

# achieving good health

## a diverse and inclusive approach



**C**hevron [Employee Networks](#) have been around for over 30 years. They play a key role in encouraging employees to bring their whole, authentic selves to work. These networks encompass all dimensions of diversity – race, gender, age, disability, sexual orientation, nationality and military service. What makes these networks special is that they were initiated and formed by employees, and they align with the vision and values of Chevron’s diversity objectives. They are inclusive and open to all employees.

As part of our commitment to the health and well-being of our people, Health & Medical has partnered with the employee networks to provide targeted health messaging and events for over 10 years.

Workforce health is also the target of the Peer Health Educator (PHE) program. This program intends to improve health knowledge, attitudes, beliefs and skills to encourage individuals to take

responsibility for protecting their own health and to share what they’ve learned with their peers. The PHE program focuses on non-U.S. locations and was first deployed in Nigeria in 2007; to date there are nearly 360 PHEs worldwide.

In 2019, we standardized the Health Champion role across the employee networks to increase visibility on Chevron’s health and wellness resources. More recently, we introduced the Well-being Ambassador (WA) program to the workforce. It was implemented as a response to increasing health and well-being needs around the time of the pandemic. The program engages with employee networks to facilitate health advocacy and provide guidance in partnership and best practices. **(see page 7)**

## PHE timeline highlights

**2007**

Nigeria deployed the program; currently **261 members.**

**2015**

Angola deployed the program; currently **77 members.**

Indonesia deployed the program.

**2017**

The United Kingdom deployed the program.

**2018**

Manila deployed the program; currently **20 members.**

**2019**

South Korea deployed the program.

The program was introduced to Bangladesh, ABU and GOMBU.

**2021**

Revisited and reevaluated implementation plans as a result of COVID-19 disruptions and return to work considerations.



So how are these programs related? Well, they all play major roles in targeting diversity and inclusion as part of our overall culture of health at Chevron. For example, the PHEs in Manila hold lunch-and-learn events about various health topics like weight management, and PHEs in SASBU have held events to raise awareness on World Malaria Day. WAs for the Black Employee Network have organized wellness walks to promote physical activity, and WAs for the Latin American and Hispanic Employee Network have implemented a yoga series supporting stress relief and mental health.

The networks also play a role in providing critical support to those struggling with issues in their personal life. Recently, the New Moms Group, implemented by the Women’s Employee Network, created a meal train calendar for one of their members who lost her fiancé shortly after delivering her baby.

Employees are genuinely taking the initiative to better one another, highlighting the true compassion, care and empathy for their colleagues and loved ones. Their impressive efforts have fostered a work environment that respects, encourages and supports the distinctive qualities of every individual.

## 2022 quarterly employee network group event attendance

