

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

JULY 27, 2006

Opening Remarks

- **Agency Growth**
- **Institutionalizing the Comprehensive Diversity Management Plan**
- **Small Business Recognition**

Agenda

- **CDMP Implementation**
- **Leadership Development**
- **Recruitment and Outreach**
- **Civil Rights Program**
- **Small Business Accomplishments**

CDMP Implementation - Draft Measures

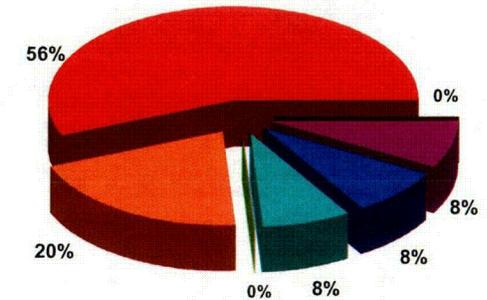
- **Developed by Work Group**
- **Vetted with offices**
- **Pending EDO approval**
- **Inform Commission prior to implementation**

Leadership Development SES Candidate Development Program

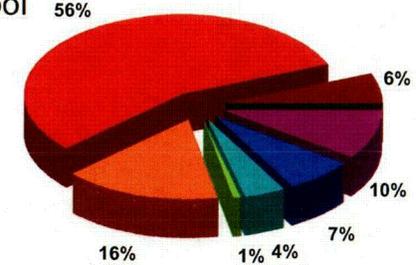
	2006 Total	2006 Applicant Pool	2005 Total	2005 Pending Placement
African American	2	10	4	2
Asian	2	7	2	0
Hispanic	2	4	1	0
Native American	0	1	0	0
Caucasian Women	5	16	5	0
Caucasian Men	14	56	19	9
Unknown	0	6	0	0
Total	25	100	31	11

*Data as of June 30, 2006

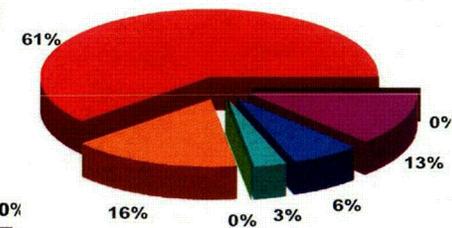
2006 Total



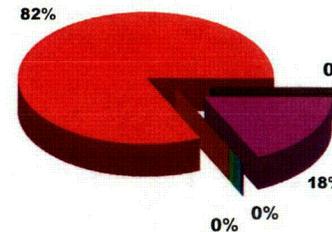
2006 Applicant Pool



2005 Total



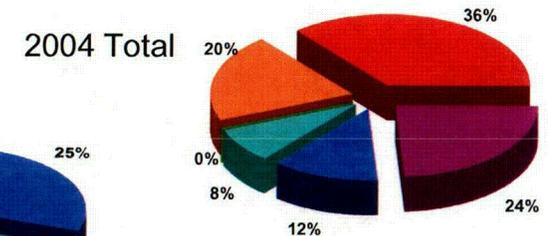
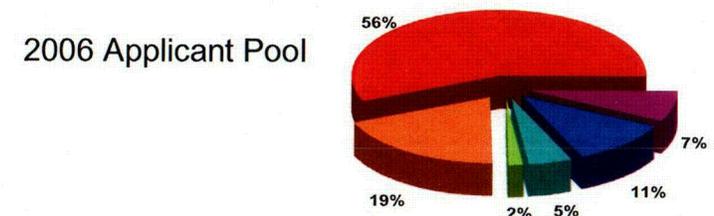
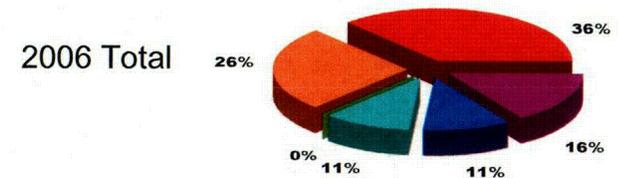
2005 Placement Pending



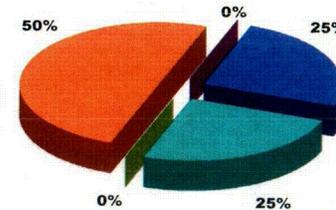
Leadership Development Leadership Potential Program

