

GREATER HOUSTON PARTNERSHIP

# IMPACT REPORT

# 2023

Credit: Nick Hubbard



MAKING HOUSTON  
**GREATER**



## Thank You *Houston Next* investors

### Platinum

CenterPoint Energy  
Phillips 66

### Gold

Chevron  
NRG  
Shell Oil Company

### Silver

BP America Inc.  
ConocoPhillips  
Crown Castle  
ExxonMobil  
HCA Houston Healthcare  
H-E-B  
Hess Corporation  
Insperty  
John L. Nau, III  
LyondellBasell  
Oxy  
TC Energy  
Texas Medical Center  
Westlake Chemical Corporation

### Bronze

Calpine Corporation  
Motiva Enterprises, LLC  
Sysco Corporation  
Woodside Energy

### Ally

Baker Hughes  
Burns McDonnell  
Camden  
Dow, Inc.  
Halliburton  
Houston Methodist  
Memorial Hermann Health System  
Mustang Cat  
Onstead Family Foundation  
PNC  
Service Corporation International  
Silver Eagle Distributors  
United Airlines  
UT MD Anderson Cancer Center

### Supporter

Amegy Bank  
Baylor College of Medicine  
Bracewell, LLP  
Deloitte  
Group 1 Automotive Inc.  
Ernst & Young  
Hines  
Houston Community College  
Hunton Andrews Kurth LLP  
Intel  
JLL  
Kelsey Seybold  
KPMG, LLP  
Locke Lord  
Lone Star College  
Janice McNair\*  
Midway Companies  
PWC  
Rice University  
San Jacinto College  
SCF Partners\*  
St. Luke's Health  
Stellar Bank\*  
TDECU  
Tudor, Pickering, Holt & Co. LLC\*  
Vinson & Elkins

\* Denotes other amount. Investors as of 10/23/23.



# Dear Members,

Thank you for your commitment to the work of the Greater Houston Partnership. Your efforts demonstrate the transformative power collaboration has on our great region.

Together, with our members' and investors' active engagement and contributions, we are shaping the future of greater Houston; a future that promises greater resilience, inclusion, and opportunity. It is your investments that empower our organization to pursue our mission to make Houston one of the best places to live, work and build a business.

In the pages that follow, you will see the tangible results of your investments, including job creation, economic growth, education and workforce development, and initiatives to enhance quality of life for all Houstonians. Additionally, your support has enabled us to work to attract talent, investment, and innovation to our region. You have allowed us to implement critical initiatives that strengthen Houston's infrastructure, workforce, and business climate. And your belief in our vision has made it possible to forge partnerships with local businesses, government entities, and community organizations — all working together to create a brighter future for our region.

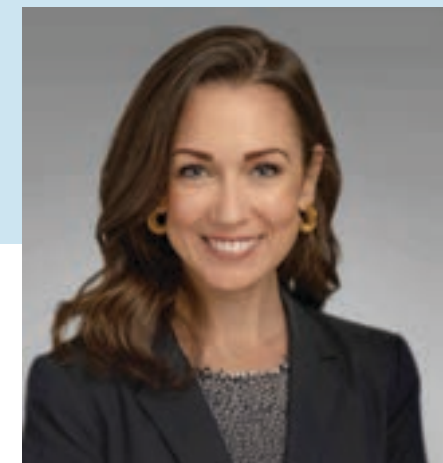
With your ongoing support, we will continue to make progress in addressing the most pressing challenges facing our community and look forward to advancing our work to achieve greater heights.

Thank you for your dedication to the Partnership and your commitment to the growth and prosperity of the greater Houston region.

With gratitude,

**BOB HARVEY**  
President and CEO

**KATIE PRYOR**  
Chief Development Officer,  
Senior Vice President of Member Engagement





# ESTABLISHING

## New Opportunities with Japan

**INTERNATIONAL TRADE AND INVESTMENT DELEGATION FOCUSES ON PROMOTING HOUSTON'S ECONOMIC, GOVERNMENT, AND CULTURAL TIES** in addition to establishing new avenues for cooperation between Houston and Japan across Houston's key industry sectors—energy, innovation, advanced manufacturing, life sciences, and transportation and mobility.



In October 2022, Houston Mayor Sylvester Turner and the Greater Houston Partnership led a trade and investment mission to Japan. The delegation met with high-ranking government leaders and

business executives in Tokyo before traveling to Chiba, where delegates commemorated the 50th anniversary of the sister-city relationship between the City of Houston and the City of Chiba.

Following the discussions that took place over the course of the week-long mission, several Japanese companies have expanded their presence and investment in the Houston region:

**DAIKIN COMFORT TECHNOLOGIES**

**\$40M**  
INVESTMENT

**200**  
NEW JOBS CREATED WITH THE EXPANSION OF A NEW PRODUCT LINE FOR THEIR LATEST DIGITAL TECHNOLOGY RELATED TO HVAC

**TOSHIBA INTERNATIONAL CORPORATION**

**\$100M**  
INVESTMENT IN HEAVY EQUIPMENT MANUFACTURING FOR ENERGY TRANSMISSION AND DISTRIBUTION

**1,100**  
EMPLOYEES RETAINED

**SUMIKA SEMICONDUCTOR MATERIALS TEXAS INC.,**  
a subsidiary of Sumitomo Chemical

**\$250M**  
IN THE CONSTRUCTION OF A HIGH-PURITY SEMICONDUCTOR PROCESS CHEMICAL MANUFACTURING PLANT IN THE REGION

**50**  
JOBS CREATED







### The Honorable Sylvester Turner

Mayor  
City of Houston



Houston's Sister City relationship with Chiba City, established 50 years ago, is one example of the friendship that has contributed to our robust trade relationship. The relationship between the Port of Houston and ports in Japan are key to this trade growth, as is the more than 70 companies, including Daikin, Mitsubishi, and Toshiba, that continue to make major investments in our City."



