



***Commission Briefing on Equal  
Employment Opportunity,  
Diversity Management, and  
Small Business Contracting***

***November 2, 2010***

# ***Agenda***

- ***Federal Diversity and NRC Update***
- ***Affirmative Employment and Diversity Management***
- ***Small Business Contracting***

- ***Office of Executive Director for Operations Report***
- ***Region III Report***
- ***EEO Advisory Committees' Joint Statement***

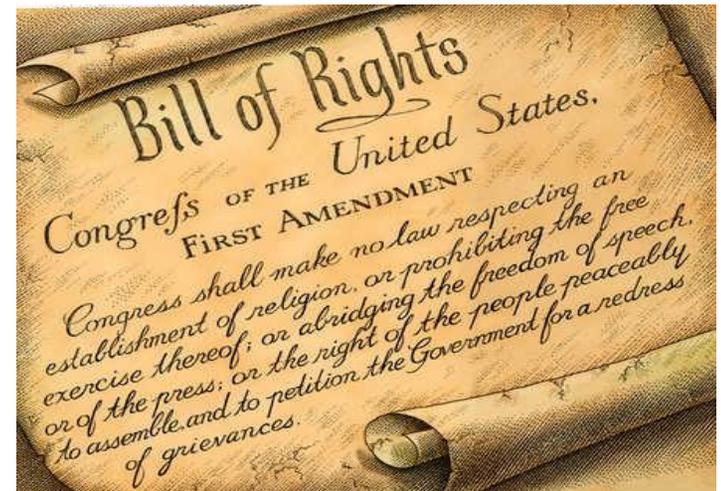
***Office of Small Business and Civil  
Rights***

***Corenthis Kelley  
Director***

# ***Federal Diversity and NRC Update***

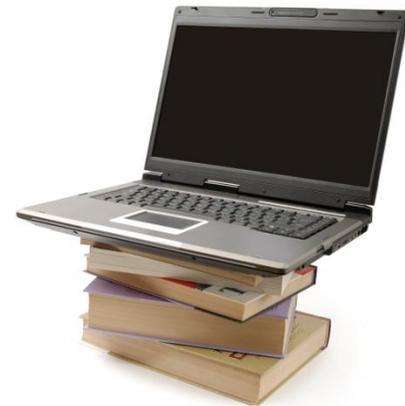
***Government-wide focus on diversity through:***

- ***Hiring Reform Initiative***
- ***OPM Task Force***
- ***Federal Interagency Partnership***



## ***NRC continues focus on diversity:***

- ***New CDMP framework***
- ***Increase in Complaint Activity***
- ***No FEAR Act Training Completed***



- ***Record number MSIs apply for funding***
- ***Increase in Compliance Reviews conducted***
- ***SB contracting performance rated “B”***

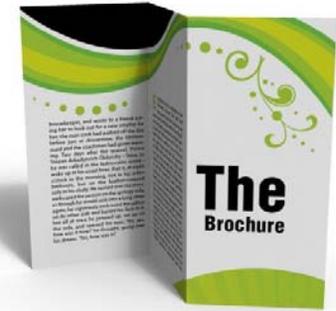


# ***Affirmative Employment and Diversity Management (AEDM)***

***Barbara Williams***

***Deputy***

***Office of Small Business and Civil  
Rights***



## ***Comprehensive Diversity Management Plan (CDMP):***

- ***CDMP Goals: recruit, hire, develop, advance and retain***
- ***CDMP Focus Areas expanded***
- ***Goals incorporated in Operating Plan Guidance***

# ***Demographics***

- ***Diversity in workforce remains steady in: total workforce, leadership, GG-13/15 feeder group***
- ***91% of leaders over age 40***



- ***Non Retirement Attrition***
  - ***Remains steady***
  - ***Increased for Hispanics***



- ***Reasons given: compensation, quality of worklife, management and organization, and personal and family***

- ***Striving to meet Veterans and persons with disabilities targets***
- ***EEO Advisory Committees support diversity goals***



## ***Mentoring Program supports:***

- ***Career development***
- ***Knowledge transfer***
- ***Leadership Academy objectives***
- ***300 mentoring pairs***



