LGBT Supplier Initiative

TRIAD Meeting
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Agenda

• What is LGBTBE?
  – Lesbian Gay Bisexual & Transgender Business Enterprise
  – National Gay & Lesbian Chamber of Commerce (NGLCC)

• Why is Northrop Grumman supporting a LGBT Supplier Initiative?
  – Corporate culture
  – Human Rights Campaign (HRC) Corporate Equality Index

• How is Northrop Grumman supporting a LGBT Supplier Initiative?
  – LGBT Supplier Inclusion Committee
  – Local Chamber Sponsorships
  – Employee Resource Groups (ERG)
  – Outreach Events

• What’s next?
  – Northrop Grumman’s path forward
  – Federal Environment for LGBTBE’s
What is a LGBTBE?

• Lesbian, Gay, Bisexual, Transgender (Business Enterprise)
  – Majority (at least 51%) owned, operated, managed, and controlled by a LGBT person or persons who are either US citizens or lawful permanent residents
  – Exercises independence from a non-LGBT business enterprise
  – Has its principal place of business (headquarters) in the US
  – Has been formed as a legal entity in the US
What is a LGBTBE? (cont.)

- National Gay & Lesbian Chamber of Commerce (NGLCC)
  - The NGLCC is the exclusive, third-party certification body that verifies eligible businesses
  - Started in 2002 by Justin Nelson & Chance Mitchell
    - Objective: Achieve LGBT equality through economic empowerment of the LGBT community
  - NGLCC Supplier Diversity Initiative
    - Started in 2004
    - Inspired by WBENC & NMSDC, and their missions to create opportunities for women and minority-owned businesses within corporate supply chains
    - Offers businesses a tool to make connections and open doors with America's top corporations and each other
What is a LGBTBE? (cont.)

– Currently 140 Corporate Partners, including:
  • American Airlines  • IBM  • Google  • Ernst & Young
  • Delta Airlines  • Intel  • Grainger  • JP Morgan Chase
  • Southwest Airlines  • HP  • CDW  • Bank of America
  • United Airlines  • Cisco  • FaceBook  • Citibank

– Collaborations & Endeavors
  • National Business Inclusion Consortium (2011)
    – Women's Business Enterprise National Council (WBENC)
    – National Black Justice Coalition (NBJC)
    – United States Hispanic Chamber of Commerce (USHCC)
    – United States Business Leadership Network: Disability at Work (USBLN)
    – WEConnect International
    – United States Pan Asian American Chamber of Commerce (USPAAC)
  • Small Business Innovation Center (2013)
  • Many Faces, One Dream Tour (2014)
    – NGJC, SBA
  • LGBT Business Builder (2015)
    – SBA, signed by Maria Contreras-Sweet
Why is Northrop Grumman supporting a LGBT Supplier Initiative?

• Diversity & Inclusion (D&I) is our Corporate Culture
  – Internally & Externally
  – D&I is not just about meeting required goals
  – Human Rights Campaign (HRC) Corporate Equality Index (CEI)

• Our suppliers are NGLCC Corporate Partners & support LGBTBE’s

“We believe that creating a work force and a workplace that values diversity and fosters inclusion is pivotal to promoting innovation and increasing productivity and profitability.”
Why is Northrop Grumman supporting a LGBT Supplier Initiative? (cont.)

• Timeline Trend

  – 1993 – “Don’t Ask, Don’t Tell” is established
  – 1996 – The Defense of Marriage Act (DOMA) is passed
  – 2000 – Vermont is the first state to legally recognize civil unions between gay or lesbian couples
  – 2002 – The NGLCC is formed
  – 2004 – The NGLCC Supplier Diversity Initiative is formed
  – 2007 – The House of Representatives passes a bill that ensures equal rights in the workplace for gay men, lesbians & bisexuals
  – 2010 – “Don’t Ask, Don’t Tell” is repealed
  – 2013 – DOMA is ruled unconstitutional
  – 2014 – California passes Assembly Bill (AB) 1678 – Requires public utilities in CA extend LGBTBE’s the same provisions currently granted to women-owned, minority-owned, and service disabled veteran-owned small businesses
  – 2015 – US Supreme Court rules in favor of same-sex marriage nationwide
How is Northrop Grumman supporting a LGBT Supplier Initiative?

• LGBT Supplier Inclusion Committee
  – Monthly meeting

• Suppliers
  – Executive coaching, workforce engagement, furniture supply, advertisement/marketing, staffing, IT consultants (ESS, IS)
  – Focus on LGBT suppliers that also meet other categories

• Local Chamber Sponsorships
  – Current sponsor of the Capital Area Gay & Lesbian Chamber of Commerce (CAGLCC)

• Employee Resource Groups (ERG)
  – Promote internal awareness throughout the organization

• Outreach Events
  – Miami Chamber Lunch & Learn Series, March 18, 2015
  – DC Pride Parade, June 13, 2015
  – NGLCC International Business & Leadership Conference, August 11-14, 2015
What’s Next?

• Northrop Grumman’s Path Forward
  – Identify current LGBT suppliers
  – Advertising as LGBT friendly company
  – Allow LGBT “self-certifications”
  – Collaboration with the NGLCC
  – LGBT etiquette training for SBLO’s
  – Continued Outreach
• Federal Environment
  – Eugene Cornelius, Jr. Deputy Associate Administrator for Field Operations for the SBA has been a strong advocate for the NGLCC & LGBTBE’s
  – Department of the Interior, Department of Labor, & Department of Commerce have all expressed support for LGBTBE’s
  – California Assembly Bill (AB) 1678 (State)
  – Pending Topics of Interest
    • 8(a) Certifications pending for multiple LGBTBE’s based primarily on discrimination status as a LGBT person
    • LGBT stand alone or SDB “social disadvantage”?
    • 2016 Presidential Election

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Questions?