



The Chevron Way: Engineering Opportunities for Women

John Watson, Chairman of the Board and Chief Executive Officer

The Chevron Way is a document that lays out the vision, the strategies and the values of the company. Accountability for all the values and the entire performance of the company resides with me. I have to set the right example. And so with respect to diversity I have to live that value. And I ask employees to test me on those and make sure they see me living up to those values.

Greta Lydecker, Vice President, San Joaquin Valley Business Unit

Diversity is one of those critical Chevron Way values, and it's important for women in particular, because traditionally women haven't been a big part of the oil and gas industry.

It's really been very exciting to see just in the past decade alone we've had a 36 percent increase in women petrotechs in our company.

Involved in virtually every aspect of the energy industry.

Shariq Yosufzai, Vice President, Global Diversity

The Women's Network was established in 2000. It's one of our oldest and largest networks. It has nearly 6700 members in 40 countries, 10 percent of whom are men.

The Women's Network has nearly 6,700 members in 40 countries. 4,750 U.S. members.

Adriana Sandoval, Information Management Supervisor

My father asked me once, "Why are you gonna go work for an oil company? You're a Latina; you're going to get lost." My first day on the job a woman who was a Latina was there and she was a representative of SOMOS, the Hispanic employees network... and so there's a lot of attention to making sure that folks have the opportunity to grow and learn within the company regardless of what career path you choose.

Rhonda Morris Vice President, Human Resources Downstream & Chemicals

PDC stands for Personnel Development Committees. PDCs are bodies of managers who oversee groups of employees, and they manage their talent.

We have a large number of dual-career couples in Chevron. And it's a business imperative that we, to the extent we can, move dual-career couples together.

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Jack Morris, Organizational Capability Manager & Advisor to Vice President, Chevron Energy Technology Company

I remember the day, getting the phone call from Rhonda. And she said, "Hey, there are-there is an offer on the table."

Rhonda Morris:

A former supervisor of mine said, "I want you to go to London, and I want you to do this job." And then he followed up very quickly, and he said, "And Jack can conduct his current assignment out of London."

Jack Morris:

And for the opportunity of going to London, as a family was, um, was absolutely fantastic.

Greta Lydecker:

Looking at women coming into our company today, it's very impressive to see the-the growth and the technical capabilities. And to me, that's a direct payoff in our investment in STEM education. The quality of the women coming into our workforce today is just outstanding.

From 2002 to 2013, 68 percent increase in women and non-caucasian men in senior leadership and executive positions.

\$130 million commitment to STEM education.

Shariq Yosufzai:

We establish accountability in our company through our performance management system, and an integral part is our diversity action plan. Most of the employees from the chairman down are required to have a diversity action plan.

Most of Chevron's 61,000 employees are required to have diversity action plans.

John Watson:

We want women to be successful in our company. We want people of color to be successful in our company. We want people of different religions, national origin to be very successful in our company.

For me, the business case for diversity is the company can't achieve its best results if every employee doesn't have the opportunity to succeed. So if we value the uniqueness of the individual, we're going to deliver the ambitious business plans that we have.

Ranked #3 Fortune 500.

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