NILG - Disability:IN Webinar

Self Identification

Best Practices
About NILG

The National Industry Liaison Group (NILG) is a non-profit organization formed in 1992 for the main purposes of improving communications between the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) and Industry Liaison Groups (ILGs); and, enhancing the quality and overall effectiveness of Industry Liaison Groups.

The National Industry Liaison Group is committed to... Working Together Towards Equality In The Workplace!

www.nationalilg.org
DISABILITY SELF-ID BEST PRACTICES

PRESENTERS:
Nikki Alphonse | Northrop Grumman
Director, EEO Compliance and Workplace Accommodations

Kevin M. Fitzpatrick | PepsiCo
EEO/AA Compliance Director | Employment Law Team

Gerardine Mobley | TD Bank
VP, Senior Diversity and Inclusion Manager | Global D&I Individuals with Diverse Abilities (IwDA) Area of Focus Lead
Housekeeping Items

- Lines will be muted for the duration of the session
- The presenters will allow time for questions and answers, so please enter your questions in the chat feature on the screen
- You should have received an accessible version of the presentation which was attached to the email and to the calendar invitation you received.
We empower business to achieve disability inclusion & equality

Disability:IN is the leading nonprofit resource for business disability inclusion worldwide. Our network of more than 200 corporations expands opportunities for people with disabilities across enterprises. Our organization and 31 Affiliates raise a collective voice of positive change for people with disabilities in business. DisabilityIn.org

Inclusion Works is a Disability:IN Program that brings 49 Fortune 1000 companies together in a Community of Corporations with unlimited consulting from a team of inclusion experts.
Maximizing Self-Identification

Disability:IN

Nikki Alphonse
Director, EEO Compliance and Workplace Accommodations

12 May 2020
People of All Abilities Strategy and Disability Inclusion Framework

- Leadership Commitment to Inclusion
- Accommodations Accessibility Programs
- Supplier Diversity and Mentoring
- Employee Resource Groups
- Self-Identification Campaigns
- Education, Training, Toolkits, Resources
- Recruitment and Hiring
- Partnerships, Outreach, Benchmarking

Northrop GrummanValues People of All Abilities
Strategies for Maximizing Self-Identification

Objective to Create Environment of Caring, Support and Trust

Encourage Individuals to Self-Identify by Providing Programs, Initiatives, Tools, Resources, Education, Communication, Collaboration and Voice of Customer Engagement Opportunities

Holistic Integrated Approach for Going Beyond “The Survey”
Integrated Approach to Employment Life Cycle for Data Solicitation and Collection Opportunities

- Applicant - ATS
- Pre Hire - Onboarding
- New Hire - HRIS
- Employee - EDA Portal Year-Round
- Campaign – Every Few Years

- Employee Portal
- Annual Reaffirmation
- Continuous Employee Updates
- AAP Good Faith Efforts
- Self-ID Campaign
It is the policy of Northrop Grumman to provide equal employment opportunity to all employees and applicants for employment without regard to race/ethnicity, color, national origin, ancestry, sex/gender, gender identity/expression, sexual orientation, marital/parental status, pregnancy/childbirth or related conditions, religion, creed, age, disability, genetic information, military service/veteran status, or status within any other protected group. As an affirmative action employer with federal contracts we are required to report demographic information about our employees and job applicants to various agencies of the United States government such as the U.S. Department of Labor (DOL) and the Equal Employment Opportunity Commission (EEOC). The government requires that we invite individuals to provide this information to us directly in order to produce accurate information.

The data requested below is for purposes of compliance with the government’s record keeping requirements. The company may also use the data provided by applicants and employees in connection with our affirmative action and diversity programs. Providing this information is strictly voluntary and providing (or not providing) this information will not impact employment decisions. This questionnaire will not be part of your official personnel file; it will be maintained separately.

*Additional language is supplemental to the OFCCP’s required self-identification forms
Self-Identification Campaigns

- 2014 – Inclusion Begins with You
- 2016 - Count Me In
- 2020 – I Am Northrop Grumman
Culture and Programs Drive Self-Identification

NG People With Disabilities

---|---|---|---|---|---|---|---
2.90% | 4.0% | 4.7% | 5.4% | 6.0% | 7.1% | 7.4% | 8.00%

2014 Inclusion Begins With You Campaign
2016 Count Me In Campaign
2020 I Am Northrop Grumman
PEPSICO DISABILITY INITIATIVES

KEVIN FITZPATRICK

MAY 2020
PepsiCo is committed to cultivating an environment of inclusion and success for people with different abilities.

