



# Commission Briefing on Equal Opportunity and Diversity Programs

November 27, 2007

# Agenda

- Opening Remarks
- OIP EEO/Diversity Highlights
- Committees Joint Statement
- NRC EEO/Diversity Progress
- Challenges

# Opening Remarks

## Luis Reyes, EDO



 **U.S.NRC** *is #1*  
UNITED STATES NUCLEAR REGULATORY COMMISSION



# Office of International Programs

Margaret Doane, Director

## OIP'S EQUAL EMPLOYMENT OPPORTUNITY ACCOMPLISHMENTS

# OIP Global Perspectives

- OIP vision
  - Expand nuclear safety and security through partnerships
- Our mission
  - Enhance nuclear safety and security through global partnerships
- Nuclear regulation in a global environment

# Recruitment/Opportunities

- Hired entry-level and experienced personnel
- Utilized staff with diverse backgrounds
- Encouraged staff development
- Rating panel participation

# Communication within OIP

- Open door policy
  - Staff/management interaction
- All hands meetings
  - Alignment w/ NRC strategies
- Stand-up meetings
  - Inform on Commission issues
- Team building
  - Diverse approaches

# Outreach Efforts - Internal

- Web: NRC participation in international activities
- International Council: aligning managers and NRC strategies
- Job postings to advisory comm.
- Create rotational opportunities
- Foreign assignee handbook

# Outreach Efforts - External

- Web: international activities
- GNOSIS: To NRC and others
- Distribute job postings
- Interagency meetings
- Bilateral activities
- Multinational organizations

# Joint Committee Statement

Lauren Quinones-Navarro (HEPAC)

Major agency accomplishments

- More diversity in hires (GG5-12)
- Continued mentoring program
- 48% minorities & women for LPP program
- Increased diversity in SESCO
- Increased outreach

# Joint Committee Statement

## Areas of concern

- Decline in women & minorities in SES

## Recommendations

- Maintain focus on diversity in succession planning strategies
- Continue rotations and training

# Joint Committee Statement

## NRC appraisal trends

- Job series 0800 & 1300, FY02-06, 785 employee records
- Average appraisal for employees younger than 52 is > the average for employees older than 52
- Reasons are beyond the scope of the analysis

# Joint Committee Statement

## Committee recommendations

- Include appraisal study results in leadership training
- Conduct appraisal study periodically

# Agency EEO and Diversity Accomplishments

Corenthis B. Kelley, Director SBCR

- Affirmative Employment
- Comprehensive Diversity Management Plan
- Civil Rights
- Outreach and Compliance Coordination
- Small Business

# Affirmative Employment

## Mentoring

- Conducted three orientation sessions
- Mentoring pairs increased to 230
- Knowledge management strategy includes a skills mentoring component

# Affirmative Employment

2007 demographic trends

- All employee groups remain approximately the same
- 441 hires - 60% minorities & women
- 52 NSPDP hires - 57% minorities & women

# Affirmative Employment

2007 demographic trends

- Honors Law Graduate Program-8
- Summer program - 68% minorities and women; 2 minority faculty
- New Student Career Experience Program - 63% (17) minorities

# Affirmative Employment

- Departures for women decreased: 47% in FY06 to 31% in FY07
- New Exit Interview Process
  - Piloted by HR in May 2007
  - Improved information
  - Limited data to date

# Comprehensive Diversity Management Plan

- Revised CDMP and new DVD
- Measures in EDO's FY 2008 Operating Plan Guidance
- CDMP support for offices
- EEO and diversity training
- "Thought of the Week" initiative

# Civil Rights

## EEO and diversity assessments

- NRC commitment to MD 715
- Demonstrated commitment to a model EEO program
- Regions & TTC completed
- Future assessments planned

# Civil Rights

## Anti-Harassment Policy – January 07

- Promotes early intervention
- Significant drop in informal complaints
- EEO counselors promote ADR during informal contacts

# Civil Rights

- Complaint backlog eliminated
- Formal complaint trends
  - Most frequent issues: non-selection for promotion & non-sexual harassment
  - Most frequent bases: race, age, and reprisal

# Civil Rights

## No FEAR Act compliance

- First report sent to Congress
- Less than 1% of workforce has filed complaints
- 69% of 441 new employees completed online training

# Outreach and Compliance

- Includes outreach, oversight, compliance reviews, investigation, and enforcement
- Established 10 sub-programs
- Completed 60 compliance reviews
- Recipient tracking systems

# Outreach and Compliance

## Minority Serving Institutions Program

- Financial and technical assistance
- Grants, cooperative agreements, and assistance
- \$1.2 million in grant support
- Charter for the Federal MSI – COPC

# Outreach and Compliance

- Co-sponsored a capacity building event with Dept. of Commerce
  - 50 institutions represented
  - 100 participants attended
  - Provided technical assistance

# Outreach and Compliance

- Planned resources for staff and contract support
- Full compliance by 2010
- Federal agencies are working toward full compliance

# Small Business

## 2007 major accomplishments

- Met four of five FY07 SB Goals
- Met HUBZone goal - first time
- Future strategy : increased outreach to SDVOSB

# Small Business

- Significant new acquisitions
  - 3 of 4 new reactor licensing TA contracts awarded to SBs
  - Awarded largest SDVOSB contract

# Small Business

## SBA Procurement Scorecard

- FY 2006 score
  - Yellow (met 3 of 5 goals)
  - Green (implementing strategies)
- FY 2007 Projected
  - Green which is 4 of 5 goals

# Challenges

- Sustain and improve diversity results
- No complaint case backlog
- Implement 10 OCCCP sub-programs
- Progress against CDMP goals
- HQ EEO/DM assessments
- Identify qualified SDVOSBs
- Remain a best place to work and a best diversity company

# Acronyms

- ADR Alternative Dispute Resolution
- CDMP Comprehensive Diversity Management Plan
- HUBZone Historically Underutilized Business Zone
- LPP Leadership Potential Program
- NSPDP Nuclear Safety Professional Development Program
- SES Senior Executive Service
- SESCOPE Senior Executive Service Candidate Development Program
- TTC Technical Training Center
- SLS Senior Level Service
- SB Small Business
- OCCP Outreach and Compliance Coordination Program
- MSIP Minority Serving Institutions Program
- HBCU Historically Black Colleges and Universities
- HSI Hispanic Serving Institutions
- TCU Tribal Colleges and Universities
- SDVOSB Service Disabled Veteran Owned Small Business
- GG General Grade
- TLDP Team Leader Development Program
- HEPAC Hispanic Employment Program Advisory Committee
- TA Technical Assistance
- GNOSIS Global Nuclear Open Source Information Service
- MD 715 Management Directive 715 (for a model EEO program)
- COPC Community of Partners Council
- OIP Office of International Programs