

HOUSTON
NE
XT

AN ERG
SUMMIT

#AGREATERHOU

DIGITAL RESOURCE GUIDE

GREATER HOUSTON **PARTNERSHIP**

ABOUT
THE

GREATER HOUSTON PARTNERSHIP

The mission of the Greater Houston Partnership is to make Houston one of the world's best places to live, work and build a business. The Partnership works to make Houston greater by promoting economic development, foreign trade and investment, and by advocating for efficient and effective government that supports, rather than impedes, business growth.

The Partnership also convenes key stakeholders to solve the region's most pressing issues. The Partnership was formed in 1989 through the merger of the Greater Houston Chamber of Commerce, the Houston Economic Development Council and the Houston World Trade Association. Today, the Partnership serves the 12-county greater Houston region and represents a member roster of more than 1,100 businesses and institutions. Members of the Partnership account for one-fifth of all jobs in Houston. They engage in various initiatives, committees and task forces to work toward our goals of making Houston greater.



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ADDITIONAL RESOURCES AND INSIGHT

POST-EVENT DIGITAL
PUBLICATION UNDERWRITER



To learn more about our underwriter, click [here](#).

Data cited in this report comes from the following sources

Greater Houston Partnership Houston Facts, Council for Community and Economic Research (C2ER), Cost of Living Index, U.S. Bureau of Labor Statistics, and the U.S. Census Bureau

HOUSTON NEXT

AN ERG SUMMIT 2020

The Partnership convened nearly 700 business leaders, diversity and inclusion officers, HR professionals, recruiters and ERG leaders at the third annual Houston NEXT: An ERG Summit to explore how Houston must take a leadership role in addressing diversity, equity, inclusion and justice for our region and workplaces. Through presentations and discussion groups, thought leaders and attendees shared best practices, challenges, recruitment/retention needs and suggestions on championing D&I in the workplace.

1. Diversity and inclusion should carry as much weight as any other business measurement in your organization. Diversity of thought and including different voices at the table can help drive business impact and outcomes. Encourage leaders to include a diversity and inclusion component within their performance review metrics.
2. Use business resource groups and employee networks to engage people around common passions and interests. Dr. Terri Cooper mentioned Deloitte uses their employee councils as a source to host courageous conversations. “The purpose of these councils is to bring together people of different backgrounds and different experiences to engage in conversations regarding what’s happening in the community, employee well-being, professional development and perhaps most importantly, issues relating to diversity and inclusion.”
3. Executive sponsors, allies and advocates are key supporting elements that allow for employee resource groups (ERGs) to have the greatest impact. Organizations must consider how to measure the success of their ERGs. Are they tied to your talent attraction and retention efforts? Do you look to ERGs for promotions, leadership abilities, etc.? Do you source ideas from your ERGs for innovation within your organization, like policies and procedures?
4. ERGs and employee networks are all about deliberate action and driving culture. Jeff Dingle shared that accountability, matched with elaborate training and a culture of inclusive thought, is the deliberate action Jacobs is taking to drive culture further into an inclusive environment.
5. It is important to continue to drive research to understand the needs of each generation in the workplace. In a 2017 Deloitte study, it was apparent that many new professionals in the workforce no longer wanted to be seen from a one-dimensional perspective. Young professionals were looking for ways in which they could embrace their multi-dimensional characteristics, come together and create a more collaborative environment to learn from each other, share experiences and truly create an inclusive culture.
6. Waste Management’s Tiana Carter emphasized organizations are reevaluating all aspects of business as a result of the pandemic. Take the step to consider a workforce evolution taskforce, comprised of individuals with different backgrounds, at different levels and different subject matter expertise, to evaluate the need to evolve an organization’s business model, workforce, processes, procedures and pandemic response efforts. Be in a position where you are ready to act. You may not have all the answers right now, but transparency is more important and valuable for employees and team members. Be okay with the possibility of having to say, “we may not always get this right but we’re going to try.” It’s that effort and try that makes people want to go on a journey with you, alongside you.
7. All diversity and inclusion efforts start with communication, transparency and accountability. It is important your inclusion and diversity strategy is based on the needs of the employees and what they want, versus what you think they may want and need. Work to understand your employees through courageous conversations at all levels, pulse point surveys, discussion forums and share the results.
8. Attendees shared what an inclusive corporate culture should look like. It’s where employees feel they can bring their true selves to work every day without the fear of being judged. Employees are completely comfortable to speak their mind, certain levels of leadership are in the room for D&I discussions and employees can speak comfortably without fear of retribution. Everyone has a voice and access to resources.
9. The distributed approach adopted by Matt Mullenweg’s company Automattic gives employees a great deal of personal freedom and autonomy to get the job done in a space of their choosing and in their own way. “When people are really happy and fulfilled in the rest of their life, they bring their best self to work,” Mullenweg said. He interviews managers in his [Distributed podcast](#) to share best practices and he also shares his [Distributed Work’s Five Levels of Autonomy](#) and encourages companies that can “enable their people to be fully effective in a distributed fashion can and should do it far beyond after this current crisis (the pandemic) has passed.”
10. Mullenweg shared there is a difference between remote and distributed work. “The work must get done. When you’re in the early levels of distributed autonomy, the people who aren’t in the office might actually be remote. They might be operating at 70-80% of someone who is there (in the office). That’s a perfect opportunity to identify that and see what you need to do in how you hold meetings, how you communicate and operate to allow them to be fully productive.” If you can operate decentralized and work in a distributed model, “you’ll be primed to succeed in the coming decades.”

