



Commission Briefing on Equal Employment Opportunity and Diversity Management

November 17, 2009

Opening Remarks

- Best Place to Work
 - Rated #1 in 2009
 - Employee Safety Culture Survey Results
 - Survey Results Compared to National Standards
 - Areas of Additional Focus

Agenda

- FSME Report
- Region II Report
- EEO Advisory Committee Joint Statement
- Civil Rights
- Outreach and Compliance Coordination Program

Diversity in FSME: Culture, Accomplishments, and Opportunities

Charles L. Miller
Director

FSME

Culture

- Internal Culture
 - FSME formed from two offices
 - Merged diverse skill sets and functions
 - Similarities and differences of individuals are valued

FSME

- External Culture
 - Diverse Stakeholders
 - Varied Licensees/Industries/Industry Groups
 - States and Organization of Agreement States (OAS)
 - Tribal Organizations
 - International Organizations
 - Public
 - Environmental Groups
 - Other Federal Government Agencies

FSME

Accomplishments in Support of Diversity

- Staff Development, Recognition, and Retention
 - Training and Development
 - Rotations
 - Mentoring
 - NSPDP
 - Employee of the Quarter/Other Awards
 - Work-life Balance

FSME



FSME

- Outreach/Communication
 - All Hands Meetings
 - Brown-bag Luncheons
 - Branch Meetings
 - New Internal Website
 - Newsletter
 - Employee Suggestion Box

FSME



FSME



FSME

- Opportunities
 - EEO Diversity Management Advisory Committees
 - Continue to Recruit Diverse Employees
 - Continue Strategies for Succession Planning

Region II: Promoting EEO & Diversity Management through Opportunity, Inclusion & Teamwork

Victor McCree

Deputy Regional Administrator
for Operations

Region II

- Affirmative Employment
 - Recruitment & hires enhance diverse skills
 - Training, development & mentoring maximize work experience
 - Rotations assignments broaden knowledge
 - Developmental Programs stimulate growth & development

Region II

- Inclusive work environment promotes alignment, staff engagement & teamwork:
 - Open Door Policy
 - Current Events (All Hands Meetings)
 - *In Focus* Newsletter & "Ask Mgt"
 - Leadership retreat promotes alignment
 - Inspector Counterpart Meetings
 - OIG Safety & Climate Culture Survey
 - Differing views encouraged

Region II

- Teamwork and Relationships
 - Diversity Management Advisory Committee
 - Diversity Day Celebration
 - Federal Women's Program Activities
 - Staff sponsored activities: holiday party, cookout, APAAC luncheon
 - External outreach: Habitat, shelter

EEO Advisory Committee Joint Statement

Janelle Jessie
Committee Spokesperson

EEO Advisory Committee Joint Statement

- Major agency accomplishments
- Women, minorities, individuals with disabilities in leadership
- SESCDP selections
- Recruitment Activities

Office of Small Business and Civil Rights

Corenthis Kelley
Director

Affirmative Employment

- Employee demographic trends
- Enhanced Mentoring Program
- EEO Advisory Committee Training

Comprehensive Diversity Management Plan Update

- Update CDMP brochure and DVD
- Performance measures refined
- Incorporated in FY 2010 Operating Plan Guidance
- 2010 EEO and Diversity Management Refresher Training

Civil Rights Program

Lori Suto-Goldsby
Program Manager

Civil Rights Program

- Reasonable Accommodation Task Team
- HQ EEO and diversity assessments
- Complaint trends and no complaint backlog

Civil Rights Program

- EEO Training
 - EEO Counselor's Conference
 - No FEAR Act Refresher Course
 - Practical Approaches to EEO & Diversity Management Seminar

Outreach and Compliance Coordination Program

Tuwanda Smith
Program Manager

Outreach and Compliance Coordination Program

- Implementation of Subprograms
- Performance Outcomes
- Program Highlights

Outreach and Compliance Coordination Program

- Internal and External Partnerships
- Federal Reporting
- Program Challenges

Acronyms

FSME - Office of Federal and State
Materials and Environmental
Management Programs

EEO - Equal Employment
Opportunity

NSPDP - Nuclear Safety Professional
Development Program

OIG - Office of Inspector General

Acronyms

- APAAC - Asian Pacific American
Advisory Committee
- SESCDP - Senior Executive Service
Candidate Development
Program
- HQ - Headquarters

Acronyms

No FEAR -
Act

Notification and
Federal Employee
Anti-Discrimination
and Retaliation Act of
2002