

**U.S. Department of Energy
National Nuclear Security Administration**



Fiscal Year 2020

**Annual Federal Equal
Opportunity Recruitment
Program (FEORP)
Accomplishment Report**

**December 2020
NNSA Office of Civil Rights**

FY 2020 FEORP Accomplishment Report

The Fiscal Year (FY) 2020 NNSA (National Nuclear Security Administration) Federal Equal Opportunity Recruitment Program (FEORP) Accomplishment Report highlights the agency's human capital best practices to recruit, develop, and retain a diverse and highly qualified civilian workforce. This report is prepared pursuant to 5 United States Code § 7201 and 5 C.F.R. Part 720, Subpart B, and submitted to the Office of Personnel Management (OPM).

SECTION 1:
FY 2020 FEORP Plan Accomplishments and Successful/Promising
Practices

FY 2020 Goal 1:

Design and perform strategic outreach and recruitment to reach all segments of society.
NNSA's overall outreach-strategy will include expanded reach to colleges and universities, professional organizations, and other organizations representing women, veterans, people with disabilities, and other groups.

In FY 2020, the NNSA Management and Operating (M&Os) partnered together to enhance its outreach and recruitment strategies, delivering “NSE Days” recruiting events at Georgia Tech, Purdue, Texas A&M, and UC Merced.

NNSA worked closely with over 50 organizations and military installations to provide NNSA job opportunities to veterans. NNSA sustained partnerships with organizations dedicated to the veteran community, RecruitMilitary®, and Hiring Our Heroes®, the military Transition Assistance Program Coordinators, the Operation Warfighter Program, the Service Academy Career Conferences (SACC), the Work For Warriors® Program, the Wounded Warrior Project®; the U.S. Department of Labor; and the U.S. Department of Veterans Affairs.

The NNSA successfully utilized the Pathways Program during FY 2020, employing a total of one short-term Intern, and one Presidential Management Fellow. It is anticipated increased Pathways Program participation will occur during FY 2021.

FY 2020 Goal 2:

Employ strategic hiring initiatives/authorities for people with disabilities and veterans.
Selection/Hiring Officials' increased use of the Schedule A Hiring Authority for Persons with Disabilities and Veteran Hiring Authorities.

The Department of Energy established the following FY 2020 goals pertaining to hiring of Individuals with Disabilities: 13% of all new hires are individuals with disabilities; 3% of all new hires are Individuals with Targeted Disabilities; and 2% of all new hires are individuals with disabilities hired under the Schedule A hiring authority. Of the 267 new employees hired in FY 2020, 60 (or 22.50% of new hires) self-identified as having a disability, and 5 (or 1.90% of new hires) self-identified as having a Targeted Disability. In FY 2020, NNSA hired 9 (or 3.40% of new hires) individuals with disabilities under the Schedule A Hiring Authority; as a comparator, in FY 2019, NNSA hired 7 (or 2.9% of new hires) under the Schedule A Hiring Authority, and in FY 2018, NNSA hired 3 (or 1.34% of new hires) under the Schedule A Hiring Authority.

In FY 2020, the Department of Energy and the NNSA established the following FY 2020 goals pertaining to hiring of Veterans and Disabled Veterans: Veterans: 25% of all new hires; Veterans with Disabilities: 11% of all new hires; and 30% or More Disabled Veterans: 7% of all new hires. Of new employees hired within NNSA during FY 2020, 34.91% were Veterans; 14.22% were Veterans with Disabilities; and 11.63% were 30% or More Disabled Veterans.

Employment of a UbiDuo® device provides communication equality between people who are deaf, hard of hearing, to allow hearing without barriers.

