

**NRC DIVERSITY AND
INCLUSION
PERFORMANCE
TRENDS - FINAL
REPORT**

SUBMITTED BY IVY PLANNING GROUP, LLC
Dated: February 10, 2016

Background:

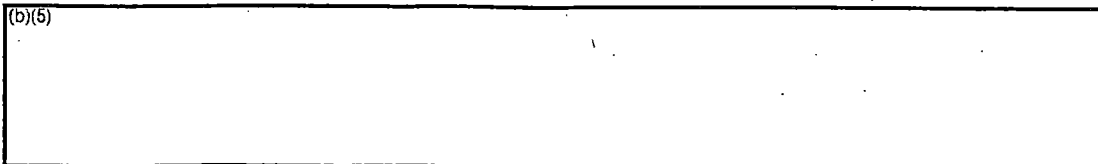
The Nuclear Regulatory Commission (NRC) is an organization wholly committed to Diversity and Inclusion (D&I). It is woven into the Agency's Principles of Good Regulation and Organizational Values demonstrated through the Agency's efforts to create and maintain an Open, Collaborative Work Environment (OCWE). In years past, this focus has resulted in a high degree of employee engagement and satisfaction as evidenced by the Agency's high Federal Employee Viewpoint Survey (FEVS) ratings and its #1 Ranking in the Best Places to Work in Federal Government. However, over the course of the past several years, the Agency has experienced a steady decline in employee satisfaction and engagement, dropping in ranking from #4 in 2013 to #7 in 2014 and 2015 in the Best Places to Work in the Federal Government. There has also been a decline in the Agency's FEVS scores in the areas of Engagement, Satisfaction, and Inclusive Intelligence (New IQ), with the greatest decreases occurring from 2011 to 2013. While there have been minor upticks in a few specific areas from 2013 to 2015, the overall FEVS scores have remained consistently below those from 2011. Furthermore, there has been an imbalance in the representation of women and people of color (POC) in the feeder group levels (GG13 - GG15), as well as the percentages represented in the SL and SES grades. This imbalance has impacted and impeded the expansion and growth of diversity of the personnel in the Feeder groups, and the SL and SES levels.

In an effort to understand and reverse these downward trends, NRC, through its Office of Small Business and Civil Rights (SBCR), has engaged Ivy Planning Group (Ivy) to conduct a limited review and analysis of NRC's Diversity and Inclusion Performance Trends and to make recommendations to enhance and better manage NRC's D&I initiatives.

Methodology:

Ivy's review and analysis of NRC's Diversity and Inclusion Performance Trends consisted of the following processes:

(b)(5)



(b)(5)



General Findings:

The following are themes and general findings resulting from Ivy's document reviews, qualitative analysis, and overall synthesis:

(b)(5)

