

## **MARRIOTT INTERNATIONAL: DIVERSITY MILESTONES AT A GLANCE**

---

- 1989** Established diversity program.
- 1990** Established work/life programs.
- 1992** Established diversity councils.
- 1998** Began supplier diversity efforts. Initiated women's research and business case development.
- 1999** Held first National Women's Leadership Conference to foster a dialogue about women's leadership opportunities at Marriott. Official launch of the Women's Leadership Development Initiative.
- 2000** Established formal supplier diversity program. Held first regional women's leadership conference. Held Alice S. Marriott Celebration: A Tribute to the Heritage of Women at Marriott.
- 2001** Implemented a portfolio of programs specifically for the purpose of fostering the development of women leaders.
- 2003** Formed the Committee for Excellence – A Committee of Board of Directors. Launched Leadership Education Series to develop bench strength talent and advance leadership diversity. Hired a certified woman-owned online ad agency to promote our brands.
- 2004** Hired a minority-owned public relations firm to promote communicate our diversity initiatives. Appointed Norman K. Jenkins to focus on minority hotel ownership. Developed Career Acceleration Program to develop pipeline of general management talent and advance leadership diversity.
- 2005** Established the J.W. Marriott, Jr. Diversity Excellence Award. Announced goal to spend \$1 billion with diverse suppliers and reach 500 minority- and women-owned hotels by 2010. Conducted first Minority Summit to provide education and support to prospective minority owners. Inducted into Working Mother "Hall of Fame".

- 2006** Entered into hotel franchise agreement with largest African-American hotel ownership company. Reached historic high in percentage of minority hires from college campuses. Reached historic highs in the representation of women and minorities in senior executive positions. In collaboration with George Washington University, began multi-year, groundbreaking study funded by a National Science Foundation grant examining the business impact of excellence in diversity management.
- 2007** Launched Sed de Saber, an English-learning device which teaches English to Spanish-speaking employees. Announced record highs in the area of supplier diversity, minority hotel ownership, and diverse management appointments. Invited by President George W. Bush to share success of Sed de Saber program.