

# Trends in Laboratory Workforce Demographics

This report only includes NREL-payrolled employees. It excludes non-employee postdocs or undergraduates or graduate students.

## FY 2020 Total NREL Workforce Demographics (as of September 30, 2020)

Employee Category	Overall	Senior Leadership	Research Management	Operations Management	Research Staff	Operations Staff	Postdocs	Graduate Interns	Undergraduate Interns
<b>Total Employees</b>	2,490	16	104	59	1,194	736	221	70	90
<b>Women</b>	930 (37%)	2 (13%)	26 (25%)	22 (37%)	334 (28%)	416 (57%)	55 (25%)	30 (43%)	45 (50%)
<b>Men</b>	1,557 (63%)	14 (88%)	78 (75%)	37 (63%)	860 (72%)	320 (43%)	165 (75%)	39 (56%)	44 (49%)
<b>Did Not Provide</b>	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.5%)	1 (1.4%)	1 (1.1%)
<b>African American/Black</b>	54 (2.2%)	2 (12.5%)	0 (0%)	3 (5.1%)	25 (2.1%)	17 (2.3%)	5 (2.3%)	1 (1.4%)	1 (1.1%)
<b>African American/Black Women</b>	19 (0.8%)	0 (0%)	0 (0%)	0 (0%)	10 (0.8%)	8 (1.1%)	1 (0.5%)	0 (0%)	0 (0%)
<b>African American/Black Men</b>	35 (1.4%)	2 (12.5%)	0 (0%)	3 (5.1%)	15 (1.3%)	9 (1.2%)	4 (1.8%)	1 (1.4%)	1 (1.1%)
<b>American Indian or Alaska Native</b>	15 (0.6%)	0 (0%)	1 (1%)	0 (0%)	5 (0.4%)	8 (1.1%)	0 (0%)	0 (0%)	1 (1.1%)
<b>American Indian or Alaska Native Women</b>	10 (0.4%)	0 (0%)	1 (1%)	0 (0%)	1 (0.1%)	8 (1.1%)	0 (0%)	0 (0%)	0 (0%)
<b>American Indian or Alaska Native Men</b>	5 (0.2%)	0 (0%)	0 (0%)	0 (0%)	4 (0.3%)	0 (0%)	0 (0%)	0 (0%)	1 (1.1%)
<b>Native Hawaiian or Other Pacific Islander</b>	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Women</b>	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Men</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Asian</b>	370 (14.9%)	0 (0%)	7 (6.7%)	1 (1.7%)	200 (16.8%)	25 (3.4%)	100 (45.2%)	22 (31.4%)	15 (16.7%)
<b>Asian Women</b>	103 (4.1%)	0 (0%)	1 (1%)	0 (0%)	53 (4.4%)	10 (1.4%)	23 (10.4%)	7 (10%)	9 (10%)
<b>Asian Men</b>	266 (10.7%)	0 (0%)	6 (5.8%)	1 (1.7%)	147 (12.3%)	15 (2%)	77 (34.8%)	15 (21.4%)	5 (5.6%)
<b>Two or More Races/Ethnicities</b>	30 (1.2%)	0 (0%)	0 (0%)	1 (1.7%)	17 (1.4%)	10 (1.4%)	0 (0%)	2 (2.9%)	0 (0%)
<b>Two or More Races/Ethnicities Women</b>	12 (0.5%)	0 (0%)	0 (0%)	1 (1.7%)	5 (0.4%)	4 (0.5%)	0 (0%)	2 (2.9%)	0 (0%)
<b>Two or More Races/Ethnicities Men</b>	18 (0.7%)	0 (0%)	0 (0%)	0 (0%)	12 (1%)	6 (0.8%)	0 (0%)	0 (0%)	0 (0%)
<b>Hispanic of Latino</b>	152 (6.1%)	2 (12.5%)	2 (1.9%)	5 (8.5%)	52 (4.4%)	66 (9%)	9 (4.1%)	5 (7.1%)	11 (12.2%)
<b>Hispanic of Latino Women</b>	66 (2.7%)	1 (6.3%)	2 (1.9%)	3 (5.1%)	17 (1.4%)	35 (4.8%)	1 (0.5%)	5 (7.1%)	2 (2.2%)
<b>Hispanic of Latino Men</b>	86 (3.5%)	1 (6.3%)	0 (0%)	2 (3.4%)	35 (2.9%)	31 (4.2%)	8 (3.6%)	0 (0%)	9 (10%)
<b>White</b>	1,868 (75%)	12 (75%)	94 (90.4%)	49 (83.1%)	894 (74.9%)	610 (82.9%)	107 (48.4%)	40 (57.1%)	62 (68.9%)
<b>White Women</b>	719 (28.9%)	1 (6.3%)	22 (21.2%)	18 (30.5%)	247 (20.7%)	351 (47.7%)	30 (13.6%)	16 (22.9%)	34 (37.8%)
<b>White Men</b>	1,147 (46.1%)	11 (68.8%)	72 (69.2%)	31 (52.5%)	647 (54.2%)	259 (35.2%)	76 (34.4%)	23 (32.9%)	28 (31.1%)

