



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D.C. 20555-0001

February 11, 1997

PDR  
Per: D Mossburg

The Honorable Gilbert F. Casellas  
Chairman  
Equal Employment Opportunity  
Commission  
1801 L Street, N.W.  
Washington, D.C. 20507

Dear Mr. Casellas:

I am pleased to provide the U.S. Nuclear Regulatory Commission's (NRC) "Annual Affirmative Employment Program Accomplishment Report" for Fiscal Year 1996. The enclosed report, which was developed in accordance with EEOC's Management Directive No. 14 (MD-714), reflects the accomplishments of the NRC in providing equal opportunities for its minority and women employees.

As with all Federal agencies, downsizing has impacted our external recruitment and hiring. However, we have continued to engage in an aggressive outreach to highly qualified women and minorities. Of the 66 professional positions filled from external sources, approximately 40 percent are women or minorities.

If you have any questions regarding this report, please contact Mrs. Irene P. Little, Director, Office of Small Business and Civil Rights at (301) 415-7380.

Sincerely,

Shirley Ann Jackson

Enclosure:  
As stated

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PDR COMMS NRCC  
CORRESPONDENCE PDR

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT  
FOR FISCAL YEAR 1996

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- \* SUMMARY ANALYSIS OF WORK FORCE
  - \* ACCOMPLISHMENT REPORT ON OBJECTIVES AND ACTION ITEMS
  - \* NOTEWORTHY ACTIVITIES AND INITIATIVES
- =====

United States Nuclear Regulatory Commission

NAME OF ORGANIZATION

Washington, D.C. 20555

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: AGENCY X MOC      REGION       
COMMAND      INSTALLATION      HEADQUARTERS     

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL 3104  
PROFESSIONAL 1904 ADMINISTRATIVE 592 TECHNICAL 258  
CLERICAL 339 OTHER 0 BLUE COLLAR 11

Ira A. Radden

(301) 415-7385

NAME OF CONTACT PERSON/PERSON PREPARING FORM TELEPHONE NO.

Irene P. Little, Director, Office of Small Bus. & Civil Rights (301) 415-7380

NAME OF TITLE OF PRINCIPAL EEO OFFICIAL

Irene Little  
SIGNATURE OF PRINCIPAL EEO OFFICIAL

2/3/97  
DATE

CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

Shirley Ann Jackson  
Shirley Ann Jackson, Chairman, U. S. Nuclear Regulatory Commission

NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

SUMMARY ANALYSIS OF WORK FORCE

PROVIDE A NARRATIVE WORK FORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

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The NRC's work force analysis was conducted, focusing on major occupations, grade levels, and occupational categories. The following narrative summarizes the results of this analysis and the charts that follow provide the detailed data.

MAJOR OCCUPATIONS

The NRC workforce for FY-96 totaled 3104 in comparison to 3161 in FY-95. The reduction in the workforce for this period was absorbed across-the-board and has not unduly impacted women or minorities. It is noteworthy, in comparing the FY-95 and FY-96 data, that in spite of downsizing, there was a slight increase in the representation of women and minorities in many of the (PATCOB) categories. In the Professional category, the number of white women increased by five, African American men by three, Hispanic women by one, Asian Pacific American men by two, Asian Pacific American women by two, and Native American men by one. In the Administrative category, Hispanic men increased by four. In the Technical category, Hispanic women increased by two and Asian Pacific American women increased by one. In the Clerical category, African American women increased by five. This data is reflected in the Chart on Page 5.

We compared NRC's workforce in the major occupational series (343, 801, 840, 1301 and 1306) to the 1991 Census Availability Data (CAD). The Management/Program Analyst (343) series shows an underrepresentation of White females (11.86%), Black males (1.10%), Hispanic males (0.71%), Hispanic females (3.34%), Asian/Pacific American males (0.72%), Asian/Pacific American females (0.21%), and Native American females (0.43%). This reflects minor changes in underrepresentation for FY-96, except with respect to white females. In this category the underrepresentation percentage decreased by 3.45%. This data is reflected in the Table on page 6.

The General Engineers (801) series reflects an underrepresentation of White males (4.66%), Hispanic males (1.25%), Hispanic females (0.23%), Native American males (0.07%) and Native American females (0.03%). The only change reflected here is a slight increase in underrepresentation of white males. This data is reflected in the Table on page 6.

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In the Nuclear Engineering (840) series, there is an underrepresentation of Hispanic males (0.05%), Asian males (1.17%), Asian females (0.19%), and Native American females (0.07%). These figures reflect an improvement over FY-95 data in that White females had an underrepresentation of 0.34% and in FY-96 the underrepresentation has been totally eliminated. Black males had an underrepresentation of 0.09% in FY-95 vs. no underrepresentation in FY-96. In FY-96, the Asian Pacific American male underrepresentation of 1.17% is an improvement over 1.59%. This data is reflected in the Table on Page 7.

Based on the advice of the EEOC, the General Physical Science (1301) and Health Physicists (1306) series have been combined for reporting purposes. These combined categories show only slight changes in underrepresentation in comparison to FY-95. This data is reflected in the Table on Page 7.

The charts on pages 8-12 respond to the EEOC's request to include a breakout of each EEO group by grade level (e.g. GG-1-4, 5-8, 9-12, 13-15 and 16-SES). These charts show that white males make up the bulk of employees at the higher grade levels in the three major categories (Program Analyst, Engineer and Physical Science), white females are heavily represented in the Program Analyst category, and Asian Pacific American males are well represented in the Engineering series. All other groups are concentrated in the middle and lower grade levels.

