



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

December 14, 2022

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

**Daniel H. Dorman
Executive Director for Operations**

Presenters

- Vonna Ordaz, Office of Small Business & Civil Rights
- Anthony D. Briggs, Office of Small Business & Civil Rights
- Jack Giessner, Region III
- MJ Ross-Lee, Office of Nuclear Reactor Regulation
- Amanda Black, Federal Women's Program Advisory Committee
- Mary Lamary, Office of the Chief Human Capital Officer

Resilience Through Challenging Times

Vonna L. Ordaz
(she/her)
Director

Office of Small Business and Civil Rights

Facing the Challenges

- Diversity, Equity, Inclusion & Accessibility
- Organizational Health & Culture
- Work Environment & Engagement
- Retention & Recruitment
- Trust



Looking at the Broader DEIA Picture through FEVS and Other Data

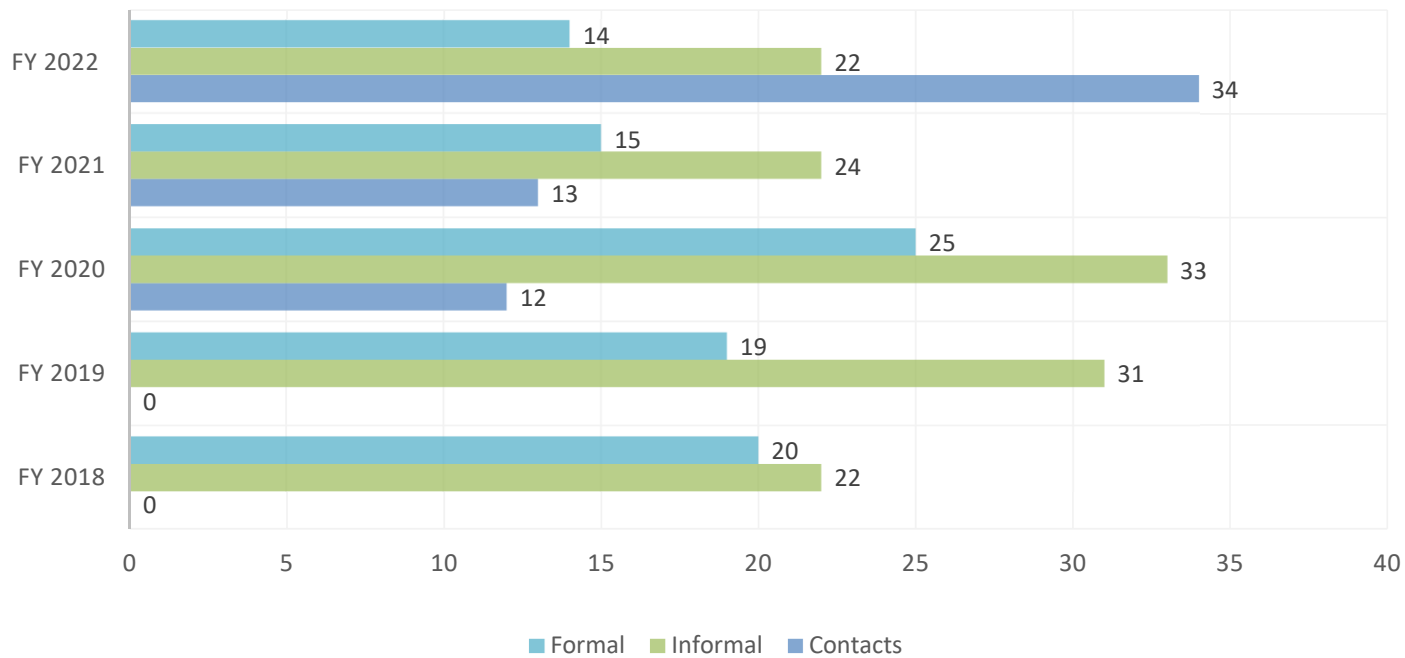
Agency & Subagency Name	Employee Engagement: Overall	Global Satisfaction	Performance Confidence	Diversity, Equity, Inclusion, and Accessibility (DEIA): Overall	DEIA: Diversity	DEIA: Equity	DEIA: Inclusion	DEIA: Accessibility
Governmentwide	71%	62%	84%	69%	70%	65%	75%	67%
Medium-sized Agencies (1,000-9,999 employees)	76%	69%	89%	75%	76%	70%	80%	73%
Nuclear Regulatory Commission	76%	67%	89%	76%	80%	72%	79%	72%

VS

The MD-715 Report, and other NRC data sources reveal DEIA disparities related to women, minorities, and individuals with disabilities.



