



INTRODUCING THIS LIST is a full-circle moment for me. In 2011, when I started Nomadness Travel Tribe, a community for travelers of color, the travel space looked and sounded quite different. Instagram wasn't even a year old. There were no travel influencers and only a handful of online travel groups actively bringing communities together. Industry leaders weren't speaking about the priorities of sustainability, intersectionality, or equity the way they are today. And while women in tourism were twice as likely to be in leadership roles as in other sectors, most held unstable, low-skilled jobs, earning 10 to 15 percent less than their male counterparts; more than 80 percent of employees working in hospitality and aviation that year were white.

This lack of diversity and gender equity is why I began Nomadness. I wanted to democratize access and representation across the tourism industry. The travel landscape felt like the Wild West, filled with untapped opportunity—and for women like me, the time had come to forge our own paths. Since then, Nomadness has bloomed into a 31,000-member community—78 percent of which is made up of women. Today we are influencing the travel industry like never before: Marriott International's workforce is now 54 percent women; in 2019, the tour operator Intrepid Travel more than doubled its women leaders, from 154 to 342. We are the activists, designers, politicians, hoteliers, television hosts, and community leaders who are bringing creativity, innovation, and empathy to every corner of travel, from the outdoors to aviation to food.

Take Secretary of the Interior Deb Haaland, a member of the Pueblo of Laguna. The first Indigenous Cabinet member, she is tasked with protecting and preserving the nation's spectacular public lands—places like the Grand Canyon and Yellowstone. Or Sara Nelson, the president of the Association of Flight Attendants—CWA, who works tirelessly to transform the airline industry into a better place for workers. Then there is television host and culinary evangelist Padma Lakshmi, who uses her platform to educate (and entertain) us about the diversity that truly makes America what it is, insisting that there are always seats at the table for others. Actor Eva Longoria will soon follow in her footsteps, bringing her new show Eva Longoria: Searching for Mexico to our screens this spring as one of the only Latina travel hosts out there.

As a 2019 alumna of the last edition of this list, I know the power of being among such groundbreaking women. I also understand that platforms like this one are to be shared—it's an opportunity to pass the mic to the next generation who will shape the way we travel. (I recommend following the work of Ashley Renne Nsonwu, an activist, sustainability educator, and board member of the advocacy group Climate Power.) Emerging leaders can look to the women on these pages for inspiration, knowing that while we have claimed our place in the travel universe, there's still plenty of room—and need—for all of us. EVITA ROBINSON

EVITA ROBINSON IS THE FOUNDER OF NOMADNESS TRAVEL TRIBE, A COMMUNITY FOR TRAVELERS OF COLOR.





