



Commission Briefing on Equal Employment Opportunity, Diversity, and Small Business

December 3, 2018



Strengthening Our Workforce Through Diversity and Inclusion

Margaret M. Doane,
Executive Director for Operations

“Trust men [and women]
and they will be true to you;
treat them greatly and they will
show themselves great.”
Ralph Waldo Emerson

Strengthening Our Workforce Through Diversity and Inclusion

- Office of Small Business and Civil Rights
- Office of Nuclear Security and Incident Response
- Region III
- EEO Advisory Committees' Joint Statement

Strengthening Our Workforce Through Diversity and Inclusion

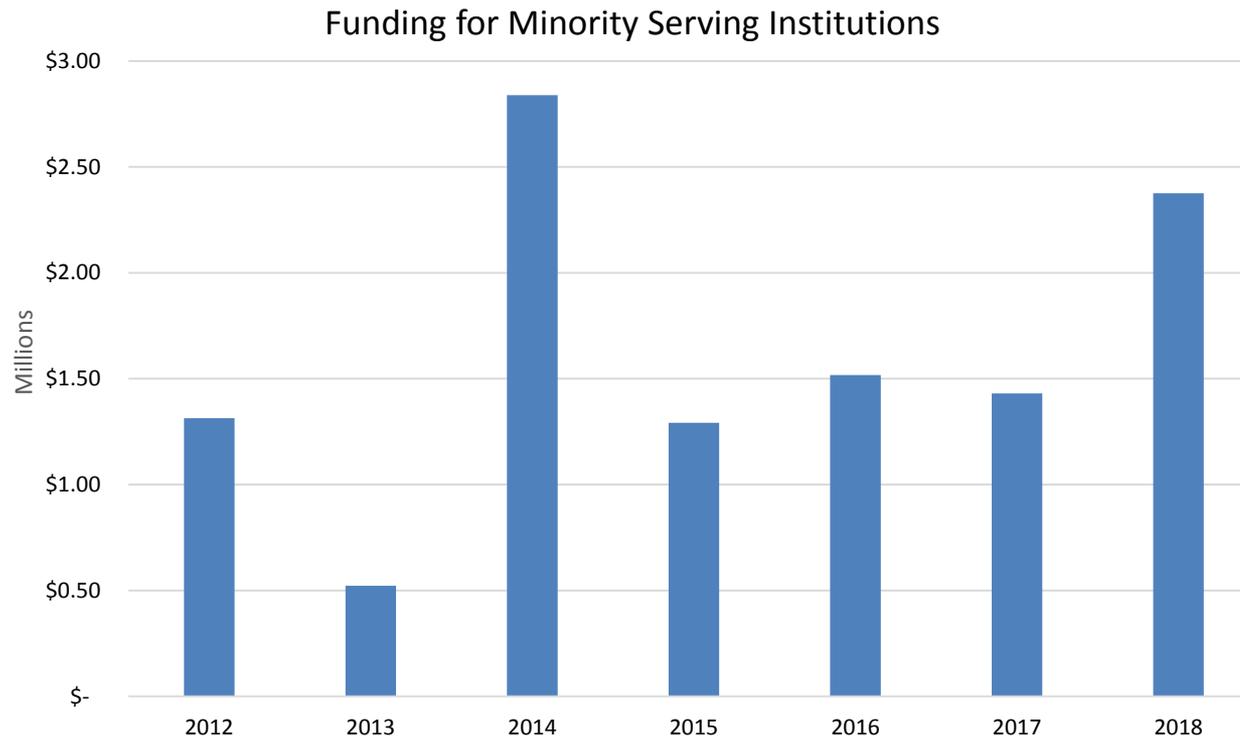
Pamela R. Baker, Director
Office of Small Business and Civil Rights

Continuing Excellence for Small Business

- FY2017 SBA Score Card: A+
- Strategies for Success:
 - HUBZone Event in Partnership with Region IV
 - Technical Assistance Fuels Certification
- FY2018 Performance 40+%:
 - 5 of 5 Goals- Including HUBZone
 - Women Owned- 27% - historical achievement

Outreach Through The Minority Serving Institutions Program

- MSI Representation in IUP Awards
- White House Initiative for HBCU Competitiveness:
 - FY2018 Plan of Agency Priorities
 - Annual Conference and Workshop
- Tribal Outreach/Assistance



