



**COMMISSION BRIEFING ON
EQUAL EMPLOYMENT OPPORTUNITY,
AFFIRMATIVE EMPLOYMENT, AND
SMALL BUSINESS**

December 14, 2023

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
- Larniece McKoy Moore, Program Manager
Diversity, Equity, & Inclusion Outreach Program
- Laura Dudes, Regional Administrator
Region II
- Mary Lamary, Chief Human Capital Officer
Office of the Chief Human Capital Officer
- Celimar Valentin-Rodriguez, Chair
Hispanic Employment Program Advisory Committee

Vonna L. Ordaz, Director

Office of Small Business and Civil Rights



Leadership



Innovation



Partnership



Results

Defining the Theme...

Doing Business

Differently

to Foster a Healthy
Organization



NEW MINDSET

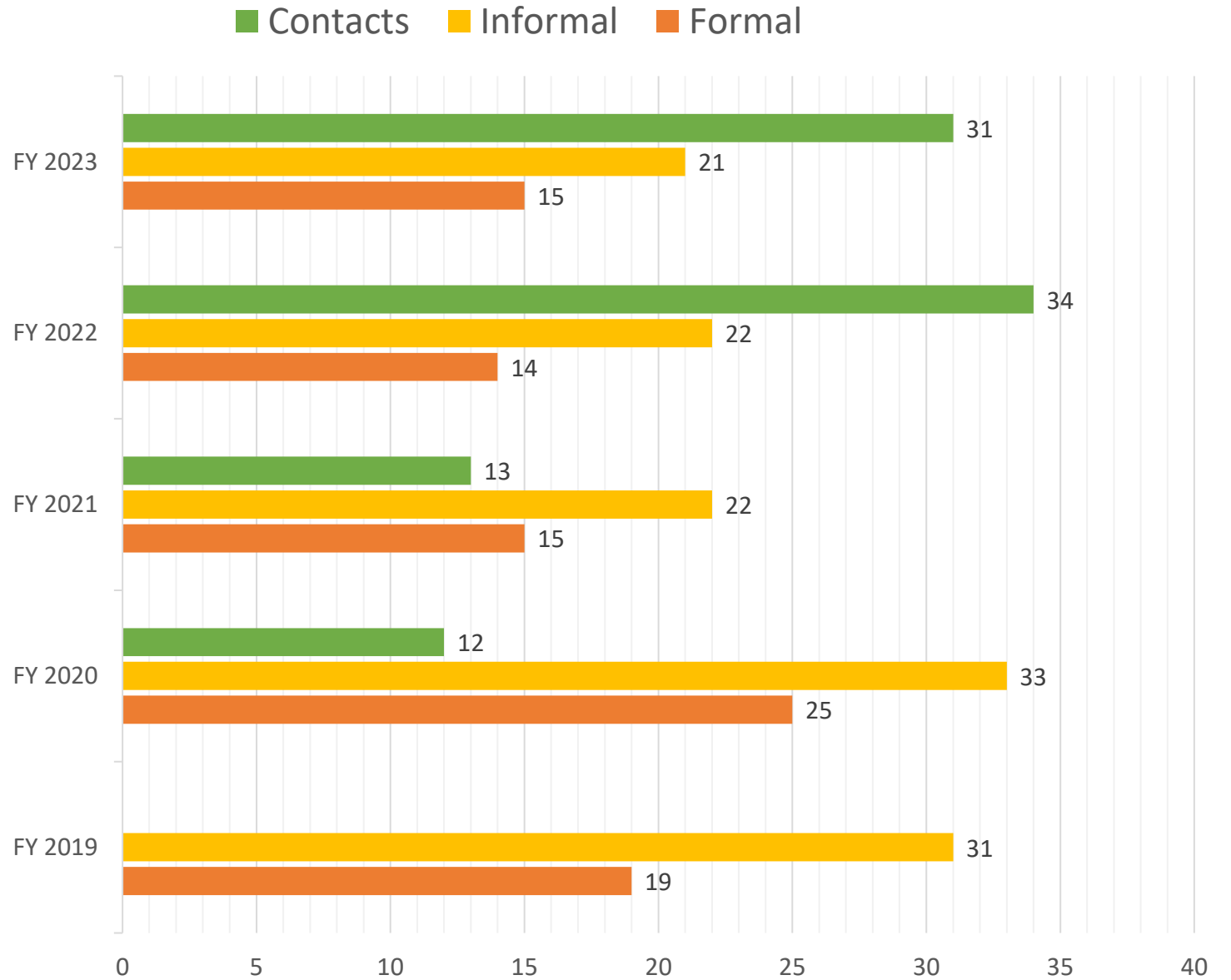


NEW RESULTS

Demonstrating Senior Leadership and Staff Commitment

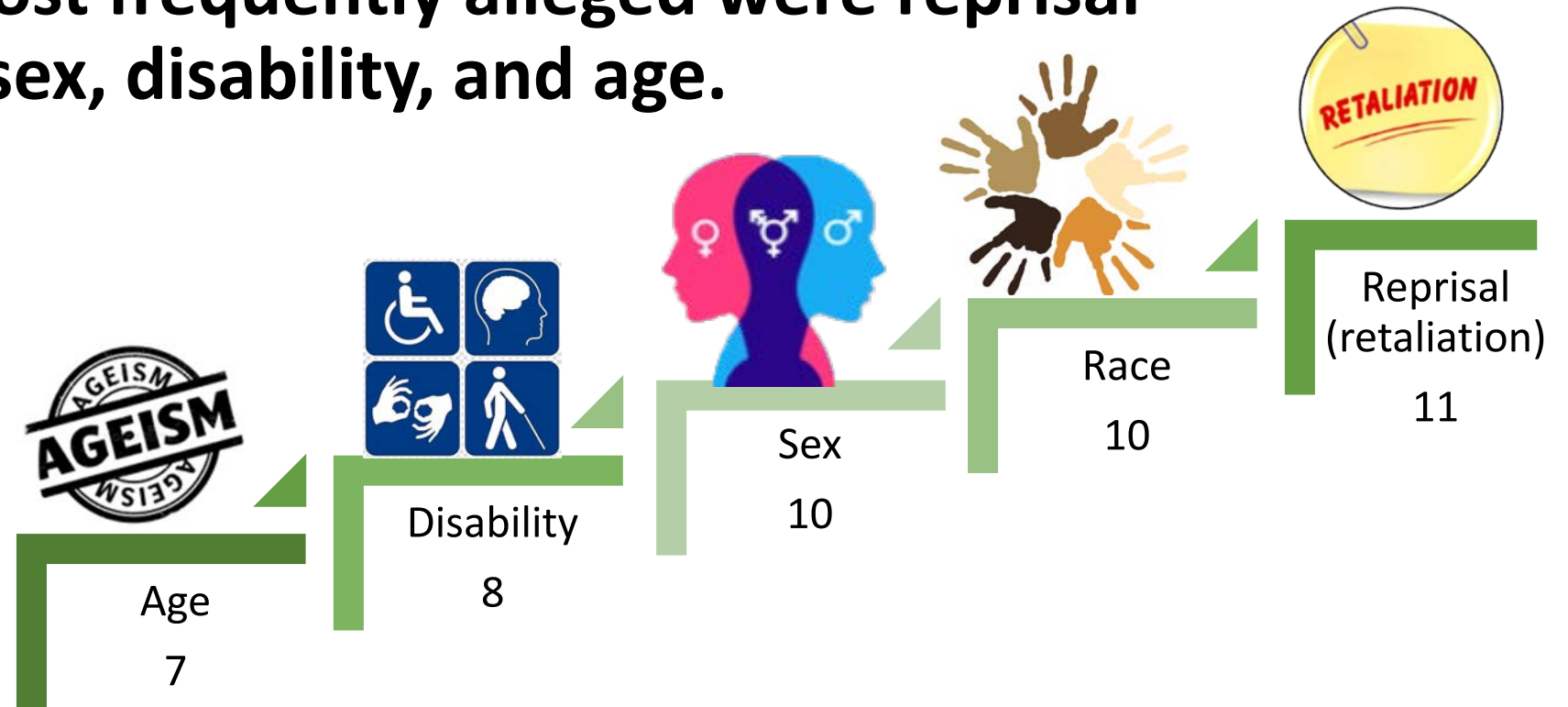


All Complaints (Informal and Formal) Filed FY2019-2023



EEO Complaint Allegations - TOP 5 BASES

