



**THE LEADING VOICE
FOR THE GREATER
HOUSTON LGBTQ+
AND ALLIED
BUSINESS
COMMUNITY**

Greater Houston LGBTQ
Chamber of Commerce

CELEBRATING 5 YEARS!

• est. 2016 •

OUR MISSION

The Greater Houston LGBTQ Chamber of Commerce accelerates economic opportunity for the lesbian, gay, bisexual, transgender, queer + business community through a strong network of business allies, innovative programs, strategic partnerships and advance policies that foster economic inclusion and equality.



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www.houstonlgbtchamber.com

**A LETTER FROM OUR
PRESIDENT & CEO**



Happy Pride! The Greater Houston LGBTQ Chamber of Commerce is incredibly proud to partner with the *Houston Business Journal* on this inaugural 2021 Business of Pride special section to commemorate Pride Month, the Chamber's five year anniversary and highlight the Chamber's recent signature event, Pride In Business.



On June 24, we held the annual signature Pride In Business Celebration, to celebrate the LGBTQ+ and Allied business community and how we contribute to the broader business community to realize a better Houston. The event also celebrated the Chamber's milestone five year anniversary and included the launch of the inaugural Pride In Business Awards, which recognize contributions made by Chamber members and other key stakeholders in building a more diverse and inclusive business community in Houston and the region. In this section, we highlight our Pride In Business honorees and spotlight these deserving companies and individuals to showcase the amazing work they are doing to support the LGBTQ+ community.

As we commemorate the Chamber's milestone five year anniversary, we never could have imagined we would experience major events such as Hurricane Harvey, a pandemic and the extreme Texas winter freeze. Not to mention losing water across the City on the day of our four-year anniversary celebration! Over the past five years, we haven't let any obstacles deter our important work to ensure the LGBTQ+ business community has a strong voice. Through it all, we've stayed the course and maintained our commitment to the Chamber's important mission focused on economic inclusion. And...we are just getting started!

Every Pride Month, we remember and commemorate the Stonewall Uprising, which was the catalyst for the launch of the LGBTQ+ movement more than a half-century ago, and honor the courage and bravery of those individuals during Stonewall. At the Chamber, we celebrate with our members...their bravery and courage, memories of a first Pride parade, marching in the Pride parade, participating in the Pride parade as an LGBTQ+ ally, showcasing

an LGBTQ+ or Allied owned business...however Pride is defined for each individual. This year, the Greater Houston LGBTQ Chamber of Commerce is elated to celebrate Pride Month with the *Houston Business Journal* and its readers.

It was 25 years ago that I attended my first Pride parade in Montrose. As the Pride parade began, tears streamed down my face as I finally realized I had found community. For a girl from Mississippi, I never imagined I would experience such a sense of acceptance and love. All those years ago, I never envisioned I would be a co-founder and leader of a thriving LGBTQ+ chamber to support the community. Our work at the Chamber is at the intersection of business and community. The Chamber has created a space for LGBTQ+ business owners to be their authentic selves and connect with others to help their businesses grow and thrive. And...we are just getting started!

During Pride Month, we also reflect on the 49 lives lost in the Orlando PULSE nightclub shooting five years ago this month. Our thoughts are with the families who lost loved ones that tragic day and the 53 people who were wounded in this senseless act of hatred and violence against the LGBTQ+ community. The irony is never lost that this tragedy coincides with the launch year of the Chamber. Every June, we remember, pay tribute and continue to celebrate the uniqueness of the LGBTQ+ community, as well as the incredible contributions to the community in every facet including business and economy. And...we are just getting started!

At the Chamber, we work year around to support our members and Chamber Corporate Partners who invest in our important mission. We invite your company to join us to support the Chamber's mission to advance economic inclusion for the LGBTQ+ community and ensure the LGBTQ+ and Allied business community has a strong voice and seat at the table. We are just getting started...and with your support, there's no limit to what we can achieve together!

As we celebrate this milestone five year anniversary, we express profound appreciation to our members, Corporate Partners, Founding Leadership Council and strategic and collaboration partners for their support on this amazing journey over the past five years. Thank you for being a part of this journey.

We are just getting started! Here's the next five years and beyond!

