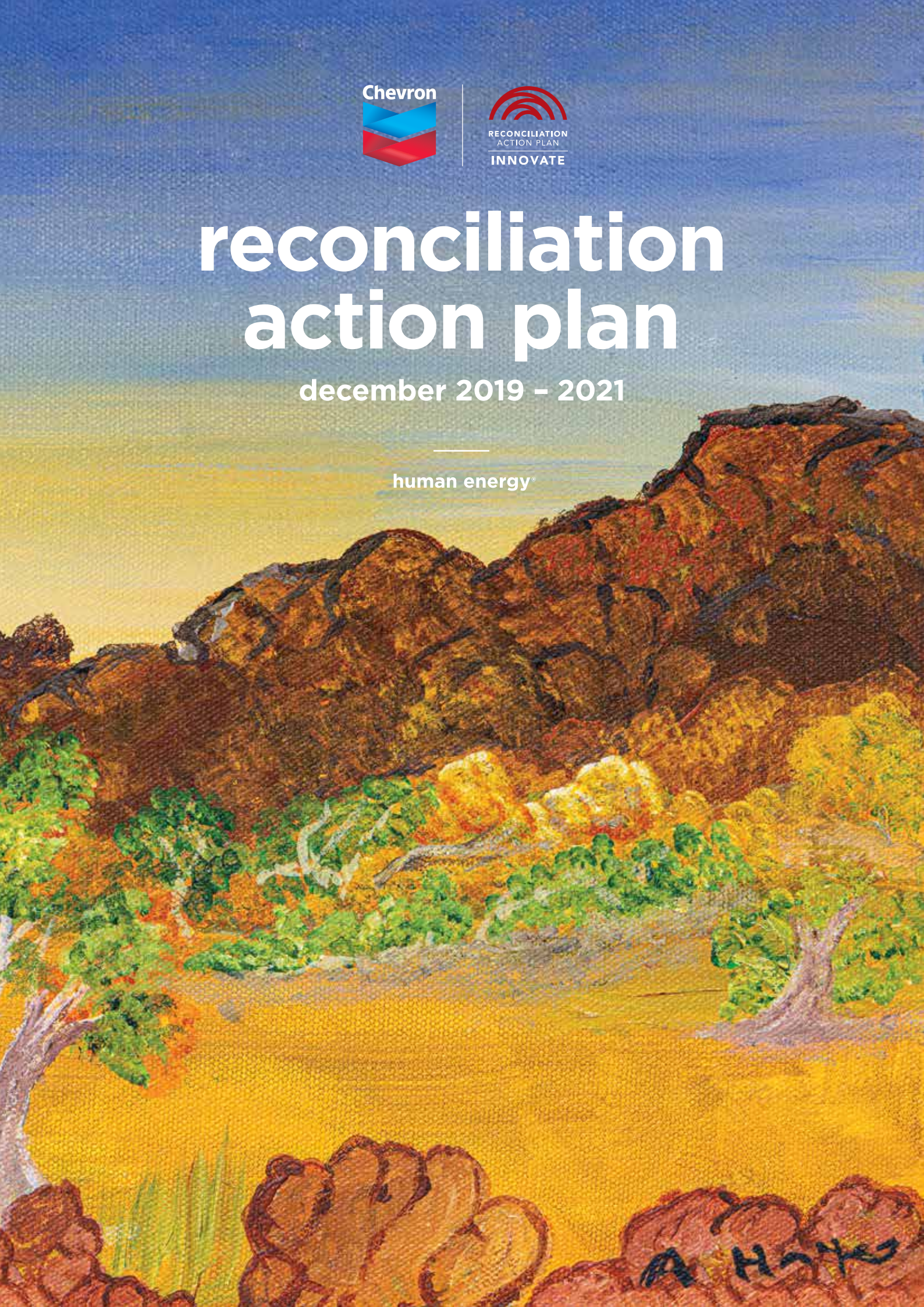




reconciliation action plan

december 2019 – 2021

human energy



cover artwork:
anne hayes



about the artist

Anne Hayes was born in Onslow in 1952 and is the eldest of six children. Anne is a Kurrama woman from her mother's side and Thalanyji from her father's side.

Anne loves to paint the landscape of her country and is passionate about keeping the Thalanyji culture strong with her people as well as promoting cross-cultural understanding. Anne helped compile a book, Ngambunyjarri, which outlines Thalanyji plant names and traditional uses. The book shares the Elders' knowledge of the natural environment while also being a key resource for future generations to access their culture and heritage.

Anne is currently helping develop a language book to share the childhood stories of Thalanyji Elders while continuing to teach younger generations about their people through storytelling, art classes and taking them out to country.

artwork title:
muumbuluna

Muumbuluna is a special place for Thalanyji people. Our Elders told us about gum trees surrounded by a circle of rocks where men met to trade and share stories through yarning and rock carvings.

There is a rock hole up the top and after heavy rain Rouse Creek would overflow, making water seep down through the rocks.

It is a place where men from the Ganyura group – that's Thalanyji, Burduna, Bayungu and Binigura - would come together and be there for one another for happy and sorry times.

acknowledgement of country

Chevron Australia acknowledges and pays respect to the Aboriginal and Torres Strait Islander peoples of the lands of Australia. We acknowledge the Traditional Custodians of the lands on which our company is located and where we conduct our business.

We pay our respects to Elders – past, present and emerging.

Deceased persons

Aboriginal and Torres Strait Islander peoples should be aware this document may contain images or names of people who have passed away.

Terms used

As our Reconciliation Action Plan is focused on activities and operations in Western Australia, we have deferred to the protocols advised by local Traditional Custodians that the term "Aboriginal" is preferred to "Indigenous". In our Reconciliation Action Plan, any reference to Aboriginal peoples is inclusive of Aboriginal and Torres Strait Islander peoples.



