

2025 IMPACT PARTNER BENEFITS GUIDE



Working at the Intersection of business
and the LGBTQ+ Community

HoustonLGBTQChamber.com



ABOUT THE CHAMBER

The Greater Houston LGBTQ+ Chamber of Commerce is the only organization focused on the LGBTQ+ and Allied Business Community and economic and inclusion for the Lesbian, Gay Bisexual, Transgender, & Queer or LGBTQ+ community in the greater Houston region.

The Chamber focuses on supporting and growing a thriving LGBTQ+ and Allied business and professional community in the fourth largest city (and the most diverse city) in the country. Since launching in 2016, the chamber has experienced rapid growth, with over 500 members and more than 65 Impact Partners.

From supporting a transgender small business owner as they complete the LGBTBE® Certification, to connecting corporate LGBTQ+ B/ERG groups with local non-profit organizations for a day of service, to supporting a Fortune 500 company's efforts to improve supply chain diversity, the Chamber serves as the connector and resource for many facets of economic development.

Simply put, the Chamber works to achieve equality and equity through business and economic development. We are a powerful force for business advocacy and our Online Membership Director is a valuable resource for our members and the LGBTQ+ community at-large.





OUR MISSION

The Chamber's Mission is to accelerate economic opportunity for the lesbian, gay, bisexual, transgender, queer + community through a strong network of business allies, innovative programs, strategic partnerships and advance policies that foster economic inclusion and equality.

The overarching work of the Greater Houston LGBTQ+ Chamber of Commerce focuses on inclusion and economic empowerment for the LGBTQ+ community.

AREAS OF FOCUS

- Business Development & Growth
- Education & Networking
- Collaboration & Partnerships
- Leadership Development
- Legislative Advocacy



CHAMBER STATS

174 Events in 2024

500+ Total Members

90 Partners

3,000 Active Emails

15,000 Total Social Media Followers



BECOMING AN IMPACT PARTNER

Impact Partner is the term that the Greater Houston LGBTQ+ Chamber of Commerce uses for our members that are large employers (100+ employees). Whether a corporation or large organization, our major employers in Houston have a major impact on our local economy and play a vital role when they invest in the Chamber.

This investment, which significantly supports the Chamber's mission and work, enables the Chamber to create a substantial positive impact for the LGBTQ+ community in the region. The Chamber's goal is to establish mutually beneficial, long-term partnerships with our Impact Partners. We see this as an opportunity to collaborate and support the LGBTQ+ in the region, working together to drive economic inclusion.

Being a Chamber Impact Partner offers broad exposure and significant brand recognition with the LGBTQ+ community in the fourth largest and most diverse city in the country, as well as across the region. Additionally, partnering with the Chamber creates opportunities for large companies to connect with LGBTBE® Certified suppliers in the region.

Additionally, Impact Partners can showcase the company's commitment to diversity, equity, and inclusion by engaging with the Chamber throughout the year, including participating in various Chamber programs. The LGBTQ+ Workplace Alliance program provides year-round programming for LGBTQ+ Business/Employee Resource groups and affinity groups.

LGBTQ+ BUYING POWER

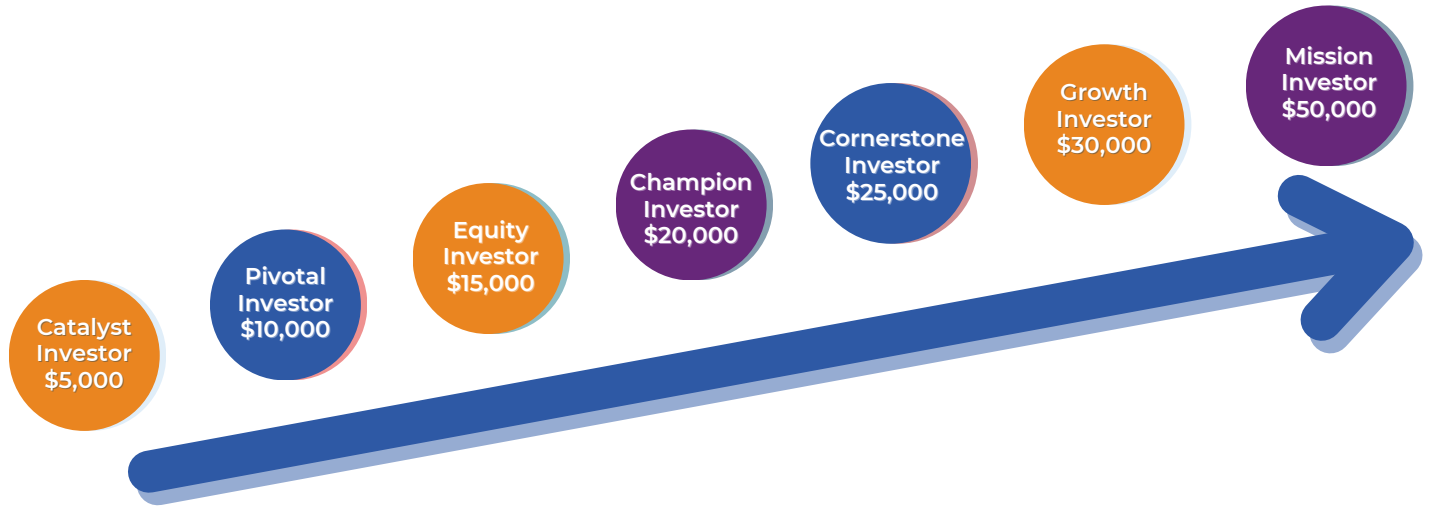
17.6 million - LGBTQ+ Population Estimate in the US, \$1.4 trillion Estimated LGBTQ+ Purchasing Power in 2023 -

