



IMPACT

Diversity  
**Equity**  
& **Inclusion**  
2022

NORTH AMERICA  
UPDATE REPORT

# Content

- COLORFUL REFLECTIONS** ..... 7
  
- NEW FACES, CONSTANT COMMITMENT** ..... 9
  
- IMPACTFUL EVENTS**
  - Coming out gets personal ..... 12
  - Leadership sets the tone ..... 14
  - Consciously eliminating unconscious biases ..... 16
  - Women (production) role models ..... 18
  
- IMPACTFUL STRUCTURES**
  - Covestro Mexico strengthens DEI framework ..... 22
  - Survey captures employee voices ..... 24
  - Sparking DEI learning, conversations ..... 26
  
- IMPACTFUL PEOPLE**
  - What’s your why? ..... 31
  - DEI in Mexico ..... 32
  
- EMPLOYEE RESOURCE GROUPS**
  - ACCESS ..... 36
  - Asia Pacific Circle ..... 37
  - CARE ..... 38
  - CHAMP ..... 39
  - Compass ..... 40
  - Connect ..... 41
  - FIT ..... 42
  - i<sup>3</sup>STEM ..... 43
  - Lo Latino ..... 44
  - SPARK ..... 45
  - Covestro Toastmasters Club ..... 46
  - UNITE ..... 47

# Colorful reflections

In 2022, we set out to make DEI feel different for our employees. We wanted to prove that—after seven years of building our DEI foundation—we could reenergize our efforts and attract more people to join us.

And, it worked. We planned several unique events with record-breaking attendance. We challenged people to think differently by listening to the perspectives of their peers and guest speakers. We saw our leaders step up through Executive Sponsorships and keynote speeches. We embarked on a new educational journey through micro-learning, which is empowering employees to grow anytime, anywhere, one lesson at a time.

In other words, we made a tangible impact—a word that inspired the new name for our DEI report. Now called IMPACT, our update report will show you how we're taking action and making a difference. This edition gives you a glimpse into our impact so far in 2022.



# New faces, constant commitment

“Alone we can do so little,  
together we can do so much.”

**HELEN KELLER**

That same proverb applies to Covestro’s DEI work. At Covestro, we have a village of committed and passionate people who help to embed DEI within our organization—some of them as ERG and DEI Council Members. Throughout our IMPACT update, you will find perspectives from some of these members.



BAYTOWN DIVERSITY COUNCIL



PITTSBURGH DIVERSITY COUNCIL



NEW MARTINSVILLE DIVERSITY COUNCIL



SOUTH CHARLESTON DIVERSITY COUNCIL



# IMPACTFUL EVENTS

“If you build it, they will come.” Our employee resource groups have worked hard to build a network of dedicated and engaged individuals. This network has resulted in record-breaking attendance for our employee resource group events. Among the many impactful events planned, we are highlighting four that made a splash in our Covestro community.

# Coming out gets personal



**KATIE MARSELLLES,**  
COVESTRO  
CONTROLLER,  
PERFORMANCE  
MATERIALS, NORTH  
AMERICA, AND UNITE  
CO-LEAD

Coming out to family, friends and coworkers is a brave and often scary step for members of the LGBTQ+ community. Through personal storytelling and education, Covestro employees are learning the importance of their support and empathy for someone who is revealing their authentic self for the first time.

In celebration of National Coming Out Day and Hispanic Heritage Month in October 2021, our UNITE and Lo Latino ERGs invited actor and advocate Wilson Cruz to share his coming out story and his work to promote the rights of the LGBTQ+ community, especially gay youth of color.

Wilson, who is of Afro-Puerto Rican ancestry, was the first openly gay actor to play an openly gay character in his role as Rickie Vasquez in the 90's television show "My So-Called Life." After coming out to his parents at age 19, he was thrown out of his family home, experienced a period of homelessness and was estranged from his father.

"Most people understand there's a struggle in a person coming out, but they don't understand how that looks," said. "Having Wilson detail the issues with his family was compelling and provided personal insight into how hard it can be to come out. I believe our employees were really moved by his story and wanted to know how to provide allyship to people in the LGBTQ+ community."

Added Katie Marseilles, Covestro controller, Performance Materials, North America, and UNITE co-lead, "Wilson conveyed that everybody has the right to be their true self, and their humanity should be respected and never denied. We have a shared responsibility for equality and inclusion inside and outside of work. At Covestro, 'WeAre1,' but we aren't all the same."

