>> [CART ready]

>> those competencies are making an impact. We're going to hear from our panelists, the landscape and examples of how the companies are innovating and supporting the workforce in the space. So we are going to move to our first speaker of the day.
It is my pleasure to introduce Jill (no se entendió), president and CEO of Disability, Inc., Working for an inclusive global economy where people with disabilities can participate fully and they have empowered over 185 name brands to advance disability inclusion and equity so it is exciting to have her here and I really want to hear more from Jill 's welcome to take over the stage.

>> Thank you so much and welcome to each of you today; we are living in unprecedented times and let me start off by leading in a human manner by saying, when the camera was not going to be on it was like a load off my shoulders. I think about disability employment 365 days a year. So in front of you on the screen there is a slide and kind of building a little bit more connection -- Like we just discussed-- one in four of us have a disability and if you look at my teacher there, I identify she/her are my pronouns and I'm a middle-aged white woman but I'm also one of the one in four, I have a learning disability. And along my journey I happen to marry a man who has this power cord injury and I'm a mom of an 11-year-old who has ADHD and a significant anxiety disorder. Those things are part of the human experience and they are natural they are part of our identity.

Also on the slides I call your attention to the fact that there are over 1 million people in the US who have served our country and have a service-connected disability. And last I call your attention to the global pandemic that has impacted us in so many ways. And many individuals have lost their employment unfortunately, right? I want to call your attention to the fact that what we know, the data tells the since March is that one in seven people without disabilities have lost their employment vs. one in five so in totality that is people with disabilities have been more impacted and in fact over a million people with disabilities have lost their jobs as a result of this virus.

And yet kind of moving to the business case, you'll fit within a wide variety of roles within your companies and perhaps you are wondering, why does this matter? I want to draw your attention to the business case it was created by Accenture, and (incomprehensible) with Americans with disability (incomprehensible) And what we found were the studies who participated -- What they have found is that companies that were participating in the VEI and working on improving their ability inclusion had 28% higher revenue, 30% better performance on economic profit margins and two times higher net income; there is really a business case there.
That being said it is based on the VEI, and for those of you who don't participate, I've seen a lot of names in the chat box that I recognize, leading brands on the journey and then I have seen some who have not participated; And if you're not familiar with the tools it is a benchmarking tool and it is there to help you do better so it was created by people with and without disabilities and people that served in the business in a wide variety of roles as a benchmarking tool to help you identify opportunities.

It measures six categories. So it looks at leadership and culture, enterprisewide access, Community engagement and weighted and non-weighted questions which means you can get a score but if you get an 80, 90 or 100 we celebrate you and today we are joined by Anita from Northrop Grumman and -- -- Recognizing that even if the company scored 100 you are not perfect. It means that they are on the journey and they want to do better.

But companies that scored below 80, we don't call that out because it is a carrot, not a stick, not a gotcha. It's intended to help you along your journey.

As we build momentum around stability inclusion we have been working in partnership with you, we have been working in partnership with company so shining your light on a couple of key milestones, last January there were six CEOs, Accenture, CBS, Microsoft -- -- and Wal-Mart who sent a letter to their peers in the Fortune 1000 and said join us we urge you to participate in the VEI.

Fast forward to this July as we celebrated the thirtieth anniversary of the ADA; we kicked off the campaign called Are You In? it's about building an inclusive global economy for everybody and includes a couple of components of the campaign; one is a CEO letter, it's a commitment to take action; it's an opportunity for CEOs to join in and urge their peers to participate and to take action. To date, if you go to inforinclusion.org, you will see that there are 26 CEOs, the most recent being Mark Ben Haas (sounds like), And there is an investor statement, We went to the controller's office in New York State who runs one of the largest pension plans in the world and he said that the business case from Accenture gave him what he needed to recognize that disability inclusion is the next frontier in -- Investing.
If you click on inforinclusion.org you will see that there are 25 investors from around the globe not just the US who are calling on the company's that they invest and utilize the VEI and prioritize his ability inclusion so you will also see that there will be more investors joining forces there.

There is also nearly 2000 individuals that work in the business or in businesses that I said we are in for inclusion; as we look to the future, I think of the future -- I want to shine the light onto issues and then I want to turn it over to Anita and Tina Marie, two key findings. I want to shine the light on this because of the times we are living in right now.

We talk about mental health, the global pandemic has created an environment where this does not have to be taboo; where it is really important for us to check in with our colleagues, and check in with our pre-years and employees and asked them how they are doing and to be human and what we found in the VEI related to mental health is that we saw an increase, we saw companies going above and beyond the minimum, the federal mental health parity bill. We saw them trying to provide more benefits.