Bolstering the Inclusion of Individuals with Disabilities

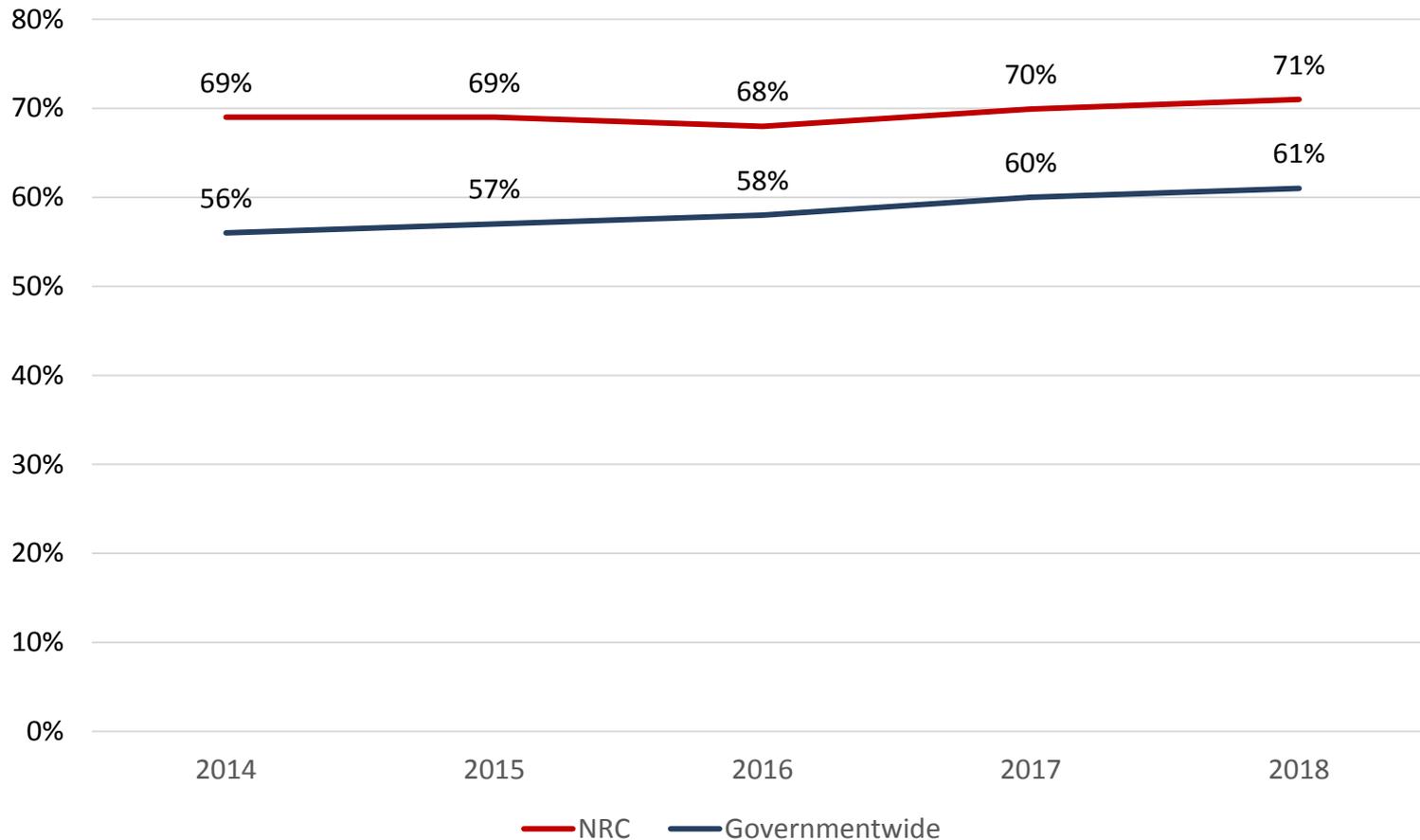
- 501 Rule for Disability Employment:
 - Affirmative Action Plan
 - Revised Reasonable Accommodations Procedures
 - Personal Assistance Services