according to LGBT Capital



INVESTING IN OUR MISSION

Impact Partnership starts at \$5,000 and benefits for our partners increase as your investment level grows. Support from our Impact Partners makes a huge impact for both the LGBTQ+ community and for the Chamber's mission.



Investing in the Chamber means backing an organization that aligns with your business goals while making an impact on the LGBTQ+ community in the region. Partnering with the Chamber positions your company as a strong LGBTQ+ advocate in the region. Our pledge is to ensure continuous visibility for our loyal Impact Partners throughout the year, recognizing their generous support and commitment of the Chamber and the LGBTQ+ community.

READY TO PARTNER?

Complete the [Impact Partner Interest Form](#)

OR contact our Director of Corporate Relations, Ryan Wilson for more information: ryan.wilson@houstonlgbtchamber.com

LGBTQ+ BUYING POWER

And in its "14th Annual LGBTQ Community Survey," Community Marketing and Insights (CMI) found that 72% of LGBTQ+ respondents were more likely to purchase from companies that advertised in LGBTQ+ digital and print media.



B/ERG EMPLOYEE ENGAGEMENT



The LGBTQ+ Workplace Alliance was developed exclusively for Chamber Impact Partners to facilitate engagement and learning between LGBTQ+ Business or Employee Resource Group leaders and other professionals who are a part of their companies' diversity, equity & inclusion (DEI) initiatives.

Participation is open to members of any LGBTQ+ Employee Resource Group (ERG), Business Resource Group (BRG), or Affinity group at any private and public sector company or organization that is currently an Impact Partner with the Greater Houston LGBTQ+ Chamber of Commerce.

The LGBTQ+ Workplace Alliance holds a variety of events all year long with at least one featured event each month. The number of employees eligible to participate is based on Impact Partnership level. For existing Impact Partners, additional employees can be added for a nominal fee or by an increase in the Impact Partner investment level.

The LGBTQ+ Workplace Alliance Program includes events and programming such as:

