



Commission Briefing on Equal Employment Opportunity, Diversity and Small Business

November 30, 2017

Partnering to Last

- The Office of Small Business and Civil Rights
 - Small Business Program
 - Minority Serving Institutions Program
 - Civil Rights
 - Diversity and Inclusion
- Office of the Chief Human Capital Officer
- Region II
- Office of the Chief Financial Officer
- EEO Advisory Committees' Joint Statement

Partnering to Last

Pamela R. Baker
Director

Office of Small Business and
Civil Rights

Continuing Excellence for Small Business

- Unprecedented Awards in FY 17 for Service Disabled Veteran Owned Business
- Shrinking Market Challenges FY18 Goal Attainment
- Targeted Market Development



Nuclear Regulatory Commission
 FY2016 Small Business Procurement Scorecard

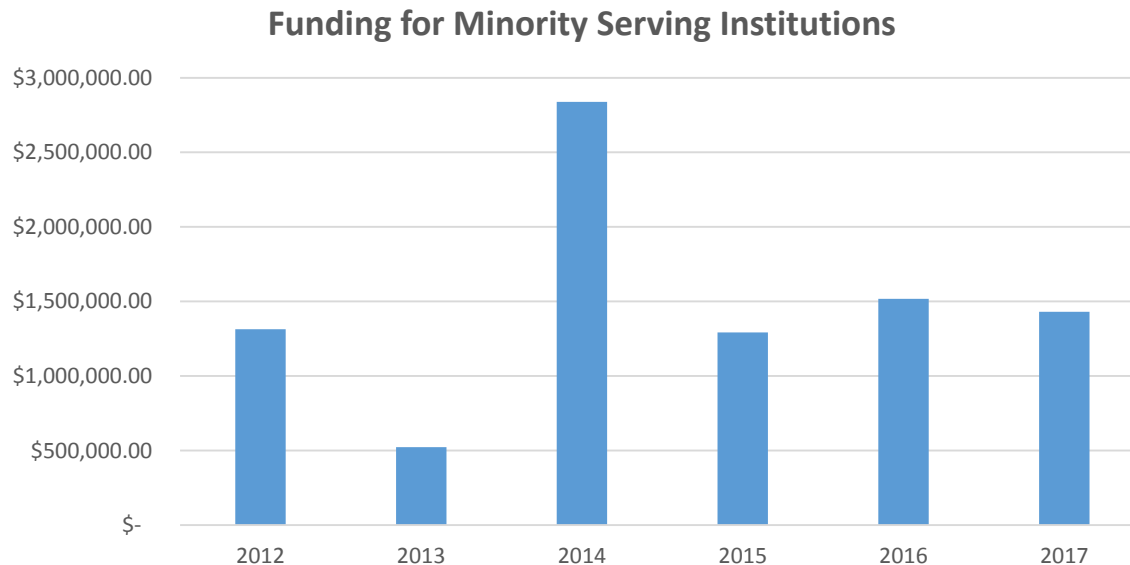
A+
 122.52%

FPDS-NG Prime Contracting Data as of Feb. 20, 2017
 eSRS Subcontracting Data as of Mar. 14, 2017

Prime Contracting Achievement:			98.98%
	2015 Achievement	2016 Goal	2016 Achievement
Small Business	31.14%	32.25%	37.12% (\$84.4 M)
Women Owned Small Business	8.78%	5.00%	10.20% (\$23.2 M)
Small Disadvantaged Business	16.99%	5.00%	20.32% (\$46.2 M)
Service Disabled Veteran Owned Small Business	3.89%	3.00%	6.14% (\$14.0 M)
HUBZone	3.09%	3.00%	2.90% (\$6.6 M)

Leveraging Outreach

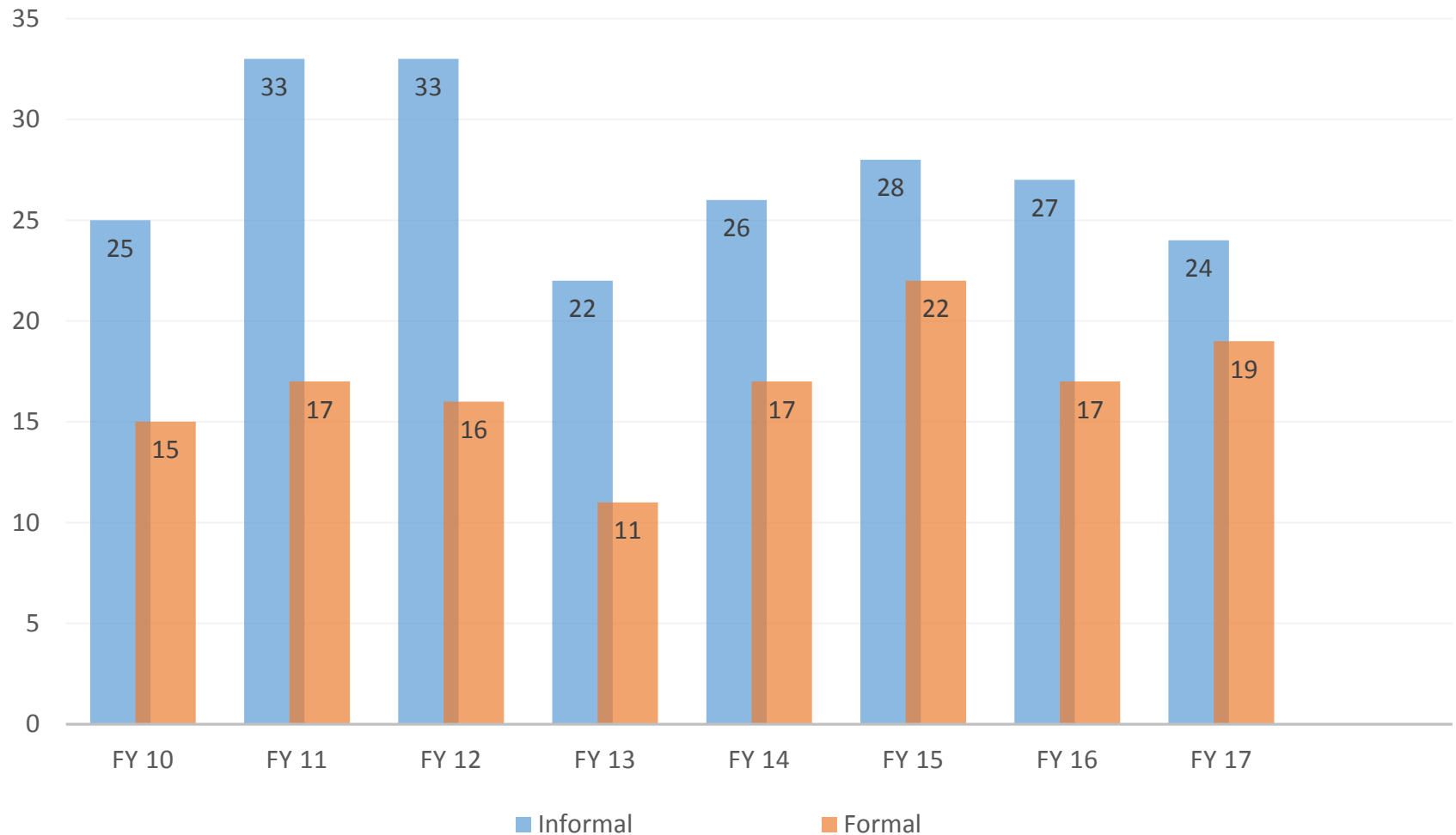
- Technical Assistance Increasing Competitiveness:
 - 100% increase of MSI's Historical IUP Awards
 - Marketing Curricula Capabilities
 - Maintaining Relationships
- Integrating Minority Serving Institution Program with Integrated University Program



