



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

December 18, 2014

Advancing the Field

James C. Corbett
Acting Director

**Office of Small Business and
Civil Rights**

Agenda

- **Advancing the Field**
- **Small Business**
- **Affirmative Employment and Diversity Management**
- **Office of Investigations**
- **Region III**
- **EEO Advisory Committees' Joint Statement**

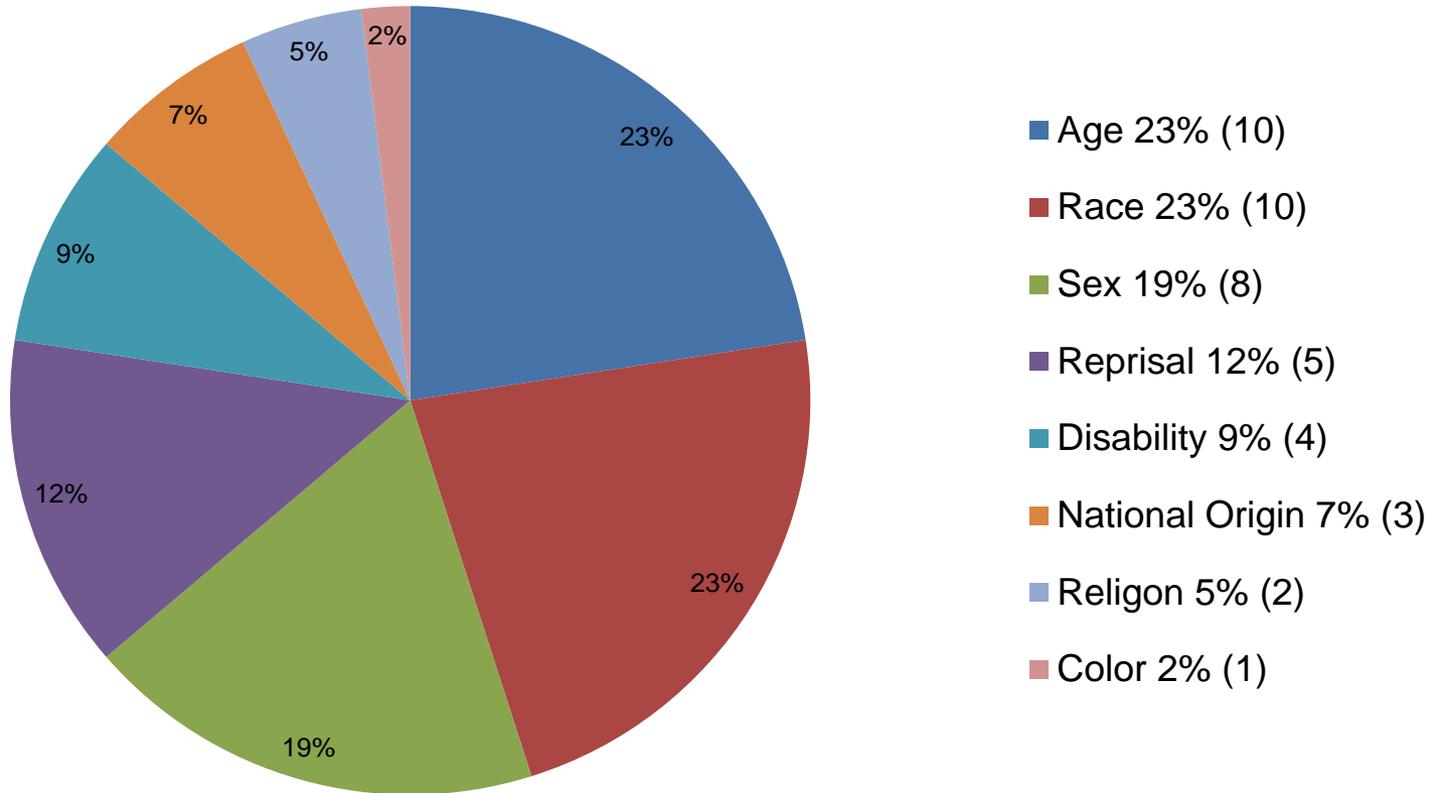
The Office of Small Business and Civil Rights

- **Advancing the Field**
- **Strengthening Programs**
- **Leveraging Resources**

