



# **Commission Briefing on Equal Employment Opportunity and Small Business**

**December 1, 2011**

# **Agenda**

- **Federal diversity and NRC update**
- **Civil Rights**
- **Outreach and Compliance**
- **Office of Information Services**
- **Region IV**
- **EEO Advisory Committees**

# **Office of Small Business and Civil Rights**

**Corenthis Kelley  
Director**

# Federal Equal Opportunity

- **Greater focus and accountability**
  - **Executive Order: increasing diversity**
  - **Established the Woman-Owned Small Business Program**
  - **Letter to agency heads to accelerate payments to small businesses**
  - ***BusinessUSA* web portal established**

# **Equal Opportunity at NRC**

- **SBCR partnered with offices in managing change initiatives**
- **Successfully implemented CDMP refined diversity measures**
- **Workforce**
  - **Diversity representation is steady**

# **Small Business at NRC**

- **Continued progress, but challenges remain**
- **Successful start to discussion of FY 2012 and 2013 agency goals**
- **Sustained achievement despite staff losses**

# **Civil Rights Program**

**Lori Suto-Goldsby**  
**Program Manager**

# **Civil Rights Program**

- **Increased complaint activity and contacts**
- **Progress in ADR and settlements**
- **Conducted comprehensive EEO counselors conference**
- **FY12 training: EEO and No FEAR**

# **Outreach and Compliance Coordination Program**

**Tuwanda Smith  
Program Manager**

# **Internal Compliance Program**

- **Significant progress on limited English proficiency**
- **Continued monitoring of education and training**
- **Provided tools and assistance – external disability program**

# **External Compliance**

- **Enhanced outreach and technical assistance**
- **100% pre-award reviews**
- **Began post-award review process**
- **Responsive to external reports and audits**

# **Minority Serving Institutions Program**

- **Continued support for HBCUs, TCUs, and HSIs**
- **Provided grants to MSIs**
- **Led national training and outreach initiatives**
- **Responsive to audits and reports**

# **Office of Information Services**

**Thomas M. Boyce**  
**Director**

# Living Our Plan

## Target Areas:

- **Hiring & Recruitment**
- **Advancement & Development**
- **Retention**

# Living Our Plan

## Activities:

- **IT Job Shadow Day**
- **Wounded Warrior**
- **DC Student Youth Employment Program (SYEP)**
- **Howard University Career Fair**
- **UMUC Cyber-Security Job Fair**

# Living Our Plan

## Activities (continued):

- **Rotations, Details, and Temporary Promotions**
- **Workshop for LPP Candidates**
- **NEWFlex & Telework**
- **Appointed OCWE Champion**

# **“The Story of OLS”**

## **Video Presentation**

# Living Our Plan

## Results:

- **Onboarded two STEPs**
- **Partnership w/IT National Academy Foundation at Gaithersburg HS**
- **Converted SCEP to permanent position with FPL 13**

# Living Our Plan

## Results (continued):

- **Sponsored three SYEP interns**
- **63% of staff telework, fixed and/or project based**
- **1<sup>st</sup> OIS Team Player Award recipient**

# **Diversity in Region IV**

**Elmo E. Collins**

**Region IV Regional Administrator**

# Diversity



# Reliability

# Diversity

- Leadership
- Feeder Groups
- Veterans

# Diversity Management Advisory Committee (DMAC)

Promote Agency Plans

Broad Membership

Increase Awareness



# Diversity Day Celebration

## “Dimensions of Diversity, Understanding a World of Difference”



# Diversity Day Celebration

## “A Tapestry of Purpose, Vision, and Mission”



# Diversity Day Celebration

## “A Tapestry of Purpose, Vision, and Mission”



# Diversity Day Celebration

“Diversity In Our Neighborhood”

Plaque in recognition of the NRC as “A Best Diversity Company”



“In problems of high reliability, the fact of divergence may be more crucial than the substance of divergence. Whether team members differ in occupational specialties, past experience, gender, conceptual skills, or personality may be less crucial than the fact that they do differ and look for different things when they size up a problem. If people look for different things, when their observations are pooled they collectively see more than any one of them alone would see.”

***“Organizational Culture as a Source of High Reliability”***

**Karl E. Weick**

# **EEO Advisory Committees Joint Statement**

**K. Jocelyn Lian**  
**Chairperson, Asian Pacific  
American Advisory Committee**

# **EEO Advisory Committees Joint Statement**

- **Major agency accomplishments**
- **Diversity in supervisory and SES positions remains steady**
- **Increased outreach to veterans and individuals with disabilities**
- **Focus on diversity in recruitment**

# Acronyms

- **ADR – alternative dispute resolution**
- **CDMP – Comprehensive Diversity Management Plan**
- **EEO – equal employment opportunity**

# **Acronyms (Cont.)**

- **DMAC –Diversity Management Advisory Committee**
- **FPL – Full performance level**
- **HBCU – Historically Black colleges and universities**

# **Acronyms (cont.)**

- **HSI – Hispanic serving institutions**
- **IT – information technology**
- **LPP – Leadership Potential Program**

# **Acronyms (Cont.)**

- **MSI – Minority serving institution**
- **MSIP – Minority Servings Institutions Program**
- **No FEAR –Notification and Federal Employee Antidiscrimination and Retaliation Act of 2001**

# **Acronyms (Cont.)**

- **OCWE – Open collaborative work environment**
- **SCEP – Student Career Experience Program**
- **STEP – Student Temporary Employment Program**

# **Acronyms (Cont.)**

- **SYEP – Student Youth Employment Program**
- **SES – Senior executive service**
- **TCUs – Tribal colleges and universities**
- **UMUC – University of Maryland University College**