

**Commission Briefing on
Equal Employment
Opportunity, Diversity
Management, and Small
Business**

November 30, 2005

OPENING REMARKS

PAST YEAR ACCOMPLISHMENTS:

- **Implemented Comprehensive Diversity Management Plan (CDMP)**
- **Established Native American Advisory Committee (NAAC)**
- **Ranked Among Best Places to Work**

FUTURE EFFORTS AND CHALLENGES

- **Institutionalizing CDMP**
- **Staffing for New Work Including New Reactors**
- **Succession Planning**
- **Small Business Opportunities**

AGENDA

- **Office of Nuclear Security and Incident Response Presentation**
- **Joint Advisory Committee Statement**
- **Comprehensive Diversity Management Plan**
- **Civil Rights Program**
- **Recruitment and Retention Strategies**
- **Small Business Program**

OFFICE OF NUCLEAR SECURITY AND INCIDENT RESPONSE PRESENTATION



**Diversity minimizes
organizational blind spots**

COMPREHENSIVE DIVERSITY MANAGEMENT PLAN (CDMP)

GOAL 1 – RECRUIT DIVERSE EMPLOYEES AT ALL LEVELS

- **Performed Reviews of Recruitment Strategies**
- **Participated in Recruitment Events**
- **Convened Diverse Rating Panels**



CDMP (CONT'D)

GOAL 2 – DEVELOP AND RETAIN DIVERSE EMPLOYEES BY PROMOTING AN ENVIRONMENT THAT VALUES DIFFERENCES

- **Upward Mobility Success**
- **Employee Feedback**
 - **‘Pulse Check’**
 - **Brown Bag Lunches**
- **Awards and Training**



CDMP (CONT'D)

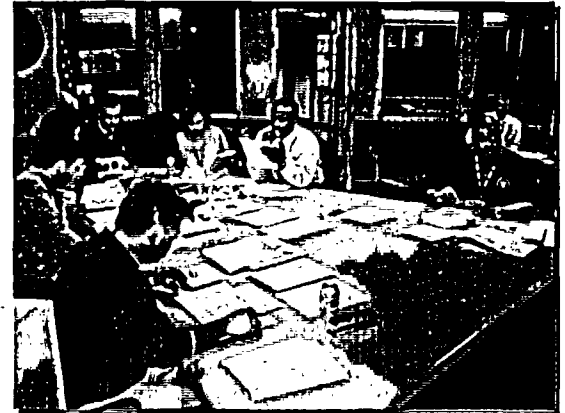
GOAL 3 – MAINTAIN THE DIVERSITY OF EMPLOYEES IN SENIOR AND MANAGERIAL POSITIONS



- **Diversity of Management Team**
- **78% of Executives Are Senior Executive Service Candidate Development Program (SESCDP) Graduates**
- **Diverse Pool of Candidates for the Leadership Potential Program (LPP)**

MOVING FORWARD

- **Enhance Outreach to EEO Committees**
- **Implement Training and Qualification Program**
- **Live the CDMP Vision**



Joint Committee Statement Agency Accomplishments

- **Increased Representation in Commission Offices**
- **Increased Entry Level Recruiting**
- **Increased Representation in Supervisory and Managerial Positions**
- **SESCDP and LPP Commitment**

Joint Committee Statement Challenges

- **Workforce Participation Rates**
- **Entry and Mid-Level Hiring**
- **Participation in Rotations**
- **Departures from NRC**
- **Increase Diversity in Senior Positions**

CDMP IMPLEMENTATION

- **Small Business & Civil Rights' Roles and Responsibilities**
- **2005 Agency Accomplishments**
- **2006 Operating Plan Guidance**
- **Future Focus Areas**

Civil Rights Program

- **Equal Employment Opportunity Commission's Management Directive 715 Update**
- **Notification and Federal Employee Anti-Discrimination & Retaliation Act Training**
<http://148.184.142.90/readygo/hr/nofearact10-26-05/index.htm>
- **Informal and Formal Complaint Cases Declined**

Civil Rights Program (cont'd)

- **Complaint Processing Time Improved**
- **Alternative Dispute Resolution**
- **Trends - Number and Types of Complaints**

Civil Rights Program (cont'd)

- **Title VI of the Civil Rights Act**
- **Title IX of the Education Amendments**
- **Financial Assistance Compliance**
- **Pre and Post-Award Evaluations**

GENERATIONAL CHANGE: 3-YEAR STRATEGY

- **Hiring Process Improvement**
- **Innovative Recruitment**
- **Recruitment “Champions”**
- **Staff Development Initiatives**
- **Retention Strategies**

STUDENT EDUCATIONAL INITIATIVES

- **Liaison with Industry, Government,
and Academia**
- **Historically Black Colleges &
Universities**
- **Hispanic Serving Institutions**
- **Tribal Colleges**

SMALL BUSINESS (SB) DOLLARS INCREASED

	<u>FY 2004</u>	<u>FY 2005</u>	<u>*Goals</u>
Small Business	\$34.8M	\$38.9M	\$28M
8(a) Program	6.6M	9.4M	4M
Women-Owned SB	8.2M	8.7M	5M
HubZone SB	1.3M	1.8M	3M

***Same for FY 2004 and FY 2005**

SB PERCENTAGE GOALS FY 2005

Met 3 of the 6 Goals:

- **Small Business**
- **8(a) Program**
- **Women-Owned Small Business**

Did Not Meet 3 Goals:

- **Small Disadvantaged Business**
- **HUBZone Small Business**
- **Service-Disabled Veteran-Owned SB**

FY 2005 SB SERVICES

<u>Type of Service</u>	<u>No. of Contracts</u>
IT & Telecom	109
Professional	34
Technical Assist.	17
Administrative	11
Building Mgmt.	17

SUMMARY

- **Implementation of the CDMP**
- **Innovative Recruitment Strategies**
- **Civil Rights Program Improved**
- **Small Business Goals Met**
- **Challenges Remain**