



richmond refinery newsletter march 2018

richmond today

human energy

promoting diversity and inclusion



By Christine Haswell

Chevron is a proud proponent of creating 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, which we call The Chevron Way. These core values are critical to developing the talented, high-performing workforce needed for our ongoing success. They also help us build strong relationships and learn from the communities where we operate, like Richmond.

During my 20 year career at Chevron, I have seen my female colleagues benefit from – and my male colleagues promote – a supportive environment designed to ensure women have the same opportunities as men.

I'm excited to be a part of an initiative which is focused on improving dialogue on diversity and inclusion here at the Refinery. It moves beyond the standard of providing equal opportunities for all regardless of someone's gender, age, culture or sexual orientation into including broader diversity in ideas, talents and experiences. It's something that I hope will ensure everyone in the next generation of our workforce has the same opportunities to succeed that I had. It's also the right thing to do.

Christine Haswell is the Refinery Business Manager, Hydroprocessing at the Richmond Refinery

promoviendo la diversidad y la inclusión

Por Christine Haswell

Chevron es un orgulloso partidario de crear una fuerza de trabajo diversa e inclusiva que valore y respete los talentos únicos, las experiencias e ideas de todos.

La diversidad e inclusión no son solo palabras, son las piedras angulares de nuestros valores a los que llamamos "La manera de Chevron". Estos valores fundamentales son muy importantes para desarrollar la fuerza de trabajo talentosa y cumplidora necesaria para nuestro éxito continuo. También nos ayudan a desarrollar relaciones sólidas y aprender de las comunidades donde operamos, como Richmond.

Durante mis 20 años profesionales en Chevron, he visto cómo las mujeres se han beneficiado de un entorno solidario diseñado para asegurar que las mujeres tengan las mismas oportunidades que los hombres.

Soy parte de una nueva iniciativa que se centra en mejorar el diálogo sobre la diversidad e inclusión aquí en la refinería. Es algo que espero que asegurará que la siguiente generación de nuestra fuerza de trabajo tenga las mismas oportunidades para lograr el éxito que yo he tenido. Efectivamente es lo que se debe hacer.

Christine Haswell es gerente comercial de la refinería, hidroprocesamiento de la Refinería de Richmond

the chevron way

The Chevron Way explains who we are, what we believe, how we achieve and where we aspire to go. It establishes a common understanding not only for us, but for all who interact with us.

our values

Our company's foundation is built on our values, which distinguish us and guide our actions to deliver results. We conduct our business in a socially and environmentally responsible manner, respecting the law and universal human rights to benefit the communities where we work.



diversity and inclusion



high performance



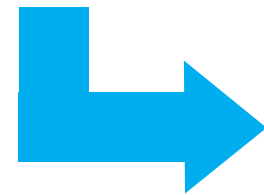
integrity and trust



partnership



protect people and the environment



We learn from and respect the cultures in which we operate. We have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas.

51%

estimated number of our employees that have a high school or associate's degree, ensuring there are opportunities for success for people with all levels of education

Based on employees who have self-reported their educational information



advocating for change

In 2017, the Chevron Women's Network launched the Men Advocating Real Change (MARC) program, a Catalyst initiative created for and led by men who are committed to fostering inclusive leadership. Over 750 employees are involved in MARC company-wide.



36% of our employees self-represent as US military veterans

we value and encourage a diverse workplace

percentage of our workforce that identifies as a racial/ethnic minority

40%

Chevron

24%

Industry Average

Data provided by <https://www.eeoc.gov/>

diversity and inclusion at chevron

leading our industry

Our diversity and inclusion initiatives have earned recognition from several prominent and leading diversity organizations and publications.



Chevron received the prestigious Catalyst Award in 2015 for its initiative "The Chevron Way: Engineering Opportunities for Women," which attracts, retains, develops and advances women throughout the organization. Catalyst is recognized as the global leader in expanding opportunities for women and business.