# #7

IN U.S.  
Houston's Gross  
Domestic Product ('21)

# #5

CITY FOR  
INTERNATIONAL  
INVESTMENT  
Axios Houston - Oct. 2022







**THE GREATER HOUSTON PARTNERSHIP IS A CATALYST WITH THE ALLIES IN THE ATTRACTION OF NEW BUSINESSES AND INVESTMENT,** resulting in job creation, increased tax revenues, a robust regional economy, and a higher quality of life for the region.

## REGIONAL ECONOMIC DEVELOPMENT

# ELEVATING

## The Region Through Strategic Alliances

Houston is a city known for its diverse culture and thriving business environment and at the heart of its progress stands the Greater Houston Partnership. The Partnership plays a pivotal role in fostering economic growth and development in the region by establishing strategic alliances within the 12-county region.

These strategic alliances have paved the way for collaborative initiatives that benefit the entire Houston region. One important example is the strengthening of the Houston Regional Economic Development Alliance (HREDA) and steering committee, a visionary effort that brings together members from various economic development entities from across the 12-county region.

Regional partners can also leverage Houston's well-established brand to enhance visibility and credibility of their communities both nationally and internationally. Recognized as a top 10 city to live, work, and invest in by America's Best Cities, they are positioned to benefit from the region's exceptional resources, diverse talent pool and cutting-edge infrastructure, creating a synergy that catalyzes economic success while bolstering the overall reputation of the region as a hub for innovation and opportunity.

This year alone, opportunities were made available for the partners to amplify some of the region's top key global

industries — including life sciences, energy transition, and digital technology and innovation by activating first-class Houston brand experiences at SXSW and BIO International Convention.

The Partnership's continued commitment to the mission of making Houston one of the world's best places to live, work and build a business shines brightly through its regional strategic partnerships, amplifying the prominence in fostering economic growth and prosperity within the Greater Houston region.





**Stephanie Wiggins**

Chief Economic Development Officer, Partnership Lake Houston and HREDA Chair



The HREDA steering committee represents a beacon of collaboration, uniting regional stakeholders for a common purpose. Together we are more resilient, more innovative and better equipped to navigate the ever-evolving economic landscape.”



**#2**

**FASTEST GROWING U.S. METRO**  
U.S. Census Bureau - May 2023

**#16**

**HOUSTON RANKING AMONG THE 51 U.S. METROS**  
2023 CompTIA State of the Tech Workforce

**#9**

**AMERICA'S BEST CITIES**  
(Resonance Consultancy)  
Up 2 spots since 2022

**210,700**

**JOBS CREATED**  
Since 2018





**HOUSTON'S LIFE SCIENCES ECOSYSTEM IS RAPIDLY EXPANDING WITH ANNOUNCEMENTS AND DEVELOPMENTS IN FACILITIES THROUGHOUT THE REGION, including Generation Park, Levit Green, TMC's Helix Park, as well as BioPort.**

Houston has made impactful additions in the life sciences and biotechnology community through developing workforce programming, bolstering infrastructure, pushing for necessary policy measures and recruitment messaging globally.

The foundation for these actions is a regional life sciences and biotechnology strategy, commissioned by the Partnership and created by Newmark in cooperation with Houston Community College, Lone Star College, San Jacinto College, and McCord Development. This strategy guides our collective work to create a stronger ecosystem within the Houston region.

San Jacinto College is addressing skilled workforce challenges

by developing a Life Sciences manufacturing training program with the National Institute for Bioprocessing Research and Training located in Generation Park. Increasing the available workforce will boost the region's attractiveness to prospective companies and help retain existing Houston life sciences companies.

The Woodlands is building out its infrastructure of "Research Forest" with a 325,000 square-foot life sciences campus.

On the policy front, Proposition 10 advanced by the Texas Legislature is aiming to help Texas become more attractive to medical manufacturing through a tax exemption on equipment and inventory. If approved by voters, will create

an estimated 100,000 jobs, strengthen the supply chain, and provide a stronger health care environment for all Texans.

Through the Partnership's presence at the 2023 BIO International Conference and BioProcessing Summit, greater Houston's message is reaching global audiences, exemplified by recent headquarters relocations like Nurix Therapeutics and Cellipont Bioservices.

The Partnership is fostering organic growth and regional cohesion, supporting life sciences and biotech companies from idea to market, and developing events to galvanize the bonds and understanding across Houston.

## ECONOMIC DEVELOPMENT

# POSITIONING

## Houston as a Hub for Life Sciences & Biotechnology



### Dr. Ferran Prat

Senior VP, Research Administration and Industry Relations, MD Anderson Cancer Center Chair, Greater Houston Partnership Life Sciences Committee



Over the last year, we have seen the outstanding growth in the Houston region's life sciences ecosystem, most visibly through the development of Levit Green and TMC Helix Park. Such spaces afford MD Anderson and other major players an in-town, world class hotbed of innovation and commercialization."

# #1

**TEXAS MARKET FOR LIFE SCIENCE TALENT**

CBRE 2023





**UPSKILL HOUSTON IS AN IMPORTANT FOUNDATION FOR THE PARTNERSHIP'S "OPPORTUNITY FOR ALL" PILLAR BY WORKING DIRECTLY IN THE HOUSTON REGION TO INCREASE ECONOMIC PROSPERITY AND MOBILITY FOR THE RESIDENTS IN THE REGION'S DISADVANTAGED COMMUNITIES** while ensuring our industries and employers have the skilled workers to grow the region's economy and strengthen its global competitiveness.

WORKFORCE DEVELOPMENT

# DEVELOPING

## A Work-Ready Workforce



**Louise Wiggins**

Managing Director and Partner  
The Boston Consulting Group



When you look across the country, there's no city from our vantage point that will have more skills change and potential disparities in wealth and income than Houston. In order to ensure that Houston has the right population with the right skills to meet the needs of employers and to ensure residents have a living wage, UpSkill Houston plays a vital role as the orchestrator that leverages the leadership of the business community and helps drive the connections with community colleges, school districts and community-based organizations."

