



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 Manufacturing 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:



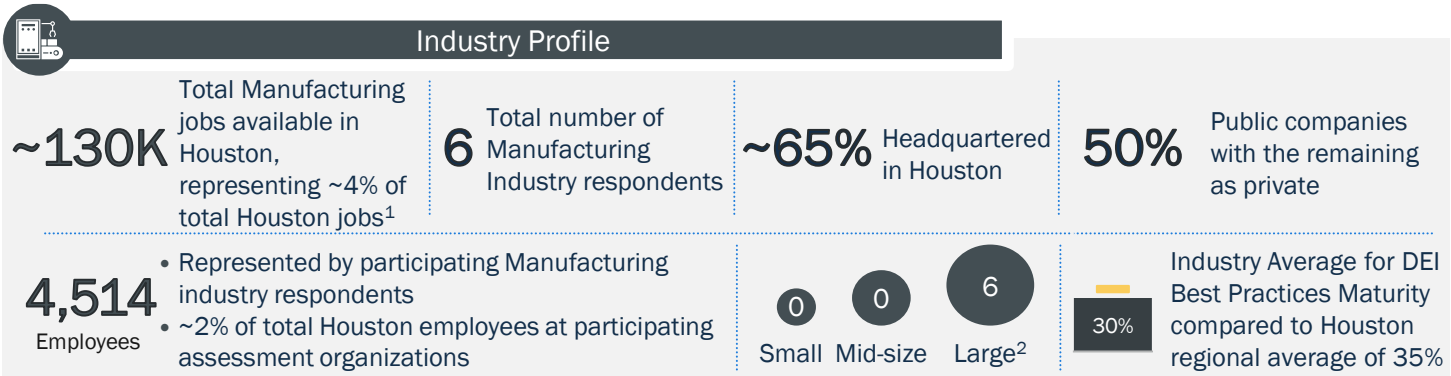
Join the Partnership's Talent Advancement and Supplier Diversity Roundtables



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

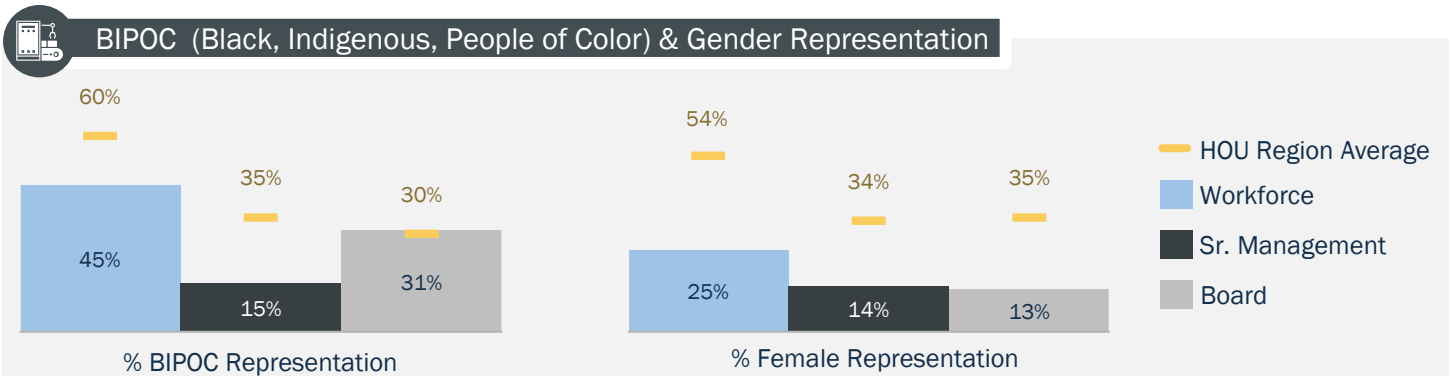


Industry Insights

- Third smallest industry represented in Equity and Inclusion Regional Assessment based on employee count
- Progressive and outperforms Houston region most on work-life integration, flexibility and benefits best practices category
- On par with the region for BIPOC representation on boards, and has the highest representation of Asian Houstonians on boards compared to all other industries

