



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 Professional Services 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 Profile

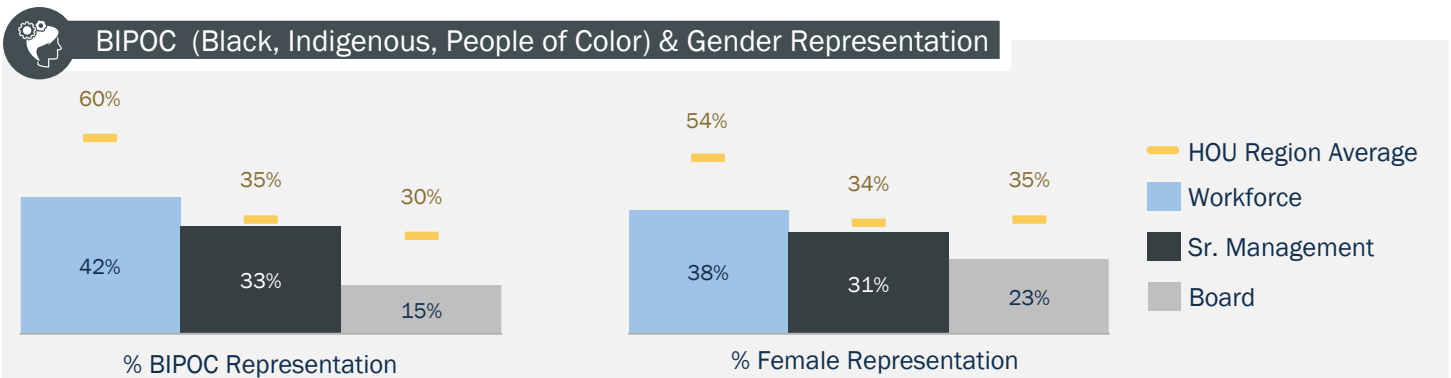
<p>~360K Total Professional Services jobs available in Houston, representing ~12% of total Houston jobs¹</p>	<p>14 Total number of Professional Services Industry respondents</p>	<p>~65% Headquartered in Houston</p>	<p>~85% Public companies, with the remaining as private</p>
<p>5,832 Employees</p> <ul style="list-style-type: none"> • Represented by participating Prof. Services industry respondents • ~3% of total Houston employees at participating assessment organizations 	<p>8 Small 2 Mid-size 4 Large²</p>	<p>Industry Average for DEI Best Practices Maturity compared to Houston regional average of 35%</p> <p style="text-align: center;">35%</p>	

Industry Insights

- Fifth largest industry represented in Equity and Inclusion Regional Assessment based on employee count
- Progressive and outperforms Houston region on advancement and retention best practices category
- Asian Houstonians are the most represented BIPOC group at workforce and senior management levels
- Outperforms or ties the Houston region on 10 out of 15 categories for DEI Best Practices Maturity

Professional Services Industry Opportunities

- Proactive industry for responsible sourcing, goal is to become progressive and best practice
- Ranks in bottom three for both female and BIPOC representation at the board level
- Female representation at the workforce level declines by ~30% compared to Houston region
- Asian Houstonians are the least represented BIPOC group at the board level
- Black and Hispanic Houstonians have a lower workforce hiring and promotion rate than the Houston average



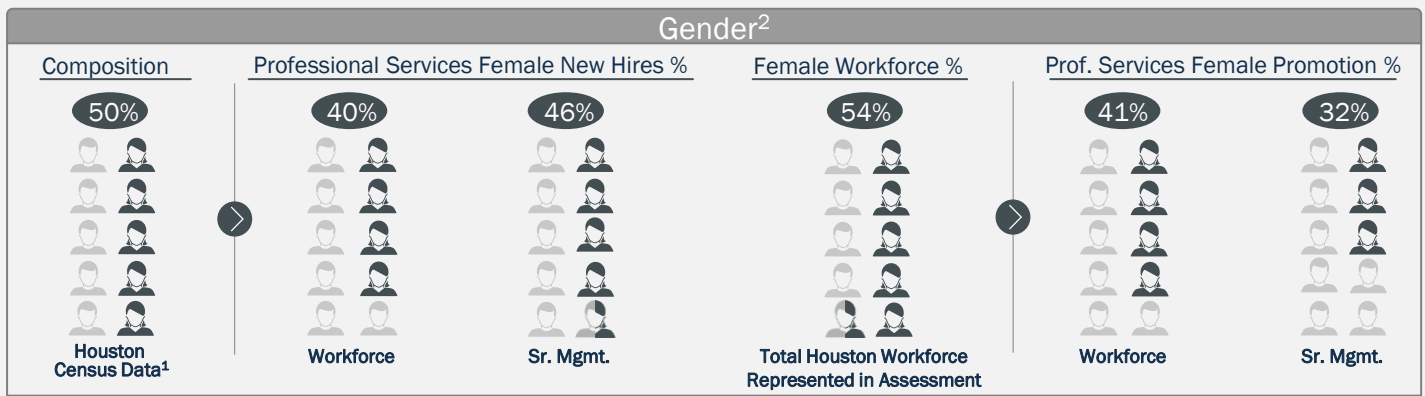
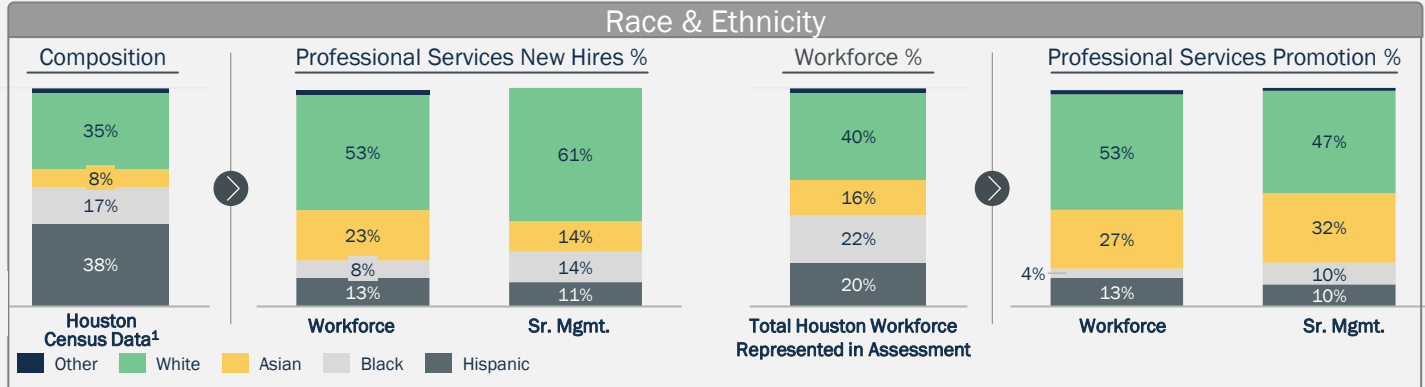
1. Using Texas Workforce Commission latest job counts from Q2'2021, "Management of Companies and Enterprises" = 41,581, "All other Professional, Scientific, and Technical Services" = 110,245, and "Admin. and Support and Waste Mgmt. and Remediation Services" = 206,064