With Pride,

Tammi Wallace
Co-Founder, President & CEO

CHAMBER LEADERSHIP



Jason Rocha | Board Chair



Tiffany Tosh | Vice Chair



Jack Berger | Secretary



Shenice Brown | Treasurer



Jonathan Marrs | Board Member



Thomas Lopez | Board Member



OUR FOCUS



SMALL BUSINESS
Supporting LGBTQ+ and Allied small businesses with resources, tools and initiatives to help businesses grow and thrive.

LGBTBE® CERTIFICATION
Increasing the number of Certified LGBT Business Enterprises (Certified LGBTBE®) in the region and promoting access and economic opportunity.

CONNECTION
Creating connection with LGBTQ+ and Allied owned businesses locally, statewide and nationally to increase economic opportunities.

COMMUNITY
Driving the connection between business and the LGBTQ+ community and beyond.

COLLABORATION
Partnering with organizations to drive meaningful collaborations to support the LGBTQ+ and Allied business community.

CORPORATE PARTNER ENGAGEMENT
Engaging Corporate Partners through employee engagement, supplier diversity and raising the awareness of brands that support the LGBTQ+ community.

STATEWIDE IMPACT
Driving connection and economic opportunity for LGBTQ+ and Allied owned businesses through the statewide collaboration with the Texas LGBTQ Chambers of Commerce.

ADVOCACY
Ensuring the greater Houston LGBTQ+ and Allied Business community has a strong voice at all levels of government.




ARE YOU READY TO GET YOUR BUSINESS LGBTBE® CERTIFIED?

CERTIFY YOUR BUSINESS! LGBT-Owned Business Enterprise (LGBTBE®) Certification



Did you know that if your business is 51% or more LGBT owned that you may qualify for LGBTBE® certification? You read that right! Your business can get certified as an LGBT owned business.

What does LGBTBE® stand for? Lesbian Gay Bisexual Transgender Business Enterprise as defined by the **National LGBT Chamber of Commerce (NGLCC)**. The LGBTBE® certification program helps remove barriers and increase access to strategic growth opportunities for America's LGBT business owners.

Hundreds of Fortune 500 companies are actively looking to do business with LGBT owned businesses such as our Chamber Corporate Partners including **Bank of America, Chevron, Comcast, Shell** and **United**. These companies have committed to including diverse businesses as part of their supplier diversity initiatives including LGBT owned businesses.

The Chamber is proud to collaborate with the NGLCC on the LGBTBE® certification. As the certifying body for the LGBTBE® certification, the NGLCC will waive the certification fee if your business is a member of the Greater Houston LGBT Chamber of Commerce. Such a win-win! Membership is local and certification is national. You receive all the benefits of the local chamber and a certification that extends to possible business opportunities across the country.

CERTIFICATION CRITERIA

- Majority (at least 51%) owned, operated, managed, and controlled by an LGBT person or persons who are either U.S. citizens or lawful permanent residents
- Has its principal place of business (headquarters) in the United States
- Exercises independence from any non-LGBT business enterprise
- Has been formed as a legal entity in the United States

As an LGBTBE® certified business, you have access to other LGBTBE® certified businesses across the country for B2B collaboration and engagement as well as NGLCC corporate partners. In addition, you'll have access to special events, such as the International Business & Leadership Conference, where you are eligible for a reduced conference registration rate and other training opportunities.

In addition, as a member of the Greater Houston LGBT Chamber, your business will be recognized as an LGBTBE® certified business in the Chamber Directory, eligible to participate in the LGBTBE® Roundtable Program, both regional and statewide, and have access to local corporate partners who place a high priority on building a diverse supply chain.

Step 1: Join the Greater Houston LGBT Chamber to be eligible to have the LGBTBE® certification fee waived (and get all of the benefits of membership!). Complete your membership application www.houstonlgbtchamber.com.

Step 2: Complete your LGBTBE® certification via the NGLCC's website: <https://www.nglcc.org/get-certified>

Check out the Chamber's "How To Get LGBTBE® Certified" webinar recording and learn more about this certification exclusively for LGBT owned businesses on the Chamber's LGBTBE® Resource Page at <https://www.houstonlgbtchamber.com/lgbt-business-certification/>.

2021 PRIDE IN BUSINESS HONOREES

Congratulations to the Chamber 2021 Pride In Business Honorees! The Pride In Business Awards recognizes the contributions made by Chamber members, Corporate Partners and other key stakeholders in building a more diverse and inclusive business community in Houston and the region. The awards spotlight deserving companies and individuals and showcase the amazing work they are doing to support the LGBTQ+ community.

