

**Joint Statement by
The Equal Employment Opportunity
Advisory Committees**

**JLMEEOC EEO Statement
December 2003 Commission Briefing**

Attachment 3

Joint Equal Employment Opportunity Advisory Committees' Statement
December 2003

The Joint Equal Employment Opportunity (EEO) Advisory Committee is composed of the following five authorized committees: Advisory Committee for African Americans (ACAA); Asian/Pacific American Advisory Committee (APAAC); Committee on Age Discrimination (CAD); Federal Women's Program Advisory Committee (FWPAC); and Hispanic Employment Program Advisory Committee (HEPAC). The EEO Advisory Committees have joined efforts to provide advice and recommendations to the Director, Office of Small Business and Civil Rights (SBCR), regarding factors that may impact policies, procedures, and practices related to selection, promotion, placement, training, upgrading, and career development of NRC employees or selection of applicants for employment.

The EEO Advisory Committees continue to enjoy a good working relationship with SBCR as well as with other offices. With primary assistance from SBCR, the EEO Advisory Committees have been instrumental in focusing management efforts towards achieving greater representation of some minority groups, including an increase in the number of Asians in management and supervisory positions, a slight increase in the number of Native Americans and representation of Hispanics more than doubled. We recognize the commitment of NRC management to increase Hispanic representation especially at the entry level.

We also appreciate the Office of Small Business and Civil Rights and the Office of Human Resources for providing essential EEO related data including EEO Workforce Profile Data presented in EEO briefing papers. The Workforce Profile Data demonstrates, in part, many of the concerns expressed by the EEO Advisory Committees going back several years. Agency initiatives, such as, the "Career Planning Sessions" and "Family-Friendly Work Arrangements" including Flexi-place, foster EEO goals by ensuring that career planning and training is embedded with outcomes that ultimately affect EEO demographics in a positive way. Additionally, the celebration of Diversity Day helps to foster good working relationships, is inclusive and benefits all at the Agency.

There remains a persistent challenge with regard to under representation of some minority groups as it relates to hiring, rotational assignments, and appointments to supervisory and management ranks. The EEO Advisory Committees would like to emphasize to the Commission several important EEO issues that warrant greater attention and resolve.

Issue 1: Limited number of women and minorities in SES positions.

Recommendation: Enhance minority representation in programs such as the Leadership Potential Program, and the SES Candidate Development Program. These programs need to be more inclusive of all EEO constituent groups. Develop new initiatives and strategic approaches to achieve greater minority representation at the SES level. As the Agency refines its initiatives to increase diverse representation, we encourage management to consider additional ways to promote the participation of minority employees in career development programs to ensure an adequate pool of diverse candidates.

Overall, Hispanics remain significantly under represented throughout the agency and most notably, there has been no change in the Senior Level ranks in the past fifteen years.

Recommendation: Enhance Hispanic representation by encouraging managers to consider Hispanics for selection and appointment at the SES level.

Issue 2: A gap still exists in the developmental opportunities for minorities, such as African Americans, Asian/Pacific Americans, and Hispanic Americans in the NRC's administrative ranks. While much emphasis has been placed on the technical workforce, less attention has been given to the administrative and support staff sector. For FY 2002, the data shows, that over the past three years, approximately 31% of the workforce is made up of administrative, clerical, blue collar, and other, with African American employees making up 20%, Asian/Pacific Americans making up 3%, Hispanic Americans making up 2%, Native Americans making up 1%, and women making up 65% of the group.

Recommendation: Increase the focus on career development, career counseling, planning and advancement of administrative and support staff. The challenge is apparent and, in some instances, understandable in a technical agency. Where appropriate, greater emphasis is needed to realize a positive change in the advancement of minorities within the administrative ranks.

Issue 3: A recent independent analysis of performance appraisal data conducted by an NRC statistician, at the request of SBCR, confirmed a CAD concern. This analysis showed (1) older non-supervisory engineers and scientists, on the average, received lower appraisals than younger employees and (2) as some employees got older their performance rating decreased.

