We respect, appreciate and value differences in individuals, and we ensure all individuals are meaningfully integrated into Bechtel’s culture while retaining their unique qualities.

For nearly 120 years, the Bechtel Corporation has been a leader in the engineering and construction industry, and our people are one of the key reasons for this success. Bechtel builds dynamic, diverse, mobile, high-performance teams whenever and wherever they are needed. We respect each other and value the higher quality of decision-making that comes from our diverse backgrounds, experiences and beliefs.

At Bechtel, global diversity — today we have more than 44,000 people from 73 countries of origin working in more than 40 countries — refers to the presence of many distinctive individuals in the workplace, marketplace and community. We embrace the diversity in gender, race, nationality, culture, ethnicity, thinking styles, life experiences and all other attributes that make each of us unique. Through our support for and engagements with the National Society of Black Engineers (NSBE), Society of Women Engineers (SWE), National Action Council for Minorities in Engineering (NACME), Engineers Without Borders (EWB), First Robotics, Bechtel’s Business Resource Groups (BRGs), etc., our people volunteer to positively affect communities around the globe.

We demonstrate that we value diversity through our action. At Bechtel, we work to build a diverse and inclusive culture and leverage the input and experience of our global team. Diversity is a key input to high-quality decision-making, which is the cornerstone of our governance. Colleagues at all levels are encouraged to understand differences as well as respect what each person uniquely brings to the company.

We also strive to be inclusive, ensuring everyone is welcomed meaningfully into Bechtel’s culture while retaining his or her unique qualities.

Our Commitments

Building an inclusive and diverse culture in which our colleagues feel valued, challenged, motivated and treated fairly.

Investing in our people and developing diverse leadership to meet our enterprise needs while delivering outstanding results for our customers.

Holding ourselves and our colleagues at all levels accountable to perform to these commitments.
Our Diversity and Inclusion Strategy

Our global strategy has three strategic objectives that reflect the priorities Bechtel Corporation has made to enable the desired impact on our business and the employee experience.

1. ATTRACT: Attract the best and brightest global talent by strengthening our reputation and demonstrating behaviors aligned with our Vision, Values and Covenants.
2. ENGAGE: Engage and energize our colleagues by focusing on fairness, transparency and inclusion — values that differentiate us as an employer of choice.
3. BUILD: Inspire our people to build satisfying careers at Bechtel by promoting a culture of diversity, meaningful feedback and development.

Our Desired Impacts

1. Ensure our talent pipeline is fueled by diverse hires, which leads to diversity at all levels.
2. Increase the percentage of employees who view Bechtel's promotion and hiring practices as clear, transparent and fair.
3. Build awareness and alignment about inclusion, which leads to clearer expectations, behavior changes and individuals equipped with tools to hold one another accountable to expected behaviors.
4. Increase our people's confidence that opportunities are awarded based on merit and that people of all backgrounds can succeed at Bechtel.
5. Transparently share diversity data with all levels of the organization and use the data to measure the success of our improvement actions against targets.

Our Chairman and CEO and President and COO made the above commitments to our global workforce. Our leaders' personal commitment included setting targets and measuring progress on our commitments. In addition, new policies are being implemented to promote a feedback-rich culture focused on building self-awareness and closing development gaps. Improving Bechtel's diversity and inclusion requires long-term commitment and continuous improvement. We are excited to learn what has worked for other organizations. In July 2018, we held our Diversity and Inclusion Summit “Being An Inclusive Workplace,” which included Diversity and Inclusion experts from other organizations, for all employees around the world.

www.bechtel.com/about-us/diversity