Manufacturing Industry Opportunities

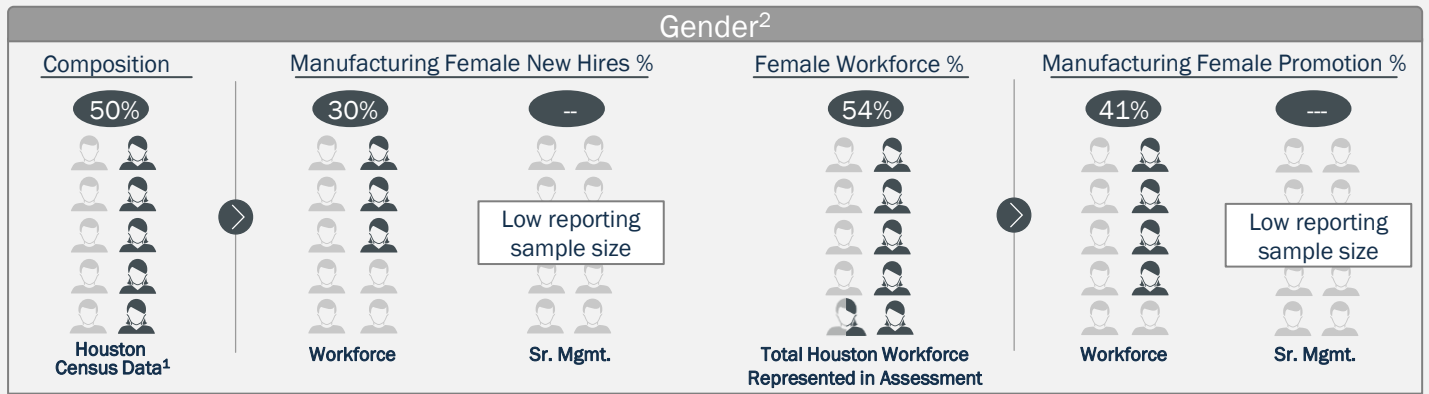
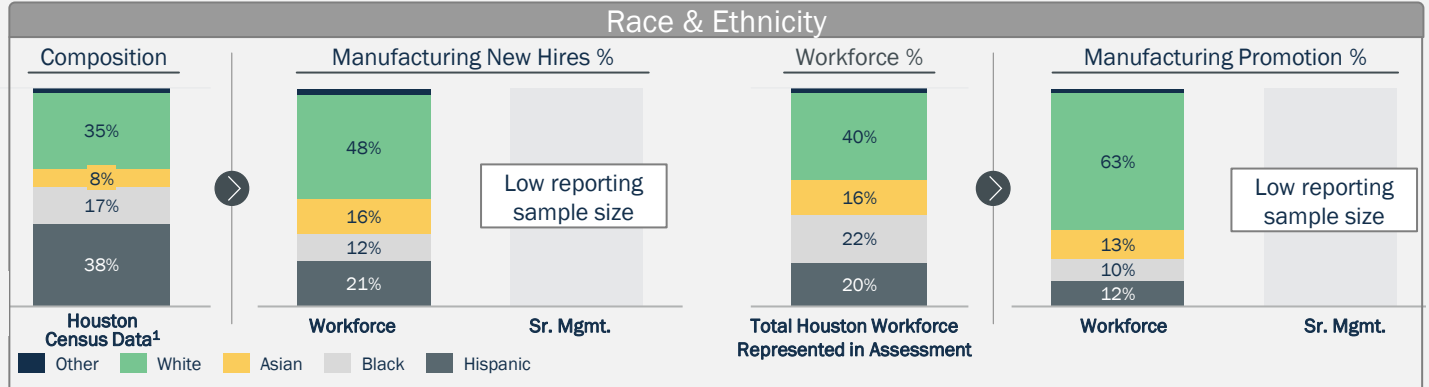
- Not a proactive industry for responsible sourcing, goal is to become progressive and best practice
- Significant underperformance against the Houston region on 10 out of 15 categories for DEI Best Practices Maturity
- Female representation at both workforce and management level declines by ~55% compared to Houston region
- Female workforce & management representation ranks in bottom three compared to all other industries
- Needs improve tracking and measurement for promotions across underrepresented groups



