



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

December 17, 2019

Diversity & Inclusion: A Forethought, Not an Afterthought

Margaret M. Doane,
Executive Director for Operations



Diversity & Inclusion: A Forethought, Not an Afterthought

Vonna L. Ordaz, Director
Office of Small Business and Civil Rights

Diversity & Inclusion: A Forethought, Not an Afterthought

- Office of Small Business and Civil Rights
- Office of Administration
- Region IV
- EEO Advisory Committees' Joint Statement

The Mission of SBCR

The Office of Small Business and Civil Rights supports the NRC mission in protecting people and the environment by enabling the agency to have a diverse and inclusive workforce, to advance equal employment opportunity for employees and applicants, to provide fair and impartial processing of discrimination complaints, to afford maximum practicable prime and subcontracting opportunities for small businesses, and to allow for meaningful and equal access to agency-conducted and financially-assisted programs and activities.



SBCR: A Resource for YOU!

Acquisitions Management

Market Research

Networking Roundtables

Strategic Alliances and
Corporate Connections

**SMALL
BUSINESS**

Subcontracting
Assistance

Outreach and
Communications

Logistical Support

Mentor-Protégé Program

HUBZone

8(a) Business Development

WOSB

SDVOSB

Minority-Owned Business Development

SBCR: A Resource for YOU!

Leadership Commitment

EEO Counseling

Education and Outreach

EEO Complaint Processing

Policy Development

Fact-Finding

Conflict Prevention and Resolution

**Civil Rights/
Equal
Employment
Opportunity
(EEO)**

Settlements Conferences

Proactive Prevention

Mediation and Facilitation

Compliance & Enforcement

EEO Program Reviews and Evaluations

SBCR: A Resource for YOU!

Recruiting and Outreach

Diversity & Inclusion Training

Benchmarking

Section 501
Affirmative
Action Plan

**Affirmative
Employment/
Diversity &
Inclusion**

Implicit Bias/
Micro-inequities
Training

DIALOGUE Project

DMIC

Data-Driven Approaches

Bystander Intervention

IQ & EQ Initiatives

FEVS

Cultural Competencies

Organizational Leadership and Transformation

Implementing Strategies for Small Business

- Increased Participation in Acquisition Planning and Market Research
- Promoted Innovation in Acquisition
- Collaborated with Regional Offices and Government Partners to Host HUBZone Events



U.S. Nuclear Regulatory Commission Small Business Exchange and Matchmaking Event

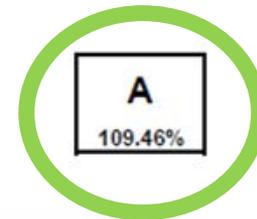
Georgia State University
Student Center
Atlanta, Georgia
June 5, 2019
8:00 am - 3:00 pm



Continuing Excellence for Small Businesses

- Exceeded FY 2019 Goals & Made Historical Gains
 - Achieved 5 of 5 Goals including HUBZone
 - Exceeded Small Business Goal by Over 18 percent
 - Awarded Largest Amount of Contract Dollars to Small Businesses

Nuclear Regulatory Commission FY2018 Small Business Procurement Scorecard



FPDS-NG Prime Contracting Data as of Mar. 15, 2019
eSRS Subcontracting Data as of Mar. 15, 2019

Prime Contracting Achievement:			71.99%
	2017 Achievement	2018 Goal	2018 Achievement
Small Business	36.82%	34.00%	41.09% (\$97.2 M)
Women Owned Small Business	9.53%	5.00%	13.84% (\$32.7 M)
Small Disadvantaged Business	20.09%	5.00%	27.05% (\$64.0 M)
Service Disabled Veteran Owned Small Business	7.07%	3.00%	6.20% (\$14.7 M)
HUBZone	2.24%	3.00%	3.44% (\$8.1 M)