Mayor Sylvester Turner, Mayor of Houston



The **Chamber Champion Award** is given to a person who is a strong advocate for the Chamber and the LGBTQ+ & Allied business community. Through their work and impact, this person advances business prosperity for LGBTQ+ & Allied businesses especially BIPOC, trans and women owned businesses. The Chamber is proud to recognize **Mayor Sylvester Turner** as the 2021 Chamber Champion Award for his historic executive order to include LGBTBE® Certified businesses in City of Houston contracting and procurement, making Houston the first city in Texas to include this recognition. In addition, this award recognizes Mayor Turner's outstanding leadership and advocacy on behalf of the LGBTQ+ business community and the entire community.

The **Corporate Partner of the Year Award** is given to a company that has shown a strong commitment to positively growing the LGBTQ+ business community. This year, the Chamber is proud to recognize Chamber inaugural Corporate Partner, **Comcast**, as the 2021 Pride In Business Corporate Partner of the Year. Comcast is being recognized for its commitment to the Chamber and for being a strong advocate of its mission to advance economic inclusion including through the Comcast RISE program, which has helped thousands of diverse owned businesses with grants and technical support.



George Marshall



The **Corporate LGBTQ Ally of the Year Award** is given to an individual who has a positive impact within their company as a champion for LGBTQ+ inclusion. This year, the Chamber is proud to recognize, **George Marshall**, who is with Chamber inaugural Corporate Partner, **Amegy Bank**, as the 2021 Pride In Business Corporate LGBTQ Ally of the Year. George advocated for Amegy Bank to be the very first Chamber Corporate Partner and support the Chamber's mission focused on economic inclusion. The Chamber recognizes his commitment both as an Executive Sponsor of the LGBT and Allies Business Resource Group and as a champion for the broader LGBTQ+ community.



The **LGBTQ Business of the Year Award** is given to an LGBTQ+-owned member business that is an active participant and champion of the Chamber with a proven track record of success and it serves as a strong example for other Chamber members. The Chamber is proud to recognize inaugural member, **MarFran Cleaning** as the LGBTQ Business of the Year. MarFran Cleaning is one of the Chamber's very first members supporting the organization since year one. As a LGBTQ-, BIPOC-, women- and veteran-owned business, the company continually serves a strong role model for diverse owned businesses.



The **LGBTBE® Certified Business of the Year Award** is given to an LGBTBE® Certified Member Business that has a proven track record of success utilizing the certification and they serve as a strong example for other Chamber members in terms of business success. The Chamber is proud to recognize Founding Member, **Bocci Engineering and Construction**, as the 2021 Pride In Business LGBTBE® Certified Business of the Year! Bocci is continuously giving back to the LGBTQ+ Business Community both as a role model and sharing insights, best practices and wisdom to support other business owners.



The **Allied Business of the Year Award** recognizes its commitment to LGBTQ inclusion through its work, actions and visible support of the community. This business has a proven track record of success and involvement and is a strong champion of the Chamber and the LGBTQ+ community. At the start of the pandemic, the team at **Ajana Therapy & Clinical Services** was one of the first members to step up to offer support for the Chamber and its members. The Chamber is proud to recognize Ajana Therapy & Clinical Services as the 2021 Allied Business of the Year.



The **Nonprofit Member of the Year Award** is given to a nonprofit member that is committed to LGBTQ+ inclusion through its work, actions and visible support of the community. The organization has a proven track record of success and involvement with the LGBTQ+ community and is a strong champion of the Chamber's mission to accelerate economic opportunity for the LGBTQ+ community. The Chamber is proud to recognize **Combined Arms** as the 2021 Pride In Business Nonprofit Member of the Year and its work and advocacy on behalf of LGBTQ+ Veterans.



Brian Hall



The **Supplier Diversity Advocate of the Year Award** is given to an individual who works in supplier diversity or procurement and has been a strong advocate for diversity and inclusion within the larger business community. The Chamber is proud to recognize **Brian Hall** as the 2021 Pride In Business Supplier Diversity Advocate of the Year. Brian has championed the Chamber's mission of economic inclusion for the LGBTQ+ community through his role at **Shell** focused on supplier diversity. His mentorship and engagement with LGBTQ+ business owners has enriched many members (and beyond!) because of his willingness to generously share his unique and valuable insight to help them succeed. Brian is a connector, a leader and a change maker.