Chevron Australia

250 St Georges Terrace, Perth WA 6000
Tel +61 8 9216 4000 | australia.chevron.com

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Message from Chevron Australia

Thank you for taking the time to read Chevron Australia's Reconciliation Action Plan (RAP).

This RAP lays out our vision, commitments, aspirations and hopes for our relationships with Aboriginal people based on a culture of diversity, inclusion, trust and respect.

It guides us in building our knowledge and understanding of Aboriginal culture, strengthening the relationships between our Aboriginal and non-Aboriginal workforce and creating a more inclusive work environment and community.

It sets the tone and standard for the engagement and relationships we want and need to have with Aboriginal people.

Most importantly, our RAP has been developed together with Aboriginal people from across our business and in the communities in which we operate; namely the Thalanyji, Whadjuk Noongar, Kuruma Marthudunera and Yaburara Madudhunera peoples.

While this is our organisation's first RAP, Chevron Australia has been committed to advancing Aboriginal participation in our business for many years over our construction and operations phases.

But we can do more.

Chevron Australia's vision for reconciliation is a nation where Aboriginal people fully participate and benefit from the social and economic opportunities available in this country.

Enabling human progress is at the centre of what we do at Chevron. We realise this progress can't occur without

economic participation through employment and business opportunities.

We will continue to contribute to local communities by employing local workforces, sourcing from local suppliers and investing in capability and capacity-building initiatives that enable Aboriginal individuals and businesses to thrive.

Within our business, we are building an inclusive workplace where our employees and contractors understand and respect Aboriginal histories and cultures and where cultural diversity is celebrated.

Like most Australian institutions and individuals, Chevron is on a reconciliation journey. Our relationships with Aboriginal stakeholders are at differing levels of maturity.

Our employees, contractors, suppliers, and business partners look forward to working with and learning from our Aboriginal and other stakeholders to constructively contribute to a reconciled Australia.

Chevron Australia is honoured to commend our RAP to you as we contribute to Australia's journey of reconciliation.

Al Williams
Managing Director
Chevron Australia



Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome Chevron to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, Chevron joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Chevron with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Chevron will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Chevron well as it explores and establishes its own unique approach to reconciliation. We encourage the company to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it's a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Chevron on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

our vision for reconciliation



Our vision for reconciliation is an Australia where Aboriginal peoples participate and benefit from the social and economic opportunities created by developing energy that improves lives and powers the world forward.

We recognise that economic participation through employment and business opportunities is essential in enabling progress. We will contribute to local communities by employing local workforces, sourcing from local suppliers and investing in capability and capacity building initiatives that enable Aboriginal individuals and businesses to thrive.

We will create an inclusive workplace where employees understand and respect Aboriginal histories and cultures and where cultural diversity is celebrated.



Our business

Chevron is one of the world's leading integrated energy companies and has been present in Australia for more than 60 years. With the ingenuity and commitment of thousands of workers, Chevron Australia operates the Gorgon and Wheatstone liquefied natural gas and domestic gas assets; manages its equal one-sixth interest in the North West Shelf Venture; operates Australia's largest onshore oilfield on Barrow Island; and is a significant investor in exploration.

For most of our employees, Western Australia is where we live and work. We believe Chevron Australia has an important role to play in helping Australia thrive and prosper guided by our 'Chevron Way' values, which explain who we are, what we do, what we believe and what we plan to accomplish.

As a company, we learn from and respect the cultures in which we operate, and we have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas. In Australia, Chevron Australia's diversity policy has delivered

hundreds of roles for Aboriginal employees, inclusive of our contractors, across the life-cycle of our projects and in various areas of our operations and support services. We are proud to have a workforce that is reflective of the size of the working age Aboriginal population in Australia.

We have a long-term commitment to Australia and place great importance on being a good community partner focused on working with local communities to achieve better outcomes. We know our business of supplying the world's needs for affordable, reliable ever-cleaner energy helps local economies grow. We also place the highest priority on the health and safety of our workforce and protection of our assets, communities and the environment.

We can bring others on the reconciliation journey with us. We recognise opportunities to work within our sphere of influence – with our workforce, suppliers, community partners and communities – to encourage them to consider how they can also contribute to a reconciled Australia.

our reconciliation action plan

In 2018 we committed to developing our first Reconciliation Action Plan (RAP) to focus our efforts on providing meaningful employment and business opportunities for Aboriginal people. While this is our first RAP, we have been committed to advancing Aboriginal participation in our business through the construction of our facilities and now the operations of them.

Developing a RAP is a way of demonstrating our commitment to diversity and contributing to a culture of inclusion and respect within the organisation, in line with The Chevron Way. We believe a RAP will provide a platform to further build knowledge and understanding of Aboriginal culture within our organisation, strengthen relationships between Aboriginal and non-Aboriginal employees and ultimately create a more inclusive work environment.

Our RAP has been championed at the highest level within our organisation, with sponsorship by Chevron Australia's Managing Director.

In the true spirit of reconciliation, our RAP Working Group has an Aboriginal and non-Aboriginal Chair, while more than half the members are Aboriginal employees. Representation includes the President of our Boola Moort Employee Network and a member of our Aboriginal Employee Reference Group (AERG). Cross business collaboration has been an important element of developing the RAP with employees from Operations, Supply Chain, Human Resources and Corporate Affairs teams involved.

Our RAP Working Group focused initially on internal consultation with Aboriginal employees at Chevron Australia before engaging more broadly with all employees and then outside of our organisation.

We extended the opportunity to all Aboriginal employees to be involved in developing our RAP through workshops and an employee comment period.