RESOURCES

- ▶ [Watch the Diversity, Inclusion & ERGs Best Practices Panel](#)
- ▶ [Watch the Fireside Chat on Distributed Work](#)
- ▶ [2019 Houston NEXT Takeaways](#)
- ▶ [2018 Houston Next Takeaways](#)
- ▶ [Houston COVID-19 Work Safe Resources](#)

2020 SUMMIT ATTENDEES

ACCENTURE

AIG

Ambrose McDowell Communications
Ans Services
Argus Media Inc.
Asian Chamber of Commerce
Associated Testing Laboratories, Inc.
AT&T
Automattic

BANK OF AMERICA

BB&T NOW TRUIST

Bestow, Inc.
Billing LLC
BP AMERICA, INC.
Callon Petroleum
Capital One Bank
Center for Houston’s Future

CENTERPOINT ENERGY

Chevron
City of Houston

COMCAST

Comerica Bank
Community Health Choice, Inc.
Conn’s HomePlus
Cypress-Fairbanks ISD

DELOITTE

Enterprise Holdings, Inc.
Excargo Services Inc.

FOSTER LLP

Girl Scouts of San Jacinto Council
Harris County Public Health
Hart Global Management Group
Hays

HCA HOUSTON HEALTHCARE

H-E-B
Hewlett Packard Enterprise
Houston Advanced Research Center
Houston Area Urban League, Inc.

HP, INC.

JACOBS

McConnell & Jones, LLP
McDermott
MHIA
Money Control
Morris Business Consulting
NRG Energy
OpAmp Information Management
Parent Encouragement Program
PNC BANK
Port Houston
Porter Hedges LLP
Prairie View A&M University
Region 4 Education Service Center
Rice University
River Bridge Investments
SABIC

Score Houston

Service Corporation International

Shell Oil Company

ShutterBooth Houston

Siemens Corporation

SMLA

Stages Repertory Theatre

Successful Events Inc.

Sysco Corporation

TC Energy

TDECU-Your Credit Union

THE AWTY INTERNATIONAL SCHOOL

THE UNIVERSITY OF TEXAS MD ANDERSON CANCER CENTER

The Woodlands Area Economic Development Partnership

Thompson & Knight LLP

Unabridged Technology LLC

Union Pacific Railroad Company

United Way of Greater Houston

University of Houston

Waste Management, Inc.

Zillow

*bold denotes event sponsor

ONE HOUSTON together

While the issues of racial inequity and systemic racism are not unique to Houston, we have an opportunity as Houstonians to lead the way in reforming broken systems, building up communities, offering support and removing barriers. We often speak with pride of Houston being “America’s most diverse city.” Now we must work to make Houston “America’s most inclusive and open city”, one that does truly offer “opportunity for all.” The Partnership and the 1,100 member companies and institutions we represent are committed to this endeavor.

As the Partnership addresses issues of racial inequity in Houston, we will be guided by these following principles:

BE PERSISTENT AND INTENTIONAL

- Develop an unwavering commitment to solving issues of racial inequity

BE BOLD YET NIMBLE

- Resist incremental steps and favor transformational shifts
- Do not be paralyzed by the pursuit of the perfect
- Acknowledge that missteps are inevitable; course correct when needed

POSSESS SELF-AWARENESS AND HUMILITY

- Understand how others perceive the Partnership, especially the Black community
- Recognize when it is best to listen, learn and champion others to lead

REQUIRE ACCOUNTABILITY

- Establish objectives and develop related metrics to assess impact
- Consistently hold each other accountable in our actions and decisions

VIEW WEBINARS

The Partnership’s One Houston Together webinar series focused on building knowledge and awareness, serving as a starting place to inform concrete actions and next steps in addressing racism, inequities and injustices. Watch the September 2020 webinars:

- ▶ [Understanding Racism](#)
- ▶ [Education and Racial Inequities](#)
- ▶ [Health and Racial Inequities](#)
- ▶ [Developing Equitable Communities](#)
- ▶ [The Business Community’s Role in Addressing Racial Inequities](#)

[Get more information](#)

TAKE ACTION TO ADVANCE DIVERSITY, EQUITY & INCLUSION

CEO ACTION

CEO Action for Diversity & Inclusion™ is a national effort that aims to rally the business community to advance diversity and inclusion within the workplace. The CEO pledge outlines a specific set of actions the signatory CEOs will take to cultivate a trusting environment where all ideas are welcomed, and employees feel comfortable and empowered to have discussions about diversity and inclusion.