100%

In 2017, for the 13th consecutive year, Chevron achieved a rating of 100 percent on the Human Rights Campaign Corporate Equality Index, which ranks U.S. companies committed to lesbian, gay, bisexual and transgender (LGBT) equality in the workplace.

best-of-the-best

Chevron was named one of the 2016 top 30 American companies committed to diversity and inclusion for LGBT, people of color, women, and people with disabilities by the National Business Inclusion Consortium.



"Chevron has an employee network for military veterans where we get together regularly to share ideas and provide support for each other in our jobs and at home. Chevron is committed to being the employer of choice for qualified U.S. military veterans."

—Matt Johnson, Corporate Emergency Management Advisor, U.S. Army Veteran

a number of firsts

We're proud of being the first major integrated energy company to:



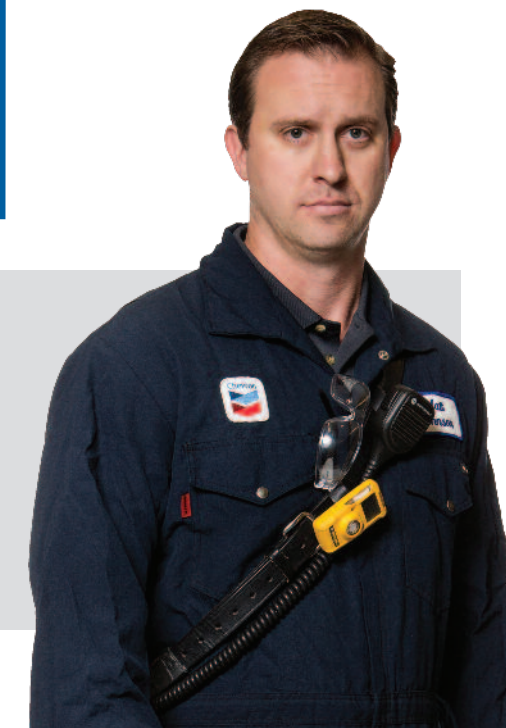
Offer full **domestic partner benefits** to employees



Fully implement **trans-inclusive health care benefits**



Include **sexual orientation** in its nondiscriminatory policies



employee networks

In 2017, nearly 40 percent of our regular workforce (company-wide) participated in Chevron's many employee networks that celebrate and explore diversity. These networks act as a resource for attracting and retaining new talent, providing formal mentoring and coaching. Many of these networks also come together to foster engagement and give back to the Richmond community.

- There are eight employee networks at the Richmond Refinery:
- Asian Employee Network
 - Black Employee Network
 - Filipino Employee Network
 - Pride Employee Network (LGBT employees and allies)
 - Somos Employee Network (Hispanic)
 - Veterans Network
 - Women's Network
 - XYZ Employee Network (early- and mid-career employees)



Filipino Employee Network's annual Kabayan Celebration

did you know? \$16,000

The Black and Somos Employee Networks, respectively, give \$16,000 in scholarships to local high school students each year? Visit www.chevronrichmond.com to learn more.



Black History Month Celebration hosted by the Black Employee Network

Q & A

a conversation with

Guy Davis, Area Maintenance Lead, Hydroprocessing Unit



Q Tell us about your job as the Area Maintenance Lead.

We perform any maintenance-related work within the Hydroprocessing Unit. My job is to prioritize work and to help coordinate maintenance work in this area of the refinery. Routine and preventative maintenance is an important part of what we do to keep the refinery operating safely and reliably.

Q What has diversity and inclusion meant to you throughout your career?

Diversity is more than what just something that we can see or talk about. What's really important is having a diversity of thought and experience. At the Richmond Refinery, we are a global and local business. In order to be successful, we have to understand that people have different perspectives and that is something we should not only respect but actively encourage.

Q How do you foster diversity and inclusion as the Area Maintenance Lead?

In my every day job, I work to promote and encourage different points of view and I think that is what makes Chevron successful. Diverse opinions and perspectives make us all work better and improve processes. At Chevron, I am involved with both the Black Employee Network (BEN) and XYZ, a network that bridges the gap between generations and employees of all age groups.

