



Since mid-January, the Board of Tourism Diversity Matters (TDM) has been deeply concerned about allegations made by both former employees and a fellow Board member against TDM's executive director, Greg DeShields, regarding inappropriate conduct that failed to uphold the organization's values and mission. While that Board member had previously shared feedback regarding their interactions with Mr. DeShields, these concerns were of a lesser nature and addressed through direct coaching and performance management.

As soon as the Board became aware of these far more serious allegations on January 15, Mr. DeShields was immediately placed on administrative leave, and the Board retained an independent investigator with expertise in workplace law to conduct a thorough, objective review of the matter. We recently learned of further allegations, as published in "An Open Letter to Leaders in the Tourism & Hospitality Industry" on February 15.

The Board considered these additional issues in totality with the initial concerns that had already been brought to our attention and unanimously decided that a leadership change was the most appropriate path forward. As a result, Mr. DeShields' employment with TDM has been terminated effective immediately. While we conduct a nationwide, independent search for Mr. DeShields' successor, TDM's founding CEO Mike Gamble has elected to step down from that role as we identify an interim CEO to lead the organization through this transition.

TDM was founded to unite leaders across the travel and tourism sector to address systemic inequities within the industry through collaboration and collective impact. We are grateful to those individuals who came forward to share their concerns, and it is our intention that our actions will serve as the starting point for healing and reconciliation so that we may foster the culture we aspire to for our team members and stakeholders.