



**Commission Briefing on
Equal Employment
Opportunity
and
Civil Rights Outreach**

January 29, 2014

Partnership for a Positive Change

Vonna L. Ordaz

Director

**Office of Small Business and
Civil Rights**

Agenda

- **Partnerships and Programs**
- **Equal Employment Opportunity**
- **Civil Rights Outreach**
- **Office of New Reactors**
- **Region II**
- **EEO Advisory Committees' Joint Statement**

SBCR Partnerships and Programs

- **Partnership for a Positive Change**
- **Leveraging Resources**
- **Progress Despite Challenges**
- **Strengthening Partnerships**

Small Business

- **Increasing Internal and External Partnerships**
- **Small Business Performance and Progress**

Diversity and Inclusion

- **Workforce Diversity**
- **Upward Mobility Opportunities**
- **Collaboration Across Agency**

Partnership for a Positive Change



D I V E R S I T Y

Equal Employment Opportunity

Joel A. Kravetz
Program Manager
Civil Rights

Equal Employment Opportunity Status

- **EEO Complaint Trends**
- **New Policies**
- **EEO Counselor Program**

Equal Employment Opportunity Partnerships

- **First Joint EEO Counselor and Advisory Committee Conference**
- **Enhanced EEO/Diversity Training for Managers and Supervisors**
- **Federal Partners**

Civil Rights Outreach

Tuwanda M. Smith

Program Manager

**Outreach and Compliance
Coordination**

Minority Serving Institutions Program

- **Leveraging Partnerships**
- **Measurable Outcomes**
- **Supporting White House Initiatives**

Civil Rights Compliance Outreach

- **Limited English Proficiency Program**
- **Environmental Justice Initiatives**
- **Disability Compliance Partnering**

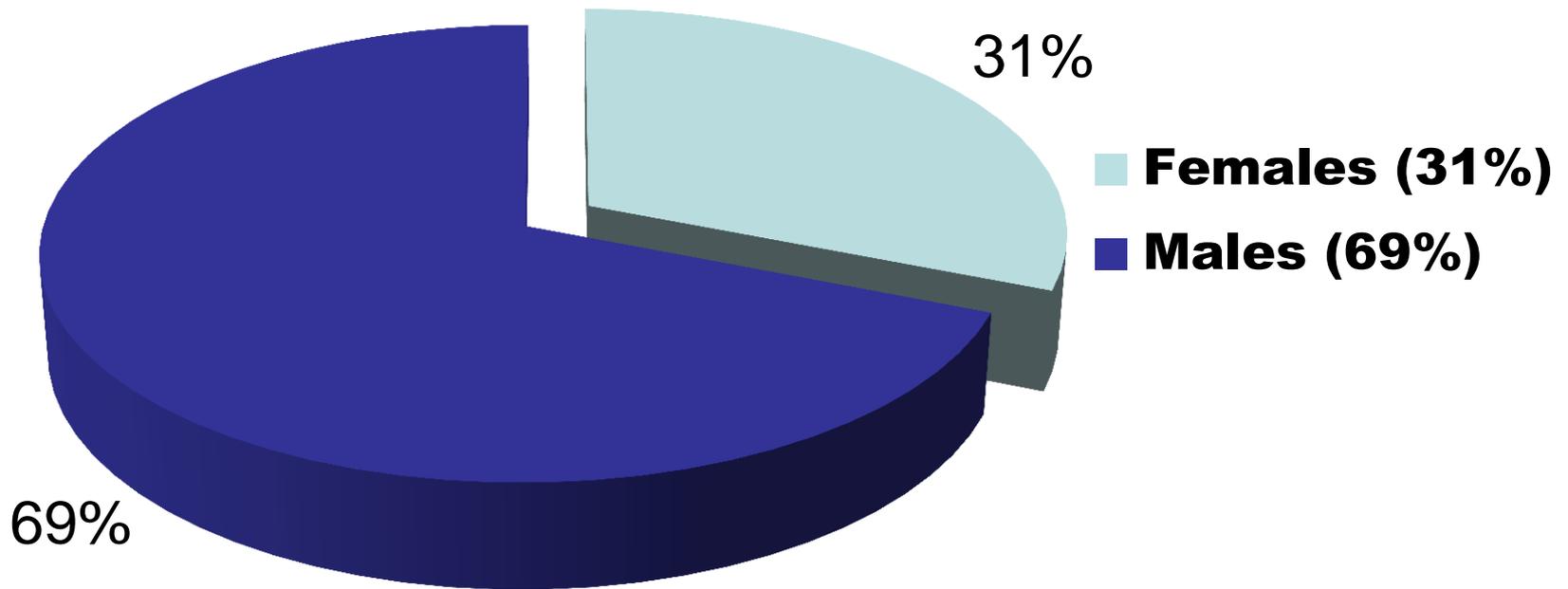
Partnership in Fostering Diversity and Inclusion

