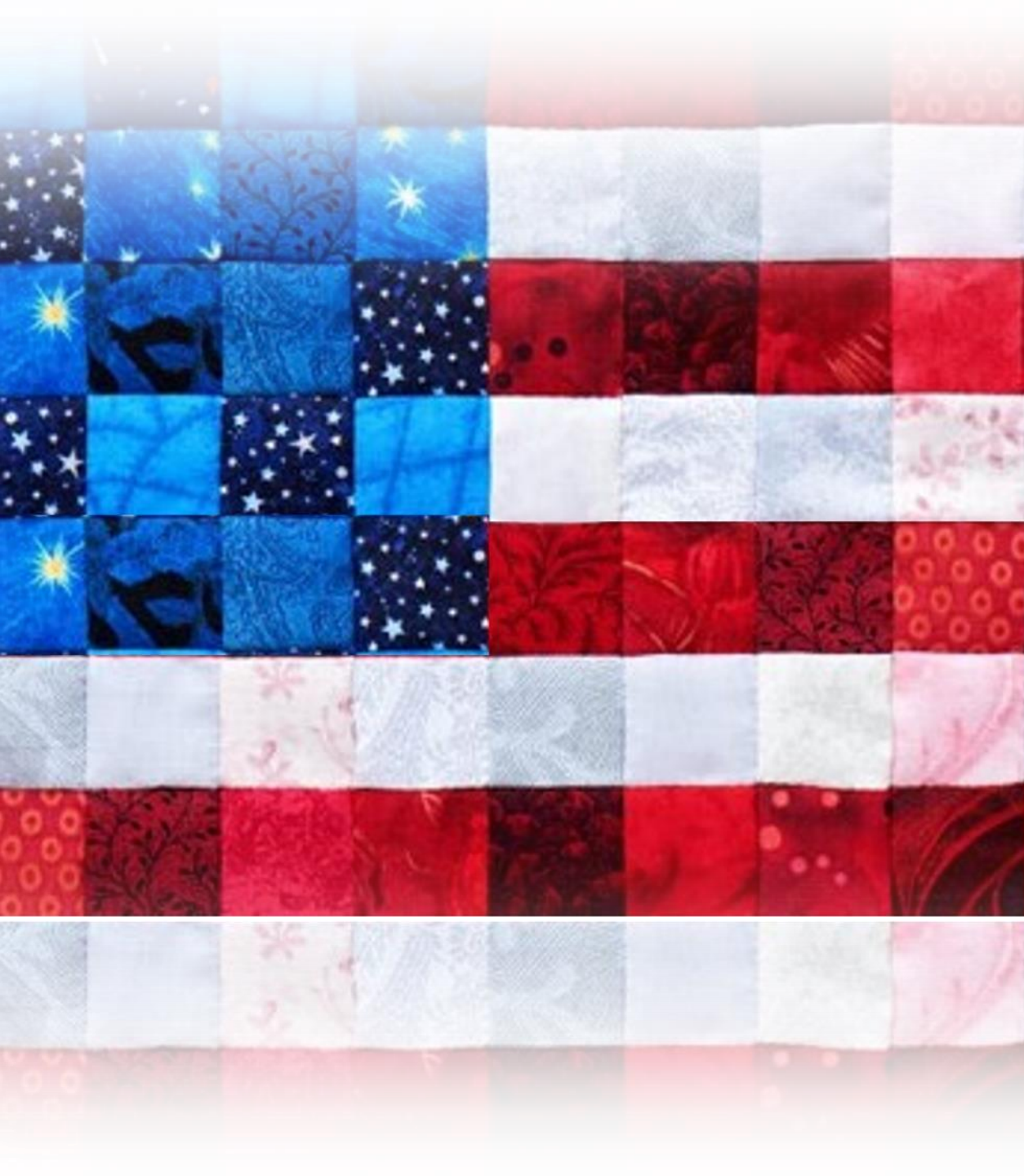




Equal Employment Opportunity, Affirmative Employment, and Small Business

- **Commission Briefing**
- **December 5, 2024**





Vonna Ordaz
Director

**Office of Small Business
and Civil Rights**

Agenda



Vonna L. Ordaz
Director
Office of Small Business &
Civil Rights



Harold Pittman
Director
Office of Public Affairs



Tuwanda Smith
Program Manager
Affirmative Employment & Diversity
Management Program



Erin Carfang
Branch Chief
Region I



Richard Revzan
Associate Director Division Human
Resources Operation & Policy
Office of the Chief Human Capital
Officer



Jill Shepherd
Co-Chair
Native American
Advisory
Committee



Better Together

SBCR: Providing Essential Support Across the Agency



Small Business Program Rated Among Best



Better Together

- Scorecard A+
- Top achiever
- VIP instructor



White House Event for Scorecard Recognition



**Proud Supporter
of the VIP Program**

Helping Veteran-Owned
Small Businesses
Accelerate Success in
Federal Procurement.