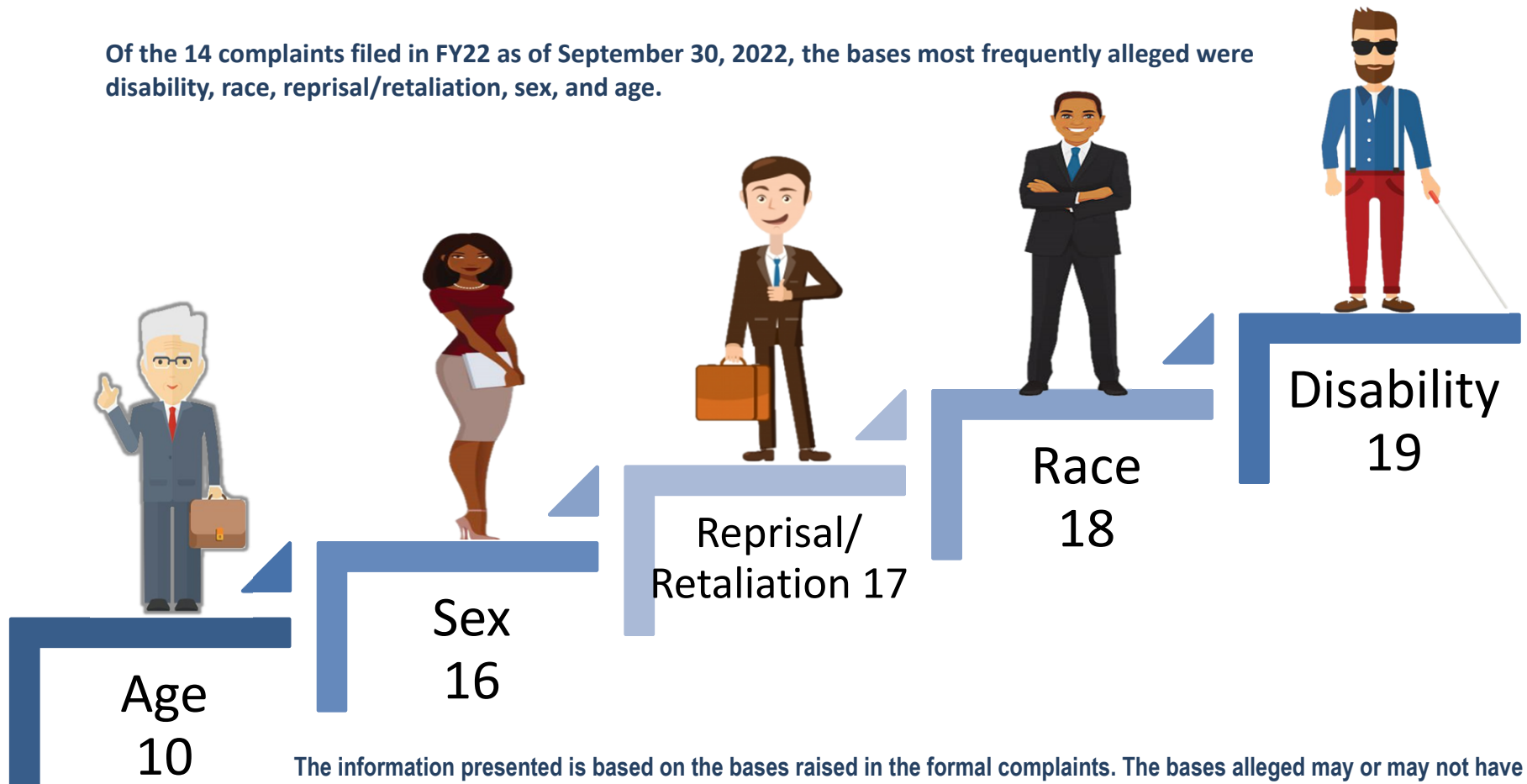
All Complaints (Informal and Formal) Filed FY 2018 – FY 2022



