U.S.NRC

United States Nuclear Regulatory Commission

Protecting People and the Environment

Commission Briefing on Equal Employment, Outreach & Diversity

December 3, 2015

Engaged in Change

Vonna L. Ordaz
Director

Office of Small Business and Civil Rights

Agenda

- Engaged in Change
- Equal Employment Opportunity
- Outreach & Compliance
- Office of Research
- Region IV
- EEO Advisory Committees' Joint Statement

The Office of Small Business & Civil Rights

- **Engaged in Change**
- **Dedicated to Our Mission**

Diversity and Inclusion

- **Workforce Diversity**
- **Engagement Across the Agency**
- **Path Forward**

Small Business

- **Increasing Engagement Internally and Externally**
- **Small Business Performance and Progress**

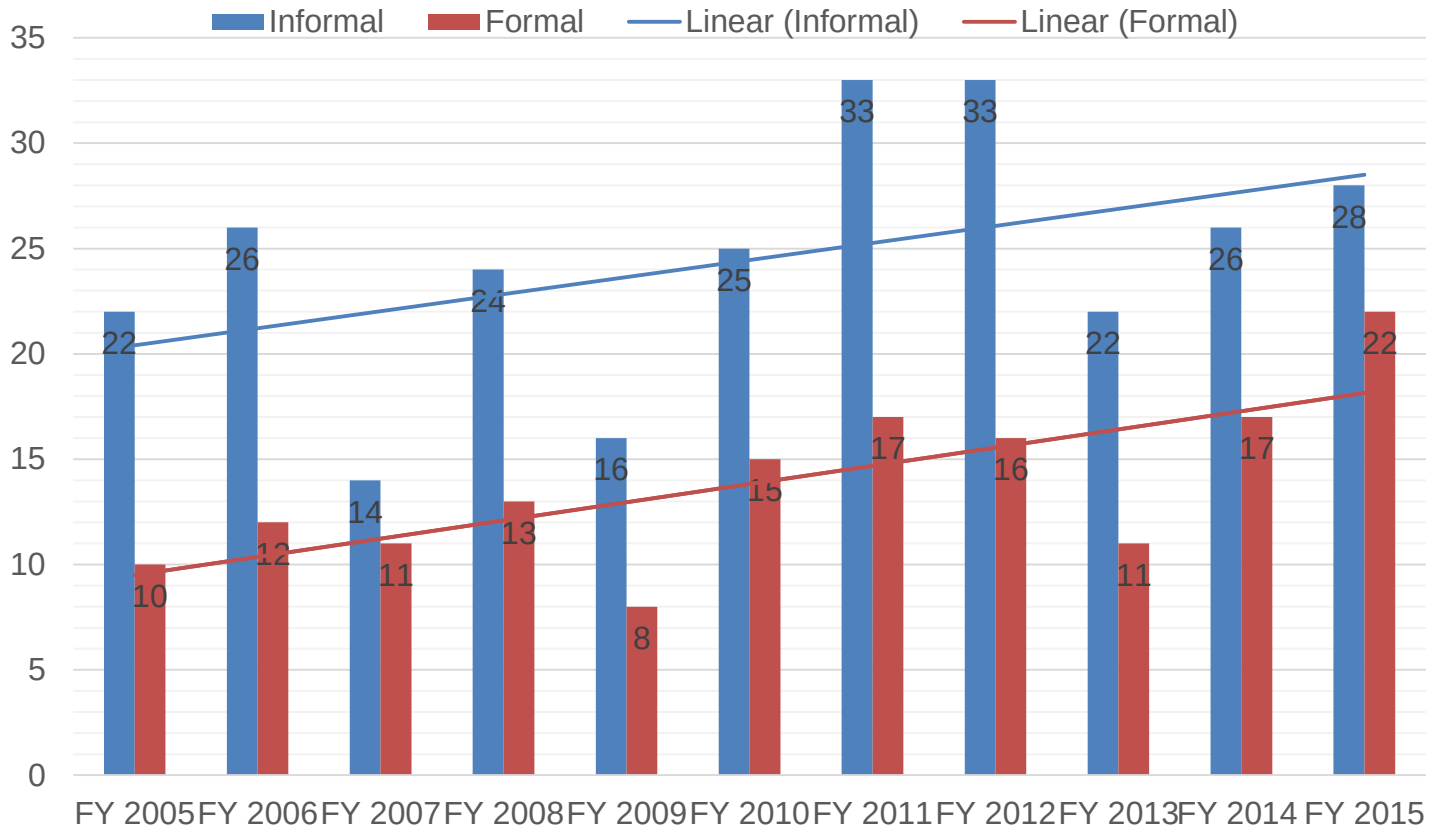
Engaged *in* Change

Equal Employment Opportunity

Joel Kravetz

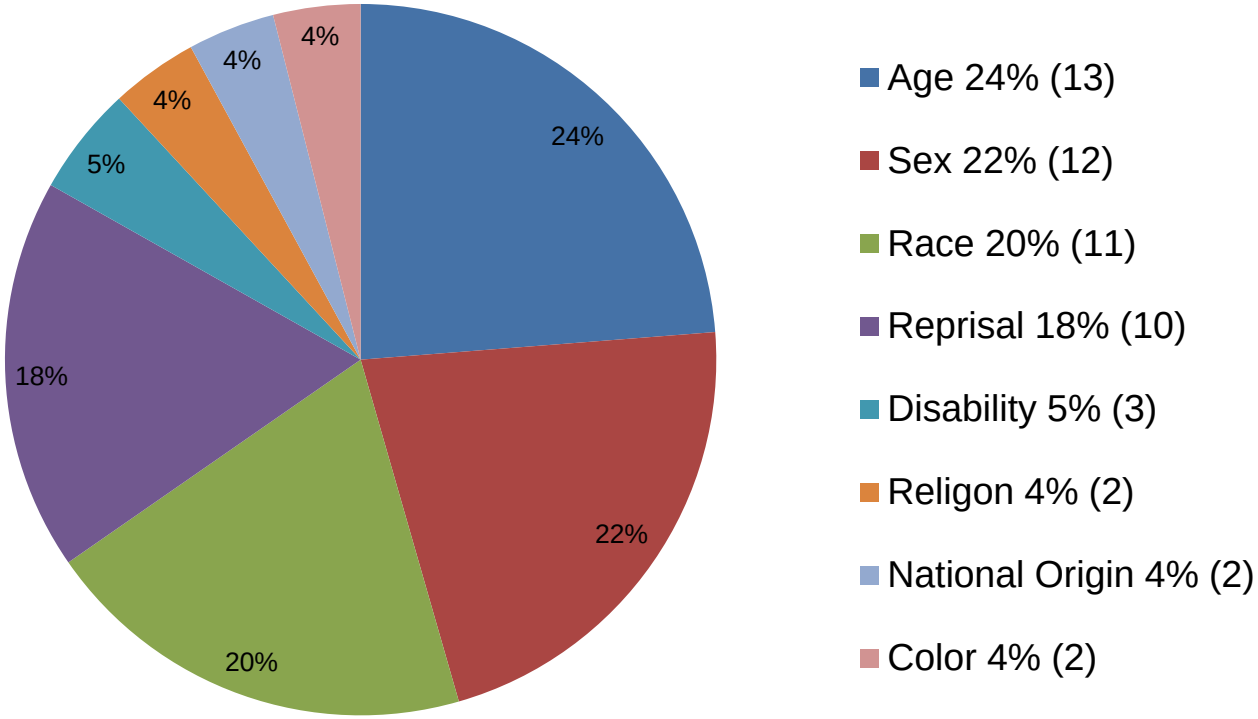
Program Manager

EEO Complaints Filed
FY 2005 - FY 2015
(As of September 30, 2015)



