

Diversity, Equity, Inclusion and Accessibility (DEIA) Statement

At The Usual, we are committed to leading in a new era for hospitality where travel becomes a force for good. The Usual's mission is to create an inclusive design hotel experience that fosters connected communities, inspires conscious travel, and regenerates ecosystems.

Our Diversity, Equity, Inclusion, and Accessibility (DEIA) Team plays a vital role in shaping our organization's culture, values, and practices. We firmly believe that a diverse, equitable, and inclusive environment is not only essential for our success, but also a moral imperative and at the core of true hospitality.

We seek to champion diversity, equity, inclusion, and accessibility throughout every aspect of our company. We are dedicated to fostering a workplace and guest experience where every individual feels valued, respected, and empowered to be themselves with us.

Our Principles

Diversity: We embrace diversity in all its forms, recognizing that it strengthens our organization and enhances the guest experience. We are committed to welcoming individuals of different backgrounds, cultures, races, ethnicities, genders, sexual orientations, abilities, and perspectives.

Equity: We strive to eliminate disparities and provide fair opportunities for all. Our commitment to equity means we are dedicated to addressing systemic biases and promoting fairness in hiring, promotions, pay, and other areas.

Inclusion: Inclusion is at the heart of our DEIA efforts. We actively work to create an environment where everyone feels valued, heard, and able to contribute their unique talents and perspectives. We encourage open dialogue and foster a sense of belonging among our team members and guests.

Accessibility: We are committed to providing accessible experiences for all our guests and team members. This includes physical accessibility, as well as digital and communication accessibility. We continuously strive to remove barriers and ensure that everyone can participate fully in our offerings.

Our Goals

Education and Training: We will provide ongoing DEIA education and training to our team members, foster cultural competency, and work together to find solutions to bias and discrimination.

Recruitment and Retention: We will continuously look for ways to better support the fair and equitable hiring and promotion processes of a diverse workforce at all levels of our organization.

Inclusive Policies: We will review and update our policies and practices to ensure they are inclusive and free from bias, creating a safe and welcoming environment for everyone.

Company Engagement: We will actively engage with fellow employees to create a welcoming, inclusive, and accessible workplace where everyone can thrive.

Continuous Improvement: We will regularly assess our progress, seeking feedback from team members, guests, and partners to identify areas where we can improve our DEIA efforts.

Accountability

Every team member at The Usual is responsible for upholding our DEIA principles and goals. Our DEIA Team will provide guidance, resources, and support to ensure that these principles are integrated into our daily operations.

By adhering to these principles and working together, we will be able to build a more socially sustainable purpose-driven company that not only reflects the diversity of the world we serve, but builds towards the equitable, accessible, and inclusive one we imagine.