*Contact tracking did not begin until FY2020

TOP 5 BASES

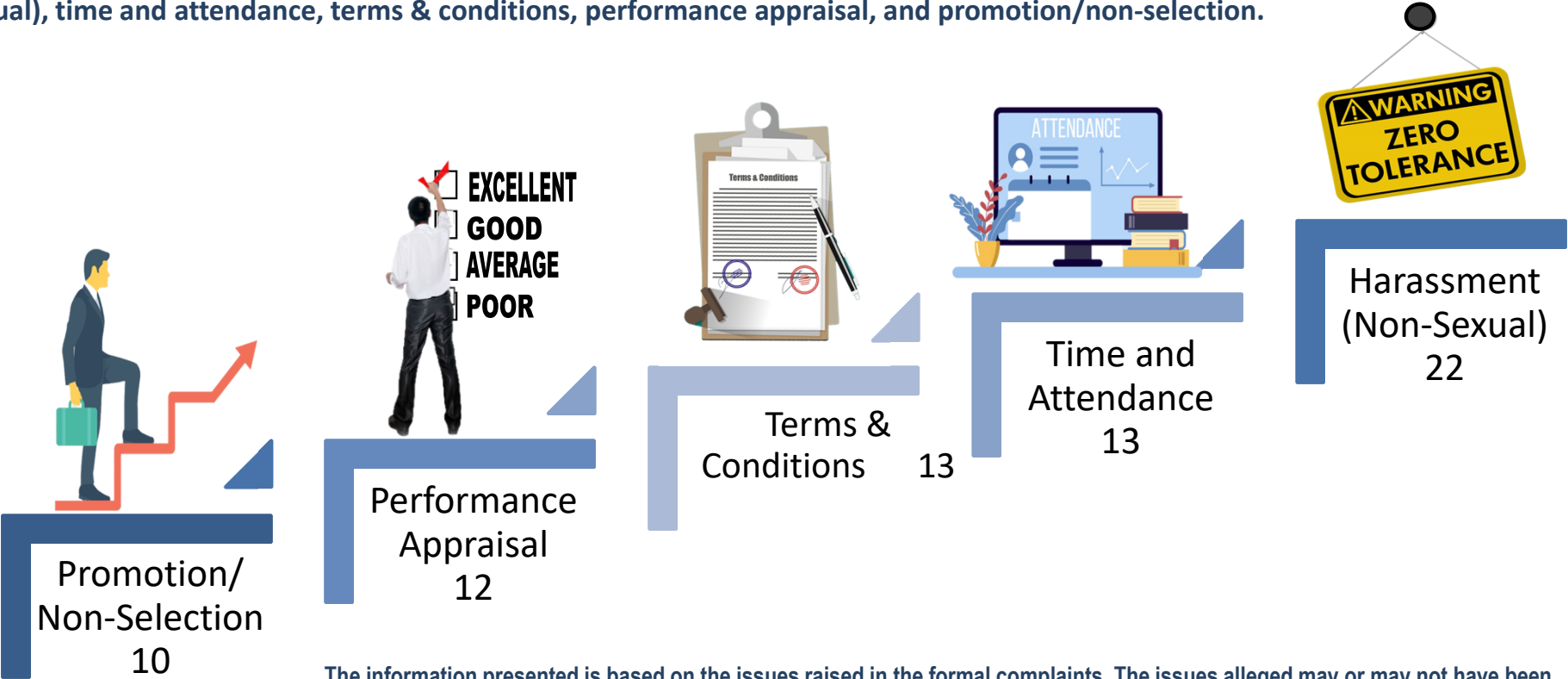
Of the 14 complaints filed in FY22 as of September 30, 2022, the bases most frequently alleged were disability, race, reprisal/retaliation, sex, and age.



