



CHAIRMAN

UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D. C. 20555

February 14, 1994

The Honorable Tony E. Gallegos, Chairman  
Equal Employment Opportunity Commission  
Washington, D.C. 20507

Dear Mr. Gallegos:

Enclosed is the Nuclear Regulatory Commission's "Annual Affirmative Employment Program Accomplishment Report" for Fiscal Year 1993. The report, which was developed in accordance with the U.S. Equal Employment Opportunity Commission's Management Directive No. 714 (MD-714), reflects the accomplishments of the NRC in providing equal opportunities for its minority and women employees.

The NRC will continue its efforts to recruit, train, and advance minorities and women, and we believe we can further improve our performance in this regard. We also will make every effort to sustain the progress already achieved, particularly with respect to retention and advancement of our current minority and women employees.

If you have any specific questions concerning this report, please contact Vandy L. Miller, Director, Office of Small and Disadvantaged Business Utilization and Civil Rights. Mr. Miller may be reached by telephone at 301-492-4665.

Sincerely,

Ivan Selin

Enclosure:  
As stated

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9403040052 940214  
PDR CCMS NRCC  
CORRESPONDENCE PDR

*FOB*  
*11*

EXHIBIT 3

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT  
 FOR FISCAL YEAR 1993

- \* SUMMARY ANALYSIS OF WORK FORCE
- \* ACCOMPLISHMENT REPORT ON OBJECTIVES AND ACTION ITEMS
- \* NOTEWORTHY ACTIVITIES AND INITIATIVES

UNITED STATES NUCLEAR REGULATORY COMMISSION

NAME OF ORGANIZATION

WASHINGTON, DC 20555

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL:    AGENCY   X      MOC         REGION       
 COMMAND         INSTALLATION         HEADQUARTERS     

NUMBER OF EMPLOYEES COVERED BY PLAN:    TOTAL   3404    
 PROFESSIONAL   2050      ADMINISTRATIVE   639      TECHNICAL   304    
 CLERICAL   397      OTHER   0      BLUE COLLAR   14  

Ira A. Radden (301) 492-7082

NAME OF CONTACT PERSON/PERSON PREPARING FORM    TELEPHONE NO.

Vandy L. Miller, Director, Office of Small and Disadvantaged Business

NAME OF TITLE OF PRINCIPAL EEO OFFICIAL    Utilization and Civil Rights

*Vandy L. Miller*   2/1/94  

SIGNATURE OF PRINCIPAL EEO OFFICIAL    DATE  
 CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

Ivan Selin, Chairman, U.S. Nuclear Regulatory Commission

NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

*Ivan Selin*

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL  
 CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

## EXHIBIT 3

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT  
SUMMARY ANALYSIS OF WORK FORCE

PROVIDE A NARRATIVE WORK FORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

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A summary analysis of NRC's work force was conducted, focusing on major occupations, grade levels, and occupational categories.

MAJOR OCCUPATIONS (Pages 5-12)

As indicated in the Accomplishments by Major Occupations chart on page 5, there is a slight increase in representation in some of the protected groups in these categories between the FY-92 and FY-93 data. This is encouraging since most of the imbalances discussed below are in these ethnic categories.

In the chart on page 6, the Management/Program Analyst category (343)\* shows an imbalance of White females (13.98%), Hispanic males (0.84%), Hispanic females (2.70%), Asian males (0.72%), Asian females (1.24%), and Native American females (0.43%).

In the General Engineering series (801), (Page 6) there is an imbalance of White females (0.75%), Hispanic males (1.77%), Hispanic females (0.20%), Native American males (0.03%), and Native American females (0.03%). In the Nuclear Engineering series (840), (Page 7) there is an imbalance of White females (1.49%), Black males (0.06%), Hispanic males (0.66%), Asian males (1.33%), Native American males (0.03%) and Native American females (0.10%).

\*NOTE: See the first footnote on page 6.

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As indicated in the chart on page 7, the Physical Scientists (1301) series shows an imbalance of White females (6.87%), Black males (0.28%), Hispanic females (0.15%), Asian females (0.59%), Native American males (0.23%) and Native American females (0.21%).

The charts on pages 8-12 are in compliance with the new request from EEOC that "future reports must include a break-out of each EEO group for each grade level grouping (e.g.: GS 1-4, [5]-8, 9-12, 13-15 and 16-SES) at NRC." In these charts, there are no entries for FY 93 before the GG-7 grade level because there were no employees at these grade levels in these occupational series.