Focusing on the Future: Enhancing Small Business Toolbox

- Interactive Forecast
- Veteran Action Plan
- In-reach & outreach





Better Together

Civil Rights Program Reinforces Commitment

- Collateral Duty EEO Counselors Program
- Compliance Review Recognition

COLLATERAL DUTY EEO COUNSELORS



Nicole Coleman,
OE



Tekia Govan,
OEDO



George Smith,
NMSS



Tam Tran,
NMSS



Rhonda C Dorsey,
SBCR



Meredith Neubauer,
SBCR



Erin Deeds,
SBCR



Stephanie Garland,
SBCR



Chakia Robinson,
SBCR



Marjorie McLaughlin,
RI



Farrah Gaskins,
RI



Cynthia Taylor,
RII



Gena Poe,
RII



Judith Weaver,
RII



Alfred Sanchez,
RIV



Natalia Salazar,
RIV

Civil Rights Program Aims to Amplify Impact



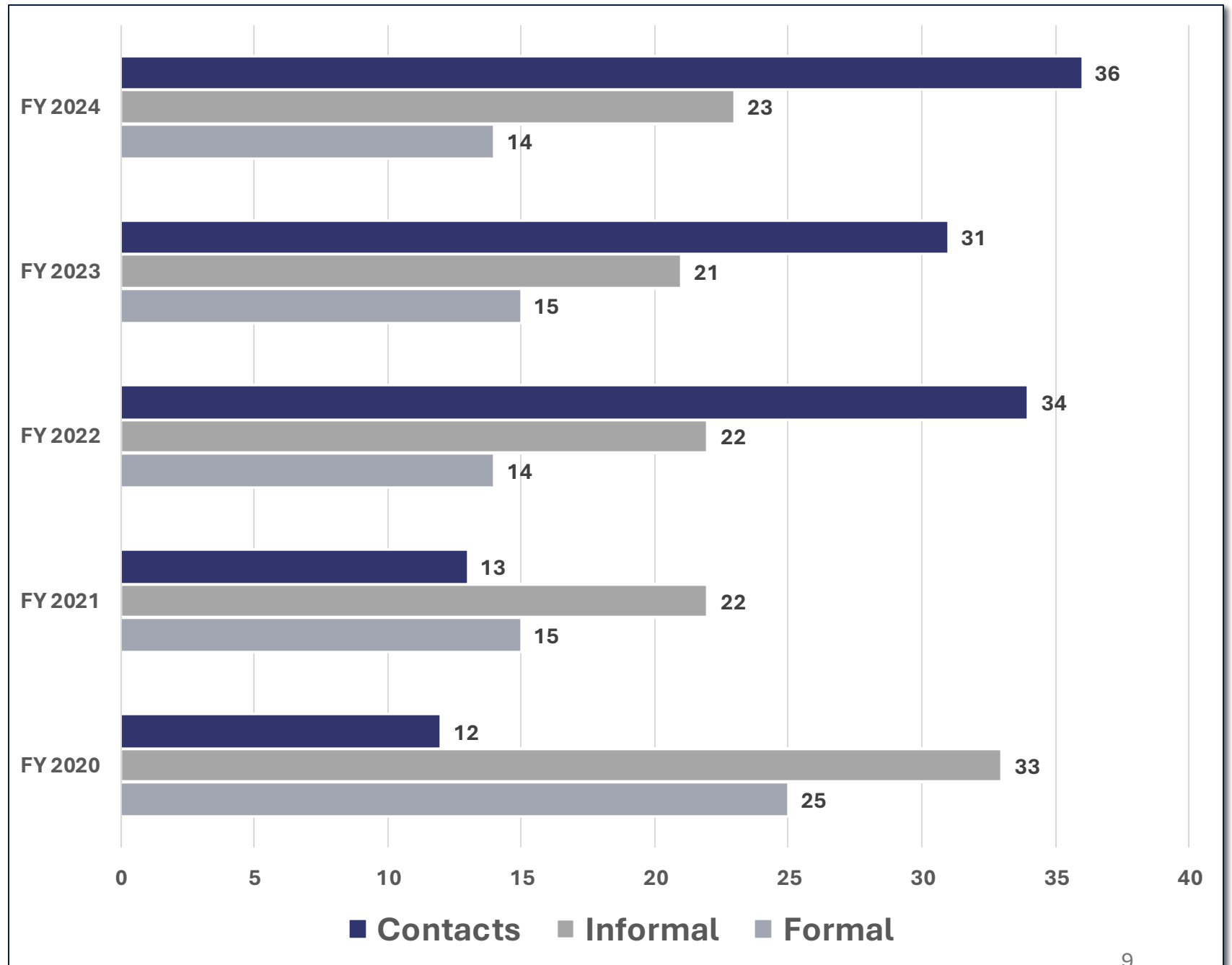
- Instituting quarterly Collateral Duty EEO counselors training
- Promoting Alternative Dispute Resolution Program training
- Optimizing customer service





Better Together

Analyzing Complaint Data to Identify Insights and Trends





Better Together

Diversity Equity & Inclusion Outreach Program Enhances Employee Engagement

- Special Emphasis Program events
- DIALOGUE
- iCARE



**2024 Communication Workshop: Stronger Together –
Advocating for Yourself & Others**



Better Together

Building Off Current Foundational Successes

- Hosting a DIALOGUE cohorts conference
- Growing the Minority Serving Institutions Grants Program
- Expanding use of Intergovernmental Personnel Act (IPA)



UPRM Visit to Boiling Nuclear Superheater (BONUS)
Reactor Facility in Rincon, Puerto Rico



