

# Out and Equal Diversity with LGBTQ & Allies

Grant Van Ulbrich,  
Director, Diversity & Inclusion  
Royal Caribbean Cruises Ltd.



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**RCL TRANS\*ition**





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# BEST

PLACES TO WORK

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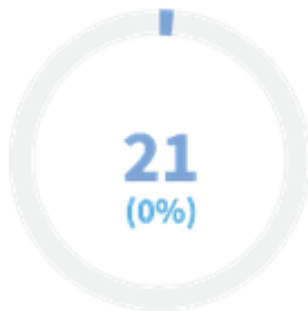


# Enterprise Wide

## • BY GENERATION •



TRADITIONALISTS



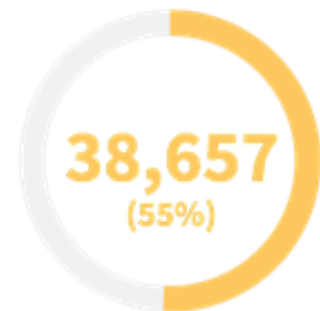
BABY BOOMERS



GEN X



MILLENNIALS



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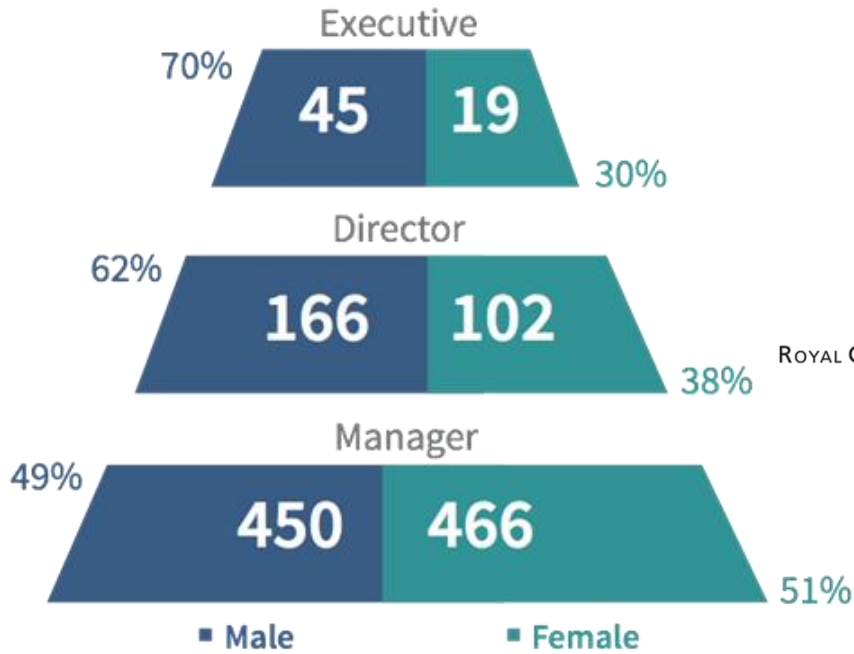


