

Diversity and Inclusion is about creating a sense of belonging that celebrates, supports and, most of all, respects all people. Hilton scored in the top ten in multiple categories of DiversityInc’s Top Companies for 2019 list because of our commitment to a culture of inclusion – for guests and Team Members of every background, gender, sexual identity, ability, heritage and belief.

Diversity & Inclusion at Hilton

69% of all U.S. Team Members are Ethnically Diverse

43% of Global Managers are Women

37% of Global Team Members are Millennials

40+ languages are represented across
170+ nationalities globally

We have created numerous initiatives to expand our culture of diversity and make Hilton a “for all” career destination.

- Partnerships with multicultural, LGBTQIA+ and disability-focused organizations
- Recruitment and scholarships that support diversity and the economically disadvantaged
- Non-college-degree-based hiring and promotion
- Accommodations for employees with physical or cognitive disabilities

GROWING AN INCLUSIVE WORKPLACE

We require hotel and corporate Team Members globally to complete our Inclusive & Respectful Workplace curriculum annually. The training is part of our ongoing commitment to provide a welcoming environment for Team Members and guests. The four components include: Anti-Trafficking (all Team Members), Diversity & Inclusion/Unconscious Bias (all Team Members), Code of Conduct (managed hotels and corporate Team Members), Harassment Free Workplace (managed hotels and corporate Team Members).



To be the most hospitable company in the world, we need to be the most inclusive. We want our Team Members to be able to bring their whole selves to work every day.”

Matt Schuyler, Chief Human Resources Officer

88%

of hotels globally have trained all Team Members in Diversity & Inclusion and Unconscious Bias, including **100%** of managed hotels in the U.S.

100%

of U.S. managed hotels delivered Harassment-Free Workplace training



100%

rating on the Human Rights Campaign’s Corporate Equality Index for the sixth year in a row

HILTON TEAM MEMBER RESOURCE GROUPS



ABILITIES

ASIAN & PACIFIC ISLANDER

MILLENNIAL

NEXTGEN

AFRICAN AMERICAN

HISPANIC/LATINO

MILITARY

WOMAN

EXPANDED TO 39 GLOBAL CHAPTERS AND 274 OWNED AND MANAGED PROPERTIES IN THE U.S. IN 2019

WOMEN

Women at Hilton – in corporate offices and across owned and managed properties – account for more than half of all employees in the U.S. To ensure they're empowered to be their best, Hilton has invested in a growing list of family-friendly benefits. In 2019, Hilton ranked #1 on the [Best Workplaces™ for Women U.S.](#) list by Fortune and Great Place to Work.

WOMEN REPRESENT:



50%
of our Board of Directors



48%
of our top 10% earners globally



52%
of our Team Members in the U.S.



54%
of managers and executives in the U.S.

OPERATION: OPPORTUNITY

OUR MISSION IS YOUR SUCCESS

Over the last three years, Hilton has hired an average of nine veterans or military family members every day in the U.S.

VETERANS

Hilton has a long legacy of supporting the military, dating back to our founder, Conrad Hilton, a proud World War I veteran. In 2019 we achieved our [Operation: Opportunity](#) target of hiring 30,000 veterans, military spouses and caregivers over the past six years across hotels, corporate offices and work-from-home positions in the U.S. We have expanded our commitment to hire 25,000 additional veterans, military spouses and caregivers by 2025. This commitment is the largest in the hospitality industry and one of the largest in the U.S. private sector.

SUPPLIER DIVERSITY

We engage, support and create business opportunities in our communities. Diversity is continually promoted within our business through our supplier diversity program, multicultural marketing to diverse customer segments, partnerships with numerous diverse nonprofit organizations, and development of property ownership opportunities for women and minorities. We partner with key stakeholders to create opportunity for suppliers, guests, communities and owners.

Through our award-winning supplier diversity program, which began nearly a decade ago, we have cultivated relationships with nearly 3,500 women-, minority-, Veteran-, and LGBTQ-owned businesses, by developing strategic alliances with companies whose culture and values are consistent with ours. In 2018, women- and minority-owned businesses accounted for over \$436 million of our supplier spend.

STRATEGIC Partners



...AND MORE

COLLECTIVE ACTION TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

- Partnering with industry associations and expert NGOs to foster access to opportunities and skills for all current and future Team Members

