



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

December 13, 2024

SECRETARY

MEMORANDUM TO: Mirela Gavrilas, PhD  
Executive Director for Operations

FROM: Carrie M. Safford, Secretary

SUBJECT: BRIEFING ON EQUAL EMPLOYMENT OPPORTUNITY,  
AFFIRMATIVE EMPLOYMENT, AND SMALL BUSINESS  
(PUBLIC)

On December 5, 2024, the Commission was briefed by the NRC staff on the agency's human capital and equal employment opportunity programs. Topics included strengthening decision-making through data-driven approaches to enhance equal employment opportunity (EEO), equal opportunity, diversity, equity, inclusion, accessibility, and the NRC Small Business Program; leveraging performance results, identifying gaps, and implementing corrective strategies; developing a diverse workforce through proactive recruitment and retention strategies (e.g., pay equity); leveraging social media content on diversity and inclusion to educate, inform, and recruit; enhancing inclusion and accessibility in the regions; and a joint statement of the EEO Advisory Committees. The Commission was also addressed by the President of National Treasury Employees Union Chapter 208.

The meeting, which was held in the Commissioners' Hearing Room, One White Flint North, Rockville, Maryland at 10:00 a.m. Eastern Time, was open to members of the public attending in person and via webcast.

The Commission identified no requirements for staff action.

cc: Chair Hanson  
Commissioner Wright  
Commissioner Caputo  
Commissioner Crowell  
OGC  
CFO  
OCA  
OIG  
OPA  
ODs, RAs, ACRS, ASLBP  
PDR