



Anti-Racism Pledge

Overview:

As hospitality leaders, many of our companies have a long-standing commitment to ensuring inclusive opportunity for all. We also recognize that ongoing change and collective commitment is required across the hospitality industry in order to continue fostering an inclusive and diverse workforce.

Ultimately, as Ambassadors of Change, we are dedicated to creating an increasingly equitable and inclusive industry where all races, genders, abilities and under-represented peoples have voices and see themselves represented at all levels including ownership, management, leadership and on the frontlines.

We are on a mission to actively support a culture of anti-racism and are committed to creating an industry that is inclusive and diverse with opportunities for all.

Together we can make a difference by leveraging our best practices, promoting our commitments, addressing challenging views, working to dismantle barriers that exist and highlighting our progress on a regular basis. More importantly, we are committed to holding one another accountable to ensure progress is made.

Will you join us?

Pledge:

Our Stand on Anti-Racism, Equity and Inclusion

We believe we are all made better by the diversity that exists in our communities. As companies and people, we are committed to creating a place where every team member and guest feels welcome, respected, appreciated, and able to be themselves. We are making it a priority to do our part to tackle and eliminate systemic racism and discrimination in our business, the hospitality industry and our partner communities. To do this we will responsibly address the concerns and needs of our diverse team members and guests by actively supporting a culture of anti-racism, equity and inclusion for all, including, but not limited to, Black, Indigenous and people of colour, members of the LGBTQ+ community, persons with disabilities, and women.

We acknowledge that collectively we can make a big difference and choose to be committed to:

- Creating positive change through company policies, hiring practises and operational guidelines
- Leveraging best practices and relevant content for other companies to benefit from
- Being an active part of the conversation and education that will encourage compassion, empathy, open-mindedness and a greater understanding

By working together, regardless of competing brands, we can help each other facilitate honest conversations, solicit feedback, address challenging views, and, in the process, continue to foster an industry that can be a positive part of the change in addressing racism and creating opportunities for all.

Anti-Racism Pledge

I _____ Title _____

of Company Name _____

Pledge to actively support a culture of Anti-Racism and am committed to creating an industry that is inclusive and diverse with opportunities for all.

Signature: _____

Date: _____