FY 2020 Goal 3:

Promote diversity, inclusion and equity in the NNSA's Leadership and Career Development Program (LCDP). *Ensure LCDP participants are equitably drawn from all segments of the NNSA's total workforce, and attain equitable participation rates.*

NNSA's Leadership and Career Management Board is the decision-making authority for reviewing, nominating, and selecting applicants into specific competitive leadership and career development programs, including LCDPs. Board members are representatives of the diverse NNSA enterprise, and consist of senior leaders in various organizations. The board members are responsible for ensuring diversity and EEO considerations are properly and promptly addressed when reviewing applications for programs. In addition, there are two non-voting members, the Technical Advisor and the EEO Advisor. The EEO Advisor serves to confirm panel proceedings are conducted without regard to applicants' race, color, sex, age, religion, national origin, physical or mental disability, genetic information, sexual orientation, or any other non-merit factor. During FY 2020, the agency's formalized LCDP provided seventeen different formal training and developmental opportunities to employees at all levels (Entry, Mid, Supervisors, Managers, and Executives) which involved 33 participants during FY 2020. Participant breakdown down (by Race and Sex) is contained within Appendix B.

FY 2020 Goal 4:

Educate the NNSA workforce. *Educate managers, supervisors and employees regarding the agency's EEO resources, and enhance employees' awareness and understanding of the benefits of equality in the workplace for greater EEO compliance.*

Learning and Career Management (LCM): Training and Education

NNSA is committed to sustaining an inclusive, diverse, world-class workforce reflective of the Nation and composed of talented individuals. To achieve this, the NNSA recognizes the need to tap into the knowledge, skills, and experience of all Americans. NNSA is committed to educating our workforce on the principles of Equal Employment Opportunity, diversity, and inclusion and is fully committed to fostering an inclusive work culture that embraces and values the diversity of our workforce. A detailed narrative articulating and describing several agency-led training, development, and educational offerings relevant to FEORP objectives is contained within Appendix C.

SECTION 2:
FEORP-Driven Agency-Level
Diversity and Inclusion Goals for Fiscal Year 2021

GOAL # 1: Diversify the Federal Workforce
Through Active Engagement of Leadership

- NNSA will continue to sustain efforts to attract, retain, and cultivate diverse leaders by frequently communicating, accounting for, and modeling inclusive diversity behaviors that attract and reflect the broad diversity of American society.
- NNSA will continue to employ broad outreach strategies and techniques to attract new employees and from diverse sources, consistent with merit system principles, through strategic partnerships with affinity organizations, diverse post-secondary educational institutions, professional associations, and public, private, and non-profit sectors.
- NNSA will continue to identify and overcome the cognitive, motivational, and structural barriers that inhibit inclusive diversity efforts.
- NNSA will continue to perform evaluations, which includes diversity, inclusion, and engagement elements in performance plans; evaluation of Federal Employee Viewpoint Survey (FEVS) data relevant to diversity, inclusion, and engagement factors; offering of mentoring and coaching programs; and offering of (OPM-approved/vetted) inclusive diversity training.

GOAL # 2: Include and Engage Everyone in the Workplace

- NNSA will continue efforts to foster cultures that encourage employees to feel valued for their unique qualities and experience a sense of belonging, engagement, and connection to the mission of the agency.
- NNSA will continue efforts to foster a culture of inclusion and engagement by employing culture change strategies, which will include providing training and education (as approved/vetted by OPM) on topics such as cultural competency, implicit bias awareness, and inclusion learning for all employees.
- Assess, re-design, and implement organizational structures and business processes to promote teamwork, collaboration, cross-functional operations, and transparency; and strive to deconstruct any identified organizational siloes that lead to exclusive cultures and to flawed decision-making.

