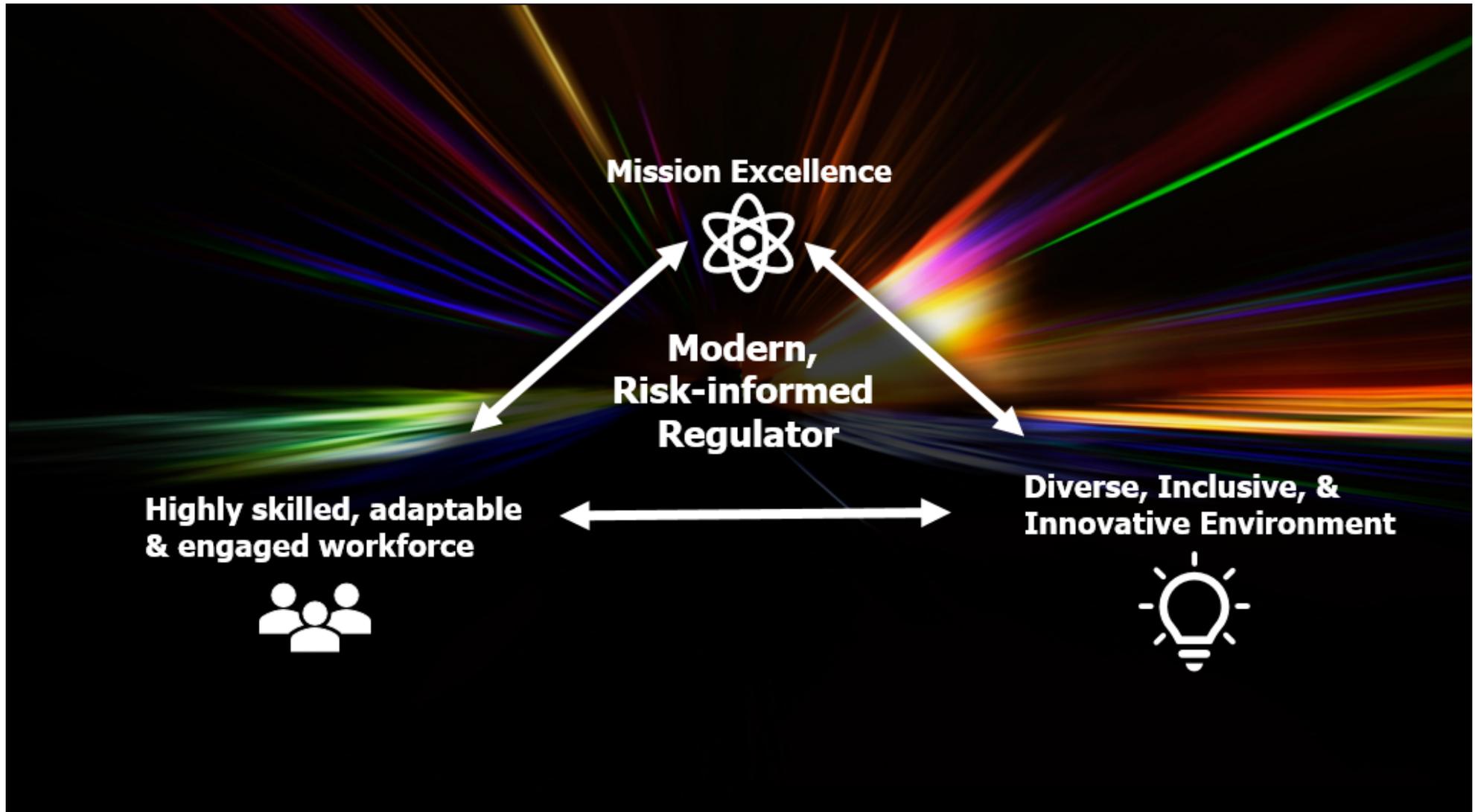


**Through the Lens of Change:
The More You Know. . .**

**Commission Briefing on
Equal Employment
Opportunity, Affirmative
Employment, and Small
Business**

December 7, 2021

Daniel H. Dorman
Executive Director for Operations



Agenda

- **Daniel H. Dorman**, Executive Director for Operations
- **Vonna L. Ordaz**, Director, Office of Small Business & Civil Rights
- **Tuwanda M. Smith, Esq.**, Program Manager, Affirmative Employment & Diversity Management
- **Scott Morris**, Regional Administrator, Region IV
- **Shana Helton**, Director, Division of Fuel Management, Office of Nuclear Material Safety and Safeguards
- **James Coyle**, Chair, Diversity Advisory Committee on Ageism
- **Candace Spore**, Reliability and Risk Analyst, Office of Nuclear Reactor Regulation
- **Eric Dilworth**, Deputy Chief Human Capital Officer, Office of the Chief Human Capital Officer

Vonna L. Ordaz (she, her, hers)
Director, Office of Small Business & Civil Rights