As the Houston region and its industries continue their evolution into a knowledge-based and technology-enabled economy, our region's businesses are being buffeted by increased digitization and automation and by fundamental changes as we lead and respond to the energy transition. In addition, the

demographic trends provide both challenges and opportunities for the region as we prepare our residents to develop and acquire the right skills that matter to meet the needs of Houston's industries and employers.

Through its ten years of work, UpSkill Houston has established

a recognized and leading collaborative table of business, industry, education, and community leaders that builds strong relationships and provides the region with the opportunity and agility for innovations as we develop a "work-ready workforce" in Houston and the Texas Gulf Coast region.

- Partnering with Accenture to develop a workforce strategy and implementation plan to uplift residents of disadvantaged communities into Hydrogen jobs and bridge the middle-skills gap in Houston's emerging Hydrogen economy.
- Advancing and expanding the Greater Houston Apprentice Network to increase the number of employers using apprenticeships in business, technology, finance and administrative roles.
- Connecting low-wage workers through Houston Back on Track to community and education partners who provide upskilling and reskilling support into key occupational pathways that provide gateways for Houstonians to long-term economic mobility and improved skills.
- Preparing for its 10th anniversary in 2024 by partnering with the Burning Glass Institute to test and deploy a new and innovative data-driven approach that uses skills agencies to help achieve greater mobility for workers in low-wage jobs by transitioning them into "Jobs That Matter" in the Houston region.





### Eric Goodie

Executive Vice President  
Houston Area Urban League



The conversations and dialogue that happen in UpSkill Houston are not generally available to an organization like the Houston Area Urban League. Being a part of this collective table has helped the Urban League adapt some of our more traditional skills training efforts such as construction and allowed us to help individuals develop skills and obtain jobs in technology, renewable energy and the energy transition. UpSkill Houston has helped us strengthen our skills training with the knowledge that there are jobs waiting based on the needs of employers and connect participants in preparatory training and/or pre-apprentices from communities of color to opportunities in the Clean Energy Industry.”



### Dave Edwards

Director of Human Resources  
Mustang CAT



The Houston area has a tremendous amount of good paying career opportunities that don't require a bachelor's degree. UpSkill Houston helps us meet this need through targeted collaboration between business, educational institutions and community organizations. While this work is playing a long game, UpSkill Houston provides us with a forum that brings together these stakeholders to understand what a winning partnership looks like and move beyond theoretical solutions to more practical ones. We can shine a spotlight on these solutions and help provide a vision to students and low-wage workers on how to advance in their careers.”



# GROWING

## Resilient, Skilled and Diverse Talent Pipelines

**EARN AND LEARN APPRENTICESHIP PROGRAMS BRING TOGETHER COMMUNITY COLLEGES AND COMMUNITY PARTNERS,** along with the mentors and managers within the businesses to scale programs that achieve equitable economic attainment.

With UpSkill Houston serving as its backbone, the Greater Houston Apprentice Network (GHAN) engages and supports employers to create and expand talent pipelines for individuals who don't have a four-year bachelor's degree but do have skills to fill roles in

critical occupational pathways in business, technology, finance and administrative functions.

Through "earn and learn" apprenticeship programs, GHAN's 13 employers are developing, to their specifications, more resilient,

skilled, and diverse talent pipelines in partnership with community colleges and community partners, along with the mentors and managers within the businesses. Today, GHAN has more than 370 apprentices toward our goal of 500 by 2025.

**13**  
EMPLOYERS  
ENGAGED



### Lexii Zielinski

Aon Apprentice and Analyst  
Health and Benefits Department

“ During the pandemic, I was laid off from my job as an artistic director for a national company that owns and franchises beauty salons. I came back home to Texas to start over with my new baby girl. I was working full time and taking one class a semester at Houston Community College. When my professor shared with me the Aon apprenticeship program where I could work and learn, with full-time benefits, I said sign me up because it is a no-brainer. After two years of working and learning, I earned my associate degree and am now working full-time as an analyst in the health and benefits department at Aon. During my apprenticeship, a senior business consultant inspired me and created a mold of what I sought to be. I have undying gratitude for this opportunity that changed my life because it provided me with growth and evolution within who I am as an individual and what I offer as a professional.”

**370**  
APPRENTICES





## Dawn Spreeman

CPCU, CIC, Managing Director  
Commercial Risk Solutions, AON



There are many talented people in our region who just do not have an entry-point into great business and professional careers. They have skills and are interested and motivated, and the business community can create pathways and provide support for residents to enter and grow in jobs we have today and those we will have in the future. The Greater Houston Apprenticeship Network brings together employers, educational institutions and community-based organizations to support residents in finding these career pathways. It's like a wheel where every spoke on the wheel plays an important role to move us forward."





**HOUSTON BACK ON TRACK INITIATIVE IS AN EMPLOYER-LED, JOBS-FIRST PROGRAM THAT WORKS WITH HOUSTON EMPLOYERS WHO HAVE CURRENT OPENINGS FOR QUALITY, FUTURE-FOCUSED JOBS** in health care, customer service, construction and transportation.

WORKFORCE DEVELOPMENT

# IMPROVING

Economic Prosperity and Mobility

Houston Back on Track supports the Partnership's "Opportunity for All" pillar with its focus on improving economic prosperity and mobility for the region's residents in disadvantaged communities.

Over the last year, Back on Track has connected more than 10,000 Houstonians to community and education partners that provide career coaching and access to short-term training and certification programs to prepare

residents for better jobs with increased economic opportunity.