Vision workshop

We invited all Aboriginal employees to join us for an initial vision workshop to share what reconciliation meant to them personally. They told us reconciliation meant understanding and acknowledging the hurt of the past; recognising Aboriginal peoples; dissolving stereotypes and breaking down barriers; helping to close the gap and moving forward together to create a better future for all.

We then asked what Chevron Australia's vision for reconciliation should be. Aboriginal employees told us they wanted to see a commitment to developing Aboriginal people and supporting the communities where we operate along with increased organisational awareness of Aboriginal histories and celebration of Aboriginal cultures.

We reviewed the feedback from our employees to help develop our vision and to describe why the areas of relationships, respect and opportunities are important to us as an organisation in championing reconciliation.

Commitments workshop

Our second workshop with Aboriginal employees focused on the commitments that would fall under the RAP pillars of relationships, respect and opportunities. We shared the range of programs and initiatives we currently support and will continue to under the RAP. Employees had the opportunity to provide feedback on our existing work along with the new commitments we were recommending.

Throughout this process we have ensured opportunities for our site-based employees to provide input.

Employee comment

We invited comments from all employees – Aboriginal and non-Aboriginal – on the draft RAP and responded to all comments.

External engagement

We sought feedback on our RAP from the Noongar, Thalanyji, Kuruma Marthudunera and Yaburara Mardudhunera language groups.

Respected Noongar leaders provided feedback which was incorporated into the final version of our RAP. We recognise that Chevron Australia is headquartered in Perth on Whadjuk Country and recognise the importance of engaging with the Traditional Custodians.

One unique opportunity has been in commissioning artwork through Onslow-based Thalanyji artist, Anne Hayes, to develop a painting reflecting the spirit of reconciliation.

relationships

chevron australia is committed to collaborating with Aboriginal peoples and their communities to build long-term trusting and mutually beneficial relationships based on the values of inclusion, transparency, respect and accountability



	TIMELINE	RESPONSIBILITY
ACTION 1 Develop and maintain mutually beneficial relationships with Aboriginal peoples, communities and organisations to support positive outcomes		
DELIVERABLES: Continue to work with our external Aboriginal stakeholders to enhance partnerships and relationships	February – Annual review	Community Engagement Manager
Continue to engage with relevant Aboriginal groups to meet existing agreed commitments and identify opportunities to work together	February – Annual review	Community Engagement Manager
Invite Traditional Custodians to Chevron Australia's Onslow Community Reference Group meetings and other Onslow engagement opportunities	2019, 2020, 2021 – twice per year	Onslow Community Engagement Representative
ACTION 2 Build relationships through celebrating National Reconciliation Week (NRW)		
DELIVERABLES: Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	27 May – 3 June 2020, 2021	Communications Advisor
Celebrate NRW by organising events for our employees to attend	27 May – 3 June 2020, 2021	Boola Moort President
RAP Working Group members to participate in an external NRW event	May 2020, 2021	RAP Chair
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	May 2020, 2021	Communications Advisor
Investigate opportunities to support Reconciliation Western Australia's NRW events	May 2020, 2021	Social Investment Advisor
Register all NRW events via Reconciliation Australia's NRW website	May 2020, 2021	Aboriginal Employment Manager
ACTION 3 Promote reconciliation through our sphere of influence		
DELIVERABLES: Implement strategies to engage our staff in reconciliation	June 2020, 2021	Boola Moort President
Communicate our commitment to reconciliation publicly	December 2019	Chevron Australia Managing Director
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	December 2020	Corporate Affairs General Manager
Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation	December 2020	Senior Social Performance Advisor
ACTION 4 Continue to promote positive race relations through anti-discrimination strategies		
DELIVERABLES: Conduct a review of Human Resources (HR) policies and procedures to identify existing anti-discrimination provisions, and future needs	December 2021	Manager Remuneration, Policy and Planning
Continue to communicate Chevron Australia's anti-discrimination policy to employees	December 2021	Manager Remuneration, Policy and Planning
Engage with Aboriginal staff and/or Aboriginal advisors to consult on our anti-discrimination policy	December 2021	Aboriginal Employment Manager
Educate senior leaders on the effects of racism	December 2021	Aboriginal Employment Manager
Conduct regular harassment and discrimination workplace training to educate all managers and employees about their rights and responsibilities in relation to racism at work	December 2020, 2021	Organisational Capability Manager
Become a supporter of the Australian Human Rights Commission's "Racism, It Stops with Me" campaign	December 2020	Aboriginal Employment Manager

respect

we respect that Aboriginal people have a unique connection with the country and sea

We appreciate the importance of learning from and respecting the cultures in which we operate. We recognise the diversity of Aboriginal peoples in Australia and are committed to interacting with each community in a way that respects their histories and cultures as well as their ongoing connection to place.

We are committed to developing a culturally competent workplace and workforce. We believe knowledge and understanding underpins and provides a foundation for all reconciliation activities. We will work towards developing a culturally safe workplace and develop the knowledge and skills of our employees to enable effective and appropriate engagement with Aboriginal communities.



