

# API'S DIVERSITY, EQUITY AND INCLUSION INITIATIVE

**Diversity makes us better, stronger and more resilient** as an industry focused on meeting global demand for affordable, reliable and cleaner energy. API is committed to advancing diversity, equity and inclusion in our organization and building on the natural gas and oil industry's decades of hard work in this space. Marked by continuous learning and innovative ideas, industry efforts are focused on ensuring a growing diverse current and future talent pool and supplier pipeline through partnerships and programs.

## SKILLSREADY BY API



Students at San Jacinto College take a break from job-readiness training through API's SkillsReady program.

SkillsReady by API is a training program that promotes job readiness for natural gas and oil industry careers. Bringing together educators and community leaders, the skills-based education in diverse communities prepares the next generation of energy workers for on-the-job knowledge developed in partnership with API member companies. Curriculum includes safety procedures, hydrocarbon basics, equipment use, supply chain fundamentals, facility operations and more. Graduates obtain an API Certificate validating their knowledge of industry operations to help position them to enter the industry workforce.

## SUPPLIER DIVERSITY CAPACITY BUILDING WITH BLUE WAVE

As part of API's effort to partner with minority-owned businesses, API is working with Blue Wave to identify small businesses and arm them with skills to provide core services to the natural gas and oil industry. Blue Wave hosts group workshops, tailored trainings and corporate mentorship to position identified businesses to fill supplier needs for the industry. Blue Wave's program also helps identify business gaps and business development plans to grow their offering and ensure a greater understanding of natural gas and oil industry needs and priorities.

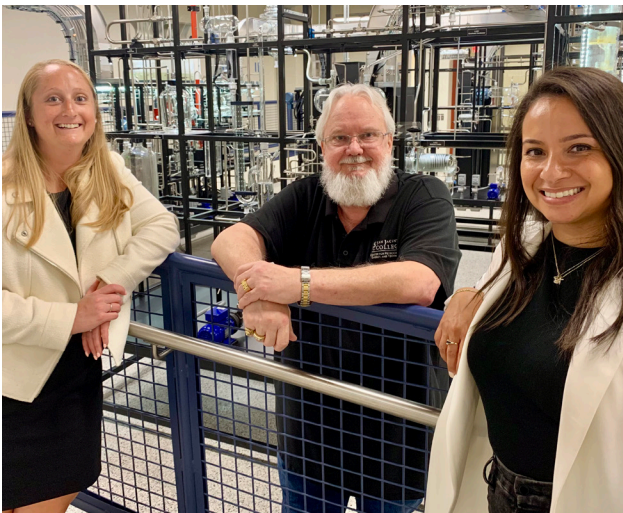
# DISCOVERY EDUCATION AND THE STEM CAREERS COALITION

Science, technology, engineering and mathematics (STEM) competencies are critical to attaining industry-related jobs and API is focused on investing in and expanding STEM opportunities. API is a founding member of the STEM Careers Coalition in partnership with Discovery Education and is bridging the workforce skills gap by providing students, educators and parents with industry-specific curriculum such as career profiles and classroom activities for K – 12 students.



Hamza Hallal, a Senior Manager in API's Monogram GIS Division, spoke virtually with Oliver, a sixth-grade student in Michigan, about what engineers do and why STEM skills matter.

# MINORITY SERVING INSTITUTIONS INITIATIVE



API staff members, Alexa Burr and Jackie DeFreitas, pose with San Jacinto's instructor, William Heins, in the "glass lab" of their LyondellBasell Center for Petrochemical, Energy and Technology (CPET).

API's Minority Serving Institutions (MSI) Initiative provides our library of over 800 world-class industry standards free of charge to MSIs. Providing access to the latest industry knowledge of oil and natural gas equipment, processes and systems gives students and faculty the opportunity to gain practical skills that will be immediately applicable in their energy careers.

## PARTICIPATING MSIs INCLUDE:

- Fort Valley State University
- Florida A&M University
- Florida International University
- Grambling State University
- New Mexico State University
- Prairie View A&M University
- San Jacinto College
- Southern University
- Tuskegee University
- University of Redlands
- University of Hawaii

API is expanding to other qualified institutions across America.

# CONTINUOUS LEARNING AND INNOVATION

**A central piece of API's approach to DE&I is a commitment to continuous learning and innovation.** This is done, in part, through our *Diversity Matters* Platform, where industry leaders learn from one another and share best practices that are relevant to DE&I. Through our strong partnerships with organizations like *Opportunity@Work* – an innovative workforce program to connect industry and talented developers with job candidates from non-traditional backgrounds – API is leading a proactive approach to advance a more diverse and resilient workforce and supply chain. These programs ensure our industry reflects the vibrant communities we serve and delivers a better energy future for all Americans.