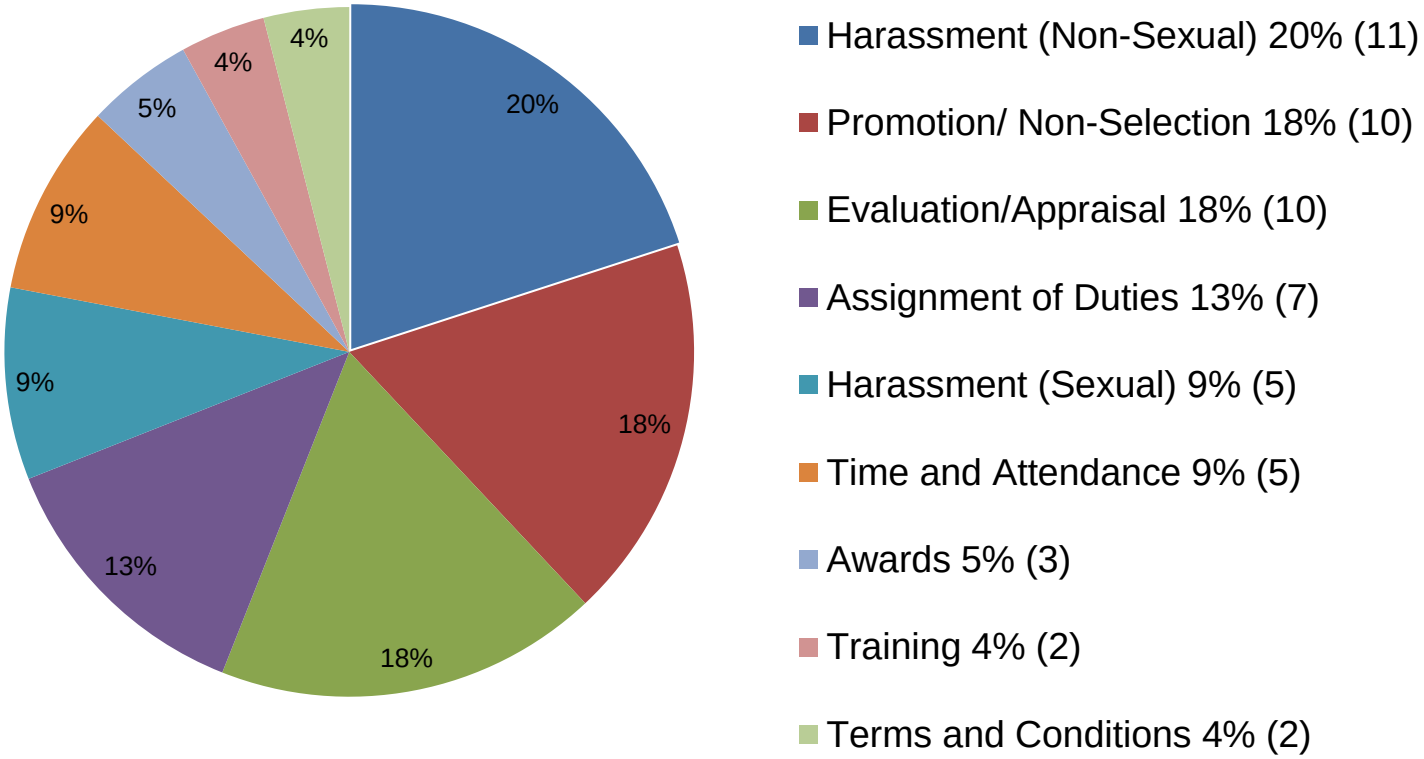
EEO Complaints Filed During FY 2015 by Bases

(September 30, 2015)



EEO Complaints Filed During FY 2015 by Issues

(September 30, 2015)



Joint EEO & Advisory Conference

Joint EEO & Advisory Conference

Other EEO Updates

- **EEOC's New Management Directive 110**
- **Update on Age Discrimination Case**
- **Claims of Sexual Orientation & the EEO Process**

Equal Opportunity Outreach & Compliance Coordination

Tuwanda Smith

Program Manager

Program Overview

OCCP is Comprised of:

- **Equal Opportunity Compliance Programs**
- **Minority Serving Institutions Program**

Outreach & Compliance Programs

- **Engaging Change Through Partnerships Focused on:**
  - **Program Alignment**
  - **Performance Results**
- **Acknowledging Partners**

Engaging Our Partners

- **Develop Infrastructure**
- **Increase Capacity**
- **Achieve Performance Results**

Developed Infrastructure and Capacity in Equal Opportunity Compliance Areas

- **MD 10.164 & Handbook**
- **External Complaint Processing & Investigation Procedures Manual**
- **Compliance Review Guide**
- **Mediation Process**

Developed Infrastructure and Capacity in Equal Opportunity Compliance Areas (cont.)