Enhancing Internal Representation

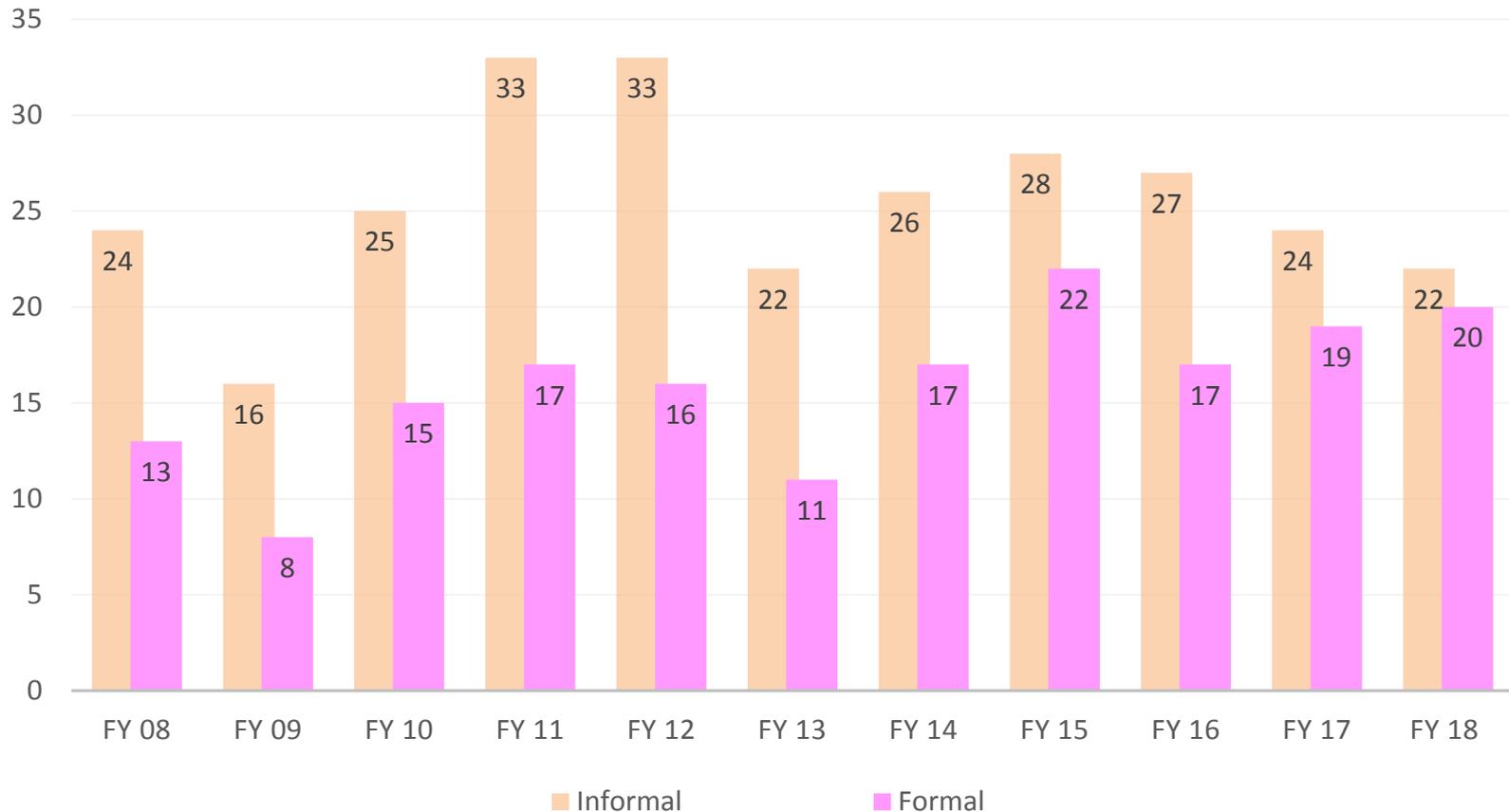
- Diverse Panel Reviews: CXO, White House Fellow and SES CDP
- Expanding DIALOGUE
- Privilege Walk Exercise: Raising Awareness of Bias