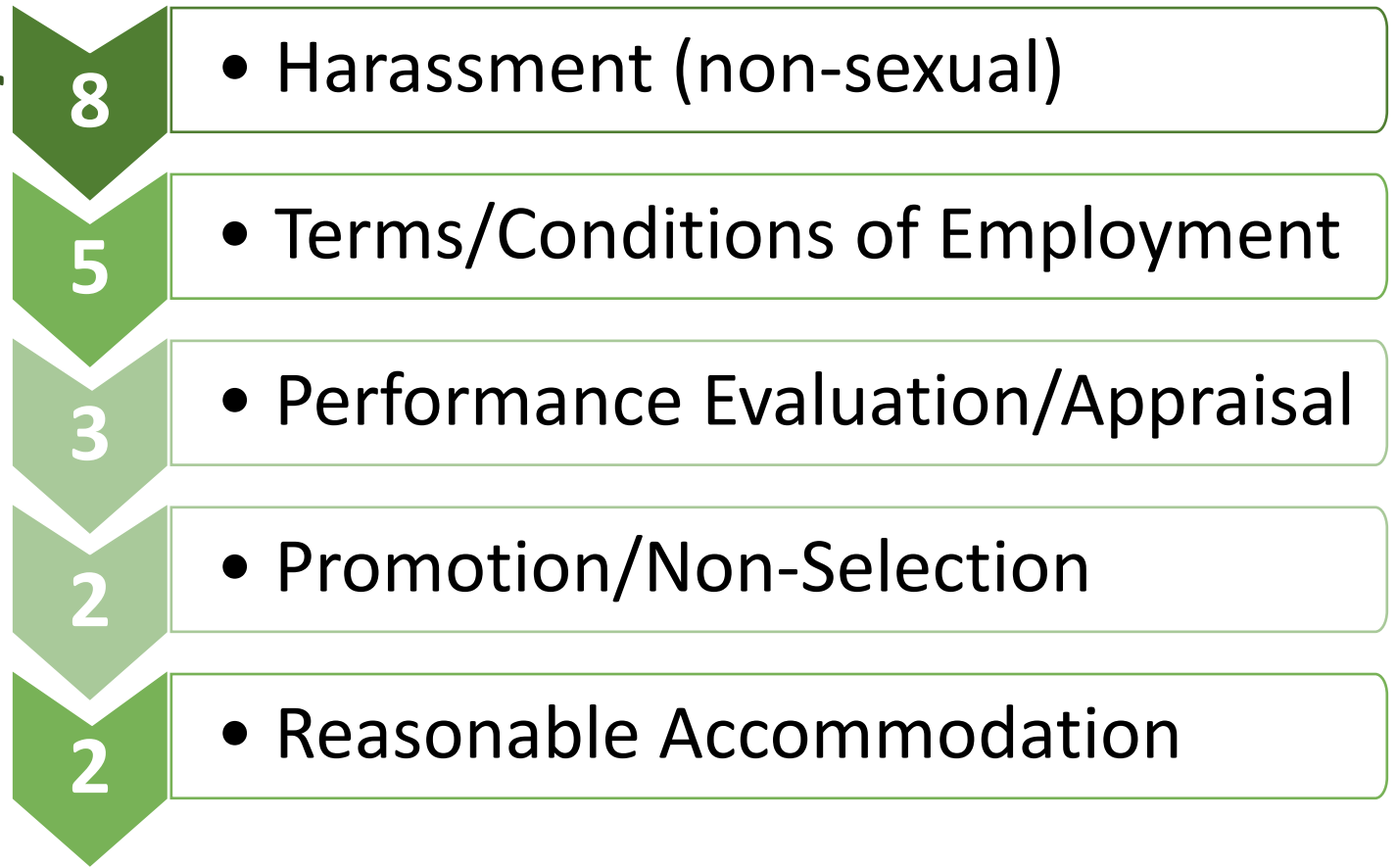
Of the 15 formal complaints filed in FY23 as of September 30, 2023, the BASES most frequently alleged were reprisal (retaliation), race, sex, disability, and age.



The information presented is based on the bases raised in the formal complaints. The bases alleged may or may not have been accepted or dismissed. That is a legal determination made based on a review of relevant regulations and EEOC decisions.