Allyship can take many forms. Two simple ways at Covestro are joining UNITE and using one's pronouns in an email signature.

"In UNITE, we stress the importance of allyship and that it's for everyone," Ron said. "People outside the LGBTQ+ community can support those within it, and people within the community can support each other."

## How can others be a champion for DEI?

Be willing to listen and learn. You need to deconstruct and unlearn a lot of your own biases in order to effectively understand and comprehend the lived experiences of marginalized people. If you feel offended or defensive when you are in your allyship journey, that is normal. It is a good opportunity for you to look introspectively at why you are feeling this way. It is not an easy process, but taking that first step can then lead you to actionable allyship which is critical for the advancement of DEI initiatives.



**Sarah Roberson**  
PITTSBURGH  
DEI COUNCIL



**RON DEBIEC,**  
COVESTRO R&D  
SCIENTIST II AND UNITE  
CO-LEAD

# Leadership sets the tone

Kicking off Black History Month in February 2022, a roundtable discussion hosted by our ACCESS ERG featured top Covestro leaders and external DEI experts who underscored the importance of DEI to Covestro's success and set the tone for how the company can advance its efforts.

"To have Markus Steilemann, Covestro CEO, and Haakan Jonsson, Covestro LLC president, not only participate in the event but demonstrate a willingness to listen, learn and share shows a high level of commitment to DEI and the recommendations that came out of the discussion," said Paris Norman, global process owner, Inquiry Management, and co-lead of ACCESS. "When Covestro employees see our top leaders having an open dialog about DEI, it gives everyone the license and courage to have the same conversations with their colleagues and teams."





Other Covestro leaders participating in the event included Aleta Richards, global head, Specialty Films, and founding member of ACCESS; Adrienne Woodard, head, Diversity, Equity and Inclusion, Covestro LLC; and several members of Covestro's U.S. Country Council. Guest speakers were Dr. Audrey Murrell, professor, University of Pittsburgh, and Evan Frazier, president and CEO, [The Advanced Leadership Institute](#).

"One of the key learnings I took away from the discussion was that the steps we take individually are as important if not more so than the levers an organization can pull in creating our DEI environment," said Natalee Smith, technical product manager and co-lead of ACCESS. "We obviously need leadership support, funding and communication, but how we show up for each other every day builds trust and respect."

She adds, "DEI requires the same level of intentionality in our company as safety has. We need consistency in messaging, resources and accountability measures to keep us moving in the right direction."

The ACCESS event also demonstrated the importance of the ERGs serving as a conduit through which honest, open and inclusive discussions about DEI can occur between all levels of the organization.

"If our global CEO and regional president are willing to have what can be touchy conversations, every employee should do the same," said Paris. "For DEI to work, we all have to commit. None of us can be a bystander."

## How can others be a champion for DEI?

I believe one of the most important ways in which we can be a champion for DEI is to simply make an effort to educate ourselves. Take the time to learn about people who may be different from us in some way, not only in gender or race, but perhaps a different culture, religion, or lifestyle from our own. Educating ourselves and having a better understanding of those around us will likely lead to closer and more meaningful relationships, both in our workplace and in our communities at large.



**Paula J. Layne**  
SOUTH CHARLESTON  
DEI COUNCIL

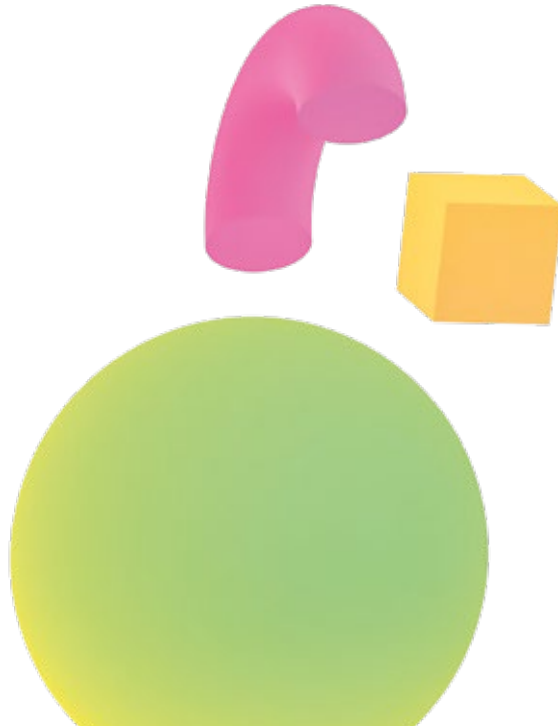


# Consciously eliminating unconscious biases

"I had never really thought about unconscious bias until participating in a Covestro event on the topic," said Maggie Halligan, senior administrative assistant and president of the Toastmasters ERG.