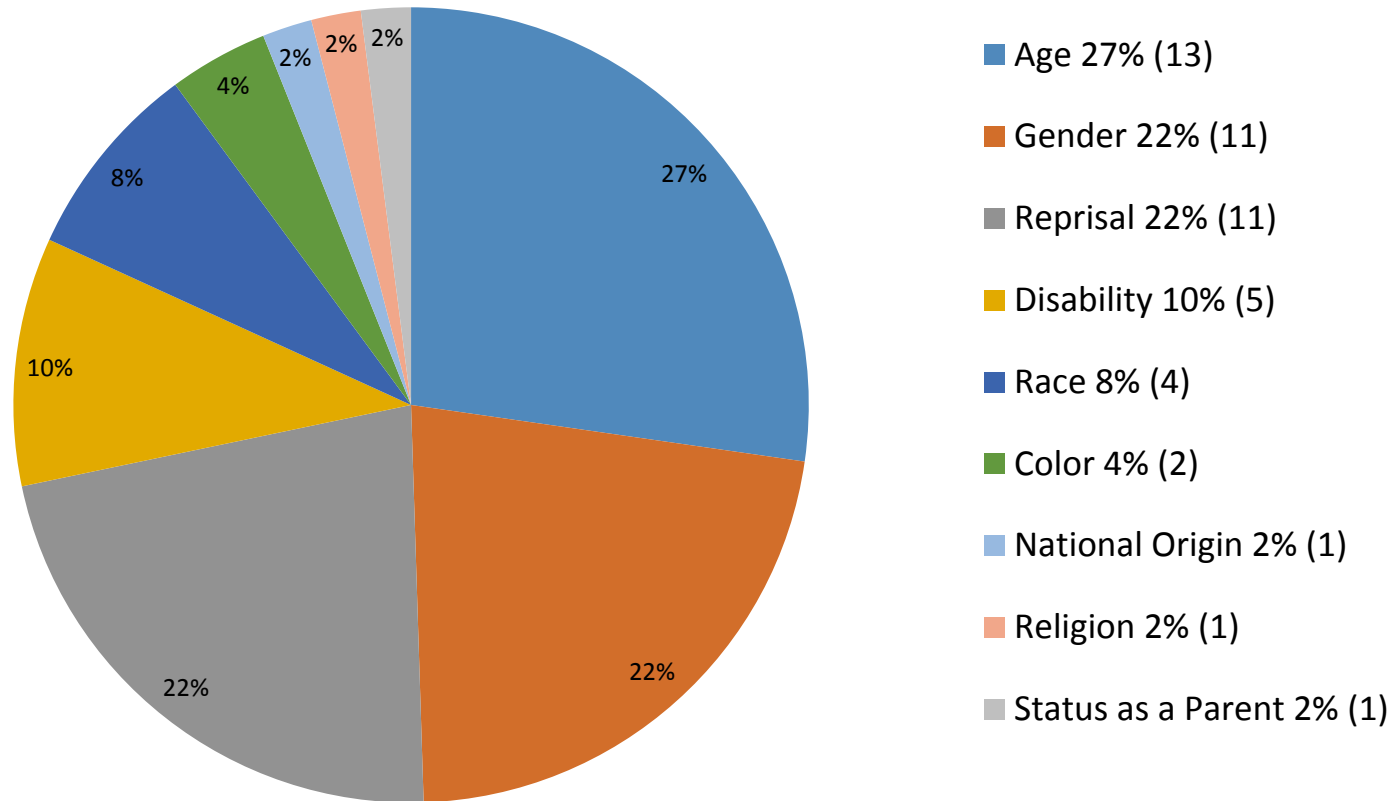
Enhancing Civil Rights Program

- Expanding Internal Bench Strength
- EEOC Assistance Review
 - Best Practices
 - Alternative Dispute Resolution Program
- Program Activity and Case Profile