Strengthening Outreach & Informing our NRC Family & Others

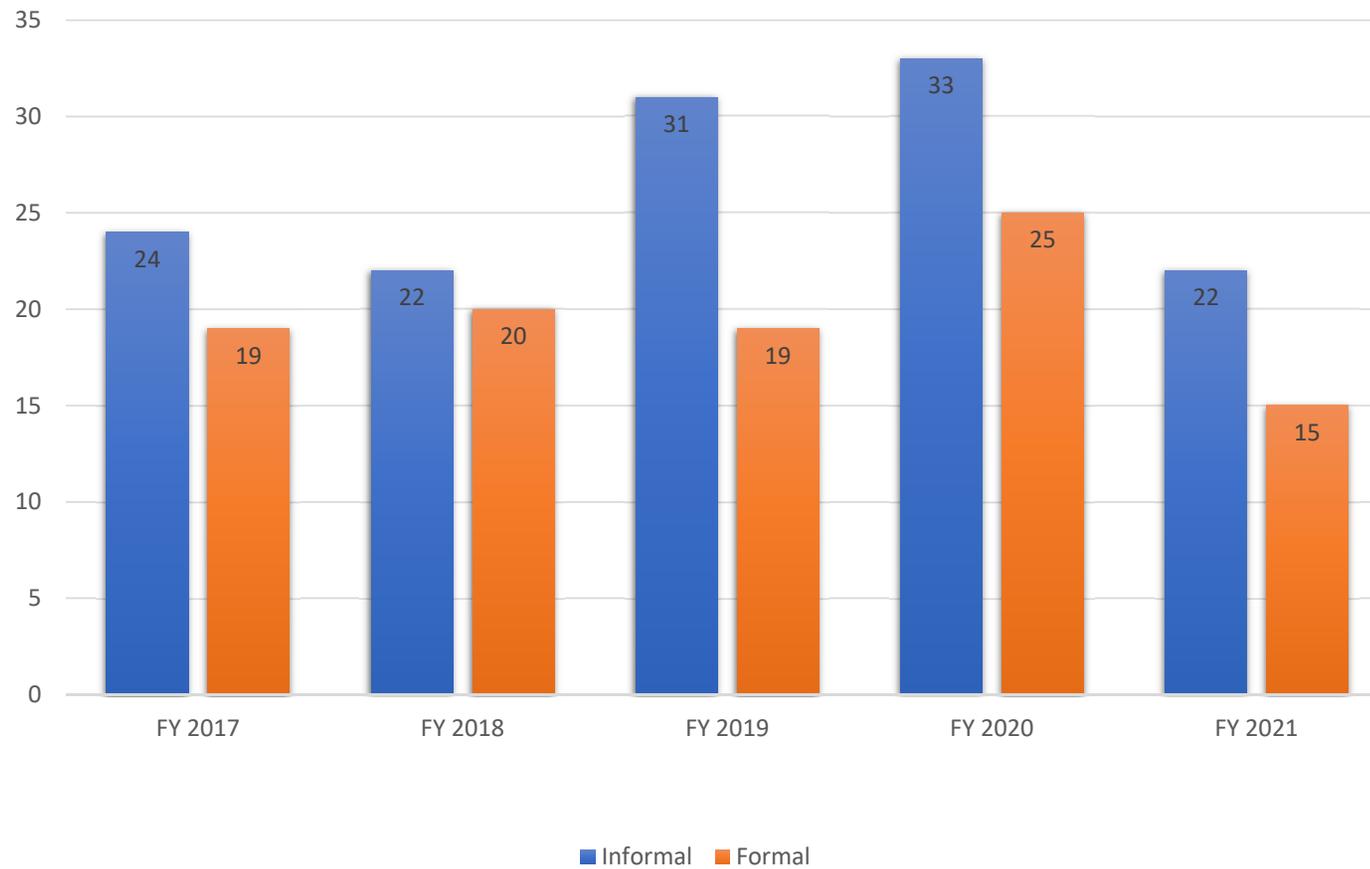


Deploying Agency Culture Strategies

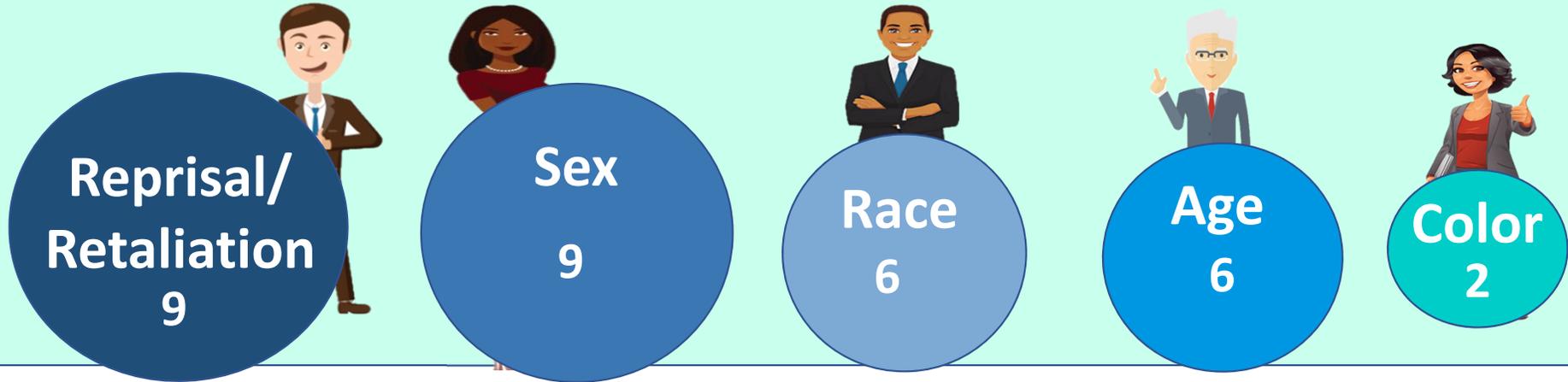
- Culture Team Outreach to SBCR & Advisory Committees
- Engaging Employee Opinions & Reflections
- Culture Integrated into SES Performance Plans