Tuwanda Smith

Program Manager

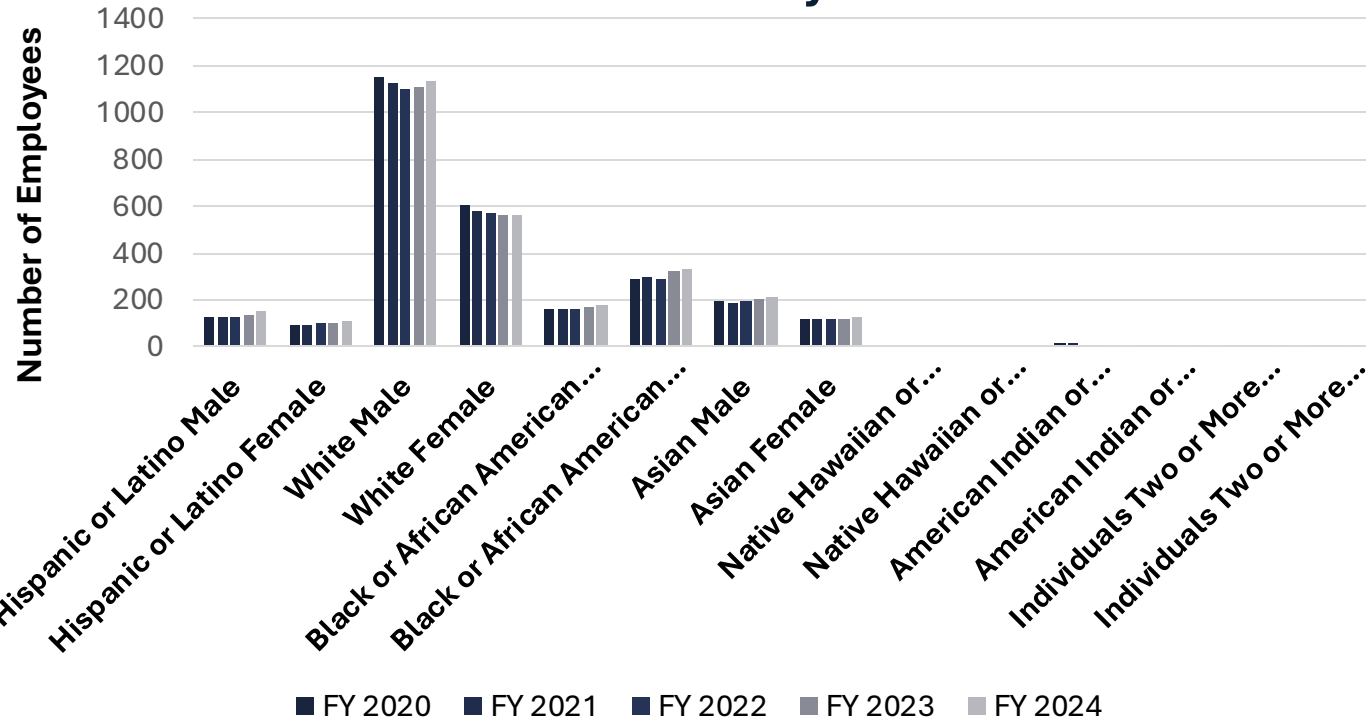
**Affirmative Employment &
Diversity Management Program**

Workforce Shows “No Changes”



Better Together

5-Year Employee Representation by Sex, Race, and Ethnicity



- White females and minorities (e.g., Hispanic or Latino, . American Indian or Alaska) at the NRC are below the civilian labor force percentages.
- NRC’s representation in STEM-related occupations is like other scientific and technical agencies, such as:
 - National Aeronautics and Space Administration
 - Federal Energy Regulatory Commission
 - Department of Energy
 - Department of Transportation
 - Environmental Protection Agency

	5-Year Average %	Hispanic or Latino	White	Black	Asian	*Native Hawaiian or Pacific Islander	American Indian or Alaska Native	Individuals Two or More Races
Total Percent		9%	62%	17%	11%	0.00%	1%	1%
Male Percentage	59%	5%	41%	6%	7%	0.00%	0.00%	0.00%
Female Percentage	41%	4%	21%	11%	4%	0.00%	0.00%	0.00%

Amounts are rounded and total employee percentages may not equal 100.



Better Together

Scarcity of Females and Minorities in the Feeder-Pool

Analyses were conducted of employee representation in mission critical and standard occupations .

20 Mission Critical
Occupations



5 Standard
Occupations

- Females and minorities were below the Occupational Civilian Labor Force percentages in 14 of 20 permanent workforce mission critical occupations between the GG-12 to GG-15 grades.
- Executive or Senior-Level Officials, Managers, SES - Scarcity, but SES Candidate Development Program (CDP) is increasing representation
- Professionals -Scarcity
- Technicians - Representation
- Administrative - Representation
- Service Workers – Scarcity