**5,362** TOTAL VETERANS  
8% of organization

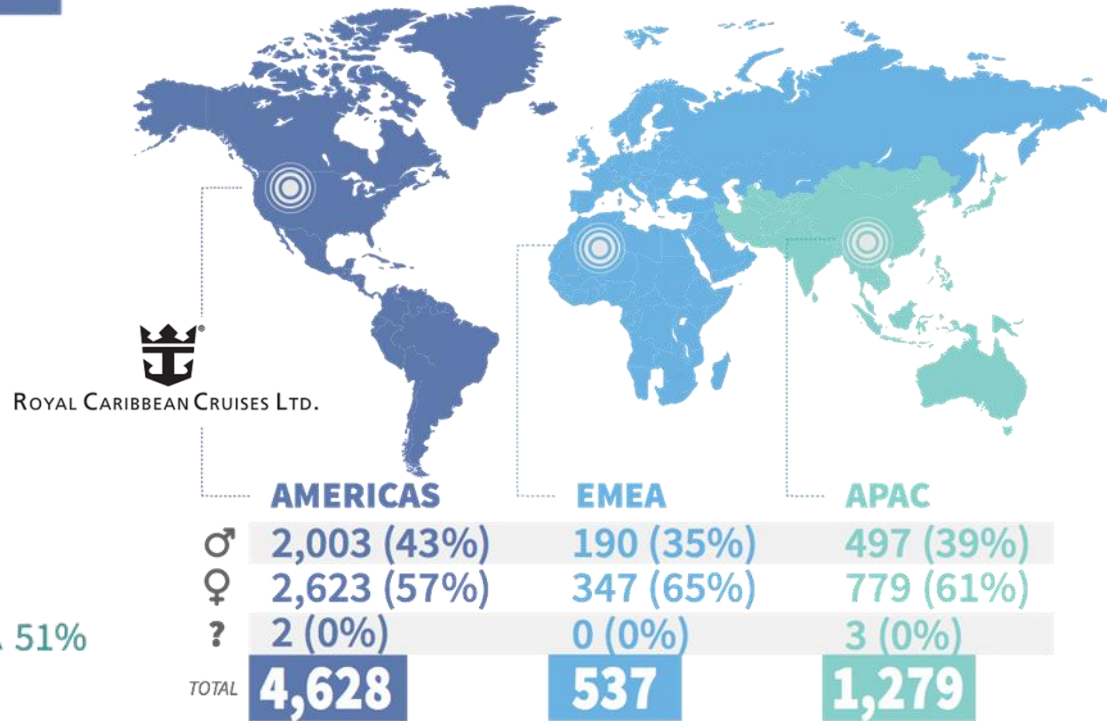


# On Land

## • BY GENDER MANAGEMENT LEVEL •

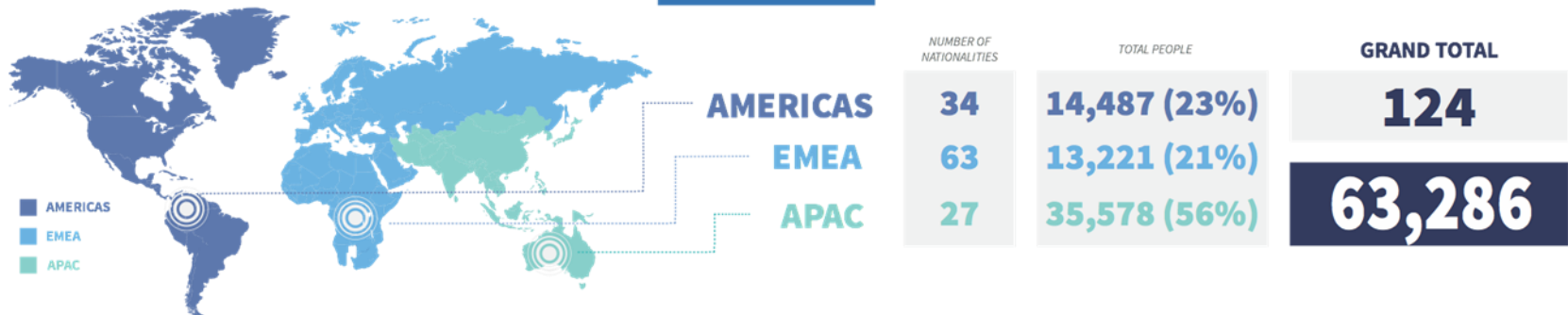


## • GENDER BY REGION •



# At Sea

## • BY REGION •



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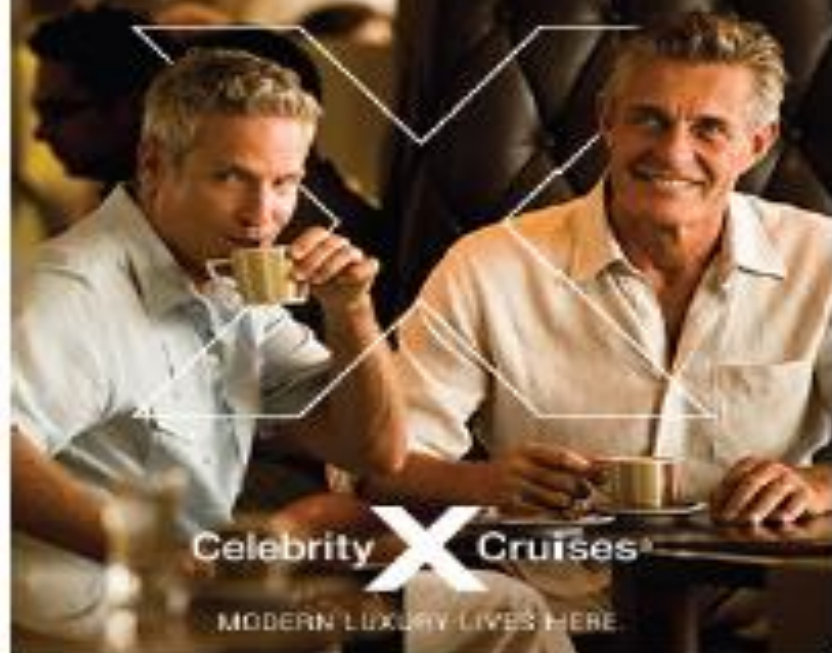
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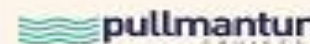
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