## 10,000+

HOUSTONIANS CONNECTED TO HOUSTON BACK ON TRACK PARTNERS

## \$74,863

MEDIAN HOUSEHOLD INCOME





**Monique Da Sant-Crawford**

Human Resources Director  
Cintas

“ As an employer partner with Houston Back on Track, we are presented with more opportunities for focused conversations with an expanded network of community partners about the skill sets needed in the Cintas workforce. We are proud to be a part of a program that works with community partners to help funnel qualified applicants to the career opportunities we have in the greater Houston region. This network provides us with an opportunity to widen the talent pool through community outreach and engagement that helps increase awareness about the career opportunities our company offers in Houston.”



**Bethlehem Zewede**

Vice President of Programs  
Memorial Assistance Ministries

“ At Memorial Assistance Ministries, we help clients find better-paying jobs by providing job readiness preparation, one-on-one job coaching, and vocational training programs such as Certified Nurse Aide, EKG, and Electrical pre-apprenticeship. Houston Back on Track has helped create more exposure to our work and recruited more clients to our services. Its platform allows clients to understand career pathways that provide career and income growth. Houston Back on Track has also helped us build stronger relationships with employers in our community, such as Cintas, which has job opportunities more convenient for many of our clients.”



# ADVOCATING

## for Investment in Flood Prevention and Mitigation



To further protect the greater Houston region against flooding from extreme weather events, **THE PARTNERSHIP WORKED WITH OUR GOVERNMENT PARTNERS TOWARD A MORE RESILIENT FUTURE.**

Houston is located along the Texas Gulf Coast, providing the region with access to economic opportunities that advance the city's reputation as the "Energy Capital of the World." However, this coastal location comes with flood risk, particularly from the increasing effects of extreme weather events. In response, all levels of government - federal, state, and local - have come together in recent years to provide relief and offer preventative solutions to alleviate future flood events. The Greater Houston Partnership has strongly advocated for and supported these efforts every step of the way, working hand-in-hand with government leaders to provide guidance and prospective solutions.

In 2023, resiliency remained a top priority for the Partnership.

During the 88th Texas Legislature, the Partnership advocated to ensure Texas would continue to meaningfully invest in flood prevention and mitigation.

### Flood Infrastructure Fund

The Legislature approved more than \$1.3 billion for flood mitigation and storm surge protection. The significant investment in resiliency included nearly \$625 million to replenish the Flood Infrastructure Fund (FIF), more than \$70 million for Texas Water Development Board (TWDB) staffing to implement the FIF more efficiently and effectively, and \$50 million for the Lake Houston Dam Improvement project.

### The Coastal Texas Program

The Coastal Texas Program is a coastal barrier flood gate and levee system that serves as a dual

storm surge protection and flood mitigation mechanism, making it a national security and economic protection priority project. Congress passed the Water Resources Development Act of 2022, authorizing the Coastal Texas Program reflected in the U.S. Army Corps of Engineers Coastal Texas Protection and Restoration Study Chief's Report. Additionally, this year, the Texas Legislature appropriated nearly \$600 million for the Gulf Coast Protection District (GCPD), which oversees the Coastal Texas Program, to be used as state/local matching funds. The next step in the process is to achieve matching federal appropriations to begin the design phase.

### THE COASTAL TEXAS PROGRAM WILL SUPPORT

# 7,990

AVERAGE ANNUAL, FULL-TIME EQUIVALENT JOBS

# \$58.3B

IN VALUE ADDED

# \$45.5B

IN LABOR INCOME

# \$99.3B

FOR ECONOMIC OUTPUT IN THE NATION





### Nicole Sunstrum

Executive Director  
Gulf Coast Protection District



The Gulf Coast Protection District was created to implement projects in the Coastal Texas Program that will deliver a more resilient coast and protect Texas' precious assets – people, property, and economic vitality. Working alongside our stakeholders, like the Greater Houston Partnership, has been integral in identifying and attaining the significant government support necessary to realize these transformational projects, which will protect the Houston region from flooding and storm surges caused by catastrophic weather events like Hurricanes Ike and Harvey."



# \$1.163B

EXPENDITURES ON FLOOD CONTROL BY  
HARRIS COUNTY FLOOD CONTROL DISTRICT  
*(Since '18)*

# \$4B+

AVAILABLE FOR FLOOD MITIGATION  
PROJECTS WITHIN HARRIS COUNTY

# \$146M+

SPENT FROM FIF FOR FLOOD PROTECTION  
PROJECTS IN 12-COUNTY REGION



### State Representative Armando Walle



As State Representative for Texas House District 140, I am keenly aware of our region's resiliency needs to protect life, property, and economic vitality. For that reason, I have supported the Flood Infrastructure Fund (FIF) from its inception, which invests state resources to important mitigation needs across the state. Flood mitigation needs are so great that we exhausted the original \$793 million appropriation in just two short years. Recognizing the urgent need to protect our communities, I led the effort in the Texas House to appropriate nearly \$625 million to ensure the FIF was replenished.

I was pleased to work closely with the Greater Houston Partnership and with all of the stakeholders invested in this project to build the case in Austin to make the investments necessary to protect our communities against future flooding events. Even with this victory, there is still work to be done, and I will continue to work with community leaders and the Greater Houston Partnership to make our communities more resilient."

# #18

U.S. RANKING IN THE  
ECONOMIST'S GLOBAL  
LIVABILITY SURVEY







PUBLIC POLICY

# SECURING

## Transformational Higher Education Funding

To further strengthen the region's higher education ecosystem, **THE PARTNERSHIP HAS BEEN A LONG-TIME ADVOCATE FOR ADDITIONAL INVESTMENT IN OUR REGIONAL INSTITUTIONS.**

# 43%

OF THE REGION'S POPULATION AGED 25-34 HOLDING A CERTIFICATE OR DEGREE



**Brenda Hellyer**

Chancellor  
San Jacinto College System

# \$700M

INFUSION IN TEXAS' COMMUNITY COLLEGES



Texas' community colleges lead the nation in educational innovations that prioritize student outcomes and strengthen talent pipelines. The historic investments in House Bill 8 (88 R) will accelerate Texas community colleges' ability to serve all students, which will strengthen our economy and help maintain Texas' competitive advantage."