All Complaints (Informal and Formal) Filed FY 2017 – FY 2021

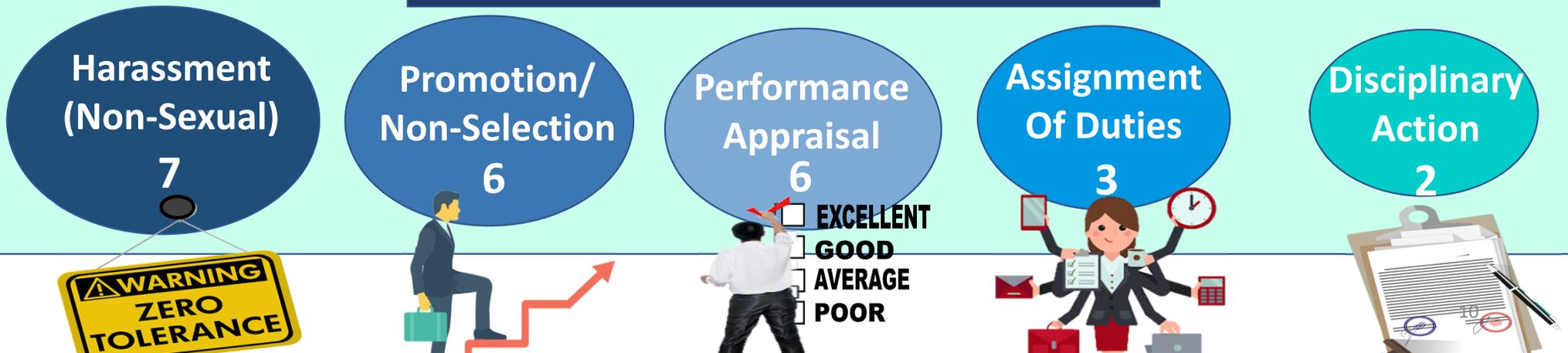


TOP 5 BASES



We Hear You . . .

TOP 5 ISSUES



...And We're Here *For* You.



Video link: <https://web.microsoftstream.com/video/a9080bed-584d-48e1-9771-ad2544c3fa53> 11

Tuwanda M. Smith, Esq.
Program Manager
Affirmative Employment & Diversity Management



AEDM: THE
MORE YOU
KNOW about the
Federal Government's
culture transformation,
EEO and DEIA efforts

THE MORE YOU WILL
WANT TO KNOW about
what NRC is doing

Knowing Federal Sector Requirements

Promoting Culture, Diversity, Equity, Inclusion and Accessibility in the Federal Workforce

- **Understanding Regulations**
 - **Affirmative Employment Programs**
 - **Federal EO Recruitment Programs**

- **Aligning with Congressional Directives**
 - **Model EEO Employer**
 - **Model Employer of Individuals with Disabilities**



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

Achieving Federal Goals & Objectives

Working to be a Model EEO & Employer of Individuals with Disabilities



- **Organizational Structure & Supports**
- **Coordination Between Offices and EEO Programs**
- **Engaging & Including Employees at All Levels**

Promoting Principles of Organizational Culture/EEO/DEIA with Partners

Creating Awareness and Leading the Path for Moving Forward

- **Leading Efforts**
- **Overcoming Challenges**
- **Producing Measurable Results**



Facilitating Agencywide Achievements

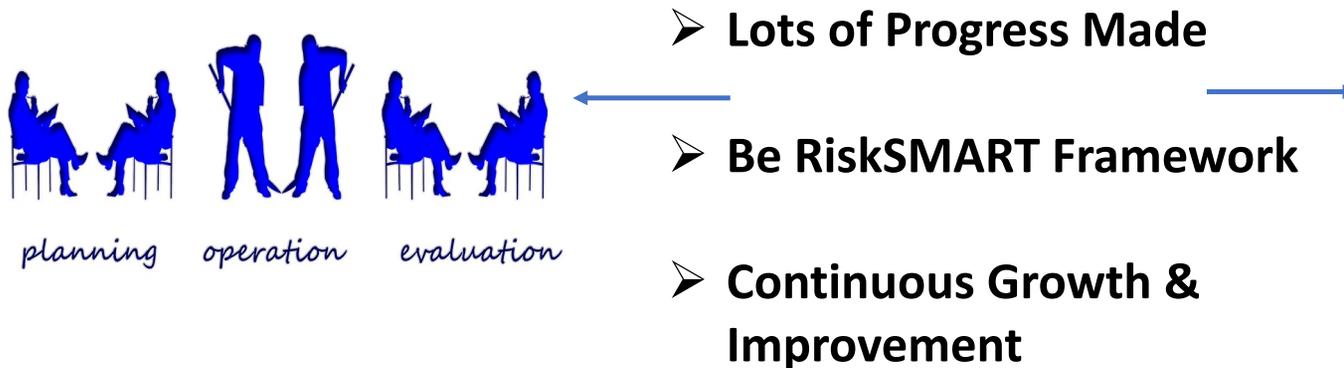
Meeting Key Objectives and Producing Measurable Performance Results



- **Appreciating Everyday Successes**
- **Improving Employment Opportunities & Conditions**
- **Spurring Innovation, Commercialization & Infrastructure Building**