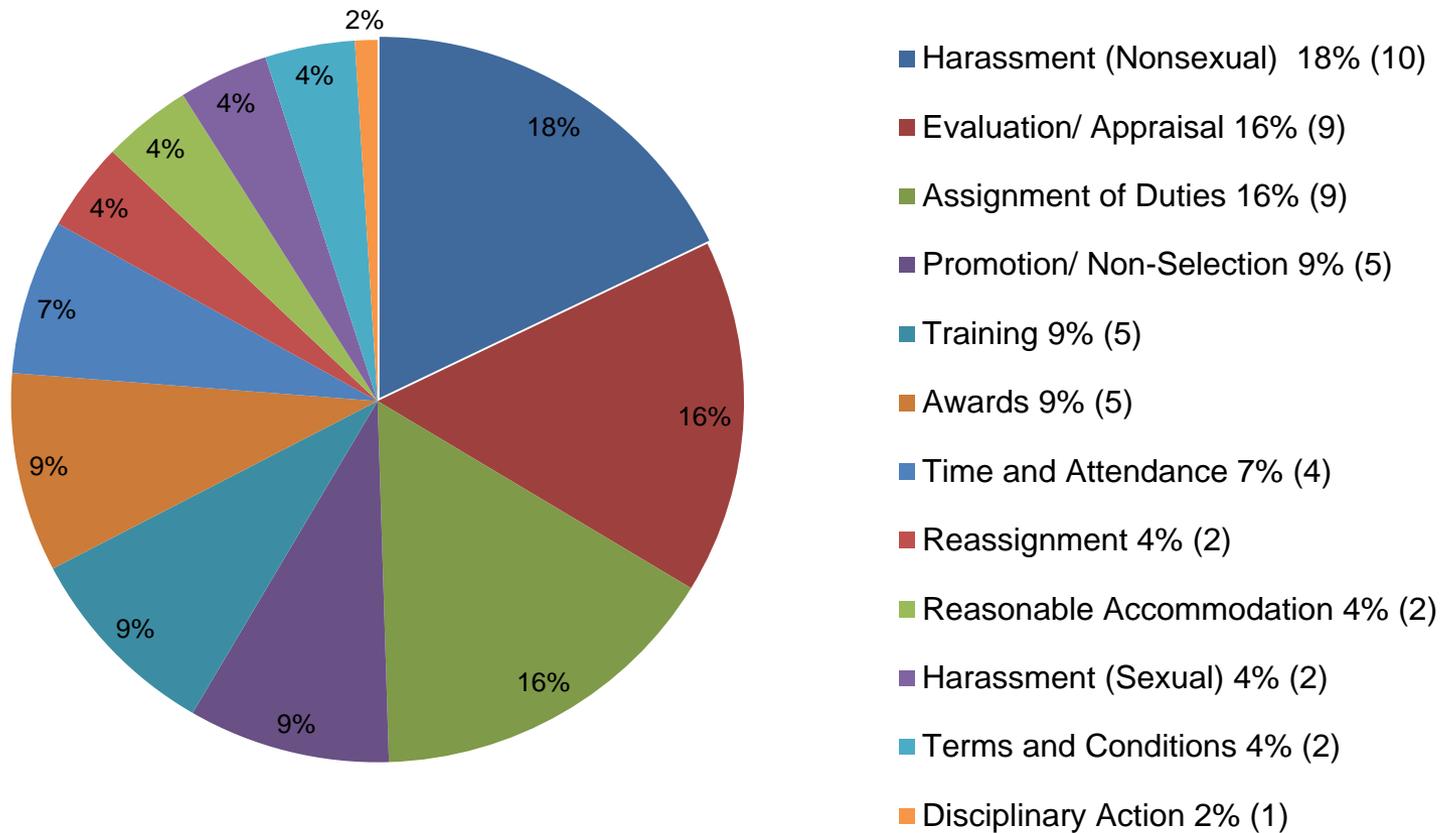
Equal Employment Opportunity Status

- **EEO Complaint Trends**
- **Alternative Dispute Resolution
Update**
- **EEO Counselor Program**
- **No FEAR Act**

EEO Formal Complaints Filed During FY 2014 by Bases



EEO Formal Complaints Filed During FY 2014 by Issues



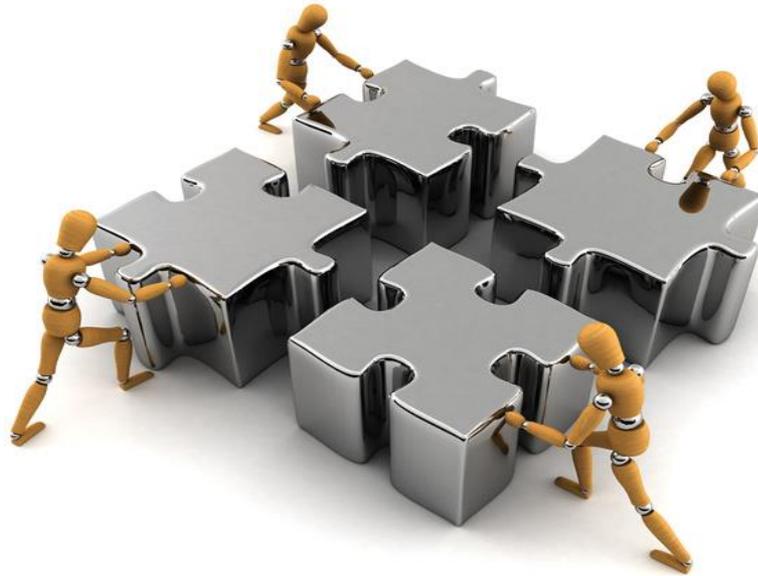
Working Together to Advance

- **Alternative Dispute Resolution Update**
- **EEO Counselor Program**
- **No FEAR Act**



Outreach & Compliance

- **Advances in Programmatic Infrastructure**
- **Strengthening Alliances and Progress**



