

What the Proposal Asks For	Did Chevron's REA Meet this Ask?	Where Chevron Falls Short
Audit is conducted by an independent third-party	Mostly	Paul Weiss conducted the audit as a third-party, but the law firm has worked extensively with Chevron as a legal advisor, which threatens its independence
Analyzes the adverse impacts of Chevron's policies and practices that discriminate against or disparately impact communities of color	No	Chevron's REA focuses exclusively on internal practices; education, job creation, talent and leadership development, and community, and philanthropy
Identifies and recommend steps to eliminate, business activities that further systemic racism, environmental injustice, threaten civil rights, or present barriers to diversity, equity, and inclusion (DEI), both internally in its workforce and externally in impacted communities	No	Recommendations are explicitly focused on internal D&I efforts and employment. Recommendations on "external" programs are limited to philanthropy and do not include business activities
Includes input from impacted workers, community members, customers, and other relevant stakeholders	No	The audit does not disclose stakeholders consulted to inform the REA. Employees and partner organizations are the only two groups listed as providing input. Evidently no independent stakeholder groups were consulted