- Assisted DOJ with Amendments to Title VI Regulations
- Domestic Limited English Proficiency Translation Contract
- Investigation & Mediation Contracts
- 508 Compliance Assessment & Consultation Contract

Achieving Performance Results in Equal Opportunity Compliance Areas

- **Processed 1 Formal Complaint, Mediation and Investigation**
- **Conducted 65 Pre-Award Compliance Reviews**
- **Conducted Post-Award Monitoring**

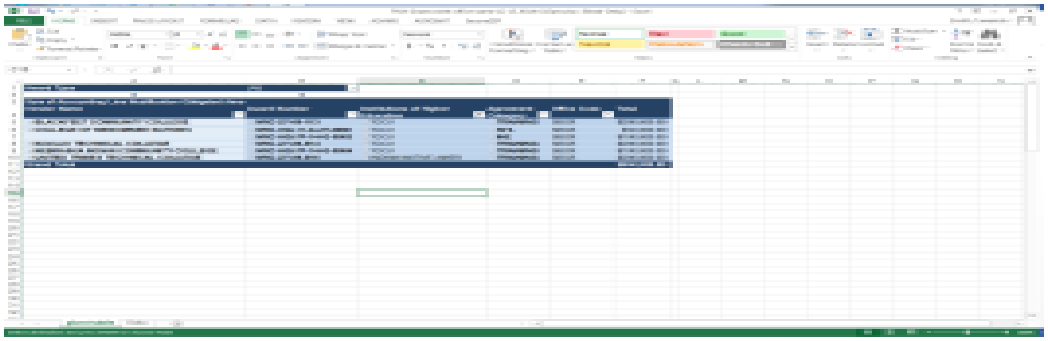
Achieving Performance Results in Equal Opportunity Compliance Areas (cont.)

- **Facilitated LEP Interpretations & Translations**
- **Participated and Co-Sponsored 2015 National Environmental Justice Conference**

Minority Serving Institutions Program Infrastructure and Performance Results

- **5 MSI Reports and 5 Plans**
- **Promoted Employment of Grant Students- Return on Investment**

STAQS INFORMATION AND DATA COLLECTIONS FOR MSI REPORTS



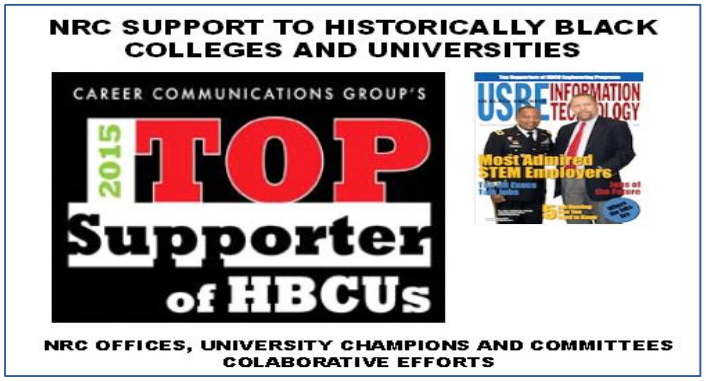
SBCR, AMD AND CONTRACTOR COLLABORATION

Minority Serving Institutions Program Infrastructure and Performance Results (cont.)

- **Supported 2015 Symposium for Gallaudet Undergraduates**
- **Co-hosted Visit from University of Texas-San Antonio**
- **Co-hosted Pre-College Symposium**

Minority Serving Institutions Program Infrastructure and Performance Results (cont.)

- **Participated in 2015 Annual White House HBCU Conference**
- **Participated in 2015 National Congress of American Indians Conference**
- **Top Supporter Award**



RES Engaged in Change

Michael Case
Director
Division of Systems Analysis

Office of Nuclear Regulatory Research

Who We Are

About 220 engineers, scientists, analysts, and support staff.

~ 30% M.S.

~ 30% Ph.D.