Using data supplied by SBCR on performance appraisal ratings from FY 1988 through FY 2000, a period of 13 years, for all Grade 13, 14, and 15 non-supervisory engineers and scientists, CAD performed a longitudinal study to examine the extent to which changes in performance appraisal ratings of individuals, over time, are correlated with age. Approximately 24 percent of the staff had a downward shift and about 13 percent had an upward shift in their ratings at some point in their careers. While there was no correlation with age for the upward shifts, the odds of a downward shift for staff 50 years old and over, were about twice the odds for staff under 50. The data analyzed by CAD suggests that the performance appraisal ratings of older engineers and scientists were more likely to decline than that of younger scientists and engineers. The agency's older engineers and scientists are very experienced, competent, and have the potential to contribute more to the mission when given the opportunity.

Recommendation: Conduct an independent study to understand the reasons for lower performance appraisal ratings of (non supervisory engineers and scientists) 50 years of age and older.

Issue 4: Management accountability to manage EEO and Diversity. We believe this EEO initiative may prove to be one of the best approaches to strengthen management's commitment to EEO and help make the NRC a role model for other Federal agencies.

Recommendation: Provide information regarding implementation of EEO and Diversity management performance for SES managers, non-SES managers and supervisors and that it be included in the next EEO briefing paper. A status report would provide information regarding the effectiveness of the integrated and uniform approach to implementing the Agency's EEO responsibilities. The EEO Advisory Committees stand ready to assist in implementing any recommendations that may result from such a report.

In conclusion, the EEO Advisory Committees are committed to continue working to assist in the accomplishment of NRC's Equal Employment Opportunity and Diversity objectives. When we have questions or concerns in the EEO arena, we will continue to engage SBCR and others in a constructive manner. Thank you for considering our concerns.

JLMEEOC EEO Statement December 2003 Commission Briefing

The Joint Labor Management Equal Employment Opportunity Committee (JLMEEOC) was established by the Nuclear Regulatory Commission and the National Treasury Employees Union (NRC/NTEU) to advise the NRC on matters about equal employment opportunity (EEO). The Committee is currently chaired by Rateb (Boby) Abu-Eid and co-chaired by King (Newton) Stablein. The current members are: Bruce Boger, Lisa B. Clark, John Minns, Maria E. Schwartz, and Cheryl Trottier. The JLMEEOC appreciates the opportunity to brief the Commission on EEO matters. The JLMEEOC acknowledges the EEO progress made since the last briefing and summarizes some of the top EEO issues that continue to be addressed and enhance NRC efforts to expedite resolutions.

The Office of Small Business and Civil Rights (SBCR) and the Office of Human Resources (HR) continue to address EEO and diversity issues confronting the Agency. The NMSS Office met with the JLMEEOC Chair and Co-Chair to discuss specific Committee issues. NMSS continues to address EEO issues through its diversity panel. The JLMEEOC acknowledges NRC's continuing efforts for recruitment of minorities and improving communications. The "Diversity Day" is a successful event supporting EEO notion and awareness. The agency also made significant progress in recognizing the value of a family friendly workplace.

The JLMEEOC believes that the agency needs to continue to build momentum in addressing EEO and diversity management issues, supporting EEO committees, implementing affirmative actions, and achieving the Agency's main goal of discrimination-free work environment. In this regard, the JLMEEOC recommends that NRC focus on the following top EEO and diversity issues:

- ! NRC should increase opportunities for advancement of women, minorities, and disadvantaged groups in supervisory, management, executive, and senior level positions.
- ! The agency should continue to implement and enhance the current mentoring program.
- ! The agency should continue to improve internal communications and awareness about EEO, diversity management, and affirmative action goals and objectives.
- ! NRC should maintain and enhance corporate knowledge through rewards and incentives to NRC's aging population and more opportunities to the younger generation.

The JLMEEOC is encouraged by certain initiatives and efforts of agency offices to address EEO and diversity management issues and optimistic that further progress will be made. The Committee appreciates the Commission attention and continuing efforts to bring about significant changes to improve EEO and diversity at the NRC.