



Commission Briefing on Equal Employment Opportunity and Small Business Programs

February 1, 2013

Agenda

- **EEO Program Status**
- **SBCR Video: Diversity and Inclusion Works!**
- **Affirmative Employment and Diversity Management**
- **Small Business Program**

Agenda

- **Valuing Diverse Ideas - Office of Nuclear Reactor Regulation**
- **Achieving Results Through Diversity and Inclusion - Region I**
- **EEO Advisory Committees Joint Statement**

EEO Program Status



Vonna L. Ordaz

Director

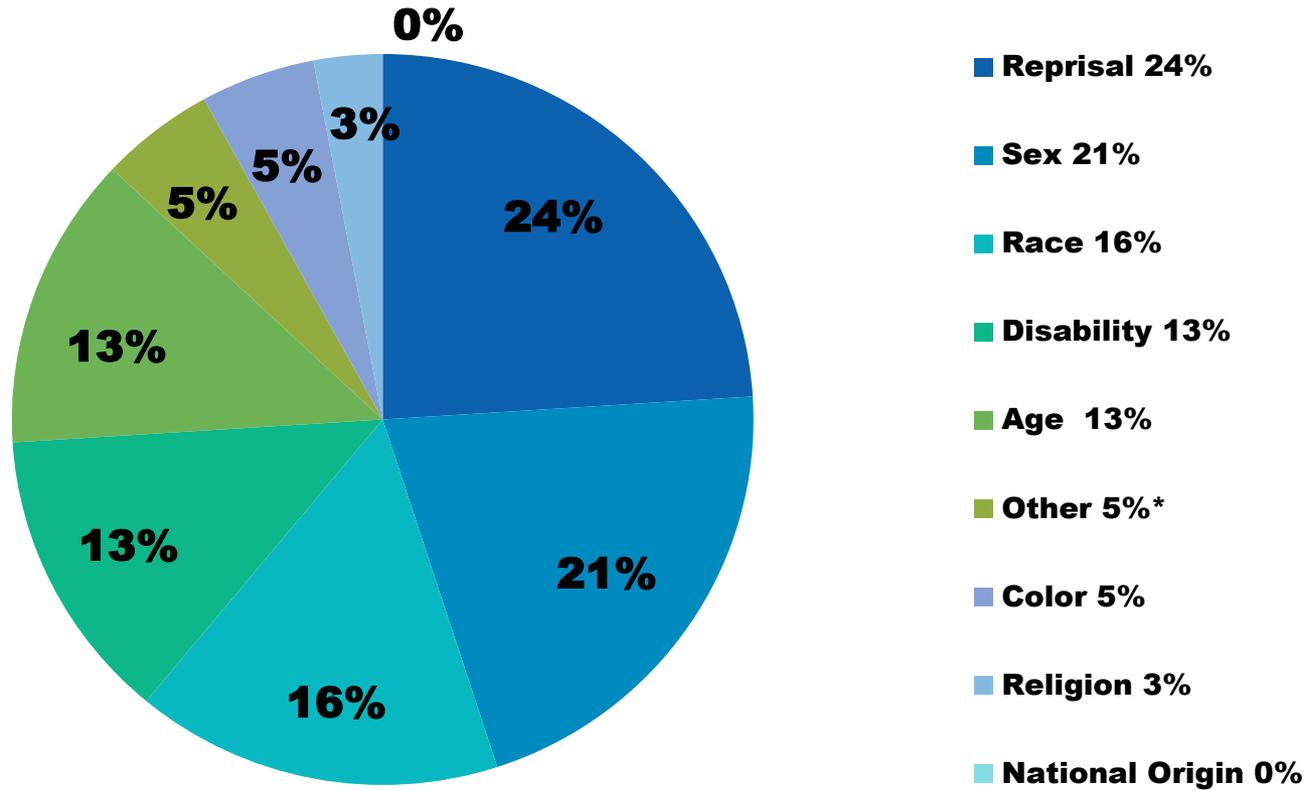
**Office of Small Business and
Civil Rights**