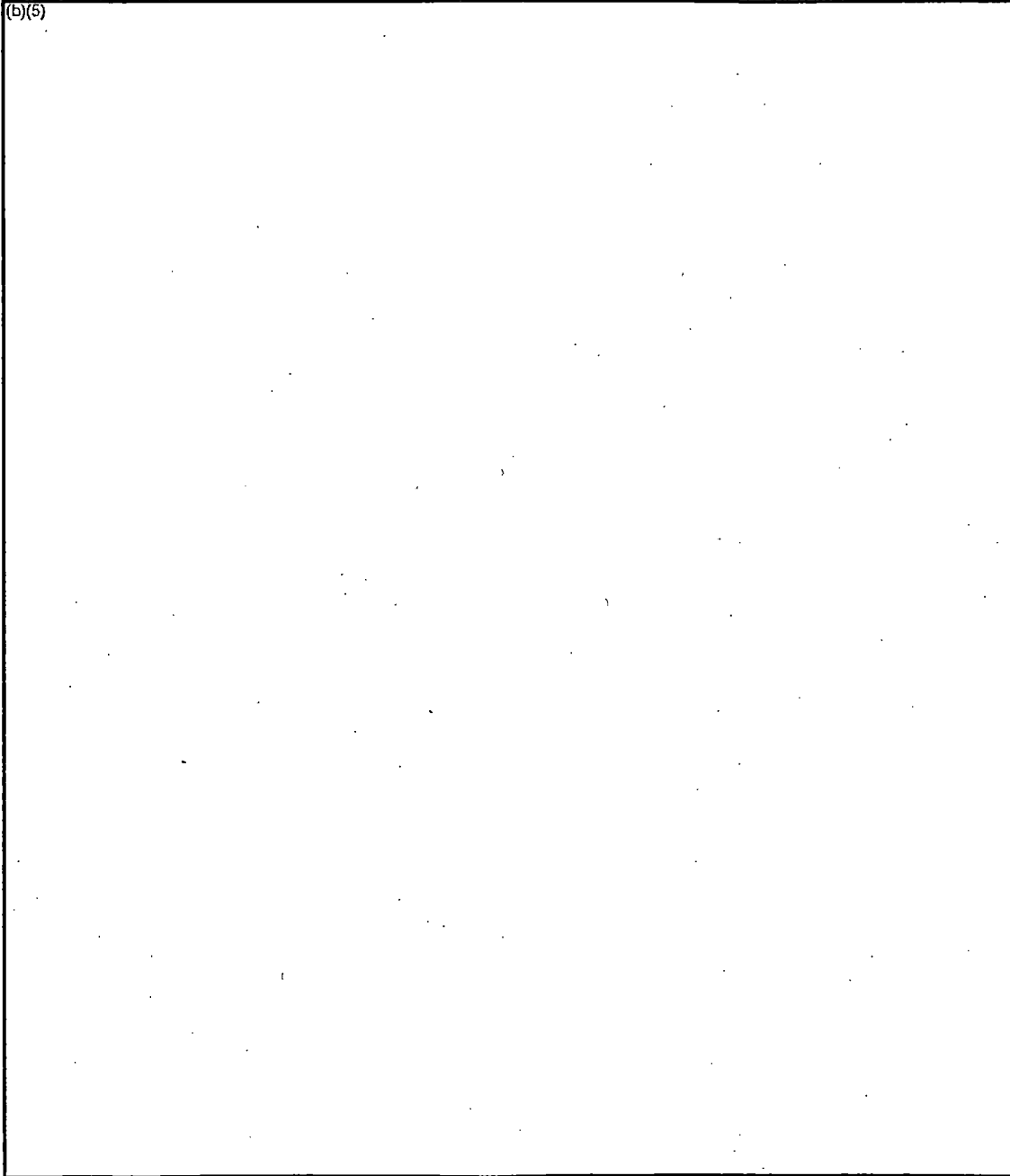


(b)(5)



NSPDP Analysis and Findings:

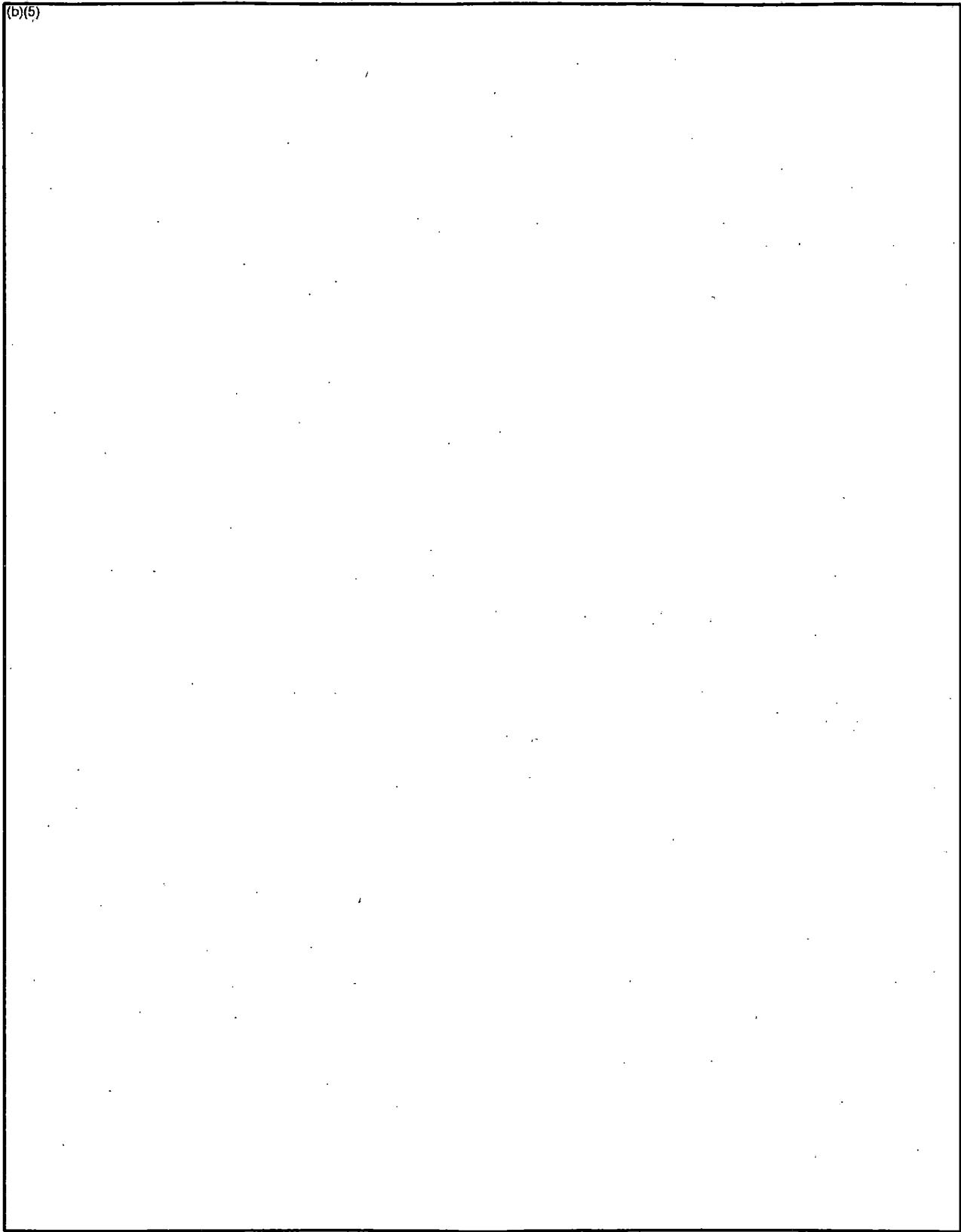
For the NSPDP, Ivy conducted a comparative analysis for the years 2013, 2014 and 2015 to determine whether there was any adverse impact in the Selection Rates by race or gender in any of those years. The determination was made based on the following:



(b)(5)



(b)(5)

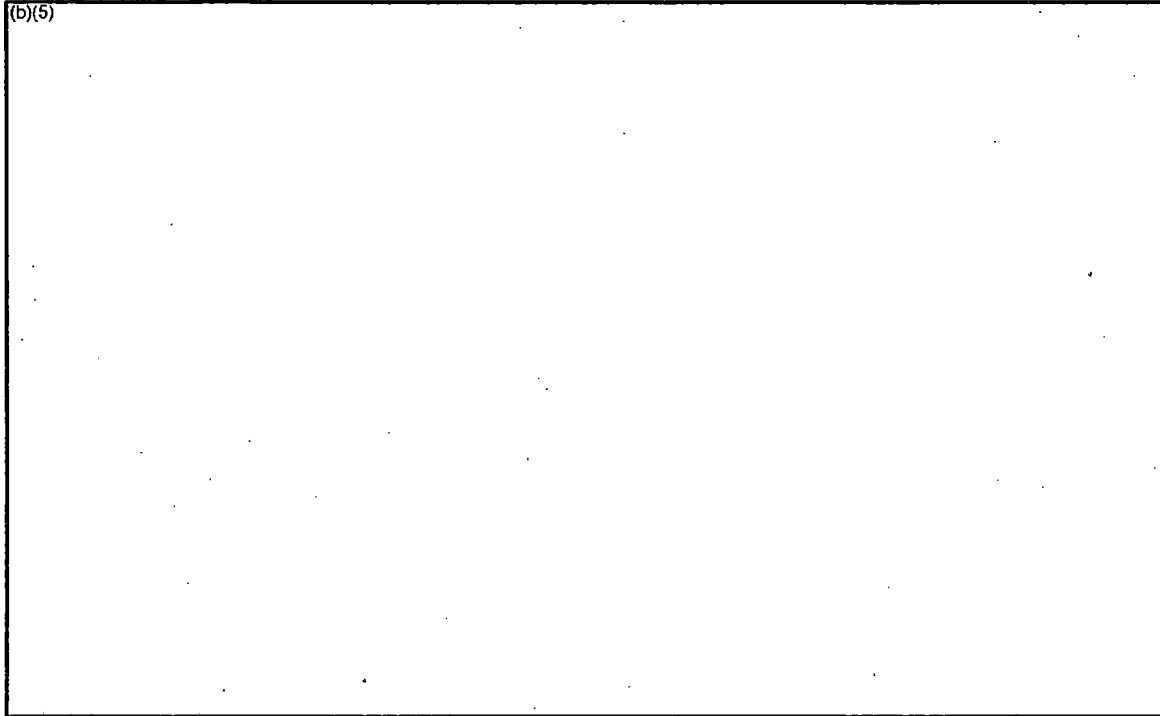


(b)(5)