What you are going to see you next year's disability inequality index is that you will see we have modernized the questions in the benefits category. They are non-weighted so they won't impact you if you can't answer yes but they are there to help you benchmark and help you identify opportunities to do better.

And the second thing I shine a light on his accessibility. Just like we started late, we have an opportunity and a responsibility to make sure that our technology is accessible. And so what does that mean? As we are in these virtual meetings, that we have captioners -- That we have ASL, American sign language, and we figure out these platforms that we are using and that they work for screen readers, that there is color contrast. It is not rocket science; there are standards out there, Web Content 2.1 guideline. 605 of the participate in companies had web accessibility policies but only 56% are auditing their internal sites so it is not that these remote platforms forms the we are on, but it's the cloud that we are using is it accessible? We are just a little nonprofit and trying to do our best, but we are on the same journey working to be more accessible. We have it 100% figured out? No. Are we striving to do better? yes.
Our greatest resource are your employees, your people so start with your people. Start with your employee resource group. And the rest will take care of itself.

So now I'm going to turn it over to the next speaker and thank you so much.

>> Thank you Jill. It's Bridget. This is so informative. And it is really interesting Jill, you brought up a point I want to mention again. You talked about the unemployment rate for people with disability and how high it is and the fact is that we have had more people lose their jobs than those without disabilities during this pandemic that we are in and you know we are already starting from behind because people with disabilities are more like it to be unemployed.

How to retain them to do the work that they do? You talk about the DEI and we will talk more about that when we get into the Q&A. The DEI index is great when it comes to benchmarking and understanding. If you're not involved And that you want to find out more about it because it is a great way to provide additional awareness and just do the work, the audit.

We will talk back and talk more about that but next I want to move it over to our next speaker, Anita Lee Wright (sounds like), who is the manager of (indiscernible) For Northrop Grumman. Her commitment to workforce engagement and valuing the talent of all employees is exemplified by her leadership in the development and sustainment of diversity and inclusion and employee resource groups so very excited, welcome Anita, take it over.

>> Thank you so much Bridget, it is an honor to be on this panel, I want to confirm that I've un mut e it myself.

Our engagement with stability has been instrumental to our journey to raising the bar to disability inclusion and as Bridget said to DEI -- And we will hear more about that later -- It has been one of our benchmarks for measuring our progress and I encourage you all to participate in the disability quality index.

With that I want to let you know more about me. Being an employer I'm the manager of business developer and strategic planning for growth or programming and Northrop Grumman, a leading aerospace company, a company that develops and supports some of the most advanced products like aircraft and the...
generation spacecraft and cybersecurity systems so innovation is truly key to our business and I will tell you what, diversity and inclusion is key to our success.

We believe that creating a workforce and a workplace that values diversity and fosters inclusion is pivotal to promoting innovation and increasing productivity and profitability for Northrop Grumman.

We believe in our employees. And the importance of providing a culture and an environment that enables all to perform to the best of our abilities. And we also believe that there is a very large, untapped labor pool of talented people with disabilities seeking employment.

I wanted to know I've been with Northrop Grumman 15 years and I feel valued and respected, and I'm so grateful for the ability to bring my whole self to work and the passion that I have for disability rights. Prior to working at Northrop Grumman I was an advisor and a trainer of this ability management and in my last 15 years I've had the opportunity of bringing all of my knowledge in Northrop Grumman in a different capacity, engaging with my colleagues to drive forward the culture change to enable inclusion for all in our roles we are making a difference.

Disability inclusion is part of diversity inclusion. The vision of our leadership from top down -- Our CEO and the passion of our employees from grassroots and the voice of what we call our ERG, it's called THE VOICE, and that is what we want to have, the voice.

And the management support for the middle this critical to support our initiatives and that is core to enable the empowerment of disability inclusion we are so fortunate at Northrop Grumman that our leadership values a diverse workforce that inspires innovation and provides for different perspectives.

I don't if you're aware but Northrop Grumman Has about 90,000 employees and 21,000 Employees are engaged in one of 13 employee resource groups And that provides benefits to our members, to our ERGs, Our leaders and our company. We have 260 different ERGs, supporting African-Americans, Hispanics, Asian Americans, young professionals, parents of multiple generations, environmentalist, and people with disabilities and each one of the ERGs is inclusive of all employees and each has unique issues.
But common for all of them are disability issues and that is our intersectionality and this involvement of working with all of the ERGs together has really helped us to build our allies for this ability inclusion.

