Our employees reflect the global communities where we live and work. They bring different backgrounds, experiences, ideas and perspectives that collectively make us a strong company. Valuing everyone’s contribution isn’t just something we talk about. We put it into practice each day.

The different backgrounds, ideas and views of our 11,400 employees drive our success. Our commitment to building a diverse and inclusive environment is foundational to our SPIRIT Values. These values — Safety, People, Integrity, Responsibility, Innovation and Teamwork — guide how we interact every day.

We view diversity and inclusion as a journey and believe each person is accountable for creating and sustaining an inclusive work environment. We focus on three areas that guide our actions and drive progress: leadership accountability, employee awareness, and processes and programs.

Emphasize leadership involvement and accountability

We believe leadership is the single most important factor in making meaningful progress. Our global leaders develop and meet annually to discuss their local inclusion action plans. They create programs that are unique to their locations, like inclusion workshops and discussion groups in Alaska, supervisor sessions in Indonesia, and leadership training in the United Kingdom.

These are in addition to the companywide training available to all employees.

It’s also important to measure and understand our diversity metrics, as this knowledge leads to informed discussions and drives change. We actively monitor diversity on a global basis and publicly report representation of women in leadership roles. Global leaders also track and review their data to identify focus areas, which vary by region.

Enhance awareness

Each employee plays a role to ensure that his or her personal behaviors contribute to an inclusive work environment. Everyone has access to an internal site that offers resources like unconscious bias training and tools to use in daily business interactions. Leaders can also participate in inclusive leadership training. We frequently feature stories internally and externally that recognize employees and show how diversity adds value to our business.
For more than 30 years, our employee networks have provided an important forum for discussion, development and connection to our communities. These networks are led by employees with guidance and involvement from leadership. Currently, more than 5,000 employees participate in various chapters across several countries. Open to all employees, these groups raise awareness about important topics and help influence change. In 2017, our Parents and Women’s Networks were instrumental in our decision to implement a new parental leave policy in the United States.

**Embed inclusion in our core processes and programs**

To sustain progress, we link our inclusion efforts to our daily activities. During the recruiting and selection process, we bring in diverse candidates and create balanced interview teams to mitigate unconscious bias. In the United States, we’ve banned salary history inquiries from our hiring process. Globally, our leaders participate in Talent Management Teams that review employee development and career progression by skills and location.

Most locations offer flexible work schedules to help employees balance personal and work responsibilities. In the United States, we’ve worked to equalize our policies by offering parental leave to fathers, mothers, domestic partners and adoptive parents.

We also identify and facilitate opportunities to utilize products and services from businesses owned by women and minorities. Our supplier diversity team builds relationships with diverse suppliers and provides guidance to position them for current or future projects. In 2017, we spent more than $530 million with minority- and female-owned businesses in the United States.

In 2017, the Human Rights Campaign’s Corporate Equality Index recognized us for our commitment to lesbian, gay, bisexual and transgender equality in the workplace. In 2018, we were named a Best Employer for Diversity by Forbes and listed as one of the Top 25 Companies for Diversity by the Texas Diversity Council.

While we have been recognized for our inclusion efforts, we know that it takes ongoing commitment to make sustainable progress. So we continue to teach and train on inclusion, reinforce accountability at all levels of our organization, and focus on behaviors and processes that build an environment in which everyone has the opportunity to succeed.

[www.conocophillips.com/about-us/diversity-inclusion/]