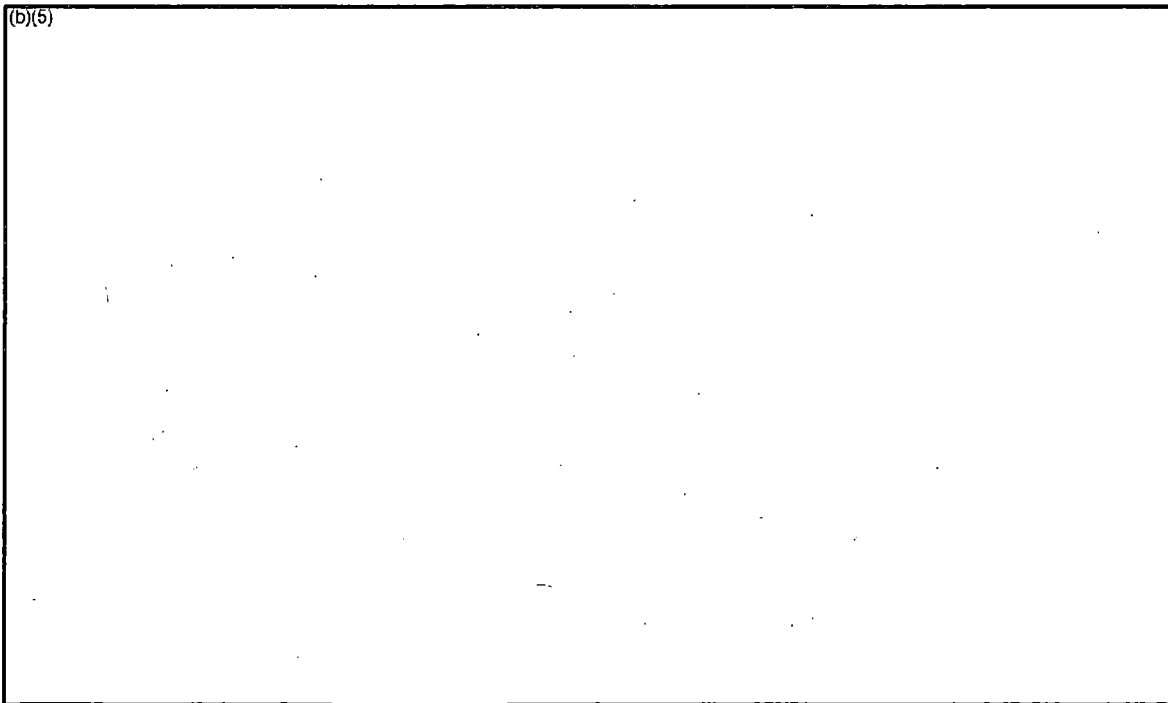


(b)(5)





NSPDP - Conclusions, Recommendations, and Best Practices:



(b)(5)

