



richmond refinery newsletter september 2019

richmond today

human energy

respecting diversity and inclusion



By Veronica Robles

Chevron works hard to create a diverse and inclusive workforce that values and respects the unique talents, experiences and ideas of everyone.

Diversity and inclusion are not just words, they are the cornerstones of our values. They also help us build strong relationships and learn from the communities we share, like Richmond.

Chevron encourages employees to celebrate and explore diversity through employee networks like “SOMOS” (which means “WE ARE”). The mission of the SOMOS employee network is to provide support for our Hispanic workforce and ensure there are opportunities available at all levels of our company.

We at SOMOS also come together to foster engagement and give back to the community. One of the ways that we do that is through our annual scholarship program which honors students from Richmond that have demonstrated scholastic achievement, community involvement and leadership skills.

In this month’s newsletter, we recognize Hispanic Heritage Month, which is celebrated in the US from September 15-October 15, and the unique history of Hispanic culture here at Chevron and in Richmond and West County.

Veronica Robles is the Secretary of the SOMOS Employee Network at the Richmond Refinery.

respetar la diversidad y la inclusión

By Veronica Robles

Chevron se esfuerza por crear una fuerza de trabajo diversa e inclusiva que valora y respeta los talentos únicos, experiencias e ideas de todos.

La diversidad e inclusión no son solo palabras, son las piedras angulares de nuestros valores. También nos ayudan a desarrollar relaciones sólidas y a aprender acerca de las comunidades que compartimos, como Richmond.

Chevron exhorta a los empleados a celebrar y explorar la diversidad a través de redes de empleados como “SOMOS”. La misión de la red de empleados SOMOS es brindar apoyo a nuestra fuerza de trabajo hispana y garantizar que haya oportunidades disponibles en todos los niveles de nuestra empresa.

En SOMOS también nos unimos para fomentar el compromiso y colaborar con la comunidad. Una de las formas de lograrlo es a través de nuestro programa anual de becas, el cual honra a los estudiantes de Richmond que han demostrado logros académicos, participación en la comunidad y habilidades de liderazgo.

En el boletín de este mes reconocemos el Mes de la herencia hispana, que en los Estados Unidos se celebra del 15 de septiembre al 15 de octubre, y la historia única de la cultura hispana en Chevron, en Richmond y en el Condado de West.

Verónica Robles es la secretaria de la red de empleados SOMOS de la Refinería de Richmond.



celebrating hispanic heritage

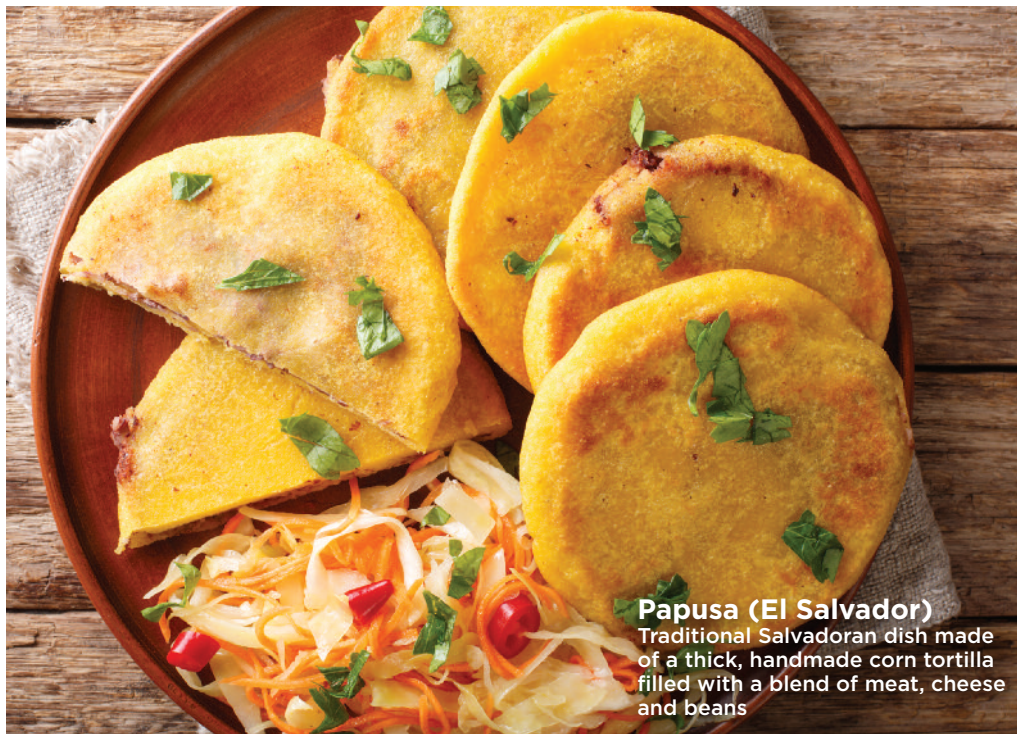
Each year, the U.S. observes National Hispanic Heritage Month from September 15 to October 15 when we celebrate the history, culture and contributions of the generations of Hispanic Americans whose families and ancestors originally come from Spain, Mexico, the Caribbean and Central and South America.