2021 PRIDE IN BUSINESS HONOREES



The **Business Resource Group of the Year Award** is given to a Chamber Corporate Partner employee resource group that works to support and build a culture of inclusion and acceptance. The group is a strong advocate for LGBTQ+ inclusion within the company and beyond. The Chamber is proud to recognize Corporate Partner, **Dow** and its LGBTQ Employee Resource Group GLAD, with the 2021 Pride In Business - Business Resource Group of the Year Award. GLAD serves as a model for other groups advocating for change within companies and supporting LGBTQ employees to bring their full and authentic selves to the workplace. Dow's LGBTQ Employee Resource Group leads from the front, within the company and beyond, to support the broader LGBTQ community through advocacy and engagement through public policy and more. GLAD, the chemical industry's first LGBTQ+ employee resource group, was formed more than 15 years ago, to improve LGBTQ+ workplace equality.



The **Chamber Advocacy Award** is given to an organization that is a strong advocate for the Chamber and the LGBTQ+ & Allied business community. Through its work and impact, this organization advances business prosperity for LGBTQ+ & Allied businesses especially BIPOC, trans and women owned businesses. The Chamber is proud to recognize Silver Level Corporate Partner, **United**, with the 2021 Pride In Business Chamber Advocacy Award. The Chamber applauds United for its advocacy and leadership on LGBTQ+ legislation at the local, state and federal levels as well as the commitment to supplier diversity and LGBTBE® Certified Businesses and local, statewide and national LGBTQ+ chamber engagement.



The **Community Legacy Award** honors an individual or organization that has demonstrated a long-term commitment to the LGBTQ+ community. Through the actions of advocacy, service, education or community initiatives, they have made a significant and positive impact for the LGBTQ+ community. The Chamber is proud to recognize Founding Member, **OutSmart Magazine**, with the inaugural Pride In Business Community Legacy Award. Celebrating its 28th year, OutSmart Magazine has shared the stories of the LGBTQ+ community and preserved a record of its history for Houston, the region and beyond. Because of OutSmart Magazine, generations to come will have access to some of the most important historical moments in LGBTQ+ history.

FOUNDING & INAUGURAL MEMBERS & STRATEGIC PARTNERS

The Greater Houston LGBT Chamber of Commerce wishes to acknowledge and thank our Inaugural Corporate Partners, Founding Members and Inaugural Business Level Members. These businesses stepped forward to invest in the Chamber during its first year and they are an important part of the Chamber's history. **Thank you for your support!**

INAUGURAL CORPORATE PARTNERS



FOUNDING MEMBERS



INAUGURAL BUSINESS LEVEL MEMBERS



INAUGURAL STRATEGIC PARTNERS



BECOME A MEMBER!

The Chamber provides tremendous value to member businesses through business development opportunities, marketing exposure to businesses and consumers, including the LGBTQ+ market, representation in the regional and national LGBTQ+ and business communities, resources for business growth and operation, and advocacy for equal rights and business-friendly public policy.

The Chamber encourages businesses of all sizes and industries – **LGBTQ-owned and LGBTQ-friendly** (allies welcome and encouraged!) – throughout the Greater Houston region and beyond to join our vibrant network of businesses and corporations.



2021 PRIDE IN BUSINESS SPONSORS

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BRONZE SPONSORS

AIDS Foundation Houston
Council Member Sallie Alcorn

Council Member Abbie Kamin
Council Member David Robinson

Harold's Restaurant | Bar | Terrace
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MEDIA PARTNERS



British Consulate-General Houston



The UK Government believes that the strongest, safest and most prosperous societies are those in which all citizens can live freely, without fear of violence or discrimination, and where all citizens, including LGBT+ people, can play a full and active part in society. Every person should have a fair opportunity in life.



mistr Discreet PrEP Delivery
Confidential
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Choices make the man

AFH
heymistr.com/afh

A MILESTONE OF PRIDE FOR THE FUTURE OF ENERGY IN HOUSTON



Congrats to the Greater Houston LGBT Chamber of Commerce on five years of bringing PRIDE to the future of energy. The LGBT Chamber of Commerce has quickly become the go-to hub for Shell and other corporate partners interacting with the LGBT+ business community, and it's full-speed ahead for the future of energy in Houston.

www.shell.us/getconnected

