

# Employee Network Groups



*Individually Strong,  
Collectively Powerful*



## **Our Diversity and Inclusion Vision**

Air Products strives to be a company of choice that is recognized by its colleagues, customers, prospective talent and the community as a company that draws strength, opportunity and financial growth from diversity. Our success will be directly attributed to having a work environment that is collaborative, inclusive, and respectful of all people.

### ***Our Commitment***

Employee Network Groups are a vital part of our Diversity and Inclusion strategy. These employee-led groups help Air Products build the right culture for success—yours and the company's. Our Employee Networks provide a platform for dialogue and improved understanding between leaders and employees. They act as strategic partners in developing an environment of respect and inclusion at Air Products by:

- Supporting Air Products' values and mission
- Helping the company achieve business goals
- Providing networking, collaboration, personal development, and career growth opportunities
- Developing training and education to promote awareness and growth

## ***What Is an Employee Network Group?***

Employee Networks are formed by colleagues that share common race, gender, background, or experience, but membership is open to everyone. Each has an executive sponsor as well as the support of the Diversity and Inclusion Department. Network members come together to support each other, the company, our diversity and inclusion goals, and their community. An Employee Network Group's mission has a business purpose.

## ***Why Employee Network Groups?***

Having things in common with colleagues helps people connect and feel comfortable exchanging ideas and discussing challenges. Employee Networks make it easier for people to meet peers like themselves.

Interacting within the structure of a Network, with its clear vision and goals, increases personal productivity and satisfaction while strengthening our diversity and inclusion goals.

# Employee

## ***The Value of Employee Network Groups***

Employee Networks help our business in four critical areas:

### **1. Bringing talent in: Getting and keeping new employees**

- Identify critical markets for sourcing diverse talent
- Team up with campus recruiting and alliance building teams
- Assist in developing creative recruiting strategies
- Provide prospective new colleagues with information about life at Air Products
- Offer insight about issues that are barriers or challenges for minority group members

### **2. Building current talent: Broadening awareness among employees**

- Increase cultural awareness through education and events
- Communicate with a unique perspective on world events
- Create camaraderie and strengthen bonds among members and nonmembers
- Provide development opportunities for members

### **3. Showcasing our talent: Being good neighbors and community members**

- Act as valuable company ambassadors by participating in professional associations and events
- Become active in community organizations
- Participate in company-supported community outreach activities in the public eye

### **4. Connecting people: Communicating, networking, and building relationships**

- Shape a culture of inclusion through words and actions
- Make new colleagues feel welcome through sponsored networking events
- Build appreciation of group's contributions inside Air Products and through the world

## ***Accomplishments of Our Employee Network Groups***

### **Career Development**

- Management Visibility Program
- Perfecting your professional image
- Resumé building
- Communication differences between men and women
- Career path sessions
- Career Week
- Buddy Program
- Mentoring

### **Awareness and Education**

- Lunch and Learns
- Presentations by external speakers
- Where in the World is Air Products
- Doing Business Across Cultures and Cultural Navigator
- National Coming Out Day and Gay Pride events
- African-American History Month
- Women's History Month
- Cultural awareness events like India Day, Tres Reyes, & Lunar New Year
- Hispanic Heritage Month
- National Disability Employment Awareness Month
- Asia Pacific-Islander Heritage Month

## **Work/Life Balance**

- Negotiated discounts and backup care with local area daycare
- Women's Health and Wellness, Work/Life Balance
- On-site Summer Camp Busing Program established
- Special Needs rooms for working mothers established
- Lunch 'n' Learns on parenting challenges

## **Community Outreach Activities**

- "Surviving the US job interview" video for international students at Lehigh University
- How to get involved in community service
- Turning Point of Lehigh Valley – Step Out Against Domestic Violence 5K Run and Walkathon
- STAR program, Lehigh University
- Days of Caring for Meals on Wheels of Northampton County and Second Harvest Food Bank

## **Communication and Networking**

- Building Bridges hosting program
- Guest Speakers, CEO Rohm and Haas
- Speed Networking
- Mixers
- Mentoring Relationships – Leveraging the Benefit of Networking