We have been headstrong in disability inclusion and 11 years ago is when we started our first employee resource group, called The Voice. With that I have been engaged from the very beginning and in my role, seeing the changes, I'm now currently the strategic planning officer of The Voice ERG for Northrop Grumman Corp. and I like to refer to it as The Enterprise, and the vice chair of the employee resource Council, and we have multiple sectors within Northrop Grumman.

From grassroots we have had a voice working collaboratively with our corporate leadership and ERG and this year the collaboration has been essential due to the changing environment of our world. Our current work life is different. We are doing more virtual work which actually though is opening opportunities for people with disabilities enabling them to work from home. So there might be a good chance that we are actually leveling the playing field for people with disabilities.

Telework is an idea that people with disabilities have promoted for decades but employers -- even us -- Have been reluctant to consider the idea the mindset that we need people more in the office and more present interacting with each other but now that world is different. And now there are more opportunities for telework.

I happen to also be a secretary of health board appointee to the California committee for employment of people with disabilities; I mentioned in my little chat, hi everybody I'm from California my family is from Hawaii -- Being involved with the state in the changes makes a difference and in my role I've had the opportunity to listen to employer and business needs, And from small businesses to large corporations we hear the need for how to adapt to a virtual world.

This year what have we been doing? We have been working remote telework; we have been providing much more virtual manager and staff training. More virtual mentoring and job coaching. And most definitely we have had to be very creative with our reasonable accommodations and addressing social distancing.
We are ensuring ergonomics and safety in setting up home workspace with computer equipment and assisted technology; here we are we sort of had to get in and work this out but we are doing it. And we need to manage our general health and wellness because due to this environment, stress has been an issue and it has been impacting much more of our health issues; and where can we get the support to get the employees aware of our services within our Corp. in our community if not to our employee resource groups?

Northrop Grumman is a global corporation and we are addressing a lot of these concerns but the small businesses if any of the line might want to explore some of the local organizations for your state or local entities. I mean, in the United States I see that we have a lot of international visuals participating in welcome but in the state we have the Department of rehabilitation and that is a great resource. Recently California we uploaded a general telework resource tool the documents for employers all of these different links and resources to address how to deal with the current work trends and working from home.

The other resources also are the equal employment opportunity commission, the EEOC, and the job accommodation network which we all call JAN here, and that provides work place accommodation during the pandemic as well so we all need to be created in dealing with this challenge and we need to listen to each other; and so what I'd like to share with you is a little bit of our strategy.

In the next screen you see different things and uplifted workplace accommodations, accessibility teams and then meet with our employee resource group called The Base, and only annually for strategic planning meetings to address priorities and trends and opportunities they also participate with our ERG’s untargeted focus groups. I mentioned accommodationist disability programs and we have an online portal for employees to make requests.

Supplier and diversity and mentoring; we partner with diverse suppliers and we provide mentoring to disability owned business enterprises to increase the diversity in our supply pipeline of vendors. We also want to enhance our self identification within our company so our campaign for self ID helps us to build our culture of inclusion and a response to the needs of our employees. So the better we are aware of the population of our workforce the better we can serve the needs of our employees.
And against personal storytelling we are able to maximize the comfort of self ID through education and awareness and we are bringing a lot more as it relates to both visible and invisible disabilities. We have the education and training toolkits and resources you see in this list and employees and ERG's review and provide feedback before we implement any new training or content.

We access an online just in time to get for our managers and supervisors which I have heard is a really good toolkit especially for someone who is for the first time working with an individual with a disability or learned that they have a disability and they are looking for access resources within the company and outside as well.

I highlighted here recruiting and hiring because that is where we are and we are leveraging our year geez for recruitment and hiring opportunities to include the mentoring, resume reviews, mock interviewing and I cannot emphasize how important that is especially the population working with individuals with his abilities. We really want to teach them to be self advocate for themselves and to educate employers about what their abilities are and to overcome any of the assumptions and presumptions or anything they may have that might put enough to confront them. We also bring requisitions to conferences and job fairs to hire and for the retention the ERG's offer and network of support for additional mentoring for professional development and I want to say that although this is National disability employment awareness month, recruitment, hiring and retention is ongoing. Discussions to make sure we include individuals with disability.