ACTION 5 | Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal cultures, histories and achievements

DELIVERABLES:

	TIMELINE	RESPONSIBILITY
Develop and commence implementation of a phased cultural learning strategy to build Aboriginal cultural competence within our organisation	June 2020 – develop January 2021 – rollout	Aboriginal Employment Manager
Senior leaders to participate in a cultural immersion activity each year	June 2020	Aboriginal Employment Manager
Senior leaders to participate in reverse mentoring with Aboriginal employees to increase their awareness of Aboriginal perspectives in the workplace	December 2019 – current baseline of participation established. October 2020, 2021 – report on outcomes	Aboriginal Employment Manager
Profile the Statement from the Heart with senior leaders to promote a deeper understanding and awareness of its intent	June 2021	Aboriginal Employment Manager
All employees to have access to online cultural awareness training	June 2021 – develop online program	Aboriginal Employment Manager
All employees to complete cultural awareness recommended for their position within 12 months of commencement	February 2021 – current baseline of participation established. June 2021 – report on outcomes	Aboriginal Employment Manager
Cultural awareness training participation is tracked and reported for all employees	February 2020 – establish tracking September 2020 and 2021 – report on outcomes	Aboriginal Employment Manager
All supervisors of Aboriginal employees complete ongoing cultural learning and cultural mentoring	December 2019 – current baseline of participation established. September 2020 and 2021 – report on outcomes	Aboriginal Employment Manager
Continue to investigate opportunities to work with Traditional Custodians and/or Aboriginal peoples to develop and deliver cultural awareness training	December 2019 – current baseline of programs established. December 2020 – develop programs. June 2021 – rollout training and track outcomes	Aboriginal Employment Manager
Provide local cultural experiences and immersion opportunities to our employees	Jan 2020 – investigate opportunities June 2020 – promote options and track uptake	Aboriginal Employment Manager

ACTION 6 | Demonstrate respect to Aboriginal peoples by observing cultural protocols

DELIVERABLES:

Develop, implement and communicate a cultural protocol document for Welcome to Country, Acknowledgement of Country and other cultural protocols	December 2019	Aboriginal Employment Manager
Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	June 2020	Aboriginal Employment Manager
Consult the Noongar community about appropriate cultural acknowledgement as we design Chevron Australia's new headquarters in Perth	October 2019 – Aboriginal representation on Perth HQ team	Aboriginal Employment Manager
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year	December 2020	Communications Advisor
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	June 2020	Communications & Events Advisor

ACTION 7 | Build respect for Aboriginal cultures and histories by celebrating NAIDOC Week

DELIVERABLES:

RAP Working Group to participate in an external NAIDOC Week event	July 2020, June 2021	RAP Chair
Celebrate NAIDOC Week by organising events for our employees to attend	July 2020, June 2021	Boola Moort President
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week	July 2020, June 2021	Aboriginal Employment Manager
Promote and encourage participation in external NAIDOC events to all staff	July 2020, June 2021	Aboriginal Employment Manager

opportunities

chevron australia is committed to supporting opportunities for Aboriginal people to participate in our workforce

Our goal is to provide an inclusive work environment that values the diverse perspectives, knowledge and experiences that Aboriginal people contribute to our workforce.

We are committed to partnering with Aboriginal communities to create social and economic value. This commitment includes supporting Aboriginal business partners, so they can fully participate in Chevron Australia and the broader industry's supply chain and collaborating with our contractors to generate Aboriginal employment outcomes.

