



# promoting diversity and inclusion

we believe diverse thinking and an inclusive work environment encourage human ingenuity and creative problem-solving

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## Erin McGregor

Human Resources,  
Transformation Office



**“I don’t consider Chevron’s employee networks as just another aspect of diversity and inclusion; I see them as an integral part of a culture that allows employees to bring their authentic selves to work every day.”**



## people are our most important resource

At Chevron, we believe the most creative solutions emerge in an environment where diverse voices are heard, ideas are considered, bold thinking is valued and people can grow into their fullest potential. This approach is a facet of The Chevron Way that reflects our commitment to engage our people in ways that help them thrive and innovate. Our commitment to active inclusivity is evident in our operations around the world. For example, a new employee network in Kazakhstan builds camaraderie between nationals and the expatriate community. An employee network in Australia promotes understanding and respect between Aboriginal and non-Aboriginal cultures. In Nigeria, we strive to build teams with workers from different tribal affiliations.

# 100%

Chevron received the top score of 100%, making it one of the Best Places to Work for People with Disabilities in 2019 by the Disability Equality Index.

**Above:** Lead Construction Engineer Laura Kezar, Chief Diversity Officer Lee Jourdan, Product Supply and Operations Trading Manager Shari Ruelas and Earth Scientist Kat Hoffman demonstrate the “Balance for Better” pose at the 2019 International Women’s Day celebration in Houston.

## engaging employees to improve performance

The work environment at Chevron continually evolves to maximize the employee experience and drive high performance. Our culture of well-being motivates employees to work safely and productively. Chevron has several methods to engage employees, collect input and improve our performance. For more than 30 years, we have conducted an annual companywide employee survey to measure and improve our culture and business results. In 2019, our internal scores were among the best in the industry, and this year, the survey had the highest response rate in recent history. In addition, our Human Resource Committee reviews workforce demographics to monitor diversity progress. We also obtain employee feedback through our Ombuds program, which provides a safe, confidential and neutral place to express concerns and develop solutions, including issues related to employee engagement and The Chevron Way values and culture.

**“Attracting and developing individuals with different talents, ideas and experiences is needed to solve the world’s most complex challenges. Our greatest resource is the inspiration, creativity and ingenuity of our people.”**

**— Lee Jourdan**  
Chief Diversity Officer



**Above:** Members of our XYZ Employee Network gather in Chevron’s Midland office. The XYZ Employee Network is one of the 12 employee networks at Chevron, with more than 20,000 members, that promote Chevron’s commitment to diversity and inclusion.

## partnering with MIT to enhance our workforce

To win in any environment, we need to prepare our leaders for a future that will rely heavily on digital tools and concepts. In 2019, we launched a partnership with the Massachusetts Institute of Technology (MIT) to sponsor employees interested in pursuing a Master of Science degree focused on digital technology, management and data analytics. Sixteen Chevron employees from Kazakhstan, Nigeria and the United States enrolled in fall 2019. MIT faculty works with these employees and Chevron leadership to identify ways that digital technology can help solve challenges facing the energy industry.

## creating a pathway to return to Chevron

In 2019, Chevron launched Welcome Back, a return-to-work program to attract talented professionals who want to reenter the workforce. Participants have strong leadership and planning skills but have taken a career pause of two or more years to raise a family, continue their education, volunteer in their communities or meet other responsibilities. The program provides participants with a pathway to reenter the workforce by strengthening their technical expertise. Participants spend 10 to 12 weeks training with supervisors and mentors, with the goal of filling full-time positions at the end of the program. Nine women of diverse backgrounds participated in the inaugural group in 2019.



**Ruth Fernandez**  
Welcome Back  
Program Participant

**“I was nervous after taking a break in my career, but the Welcome Back program helped me comfortably return to the petroleum industry with ease.”**



**additional resources**

[chevron.com/culture](https://chevron.com/culture)