An additional chart has been added at page 13, as a continuing response to an FY-93 EEOC request. This chart reflects FY-95 vs FY-96 employment accomplishments for all employees grades 1 through SES. It indicates that the number of white males in the GG-15 grade levels has decreased by 13 or (0.1%). The pool of women and minority employees eligible for supervisory, management, executive, and Senior Level positions shows an increase. Minorities and women at the GG-15 level increased by 7. Women in grades GG-13 through GG-15 decreased from 434 to 431; and minorities at the same grade levels increased from 339 to 345. The number of women in the Senior Executive Service (SES) increased from 14 to 15 and the number of minorities in the SES/SLS increased from 18 to 21.

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**GRADE LEVELS**

We have compared the number of NRC minorities and women in grades GG-13 through SES to the government-wide representation at these levels.

As indicated in the chart on page 14, representation of Asian/Pacific Americans in all levels continue to greatly outnumber similar representation government-wide. At the executive and SES levels, Asian/Pacific Americans are above the government-wide level by a factor of 3.86% or 9 out of 233 Asian/Pacific American employees at the NRC vs. 1.35% or 181 out of 13,385 government-wide. In the following other categories NRC is below the Government-wide level: women (9.87% vs. 16.35%), Blacks (3.43% vs. 5.68%), Hispanics (1.72% vs. 2.18%), and Native Americans (0% vs. 0.60%).

At the GG-15 level, the representation of Asian/Pacific Americans significantly exceed the Government-Wide level (9.00% vs. 4.70%). Blacks at this level show a slight increase (4.79% vs. 4.72%). The following other categories are below the Government-wide level: Women (12.48% vs. 17.44%), Hispanics (0.87% vs. 2.57%), and Native Americans (0.29% NRC vs. 0.65% government-wide).

At the GG-14 level, again the representation of Asian/Pacific American employees at the NRC is significantly above the Government-wide level (8.46% vs. 2.87%). The following other categories are below the Government-wide level: women (20.71% vs. 21.12%), Blacks (5.51% vs. 6.54%), Hispanics (1.84% vs. 2.77%), and Native Americans (0.12% vs. 0.88%).

At the GG-13 level, with the exception of Native Americans, NRC representation of all groups is above government-wide representation. Specifically, women (33.08% NRC vs. 26.13% government-wide), Blacks (11.84% vs. 8.80%), and Asians (5.64% vs. 3.49%). Although not a markedly high difference, Hispanics at NRC in this grade level show a large representation over government-wide representation (3.57% vs. 3.52%).

An assessment of progress made in achieving the EEO objectives identified in the Multi-year Affirmative Employment Program Plan is displayed on pages 16 through 24. All initiatives identified in the original Multi-year Affirmative Employment Program Plan have been accomplished and we are continuing our efforts to improve in these areas.



## DISTRIBUTION OF NRC EEO GROUPS BY PATCOB CATEGORIES

OCCUPATIONAL CATEGORY		TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
PROFESSIONAL	FY-95	1916	1373	231	59	46	33	6	145	22	1	0
	FY-96	1904	1350	236	62	44	32	7	147	24	2	0
ADMINISTRATIVE	FY-95	608	265	215	35	72	4	5	0	10	2	0
	FY-96	592	252	212	34	71	8	4	0	9	2	0
TECHNICAL	FY-95	275	24	138	9	86	1	4	1	10	0	2
	FY-96	258	22	129	7	79	1	6	1	11	0	2
CLERICAL	FY-95	350	10	249	11	63	0	12	0	4	0	1
	FY-96	339	9	240	9	68	0	8	0	4	0	1
BLUE COLLAR	FY-95	12	6	2	4	0	0	0	0	0	0	0
	FY-96	11	6	2	3	0	0	0	0	0	0	0
TOTAL	FY-95	3161	1678	835	118	267	38	27	146	46	3	3
	FY-96	3104	1639	819	115	262	41	25	148	48	4	3
PERCENT CHANGE		-1.8%	-2.3%	-1.9%	-2.5%	-1.9%	7.9%	-7.4%	1.4%	4.3%	33.3%	0.0%

# PERCENTAGE OF UNDERREPRESENTATION (U/R) OF MINORITIES AND WOMEN

(NRC WORKFORCE VS. U.S. CENSUS AVAILABILITY DATA (CAD))

FISCAL YEAR 1996

## MANAGEMENT/PROGRAM ANALYST (343)

TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
NRC (111)	# 36 % 35.43	57 51.35	1 0.90	11 9.90	1 0.90	1 0.90	0 0	2 1.80	2 1.80	0 0
CAD (368,073)	# 66,257 % 18.00	232,663 63.21	7,383 2.00	28,018 7.61	5,921 1.61	15,589 4.24	2,642 0.72	7,414 2.01	351 0.10	1,586 0.43
U/R	%	11.86	1.10		0.71	3.34	0.72	0.21		0.43

## GENERAL ENGINEERS (801)

TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
NRC (603)	# 441 % 73.13	49 8.13	22 3.65	8 1.33	8 1.33	1 0.17	60 0.95	13 2.16	1 0.16	0 0
CAD (341,963)	# 266,021 % 77.79	27,183 7.95	9,597 2.81	2,131 0.62	8,828 2.58	1,370 0.40	23,081 6.75	2,608 0.76	785 0.23	118 0.03
U/R	% 4.66				1.25	0.23			0.07	0.03