Small Business

Anthony Briggs
Program Manager

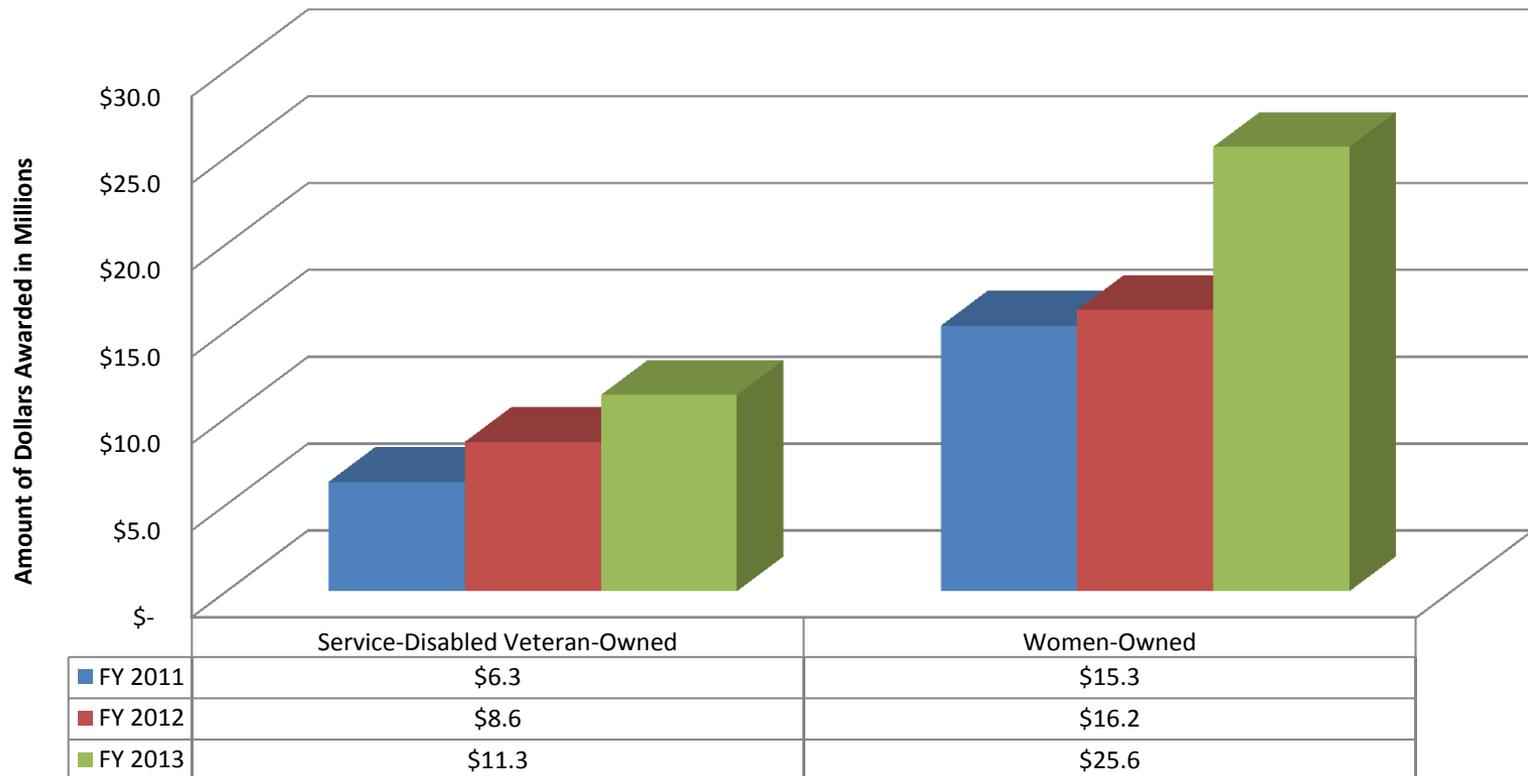
Success Through Collaboration

- **Outreach and Education**



Advancing the Field for Service-Disabled Veterans and Women

Three-Year Trend Analysis of Small Business Contracting Performance: Dollars Awarded to Service-Disabled Veterans and Women-Owned Small Businesses



Maintaining a High Level of Achievement

• FY2013 SBA Scorecard

Nuclear Regulatory Commission FY2013 Small Business Procurement Scorecard

A
 117.92%

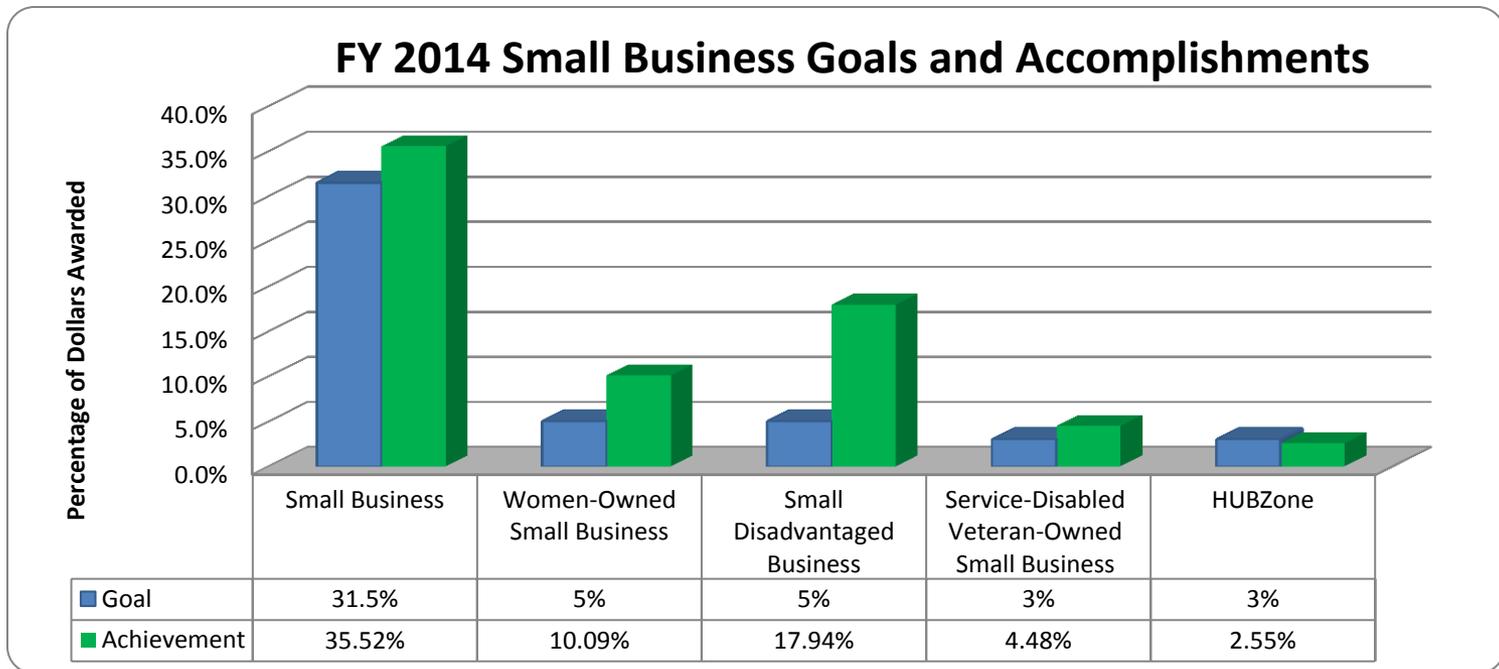
Nuclear Regulatory Commission FY2013 Small Business Procurement Scorecard			
			A 117.92%
FPDS-NG Prime Contracting Data as of Feb. 19, 2014 eSRS Subcontracting Data as of Mar. 14, 2014			
Prime Contracting Achievement:		96.35%	
	2012 Achievement	2013 Goal	2013 Achievement
Small Business	32.98%	29.00%	32.74% (\$83.3 M)
Women Owned Small Business	7.07%	5.00%	10.07% (\$25.6 M)
Small Disadvantaged Business	16.39%	5.00%	12.83% (\$32.7 M)
Service Disabled Veteran Owned Small Business	3.76%	3.00%	4.46% (\$11.3 M)
HUBZone	4.01%	3.00%	2.35% (\$6.0 M)
Subcontracting Achievement:		11.65%	
	2012 Achievement	2013 Goal	2013 Achievement
Small Business	49.50%	56.00%	61.00%
Women Owned Small Business	6.10%	5.00%	3.30%
Small Disadvantaged Business	3.40%	5.00%	31.10%
Service Disabled Veteran Owned Small Business	1.20%	3.00%	1.10%
HUBZone	2.30%	3.00%	0.90%
Success Factors		9.91%	
Plan Progress Success Factor Grading Scale:			Peer Review Score
Factor Subtotal Score / 7			
The Agency demonstrated, through action and documented evidence, a commitment to utilize small businesses to obtain goods and services.			0.97