Appropriately held on the United Nation's Zero Discrimination Day, the March 2022 virtual discussion cohosted by our Compass, UNITE and Toastmasters ERGs focused on the importance of challenging our unconscious biases.

Defined as our learned assumptions, beliefs and attitudes, unconscious biases influence the way we think and interact with one another and can be an underlying cause for discrimination. Zero Discrimination Day is an annual recognition that emphasizes the importance of living life with dignity regardless of age, gender, ethnicity, skin color, body size and more.



**DIANA KELLY,**  
SENIOR R&D SCIENTIST 1  
AND TREASURER OF THE  
TOASTMASTERS ERG

Mark Murphy, who co-authored *The Leader's Guide to Unconscious Bias*, was the March event's guest speaker.

"To quote a co-author of Mark's book, 'Having unconscious biases does not make you bad; it makes you human,'" said Maggie. "I believe most of us don't mean to harm, but there are better ways to overcome our behavior. I hope to step out of my comfort zone and ask coworkers to lunch so I can learn more about them and they about me."

Event participants heard that unconscious biases cover many things beyond gender and race, such as sexual orientation, height, weight and education.

"I learned that you can't assume someone's intelligence, ethics or morals based on how a person looks on the outside," said Diana Kelly, senior R&D Scientist 1 and treasurer of the Toastmasters ERG. "You have to go deeper and get to know a person by asking them questions. My aha moment during the event was if we realize that we have unconscious biases, we can retrain our brain to think differently."

Helping employees do that is an unconscious bias track that is part of Covestro's new DEI training platform and established communication channels, such as town halls, events and employee meetings.

## Do you have a favorite or inspiring DEI moment or memory?

I was very touched when a dear friend of mine decided to come out to me as a homosexual. He told me that he was sharing with me because he knew I would understand and support him. And I did!

Today, I see a very happy person who always says he has a supportive circle of friends and family that encouraged and helped him.



**Arturo Molina,**  
MEXICO DEI COUNCIL

# Women (production) role models



**JESSICA FLETCHER,**  
SOURCING MANAGER  
AND COMPASS CO-  
CHAIR

Why should a woman work in a production role? Four Covestro employees answered that and other questions during the Compass ERG's Women in Production Panel to inspire and encourage women to explore this often-overlooked path to career success.

The four female panelists represented an operator, plant manager, site manager and director of site logistics from four of our production sites. The event was a collaboration between the Baytown, Mexico and Pittsburgh Compass chapters.

"Covestro is well represented by women leaders at high levels in corporate functions, but we also wanted to recognize leadership at the site level," said Jessica Fletcher, sourcing manager and Compass co-chair. "The panelists showed that there are a lot of leadership opportunities in manufacturing and production that many of our employees are not aware of. I hope attendees felt as proud to have very strong women in positions at all levels of Covestro as I did."

## Do you have a favorite/inspiring DEI moment or memory?

One of two female operators working in our Mexico plant, panelist Lizeth Aguirre had to first overcome the limitations in her own mind before applying for a production position. In Mexico, these positions are filled by the union and not the company, but an agreement is in place to ensure at least one woman is considered for the candidate shortlist for every vacant position.

“Lizeth had the courage to change her own mindset and also the mindset of the production area in which she works,” said Angélica Sandoval, external communications specialist and leader of the Compass Mexico chapter. “If we have a dream, it must not be limited because of our gender or our own fears. Even in historically male-dominated industries, there is always opportunity for women to grow and develop just as Lizeth and the other three panelists have.”

As a member of the Mexico DEI Council, I volunteered to be on a panel about my experiences as a woman and a mother in the workplace. After the panel, I received a lot of messages from my colleagues showing their support and kindness. Some of them told me they had similar experiences but with a different outcome. From those messages, I realized the importance of opening safe spaces in which all employees can listen to each other’s experiences.



