



Commission Briefing on Equal Employment, Outreach & Diversity

December 3, 2015

Engaged in Change

Vonna L. Ordaz

Director

**Office of Small Business and
Civil Rights**

Agenda

- **Engaged in Change**
- **Equal Employment Opportunity**
- **Outreach & Compliance**
- **Office of Research**
- **Region IV**
- **EEO Advisory Committees' Joint Statement**

The Office of Small Business & Civil Rights

- **Engaged in Change**
- **Dedicated to Our Mission**



Diversity and Inclusion

- **Workforce Diversity**
- **Engagement Across the Agency**
- **Path Forward**

Small Business

- **Increasing Engagement Internally and Externally**
- **Small Business Performance and Progress**



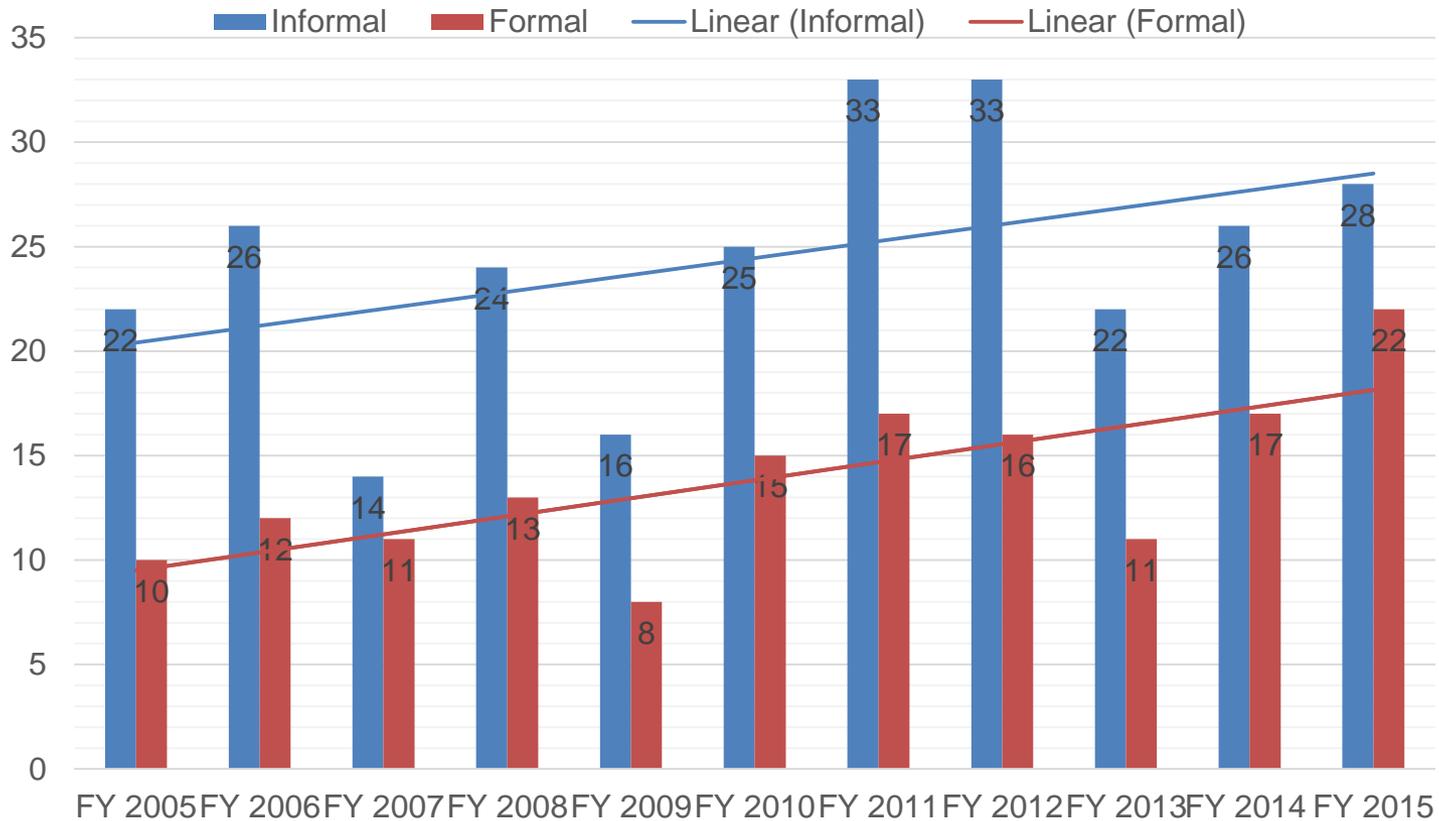