We are going to keep living and we still want to make money so we have to create the best environment for us and then I have partnership outreach and benchmarking about what I want to say that the best practices each year we gather it from our diversity conferences but just this past year in 2019 Northrop Grumman reported that people with subleased appellation of 8.1% and people with subleased new hires or 11.3. And taking the annual disability equality index for many years for the past Jill, 4-5 years we have been scoring 100 and you made a great point it sounds great but just means we are on a journey and each year we keep looking for areas of improvement.

So through our strategic planning sessions we have focus groups and I encourage you when you strategically plan with your ERG’s you can get your team to bring forth what they are most engaged in. You can engage the upper management leadership within your
Corp. to get involved with these focus groups to make things happen and I've listed a couple, education resources, accommodation, recruitment, hire and retention; communications is key you need a centralized area for all the EEGs to communicate and you need a centralized area for our leadership of our company to know what is happening within the company as it relates to the EOG initiative. Get them involved because we have been making an impact and I think Bridget said, can you share one example Anita? As it relates to accommodations there is a long list here and I'm not going to go through the whole list but this gives you ideas of where our voices and ERG set contribute ideas and expansion for the company to be creative on their accommodations.

There are many that are in here with the most important is a creative mindset to address the employees' specific needs and to provide an environment that enables them to do their best. And while we are doing it why not consider any kind of facilities related modifications technology, modifications to universal design that makes a better environment for all our employees to perform.

So right now I want to say why is it is so important to recruit and hire people with disabilities? At Northrop Grumman we recognize that the people who are experienced problem solvers with a proven ability to adapt, to overcome challenges and to contribute represented talent that we so very much need today. And Northrop Grumman is committed to attracting, hiring, developing and retaining people with disabilities and providing an inclusive, accessible environment so it is a common goal for us, we all need to be committed to discipline the inclusion and strive to ensure equal access.

Accessibility and reasonable accommodations for people with disabilities, and equally important we need to foster an inclusive and flexible work culture that considers the needs of all employees and applicants including those who have visible and invisible disabilities. So I ask you all to be open to new perspectives and opportunities. To value and respect others and to take action. Because you are the catalyst for change. And I thank you all for taking the time. -- And now I'd like to roll this back over to Bridget, all years now.

>> Thank you Anita, thank you so much, that is passion! I can't wait until we get to the question and answer segment because I know folks probably have a lot of questions and don't forget to put your questions into the chat so we can capture those.
I want to highlight those. I want to talk about something really quick before we get to our next speaker. There's a lot going on right now in the world, but I want to ask you the audience, and use the chat box, I want to know from you what do you think is the most common disability in the world? What do you think that is? What is the most common disability in the world?


The answer is a lot of you are correct. The most common disability in the world is depression. And it is the most common disability for people under 60. Hmm. So think about that.

As we think about what we are living under today in terms of the strain of a global pandemic, let's keep that in mind as we think about our employees and how best to support them with resources and we have already heard a little bit about that from both Jill and Anita but I really want to keep that top of mine as we think about the work that you can do in your organization to support your workforce and to support your peers and each other.

We are going to continue to move along, we want to get to our next presenter which will be the last presenter for the day. And after we hear from her we are going to have a conversation but the last presenter is Tina Marie -- The global lead for differently able people, A business resource group for Bristol-Myers Squibb. It is a people and business mission resource group that promotes the value of individuals with disabilities and their contributions to the company's mission of helping patients prevail over serious diseases. So please welcome Tina Marie.

>> Thank you Bridget, I want to check that everybody can hear me okay. Yes. Perfect.

I'm a Caucasian woman, middle-aged with long brown hair and in my photo I'm wearing a navy blue suit and I want to take a moment before we start to talk about the group and the work that I do at Bristol-Myers Squibb to really thank you Jill and Anita. Bristol-Myers Squibb does participate in the DEI; it's a great opportunity for us to benchmark. We have scored 100 the last two years but recognize there is so much work to do and I want to thank Jill and the disability In Team for leading excellent and much-needed work and providing it to all companies. And I could
not agree with Anita more on so many points that she and her team are doing over there at Northrop Grumman; the similarities are great but I love the space because we all learn from each other and share best practices and we try to advance a common agenda amongst us as business leaders.

Let me tell you little bit about me and my team. Bridget shared very accurately, my name is Tina Marie and I lead DAWN, our disability focused people resource group and we refer to it as people in business resource groups many times it is ERG; we are highly focused on the people and the business and are accountable to our chief officer within the organization. Our report to A chief HR officer and would build a three year business strategy plan that aligns with the company strategy plan.