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.

TOP 5 ISSUES

Of the 14 complaints filed in FY22 as of September 30, 2022, the issues most frequently alleged were harassment (non-sexual), time and attendance, terms & conditions, performance appraisal, and promotion/non-selection.



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.

Exercising Resilience

Resilience Factors



afsa.org

Lifting As We Climb

"Lifting *as we climb*, onward and upward we go, struggling and striving, and hoping that the buds and blossoms of our desires will burst into glorious fruition 'ere long. With courage, born of success achieved in the past, with a keen sense of the responsibility which we shall continue to assume, we look forward to a future large with promise and hope. Seeking no favors because of our color, nor patronage because of our needs, we knock at the bar of justice, asking an equal chance."

Mary Church Terrell

1863-1954

Black, Woman, Educator, Speaker, Suffragist





DISABILITY: PART OF THE EQUITY EQUATION

U.S.NRC
United States Nuclear Regulatory Commission
Protecting People and the Environment

Advisory Committee for Employees with Disabilities



Resilience Through Challenging Times

Anthony D. Briggs
Program Manager
Small Business Program
Office of Small Business and Civil Rights

Envisioning Challenges As Opportunities



Increasing Small
Business Goals



Evolving
Stakeholder
Needs



Removing
Barriers

Resilience Through Innovation and Partnerships



Agencywide
Collaboration



Adapting To
Stakeholder
Needs

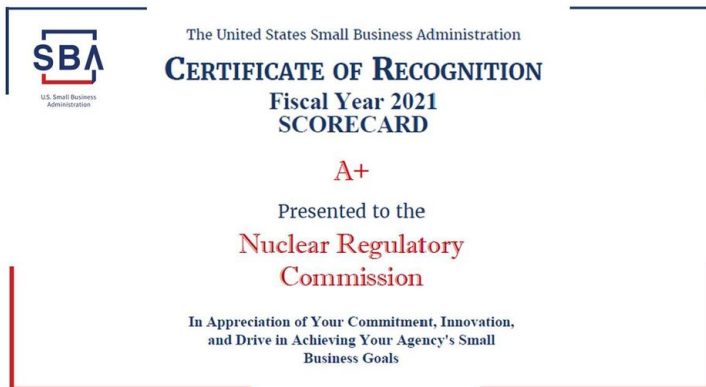


Strategic
Partnerships
With Federal
Counterparts



Results and Recent Accomplishments

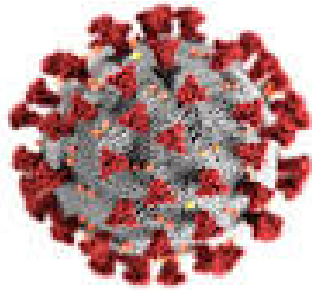
- ✓ SBA Scorecard Grade of A+
- ✓ Recognized As Top Performer
- ✓ FY 2022 Performance



Resilience Through Challenging Times

**Jack Giessner
(he/him/his)
Regional Administrator, RIII**

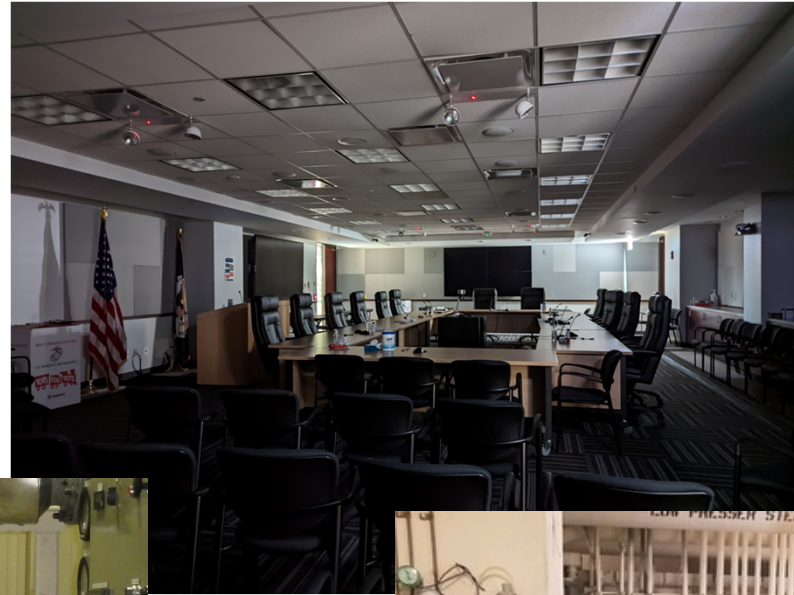
Our Engagement Journey Takes Unexpected Turns



