



**U.S.NRC**

UNITED STATES NUCLEAR REGULATORY COMMISSION

*Protecting People and the Environment*

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

**December 9, 2008**

# **Opening Remarks – Bill Borchardt, EDO**

- **Agenda**
- **NMSS Accomplishments**
- **Region I Accomplishments**
- **Committees Joint Statement**
- **NRC EEO, Diversity Management  
and Small Business: Leveraging  
Through Partnerships**

# **Diversity in NMSS**

**Mike Weber, Director**

## **Vision**

**Tap the full potential of *each* employee**

## **Strategies**

**Leverage partnerships**

**Continuous improvement**

## **Diversity in NMSS**

- **What is diversity?**
  - **Differences in knowledge, skills, gender, race, physical abilities, age and other attributes**
- **How do we manage diversity?**
  - **Recruit, develop, retain, and leverage**

# Success through Leveraging Diversity



## **How are we doing?**

- **Office of Small Business and Civil Rights assessed NMSS in 2008**
- **Same approach used for Regional Offices**
- **Results**
  - **Model program**
  - **Belief in diversity**

## **Continuous Improvement**

- **Encourage staff awareness and leverage diversity**
- **Re-activate NMSS diversity panel to enhance organizational effectiveness**
- **Demonstrate commitment through action**

# **Diversity in Region I**

**Marc Dapas, Deputy Regional Administrator**

## **Leveraging Through Partnerships to Advance EEO Principles**



# **Affirmative Employment Principles**

- **Provide a Discrimination-Free Work Environment**
- **Ensure Opportunity for All Employees to Develop and Advance**

# **Affirmative Employment Principles**

- **Attract, Hire, and Retain a Representative Workforce**
- **Support a Work Environment that Fosters Trust, Values Diversity, and Encourages Inclusiveness**

# **Region I Partnerships**

- **Diversity Management Advisory Committee**
- **Inclusive Decision Making and Open Communication Forums**
- **Union/Management Partnership**
- **Staff/Management Partnerships that Encourage Differing and Diversified Views**

# **Discrimination-Free Work Environment**

- **Diversity Management Advisory Committee (DMAC) is a proactive council that partners with various internal and external stakeholders to promote awareness as well as educate staff on diversity management initiatives and issues**

# **Opportunity for All Employees to Develop and Advance**

- **Region I decision making forums ensure full access of employees to opportunities:**
  - **Training Council**
  - **Directors Council**
  - **Awards Board**
  - **Partnership Council**

# **Opportunity for All Employees to Develop and Advance**

- **Region I decision making forums ensure full access of employees to opportunities (cont'd):**
  - **Branch Chief Forum**
  - **Office Administrative Staff**

# **Attract, Hire, and Retain a Representative Workforce**

- **DMAC participates in agency recruitment activities providing for a diverse team**
- **Staff recruit at Minority Serving Institutions and participate in career fairs sponsored by minority professional organizations**

# **Attract, Hire, and Retain a Representative Workforce**

- **Outreach to Local Schools**
- **Network with other Federal Partners**



# **Inclusive Work Environment that Fosters Trust and Values Diversity**

- **“Ask Management” Process**
- **Communication Forums:**
  - **All Supervisor and All Employee Meetings**
  - **Brown Bag Lunches**
  - **Partnership Council**

# **Inclusive Work Environment that Fosters Trust and Values Diversity**

- **Communication Forums (cont'd):**
  - **DMAC Sponsored “Lunch & Learns” and Socials**
  - **Regional Seminar and Leadership Retreat**
  - **Differing Views are Exercised and Encouraged**

# **Leveraging Partnerships Has...**

- **Created appreciation for the diverse talents and perspectives in Region I**
- **Resulted in representative participation in training and developmental opportunities**

# **Leveraging Partnerships Has...**

- **Yielded diverse applicant pools via broadened outreach and affiliations**
- **Fostered inclusive communications and encouraged different views to optimize approaches**