EEO Program Status



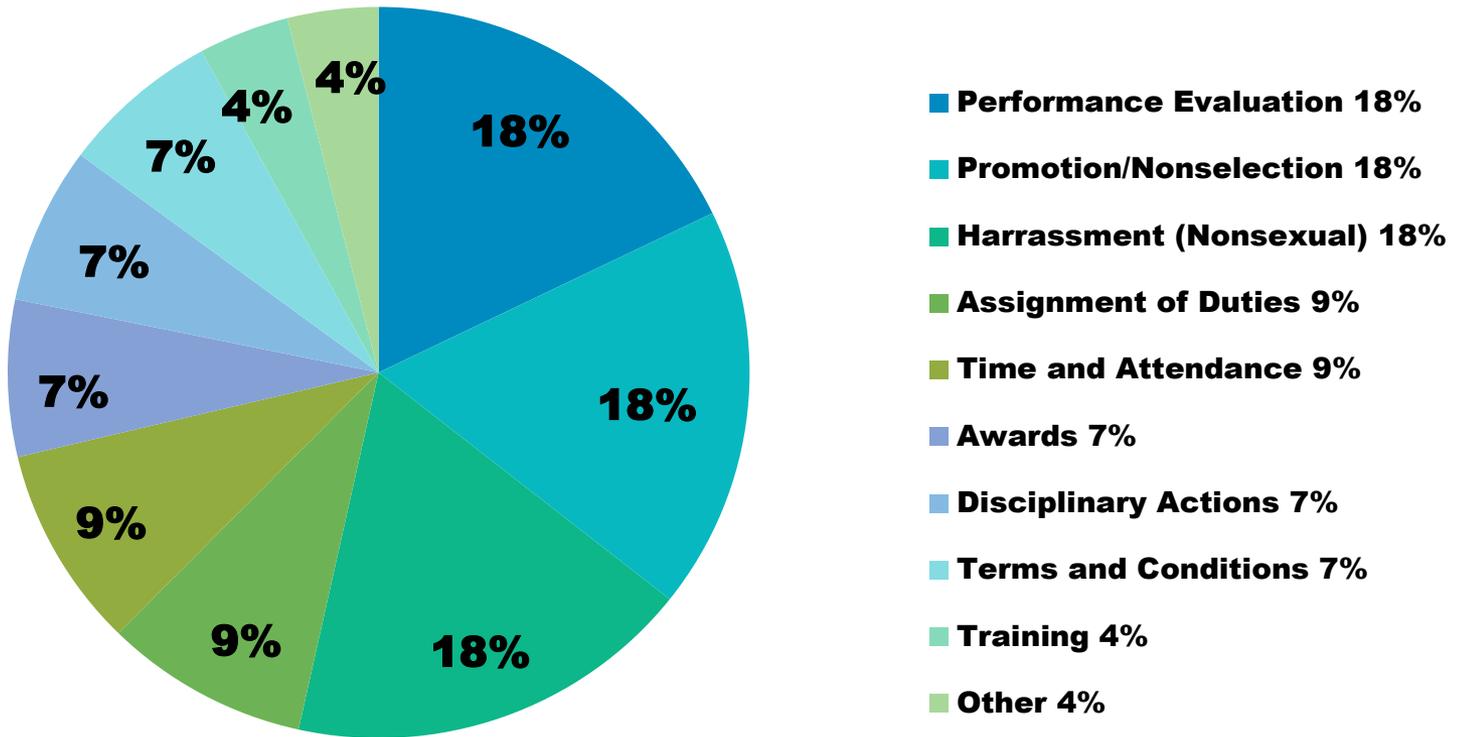
- **Status of EEO complaints**
- **Efforts to address complaints**
- **Progress in ADR and settlements**

FY 2012 Formal EEO Complaints by Bases



* Complainants alleged marital status and parental status.