	2006 Total	2006 Applicant Pool	2004 Total	2004 Pending Placement
African American	3	14	6	0
Asian	2	21	3	1
Hispanic	2	9	2	1
Native American	0	3	0	0
Caucasian Women	5	36	5	2
Caucasian Men	7	107	9	0
Total	19	190	25	4

*Data as of June 30, 2006



2004 Placement Pending

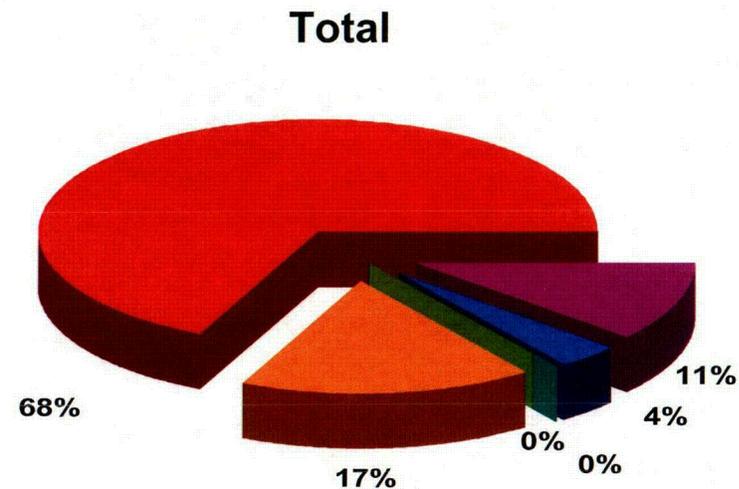


Leadership Development

Team Leader Development Program

	2006 Total	Percent
African American	6	11%
Asian	2	4%
Hispanic	0	0%
Native American	0	0%
Caucasian Women	9	17%
Caucasian Men	36	68%
Total	53	100%

*Data as of June 30, 2006



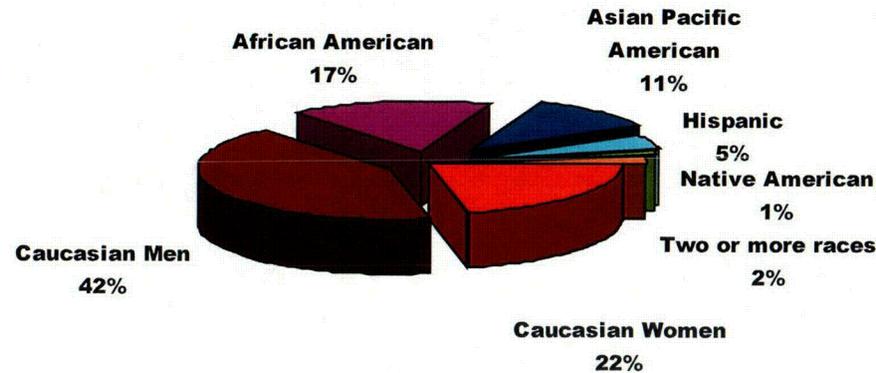
Recruitment Initiatives

- **Energy Policy Act Outreach**
- **New Outreach Recruitment Efforts**
- **University Champions Program**

2006 Hires

	TOTAL	SES	SLS	Mid-Level	Intermediate Level	NSPDP	Entry Level	Other
African American	36	0	0	13	0	6	9	8
Asian Pacific American	23	0	0	15	1	3	2	2
Hispanic	11	0	0	2	0	6	3	0
Native American	2	0	0	1	0	1	0	0
Two or more races	5	0	0	2	0	2	0	1
Caucasian Women	46	0	1	20	0	5	4	16
Caucasian Men	89	1	0	67	0	11	10	0
TOTAL	212	1	1	120	1	34	28	27

*Data as of June 30, 2006



Hiring Activity Pending Entry on Duty

	African American	Asian Pacific American	Hispanic	Native American	Caucasian Women	Caucasian Men	Totals
NSPDP pending EOD	14	1	11	0	4	13	43
Technical	0	13	0	0	10	67	90
Non-Technical	15	2	5	1	16	20	59
TOTALS	29	16	16	1	30	100	192
CO-Ops Hired	1	1	1	0	0	0	3
Summer Hire Pending EOD	4	3	0	0	1	3	11