Engaged  Change



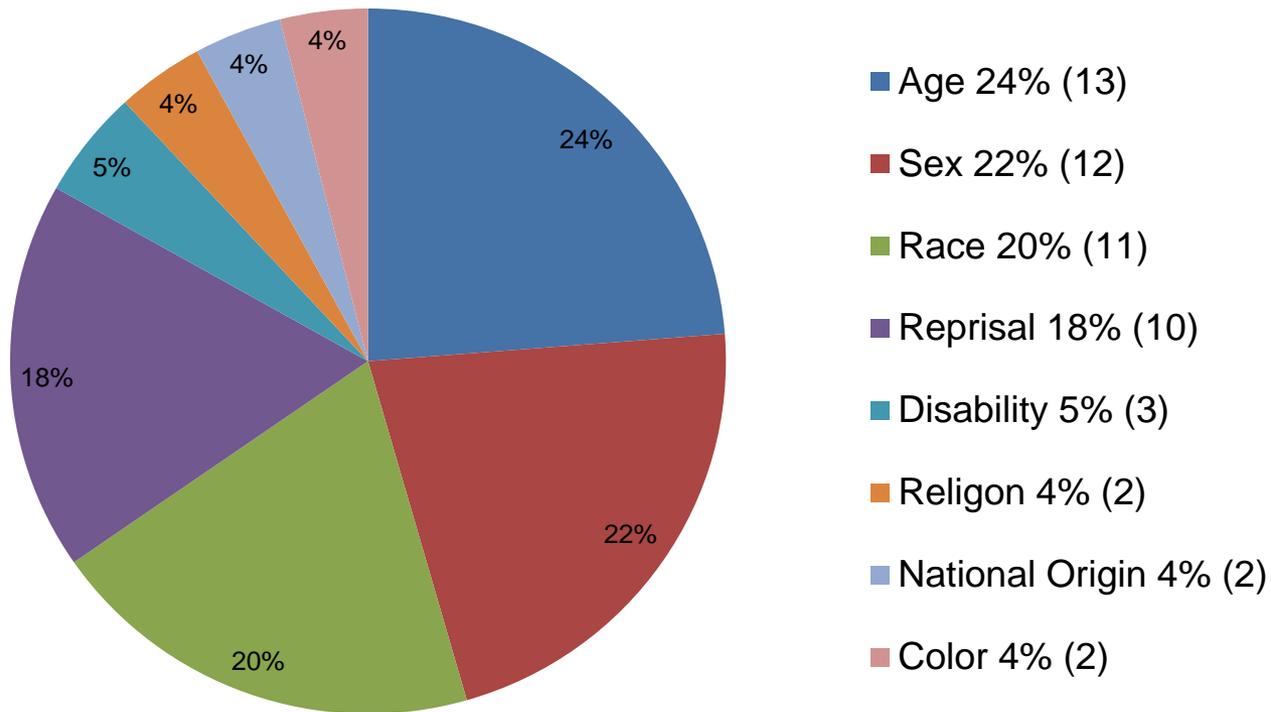
Equal Employment Opportunity

**Joel Kravetz
Program Manager**

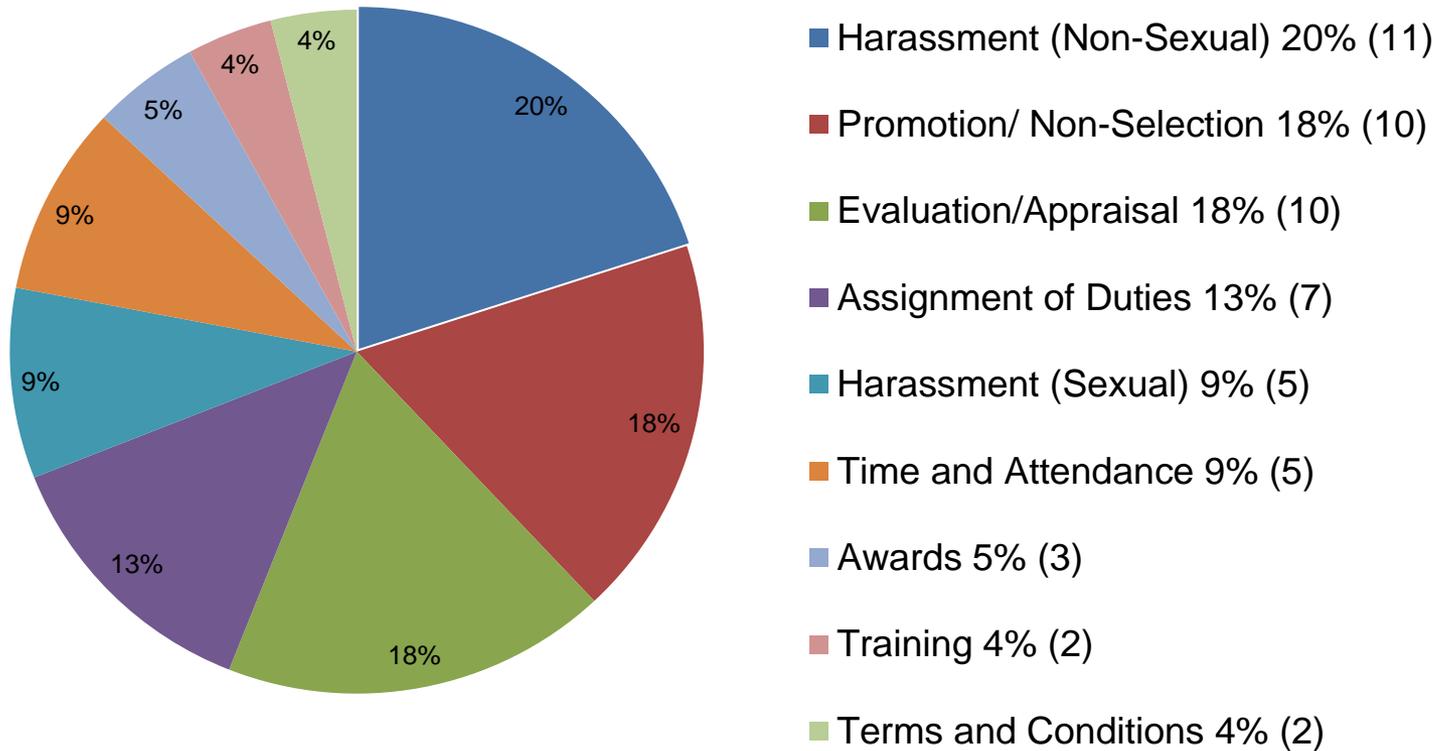
EEO Complaints Filed FY 2005 - FY 2015 (As of September 30, 2015)



EEO Complaints Filed During FY 2015 by Bases (September 30, 2015)



EEO Complaints Filed During FY 2015 by Issues (September 30, 2015)



Joint EEO & Advisory Conference



Joint EEO & Advisory Conference



Other EEO Updates

- **EEOC's New Management Directive 110**
- **Update on Age Discrimination Case**
- **Claims of Sexual Orientation & the EEO Process**



**Equal Opportunity
Outreach & Compliance
Coordination**

**Tuwanda Smith
Program Manager**

Program Overview

OCCP is Comprised of:

- **Equal Opportunity Compliance Programs**
- **Minority Serving Institutions Program**

Outreach & Compliance Programs

- **Engaging Change Through Partnerships Focused on:**
 - **Program Alignment**
 - **Performance Results**
- **Acknowledging Partners**

Engaging Our Partners

- **Develop Infrastructure**
- **Increase Capacity**
- **Achieve Performance Results**



Developed Infrastructure and Capacity in Equal Opportunity Compliance Areas

- **MD 10.164 & Handbook**
- **External Complaint Processing & Investigation Procedures Manual**
- **Compliance Review Guide**
- **Mediation Process**

Developed Infrastructure and Capacity in Equal Opportunity Compliance Areas (cont.)