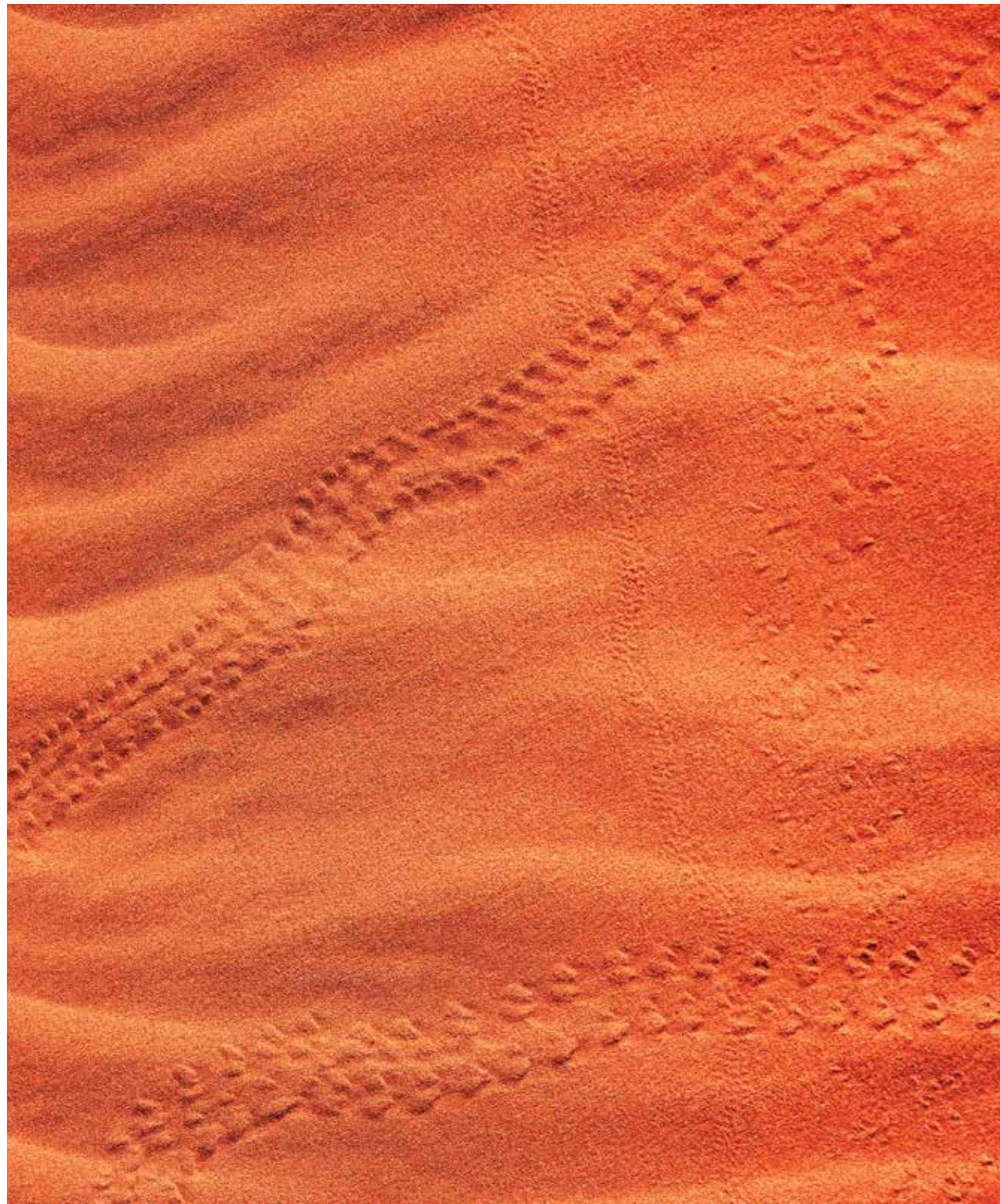


	TIMELINE	RESPONSIBILITY
ACTION 8 Increase Aboriginal employment outcomes within Chevron Australia		
DELIVERABLES:		
Review and refresh Chevron Australia's Aboriginal Employment Strategy	December 2020	Aboriginal Employment Manager
Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	December 2020, 2021 – report on outcomes	Aboriginal Employment Manager
Continue to review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal employees and future applicants participating in our workplace	December 2020, December 2021	Team Lead – Talent Sourcing
Provide candidates with the opportunity to have Aboriginal representation on recruitment and selection panels	December 2020, 2021	Team Lead – Talent Sourcing
Advertise job vacancies to effectively reach Aboriginal stakeholders	December 2020, 2021	Team Lead – Talent Sourcing
Consult with Aboriginal employees to gain feedback on their employment experiences	December 2020, 2021	Aboriginal Employment Manager
Establish a buddy system for all new Aboriginal employees to support initial social integration into the workplace	December 2020	Aboriginal Employment Manager
Provide opportunities for Chevron Australia's Aboriginal employees to network and build relationships with each other to enhance retention	December 2020, 2021	Aboriginal Employment Manager
Engage with Aboriginal employees to develop an Aboriginal professional development strategy	December 2020	Aboriginal Employment Manager
Provide all internal Aboriginal applicants with development feedback from the Hiring Manager	December 2020, 2021	Team Lead – Talent Sourcing
Implement culturally appropriate grievance and complaints mechanisms which are accessible for Aboriginal people and which result in the collection, recording, reporting and timely resolution of issues raised by Aboriginal people	December 2020, 2021	Aboriginal Employment Manager
ACTION 9 Support the empowerment of Aboriginal people through leadership development		
DELIVERABLES:		
Support the Western Australian Aboriginal Leadership Institute's Aboriginal Women's Leadership Program	January 2020	Social Investment Advisor

	TIMELINE	RESPONSIBILITY
ACTION 10 Support education and pathways into meaningful careers		
DELIVERABLES:		
Refresh social investment strategy to improve education, health and employment outcomes for Aboriginal peoples	December 2019, 2020, 2021 – annual partnerships	Senior Social Performance Advisor
Build a pipeline of talent from secondary schools	December 2019 and annually reported	Aboriginal Employment Manager
Provide paid, multi-year internships to Aboriginal university students	December 2019 and annually reported	Aboriginal Employment Manager
Support Aboriginal traineeship and apprenticeship opportunities	December 2019 and annually reported	Operations Competency Assurance & Development Team Lead
Investigate introduction of school-based traineeships	December 2020	Aboriginal Employment Manager
ACTION 11 Support contracting and procurement opportunities for Aboriginal businesses		
DELIVERABLES:		
Continue to communicate with Aboriginal contractors and suppliers about opportunities with Chevron Australia projects, operations and broader initiatives	December 2020 annually reported	Local Content Manager
Continue to grow the number of Aboriginal businesses with which Chevron Australia conducts commercial transactions, directly and indirectly through our contractors and suppliers	December 2020 annually reported	Local Content Manager
Undertake activities that will contribute to increasing our spend with Aboriginal businesses year-on-year, both directly and indirectly	December 2020 annually reported	Local Content Manager
Undertake activities that will contribute to the increase of indirect Aboriginal employment outcomes year-on-year	December 2020 annually reported	Local Content Manager
Increase year-on-year the number of contractors and suppliers that Chevron Australia actively holds accountable to commitments through post award contract management	December 2020 annually reported	Local Content Manager
Refresh Chevron Australia's Aboriginal procurement strategy as an integral part of the wider enhancement of Chevron Australia's Supplier Diversity strategy within procurement	December 2020 – existing strategy concludes	Local Content Manager
ACTION 12 Support Aboriginal business development		
DELIVERABLES:		
Continue to work with Aboriginal businesses to strengthen capability and capacity directly and indirectly through our contractors and suppliers	December 2020, December 2021	Local Content Manager
ACTION 13 Leverage business partnerships and collaboration opportunities		
DELIVERABLES:		
Continue our membership of and grow engagement with Supply Nation, particularly collaborating on initiatives supporting WA-based Aboriginal businesses	December 2020, 2021 annual partnership	Local Content Manager
Actively seek out, enhance partnerships and collaborate on initiatives in support of Aboriginal business and economic development	December 2020 annually reported	Local Content Manager
Utilise contractor networks to harness site-based collaboration and support contractor Aboriginal outcomes	December 2020 annually reported	Local Content Manager
Collaborate with contractors to implement initiatives that support Aboriginal employment outcomes, including development of an Aboriginal employment talent pipeline and site-based contractor networks	December 2020 annually reported	Local Content Manager