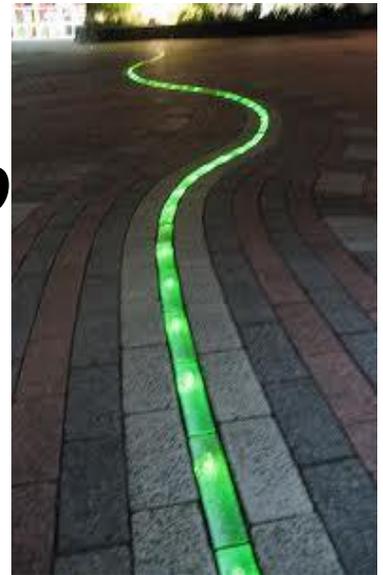


## ***CDMP Highlights***

- ***DM awareness and team building sessions conducted***
- ***Managers participate as recruitment champions***
- ***Develop tracking systems for climate survey and DM action plans***

## ***Path Forward***

- ***Implement DM approach via revised focus and framework***
- ***Increase diversity in leadership positions***
- ***Achieve Federal disability and veteran employment goals***



# ***Small Business (SB) Contracting***

***Diana Strong***  
***Program Manager***

- ***NRC sets aggressive goals and objectives in SB Plan***
- ***Performance rated “B” by SBA***
- ***NRC met 3 of 5 contracting goals***



## ***Support SB contracting through:***

- ***Acquisition oversight***
- ***Counseling and partnerships***
- ***Training, outreach and technical assistance***



- ***Quarterly Business Seminars reach thousands***
- ***SB successes***
- ***Strategies to enhance small business contracting performance***

## ***Path Forward***

- ***New Federal programs and initiatives***
- ***Increase SB opportunities***
- ***Achieve SB goals and objectives***



# ***Diversity in OEDO***

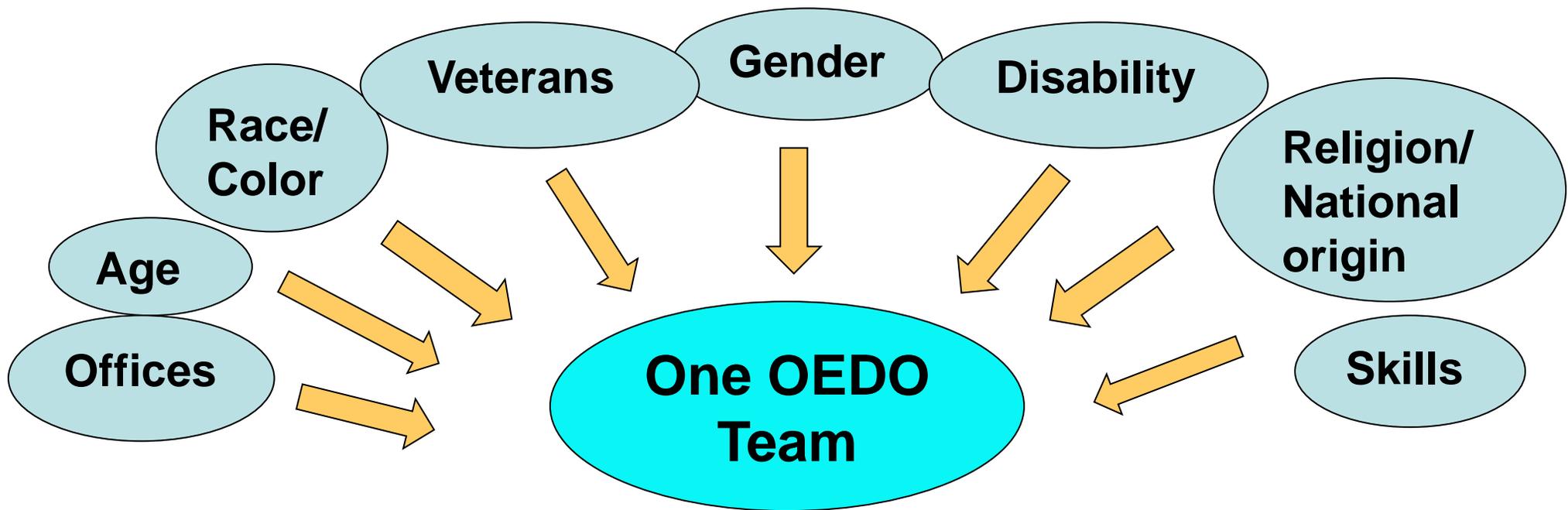
***Nader Mamish***

***Assistant for Operations***

***EEO Commission Briefing***

***November 2, 2010***

# ***Enable staff across the agency to succeed by leveraging our own diversity***



# ***Growth and Opportunity***

- ***Promote rotational assignments***
- ***Develop agency-wide perspective***
- ***Encourage training and development***
- ***OCWE***



