

Commission Briefing on
Equal Employment
Opportunity,
Diversity Management,
and Small Business

JULY 27, 2006

Opening Remarks

- Agency Growth
- Institutionalizing the Comprehensive Diversity Management Plan
- Small Business Recognition

Agenda

- CDMP Implementation
- Leadership Development
- Recruitment and Outreach
- Civil Rights Program
- Small Business Accomplishments

CDMP Implementation - Draft Measures

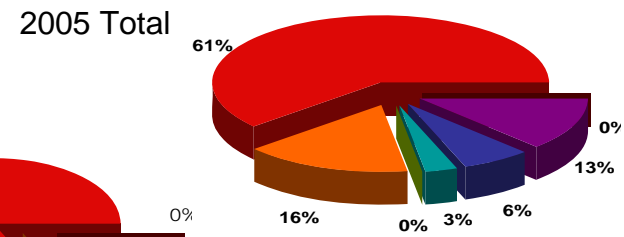
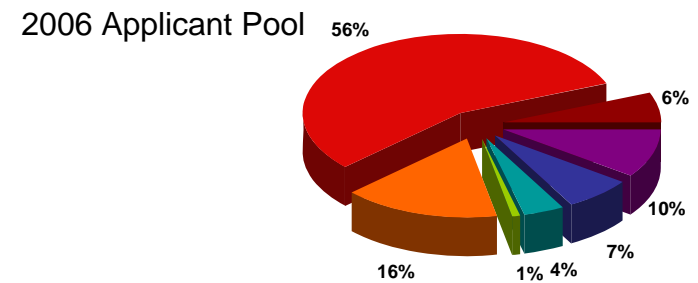
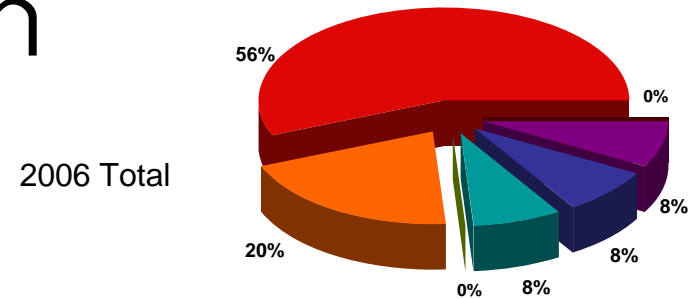
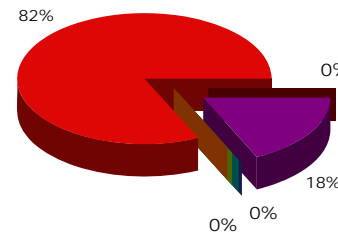
- Developed by Work Group
- Vetted with offices
- Pending EDO approval
- Inform Commission prior to implementation

Leadership Development SES Candidate Development Program

	2006 Total	2006 Applicant Pool	2005 Total	2005 Pending Placement
African American	2	10	4	2
Asian	2	7	2	0
Hispanic	2	4	1	0
Native American	0	1	0	0
Caucasian Women	5	16	5	0
Caucasian Men	14	56	19	9
Unknown	0	6	0	0
Total	25	100	31	11

*Data as of June 30, 2006

2005 Placement Pending

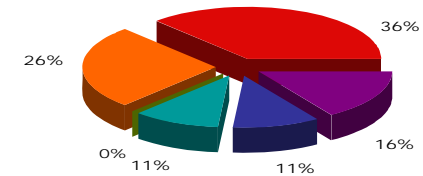


Leadership Development Leadership Potential Program

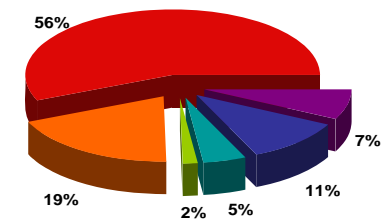
	2006 Total	2006 Applicant Pool	2004 Total	2004 Pending Placement
African American	3	14	6	0
Asian	2	21	3	1
Hispanic	2	9	2	1
Native American	0	3	0	0
Caucasian Women	5	36	5	2
Caucasian Men	7	107	9	0
Total	19	190	25	4