The Agency's senior leadership (i.e. Deputy Secretary, Chief Acquisition Officer, Senior Procurement Executive, senior program managers, and OSDBU Director) demonstrated, through action and documented evidence, that they have clearly communicated the importance of achieving the agency's Small Business contracting goals through the chain of command to the contracting officer level.			0.97
The Agency demonstrated, through action and documented evidence, a commitment to small business contracting data quality.			1.00
The Agency demonstrated a commitment to small business utilization through regular training of acquisitions staff on the issues/procedures/policies/regulations impacting small businesses.			1.00
The Agency demonstrated, through action and documented evidence, a commitment to growing their small business supplier base and increasing awareness of contracting opportunities for small businesses.			1.00
The Agency demonstrated, through action and documented evidence, a commitment to expanding subcontracting opportunities for small businesses. (Reference: FAR 19.7 - Small Business Subcontracting Program)			1.00
The Agency demonstrated, through action and documented evidence, a clearly communicated policy to address and mitigate the adverse effects of contract bundling on small businesses. (Reference: FAR subject 7.104 for applicable dollar threshold for each agency)			1.00
Plan Progress Success Factor Grading Scale:			Total 6.94
A+ = 100% but < 120%			
A = 120% but < 100%			
B = 100% but < 90%			
C = 90% but < 50%			
D = 50% but < 70%			
F = 70%			

