Vail Resorts Newsroom

Launch of the Employee Inclusion Network

June 13, 2023 - At Vail Resorts, we're on a multi-year Diversity, Equity, and Inclusion (DEI) journey. We know we'll be a stronger company, better industry, and more resilient sport with more diverse viewpoints.

As part of our commitment to DEI, we're committed to creating and fostering an inclusive culture that is welcoming to everyone. We believe this is critical to diversifying perspectives within our company and industry, and broadening engagement in the sport. At the center of this journey is our dedicated team – the heart of our mission.

One of the ways we create an *Experience of a Lifetime* for our full team is by fostering a strong sense of belonging, connection, and community.

We have a long legacy of progress on building gender equality across our company through leadership programs, strategic hiring initiatives, and the development of a robust internal talent pipeline. Thanks to that work, we have successfully built a more gender-diverse workforce in a historically male-dominated industry.

Currently, five of our seven largest resorts are led by women, our Board of Directors has achieved gender parity, and our CEO, Kirsten Lynch, is the only woman to head a Fortune 1000 company in travel and leisure.

While gender representation is an important indicator of DEI progress, representation alone is insufficient.

True success of our efforts is defined by how welcome, included, and supported all employees feel to contribute and grow in our company. **To continue to build communities and support systems for our team members, we launched the Vail Resorts Employee Inclusion Network**. The Employee Inclusion Network is a collection of affinity groups and employee resource groups, connected by their work across communities to amplify their impact.

To-date, Vail Resorts has four recognized groups within the Employee Inclusion Network:

- Women & Allies Employee Resource Group
- Rainbow Room Affinity Group
- Black Employee Network Affinity Group&
- Veterans, Partners, & Allies Affinity Group

Working alongside our DEI team, the Employee Inclusion Network will help Vail Resorts create a scalable framework and approach to broadly meet the needs of, and create spaces for, diverse team members across our network of resorts.

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