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

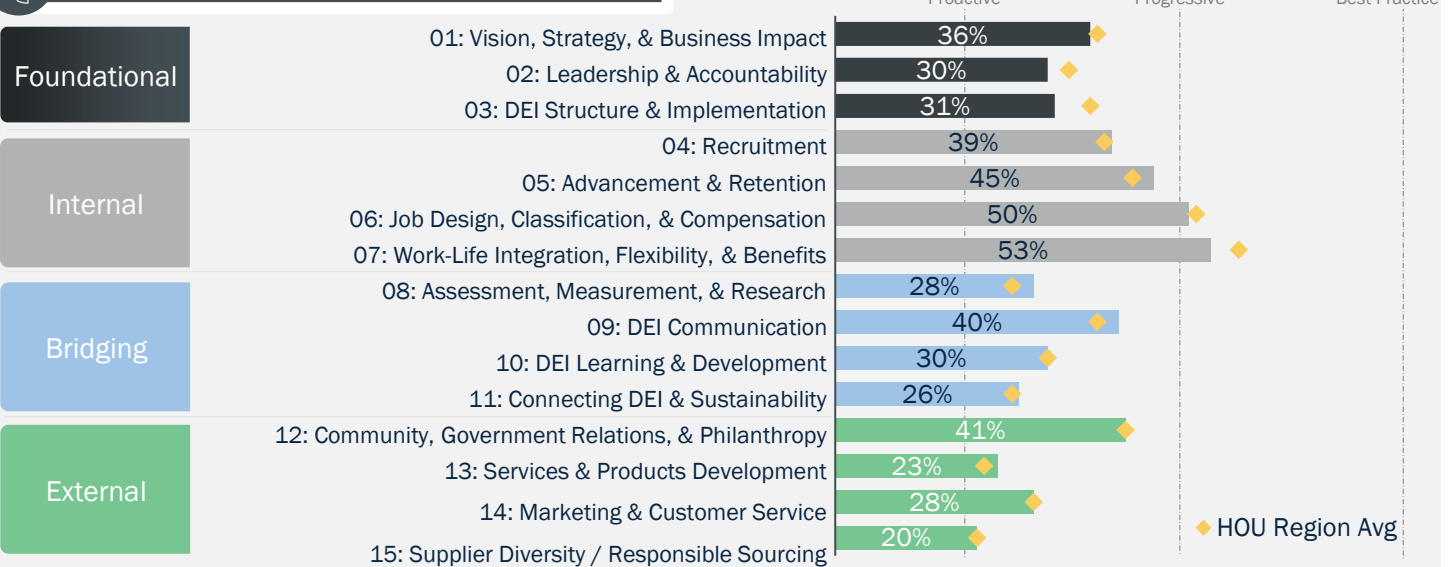
Source: Greater Houston Partnership Equity & Inclusion Organization Assessment (June-August 2021, 120 organizations); Texas Workforce Commission, Quarterly Census of Employment and Wages; BCG analysis



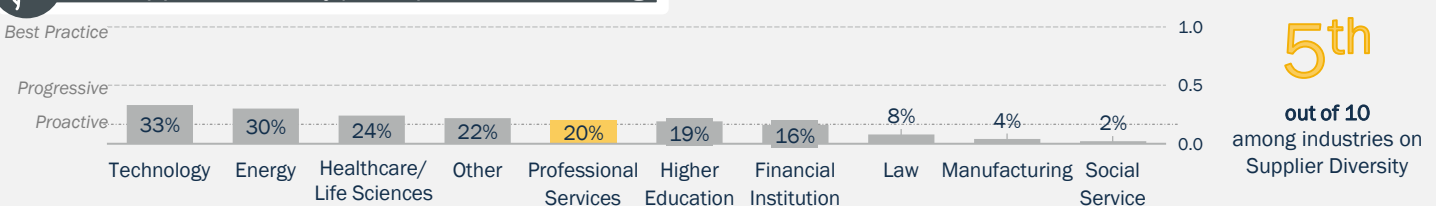
Recruitment & Advancement Trends



Maturity of DEI Best Practices³



Supplier Diversity / Responsible Sourcing



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