



TEXAS CHEMISTRY COUNCIL

**CARING  
FOR  
TEXAS  
AWARDS**



**BEST PRACTICES &  
HIGHLIGHTS 2025**



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# INTRODUCTION

The Texas chemical industry plays a vital role in everyday life—improving the quality of life through both what we make and how we operate. From clean drinking water and life-saving medical supplies and medicines to materials essential for renewable energy and consumer goods, Texas facilities help fuel global progress. But beyond what we produce, it's our commitment to community, safety, and environmental stewardship that defines who we are.

The Caring for Texas Awards Program, established by the Texas Chemistry Council (TCC) Board of Directors in 1998 and administered by the TCC Outreach Committee, honors TCC member facilities that demonstrate excellence and continuous improvement in:

- Community Involvement
- Emergency Response
- Environmental Stewardship and Sustainability

All TCC member facilities are eligible to apply and are evaluated by a panel of peer and community judges. Facilities are grouped by size and may receive recognition as a Caring for Texas Facility, Excellence in Caring for Texas, or Sustained Excellence in Caring for Texas.

This publication marks the first edition of the Caring for Texas Best Practices & Community Impact Highlights Report. The TCC Outreach Committee developed this report to recognize the outstanding work being done across Texas facilities and to provide a practical guide that peer facilities can use to enhance their programs and strengthen their community impact.

All examples featured in this report are drawn from the applications of the 2025 Excellence and Sustained Excellence in Caring for Texas Award winners. From engaging local stakeholders to reducing emissions, the examples in this report reflect the values and leadership that drive our industry forward.

We hope it inspires continued learning, collaboration, and progress.



# COMMUNITY INVOLVEMENT

## BEST PRACTICES

- **Strategic Educational Partnerships:** Build structured relationships with local K-12 schools, community colleges, and universities. Offer job shadowing, industry presentations, teacher externships, and equipment donations. Appoint a dedicated liaison or team member to manage outreach.
- **Support of Local Nonprofits:** Identify causes that align with your site's values and workforce interests. Assign employee representatives to serve on nonprofit boards, create giving schedules, and plan annual drives or campaigns.
- **Employee-Driven Engagement:** Create a volunteer committee or club that plans monthly or quarterly events. Offer incentives like paid volunteer time or internal recognition. Survey employees to learn their interests.
- **Community Advisory Panels:** Host quarterly or biannual meetings with local stakeholders, neighborhood leaders, and emergency personnel. Share updates and seek feedback on operations, safety, and outreach plans.



# COMMUNITY INVOLVEMENT

## EXAMPLES

- A **three-year \$270,000 scholarship initiative** provided full tuition for students in industrial programs.
- A site's **golf tournament** raised \$273,000 in one year, part of a multi-million-dollar tradition benefiting children.
- A **Bookworm Club** organized employee read-alouds for 125 students and gave gifts to underprivileged children.
- More than 2,600 **volunteer hours** and over 30,000 students reached through school supply drives, raffles, and mentorship.
- A **Parent-Teacher Organization (PTO) partnership** provided school supplies, uniforms, and monthly volunteer hours at an under-resourced elementary school.
- A **mobile STEM lab** traveling to area schools with hands-on science experiments to promote careers in chemistry and engineering.
- A monthly **“Lunch & Learn” series** at a local library covers safety topics, career opportunities, and environmental awareness.
- Employees organized a **“Spring into Service” week**, completing projects like trail restoration, painting a community center, and delivering care packages to seniors.
- An annual **Community Open House**, with guided site tours, interactive safety demonstrations, and booths from local nonprofits, drawing over 1,200 attendees
- A **“Future Builders” program** where employees mentored high school students on resume writing, interview prep, and workplace etiquette.
- Staff members served as **mentors in a juvenile justice program**, helping at-risk youth gain life and employment skills.
- **Sponsoring a local Little League team** and provided employee coaches, umpiring support, and facility tours to players and their families.