All Complaints (Informal and Formal) Filed FY 2010 – FY 2017

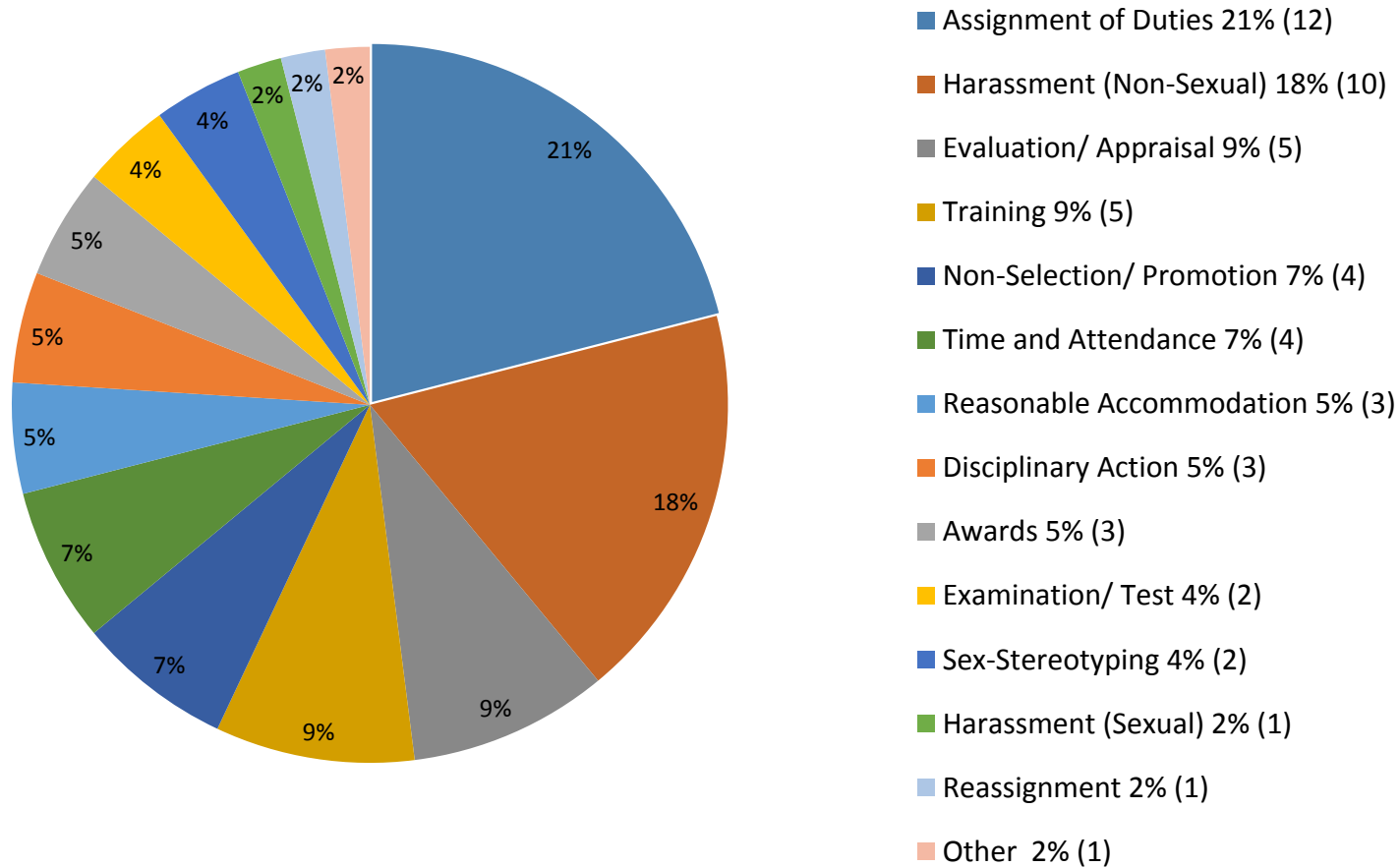


EEO Complaints Filed During FY 2017 by Bases



The information presented is based on the bases raised in the formal complaints. The bases alleged may or may not have been accepted or dismissed. That is a legal determination made based on a review of relevant regulations and EEOC decisions.

EEO Complaints Filed During FY 2017 by Issues



The information presented is based on the issues raised in the formal complaints. The issues alleged may or may not have been accepted or dismissed. That is a legal determination made based on a review of relevant regulations and EEOC decisions.

Diversity & Inclusion: A Strategic Imperative

- Demographic Diversity Static: Limited Hiring
- Representation: Internal Focus
- Enterprise Risk Management: Involves Everyone
- Increasing Awareness: EEO Case Learnings
- Workplace Civility: DIALOGUE

Update Strategic Workforce Planning and Competency Modeling

Jennifer Golder

Deputy Chief Human Capital Officer

Office of the Chief Human Capital Officer

Enhance the NRC's Human Capital Planning Process



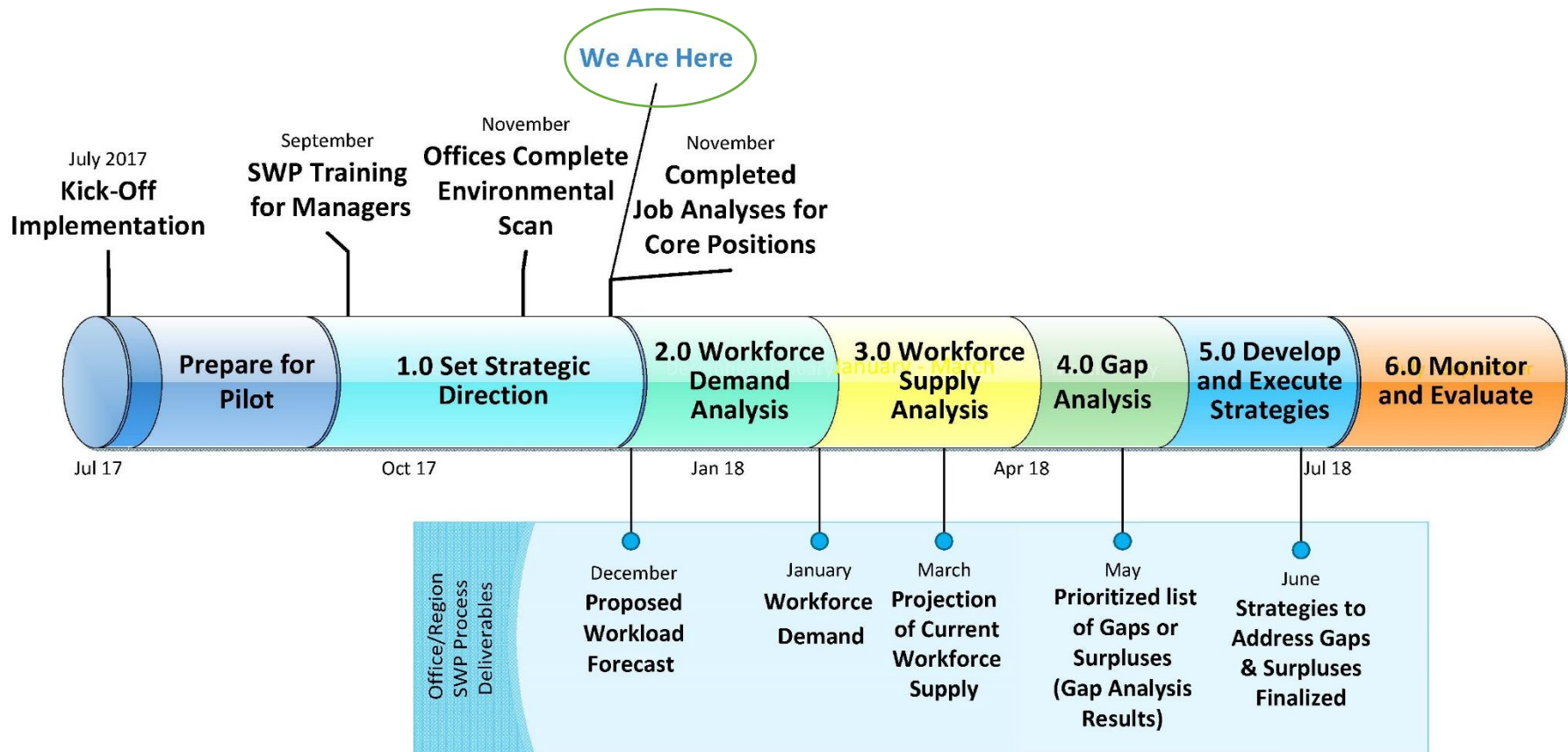
- Aligns workload, skills, and needs to meet short and long term objectives
- Establishes a structured repeatable methodology
- Leverages and aligns with existing processes
- Considers efficiencies from Project Aim
- Addresses GAO recommendations