## Joan Schork - ABCD

*"We are lucky to live in an age when there are so many products and services available to aid people with disabilities. Sometimes you don't know where to start looking, though, and technology changes so fast that it can be hard to keep up. ABCD provides a platform for sharing information about making our lives easier and our contributions greater."*



# ABCD

## Robin Hadeed - ABCD

*"I look at Diversity sort of like a puzzle; all of us are interlinked and together we make a whole. All of us have different backgrounds and experiences that are worth sharing. In a world that is ever changing, how we accept and react to these changes will lead us in our path of success. I want to give back to Air Products and my coworkers and look forward to being part of helping move the Diversity Initiative forward."*



## “ Sherri Bassner – GLEE

*“Being involved in GLEE, first as a member and later as a leader, has been enormously important to both my personal and professional development. Our work in GLEE has helped me to better crystallize and then articulate the issues that any person of difference can face in any environment, and that personal clarity has been extremely important to me. In addition, work on behalf of the Global Diversity Network has allowed me to work side-by-side with people from all across the company, at all levels, helping to build a network that I call on constantly in my ‘core’ role.”*



# GLEE

## **Maureen Carlson – Parents Association**

*“Being part of the Parents Association and Diversity Network gave me a chance to develop leadership skills early on in my career. It also helped me build a network of great people.”*



## **Steve Cross – Parents Association**

*“As a single father, being part of the group was extremely beneficial. On a personal level, I learned how to better manage and balance work-life issues by learning from other parents. On a professional level, being part of the leadership of this group gave me skills that I was able to apply back in the workplace, which allowed me to take on leadership roles.”*



# WIB



**Kristin D'Agostino – WIB**

*“Women in Business provides opportunities to gain leadership experience, develop your career, and network with employees from across the company.”*



**Margaret A. Bessette – WIB**

*“Participating in Women in Business is a fun way to network with employees throughout the company while also developing my leadership, communication, and teamwork skills.”*



## Raymon Williams – EDEN

*“Being a member of EDEN has helped me develop invaluable professional and personal relationships, along with leadership opportunities that may not have otherwise been available to me.”*

# EDEN



## Grey Frisby – EDEN West Gulf Coast

*“Being part of an EN at Air Products is a rewarding experience. As a company, we are diverse in many ways...age, ability, experience, cultural backgrounds, etc. We are made of multi-cultural and multifaceted individuals. Membership in an EN provides avenues to work and learn together and experience a better workplace for everyone.”*



## Angela Lee – 4AP

*“Participating in 4AP enables me to network with people outside of my organization, practice skills that I otherwise would not be able to, and make new friends, which are all very rewarding experiences.”*



# 4AP

## Chittur Ananthan – 4AP

*“Being a leader of 4AP provided a legitimate opportunity to me to make a difference at Air Products by influencing decisions, actions and behavior on issues of workplace diversity and inclusion. Interestingly, I was also influenced along the way and am a better person for the experience. The best part was meeting and getting to know several diverse and talented colleagues and leaders who were also passionate about making a difference.”*





**Fernando Molina-Polo – HOLA**

*“As a member and a leader of HOLA, I have had an incredible experience developing leadership, networking, teamwork and communications skills. I believe it is a great opportunity to meet your colleagues, learn about their cultures and ideas, and establish professional relationships.”*



**Rosa Fernandes – HOLA**

*“Being a part of HOLA has provided me a broader sense of identity here at Air Products. It has enabled me to open my own mind and the minds of others to new ideas and ways of thinking. It has enabled me to learn from others and build key relationships and friendships with those I might not have been exposed to otherwise.”*

# Diversity & Inclusion

## *Our Employee Network Groups*

- 4AP – All Asian Americans at Air Products
- ABCD – AnyBody Concerned About Disabilities
- EDEN – Ethnically Diverse Employee Network
- GLEE – Gay and Lesbian Empowered Employees
- HOLA – Hispanic Organization of Latinos and Amigos
- Parents Association
- WIB – Women In Business

**tell me more**  
[www.airproducts.com/diversity](http://www.airproducts.com/diversity)