# \$100M+

ANNUAL INVESTMENT RESEARCH FUND FOR UNIVERSITY OF HOUSTON



Houston's four-year universities are winning competitive grants and research opportunities, its community colleges are producing high-quality workforce talent at an accelerated pace, and its business community is deeply engaged and motivated to help improve student outcomes and opportunities for upward mobility.

Although there is already much to be proud of regarding higher education in Houston, continuous improvement is necessary to produce a competitive workforce. The Greater Houston Partnership has prioritized strengthening higher education in the region by advocating for additional investments and support for higher education institutions. The Partnership's

efforts contributed to the Texas Legislature approving historic, transformational policy changes and financial support for both 4-year universities and community colleges.

The Partnership advocated for the creation of the Texas University Fund (TUF), a \$3.4 billion permanent research endowment benefiting four state universities: the University of Houston, Texas Tech University, University of North Texas, and Texas State University. Each school will receive up to \$100 million annually in research funds, which will help attract top students and professors from around the world, provide long-term financial certainty for innovative and forward-thinking projects, and help the University

of Houston compete for prestigious federal and private research opportunities that will boost our region's economy.

The Partnership also strongly supported legislation which infused nearly \$700 million into Texas' community colleges and overhauled how community colleges are funded. The new funding model will reward improved student outcomes and industry alignment, meaning increased weight will be given to graduation rates, successful transfers, and the number of awards of industry-recognized credentials. This legislation has positioned Texas to become the first state in the nation to fully align community college funding with workforce development objectives.



# STRENGTHENING

## Transportation Infrastructure

**SINCE ITS INCEPTION, THE GREATER HOUSTON PARTNERSHIP HAS ADVOCATED FOR INFRASTRUCTURE INVESTMENTS ensuring all Houstonians' transportation needs are met.**

The greater Houston area is one of the nation's largest and most populous cities, which is a boon to the economic engine of Texas. However, the region's continued growth and aging systems have led to traffic, mobility, and safety concerns. To help address these issues, the community spent 20 years developing the North Houston Highway Improvement Project (NHHIP), a \$9 billion investment to redesign I-45 in three segments from US 59 to Beltway 8 North. The NHHIP will not only bring the highway up to current standards but will also greatly alleviate congestion, enhance safety, expand transit options, and address flood mitigation and disaster evacuation needs. However, this pivotal project encountered

resistance from a vocal group of opponents. Consequently, the Federal Highway Administration (FHWA) imposed a temporary halt on the redevelopment, magnifying the strain on the project's existing funding, which had been allocated by the Texas Department of Transportation (TxDOT).

In response, the Partnership mounted an aggressive public affairs campaign to ensure the project moved forward. These efforts resulted in thousands of public comments submitted in support of the project, which led to a Texas Transportation Committee vote to keep the funding in the state's Unified Transportation Program (UTP). While the pause persisted, the

Partnership encouraged federal, state, and local leaders to negotiate a pragmatic agreement to mitigate impacts on adjoining neighborhoods. On March 7, 2023, following an agreement on a Memorandum of Understanding (MOU) between the City of Houston, Harris County, and TxDOT, FHWA and TxDOT agreed to a Voluntary Resolution Agreement (VRA), which officially gave the project a green light.

The benefits of the highway project will enable Houstonians to enjoy the reconnecting of historic neighborhoods, a green loop, new parks, enhanced flood protection, garden bridges, and more.



# 5-mile

"GREEN LOOP" PLANNED TO ENHANCE GREEN SPACE AND CONNECT CULTURAL ASSETS IN THE URBAN CORE

# 92,000

ESTIMATED DIRECT CONSTRUCTION JOBS CREATED THROUGH THE PROJECT





## Laura Ryan

Former Commissioner  
Texas Transportation Commission



Houston is a world-class city with a strong economy, diverse culture, and vibrant lifestyle. The region has added more than one million residents since 2010 and is experiencing continued economic growth. As a former Texas Transportation Commissioner, we recognized the needs that come with growth and, working with the community along with the Greater Houston Partnership, helped to usher in the North Houston Highway Improvement Project (NHHIP) – a \$9 billion project 20 years in the making that will improve mobility needs, address flood mitigation, and enhance overall quality of life.

The NHHIP will also realize long-sought opportunities to reconnect communities in many ways, including retiring the Pierce Elevated and providing prospects for new parks. TxDOT conducted more than 300 meetings with impacted communities to ensure public input resulting in a project that will make our community proud. I was proud to work with elected leaders and the Greater Houston Partnership to build a better, safer and more ecosystem-friendly NHHIP that ensures the Houston area can sustain its strong economy, diverse culture, and spectacular quality of life.”



## 30-acre park

PLANNED TO RECONNECT DIVERSE NEIGHBORHOODS OF THE HISTORIC SECOND WARD COMMUNITY AND EADO WITH DOWNTOWN



Proposed changes would alleviate congestion accounting for 11.9 million gallons of excess fuel, producing an estimated 120,209 tons of excess carbon dioxide (TxDOT)





**Alvin Rucker**

Director of Diversity, Equity and Inclusion  
Tellepsen



Tellepsen has used the engagement opportunities with One Houston Together being involved in both the Talent and Supplier Diversity Roundtables. In both cases, we have picked up best practices from companies that have helped shape our policies, procedures and processes in regards to both finding new talent from entry level talent up to and including awesome senior hires that we have made in terms of people of color. We found that making the effort to have our company reflect the Houston market has paid dividends in regards to the bottom line in terms of generating additional business. So I would believe that every company in the Houston area should be involved in these efforts because it will not only make the individual company stronger, but it makes our region stronger from a business gathering perspective."

