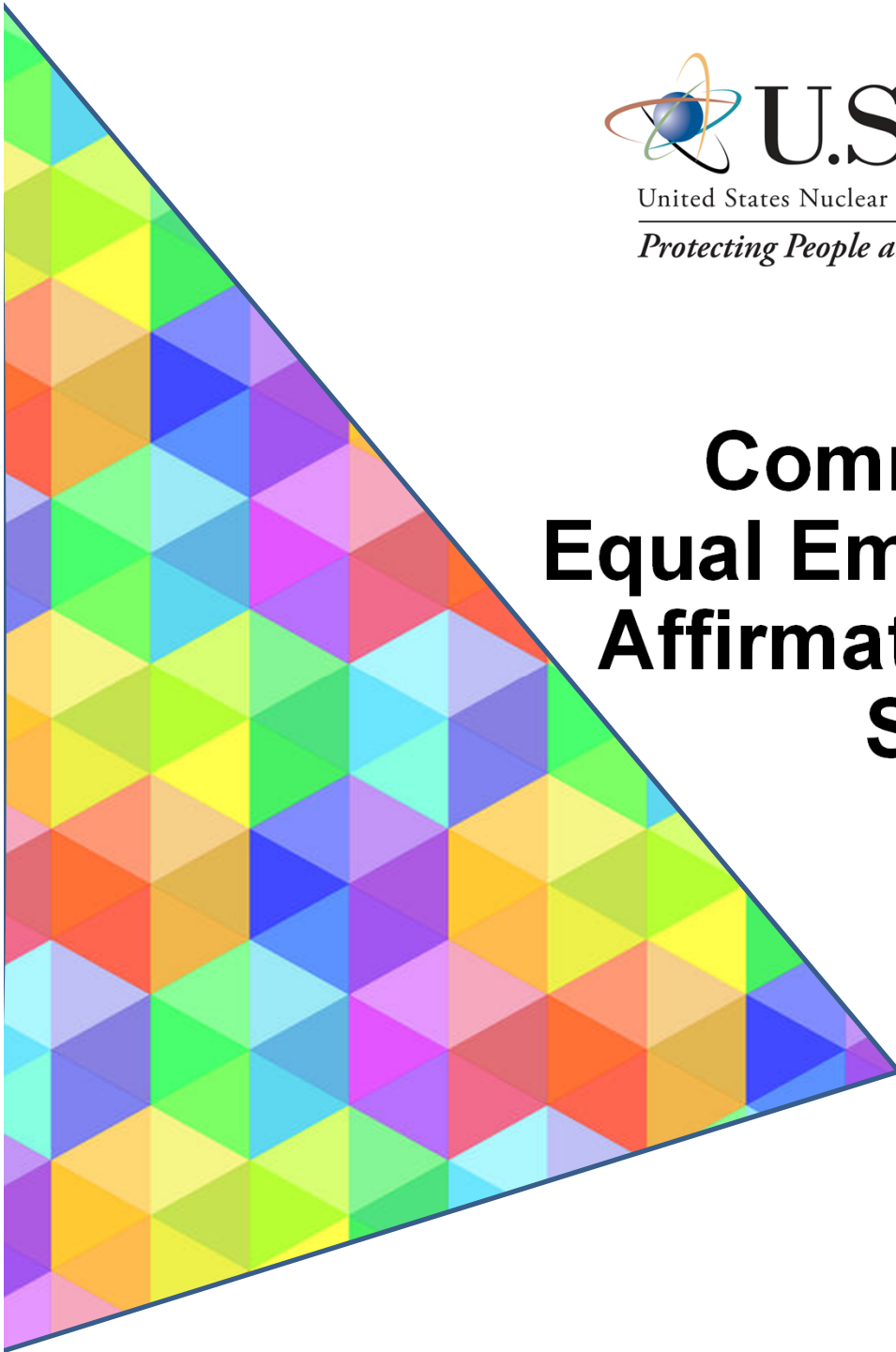




Commission Briefing on Equal Employment Opportunity, Affirmative Employment, and Small Business