**Michelle Buhl**  
MEXICO DEI COUNCIL



**ANGÉLICA SANDOVAL,**  
EXTERNAL COMMUNICATIONS SPECIALIST AND LEADER OF THE COMPASS MEXICO

The background is a textured orange surface. Scattered across it are various 3D geometric shapes: a yellow semi-circle at the top left, a blue ring and a blue cube at the top right, a purple cube and a purple sphere on the left side, a cyan ring at the bottom left, a yellow cylinder, a cyan sphere, a yellow sphere, and a blue sphere at the bottom, and a blue cube at the bottom right.

# IMPACTFUL STRUCTURES

# Covestro Mexico strengthens DEI framework

From conducting blind resume reviews to helping women cope with their menstrual cycles, Covestro Mexico continues to strengthen a DEI framework that enables all employees to be their authentic selves at work while feeling respected and valued.

In 2022, our Mexico locations implemented a series of DEI-focused initiatives and policies that included:

- **Blind resume reviews:** To help hiring managers eliminate unconscious bias in the hiring process, all candidate resumes must use neutral pronouns to focus the resume review solely on competencies and experiences. This helps avoid discrimination and guarantee opportunity.
- **Menstruation Is Everyone's Issue:** This initiative provides women in all Covestro Mexico plant and office locations with free sanitary products in every bathroom and paid leave for severe menstrual pain. An accompanying educational campaign is focused on when a woman should see the company doctor for menstrual pain.
- **Medical insurance:** A policy change to recognize the diversity of families permits all life partners, regardless of gender and marital status, to be added to an employee's company-provided medical insurance.
- **Adoption and paternity leave:** Male and female employees adopting a child now have the same paid-leave benefits as birth parents. Male employees are also now eligible for paid paternity leave for birth children.



**ERIKA CÁRDENAS**, PEOPLE DEVELOPMENT, CULTURE AND DEI EXPERT, COVESTRO MEXICO.

"Reactions to these changes have been very positive," said Erika Cárdenas, people development, culture and DEI expert, Covestro Mexico. "A woman who works in our plant told me that before we offered free sanitary products, she did not have any female colleagues to ask for a tampon or pad. For the blind resume review, candidates who were not selected even commented about their positive experience with the process. We will continue building upon these successes to ensure all employees feel they are equal and can focus their energy on growing their talents."

# Survey captures employee voices



**KATHERINE MCEVILLY,**  
VICE PRESIDENT  
AND HEAD, HUMAN  
RESOURCES, U.S.

Through the introduction of DEI questions on our ENGAGE employee survey, we know – rather than think we know – employee perspectives on this important topic. Their insights are informing our DEI strategy and initiatives, helping ensure we’re focused on the correct priorities in our journey toward an inclusive and equitable workplace culture.

Introduced in our May 2022 engagement survey, the questions provided feedback on the topics of diversity, inclusiveness and discrimination. The comments were particularly insightful and showed, along with the high employee response rate, that our employees are interested in having a voice regarding DEI.

“To advance DEI, we need everyone to be part of the conversation,” said Katherine McEvilly, vice president and head, Human Resources, U.S. “What we heard through this survey is that we’ve got to continue educating and

communicating how DEI contributes to our business success and that we hire and promote people based solely on their qualifications from a diverse candidate pool.”

Actions being taken based on the survey results include:

- Increased DEI communication to all employees;
- Additional interviewer training;
- Identification of learning paths for a new DEI learning platform;
- A new fairness and respect initiative; and
- Employee resource group expansion and activity prioritization.

“The survey told us that we’re on the right path and that DEI is an important aspect of Covestro’s culture for many employees,” said Adrienne Woodard, head, Diversity, Equity and Inclusion. “Future surveys will help us monitor improvements and impacts of our actions as well as help us further identify opportunities.”



# Is there someone in your life who inspires you or motivated you in our DEI work?

I believe that we need to leave a better world and a truly inclusive culture for the future generations. So, I feel that my activities have a bigger purpose for my children in how they understand and live a fully inclusive life.



**Antonio Bello**  
MEXICO DEI COUNCIL

# Sparking DEI learning, conversations



**ADRIENNE WOODARD,**  
HEAD, DIVERSITY,  
EQUITY AND INCLUSION,  
COVESTRO LLC.

Videos, podcasts, conversation guides and brain exercises. These are just some of the learning options available in an online DEI education platform that Covestro is piloting in the U.S. to bring to life the role DEI plays as an integrated part of the business strategy.