Measuring Success

- Comprehensive Diversity Management Plan
- Diversity and Inclusion  FOCSE



Monitoring Complaint Activity



**Informal and Formal EEO Complaints
FY 2008 – FY 2018**

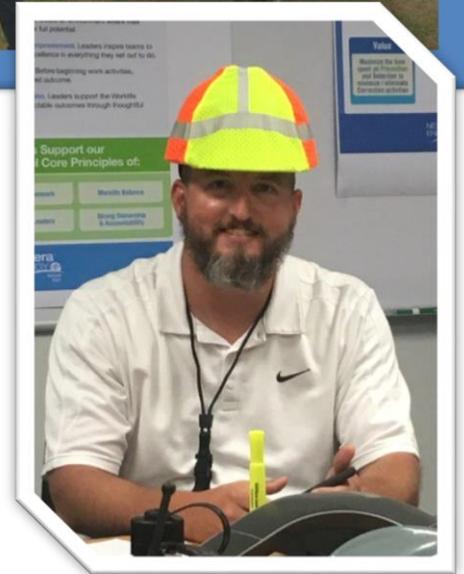
Shifting from Reactive to Proactive

- EEOC 2016 Select Task Force on the Study of Harassment
- Encouraging Respectful Behavior with Anti-Harassment Training:
 - Compliance
 - Reporting Channels
 - By-stander Intervention

Strengthening Our Workforce Through Diversity and Inclusion

John Lubinski, Deputy Director,
Office of Nuclear Security
and Incident Response

Office of Nuclear Security and Incident Response Staff



Promoting a Professional Environment for Employees to Elevate Concerns

Piloted Staff-Level Training to Emphasize Respect and Cooperation

- Partnered with OGC, OCHCO, and SBCR
- Innovated Beyond Traditional Management-Only Audience Training on NRC Anti-harassment Policy
- Conducted Small-Group Discussions

Promoting Fairness, Empowerment, Respect, and Consistency Between All Levels of Management and Staff

Build and Enhance Trust

- Learned and Implemented More Transparent Communications
- Learned to Engage Disengaged Staff Members
- Identified and Reversed Costly Behaviors
- Consider All Views in Decision Making

SECY-18-0076 – “Options For Physical Security For Light-Water Small Modular Reactors And Non-Light-Water Reactors” August 1, 2018 (ML18052B032)

Headquarters Operations Officers (HOOs) and Regional Operations Officers (ROOs)



Maintaining Incident Response Readiness

Enhanced Coordination Among Response Operations Staff

- Built Relationships, Including Across Physical Boundaries
- Focused on Unique Challenges of Response Operations Staff
- Implemented Teamwork Strategies
- Aligned Management on Multiple Levels

Strengthening Our Workplace Through Diversity & Inclusion

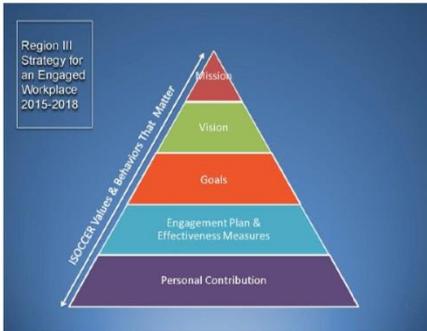
Darrell J. Roberts

Region III, Deputy Regional Administrator

Navigating Our Engagement Journey

Where Have We Been – A lot of Effort!

VISION: To foster an engaged culture where everyone feels valued and motivated to do their best work and contribute to the mission



Region III Vision and Strategy
2015-2018



Establishment of Engagement Council

Diverse Group that:

- Meets Bi-Weekly
- Monitors Staff Engagement
- Develops/Reviews

Recommendations for Workplace
Improvement



Successfully Implementing Engagement Initiatives

Idea Cloud



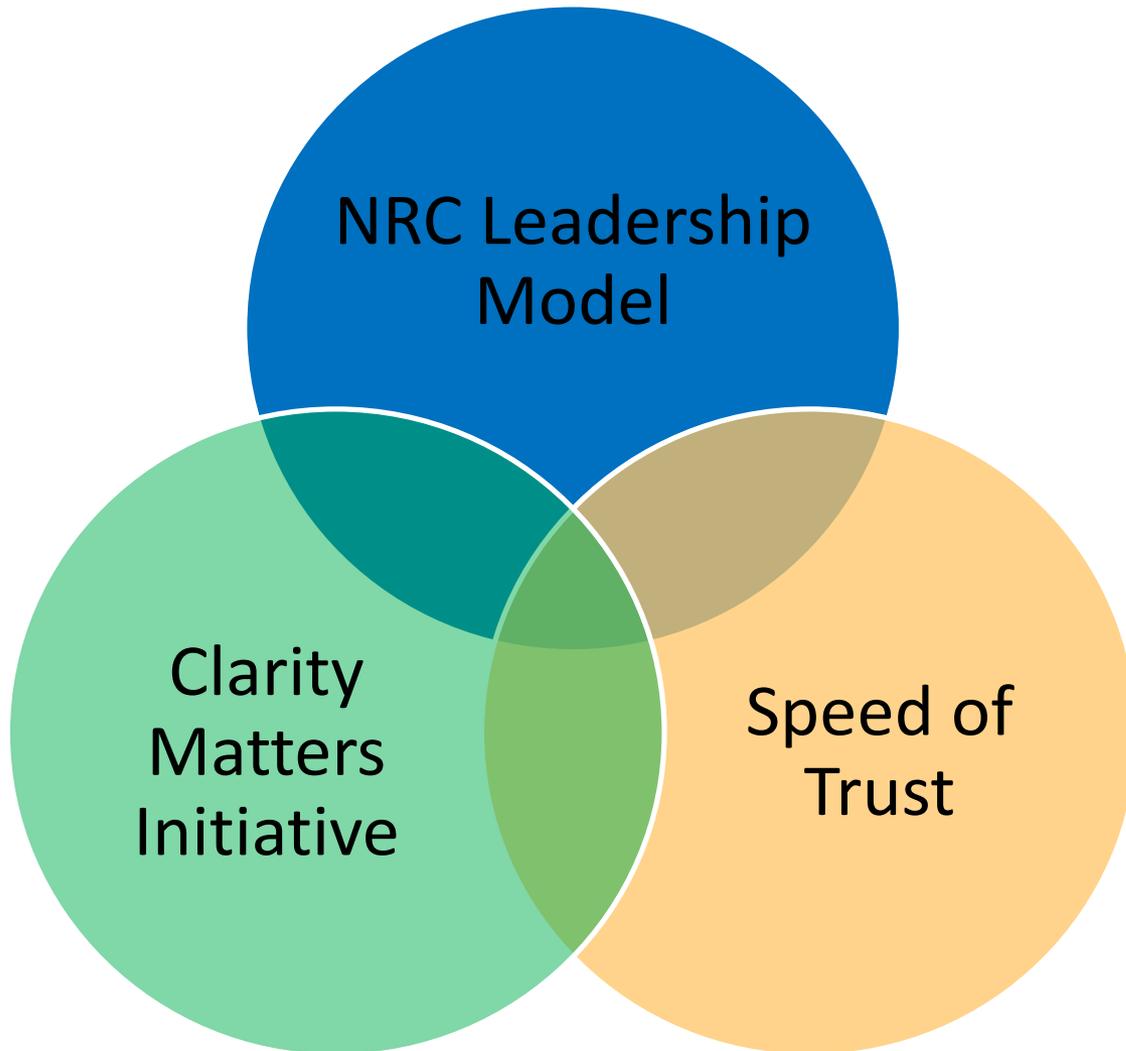
Online portal to submit innovative ideas (anonymously or otherwise)

Staffing Resource Bulletin Board



Website to advertise special projects and assignments

Interconnecting Leadership Initiatives



Embracing Our Diverse Culture

- Diversity Management Advisory Committee
- Special Emphasis Programs
 - Region III Diversity Day Celebration
 - Black History Month
 - Women's History Month
 - Asian Pacific American Luncheons
 - LGBT Safe Zone Training
 - Guacamole Challenge (Cinco de Mayo)



Facilitating a Team Environment

- Open, Collaborative Work Environment
- Communication Initiatives
- NTEU Engagement



Recognizing Staff Performance

Mission
Values
Pinciples

- Incentive Awards: Group, Individual, Special Act or Service, Time-Off, Non-Monetary
- Recent MVP Award Recipients: John Cassidy, Senior Health Physicist, and John Ellegood, Senior Resident at D.C. Cook



Developing Staff for the Future

- Temp Promotions/Rotational Assignments/Double Encumbering
- Knowledge Management Activities
- In-house Courses