GOAL # 3: Optimize Inclusive Diversity Efforts Using Data-Driven Approaches

NNSA will continue its efforts to sustain and increase a diverse, high-performing workforce, which include:

- Utilizing data-driven approaches to recruitment, including analyzing applicant flow data (when available)
- Continuance of providing salient guidance and training to Selecting Officials and Hiring Managers
- Employing and promoting effective recruitment and examining strategies for competitive examining which casts the broadest net possible
- Utilizing applicable special hiring authorities (e.g., Schedule A authority for individuals with certain disabilities, veterans hiring authorities, etc.) as supplements to competitive hiring processes
- Partnering with diverse organizations and institutions to help recruitment draw from all segments of society, and generate cognitive diversity
- Utilizing data-driven approaches to promotion opportunities and career development, including analyzing applicant flow data
- Developing career enhancement opportunities
- Utilizing appropriate collaborative practices and social media technologies
- Collaborating with Special Emphasis Program Managers, affinity groups, and employee resource groups

SECTION 3: **Strategic Activities Related to Hispanic Employment**

Hispanic Employment/Participation within the NNSA Total Workforce

At the end of FY 2020, NNSA employees who identify as Hispanic comprised 16.49% of the agency's total workforce. The prescribed comparator (the US Census Bureau's Civil Labor Force) is 9.96%; NNSA exceeds the prescribed comparator by 6.53%.

With regard to hiring during FY 2020, 18.45% of NNSA's FY 2020 new hires identified as Hispanic.

Minority Servicing Institutions Partnership Program

During FY 2020, the NNSA's Minority Serving Institutions Partnership Program (MSIPP) maintained 10 active consortiums, including 38 university partners from Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and TCUs (Tribal Colleges and Universities).

NNSA's MSIPP works directly with Minority Serving Institutions (MSIs) to prepare NNSA's next-generation technical workforce by aligning investments in university capacity and workforce development with DOE/NNSA mission areas to develop the needed skills and talent for DOE/NNSA's enduring technical workforce to enhance research and education capacity at MSIs. NNSA's MSIPP seeks to build a network of nuclear security enterprise (NSE) ready students through enrichment activities from grades K-20, to post-doctoral level. Through university-NSE lab/plant consortia partnerships, students are exposed to cutting-edge research and activities in their relevant fields.

Through a competitive funding opportunity announcement, five new consortiums were selected for award during FY 2020 (that will be available on October 1, 2020); these new HSI partners include:

- University of Puerto Rico, Rio Piedras, Puerto Rico
- New Mexico State University, Las Cruces, New Mexico

SECTION 4:

Strategic Activities Related to the Employment of People with Disabilities

Persons with Disabilities Participation Levels in the NNSA Mentoring Program

The NNSA Mentoring Program provided networking opportunities, engagement with leadership, broadening of perspectives, and expanded professional development and growth for Mentees. Mentors shared best practices, provided new perspectives, and helped to shape the future of the agency. Supervisors and Managers, who voluntarily self-identified as having a disability, comprised 10% of those who served as a Mentor in the FY 2020 NNSA Mentoring Program. Participants who identified as having a disability comprised 16% of Mentees in the FY 2020 NNSA Mentoring Program.

Education and Awareness Events

During FY 2020, agency Human Resources personnel and hiring managers were required to complete the prescribed online training course, “*A Roadmap to Success: Hiring, Retaining and Including People with Disabilities.*” This training course provided Human Resources personnel and hiring managers with resources and strategies to successfully hire, include, and retain employees with disabilities.

NNSA employees participated in the Washington, D.C., live-streamed 2020 DOE National Disability Employment Awareness Month observation events made available for all NNSA employees. These special observances provide an opportunity to reaffirm the value and contributions each employee brings to the work environment to support the Department’s overall mission.

Reasonable Accommodation Program

NNSA ensured its Reasonable Accommodation procedures remained readily available and accessible for downloading from its external-facing website, which is crucial to attract and retain people with disabilities within the agency’s workforce. The webpage content informs readers of the definition of Reasonable Accommodation, and explains reasonable accommodations can cover most things to enable an individual to apply for a job, perform a job, or have equal access to the workplace and employee benefits, to include kitchens, parking lots, and office events. The webpage content informs readers NNSA is committed to providing reasonable accommodations to its employees and applicants for employment, ensuring individuals with disabilities enjoy equal access to all opportunities, including when an applicant with a disability needs an accommodation to compete for a job; when an employee with a disability needs an accommodation to perform the essential functions of the job or to gain access to the workplace; and when an employee with a disability needs an accommodation to enjoy equal access to benefits and privileges of employment (e.g., details, trainings, office-sponsored events).