Better Together

5-Year Trend Analysis of Primary Separation Factors

Examples: Exit Survey Comments From Departing Employees

Trend Analysis – Count of Selected Primary Separation Factors by FY: 2018 - 2024

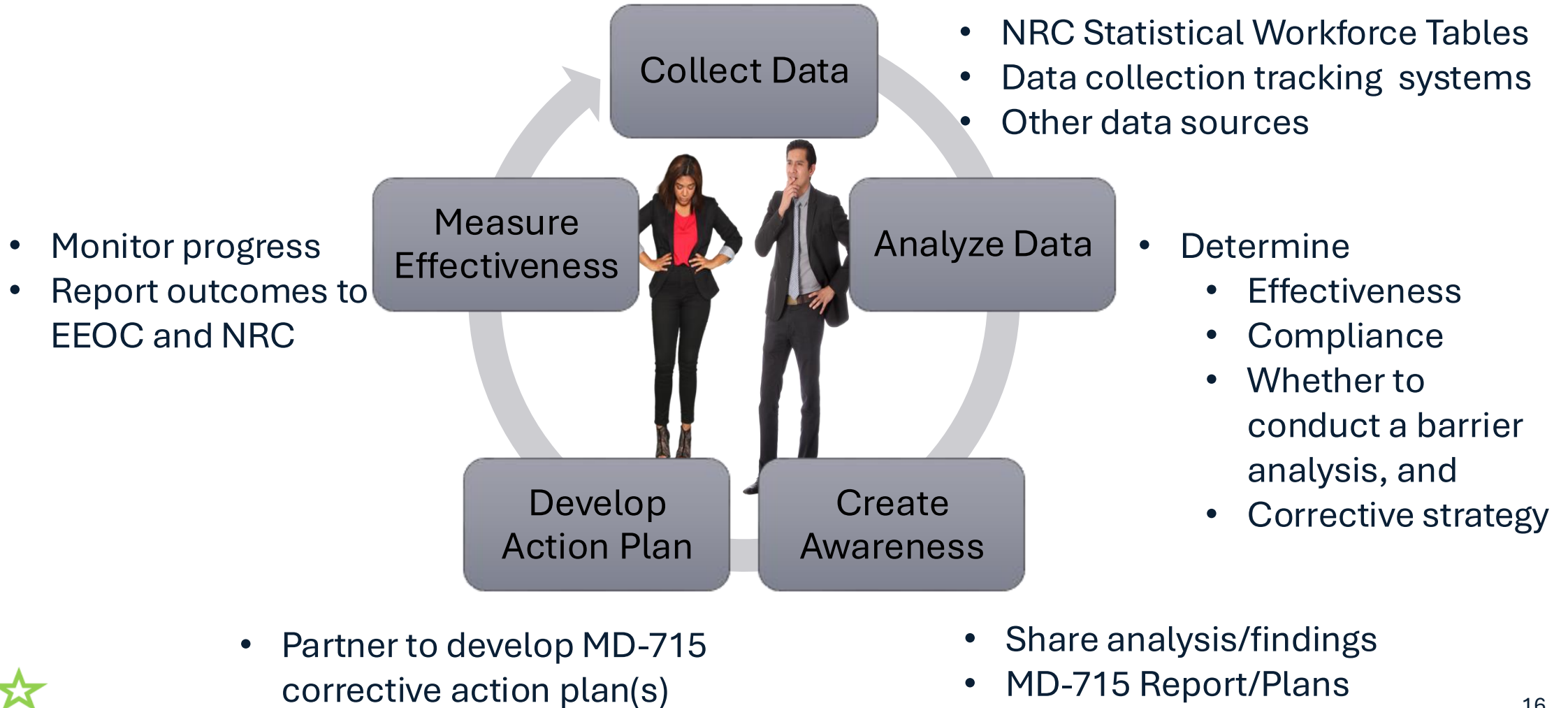
Fiscal Years	2018	2019	2020	2021	2022	2023	2024
Total Employee Separations	184	239	236	246	305	264	
Number of Exit Survey Respondents	90 (48.91%)	104 (43.51%)	99 (41.94%)	104 (42.27%)	130 (42.62%)	81 (30.68%)	96
Selected Factors							
Stressful Work Environment	11	16	13	19	23	20	23
Dissatisfaction with Telework Opportunities	7	2	6	2	31	24	21
Poor Morale	13	11	12	16	16	18	20
Pay/Cost of Living	18	10	15	7	19	10	19
Lack of Opportunity for Career Advancement	31	19	31	18	27	20	19
Poor Communication	8	5	10	10	15	15	19
Skills Not Utilized	18	14	24	11	20	19	16
Inability to Influence Organizational Decisions	9	15	6	10	17	11	15
Work Not Valued/Appreciated	11	11	17	18	20	24	14
Dissatisfied with Inaction	5	11	7	12	9	21	12
Dissatisfaction with Incentives (Retention, Relocation, Awards)	5	5	4	4	7	8	12
Favoritism	14	12	13	15	13	14	10
Fear of Reprisal for Raising Differing View	7	7	7	9	11	10	10



Better Together

Using Data to Inform Outcomes

EXAMPLES of Current Focus, Status, and Outcomes: Data collections systems, Hiring and promotion processes, separations, Section 501 compliance, Section 508 Policy, and ADR benchmark goals.





Assisting Regions and Programs to Engage Persons With Limited English Proficiency