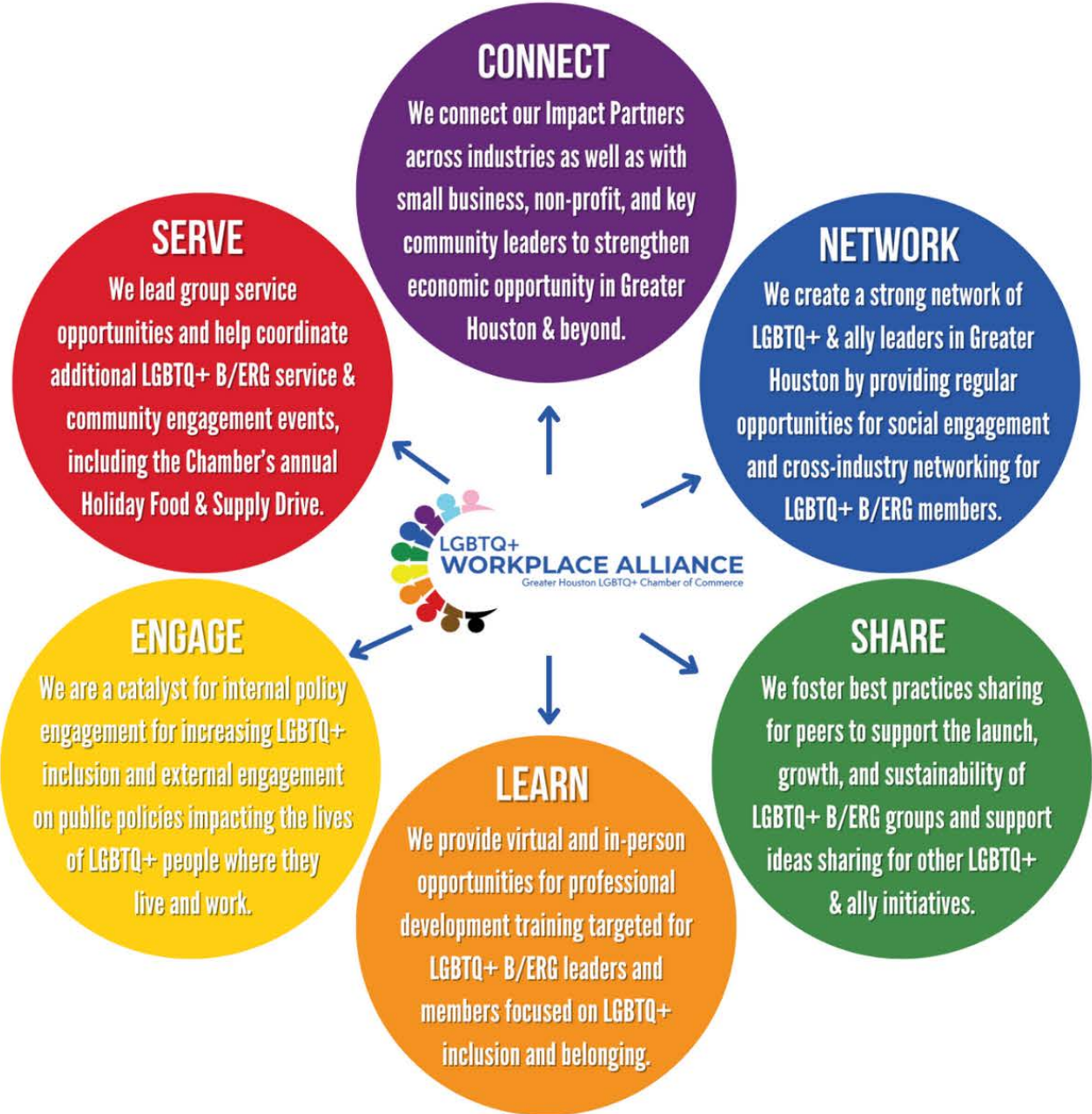
- Annual Chamber Day of Service
- A day-long B/ERG Professional Development Summit
- Quarterly B/ERG Leadership Roundtables
- Quarterly virtual Lunch & Learn webinars
- Quarterly B/ERG networking events
- Pride Nights at local sports teams & theatres
- Annual Holiday Food & Supply Drive

And so much more...

LGBTQ+ WORKPLACE ALLIANCE PROGRAM

SPHERES OF IMPACT

Through the LGBTQ+ Workplace Alliance we focus on six Spheres of Impact as part of our commitment to our Impact Partners. The Chamber's monthly programming and events will focus on these six program areas.

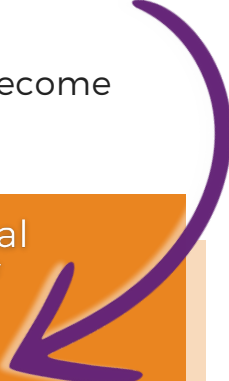


Impact Partners can use Chamber events throughout the year to supplement your B/ERG's annual calendar. Chamber events as well as some of our member businesses make great outings and experiences for corporate events.



DEI & BELONGING PROGRAMMING

At the Chamber, we know that DEI and Belonging Programming is here to stay in some form or another. A [2024 national survey](#)¹ of senior executives in large companies reveals a strong consensus across political affiliations that diversity initiatives are critical for business strategies, create significant value, and will become increasingly important.

The survey found that "the majority of senior executives across political affiliations said diversity initiatives play a critical role in the success of their companies, with 75% of self-described conservative executives, 77% of moderates, and 89% of liberals, all recognizing the positive contributions of diversity initiatives to their business performance." 

The Chamber offers access to authors and speakers who can speak to your company about a variety of DEI topics, with a focus on LGBTQ+ inclusion. Along with the Chamber's staff team, a number of Chamber small business members provide training, executive coaching, and speaking engagements. We can help you craft the best programming for your company or B/ERG based on your needs.

Through our [LGBTQ+ Workplace Alliance Program](#), we connect DEI professionals with others working within Chamber Impact Partner companies to help share best practices and networking opportunities.

Additionally, Impact Partners have the opportunity to connect with the LGBTQ+ non-profits, community leaders, and other key stakeholders through the Chamber which can support your corporate social responsibility goals.