February 18, 2021





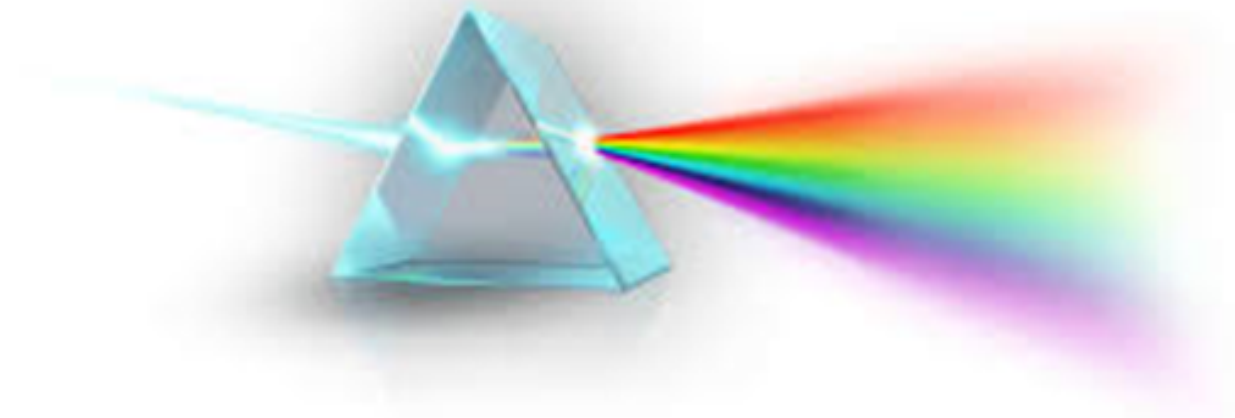
Opening Remarks

Margaret Doane

Executive Director for Operations

Building Our Desired Culture

- Importance of Diversity and Inclusion
- Enhancing Small Business Activities



Presenters

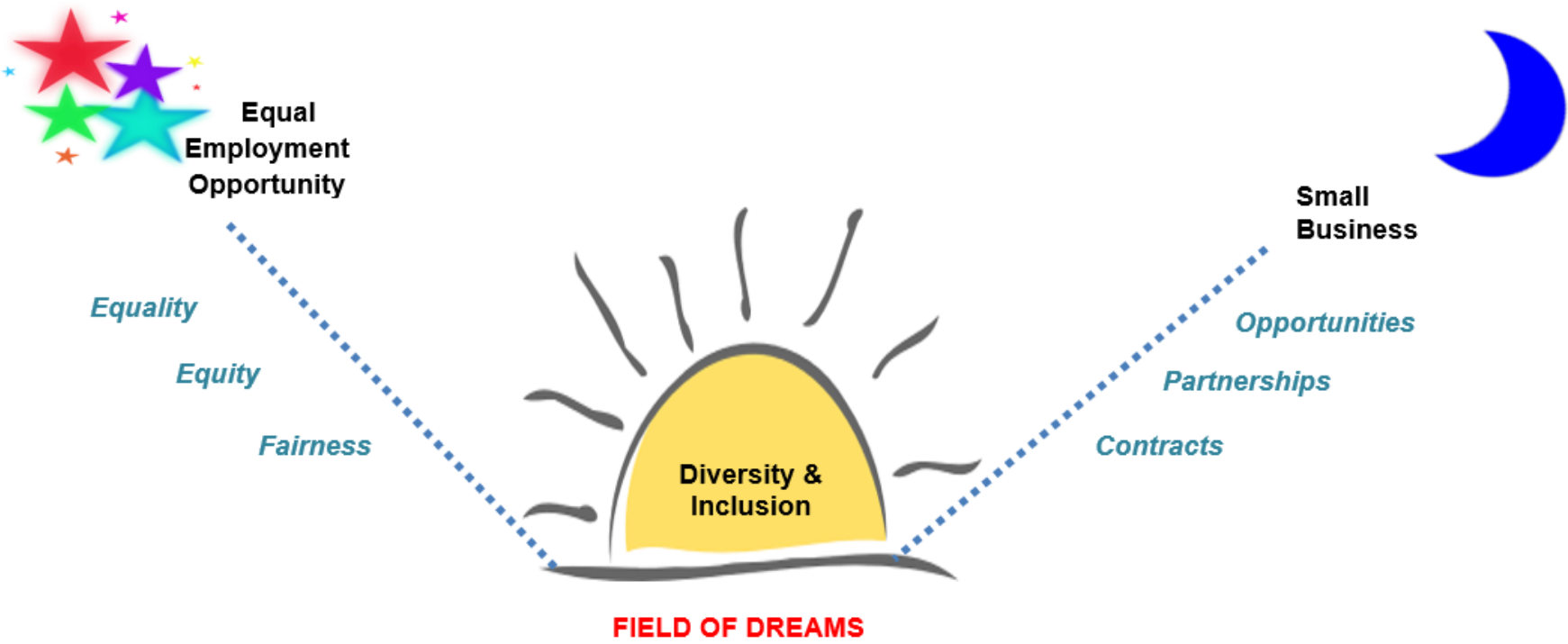
- Vonna Ordaz, Office of Small Business & Civil Rights
- Anthony Briggs, Small Business Program Manager
- Barbara Sanford, Office of the Chief Information Officer
- Cherie Crisden, Region I and Allegations and Enforcement Specialist
- Minh-Thuy Nguyen, Asian Pacific American Advisory Committee



Reimagining Perspectives, Enhancing the Vision

Vonna L. Ordaz, Director
Office of Small Business and Civil Rights

Living in the Ideal Culture



Communicating Our Policy

- Policy statements:
 - 4 first time standalone statements
 - Equal Employment Opportunity (EEO)
 - Diversity & Inclusion
 - Alternative Dispute Resolution
 - No FEAR Act



Engagement and Relationship-Building

- Outreach
 - Periodics
 - CDMP and DIALOGUE
 - iCARE and Civility
- Training
 - Office “All Hands” Presentations
 - EEO and Diversity Management Trainings
 - EEO Summit
 - Lunch & Learns

