



HIV/AIDS: Making a Difference Through Human Energy

Chapter 1: Facing the Challenge

Ralph Perry, Country Chairman and GM, Marketing, Thailand and Laos, Chevron Corporation

HIV/AIDS is a big challenge, but it's 100 percent one that we can overcome through education and improved, safer behaviors. And if we believe that and can communicate that to our people, we can change the world.

Dr. Steve Simpson, Regional Medical Manager, Europe, Eurasia, Middle East and Africa, Chevron Corporation

I was working in Africa – in Nigeria – in 1994, and we saw our first case of AIDS. We were surprised. We tested the family, and regrettably, all of them were HIV-positive.

Ralph Perry

I can recall 10 or 15 years ago reading a story in *The Wall Street Journal* – the *Asian Wall Street Journal* – which, if you connected the dots and extrapolated, the population of Thailand was going to be wiped out by today.

Peter Robertson, Vice Chairman of the Board (retired), Chevron Corporation

You could be pretty blunt about it – it's a business issue. This is something that involves our employees, it's something that involves our employees' families, the contractors, the communities that our employees live in, the communities that we rely on, all around the world.

Alan Preston, Vice President, Corporate Human Resources, Chevron Corporation

But most importantly, it's our co-workers, our friends and, in many cases, our relatives who are being impacted by this disease.

Dr. Vanda Andrade, General Manager, HR and Medical Services, Southern Africa Strategic Business Unit, Chevron Corporation

We don't want to replace the government health system. But we also know that we have a big responsibility. And having educated employees and healthy employees is critical to be successful.

Chapter 2: Knowledge Is Power

David McMurry, Manager, Administration, HIV/AIDS and Special Projects, Chevron Corporation

Chevron developed a global AIDS policy around HIV/AIDS because of needs essentially out of Africa in the beginning. We had huge operations in Africa, and we knew we needed to deal with the issue there, and we felt like we needed to develop a global policy and to treat everybody all over the world the same.

Ellen Goldstein, Social Psychologist, University of California, San Francisco

So the training was designed in order to be tailored. Each module is developed with key points, and the goal is to make sure that those key points are addressed. It will look different depending on the culture, depending on the history of the epidemic in each country, depending on the history of training in each country. So, each country will be able to make it their own.

Dr. Steve Simpson, Regional Medical Manager, Europe, Eurasia, Middle East and Africa, Chevron Corporation

The goals, quite simply, are that everybody who works for Chevron anywhere in the world will know what HIV/AIDS is. They will understand the disease. They will understand their responsibility and the steps that they can take for them and their families to stay HIV-negative.

Tara Tiradnakorn, President, Thailand Chevron International Exploration and Production

Our main focus is on learning, educating – educating our management team, educating our workforce. We don't have to invest a lot, but if we can have a good program to provide learning to our employees, I think that's the very simple thing that we can do and we'll have a big impact.

Carlton Dallas, Regional Marketing Director, Africa Pakistan, Chevron Corporation

We believe by early testing and knowing your status that we can help along the lines – we can improve the economic growth, the social fabric in those countries – and we believe that's a very good reason to be involved in HIV and AIDS testing and counseling.

Diane Rittson, Managing Director, PeopleManagement

The training has led to people wanting to know their status. Now, that's the bottom line. I think, once you get to a point where people are empowered and they actually take the next step, it says that the empowerment has worked.

Bernadette Smith, HIV/AIDS Regional Advisor, Africa, Pakistan, Chevron Corporation

A couple of years ago, we talked about the ABCs – Abstain, Be Faithful and Condomize. We'd elected to put condom dispensing in our organization because it's just one of the tools that we've got that can actually help us fight this disease. We have to add two extra things, the D and the E. Do Get Tested, and Educate Yourself – because if you can educate yourself, then you can make wise choices.

Steve Simpson

The thing about Chevron's HIV/AIDS program that has impressed me the most is the energy and enthusiasm and commitment of our fellow employees.

Ngozi Onyejekwe, “Life This Way” Coordinator, Chevron Corporation

Well, what we say every time we start an information session is that nothing here is proprietary. Feel free to share it. You must share it. Everyone must be an activist. So they feel empowered. They feel like they need to pass the message on to friends and family and let them know that this is what it is and this is information that we can use and we can live.