GRADE LEVELS (Page 13)

A chart was prepared, showing the comparative representation of NRC minority and women employees vis a vis the government-wide representation, at grade levels GG-13 through the executive level.

Except for women and Blacks and Hispanics at the executive level, and American Indian/Alaskan Natives (AI/AN) at the GG-14 level, minorities and women employees are at or above the government-wide level in all categories.

During FY 1993 the Women's SES feeder population increased by 13, the African American SES feeder population increased by 9, the Asian Pacific American SES feeder population increased by 10, and the Native American SES feeder population increased by 1. These increases in the feeder group population should help to eliminate the underrepresentation of women and minorities at the executive level.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
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OCCUPATIONAL CATEGORIES (Page 14)

Except for a slight decrease in the representation of white and African American women, all protected groups exhibit a slight increase in the PATCO categories, as can be seen on the "Accomplishments by PATCO" chart on page 14.

11/05/93

## ACCOMPLISHMENTS BY MAJOR OCCUPATIONS

SERIES NAME CATEGORY	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
GG-343 MGMT&PROG ANALYSTS	FY-92 127	44	61	3	14	2	1	0	1	1	0
	FY-93 130	44	64	3	13	1	2	0	1	2	0
GG-801 GENERAL ENGINEERS	FY-92 591	455	41	19	6	4	2	57	6	1	0
	FY-93 601	457	43	21	4	5	1	62	7	1	0
GG-840 NUCLEAR ENGINEERS	FY-92 628	542	28	10	1	8	1	33	4	1	0
	FY-93 603	520	26	10	1	9	2	29	5	1	0
GG-1301 GENERAL PHYSICISTS	FY-92 163	123	29	1	3	4	0	3	0	0	0
	FY-93 160	118	28	1	4	4	0	5	0	0	0
GG-1306 HEALTH PHYSICISTS	FY-92 236	158	46	8	8	6	0	9	1	0	0
	FY-93 236	159	45	7	8	6	1	9	1	0	0

PERCENTAGE OF UNDERREPRESENTATION (U/R) OF MINORITIES AND WOMEN

(NRC WORKFORCE/U.S. CENSUS AVAILABILITY DATA)\*

FISCAL YEAR 1993

MANAGEMENT/PROGRAM ANALYST (343)

	WHITE		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
NRC (%)**	33.85	49.23	2.31	10.00	0.76	1.54	0	0.77	1.54	0
CAD**	18.00	63.21	2.00	7.61	1.60	4.24	0.72	2.01	0.10	0.43
U/R**		13.98			0.84	2.70	0.72	1.24		0.43

GENERAL ENGINEERS (801)

	WHITE		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
NRC (%)**	76.04	7.20	3.49	0.70	0.83	0.20	10.32	1.20	0.20	0
CAD**	77.80	7.95	2.80	0.62	2.60	0.40	6.75	0.80	0.23	0.03
U/R**		0.75			1.77	0.20			0.03	0.03

\*The CAD data includes a broad range of occupations in each series which does not accurately reflect the representation of minorities and women in the limited NRC occupational series. This is particularly true when comparing the Management/Program Analyst series 343.

\*\* NOTE: NRC = Representation at NRC as of September 30, 1993.  
 CAD = Census Availability Data for 1990 produced by the U.S. Bureau of Census.  
 U/R = Percentage of Underrepresentation.

NUCLEAR ENGINEERS (840)

	WHITE		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
NRC (%)**	86.24	4.31	1.66	0.17	1.49	0.33	4.81	0.83	0.17	0
CAD**	83.40	5.80	1.72	0.05	2.15	0.12	6.14	0.40	0.20	0.10
U/R**		1.49	0.06		0.66		1.33		0.03	0.10

GENERAL PHYSICAL SCIENTISTS (1301) & HEALTH PHYSICISTS (1306)\*\*\*

	WHITE		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
NRC (%)**	69.95	18.43	2.02	3.03	2.53	0.25	3.54	0.25	0	0
CAD**	64.41	25.30	2.30	2.30	1.60	0.40	2.42	0.84	0.23	0.21
U/R**		6.87	0.28		0.15		0.59		0.23	0.21

\*\* NOTE: NRC = Representation at NRC as of September 30, 1993.  
 CAD = Census Availability Data for 1990 produced by the U.S. Bureau of Census.  
 U/R = Percentage of Underrepresentation.