▶ [LEARN MORE](#)

▶ [TAKE THE PLEDGE](#)

▶ [SEE CEOS WHO HAVE SIGNED](#)

DIVERSITY & INCLUSION RESOURCES

▶ [Diversity Best Practices Resource Hub](#)

▶ [SHRM How to Develop a Diversity, Equity and Inclusion Initiative](#)

▶ [Catalyst Why Diversity and Inclusion Matter](#)

▶ [McKinsey & Company Diversity and Inclusion](#)

▶ [National Diversity Council DiversityFIRST™ Toolkit](#)

▶ [CEO Action for Diversity & Inclusion Discussion Guides](#)

VALUABLE 500

The Valuable 500 is the global CEO community revolutionizing disability inclusion through business leadership and opportunity.

WHY THIS MATTERS

+ 1.3 BILLION

Over 1.3 billion people across the world live with some form of disability.

[World Bank Group](#)

\$8 TRILLION

Together with their friends and family, this group has a spending power of \$8 trillion.

[Global Economics of Disability Report](#)

80%

80% of disabilities are acquired between the ages of 18 and 64 - the workforce age.

[Disabled Living Foundation](#)

4%

Only 4% of businesses are focused on making offerings inclusive of disability.

[Global Economics of Disability](#)

▶ [LEARN MORE](#)

▶ [TAKE ACTION](#)

▶ [SEE ORGANIZATIONS WHO HAVE COMMITTED](#)

DISABILITY INCLUSION RESOURCES

▶ [Accenture Getting to Equal: The Disability Inclusion Advantage](#)

▶ [Job Accommodation Network \(JAN\) A to Z of Disabilities and Accommodations](#)

▶ [National Organization on Disability \(NOD\) Disability Employment Tracker™](#)

▶ [Employer Assistance and Resource Network on Disability Inclusion \(EARN\) Inclusion@Work: A Framework for Building a Disability-Inclusive Organization](#)

▶ [Department of Labor Job Accommodations](#)

▶ [Disability:IN Disability Equality Index](#)

DIVERSECITY

DATA ON HOUSTON AND THE REGION

As the nation's most diverse city, Houston has one of the youngest, fastest-growing and most diverse populations anywhere in the world. One in four of the region's **7 million residents is foreign born** and more than **145 different languages** are spoken here.

Ranked fourth in the U.S. by total population, Houston is a microcosm of what that nation will become. This unique advantage gives the region an opportunity to model the advancement of racial equity and diversity and inclusion efforts.

HOUSTON MSA PROFILE

POPULATION

7,066,141

residents on July 1, 2019
ranks 5th among the nations
metropolitan areas

Houston MSA Added

89,994

residents from
July 1, 2018 – July 1, 2019

444,689 students

Fall 2019 Enrollment in higher
education (college & universities)
within 100-mile radius

\$338,350

Average price for a
single-family home in
Houston in July '20

EMPLOYER RESOURCES

▶ [2020 Houston Facts for More Data](#)

▶ [Houston Relocation Guide for New Employees](#)

AMERICA'S HEADQUARTERS CITY

22

Fortune 500

41

Fortune 1000

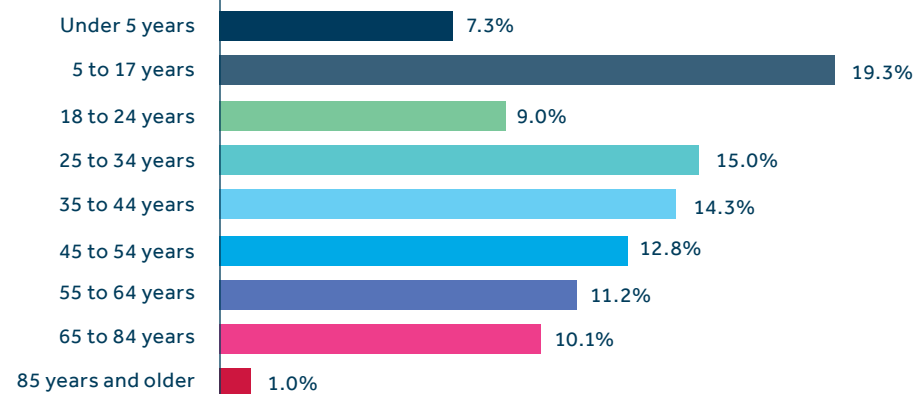
110

Inc. 5000

Ranks fourth in the nation in Fortune 500 and 1000 headquarters

AGE DISTRIBUTION

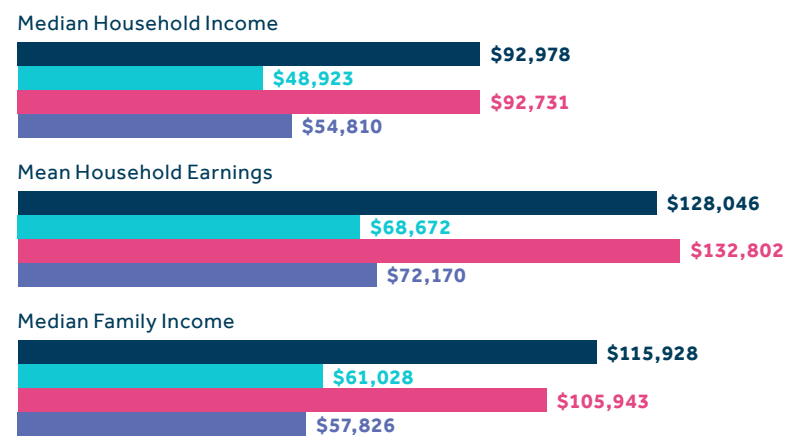
Houston MSA, 2018



Note: Sums may not total due to rounding.
Source: U.S. Census Bureau, 2018 American Community Survey