Implement Pilot to Test Process

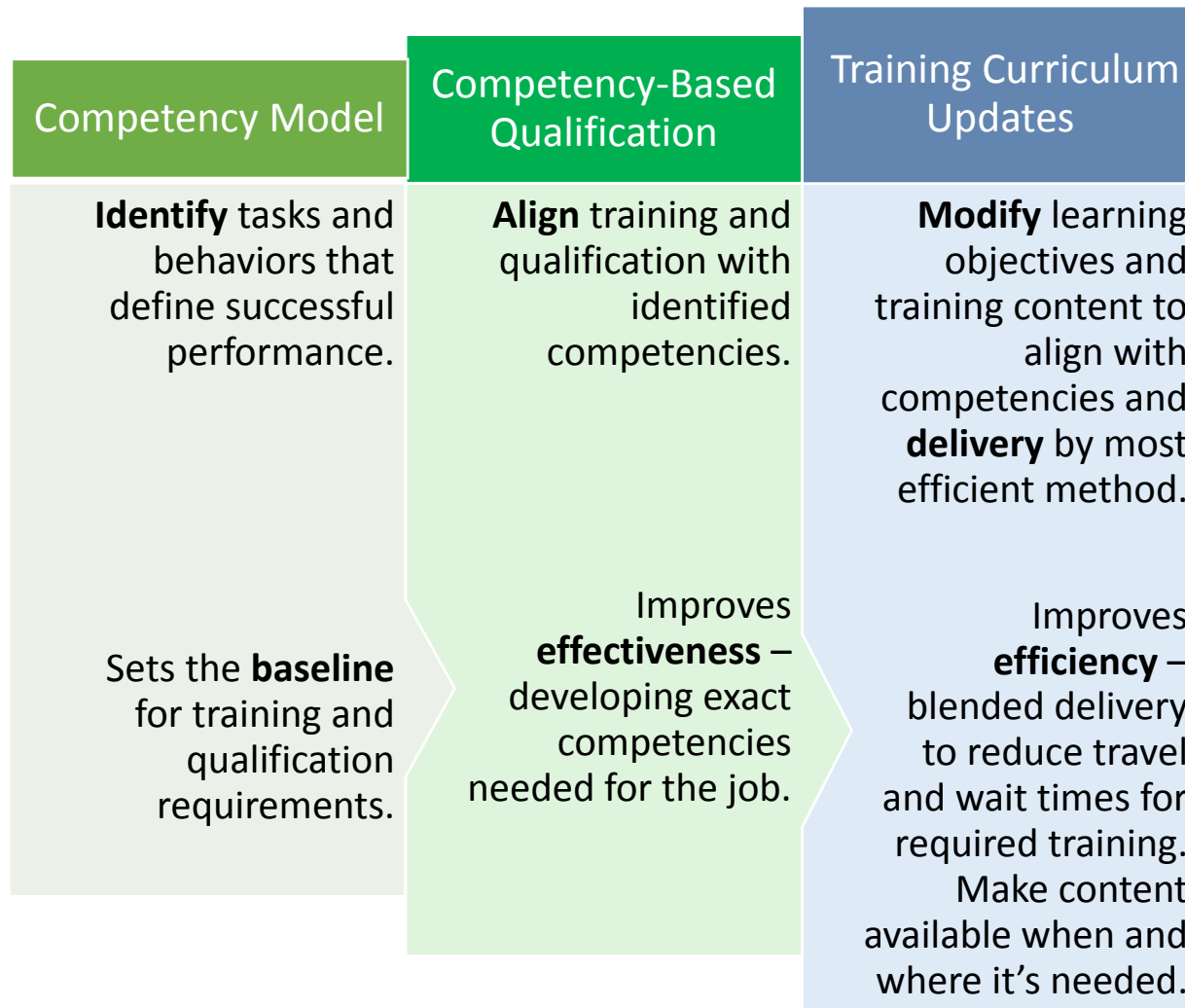
- Building the infrastructure
- Partnering with RES, REG II, and OCFO
- Automating as much as possible
- Incorporating input and feedback
- Conducting lessons-learned to determine strengths, challenges, and scalability



Progress on Implementation



Gaining Efficiency and Effectiveness through Competency-Based Training and Qualification



Determining Value and Accelerating Modeling

- Conduct cost and time comparison between traditional and competency based qualification programs
- Identify projected savings

Business Case for Competency Modeling



Acceleration of Competency Modeling



- Identify roles/positions to model
- Complete models for most positions by end of FY19

CM Project Accomplishments

Models Completed

- Reliability and Risk Analyst
- Resident Inspector
- Technical Reviewer
- HP Decommissioning Inspector
- Project Manager
- IT Cyber Security Specialist

Models Being Developed

- Regional Inspector
- Senior Risk Analyst
- State Liaison Officer
- Allegations/Enforcement Specialist
- Cloud Computing/IT Specialist
- Project Engineer
- Operator License Examiner
- Vendor Inspector

Assessment Tool Users Loaded

- Risk Analysts – 63
- HP Decom Inspector – 18
- Project Managers – 38
- Resident/Senior Residents – 133
- Technical Reviewers – 162