\*\*\* General Physical Scientists and Health Physicists are the same classification under the census occupation filters (Physical Scientists). Therefore, for comparison with the CAD data, the NRC data for these two series has been combined into one group.



## ACCOMPLISHMENTS BY GRADE AND EEO GROUPS FOR MAJOR NRC OCCUPATIONAL CATEGORIES

As requested in the June 25, 1993 letter from Deidre M. Flippen to William Kerr, the following tables include a breakout of each EEO group for each grade level grouping (e.g. GG 1-5, 6-8, 9-12, 13-15 and 16 [SLS] - (SES) for the major NRC occupational categories.

ACCOMPLISHMENTS BY GRADE  
FOR MAJOR OCCUPATION GG-343

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-91	1	1	0	0	0	0	0	0	0	0	0
	FY-92	2	0	1	0	1	0	0	0	0	0	0
	FY-93	0	0	0	0	0	0	0	0	0	0	0
9	FY-91	3	1	0	0	2	0	0	0	0	0	0
	FY-92	6	2	0	0	4	0	0	0	0	0	0
	FY-93	7	0	3	0	4	0	0	0	0	0	0
11	FY-91	18	3	10	2	1	1	0	0	1	0	0
	FY-92	15	3	9	0	2	0	0	0	1	0	0
	FY-93	18	6	9	0	2	0	1	0	0	0	0
12	FY-91	15	3	11	0	1	0	0	0	0	0	0
	FY-92	18	6	8	2	2	0	0	0	0	0	0
	FY-93	14	4	7	1	1	0	0	0	1	0	0
13	FY-91	24	6	16	0	1	0	1	0	0	0	0
	FY-92	27	7	18	0	2	0	0	0	0	0	0
	FY-93	31	11	17	0	3	0	0	0	0	0	0
14	FY-91	31	11	16	1	1	2	0	0	0	0	0
	FY-92	41	16	20	1	1	2	1	0	0	0	0
	FY-93	43	16	23	1	1	1	1	0	0	0	0
15	FY-91	15	8	4	0	2	0	0	0	0	1	0
	FY-92	18	10	5	0	2	0	0	0	0	1	0
	FY-93	17	7	5	1	2	0	0	0	0	2	0
TOTAL	FY-91	107	33	57	3	8	3	1	0	1	1	0
	FY-92	127	44	61	3	14	2	1	0	1	1	0
	FY-93	130	44	64	3	13	1	2	0	1	2	0

ACCOMPLISHMENTS BY GRADE  
FOR MAJOR OCCUPATION GG-801

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
SES/ SLS	FY-91	78	68	3	1	0	1	0	5	0	0	0
	FY-92	83	73	3	1	0	1	0	5	0	0	0
	FY-93	84	73	4	1	0	1	0	5	0	0	0
5	FY-91	5	3	0	0	0	1	0	0	1	0	0
	FY-92	2	1	0	1	0	0	0	0	0	0	0
	FY-93	0	0	0	0	0	0	0	0	0	0	0
7	FY-91	17	10	4	1	1	0	1	0	0	0	0
	FY-92	12	5	2	1	1	1	0	1	1	0	0
	FY-93	3	2	0	1	0	0	0	0	0	0	0
9	FY-91	12	4	5	0	0	0	1	1	1	0	0
	FY-92	24	13	5	1	2	0	1	2	0	0	0
	FY-93	19	9	2	2	1	2	0	2	1	0	0
11	FY-91	13	8	2	1	1	0	0	0	1	0	0
	FY-92	12	4	4	1	1	0	0	1	1	0	0
	FY-93	24	14	5	1	1	0	1	1	1	0	0
12	FY-91	7	5	1	0	1	0	0	0	0	0	0
	FY-92	9	7	1	0	0	0	0	0	1	0	0
	FY-93	9	3	4	1	0	0	0	0	1	0	0
13	FY-91	55	41	4	0	2	1	1	6	0	0	0
	FY-92	52	37	4	2	2	1	1	5	0	0	0
	FY-93	50	37	2	2	2	1	0	5	1	0	0
14	FY-91	161	114	16	9	0	0	0	19	3	0	0
	FY-92	160	117	14	8	0	0	0	19	2	0	0
	FY-93	165	120	13	6	0	0	0	24	2	0	0
15	FY-91	222	190	6	3	0	1	0	21	0	1	0
	FY-92	237	198	8	4	0	1	0	24	1	1	0
	FY-93	247	199	13	7	0	1	0	25	1	1	0
18	FY-91	5	4	1	0	0	0	0	0	0	0	0
	FY-92	0	0	0	0	0	0	0	0	0	0	0
	FY-93	0	0	0	0	0	0	0	0	0	0	0
TOTAL	FY-91	575	447	42	15	5	4	3	52	6	1	0
	FY-92	591	455	41	19	6	4	2	57	6	1	0
	FY-93	601	457	43	21	4	5	1	62	7	1	0