Focusing the Lens to a Future Perspective

Meeting Key Objectives and Producing Measurable Performance Results



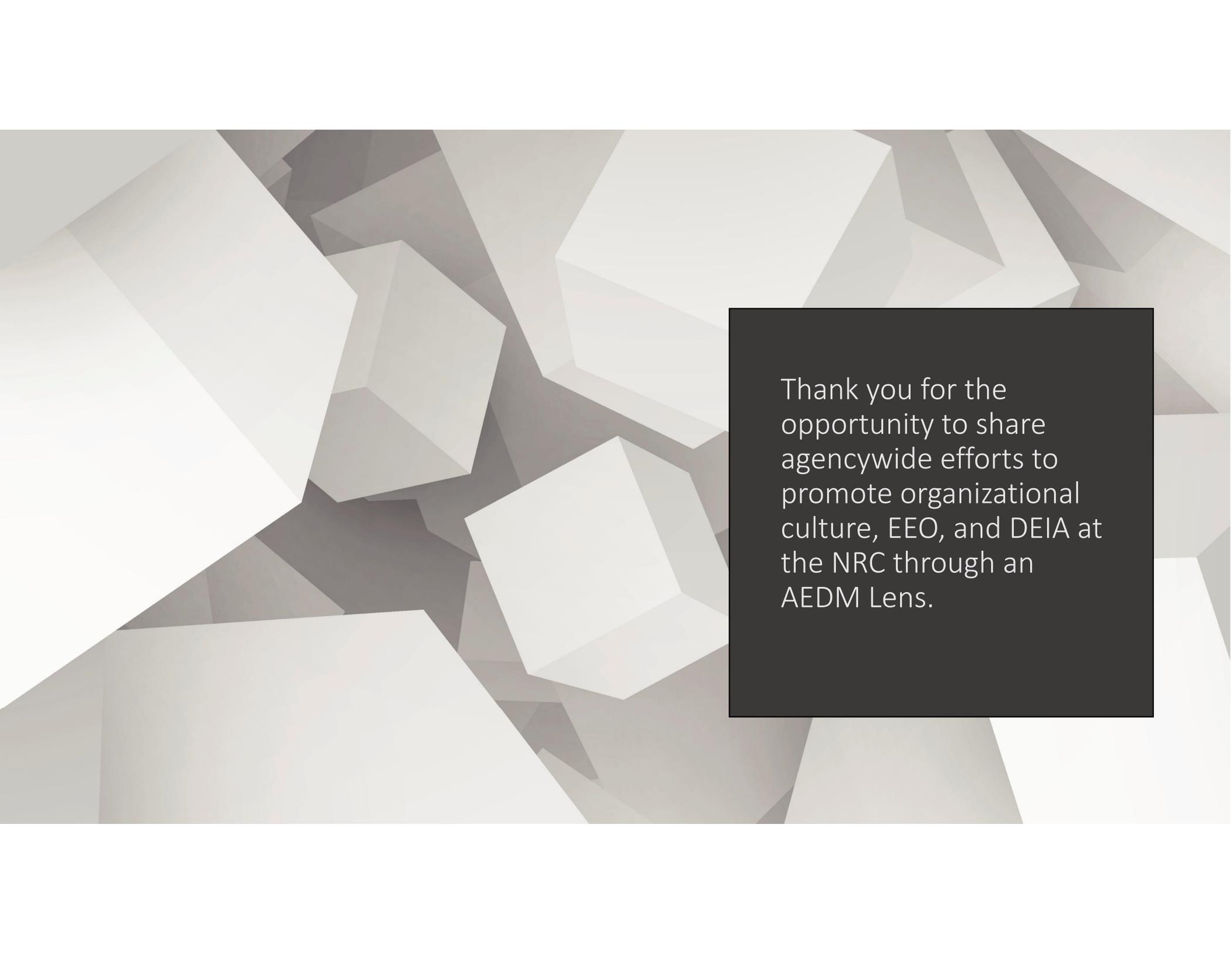
Fiscal Years 2021-2026

By law, the Federal Government's recruitment policies should "endeavor to achieve a work force from all segments of society," while avoiding discrimination for or against any employee or applicant on the basis of race, color, religion, sex (including pregnancy or gender identity), national origin, age, disability, sexual orientation, or any other prohibited basis (5 U.S.C. 2301(b)(1), 2302(b)). As the Nation's largest employer, the Federal Government has an obligation to lead by example. Seeking to attain a diverse, qualified workforce is a cornerstone of the merit-based civil service.



