

Pathway to NetPositiveHospitality

Stage 1

Understand impact & dependencies	
	1. Understand current state of EDI in your company by reviewing existing EDI policies, practices and initiatives
	2. Review dependencies relating to EDI
	3. Collect data for baseline
	4. Analyse data to identify themes, strengths, gaps and opportunities
Set targets	
	5. Set company targets, targets for managed hotels, and suggest targets for franchised hotels, to improve gender, accessibility and diversity
	6. Engage regional, country, hotel leads in the process of local prioritisation of EDI issues and targets
Take action	
	7. Review policies to ensure EDI is consistently included in all documents
	8. Hold consultations to identify best practices in reducing inequalities within the workforce and/or supply chain
	9. Review available guidance to identify relevant actions and create an improvement plan for EDI. This should consist of activities to be executed in the short-term (1 year), a medium-term (3 year) plan and a headline plan for longer-term initiatives (5-year plan)
	10. Review service providers, management and franchise contracts to see if a requirement to provide employee data can be added
	11. Determine financial and non-financial resources needed, create a business case and gather required resources
	12. Inform employees about objectives and their role in achieving your targets
	13. Implement at least one initiative to reduce inequalities in employment within the business at corporate or hotel level

Stage 2

Understand impact & dependencies	
	1. Gather data to gain a deeper understanding of gender and disability representation
	2. Assess impact of actions taken to promote gender and diversity inclusion
	3. Gain an understanding of gender and disability representation in supply chain
	4. Review global and country legislations that support representation and inclusion of gender and people with disabilities
Set targets	
	5. Review and strengthen company, property level gender and disability-specific targets, and data collection targets from franchised hotels
	6. For clear alignment discuss and agree on definitions, guidance and measurement metrics for EDI targets with regional, country or property leads
Take action	
	7. Review available guidance and resources to conduct hotel-level gender or disability audit (internal or external)
	8. Develop your progress plan for action and resources required
	9. Delegate targets to all relevant departments / functions
	10. Orient all teams on business objectives and action plan for gender and disability inclusion
	11. Take on board franchised hotels and provide support for data collection
	12. Determine financial and non-financial resources needed, create a business case and gather required resources
	13. Update brand standards (and standard operating procedures, if set at corporate level) to better support EDI efforts
	14. Engage with customers and enable them to make more sustainable choices

Stage 3**Understand impact & dependencies**

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| | 1. Review outcomes and impact (positive and negative) from your EDI initiatives |
| | 2. Assess diversity status across all departments and management level to identify which group may still be left behind or out |
| | 3. Assess level of diversity represented and supported by your supply chain |
| | 4. Review procurement process, supplier due diligence and code of conduct for inclusion of expected standards on gender, disability, and diversity inclusion |

Set targets

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| | 5. Use improved disaggregated data to set targets for diversity inclusion and accessibility |
| | 6. Review and strengthen business objectives and strategy for diversity and accessibility |
| | 7. Demonstrate your commitments publicly |

Take action

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| | 8. Implement action plan based on audit (internal or external) completed in previous stage |
| | 9. Implement inclusive leadership training for leaders at all levels of the business |
| | 10. Review staff and customer facilities and services at the hotel to ensure accessibility |
| | 11. Engage with suppliers to support them to improve standards for gender equity, accessibility and diversity |
| | 12. Engage with national and international actors (governments, NGOs, conservation groups, partnerships, coalitions etc.) to align plans and increase the scale of progress |
| | 13. Integrate gender, accessibility and inclusion standards in all new contracts across value chain |
| | 14. Modify brand standards to include procurement codes which apply to franchisees |
| | 15. Determine financial and non-financial resources needed, create a business case and gather required resources |
| | 16. Actively engage your staff and encourage innovation |
| | 17. Engage with customers and enable them to make more environmental choices |