ACCOMPLISHMENTS BY GRADE  
FOR MAJOR OCCUPATION GG-840

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
SES/ SLS	FY-91	65	62	0	0	0	2	0	1	0	0	0
	FY-92	68	63	1	0	0	2	0	2	0	0	0
	FY-93	67	62	1	0	0	2	0	2	0	0	0
7	FY-91	10	4	3	1	0	0	1	1	0	0	0
	FY-92	3	1	2	0	0	0	0	0	0	0	0
	FY-93	4	1	1	0	0	1	0	0	1	0	0
9	FY-91	3	2	1	0	0	0	0	0	0	0	0
	FY-92	9	4	2	1	0	0	1	0	1	0	0
	FY-93	2	1	1	0	0	0	0	0	0	0	0
11	FY-91	8	5	0	0	1	0	0	1	1	0	0
	FY-92	5	3	1	1	0	0	0	0	0	0	0
	FY-93	9	4	1	1	0	0	2	0	1	0	0
12	FY-91	8	6	1	0	1	0	0	0	0	0	0
	FY-92	10	6	2	0	0	0	0	1	1	0	0
	FY-93	7	5	1	1	0	0	0	0	0	0	0
13	FY-91	141	115	11	5	0	3	0	5	1	1	0
	FY-92	143	122	8	3	1	3	0	4	1	1	0
	FY-93	138	118	8	3	1	3	0	3	1	1	0
14	FY-91	221	195	8	4	0	2	0	11	1	0	0
	FY-92	217	186	9	5	0	3	0	13	1	0	0
	FY-93	207	179	10	4	0	3	0	10	1	0	0
15	FY-91	179	162	2	1	0	0	0	14	0	0	0
	FY-92	173	157	3	0	0	0	0	13	0	0	0
	FY-93	169	150	3	1	0	0	0	14	1	0	0
16	FY-91	1	0	0	0	0	0	0	1	0	0	0
	FY-92	0	0	0	0	0	0	0	0	0	0	0
	FY-93	0	0	0	0	0	0	0	0	0	0	0
17	FY-91	1	1	0	0	0	0	0	0	0	0	0
	FY-92	0	0	0	0	0	0	0	0	0	0	0
	FY-93	0	0	0	0	0	0	0	0	0	0	0
TOTAL	FY-91	637	552	26	11	2	7	1	34	3	1	0
	FY-92	628	542	28	10	1	8	1	33	4	1	0
	FY-93	603	520	26	10	1	9	2	29	5	1	0

ACCOMPLISHMENTS BY GRADE  
FOR MAJOR OCCUPATION GG-1301

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
SES/ SLS	FY-91	14	12	2	0	0	0	0	0	0	0	0
	FY-92	16	13	3	0	0	0	0	0	0	0	0
	FY-93	18	13	5	0	0	0	0	0	0	0	0
5	FY-91	1	1	0	0	0	0	0	0	0	0	0
	FY-92	0	0	0	0	0	0	0	0	0	0	0
	FY-93	0	0	0	0	0	0	0	0	0	0	0
7	FY-91	4	1	3	0	0	0	0	0	0	0	0
	FY-92	2	0	2	0	0	0	0	0	0	0	0
	FY-93	2	0	2	0	0	0	0	0	0	0	0
9	FY-91	2	1	1	0	0	0	0	0	0	0	0
	FY-92	7	1	5	0	1	0	2	0	0	0	0
	FY-93	0	0	0	0	0	0	0	0	0	0	0
11	FY-91	2	2	0	0	0	0	0	0	0	0	0
	FY-92	1	1	0	0	0	0	0	0	0	0	0
	FY-93	5	1	3	0	1	0	0	0	0	0	0
12	FY-91	3	2	1	0	0	0	0	0	0	0	0
	FY-92	2	2	0	0	0	0	0	0	0	0	0
	FY-93	1	0	1	0	0	0	0	0	0	0	0
13	FY-91	17	12	3	0	1	0	0	1	0	0	0
	FY-92	18	12	6	0	0	0	0	0	0	0	0
	FY-93	20	15	4	0	1	0	0	0	0	0	0
14	FY-91	56	43	6	2	1	3	0	1	0	0	0
	FY-92	53	43	2	1	2	3	0	2	0	0	0
	FY-93	54	40	5	1	2	3	0	3	0	0	0
15	FY-91	60	50	8	0	0	1	0	1	0	0	0
	FY-92	64	51	11	0	0	1	0	1	0	0	0
	FY-93	60	49	8	0	0	1	0	2	0	0	0
18	FY-91	3	3	0	0	0	0	0	0	0	0	0
	FY-92	0	0	0	0	0	0	0	0	0	0	0
	FY-93	0	0	0	0	0	0	0	0	0	0	0
TOTAL	FY-91	162	127	24	2	2	4	0	3	0	0	0
	FY-92	163	123	29	1	3	4	0	3	0	0	0
	FY-93	160	118	28	1	4	4	0	5	0	0	0