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Small Business Performance and Planning for Future Success

- FY 2014 Performance**

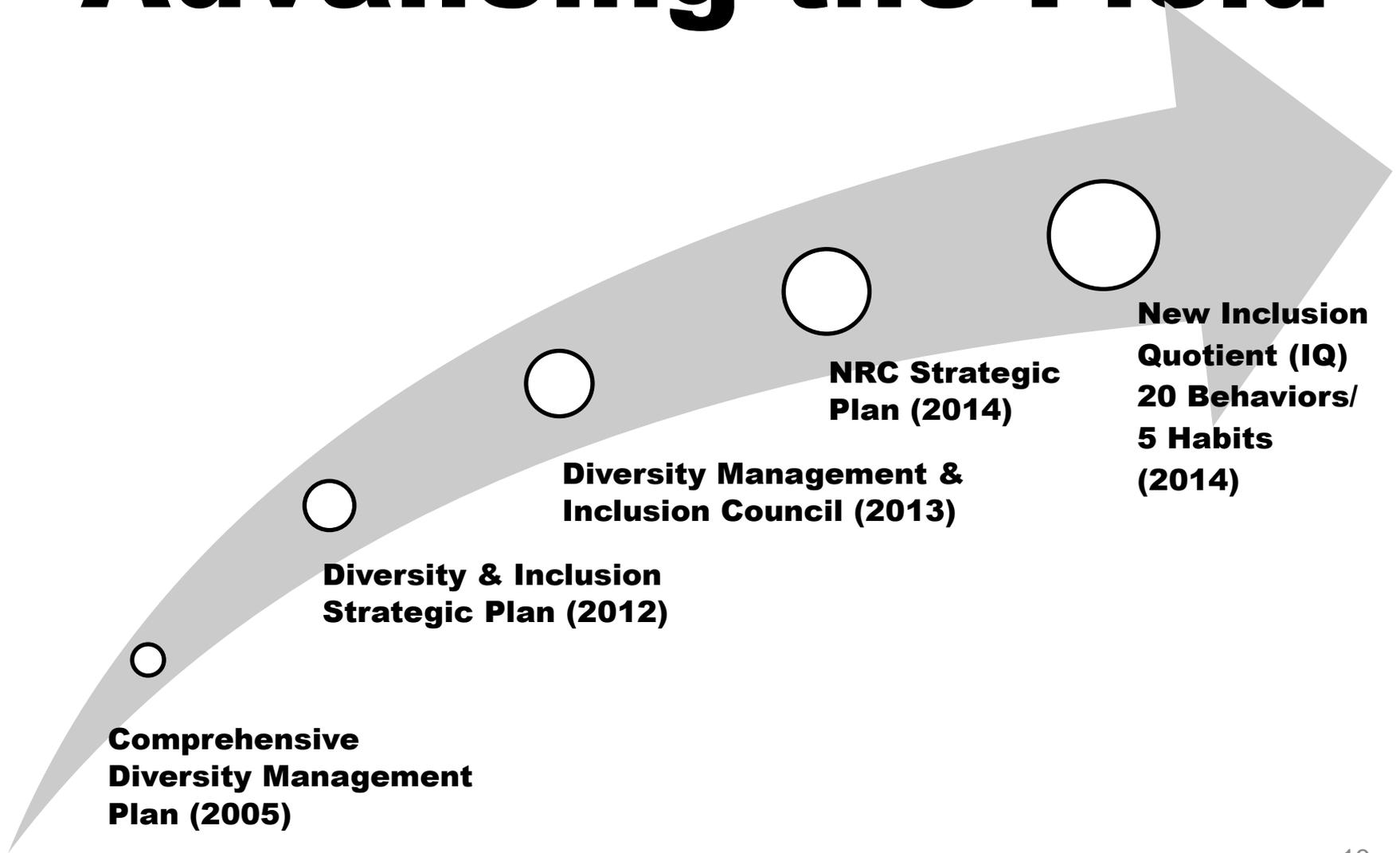


- FY 2015 Goals and Plan of Action**

Affirmative Employment and Diversity Management Program

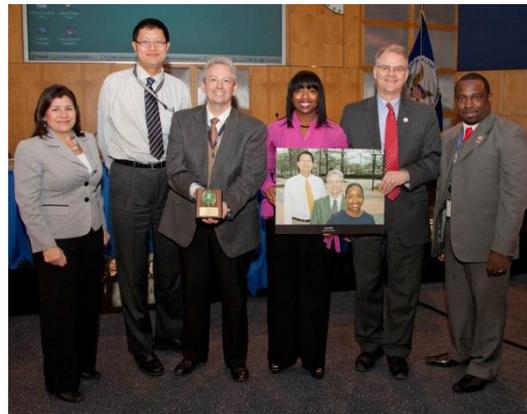
**Anthony Barnes
Program Manager**

Advancing the Field



Our Comprehensive Diversity Management Plan (CDMP) (Still A Relevant Program)

- **3 Goals: recruit and hire; develop and advance; and retain**
- **Success equals agency level increases**
- **Offices report quarterly activities**



Steadfast Support for Diversity and Inclusion

- **Workforce Demographics**
- **Commitment to the New IQ**



If you do not intentionally,
deliberately and proactively
include, you will unintentionally
exclude.

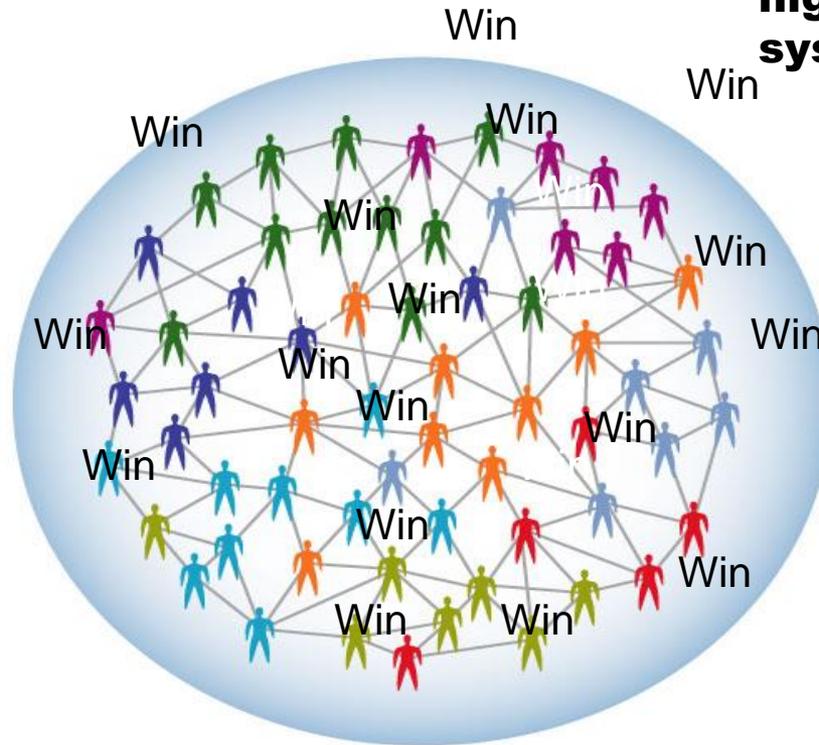
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New Inclusion Quotient (IQ) Update

- **Government-Wide Initiative of OPM**
- **Uses 20 questions (Behaviors) from the Annual FEVS**
- **Measures the 5 Habits of Inclusion: Fair, Open, Cooperative, Supportive, Empowerment (FOCSE)**

We are Smarter like this...