Strategic Recruiting to Enhance Diversity

- Offers to Minorities and Women
- Offers to Veterans
- University Champions
- Support To Minority Serving Institutions



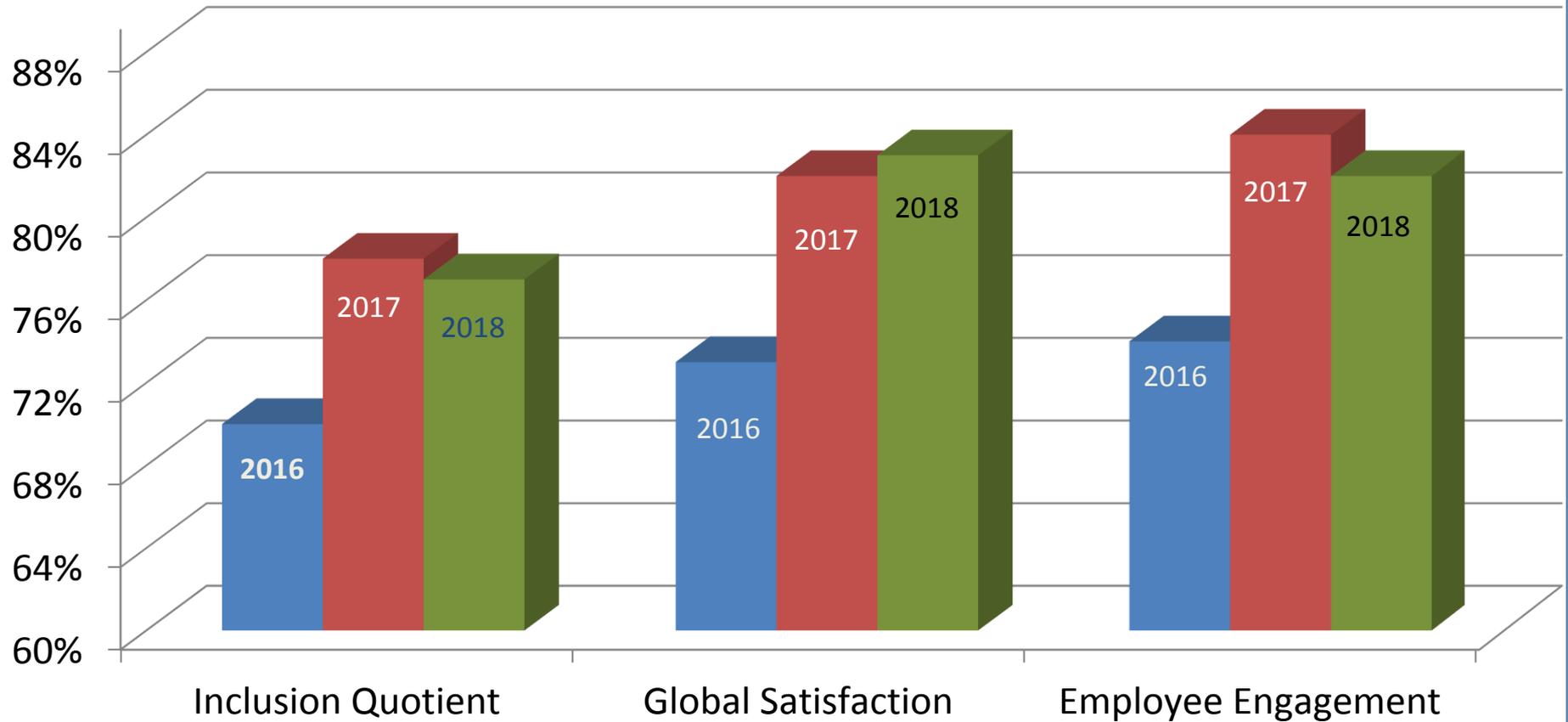
Reaching Out to Community/ Stakeholders

- Engaging Tribal Communities
- Supporting the Japan Nuclear Regulation Authority (JNRA)
- STEM Outreach Activities Region III (SOAR!) Program

2017-2018 – 22 Outreach Events with 24 different NRC staff members participation



Measuring Engagement Efforts (FEVS)