FY 2012 Formal EEO Complaints by Issues



Outreach and Compliance Coordination Program



- **Minority Serving Institutions (MSI)
Program progress**
- **MSI grants**
- **External civil rights compliance
progress**

SBCR Video: Diversity and Inclusion Works!



Affirmative Employment and Diversity Management



Anthony Barnes
Program Manager
**Office of Small Business and
Civil Rights**

Comprehensive Diversity Management Plan (CDMP)

- **CDMP performance measured at the agency level**
- **Goals: recruit and hire; develop and advance; and retain**
- **Executive Order 13583**
- **Diversity Management and Inclusion Council**

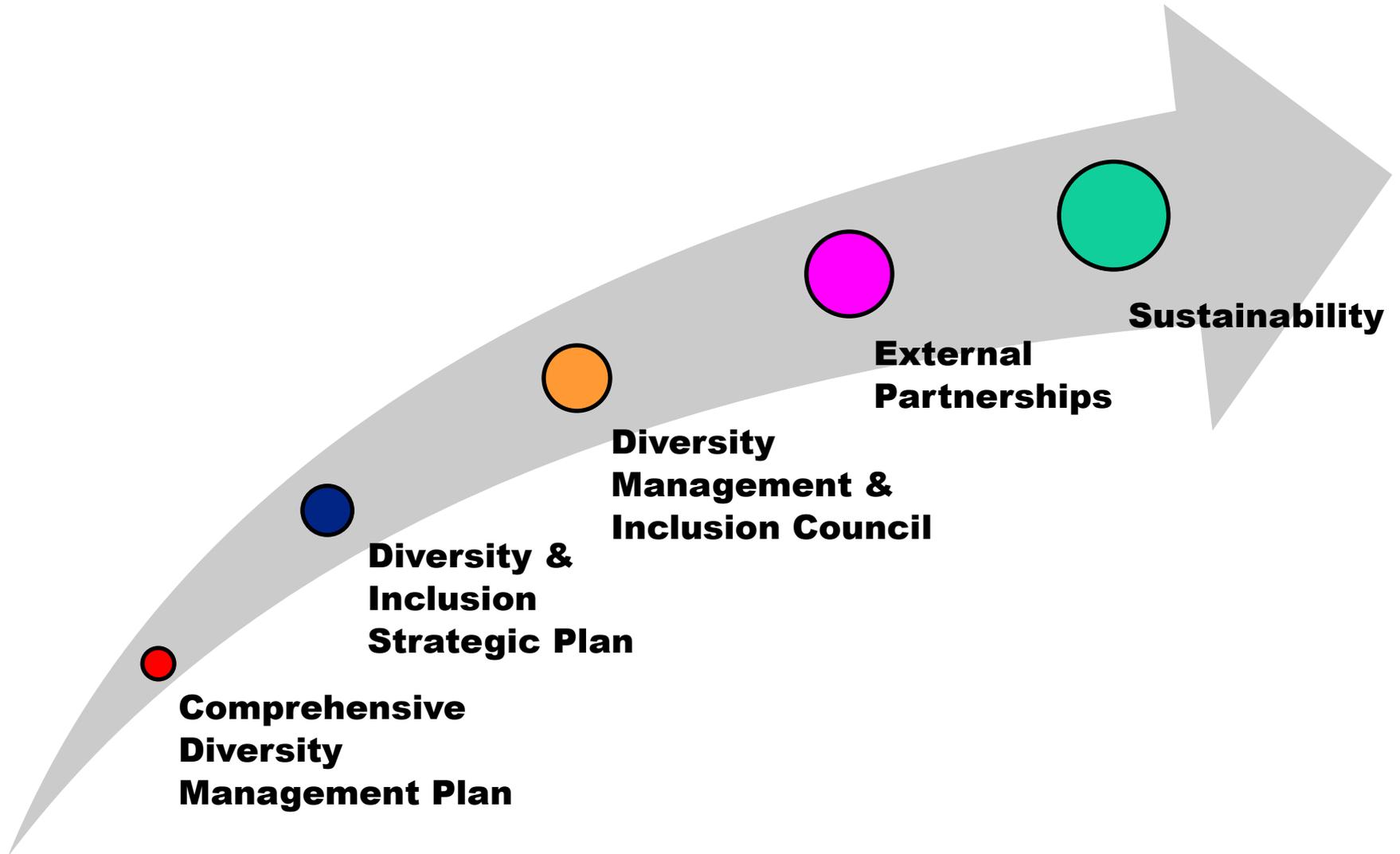
Comprehensive Diversity Management Plan

- **EEO and diversity training**
- **EEO Advisory Committee support for CDMP**
- **Best practices in diversity and inclusion may raise FEVS results**

NRC Demographics

- **Decline in NRC workforce – 4.64%**
- **Diversity outreach, recruitment and retention efforts are continuous**
- **Non-retirement attrition**
 - **Reasons: Commute, Family Relocation and Cost of Living**

The Path Forward



Small Business Program



Anthony Briggs
Program Manager
Office of Small Business and
Civil Rights

Small Business Performance

- **2011 Small Business Administration scorecard an “A”**
- **2012 small business goals exceeded**
- **Collaboration across offices**
- **3-year trend analysis**

Small Business Collaboration

- **Strategic acquisition process supports small business**
- **Outreach and matchmaking increasing**
- **Impact of consolidation on small businesses**



Valuing Diverse Ideas

Eric Leeds

Director

Office of Nuclear Reactor Regulation

Value of Diverse Ideas

- **Complex problems need broad problem-solving approach**
- **Consideration of diverse ideas results in fully-informed decisions**
- **Considering all views \neq to agreeing with all views**

Promoting Diversity of Thought

- **Set expectations early that diversity of thought is valued**
