

COMMISSION MEETING EXHIBITS

BRIEFING ON EEO PROGRAM

TUESDAY, JUNE 28, 2005



# **Commission Briefing on NRC's EEO and Diversity Management Programs**

**June 28, 2005**

# **Opening Remarks by the Executive Director for Operations**

- **Revised Mid-Year Equal  
Employment Opportunity (EEO)  
Briefing Approach**
- **Accomplishments Since Last EEO  
Briefing**
- **Future Efforts**

# **EEO and Diversity Management Overview**

- **Changing Proactive Role of Small Business and Civil Rights (SBCR)**
- **Comprehensive Diversity Management Plan (CDMP) Implementation**
- **Small Business Program**

# **Changing Proactive Role of SBCR**

## **New Federal Requirements**

- **Management Directive (MD) 715**
- **Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act)**
- **Office of Personnel Management (OPM) Survey**
- **CDMP**

# **Changing Proactive Role of SBCR**

## **MD 715: Model EEO Program**

- 1. Demonstrated Leadership Commitment**
- 2. Integration into Strategic Mission**
- 3. Management Accountability**

# **Changing Proactive Role of SBCR**

## **MD 715: Model EEO Program**

- 4. Prevention of Discrimination**
- 5. Efficiency**
- 6. Responsiveness & Legal Compliance**

# **Changing Proactive Role of SBCR**

- **MD 715 Self-Assessment Completed**
- **6 Program Elements Covered 96 Questions**
- **Areas for Improvement**

# **Changing Proactive Role of SBCR**

## **No FEAR Act**

- **Employee Notification of  
Discrimination Laws**
- **Employee Training**
- **Reporting Requirements**

# **Changing Proactive Role of SBCR**

## **OPM Survey:**

- **Goal**
- **Conducted Annual Survey**
- **Government-Wide Outcome**

# **CDMP Implementation**

- **Communication Plan**
- **Brochure and Video Web Access**
- **All Hands Meetings**
- **NR&C Newsletter**

# **CDMP Implementation**

## **Links to Key Systems**

- **Organizational Values**
- **Strategic Plan**
- **Performance Plan**

# **CDMP Implementation**

## **Links to Key Systems**

- **Performance Management System**
- **Affirmative Employment Plan**
- **Human Capital Strategic Plan**

# **CDMP Implementation**

- **FY 2005 Operating Plan Guidance**
- **Review of Office Strategies and Assessments**
- **FY 2006 Operating Plan Guidance**

# **CDMP Implementation**

- **Organizational Assessments**
- **Office-Level Performance Measures**
- **CDMP Goals Tracked**

# **Small Business Activity**

- **4 of 6 Goals Achieved**
- **Strategies Implemented**
- **Technical Office Support Improved**

# Summary

## Progress Made

- **Diversity Enhanced**
- **Management Accountability Enhanced**
- **SBCR Responsibility Enhanced**

## Challenges Remain

**From:** Bobby Abu-Eid  
**To:** Janet Lepre  
**Date:** 06/21/2005 6:01:34 PM  
**Subject:** Unavailable to Attend the June 28, 2005 EEO Commission Briefing

Janet,

I would like to thank Mr. Reyes for his invitation to attend the June 28, 2005, Commission Briefing on the progress of the agency's EEO and diversity programs.

Unfortunately, I will be unable to attend this important briefing due to an official travel, attending and presenting an invited paper at the "EPRI International LLW Conference" which will be held in FL on June 28 - July 1, 2005. Nevertheless, as an Ex-Chairman of the JLMEEOC, I would like to make the following remarks:

"For the past few years, the NRC has made significant progress in the area of EEO under the leadership of Chairman Diaz and EDO leaders, Luis Reyes, Marty Virgilio, and Bill Kane. I would like to thank the agency for giving me the opportunity to serve at the SLS level. I have recently observed numerous NRC employees of different cultural background have been given the opportunity to serve at the SES, SLS, and supervisory positions. The difficult EEO issue which has been facing the agency (e.g., diversity in supervisory and management positions) for sometime is being resolved under the current EDO leadership. I believe, certain EEO committees are not needed any more to monitor or advice the agency on EEO issues because the current Commission and the current EDO leaders truly believe in EEO and actually implementing it."

Thanks once again!

Boby

**CC:** Luis Reyes

**Mail Envelope Properties** (42B88E3A.EDD : 10 : 20994)

**Subject:** Unavailable to Attend the June 28, 2005 EEO Commission Briefing  
**Creation Date:** 06/21/2005 6:01:30 PM  
**From:** Bobby Abu-Eid

**Created By:** BAE@nrc.gov

**Recipients**

owf5\_po.OWFN\_DO  
JLL1 (Janet Lepre)  
LAR1 CC (Luis Reyes)

**Post Office**

owf5\_po.OWFN\_DO

**Route**

<b>Files</b>	<b>Size</b>	<b>Date &amp; Time</b>
MESSAGE	2235	06/21/2005 6:01:30 PM

**Options**

**Expiration Date:** None  
**Priority:** Standard  
**Reply Requested:** No  
**Return Notification:** None

**Concealed Subject:** No  
**Security:** Standard