**An interactive
networked
organization**



**A stable, robust,
high-performance
system**

**A Positive-Sum
Game**

**We are
less Smart
like this...**

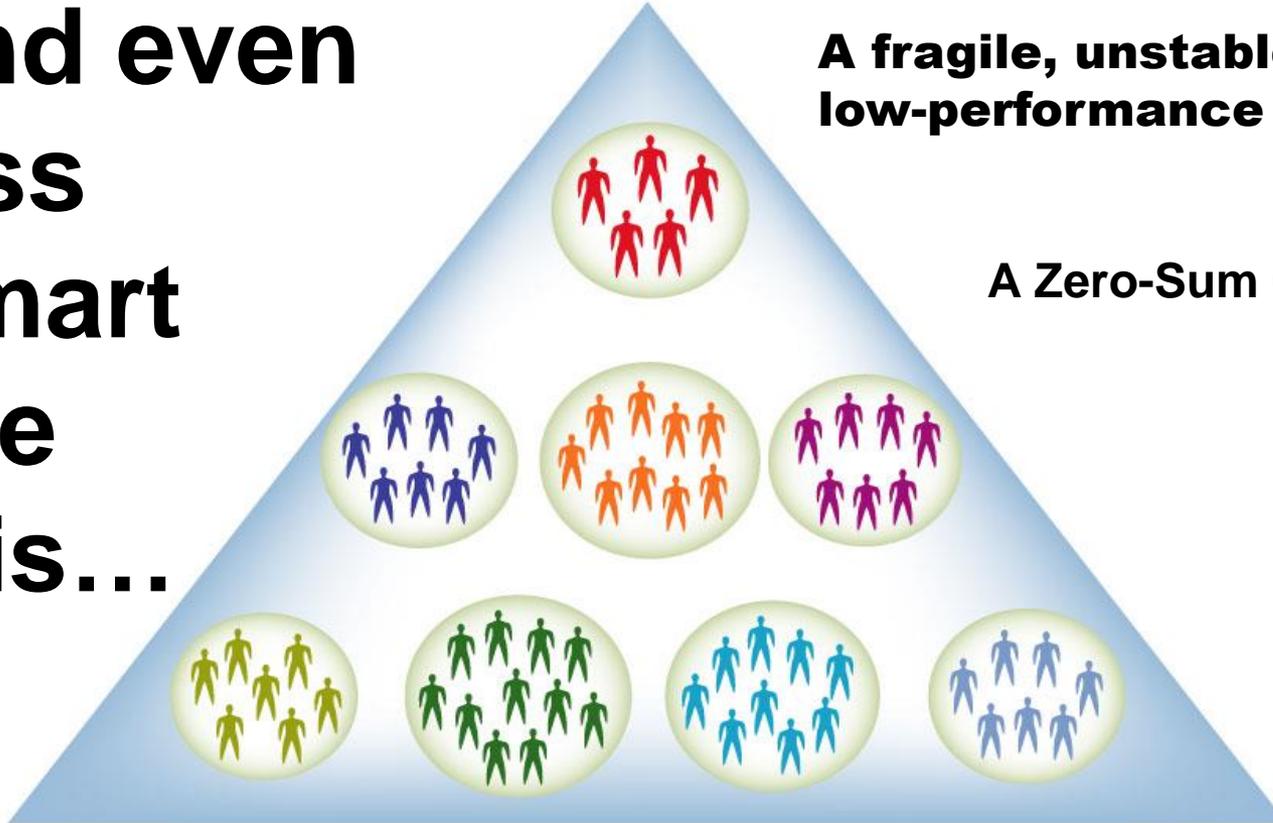


**A hierarchical
segregated**

**And even
less
Smart
like
this...**

**A fragile, unstable,
low-performance**

A Zero-Sum Game



Inclusive Intelligence is...

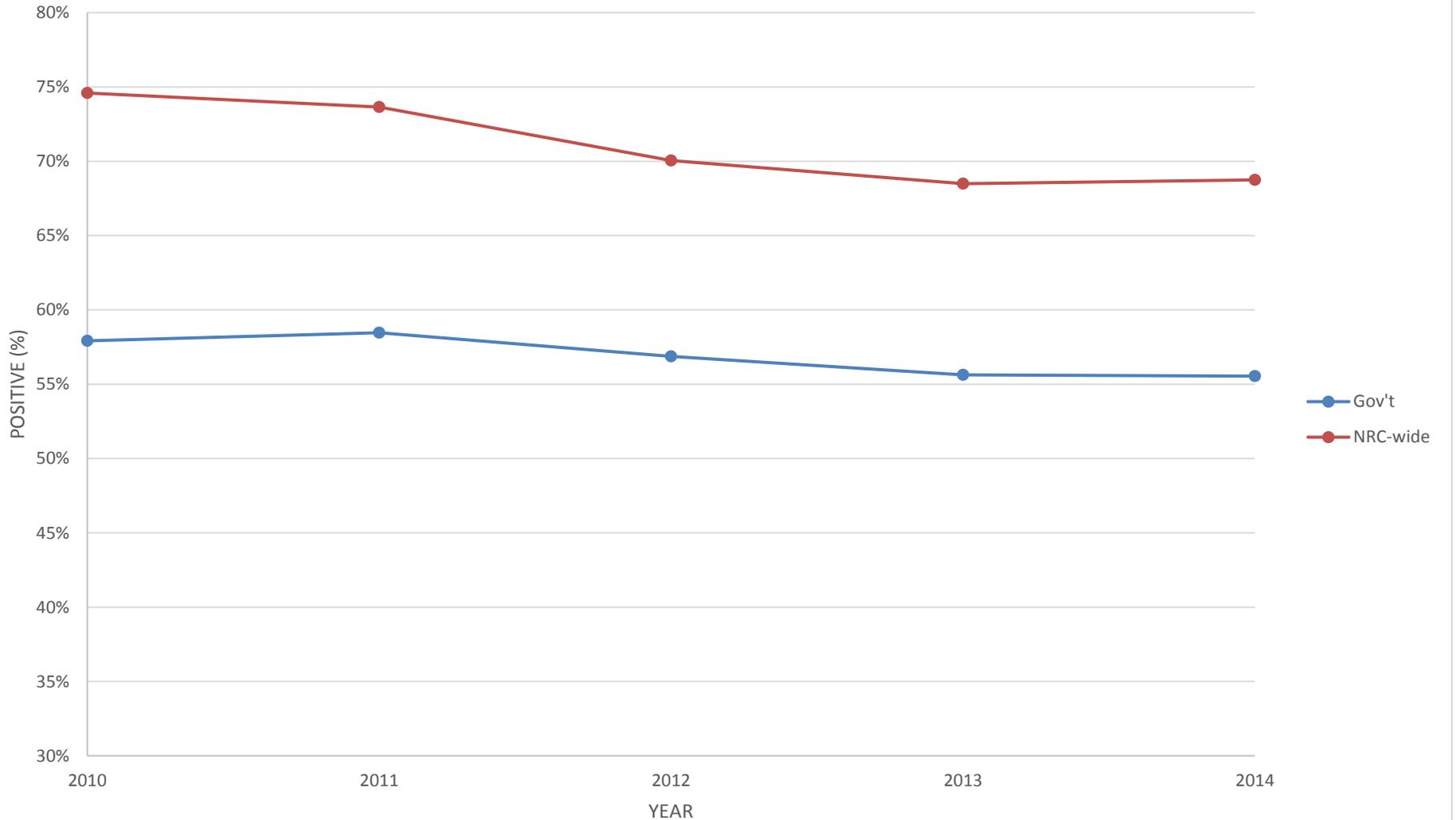
- The intentional, deliberate, and proactive acts that increase work group intelligence by making people feel they “belong” and are “uniquely” valued.