PERCENTAGE OF UNDERREPRESENTATION (U/R) OF MINORITIES AND WOMEN

(NRC WORKFORCE VS. U.S. CENSUS AVAILABILITY DATA (CAD))\*

FISCAL YEAR 1996

NUCLEAR ENGINEERS (840)

TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
NRC (523)	# 439	31	9	2	11	3	26	1	1	0
	% 83.94	5.93	1.72	0.38	2.10	0.57	4.97	0.19	0.19	0
CAD (10,801)	# 9,006	626	186	5	232	13	663	41	21	8
	% 83.38	5.80	1.72	0.05	2.15	0.12	6.14	0.38	0.19	0.07
U/R	%				0.05		1.17	0.19		0.07

GENERAL PHYSICAL SCIENTISTS (1301) & HEALTH PHYSICISTS (1306)\*

TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
NRC (369)	# 251	71	8	11	9	3	15	1	0	0
	% 68.02	19.24	2.17	2.98	2.44	0.81	4.07	0.27	0	0
CAD (18,782)	# 12,098	4,745	433	433	295	68	455	158	44	40
	% 64.41	25.26	2.31	2.31	1.57	0.36	2.42	0.84	0.23	0.21
U/R	%	6.02	0.14				0.57		0.23	0.21

\*General Physical Scientists and Health Physicists are included in the same category (Physical Scientists) under the census occupations. Therefore, for comparison purposes, the NRC data for these two series have also been combined.



**DISTRIBUTION OF NRC EEO GROUPS BY GRADE  
FOR MAJOR OCCUPATION GG-343**

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
9	FY-94	3	0	0	0	3	0	0	0	0	0	0
	FY-95	0	0	0	0	0	0	0	0	0	0	0
	FY-96	0	0	0	0	0	0	0	0	0	0	0
11	FY-94	16	5	8	0	2	0	1	0	0	0	0
	FY-95	16	4	6	0	5	0	1	0	0	0	0
	FY-96	13	2	7	0	4	0	0	0	0	0	0
12	FY-94	14	3	9	0	1	0	0	0	1	0	0
	FY-95	13	3	8	0	1	0	0	0	1	0	0
	FY-96	15	2	9	0	3	0	0	0	1	0	0
13	FY-94	28	10	15	0	3	0	0	0	0	0	0
	FY-95	28	9	16	0	3	0	0	0	0	0	0
	FY-96	25	7	16	1	1	0	0	0	0	0	0
14	FY-94	42	17	21	1	1	1	1	0	0	0	0
	FY-95	45	18	22	1	2	1	1	0	0	0	0
	FY-96	40	17	20	0	1	1	1	0	0	0	0
15	FY-94	17	8	5	0	2	0	0	0	0	2	0
	FY-95	17	8	5	0	2	0	0	0	0	2	0
	FY-96	18	8	5	0	2	0	0	0	1	2	0
TOTAL	FY-94	120	43	58	1	12	1	2	0	1	2	0
	FY-95	119	42	57	1	13	1	2	0	1	2	0
	FY-96	111	36	57	1	11	1	1	0	2	2	0

**DISTRIBUTION OF NRC EEO GROUPS BY GRADE  
FOR MAJOR OCCUPATION GG-801**

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-94	5	2	0	0	1	0	0	1	1	0	0
	FY-95	5	3	1	0	0	0	0	1	0	0	0
	FY-96	8	4	1	0	1	0	0	2	0	0	0
9	FY-94	8	5	1	1	0	1	0	0	0	0	0
	FY-95	8	1	1	1	2	0	1	1	1	0	0
	FY-96	12	4	5	1	0	0	0	0	2	0	0
11	FY-94	14	6	2	2	1	1	0	2	0	0	0
	FY-95	11	6	1	1	0	2	0	0	1	0	0
	FY-96	9	2	2	1	1	0	1	1	1	0	0
12	FY-94	23	13	5	0	2	0	0	1	2	0	0
	FY-95	9	4	0	1	1	1	0	2	0	0	0
	FY-96	7	5	1	0	0	0	0	0	1	0	0
13	FY-94	58	39	7	3	2	1	0	4	2	0	0
	FY-95	71	47	9	3	4	1	0	4	3	0	0
	FY-96	69	40	6	4	5	5	0	7	2	0	0
14	FY-94	165	117	14	6	1	1	0	24	2	0	0
	FY-95	168	118	15	5	1	2	0	25	2	0	0
	FY-96	175	122	17	6	1	3	0	20	5	1	0
15	FY-94	241	196	11	7	0	0	0	25	1	1	0
	FY-95	228	184	9	7	0	0	0	26	2	0	0
	FY-96	253	205	12	8	0	0	0	26	2	0	0
>15	FY-94	78	67	6	1	0	0	0	4	0	0	0
	FY-95	70	60	6	1	0	0	0	3	0	0	0
	FY-96	70	59	5	2	0	0	0	4	0	0	0
TOTAL	FY-93	592	445	46	20	7	4	0	61	8	1	0
	FY-94	570	423	42	19	8	6	1	62	9	0	0
	FY-96	603	441	49	22	8	8	1	60	13	1	0

