

THE VALUE OF PERFORMANCE.
NORTHROP GRUMMAN

LGBT Supplier Initiative

TRIAD Meeting

September 23, 2015

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SBLO, Naval & Marine Systems Division

- 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

- 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

- 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
 - Delta Airlines
 - Southwest Airlines
 - United Airlines
 - IBM
 - Intel
 - HP
 - Cisco
 - Google
 - Grainger
 - CDW
 - FaceBook
 - Ernst & Young
 - JP Morgan Chase
 - Bank of America
 - 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.)

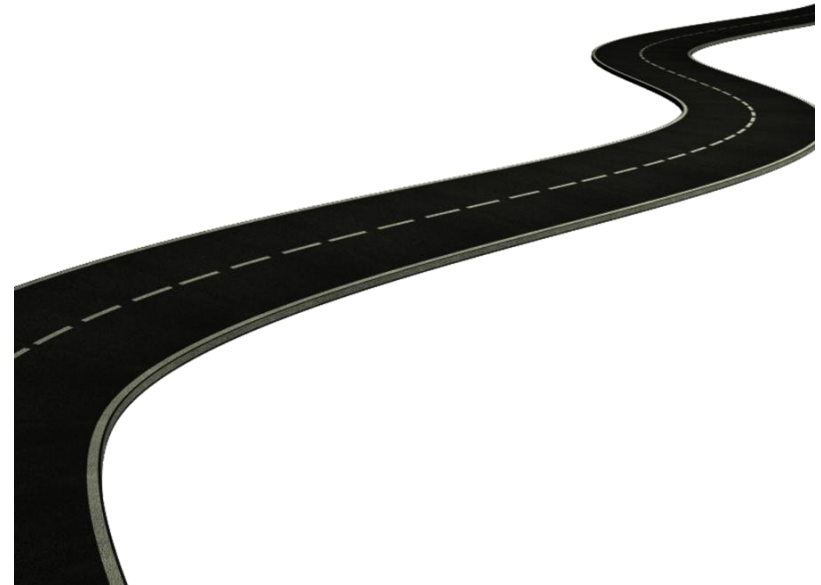
- Timeline Trend

- 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

- 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

- For more information:

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Questions?

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