governance

tracking progress and reporting



	TIMELINE	RESPONSIBILITY
ACTION 14 Maintain an effective RAP Working Group (RWG) to driver governance of the RAP		
DELIVERABLES:		
Maintain Aboriginal representation on the RWG	December 2021	RAP Chair
Establish and apply a Terms of Reference for the RWG	December 2019	RAP Chair
Meet at least four times per year to drive and monitor RAP implementation	December 2020, 2021	RAP Chair
ACTION 15 Provide appropriate support for effective implementation of RAP commitments		
DELIVERABLES:		
Define resource needs for RAP implementation	December 2020	Corporate Affairs General Manager
Engage our senior leaders and other staff in the delivery of RAP commitments	December 2020	Aboriginal Employment Manager
Define and maintain appropriate systems to track, measure and report on RAP commitments	December 2020	Aboriginal Employment Manager
Maintain an internal RAP Champion from senior management	December 2020	Chevron Australia Managing Director
ACTION 16 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally		
DELIVERABLES:		
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 September 2020 & 2021	Aboriginal Employment Manager
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	May 2020	Aboriginal Employment Manager
Develop and implement systems and capability needs to track, measure and report on RAP activities	December 2021	Aboriginal Employment Manager
Maintain an internal RAP Champion from senior management	December 2020, 2021	Aboriginal Employment Manager
ACTION 17 Continue our reconciliation journey by developing our next RAP		
DELIVERABLES:		
Register via Reconciliation Australia's website to begin developing our next RAP	June 2021	Senior Social Performance Advisor

case studies

tracking progress and reporting



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case study



michelle mippy

president of a chevron australia employee network

At Chevron Australia, diversity and inclusion is embedded in the way we work. Our employee diversity networks are a place to connect, share and learn.

Formed in 2008, Boola Moort promotes cultural understanding and mutual respect between Aboriginal and non-Aboriginal cultures by providing opportunities to develop knowledge, skills and abilities to work comfortably and openly with Aboriginal peoples.

Noongar woman, Boola Moort President and Human Resources Administrator Michelle Mippy began her career at Chevron through the Aboriginal Traineeship Program.

“When the network began, it was a small group of Aboriginal employees. Today, as its name suggests, Boola Moort – a Noongar phrase meaning ‘many people’ – is one of our largest employee networks and is led by a collaborative group of Aboriginal and non-Aboriginal colleagues,” said Michelle.

“By increasing awareness and understanding of Aboriginal culture, we aim to create an inclusive working environment where people are valued for their diverse perspectives, experiences and contributions. Collaborating with other Aboriginal and non-Aboriginal employees to achieve this vision has been an incredibly rewarding experience.”

Throughout the year, Boola Moort coordinate a number of events including on-country cultural experiences,

networking and mentoring opportunities, and cultural awareness training.

“Sharing my history and culture with my colleagues continues to strengthen the pride I have in myself, my work and my culture which, as a mother, is very close to my heart.

“The effects of inclusivity are tangible and extremely impactful. By elevating understanding of Aboriginal culture among our workforce, we are helping to make real and lasting benefits that extend beyond our company and into the community.”

In 2017, Michelle completed the Chevron-sponsored Yorga Djenna Bidi program delivered by the Western Australian Aboriginal Leadership Institute.

“Yorga Djenna Bidi reenergised my professional and personal development by highlighting the important synergies between the two. Reconnecting with my culture and learning from other strong, empowered Aboriginal women encouraged me to pursue further career opportunities and obtain my post-graduate qualifications.

As Boola Moort President, I strive to mirror this experience for our Aboriginal employees and provide opportunities for professional development which also support and celebrate our cultural perspectives.”

case study



yorga djenna bidi program – WAALI supporting Aboriginal women’s leadership

At Chevron Australia, we understand the importance of sustainable economic empowerment, which is why we partner with government and community groups to build local capacity and capability.

Aboriginal women often undertake informal leadership roles within family and community as influencers and decision makers, however remain significantly under represented within professional and leadership positions.

The Western Australian Aboriginal Leadership Institute (WAALI) seeks to build leadership and governance capacities among Aboriginal people, inspiring participants to affect meaningful change within their families and communities.

Providing professional and leadership development opportunities within an immersive cultural framework,

the Chevron-sponsored Yorga Djenna Bidi Program is developing a community of strong, empowered and connected leaders who champion improved outcomes for Aboriginal people across Western Australia.

Designed by Aboriginal women, for Aboriginal women, the five-month program pairs professional and leadership skills with cultural insight and includes a two-day on country retreat, where respected Aboriginal elders share guidance and facilitate cultural lessons and reflections.

Since its commencement, more than 90 Aboriginal women have successfully completed the program. Yorga Djenna Bidi graduates join the Kwopertok Yorga Alumni and are eligible to join the Leadership Working Group; a network of inspired leaders who share a passion for driving change and fostering opportunities for future program graduates.



Robyn Smith Walley
WAALI Co-founder and Co-Chair

“Strong women mean a strong community. Empowering our women empowers our communities. We need to show these women the possibilities for their future, to give them something to aspire to.”



Rishelle Hume
WAALI Co-founder and Co-Chair

“Yorga Djenna Bidi is a unique leadership program that is grounded in culture, guided by Elders and explores leadership in cultural and mainstream contexts.

“Throughout the program we see the women deepen their cultural identity and connections and develop and strengthen their leadership skills and capacity. It is also exciting to see our graduates continue their leadership growth through the Kwopertok Yorga Alumni - accessing ongoing leadership development, building strong cultural connections and strengthening their networks.

“We highly value our partnership with Chevron, which enables WAALI to provide all Aboriginal women the opportunity to participate in the Yorga Djenna Bidi Program. Chevron believed in WAALI from the beginning and together we are building a community of strong, skilled Aboriginal leaders.”