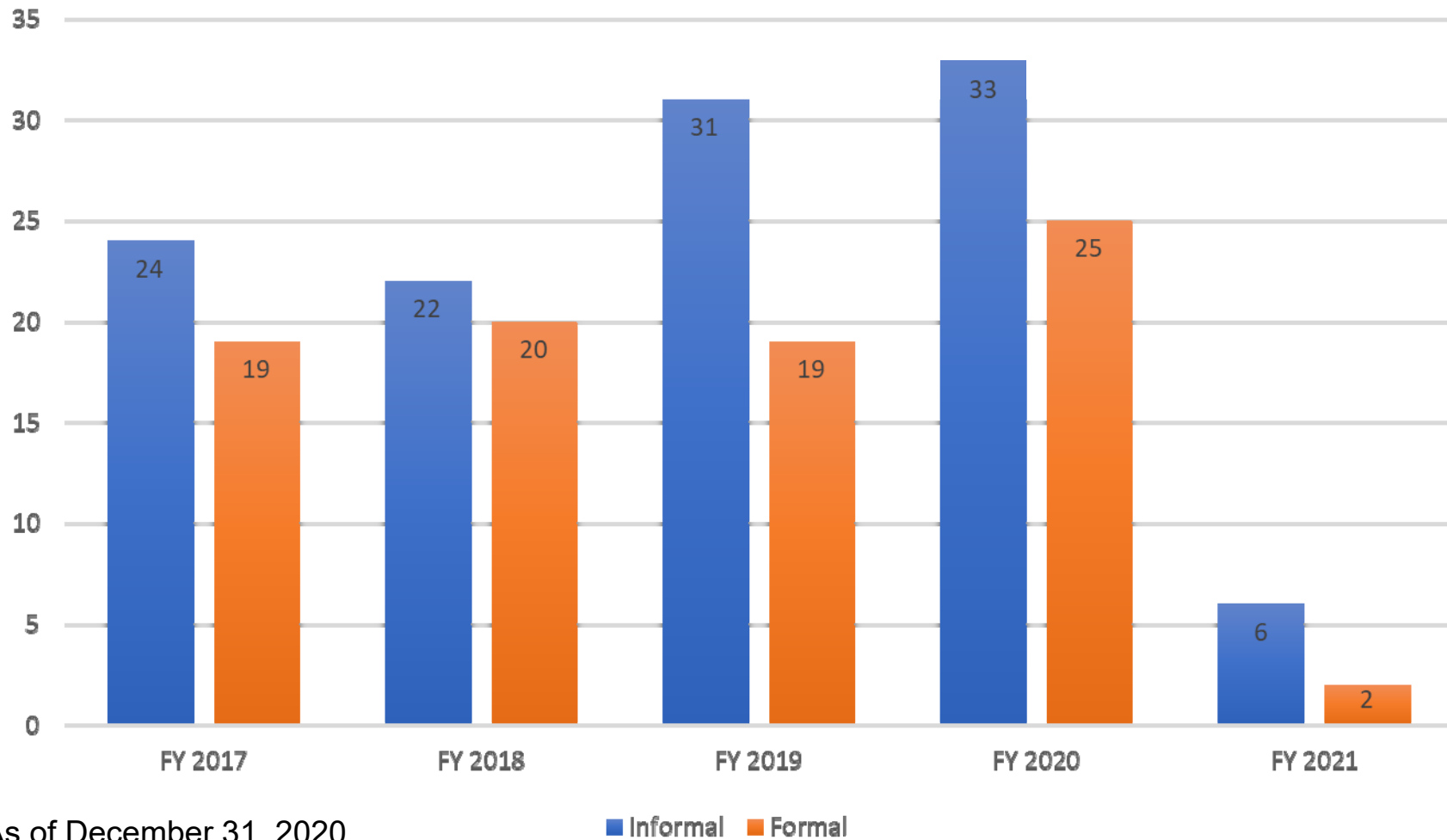


Driving Our Perspective

- Model EEO Program
- Inclusive Diversity Strategic Plan
- MD-715 Report
- Disability Affirmative Action Plan
- FY 2021-2022 Historically Black Colleges and Universities (HBCU) Competitiveness Strategic Framework



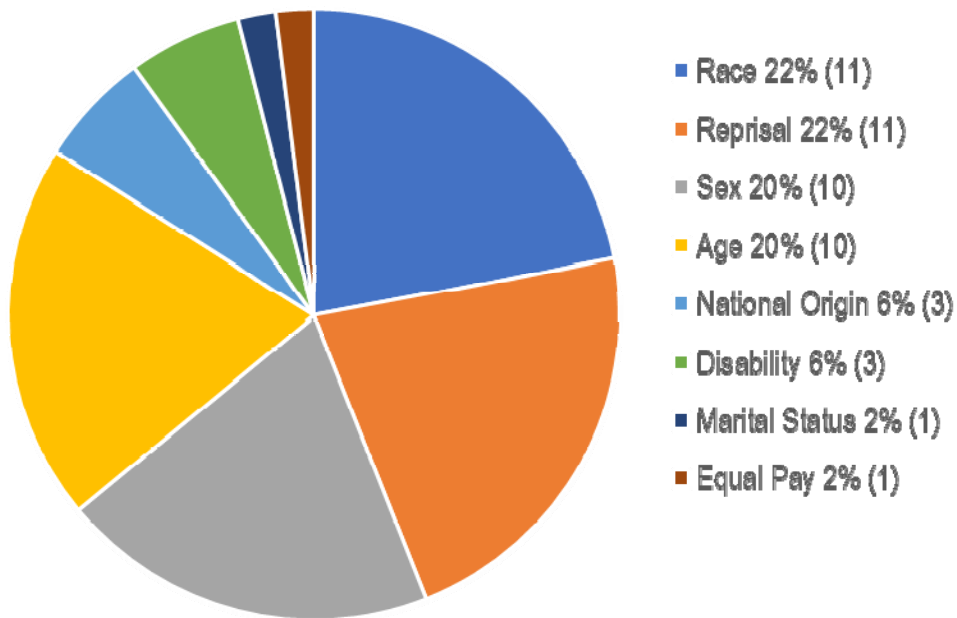
Monitoring and Oversight of EEO Complaint Activity