Competency-Based Qualification Analysis

- HP Decommissioning Inspector – Complete
- Resident Inspector – In Progress

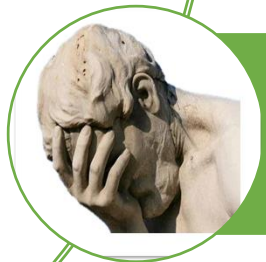
Learning from Experience



Increased Coordination/Communication

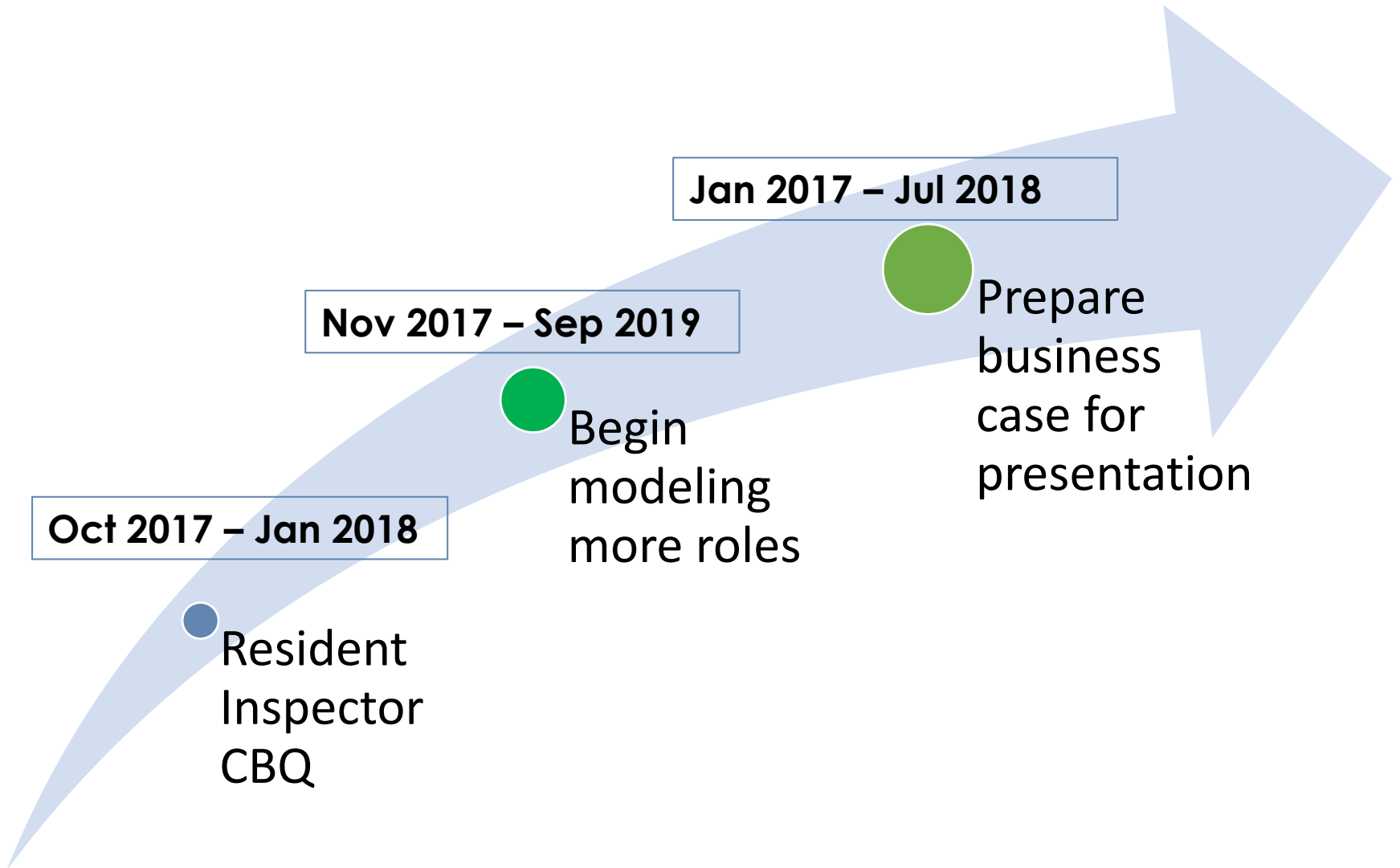


Models Need to Include Specialized Knowledge



Employees Assess Themselves Critically

Planning for Future Work



Demonstrating Commitment to Diversity and Inclusion

Catherine Haney
Regional Administrator

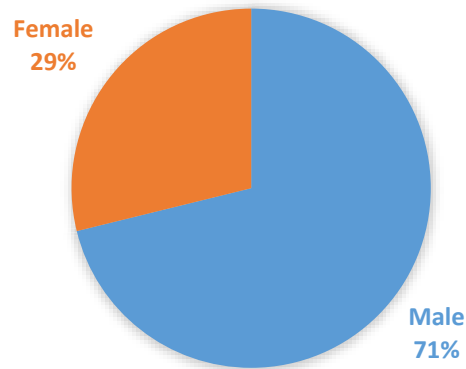
Region II

Key Messages:

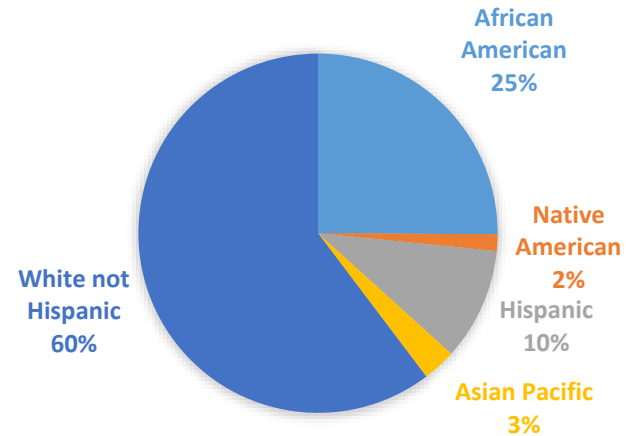
- Commitment to a Representative Workforce is Vital to the Success of the Organization
- Must Develop Agile and Adaptive Leaders and Employees
- Celebrate Differences Through Support of Community Service and Diversity Initiatives