1 - <https://www.ppsi.org/insights/business-leaders-and-diversity>



SUPPLIER DIVERSITY & ACCESS + LGBTBE® CERTIFICATION

LGBTBE® Certification



As an affiliate of the [National LGBT Chamber of Commerce](#) (NGLCC) the Greater Houston LGBTQ+ Chamber of Commerce is the only organization in the region that supports the LGBT Business Enterprise (LGBTBE®) Certification program.

The NGLCC is the nation's only third-party certification body that verifies that eligible businesses are majority-owned by LGBTQ individuals, and subsequently grants LGBT Business Enterprise® (LGBTBE®) designation to such businesses as part of its [LGBTQ Supplier Diversity Initiative](#).

Impact Partners have direct access to Certified LGBT Business Enterprise® (Certified LGBTBE®) companies to support your supplier diversity programs/goals. We also host events like our annual THRIVE Small Business Summit and Matchmaker event to help foster connections with LGBTQ+-owned, women and minority owned businesses.

Our Impact Partners supplier diversity and access teams as well as LGBTQ+ B/ERG's, have the opportunity to connect with LGBTBE® Certified members throughout the year via networking and various programming and have your company listed on the [Chamber's Supplier Diversity Partners](#) website.

LGBTQ+ BUYING POWER

71% of LGBTQ+ identified people responded by saying "When it comes to choosing brands, I vote with my wallet." - [according to The Harris Poll Inclusive Insights](#)

THANK YOU TO OUR

GENEREROUS SPONSORS

PRESENTING SPONSOR



VIP RECEPTION
PRESENTING SPONSOR



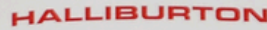
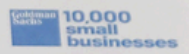
DIAMOND SPONSOR



EMERALD SPONSORS



TOPAZ SPONSORS



PEARL SPONSORS

A Better Path Therapy • Certarus • City of Houston Office of Business Opportunity
Engel & Völkers • Greenberg Traurig • Katine Nechman McLaurin LLP • Kidsave Texas
Pasadena Councilmember Jonathan Estrada • SignatureCare Emergency Center
St. Anthony Community Choice • UPS • Whitmire & Munoz LLC

MEDIA PARTNER

MEDIA SPONSORS

MARKETING & BRAND RECOGNITION

Visibility Matters! Becoming a Chamber Impact Partner means your company receives visibility 365 days a year as a strong supporter of the LGBTQ+ community. When your brand is visible in the LGBTQ+ community, it speaks volumes about your commitment to LGBTQ+ inclusion.

Studies show that LGBTQ+ consumers and our allies remain loyal to the companies and brands that show support in their community through targeted advertising and sponsorship. Throughout the year, we host a wide variety of programming and events (over 90 planned in 2024) where your company or brand will receive exposure and recognition for your partnership across the entire greater Houston region. Beyond membership in the Chamber, Impact Partners can sponsor these Chamber events for additional brand exposure, particularly of interest for companies with consumer facing brands and services.

Becoming a Chamber Impact Partner sends a strong message throughout the year that your company supports and invests in the LGBTQ+. As our commitment to our Impact Partners, we display your logo on our website all year around.

Check out our current list of Impact Partners.

[Impact Partners](#)

LGBTQ BUYING POWER

71% of LGBTQ consumers are more likely to trust a brand with advertising that authentically represents a variety of sexual orientations. - according to [Think With Google](#)



EVENT SPONSORSHIP OPPORTUNITIES

Becoming an Impact Partner with the Greater Houston LGBTQ+ Chamber of Commerce opens the door to sponsoring a number of key Chamber events.

Our Sponsorship Guide details the multitude of opportunities the Chamber offers to market your organization and your brand. Your sponsorship is not just about logo placement - it's a partnership!

We are here to help customize your sponsorship to meet your unique goals. To learn more about Chamber event sponsorships, [visit our website](#).

Sponsor an event today and get your logo listed on the [Wall of Appreciation](#), where we highlight our programming and event sponsors!

Key Chamber Events & Campaigns:

- Chamber Annual Anniversary Celebration (February)
- Show Your Pride (April - June)
- Pride In Business Celebration & Awards (June)
- Chamber Holiday Food Drive (November)
- Chamber Annual Holiday Party (December)
- Monthly 3rd Thursday Breakfast
- Monthly Pride @ 5 and other networking/social events
- LGBTQ+ Workplace Alliance programming including:
 - Quarterly Networking Events
 - Quarterly Virtual Lunch & Learns
 - Quarterly B/ERG Leadership Roundtables
 - Annual Day of Service
 - Annual Educational LGBTQ+ Workplace Alliance Summit
- Lambda NextGen - Young Professionals Group events
- Any many more events throughout the year. [Learn more here](#).



