**Employee Network Management Sponsor** Role and Responsibilities

The Management Sponsors support local and/or regional chapters of a network. The Management Sponsor has an active role with the employee network chapter leaders to ensure they stay focused on problem-solving and assistance to Chevron’s diversity and inclusion initiatives.

Management Sponsors are identified by the chapter lead and are endorsed by the specific employee network executive leadership team after consulting with the Office of Global Diversity. Where there is a local senior management committee, or Diversity Council, the Management Sponsors are identified and endorsed by that group. The network executive leadership team and Office of Global Diversity will be advised of selection.

Management Sponsors are:

* Managers or Senior Executives levels and above who are located within the network chapter/region
* Committed to playing an active role in developing / supporting the network,
* Committed to a two-way developmental process: the professional development of network chapter lead and their own development as a diversity and inclusion champion and advocate,
* Keep the Executive Sponsor abreast of local/regional Chapter activities
* Committed to serve a minimum of two years.

Management Sponsors Four Main Responsibilities

**Actively work with network chapter leads to:**

* Provide strategic direction to align with Chevron’s business strategies,
* Act as the endorser to the network chapter initiatives along with the network Executive Sponsor as the decision executive,
* Commit to participate in specific activities to support the network,
* Coach and mentor chapter lead and coordinators on leadership and professional development.

**Build senior and middle management support by:**

* Informing and encouraging active participation,
* Linking the network to other relevant initiatives and/or organizational taskforces on diversity and inclusion,
* Support network chapter leads by providing feedback to their supervisors,
* Demonstrating how the network can be a resource and make business contributions,
* Partnering with other Management Sponsors to leverage resources and share best practices,
* Community influence through the network non-profit partner(s)

**Visibly support the network by:**

* Interacting with influential managers and opinion leaders in the region to inform them of the network objectives,
* Promoting key network activities and achievements,
* Participating as a speaker at high-profile network events.

**Partner with the Office of Global Diversity to:**

* Facilitate connections and ensure alignment with other network and company D&I initiatives,
* Attend / participate in D&I related social investment organization events, where applicable
* Help capture and report network progress to the organization,
* Provide internal and external resources and support, coordinate with local PGPA
* Ensure the speaker request process is used for speakers at the Vice President level and above.

What should you expect from the networks?

* Regular updates on network’s progress. Frequency will be agreed upon with the network chapter leaders with a minimum of twice a year updates,
* Insights into perspectives on prevailing issues and projects, and understand the diversity and inclusion business case relevant to the network,
* The network will provide the following as part of on-boarding: Charter / Operating Guidelines, Governance Structure and business plan.