HOUSTON METRO INCOME & EARNINGS

in 2019



Source: U.S. Census Bureau 2019 American Community Survey

HOUSTON METRO EDUCATIONAL ATTAINMENT

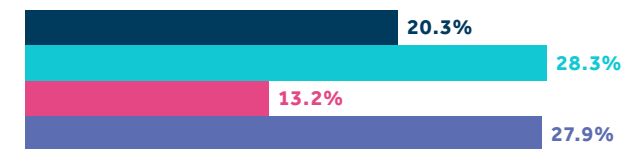
Age 25 and Older

BY RACE

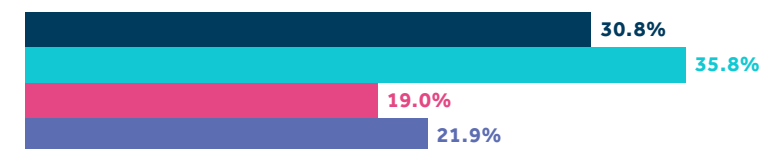
Less Than High School Diploma



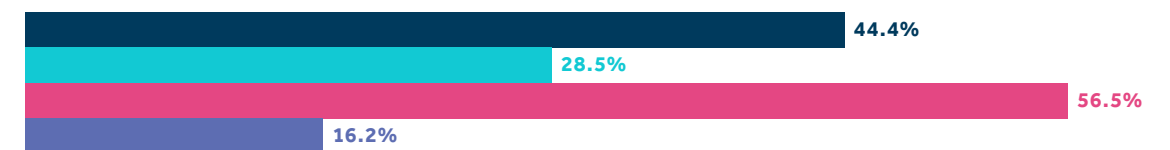
Diploma or GED



Associates Degree or Some College



Bachelor's Degree or Higher



White Black Asian Hispanic

TOTAL POPULATION

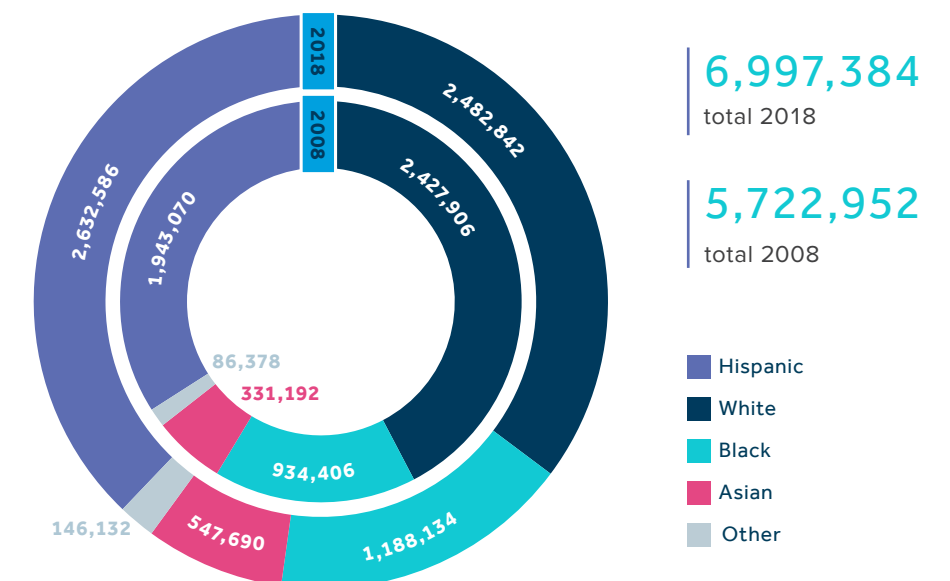
33.40% Bachelor's degree or higher

27.80% Some college or associate's degree

23.50% High school graduate (includes equivalency)

