



valuing diversity and inclusion

**our people are our
most valuable resource**

human energy®



Q&A

Chevron's commitment to diversity and inclusion includes a set of initiatives to ensure all employees are empowered to realize their full potential.

Rhonda Morris, vice president and chief Human Resources officer, discusses diversity and inclusion with Lee Jourdan, chief diversity officer, and Brian Chase, manager of strategy and planning for the Office of Global Diversity.

learn more at chevron.com/diversity

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Q: How does Chevron foster diversity and inclusion?

A: Attracting and developing individuals with different talents, ideas and experiences is needed in order to solve the world's most complex problems and challenges. After launching The Chevron Way in 1995, we accelerated our journey and developed programs to leverage the talents of our diverse workforce and create a culture of inclusion. Among our many initiatives, we're proud to be the first oil and gas company to offer same-sex domestic partner and transgender benefits to our U.S. employees. We also developed mentoring and sponsorship initiatives, as well as programs to help employees manage work-life priorities. This includes more flexible schedules and support for dual-career couples employed by Chevron.



A: Accountability is also vital to fostering a diverse and inclusive environment. It is fundamental to ensuring the proportion of women and minorities in leadership increases. We hold ourselves accountable in a variety of ways. For example, diversity action plans are required for nearly every employee, including the chairman, and are part of annual performance reviews. In addition, each major business unit has dedicated committees responsible for talent development and job selection.

first

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100%

2018 marked the 14th consecutive year we achieved a score of 100 percent on the Human Rights Campaign Corporate Equality Index.



Q: How do you describe Chevron's performance in this area?



A: We're making progress, but we're always working to do more. We are proud that for the 14th consecutive year, we achieved a 100 percent on the Human Rights Campaign Corporate Equality Index—a rating focused on LGBTQ workplace equality. We are committed to providing equal pay for equal work. In the U.S., women and minorities at Chevron earn 99.9 percent of what men and nonminorities are paid. However, we recognize there is more work to be done.

**“We’re making progress,
but we’re always
working to do more.”**

— Lee Jourdan
Chief Diversity Officer



Q: Is Chevron doing anything unique to improve diversity and inclusion?



A: We are continually looking for ways to improve and build a more inclusive culture through innovative programs. One key initiative is Men Advocating Real Change (MARC), which engages men as partners and advocates in supporting greater gender inclusion. This is especially important in our industry, where men make up nearly two-thirds of the workforce. We expect to have 17 active MARC chapters in 11 countries with around 3,000 members by the end of 2019, with plans to launch 12 more over the next two years on six different continents. We believe MARC has the power to create a more gender-inclusive workplace, not just at Chevron, but across the entire industry.



A: Our commitment to diversity and inclusion includes our C-suite. In 2018, Mike Wirth and the leadership team held the first meeting with our Inclusion Council. This gave 12 employee network leaders representing the wide diversity of our workforce the opportunity to discuss diversity and inclusion issues at the highest levels of the company. We also launched our Inclusive Leaders Learning Series to equip leaders with practical tools to create a more inclusive work environment. More than 1,000 leaders participated in these sessions, and we will expand the program even further in 2019.



Q: How does Chevron develop a diverse talent pipeline?



A: Our pipeline begins with investing in education with a focus on science, technology, engineering and mathematics. We actively recruit diverse candidates from industry and our many university partnerships. We have instituted dedicated personnel committees responsible for identifying and developing our diverse talent. Employees have the opportunity to participate in a mentoring program and more than 20,000 are involved in employee networks that provide support, advice and team-building. Chevron also has more than 15 diversity councils across its business units that help management align diversity and inclusion efforts with business strategies.



A: We hire the best and the brightest—ranging from college students who enter our internship program, to candidates with experience outside Chevron. Through our University Partnerships and Association Relations program, we work with colleges and universities to attract and develop talented students who will become the next generation of leaders and problem solvers. We also partner with more than 30 diversity-focused professional associations, provide scholarships to students every year and have supported historically black colleges and universities for more than 40 years.



additional resources

chevron.com/culture