**One Houston Together priorities:**

- Advance underrepresented talent
- Increase racial diversity on boards
- Grow spending with Minority Business Enterprises (MBEs)



**RACIAL EQUITY**

# GALVANIZING the Business Community to Increase Inclusion

**BRINGING TOGETHER A NETWORK OF OVER 120 PARTNERSHIP MEMBERS,** One Houston Together offers data-driven insights, industry benchmarks, peer learning, and best practices.

This growing group of leaders is committed to individually and collectively creating a future that offers opportunity for all and ensures the long-term economic success of our region. Members

are focused on driving 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.



## 2023 Houston Regional Equity & Inclusion Assessment

The 2023 assessment showed Houston has made progress in areas identified in its 2021 regional assessment. However, with its continued global leadership in diversity there are still opportunities for advancing initiatives for gender and Black, Indigenous, People of Color (BIPOC) representation at all levels and fostering supplier diversity programs, to achieve true opportunity for all.

### Assessment Highlights

#### Upward Mobility

- Representation of **Hispanics** in the workforce has **increased by 15%** (20% '21 vs 23% YTD); the group **remains underrepresented** in all levels
- BIPOC representation has increased; however, **promotion of BIPOC talent** to senior management positions has **dropped by 40%** going from 55% in 2021 to 33% in 2023
- Noticeable **rise in female overall workforce representation (~8%)**; however, representation of women at **senior levels has remained relatively similar at 34%** compared to 35% in 2021

#### Supplier Diversity

- **25%** companies now setting **MBE spend targets**; up from 9% in 2021
- In Houston, companies have an **average of 66 MBE vendors** compared to the national average of 11 MBE vendors.
- In **Houston**, the average organization's **MBE spend is 5.4%** of total spend.

#### Maturity of DEI Best Practices

- DEI Best Practices continues to average at **proactive (46% adoption of best practices)** across **15 categories**
- **Law and Professional services** industries lead on Best Practices Maturity **outperforming the Houston** region on 13 out of 15 categories

# 2nd

REGIONAL EQUITY AND INCLUSION ASSESSMENT

# 92

ORGANIZATIONS PARTICIPATED IN ASSESSMENT

# ~80%

OF PARTICIPANTS HEADQUARTERED IN HOUSTON

# ~265K

HOUSTON-BASED EMPLOYEES REPRESENTED BY ORGANIZATION'S ASSESSED



Our efforts have shown results and proven effective in supporting business leaders to implement positive change by providing resources and tangible solutions including:

- Sharing peer insights through our Supplier Diversity and Talent Roundtables, where C-suite and senior leaders convene to share best practices and set regional indicators of progress.
- Supporting leaders through workstream activities such as:
  - The Houston Buyer Cohort, a group of companies committed to setting time-bound goals to increase spending with Houston-region MBEs.
  - Chief Purchasing Officer Convening, which gathers procurement and supply chain leaders to leverage local expertise and drive action of our region's decision-makers.
  - Talent Talk and industry working groups that stem from the roundtables to address advancement in the corporate talent pipeline and drive regional action.
- Measuring progress with respect to global benchmarks via the Houston Regional Equity & Inclusion Organization Assessment.

To view Industry Fact Sheets and interactive dashboard from the assessment, visit [Houston.org/DEIAssessment](https://Houston.org/DEIAssessment)





## Tiffanie McDonald

Head of DEI  
HESS Corporation



I often describe the Assessment as a great diagnostic tool – it helps you understand your current state and the actions you need to take to get to your future state. It's a great tool to help you really assess your organization objectively across really well-established benchmarks that'll help move you to a higher level of maturity. Data is critical to pinpointing your problems as well as evaluating your progress but you have to make sure you are looking at the right data points. The assessment is a valuable tool HESS uses to help evaluate progress and the effectiveness of the programs we have put in place."







# HOUSTON ENERGY TRANSITION INITIATIVE

The Houston Energy Transition Initiative is a **COLLABORATION OF COMMUNITY-MINDED BUSINESS LEADERS DEDICATED TO STRENGTHENING HOUSTON'S POSITION AS THE ENERGY CAPITAL OF THE WORLD.**

The economic vitality of our region's economy is inextricably tied to the energy industry—an industry that is changing rapidly to meet growing global energy demands while simultaneously pursuing decarbonization. The Partnership's Houston Energy

Transition Initiative (HETI) builds on the best of traditional energy skills and systems to leverage Houston's industry leadership to accelerate global solutions for an energy-abundant, low-carbon future.

## Thank you HETI Steering Committee members

Baker Hughes  
Bechtel Energy  
bp  
Calpine  
CenterPoint Energy  
Chevron  
ConocoPhillips  
Dow

ExxonMobil  
Hess  
HIF Global  
Intel  
Lyondell Bassell  
NRG Energy  
Oxy  
Plains All American Pipeline

SABIC  
SLB  
Shell  
Sunnova  
TC Energy  
wood  
Woodside Energy



**22+**  
COMPANIES REPRESENTING THE FULL ENERGY VALUE CHAIN COMMITTED TO HETI

**25+**  
INVESTORS PARTICIPATING IN INDUSTRY VERTICAL WORKING GROUPS

**25+**  
ORGANIZATIONS REPRESENTING ENERGY STAKEHOLDERS—INCLUDING GOVERNMENT, ACADEMIA, NGOS, E-NGOS AND COMMUNITY LEADERS

**50+**  
PODCASTS, PANELS, KEYNOTES AND INTERVIEWS SHOWCASING HOUSTON'S ENERGY TRANSITION LEADERSHIP

**10+**  
INTERNATIONAL DELEGATIONS HOSTED TO PROMOTE INVESTMENT IN HOUSTON'S ENERGY SECTOR (NETHERLANDS, GERMANY, UNITED KINGDOM, KOREA AMONG OTHERS)





HETI: CAPITAL FORMATION

# BOLSTERING

## Capital Investment for the Energy Transition

**IN JUST THE LAST FEW YEARS, HOUSTON HAS SEEN A FOUR-FOLD INCREASE** in new energy venture capital investment, over 60 new low-carbon and climate-tech startups, and a fast-growing energy transition innovation ecosystem supporting collaboration across universities, startups, incubators, investors and corporates to enable the development and scaling of impactful solutions to our greatest climate change challenge.