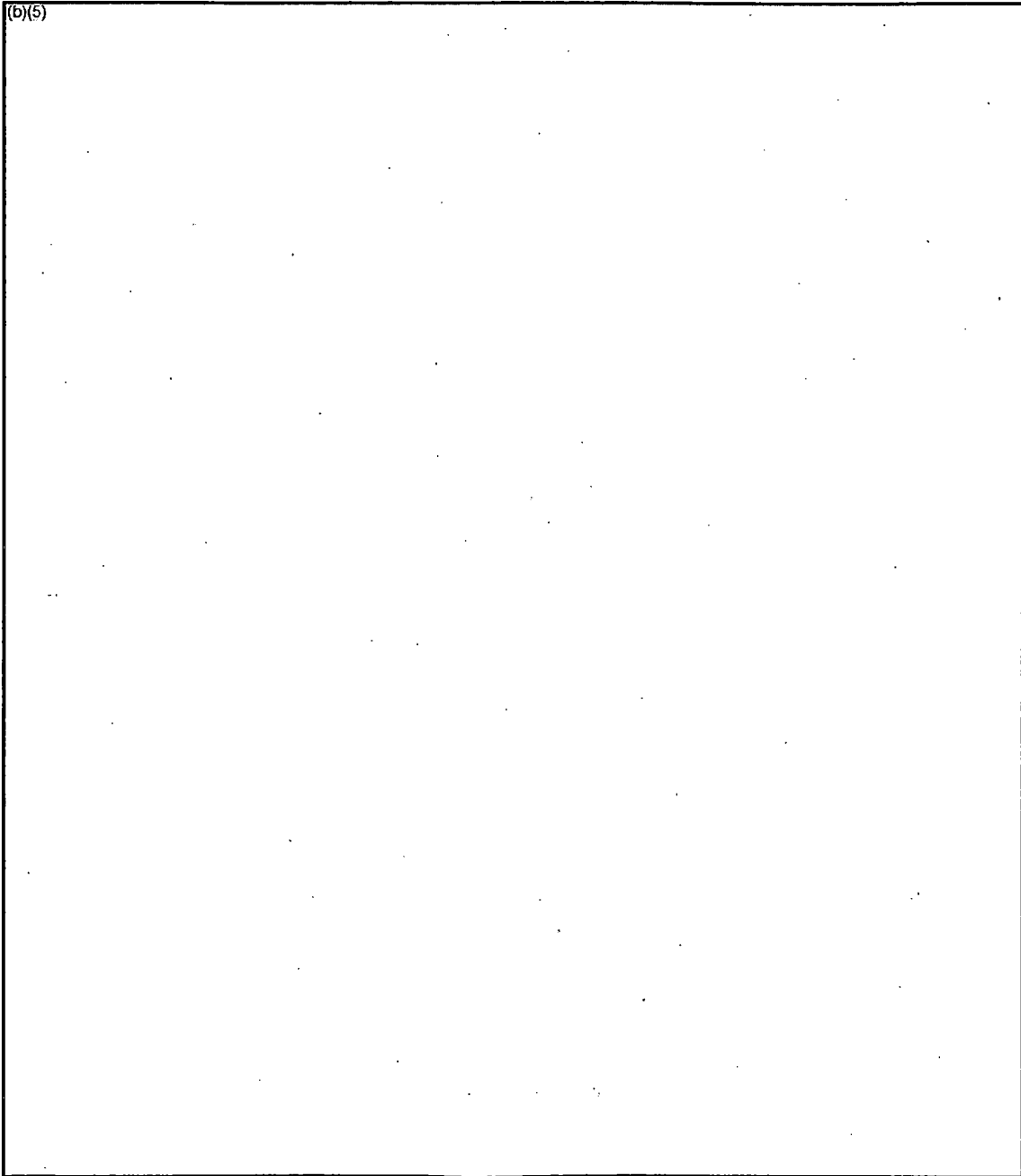


(b)(5)



SESCDP Analysis and Findings:

For the SESCO, Ivy was given data for the Class of 2015 and Class of 2017 to determine whether there was evidence of adverse impact in the Selection Rates by race or gender of qualified applicants into either one of those two classes. The determination was made based on the following:



(b)(5)



(b)(6)



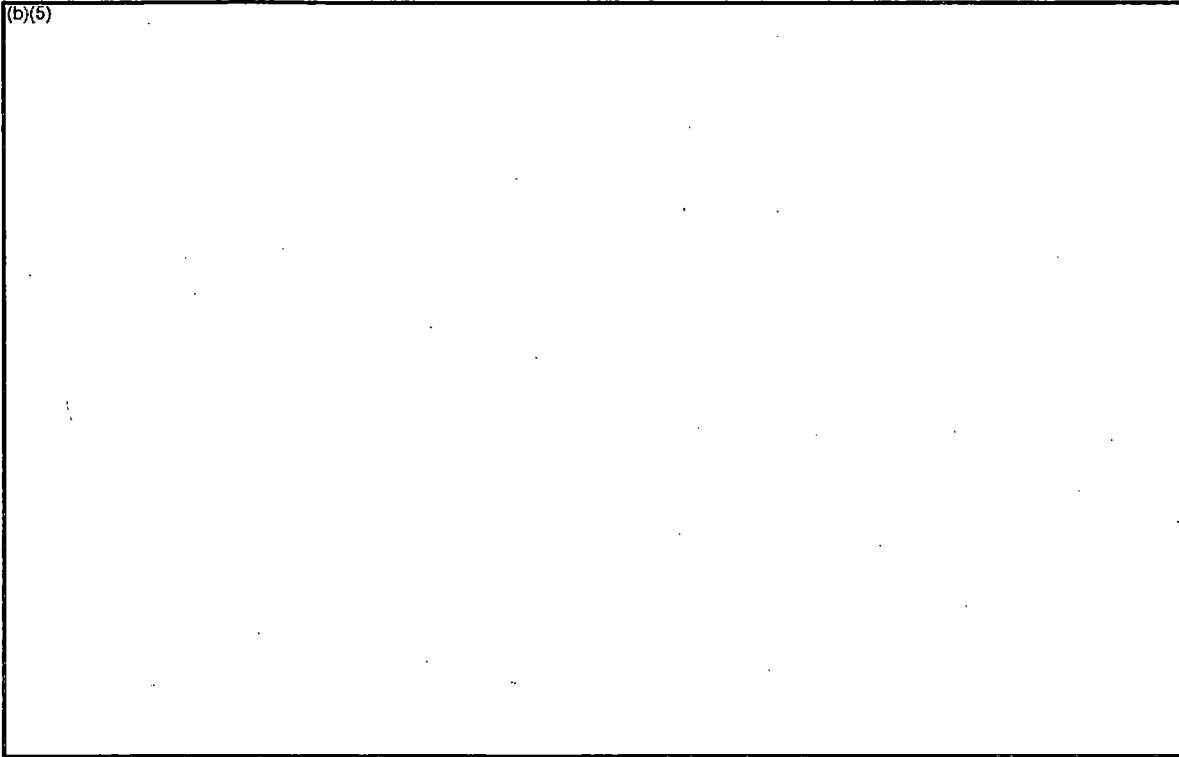
(b)(5)