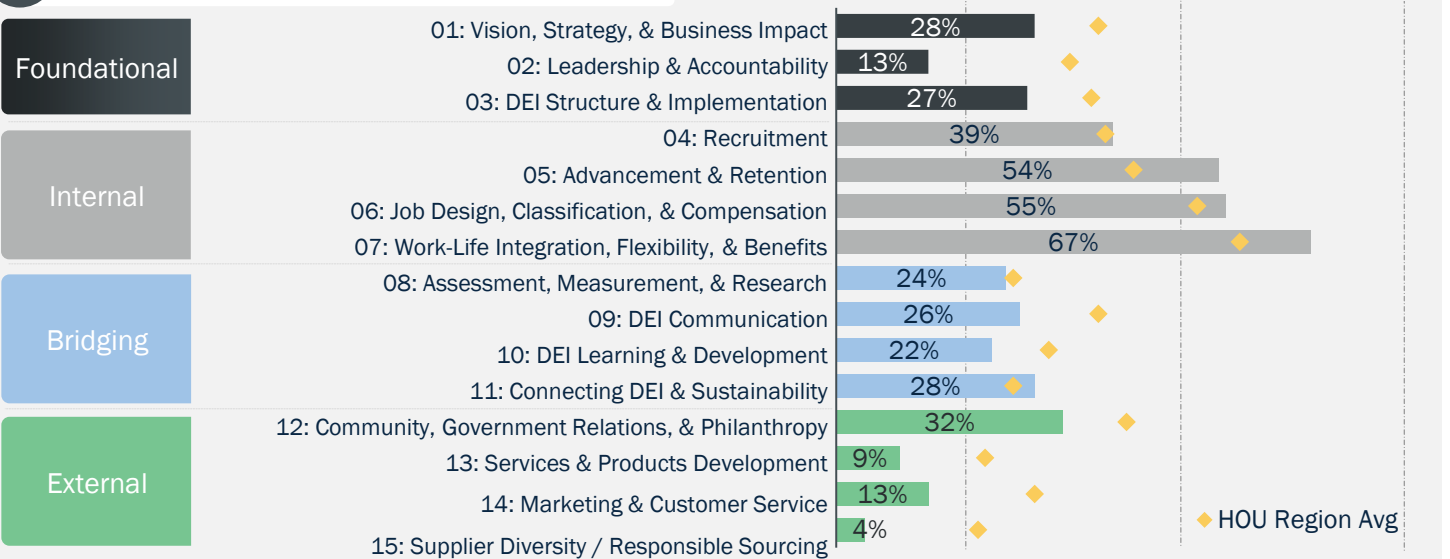
1. Using Texas Workforce Commission latest job counts from Q2'2021, "All other Manufacturing" = 129,266 and EXCLUDES adjacent energy, chemical, medical manufacturing
2. Company sized based on number of employees: Small <250, Mid-size 250-1000, Large 1000+
Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



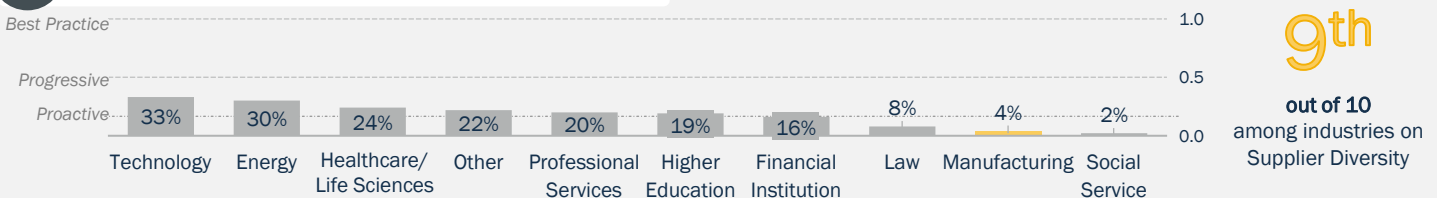
Recruitment & Advancement Trends



Maturity of DEI Best Practices³



Supplier Diversity / Responsible Sourcing



9th

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