

**United States (U.S.) Nuclear Regulatory Commission  
Federal Equal Opportunity Recruitment Program (FEORP)  
FY 2024 Accomplishments and Successful/Promising Practices**

The U.S. Nuclear Regulatory Commission (NRC) is dedicated to fostering a healthy, mission-focused workforce. Below are the FY 2024 best practices exemplifying our commitment to advancing FEORP goals.

**Goal 1: Diversify the Workforce Representation Through Active Engagement of Leadership**

Action: The NRC's leadership reaffirmed their commitment to Equal Employment Opportunity (EEO) and fostering a healthy organizational culture during formal Human Capital and EEO public briefings.

Measures and evidence-building activities:

- NRC conducted two public Commission briefings on Human Capital and EEO in FY 2024. One occurred on December 14, 2023, and the other on June 4, 2024.
- NRC's leadership issued the following EEO policy statements through agency-wide yellow announcements:
  - Equal Employment Opportunity Policy Statement (06/03/24);
  - Section 508 Accessibility Policy Statement (06/14/24); and
  - Alternative Dispute Resolution Program for Equal Employment Opportunity Complaints and Related Issues (07/22/24).

Outcomes:

- The two briefings provided the Commission and public with a status update from the Office of the Chief Human Capital Officer (OCHCO) and EEO office on high-level, strategic matters related to Human Capital and EEO, such as recruitment and hiring activities designed to eliminate underrepresentation of minorities.
- The briefings served as a forum for NRC leadership to publicly reaffirm its commitment to EEO and organizational health objectives, create awareness and buy-in, provide feedback on agency recruitment efforts, set the direction for compliance at all employee levels, and define behavioral expectations.
- The EEO policy statements released to all NRC employees reinforced the agency's commitment to equal opportunity and a discrimination-free workplace.

**Goal 2: Include and Engage Staff at Every Level**

Action: Throughout FY 2024, executive leadership promoted and advanced an NRC workplace culture where employees feel valued, connected, and aligned with the agency's mission.

Measures and evidence-building activities:

- The NRC's employee participation in the 2024 Federal Employee Viewpoint Survey (FEVS) increased from 71.9% in 2023 to 73.4% in 2024. This was among the highest participation rates in the federal government. The high participation rate reinforces the

commitment in shaping organizational improvements that are aligned with the NRC's Strategic Plan.

**Outcome:**

- The NRC reaffirmed leadership's commitment to agency culture by encouraging employees to actively support office-level and agency-wide objectives through the Agency Desired Culture Initiative, Town Hall meetings, and actively participate in recruiting activities aimed at attracting top talent from broad segments of the population to produce a workforce that reflects America and those we serve.

**Goal 3: Optimize EEO and Cultural Efforts Using Data Driven Approaches**

Action: The NRC leveraged data-driven methods such as Safety Culture and Climate Survey and culture assessment focus groups to enhance policies, processes, and programs to support EEO and culture initiatives, in alignment with the agency's mission.

**Measures and evidence-building activities:**

- The NRC improved internal data collection systems to expand capacity and efficiency of HR information/data collections. In addition, OCHCO is working to produce real-time information/data on a bi-annual basis to support MD-715 annual reporting.
- The NRC-led initiatives, such as establishing agency Change Agents, employee-led culture action planning efforts, and the Organizational Culture Effectiveness Inventory, continue to strengthen organizational culture throughout the agency.

**Outcomes:**

- The NRC enhanced its data collection, analysis, and reporting capabilities to improve data tracking challenges. Collaborative efforts between OCHCO and the EEO office resulted in five achievements:
  1. Identified required data.
  2. Removed erroneous entries.
  3. Expanded infrastructure to improve capacity and efficiency in HR data collection.
  4. Enhanced data integrity and quality.
  5. Launched bi-annual real-time data reporting.
- The Office Culture Leaders analyzed internal and external data to identify specific focus areas for culture improvement and implemented improvement plans aligned with the agency's overall strategy. The Agency Culture Team consolidated common themes to develop a unified strategic approach, enhancing organizational performance and guiding cultural transformation.

# Annual FEORP Plan Certification

For Fiscal Year 2024

**A. Name and Address of Agency:**

U.S. Nuclear Regulatory Commission  
Office of the Chief Human Capital Officer (OCHCO)  
MS: TWFN 3B05B  
Washington, DC 20555-0001

**B. Name and Title of Designated FEORP Official (Include e-mail address, mailing address, and telephone and fax numbers):**

Ann Dublin, Chief, Special Authorities and Advisory Services Branch (SAASB)  
U.S. Nuclear Regulatory Commission  
OCHCO/HR Operations and Policy (HROP)/SAASB  
MS: TWFN 2A77M  
Washington, DC-20555-0001  
Ann.Dublin@nrc.gov  
Ph: 301-415-7000

**C. Name and Title of Contact Person (Include e-mail address and telephone and fax numbers.**

Ricke Allen, HR Specialist  
U.S. Nuclear Regulatory Commission  
OCHCO/HROP/SAASB  
MS: TWFN 2A77M  
Washington, DC-20555-0001  
Ricke.Allen@nrc.gov  
301-415-7000

### Certification

I certify the above agency: 1) Has a current Federal Equal Opportunity Recruitment Program (FEORP) plan and the program is being implemented as required by Public Law 95-454 and subsequent regulations and guidance issued by the U.S. Office of Personnel Management; 2) All field offices or installations with fewer than 500 employees are covered by a FEORP plan; 3) All field offices or installations with 500 or more employees are covered either by this plan or by a local plan; and 4) Such plans are available on request from field offices or installations.

## Appendix 2

### *Chief Human Capital Officer or Head of Human Resources*

Print Name: Jennifer Golder

Signature: JENNIFER GOLDER Digitally signed by JENNIFER GOLDER  
Date: 2025.06.25 08:17:34 -04'00'

Date: \_\_\_\_\_

Title: Chief Human Capital Officer

Email Address: Jennifer.Golder@nrc.gov

Telephone: 301-415-3300

### *Director, Equal Employment Opportunity*

Print Name: Vonna Ordaz

Signature: VONNA ORDAZ Digitally signed by VONNA ORDAZ  
Date: 2025.06.24 10:06:33 -04'00'

Date: \_\_\_\_\_

Title: Director, Office of Small Business and Civil Rights

Email Address: Vonna.Ordaz@nrc.gov

Telephone: 301-415-7380