(b)(5)

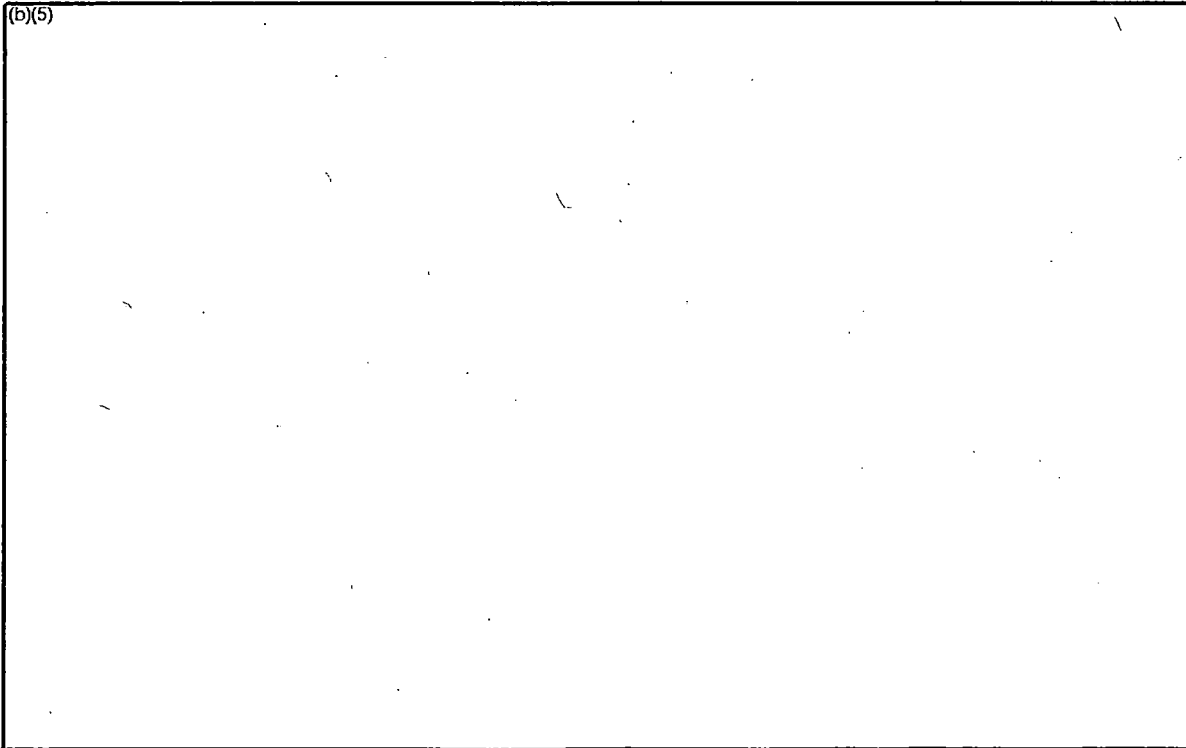


(b)(5)