15.40% Less than high school diploma

METRO HOUSTON RACE AND ETHNICITY '08-'18



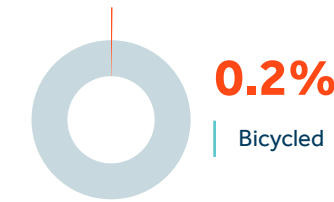
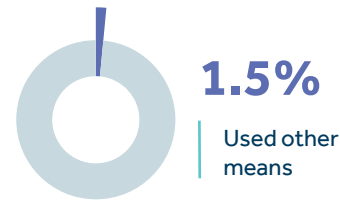
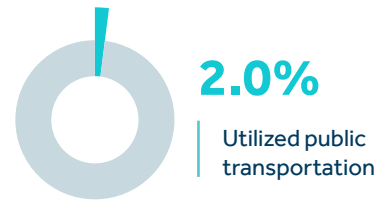
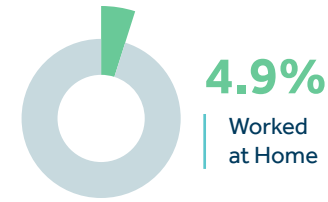
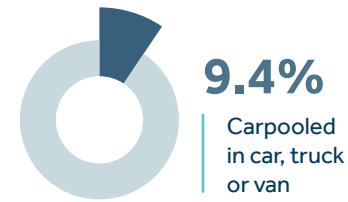
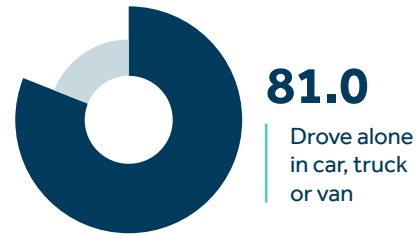
Source: U.S. Census Bureau, American Community Survey 1-Yr Estimates

DIVERSECITY (CONTINUED)

COMMUTING TO WORK

Percent of workers 16 and older | Houston MSA, 2018

30 MINUTES
Average travel time to work in '18



Note: Sums may not total due to rounding. Source: U.S. Census Bureau, 2018 American Community Survey

COST OF LIVING COMPARISONS

2019 Annual Average | 20 Most Populous U.S. Metros* | (Average for 266 Urban Areas = 100)

URBAN AREA	COMPOSITE	GROCERIES	HOUSING	UTILITIES	TRANSPORTATION	HEALTH CARE	MISC. GOODS & SERVICES
New York (Manhattan), NY	237.4	139.7	514.0	120.6	128.6	110.5	136.2
San Francisco, CA	196.6	130.9	364.8	123.2	145.0	129.5	133.2
Washington, DC	159.0	115.7	274.0	118.1	110.4	95.7	118.0
Seattle, WA	156.7	128.8	255.0	108.1	137.6	128.6	136.0
Boston, MA	150.1	109.0	226.1	120.6	111.8	118.2	129.1
Los Angeles, CA	145.9	116.0	228.1	106.3	134.5	110.7	111.8
San Diego, CA	141.3	115.8	213.9	123.3	128.9	107.2	107.1
Chicago, IL	120.0	101.6	154.0	92.4	125.6	100.0	109.3
Miami, FL	114.4	110.2	142.7	102.1	101.3	100.5	102.5
Denver, CO	110.8	98.0	137.8	80.6	100.8	103.6	106.5
Philadelphia, PA	110.5	118.4	115.2	105.7	115.9	101.7	104.6
Dallas, TX	107.7	100.0	117.5	106.9	96.6	105.4	106.6
Minneapolis, MN	106.2	103.3	101.7	97.6	104.3	105.5	113.7
Atlanta, GA	102.4	103.1	102.4	85.2	103.4	107.0	105.9
Detroit, MI	99.5	95.3	96.2	91.4	107.4	94.6	104.3
Phoenix, AZ	98.9	99.4	102.6	109.6	107.0	90.1	91.8
HOUSTON, TX	95.5	88.2	90.2	105.9	95.1	92.0	100.2
Tampa, FL	90.9	104.5	78.3	86.0	99.2	98.2	93.6
St. Louis, MO	87.6	104.1	69.0	100.0	91.5	91.2	90.9

*Metro areas represented by most dominant urban area. Riverside, California, is among the 20 most populous metros, but did not submit COLI data. Source: Council for Community and Economic Research (C2ER), Cost of Living Index, 2019 Annual Average Data (Data based on a survey of 266 urban areas, published January 2020)

METRO EMPLOYMENT BY OCCUPATION

Houston MSA, 2019

	JOBS	% OF TOTAL
Office and Administrative Support	419,280	13.7%
Sales and Related	300,320	9.8%
Food Preparation and Serving Related	280,000	9.2%
Transportation and Material Moving	258,690	8.5%
Construction and Extraction	193,950	6.4%
Production	193,460	6.3%
Education, Training, and Library	177,250	5.8%
Healthcare Practitioners and Technical	165,350	5.4%
Management	163,940	5.4%
Business and Financial Operations	156,470	5.1%
Installation, Maintenance and Repair	133,010	4.4%
Healthcare Support	110,590	3.6%
Building and Grounds Cleaning and Maintenance	87,320	2.9%
Architecture and Engineering	84,560	2.8%
Computer and Mathematical	84,040	2.8%
Protective Service	73,870	2.4%
Personal Care and Service	47,940	1.6%
Life, Physical, and Social Science	34,680	1.1%
Arts, Design, Entertainment, Sports, and Media	31,720	1.0%
Community and Social Service	26,450	0.9%
Legal	24,770	0.8%
Farming, Fishing, and Forestry	4,500	0.1%
TOTAL OCCUPATION EMPLOYMENT	3,052,170 jobs	100%