- Language Assistance Plan
- Contract
- Portal
- Outcomes

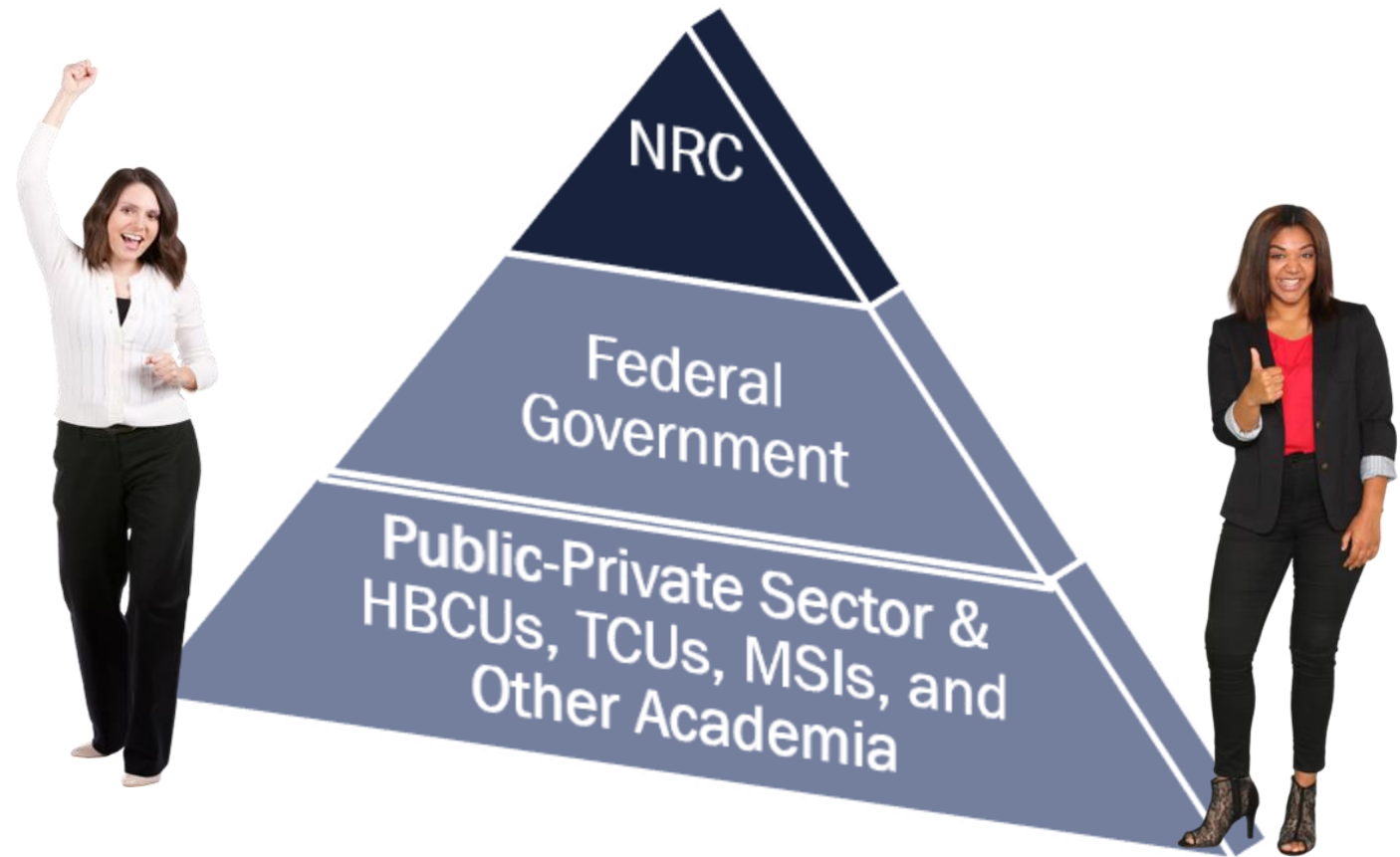


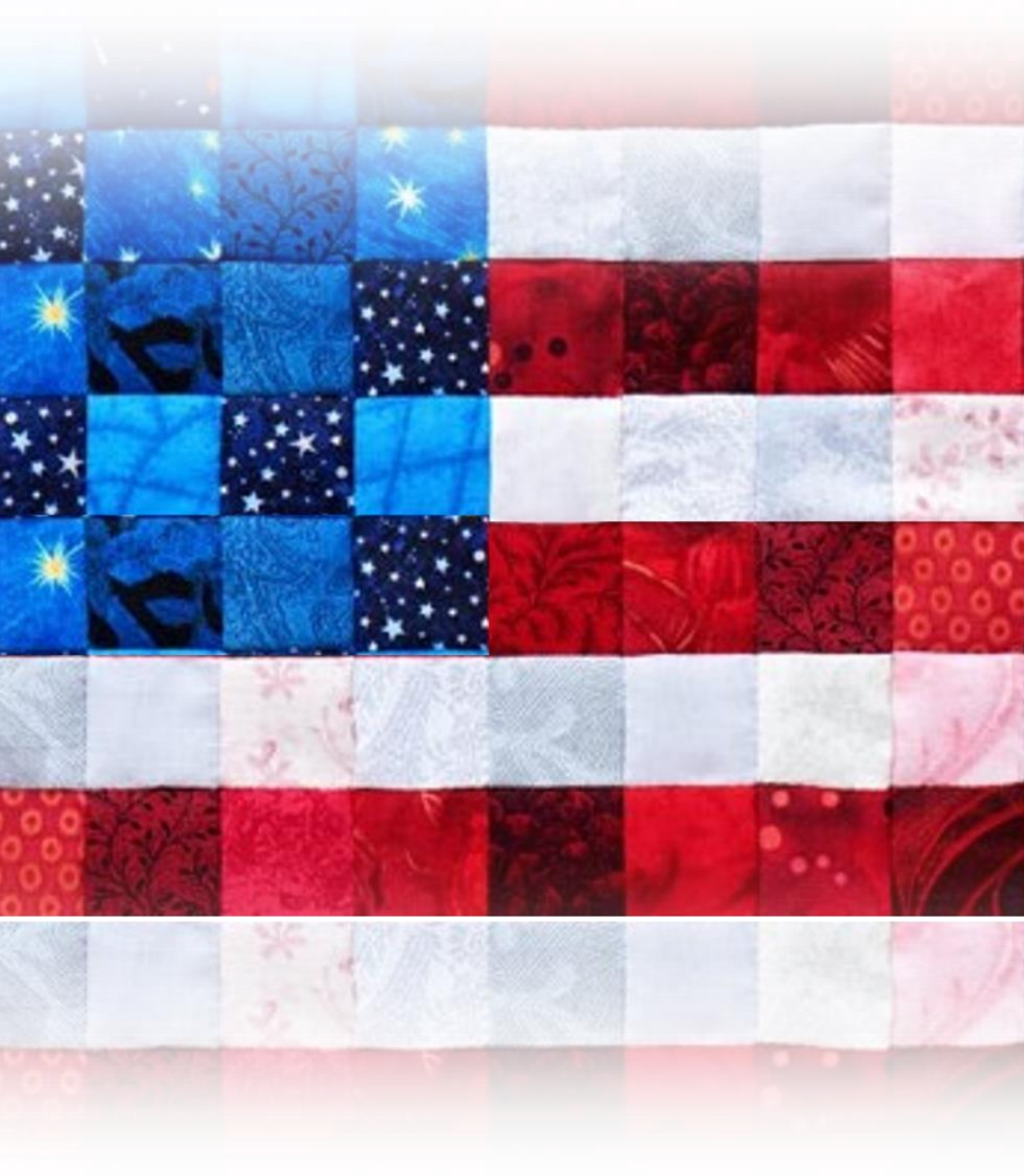


Better Together

Contributing to Workforce Development

- Partnerships
- Infrastructure & Coalition-building
- Attracting STEM Talent
- Outcomes