# EMERGENCY RESPONSE

## BEST PRACTICES

- **Structured, Multi-Level Training:** Maintain dedicated ERT members across shifts. Conduct quarterly training exercises and track completion. Rotate scenario types to ensure broad preparedness.
- **Integrated Drills with Community:** Partner with local LEPCs, law enforcement, and fire departments. Invite mutual aid partners for annual drills. Share lessons learned publicly.
- **Investment in Equipment & Inspections:** Create a five-year investment plan for ERT infrastructure. Schedule and document monthly equipment checks.
- **Community-Facing Safety Education:** Participate in safety fairs, school events, and festivals. Bring equipment on-site and prepare age-appropriate materials.
- **Non-Emergency Notification Systems:** Implement systems that provide real-time updates to the surrounding community during non-emergency events such as planned flaring, drills, or maintenance activities. These systems—such as text alerts, recorded phone messages, or email notifications—can help build public trust by ensuring transparency and reducing confusion.



# EMERGENCY RESPONSE

## EXAMPLES

- Several facilities implemented **non-emergency notification systems** to keep nearby residents informed of routine activity like flaring, minor traffic delays, and scheduled safety drills—building trust through transparency.
- Two **new muster points** improved drill times to under 25 minutes.
- Sites hosted “**Nights on the Town**” to introduce ERT members to residents.
- A site **replaced 65-year-old pumps** and **upgraded foam systems**.
- ERT staff earned **advanced rescue certifications** and participated in **city-wide exercises**.
- Conducted a 24-hour **full-scale emergency drill** with mutual aid partners, community leaders, and regional first responders, testing multiple simultaneous response scenarios including a shelter-in-place order.
- A **bilingual community notification system** to ensure Spanish-speaking neighbors receive timely emergency and non-emergency alerts.
- Quarterly **ERT “ride-alongs”** with the local fire department to strengthen real-time coordination and cross-training.
- An **interactive emergency response simulator** for employees to walk through digital versions of scenarios before participating in live drills.
- Strategically located **emergency supply lockers** stocked with PPE, fire extinguishers, trauma kits, and radios—audited monthly by ERT leads.
- Partnering with the local school district to create **customized shelter-in-place materials and safety protocols** for classrooms within a one-mile radius.
- Hosted a **Community Emergency Awareness Day**, bringing together law enforcement, hospitals, the Red Cross, and neighbors for safety demos and preparedness training.
- **Trained non-ERT employees** in basic first aid, fire extinguisher use, and evacuation coordination, ensuring an added layer of preparedness across the workforce.



# ENVIRONMENTAL STEWARDSHIP & SUSTAINABILITY

## BEST PRACTICES

- **Emission Reduction Projects:** Identify high-emission sources and integrate engineering upgrades into capital plans. Monitor performance monthly and communicate progress to employees.
- **Facility-Wide Recycling:** Place clearly marked bins throughout site offices and process areas. Educate staff and contractors on what can be recycled. Report savings and volumes.
- **Water and Waste Minimization:** Encourage teams to spot leaks and optimize cleaning cycles. Recover steam and condensate where feasible. Conduct quarterly waste audits.
- **Environmental Review of Projects:** Form a cross-functional review team to evaluate all new projects. Use sustainability checklists as part of capital expenditure approvals.



# ENVIRONMENTAL STEWARDSHIP & SUSTAINABILITY

## EXAMPLES

- One facility **recycled** 7,500 lbs of e-waste, saving \$55K and 350,000 lbs of GHG emissions.
- Another **recovered and reused** 5.8 million lbs of calcium fluoride from a process stream.
- A plant **reduced flaring** by 57%, aided by **strong planning** during turnarounds.
- One facility **replaced all exterior lighting** with solar-powered LED fixtures, reducing energy consumption by over 40% and improving nighttime safety.
- A **real-time leak detection and repair system** using infrared cameras and sensors, helping to quickly identify and resolve fugitive emissions.
- A **“Zero Waste Challenge”** among employees and contractors, achieving a 75% landfill diversion rate over six months.
- A plant piloted a **bioremediation project** to treat contaminated stormwater using native vegetation and microbial activity—cutting discharge pollutants by 80%.
- A **carbon reduction roadmap** aligned with Scope 1 and 2 emission targets and shared their progress in quarterly town halls.
- **Reduced freshwater use** by repurposing treated wastewater from a municipal source, saving more than 20 million gallons annually.
- **Recycled** 80% of construction debris from a site expansion, including steel, concrete, and wood—diverting hundreds of tons from landfills.
- **Worked with a local wildlife organization** to develop a pollinator habitat on unused land, supporting bees, butterflies, and native plants.