Q Tell us more about the Employee Networks at Chevron.

Chevron sponsors a number of employee networks and they're a great way to promote unity within the workforce. One of the major purposes is to expose each other to diversity of thought. The networks are a support group for employees of shared backgrounds, but they also raise awareness to the unique perspectives, cultures and viewpoints of our entire workforce.

Q What opportunities have opened up to you through your involvement in the Employee Networks?

One great example is a recent Lunch and Learn that was sponsored by BEN and XYZ. A third party advisor came on-site to give financial advice. There was something for everyone to learn, whether it was about starting a 401K or how to budget with personal finances.

Q What else is Chevron doing to encourage a diverse workforce?

Chevron recognizes that recruiting, retaining and developing people of diverse backgrounds is important to the company's success. The company sponsors several recruiting organizations aimed at targeting diversity in the workforce, such as the National Society of Black Engineers (NSBE) and the Society of Women Engineers (SWE). This shows the company's understanding that diversity within the workplace promotes success and drives productivity.

Q Tell us more about how you give back to the community.

I love to give back. I find opportunities through the Chevron HumanKind Program – where Chevron matches contributions made by employees. This allows us to really multiply our impact in the community. I am passionate about preparing youth for their futures. Because of this, I mentor at the local high schools here in Richmond and have found that this work really makes a difference.

Q Why do you like working for the Refinery?

I am a problem solver. The Refinery does a great job of challenging people and stimulating them intellectually. Chevron truly promotes diversity of thought. The company has always allowed and encouraged us to be unique and genuinely ourselves.



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community corner

r&r coffee – a new go-to spot for richmond



By Phillip Mitchell

I have been in the food and hospitality industry all my life, serving as a restaurant manager for the past 20 years. When I saw the vision for the new Hilltop Mall, I knew it was my time to venture out on my own and become a part of the revitalization of this community. In December, we opened R&R Coffee. R&R stands for Richmond-born & Richmond-grown. My passions are hospitality and service, and at R&R, you will be greeted with a genuine smile and someone who respects the money you are spending in our shop. We are thrilled to

be part of the mall’s transformation and offer a truly unique space for the entire community: we have free Wi-Fi and a work-study space, a children’s library with a ‘take it and bring it back’ honor policy with books donated from the Multicultural Bookstore, and a BizBoost wall where businesses can post their flyers. Come in for a cup of freshly-brewed coffee and our donuts and blueberry muffins – our Hilltop neighbors love those muffins!

Phillip is the Owner and Operator of R&R Coffee. Follow them on Instagram and Facebook.

r&r coffee – un nuevo lugar para visitar en richmond

Por Phillip Mitchell

He sido parte de la industria de alimentos y hospitalidad toda mi vida, y he sido gerente de un restaurante durante los últimos veinte años. Cuando observé la visión del nuevo Hilltop Mall, supe que era mi momento para aventurarme por mi cuenta y convertirme en parte de la revitalización de esta comunidad. En diciembre abrimos R&R Coffee. R&R significa nacido en Richmond y criado en Richmond. Mis pasiones son la hospitalidad y el servicio, y en R&R recibimos a los clientes con una auténtica sonrisa y respetamos el dinero que gasta en nuestra tienda. Nos entusiasma ser parte de la transformación del centro comercial y ofrecer un espacio único para toda la comunidad: tenemos Wi-Fi gratis y un espacio para trabajar-estudiar, una biblioteca infantil con la política ‘llévalo y regrésalo’ con libros donados de la Librería Multicultural, y una pared BizBoost donde los negocios pueden publicar sus folletos. Visítenos para una taza de café recién hecha y unas donas y pastelitos de arándano. ¡A nuestros vecinos de Hilltop les encantan estos pastelitos!

Phillip es el propietario y operador de R&R Coffee. Sigalos en Instagram y Facebook.



coupon
\$1 off coffee
Limit one per customer

cupón
\$1 de descuento en café
Límite de uno por cliente