Richard Revzan
Associate Director

Human Resources
Operations and Policy
Office of the Chief Human
Capital Officer



Better Together

Robust Hiring Continues

FY25 FTE Allocation

- Office & regional FTE allocation is 2,799
- 99% FTE filled (2,775)

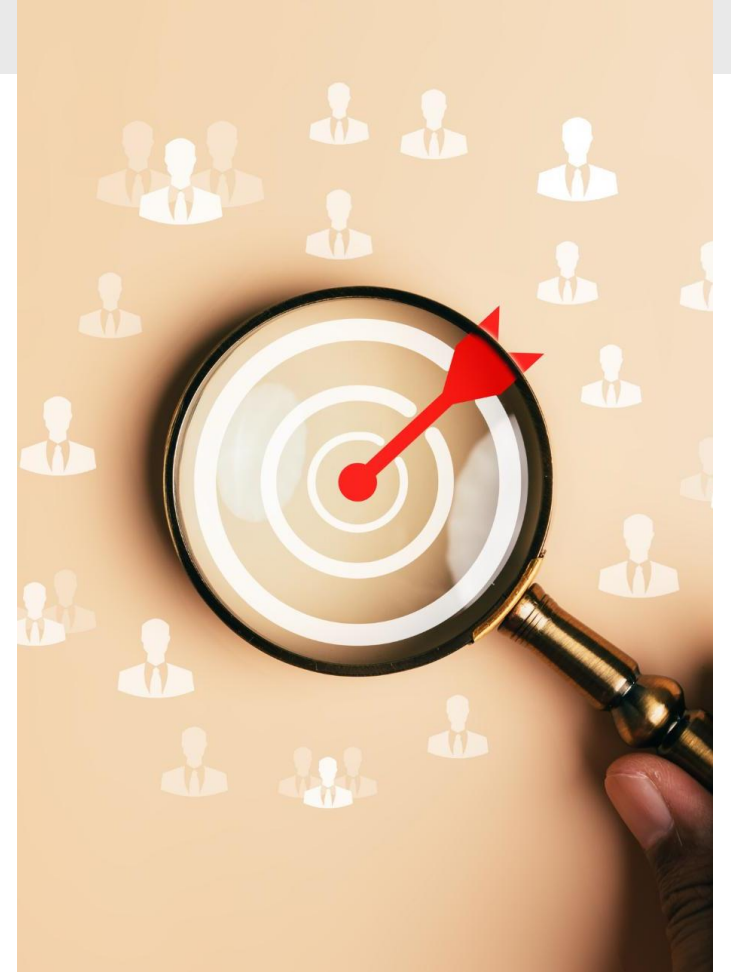
FY24 Hiring Actions

- 1,249 (45%) actions processed for GG employees
 - 792 vacancies filled permanently
 - 268 external hires
 - 524 internal hires
 - 457 vacancies filled temporarily (rotational assignment or detail)



Faster Hiring Processes

- Emphasis on efficiency and accuracy
- Hiring process evaluation
- Benchmark with other agencies
- Strategic Workforce Planning





Better Together

Maximum Flexibilities for Hiring

- University Champions
- Student internships
- Special authorities
 - Direct hire authority
 - Schedule A
 - Veteran's preference
 - **Leveraging the ADVANCE Act**





Better Together

Retaining Our People

- NRC mission
- Rotations and details
- Culture initiatives





Better Together

Attracting a Diverse Workforce



Government-wide actions on pay equity

- Implementing new OPM policy
- Focusing on advancing pay equity across government pay systems

Part-time employment



Hal Pittman

Director

Office of Public Affairs



How does social media content support diversity and inclusion?



Facebook



LinkedIn



Instagram



X



Better Together

Instagram and Facebook examples



nrcgov

nrcgov @AAMU1875 gave Chair Hanson a Bulldogs welcome for his first official visit to a #HBCU -- kicked off with a performance by the @AAMUBand. The day was packed with activities, including roundtable talks with AAMU President Daniel K. Wims and university faculty and students, a campus tour with stops at the Center for Irradiation of Materials and the Bond Engineering Building, and a media availability event. Chair Hanson also stopped by the university's federal career event, where he met with students and alumni. NRC has a 20-plus-year recruiting relationship with AAMU and boasts 13 alum working at the agency. To round out the day, Chair Hanson participated in the university's Veterans Day program and received the Presidential Medallion. #STEM

45w

nwahs1212 Go BULLDOGS! 🐾🐾🐾

45w 1 like Reply

View insights Boost post

114 likes November 14, 2023

Add a comment...

U.S. Nuclear Regulatory Commission - NRC
Published by Christopher Douglas
February 1

Each February our nation celebrates #BlackHistoryMonth, honoring the struggles and achievements of Black Americans. Here at the NRC this month, we're acknowledging agency staff from our past and present – and highlighting their past and present contributions to achieving our mission and goals. This #BHM and every month, we acknowledge and respect the diverse backgrounds, contributions and experiences of our colleagues.

Black History Month: Celebrating the NRC's Past and Present!

Dr. Samuel M. Nabrit
Dr. Nabrit, the first African American appointed to the Atomic Energy Commission – NRC's predecessor – is known as an outstanding educator, biologist, and community activist. When asked why he thought he'd been selected for the Commission, Dr. Nabrit replied that President Johnson felt strongly that Blacks should be represented at every level of government.



Eugene Dacus
Appointed director of our Office of Congressional Affairs in 2014, Eugene Dacus is responsible for ensuring that the NRC meets its statutory responsibility to keep our congressional oversight committees up-to-date on NRC's activities. He also oversees the NRC Protocol Office, which extends hospitality to members of Congress, distinguished visitors, and other dignitaries.