National Nuclear Security Administration (DOE/NNSA)
FY 2020 Federal Employment Opportunity Report Program (FEORP), Hispanic Employment
Report, and People with Disabilities (PWD) Report

The NNSA Reasonable Accommodation Program staff continue working to expand efforts to support additional training, logistics, branding, and marketing of the NNSA's Reasonable Accommodation Program and its services. The agency promotes management's understanding and awareness of the Reasonable Accommodation Program and services during mandatory supervisor and manager training. The agency's Reasonable Accommodation Program Manager performs weekly tracking and regular monitoring of all pending Reasonable Accommodation requests, ensuring timeliness and completion, as well as ensuring standard renewals are performed. If any Reasonable Accommodation related wide-spread trends or problems are determined, it is shared with the Directors of the Employee Relations and the HR Policy & Initiatives branches for appropriate corrective action. The agency's Reasonable Accommodation Program continues to partner with the Department of Defense Computer/Electronic Accommodation Program to acquire and provide assistive technology accommodation solutions. The NNSA also partners with the Department of Agriculture's Technology & Accessible Resources Give Employment Today (TARGET) Center.

NNSA ensured its Personal Assistance Services (PAS) procedures remained readily available and accessible for downloading from its external-facing website, which is crucial to attract and retain people with disabilities within the agency's workforce. NNSA maintains updated explanatory content to its external-facing webpage informing all readers of the agency's provisioning of Personal Assistance Services. Staff of the NNSA Reasonable Accommodation Office track and monitor PAS requests for trends, and supervisors are made aware of PAS compliance requirements during initial and refresher supervisory training course sessions.

Agency leadership remains steadfast in ensuring employees' physical accessibility within the NNSA workplace extends beyond minimal ADA compliance. NNSA remains committed to providing access for individuals with disabilities to safely and fully participate in the job application process, and to safely and effectively perform the essential functions of his/her job, including provisioning of unimpeded physical access to NNSA's buildings, work sites, and facilities.

NNSA continued to provide guidance and training to all the workforce on the Rehabilitation Act to ensure persons with disabilities (both employees and applicants) are afforded Reasonable Accommodation. The agency's Reasonable Accommodation Program staff members assisted employees, applicants, and management with processing requests for reasonable accommodation, and assisted agency hiring officials with determining essential duties of positions, identifying architectural barriers, and recommending potential modifications to ensure persons with disabilities were provided with accessibility and able to successfully perform their essential duties.

SECTION 5:
Progress Tracker Data

The tables contained within Appendix A provide the required standardized reported data, with regard to the agency's formal mentoring program, diversity and inclusion training and council, and developmental programs.

Annual FEORP Plan Certification for Fiscal Year 2020

Agency Name and Address:

U.S. Department of Energy
National Nuclear Security Administration
1000 Independence Avenue S.W.
Washington, D.C. 20585

Name and Title of Agency FEORP Official and Agency FEORP Point of Contact:

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Equal Employment Opportunity Manager and Director, Office of Civil Rights
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CERTIFICATION:

I certify the above agency: 1) Has a current Federal Equal Opportunity Recruitment Program (FEORP) Plan, and the program is being implemented as required by Public Law 95-454 and subsequent regulations and guidance issued by the U.S. Office of Personnel Management; 2) All field offices or installations with fewer than 500 employees are covered by a FEORP Plan; 3) All field offices or installations with 500 or more employees are covered either by this plan or by a local plan; and 4) Such plans are available on request from field offices or installations.