*Data as of June 30, 2006

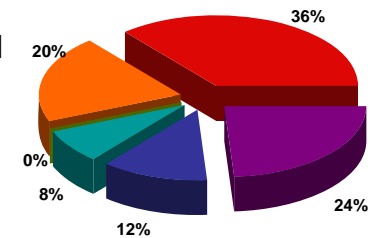
2006 Total



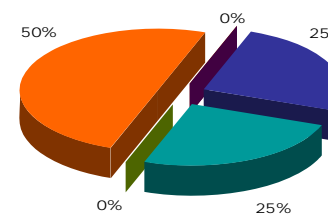
2006 Applicant Pool



2004 Total

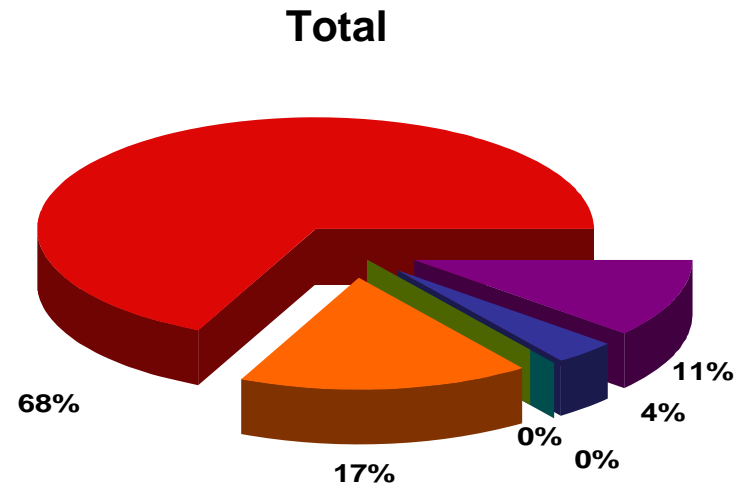


2004 Placement Pending



Leadership Development Team Leader Development Program

	2006 Total	Percent
African American	6	11%
Asian	2	4%
Hispanic	0	0%
Native American	0	0%
Caucasian Women	9	17%
Caucasian Men	36	68%
Total	53	100%



*Data as of June 30, 2006

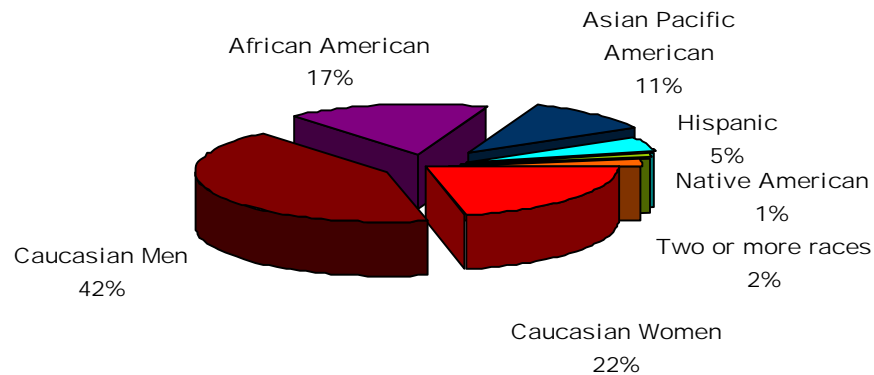
Recruitment Initiatives

- Energy Policy Act Outreach
- New Outreach Recruitment Efforts
- University Champions Program

2006 Hires

	TOTAL	SES	SLS	Mid-Level	Intermediate Level	NSPDP	Entry Level	Other
African American	36	0	0	13	0	6	9	8
Asian Pacific American	23	0	0	15	1	3	2	2
Hispanic	11	0	0	2	0	6	3	0
Native American	2	0	0	1	0	1	0	0
Two or more races	5	0	0	2	0	2	0	1
Caucasian Women	46	0	1	20	0	5	4	16
Caucasian Men	89	1	0	67	0	11	10	0
TOTAL	212	1	1	120	1	34	28	27