**DISTRIBUTION OF NRC EEO GROUPS BY GRADE  
FOR MAJOR OCCUPATION GG-840**

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-94	3	1	2	0	0	0	0	0	0	0	0
	FY-95	1	0	1	0	0	0	0	0	0	0	0
	FY-96	1	0	1	0	0	0	0	0	0	0	0
9	FY-94	4	1	1	0	0	1	0	0	1	0	0
	FY-95	1	0	1	0	0	0	0	0	0	0	0
	FY-96	1	1	0	0	0	0	0	0	0	0	0
11	FY-94	3	2	0	0	0	1	0	0	0	0	0
	FY-95	4	2	1	0	0	1	0	0	0	0	0
	FY-96	2	0	1	0	1	0	0	0	0	0	0
12	FY-94	10	4	1	2	0	0	3	0	0	0	0
	FY-95	6	3	2	0	0	1	0	0	0	0	0
	FY-96	5	3	1	0	0	1	0	0	0	0	0
13	FY-94	135	111	10	4	1	4	0	3	1	1	0
	FY-95	137	105	12	6	1	4	3	3	2	1	0
	FY-96	134	100	14	6	1	5	3	3	1	1	0
14	FY-94	205	178	10	3	0	4	0	9	1	0	0
	FY-95	199	175	9	2	0	4	0	8	1	0	0
	FY-96	201	176	11	3	0	2	0	9	0	0	0
15	FY-94	152	135	3	1	0	0	0	12	1	0	0
	FY-95	138	122	3	1	0	0	0	12	0	0	0
	FY-96	114	99	2	0	0	1	0	12	0	0	0
>15	FY-94	63	59	0	0	0	2	0	2	0	0	0
	FY-95	63	58	1	0	0	2	0	2	0	0	0
	FY-96	65	60	1	0	0	2	0	2	0	0	0
TOTAL	FY-94	575	491	27	10	1	12	3	26	4	1	0
	FY-95	549	465	30	9	1	12	3	25	3	1	0
	FY-96	523	439	31	9	2	11	3	26	1	1	0

**DISTRIBUTION OF NRC EEO GROUPS BY GRADE  
FOR MAJOR OCCUPATION GG-1301**

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-94	1	0	1	0	0	0	0	0	0	0	0
	FY-95	0	0	0	0	0	0	0	0	0	0	0
	FY-96	0	0	0	0	0	0	0	0	0	0	0
9	FY-94	0	0	0	0	0	0	0	0	0	0	0
	FY-95	0	0	0	0	0	0	0	0	0	0	0
	FY-96	0	0	0	0	0	0	0	0	0	0	0
11	FY-94	0	0	0	0	0	0	0	0	0	0	0
	FY-95	1	0	0	0	1	0	0	0	0	0	0
	FY-96	0	0	0	0	0	0	0	0	0	0	0
12	FY-94	6	1	3	1	1	0	0	0	0	0	0
	FY-95	4	1	2	0	1	0	0	0	0	0	0
	FY-96	2	0	1	0	1	0	0	0	0	0	0
13	FY-94	19	15	3	0	1	0	0	0	0	0	0
	FY-95	23	16	5	1	1	0	0	0	0	0	0
	FY-96	20	13	5	1	1	0	0	0	0	0	0
14	FY-94	50	39	6	1	1	0	0	3	0	0	0
	FY-95	45	33	8	0	1	0	0	3	0	0	0
	FY-96	48	36	7	0	0	1	1	3	0	0	0
15	FY-94	61	49	9	0	0	1	0	2	0	0	0
	FY-95	54	44	8	0	0	1	0	1	0	0	0
	FY-96	60	47	10	0	0	1	1	1	0	0	0
>15	FY-94	16	11	5	0	0	0	0	0	0	0	0
	FY-95	16	11	3	0	1	0	0	1	0	0	0
	FY-96	15	10	3	0	1	0	0	1	0	0	0
TOTAL	FY-94	153	115	27	2	3	1	0	5	0	0	0
	FY-95	143	105	26	1	5	1	0	5	0	0	0
	FY-96	145	106	26	1	3	2	2	5	0	0	0

**DISTRIBUTION OF NRC EEO GROUPS BY GRADE  
FOR MAJOR OCCUPATION GG-1306**

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMER		HISPANIC		ASIAN PAC AMER		NATIVE AMER	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-94	0	0	0	0	0	0	0	0	0	0	0
	FY-95	1	0	1	0	0	0	0	0	0	0	0
	FY-96	1	0	1	0	0	0	0	0	0	0	0
9	FY-94	2	1	1	0	0	0	0	0	0	0	0
	FY-95	2	0	1	0	0	1	0	0	0	0	0
	FY-96	5	2	3	0	0	0	0	0	0	0	0
11	FY-94	5	4	1	0	0	0	0	0	0	0	0
	FY-95	3	1	2	0	0	0	0	0	0	0	0
	FY-96	4	1	2	0	0	1	0	0	0	0	0
12	FY-94	13	3	4	1	1	2	1	1	0	0	0
	FY-95	6	4	0	1	0	0	0	1	0	0	0
	FY-96	3	1	1	0	0	1	0	0	0	0	0
13	FY-94	74	48	16	3	2	0	0	4	1	0	0
	FY-95	86	52	19	4	3	2	1	4	1	0	0
	FY-96	87	52	18	5	3	2	1	5	1	0	0
14	FY-94	85	63	13	2	2	3	0	2	0	0	0
	FY-95	85	61	14	2	2	3	0	3	0	0	0
	FY-96	87	63	14	2	3	2	0	3	0	0	0
15	FY-94	39	25	8	0	2	1	0	3	0	0	0
	FY-95	38	25	8	0	2	1	0	2	0	0	0
	FY-96	32	22	5	0	2	1	0	2	0	0	0
>15	FY-94	5	5	0	0	0	0	0	0	0	0	0
	FY-95	4	4	0	0	0	0	0	0	0	0	0
	FY-96	5	4	1	0	0	0	0	0	0	0	0
TOTAL	FY-94	223	149	43	6	7	6	1	10	1	0	0
	FY-95	225	147	45	7	7	7	1	10	1	0	0
	FY-96	224	145	45	7	8	7	1	10	1	0	0