Our Nation derives strength from diversity of its population and a commitment to equal opportunity. We are at our best when we embrace the talents of all parts of our society.

Be riskSMART



Thank you for the opportunity to share agencywide efforts to promote organizational culture, EEO, and DEIA at the NRC through an AEDM Lens.

NRC Regional Office Diversity & Inclusion

A Look Through Our Lens

Scott A. Morris
Regional Administrator, Region IV

Defining our Future



Region IV Vision

Together, we work to foster a culture of high trust that maximizes professional growth and inspires leadership at all levels

Shaping our Workforce



Aggressive recruiting and hiring with emphasis on diversity and inclusion



Continued hiring of veterans and veterans who are disabled



Actively preparing and promoting an inclusive staff for leadership positions

Engaging and Mentoring our Staff



- Sponsoring and participating in Federal Executive Board Mentoring Programs
- Continued engagement with local communities and student groups
- Increased promotion and participation of culturally relevant activities in a virtual workplace



Promoting Inclusive Activities



NRC Region IV Diversity Management Advisory Committee

Roundtable Discussion Series
Via WebEx Appointment – Facilitated by HQ

- Meeting One** – Wednesday, July 1, 2020 @11AM, “Open the Conversation: Acknowledge the Issue and Engage”
- Meeting Two** – Wednesday, July 15, 2020 @11AM, “Constructing a Better Future”
- Meeting Three** – Wednesday, July 29, 2020 @11AM, “Building the Path Forward Block by Block”
- Meeting Four** – Wednesday, August 12, 2020 @11AM, “Working Together, Building Higher”
- Meeting Five** – Wednesday, August 26, 2020 @11AM, “Momentum and Solutions”
- Meeting Six** – 6 months later (TBD), “Where Are We Now?”

*Questions? Contact **Natasha Greene, PhD, RIV ACAA Chair**
Supported by **RIV RA, DRA, and Management, SBCR, & EAP***

Developed by Gayle Walker, RIV/OI



October 1, 2020

Each year Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestry can be traced to Spanish, Mexican, the Caribbean and Central and South America.

The observance started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico and Cuba celebrate their independence days on September 16 and September 19, respectively. Also, Colombia Day or Día de la Raza, which is October 12, falls within this 30-day period.

This year's theme is "The Proud of Your Past. Embrace the Future"

Check out and explore <https://www.hispanicheritage.gov> (where the above excerpt was taken) for many interesting collections, both video exhibits and additional links.

HISPANIC HERITAGE MONTH
September 15 – October 15

INCREASING ACCESS AND OPPORTUNITY

National Disability Employment Awareness Month 2020

30 years, 75 states

Every year in the United States we hold one of the most visible and longest running national events. National Disability Employment Awareness Month had its origin in 1945, when Congress passed a law to "establish the first week in October of each year as National Employer for the Physically Handicapped Month". To learn more go to: <https://www.eeaa.org/>

Every year it comes around and you may notice the colorful pink ribbons that are displayed. So, at a time to get involved, if you are immediately involved, don't stop, work the night or not over and if you haven't seen before then that's your time, a better time to start. During these times there is still much that can be done, considering an issue as relating yourself spreading the word or share some support anyway you have been some back words, monetary donations or donate your time (even virtually).

OCTOBER
BREAST CANCER AWARENESS MONTH

Not just today...
But every single day
Thank You Veterans

VETERANS DAY
20 20
WEDNESDAY 11 NOVEMBER



JUNE IS NATIONAL DJ MONTH

Recognizing Staff Achievements

Dallas Fort Worth Federal Executive Board
Outstanding Public Service Award



Atlanta FEB Award for Outstanding
Achievement in Diversity



Realizing our Desired Outcomes

- Focusing on inclusive hiring and recruiting
- Selection of diverse staff for leadership programs and developmental assignments
- Exhibiting behaviors that foster trust and respect among all employees



Shana Helton (she, her, hers)
Director, Division of Fuel Management,
Office of Nuclear Material Safety and Safeguards

Building and maintaining an inclusive and welcoming culture in NMSS



Meet Our
Mission



Focus on our
people and our
future



Optimize

A healthy culture supports the evolving hybrid work environment, is receptive to new ideas and risk informed decision making, and is intentionally inclusive and welcoming of all staff.