PRIDE IN BUSINESS AWARDS

The Pride In Business Celebration and Awards luncheon is the Chamber's signature event of the year and it is the only LGBTQ+ event in Houston focused on the business community during LGBTQ+ Pride Month each June.

The Pride In Business Awards recognize the contributions made by Chamber members and other key stakeholders in building a more diverse and inclusive business community in the greater Houston area. Impact Partners have the opportunity to be nominated and recognized as award winners and the Pride In Business Celebration provides member companies with additional sponsorship and brand recognition opportunities at the same time.

Pride In Business Awards



Companies can self nominate or nominate others each year for consideration. We recognize Impact Partners with several awards including:

- Impact Partner of the Year
- Supplier Diversity Advocate of the Year
- Impact LGBTQ Ally of the Year
- Business/Employee Resource Group of the Year
- Chamber Advocacy Award

Will your company win next year? Join now to have a chance to compete for the next awards.



ENGAGING WITH POLICY MAKERS

The Greater Houston LGBTQ+ Chamber of Commerce advocates at all levels of government on behalf of our members to ensure that the LGBTQ+ community in the Greater Houston Region has equal access to economic opportunity and prosperity.

We closely monitor activity at all levels of government and inform our members and the community about proposed public policy – making us a trusted source on current and future issues, legislation and ordinances at federal, state, county and municipal levels.

We also work to create and expand key stakeholder alliances aligned with the Chamber's mission and values. Our partnership with our elected officials is key in helping us maintain this focus and achieve our goals for economic progress.

Each legislative session, the Greater Houston LGBTQ+ Chamber of Commerce joins forces with chambers across the state including the Austin LGBT Chamber of Commerce, North Texas LGBT Chamber of Commerce and San Antonio LGBT Chamber of Commerce as part of the Texas LGBTQ Chambers of Commerce coalition. Together the coalition works to achieve equality and inclusion by promoting economic vitality in our communities and strengthening LGBTQ+ and ally businesses. We invite our Impact Partners to participate in the Day at the Capitol hosted each legislative session in Austin.

Also as part of the Chamber's advocacy work, we are focused on increasing LGBTQ+ representation on boards and commissions for the City of Houston and Harris County and work with our Impact Partners to identify qualified candidates.





STRATEGIC AND NONPROFIT PARTNERS

Since its inception, the leadership of the Chamber has recognized the importance of collaborations and partnerships. Collaboration creates not only economic opportunity but also awareness, understanding, and acceptance between communities and collaborators...all through a business lens.

The Greater Houston LGBTQ+ Chamber of Commerce has developed key collaborations with our Strategic Partners, Collaboration Partners, International and Supporting Partners.

The Chamber has over 50 nonprofit members and we encourage our Impact Partners to support them through volunteer opportunities, service on boards, and through charitable giving.

HRC CORPORATE EQUALITY INDEX

Did you know, for companies that participate in the Human Rights Campaign Foundation's annual Corporate Equality Index (CEI), your Impact Partner level membership to the Chamber can contribute toward your company achieving a coveted 100 score in several key ways and Chamber staff engage with HRC staff throughout the year on Workplace issues.



Under the 2023-2024 criteria for Corporate Social Responsibility, your engagement with the Chamber can count toward Supplier Diversity, Marketing or advertising to LGBTQ+ consumers, and Philanthropic support for LGBTQ+ organizations or events.

View the full list of Chamber Partners at www.houstonlgbtqchamber.com



GIVING BACK TO COMMUNITY

The Greater Houston LGBTQ+ Chamber of Commerce Foundation supports the charitable and educational objectives of the Greater Houston LGBTQ+ Chamber of Commerce. The Foundation is a 501(c)(3) organization dedicated to promoting economic advancement and addressing economic inequities in the LGBTQ+ community.

The Foundation coordinates educational resources, programs, and research to advance the activities of the Chamber. The Foundation is dedicated to expanding economic opportunity in the Greater Houston region through education, research and initiatives that focus on the core drivers of economic prosperity for the LGBTQ+ community. The Foundation works to raise the profile of LGBTQ+ Texans and our impact on the economy locally, regionally and statewide.

According to Funders for LGBTQ Issues, LGBTQ+ people are more likely than straight people to face poverty, food insecurity, and economic hardship and these economic disadvantages are in part the result of discrimination. Economic inequality must be addressed for the LGBTQ+ community in order to build a thriving LGBTQ+ business community in order to promote generational wealth and support a strong and thriving community for every person.

Chamber Impact Partners have the opportunity to partner with the Chamber Foundation to explore special projects that can address economic prosperity and inclusion such as our Annual Holiday Food & Supply Drive.





Impact Partner Levels & Benefits

BECOME AN IMPACT PARTNER TODAY!