# DISTRIBUTION OF NRC EEO GROUPS BY GRADE

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AMERICAN		HISPANIC		ASIAN PACIFIC AMERICAN		NATIVE AMERICAN	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
1	FY-95	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-96	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	FY-95	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-96	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3	FY-95	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-96	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
4	FY-95	1	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-96	1	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5	FY-95	82	5	0.2%	68	2.2%	3	0.1%	3	0.1%	0	0.0%
	FY-96	76	4	0.1%	67	2.2%	3	0.1%	3	0.1%	0	0.0%
	CHANGE	-6	-1	-0.0%	-2	-0.0%	0	0.0%	0	0.0%	0	0.0%
6	FY-95	99	8	0.3%	43	1.4%	29	0.9%	29	0.9%	1	0.0%
	FY-96	79	9	0.3%	29	0.9%	6	0.2%	24	0.8%	7	0.2%
	CHANGE	-20	1	0.0%	-14	-0.4%	-2	-0.1%	-5	-0.1%	0	0.0%
7	FY-95	181	16	0.5%	104	3.3%	9	0.3%	52	1.6%	2	0.1%
	FY-96	195	18	0.6%	102	3.3%	7	0.2%	57	1.8%	3	0.1%
	CHANGE	14	2	0.1%	-2	-0.0%	-2	-0.1%	5	0.2%	1	0.0%
8	FY-95	102	2	0.1%	60	1.9%	2	0.1%	33	1.0%	0	0.0%
	FY-96	95	0	0.0%	57	1.8%	3	0.1%	29	0.9%	0	0.0%
	CHANGE	-7	-2	-0.1%	-3	-0.1%	1	0.0%	-4	-0.1%	0	0.0%
9	FY-95	129	14	0.4%	72	2.3%	4	0.1%	30	0.9%	1	0.0%
	FY-96	132	17	0.5%	70	2.3%	6	0.2%	33	1.1%	2	0.1%
	CHANGE	3	3	0.1%	-2	-0.0%	2	0.1%	3	0.1%	1	0.0%
10	FY-95	42	0	0.0%	33	1.0%	1	0.0%	6	0.2%	0	0.0%
	FY-96	47	0	0.0%	37	1.2%	0	0.0%	7	0.2%	0	0.0%
	CHANGE	5	0	0.0%	4	0.1%	-1	-0.0%	1	0.0%	0	0.0%
11	FY-95	114	24	0.8%	52	1.6%	2	0.1%	28	0.9%	3	0.1%
	FY-96	97	10	0.3%	52	1.7%	3	0.1%	27	0.9%	1	0.0%
	CHANGE	-17	-14	-0.4%	0	0.0%	1	0.0%	-1	-0.0%	0	0.0%
12	FY-95	116	33	1.0%	49	1.6%	8	0.3%	16	0.5%	3	0.1%
	FY-96	112	31	1.0%	51	1.6%	6	0.2%	16	0.5%	3	0.1%
	CHANGE	-4	-2	-0.0%	2	0.1%	-2	-0.1%	0	0.0%	0	0.0%
13	FY-95	562	314	9.9%	138	4.4%	29	0.9%	38	1.2%	11	0.3%
	FY-96	532	291	9.4%	128	4.1%	30	1.0%	33	1.1%	14	0.5%
	CHANGE	-30	-23	-0.6%	-10	-0.2%	1	0.0%	-5	-0.1%	3	0.1%
14	FY-95	802	540	17.1%	133	4.2%	28	0.9%	18	0.6%	12	0.4%
	FY-96	816	548	17.7%	138	4.4%	27	0.9%	18	0.6%	13	0.4%
	CHANGE	14	8	0.6%	5	0.2%	-1	-0.0%	0	0.0%	1	0.0%
15	FY-95	695	532	16.8%	63	2.0%	18	0.6%	13	0.4%	5	0.2%
	FY-96	689	519	16.7%	67	2.2%	19	0.6%	14	0.5%	5	0.2%
	CHANGE	-6	-13	-0.1%	4	0.2%	1	0.0%	1	0.0%	0	0.0%
>15	FY-95	226	190	6.0%	18	0.6%	7	0.2%	1	0.0%	2	0.1%
	FY-96	233	192	6.2%	20	0.6%	7	0.2%	1	0.0%	3	0.1%
	CHANGE	7	2	0.2%	2	0.1%	0	0.0%	0	0.0%	1	0.0%
TOTAL	FY-95	3161	1678	53.1%	835	26.4%	118	3.7%	267	8.4%	38	1.2%
	FY-96	3104	1639	52.8%	819	26.4%	115	3.7%	262	8.4%	41	1.3%
	CHANGE	-57	-39	-0.3%	-16	-0.0%	-3	-0.0%	-5	-0.0%	-3	-0.1%