*Data as of June 30, 2006

No Fear Act Activity

- **99% of NRC's employees completed on-line training as of June 30, 2006**
- **Report to Congress**
- **Compliance reviews to assess trends and causes**

Civil Rights Program Complaint Processing

INFORMAL	2003	2004	2005	2006
Pending Beginning of FY	0	6	7	2
INITIATED	30	28	22	20
CLOSED	24	27	27	19
Pending End of FY	6	7	2	3
ADR	3	6	5	3

*Data as of June 30, 2006

Civil Rights Program Complaint Processing

FORMAL	2003	2004	2005	2006
Pending Beginning of FY	22	15	11	9
FILED	9	12	10	12
CLOSED	16	16	12	8
Pending End of FY	15	11	9	13
Over-Aged (> 180 Days)	1	3	2	3
ADR	3	0	4	2

*Data as of June 30, 2006

Civil Rights Program Complaint Trends by Most Frequent Basis

Basis	2003	2004	2005	2006	TOTAL
Race	4	8	3	7	22
Age	4	7	4	5	20
Reprisal	3	6	3	5	17
Gender	2	4	3	4	13

*Data as of June 30, 2006

Civil Rights Program Complaint Trends by Most Frequent Issue

ISSUE	2003	2004	2005	2006	TOTAL
*Non-Sexual Harassment	4	5	6	9	24
Promotion/ Non-selection	6	8	2	6	22
Assignment of Duties	4	5	5	7	21
Appraisal/ Evaluation	4	4	3	9	20
Training	1	5	4	4	14

*Data as of June 30, 2006. *Based on gender but not of a sexual nature.

Civil Rights Program Complaint Trends - Formal Complainants

	African American	Asian Pacific American	Hispanic	Native American	Caucasian	Unknown	TOTAL
2003	3	0	0	0	6	0	9
2004	0	1	2	0	6	3	12
2005	2	0	1	0	7	0	10
2006	4	2	2	0	4	0	12
TOTAL	9	3	5	0	23	3	43

*Data as of June 30, 2006. The basis of these complaints may not necessarily be race/national origin discrimination.

Small Business (SB) Accomplishments

Contract Award	FY 2004		FY 2005		FY 2006	
	Goals	Actual	Goals	Actual	Goals	Actual
Total Contract \$	\$100M	\$94M	\$100M	\$103M	\$100M	\$67.0M
Small Business	28%	36.9%	28%	37.8%	32.7%	35.0%
8(a) Program	4%	6.9%	4%	9.1%	4.7%	10.9%
Small Disadvantaged Business (SDB)	4%	5.8%	4%	3.8%	4.7%	6.3%
Women-Owned SB	5%	8.7%	5%	8.5%	7.5%	9.0%
HUBZone SB	3%	1.3%	3%	1.8%	3%	1.1%
Service Disabled Vet-Owned SB	3%	0%	3%	0%	3%	0.5%

* Data as of June 30, 2006

Small Business Program Activity

- **Agency Recognition – Gold Star Award**
- **Higher SB Goals in FY 2006**
- **2 NRC Awards to Service Disabled Veteran-Owned SB**
- **May 18, 2006, Procurement Fair**

Glossary of Acronyms

ADR	- Alternative Dispute Resolution
CDMP	- Comprehensive Diversity Management Plan
EOD	- Entry on Duty
HUBZone	- Historically Underutilized Business Zone
LPP	- Leadership Potential Program
No FEAR ACT	- Notification & Federal Employee Anti-Discrimination & Retaliation Act
NSPDP	- Nuclear Safety Professional Development Program
SES	- Senior Executive Service
SESCDP	- Senior Executive Service Candidate Development Program
SLS	- Senior Level Service
SB	- Small Business
SDB	- Small Disadvantaged Business
TLDP	- Team Leadership Development Program
MSIP	- Minority Serving Institutions Program
EPA	- Energy Policy Act