DATE 12/2/2020

Lewis Monroe, III
Director, NNSA Human Resources
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Bonnie E. Baisden  Digitally signed by Bonnie E. Baisden
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DATE 12/03/2020

Bonnie Baisden
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Jennifer Kline  Digitally signed by Jennifer
Kline
Date: 2020.12.03 13:04:53
-05'00'

DATE 12/03/2020

Jennifer Kline
Deputy Chief Learning Officer and Division Director of LCM (include NNSA Diversity and
Inclusion) (NA-MB-41)
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APPENDIX A: Progress Tracker Data Tables

FY 2020 FEORP Progress Tracker

DOE National Nuclear Security Administration (NNSA)

Mentoring

Mentoring	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.		
Agency has a Formal Mentoring Program	<table border="1"> <tr><th>Response</th></tr> <tr><td>Yes</td></tr> </table>	Response	Yes	Managed by the NNSA Office of Learning and Career Management (NNSA LCM).
Response				
Yes				
Mentoring Training provided	<table border="1"> <tr><th>Response</th></tr> <tr><td>Yes</td></tr> </table>	Response	Yes	Managed and provided by the NNSA LCM.
Response				
Yes				
Program is evaluated	<table border="1"> <tr><th>Response</th></tr> <tr><td>Yes</td></tr> </table>	Response	Yes	Evaluated and managed by the NNSA LCM.
Response				
Yes				
Frequency of Program Evaluation (e.g. annual, semiannual, quarterly, other)	<table border="1"> <tr><th>Response</th></tr> <tr><td>Annual</td></tr> </table>	Response	Annual	Evaluated on an ongoing/regular basis by the NNSA LCM.
Response				
Annual				
Feedback is provided	<table border="1"> <tr><th>Response</th></tr> <tr><td>Yes</td></tr> </table>	Response	Yes	Managed and provided by the NNSA LCM.
Response				
Yes				
Program is announced to all qualified individuals	<table border="1"> <tr><th>Response</th></tr> <tr><td>Yes</td></tr> </table>	Response	Yes	Announced and promoted to the entire workforce by the NNSA LCM.
Response				
Yes				
Agency collects demographic data of mentoring participants (Race, National Origin, Veteran, People with Disabilities, etc.)	<table border="1"> <tr><th>Response</th></tr> <tr><td>Yes</td></tr> </table>	Response	Yes	Collected by the NNSA Office of Civil Rights.
Response				
Yes				
Mentoring	Quantitative Questions (# or %)			
Percent of employees involved with mentoring in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>2.49%</td></tr> </table>	Response	2.49%	
Response				
2.49%				
Percent of SES involved with mentoring in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>17.74%</td></tr> </table>	Response	17.74%	
Response				
17.74%				
Percent of managers involved with mentoring in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>50.00%</td></tr> </table>	Response	50.00%	NOTE: Supervisors and Managers are consolidated in the count and % provided below for Supervisors.
Response				
50.00%				
Percent of supervisors involved with mentoring in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>0.00%</td></tr> </table>	Response	0.00%	
Response				
0.00%				
Count of employees involved with mentoring in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>62</td></tr> </table>	Response	62	
Response				
62				
Count of SES involved with mentoring in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>11</td></tr> </table>	Response	11	
Response				
11				
Count of managers involved with mentoring in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>31</td></tr> </table>	Response	31	NOTE: Supervisors and Managers are consolidated in the count and % provided below for Supervisors.
Response				
31				
Count of supervisors involved with mentoring in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>0</td></tr> </table>	Response	0	
Response				
0				
Total number of employees eligible to participate in FY 2020	<table border="1"> <tr><th>Response</th></tr> <tr><td>2489</td></tr> </table>	Response	2489	
Response				
2489				