Going All In

Increased use of
Be RiskSMART
in daily work

NMSS CULTURE TEAM



NMSS COMMUNICATION TOOLS



Creating more
opportunities to ask
questions and have
open dialogues

Be ... clear about the problem



Be RiskSMART



NMSS DATA
FOUNDATION

Looking to the Future

Office of Nuclear Material Safety and Safeguards

Working together to ensure the safe, secure, and environmentally responsible use of radioactive materials and nuclear facilities.



“Diversity is what exists and inclusion is what must be done to embrace the existence of diversity.”

Author Unknown

EEO Advisory Committees Joint Statement

James Coyle

Chair

Diversity Advisory Committee on Ageism



Adapting to the Pandemic and the Hybrid Work Environment

- Continued success with virtual events and presentations
- Increased collaboration among Advisory Committees on planning and presenting events
- Presenting concerns from our constituencies regarding re-entry



Career Development and Hiring

- Continuing to focus on providing opportunities for staff professional and skill development – encouraging IDP development
- Engaging with management to promote that women, persons with disabilities, people of color, and all individuals, regardless of their age, sexual orientation, or gender identity receive developmental opportunities to become future leaders



Candace Spore
Reliability and Risk Analyst
Office of Nuclear Reactor Regulation

Ah-Goi-Ma (Eagle Plume Woman)

Kiowa Victory Song



Bringing Your Whole Self to Work

- Creates a “sense of belonging” so people can feel seen
- Is essential to creating an inclusive and engaged workforce
- Creates a constructive space for staff who feel the implicit expectation to withhold personal characteristics to “fit in” at work





“It’s permission to be **more of your authentic and multidimensional self** and an invitation to show more of your personality, your talents, and your skills as **valuable characteristics that help us accomplish our mission**. It’s also about using good judgment, reading the room, and honing your emotional skills. Ultimately, **it is about getting to a place of choice** where there is a freedom to “bring your whole self”, but also not to do it.”

Ron Harrington

Reactor Systems Engineer
RES

“For me, to bring my whole self to work would mean fulfilling my mom's legacy by creating a world with more neighborly love and fewer strangers...”





“When people are hiding, when people are playing it safe, when people aren’t bringing their whole, true selves to work they’ll never be what they could be for an organization. They’re along for the ride not leading the change.”

-- author, Jamey Austin



Eric Dilworth

Deputy Chief Human Capital Officer
Office of the Chief Human Capital Officer

Recruiting for the Future

- Recruits through a variety of avenues
 - NRC University Champions
 - Outreach and recruitment events
 - NRC campus newsletter and advertising
 - NRC Grant programs

- Focus on diversity with our recruitment efforts for mid-career professionals and our pipeline
 - Professional organizations focused on people with disabilities, veterans and women
 - Colleges and Universities including Minority Serving Institutions



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Acronyms

ACAA - Advisory Committee for African Americans

ACED - Advisory Committee for Employees with Disabilities

AEDM – Affirmative Employment and Diversity Management

APAAC - Asian Pacific American Advisory Committee

DACA - Diversity Advisory Committee on Ageism

DEIA – Diversity, Equity, Inclusion and Accessibility

Acronyms

DIALOGUE – Diversity Inclusion Awareness, Leading Organizational Growth, Understanding and Engagement

DMAC – Diversity Management Advisory Committee

DMIC – Diversity Management & Inclusion Council

EEO – Equal Employment Opportunity

EEOC - Equal Employment Opportunity Commission

Acronyms

FWPAC - Federal Women's Program Advisory Committee

HBCU – Historically Black College and University

HEPAC - Hispanic Employment Program Advisory Committee

IDSP – Inclusive Diversity Strategic Plan

MSI – Minority Serving Institutions Program

NAAC - Native American Advisory Committee

NPAAC- NRC Pride Alliance Advisory Committee

VERG - Veterans Employee Resource Group