Source: U.S. Department of Labor, Bureau of Labor Statistics, 2019 Occupation Employment Statistics

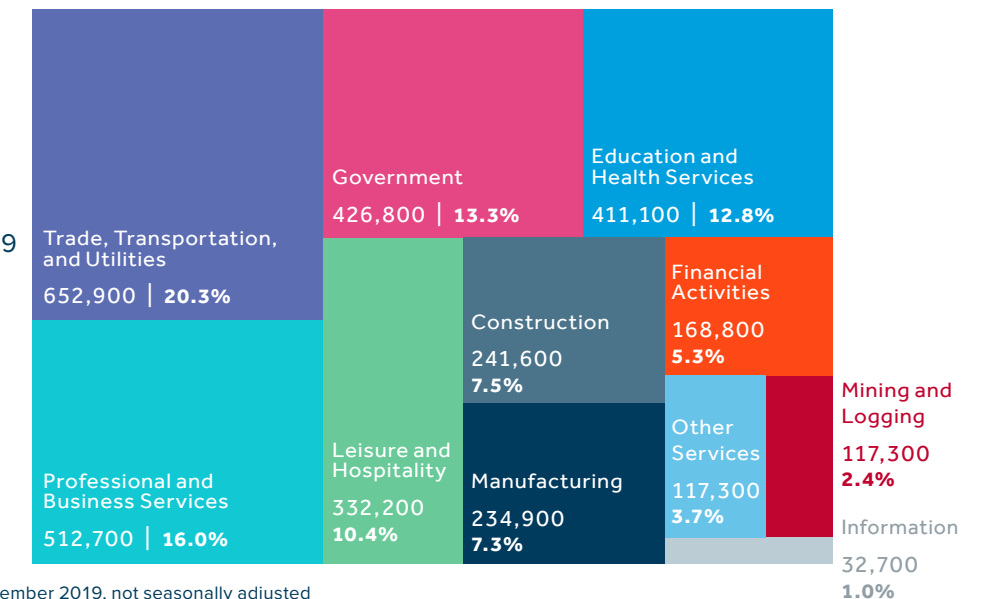
EMPLOYER RESOURCES

- ▶ [Employment Forecast](#)
- ▶ [UpSkill Houston](#)

EMPLOYMENT BY INDUSTRY

Houston MSA, December 2019
Total jobs | % of Total

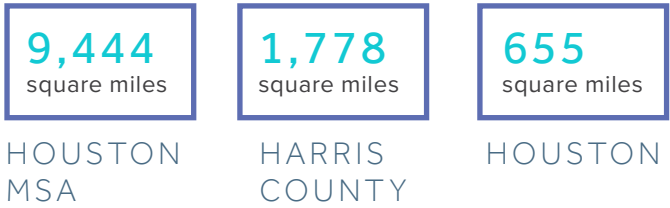
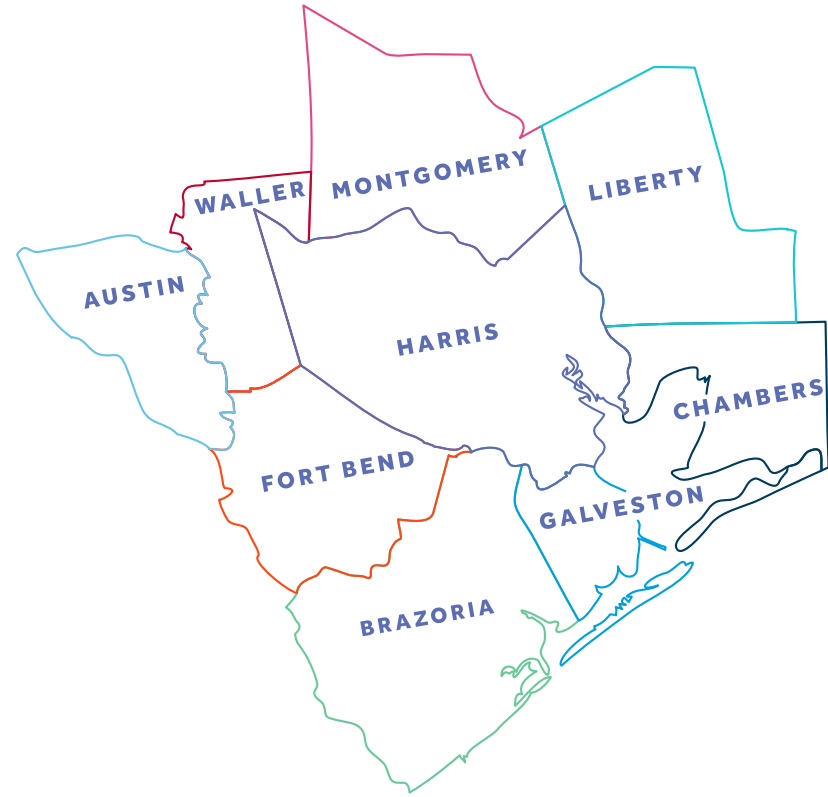
3,209,500
total nonfarm jobs