- **Assisted DOJ with Amendments to Title VI Regulations**
- **Domestic Limited English Proficiency Translation Contract**
- **Investigation & Mediation Contracts**
- **508 Compliance Assessment & Consultation Contract**

Achieving Performance Results in Equal Opportunity Compliance Areas

- **Processed 1 Formal Complaint, Mediation and Investigation**
- **Conducted 65 Pre-Award Compliance Reviews**
- **Conducted Post-Award Monitoring**

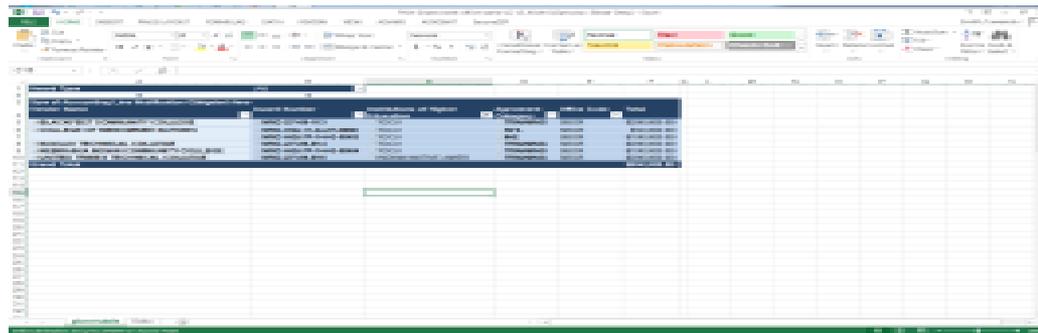
Achieving Performance Results in Equal Opportunity Compliance Areas (cont.)

- **Facilitated LEP Interpretations & Translations**
- **Participated and Co-Sponsored 2015 National Environmental Justice Conference**

Minority Serving Institutions Program Infrastructure and Performance Results

- **5 MSI Reports and 5 Plans**
- **Promoted Employment of Grant Students-
Return on Investment**

STAQS INFORMATION AND DATA COLLECTIONS FOR MSI REPORTS

A screenshot of a Microsoft Excel spreadsheet used for data collection. The spreadsheet has a header row with several columns, including 'Institution Name', 'Year', 'Program', 'Status', 'Type', 'Start Date', 'End Date', 'Funding Source', and 'Amount'. Below the header, there are several rows of data, with some cells containing text and others containing numerical values. The spreadsheet is displayed in a window with a standard Windows interface.

SBCR, AND AND CONTRACTOR COLLABORATION

Minority Serving Institutions Program Infrastructure and Performance Results (cont.)

- **Supported 2015 Symposium for Gallaudet Undergraduates**
- **Co-hosted Visit from University of Texas-San Antonio**
- **Co-hosted Pre-College Symposium**

2015 FVSU—NRC STEM SYMPOSIUM



Minority Serving Institutions Program Infrastructure and Performance Results (cont.)

- **Participated in 2015 Annual White House HBCU Conference**
- **Participated in 2015 National Congress of American Indians Conference**
- **Top Supporter Award**



RES Engaged in Change

Michael Case
Director

Division of Systems Analysis

**Office of Nuclear Regulatory
Research**

Who We Are



**About 220
engineers,
scientists,
analysts, and
support staff.**

~ 30% M.S.

~ 30% Ph.D.