<b>Persons With Disabilities</b>	29 (1.2%)	0 (0%)	0 (0%)	1 (1.7%)	11 (0.9%)	14 (1.9%)	2 (0.9%)	1 (1.4%)	0 (0%)
<b>Persons With Disabilities Women</b>	14 (0.6%)	0 (0%)	0 (0%)	0 (0%)	4 (0.3%)	7 (1%)	2 (0.9%)	1 (1.4%)	0 (0%)
<b>Persons With Disabilities Men</b>	15 (0.6%)	0 (0%)	0 (0%)	1 (1.7%)	7 (0.6%)	7 (1%)	0 (0%)	0 (0%)	0 (0%)
<b>Veterans</b>	82 (3.3%)	0 (0%)	1 (1%)	8 (13.6%)	31 (2.6%)	41 (5.6%)	0 (0%)	0 (0%)	1 (1.1%)
<b>Veterans Women</b>	7 (0.3%)	0 (0%)	0 (0%)	1 (1.7%)	3 (0.3%)	3 (0.4%)	0 (0%)	0 (0%)	0 (0%)
<b>Veterans Men</b>	75 (3%)	0 (0%)	1 (1%)	7 (11.9%)	28 (2.3%)	38 (5.2%)	0 (0%)	0 (0%)	1 (1.1%)