*Data as of June 30, 2006



Hiring Activity Pending Entry on Duty

	African American	Asian Pacific American	Hispanic	Native American	Caucasian Women	Caucasian Men	Totals
NSPDP	14	1	11	0	4	13	43
Technical	0	13	0	0	10	67	90
Non-Technical	15	2	5	1	16	20	59
TOTALS	29	16	16	1	30	100	192
CO-Ops Hired	1	1	1	0	0	0	3
Summer Hire	4	3	0	0	1	3	11

*Data as of June 30, 2006

No Fear Act Activity

- 99% of NRC's employees completed on-line training as of June 30, 2006
- Report to Congress
- Compliance reviews to assess trends and causes

Civil Rights Program Complaint Processing

INFORMAL	2003	2004	2005	2006
Pending Beginning of FY	0	6	7	2
INITIATED	30	28	22	20
CLOSED	24	27	27	19
Pending End of FY	6	7	2	3
ADR	3	6	5	3

*Data as of June 30, 2006

Civil Rights Program Complaint Processing

FORMAL	2003	2004	2005	2006
Pending Beginning of FY	22	15	11	9
FILED	9	12	10	12
CLOSED	16	16	12	8
Pending End of FY	15	11	9	13
Over-Aged (> 180 Days)	1	3	2	3
ADR	3	0	4	2

*Data as of June 30, 2006

Civil Rights Program Complaint Trends by Most Frequent Basis

Basis	2003	2004	2005	2006	TOTAL
Race	4	8	3	7	22
Age	4	7	4	5	20
Reprisal	3	6	3	5	17
Gender	2	4	3	4	13

*Data as of June 30, 2006

Civil Rights Program Complaint Trends by Most Frequent Issue

ISSUE	2003	2004	2005	2006	TOTAL
*Non-Sexual Harassment	4	5	6	9	24
Promotion/ Non-selection	6	8	2	6	22
Assignment of Duties	4	5	5	7	21
Appraisal/ Evaluation	4	4	3	9	20
Training	1	5	4	4	14

*Data as of June 30, 2006. *Based on gender but not of a sexual nature.

Civil Rights Program Complaint Trends - Formal Complainants

	African American	Asian Pacific American	Hispanic	Native American	Caucasian	Unknown	TOTAL
2003	3	0	0	0	6	0	9
2004	0	1	2	0	6	3	12
2005	2	0	1	0	7	0	10
2006	4	2	2	0	4	0	12
TOTAL	9	3	5	0	23	3	43

*Data as of June 30, 2006. The basis of these complaints may not necessarily be race/national origin discrimination.

Small Business (SB) Accomplishments

Contract Award	FY 2004		FY 2005		FY 2006	
	Goals	Actual	Goals	Actual	Goals	Actual
Total Contract \$	\$100M	\$94M	\$100M	\$103M	\$100M	\$67.0M
Small Business	28%	36.9%	28%	37.8%	32.7%	35.0%
8(a) Program	4%	6.9%	4%	9.1%	4.7%	10.9%
Small Disadvantaged Business (SDB)	4%	5.8%	4%	3.8%	4.7%	6.3%
Women-Owned SB	5%	8.7%	5%	8.5%	7.5%	9.0%
HUBZone SB	3%	1.3%	3%	1.8%	3%	1.1%
Service Disabled Vet-Owned SB	3%	0%	3%	0%	3%	0.5%

* Data as of June 30, 2006

Small Business Program Activity

- Agency Recognition – Gold Star Award
- Higher SB Goals in FY 2006
- 2 NRC Awards to Service Disabled Veteran-Owned SB
- May 18, 2006, Procurement Fair

Glossary of Acronyms

ADR	- Alternative Dispute Resolution
CDMP	- Comprehensive Diversity Management Plan
EOD	- Entry on Duty
HUBZone	- Historically Underutilized Business Zone
LPP	- Leadership Potential Program
No FEAR ACT	- Notification & Federal Employee Anti-Discrimination & Retaliation Act
NSPDP	- Nuclear Safety Professional Development Program
SES	- Senior Executive Service
SESCDP	- Senior Executive Service Candidate Development Program
SLS	- Senior Level Service
SB	- Small Business
SDB	- Small Disadvantaged Business
TLDP	- Team Leadership Development Program
MSIP	- Minority Serving Institutions Program
EPA	- Energy Policy Act