ACCOMPLISHMENTS BY GRADE  
FOR MAJOR OCCUPATION GG-1306

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
SES/ SLS	FY-91	3	3	0	0	0	0	0	0	0	0	0
	FY-92	4	4	0	0	0	0	0	0	0	0	0
	FY-93	6	6	0	0	0	0	0	0	0	0	0
7	FY-91	4	2	0	1	0	1	0	0	0	0	0
	FY-92	5	4	1	0	0	0	0	0	0	0	0
	FY-93	1	0	1	0	0	0	0	0	0	0	0
9	FY-91	13	4	7	1	0	0	0	1	0	0	0
	FY-92	6	1	2	2	0	1	0	0	0	0	0
	FY-93	5	5	0	0	0	0	0	0	0	0	0
11	FY-91	9	6	3	0	0	0	0	0	0	0	0
	FY-92	19	7	8	1	1	0	0	2	0	0	0
	FY-93	11	1	4	2	1	2	1	0	0	0	0
12	FY-91	8	5	2	0	1	0	0	0	0	0	0
	FY-92	7	4	1	0	2	0	0	0	0	0	0
	FY-93	20	10	6	1	1	0	0	2	0	0	0
13	FY-91	62	37	14	4	1	3	0	3	0	0	0
	FY-92	73	46	18	3	1	1	0	3	1	0	0
	FY-93	73	46	19	2	2	1	0	2	1	0	0
14	FY-91	77	55	11	2	4	3	0	2	0	0	0
	FY-92	77	56	9	2	3	4	0	3	0	0	0
	FY-93	78	61	8	2	2	2	0	3	0	0	0
15	FY-91	44	38	5	0	0	0	0	1	0	0	0
	FY-92	45	36	7	0	1	0	0	1	0	0	0
	FY-93	42	30	7	0	2	1	0	2	0	0	0
TOTAL	FY-91	220	150	42	8	6	7	0	7	0	0	0
	FY-92	236	158	46	8	8	6	0	9	1	0	0
	FY-93	236	159	45	7	8	6	1	9	1	0	0

PERCENTAGE OF REPRESENTATION BY GRADE LEVEL  
OF MINORITIES AND WOMEN (NRC VS. GOVERNMENT-WIDE)

TOTAL EXECUTIVES

NRC WOMEN = 5.29%\*  
GOVERNMENT-WIDE = 11.80%\*\*

<u>NRC MINORITIES</u>		<u>GOVERNMENT-WIDE MINORITIES**</u>	
BLACKS	= 2.88%	BLACKS	= 4.46%
HISPANICS	= .96%	HISPANICS	= 1.75%
AA/PI	= 2.40%	AA/PI	= 0.94%
AI/AN	= 0.48%	AI/AN	= 0.54%

GG-15

NRC WOMEN = 20.65%  
GOVERNMENT-WIDE = 14.00%\*\*

<u>NRC MINORITIES</u>		<u>GOVERNMENT-WIDE MINORITIES**</u>	
BLACKS	= 8.72%	BLACKS	= 4.24%
HISPANICS	= 2.49%	HISPANICS	= 2.31%
AA/PI	= 19.63%	AA/PI	= 4.10%
AI/AN	= .93%	AI/AN	= 0.54%