- **Foster staff's comfort level with management interactions**
- **Reinforce with training**

NRC's Ways to Raise Differing Views

- **Informal Discussion**
- **Open Door Policy**
- **Non-Concurrence Process**
- **Differing Professional Opinions Program**



Managers' Responsibilities

- **Create environment for raising differing views**
- **Listen reflectively**
- **Explain decisions**
- **Emphasize collaboration is not consensus**

Staff's Responsibilities

- **Raise issues and concerns**
- **Raise organizational improvement ideas**
- **Develop yourself**

Achieving Results Through Diversity and Inclusion

David C. Lew

**Deputy Regional Administrator
Region I**

Achieving Results through Expanded Hiring

- **Resident Inspector Program
(Entry Level Hires, Veterans)**
- **Information Technology Positions
(Entry Level Hires, Vets 2 Feds,
Individuals with Disabilities)**

Achieving Inclusion Through Staff Engagement

- **Region I Communications**
- **Diversity Management Advisory Committee**

Communication Fosters Inclusion

- **Numerous Communication Forums Including:**
 - **New employee meetings**
 - **Partnership Council**
 - **Regional Administrator Updates**

Diversity Management Advisory Committee (DMAC) Activities Model Inclusion

- **Recruitment – STEM program support, agency and local events**
- **Community Outreach**
- **Federal Executive Board Annual Day of EEO/Diversity training**

DMAC PROGRAMS



DIVERSITY DAYS



EEO Advisory Committees Joint Statement

Suzanne Schroer

Co-Chairperson

**Diversity Advisory Committee
on Ageism**

Acronyms

- **ADR – alternative dispute resolution**
- **CDMP – Comprehensive Diversity Management Plan**
- **DMAC – Diversity Management Advisory Committee**
- **DMIC – Diversity Management and Inclusion Council**

Acronyms

- **EEO –equal employment opportunity**
- **FEVS –Federal Employee Viewpoint Survey**
- **MSI – minority-serving institution**
- **STEM – science, technology, engineering and math**