

June 30 , 2005

MEMORANDUM FOR: Luis A. Reyes  
Executive Director for Operations

FROM: Annette L. Vietti-Cook, Secretary /RA/

SUBJECT: STAFF REQUIREMENTS MEMORANDUM - BRIEFING ON EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAM, 9:30 A.M., TUESDAY, JUNE 28, 2005, COMMISSIONERS' CONFERENCE ROOM, ONE WHITE FLINT NORTH, ROCKVILLE, MARYLAND (OPEN TO PUBLIC ATTENDANCE)

The Commission was briefed by the NRC staff on the status of the agency's EEO program, including NRC compliance with the Equal Employment Opportunity Commission's Management Directive 715 and the No FEAR Act of 2002. A representative of the National Treasury Employees Union (NTEU) also provided the Union's perspective on selected EEO matters to the Commission.

The staff should provide an assessment of the implementation and the effectiveness of the NRC's Comprehensive Diversity Management Plan (CDMP) at least two weeks prior to the next EEO briefing. The staff also should provide more details on the six goals of the small business initiative, actions taken to achieve the goals not yet met, and the types and numbers of contracts currently awarded to small businesses.

As a part of the background information provided to the Commission before the next EEO briefing, the staff should include current data on NRC employee discrimination complaints, as reported under the No FEAR Act, and an analysis of lessons learned from the data.

The staff should continue to broaden its recruiting activities for highly qualified mid-level and entry level applicants. At the next EEO briefing, staff should update the Commission on its initiatives to enhance the efficiency and timeliness of its hiring process. The staff should ensure that the generational change that is expected to occur over the next three years is well managed, using innovative recruitment, development and retention strategies to achieve a high quality, diverse work force with the skills needed to achieve our mission.

The staff should provide the Commission with options for enhancing the collaboration with industry, government, and academia in support of nuclear-related science and technology educational initiatives and update the Commission at the next EEO briefing.

cc: Chairman Diaz  
Commissioner McGaffigan  
Commissioner Merrifield  
Commissioner Jaczko  
Commissioner Lyons  
OGC  
CFO  
OCA  
OIG  
DOC  
OPA  
Office Directors, Regions, ACRS, ACNW, ASLBP (via E-Mail)  
PDR