Recruiting Diverse Talent



Summer Interns Visiting Three Mile Island and Susquehanna Nuclear Plants

Supporting the Safety Mission



RES Seminar on the Origins of the NRC and the Office of Research



Battery Testing at Brookhaven National Laboratory

Keeping Staff Engaged

BEHAVIOR
matters



The Researcher
Office of Nuclear Regulatory Research



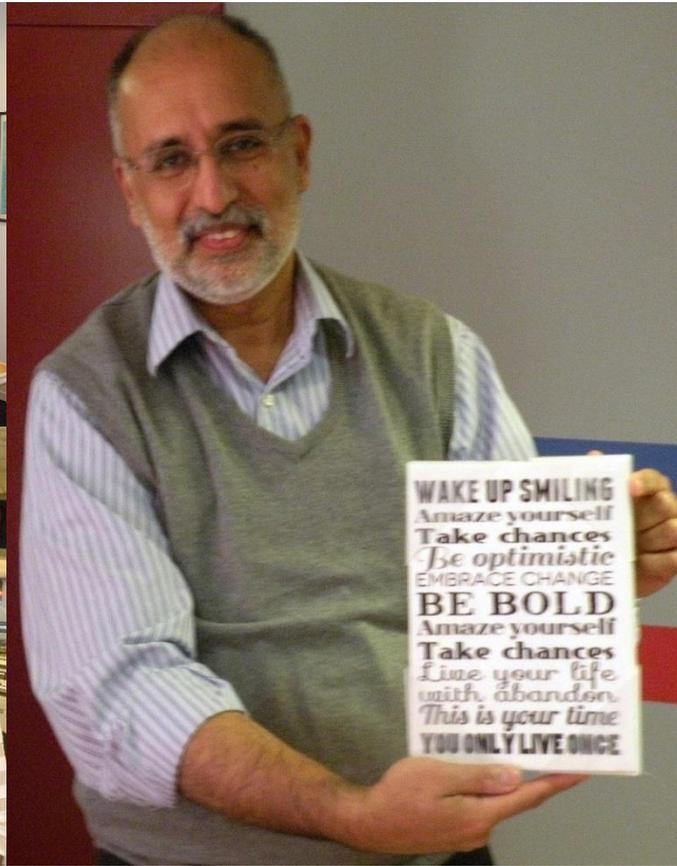
**Office of Nuclear
Regulatory Research**