Source: Texas Workforce Commission, December 2019, not seasonally adjusted

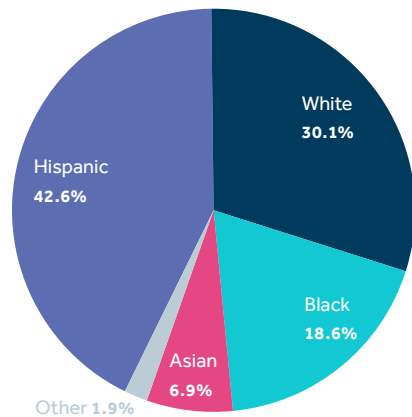
COUNTY PROFILES

EXPLORE THE COUNTIES THAT MAKE UP THE HOUSTON MSA



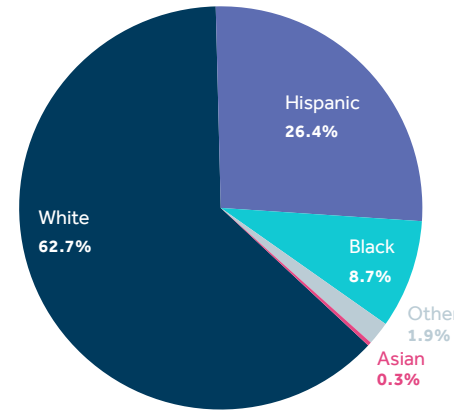
HARRIS COUNTY

2010 Population | 4,093,188
 2019 Population | 4,713,325
 Growth of Population | +15.2%
 Median Age (Years) | 33.3
 Percent of Adults with Bachelors Degree or Higher | 31.0%
 Percent of Foreign Born Population | 26.1%
 Median Home Value | \$165,300
 Average Household Income | \$88,212
 Unemployment percentage | 3.8%



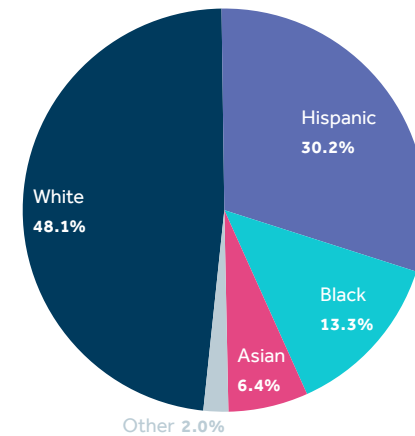
AUSTIN COUNTY

2010 Population | 28,412
 2019 Population | 30,032
 Growth of Population | +5.7%
 Median Age (Years) | 40.7
 Percent of Adults with Bachelors Degree or Higher | 23.6%
 Percent of Foreign-Born Population | 10.8%
 Median Home Value | \$188,900
 Average Household Income | \$80,769
 Unemployment percentage | 3.4%



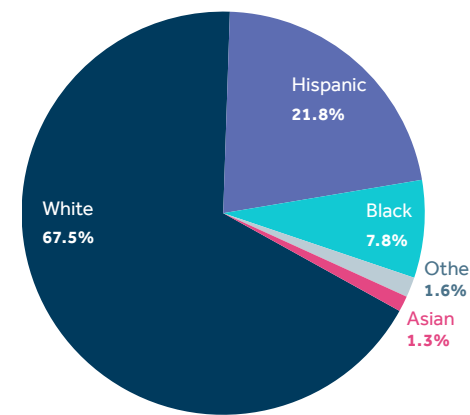
BRAZORIA COUNTY

2010 Population | 313,123
 2019 Population | 374,264
 Growth of Population | +19.5%
 Median Age (Years) | 35.6
 Percent of Adults with Bachelors Degree or Higher | 29.8%
 Percent of Foreign Born Population | 13.4%
 Median Home Value | \$173,900
 Average Household Income | \$97,877
 Unemployment percentage | 4.2%



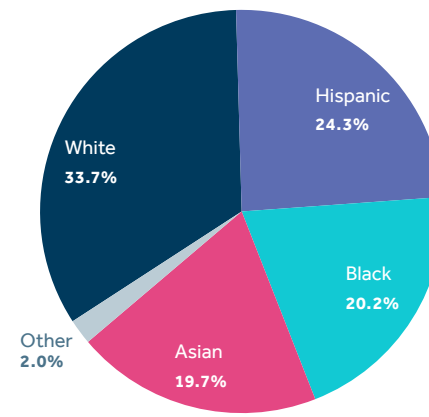
CHAMBERS COUNTY

2010 Population | 35,099
 2019 Population | 43,837
 Growth of Population | +24.9%
 Median Age (Years) | 35.4%
 Percent of Adults with Bachelors Degree or Higher | 21.4%
 Percent of Foreign Born Population | 8.9%
 Median Home Value | \$185,700
 Average Household Income | \$98,290
 Unemployment percentage | 4.5%