**NRC VS. GOVERNMENT-WIDE PERCENTAGE OF FY-96 REPRESENTATION  
OF MINORITIES AND WOMEN BY GRADE LEVELS GG-13 THROUGH SES/SLS**

NRC  
TOTAL = 233

**EXECUTIVES**

GOVERNMENT-WIDE  
TOTAL = 13,385

NRC SES/SLS WOMEN = 9.87% (23)\*  
GOVERNMENT-WIDE EXECUTIVE WOMEN = 16.35% (2,188)

<u>NRC MINORITIES</u>		<u>GOVERNMENT-WIDE MINORITIES</u>	
BLACKS	= 3.43% (8)	BLACKS	= 5.68% (760)
HISPANICS	= 1.72% (4)	HISPANICS	= 2.18% (292)
ASIAN PAC AM	= 3.86% (9)	ASIAN PAC AM	= 1.35% (181)
NATIVE AM	= 0 (0)	NATIVE AM	= 0.60% (80)
TOTAL	= 9.01% (21)	TOTAL	= 9.81% (1,313)

\*In this category 16 are SES (15 white, 1 African American); and 7 are SLS (5 white, 1 Hispanic and 1 Asian American.)

NRC  
TOTAL = 689

**GG-15**

GOVERNMENT-WIDE  
TOTAL = 50,668

NRC WOMEN = 12.48% (86)  
GOVERNMENT-WIDE WOMEN = 17.44% (8,834)

<u>NRC MINORITIES</u>		<u>GOVERNMENT-WIDE MINORITIES</u>	
BLACKS	= 4.79% (33)	BLACKS	= 4.72% (2,393)
HISPANICS	= 0.87% (6)	HISPANICS	= 2.57% (1,302)
ASIAN PAC AM	= 9.00% (62)	ASIAN PAC AM	= 4.70% (2,383)
NATIVE AM	= 0.29% (2)	NATIVE AM	= 0.65% (331)
TOTAL	= 14.95% (103)	TOTAL	= 12.64% (6,409)

NRC  
TOTAL = 816

**GG-14**

GOVERNMENT-WIDE  
TOTAL = 90,572

NRC WOMEN = 20.71% (169)  
GOVERNMENT-WIDE WOMEN = 21.12% (19,128)

<u>NRC MINORITIES</u>		<u>GOVERNMENT-WIDE MINORITIES</u>	
BLACKS	= 5.51% (45)	BLACKS	= 6.54% (5,925)
HISPANICS	= 1.84% (15)	HISPANICS	= 2.77% (2,509)
ASIAN PAC AM	= 8.46% (69)	ASIAN PAC AM	= 2.87% (2,602)
NATIVE AM	= 0.12% (1)	NATIVE AM	= 0.88% (797)
TOTAL	= 15.93% (130)	TOTAL	= 13.06% (11,833)

NRC  
TOTAL = 532

**GG-13**

GOVERNMENT-WIDE  
TOTAL = 167,340

NRC WOMEN = 33.08% (176)  
GOVERNMENT-WIDE WOMEN = 26.13% (43,734)

<u>NRC MINORITIES</u>		<u>GOVERNMENT-WIDE MINORITIES</u>	
BLACKS	= 11.84% (63)	BLACKS	= 8.80% (14,734)
HISPANICS	= 3.57% (19)	HISPANICS	= 3.52% (5,884)
ASIAN PAC AM	= 5.64% (30)	ASIAN PAC AM	= 3.49% (5,835)
NATIVE AM	= 0.19% (1)	NATIVE AM	= 0.90% (1,512)
TOTAL	= 21.24% (113)	TOTAL	= 16.71% (27,965)

## DISTRIBUTION OF NRC EEO GROUPS BY MAJOR OCCUPATIONS

SERIES NAME CATEGORY		TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
GG-343 MGMT&PROG ANALYSTS	FY-95	119	42	57	1	13	1	2	0	1	2	0
	FY-96	111	36	57	1	11	1	1	0	2	2	0
GG-801 GENERAL ENGINEERS	FY-95	570	423	42	19	8	6	1	62	9	0	0
	FY-96	603	441	49	22	8	8	1	60	13	1	0
GG-840 NUCLEAR ENGINEERS	FY-95	549	465	30	9	1	12	3	25	3	1	0
	FY-96	523	439	31	9	2	11	3	26	1	1	0
GG-1301 GENERAL PHYSICISTS	FY-95	143	105	26	1	5	1	0	5	0	0	0
	FY-96	145	106	26	1	3	2	2	5	0	0	0
GG-1306 HEALTH PHYSICISTS	FY-95	225	147	45	7	7	7	1	10	1	0	0
	FY-96	224	146	44	7	8	7	1	10	1	0	0

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN**

**REPORT OF OBJECTIVES AND ACTION ITEMS**

**PROGRAM ELEMENT: RECRUITMENT AND HIRING**

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**PROBLEM/BARRIER STATEMENT:** There is an underrepresentation of Hispanic employees in all occupational groups at the NRC.

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**OBJECTIVE:** Increase the number of Hispanic employees in all occupations.