did you know?

September 15 is the anniversary of independence for several Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico and Chile celebrate their independence days on September 16 and September 18.

a taste of latin america

To help get your in spirit of Hispanic Heritage Month, we wanted to share some favorite foods from our SOMOS Employee Network members.



Papusa (El Salvador)
Traditional Salvadoran dish made of a thick, handmade corn tortilla filled with a blend of meat, cheese and beans



Caldo de Carne o Mariscos (Guatemala)

A popular fish or meat stew that is eaten among local Guatemalans



Baleadas (Honduras)

A traditional Honduran meals of a warm tortilla folded and filled with beans, cheese and sour cream



Enchiladas de Pollo (Mexico)

Mexican casserole of corn tortillas filled with chicken, cheese and a green or red sauce



Curanto (Chile)

Method of cooking seafood, meat, and different types of breads on hot coals



Arroz Con Pollo (Costa Rica)

Traditional Costa Rican meal of rice and chicken with salad and plantains



Tostones (Nicaragua)

Crunchy deep-fried plantains, an indispensable side dish in Nicaraguan cuisine.

inspiring food entrepreneurs

Kitchen@812 provides food industry startups with support that turns budding entrepreneurs into successful business owners. Chevron has provided financial support to the West Contra Costa Business Development Center and its Kitchen@812 program. Here are a few of Kitchen@812's alumni who are making Hispanic inspired cuisine.

B&R Catering: Clara Bailon born and raised in Mexico, creates menus that highlight different regions of Mexican cuisine. Web: brcatering.net



do in Mexico). Instagram: [@calikernels](https://www.instagram.com/calikernels)

Cali Kernels: Dana & Anthony Aguilera sell one of Mexico's favorite street foods "elotes" (roasted corn served with all the fixings; like they

Julia's Waffles:

Ana Julia Centeno (a native of Nicaragua) and her daughter provide her customers creative flavors of waffles that highlight her appreciation for fresh fruits. Instagram: [@juliaswaffles](https://www.instagram.com/juliaswaffles)



Web: lolasspanishcuisine.com

Lola's Spanish Cuisine:

Adriana Clark (El Salvador) and her husband Felix, will delight you with delicious paella made on-site.

La Vida Boba:

Jose Rodriguez & Christian Soto are friends that combined their favorite drink (boba) and their Mexican roots - to offer aguas frescas and horchata flavors. Web: lavidaboba.com



Tamaleria Veracruzana: Elsa Hernandez (Mexico) makes traditional chicken, pork and cheese tamales that highlight the region of Veracruz. Find her at the Richmond Farmers' Market on Fridays (24th and Barrett).



Boochman Kombucha: Denise Padilla (from Mexico) and her business partners offer customers handcrafted kombucha drinks that embody Latin flavors. Web: boochman.com

Izalco Gourmet: Jose Vega is originally from El Salvador and has created a line of "gourmet" pupusas sold at Farmer's Markets throughout the Bay Area. Facebook: [@gourmetpupusas](https://www.facebook.com/gourmetpupusas)

See what else is cooking at wccbdc.org

fall volunteer campaign

Our Richmond SOMOS team members recently rolled up their sleeves to help at the Multicultural Institute as part of Chevron's Fall Volunteer Campaign - an annual event where our employees give their time at organizations in Richmond and throughout the Bay Area. This year, over 550 employees are expected to volunteer at 55 projects in Richmond.