New Inclusion Quotient (IQ)

The New IQ (Inclusion Quotient) Attempts to numerically measure the Inclusiveness of an agency based on the positive responses to 20 specific questions on the Federal Employment Viewpoint Survey (FEVS).

The New IQ	2010	2011	2012	2013	2014
NRC	75	74	70	68	69
Government-wide	58	58	57	56	56

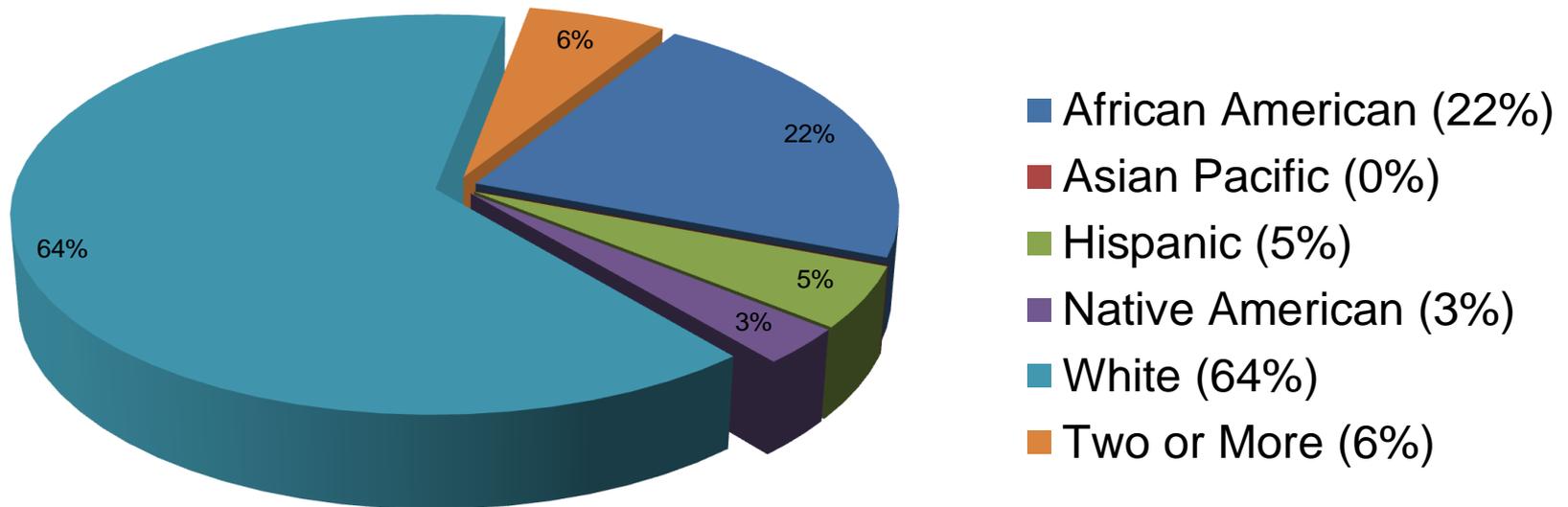
New Inclusion Quotient (IQ)



Equal Employment Opportunity, Diversity and Inclusion

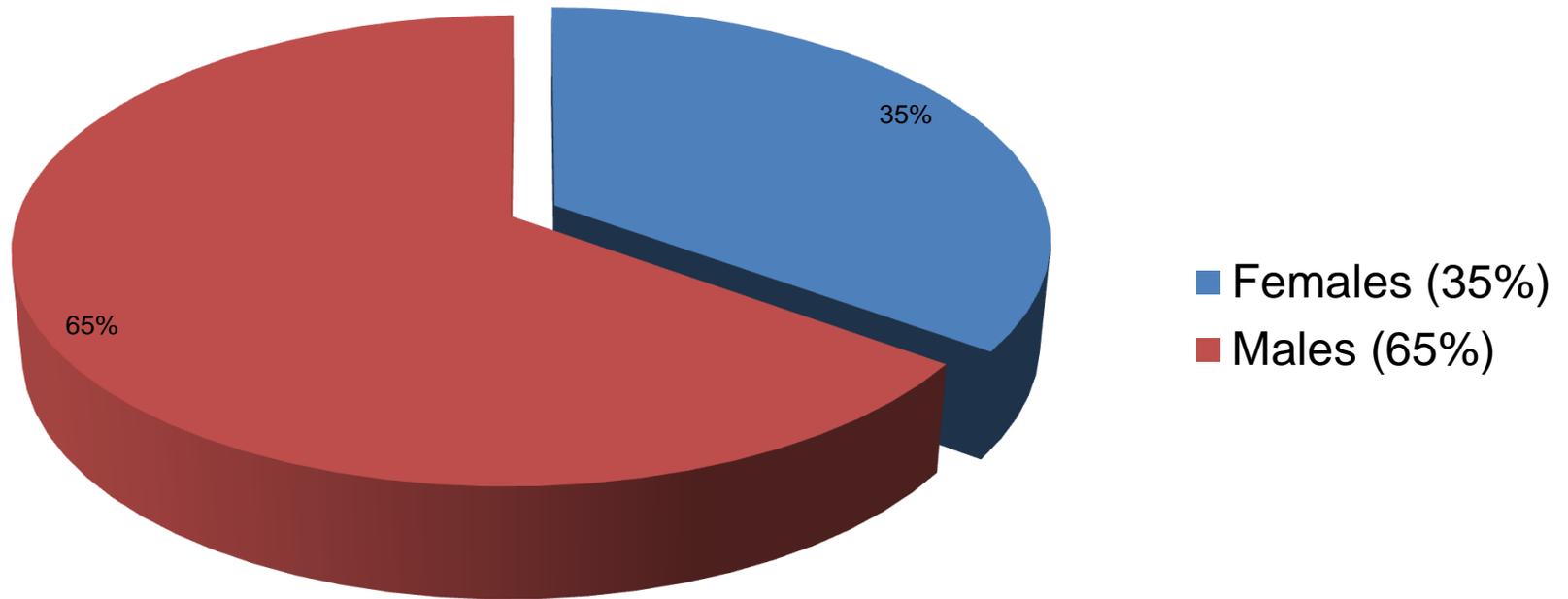
**Scott Langan
Deputy Director
The Office of Investigations**

