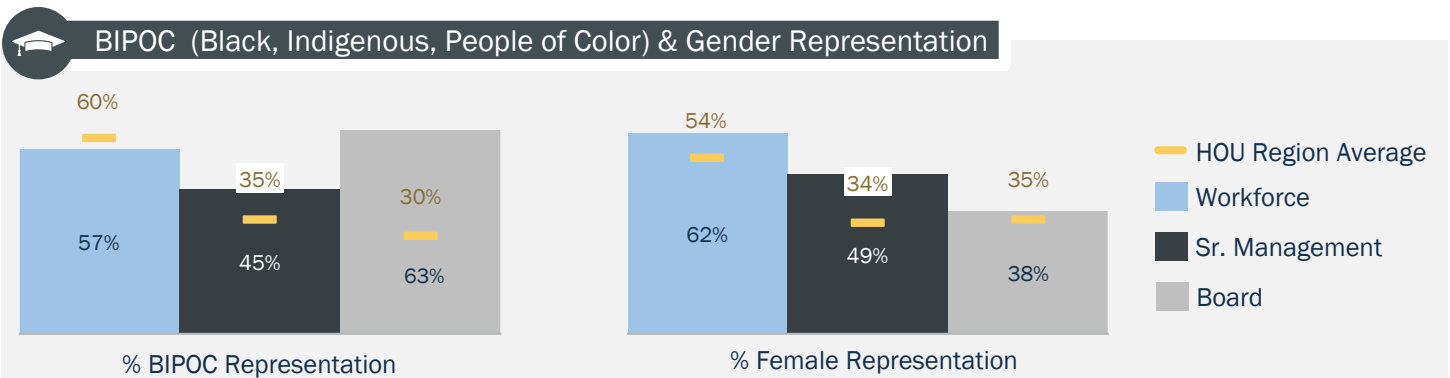


Industry Insights

- Fourth largest industry represented in Equity and Inclusion Regional Assessment based on number of companies reporting
- Progressive and outperforms Houston region on vision, strategy & business impact best practices category
- Female representation ranks in the top three for senior management and ranks 5th at the workforce level
- Industry most represented by Black Houstonians at both the senior management level and board
- BIPOC representation at board level ranks first among the ten industries

Higher Education Industry Opportunities

- Proactive industry for responsible sourcing, goal is to become progressive and best practice
- Significant underperformance against the Houston region on 14 out of 15 categories for DEI Best Practices Maturity
- Hispanic Houstonians are not being hired into or promoted within senior management level positions
- Needs improve tracking and measurement for promotions across underrepresented groups



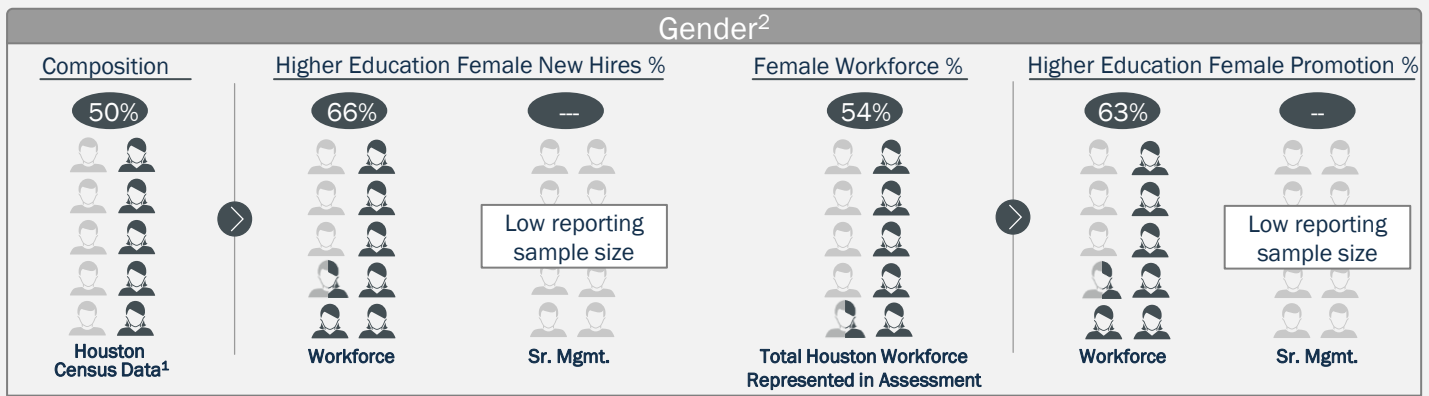
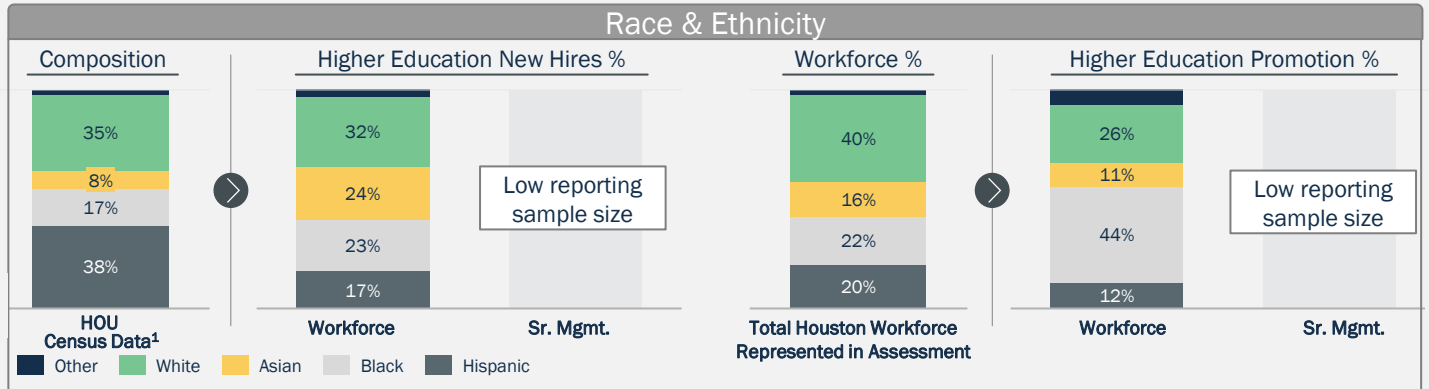
1. Using Texas Workforce Commission latest job counts from Q2'2021, "Education Services" employment = 292,064