What you are seeing on the slide here in this map is our DAWN team spans across five countries and we have 21 chapters globally With over 2300 individuals sitting in a little over 15 countries with multiple chapters in some countries so we have a pretty broad range.

Like Jill said, being human -- I'm coughing, so sorry. What you're saying in blue is where we have chapters and yellow is where we are exploring some other markets like Canada, Australia and some places in Europe for continued reach.

There's a lot of considerations that we have we think about expanding the footprint and I was asked to speak today about taking the global strategy and moving into local so you are going to see that I'm going to share a little bit of the thought process goes into this, a little bit of building the local market and also billing the strategy. Some of the things that we consider to expand is what is going on in that location? are there government requirements? What is the level of support you will receive? Can that site sustain their own chapter? Or is it better to consider in joint effort with other markets or even other ERG's? There's a lot of intersectionality between the disability ERG and all the other ERG's.

So those are some of the things that we start to think about. We want to ensure we have a solid foundation and we can make an impact before we actually move forward and develop a new market.

As I mentioned, I was asked to talk about how we move from global to local. There is this great term called "glocal," that's really about building globally but delivering locally.
We will talk a little bit about the process of planning that goes into it; and I'll share an example. Bridget mentioned the impact of mental health so we will drive down a little bit into mental health and how we address some of those challenges.

So one of the things that I encourage my team -- and what I'm looking at -- is how we are approaching business. Whether building a new chapter, building a local plan or even driving a very specific tactic we see this evolution of moving from building to operationalizing and then along the continuum you start to extend and exceed.

As we move through this continuum, I'd like to help the leadership locally be set up for success. And what I mean by that is when you are thinking about building a team that is going to deliver on local strategy to support a companywide or global strategy-- I recognize that many companies and even within our own company our employees are part of a research group in addition to their day job so it is important that you have the commitment from the leadership team in your company that they can dedicate a specific amount of time or champion a specific project and when you do that the team has to know what they are driving for and what they are trying to accomplish.

After the team is built, helping them think of the strategy and make the right connections because a lot of what we do is built on relationships that we have with key stakeholders both internally and externally; and a lot of times we will use the practice of building a pilot in a location and then expanding that pilot internally and we have done that recently with managed mental health analyze, employee support network and other initiatives that we are driving and once we can build that internally and then extend it amongst our chapters in our site and workforce then we start to look at how impact beyond the four walls? What can we do externally in the environment whether with our patients or on policy or with advocacy groups and how do we partner with those initiatives and that desired outcome?

I know there's a little delay with the slides.

I often say that a lot of my role is to help create awareness, build the education and inspire individuals; and then also sharing with them their resources and how to do that.

The way that we are successful in how we recommend others to be successful moving from global to a local strategy is always
think locally. There's a lot we can do in this space; I see disability ERGs some of focus on the verse hiring, some on policy pushing, some will focus on accommodations whether it be physical accommodations or IT accommodations and others will try to do a hybrid, a much broader approach. There is no right or wrong.

We can see from the presentation before me and from the work we are doing at Bristol-Myers Squibb is that there are many factors and we have to pick because we don't have the capacity to do everything at once. So with that in mind when we pick those priorities and we look at the team priorities we also try to discuss what will it take to be successful?

And I can honestly share that I think anybody wants to do the right thing. And when you become aware of it, they drive to correcting things that may not have been the most accessible for an individual with a disability or improving a process and I think that is where we come into the transform the mindset, providing the education and inspiring because often if somebody is not afflicted with a disability or afflicted with a different disability but they may not be aware of what is occurring for somebody, I myself I have a cardiovascular condition and I have been cancer free for over 20 years and the parent of a child with a learning disability and I have a nephew who has a mobility disability. So I have gotten to experience the world a little bit through the lens of my child and my nephew and then myself, that does not make me a leading expert on all disabilities to leveraging stakeholders and having individuals at the table with various business units as they are making decisions is so important. It is one of the approaches we take to offer focus groups to making decisions.

The other piece is, with all of our teams and all of our projects, global/local/small, we want to measure success; we hold the team accountable for providing that metric and sometimes we do a mix of both qualitative and (indiscernible) (audio lost) -- Dispersed across the workforce and marketplace, when you think about your business what have you learned that you can take externally further to your customers or your patients? They will help you leverage that learning to that accountable process and help the business because they are doing their business every single day.