From the Front Office



Celebrating Inclusiveness



Advocating for Diversity



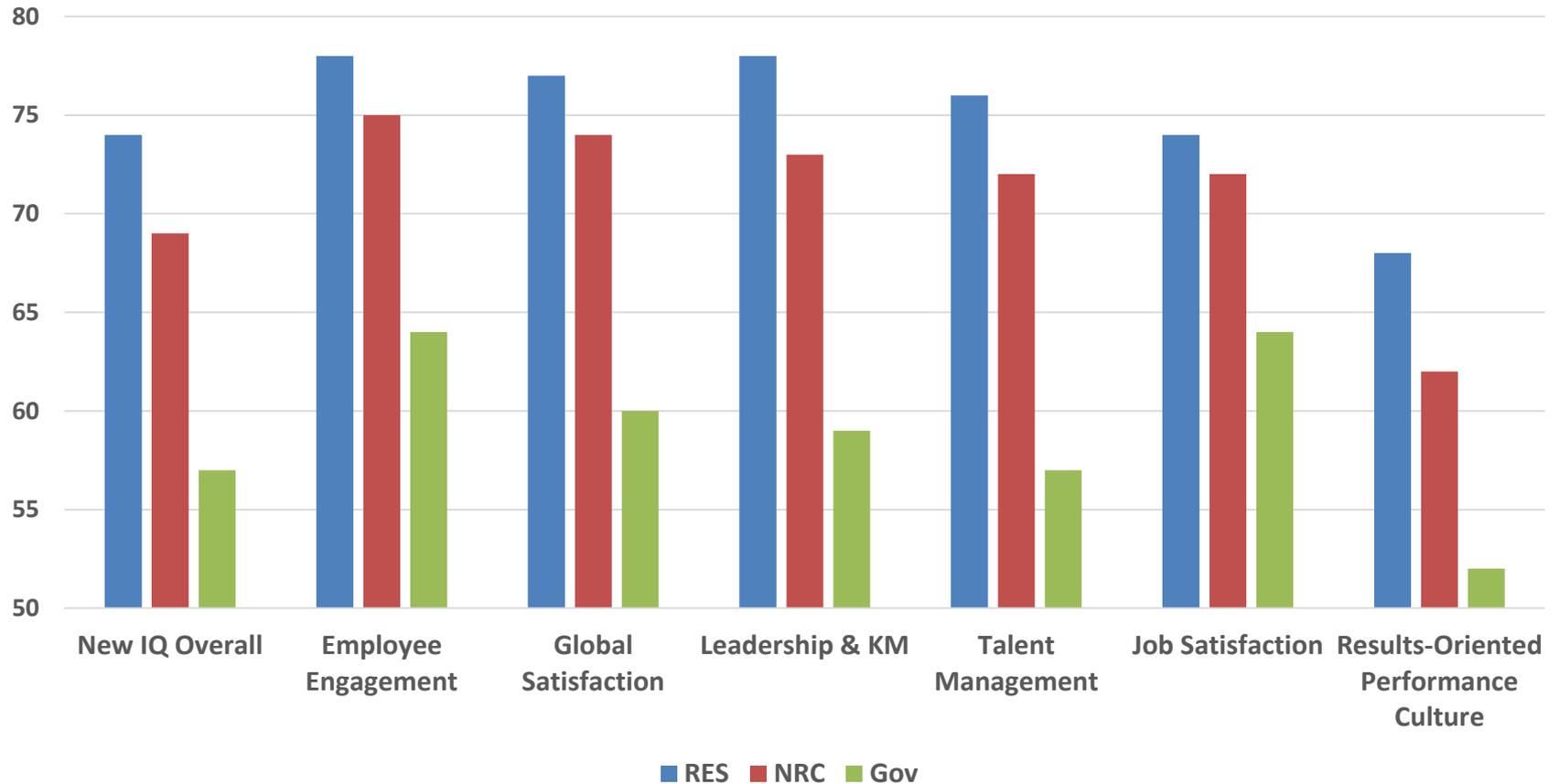
Piloting Shared Space



- **Reduce agency footprint**
- **Reduce commuter time & costs**
- **Promote employee satisfaction**

RES 2015 FEVS Scores

2015 Comparison of Indices



Delivering Our Future



RES employee named one of the Top Federal Engineers for 2015



RES paper receives NURETH-16 Best Paper



RES staff and NIST Engineered Fire Safety Group celebrate over 10 years of partnership.

Diversity in NRC Region IV

Kriss Kennedy
RIV Deputy Regional Administrator

Accompanied By
Natasha A. Greene, PhD
RIV ACAA Chair

Embracing Diversity



**Creates EEO &
Fosters Success**

Embracing Diversity

- **Leadership**
- **Recruiting**
- **Development**
- **Training**
- **Retention**
- **Awareness**



Activities

- **Recruiting**
- **Presentations**
- **Career Development**
- **Training**
- **Coaching and Mentoring**
- **Education**

Leaders of Diversity and EEO in NRC Region IV



Marc Dapas



Kriss Kennedy



Lola Gomez



Lora Nute-Blackshear



Natasha Greene



Mary Scott



Bernadette Baca



Anita Tannenbaum



Binesh Tharakan



Tom Hipschman



Dan Livermore



Judith Weaver



Eddie Uribe



Revonna Stuart



Rich Smith

RIV Diversity Management Advisory Committee (DMAC)

- **Promotes Agency Plans**
- **Regional Spokespersons**
- **Provides Recommendations**
- **Increases Awareness**
- **Broad Membership**



Visions of Past Diversity Day Celebrations

“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.” --- Dr. Martin Luther King, Jr.



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“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





**Theresa Clark, Co-Chair,
Native American Advisory Committee
&
Diversity Management Advisory
Committee Member**



Engaged  Change

List of Acronyms

EEO – Equal Employment Opportunity

EO – Equal Opportunity

FEVS – Federal Employee Viewpoint Survey

HRA – Human Resources Advisor

LEP – Limited English Proficiency

MSIP – Minority Serving Institutions Program

OCCP – Outreach and Compliance Coordination Program