Diversity and Inclusion Training		
Diversity and Inclusion Training	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.
Formal Diversity and Inclusion Training provided	Response	There does not currently exist a de-facto formalized D&I Training Program at this time, however, employees do receive D&I related training. This is accomplished via D&I information provided to new employees during New Hire orientations; and via various workshops and Special Emphasis presentations offered throughout the year.
	No	
Frequency of Diversity and Inclusion Training per year (e.g. annual, semiannual, quarterly, other)	Response	See response above.
	Other	
All employees briefed on agency's Diversity and Inclusion Policies	Response	All employees are provided with a copy of the DOE Secretary's Policy Statement on Diversity and Inclusion via DOE HQs DOECASST email distribution. New employees are briefed during new-hire orientation sessions. Supervisors and managers are briefed by the EEO Office during Supervisor-centric training sessions.
	Yes	
Diversity and Inclusion Training	Quantitative Questions (# or %)	
Percent of employees who have participated in formal Diversity and Inclusion Training in FY 2020	Response	N/A: There is no formal D&I training program in place at this time.
	0.00%	
Percent of Senior Leadership that have participated in formal Diversity and Inclusion Training in FY 2020	Response	N/A: There is no formal D&I training program in place at this time.
	0.00%	
Count of employees who have participated in formal Diversity and Inclusion Training in FY 2020	Response	N/A: There is no formal D&I training program in place at this time.
	0	
Count of Senior Leadership that have participated in formal Diversity and Inclusion Training in FY 2020	Response	N/A: There is no formal D&I training program in place at this time.
	0	
Total number of employees eligible to participate (this should not be equal to the total count that has participated unless 100% of workforce has participated) in FY 2020	Response	N/A: There is no formal D&I training program in place at this time.
	0	
Diversity and Inclusion Council		
Diversity and Inclusion Council	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.
Agency has a Diversity and Inclusion Council	Response	The NNSA EEO Manager is the agency's (NNSA's) member/representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	Yes	
Diversity and Inclusion Council has a charter	Response	The NNSA EEO Manager is the agency's (NNSA's) member/representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	Yes	
Council members have received training	Response	The NNSA EEO Manager is the agency's (NNSA's) member/representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	Yes	
Council's mission aligns to agency mission	Response	The NNSA EEO Manager is the agency's (NNSA's) member/representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	Yes	
Frequency of council meetings (e.g. annual, semiannual, quarterly, other)	Response	Monthly DOE OCREO meetings occur via scheduled teleconferences. Ongoing communications and coordination occurs via email and ad-hoc teleconferences.
	Other	
Diversity and Inclusion Council	Quantitative Questions (# or %)	
Percent of employees on council	Response	The NNSA EEO Manager participates as a member/agency representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	DOE HQs to provide response	
Percent of Senior Leadership on council	Response	The NNSA EEO Manager participates as a member/agency representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	DOE HQs to provide response	

Count of employees on council	Response	The NNSA EEO Manager participates as a member/agency representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	DOE HQs to provide response	
Count of Senior Leadership on council	Response	The NNSA EEO Manager participates as a member/agency representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	DOE HQs to provide response	
Total number of people on council	Response	The NNSA EEO Manager participates as a member/agency representative on the Department-level DOE HQ's OCREO/Diversity Managers' Council/Team. DOE HQs shall provide the Department-echelon response to this particular question.
	DOE HQs to provide response	

Development Programs

Development Programs	Qualitative Questions (Yes or No)	If "No" or "Other", please use this section to provide a detailed explanation.
Agency has a SES Candidate Development Program that is announced to all qualified individuals	Response	There is currently no formalized SES Candidate Development Program in place.
	No	
The SES Candidate Development Program is evaluated regularly	Response	There is currently no SES Candidate Development Program in place.
	No	
Agency has a Career Development Program that is announced to all qualified individuals (this is a CDP that is different from the SES CDP program and geared towards the lower grade levels)	Response	Via NNSA's formalized Leadership and Career Development Program (LCDP).
	Yes	
The Career Development Program is evaluated regularly	Response	Evaluated on an ongoing/regular basis by the NNSA LCM.
	Yes	
Agency collects demographic data of development program participants (Race, National Origin, Veteran, People with Disabilities, etc.)	Response	
	Yes	
Development Program	Quantitative Questions (# or %)	
Percent of employees who participated in the SES Candidate Development Program in FY 2020	Response	There is currently no SES Candidate Development Program in place.
	0.00%	
Percent of employees who participated in a Career Development Program in FY 2020	Response	NNSA Leadership and Career Development Program (LCDP)
	1.08%	
Count of employees who participated in the SES Candidate Development Program in FY 2020	Response	There is currently no SES Candidate Development Program in place.
	0	
Count of employees who participated in a Career Development Program in FY 2020	Response	
	27	