I'm going to walk through an example. One of the initiatives that probably would be very, amongst all of us that are in the ERG space is how do we create a culture of inclusion. We know
that there are many ways we can do that. And that culture really comes from its people; there's many ways to look at how do I want to talk about disability inclusion? One of the ways that you might want to address that is to address stigma; there several ways you might want to do that, but looking at the big picture of building a culture of inclusion and driving that into various tactics that support that, if we are going to address stigma what is the best way to do it among my own workforce?

We can provide education and maybe it's about accommodations and the cost of education; maybe it's about caregivers, there's data that shows that 54% of employees do not tell their direct manager that they are a caregiver or have a child with a disability. And maybe it is education, manager education or education of parents with children with disabilities or mental health. One of the things we encourage each of our locations to do is to look at what is unique about your site, your chapter, your market and think about how would you advance a culture of inclusion? What are the areas that you need to focus on? Do you have shift workers? Do you want to talk about the impact of mental health on networkers? Do you have a caregiver population? When you asked me about ADA, in other countries the ADA does not exist. What are the country dynamics and the market dynamics there?

As you drill down, in each of our markets we have given them the autonomy to pick what they want to focus on to support a culture of inclusion; many of them picked mental health to address stigma.

Before the pandemic according to the World Health Organization mental health was going to be the number one workplace disability and now we have added a layer of a global pandemic and we are seeing data from all angles, from telehealth medicine reports, from our Asian American colleagues recently shared some data, and the McKinsey and Company's report. (sounds like).

There's a lot of support driving to the decision of let's focus on mental health. Also we know that we can start to lift the stigma around mental health hopefully they will all addresses stigma around other disabilities particularly non-apparent disabilities and learning disabilities.

Each of the chapters has approached this a little bit differently. Some have launched a mental health and our program. Some have encouraged their leaders to disclose through pocasts or I am Me campaigns. I've even heard that in other companies
they are implanting things like AA meetings; and there's a lot of education and partnerships allowing each market to do it their way has been crucial to the success but then holding them accountable for the metrics of that. And leveraging those insights when something is working really well to expand that to other and other markets has been a successful approach.

We start with our company core values; and then we drive down, at Bristol-Myers Squibb we had diversity and inclusion commitments we have announced, and then we have clinical trials giving more representation to workforce and health disparities.

We have the company core values and then we drill down to the commitments and then from there to the global plan and from there after that it drills down to its local plan. So some of the things to summarize that I would say as you are trying to move into this glocal-type of business model is to be sure to leverage local insight and data and use that to help drive the decision. Consider what is going on with local requirements. I like to partner with organizations are global but have local interest because it helps with consistency and as long as you are meeting with your teams and you are all driving to the same goal generally we always have been aligned in my experience and then measure the results and impact because through that it allows you to tell the story of success gain more resources, and define what you are doing for others.

I'm happy to talk a little bit more about this when we get to the question and answers but now I think I'm turning it over to Bridget.

>> Absolutely, thank you Tina Marie. I really like the way you talk about this from global platform and then getting it down to the local level and being real clear of what is key for the local area to make it relevant. This is very helpful and I know we have a lot going on in the chat so we are definitely going to get to the portion as well so we are moving over to the question and answer segment and we want to make sure we hear from you about the questions you have at first I do want to address a couple of questions and bring them out that were in the chat because I'm not sure that everyone has had a chance to see some of those I do want to make sure I do bring it up.

One of them that came up that I want you to address this, asking a question about the difference between the CEI and DEI and if the DEI is available in other countries specifically to Chile. Jill?
Thank you Bridget, thank you Crystal for the question. We were actually inspired -- the DEI was inspired by the CEI. When companies were asking us how to get started on their journey around disability inclusion and what it would look like, we actually went to HRC and they paved it forward for us. They told us about the CEI and their journey.

We learn from their journey; there are similarities and differences. So what is different about the DEI from the CEI is that we don't go out there and rate companies choose not to participate. You actually have to register registration is open right now until January 29th you can go to disabilityequalityindex.org, and you will see a blue box that says eligibility and timeline. Click on that and you can actually get registered.

Are we in Chile? Everything is driven by companies like BMS and Northrop Grumman; it is driven by what you have been asking for and what we have been hearing loud and clear is that your multinationals and your driving diversity and inclusion around the globe; we will be piloting a global DEI the first quarter of 2021.

We have not been making a lot of noise about that because it is a pilot; but if you want more information you can email me at jill@disabilityin.org. And I'm happy to engage with you on that topic.

Perfect, thank you so much for that Jill. So we have another question, this is directed to Tina Marie and Anita. Are your ERG chapters primarily led by ERG or BRG volunteer leaders? Or do you have full-time roles dedicated to driving this part of the inclusion and execution as a part of your plan? Tell us a little bit more about how that works at your respective companies.