# **Joint Committee Statement**

**Autumn Szabo, Committee Spokesperson and Chair NAAC**

- **Major Agency Accomplishments**
  - **CDMP**
  - **Implemented Administrative Qualification Program (AQP)**
  - **Supported Mentoring Program**
  - **Diversity Management: hires and developmental programs**

# **Joint Committee Statement**

- **Areas for additional focus**
  - **Expand the AQP agency-wide**
  - **Increase diversity at GG13 – 15 level**
  - **Increase diversity in SES, SL, LPP and SESCO**
  - **Continue diversity recruiting**

# **Leveraging through Partnerships Agenda**

**Corenthis Kelley, Director, SBCR**

- **Diversity Management**
- **Valuing Differing Views**
- **Affirmative Employment**
- **Civil Rights**
- **Outreach and Compliance**
- **Small Business**

# **Partnering - Diversity Management**

- **Partner with offices on CDMP**
- **Revised CDMP/DVD rollout**
- **Agency green on CDMP  
performance measures**
- **Employee diversity management  
training – FY 2009**



# **Valuing Differing Views**

- **Continued Management Support**
- **Identified Office Liaisons**
- **Continued Training and Outreach**
- **Revised Web Site**
- **Team Player Success Stories**

# **Partnering -Affirmative Employment**

- **Partnerships result in diverse hires**
- **Employee representation increased**
- **Diversity in leadership and GG 13-15 positions increased**

# **Partnering - Affirmative Employment (cont'd)**

- **Women and minority hires exceed 50% in many programs**
- **Representation of persons with disabilities**

## **Partnering -Affirmative Employment (cont'd)**

- **Managers and staff serve in mentoring program**
- **Held Sr. Level Admin. career seminar**
- **MSIP builds partnerships**

# **Partnering - Civil Rights**

- **Resolved issues at lowest level**
- **Increased ADR participation**
- **No backlog of cases**
- **EEO/diversity assessments**
- **Reasonable accommodations training**

# **Civil Rights - Trends**

- Informal complaints increased**
- Frequent bases: age, race, and reprisal**
- Frequent issues:**
  - non-selection for promotion**
  - non-sexual harassment**
  - assignment of duties**

# **Partnering - Outreach**

- **Federal and external partners**
- **A 2008 Top Supporter of HBCU Engineering programs**
- **Sponsored outreach events**
- **Grants and institutional capacity increased**

# **Partnering - Compliance**

- **Limited English Proficiency services implemented**
- **Translate office/agency documents**
- **Completed over 100 pre-award reviews**



# **Outreach – Minority Serving Institutions Program Performance Measures**

- 1. Outreach to Minority Serving  
Institutions, students and  
faculty**
- 2. Develop human capital**

# **Partnering - Small Business**

- **Small Business Program rated “green”**
- **Developed Small Business strategic plan**
- **“Helmets to Business” Veterans Initiative**
- **Outreach/training activities reach hundreds**

# **Challenges**

- **Maintain positive work environment**
- **Maintain discrimination-free environment**
- **Diversity in the SES**
- **Representation of employees with targeted disabilities**
- **Opportunities for Service-disabled veteran owned small businesses**

# Acronyms

- **ADR**            **Alternative Dispute Resolution**
- **CDMP**        **Comprehensive Diversity Management Plan**
- **LPP**            **Leadership Potential Program**
- **SES**            **Senior Executive Service**
- **SESCDP**      **Senior Executive Service Candidate Development Program**
  
- **SLS**            **Senior Level Service**
- **OCCP**        **Outreach and Compliance Coordination Program**
- **MSIP**        **Minority Serving Institutions Program**
- **GG**            **General Grade**
- **NMSS**        **Nuclear Material Safety and Safeguards**
- **DMAC**        **Diversity Management Advisory Committee**
- **NAAC**        **Native American Advisory Committee**
- **AQP**           **Administrative Qualification Program**