



SECRETARY

UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D.C. 20555-0001

April 23, 2021

IN RESPONSE, PLEASE  
REFER TO: M210218B

MEMORANDUM TO: Margaret M. Doane  
Executive Director for Operations

Marian L. Zabler  
General Counsel

FROM: Annette L. Vietti-Cook, Secretary

SUBJECT: STAFF REQUIREMENTS – BRIEFING ON EQUAL  
EMPLOYMENT OPPORTUNITY, AFFIRMATIVE EMPLOYMENT,  
AND SMALL BUSINESS, 10:00 A.M., THURSDAY, FEBRUARY  
18, 2021, VIDEO CONFERENCE MEETING (OPEN TO PUBLIC  
VIA WEBCAST AND TELECONFERENCE)

The Commission was briefed by the NRC staff on the agency's Equal Employment Opportunity (EEO), Affirmative Employment, and Small Business Programs. Topics presented included an overview on EEO, equal opportunity (EO), diversity and inclusion, and small business programs, updates on small business programs and office and regional initiatives related to EEO, EO, and diversity and inclusion, and a joint statement of the EEO advisory committees. The Commission was also addressed by the President of the National Treasury Employees Union Chapter 208.

The agency should strive to increase the diversity of future Senior Executive Service (SES) Candidate Development Program classes and SES hires.

The staff should work to raise awareness of the agency's diversity and inclusion programs by creating a central location for these programs on both the internal and external webpages.

The staff should systematically review how the agency's programs, policies, and activities address environmental justice. The staff should provide the results of its review to the Commission via an Information Paper within 9 months of the issuance of this Staff Requirements Memorandum. If the staff makes policy or other recommendations, it should submit a notation vote paper. If the staff recommends policy or other changes in a notation vote paper, the staff should provide a legal and factual rationale for such changes.

As part of its review, the staff should evaluate recent Executive Orders and assess whether environmental justice is appropriately considered and addressed in the agency's programs, policies, and activities, such as adjudicatory procedures and environmental reviews, given the agency's mission. In evaluating the NRC's current approach, the staff should consider the practices of other federal, state, and tribal agencies and evaluate whether the NRC should incorporate environmental justice beyond implementation through the National Environmental Policy Act. The staff should review the adequacy of the 2004 Policy Statement on the

Treatment of Environmental Justice Matters in NRC Regulatory and Licensing Actions. The staff should also consider whether establishing formal mechanisms to gather external stakeholder input would benefit any future environmental justice efforts.

The staff should engage with stakeholders representing a broad range of perspectives, including community-based environmental justice organizations, national environmental and nuclear safety non-governmental organizations, labor unions, licensees, state and local governments, and tribes to solicit their views. The staff should leverage the agency's institutional knowledge and use transformation initiatives (e.g. Idea Scale), where practicable, to inform the review.

cc: Chairman Hanson  
Commissioner Baran  
Commissioner Caputo  
Commissioner Wright  
CFO  
OCA  
OIG  
OPA  
ODs, RAs, ACRS, ASLBP  
PDR