“the program celebrated our strengths, our culture and the roles that we walk in our daily lives. It has nurtured us, challenged us and helped us to connect with our cultural values – evoking change and growth in us all.”

Danielle Cameron
Graduate



case study

raising STEM awareness among Aboriginal community

scitech Aboriginal education program

For more than a decade, Chevron has collaborated with Scitech – one of Western Australia’s key science, technology, engineering and mathematics (STEM) institutions – to empower educators and inspire students to enjoy and engage with STEM.

Our partnership provides funding for some of Scitech’s key outreach programs, including the Aboriginal Education Program (AEP), which offers curriculum-linked, hands-on science learning experiences for teachers and Aboriginal students in regional and remote communities across WA.

The AEP addresses key barriers to teaching high quality science in regional and remote schools, including student attendance, access to teaching supplies and difficulties in delivery curriculum content in relevant ways.

Developed with a cultural awareness of the peoples and landscapes of WA’s regional and remote Aboriginal communities, the AEP delivers STEM learnings in relatable and exciting ways to ensure maximum retention and engagement.

Interactive science workshops encourage understanding through doing and are themed around the Science Understanding sub-strands of the Australian Curriculum.

While DIY Science Kits provide teachers with all the equipment and information needed to run engaging science lessons in areas such as biological, physical, earth, space and chemical sciences.

In 2018, Chevron’s partnership with Scitech was instrumental in delivering STEM initiatives to more than 12,500 Western Australians, including 34 schools across the state who participated in the AEP.

case study



making changes heard around the pilbara chevron pilbara ear health program

Chevron has proudly partnered with Telethon Speech & Hearing since 2011 to develop best-practice ear healthcare across the Pilbara, significantly improving child health, education and development outcomes within rural communities through the Chevron Pilbara Ear Health program.

Unique to Western Australia, the Chevron Pilbara Ear Health program provides free mobile screening, diagnosis and clinical care pathways to address the significant ear health concerns of children in remote communities, with a focus on Aboriginal ear health.

Since 2011, more than 10,000 ear health screenings have been conducted on nearly 4,881 people through the Mobile Ear Health Clinic; including more than 909 individual screenings in Onslow, the community closest to the Chevron operated Wheatstone Project.

In this time, the number of Aboriginal children under the age of seven affected by middle ear diseases in the Pilbara has dropped from 51% to 33%. As a result, the

number of children needing surgery has significantly decreased - an achievement that has produced meaningful impact in Closing the Gap across the Pilbara.

Aboriginal ear health

Speech, language and hearing impairments such as middle ear disease can have significant and prolonged impacts, particularly if not identified in early childhood. A strong correlation exists between middle ear disease and quality of life indicators such as unemployment, social exclusion and law enforcement interactions in adult life.

Rates of ear disease are significantly higher among Aboriginal children and are particularly prominent in remote communities where local medical facilities are scarce.

Early intervention and prevention of middle ear disease can drastically improve child health, learning and development outcomes - greatly impacting quality of life in adult years.

By providing ear health services and education to remote Pilbara communities through the Mobile Ear Health Clinic, the Chevron Pilbara Ear Health Program delivers equal access to health care and ensures no child falls through the gap.

Partnering with local communities

Since commencing in 2011, the Chevron Ear Health Program has actively sought to develop meaningful relationships within the rural communities it operates - consulting local leaders, educators, medical professionals and residents.

The program employs two full time Pilbara-based employees and provides ear health services and education to children from infancy to Year 7 at 11 primary schools across Onslow, Roebourne, Karratha, Wickham and surrounding areas.





Aboriginal school scholarship program

investing in tomorrow's workforce

At Chevron Australia, we are committed to investing in tomorrow's workforce and enabling the next generation of big thinkers.

Chevron's Aboriginal School Scholarship Program (ASSP) provides tuition assistance and ongoing mentorship to students interested in science, technology, engineering and mathematics.

Developed as part of the Chevron Education to Employment initiative, the program aims to inspire Aboriginal students to explore future employment paths in the resource sector and offers high school scholarships of up to four years.

Since commencing in 2015, more than 50 students from select Western Australian schools have participated in the program.

After graduating from Pinjarra Senior High School, ASSP participant Cody Frick was then successful in his application to the Chevron Aboriginal Cadetship Program - which provides Aboriginal university students 12-weeks paid vacation work and tuition assistance for each year of their undergraduate studies.

"I'm very thankful to have been a recipient of a scholarship and to have the opportunity to continue my relationship with Chevron through university. Chevron gave me the help I needed to finish high school and focus on my studies, rather than covering expenses," said Cody.

ASSP participants receive support and career guidance from Chevron employees during school visits and workshops hosted at Chevron's offices, gaining first-hand insight into life in the oil and gas industry.



case study



enabling supplier diversity kulbardi and kooya

Chevron Australia is committed to partnering with and supporting Aboriginal businesses, so they can fully participate in Chevron's and the broader industry's supply chain.

One of the many benefits of working with local businesses is the unique opportunity to watch them grow, develop, adapt to changing business needs and innovate for future success.

Within Chevron Australia's supply chain, there are many inspiring growth stories, but none as captivating as that of Balladong/Wilmen Noongar family Kim Collard and daughter Sharna Collard.

Chevron first partnered with the Collard family more than 10 years ago, when Kim was employed to run cultural awareness training for our employees through his growing business, Kooya Consulting.

Our employees were impressed by Kooya's professional education services and the genuine and meaningful intercultural dialogue it spurred.

In the Balladong dialect, 'Kooya' means 'frog', and like a frog Kim's business grew in leaps and bounds. In 2013, the Collard family diversified into their now thriving nationwide office and stationery supply business, Kulbardi.