Demographic Composition of the OI



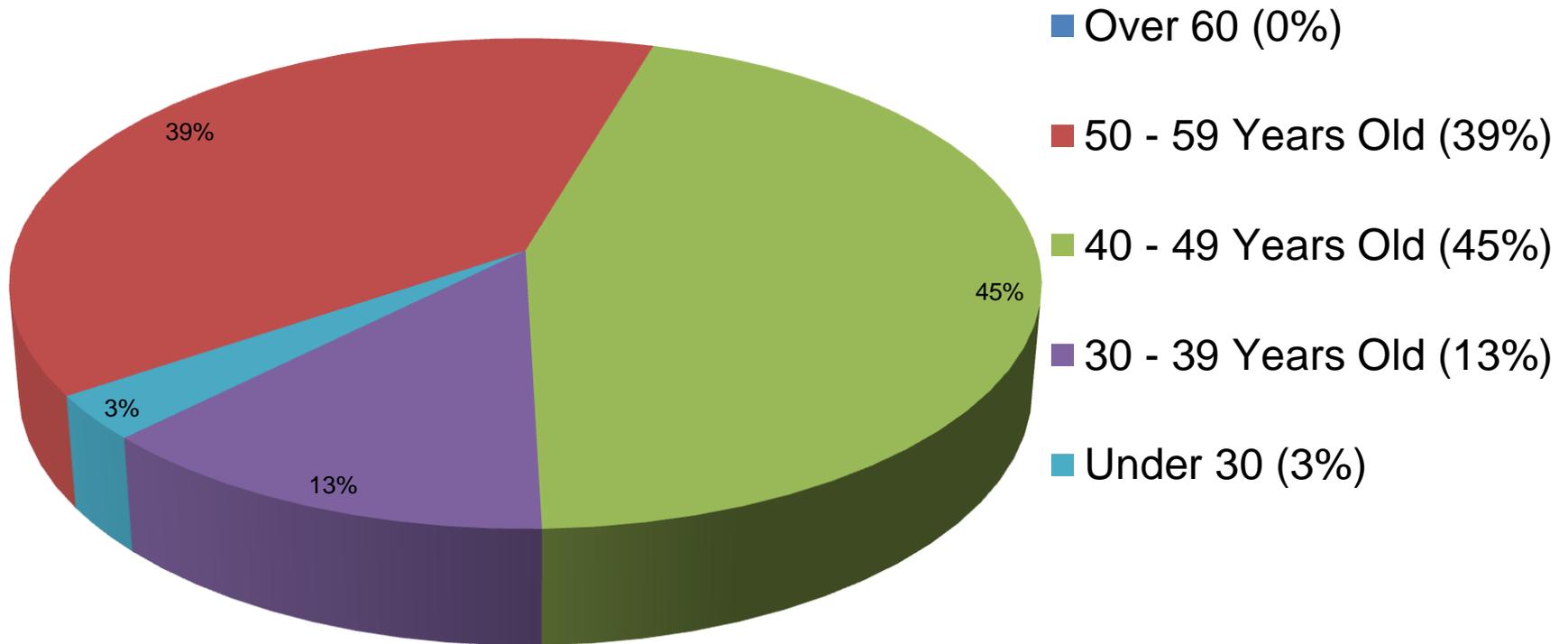
As of July 14, 2014 (source Office of the Chief Human Capital Officer (OCHCO) Dashboard)

Gender Composition in OI



As of July 14, 2014 (source Office of the Chief Human Capital Officer (OCHCO) Dashboard)

Age Composition in OI



As of July 14, 2014 (source Office of the Chief Human Capital Officer (OCHCO) Dashboard)

Diversity and Inclusion at OI

- A. Demonstrated Management Commitment and Program Accountability**
- B. Awareness of the EEO Program**
- C. EEO Training**
- D. The Special Emphasis Program**
- E. Mentoring Program**

Region III's Focus on Diversity & Inclusion

**Cynthia D. Pederson
Region III, Regional
Administrator**

Region III Maintaining our Focus



Staff Ensuring Safety/Security

- **High-performing workforce valuing and respecting diversity**



We Are A Team

- **Open, Collaborative Work Environment**
- **Morning Meeting**
- **Leadership Meetings**
- **Partnership Committee**



We Outreach to Our Community

- **Public Meetings and Webinars**
- **Engaging Tribal Communities**
- **Youth/Community STEM Outreach Activities**



Our Diverse Culture

- **Diversity Management Advisory Committee**
- **Special Emphasis Programs**
- **Culture Improvement Initiatives**
- **EWRA**



Hiring/Promoting Success

- **Offers to Minorities and Women**
- **Offers to Veterans**
- **University Champions**
- **Minority Serving Institutions (MSI)**
- **SBCR's MSI Grant Process**



Develop/Staff for the Future

- **“K”offee “M”oments**
- **Temp Promotions/Rotational Assignments/Double Encumbering**
- **In-house Courses**



The Region III Family





“Advancing the Field”