EEO Complaint Allegations - TOP 5 ISSUES

Of the 15 formal complaints filed in FY23 as of September 30, 2023, the ISSUES most frequently alleged were harassment (non-sexual), terms & conditions of employment, performance appraisal, promotion/non-selection, and reasonable accommodations.



The information presented is based on the issues raised in the formal complaints. The issues alleged may or may not have been accepted or dismissed. That is a legal determination made based on a review of relevant regulations and EEOC decisions.

Doing Business Differently through Innovation



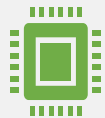
New Management Communications Plan for EEO Complaints



Revitalized Collateral Duty EEO Counselors Program



Small Business Warranty



Virtual “Chip & Chat”

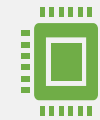
Doing Business Differently through Partnerships



Internal Agency Partners



Government Agencies



Small Business Organizations

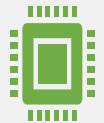
Results of Doing Business Differently



Inclusive Language for Acquisition Guidance



Strategic Limited English Proficiency Plan



Best-in-Class

NRC's Small Business Return on Investments



■ Larniece McKoy Moore, Program Manager

Diversity, Equity, & Inclusion Program (DEIO)





Defining the Diversity, Equity, & Inclusion Program

The U.S. Equal Employment Opportunity Commission Federal Agency Annual EEO Program Status Report (MD715) and other NRC data sources reveal DEIA disparities related to women, minorities, and individuals with disabilities.

	2022 DEIA Composite	2023 DEIA Composite
Governmentwide	69%	71%
Medium-sized Agencies (1,000-9,999 employees)	75%	76%
Nuclear Regulatory Commission	76%	76%

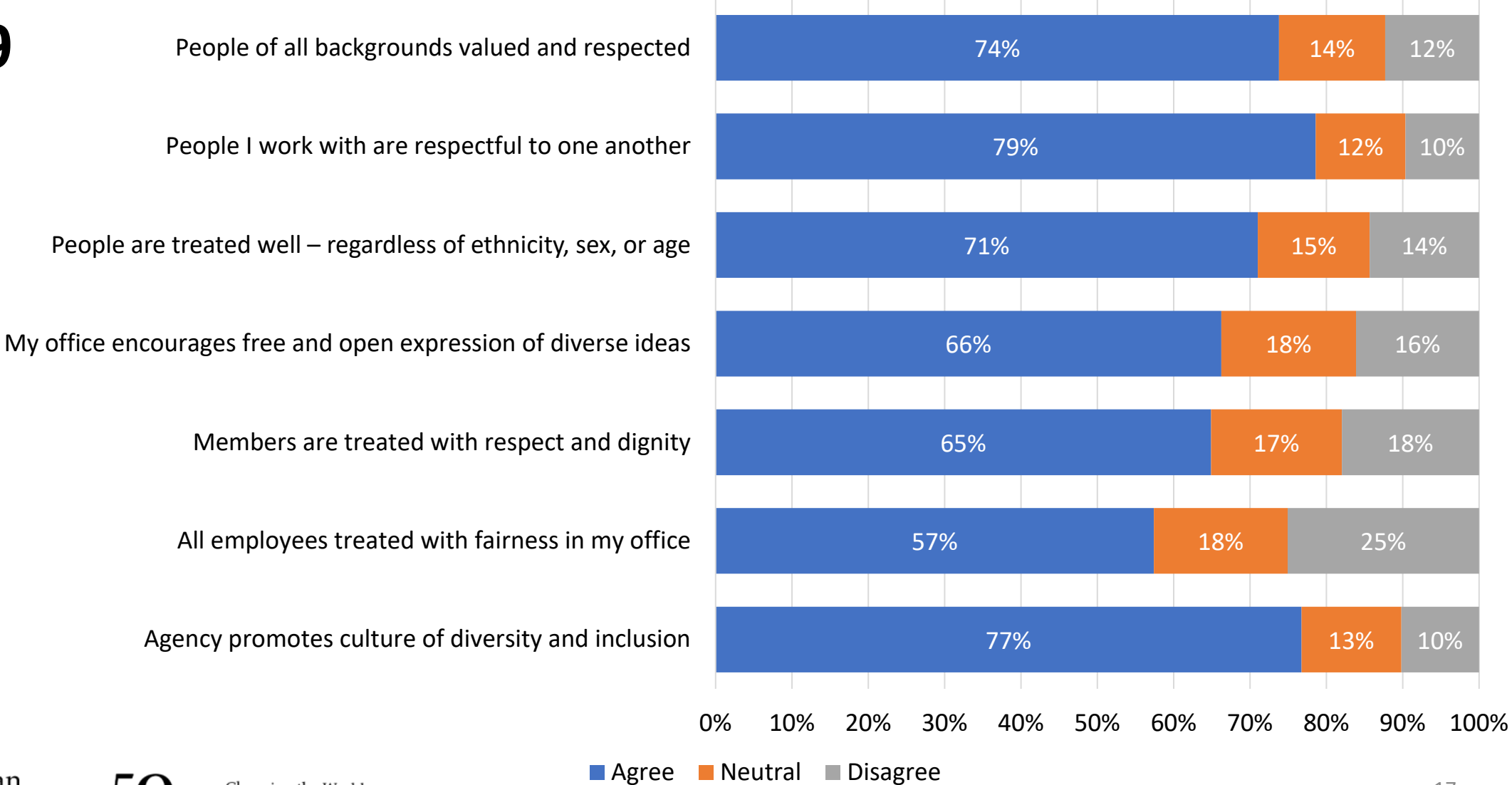
Looking at the Broader Diversity, Equity, Inclusion, & Accessibility Picture through FEVS and Other Data

