



Hilton



Supplementary Reading

Women in the workplace of Hilton



Source provided by: Hilton

Hilton is not just a company committed to diversity and inclusion – we embody it. Our global workforce of over 380,000 Team Members at more than 6,200 properties in 118 countries and territories continues to remind us of the importance of celebrating diversity and inclusion throughout our company.

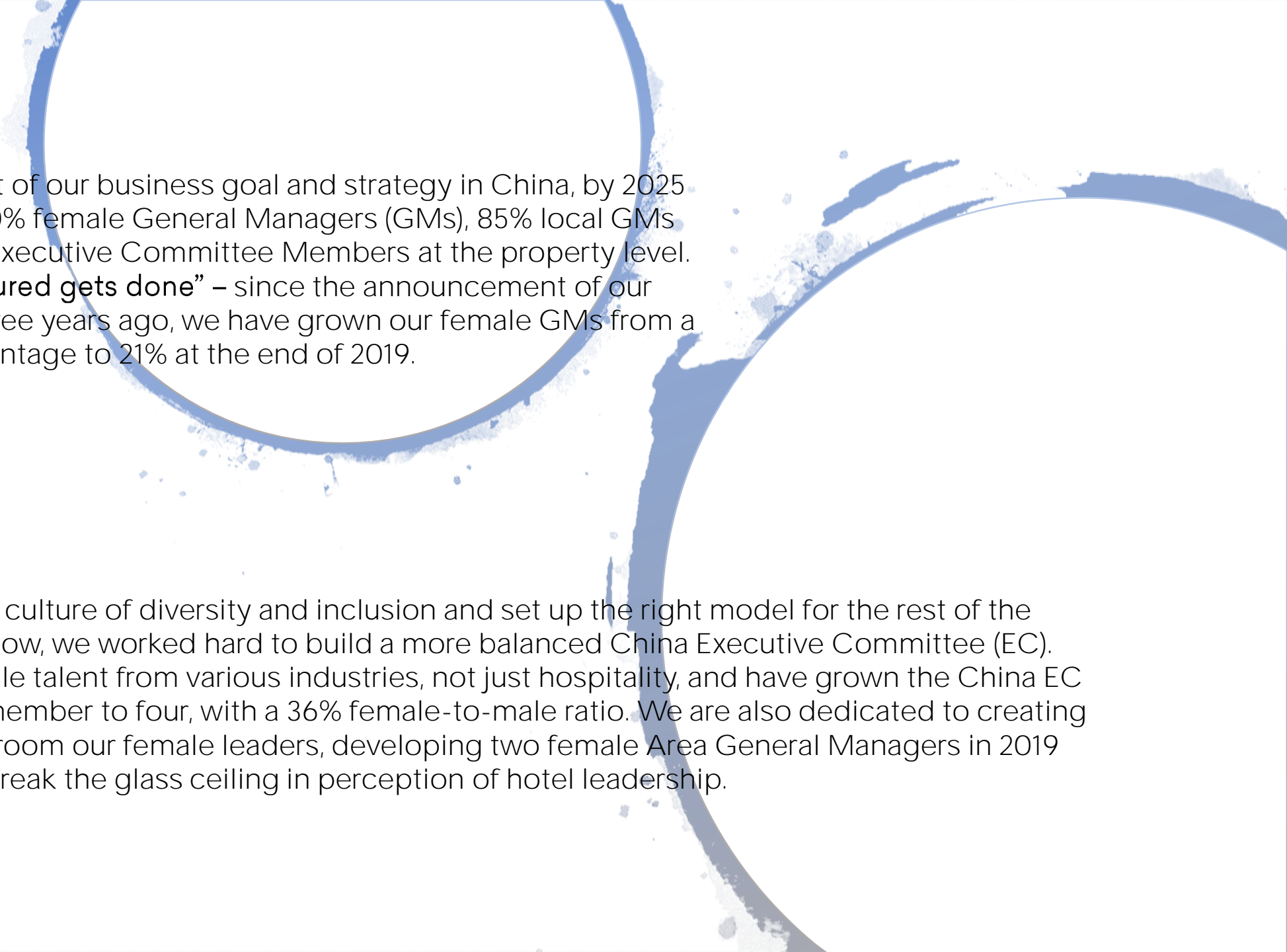




In the words of Christopher J. Nassetta, our President & **CEO**, “*Diversity is our culture, is part of our legacy, and is fundamental to our success.*”

