

INCLUSIVE LEADERSHIP & OPPORTUNITY

GUIDING PRINCIPLES

Members of the Houston business community commit to addressing, individually and collectively, barriers that limit opportunity, advancement, and access across Houston's workforce and business ecosystem. We embrace the opportunity to lead by strengthening leadership practices, advancing talent, and expanding access to opportunity in ways that support strong organizations and communities. We understand that these efforts require intentional, coordinated, and sustained action to ensure Houston remains a place where people and businesses can succeed.

As leaders of Houston's businesses and civic institutions, we commit to the following principles:

- | We will institute policies and procedures that promote acceptance, respect and opportunity for all human beings.
- | We will practice and encourage behaviors that build trust and understanding rather than resentment and bias.
- | We will set measurable goals and practice rigorous accountability in our diversity, inclusion and outreach efforts and within our own institutions.
- | We will acknowledge missteps and correct course when warranted.
- | We will support advancing equity in the communities in which we live and operate, understanding that our long-term success depends on our shared progress.
- | We will regularly engage with and listen to underserved communities to deepen our understanding of the inequities experienced and seek lasting solutions.
- | We will identify specific and concrete ways to foster the advancement and success of underrepresented groups, institutions, and individuals.
- | We will promote the application of these principles within our spheres of influence.

Strengthening leadership, workforce systems, and access to opportunity is complex and requires thoughtful, sustained engagement. We believe that meaningful progress depends on collaboration, shared responsibility, and action across sectors. A Houston that expands opportunity and strengthens leadership practices benefits our community and positions the region to compete, grow, and thrive in a dynamic global economy.