In October 2022, HETI developed a report with research and analysis support from McKinsey & Company, detailing why Houston is well positioned to be the funding leader for the energy transition and how new legislation like the Inflation Reduction Act (IRA) can play a critical role in advancing Houston's ambition.

The report examines the opportunity for Houston to serve as the capital for future energy transition efforts through several key lenses including how much capital funding would be required to make Houston the energy transition capital of the world, current capital flows and what types of financing and policy would catalyze flow of more capital into Houston to fund the energy transition.

# ~\$15B

HOUSTON ENERGY TRANSITION-RELATED INVESTMENTS IN 2021

# ~\$150B

PER ANNUM BY 2040 CAPITAL FLOW NECESSARY FOR HOUSTON TO REALIZE ITS AMBITION TO BECOME THE ENERGY TRANSITION CAPITAL OF THE WORLD



White Paper Engagement

PERSPECTIVE ON THE ENERGY TRANSITION CAPITAL OF THE WORLD HOUSTON'S OPPORTUNITY TO WIN BY CATALYZING CAPITAL FORMATION

# \$38M

IMPRESSIONS THROUGH NATIONAL MEDIA ENGAGEMENT

OCTOBER 2022

# 350

DOWNLOADS

GREATER HOUSTON PARTNERSHIP





## Eric Mullins

Chairman and CEO  
Lime Rock Resources

Vice Chair  
Houston Energy Transition Initiative

“ Over the past year, HETI has taken a major step to position Houston to be an energy transition finance leader. We have published a white paper that shares why no other city should be at the center of energy transition finance. In Houston, projects are planned and executed. We should naturally be the home for those financing decisions too.

Houston’s community, companies, and energy financiers can leverage the strengths of the region to create an energy transition financing ecosystem that could become a benchmark for other cities in the United States and around the world. We have the innovation and talent with our universities, incubators, accelerators and start-ups. We are beginning the development of that ecosystem through the publication of this research and by convening financiers and investors regularly.

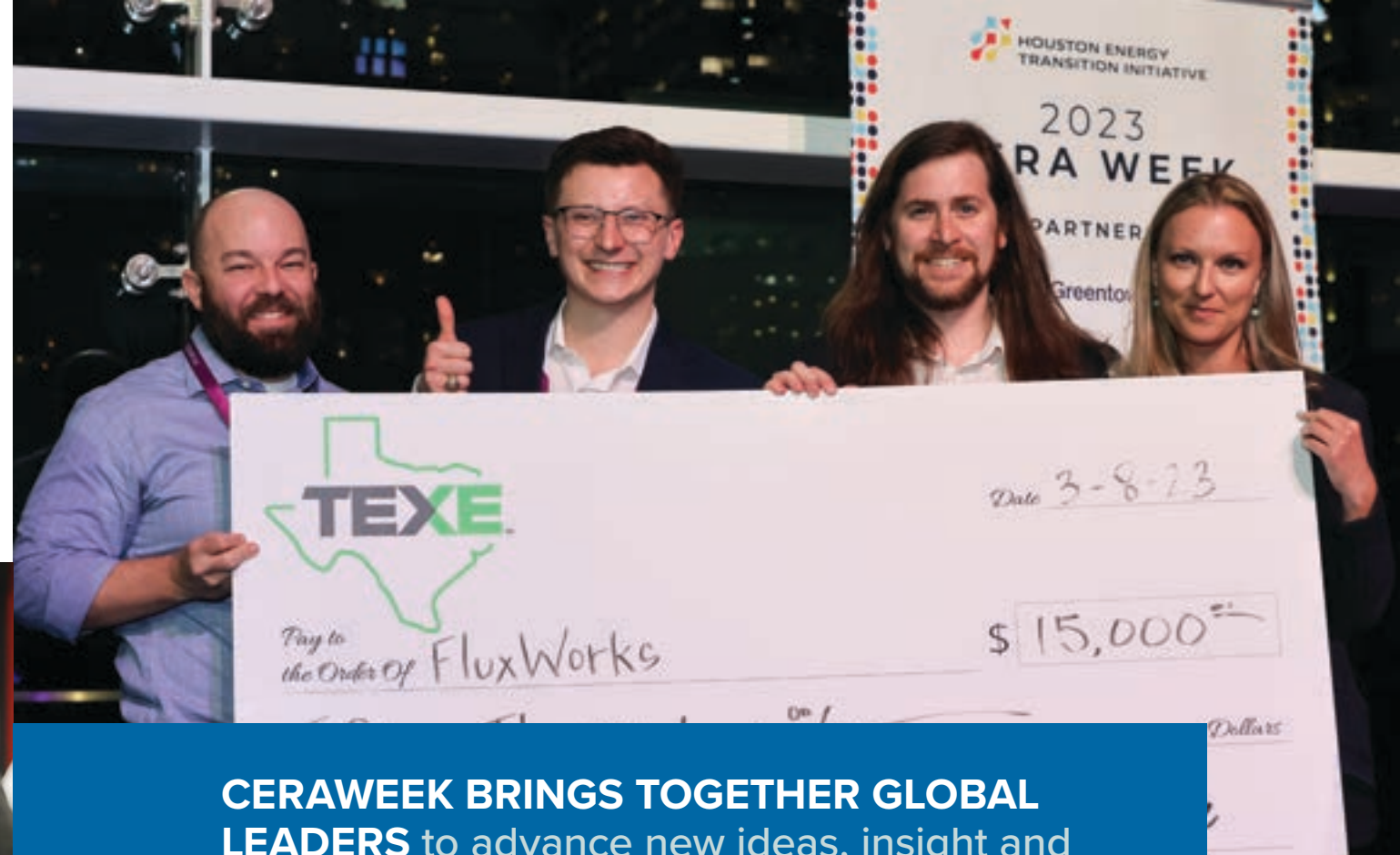
We are also taking the message beyond Houston, to places like New York, Boston and Silicon Valley. The region will need to ensure both broad and deep participation from the finance community to help mobilize capital along Houston’s journey from current state to its ambition of being a leader in energy transition finance.”