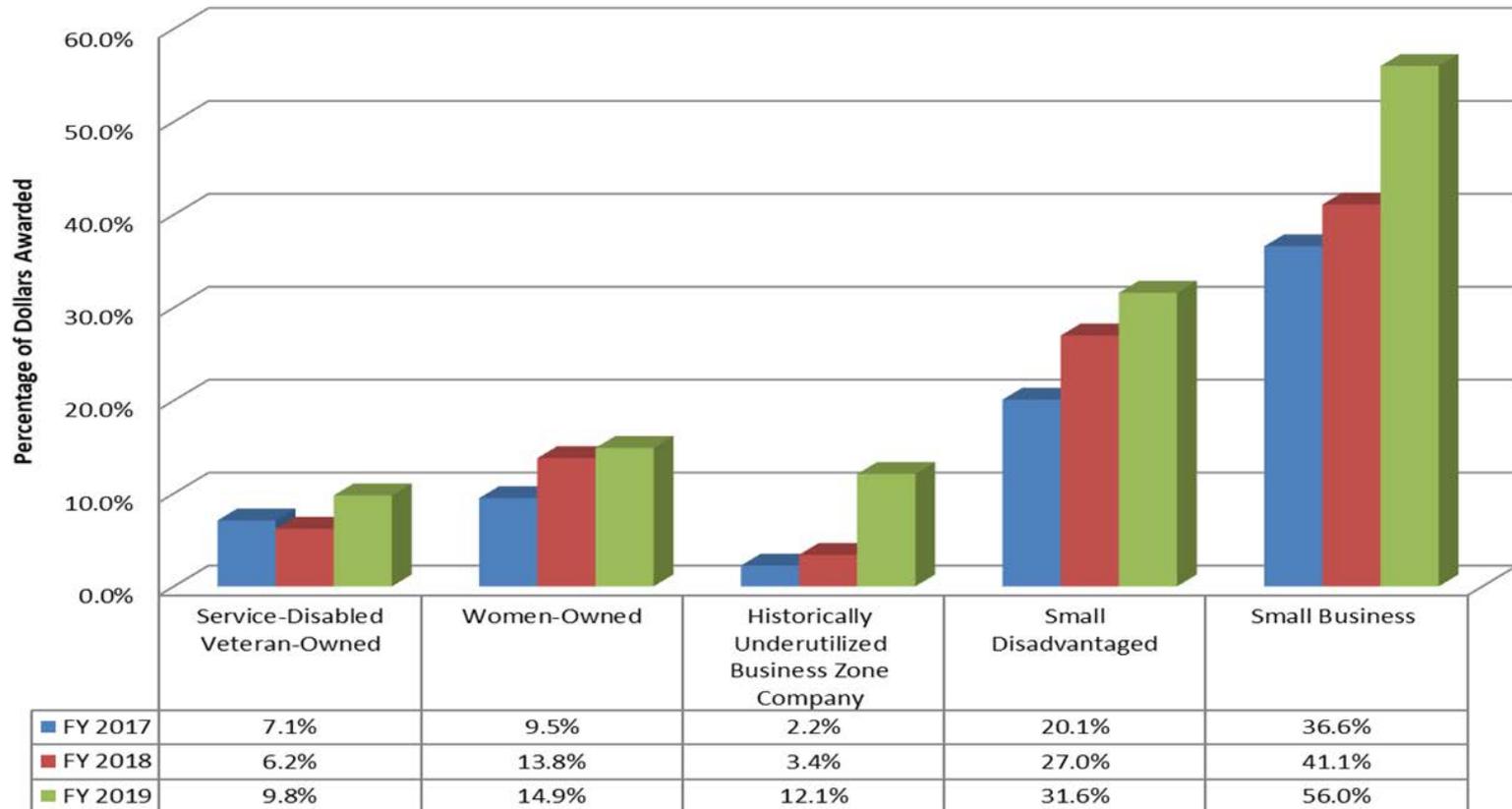
1) Capped at 200%; 2) Achievement include double credit for LADA and Puerto Rico awards.