Impact Partner is the term that the Greater Houston LGBTQ+ Chamber of Commerce uses for our members that are large employers (100+ employees). Whether a corporation or large organization, our major employers in Houston have a major impact on our local economy and play a vital role when they invest in the Chamber.

READY TO PARTNER?

Complete the [Impact Partner Interest Form](#) OR contact our Director of Corporate Relations, Ryan Wilson for more information: ryan.wilson@houstonlgbtchamber.com.

| PARTNERSHIP LEVELS | ANNUAL RATE | PARTICIPATING EMPLOYEES Number of employees participating in Chamber events and programming. <i>Note: Participating employees are for complimentary events.</i> Unlimited number of employees can participate in paid events at the discounted membership rate. (additional employees can be added for a minimal fee) | Allocation from Chamber through Champion Chamber Fund to support LGBTQ+ owned businesses with membership support. Partner is recognized as a Chamber Champion Fund Supporter online. (ix) |
|----------------------|-------------|---|---|
| MISSION INVESTOR | \$50,000 | Up to 50 Employees | \$1,000 |
| GROWTH INVESTOR | \$30,000 | Up to 30 Employees | \$750 |
| CORNERSTONE INVESTOR | \$25,000 | Up to 25 Employees | \$500 |
| CHAMPION INVESTOR | \$20,000 | Up to 20 Employees | |
| EQUITY INVESTOR | \$15,000 | Up to 15 Employees | |
| PIVOTAL INVESTOR | \$10,000 | Up to 10 Employees | |
| CATALYST INVESTOR | \$5,000 | Up to 5 Employees | |

PROGRAMS & EVENTS

| PARTNERSHIP LEVELS | MISSION INVESTOR | GROWTH INVESTOR | CORNERSTONE INVESTOR | CHAMPION INVESTOR | EQUITY INVESTOR | PIVOTAL INVESTOR | CATALYST INVESTOR |
|---|---|---|---|--|--|--|--|
| Chamber Event Sponsorships - additional brand exposure opportunities at Chamber events throughout the year; see Sponsorship Opportunities Guide | SPONSORSHIP CREDIT: \$6,000 (note: does not include Pride In Business) | SPONSORSHIP CREDIT: \$3,500 (note: does not include Pride In Business) | SPONSORSHIP CREDIT: \$2,500 (note: does not include Pride In Business) | Opportunity to Sponsor events throughout the year (iii)(v) | Opportunity to Sponsor events throughout the year (iii)(v) | Opportunity to Sponsor events throughout the year (iii)(v) | Opportunity to Sponsor events throughout the year (iii)(v) |
| LGBTQ+ Workplace Alliance Program | If selected, recognized as 2025 Inspire Sponsor | If selected, recognized as 2025 Community Sponsor | If selected, recognized as a 2025 Connect Sponsor | Opportunity to Sponsor (iii)(v) | Opportunity to Sponsor (iii)(v) | Opportunity to Sponsor (iii)(v) | Opportunity to Sponsor (iii)(v) |
| Co-Branded Chamber-Employee Resource Group Event | Up to 50 employees | | | | | | |
| OUT Front Interview Series | Recognized as sponsor for one episode Opportunity to Sponsor additional episodes or program (iii)(v) | Recognized as sponsor for one episode Opportunity to Sponsor additional episodes or program (iii)(v) | Recognized as sponsor for one episode Opportunity to Sponsor additional episodes or program (iii)(v) | Opportunity to Sponsor (iii)(v) | Opportunity to Sponsor (iii)(v) | Opportunity to Sponsor (iii)(v) | Opportunity to Sponsor (iii)(v) |
| Ribbon Cutting Ceremony | 2 complimentary ribbon cuttings opportunities per year | 2 complimentary ribbon cuttings opportunities per year | 1 complimentary ribbon cutting opportunity per year | 1 complimentary ribbon cutting opportunity per year | | | |

SUPPLIER DIVERSITY

| PARTNERSHIP LEVELS | MISSION INVESTOR | GROWTH INVESTOR | CORNERSTONE INVESTOR | CHAMPION INVESTOR | EQUITY INVESTOR | PIVOTAL INVESTOR | CATALYST INVESTOR |
|--|--|--|--|--|---------------------------------|---------------------------------|---------------------------------|
| LGBTBE® Roundtable Program (vii) - Engaging local LGBTQ+ owned and certified businesses through a cohort program | If selected, recognized as 2025 program sponsor, Top Tier Sponsor (iii)(v) Opportunity to Host (vi) | If selected, recognized as 2025 program sponsor, Prime Tier Sponsor (iii)(v) Opportunity to Host (vi) | If selected, recognized as a 2025 program sponsor (iii)(v) Opportunity to Host (vi) | If selected, recognized as a 2025 program sponsor (iii)(v) Opportunity to Host (vi) | Opportunity to Sponsor (iii)(v) | Opportunity to Sponsor (iii)(v) | Opportunity to Sponsor (iii)(v) |
| Opportunity to Participate in Supplier Diversity Matchmaker Program | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Recognition on Chamber Supplier Diversity Partner Page (viii) | Top Tier Listing | Prime Tier Listing | Third Tier Listing | ◆ | ◆ | ◆ | ◆ |

