

HMSHost Diversity & Inclusion

DISCUSSION POINTS

- ✈ Being as diverse as the travelers we serve
- ✈ Building a culture of diversity and inclusion
- ✈ Diversity beyond statistics



As diverse as the travelers we serve



Increase in female travelers

61% Female Associates

58% Female Supervisors & Managers

70% People of Color

58% Supervisors & Managers

40% Female Executive Team

25% People of Color





Diversity is far more than can be reflected in stats

- ✈ Culture
- ✈ Socio-economic background
- ✈ Political ideas and affiliation
- ✈ Geography
- ✈ Anything that influences thought and approaches to life and business issues

Building a culture of diversity and inclusion



Starts at the Top

- Lead by Leadership
- Board Room Representation
- Celebrating Differences
- Seeing Business Value

Leverage Internal Resources

- Women's Leadership Network
- Mentoring
- Leadership Development Program
- Diverse Candidate Slates
- Executive Voices

Leverage External Resources

- Women's Foodservice Forum
- Multicultural Food & Hospitality Alliance
- Opportunity Youth
- Industry Conferences & Best Practices