Recruiting Diverse Talent

Summer Interns Visiting Three Mile Island and Susquehanna Nuclear Plants

Supporting the Safety Mission

RES Seminar on the Origins of the NRC and the Office of Research

Battery Testing at Brookhaven National Laboratory

Keeping Staff Engaged

BEHAVIOR matters

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Protecting People and the Environment

The Researcher
Office of Nuclear Regulatory Research

Office of Nuclear Regulatory Research

PMDA Notes

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From the Front Office

RES

Diversity Management

Celebrating Inclusiveness

Advocating for Diversity

DACA
DIVERSITY ADVISORY COMMITTEE ON AGEISM

NAAC
NATIVE AMERICAN ADVISORY COMMITTEE

HEPAC

NRC RAC

FWPAC

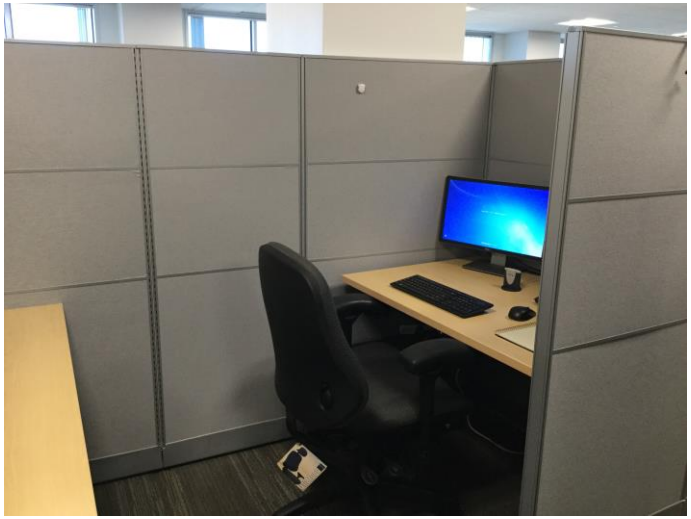
AC LGBT

ACED

AAA

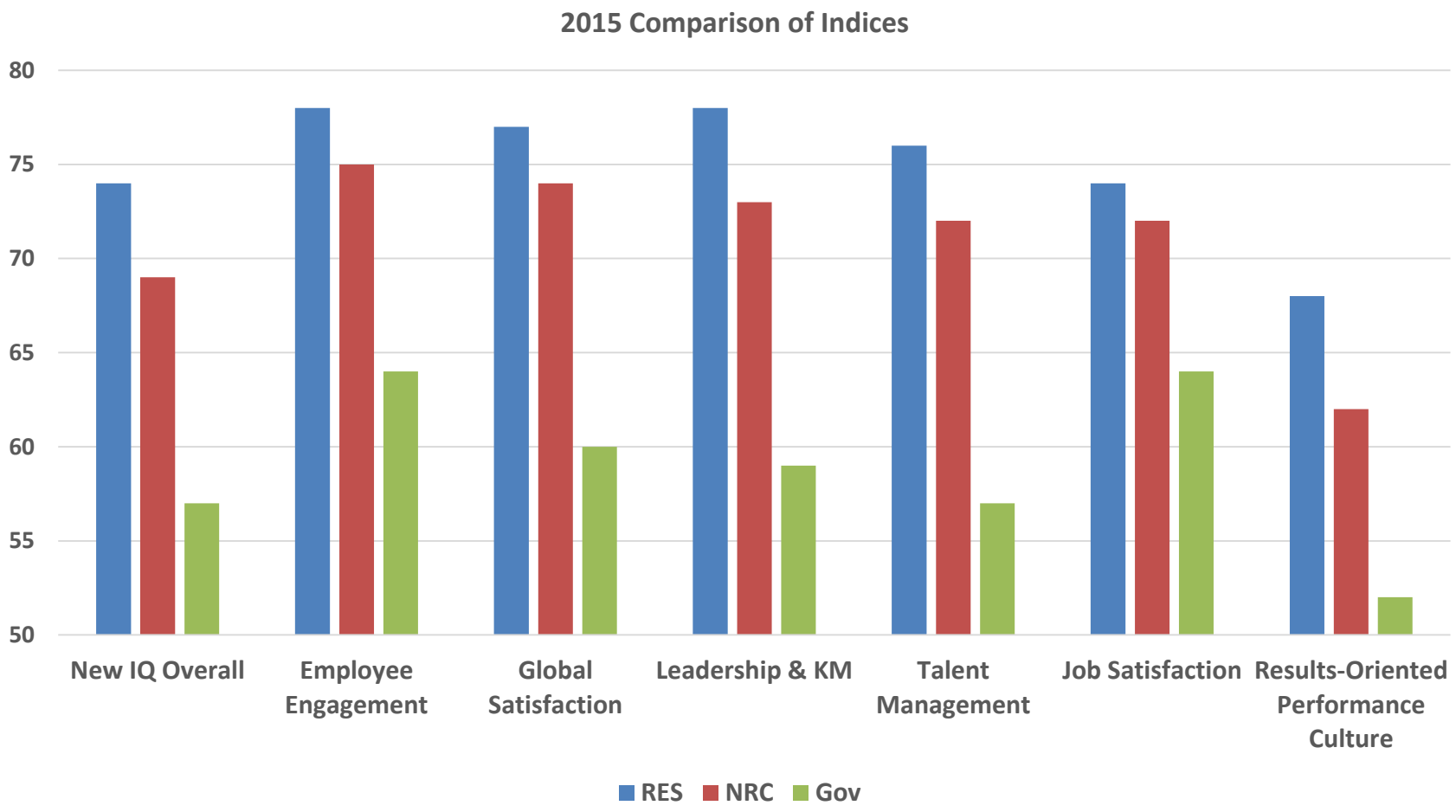
VETERANS EMPLOYEE RESOURCE GROUP
USNRC VERG
STILL SERVING

Piloting Shared Space



- **Reduce agency footprint**
- **Reduce commuter time & costs**
- **Promote employee satisfaction**

RES 2015 FEVS Scores



Delivering Our Future

RES employee named one of the Top Federal Engineers for 2015

PROJECT AIM 2020

DELIVERING OUR FUTURE

RES paper receives NURETH-16 Best Paper

RES staff and NIST Engineered Fire Safety Group celebrate over 10 years of partnership.

Diversity in NRC Region IV

Kriss Kennedy
RIV Deputy Regional Administrator

Accompanied By
Natasha A. Greene, PhD
RIV ACAA Chair

Embracing Diversity

Creates EEO & Fosters Success

Embracing Diversity

Creates EEO &
Fosters Success

Embracing Diversity

- **Leadership**
- **Recruiting**
- **Development**
- **Training**
- **Retention**
- **Awareness**

Activities

- **Recruiting**
- **Presentations**
- **Career Development**