2023 Organizational Culture Inventory

NRC (All Respondents)

N=1669

Supplemental Questions: DEIA





Reaching Out...

- Government
 - Initiatives & Communities of Practice
- Educational Institutions

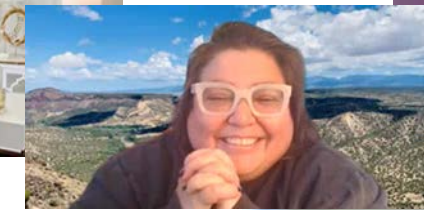
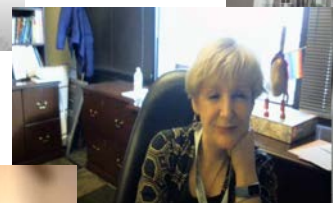
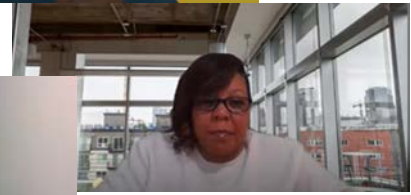
Produces Learning Within...





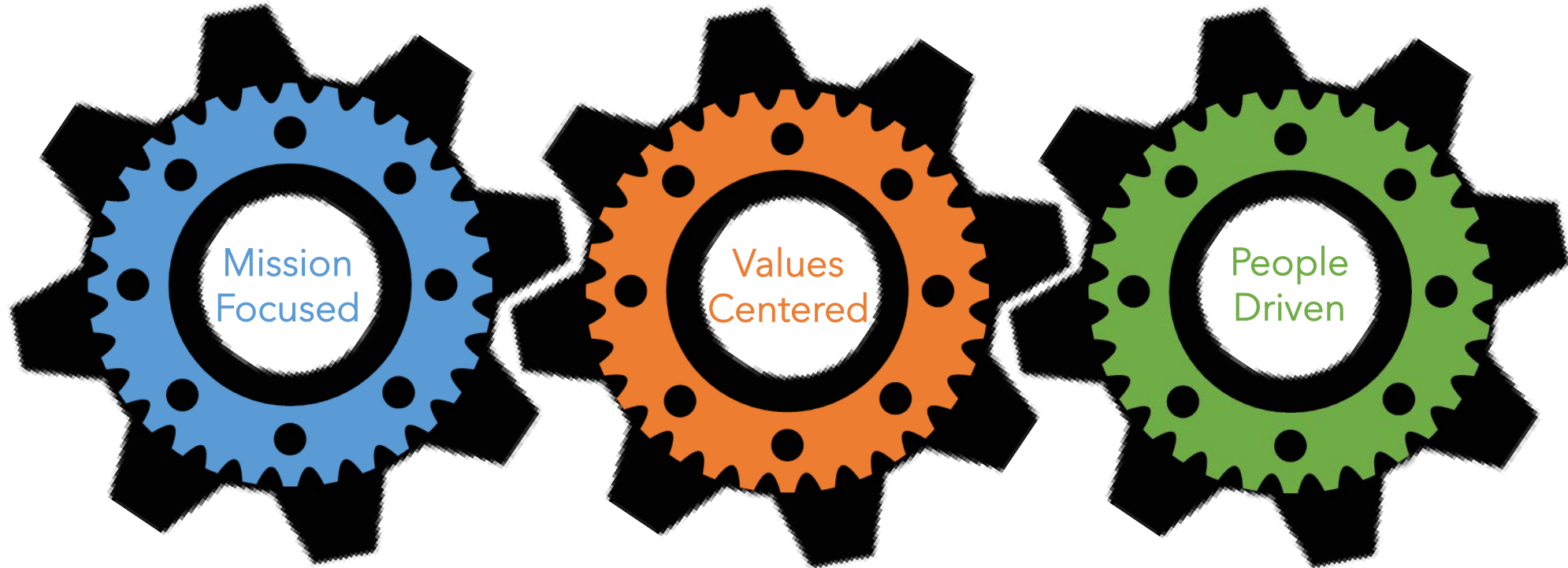
Doing Business Differently

Expectations and Outcomes

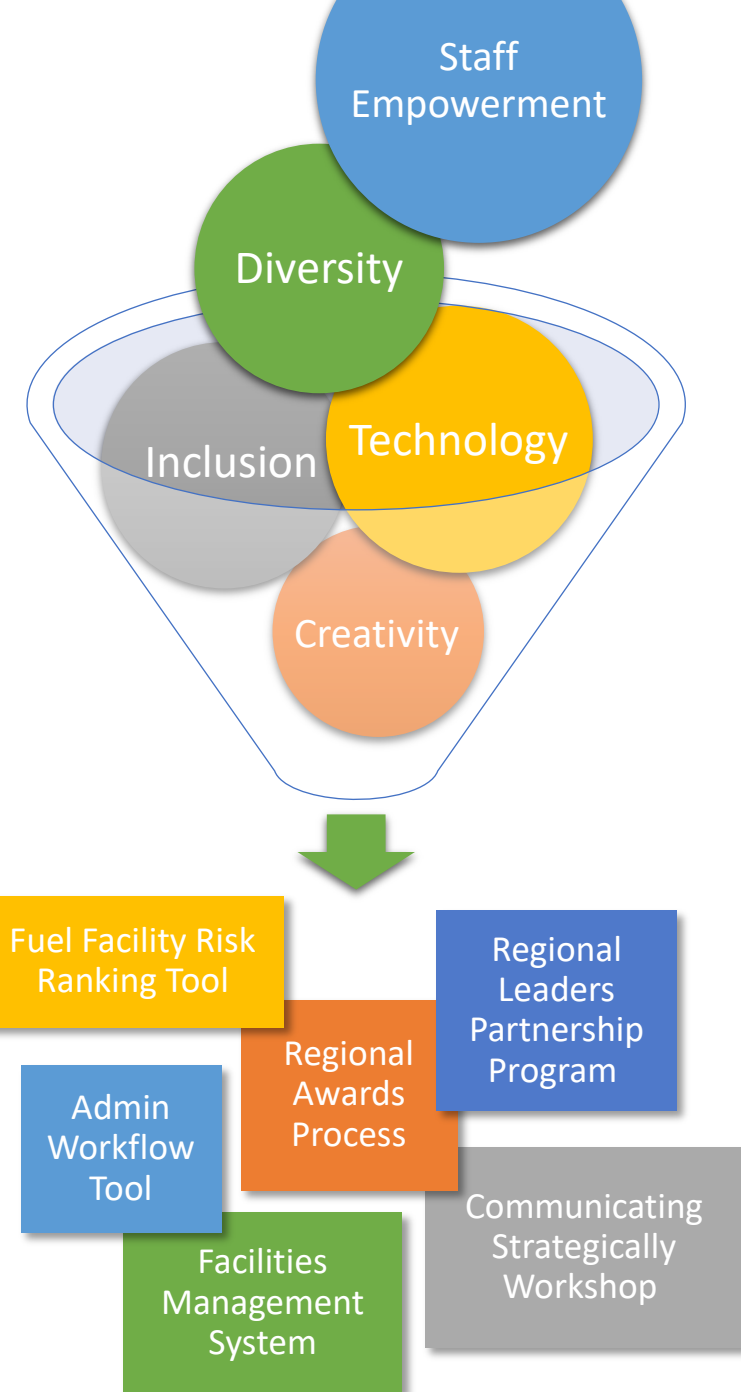


— Laura Dudes, Regional Administrator

Region II



RII remains focused on our mission, values, and people while being an incubator for innovative and modernized initiatives to improve the way we communicate and conduct business.