## FY 2021 Total NREL Workforce Demographics (as of September 30, 2021)

<b>Employee Category</b>	<b>Overall</b>	<b>Senior Leadership</b>	<b>Research Management</b>	<b>Operations Management</b>	<b>Research Staff</b>	<b>Operations Staff</b>	<b>Postdocs</b>	<b>Graduate Interns</b>	<b>Undergraduate Interns</b>
<b>Total Employees</b>	2,596	15	116	64	1,236	795	195	86	89
<b>Women</b>	1,018 (39%)	2 (13%)	30 (26%)	22 (34%)	361 (29%)	459 (58%)	58 (30%)	35 (41%)	51 (57%)
<b>Men</b>	1,574 (61%)	13 (87%)	86 (74%)	42 (66%)	872 (71%)	336 (42%)	136 (70%)	51 (59%)	38 (43%)
<b>Did Not Provide</b>	4 (0.2%)	0 (0%)	0 (0%)	0 (0%)	3 (0.2%)	0 (0%)	1 (0.5%)	0 (0%)	0 (0%)
<b>African American/Black</b>	50 (1.9%)	2 (13.3%)	1 (0.9%)	4 (6.3%)	22 (1.8%)	14 (1.8%)	4 (2.1%)	2 (2.3%)	1 (1.1%)
<b>African American/Black Women</b>	19 (0.7%)	0 (0%)	0 (0%)	1 (1.6%)	8 (0.6%)	8 (1%)	1 (0.5%)	1 (1.2%)	0 (0%)
<b>African American/Black Men</b>	31 (1.2%)	2 (13.3%)	1 (0.9%)	3 (4.7%)	14 (1.1%)	6 (0.8%)	3 (1.5%)	1 (1.2%)	1 (1.1%)
<b>American Indian or Alaska Native</b>	20 (0.8%)	0 (0%)	1 (0.9%)	0 (0%)	6 (0.5%)	10 (1.3%)	0 (0%)	1 (1.2%)	2 (2.2%)
<b>American Indian or Alaska Native Women</b>	13 (0.5%)	0 (0%)	1 (0.9%)	0 (0%)	1 (0.1%)	9 (1.1%)	0 (0%)	1 (1.2%)	1 (1.1%)
<b>American Indian or Alaska Native Men</b>	7 (0.3%)	0 (0%)	0 (0%)	0 (0%)	5 (0.4%)	1 (0.1%)	0 (0%)	0 (0%)	1 (1.1%)
<b>Native Hawaiian or Other Pacific Islander</b>	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	2 (0.2%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Women</b>	2 (0.1%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Men</b>	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Asian</b>	363 (14%)	0 (0%)	10 (8.6%)	1 (1.6%)	211 (17.1%)	28 (3.5%)	75 (38.5%)	27 (31.4%)	11 (12.4%)
<b>Asian Women</b>	105 (4%)	0 (0%)	3 (2.6%)	0 (0%)	53 (4.3%)	14 (1.8%)	20 (10.3%)	8 (9.3%)	7 (7.9%)
<b>Asian Men</b>	257 (9.9%)	0 (0%)	7 (6%)	1 (1.6%)	157 (12.7%)	14 (1.8%)	55 (28.2%)	19 (22.1%)	4 (4.5%)
<b>Two or More Races/Ethnicities</b>	37 (1.4%)	0 (0%)	0 (0%)	1 (1.6%)	16 (1.3%)	12 (1.5%)	4 (2.1%)	4 (4.7%)	0 (0%)
<b>Two or More Races/Ethnicities Women</b>	15 (0.6%)	0 (0%)	0 (0%)	1 (1.6%)	5 (0.4%)	5 (0.6%)	2 (1%)	2 (2.3%)	0 (0%)
<b>Two or More Races/Ethnicities Men</b>	22 (0.8%)	0 (0%)	0 (0%)	0 (0%)	11 (0.9%)	7 (0.9%)	2 (1%)	2 (2.3%)	0 (0%)
<b>Hispanic of Latino</b>	158 (6.1%)	1 (6.7%)	2 (1.7%)	5 (7.8%)	55 (4.4%)	72 (9.1%)	8 (4.1%)	13 (15.1%)	2 (2.2%)
<b>Hispanic of Latino Women</b>	70 (2.7%)	0 (0%)	2 (1.7%)	3 (4.7%)	19 (1.5%)	40 (5%)	2 (1%)	4 (4.7%)	0 (0%)
<b>Hispanic of Latino Men</b>	88 (3.4%)	1 (6.7%)	0 (0%)	2 (3.1%)	36 (2.9%)	32 (4%)	6 (3.1%)	9 (10.5%)	2 (2.2%)

<b>White</b>	1,965 (75.7%)	12 (80%)	102 (87.9%)	53 (82.8%)	924 (74.8%)	658 (82.8%)	104 (53.3%)	39 (45.3%)	73 (82%)
<b>White Women</b>	794 (30.6%)	2 (13.3%)	24 (20.7%)	17 (26.6%)	274 (22.2%)	382 (48.1%)	33 (16.9%)	19 (22.1%)	43 (48.3%)
<b>White Men</b>	1,168 (45%)	10 (66.7%)	78 (67.2%)	36 (56.3%)	648 (52.4%)	276 (34.7%)	70 (35.9%)	20 (23.3%)	30 (33.7%)
<b>Persons With Disabilities</b>	47 (1.8%)	0 (0%)	0 (0%)	2 (3.1%)	13 (1.1%)	19 (2.4%)	5 (2.6%)	4 (4.7%)	4 (4.5%)
<b>Persons With Disabilities Women</b>	22 (0.8%)	0 (0%)	0 (0%)	0 (0%)	7 (0.6%)	9 (1.1%)	3 (1.5%)	1 (1.2%)	2 (2.2%)
<b>Persons With Disabilities Men</b>	25 (1%)	0 (0%)	0 (0%)	2 (3.1%)	6 (0.5%)	10 (1.3%)	2 (1%)	3 (3.5%)	2 (2.2%)
<b>Veterans</b>	77 (3%)	0 (0%)	1 (0.9%)	9 (14.1%)	28 (2.3%)	38 (4.8%)	0 (0%)	0 (0%)	1 (1.1%)
<b>Veterans Women</b>	5 (0.2%)	0 (0%)	0 (0%)	1 (1.6%)	1 (0.1%)	3 (0.4%)	0 (0%)	0 (0%)	0 (0%)
<b>Veterans Men</b>	72 (2.8%)	0 (0%)	1 (0.9%)	8 (12.5%)	27 (2.2%)	35 (4.4%)	0 (0%)	0 (0%)	1 (1.1%)

