

## **Diversity and inclusion at Chevron**

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Chevron launched the Men Advocating Real Change (MARC) program in 2017 to start a conversation with men about inclusion in the workplace. Chevron's Chairmen, Mike Wirth was the first advocate of this program and used the momentum of the program to spread the conversation across the corporation. Today, there are 42 MARC chapters, with 8,000 participants spanning all seven continents from America to Australia.

The MARC program, an initiative of Catalyst, was created for and is led by men who are committed to a culture of inclusion. Chevron Women's Network has taken the lead to create MARC chapters and discussion groups. Participants, both men and women learn how inclusion impacts the business bottom line. It is determined that men play a critical role in advancing the discussion of inclusion so that the culture will change enabling the progression of gender initiatives.

An objective of the MARC program is to engage in candid discussions about gender and how men can be partners and change agents to increase the level of awareness of unconscious bias in the workplace.