Performance Plans

Does your agency have a Diversity and Inclusion (D&I) element in the following groups' performance plans (this may also be incorporated in the leading people element)?			
D&I Element in SES performance plans			Use this section to provide additional response or explanation as it relates to a D&I element in performance plans (required for "No" responses)
Yes or No	Percentage	Count	All NNSA Performance Plans contain evaluated Contributing Factors. The Teamwork/Cooperation Contributing Factor includes evaluation of employees' demonstrated support of the agency's EEO and Diversity policies.
Yes	100.00%	90	
D&I Element in Management/Supervisor performance plans			Use this section to provide additional response or explanation as it relates to a D&I element in performance plans (required for "No" responses)
Yes or No	Percentage	Count	All NNSA Performance Plans contain evaluated Contributing Factors. The Teamwork/Cooperation Contributing Factor includes evaluation of employees' demonstrated support of the agency's EEO and Diversity policies.
Yes	100.00%	385	
D&I Element in employee performance plans			Use this section to provide additional response or explanation as it relates to a D&I element in performance plans (required for "No" responses)
Yes or No	Percentage	Count	All NNSA Performance Plans contain evaluated Contributing Factors. The Teamwork/Cooperation Contributing Factor includes evaluation of employees' demonstrated support of the agency's EEO and Diversity policies.
Yes	100.00%	2014	

APPENDIX B: 2020 NNSA LCDP Participation **(by Race and Sex)**

2020 LCDP Participation (by Race and Sex)

Race and Sex	FY 2020 LCDP Participation Rate	Total Workforce Representation Rate <small>(at end of FY 2020)</small>
White Male	46.94%	49.60%
White Female	18.37%	17.32%
Hispanic Male	6.12%	9.12%
Hispanic Female	10.21%	6.99%
Black Male	0%	4.42%
Black Female	4.08%	5.51%
Asian Male	6.12%	3.26%
Asian Female	8.16%	1.81%
Amer. Native Male	0	1.05%
Amer. Native Female	0	.92%

APPENDIX C: **FY 2020 Additional Training** **and Review Activities**

NNSA values and promotes a healthy learning culture to enable all employees to achieve their fullest potential. NNSA’s Learning and Career Management (LCM) offers a wide variety of corporately funded training programs, products, and services, which are made available to all employees, including employees with disabilities, veterans, and disabled veterans. This includes but is not limited to, corporate training courses; leadership development programs; an on-boarding program; learning consultants; individual development plans; coaching; a suite of rotational programs; mentoring; and supervisor and executive training.

Equal Employment Opportunity Training

During FY 2020, NNSA provided training to managers, supervisors, and employees through a variety of vehicles on the agency’s EEO resources. EEO training modules are established in the following Learning and Career Management programs: NNSA’s 1st Year Program; the New Hire Employee Orientation; Supervisory Training Program; Mid-Level Development Program; the Aspiring Leaders and Team Lead and Aspiring Supervisor Certificate Programs; the Supervisor’s Role course; and the Supervisor’s Role Refresher course.

Supervisor Training

The NNSA Supervisor Framework offers courses to equip leaders with the ability to manage diversity, be accountable, measure results, refine approaches and institute a culture of inclusion. LCM also offers the Organizational Leader Framework for Managers to promote and continue to foster a fair and equitable work environment where diversity, employee engagement, and employee empowerment thrive. In addition to what these programs offer, LCM tailors EEO resources and curriculum to an organization’s needs to provide more generic training such as Harassment Prevention and Workplace Civility.