COVID-19 Challenges – The Mission Was Accomplished...But

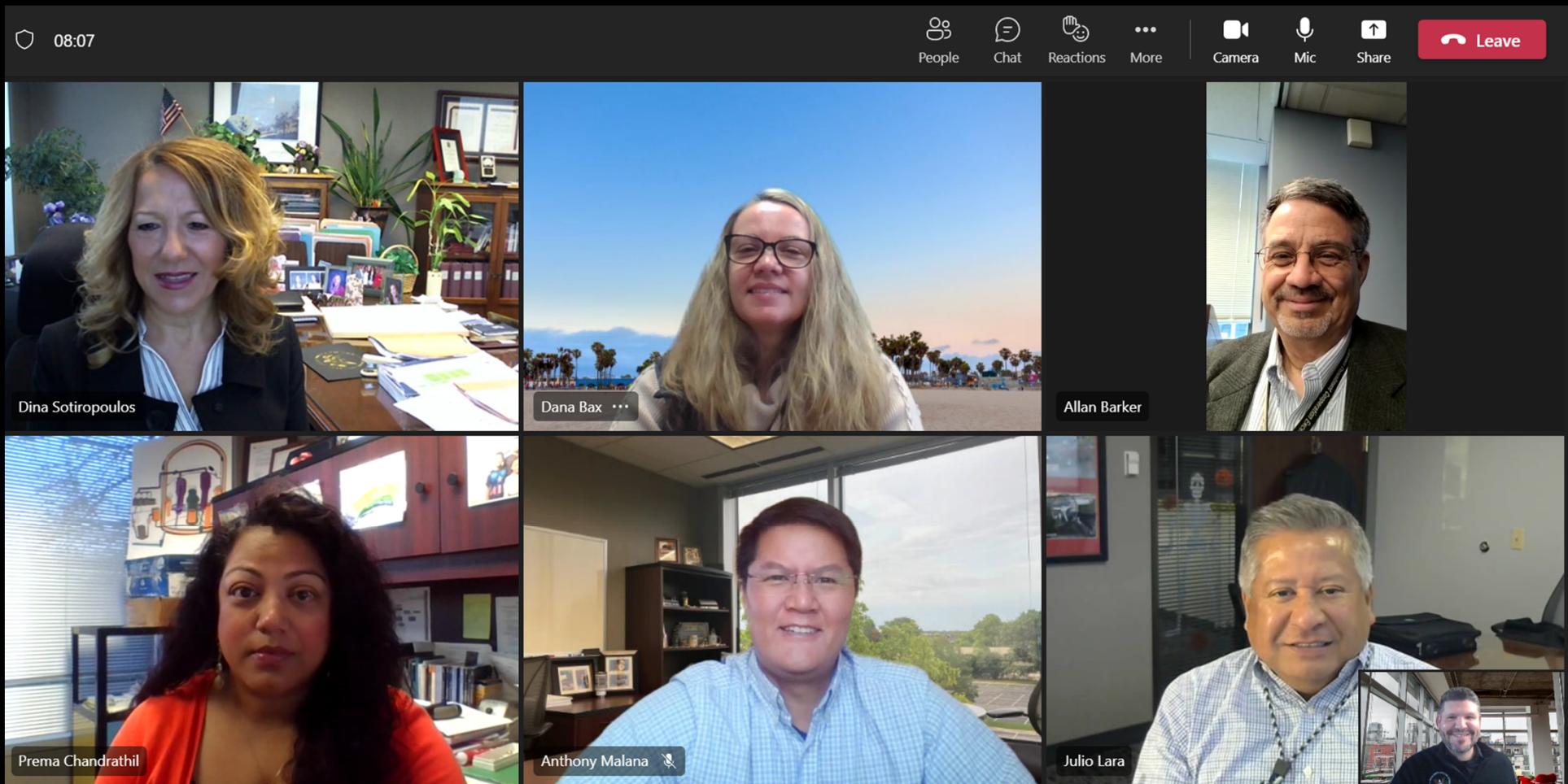
- All regional in-person activities ceased
- Resident Inspector onsite presence reduced
- Operator Licensing activities remained a priority
- Reduced onsite inspections

