GOALS/TARGETS

Our global diversity and inclusion objectives include:

- Leveraging our core values to embed global diversity and inclusion so it is an integral part of how we do business.
- Positioning global diversity and inclusion as a business priority as we work with associates, suppliers and owners.
- Continuing to put our global diversity and inclusion strategies into practice while building leadership capacity to promote global thinking, optimize individual and team performance, and provide better service to our customers.
- Building preference with next-generation associates and travelers.
- Creating workplace and travel experiences that generate loyalty.
- Maintaining our position as a best-in-class diversity and inclusion leader.
- Increasing spend with diverse suppliers globally from $541M in 2014 to $568M in 2015.
- Increasing diverse- and women-owned hotels to 1,000 by 2020.

Marriott International’s approach to global diversity and inclusion is deeply rooted in our company’s culture and core values. Our culture is best represented by the first and most significant of our five core values – Put People First – with an emphasis on providing opportunity.

We realized long ago that a diverse and inclusive workforce strengthens Marriott’s culture and provides a competitive advantage. In 2014, we celebrated the 25-year anniversary of Marriott’s formal diversity and inclusion program. Valuing and embracing differences is also a part of the way we do business every day around the world, and it is essential to our success as a leading hospitality company with a growing global portfolio of more than 4,100 managed and franchised properties in 79 countries and territories around the world. Our commitment to diversity and inclusion also enhances sustainable business growth, as well as economic and social vitality.
**DIVERSITY**

**CEO Arne Sorenson talks #diversity in @LinkedIn blog:** “No one should be the only one.” Marriott is intent on giving opportunities to all [http://linkd.in/1E5IaN3](http://linkd.in/1E5IaN3).


Marriott provides opportunities to [#DiverseYouth](https://twitter.com/search?q=%23DiverseYouth) through partners like @NAACP, National Council of La Raza & @NatUrbanLeague of Young Professionals [http://bit.ly/1BS3ZnZ](http://bit.ly/1BS3ZnZ).


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**WORKFORCE**

**CUSTOMERS**

“To unleash global growth we must promote #equality,” says CEO Arne Sorenson [http://cnb.cx/18jIPAZ](http://cnb.cx/18jIPAZ).

Marriott launches [#LoveTravels](https://twitter.com/search?q=%23LoveTravels) campaign to celebrate #inclusion and our welcoming approach to #hospitality [http://bit.ly/1Ah1ZVD](http://bit.ly/1Ah1ZVD).

Marriott hosts 3 #multicultural webinars for associates in 2014 to highlight best practices + trends: #Lesbian, #Gay, #Bisexual & #Transgender weddings, #IndianWeddings & #Quinceaneras [http://wapo.st/1ekkbDD](http://wapo.st/1ekkbDD).


Marriott hosts 7 #CultureDays (#Indian, #Chinese & #Jewish) for more than 100 associates in 2014. Culture days include country overviews, best practices & field trips to enhance #awareness.

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**WHAT’S TRENDING @MARRIOTTINTL**

Loyalty is based on several things, and one important factor is whether the job makes me happy, assured and motivated.

Sandy Wang
General Manager
Beijing Marriott Hotel Northeast.
SUPPLIERS AND OWNERS

Seeing double: Marriott plans to nearly double its number of diverse hotel owners, including women, by 2020 [http://bit.ly/1GV0Zbi]

Marriott joins Think Big Initiative to gain access to 100 WomenOwned businesses in India + provide guidance on becoming part of Marriott’s SupplyChain [http://bit.ly/1t7esW8]

Marriott annually supports diversity, innovation & entrepreneurship at National Black MBA’s Innovation Whiteboard Challenge MarriottMBA14 NBMBAA14 [http://bit.ly/1LyG80q]


Marriott + VetFran host inaugural event to connect VeteranOwned smallbusinesses with corporate supply chains [http://bit.ly/1AgehY5]


2014 was an outstanding year for Marriott engaging with women-owned businesses. In addition to the increase in spending globally, we more than doubled our engagement and outreach efforts for women business owners over the prior year.

Dominica Groom Director, Global Supplier Diversity

#WomanOwned Haitian company AyitiNatives supplies MarriottHaiti with soaps & amenities made by Haitian women using local herbs, nuts & fruits.

RELATED LINKS

Awards and Recognition
Love Travels
Marriott 2015 Sustainability Issue Reports
Marriott.com/gaytravel
Marriott Global Diversity and Inclusion
Marriott Point of View on Twitter @MarriottPOV
MarriottVetCareers
Supplier Evaluation
Diversity and Inclusion Partners

Unless otherwise noted, this report is based on data from Marriott’s 2014 fiscal year and reflects the operational performance of our company-operated properties, which include owned, leased and managed properties, and exclude rooms from franchised, franchised unconsolidated joint ventures and timeshare properties.