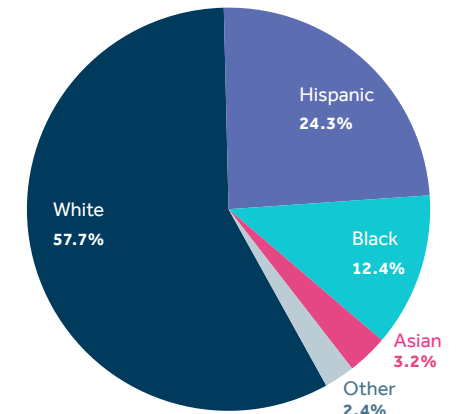
FORT BEND COUNTY

2010 Population | 584,690
 2019 Population | 811,688
 Growth of Population | +38.8%
 Median Age (Years) | 36.0
 Percent of Adults with Bachelors Degree or Higher | 46.1%
 Percent of Foreign Born Population | 28.4%
 Median Home Value | \$251,100
 Average Household Income | \$121,466
 Unemployment percentage | 3.5%



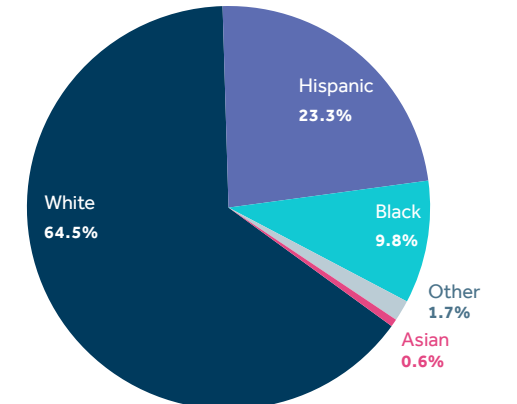
GALVESTON COUNTY

2010 Population | 291,307
 2019 Population | 342,139
 Growth of Population | +17.4%
 Median Age (Years) | 37.5
 Percent of Adults with Bachelors Degree or Higher | 30.0%
 Percent of Foreign Born Population | 9.8%
 Median Home Value | \$185,100
 Average Household Income | \$97,662
 Unemployment percentage | 4.0%



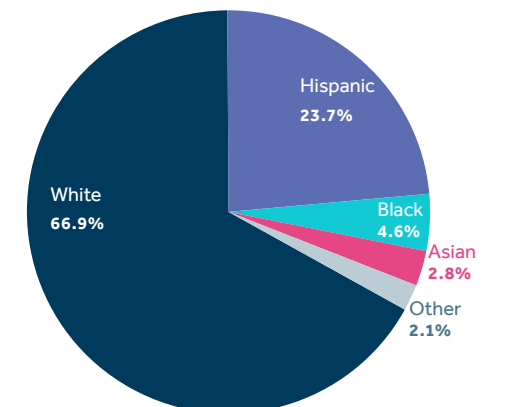
LIBERTY COUNTY

2010 Population | 75,641
 2019 Population | 88,219
 Growth of Population | +16.6%
 Median Age (Years) | 35.7
 Percent of Adults with Bachelors Degree or Higher | 9.4%
 Percent of Foreign Born Population | 7.9%
 Median Home Value | \$101,200
 Average Household Income | \$66,052
 Unemployment percentage | 5.0%



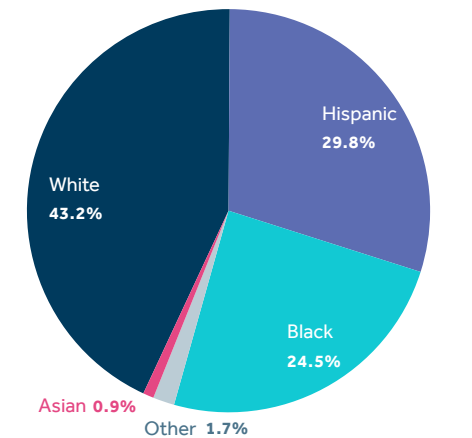
MONTGOMERY COUNTY

2010 Population | 455,750
 2019 Population | 607,391
 Growth of Population | 33.3%
 Median Age (Years) | 36.9
 Percent of Adults with Bachelors Degree or Higher | 34.6%
 Percent of Foreign Born Population | 13.3%
 Median Home Value | \$223,900
 Average Household Income | \$110,807
 Unemployment percentage | 3.4%



WALLER COUNTY

2010 Population | 43,277
 2019 Population | 55,246
 Growth of Population | +27.7%
 Median Age (Years) | 29.0
 Percent of Adults with Bachelors Degree or Higher | 19.9%
 Percent of Foreign Born Population | 14.8%
 Median Home Value | \$174,900
 Average Household Income | \$78,075
 Unemployment percentage | 3.7%





LET'S TALK TALENT

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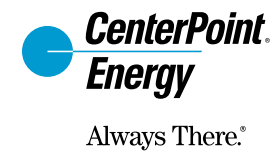
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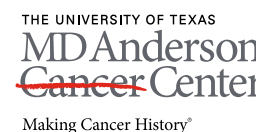
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