

January 9, 2007

MEMORANDUM FOR: Luis A. Reyes  
Executive Director for Operations

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

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON EQUAL EMPLOYMENT OPPORTUNITY, DIVERSITY MANAGEMENT, AND SMALL BUSINESS, 9:30 A.M., WEDNESDAY, DECEMBER 13, 2006, 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 Equal Employment Opportunity (EEO) Program, diversity management, and small business contracting goals and accomplishments. The Director of the Office of Administration (ADM) presented ADMs accomplishments in recruiting a diverse workforce and fostering an organizational climate of opportunity for all its employees. A representative of the Joint EEO Advisory Committee provided a statement, and the President of the local chapter of the National Treasury Employees Union (NTEU) commented on related issues. The Commission congratulated the staff for their efforts and the progress that the agency has made in advancing its EEO program's objectives.

The staff should consider posting the NRC's new non-concurrence policy on the NRC public Web site to highlight this less formal process for employees to express their differing views. In addition, the staff should find ways to demonstrate to employees that differing views are welcome at the NRC and do not hinder career advancement.

Over the next few years, the agency's workforce will continue to change and will provide not only new challenges, but also new opportunities in recruitment, retention, and development of employees. The staff should look for ways to make refinements in its recruitment and retention policies. The staff should look for opportunities to demonstrate that the agency has a clear mission and to highlight that the NRC is a great place to work for prospective employees. Efforts should include outreach in serving as an information resource for individuals who are interested in knowing more about radiation, nuclear issues and how they are regulated, including using our Website to provide accurate and understandable information about these issues and tools to encourage young people to consider this field as they pursue their learning careers.

The staff should provide the Commission additional information regarding the FY 2006 data that shows women made up 38% of the hires and 47% of the departures.

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