# ***Communication***

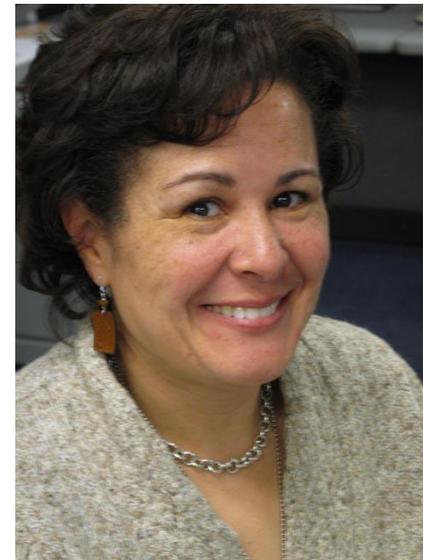
- ***Knowledge management (Munch 'n Learns)***
- ***Desk guides and procedures***



- Regular staff meetings
- Open door policy
  - Retreats
- Internal website

# ***Continuous Improvement***

- ***Launch programs that reflect and enhance diverse nature of the agency:***
  - ***Process Improvement***
  - ***Strategic Acquisitions***
  - ***Overhead Review***
- ***Champion agency diversity measures***



# ***Diversity: The Embodiment of the Region III Vision***

***Cynthia D. Pederson***

***Deputy Regional Administrator  
(Acting Deputy Director, NRR)***

# ***REGION III Vision***

## ***Safety + Inclusion + Infrastructure***

***We achieve excellence through our unrelenting focus on public safety; the respect and value we place on our diverse views, experiences and contributions; and the continual improvement in our procedures and processes.***

***Together We Make a Great Picture!***



***Region III***

# ***REGION III***

## ***Safety***

- ***The Right Focus***
- ***Diverse and Skilled Workforce***
- ***Knowledge Management***
- ***Open Collaborative Work Environment***



# ***REGION III***

## ***Inclusion***

- ***Diversity Management Advisory Committee***
- ***Special Emphasis Programs***
- ***Partnership Committee***



# ***REGION III***

## ***Inclusion (continued)***



# ***REGION III***

## ***Inclusion (continued)***

- ***Stakeholder Involvement***
- ***EWRA***
- ***Youth/Community Outreach***



# ***REGION III***

## ***Infrastructure***

- ***Leadership Meetings/  
Huddles***
- ***Enlightened Leadership***
- ***Operating Plan Review  
Meetings***
- ***Work/Life Initiatives***



# ***EEO Advisory Committee Joint Statement***



***Alicia Mullins***  
***Chairperson, ACED***  
***Committee Spokesperson***

# ***EEO Advisory Committee Joint Statement***

- ***Major agency accomplishments***
- ***Women, minorities, individuals with disabilities in leadership***
- ***Disability Employment Efforts***
- ***Recruitment Activities***

# ***Acronyms***

***ACED - Advisory Committee For  
Employees with Disabilities***

***DM - Diversity Management***

***EEO - Equal Employment  
Opportunity***

***EWRA - Employee Welfare Recreation  
Association***

# ***Acronyms***

***MSI - Minority Serving Institution***

***No FEAR - Notification and Federal  
Act Employee Anti-Discrimination  
and Retaliation Act of  
2002***

# ***Acronyms***

***OCWE - Open Collaborative  
Working Environment***

***OPM - Office of Personnel  
Management***

***NRR - Nuclear Reactor  
Regulation***

# ***Acronyms***

***SB - Small Business includes:  
small businesses and those  
owned by disadvantaged,  
women, veterans, service-  
disabled veterans and those  
located in Historically  
Underutilized Business Zones***

# ***Acronyms***

***SBA - Small Business Administration***

***NSPDP - Nuclear Safety Professional Development Program***

***SESCDP - Senior Executive Service Candidate Development Program***