Commitment to a Representative Workforce

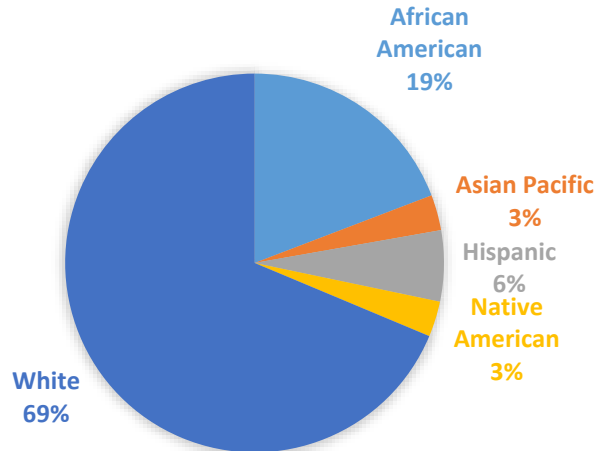
GENDER



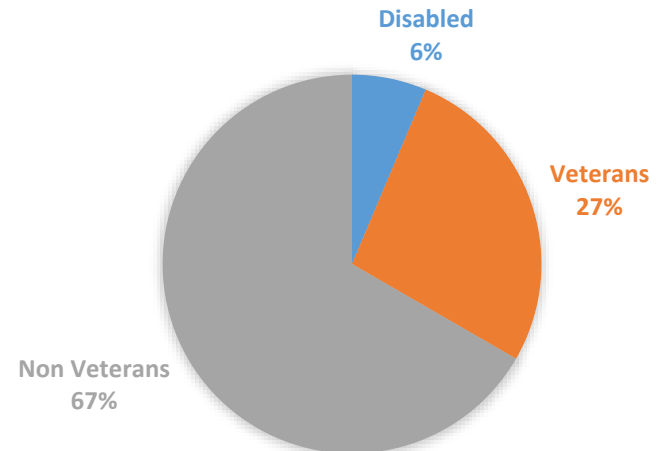
ETHNICITY



SUPERVISORY ETHNICITY



VETERANS



Leadership Initiatives

- Emotional Intelligence
- Appreciative Inquiry
- Rotational Opportunity – DFFI Deputy Director
- VC Summer Decision – Challenge/Strategies/Actions
- Centralization – Challenge/Strategies/Actions
- RI Competency Modeling
- SWP Pilot

Developing Staff and Strengthening the Organization

- Aspiring Leaders Certificate Program
 - 2 regional participants
 - 2 program completions
- Leaders at All Levels Certificate Program
 - 7 regional participants
 - 2 program completions
- FEB Leadership Government Program
 - 1 participant 2017
 - 1 completion 2016

Employee Recognition

Atlanta Federal Executive Board 2017 Employee of the Year Awards

- Omar Lopez Santiago – Winner, Outstanding Manager
- Cynthia Haynes – Finalist, Outstanding Administrative Assistant
- Nicole Coover – Finalist Outstanding Professional



