



# **Commission Briefing on Human Capital and Equal Employment Opportunity (EEO)**

**Office of the Chief Human Capital Officer  
Office of Small Business and Civil Rights  
April 30, 2012**

# **Agenda**

- **Human Capital Environment**
- **Equal Employment Opportunity**

# **Environmental Scan**

**Miriam L. Cohen**  
**Chief Human Capital Officer**

# **Current Situation**

- **External Environment**
- **NRC Environment**
- **Focus on the Future**

# **Staff Feedback**

**Glenn Tracy, Deputy  
Chief Human Capital Officer**

# **Staff Feedback**

- **NRC Mission and Values**
- **Organizational Culture**
- **Leadership**
- **Resilience Amidst Change**

# **Addressing Change**

**Jody Hudson, Associate Director  
for Training and Development  
Office of the Chief Human  
Capital Officer**

# **Addressing Change**

- **Organizational Assessments**
- **Action Planning**
- **Focused Efforts to Improve:**
  - **Interpersonal Effectiveness**
  - **Performance Management**
  - **Creativity and Innovation**



# **Continuous Improvement**

**Andrea Valentin, Associate Director  
for HR Policy and Operations  
Office of the Chief Human  
Capital Officer**

# **Continuous Improvement**

- **Organizational Readiness**
- **Communications and Guiding Principles**
- **Enhanced Human Capital Management**

# **Equal Employment Opportunity**

**Vonna Ordaz, Director  
Office of Small Business and  
Civil Rights**

# **Equal Employment Opportunity**

- **Civil Rights Complaints Status**
- **Comprehensive Diversity Management Plan (CDMP) Outcomes**
- **Partnerships and Progress**

# Closing