We are a company of diverse cultures serving diverse Guests. We seek to understand our unique global communities, while developing culture, talent and marketplace strategies that cultivate a work environment of inclusiveness. As such, we hold ourselves and all of our Team Members to the highest standards of integrity, ethics and service excellence. We will achieve and maintain our position by applying our core Values, attracting the best and brightest talent, and by valuing and leveraging the diversity of our Team Members, Guests, Suppliers, Partners and Owners.

◦

A large, abstract blue graphic consisting of several overlapping circular and semi-circular shapes, resembling a stylized 'W' or a series of connected arcs, positioned in the background of the slide.

As an integral part of our business goal and strategy in China, by 2025 we aim to have 30% female General Managers (GMs), 85% local GMs and 40% female Executive Committee Members at the property level. **“What gets measured gets done”** – since the announcement of our China strategy three years ago, we have grown our female GMs from a single-digit percentage to 21% at the end of 2019.

Role Modeling

To create the right culture of diversity and inclusion and set up the right model for the rest of the organization to follow, we worked hard to build a more balanced China Executive Committee (EC). We attracted female talent from various industries, not just hospitality, and have grown the China EC from one female member to four, with a 36% female-to-male ratio. We are also dedicated to creating opportunities to groom our female leaders, developing two female Area General Managers in 2019 alone, helping to break the glass ceiling in perception of hotel leadership.

Unconscious Bias Training

"To raise the awareness of unconscious bias in the workplace, we have worked with the Center for Creative Leadership, a globally-recognized leadership development and research organization that has been making significant progress and research in the women-in-leadership space since 2015. We specifically partnered with them during the APAC GM and HRD conferences on this topic and invited them to run focused women-in-leadership workshops for us. **"Unconscious bias" has become a compulsory e-learning course for all our TMs across the entire organization.**

Women in Leadership Workshop

We host an annual two-day Women in Leadership workshop open to 15-20 of our top female talent. Besides providing proper recognition and networking, we also:

Invite female owners to mingle with our top talent, share their perspectives and work or life experiences.

Invite experienced male and female Area General Managers to share their GM/leadership experiences with top talents

Form one-year mentorship programs for top talent with female owners and China Executive Committee Members

Provide overseas exposure to our sister properties for all top talent

Local GM Kid's education assistant

To recognize the importance of the wellbeing of entire families, such as when a Hotel GM takes on a new assignment in a new GCM city, we decided to introduce the Local GM Children's Education Assistance Program in early 2019. This program helps strengthen family connections as they adjust to living a new city by subsidizing the cost of their children's in local private schools. This forms an integral part of Hilton's Care Experience for our GMs as they uproot themselves and their families to take on an assignment in another city. The Chinese GMs are entitled to cash reimbursement for their kid(s) in a local private school from Kindergarten (age 5) to High School (age 18) in the host city of the assigned location. If local private school is not available in a GM's assignment location, they are also able to enroll their children in another city that is closest to the assigned location. This initiative is well recognized and welcomed by both our local GMs and Owners.

At Hilton, we are committed to providing a supportive physical and cultural workplace environment, as well as mindful leadership that embraces diversity and inclusion, so our Team Members can build meaningful careers with us. Below is just one of many examples of what it means to thrive with the company.

Special thanks to Hilton for providing and sharing wonderful stories about female colleagues in its organization

Thank you!