All newly appointed supervisors are required to attend and complete a multi-day, in-person training course, entitled, “The NNSA Supervisor’s Role” course. Tenured supervisors are required to thereafter attend and complete a periodic in-person refresher training course, entitled, “The NNSA Supervisor’s Role Refresher Training Course.” During the FY 2020 supervisor and manager training sessions, the Office of Civil Rights provided instruction on Equal Employment Opportunity and Human Resources provided instruction on the agency’s established hiring and selection procedures and processes, to include the use of Schedule A Hiring Authority, Veterans Hiring Preference, and Disabled Veteran-centric special hiring authorities.

Dissemination of Workforce Demographic Statistics

During FY 2020, the NNSA's Office of Civil Rights compiled and disseminated mid- and year-end agency-level and organizational-level NNSA Workforce Statistics reports, depicting individual organizations' workforce age groups, gender, disability status, race, pay plan, veteran, and retirement-eligibility statistics. These reports were made available to NNSA employees (and to the public) via the NNSA's internet-facing web presence and provided directly to senior management within each respective organization. The NNSA Office of Civil Rights supplied and instructed management on ad-hoc requested Workforce Diversity reports used for identifying and addressing trends (within their respective organizations) relevant to diversity, strategic and succession-planning.

EEO Observer Program

NNSA's EEO Observer Program is managed and operated by the Office of Civil Rights. This program exists to ensure applicable laws and regulations are followed during competitive selection-board and interview panel proceedings (i.e., hiring, promotions, assignments, and awards), ensuring selection proceedings are conducted without prohibited personnel practices occurring. The Office of Civil Rights continued to promote and market the use of the NNSA's EEO Observer Program to NNSA managers and supervisors throughout the year.

Based on the competitiveness of the NNSA's Leadership and Career Development Program (LCDP), an EEO Observer was appointed and present during every Leadership and Career Development Program Selection-Board meeting, ensuring applicable laws and regulations were followed, and the Board's selection-proceedings remained fair, impartial, and presented no barriers to equal opportunity.

Executive Training and Development

Learning and Career Management provides NNSA employees the opportunity to participate in the NNSA Leadership Continuum to aid employees to advance their career. Within the Leadership Continuum, the Organizational Leadership Framework and the Executive Enrichment Program are focused on developing future Senior Executives.

The Organizational Leadership Framework is designed for NNSA Managers. This framework identifies mandatory training and recommended competency development for newly appointed and tenured managers. The developmental tracks recommend learning activities based on responsibility for managing self, others, the organization, and leadership competencies needed to be successful. The framework reflects best practices, knowledge, and skills every manager and potential executive should acquire to ensure NNSA has a highly skilled, productive, and engaged workforce.

The NNSA Executive Enrichment Program (EEP) fosters a life-long learning environment to allow executives and future executives to strengthen their Executive Core Qualifications. EEP is constructed of a four-pillar concept to bolster career development and broaden leadership

experience. Pillar #4 is focused on developing the next generation of executive leaders. To face the constant challenges, changing technologies, and the fluid environment of the Federal Government, future executives are encouraged to participate in multi-rater assessments; coaching; and apply for Candidate Development Programs and/or NNSA senior Leadership Development Programs (LDPs), which include the following: Harvard, Senior Executive Fellows Program; Department of State, National Security Executive leadership Seminar; Office of Personnel Management, Leadership for a Democratic Society; Army, Senior Leadership Seminar course; and Air Force, Senior Leader Nuclear Management course. Lastly, NNSA is conducting a feasibility study on implementing a formalized NNSA Candidate Development Program.

Internal Audits and Reviews of Agency Personnel Policies

NNSA, during FY 2020, conducted quarterly internal audits of all delegated examining vacancy announcements to ensure compliance with veterans' hiring-preference regulations, laws, and rules. Additionally, NNSA reviewed its personnel policies to ensure there are no systemic barriers which may be impeding full participation and equal opportunity for any group.

NNSA validated particular current policies under revision (Leave Administration, Hours of Work, and Excepted Service) do not present any evident barriers, and ensured Human Resources staff will continue to review additional policies to ensure no presence of barriers.