**Glenn M. Tracy
Director
Office of New Reactors**

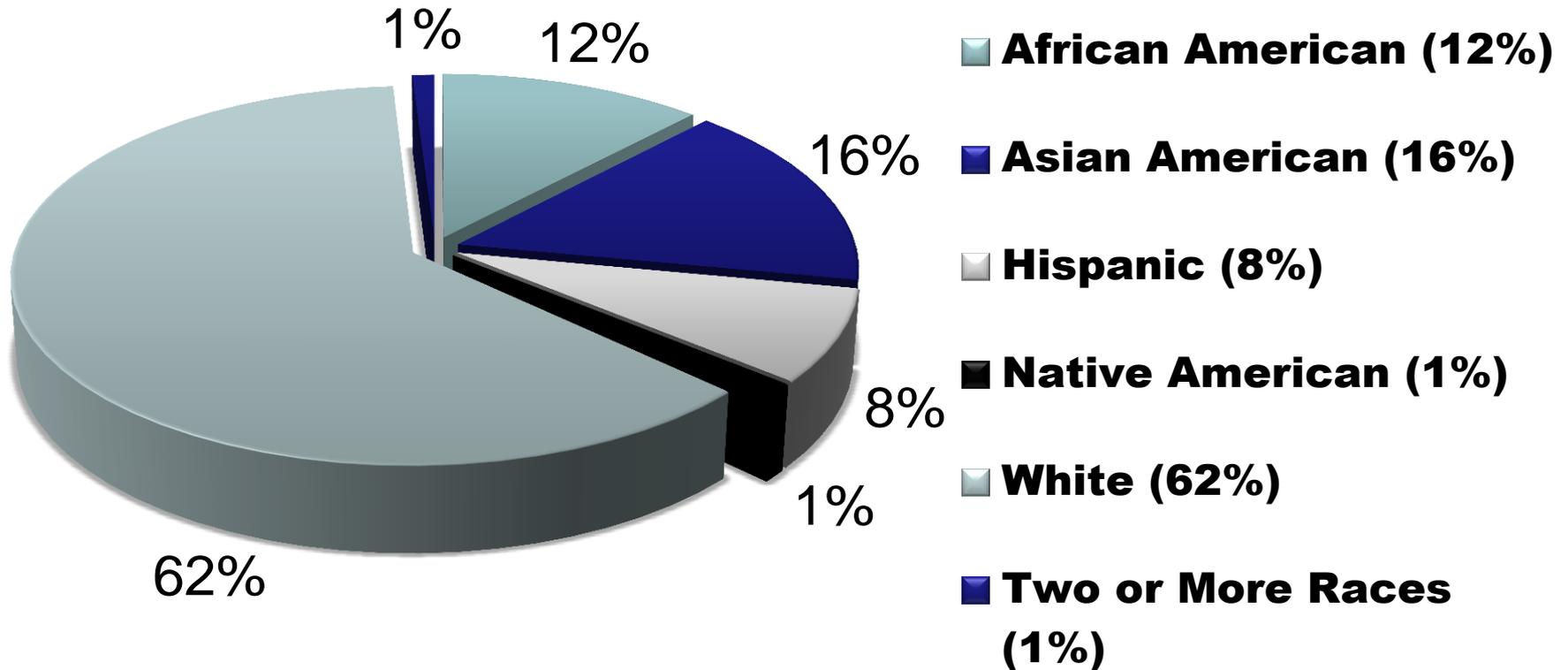
EEO, Affirmative Employment, and Diversity Management Programs Assessment