Our Employee Resource Group (ERG) EnAble champions inclusion of people with different abilities, and provides support resources for PepsiCo associates with other abilities and for their caregivers.

From August 1, 2019 until October 30, 2019 employees can go in and Voluntarily Self-ID through MyPepsiCo for a chance to win a $200 CFJ Gift Card!
August 1 through September 30
Weekly employee with a disability or care giver of a family member with a disability feature video released to the field to share more compelling individual focus

October 2019 – Disability Awareness Month
Full release of PepsiCo 2019 Disability Awareness – “You Belong Here” video
All Corp Communication boards system wide.
Separate files share with field for addition to locally controlled media boards

Executive Speakers:

- Ramon Laguarta, PepsiCo CEO
- Umran Beba, SVP, Chief Global Diversity & Engagement Officer
- Patrick McLaughlin, SVP, PFNA CHRO

Employees and Care Giver Testimonials
- Multiple Employees – Cross Divisional Representation

PepsiCo 2019 Disability Awareness Video FINAL (6:30 min)
### Highlights

PepsiCo is committed to cultivating an environment of inclusion and success for people with different abilities.

- PepsiCo is required to request Voluntary Self ID Disability information (disclosing your disability status – if you have or do not have a disability**)
- Completing this Self ID Disability Form has no impact on your employment or health benefits
- Neither Local HR nor your manager has access to the form
- Self ID’ing as having a Disability does not mean you need an Accommodation

** If you need an accommodation please contact HR. PepsiCo has a robust process to address requests for accommodation.

### $200 Gift Card Raffle Opportunity

To be eligible to participate in your location’s raffle to win a $200 Gift Card* please complete the following steps by October 25, 2019 (winners to be announced the week of October 28**)

1) Visit MyPepsiCo.com
2) Click on MyHR under the Pay, Benefits & Careers Tab
3) On the Life Events tab, select Voluntary Self-Identification of Disability Status
4) Complete the checklist
   - Step 1: View Form CC-305 (Required By U.S. Regulation)
   - Step 2: Go to Personnel Profile

Reach out to your location HR Business Partner if you have any questions about the process

*Normal tax rules apply
Pepsi ACT: Achieving Change Together

Pepsi Act is not charity!
The Pepsi ACT initiative is providing sites with a new source of qualified and talented candidates to meet Pepsi’s hiring needs, create and ensure success in a highly competitive marketplace.
PARTNERS = SUCCESS

TALENT → ARIZONA @ WORK™
SYSTEMS → ADP®
ACCOMODATIONS/ SUPPORT → Purple
BEST PRACTICES To Encouraging Self-Identification

May 12, 2020
Introduction

Gerardine Mobley, PHR VP,
Senior Diversity and Inclusion Manager,
Enterprise Lead, Veteran & Individuals
with Diverse Abilities Area of Focus
Effective Communication Plan

• Communicate Your Commitment
• Encourage Colleagues to bring their "Whole Selves" to work
• Explain the Benefits
• Ensure Confidentiality & Keep Information Confidential
• Recognize Barriers—Barriers to Self-Identifcation
Communicate Your Commitment

2019 Self ID Campaign: Communication Efforts

- Leadership Introduction
- Online LMS training course
- People Manager Reminders
- Colleague Reminders
- TD To Do's Communication
- Video & Blog Series on Disclosure

PWD/IwDA Video & Blog Series on Disclosure
Communicate Your Commitment
2019 Self ID Campaign: Results

• Metrics
  • 97% of Colleagues completed the LMS course
  • 16% of the updates made to self-id data MyHR during the campaign were made to the Voluntary Self-Identification of Disability form

Thank you!
The NILG 2020 National Conference Planning Committee and the NILG Board is pleased to announce a series of FREE webinars to the contractor community in July and August. Programming is underway and we can confirm OFCCP's Director Craig Leen will open the Virtual Conference.
NILG 2021 National Conference – Save the Date!

2021 NATIONAL CONFERENCE

STRIKE A CHORD FOR EQUALITY AND COMPLIANCE

AUGUST 1 - 4, 2021 - NASHVILLE, TN
Stay Connected With the NILG!

Go to **nationalilg.org** to sign up for future webinars and to get all of the late-breaking news on EEO/AA Compliance

Thank you for attending today’s webinar!