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

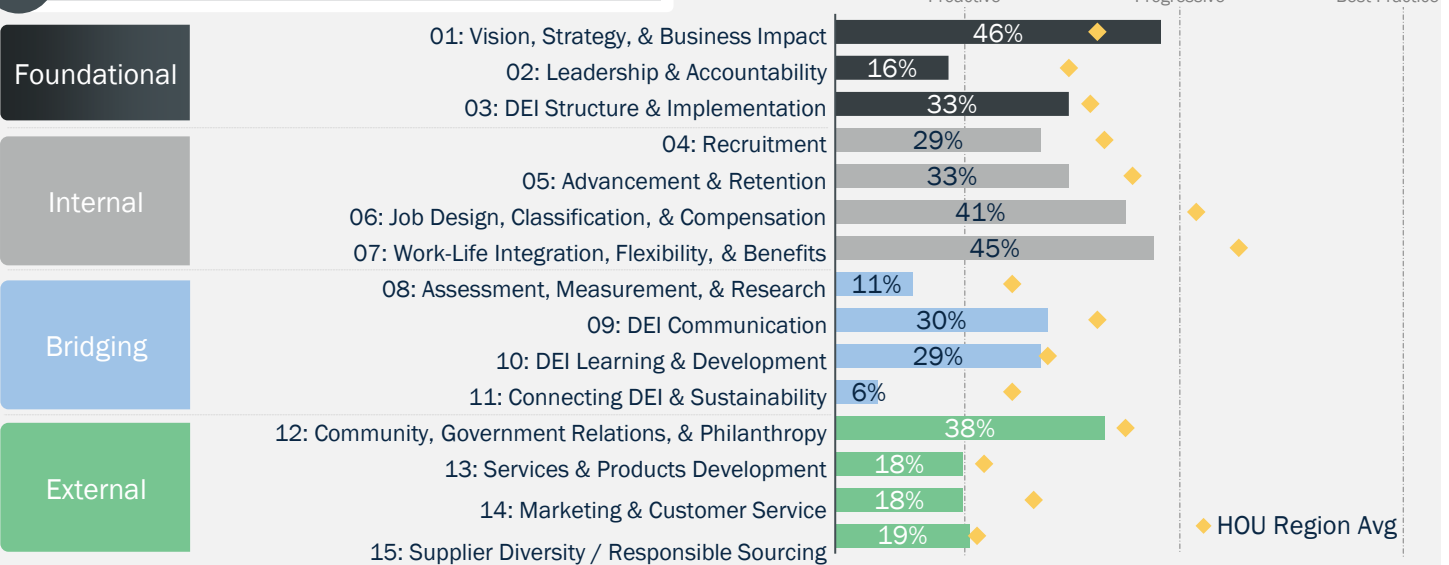
Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



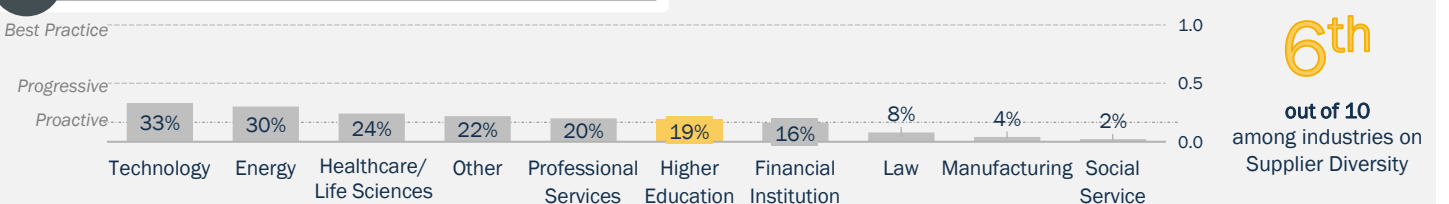
Recruitment & Advancement Trends



Maturity of DEI Best Practices³



Supplier Diversity / Responsible Sourcing



6th

out of 10
among industries on
Supplier Diversity

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