'Kulbardi' meaning 'magpie', with the black and white colouring of the bird, symbolises Indigenous and non-Indigenous businesses coming together as one entity.

In 2017, Kulbardi won a competitive tender to supply stationery to Chevron's offices and have done so ever since. This success coupled with others, enabled Kim and Sharna to establish the Bibbulmun community fund where part of Kulbardi's proceeds are channelled back into the Aboriginal

community to build capability and capacity around leadership and entrepreneurship.

The Collards' increased business experience and growing networks sprouted greater opportunities and soon enough their next venture Kooya Fleet Solutions (KFS) was born, where Sharna took the lead as Client Manager.

KFS is Australia's first and largest Aboriginal owned and operated Fleet Management Company, specialised in providing flexible, innovative and cost-effective fleet management solutions. Since 2016, KFS has supplied light vehicles to Chevron's Wheatstone site near Onslow.

Kulbardi and Kooya Australia Fleet Solutions CEO, Kim Collard said he is proud to work with Chevron and looks forward to continuing their productive relationship with the company.

"We are only as good as our customers and we wouldn't be where we are today, if it weren't for the support of companies like Chevron," Mr Collard said.

"Working with Chevron highlights to the broader market place, our capability and capacity to competitively deliver on large contracts, on time, and with excellent customer service."

Chevron is proud to have joined the Collard family on their journey as they have built-up their local businesses. Starting small, they have responded to and leveraged the changing needs of our industry and have set themselves up for continued success and growth in the future.





camis smith

senior Aboriginal affairs officer

Camis Smith has helped people gain employment for more than 30 years.

Having recently completed a 12-month secondment with one of Australia's oldest government departments, Camis shares how he assisted the Treasury in developing a new Aboriginal Employment and Engagement Strategy.

How did you first become involved in Aboriginal employment and engagement?

When I left school, I worked as a plant mechanic in Perth and later Karratha, where a friend of mine asked me to speak at the local senior high school. Seeing the great impact positive role models had on the kids inspired me to help others find career pathways as a secondary school teacher and later through my work at Chevron.

The opportunity for secondment developed out of conversations between the Treasury and various resources companies who were active in the Aboriginal employment and engagement space. The department recognised Chevron's great achievements in this area, despite beginning our efforts much later than many of our peers.

What were the main challenges you found at the Treasury?

The Treasury plays a critical role in shaping Australia's economic and social landscape and is one of only two Australian federal government departments to have existed since 1901. However not unlike the oil and gas industry, the department's very technical roles

require specialised qualifications and in recent years, it's seen limited success attracting prospective Aboriginal graduates.

Internally, we found a lack of clear strategic focus around Aboriginal employment and engagement. Past experience in this area contributed to low levels of cultural awareness and understanding among the team, as well as a lack of confidence engaging with Aboriginal people.

The abrupt change of leadership late last year was also an unexpected challenge which disrupted planned work and served as a great reminder of why in Chevron we strive to be agile and apply our winning behaviours!

What were the main successes you were able to achieve?

I was asked to identify pathways to develop a pipeline of Aboriginal talent, as well as assisting the Treasury to increase its cultural awareness and understanding of the Aboriginal community.

A standout activity was the 'Gadi Mura' – a Ngunnawal (traditional owners for the Canberra area) expression meaning 'searching for pathways' – Aboriginal Economic and Public Policy Summit. Aboriginal high school students from across Australia travelled to Canberra to undertake three days of workshops, mentoring and cultural experiences.

The students toured Parliament House as well as the Tent Embassy which, despite many of the team knowing little about its purpose and history, sits right next door to the Treasury offices.

Not only did the students leave the program with an entirely new outlook on their careers, abilities and the department, the Treasury employees gained invaluable learnings from listening to and coaching the participants. The summit was a key indicator of what success looks like within Aboriginal employment and engagement.

Following a guest speaker session from an Aboriginal business owner, a student said they had never met a successful Aboriginal business man before and the experience completely changed their perception of what was possible for themselves.

What key lessons did you take away from the experience?

In the last couple of years, we've talked a lot about diversity and inclusion at Chevron Australia, as well as what it means to be competitive and really understand our business.

Spending time in another organisation – particularly one which operates in a very siloed nature – has really refreshed for me the importance of being decisive and relentless, making decisions and collaborating to achieve a common purpose, as well as the importance of workforce readiness to accept change or a new way of thinking and working.

The experience also refreshed my appreciation for the work we do to invest in tomorrow's workforce. While we have a way to go, we are making great headway in this space and need to continuously improve how we tell our story externally – how and with whom we communicate our journey is just as important as the work we do.



acknowledgements

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community canvas

Chevron Australia staff came together to produce a beautiful community canvas with the help of local Aboriginal artist Jade Dolman.

The artwork was created through a series of workshops hosted by Boola Moort employee network, allowing people to collaborate, paint and create a truly unique piece.

Boola Moort President Michelle Mippy said the fun activity was designed to promote teamwork and a shared understanding of Aboriginal cultures.

“Jade is a Whadjuk/Balladong Nyoongar on her mother’s side and Eastern Arrente on her father’s side so she brought multiple art styles to the piece,” she said.

“Over two days people were able to stop in and add their own contribution to the canvas with guidance

from Jade. It made it a truly communal activity and everyone should be proud of how the final artwork came together.”

Michelle said the artwork is about reconciliation, with the symbol in the centre representing a meeting place where people are coming together.

“The greens represent the bushland of Noongar country and the different patterns inside the yellows represent the diversity within everyone and within Chevron.”

“The orange symbolises the energy of people coming together, and the blue and red colours symbolise Chevron and its reconciliation journey.”

The final canvas will be displayed in the Chevron office as a symbol of embracing Aboriginal cultures.

