



Commission Briefing on NRC's EEO and Diversity Management Programs

June 28, 2005

Opening Remarks by the Executive Director for Operations

- **Revised Mid-Year Equal Employment Opportunity (EEO) Briefing Approach**
- **Accomplishments Since Last EEO Briefing**
- **Future Efforts**

EEO and Diversity Management Overview

- **Changing Proactive Role of Small Business and Civil Rights (SBCR)**
- **Comprehensive Diversity Management Plan (CDMP) Implementation**
- **Small Business Program**

Changing Proactive Role of SBCR

New Federal Requirements

- **Management Directive (MD) 715**
- **Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act)**
- **Office of Personnel Management (OPM) Survey**
- **CDMP**

Changing Proactive Role of SBCR

MD 715: Model EEO Program

- 1. Demonstrated Leadership Commitment**
- 2. Integration into Strategic Mission**
- 3. Management Accountability**

Changing Proactive Role of SBCR

MD 715: Model EEO Program

- 4. Prevention of Discrimination**
- 5. Efficiency**
- 6. Responsiveness & Legal Compliance**

Changing Proactive Role of SBCR

- **MD 715 Self-Assessment Completed**
- **6 Program Elements Covered 96 Questions**
- **Areas for Improvement**

Changing Proactive Role of SBCR

No FEAR Act

- **Employee Notification of Discrimination Laws**
- **Employee Training**
- **Reporting Requirements**

Changing Proactive Role of SBCR

OPM Survey:

- **Goal**
- **Conducted Annual Survey**
- **Government-Wide Outcome**

CDMP Implementation

- **Communication Plan**
- **Brochure and Video Web Access**
- **All Hands Meetings**
- **NR&C Newsletter**

CDMP Implementation

Links to Key Systems

- **Organizational Values**
- **Strategic Plan**
- **Performance Plan**

CDMP Implementation

Links to Key Systems

- **Performance Management System**
- **Affirmative Employment Plan**
- **Human Capital Strategic Plan**

CDMP Implementation

- **FY 2005 Operating Plan Guidance**
- **Review of Office Strategies and Assessments**
- **FY 2006 Operating Plan Guidance**

CDMP Implementation

- **Organizational Assessments**
- **Office-Level Performance Measures**
- **CDMP Goals Tracked**

Small Business Activity

- **4 of 6 Goals Achieved**
- **Strategies Implemented**
- **Technical Office Support Improved**

SUMMARY

Progress Made

- **Diversity Enhanced**
- **Management Accountability Enhanced**
- **SBCR Responsibility Enhanced**

Challenges Remain