Accomplishing Our Work During the Pandemic



Accomplishing Our Work During the Pandemic





Our Engagement Has Changed



Outside Influences Present Additional Challenges

Social Unrest

- Racial Inequality Experienced by Black People
- Violence Against Asian Americans
- Antisemitic Violence
- January 6th US Capitol Attack

Making Connections

- Unconscious Bias Sessions
- Open Forums
- Region III Diversity and Inclusion Statement
- Region III Norms

Region III Diversity and Inclusion Statement

“We support a culture of diversity and inclusion where we seek to understand and appreciate our differences, accept all individuals, and celebrate the unique perspectives of each member of the Region III team. We model behaviors that produce welcoming and safe environments. Diversity and inclusion not only maximize the effectiveness of our organization by openly sharing different ideas, but also create a respectful work environment that allows each member of our staff to bring their whole selves to work and builds meaningful relationships.”



DEMONSTRATE RESPECT



DEMONSTRATE TRUSTWORTHINESS



LISTEN FIRST



EXTEND TRUST



**STANDING
TALK STRAIGHT**

Our Engagement Journey: A New Path

Reentry

- Continuing to accomplish our mission
- A new “normal”
- Region III Reorganization
- New Office



Supporting Our Veterans



Celebrating Our Diversity

Celebrating Our Diversity

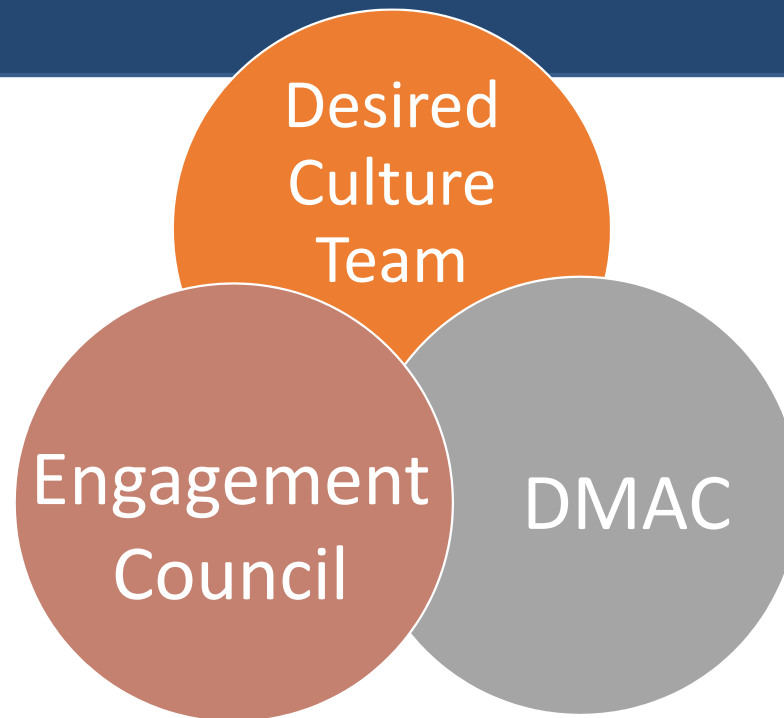




Formulating Our “Desired Culture”



Next Steps on Journey: Desired Culture and Inclusive Environment



The Region III Future Journey

Draft Vision and Strategic Objectives/Goals

Vision: *An energized team focused on new ways of working in a high-trust environment, with shared norms, where diversity and inclusion are essential to mission accomplishment.*