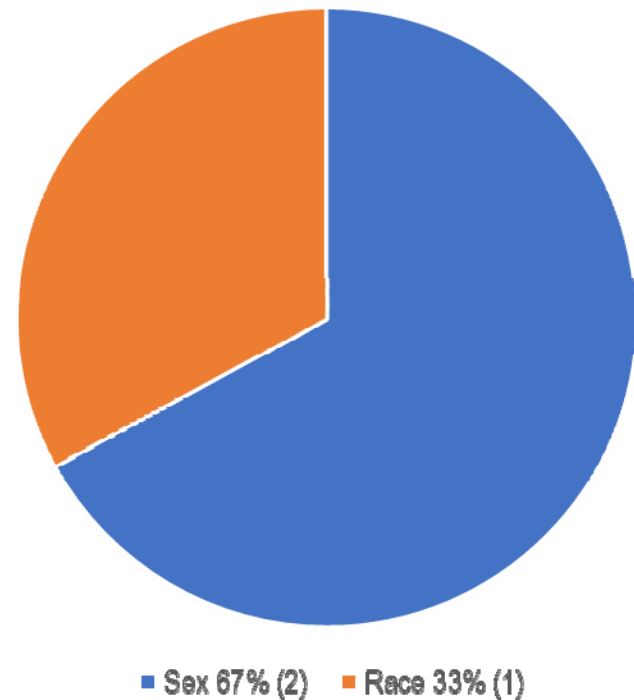
As of December 31, 2020

EEO Complaints Filed During Fiscal Year (FY) 2021 by Bases

FY 2020



FY 2021

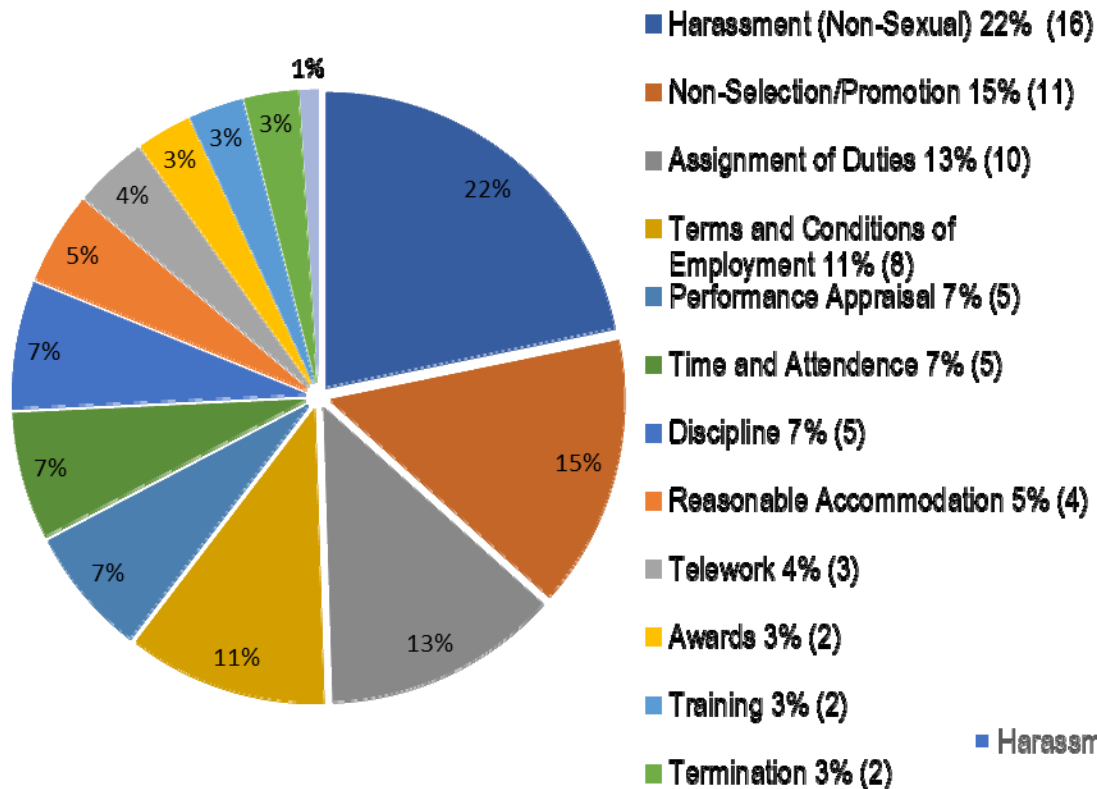


As of December 31, 2020

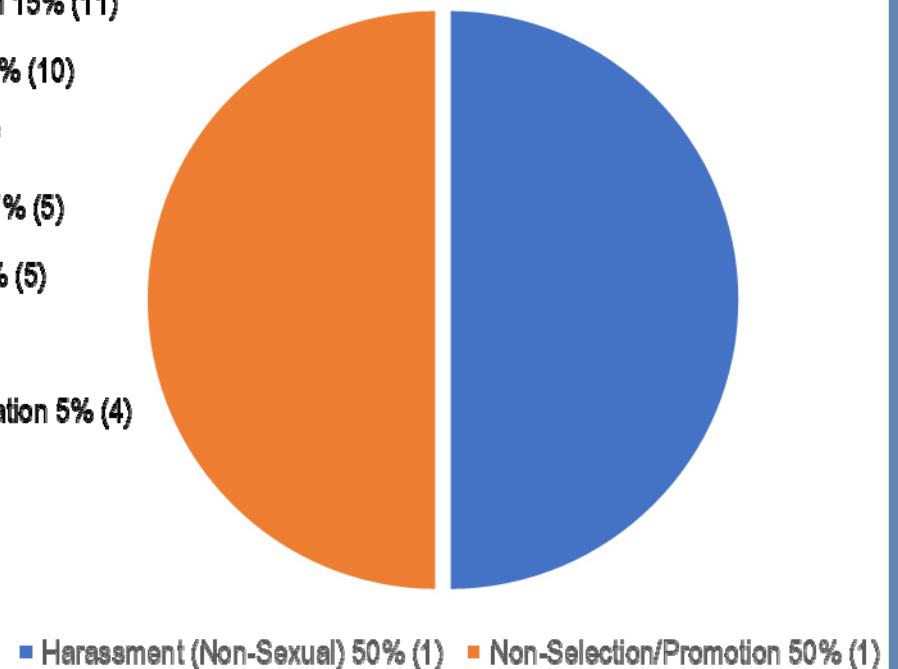
The information presented is based on the bases raised in the formal complaints. The bases alleged may or may not have been accepted or dismissed. That is a legal determination made based on a review of relevant regulations and Equal Employment Opportunity Commission (EEOC) decisions.