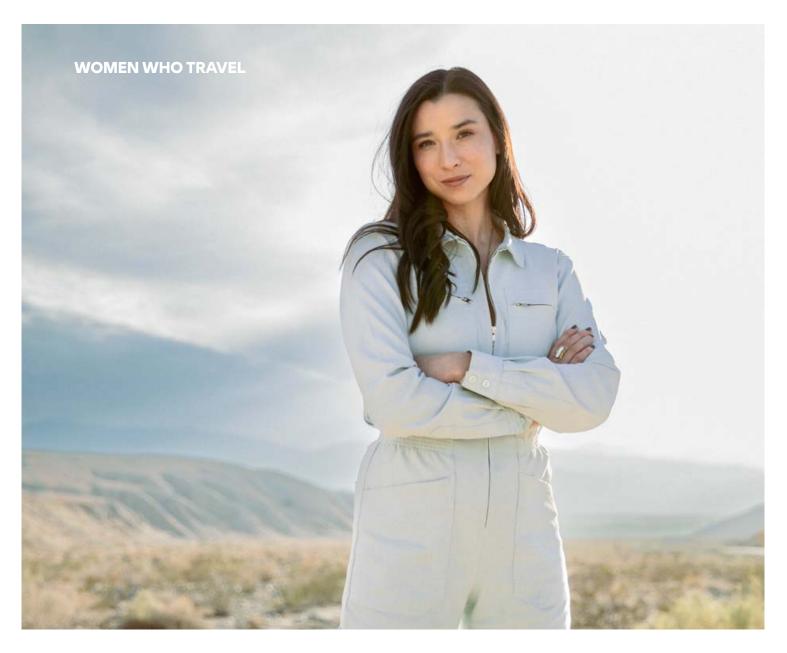


the advocate

Sara Nelson

WHEN THINGS GO WRONG ON A PLANE, travelers turn to flight attendants. When things go wrong for flight attendants, they turn to Sara Nelson. A flight attendant for 26 years and the international president of the Association of Flight Attendants-CWA for nearly 9, Nelson came to greater prominence during the pandemic as a fierce defender of flight attendants and other workers across the aviation industry. Representing 50,000 employees at 19 different airlines, she fights forcefully against understaffed planes and mistreatment of staff-and for better working conditions and pay. Her latest undertaking? A drive to unionize Delta's flight attendants. Nelson, who has testified frequently before Congress, sees the organization she leads as critical in creating equity for women, people of color, and LGBTQ+ workers navigating a turbulent workplace. "There's no predicting anything; there's no planning for anything," she says of air travel today. "It's just about being as responsive as possible, as quickly as possible, on every level of the aviation industry." Three years after COVID-19 turned travel upside down, Nelson hopes that the hard-won changes that have occurred during her tenure can provide a positive example for other sectors. "I'm excited about the role that aviation can play in bringing people together—and not just physically," she says. "We need to continue building solidarity around big policy ideas and starting movements for progress for the next generations, especially as unions continue to hold management accountable." TARIRO MZEZEWA





the ecologist

Lily Kwong

AS A CHILD IN NORTHERN CALIFORNIA, Lily Kwong felt an unwavering connection to nature. "I grew up 10 minutes from the main entrance of Muir Woods National Monument. The tallest trees in the world were my neighbors." It's no wonder, then, that Kwong's career keeps her rooted in the natural world. The landscape artist has spent the past five years transforming public spaces like Vanderbilt Hall in New York City's Grand Central Terminal and the busiest night market in Taipei into tranquil pieces of botanical art, using materials like live moss and blood red flowers in full bloom. And while her stunning creations look at home on Instagram feeds, Kwong is set apart by what she calls an "evangelical" devotion to sustainability and conservation. She prioritizes working with endemic plants—most recently in gardens she created for JW Marriott at its properties in Desert Springs, California; Orlando; and New York

City. "We're told we need a certain type of beauty 365 days a year, but that's just not natural," she says. "Nature has rhythms and cycles. We really have to learn how to respect and integrate ourselves into that, instead of forcing ourselves on the landscape as we've been doing." Kwong sees the widespread practice of planting exotic non-native vegetation within a landscape as an act that detrimentally "changes environments and communities" and "decimates ecosystems." She hopes other brands will follow the example of JW Marriott, for whom she has several global projects planned, including a culinary garden in Singapore. "Ecological consciousness means a concern for the more-than-human world, where plants, animals, insects, and beyond are considered and respected," she says. "It takes more time and planning, but the rewards are enormous." LALE ARIKOGLU









the creator

Aurora James

BLACK U.S. TRAVELERS SPENT OVER \$100 BILLION on travel in 2019. Yet somehow they remain overlooked by the industry. Aurora James, however, will not be ignored. She's the founder of fashion label Brother Vellies, known for its use of traditional African designs, as well as the Fifteen Percent Pledge, which asks retailers to earmark at least 15 percent of shelf space for products from Black-owned businesses. James's efforts are creating and sustaining artisanal jobs in Africa, a place near and dear to her. At the age of 23, she headed to Morocco to backpack the continent and did something most travelers probably wouldn't do-she rented a car from a stranger she met at the airport. She wanted to be open-minded and trusting in her journey, an ethos that animates her work today. "For me, traveling and living and occupying space in places that you weren't born into is about being like water," she says. "You have to let that environment catch you off guard and flow with it instead of force it." This approach allowed James to meet artisans like beadworkers and handloomers from Burkina Faso, who explained that, due in large part to American-donated clothes and the spread of Western fashion trends, their skills were no longer in high demand. When she launched Brother Vellies in 2013, she hired some of those same makers. Rooted in sustainability, craftsmanship, and social impact, the brand has helped redefine luxury. James isn't stopping there—she also hopes to address the lack of curated experiences for Black women travelers. "I would love to do a Brother Vellies hotel one day." NANA AGYEMANG