

# BLACK LEADERSHIP LACKING IN HOTEL INDUSTRY

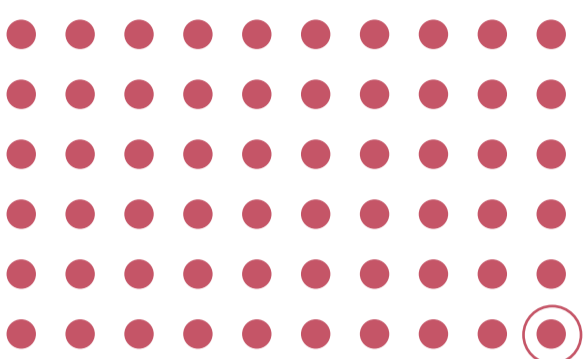
Research from the Castell Project shows that one in five employees in the hotel industry is Black, but the ratio in leadership positions is much wider.

## LEADERSHIP



**1 IN 60**

are in VP roles



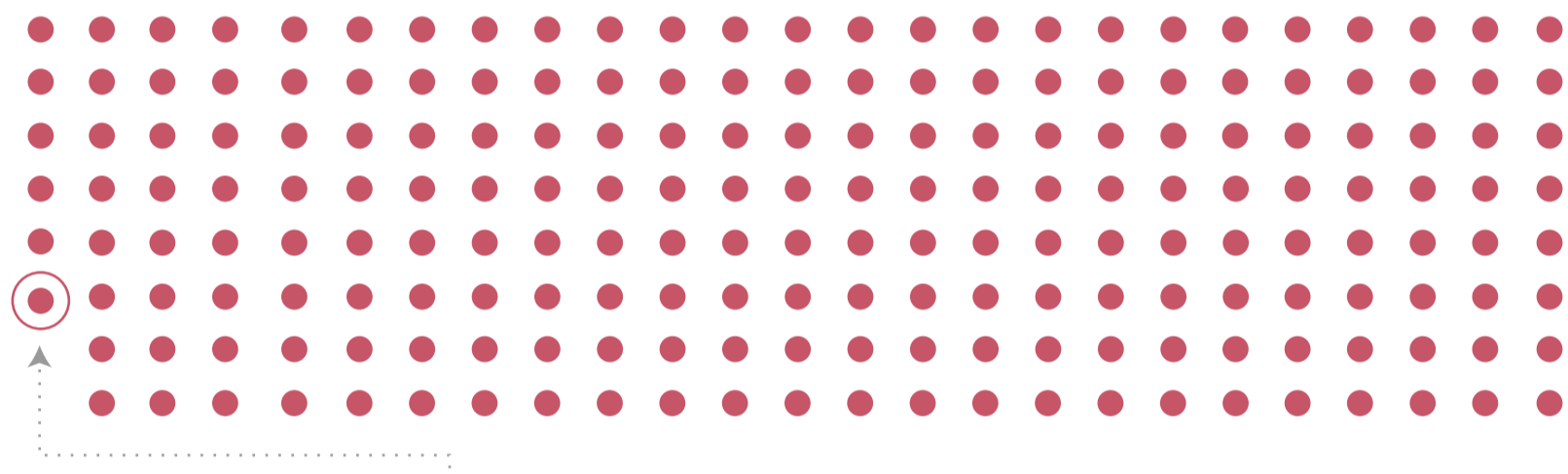
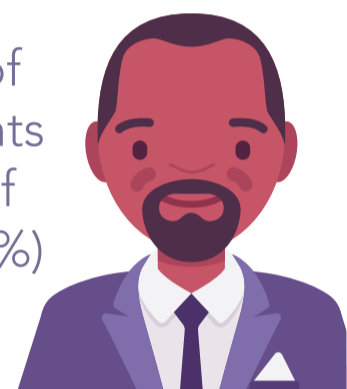
**1 IN 66**

hold EVP and/or SVP positions



**86%** of Black CEOs/presidents are men while **14%** are women.

**Less than 1%** of CEOs/presidents (0.9%) and chief executives (0.7%) in the industry are Black.

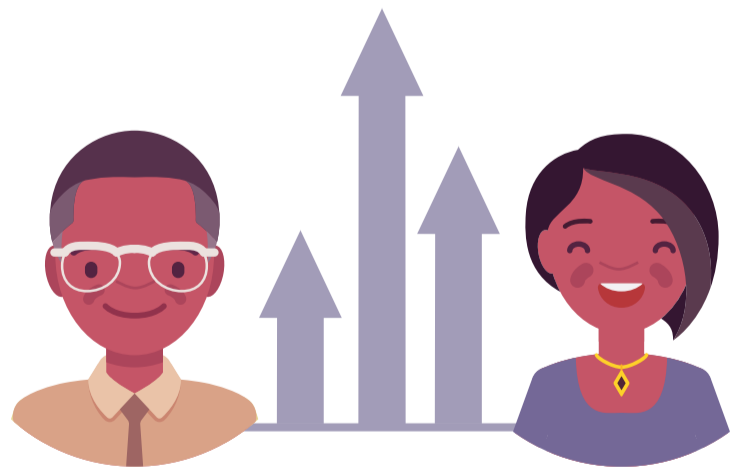


Black women are **one to 198** of EVPs/SVPs while Black men are **one to 99** EVPs/SVPs

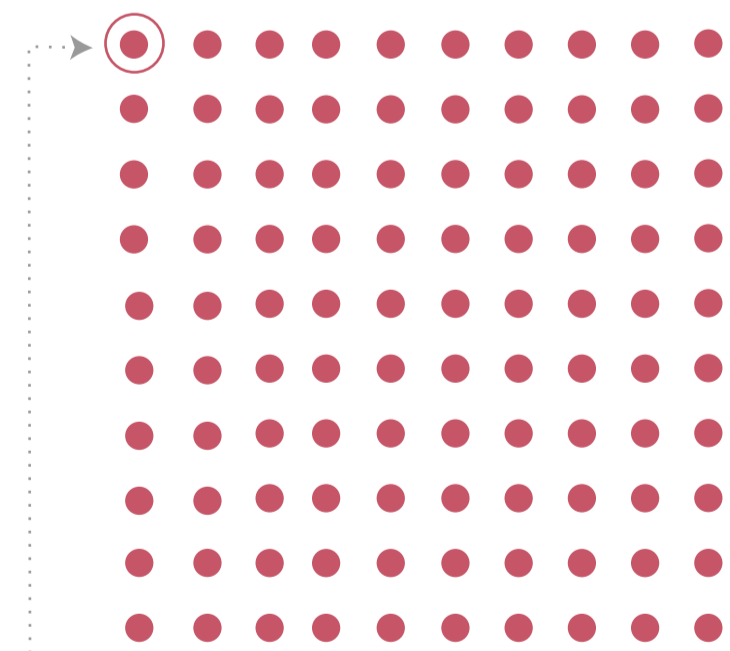


## PROMOTIONS

**2.7%** of Black people in the industry have been promoted to directors; Black men hold **0.9%** of this total while Black women hold **1.8%\***.



\*Data refers to mid-management directors in corporate offices.



**Less than 1%** of positions above director in the industry are held by Black men, and that share is lower for Black women.

## REPRESENTATION BY FIELD

Black male leaders mostly hold roles in **operations** and are less visible in accounting/financing roles.



**67%** of Black women in director positions are in human resources.

