

## Purpose

Led by a board-level committee, **One Houston Together** is the Greater Houston Partnership's commitment to leverage the power of the business community to reduce inequities.

## Progress

Progress through *One Houston Together* depends on collective action by the business community to drive change in two priority areas: increase racial equity in the corporate talent pipeline as well as board leadership and grow spending with Minority Business Enterprises.

In 2021, the Partnership completed the first-ever regional Equity & Inclusion Assessment to develop a baseline for how businesses and organizations are progressing. With 120 companies representing 215,000 employees, this achievement makes Houston the first major metro to take a data driven approach to advance collective progress by the business community. Highlights of the assessment findings follow and a complete summary can be found [here](#).

35% of Houston organizations are "proactive" across a set of 15 DEI (Diversity, Equity and Inclusion) Best Practice categories.

Racial and ethnic diversity decreases ~50% and gender diversity decreases ~30% between workforce and leadership levels.

Female representation deteriorates at higher levels across all races. Hispanic talent is underrepresented at all workforce levels and in board leadership.

Houston companies report higher maturity in foundational and internally focused DEI practices, such as recruitment and retention, but lag on externally focused DEI practices.

Less than 30% of participants reported Minority Business Enterprise (MBE\*) spending and those that did averaged just 2% of their total spend to MBEs- supplier diversity is the least mature of the 15 DEI Best Practice categories.



## How Can Businesses Engage?

Participate in *One Houston Together* Talent and Supplier Diversity workstreams.

**Supplier Diversity:** Supplier Diversity Roundtable, Houston Buyer Cohort, and CPO Convening

**Talent:** Talent Roundtable, Industry Working Groups

## Audience

C-Suite executive, SVP, Director or Senior Manager from Partnership member company or regional assessment

participant. Limited to two representatives from each company/organization.

## Outcome

Roundtable participants will work with industry peers to align on regional indicators of progress, share best practices, and drive action to help make Houston one of the most equitable and inclusive business communities in the country.

\* A Minority Business Enterprise is a business that is at least 51% owned, managed, and/or controlled by: Asian-Indian, Asian-Pacific, Black, Hispanic or Native American.



View 10 industry fact sheets and interactive dashboard [here](#) - the dashboard provides filters for gender, race, and organization type across industries



## Timeline of Key Accomplishments

2020	<b>August</b>	Established board-level <a href="#">Racial Equity Committee</a> led by Gretchen Watkins, CEO, Shell Oil Company, and Ruth Simmons, President, Prairie View A&M University
	<b>June-November</b>	Conducted listening sessions with Partnership board and staff, and Black business and community leaders
	<b>September-December</b>	Hosted five-part DEI webinar series to help define and increase understanding of systemic racism and opportunities for the business community to take a leadership role
	<b>December</b>	Adopted <a href="#">Racial Equity Principles</a> to create a framework to communicate the Houston business community's commitment to equity and inclusion and gained 130+ signatories  Created new position and hired senior executive to lead One Houston Together
2021	<b>August</b>	Completed first-ever Houston region <a href="#">Equity &amp; Inclusion Organization Assessment</a> as a tool to measure progress across 15 Global DEI Benchmarks with 120 companies and organizations participating
2022	<b>February</b>	Created Talent Roundtable and Supplier Diversity Roundtable to convene Houston-region C-suite and senior leaders to share best practices and set regional indicators of progress
	<b>June</b>	Launched first Houston Buyer Cohort with 11 companies committed to set time-bound goals to increase spending with Houston-region MBEs  Developed comprehensive <a href="#">Minority Business Enterprise (MBE) Economic Impact Report</a> with Houston Minority Supplier Development Council to demonstrate impact of MBEs and opportunities for growth  Hosted first Chief Purchasing Officer convening to leverage local expertise and drive action of our region's decision makers
	<b>February-Present</b>	Develop case studies to amplify Houston-region learning and best practices in talent advancement and supplier diversity



### Media Mentions & Conversations on Race

[Member Spotlight: Driving Action to Advance Equity & Inclusion](#)

[Houston Matters: New Report Examines the Impact of Minority-Owned Businesses on Region's Economy \(June 30, 2022\)](#)

[Houston Business Journal: Houston Minority Businesses Generated \\$14B in Economic Impact, New Report Finds \(June 8, 2022\)](#)

[Houston Business Journal: Greater Houston Partnership Report Sheds light on Lack of Diversity in Senior Leadership Roles \(October 27, 2021\)](#)

[Houston Business Journal: Over 100 Houston Companies Commit to Greater Houston Partnership's Racial Equity Pledge \(March 3, 2021\)](#)

[Defender: Dr. Ruth Simmons Co-Chairs Largest Houston Business Group Committee Pursuing Racial Equity \(March 3, 2021\)](#)

[CNN: 3 Ways Companies Can Help Advance Racial Equity \(August 16, 2021\)](#)