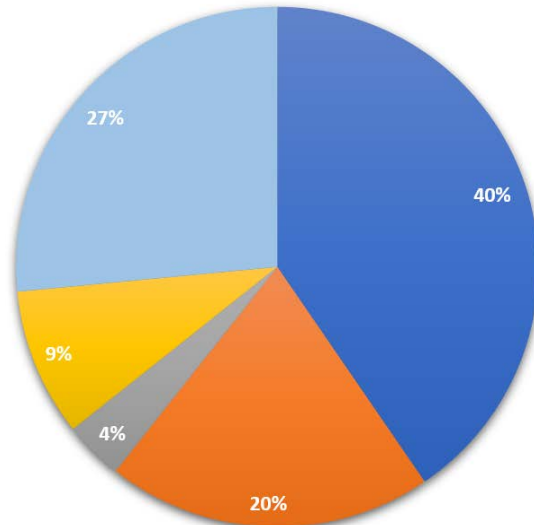


Region II collaborates with the other regions to share the products of our value-added initiatives.

Cross-Regional DRMA Benchmarking



Effort Across Function Areas

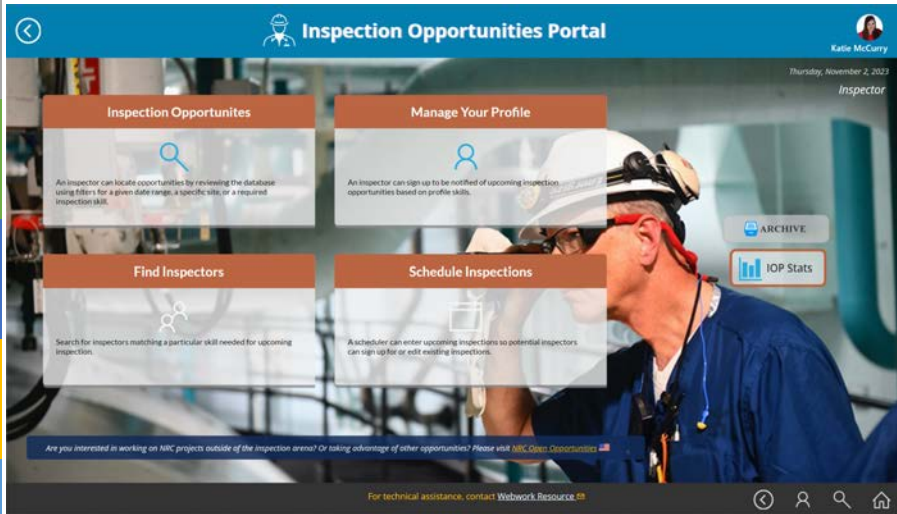


Information Technology Financial Management-Acquisition Information Management HC Liaison

Friday inspector training seminars

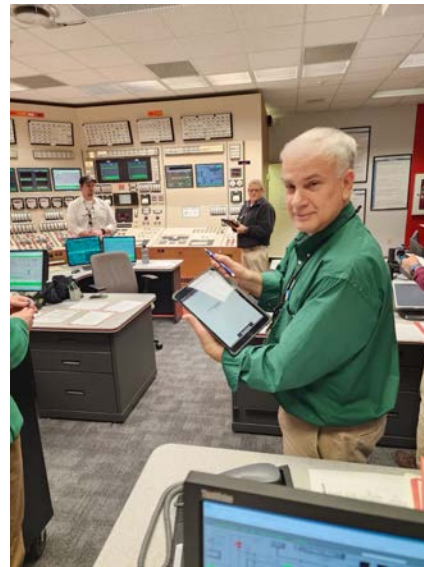


Senior resident retention for training and rehired annuitants for site coverage



Inspector Opportunity Portal

Doing business differently in Region II has an agencywide impact:



Regional New Hire Trips

Competency Based Qualifications

Operator Licensing Tablets

NITA Communication Tool

Be riskSMART Framework Tool

Consistently Leveraging Diversity to Fuel Innovation



Mary Lamary, Chief Human Capital Officer

Office of the Chief Human Capital Officer





Doing Business Differently in Recruitment and Hiring

- Strategically broadened recruitment outreach:
 - ✓ Reinvigorated University Champion Program
 - ✓ Developed inclusive comprehensive recruitment strategy
- Introduced efforts to create a more diverse workforce:
 - ✓ Vacancy announcements for Schedule A (Disability) and Veterans



New hire statistics demonstrate a positive shift toward a more inclusive workforce

Statistics on New Hires:

- Average age of new hire is 37
- FY 2023 new hires age 50+ are the smallest % at 18%
- FY 2023 new hires with a disability are 24.5%
- FY 2023 minority new hires are 43.4%
- FY 2023 veteran new hires are 19.3%

Doing Business
Differently to
Support a
Healthy
Organization

Implemented the NRC Connect Program:

- Connect employees on HOW...
- Provide information on WHAT...
- Empower employees to understand WHY...

Program Statistics

NRC onboarded 279 employees in FY 2023 and hired an additional 46 that we are expecting to onboard by the end of December, for a total of 325 hires.

170 Program
Participants



NRC Connect
Empowering Our Community, Fulfilling Our Mission

5 cohorts
launched

DATA FOR:
JULY 31 –
NOVEMBER 6

Cohorts
comprised of
70 different
positions
in GG-5 to
SES

AVERAGE
SATISFACTION
RATING:
4.4 of 5

Employees
connected
across
16 offices
& regions



NRAN Program



Nuclear Regulator Apprenticeship Program (NRAN) is a full-time training program to develop a small group of recently graduated engineers and scientists into well-rounded regulators in areas of the agency's projected skill needs.

Technical Training Center Collaboration with the Navajo Nation Technical University to enhance the Tribal Science, Technology, Engineering, and Math Program



Celimar Valentin-Rodriguez, Chair

Hispanic Employment Program Advisory Committee



Advisory Committee for African Americans



NRC Blacks in Government



NRC Pride Alliance Advisory Committee



Advisory Committee for Employees with Disabilities



Diversity Advisory Committee on Ageism



Native American Advisory Committee



NRC Veterans Employee Resource Group



NRC Technical Women's Network



Federal Women's Program Advisory Committee



Hispanic Employment Program Advisory Committee



Asian Pacific American Advisory Committee

Energizing Workforce Engagement



- Intensify energy surrounding advisory committee and resource group activities
- Partner with Offices and Regions on recruitment and to communicate successes

Supporting Each Other By Doing Business Differently

- Addressing common challenges
- Focusing on Diversity, Equity, and Inclusion





Increasing Visibility and Cultural Awareness

- Celebrating strong progress in maintaining a diverse workforce
- Looking forward to a more diverse representation as our national STEM workforce diversifies



Partnering for the Future

- Participating in more recruitment activities
- Seeking partnerships



Leveraging Our Potential

- Increasing recruitment of minorities
- Leveraging relationships with outside organizations
- Expanding offerings of awareness and diversity, equity, and inclusion training



Closing Remarks



Daniel H. Dorman
Executive Director for Operations

Acronyms

ACAA – Advisory Committee for African Americans

ACED – Advisory Committee for Employees with Disabilities

ADR – Alternative Dispute Resolution

APAAC – Asian Pacific American Advisory Committee

DACA - Diversity Advisory Committee on Ageism

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

DEIA- Diversity, Equity, Inclusion, & Accessibility

DMAC – Diversity Management Advisory Committee

DMIC – Diversity Management & Inclusion Council

DRMA - Division of Resource Management and Administration

EO – Equal Opportunity

EEO – Equal Employment Opportunity

EEOC – Equal Employment Opportunity Commission

FEVS – Federal Employee Viewpoint Survey

FWPAC – Federal Women’s Program Advisory Committee

FY – Fiscal Year

HEPAC – Hispanic Employment Program Advisory Committee

iCARE – Initiative on Civility, Awareness, Respect and Engagement

IDSP - Inclusive Diversity Strategic Plan

IPA – Intergovernmental Personnel Act

Acronyms