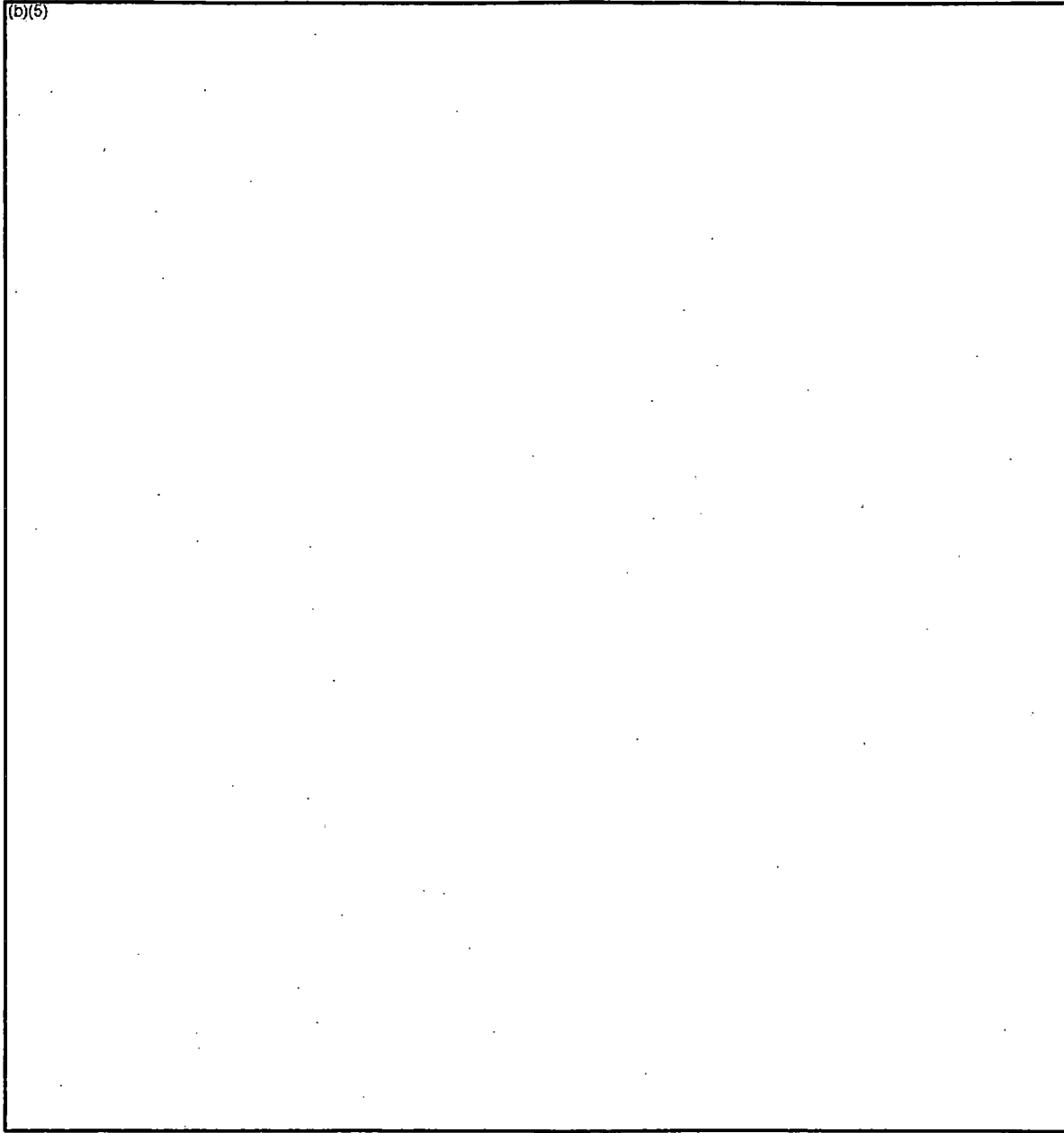


SESCDP – Conclusions, Recommendations, and Best Practices:

(b)(5)



(b)(5)

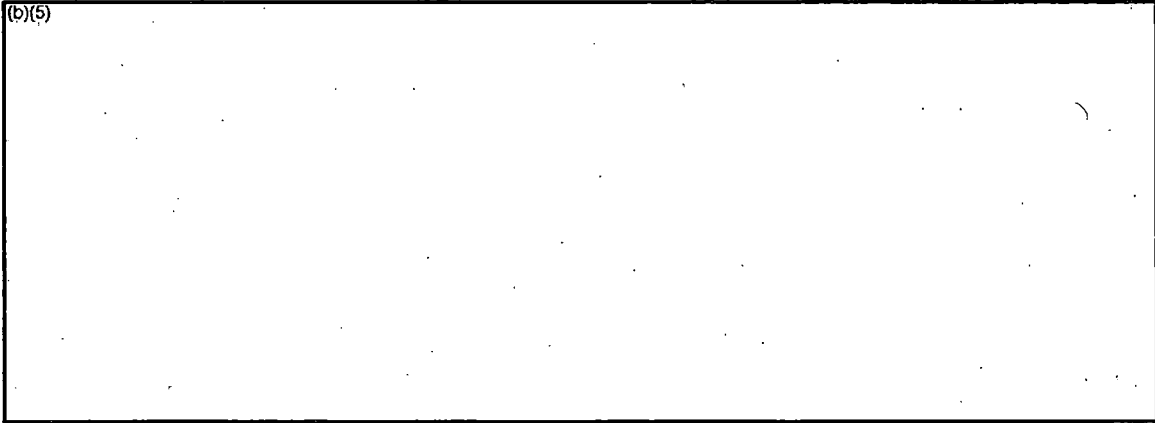


Recommendations and best practices for the SESCDP include:

(b)(5)

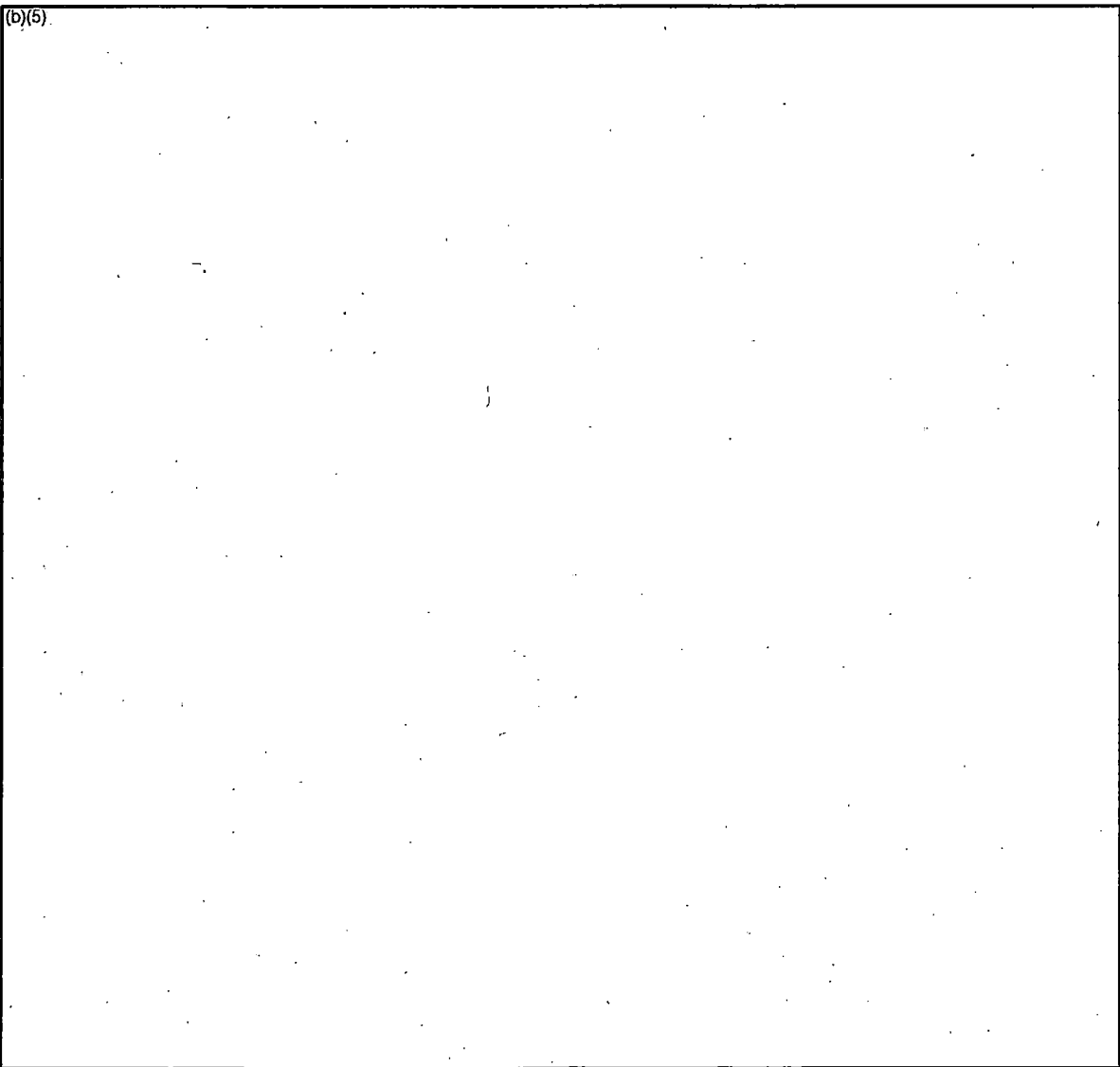


(b)(5)



Federal Employee Viewpoint Survey (FEVS) Trends and Findings:

(b)(5)



(b)(5)



Additional Recommendations and Best Practices:

(b)(5)



Next Steps:

(b)(5)