Q & A

a conversation with



Father Rigoberto (Rigo) Calocarivas
Founder and Executive Director, Multicultural Institute

Q Tell us about your background?

I came to the United States at the age of 22 to be reunited with my family. The biggest shock to my system was not being able to communicate who I was to other people and my inability to be understood. It was frustrating because I couldn't share what was on my mind. Once I was able to speak English, I made a promise to help other immigrants' transition into society so they wouldn't have to struggle like I did. That is why I started the Multicultural Institute in 1991.

Q What's the Mission of the Multicultural Institute?

We are dedicated to transitioning immigrants from isolation to full participation in our society. We focus on four core areas: economic development, vocational skill building opportunities, adult and youth education, and immigration and health services. We work with the whole family to provide assistance and services for them to be successful and fully integrated.

Q Tell us about the Day Laborer Program?

This is one of our core economic development programs based on street outreach. We work with many day laborers to provide wrap around services and job placement assistance. We have developed relationships with local employers and residents in Richmond and San Pablo. What we do is unique in that we pair employers with day laborers who have the appropriate skill set needed for a job, at no cost to either the day laborer or the employer.

Q How else do you help workers?

Sometimes day laborers are not treated fairly by employers. If that happens we act as an advocate on their behalf. Sometimes day laborers are not paid by the people who hire them. We connect with the employers and encourage them to pay the worker and even help with small wage claim court. In cases that we get involved we are successful in recovering wages for the worker.

Q What other services are helpful to day laborers?

It is really important to assist workers in developing skills needed to be economically successful. We offer business entrepreneurship, computer and GED classes and we host legal and business seminars tailored to topics needed to start a new business. We tailor support specifically to the needs of the individuals enrolled in our program.

Q What other programs are helpful to the people you serve?

With the national debate over immigration, many people in Richmond have asked us to increase our efforts to help with the naturalization process. We work with new immigrants as well as people who have lived here legally for many years. Many of these people are afraid of what will happen with their immigration status. We offer an intensive six week course that helps people prepare for the exam, complete the naturalization application and they receive free legal consultations.

Q Why is it important to recognize Hispanic heritage?

We must continually look for opportunities to reflect upon Hispanic people and their contributions to our society. We must recognize that even within the Hispanic community people have different life experiences in terms of language and values. We must also reflect on what it means to be a full participant in this culture and society. It is so very easy to keep entire communities invisible. In many ways, it is a great opportunity to uplift and celebrate the many generations of Hispanics that have made this country and this community a special place.



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helping fuel a better future

Chevron believes that effective education including Science, Technology, Engineering and Math (STEM) will foster bright young talent for the future workforce and healthy economic growth for the country. The Fuel Your School program is part of our overall support for education. Since 2010, Fuel Your School has provided more than \$925,000 for classroom projects in the West Contra Costa Unified School District. The program is a collaboration with DonorsChoose.org to support local public education by helping provide teachers with supplies they need for their classrooms. During October, Chevron will donate \$1 per every 8-gallon or more fill up at Chevron locations in Richmond and other select cities in the East Bay, up to a maximum amount in each market. Learn more about this program and how you can help by visiting www.fuelyourschool.com.



fuel your school by the numbers*

885
projects funded

60
schools supported

494
teachers helped

67,041
students impacted

*Data from West Contra Costa Unified School District projects since 2010.

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proyectos financiados

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ayudar a impulsar un futuro mejor

Chevron piensa que la educación efectiva, incluyendo ciencia, tecnología, ingeniería y matemáticas (STEM), estimulará el talento brillante de los jóvenes para la fuerza de trabajo del futuro y el desarrollo económico saludable del país. El programa Fuel Your School es parte de nuestro apoyo total a la educación. Desde 2010, Fuel Your School ha provisto más de \$925,000 para proyectos escolares en el Distrito Escolar Unificado de West Contra Costa. El programa es una colaboración con DonorsChoose.org para apoyar la educación pública ayudando a proveer a los maestros los suministros que necesitan para su salón de clases. Durante el mes de octubre, Chevron donará \$1 por llenar el automóvil con 8 galones o más en gasolineras Chevron de Richmond y otras ciudades en East Bay, hasta un monto máximo en cada mercado. Obtenga más información acerca de este programa y cómo puede ayudar, visitando www.fuelyourschool.com.