Subcontracting Achievement:			12.43%
	2017	2018	2018

Results: Continued Gains

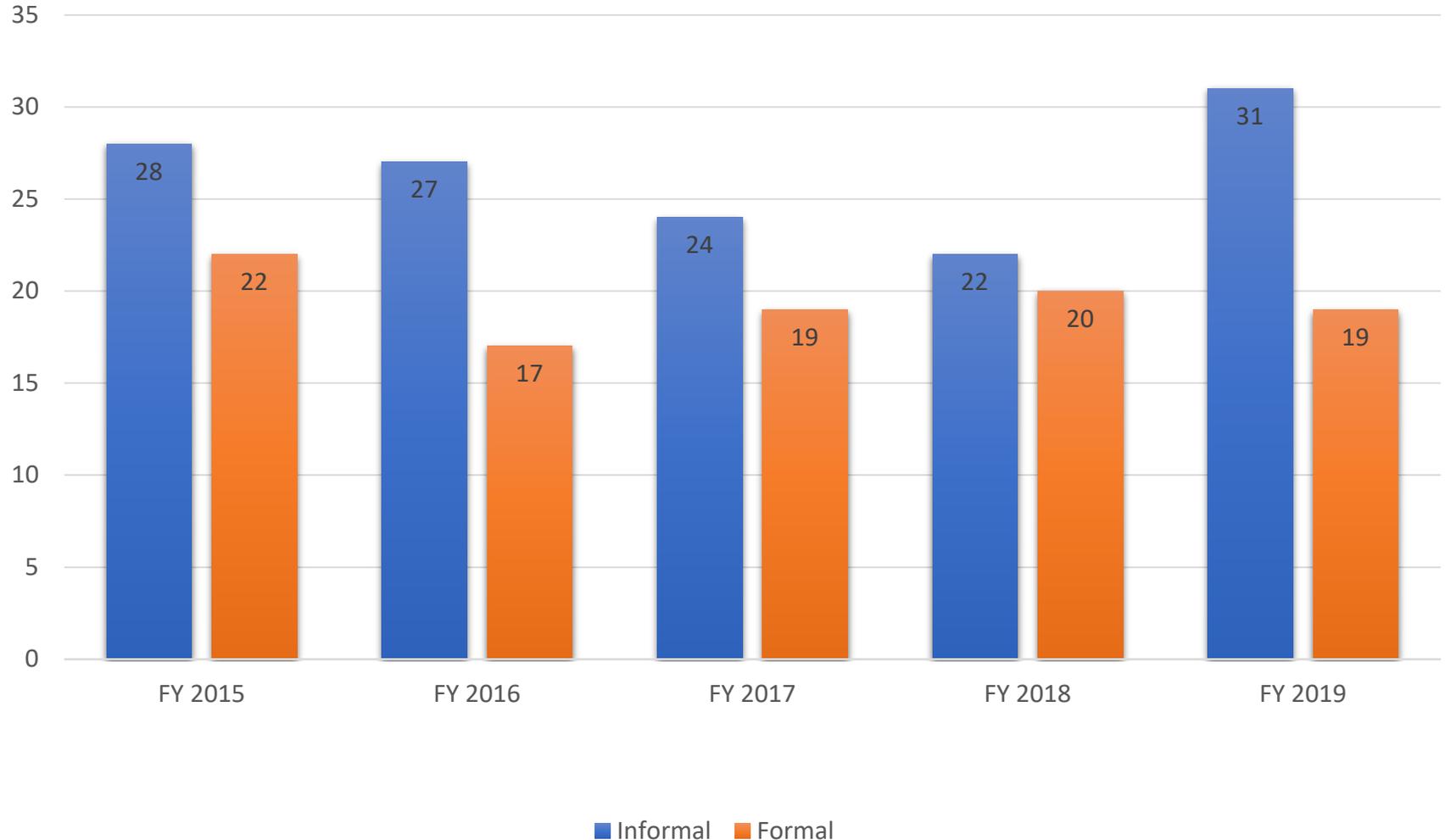
FY 2017- 2019

Three-Year Trend Analysis of Small Business Contracting Performance: Percentage of Acquisition Base Awarded to Small Businesses