# DEBUTING

## HETI House on the Global Stage



### Moji Karimi

Co-Founder & CEO  
Cemvita



Cemvita's success is in part due to HETI's support and highlighting Houston's dedication to shaping a sustainable, low-carbon world. Together, we're building a blueprint that not only strengthens our local economy but also catapults us into the forefront of the energy transition. By exporting our low-carbon products and expertise, we proudly champion a greener future while creating equitable job opportunities for our community. HETI's mission for Houston's energy industry aligns perfectly with our vision for creating the natural resource industry of the future. It's a transformative journey that benefits us all, propelling our region and industry toward a sustainable, prosperous tomorrow."

**CERAWEEK BRINGS TOGETHER GLOBAL LEADERS** to advance new ideas, insight and solutions to the biggest challenges facing the future of energy, the environment, and climate.

The Innovation Agora has become the cornerstone of CERAWeek, highlighting the latest energy innovation, emerging technologies, and solutions.

This year, in addition to hosting the annual Energy Ventures Pitch Competition and Innovators Dinner, HETI expanded its presence with the HETI House – a landing pad designed to showcase Houston's growing energy transition ecosystem and action. During the week, HETI had the opportunity to host U.S. Secretary of Energy, Jennifer Granholm and Asst. Secretary of Energy, Brad Crabtree, as well as the Honorable Christopher Skeete of Quebec and Houston Mayor Sylvester Turner.

The Energy Ventures Pitch Competition brought together 16 startups from across the globe to compete for prizes and recognition in several funding categories. The competition brought together key members of the energy industry, investors, and startups to showcase the critical innovations and emerging technologies that will enable the world's transition to low-carbon energy systems.

Start-ups and entrepreneurs with businesses providing cleaner and more sustainable energy competed for non-dilutive cash prizes and awards from Chevron, TEX-E/Greentown Labs, SLB, HX Ventures Fund, Alchemy Industrial, and Low-Carbon Economy (LCE) Investments.

In addition to highlighting the growing number of major energy transition projects announced and underway in the region, the activation showcased the region's research universities, incubators/accelerators, and rising start ups, including:

- **Universities:** University of Texas, Texas A&M, Rice University, Texas Southern University and University of Houston
- **Incubators/Accelerators:** Eunike Ventures, Greentown Labs, Activate and The Ion
- **Rising startups:** Cemvita Factory, Criterion Energy Partners, Kanin Energy, Syzygy Plasmonics, and Revterra.





# 16

START-UPS COMPETING IN 2ND ANNUAL HETI ENERGY VENTURES PITCH COMPETITION



## Trevor Best

Chief Executive Officer  
Syzygy Plasmonics Inc.

“ Syzygy Plasmonics is a deep decarbonization company. We are commercializing chemical reactors that use light instead of combustion to power reactions to produce high-value molecules like hydrogen and sustainable fuel. When paired with renewable electricity, our technology can significantly reduce the carbon footprint of many chemicals, fuels, and fertilizers.

We were fortunate to join a few startups and local universities in the HETI House at CERA Week this year. Not only did the Houston Energy Transition Initiative make it possible for our company to participate in this amazing event, but the HETI team was instrumental in introducing our technology to local and federal officials while giving us a great venue to meet potential customers, partners, and investors.

We are excited to continue working with HETI as Houston rises to be the energy transition capital of the world and as we see energy demand continue to increase globally. HETI provides a conduit through which businesses, officials, and the community can share knowledge and work together to identify and accelerate clean energy solutions like ours. While it is focused on the future of energy in Houston, the work HETI is doing will have a global impact.”



# energycapitalhtx

HETI: ENERGCAPITALHTX

## TELLING Houston's Energy Transition Story

In June 2023, HETI WAS PROUD TO BE THE  
INAUGURAL SPONSOR FOR THE NEW MEDIA  
OUTLET EnergyCapitalHTX with Gow Media.



**David Gow**

Chairman  
Gow Media



It's an exciting time to showcase the leadership and activity that is happening in the Energy Capital of the World, and EnergyCapitalHTX has an opportunity to amplify that story around the world. There is so much innovative and exciting activity in our ecosystem. We have been deeply impressed by the efforts of the Greater Houston Partnership's Houston Energy Transition Initiative (HETI) and are excited for energycapitalhtx to be a leading voice of the energy transition activity in our region."

Gow is a large multi-platform media company that includes CultureMap, SportsMap and InnovationMap, and ESPN Radio.

The new website covers features the stories of the energy transition ecosystem, including key project

announcements, funding and capital news, and academic institutions and industry leaders that are focused on advancing the global energy transition in the region.





When members invest in the Partnership,  
they invest in Houston and our mission  
of making Houston greater.

Thank you for your commitment.





GREATER HOUSTON  
**PARTNERSHIP.**

Making Houston Greater.

713-844-3678 | [MEMBER.ENGAGEMENT@HOUSTON.ORG](mailto:MEMBER.ENGAGEMENT@HOUSTON.ORG)

**PARTNERSHIP TOWER**

701 Avenida de las Americas, Suite 900 Houston, TX 77010

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LIBERTY | MONTGOMERY | SAN JACINTO | WALKER | WALLER | WHARTON