Employee Recognition



Alejandro Alen
2017 HENAAC Luminary Honoree

Demonstrating Commitment Community Service



Pamela Kruger



Shakur Walker



Jamie Heisserer



Steven Downey



Patrick Donnelly



Tony Gody



Valencia Hicks



Sean Flynn



Jonathan Brown



Anthony Masters



Eric Michel

BRING YOUR CHILD TO WORK DAY



Cultural Awareness and Special Emphasis Programs



Veteran's Day 2017



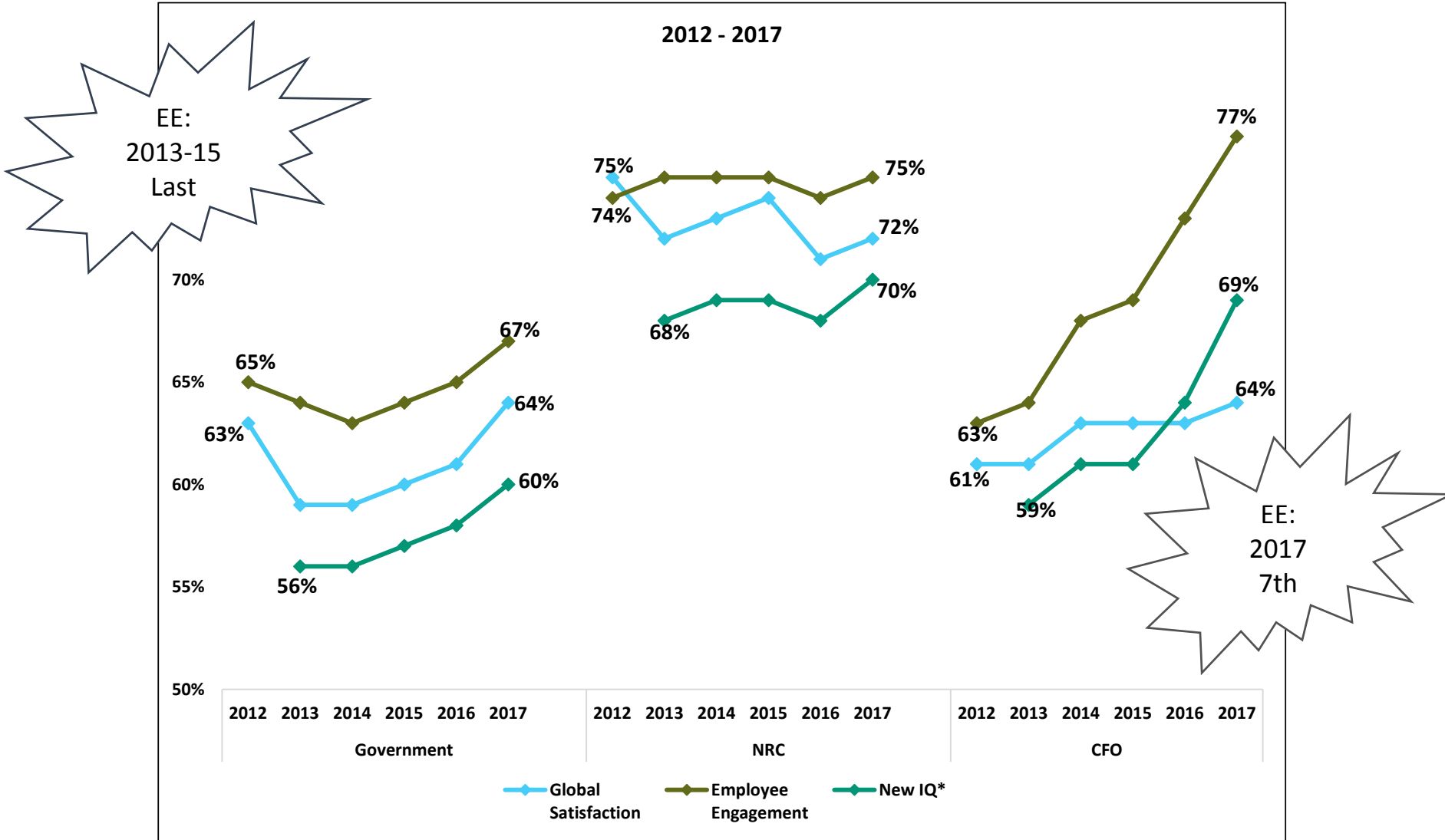


Working Together

Maureen Wylie
Chief Financial Officer

Office of the Chief Financial Officer

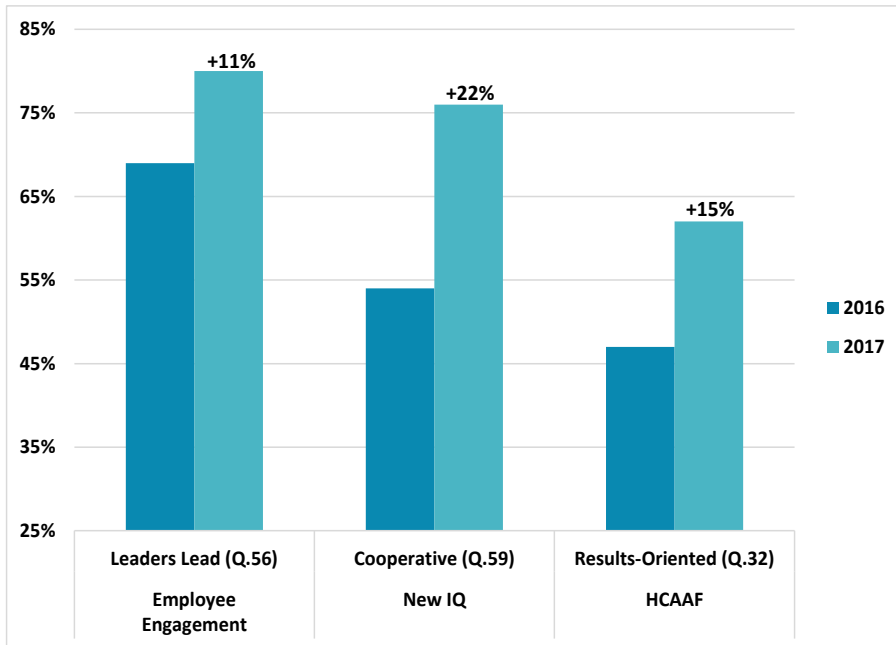
Federal Employee Viewpoint Survey - Employee Engagement is Key



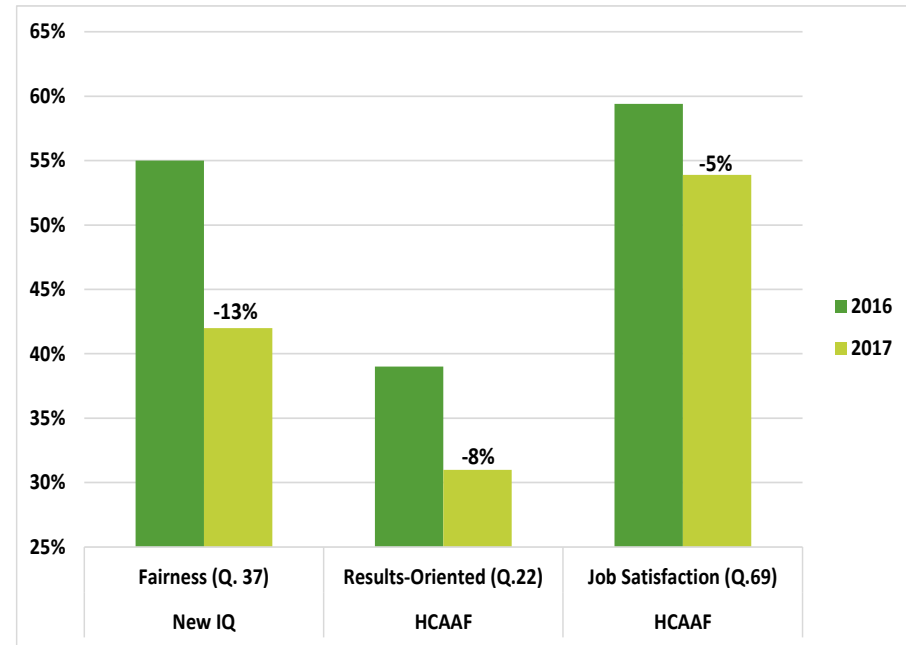
*Results for the New IQ for 2012 are not available.