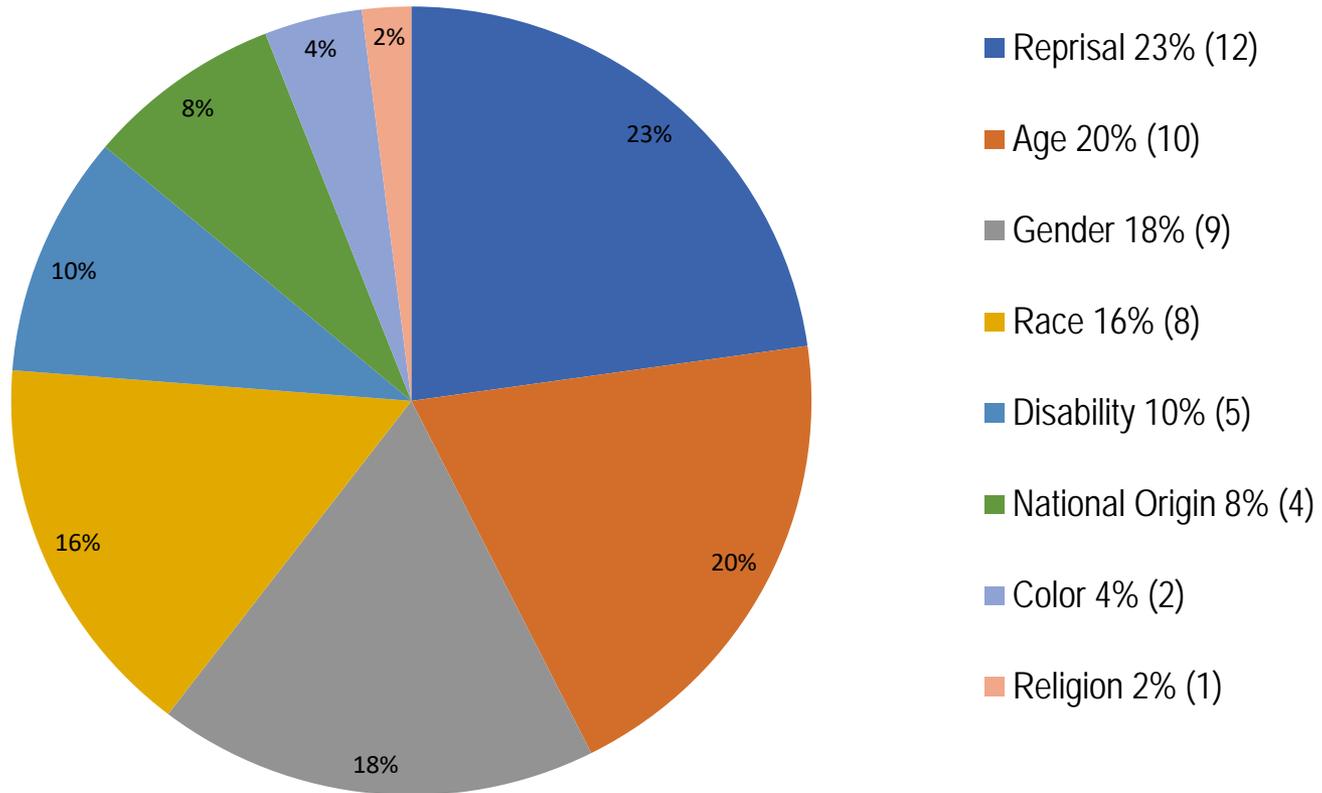
Monitoring EEO Complaint Activity

All Complaints (Informal and Formal)
Filed FY 2015 – FY 2019



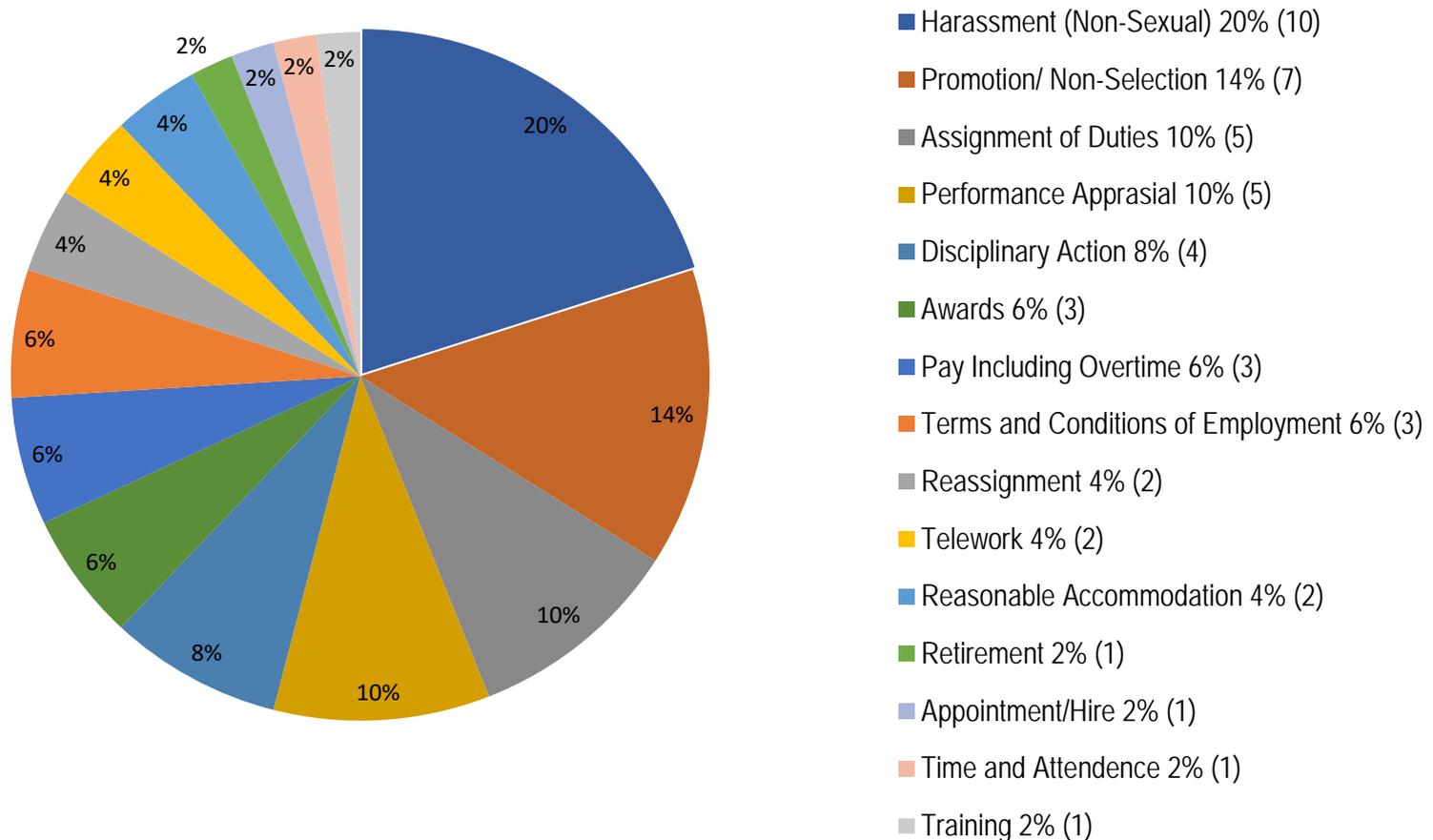


EEO Complaints Filed During FY 2019 by Bases



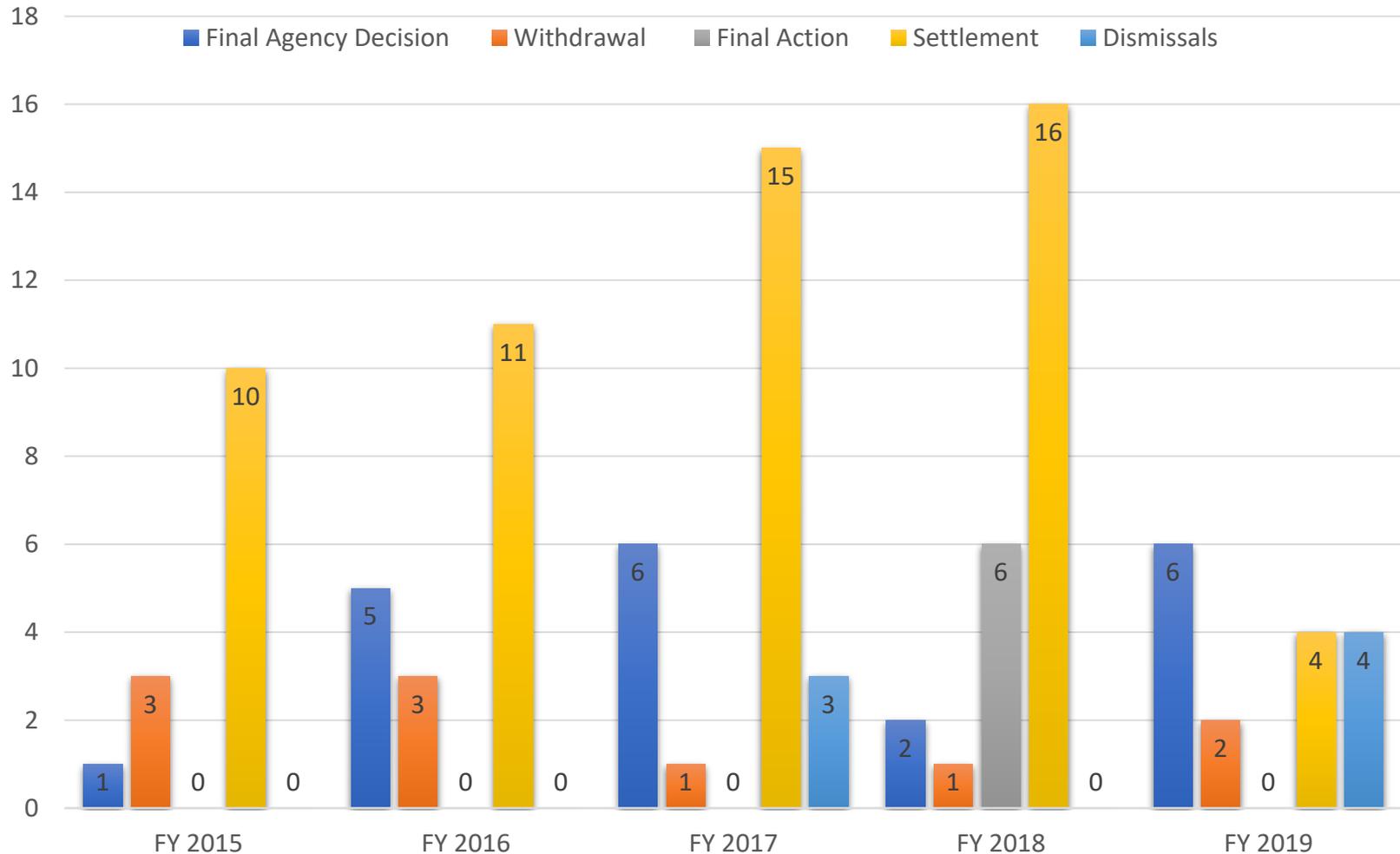
The information presented is based on the bases raised in the formal complaints. The bases alleged may or may not have been accepted or dismissed. That is