

## Purpose

Through **One Houston Together**, the Greater Houston Partnership galvanizes the business community to transform our region into a more equitable and inclusive place to live, work, and build a business.

## How We Work

Bringing together a network of over 120 businesses, institutions, and nonprofits, One Houston Together offers Partnership members data-driven insights, benchmarking, and best practices to drive change in two areas where we believe the business community can have the greatest impact – creating pathways for talent advancement and leveraging our buying power.

One Houston Together’s comprehensive resources and data help Partnership members identify starting points and develop strategic action plans to increase representation and positively impact our regional economy and our local communities.



## Why Does This Matter?

Leaders need clarity and support on what works to create significant, quantifiable, and sustainable impact to create opportunity for all.

One Houston Together helps Partnership members meet business goals and increase competitive advantage by leveraging the success factors that drive innovation, increase employee engagement, and diversify supply chains and leadership pipelines.

## How Can Businesses Engage?

Experienced practitioners and business leaders offer practical advice on how to remove obstacles, advance opportunity, and develop capabilities to drive progress at every level of an organization. Our efforts have shown results and proven effective in supporting business leaders to implement positive change.

Participate in One Houston Together Talent and Supplier Diversity workstreams.

**Supplier Diversity:** Supplier Diversity Roundtable, Industry Working Groups, Houston MBE Accelerator, CPO Convening

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

## Audience

Workstream engagement open to C-level and senior leaders from Partnership member company. Limited to two representatives from each company/organization.

We invite you to join our community of innovators who are increasing opportunity and shaping our region’s future.



# Advancing Progress Houston Regional Equity & Inclusion Assessment

The 2023 Houston Regional Equity & Inclusion Assessment highlights practices local employers use to encourage and create a more equitable and inclusive region.

A total of 92 companies and organizations employing more than 265,000 Houstonians across the 12-country region participated in the 2023 assessment with a core group of 64 organizations returning from the inaugural cohort who took the 2021 assessment.

Here are the highlights of the assessment findings; a complete summary is available [here](#).

Representation of BIPOC in the **workforce** has increased by 7%, up to 64% in 2023 compared to 60% in 2021. This closely tracks with Houston census data of 67% BIPOC population in the region.

BIPOC share of **board seats** increased by ~13% and the group now makes up ~34% of board seats compared to ~30% in 2021.

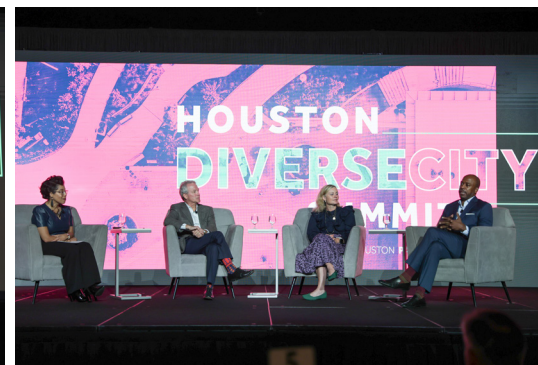
BIPOC share of **workforce promotions** increased by over 15% going from 52% in 2021 to 60% in 2023.

Initiatives put in place appear to have had a positive impact on supplier diversity, with 25% of organizations setting **Minority Business Enterprise (MBE) spend targets**; up from 9% in 2021.

The **average number of MBE vendors** used by organizations is up 1.7x and is now at ~66 MBE vendors used vs. ~38 in 2021. National average is ~11 MBE vendors.

In Houston, the **average company MBE spend** is 5.4% of total budget, compared to 3.6% nationally.

[View](#) the 2023 Assessment Results Dashboard. The dashboard provides filters for gender, race, and organization type across industries



The Partnership's [Racial Equity Principles](#) articulate how the Partnership and individual businesses can commit to advancing inclusion within their organizations and throughout our community.



View 11 industry fact sheets [here](#).