



video transcript

neurodiversity program

human energy®

Graphic:

Neurodiversity

The term neurodiversity refers to variation in the human brain regarding sociability, learning, attention, mood and other mental functions.

Graphic:

Neurodiversity

These variations mean neurodiverse individuals are often unemployed or underemployed, creating a vast and diverse pool of talent that companies should be tapping into.

Steele Seeley

Cross-Platform Machine Learning Engineer

My technical job title is machine learning engineer.

Chris Fornesa

Network Engineer

Originally, I was hired as a network business intelligence analyst during the original neurodiverse hiring program initiative at Chevron.

Graphic:

In 2020, Chevron started the Neurodiversity program and brought in neurodiverse interns, pairing them up with trained managers, mentors and buddies.

Pam Carlsward

Senior Cybersecurity Governance Analyst

When Chris joined the team officially, he quickly came up to speed on the safe, Agile training understanding the ceremonies. He even developed a demo, gave that live demo, recorded it, and he also shared his improvements he made to the network Agile SharePoint site. It was so positively received that he also shared his knowledge and improvements with other RTEs, release train engineers, in other platforms.

Chris Fornesa

Network Engineer

I definitely want to point out, you know, how my mentor was able to, you know, impact my role in terms of guiding me through all the bureaucratic hurdles, you know, that are endemic in any company, as well as helping me navigate the intricacies of working at Chevron in particular.

Steele Seeley

Cross-Platform Machine Learning Engineer

There's a lot of questions that I get in my head and ask my mentors, and getting answers to those and processing and understanding that was definitely helpful.

Graphic:

the Covid-19 Pandemic hit within weeks of the program's start

**Shawn Morgan
HR Data Science Manager**

Well, shortly after we started the program in early 2020, you know Covid happens, right? So, we had to move from working in the office to working virtually. At first, we were concerned about how this would impact our neurodiverse colleagues because the training kind of told us that their environments in which they work in should be somewhat perfect and unchanging. So, for me, you know, I'm most proud of their ability to – to be flexible with us going through that process and really persevere and adapt to a new working environment while still adding a lot of value to the team in the projects they were working on.

**Chris Fornesa
Network Engineer**

You know, I guess what I'm most proud of, so far, would be how I've been – continuously been – able to rise to the challenge to improve myself, as you know, the creative, adaptable employee that I always knew that I could be.

**Steele Seeley
Cross-Platform Machine Learning Engineer**

One of the things that I like to do is to, you know, to identify which tools have more capacity and to share that information with a lot of other people in the company that are working at the same level as me, so that's, that's one thing that I've definitely enjoyed.

**Paul Cali
Principal Solution Architect**

Being on the spectrum has zero impact on somebody's intelligence or ability to absorb, you know, detailed or technical work at all. I was just really amazed at how thorough our intern was, you know, about absorbing written information and then turning around and applying it.

**Shawn Morgan
HR Data Science Manager**

These individuals are, many times, under employed, but they have incredibly valuable skills that can positively impact organizations, and so I think for us or for me anyway, I think one of the most important things I learned in taking part in the program was learning more about neurodiversity and individuals on the spectrum.

Graphic:

Since it's inception, eighty percent of interns have been hired as full-time employees at Chevron.

**Steele Seeley
Cross-Platform Machine Learning Engineer**

I'm very thankful that it's there because a lot of times, I feel like I may have been looked over if it was just a resumé, you know, just my resumé to go over.

**Pam Carlsward
Senior Cybersecurity Governance Analyst**

Chevron's done a great job of making us see people for their potential and placing them in the correct role. But seeing the impact on all of us as individuals makes us better teammates and leaders and it's been truly life-changing.

**Steele Seeley
Cross-Platform Machine Learning Engineer**

I'm definitely glad that it was there for me and helped land me where I am.

**Chris Fornesa
Network Engineer**

I would absolutely recommend the program to others, and I hope to see it grow much further in the future.