

IN RESPONSE, PLEASE  
REFER TO: M071127B

December 17, 2007

MEMORANDUM TO: Luis A. Reyes  
Executive Director for Operations

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

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS, 1:30 P.M.,  
TUESDAY, NOVEMBER 27, 2007, 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 International Programs (OIP) presented OIP's accomplishments in recruiting a diverse workforce and fostering an organizational climate of opportunity for all its employees. A representative of the NRC's EEO Advisory Committees presented a joint statement reflecting the Committees' views on EEO matters, 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 establish metrics to track the success of the Minority Serving Institutions Program (MSIP) in terms of recruiting individuals from the institutions supported by the MSIP.

The staff should consider ways to advertise the availability of the Office of Small Business and Civil Rights (SBCR) staff and the alternative dispute resolution process to resolve employee concerns as an option before entering into formal processes.

The staff should continue to refine its exit interview process to identify any trends in the reasons employees choose to leave the NRC.

The staff should continue to find ways to demonstrate to employees that differing views are welcome at the NRC and do not hinder career advancement. The staff should ensure that employees understand the Differing Professional Opinion (DPO) process and the less formal non-concurrence process to express their differing views. Particularly, the staff should find additional ways to highlight the advantages of the non-concurrence process, including the advantage it offers of allowing a different view to be considered early in the process. The staff should continue to look at ways to improve these processes.

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