GG-14

NRC WOMEN = 39.80%  
GOVERNMENT-WIDE = 18.00%\*\*

<u>NRC MINORITIES</u>		<u>GOVERNMENT-WIDE MINORITIES**</u>	
BLACKS	= 15.89%	BLACKS	= 5.96%
HISPANICS	= 3.43%	HISPANICS	= 2.39%
AA/PI***	= 22.12%	AA/PI	= 2.47%
AI/AN***	= 0%	AI/AN	= 0.74%

GG-13

NRC WOMEN = 39.55%  
GOVERNMENT-WIDE = 23.00%\*\*

<u>NRC MINORITIES</u>		<u>GOVERNMENT-WIDE MINORITIES**</u>	
BLACKS	= 17.45%	BLACKS	= 7.95%
HISPANICS	= 2.49%	HISPANICS	= 3.05%
AA/PI	= 6.23%	AA/PI	= 2.99%
AI/AN	= .62%	AI/AN	= 0.78%

\* In this category all women are White.

\*\*These figures are from end FY 91 data.

\*\*\*AA/PI = EEOC designation for Asian American/Pacific Islander.

AI/AN = EEOC designation for American Indian/Alaskan Native.

11/05/93

## ACCOMPLISHMENTS BY PATCO

OCCUPATIONAL CATEGORY		TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
PROFESSIONAL	FY-92	2084	1547	238	60	43	28	5	143	18	2	0
	FY-93	2050	1503	235	60	43	31	5	151	20	2	0
ADMINISTRATIVE	FY-92	641	280	236	33	74	4	4	0	7	2	1
	FY-93	639	279	236	36	69	3	5	0	7	3	1
TECHNICAL	FY-92	279	18	149	11	85	1	2	1	10	0	2
	FY-93	304	23	160	12	93	1	1	1	11	0	2
CLERICAL	FY-92	430	13	306	13	78	0	12	0	7	0	1
	FY-93	397	12	280	14	72	0	13	0	5	0	1
BLUE COLLAR	FY-92	17	10	1	6	0	0	0	0	0	0	0
	FY-93	14	7	2	5	0	0	0	0	0	0	0
TOTAL	FY-92	3451	1868	930	123	280	33	23	144	42	4	4
	FY-93	3404	1824	913	127	277	35	24	152	43	5	4
PERCENT CHANGE		-1.4%	-2.4%	-1.8%	3.3%	-1.1%	6.1%	4.3%	5.6%	2.4%	25.0%	0.0%

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: IV. RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT:

There is an underrepresentation of women and minorities in professional occupations at the NRC.

OBJECTIVE:

Increase the number of women and minorities in professional positions at the NRC.

RESPONSIBLE OFFICIAL: Managers and Supervisors

TARGET DATE: 10/30/94

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Advertise positions using broader occupational designations such as general engineer instead of nuclear engineer and using multi-disciplinary occupations to broaden availability pool, thereby increasing acceptance of related academic degrees instead of specific degrees.	Managers and Supervisors	Ongoing
Target recruiting at HBCU and HACU institutions.	Office of Personnel	Ongoing
Advertise in publications targeting minorities and women.	Office of Personnel	Ongoing
Increase minority representation in the Cooperative Education Program and continue the noncompetitive conversion of graduating students to permanent employment at NRC option.	Managers and Supervisors	09/30/94



AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: IV. RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT:  
 There is an underrepresentation of Hispanic employees in all occupational groups at the NRC.

OBJECTIVE:  
 Increase the number of Hispanic employees in all occupations.

RESPONSIBLE OFFICIAL: Managers and Supervisors  
 TARGET DATE: 10/30/94

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Participate in the Co-op in Residence Program in which a Cooperative Education student is hired from a HACU school.	Office of Personnel	09/30/94
Maintain a Memorandum of Understanding with the HACU to facilitate recruitment, encourage faculty and employee exchanges, and target NRC positions for which HACU students and professors might qualify.	Office of Small and Disadvantaged Business Utilization/Civil Rights	Ongoing
Advertise for secretarial positions in community Hispanic newspapers.	Office of Personnel	Ongoing

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: IV. RECRUITMENT AND HIRING

**PROBLEM/BARRIER STATEMENT:**

The NRC hires for many positions at the experienced level requiring a specific technical background (e.g., nuclear engineering) for which availability of disabled applicants is limited.

**OBJECTIVE:**

Increase the number of disabled employees hired and retained.