Federal Employee Viewpoint Survey – Areas of Interest

Looking Good

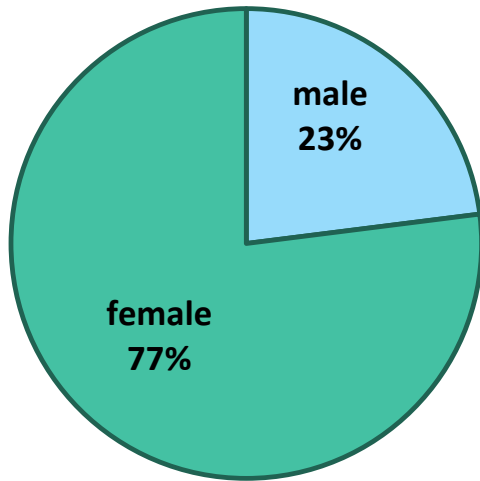


Needs Improvement

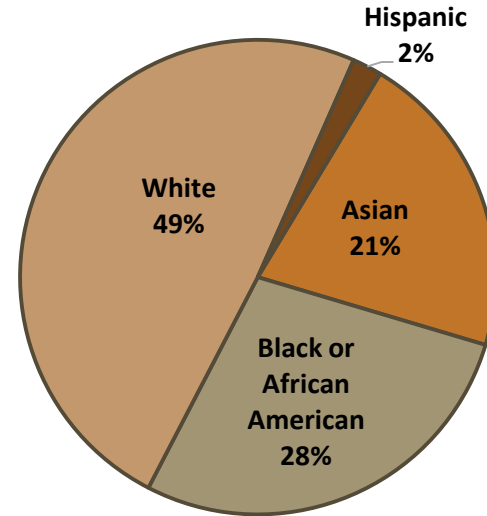


People of OCFO

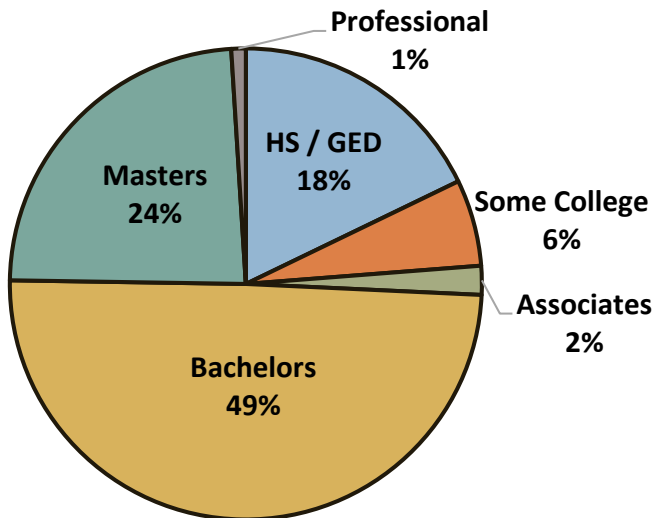
Gender



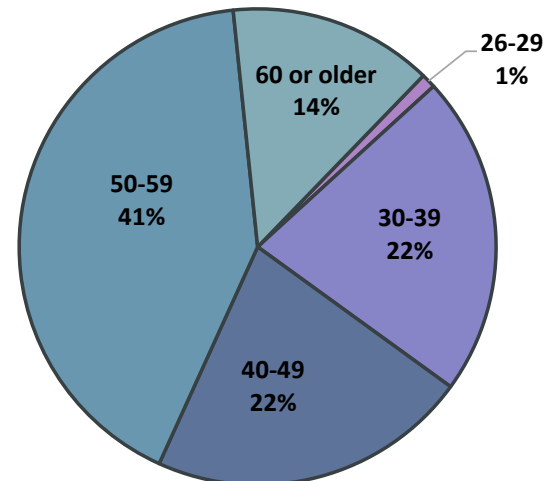
Race



Education



Age Group



Collaboration and Partnership: Action Plans Over Time

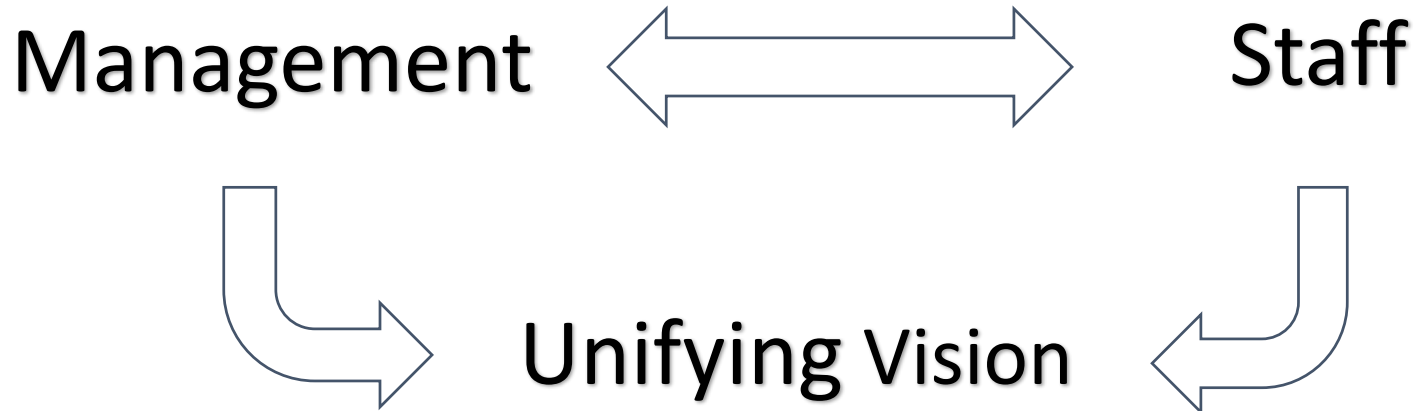
- Communication and Collaboration
- Advocate with Stakeholders
- Culture of Accountability
- Addressing Skill Gaps
- Future Action Plans



Collaboration and Partnership: OCFO Vision



Vision: Excellence and innovation in financial management through trusted leadership, integrated teamwork, strategic partnerships, open communication, and continuous learning.



It Takes A Team

- Employee Driven Solutions on Tough Issues
- Strong Supervisor Support
- The Art of the Possible
- Work can be fun too



Partnering to Last



Jennene Littlejohn
Chair

Advisory Committee for African Americans

Partnering Among Committees

- Expanding Diversity and Inclusion
- Leveraging Opportunities Through Challenging Times
- Reaching a Broader Audience



Partnering with Executive Sponsors

- Providing Advice About Effective Leadership
- Mentoring Leaders
- Nurturing Professional Development



Partnering Among Supervisors and Employees

- Encouraging Open Communication
- Guiding Career Development
- Living NRC Values and Principles



Super Supervisor Video





Partnering to Last

Acronyms

- CBQ – Competency-Based Qualification
- CM – Competency Modeling
- DIALOGUE – Diversity Inclusion Awareness – Leading Organizational Growth Understanding, and Engagement
- EEOC – Equal Employment Opportunity Commission
- EEO – Equal Employment Opportunity
- FY – Fiscal Year
- GAO – U.S. Government Accountability Office

Acronyms (continued)

- HENAAC – Hispanic Engineer National Achievement Awards Corporation
- HP – Health Physics
- IT – Information Technology
- IUP – Integrated Universities Program
- MSI – Minority Serving Institution
- OCFO – Office of the Chief Financial Officer
- OCHCO – Office of the Chief Human Capital Officer
- OEDO – Office of the Executive Director for Operations

Acronyms (continued)

- REG II – Region II
- RES – Office of Nuclear Regulatory Research
- SBCR – Office of Small Business and Civil Rights
- SWP – Strategic Workforce Planning