High-Performing Workforce

Valuing and Respecting Diversity

- Staff Ensuring Safety/Security
- Staff Supporting Emergency Response Efforts
- Staff Supporting Key Agency Initiatives



The Region III Family



2018 Region III Cancer Awareness Day

EEO Advisory Committees Joint Statement

Trish Gallalee, Vice Chair
Advisory Committee for Employees
with Disabilities (ACED)



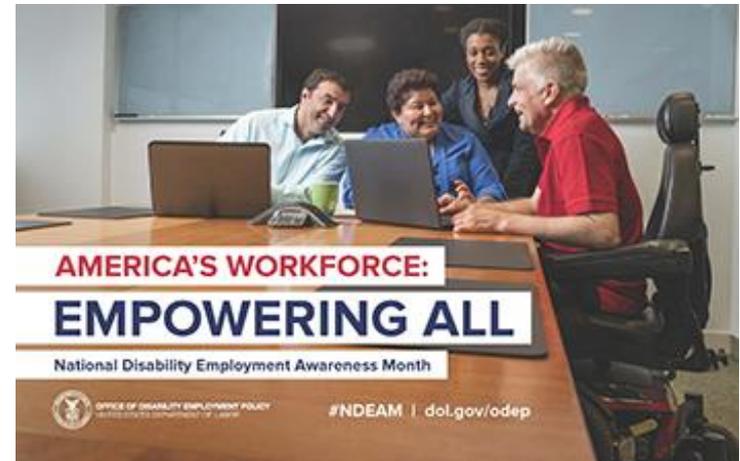
Navigating Transformation with Unique Perspectives

- Collaborating to strengthen our workplace through diversity and inclusion
- Engaging with leaders to provide unique perspectives and contributions to the transformation dialogue
- Ensuring diversity and inclusion remains ingrained in our culture



Focusing on Career Development

- Continue focus on providing opportunities for staff professional and skill development
- Ensure the NRC builds diversity-focused external relationships with institutions and other resources now for future recruiting efforts



Opportunities for Staff Professional and Skill Development

- “Preparing for the Senior Executive Service (SES)” presented by HEPAC
- “Challenge, Context, Actions, Results (CCAR) Model Writing Workshop” a collaborative effort with OCHCO, FWPAC, NTWN, HEPAC, ACED, & DACA
- “The Art of The Possible” presented by ACAA and NAAC
- “Understanding the Reasonable Accommodations Process” presented by ACED and DACA

Managing External Conversation's Impact on Workplace Behavior and Culture

- Continue efforts to ensure that NRC maintains a safe and accommodating workplace
- Foster positive conversations and dialogue to address external issues that impact the workplace behavior and culture

Providing Opportunities for Workplace Behavior and Culture Conversations

- “Domestic Violence Awareness” presented by FWPAC
- “National Museum of the American Indian” Tour coordinated by NAAC
- “Tools and Tips to Transform Your Unconscious Biases” in partnership APAAC, FWPAC, and the Aspiring Leaders Network
- Month-long recognition events to celebrate, educate, and highlight employment challenges presented by each of the advisory committees and resource groups

NRC'S DIVERSITY DAY CELEBRATION 2018





Briefing on Equal Employment Opportunity, Affirmative Employment, and Small Business



Acronyms

ACAA - Advisory Committee for African Americans

ACED - Advisory Committee for Employees with Disabilities

ACLGBT - Advisory Committee for Lesbian, Gay, Bisexual, and Transgender Employees

APAAC - Asian Pacific American Advisory Committee

CXO - Office of the Executive Councils Fellows Program

DACA - Diversity Advisory Committee on Ageism

Acronyms

DIALOGUE – Diversity Inclusion Awareness, Leading Organizational Growth, Understanding and Engagement

EEO – Equal Employment Opportunity

EEOC - Equal Employment Opportunity Commission

FEVS – Federal Employee Viewpoint Survey

FWPAC - Federal Women's Program Advisory Committee

HBCU – Historically Black College and University

HEPAC - Hispanic Employment Program Advisory Committee

Acronyms

IUP – Integrated Universities Program

MSI – Minority Serving Institutions Program

NAAC - Native American Advisory Committee

SBA - Small Business Administration

SES CDP – Senior Executive Service Career
Development Program

VERG - Veterans Employee Resource Group