EMPLOYEE ENGAGEMENT

| PARTNERSHIP LEVELS | MISSION INVESTOR | GROWTH INVESTOR | CORNERSTONE INVESTOR | CHAMPION INVESTOR | EQUITY INVESTOR | PIVOTAL INVESTOR | CATALYST INVESTOR |
|---|--------------------|--------------------|----------------------|--------------------|--------------------|--------------------|-------------------|
| Employee Engagement - LGBTQ+ Workplace Alliance Note: Participating employees are for complimentary events. Unlimited number of employees can participate in paid events at the discounted partner event rate. (additional employees can be added for a minimal fee) | Up to 50 employees | Up to 30 employees | Up to 25 employees | Up to 20 employees | Up to 15 employees | Up to 10 employees | Up to 5 employees |
| Employee Engagement - LAMBDA NextGen LGBTQ+ Young Professionals Group (ages 21 - 40) | Up to 30 employees | Up to 20 employees | Up to 15 employees | Up to 10 employees | Up to 6 employees | Up to 4 employees | |
| Employee Engagement - Pride Nights with Chamber Sports Team, Arts and Nonprofit Partners. Connection with teams for ERG group participation in Pride Night events. | ◆ | ◆ | ◆ | | | | |

| PARTNERSHIP LEVELS | MISSION INVESTOR | GROWTH INVESTOR | CORNERSTONE INVESTOR | CHAMPION INVESTOR | EQUITY INVESTOR | PIVOTAL INVESTOR | CATALYST INVESTOR |
|--|---|---|---------------------------------------|---|---|---|-------------------|
| Customized LGBTQ+ Inclusion Workshop Hosted by Partner | 2 per year | 1 per year | | | | | |
| Opportunity to Promote Partner Directed/Collaboration Program (iii) | ◆ | ◆ | ◆ | ◆ | ◆ | | |
| Complimentary Speaker from the Chamber during Pride Month or LGBTQ+ History Month (other months as requested) (ii) | Speaker/ Panelist Credit: \$1,500 | Speaker/ Panelist Credit: \$1,000 | Speaker/ Panelist Credit: \$500 | Reduced Chamber Speaker Fee (20%) | Reduced Chamber Speaker Fee (15%) | Reduced Chamber Speaker Fee (10%) | |
| Resource for Speakers, Panelists and Expertise for Chamber and Chamber Partner Events | ◆ | ◆ | ◆ | ◆ | ◆ | | |
| Engagement with regional nonprofit Chamber members | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Opportunity to attend annual LGBTQ+ Nonprofit Showcase | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Invitation to Exclusive Events | ◆ | ◆ | ◆ | ◆ | ◆ | | |
| <u>NGLCC Business & Leadership Conference Registration Discount</u> | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |

BRAND, ENGAGEMENT & VISIBILITY

| PARTNERSHIP LEVELS | MISSION INVESTOR | GROWTH INVESTOR | CORNERSTONE INVESTOR | CHAMPION INVESTOR | EQUITY INVESTOR | PIVOTAL INVESTOR | CATALYST INVESTOR |
|---|---|--|---|-------------------------|-------------------------|-------------------------|-------------------------|
| Logo inclusion and hyperlink on Chamber website home page | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| <u>Logo or name placement on Chamber website with hyperlink on Impact Partners page with level designation</u> | Premier Listing, Top of page with brief description | Second Tier of page with brief description | Third Tier of page with brief description | Fourth Tier | Fifth Tier | Logo Placement | Logo Placement |
| Logo or name placement in Chamber email communications (e.g., newsletter, upcoming events, etc.) with Impact Partner level designation (where Impact Partners are listed) (iii) | Logo Placement Premier Listing | Logo Placement Prime Listing | Logo Placement Third Tier Listing | Logo Placement | Logo Placement | Logo Placement | Logo Placement |
| Email highlight of Impact Partner new partnership or renewal | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| OUT Front Conversations Interview Series | 1 interview per year | | | | | | |
| Enhanced Online Directory listing | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Additional Affiliated/ Recognized Brand Recognition (viii) | 12 | 10 | 8 | 6 | 4 | 2 | 1 |
| Multiple location online directory listings | 15 | 12 | 10 | 8 | 6 | 4 | 2 |
| Turnkey online member profile setup | ◆ | | | | | | |
| Logo on Chamber collateral where Partners are listed (ii) | ◆ | ◆ | ◆ | ◆ | | | |
| On-site signage at Chamber signature events (with level designations) (iii) | Premier Placement (iv) | Prime Placement (iv) | Third Tier Placement (iv) | | | | |
| Recognition as Chamber Blog Sponsor | ◆ | | | | | | |
| Pride In Business Awards Nominations | Opportunity to Nominate | Opportunity to Nominate | Opportunity to Nominate | Opportunity to Nominate | Opportunity to Nominate | Opportunity to Nominate | Opportunity to Nominate |
| Opportunity to list Member to Member Deals on Chamber website | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Opportunity to list Hot Deals on Chamber website | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |

| PARTNERSHIP LEVELS | MISSION INVESTOR | GROWTH INVESTOR | CORNERSTONE INVESTOR | CHAMPION INVESTOR | EQUITY INVESTOR | PIVOTAL INVESTOR | CATALYST INVESTOR |
|--|------------------|------------------|----------------------|-------------------|------------------|------------------|-------------------|
| Opportunity to participate in the Business Advantage Program (BAP) (iii) <small>***Note specific levels apply to the BAP program. See Chamber website for details.</small> | Tier 1 | Tier 2 | Tier 2 | Tier 3 | Tier 4 | Tier 5 | |
| Use of Chamber Partner Logo in all approved advertising and literature (with restrictions) | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Opportunity to provide communication content based on technical expertise (e.g., article, blog) | Up to 3 Annually | Up to 2 Annually | Up to 1 Annually | | | | |
| Access to Member Facebook and LinkedIn Groups to post Partner information | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Opportunity for co-branded promotional items (iii) | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Job Postings on Chamber Jobs Board | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Promotion of Impact Partner Directed Job Fair | Up to 5 Annually | Up to 4 Annually | Up to 3 Annually | Up to 2 Annually | Up to 1 Annually | | |

PUBLIC POLICY

| PARTNERSHIP LEVELS | MISSION INVESTOR | GROWTH INVESTOR | CORNERSTONE INVESTOR | CHAMPION INVESTOR | EQUITY INVESTOR | PIVOTAL INVESTOR | CATALYST INVESTOR |
|---|------------------|-----------------|----------------------|-------------------|-----------------|------------------|-------------------|
| Representation on Legislative Affairs Committee | ◆ | ◆ | ◆ | | | | |
| Participation in Chamber's Legislative Affairs Activities | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Engagement with City of Houston and Harris County for Boards & Commissions service opportunities | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |

PROFESSIONAL AND LEADERSHIP OPPORTUNITIES

| PARTNERSHIP LEVELS | MISSION INVESTOR | GROWTH INVESTOR | CORNERSTONE INVESTOR | CHAMPION INVESTOR | EQUITY INVESTOR | PIVOTAL INVESTOR | CATALYST INVESTOR |
|---|------------------|-----------------|----------------------|-------------------|-----------------|------------------|-------------------|
| Participation on Impact Partner Advisory Committee | ◆ | ◆ | ◆ | ◆ | | | |
| Leadership Development through Committee or Board Participation (ii) | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |
| Volunteer opportunities (e.g. Chamber Day of Service) | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ | ◆ |

(i) Industry Exclusive (ii) Board participation requires application to and approval by Board of Directors (iii) At Chamber's discretion (iv) When published (v) Sponsorship cost varies by event type and availability (vi) Hosting opportunities varies by event type and availability (vii) Company must recognize LGBTBE® Certification to participate (viii) Does not include LGBTQ+ Workplace Alliance (viii) Under same parent. (viii) Number of employees participating is based on Partner Level (ix) calculated on direct funding and not in-kind

*Eligibility - 100+ employees

**Sent from Chamber

As of 1/1/2025



READY TO PARTNER?

TOGETHER...we can work together and be a strong voice for the Greater Houston LGBTQ+ and Allied Community.

Become an Impact Partner and help us build a better tomorrow for the LGBTQ+ community in the region.

Complete the Impact Partner Interest Form or contact our Team Specialist **Ryan Wilson for more information.**



Ryan C. Wilson (he/him) is Director of Corporate Relations, and has 20 years of local and national LGBTQ+ inclusion experience. He is here to help support your company with additional learning and engagement opportunities. If you are a Chamber Impact Partner with B/ERGs groups, you are eligible to join the LGBTQ+ Workplace Alliance and participate in all the exciting programming we have planned. #AskRyan - Ryan is ready to schedule a conversation with you about how to maximize your Chamber partnership or how to become an Impact Partner.

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