**RESPONSIBLE OFFICIAL:** Managers and Supervisors

**TARGET DATE:** Ongoing

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<b>ACTION ITEMS:</b>	<b>RESPONSIBLE OFFICIAL</b>	<b>TARGET DATE</b>
Participate in the Hispanic Association of Colleges and Universities (HACU) Intern Program.	Office of Personnel	09/30/96
Maintain a Memorandum of understanding with the HACU to facilitate recruitment, encourage faculty and employee exchanges, and target NRC positions for which HACU students and professors might qualify.	Office of Small Business and Civil Rights	Ongoing
Advertise for secretarial positions in Hispanic newspapers.	Office of Personnel	Ongoing

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**REPORT ON ACCOMPLISHMENT OF OBJECTIVE:**

In FY 1996 the NRC hired 7 Hispanic employees: 3 men in Administrative positions, 3 men and 1 woman in Professional positions.

Recruitment activity for Hispanics has been extensive. The NRC participated in 17 recruitment events specifically targeted to attract Hispanic applicants. These events were sponsored by Chapters of the Society of Hispanic Professional Engineers, the Hispanic Association of Colleges and Universities, the National Association of Hispanic Executives, and other Hispanic organizations.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN INCREASING THE  
NUMBER OF HISPANIC EMPLOYEES IN ALL OCCUPATIONS

- Featuring Hispanic employees in recruitment brochures and other NRC material
- Advertising in Hispanic newspapers
- Recruiting at Hispanic serving Institutions and other Universities that have at least 10% Hispanic enrollment. (Recruitment should include campus visits, mailings and advertisements placed in campus publications.)

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN**

**REPORT OF OBJECTIVES AND ACTION ITEMS**

**PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED**

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**PROBLEM/BARRIER STATEMENT:** There is an underrepresentation of women and minorities in professional occupations at the NRC.

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**OBJECTIVE:** Increase the number of women and minorities in professional positions at the NRC.

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**RESPONSIBLE OFFICIAL:** Managers and Supervisors

**TARGET DATE:** Ongoing

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<b>ACTION ITEMS:</b>	<b>RESPONSIBLE OFFICIAL</b>	<b>TARGET DATE</b>
Advertise positions using broader occupational designations such as general engineer instead of nuclear engineer and using multi-disciplinary occupations to broaden availability pool, thereby increasing acceptance of related academic degrees instead of specific degrees.	Office of Personnel	Ongoing
Target recruiting at HBCU and HACU institutions.	Office of Personnel Office of Small Business and Civil Rights	Ongoing
Advertise in publications targeting minorities and women.	Office of Personnel	Ongoing
Increase minority representation in the Cooperative Education Program and continue the non-competitive option of converting graduating students to permanent employment at NRC.	Office of Personnel	Ongoing

## AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

### REPORT OF OBJECTIVES AND ACTION ITEMS

#### PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

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##### REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

During FY 1996, 66 employees were hired for Professional positions including 13 white women, 1 African American woman, 3 African American men, 2 Asian Pacific American men, 2 Asian Pacific American women, 1 Hispanic woman, and 3 Hispanic men.

Five employees were hired for the NRC Reactor Engineer Intern Program including 1 African American woman and 4 white women.

There were 12 selections for the Resident Inspector Development Program which included one white woman and 1 Hispanic man. Among 15 candidates selected for the Senior Resident Inspector Development Program, there were 2 white women, 1 African American woman, 1 Asian Pacific American man, and 1 African American man.

Recruiting for entry-level Health Physicists and Physical Scientists was conducted primarily at colleges and universities with established reputations for strong engineering and science programs. Ten selections were made including 2 white women, 1 Asian Pacific American woman, and 1 African American man.

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##### NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN INCREASING THE REPRESENTATION OF WOMEN AND MINORITIES IN PROFESSIONAL OCCUPATIONS

- Recruiting at colleges of the Hispanic Association of Colleges and Universities (HACU), Historically Black Colleges and Universities (HBCU), and at campuses with significant diversity among their graduating engineers and scientists
- Having women and minority professional employees serve as members of recruitment teams
- Networking with engineering and science faculty and societies on campus
- Advertising for entry-level engineers and scientists on the World Wide Web through coordination with the National Association of Colleges and Employers
- Announcing vacancies externally through the Federal Research Service, the Office of Personnel Management, on the World Wide Web, and in journals and newspapers with women and minorities as target audiences
- Advertising for professional positions in a variety of publications that target women, minorities, and the disabled



## AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

### REPORT OF OBJECTIVES AND ACTION ITEMS

#### PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

**PROBLEM/BARRIER STATEMENT:** The NRC hires for many positions at the experienced level requiring a specific technical background (e.g., nuclear engineering) for which availability of disabled applicants is limited.

**OBJECTIVE:** Increase the number of disabled employees hired and retained.

**RESPONSIBLE OFFICIAL:** Managers and Supervisors

**TARGET DATE:** Ongoing

<b>ACTION ITEMS:</b>	<b>RESPONSIBLE OFFICIAL</b>	<b>TARGET DATE</b>
Publish a brochure that identifies and communicates the special services and reasonable accommodation services available to potential applicants and disabled employees.	Office of Personnel	Completed
Develop an information sheet on interviewing the disabled employees new to the NRC to ensure a smooth transition.	Office of Personnel	Completed
Encourage mentors for disabled employees new to the NRC to ensure a smooth transition.	Office of Personnel	Ongoing
Recruit for persons with disabilities through several sources: the Job Ready Disabled Veterans Connection (JRDBC), Able Beneficiaries' Link to Employees (ABLE), Gallaudet University, Coordinators for Disabled Services on Campuses, and State Rehabilitation Services Offices. Advertise in professional magazines and newspapers.	Office of Personnel	Ongoing

#### REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

- During FY 1996, the NRC hired 8 disabled employees: 5 in Professional positions, 1 in an Administrative position, and 2 in Clerical positions.
- All NRC employees were surveyed in order to identify numbers and types of disabilities. Fifty-four employees with identified disabilities responded to the survey: 3 employees have disabilities that are targeted by the EEOC. The number of employees who now identify themselves as having a disability increased to 207.

## AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

### REPORT OF OBJECTIVES AND ACTION ITEMS

#### PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

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##### REPORT ON ACCOMPLISHMENT OF OBJECTIVE CONTINUED:

- The NRC established a "reasonable accommodation" procedure that will ensure consistency in reviewing requests for accommodations, such as work-site modifications. Information about this procedure has been incorporated in the NRC Information Guide for People with Disabilities pamphlet.
  - The agency continues to provide reasonable accommodations in the following areas: computer monitors for the visually impaired, expanded use of sign language interpreters for the hearing impaired, and modifications to work stations.
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##### NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN INCREASING THE NUMBER OF DISABLED EMPLOYEES HIRED AND RETAINED

- Maintaining contacts with organizations for the disabled and veterans including the National Association of the Deaf, American Foundation for the Blind, and Mainstream
- Utilizing the Internet to locate potential applicants listed under the President's Committee on Employment of People with Disabilities
- Placing monthly advertisements in the journal, Careers and the Disabled
- Participating in conferences and job fairs such as the National Symposium on Employment of People with Disabilities and the Conference of the President's Committee on Employment of People with Disabilities
- Encouraging managers and employees to attend training such as "Working with People with Disabilities"
- Providing information to all employees about the availability of services and programs that provide reasonable accommodation to employees with disabilities.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN**

**REPORT OF OBJECTIVES AND ACTION ITEMS**

**PROGRAM ELEMENT: INTERNAL RECRUITMENT AND CAREER DEVELOPMENT**

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**PROBLEM/BARRIER STATEMENT:** There is underrepresentation of women and minorities in supervisory, management, and executive positions.

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**OBJECTIVE:** Increase the representation of women and minorities in NRC supervisory, management, and executive positions.

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**RESPONSIBLE OFFICIAL:** Office Directors/Regional Administrators

**TARGET DATE:** Ongoing

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<b>ACTION ITEMS:</b>	<b>RESPONSIBLE OFFICIAL</b>	<b>TARGET DATE</b>
Place special emphasis on development of rating factors and rating criteria to ensure job relatedness and consistency in the rating process. This includes establishment of mandatory rating factors for supervisory positions.	Office of Personnel	Ongoing
	Office Directors and Regional Administrators	Ongoing
Increase utilization of women and minorities in "Acting" capacities.	Managers and Supervisors	Ongoing
Review the balance of technical and managerial skills required for management and supervisory positions.	Managers and Supervisors	Ongoing
Publicize rotational opportunities to NRC staff and continue to broker rotational assignments to broaden skills and opportunities for onboard staff.	Office of Personnel	Ongoing
Require Office Directors and Regional Administrators to review and provide clearance before selection efforts can continue in cases where the pool of qualified applicants does not include women and minorities.	Office Directors and Regional Administrators	Ongoing

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: INTERNAL RECRUITMENT AND CAREER DEVELOPMENT CONTINUED

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ACTION ITEMS CONTINUED:	RESPONSIBLE OFFICIAL	TARGET DATE
Establish a panel of management officials to review best qualified lists for non-bargaining unit positions GG-15 and above.	Office Directors and Regional Administrators	Ongoing
Include women and minorities on rating panels, whenever possible, to provide a broader perspective in the review of candidates.	Office Directors and Regional Administrators	Ongoing
Continue to emphasize the desirability of completing an Individual Development Plan (IDP).	Office Directors and Regional Administrators	Ongoing
Increase the utilization of Agency technical minorities and women on recruiting teams.	Office Directors and Regional Administrators	Ongoing
Encourage and support the mentoring program and train mentors and mentees to enhance their effectiveness.	Managers and Supervisors Office of Small Business and Civil Rights	Ongoing

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

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REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

- Two developmental programs were offered which expanded the pool of women and minorities: the Supervisory Development Program for preparing GG-14/15s for first-line supervisory positions, and the SES Candidate Development Program for identifying and training GG-14/15s for SES positions.
  - Of the 27 Supervisory Development Program participants who completed the program in February 1995, 7 (3 white women, 1 Asian Pacific American woman, 1 Asian Pacific American man, and 2 white men) were selected for supervisory positions.
  - Of the 23 SES Candidate Development Program participants who completed the program in October 1994, 7 (1 white woman, 1 Asian Pacific American man, and 5 white men) were appointed to the SES, and 4 (2 white men, 1 white woman, and 1 African American man) were appointed to the SLS.
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NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN IMPROVING OPPORTUNITIES FOR MINORITIES AND WOMEN TO MOVE INTO SUPERVISORY, MANAGERIAL, AND EXECUTIVE POSITIONS

- Expanding the pool of women and minority employees eligible for supervisory, management, executive, and Senior Level positions
- Enlarging the membership of the Review Group to consist of: 2 white females, 1 white male, 1 Asian Pacific American male, 1 Hispanic male, and 1 African American male