EEO Complaints Filed During FY 2021 by Issues

FY 2020



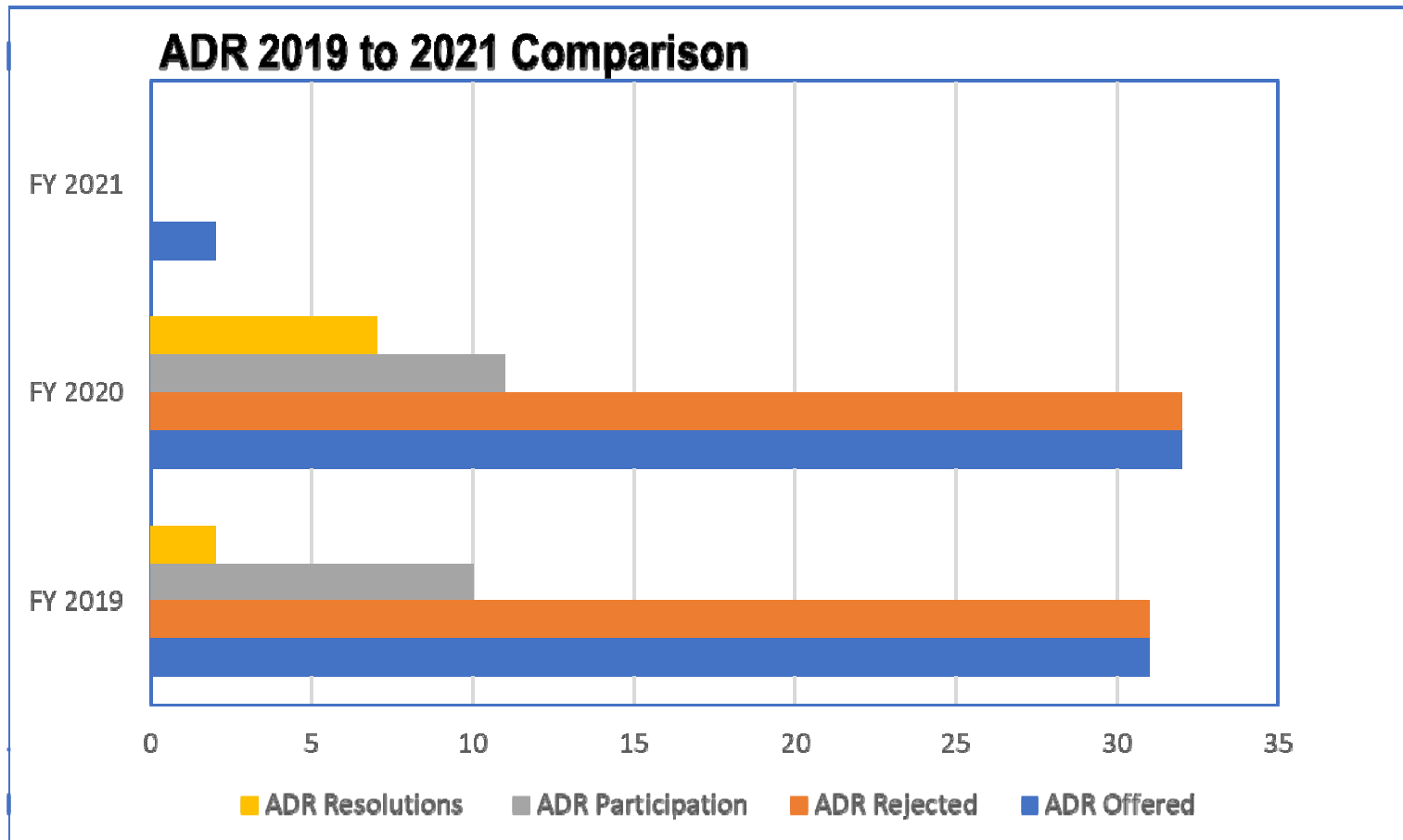
FY 2021



As of December 31, 2020

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.

Resolving Differences Alternative Dispute Resolution



As of December 31, 2020

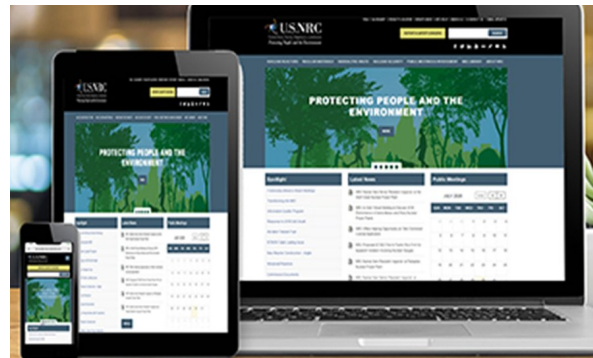


Small Business

**Anthony Briggs, Small Business Program Manager
Office of Small Business & Civil Rights**

Addressing the State of Small Business

- Why Small Businesses Are Important
- How Small Businesses Support Us
- What We Are Doing to Help



Enhancing Innovation and Partnerships

- Leveraging Microsoft 365 Tools
- Leadership Role in Federal Council
- White House HBCU Conference Participation
- Strategic Partnership with the Acquisition Management Division