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<b>Employee Category</b>	<b>Overall</b>	<b>Senior Leadership</b>	<b>Research Management</b>	<b>Operations Management</b>	<b>Research Staff</b>	<b>Operations Staff</b>	<b>Postdocs</b>	<b>Graduate Interns</b>	<b>Undergraduate Interns</b>
<b>Total Employees</b>	2,815	16	126	74	1,331	881	188	130	69
<b>Women</b>	1,125 (40%)	4 (25%)	47 (37%)	24 (32%)	385 (29%)	505 (57%)	69 (37%)	58 (45%)	33 (48%)
<b>Men</b>	1,687 (60%)	12 (75%)	79 (63%)	50 (68%)	944 (71%)	376 (43%)	119 (63%)	72 (55%)	35 (51%)
<b>Did Not Provide</b>	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	2 (0.2%)	0 (0%)	0 (0%)	0 (0%)	1 (1.4%)
<b>African American/Black</b>	60 (2.1%)	2 (12.5%)	1 (0.8%)	3 (4.1%)	23 (1.7%)	17 (1.9%)	4 (2.1%)	6 (4.6%)	4 (5.8%)
<b>African American/Black Women</b>	23 (0.8%)	0 (0%)	0 (0%)	1 (1.4%)	8 (0.6%)	10 (1.1%)	1 (0.5%)	2 (1.5%)	1 (1.4%)
<b>African American/Black Men</b>	37 (1.3%)	2 (12.5%)	1 (0.8%)	2 (2.7%)	15 (1.1%)	7 (0.8%)	3 (1.6%)	4 (3.1%)	3 (4.3%)
<b>American Indian or Alaska Native</b>	23 (0.8%)	0 (0%)	1 (0.8%)	1 (1.4%)	7 (0.5%)	10 (1.1%)	0 (0%)	1 (0.8%)	3 (4.3%)
<b>American Indian or Alaska Native Women</b>	12 (0.4%)	0 (0%)	1 (0.8%)	0 (0%)	2 (0.2%)	8 (0.9%)	0 (0%)	0 (0%)	1 (1.4%)
<b>American Indian or Alaska Native Men</b>	11 (0.4%)	0 (0%)	0 (0%)	1 (1.4%)	5 (0.4%)	2 (0.2%)	0 (0%)	1 (0.8%)	2 (2.9%)
<b>Native Hawaiian or Other Pacific Islander</b>	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	2 (0.2%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Women</b>	2 (0.1%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Men</b>	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Asian</b>	397 (14.1%)	0 (0%)	11 (8.7%)	3 (4.1%)	235 (17.7%)	37 (4.2%)	66 (35.1%)	37 (28.5%)	8 (11.6%)
<b>Asian Women</b>	120 (4.3%)	0 (0%)	4 (3.2%)	1 (1.4%)	61 (4.6%)	16 (1.8%)	16 (8.5%)	16 (12.3%)	6 (8.7%)
<b>Asian Men</b>	276 (9.8%)	0 (0%)	7 (5.6%)	2 (2.7%)	173 (13%)	21 (2.4%)	50 (26.6%)	21 (16.2%)	2 (2.9%)
<b>Two or More Races/Ethnicities</b>	43 (1.5%)	0 (0%)	0 (0%)	3 (4.1%)	18 (1.4%)	13 (1.5%)	5 (2.7%)	2 (1.5%)	2 (2.9%)
<b>Two or More Races/Ethnicities Women</b>	17 (0.6%)	0 (0%)	0 (0%)	1 (1.4%)	6 (0.5%)	6 (0.7%)	3 (1.6%)	0 (0%)	1 (1.4%)
<b>Two or More Races/Ethnicities Men</b>	26 (0.9%)	0 (0%)	0 (0%)	2 (2.7%)	12 (0.9%)	7 (0.8%)	2 (1.1%)	2 (1.5%)	1 (1.4%)
<b>Hispanic of Latino</b>	191 (6.8%)	2 (12.5%)	2 (1.6%)	8 (10.6%)	68 (5.1%)	80 (9.1%)	11 (5.9%)	14 (10.8%)	6 (8.7%)
<b>Hispanic of Latino</b>	93 (3.3%)	1 (6.3%)	2 (1.6%)	4 (5.4%)	20 (1.5%)	46 (5.2%)	7 (3.7%)	9 (6.9%)	4 (5.8%)