Strategic Objectives/Goals:

- Supporting professional development and personal growth
- Building a high trust, connected-work environment
- Advancing risk-informed thinking and decision-making



Our People: The Key to Our Success



NRR - #differenttogether

NRR - #differenttogether

**MJ Ross-Lee
(she/her/hers)**

**Deputy Director, Division of Safety Systems
Office of Nuclear Reactor Regulation**



Demonstrating Our Strong Commitment to Diversity and Inclusion



Established Diversity and Inclusion Goals



Developed a Plan



Created a glossary, including identifying and methods for dialogue...

DI-VER-SI-TY
All the ways in which people differ.

EQ-UI-TY
Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.

IN-CLU-SION
A variety of people have power, a voice, and decision-making authority.

Diversity, Equity, and Accessibility
Federal Workforce

Putting the Plan into Action



Building on Our Successes



EEO Advisory Committees Joint Statement

Amanda Black, Chair
Federal Women's
Program Advisory
Committee



Advisory Committee for African Americans



NRC Blacks in Government



NRC Pride Alliance Advisory Committee



Diversity Advisory Committee on Ageism



Native American Advisory Committee



NRC Veterans Employee Resource Group



Advisory Committee for Employees with Disabilities



Asian Pacific American Advisory Committee



NRC Technical Women's Network



Federal Women's Program Advisory Committee



Hispanic Employment Program Advisory Committee

Committee & Community Resilience

- Feeling represented by being a 'whole agency'
- Committee collaboration
- Utilization of virtual tools to maintain active and engaging conversations/connections

- Pictured: NPAAC & HEPAC at PRIDE Day Event



Agency Support of EEO Committees

- ▶ Celebrating accomplishments of Committees and communities
- ▶ NRC's support of Committee engagement with the agency and community

Pictured:

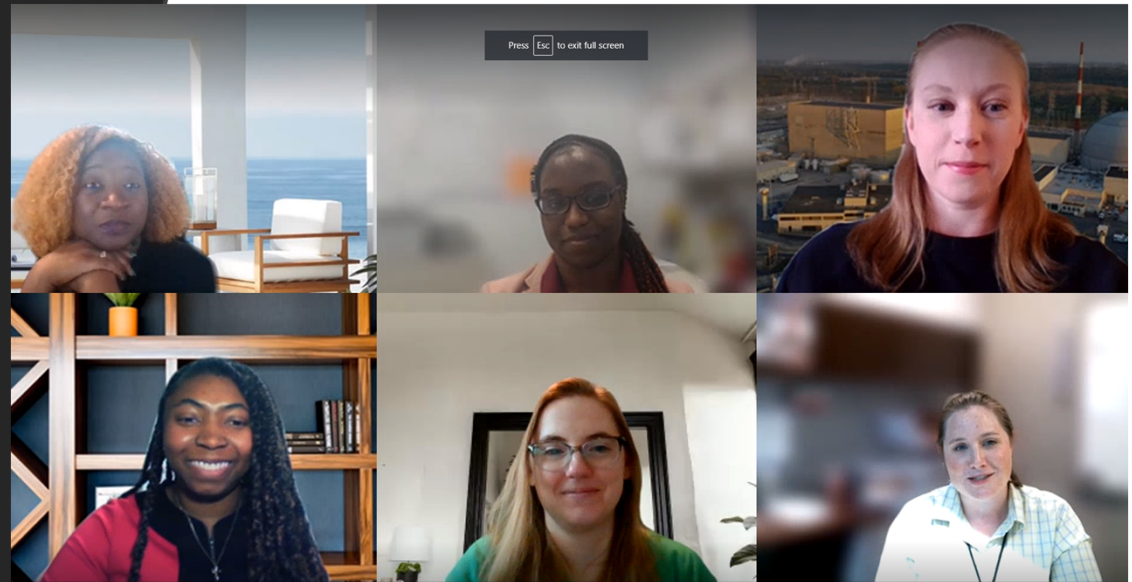
VERG K9 Vets Donation Dropoff

ACAA and BIG Juneteenth Flag Event

DACA's Older Americans Month

Paying It Forward

- Continue to focus on providing developmental and professional opportunities for staff skill development
- Engage with management to promote women, persons with disabilities, people of color, and all individuals, regardless of their age, sexual orientation, or gender identity receive developmental opportunities to become future leaders