Focused on DEI, the platform uses micro-learning – short units that can be standalone or combined into broader lessons – to make it easier for employees to incorporate education into their schedules and learning preferences.

“If you have five minutes, you can learn something about DEI,” said Adrienne Woodard, head, Diversity, Equity and Inclusion, Covestro LLC. “You can read, listen or interact – whatever is the best way for you to absorb the information. The platform is very engaging, which increases and sustains employee participation.”

The learning is broken out into tracks, such as unconscious bias and inclusive leadership. The 250 pilot participants, which include senior executives, human resource personnel, people leaders and leaders of the company’s DEI councils and employee resource groups, are asked to share their learnings regularly in staff and team meetings to foster conversation.

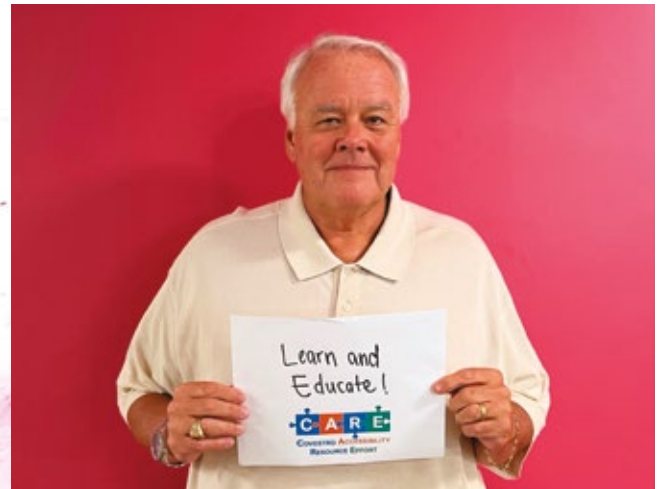
“This is a tool to build a foundation for conversation on DEI topics and help individuals challenge and expand their thinking about DEI,” Adrienne said. “To create an inclusive and equitable culture and move the needle in business success, DEI cannot stand alone. It has to be integrated into strategies and conversations, and this tool helps our people do this.”

The background is a vibrant pink color. It is decorated with various 3D geometric shapes in shades of blue, yellow, and orange. These shapes include spheres, cylinders, a semi-circle, a cube, and a ring. The shapes are scattered across the frame, creating a dynamic and modern aesthetic. The text 'IMPACTFUL PEOPLE' is centered in the middle of the image in a white, clean, sans-serif font.

# IMPACTFUL PEOPLE

# What's your why?

In order to demonstrate our top-down commitment to DEI, our U.S. Country Council stepped up to become executive sponsors of our employee resource groups. While we are working to add more executives sponsors, the current ones were asked to answer one question: What's your why? In other words, why did you choose to sponsor your ERG?



# DEI in Mexico



Since March 2022 the Federal Labor Law announced that every company in Mexico needs to have protocol to prevent, attend and eradicate violence in working places, due to that protocol the DE&I council will assume some functions relates also with our DE&I commitments:

- **Promote awareness and training** to prevent discrimination.
- **Promote respect in the workplace**, encourage equality, non-discrimination, life free of violence against women and attention to cases with a gender perspective.
- **Encourage a healthy work environment** and free of workplace violence.

## UNITE Mexico

During 2022, UNITE Mexico's efforts focused on consolidating the group and sharing information about the LGBTIQ+ community to create new connections between our allied members. To start, UNITE Mexico sponsored the talk "Sexual diversity, contexts and concepts" to sensitize members and allies to the different sexual identities definitions. Also, within the framework of IDAHOT, we created a video about how important is for Covestro to offer safe and inclusive spaces for the LGBTIQ+ community. For UNITE members, it's very important to give visibility to their efforts; that's why they participated for the first time in the Mexico City Pride with a contingent made up of members, allies, family members and friends who joined with great enthusiasm. Also, as part of the Pride month activities, a Facebook Live took place in which by a panel discussion, an external specialist, and members on Covestro Mexico discussed about the importance of tolerance and non-discrimination in the workplace.