a legal determination made based on a review of relevant regulations and EEOC decisions.

EEO Complaints Filed During FY 2019 by Issues



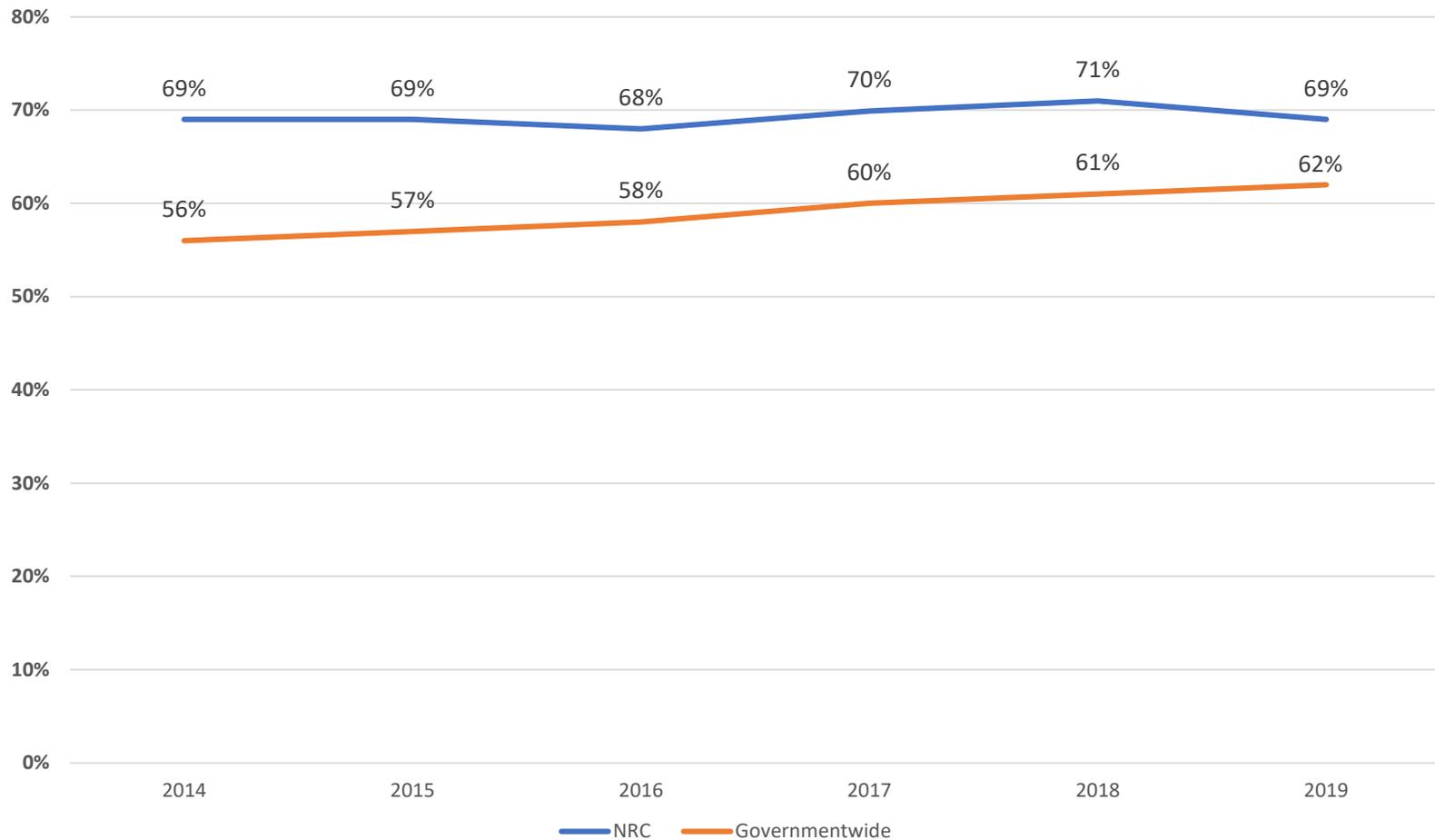
The information presented is based on the issues raised in the formal complaints. The issues alleged may or may not have been accepted or dismissed. That is a legal determination made based on a review of relevant regulations and EEOC decisions.