- **Management Commitment**
- **Strengthening Successful Programs**

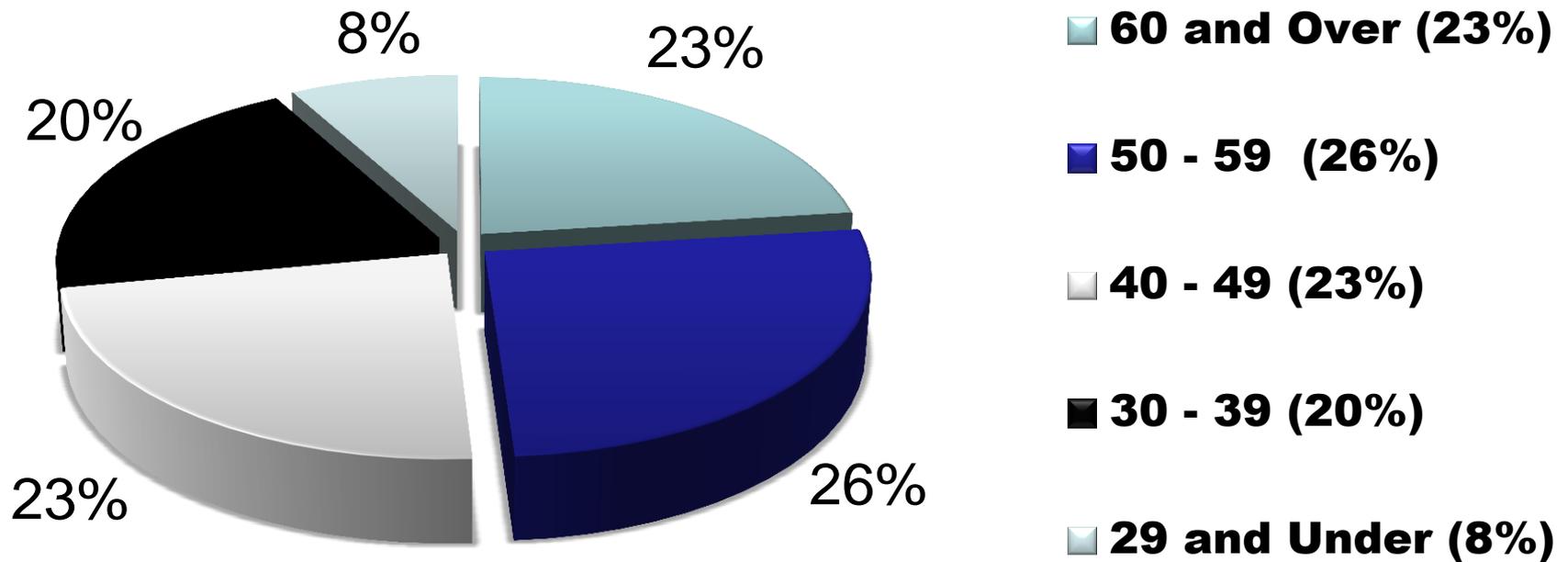
Gender Composition in NRO



Demographic Composition of NRO



Age Diversity in NRO



Beyond the Numbers Looking Forward



NRO's Newest Employees

Management Commitment

- **NRO Open Collaborative Work Environment Champion**
- **Support to EEO Advisory Committees**
- **Hiring Initiatives**

Recommendations

- **Continue Hiring Strategies**
- **Enhance Diversity Through Developmental Opportunities**
- **Continue Informational Sessions**

NRO FOCUS

In This Issue:

"Championing" the NRO
Commitment to OCWE

NRC Team Visit mPower™
Facility

DCIP Branch Chief Serves
on Capitol Hill

From The Director

"Championing" the NRO Commitment to OCWE



Enhancing Diversity Through Inclusion and Teamwork

Leonard D. Wert

**Deputy Regional Administrator for
Operations
Region II**

Enhancing Diversity

- **Strong Diversity**
- **Leadership Emphasis**
- **Teamwork**

Who We Have Hired

- **Workforce Diversity**
- **Leveraging Opportunities**

Nurture and Develop

- **Need for Continued Progress**
- **Leadership Roles**
- **Recent Specific Activities**

Inclusion and Teamwork

- **Communications**
 - **Push-Pull Discussions**
 - **Input/Feedback Opportunities**
- **Idea Greenhouse Program**
- **Diversity Management Advisory Committee Activities**

Outreach & Diversity Activities



Celebrations



EEO Advisory Committees' Joint Statement

Ayanna Rice

**Chair, Federal Women's Program
Advisory Committee**

and

**Diversity Management Advisory
Committee Member**

Partnership for a Positive Change



Acronyms

- **EEO – Equal Employment Opportunity**