National Disability Employment Awareness Month
Virtual Event

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What We Do

We are Defining Possible

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Did you know? There are...

13 Employee resource groups (ERGs)

There's one for you

25K ERG members across the company

There's room for more

266 ERG chapters across the U.S., U.K. and Australia

They're everywhere
Current Work Trends

- Virtual Training
- Mentoring
- Reasonable Accommodations
- Social Distancing
- Ergonomics
- Assistive Technology
- Health Wellness
- ERGs
- Home workspace
- Flexibility
- Remote Telework
- Disinfecting Workspaces

Work Life is Different
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 Grumman Values People of All Abilities
ERG Focus Groups

Education & Resources
- Internal
- External
- Technology

Accommodations
- Workplace Accommodations
- IT Accessibility
- Facilities

Recruitment, Hiring, Retention
- Job Sources, Career Fairs
- Onboarding
- Mentoring & Professional Dev.

Community Outreach
- Virtual Volunteer Events
- Collaboration on Local and Enterprise

Communications
- Centralized data base of information
- Newsletters for Site and Enterprise
- Virtual resources
Examples of Accommodations

**Equipment**
- Chairs, Workstation Equipment
- Document Holder
- Wrist Pads, Trays
- Headsets
- Adjustable Volume Phone

**IT HW/SW**
- Lightweight Laptops / Tablets
- Magnifiers
- Speech to Text SW, Voice Recorders
- Screen Reading Software
- Assistive Technology, Zoomtext

**Site**
- Visual Alert Systems
- Physical Access
- Parking
- Facility Modifications
- Lactation Facilities

**Services**
- Text conversion – Braille
- Captioning
- Admin Help
- Sign language Interpreter
- Personal Care Assistant

**Job**
- Work Location
- Schedule
- Adjustment to Duties
- Telecommuting
- Travel Accommodations

**Mobility**
- Scooter
- Wheelchair Caddies
- Accessible Transport
The VOICE Employee Resource Group
Allies for Disability Inclusion!