Accomplishing Goals and Achieving Results

- FY 2019 SBA Scorecard Grade A+
- Achieved Largest HUBZone Performance Increase
- FY 2020 Exceeded 5/5 Goals



Envisioning the Future Through Planned Actions

- Host Virtual Small Business Events
- Develop Interactive Contract Forecast
- Participate in HBCU Contracting Pilot
- Establish Small Business Task Force





Office of the Chief Information Officer

**Barbara Sanford, Deputy Director Governance &
Enterprise Management Services Division**

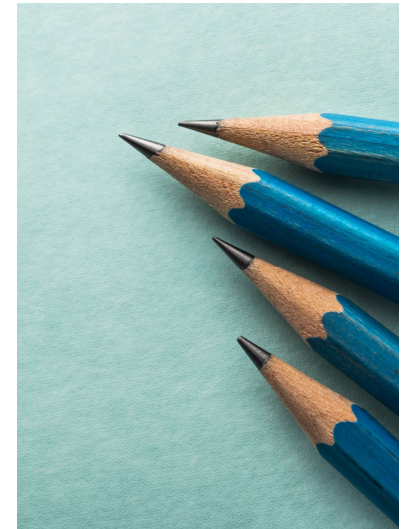
Listening and Understanding Diverse Perspectives

- Listened to staff feedback
 - Federal Employee Viewpoint Survey
 - Safety Culture Climate Survey
 - Staff Focus Groups
 - Staff Feedback (office hours, emails, discussions)
- Learned from other organizations about best practices for organizational health
- Learned from changing work environment (switch to prolonged remote work)

Planning Strategy and Building Visibility

Planning and Strategy

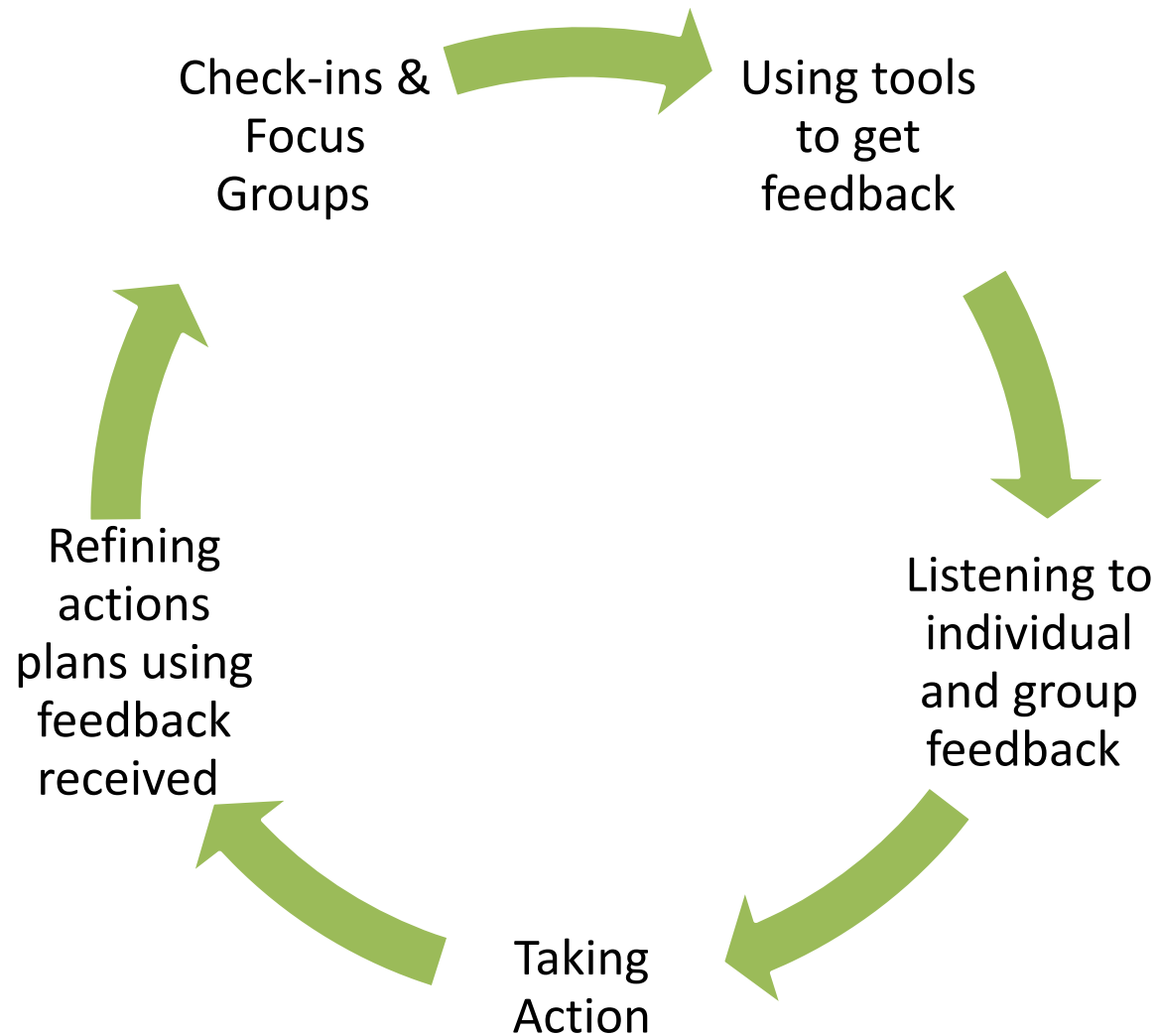
- Safety Culture Survey Working Group
- Management/leadership/transparency initiatives
- Transformation Action Plan
- OCIO Strategic Plan (Empower, Serve, Protect)
- Priority Planning
- Workload Planning Sessions