- **Training**
- **Coaching and Mentoring**
- **Education**

Leaders of Diversity and EEO in NRC Region IV

Marc Dapas

Kriss Kennedy

Lola Gomez

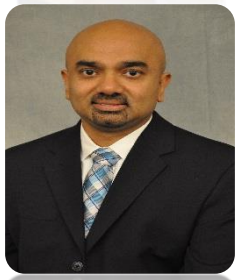
Lora Nute-Blackshear

Natasha Greene

Mary Scott

Bernadette Baca

Anita Tannenbaum


Binesh Tharakan

Tom Hipschman

Dan Livermore

Judith Weaver

Eddie Uribe

Revonna Stuart

Rich Smith

RIV Diversity Management Advisory Committee (DMAC)

- Promotes Agency Plans
- Regional Spokespersons
- Provides Recommendations
- Increases Awareness
- Broad Membership

Visions of Past Diversity Day Celebrations

"An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity." --- Dr. Martin Luther King, Jr.

Visions of Past Diversity Day Celebrations

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"In problems of high reliability, the fact of divergence may be more crucial than the substance of divergence. Whether team members differ in occupational specialties, past experience, gender, conceptual skills, or personality may be less crucial than the fact that they do differ and look for different things when they size up a problem. If people look for different things, when their observations are pooled they collectively see more than any one of them alone would see."

"Organizational Culture as a Source of High Reliability" **--- Karl E. Weick**

Theresa Clark, Co-Chair, Native American Advisory Committee & Diversity Management Advisory Committee Member

Engaged *in* Change

List of Acronyms

EEO – Equal Employment Opportunity

EO – Equal Opportunity

FEVS – Federal Employee Viewpoint Survey

HRA – Human Resources Advisor

LEP – Limited English Proficiency

MSIP – Minority Serving Institutions Program

OCCP – Outreach and Compliance Coordination Program