ANITA: We're a federal contractor; all our ERG engagement and activities are completely voluntary for our employees. So everything that they do, if they choose to have meetings, if they want to do things outside of work, is completely their time. There is no doubt that they are very excited and passionate about this; where we have the support within the company, as I said before, our CEO and direction from the top like the values that Tina Marie said, if we have the core values from the company and it flows from the top down, the executive sponsors are a critical role and they are all individuals who are higher up VPs and directors. They are volunteering their
time but at the same time they are still working to rebuild that mentoring and experienced leadership; By being involved is the opportunity to gain exposure and how to run changes within the company and gain speaking opportunities and also it is run by the passion of what they are excited about, so it's grassroots and different events happen at different sites based on what the local issues are for the employees and then as it grows we do things across the enterprise. But there is again as it relates to the funding they all volunteer at times and we keep track of that so they recognize how much they are volunteering their time to the diversity and inclusion leadership and that paid position through HR; they recognize people who are doing exceptional volunteering contributions and we encourage people to be recognized through Bravo Recognitions, verbally and sometimes there is a monetarily support, but typically verbally and recognition through articles that we write because we recognize that stories are the most powerful in our country to let employees hear about the real people with our companies. Tina Marie want to add to that?

>> Sure, at Bristol-Myers Squibb we have different PBRGs, each led by a full-time role like myself; so for our -- leader or OLA, organization of Latino achievement, we all do this full-time is reporting to a different chief officer; we usually build this in a coalition type of role and in some cases even a trileadership type of role, And that becomes a percentage of your work week or month and the objectives for the year so you might be 80% of your day job, 10-20% co-leading a chapter, or be part of a chapter leadership team. There is generally 8-12 folks that are part of the leadership team.

All our members drive a lot of the project initiatives and they are doing that in addition to their day job. We also have the Bravo system of recognition where we do recognition and a lot of leadership developing opportunities come; often somebody might be looking for specific skill set they are not able to get in their day job, maybe analytics, maybe marketing, maybe communication and they want to leverage some of the work within the PBRG to develop that skill set; we get a lot of individuals who don't have the opportunity to lead teams but through to lead team the PBRGs they are able to lead teams. They might get more exposure to the US, or Brazil or Argentina, and I'll position them to work on projects across markets so they can get that as part of their experienced as well.

>> That is awesome and if you think about that is leadership developing component, that is definitely a different way where
someone can showcase a leadership and I like what you said too Anita, you mentioned having it as part of the performance review like adding it in so again looking for real ways of thinking about your recognition.

I've got another question and Jill I'm going to throw this to you; I don't have a set on this but I recall hearing that our engagement in the Middle East resulted in having more people come back from survivable instances, they had more injuries but they are coming back now because they are able to survive these injuries and you think about veteran disabilities and healthcare and how important that is. What is going on to bridge that type of disability healthcare and an employee's medical benefit? Can you speak to that?

>> I'm going to be very honest with you, this is Jill. This is not my area of expertise. I know that there are a lot of issues that exist between veteran disability healthcare and employee medical benefits and I think it's kind of like onion with many layers; I am not an expert on that topic.

>> I appreciate your being honest about that. We do want to make sure we are able to provide insider information from our own level of subject matter expertise, so thank you for that Jill; I'm sure that is something that can be investigated little bit deeper.

We are going to move on to another question because I recall Tina Marie when you talk about defining priorities as you think about going from global to local, you also talked about identifying success metrics; there is a question for you and Anita if you have some examples that you can share as well, what are the type of specific metrics that you used to measure success?

>> Sure, I think about our initiative and expanding (indiscernible) With more diverse talent with his abilities; we are able to look at our partnerships and we do virtual career fairs or with we look at our early onset recruiting, how we increase the numbers of individuals coming into the talent pool, where are we on our metric of hiring individuals with disabilities as a federal contractor as well, we can look at that and see if we are moving to the point that people can self ID; what is the use of resources that we can implement, like a mental health program? We look at things that way and also as we are thinking about measuring value, we are all able to look at data. What is our engagement with activities? Are they clicking
into the resources and the share points on the site? So I think we do a lot of DNI space and lower benchmarking with the promotion rates and diversity in our workforce and the impact that we have on the initiatives that we are driving forward.