**RESPONSIBLE OFFICIAL:** Managers and Supervisors

**TARGET DATE:** 10/30/94

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Published a brochure that identifies and communicates the special services and reasonable accommodation services available to potential applicants and disabled employees.	Office of Personnel	12/01/93
Develop an information sheet on interviewing the disabled to be added to the recruiter's manual.	Office of Personnel	03/01/94
Encourage mentors for disabled employees new to the NRC to ensure a smooth transition.	Office of Personnel	Ongoing

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: V. INTERNAL RECRUITMENT AND CAREER DEVELOPMENT (Cont'd)

**PROBLEM/BARRIER STATEMENT:**

There is an underrepresentation of women and minorities in NRC supervisory, management, and executive positions.

**OBJECTIVE:**

Increase the representation of women and minorities in NRC supervisory, management, and executive positions.

**RESPONSIBLE OFFICIAL:** Office Directors/Regional Administrators

**TARGET DATE:** Ongoing

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Place special emphasis on development of rating factors and rating criteria to ensure job relatedness and consistency in the rating process. This includes establishment of mandatory rating factors for supervisory positions.	Office of Personnel, Office Directors and Regional Administrators	Ongoing
Increase utilization of women and minorities in "Acting" capacities.	Managers and Supervisors	Ongoing
Review the balance of technical and managerial skills required for management and supervisory positions.	Managers and Supervisors	Ongoing
Publicize rotational opportunities to NRC staff and continue to broker rotational assignments to broaden skills and opportunities for onboard staff.	Office of Personnel	Ongoing
Continue to emphasize the value of completing an Individual Development Plan.	Managers and Supervisors	Ongoing

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN**

**ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS**

**PROGRAM ELEMENT 4. INTERNAL RECRUITMENT AND CAREER DEVELOPMENT (Cont'd)**

**PROBLEM/BARRIER STATEMENT:**

There is an underrepresentation of women and minorities in NRC supervisory, management, and executive positions.

**OBJECTIVE:**

Increase the number of women and minorities in NRC supervisory, management, and executive positions.

**RESPONSIBLE OFFICIAL:** Office Directors/Regional Administrators

**TARGET DATE:** Ongoing

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Encourage and support the mentoring program and train mentors and mentees to enhance their effectiveness.	Managers and Supervisors	Ongoing
Increase the representation of women and minorities in NRC supervisory positions, in which underrepresentation was determined.	Office Directors and Regional Administrators	Ongoing

**REPORT ON ACCOMPLISHMENT OF OBJECTIVE:**

Representation of Women and minorities in NRC supervisory positions increased from FY 1992 to FY 1993 by 18.

The Senior Level System comprises 39 employees, of which there is 1 minority woman, 7 non-minority women, and 2 minority men.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: V. INTERNAL RECRUITMENT AND CAREER DEVELOPMENT (Cont'd)

**PROBLEM/BARRIER STATEMENT:**

There is an underrepresentation of women and minorities in NRC supervisory, management, and executive positions.

**OBJECTIVE:**

Increase the number of women and minorities in NRC supervisory, management, and executive positions.

**RESPONSIBLE OFFICIAL:** Office Directors/Regional Administrators

**TARGET DATE:** Ongoing

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE

**REPORT ON ACCOMPLISHMENT OF OBJECTIVE:**

The new Supervisory Development Program comprises 27 employees, of which there are 9 non-minority women, 3 minority women, and 3 minority men.

The newly selected members of the SES Candidate Development Program comprise 23 employees, of which there are 4 non-minority women, 1 minority woman, and 4 minority men.

## AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: V. INTERNAL RECRUITMENT AND CAREER DEVELOPMENT

## PROBLEM/BARRIER STATEMENT:

There is an underrepresentation of women and minorities in NRC supervisory, management, and executive positions.

## OBJECTIVE:

Increase representation of women and minorities in NRC supervisory, management, and executive positions.

RESPONSIBLE OFFICIAL: Office Directors/Regional Administrators

TARGET DATE: Ongoing

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Require Office Directors and Regional Administrators to review and provide clearance before selection efforts can continue in cases where the pool of qualified applicants does not include women and minorities.	Office Directors and Regional Administrators	Ongoing
Require review of all best qualified lists and selections for advancement to non-bargaining unit GG-15 and all Senior and Executive positions by a management official.	Office Directors and Regional Administrators	Ongoing
Include women and minorities on rating panels, whenever possible, to provide a broader perspective in the review of candidates.	Office Directors and Regional Administrators	Ongoing
Continue to emphasize the desirability of completing an Individual Development Plan (IDP).	Office Directors and Regional Administrators	Ongoing
Increase the utilization of Agency technical minorities and women on recruiting teams.	Office of Personnel, Office Directors and Regional Administrators	Ongoing

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

NOTEWORTHY ACTIVITIES/INITIATIVES

LIST NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN IMPROVING EMPLOYMENT AND PROMOTIONAL OPPORTUNITIES FOR MINORITIES AND WOMEN.