Building Visibility

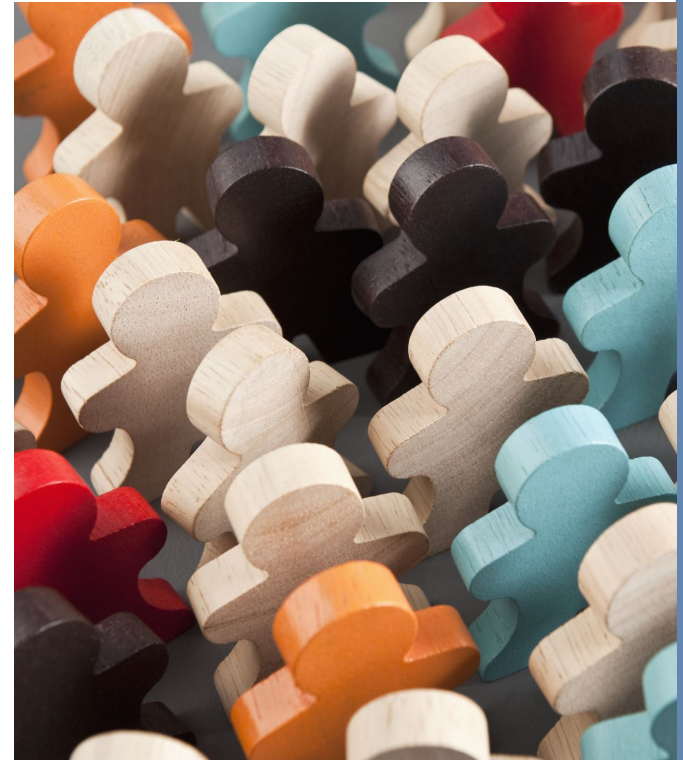
- Connecting staff to impact on safety/security mission
- Sharing positive feedback and effective feedback
- Speaking truth (including speed of trust)

Striving for Continuous Improvement



Strengthening Communication

- Check-Ins
- Special Topics Meetings
- Service Review Meetings
- Monthly Newsletter
- Weekly Division Reports
- Weekly Office Hours



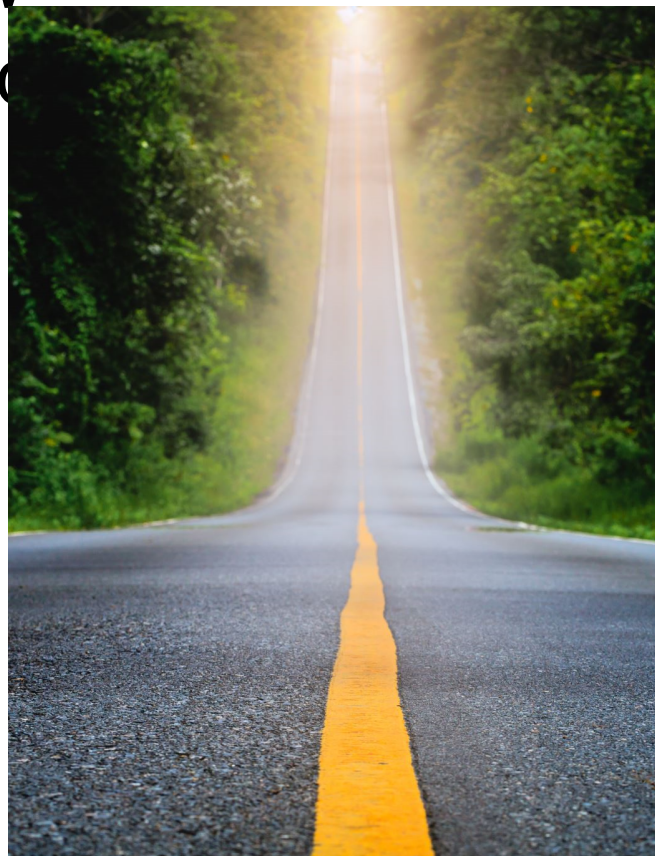
Building Organizational Health

- Work-life Balance Initiatives
- Weekly No Meeting Block
- Monthly Training Block
- Coffee Chats
- Office Trivia Contest
- 2020 Virtual Holiday Party
- Appreciation Care Packages
- 2020 Virtual Halloween Parade
- Recognition Initiatives
- Festivus
- Dialogues
- Monday Morning Videos



Future Focus

- Strengthen connection of how OCIO impacts the agency and mission achievement
- Action Planning
- Execute Action Plan
- Measure Success
- Workforce Planning



Office of the Chief Information Officer



[Video Link](#)



Region I

Cherie Crisden, Chair

Diversity Management Advisory Committee, and
Allegations and Enforcement Specialist



Embracing our Inclusive Culture and Living our Vision

- Region I Diversity Management Advisory Committee
 - Who are we?
- Embracing our Inclusive Culture and Living our Vision
 - Continued Focus on Diversity and Inclusion



Embracing our Inclusive Culture and Living our Vision

- Book Clubs
- Annual Diversity Day Celebration



Embracing our Inclusive Culture and Living our Vision



DMAC COMMUNICATION CORNER

Diversity Management Advisory Committee, Region I

Issue No. 7, April 2019

Happy Spring from the DMAC communications corner, your source for all things Diversity and Inclusion related in Region I!