Chapter 3: Global Efforts

Ellen Goldstein, Social Psychologist, University of California, San Francisco

More than almost anything that we say in the training, more than any myths that we bust, more than any information we spread, the fact that Chevron has made this commitment to the training, the fact that the leadership is behind it, almost says more about the importance of addressing HIV and AIDS head-on than anything else.

Dr. Tony Pramualaratana, Executive Director, Thailand Business Coalition on AIDS

It is only with top management interest and commitment that anything – anything gets done, you know, down the corporation into the community, to the employees, and to the family.

Dr. Eric Goosby, CEO and Chief Medical Officer, Pangaea Global AIDS Foundation

In terms of the leadership that Chevron has shown in aggressively going after developing a program that really does ensure that their employees and the employees' dependents have access to quality care really is a remarkable event. I wish all the companies would move in this direction. It's a terrific example and model to point to for other companies to follow but also to look in the future for public-private partnerships that really do raise everybody's boat in these settings where resources are scarce.

Chapter 4: World AIDS Day

David McMurry, Manager, Administration HIV/AIDS and Special Projects, Chevron Corporation

On World AIDS Day, Chevron employees all over the world participated in events.

United States, Maren Trader, Coordinating Consultant, Global Workforce Development, Chevron Corporation

I would say that it really opens your eyes to the world around us in terms of the need for education and compassion around this issue – especially to get involved and take the training courses that we offer here at Chevron. It's very worthwhile and very enriching.

South Africa, James Ngubo, Manager, Community Projects, West Africa Products, Chevron Corporation

Chevron is partnering with Coca-Cola because both companies are involved in fighting the HIV scourge. The promotion which is going to be run throughout all our Star Mart[®] shops is that for every 500 ml Coke[®] or Coke light bought in these shops, 15 cents thereof will be donated to the Desmond Tutu HIV Foundation.

Thailand, Ralph Perry, Country Chairman and GM, Marketing, Thailand and Laos, Chevron Corporation

Recently, we had a carnival selling used material from people's homes, and this was to sponsor a monastery close to the office that takes care of HIV-infected people. And the company matched the donations that were raised.

Dr. Alongkot Dikkapanyo, Wat Phra Baht Nam Phu

I have to thank everybody, especially private organizations and the management that is helping us with all of this.

Chapter 5: Lending a Hand

David McMurry, Manager, Administration HIV/AIDS and Special Projects, Chevron Corporation

We partnered with Corporate Gifts with a Conscience in South Africa because we wanted to be able to help people who are HIV-positive and, in turn, showcase their talents and their crafts all over the world.

Helene Bourquin, President, Corporate Gifts with a Conscience

We've actually been very lucky. We've had lots of Chevron projects this year that have been sustainable to all the groups.

Willard Musarurwa, Crafter, Feeling African

It's a pleasure to have something like this – that when we are in townships we have no income, but when we do orders like the one that we did for Chevron, we manage to create an income for all those people who are in the township.

Helene Bourquin

Ikhwezi is a center that looks after children as a day care center. Then it has women doing crafts that create employment in the area. A lot of the women that are here are shunned from their communities because a member of their family has AIDS, so we need to create employment and a safe place that they can come to.

Brenda Nyongoba, Office Assistant, Ikhwezi

Because of Ikhwezi, I am working. Because of Ikhwezi, I had no skill but Ikhwezi helped me through with it. It's not just me – many of us they helped here.

Chapter 6: Caring Creates Change

Dr. Vanda Andrade, General Manager, HR and Medical Services, Southern Africa Strategic Business Unit, Chevron Corporation

Chevron cares that I care about the people around me, not only our employees but the whole community. And we can make a change just providing information for people – how they can understand and prevent the disease. I think it's a great program.

Alan Preston, Vice President, Corporate Human Resources, Chevron Corporation

It is about life and death, and it's about life and death every single day for many of our colleagues. So my hope is that in the near future we'll no longer talk about HIV/AIDS as a life-and-death situation. We'll be in a world where we understand how to prevent it. We'll have effective treatment and ultimately be able to cure it.

Peter Robertson, Vice Chairman of the Board (Retired), Chevron Corporation

I wish that everybody in Chevron – all of our 56,000 employees and then probably two times that number of contractors and then three times that number of families – all could benefit from the knowledge that we have and the type of training and the prevention techniques and knowing your status. If just that group of people could be influenced – and, I think, will be by efforts that we put into it – that would be a huge wish and a huge success.