>> I want to jump on that for just a moment Tina Marie because you mentioned a piece about self ID. There is a question about how organizations are doing self ID, how are they asking people to voluntarily do so and make sure it's confidential? What are some of the challenges that people have encountered around us? Jill, you can help us with that as well if you don't mind.

>> (indiscernible)

>> I want to say on the self ID campaign there is quite a discussion regarding self-disclosure vs. self ID, through the employee resource groups -- The Voice in particular -- A lot of people are wanting to self disclose because they are looking for support groups but the self ID can name is really based on a trusting system. And for employees to feel like you said, oh do I really want to go into my employer profile? That is how it works. And you identify that you have a disability not necessarily a particular type of disability but similar to identifying that you are female or you have a different background; or if you Asian or a woman you can check off these boxes but the messaging behind this and while we asked our employees to self ID in all years of diversity is because it helps us to better understand a population of our employees and how diverse they are, concerns and support.

It is centralized funding and it is impacted by the number of people who have self ID'd, it does not matter if it is visible or invisible. The employee resource groups help the campaign by telling the story about how it is important for us to share the information that we would like to share but no one knows the self ID campaign, it is completely confidential, doesn't even go to your manager but it helps the company better understand the plan for the future and get those metrics that Tina Marie was saying; as a federal contractor we had a low number but it kept going up; these numbers as far as we are concerned are too low; we believe the numbers are much higher and began building that trusting environment is so important and I think that with a trusting environment -- I saw somebody asked the question in the chat -- When do I tell someone that I have a disability? Whether the interview process or an employee that is working? You want to build a sense of trust, in the military world you just do it, you put your boots on and do it. You are hired for a reason and
you have amazing abilities what can we do to create the best environment for you that enables you to continue to perform your best as a contributor?

And so I always say it is important to share about your disability as it relates to the needs that you have to perform your work because when you are saying you have something you need in order to do your work better, or you use something in the past for you came to the company and you would like to use the type of software technology here because it helps you to be debtor and more efficient in your work. It is all work related in your questions and you can share that and I feel that anybody who is going to work for a company you want to feel like you're coming into a company where you will belong and respected and valued. And if you're hesitant to share that information as you want to hide it you don't want anyone to know and you just want to get in, that is not the approach. If you really need something in order to perform, work with a company that is leaning in; Jill has a list of how many? How many companies have said that this is part of our world and our culture? We welcome a diverse workforce and people with disabilities. So there's a lot of companies out there just like you on the line listening.

>> Well said. Thank you also for addressing the question about when to disclose about the disability. You were very clear too him talking about the trust and identifying imaginary way vs. being very specific and I noticed that Jill also posted some information in the chat that included best practices around self ID, so thank you for that. That is very, very helpful.

You know what? We are down to the last few minutes. And I know that we had a lot of questions in the chat; we will be providing a recording of this is the part of the resources that we provide back to you for your attendance so we do want to make sure that you get all of that information. So at this point I want to say a really big thank to all three of our panelists, Jill, Anita, Tina Marie; you're helping to shape how we are moving forward as we think about this part of our workforce and how we are making sure as companies we are valuing and providing that the longing to our employees with disabilities and making sure we are building that trust; that is a word that is so important, thinking about the trust factor as a part of this so I really want to say thank you so much for sharing your information, your insights and your examples today; that is very helpful.

Before we go I want to make sure to remind you all of our upcoming events; we do have more to offer as you will see we
have another heritage webinar -- Native American webinar that is happening on November 5 and then our DBP member conference which will cover innovation, inclusion and impact on November 19 and then you will see we have another member conference in January so we are really going to talk about metrics and accountability. That's a really big one because I heard you talk about and ask questions around metrics as well. And then we have Black history month coming up in February so thank you and then lastly we want to hear from you. Provide your feedback and be sure to fill out your evaluation. Let us know what you think about the topics. Let us know how you feel about this; this is our first time of having to deliver everything in a virtual platform so we really want to make sure that we are able to meet your needs and that we are engaging and you all have been an engaged community, you have been all up in the chat box and you have been asking your questions and you have had an opportunity to speak directly with our presenters and they have engage with you in the chat as well so again I really appreciate Jill, Anita and Tina Marie, you all are awesome. You have great examples that you are sharing and that is what we need. We need to make sure this is a community that shares so that together we can advance the work that we want to see within our community. So again thank you, and thank you to everyone and to those people working in the background to make this webinar successful, Jennifer, Andrew and all of our support team. Thank you all so much in closing out for the day, Bridget Scales from diversity best practices, enjoy the rest of your day.