# SITE CULTURE & RECOGNITION

## BEST PRACTICES

- **Certifications and Recognition:** Seek OSHA VPP or AFPM awards. Share successes internally and externally. Nominate employees for internal awards and community honors.
- **Inclusive, People-First Culture:** Host quarterly learning sessions and sponsor cultural celebrations.
- **Safety as a Lifestyle:** Celebrate milestones publicly. Distribute heat illness prevention guides, hydration reminders, and ergonomic training regularly.



# SITE CULTURE & RECOGNITION

## EXAMPLES

- A site marked **zero heat illnesses** during a record summer thanks to robust training and daily toolbox talks.
- One plant has had **no lost workday cases** for over two decades.
- Facilities used **custom campaigns** like Summer of Safety and ICARE Day to promote team ownership of safety.
- A **“Walk the Floor Wednesdays”** initiative, where plant leadership and department heads visited workstations weekly to listen, answer questions, and recognize employee contributions on the spot.
- An annual **Family Safety Day**, inviting employees’ families onsite for interactive demonstrations, kids’ activities, and a chance to see where their loved ones work.
- A **peer-to-peer recognition platform** allowing employees to publicly thank coworkers for safety leadership, mentorship, or teamwork, with monthly drawings for prizes.
- An **onsite mental wellness program**, offering free counseling services, workshops on managing stress, and dedicated recharge rooms.
- A **“Safe Start” video series**, featuring short clips of employees sharing tips or experiences to kick off daily toolbox talks across shifts.
- One site invited local artists to create a **mural** in the break area themed around environmental pride, teamwork, and the importance of safety—turning a blank wall into a source of daily inspiration.
- A facility celebrated its multi-decade safety streak by installing a custom **“safety beacon” sculpture** at the entrance, made from recycled plant materials and engraved with team names.
- One site created a **Women in Operations council** to support retention, mentorship, and leadership development among women in technical roles.



# COMMUNITY ENGAGEMENT ON A BUDGET

Community involvement doesn't require a large budget—just commitment and creativity. Several winning facilities showed that meaningful impact comes from the heart:

- **Book Reading Volunteers:** One site coordinated employee visits to read at local elementary schools—no cost, big smiles.
- **Giving Tree Programs:** Staff pooled money to purchase holiday gifts for children from a nearby shelter.
- **Blood Drives and Food Drives:** Partnering with regional blood banks and food pantries allowed employees to support neighbors without monetary donations.
- **Handwritten Notes and School Supplies:** Employees sent thank-you notes to local teachers and provided back-to-school packs assembled from personal contributions.
- **Local Cleanup Days:** Small teams adopted parks, trails, or roadways to keep the environment clean and build team spirit.
- **Civic Involvement:** Site leaders and team members served on local boards, attended council meetings, and advocated for infrastructure improvements.

These simple, heartfelt actions build goodwill and long-term trust with surrounding communities—proof that it's not about the dollars spent, but the relationships built.



# CARING FOR TEXAS



The Caring for Texas Awards celebrate far more than compliance—they honor leadership inside and outside the fenceline. These best practices and unique stories demonstrate how the Texas chemical industry lives its values every day, contributing to strong communities, safe workplaces, and a cleaner, more sustainable future. Whether it's mentoring the next generation, training for the worst-case scenario, or investing in breakthrough environmental technology, these companies set a powerful example of what it means to care for Texas.

We encourage all member facilities to learn from these winning entries—and to aim high as we build a stronger industry, together.



TEXAS CHEMISTRY COUNCIL

1402 Nueces Street  
Austin, TX 78701  
512.646.6400  
[www.texaschemistry.org](http://www.texaschemistry.org)