Pictured: NRC Technical Women's Network panel discussion on employee developmental opportunities

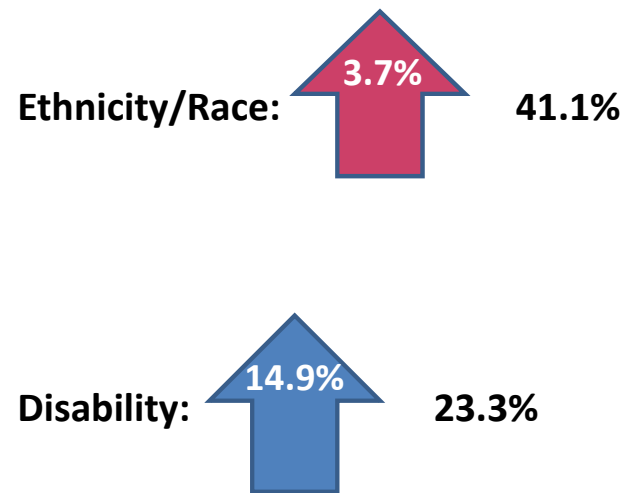
UPDATE ON HUMAN CAPITAL

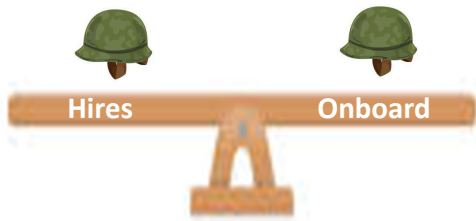
Mary Lamary,
Chief Human Capital
Officer



FY 22 Hiring Data

205 Entered on Duty (EOD) + **66** awaiting EOD dates=**271**





Veterans: Hires 21.9% vs. Onboard 20.5%



Average age: 36

Females hired: 38.5%



FY 22 Hiring Data (Cont'd)

Hiring Target & Methodology

**FY 23
Aspirational
Hiring Goal:**

**400
External
Hires**





Next Steps



Prioritization of hiring needs via the Human Capital Council

Working with #HireNRC initiative

Improving the hiring process and experience

Updating approach to marketing, outreach, and recruitment activities



Closing Remarks

Resilience Through Challenging Times

Daniel H. Dorman
Executive Director for Operations

Acronyms

- ACAA – Advisory Committee for African Americans
- ACED – Advisory Committee for Employees with Disabilities
- ADR – Alternative Dispute Resolution
- APAAC – Asian Pacific American Advisory Committee
- DACA - Diversity Advisory Committee on Ageism
- DIALOGUE – Diversity Inclusion Awareness Leading Organizational Growth, Understanding, and Engagement
- DEIA- Diversity Equity Inclusion Accessibility
- DMAC – Diversity Management Advisory Committee
- DMIC – Diversity Management & Inclusion Council
- IDSP – Inclusive Diversity Strategic Plan
- EO – Equal Opportunity
- EEO – Equal Employment Opportunity
- EEOC – Equal Employment Opportunity Commission
- FEVS – Federal Employee Viewpoint Survey

Acronyms

- FWPAC – Federal Women’s Program Advisory Comm
- FY – Fiscal Year
- iCARE – Initiative on Civility, Awareness, Respect and Engagement
- HBCU – Historically Black Colleges and Universities
- HEPAC – Hispanic Employment Program Advisory Cor
- NAAC – Native American Advisory Committee
- NPAAC – NRC Pride Alliance Advisory Committee
- NRC – Nuclear Regulatory Commission
- NRR - Office of Nuclear Reactor Regulation
- NTWN – NRC Technical Women’s Network
- PHE – Public Health Emergency
- RIII – Region III
- SBA – Small Business Administration
- VERG – Veterans Employee Resource Group