## COMPASS Mexico

In 2022 COMPASS MX has carried out different activities aligned with the three strategic pillars: Community, Company and Colleagues. The group celebrated International Women's Day by inviting all Covestro employees to be part of a panel discussion in which different approaches were addressed to talk about the importance of breaking biases. Additionally, bimonthly, the ERG organized inspiring talks with internal and external guests to talk about diverse topics, such as the role as a working mother, or the challenges of being a woman in certain typically "male industries." Finally, COMPASS MX members invited all Covestro colleagues to gather some hygiene goods (soaps, shampoos, toothpastes and toothbrushes) to women in a jail nearby Covestro's plant (Reclusorio de Chiconautla, Ecatepec) through the NGO "La Cana." This organization supports women in jail by giving them skills to get a job in jail and also out of

it, and also by facilitating social reintegration. The in-kind donation was delivered by some COMPASS members. La Cana has been invited to some internal activities, such as the Christmas workshop that was facilitated by one woman that learned to sew during jail and now—as a free woman—she coordinates some of the main workshops for La Cana.





# EMPLOYEE RESOURCE GROUPS

Our employee resource groups function as subcommittees of the North American Diversity, Equity & Inclusion Council, and they're the heart of our DEI efforts. They support the growth and development of specific employee groups within Covestro through education, partnerships and community engagement.

# ACCESS



## Mission

To create African American and African Diaspora cultural awareness within Covestro and to encourage an environment where diverse opinions are freely expressed and valued.

ACCESS actively supports Covestro's business objectives through community engagement, talent recruitment strategy advocacy, holistic (personal and professional) member development and the promotion of STEM education to underrepresented students in the greater Pittsburgh area.



## Site Chapters

Pittsburgh, Pennsylvania

## Leaders

**Co-leads:** Natalee Smith, Paris Norman

**Communications Representative:** Natalie Finnegan

**Professional Development/Engagement Advisor:** Aaron Lockhart

**External Community Engagement:** Sharlene Lewis

**Executive Sponsors:** Alice Sox, Brian Long

## How has your ERG contributed to our Diversity strategy?

Through the ACCESS group, we create spaces for healthy discussions regarding DEI. We also engage with the community and provide Covestro leadership with an African American and diaspora perspective to enrich our Colleagues, Company, and Community. Two examples of our activities include our Black History Month Roundtable and our mentorship program with the Neighborhood Academy, a local middle and high school in the Pittsburgh area.

Our employee resource groups function as subcommittees of the North American Diversity, Equity & Inclusion Council, and they're the heart of our DEI efforts. They support the growth and development of specific employee groups within Covestro through education, partnerships and community engagement.



# Asia Pacific Circle



ASIA PACIFIC CIRCLE

## Mission

To be a resource for employees who interact with Asia or are interested in cultures or career opportunities in Asia and provide Asian employees opportunities to develop professionally.

## Site Chapters

Pittsburgh, Pennsylvania

## Leaders:

**Chair:** Daniel Wang

**Council:** Izzie Xu, Nima

Radhakrishnan, Payal Sinha, Makoto

Nakao, Sudev Lingam, Sivakumar

Battina, Chetan Ghosalkar

**Executive Sponsor:** George Paleos



## How has your ERG contributed to our Diversity strategy?

We engage employees in activities and events that teach them about Asian culture and experiences; we promote and participate in conferences, job fairs and webinars organized by Asian-focused groups; we aid employees from Asian countries in getting acclimated to working in the U.S. and we serve as a resource for employees who interact with colleagues or customers in Asian countries.

## Mission

To foster an environment that supports employees who have a disability, identify as neurodiverse or who are a caregiver of a family member with a disability or special needs. Our goal is to raise awareness about disabilities – both visible and non-apparent–while also highlighting the unique abilities that people with disabilities possess. We also aim to bring a voice to the challenges that people with disabilities and their caregivers face in the workplace. CARE strives to reduce the stigma around disabilities, educate employees, provide insights, influence policies, promote inclusion and increase allyship.



## Site Chapters

Pittsburgh, Pennsylvania

## Leaders

**Co-leads:** Jennifer Pannill, Nikki Stewart

**Event Lead:** Kaitlyn Tautkus-Berry

**Executive Sponsor:** Tom Balzer

## How has your ERG contributed to our Diversity strategy?

We help to create a culture of inclusion that focuses on someone's ability not their disability, as well as bring attention to the fact that while there are visible disabilities, most disabilities are not apparent, like mental health issues and neurodiversity.

# CHAMP



## Mission

Support veterans and military personnel by building strong relationships within Covestro and the community.