This issue highlights recent DMAC events since the fall newsletter and provides information on some upcoming activities. Check out this issue to learn about the upcoming Cradles to Crayon Drive in May and the next book for the club meeting in June. We welcome your ideas and feedback on diversity and inclusion initiatives and activities in Region I, please email RiDMAC.Resource@nrc.gov to share your thoughts. Each quarter we meet with regional management to highlight past and upcoming activities. There is also time for open discussion and feedback, all are welcome to attend. The next quarterly meeting is scheduled for May 1, 2019, at 1:30PM. We hope you enjoy this issue.



Salsa and Guacamole Competition

Embracing our Inclusive Culture and Living our Vision



Taste of Soul



Summer of Fitness



Region I Wears Pink

Embracing our Inclusive Culture and Living our Vision



Toys For Tots



Feds Feed Families

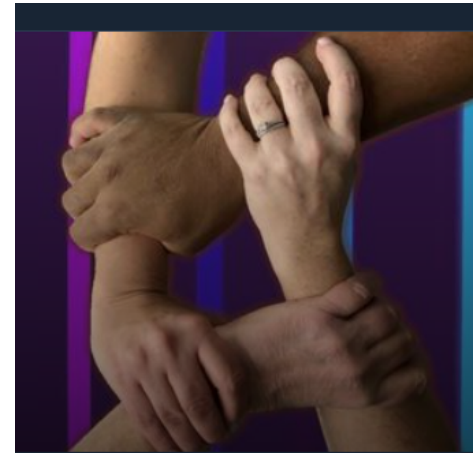


Cradles to Crayons

Management Partnership: Enhancing our Vision and Embracing our Culture

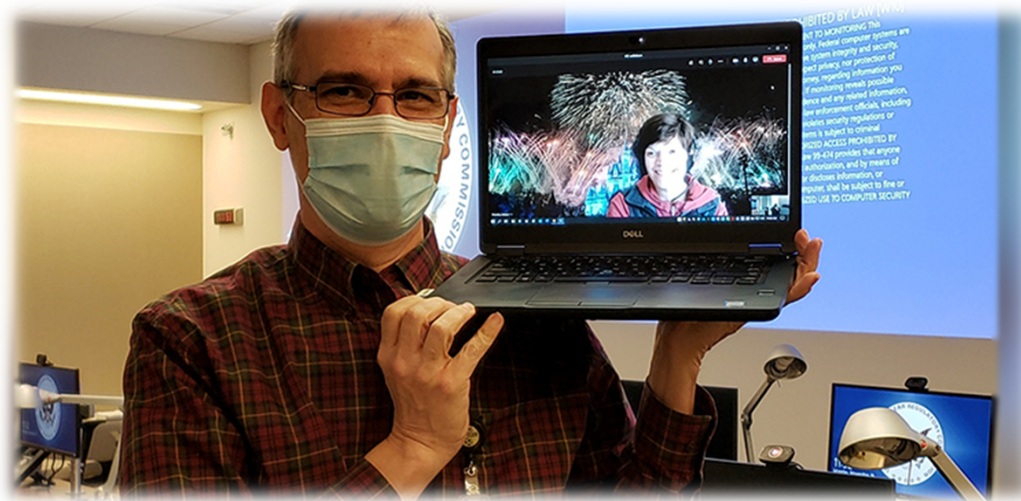


- Region I Vision Statement
- Open Dialogue



Enhancing the Vision: Looking Forward....

- Engaging the Region I Team
- Leveraging Technology



EEO Advisory Committees Joint Statement

Minh-Thuy Nguyen, Chair
Asian Pacific American Advisory Committee



Special Emphasis Groups at the NRC



[Video Link](#)

Adapting to Major Obstacles of the Public Health Emergency

- Successful shift to virtual events and presentations
- Opportunity to transform our traditional approach to events
- Increased engagement between staff during events

2020 EEO Summit: Embracing Diversity and Inclusion in the Workplace

- Addressed experiences and themes of recent societal events
- External speakers in fields of Diversity, Mental Health, Employment, and Health
- NRC staff presented on Unconscious Bias, How to be an Ally, Promoting Fairness and Inclusion within the Agency and Generational Differences



Career Development and Hiring

- Continue focus on providing opportunities for staff professional and skill development - "Take Charge of Your Career with Individual Development Plans (IDPs)"
- Ensuring women, persons with disabilities, people of color, and all individuals, regardless of their sexual orientation or gender identity receive developmental opportunities to become future leaders



Closing Remarks

Margaret Doane

Executive Director for Operations

Acronyms

- ACAA – Advisory Committee for African Americans
- ACED – Advisory Committee for Employees with Disabilities
- ACLGBT – Advisory Committee for Lesbian, Gay, Bisexual, and Transgender Employees
- ADR – Alternative Dispute Resolution
- APAAC – Asian Pacific American Advisory Committee
- CDMP – Comprehensive Diversity Management Plan
- DACA - Diversity Advisory Committee on Ageism
- DIALOGUE – Diversity Inclusion Awareness Leading Organizational Growth, Understanding, and Engagement
- DMAC – Diversity Management Advisory Committee
- DMIC – Diversity Management & Inclusion Council
- IDSP – Inclusive Diversity Strategic Plan
- EO – Equal Opportunity
- EEO – Equal Employment Opportunity

Acronyms

- EEOC – Equal Employment Opportunity Commission
- FEVS – Federal Employee Viewpoint Survey
- FWPAC – Federal Women’s Program Advisory Committee
- FY – Fiscal Year
- iCARE – Initiative on Civility, Awareness, Respect and Engagement
- HBCU – Historically Black Colleges and Universities
- HEPAC – Hispanic Employment Program Advisory Committee
- NAAC – Native American Advisory Committee
- NRC – Nuclear Regulatory Commission
- OCIO – Office of the Chief Information Officer
- PHE – Public Health Emergency
- SBA – Small Business Administration
- VERG – Veterans Employee Resource Group