Closures for EEO Complaints FY 2015 - FY 2019



Measuring Inclusion

- FOCSE



Promoting the Value of Inclusion

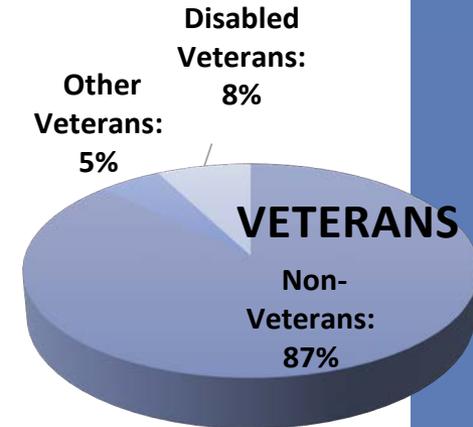
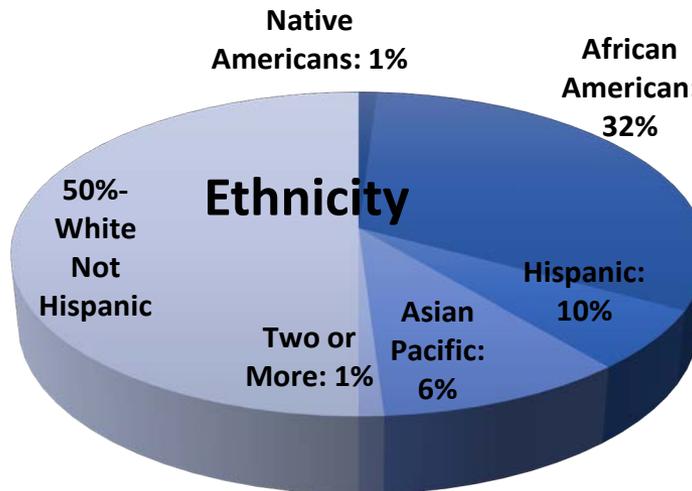
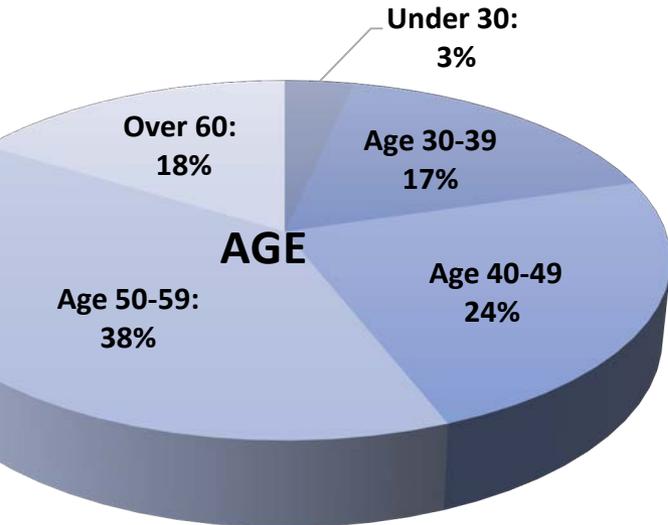
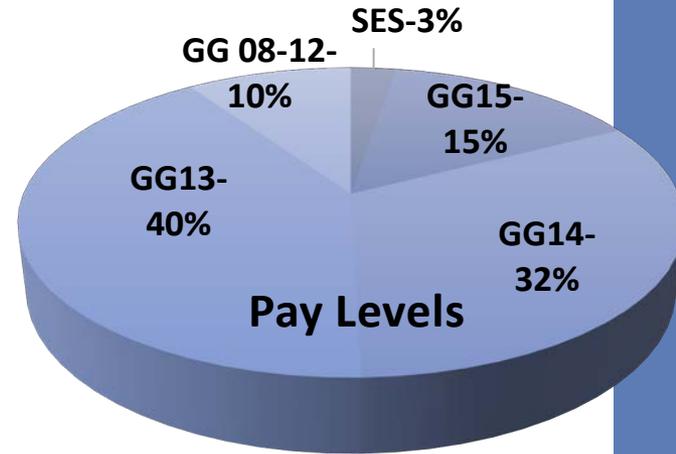
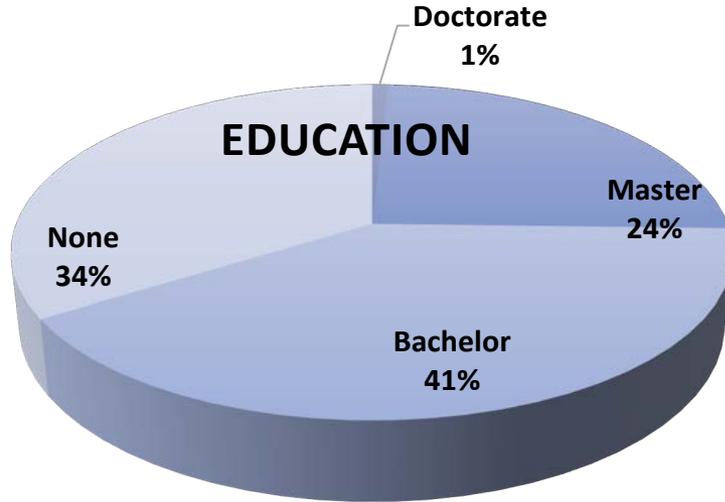
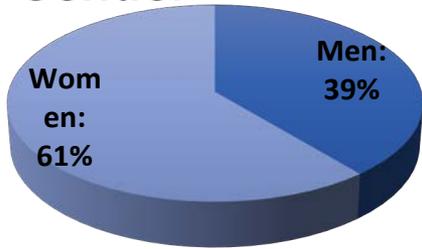
- Inclusive Diversity Strategic Plan
- CDMP
- Workshops & Events
- DIALOGUE
- Outreach & Inclusion