Developed personal contacts with engineering and science faculty and administrators and members of student engineering societies.

Targeted HACU and HBCU colleges for recruitment efforts that included campus visits, mailings, and advertisements in campus publications.

Made special trips to HACU and HBCU colleges to encourage and provide technical guidance to students with the strongest academic backgrounds to apply for the NRC Graduate Fellowship Program.

Redesigned recruitment brochures to feature a culturally diverse group of NRC employees; used as principal brochure for recruitment trips.

Encouraged applicants at high minority enrollment colleges to self-identify race and ethnicity so demographic data is more complete.

Targeted minority students through the use of minority role models in advertisements and recruitment publications.

Increased the use of women and minorities, particularly in technical positions, on recruiting teams.

Used an automated Applicant Review System to facilitate the tracking of progress in the recruitment, referral, and selection of minority and women applicants.

Completed enhancements to the Applicant Review System that provide for tracking sources of minority and women applicants.

Placed employment advertisements in national technical magazines and journals and in predominantly minority- and women-oriented publications to attract applicants.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

NOTEWORTHY ACTIVITIES/INITIATIVES

LIST NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN IMPROVING EMPLOYMENT AND PROMOTIONAL OPPORTUNITIES FOR MINORITIES AND WOMEN.

(Continued)

Met with the Montgomery County (MD) Minority and Multi-Cultural Affairs Office to increase visibility in the women and minority communities in an effort to attract increased applications from these groups.

Used the engineering and scientific Intern Program, the Graduate Fellowship Program, and the Co-operative Education Program to attract women and minorities to entry-level professional positions.

Participated at professional conferences and advertised in professional journals in order to attract minority employees to mid- and higher-level professional positions.

Executive Resources Board Review Group reviewed the rating and selection processes for all SES, Senior Level, and non-bargaining unit positions at the GG-15 level by examining selection certificates for these positions. As a result, selecting officials have been encouraged to broaden their recruitment efforts to attract more applicants from the targeted groups.

Routinely included women and minorities on panels that review and rate applications in order to provide a broader perspective in the review of candidates.

Advertised secretarial positions in Hispanic newspapers. Continued efforts to reach out in local community to attract qualified Hispanics to apply for employment with the NRC.

Contacted universities and campus organizations affiliated with disabled students.

Maintained working relationships with local and national organizations for the disabled.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

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(Continued)

Increased employment advertisements at job fairs, colleges, and in publications targeting the disabled.

A Program Coordinator continued to serve as an agency contact for disabled applicants and as agency liaison for providing special services needed and required for disabled employees.

An agency working group continued to focus on issues related to the disabled and veterans.

Continued managerial training programs and communicated availability of training for professional development.

Broadened occupational skills requirements for various technical positions.

Continued support of, and selection of individuals for, the Administrative Skills Enhancement Program, the Certified Professional Secretaries Program, the Computer Science Development Program, the Women's Leadership Development Program, the Supervisory Development Program, The SES Candidate Development Program, the Management Development Center Programs, and the Federal Executive Institute Programs.

Encouraged and supported the agency mentoring program.

Continued to emphasize the value of completing an Individual Development Plan (IDP) that is realistic and tied to attainable career goals.

Increased training and developmental opportunities with 11,665 instances in FY 1993 compared to 9,653 instances in FY 1992.

Continued with a formal career counseling program available to all employees who enroll.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

NOTEWORTHY ACTIVITIES/INITIATIVES

LIST NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN  
SUCCESSFUL IN IMPROVING EMPLOYMENT AND PROMOTIONAL  
OPPORTUNITIES FOR MINORITIES AND WOMEN.

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(Continued)

Heightened awareness of equal employment opportunity and affirmative action principles and objectives by offering numerous EEO-related courses including Cultural Diversity at NRC, Sexual Harassment Prevention, Age in the NRC Workforce, and Working with People with Disabilities.