## Site Chapters

Baytown, Texas; Newark, Ohio; and New Martinsville and South Charleston, West Virginia

## Leaders

### BAYTOWN

Co-leads: Darren Robertson, Chris Olson

### NEWARK

Co-leads: Jeremy Bennett, Timothy Dold

### NEW MARTINSVILLE

Co-leads: Barry Suter, Mark Christman

### SOUTH CHARLESTON

Lead: Lori Trent

Executive sponsor: David Rzepecki



## How has your ERG contributed to our Diversity Strategy?

Our focus is to help any veteran regardless of their background. Our team includes not only veterans but those who have family members in the military and any Covestro employee or contractor who wishes to support.

## Mission

To foster the professional growth and development of Covestro women of all background and career stages.

## Site Chapters

Baytown, Texas; Mexico; Pittsburgh, Pennsylvania

## Leaders

### BAYTOWN:

**Lead:** Neha Phadke

### MEXICO

**Lead:** Angélica Sandoval

**Coordinators:** María Eugenia Burgos, Jovanna Ramírez, Hortencia López.

**Sponsor:** Michelle Buhl

### PITTSBURGH

**Chair:** Jessica Fletcher – Chair

**Community Service:** Lizz DiFiore, Kingsley Sebastian

**Communications:** Andy Sharfman, Kayla Queer

**Membership:** Katie Peluso, Jamie Carmona

**Professional Development:** Andrea Baker, Taylor Babb

**Executive Sponsor:** Julia Rubino



## How has your ERG contributed to our Diversity Strategy?

Over the past year, Compass has sponsored and coordinated numerous events including the “Breaking the Bias” event with guest speaker Mark Murphy and a “Women in Production” Panel event. Compass also coordinated a Lunch and Learn with the HR benefits team to touch on the tough subject of the gender pay gap and how Covestro manages benefits and pay. Compass is active during Women’s History Month, International Women’s Day and continues to support the Greater Pittsburgh Women’s Shelter with donations and hopefully in person events in 2022.



# Connect



## Mission

To enhance company culture and efficiency by breaking down silos and connecting Covestro employees of all experience levels through cross-cultural, cross-functional and cross-generational collaboration, networking and learning opportunities.

## Site Chapters

Baytown, Texas; Newark, Ohio;  
Pittsburgh, Pennsylvania



## Leaders

### BAYTOWN

**Co-chairs:** Sky Cantrell, Saurabh Harohalli

### NEWARK

**Co-chairs:** Jessica McHugh, Steve Burgess

### PITTSBURGH

**Co-chairs:** Alex Gionta, Shannon Locke

**Board member:** Monica Sandhu, Rebecca Tomei



## How has your ERG contributed to our Diversity strategy?

During each of the Connect Executive Coffee Chats, Covestro employees got to know one of the company's executives on a more personal level. Connect also partnered with SPARK and ACCESS to host a Ted Talks centered around lessons learned from the pandemic, navigating through change, burnout and creativeness, and the upside of remote working. The Newark chapter continued to support the site's internal recognition program and played Buzz Word Bingo at employee engagement events.

# FIT



## Mission

To promote healthy lifestyle behaviors by offering programs centered around physical activity, nutrition, and total wellbeing. This ERG collaborates with the myTotal Wellbeing Program, encourages others to lead an active and nourishing lifestyle and reinforces the importance of all areas of "fitness."

## Site Chapters

Baytown, Texas; New Martinsville, West Virginia; Pittsburgh Pennsylvania; and South Charleston, West Virginia



## Leaders

### PITTSBURGH

**Chair:** Sunny Petty

**Co-chair:** Josh Staniscia

**Executive team:** Marisa Jakubovic,  
Cathy Britsch

### NEW MARTINSVILLE

**Chair:** Jody Rine

### SOUTH CHARLESTON

**Chair:** Cynthia Lester

### BAYTOWN

**Chair:** Gerard Gomis

**Executive Sponsor:** John Lemmex



## How has your ERG contributed to our Diversity strategy?

We encourage all Covestro employees to join us in establishing a healthier lifestyle so that all employees can be the best versions of themselves. Through activities such as our walking group and book club we are able to bring together employees from different areas of the company to grow our physical, mental and overall health.



## Mission

Igniting young minds to become the innovators of tomorrow through support of hands-on, inquiry-based STEM (Science, Technology, Engineering, Math) education, workforce experience and employee volunteerism.