Office of Administration: Committed to Intentional Inclusion

Mary Muesse, Director
Office of Administration

One ADM: This is who we are

Gender



One ADM: This is what we do

Printing

Acquisition
Management

Meeting and Event
Support

Drug Testing

Technical
Editing

Facility
Operations

Parking

Multimedia and Graphics

Personnel Security

Space Management

Contracting Officer Representative Training Services

Announcement and Editing

ADM's Success with Small Business

- Partner with SBCR on all “open” procurements
- Small business relationships result in excellent service delivery
- Key contributor to agency “A” rating



The Storm of 2017

- Corporate Support Reduction
 - Reduction in Force
- Impact on Staffing
 - Morale
 - Knowledge Management
 - Workload
- Physically separated siloed office



How did ADM weather the storm and support the mission?

The Office of Administration's (ADM's)
Super Leader Award
Submission Form



The goal of ADM's Super Leader Award is to recognize a person that exemplifies the clearly defined quality/qualities of NRC's Leadership Model. The NRC Leadership Model communicates how we individually and collectively demonstrate leadership in fulfilling NRC's Mission.

Intentional Inclusion

- o Hire/Develop/Empower
- o Recognize
- o Level the Playing Field
- o Seek Input
- o Innovate

KUDOS CAFÉ

I recognize you...



Celebrate!



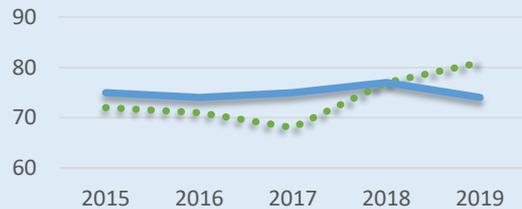
- Woohoo Wednesday [Click to add text](#)
- Kudos Café
- Super Leader



Weather Report 2015-2019

FEVS Data: ADM vs. NRC

Engagement Overall



Participation Rate

YEAR	ADM	NRC
2015	71%	75%
2016	41%	62%
2017	41%	76%
2018	82%	75%
2019	72%	76%

Intrinsic Work Experience



New IQ: Overall



Cooperative



■ ■ ■ ■ ■ ADM ——— NRC

Future Forecast 2019

- **Focus on our People**
 - Retirement and other attrition
 - Effective Knowledge Management
 - How to engage new staff
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- **Making the most of our Resources**
 - Corporate Caps
 - Expect ADM budget to decline
 - Innovate
- **Evolve to meet Agency Service needs/requirements**
- **Committed to Intentional Inclusion**

Office of Administration: Committed to Intentional Inclusion

Video:

<S:\AV Photo Temp\AMD FINAL>

Region IV

Diversity & Inclusion

“A Forethought, Not an Afterthought”