#BHM



Better Together

LinkedIn Examples

 **U.S. Nuclear Regulatory Commission**
42,419 followers
7mo • 🌐

Decommissioning activities at the San Onofre Nuclear Generating Station in California began more than a decade ago. But our senior managers and inspectors are still **#OnTheJob** keeping a watchful eye. Tamara Bloomer, director of ...more



 55

4 reposts

 **U.S. Nuclear Regulatory Commission**
42,419 followers
3mo • 🌐

We join the nation in celebrating **#PrideMonth**. This annual commemoration in June -- observed globally -- recognizes the impact and contributions of the LGBTQIA+ community, while championing equality, diversity, and inclusion ...more



 57

3 comments • 1 repost



Statistics – How well does the content perform?

Better Together

- Performs well on all social platforms
- HBCU & Women in STEM content particularly strong
- Chair Hanson visit to AAMU was top 2023 Instagram post
- Black History Month posts had 6,500 impressions / 600+ engagements

U.S. Nuclear Regulatory Commission
42,832 followers
1mo • 🌐

When we hit the road for recruitment, we always make sure **#HBCUs** – Historically Black Colleges and Universities – are on our itinerary. Recently, our roadshow had stops at three incredible HBCUs: **North Carolina Agricultural and Technical State University**, **Tennessee State University**, and **Southern University and A&M College-Baton Rouge!** During our visits, we engaged with bright minds, shared insights about our agency, collected resumes and explored potential career paths. We're committed to building a diverse workforce that reflects the communities we serve. We believe diverse perspectives drive innovation and excellence and help us meet our important safety and security mission. [#NRCHires](https://lnkd.in/e645FyDK)

USNRC
United States Nuclear Regulatory Commission
Protecting People and the Environment
www.nrc.gov

#NRCHires

Hal Pittman, MBA, MA and 72 others
2 comments · 4 reposts



Better Together

Other Content – ADVANCE Act

U.S. Nuclear Regulatory Commission - NRC
Published by Joan Smith
August 26

The ADVANCE Act, signed last month, is landmark bipartisan legislation directing us to become more efficient while retaining our fundamental mission of safety regulatio... [See more](#)




See insights and ads [Boost post](#)

54 4 comments 1 share

U.S. Nuclear Regulatory Commission
42,832 followers
1mo


We held our first agency-wide meeting on the ADVANCE Act yesterday, building on the meetings already held on individual projects and serving as a springboard to upcoming meetings. This meeting's purpose was to provide an overview of the actions underway and to get feedback from stakeholders. Mike King, the NRC staff's senior official overseeing the implementation, kicked it off with some background on the bi-partisan Act and some of its requirements and deadlines. More than 200 people attended the hybrid meeting and many had comments, on topics including licensing related to DoD facilities, fees, pre-application engagement, environmental reviews, timeframes and more. The slides for the meeting as well as a listing of future meetings – and an easy way to provide feedback – is available on the agency website here: <https://lnkd.in/gTuYrQt>



Ivonne L. Couret and 43 others 2 comments • 6 reposts

U.S. Nuclear Regulatory Commission
42,832 followers
1mo

While our 50th anniversary celebrates where we've been, the ADVANCE Act sets a path for where we're going. Under the direction of Executive Director for Operations Mirela Gavrilas, we're busy achieving efficient and timely license application reviews, establishing an expedited review process for some new reactor applications, developing a regulatory framework for fusion technology, changing how we recover fees, developing strategies and guidance for microreactors, improving project management, and implementing new requirements relating to nuclear fuel. And more. So far, 33 taskings have been issued by the ADVANCE Act core team for actions identified in the Act as well as actions consistent with the intent of the Act. We'll be posting our 50th anniversary ceremony on YouTube tomorrow so you can join in the festivities. Beyond that, stay tuned for more news about the path to our next 50 years. Watch the event at: <https://lnkd.in/eC7ZChwf>. [#50YearsOfNRC](#)



Hal Pittman, MBA, MA and 84 others 1 comment • 3 reposts



Better Together

Social media bottom line?



- Demonstrates commitment to a diverse workforce
- Enables future applicants to “see themselves” at NRC
- Also helps us amplify news like ADVANCE Act activities
- The challenge: be creative while remaining “connected” to the mission
- Meet audience needs, within resource constraints



Erin Carfang
Branch Chief

Projects Branch 1
Division of Operating
Reactor Safety
Region I



Better Together

Attracting New Talent

- 7 (58%) HBCUs events
- 3 (42%) Minority serving institution fairs
- 5 schools/events near hard to fill resident inspector sites
- 125-225 applicants to each Region