## Site Chapters

Baytown, Texas; Newark Ohio; New Martinsville, West Virginia; Pittsburgh Pennsylvania; and South Charleston, West Virginia

## Leaders

### PITTSBURGH

**Lead:** Ben Renwick

**STEM Steering Committee:** Jenna Groman, Laine Mosco, Sarah Fisher

### SOUTH CHARLESTON

**Co-Chairs:** Jay Cales, Susan Kimble  
Newark

**Co-Leads:** Jim Hamilton, Tim Frisch

### NEW MARTINSVILLE

**Co-Chairs:** Russ Heil, Lori Heintz

### BAYTOWN

**Lead:** Preslie Cox.



## How has your ERG contributed to our Diversity strategy?

At its core, i3 STEM helps build a talent pipeline for current and future work needs, not just within Covestro, but for the chemical industry itself. Through working with community partners, such as schools and other educational organizations, the next generation of innovators have the opportunity to learn about STEM careers. Covestro employees are volunteering their time and expertise to create unforgettable learning experiences for all students

## Mission

We are a vibrant, professional multicultural group dedicated to learning, living, celebrating and spreading our culture to Covestro and our community to further support Covestro Diversity and Inclusion Strategy and our employee engagement effort.

## Site Chapters

Pittsburgh, Pennsylvania

## Leaders

**Co-Chairs:** Antonieta Farnen (Peru),  
Gamaliel Martinez (Mexico)

**Executive member/founder:** Viviane Rondon (Brazil)

**Executive member:** Ingrid Rodriguez (Mexico)



## How has our ERG contributed to our Diversity strategy?

Through our different activities, we help employees learn the Spanish language, celebrate our customs, and share in our rich history. We also participate in different Pittsburgh events to engage with the community.





## Mission

To create an environment where emerging professionals feel valued, fully utilized, and are given opportunities for growth within a supportive and inclusive culture.

## Site chapters

Pittsburgh, Pennsylvania

## Leaders

**Co-chairs:** John McCaffrey, Alex Pichi  
(Co-Chair)

**Communications/Event Planning:**  
Taylor Babb, Sarah Fisher

**Executive Sponsor:** Jim Mason



## How has your ERG contributed to our Diversity strategy?

Spark creates a supportive space for young, new and emerging employees to build relationships, develop, and collaborate in an inclusive environment. Often Spark acts as a gateway to other ERGs and groups within Covestro through ERG partnerships and events.

# Covestro Toastmasters Club



## Mission

We provide a supportive and positive learning experience in which members are empowered to develop communication and leadership skills, resulting in greater self-confidence and personal growth.

## Site chapters

Baytown, Texas; Pittsburgh, Pennsylvania

## Leaders

**President:** Maggie Halligan

**Vice President of Education:**

Jennifer Pasinski

**Vice President of Membership:**

David Cole

**Vice President of Public Relations:**

Brent Goetz

**Sergeant at Arms:** Joshua Parsons

**Treasurer:** Diana Kelley

**Secretary:** Kashif Syed



## How has your ERG contributed to our Diversity strategy?

At the Toastmasters Club, we want to provide a supportive and positive learning experience. We create a welcoming space for everyone where both members and guests can practice in a safe environment.

## Mission

To create a space for networking, exchange, and support for LGBTQ+ employees and allies while fostering an inclusive workplace for all.

## Site Chapters

Pittsburgh, Pennsylvania; Mexico

## Leaders

### MEXICO

**Lead:** Josué Cortés

**Co-Lead:** Paola Bustos

**Sponsors:** Marisol López, Antonio Bello

### PITTSBURGH

**Co-Lead:** Katie Marseilles, Ron Debiec

**Events Lead:** Jennifer Fatigante

**Treasurer:** Nathan Chaffin

**Executive Sponsor:** Richard Skorpenske



## How has your ERG contributed to our Diversity strategy?

UNITE was re-launched in 2021 and has significantly contributed to Covestro's Diversity strategy. We hosted multiple events with other ERGs to foster collaboration. We routinely communicate with global colleagues to align goals and strategy across regions. All events and meetings thrive on the concepts of allyship, inclusivity, and open-mindedness, as we want all members and employees to comfortably express themselves.

#### ACKNOWLEDGEMENTS

We were supported by many employees from all areas within Covestro as we continued building our DEI culture in 2022.