Mark R. Shaffer
Deputy Regional Administrator

Continuing to Build a Diverse Workforce through Recruiting & Staffing

- Veteran Hiring – led the Agency with 40% veterans
- Leveraging college recruiting trips
- Seeking diverse educational disciplines

Supporting Opportunities for Small Businesses

- Hosted the Federal Agency Small Business Advocacy Council Leadership Forum (FASBAC)
- Supported NRC's first Small Business Regional Exchange and Matchmaking Event
- Hosted local monthly meetings of FASBAC

Demonstrating Leadership at All Levels

- Diversity Management Advisory Committee (DMAC)
- Encouraging community service and leadership
- Sponsored “Backpack Donation Drive”
- Supported multiple keynote speakers for diversity luncheons
- Champions for Annual Diversity Day
- Promoted Agency Diversity and Inclusion Plans

Packed Backpack Donation Drive

July 8, 2019 – August 5, 2019



Voluntary donations of a backpack filled with donations of paper, pens, pencils, crayons, a calculator, notebook(s), composition tablet(s), and a pencil bag that were delivered to two local shelters to aid children in their success, as follows:

Arlington Life Shelter
325 W. Division Street
Arlington, Texas 76011

Mission of Arlington
210 W South Street
Arlington, TX 76010

It was a *SUCCESS!*
Thanks to YOU RIV!

Sponsored By:

REGION IV ADVISORY COMMITTEE FOR AFRICAN-AMERICANS (ACAA)



Diversity Days

REGION IV'S 2019 ANNUAL DIVERSITY DAY

“A Forethought, Not an Afterthought”

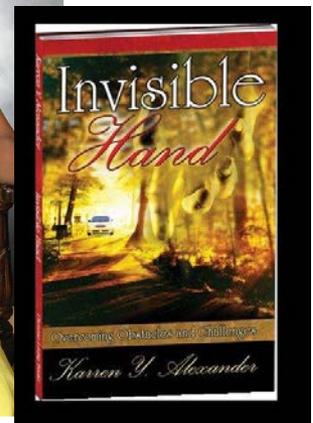
**Potluck Luncheon (Bring Your Favorite Dish)
Door Prizes**



**Meet us in Conference Room
1062**

**DATE:
December 11 2019**

**Time: 10:00AM –
2:00PM**



Diversity Days

Region IV 2019 Diversity Day

December 11, 2019



AND



“A Forethought *NOT* An Afterthought”

Location: Conf. Room 1 and 2

Time : 10 a.m. – 2 p.m.

Forethought in Diversity Awareness

- Ongoing support for Diversity & Inclusion Training
- EEO Counselor training
- Continuous learning through SBCR-led "Privilege Walk"
- Supporting Labor-Management Partnership Committee

Exercising Diversity to Support Transformation

- Promoting an Open Collaborative Work Environment
- Sustaining a Multicultural Environment
- Fostering a “Culture of High Trust”
- Advocating “Leadership at all Levels”
- Maximizing opportunities for staff development
- Region IV’s Vision

EEO Advisory Committees Joint Statement

Hector Rodriguez, Chair
Advisory Committee for Lesbian, Gay,
Bisexual, and Transgender Employees (ACLGBT)



Navigating Transformation for the Workforce of the Future

- Collaborating to promote transformation in diversity and inclusion
- Engaging with leaders to provide unique perspectives and contributions on transformation initiatives
- Ensuring diversity and inclusion remains engrained in our culture



TRANSFORMING THE NRC

Career Development Focused on Diversity and inclusion

- Continue focus on providing opportunities for staff professional and skill development
- Ensuring women, persons with disabilities, people of color, and all individuals, regardless of their sexual orientation or gender identity receive developmental opportunities to become future leaders.



Impact on Workplace Behavior and Culture

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



Forums for Workplace Behavior and Culture Conversations

- Offered two Safe Space Workshops-Being an LGBTQIA Ally
- Screened “Dawnland” with filmmaker Mishy Lesser
- Coordinated community service events
- Attended the EEO Joint Conference, theme: “Diversity and Inclusion: a Forethought, not an Afterthought.”



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

**Diversity & Inclusion:
A Forethought, Not
an Afterthought**

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

CDMP - Comprehensive Diversity Management Plan

DACA - Diversity Advisory Committee on Ageism

Acronyms

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

DMAC – Diversity Management Advisory Committee

DMIC – Diversity Management & Inclusion Council

EEO – Equal Employment Opportunity

EEOC - Equal Employment Opportunity Commission

FASBAC - Federal Agency Small Business Advocacy Council

FEVS – Federal Employee Viewpoint Survey

Acronyms

FOCSE – Fair, Open, Cooperative, Supportive, Empowering

FWPAC - Federal Women's Program Advisory Committee

HBCU – Historically Black College and University

HEPAC - Hispanic Employment Program Advisory Committee

HUBZone – Historically Underutilized Business Zone

MSI – Minority Serving Institutions Program

NAAC - Native American Advisory Committee

SBA - Small Business Administration

SDVOSB - Service-Disabled Veteran-Owned Small Business

Acronyms

SES CDP – Senior Executive Service
Career Development Program

VERG - Veterans Employee Resource Group

WOSB - Women-Owned Small Business