Better Together

Retaining Our Talent



Training

Rotations

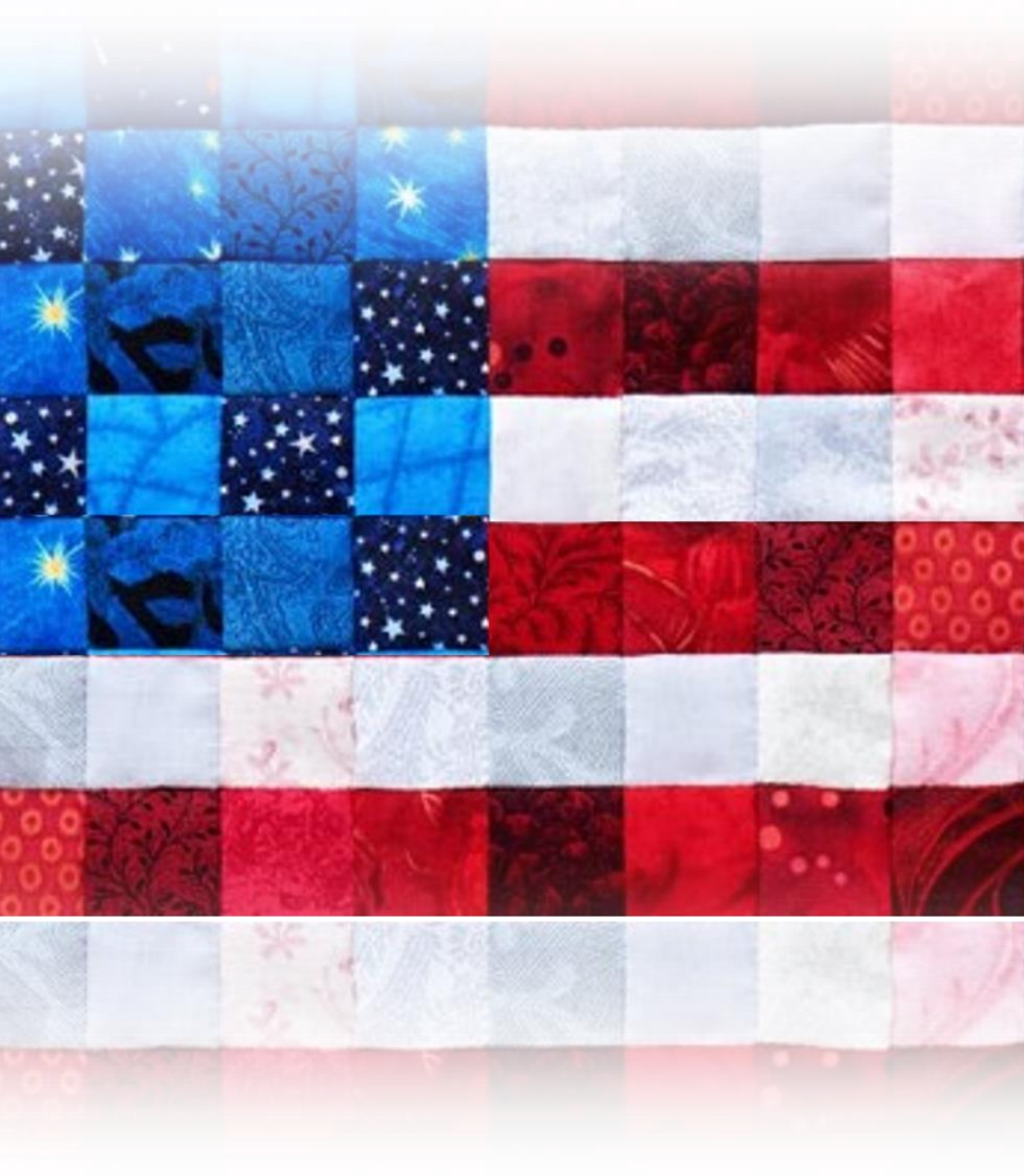
Inclusion



Better Together

Developing Language Inclusivity





Jill Shepherd
Secretary

Native American
Advisory Committee



Better Together

EEO Advisory Committees/ Affinity & Resource Groups



ADVISORY COMMITTEE
FOR AFRICAN
AMERICANS



ASIAN PACIFIC
AMERICAN ADVISORY
COMMITTEE



NRC PRIDE ALLIANCE
ADVISORY COMMITTEE



DIVERSITY ADVISORY
COMMITTEE ON AGEISM



DIVERSITY MANAGEMENT
ADVISORY COMMITTEE



FEDERAL WOMAN'S
PROGRAM ADVISORY
COMMITTEE



HISPANIC EMPLOYMENT
PROGRAM ADVISORY
COMMITTEE



NATIVE AMERICAN
ADVISORY COMMITTEE



ADVISORY
COMMITTEE FOR
EMPLOYEES WITH
DISABILITIES



NRC BLACKS IN
GOVERNMENT



NRC VETERAN'S
EMPLOYEE
RESOURCE GROUP



NRC TECHNICAL
WOMEN'S NETWORK



There is power in partnerships.





Better Together

Closing Remarks



Mirela Gavrilas
Executive Director for Operations



Acronyms

AAMU – Alabama A&M University	ACAA – Advisory Committee for African Americans	ACED – Advisory Committee for Employees with Disabilities	ADR – Alternative Dispute Resolution	APAAC – Asian Pacific American Advisory Committee	CLF - Civilian Labor Force
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	EEO – Equal Employment Opportunity
EEOC – Equal Employment Opportunity Commission	FWPAC – Federal Women’s Program Advisory Committee	FY – Fiscal Year	GSA - General Services Administration	HEPAC – Hispanic Employment Program Advisory Committee	iCARE – Initiative on Civility, Awareness, Respect and Engagement
IDSP - Inclusive Diversity Strategic Plan	IPA – Intergovernmental Personnel Act	IWGs - Interagency Working Groups	MCOs - mission-critical occupations	MSI – Minority Serving Institutions	NAAC – Native American Advisory Committee



Acronyms continued

**NPAAC – NRC
Pride Alliance
Advisory
Committee**

**NTWN – NRC
Technical
Women’s
Network**

**OCHCO – Office
of the Chief
Human Capital
Officer**

**OGC – Office of
the General
Counsel**

**OMB – Office of
Management and
Budget**

**OPM – Office of
Personnel
Management**

**ORAU – Oak
Ridge Associated
Universities**

**OSTP - Office of
Science,
Technology and
Policy**

**PWDs - People
with Disabilities**

**PWTDs - People
with Targeted
Disabilities**

RI – Region I

**SBCR – Office of
Small Business
and Civil Rights**

**SES – Senior
Executive
Service**

**STEM - Science
Technology
Engineering and
Math**

**TTC – Technical
Training Center**

**VERG – Veterans
Employee
Resource Group**

**VIP – Veterans
Institute for
Procurement’s**