<b>Women</b>									
<b>Hispanic of Latino Men</b>	97 (3.4%)	1 (6.3%)	0 (0%)	4 (5.4%)	48 (3.6%)	34 (3.9%)	4 (2.1%)	5 (3.8%)	1 (1.4%)
<b>White</b>	2,098 (74.5%)	12 (75%)	111 (88.1%)	56 (75.7%)	978 (73.5%)	723 (82.1%)	102 (54.3%)	70 (53.8%)	46 (66.7%)
<b>White Women</b>	858 (30.5%)	3 (18.8%)	40 (31.7%)	17 (23%)	287 (21.6%)	418 (47.4%)	42 (22.3%)	31 (23.8%)	20 (29%)
<b>White Men</b>	1,239 (44%)	9 (56.3%)	71 (56.3%)	39 (52.7%)	690 (51.8%)	305 (34.6%)	60 (31.9%)	39 (30%)	26 (37.7%)
<b>Persons With Disabilities</b>	63 (2.2%)	0 (0%)	1 (0.8%)	1 (1.4%)	27 (2%)	27 (3.1%)	4 (2.1%)	2 (1.5%)	1 (1.4%)
<b>Persons With Disabilities Women</b>	31 (1.1%)	0 (0%)	1 (0.8%)	1 (1.4%)	27 (2%)	27 (3.1%)	4 (2.1%)	2 (1.5%)	1 (1.4%)
<b>Persons With Disabilities Men</b>	31 (1.1%)	0 (0%)	0 (0%)	0 (0%)	14 (1.1%)	14 (1.6%)	2 (1.1%)	1 (0.8%)	0 (0%)
<b>Veterans</b>	82 (2.9%)	1 (6.3%)	0 (0%)	5 (6.8%)	38 (2.9%)	38 (4.3%)	0 (0%)	0 (0%)	0 (0%)
<b>Veterans Women</b>	9 (0.3%)	1 (6.3%)	0 (0%)	1 (1.4%)	3 (0.2%)	4 (0.5%)	0 (0%)	0 (0%)	0 (0%)
<b>Veterans Men</b>	73 (2.6%)	0 (0%)	0 (0%)	4 (5.4%)	35 (2.6%)	34 (3.9%)	0 (0%)	0 (0%)	0 (0%)

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<b>Total Employees</b>	3,185	16	138	83	1,524	972	211	151	90
<b>Women</b>	1,294 (41%)	4 (25%)	54 (39%)	30 (36%)	487 (32%)	545 (56%)	69 (33%)	59 (39%)	46 (51%)
<b>Men</b>	1,885 (59%)	12 (75%)	84 (61%)	53 (64%)	1,035 (68%)	426 (44%)	142 (67%)	90 (60%)	43 (48%)
<b>Did Not Provide</b>	6 (0.2%)	0 (0%)	0 (0%)	0 (0%)	2 (0.1%)	1 (0.1%)	0 (0%)	2 (1.3%)	1 (1.1%)
<b>African American/Black</b>	75 (2.4%)	2 (12.5%)	2 (1.4%)	5 (6%)	28 (1.8%)	19 (2%)	6 (2.8%)	11 (7.3%)	2 (2.2%)
<b>African American/Black Women</b>	26 (0.8%)	0 (0%)	0 (0%)	1 (1.2%)	9 (0.6%)	12 (1.2%)	0 (0%)	4 (2.6%)	0 (0%)
<b>African American/Black Men</b>	59 (1.5%)	2 (12.5%)	2 (1.4%)	4 (4.8%)	19 (1.2%)	7 (0.7%)	6 (2.8%)	7 (4.6%)	2 (2.2%)
<b>American Indian or Alaska Native</b>	31 (0.9%)	0 (0%)	1 (0.7%)	2 (1.8%)	13 (0.8%)	10 (0.9%)	0 (1.2%)	3 (1.2%)	2 (1.6%)
<b>American Indian or Alaska Native Women</b>	17 (0.5%)	0 (0%)	1 (0.7%)	1 (0.9%)	4 (0.2%)	8 (0.8%)	0 (0%)	2 (1.2%)	1 (0.8%)
<b>American Indian or Alaska Native Men</b>	14 (0.4%)	0 (0%)	0 (0%)	1 (0.9%)	9 (0.5%)	2 (0.2%)	0 (0%)	1 (0.6%)	1 (0.8%)
<b>Native Hawaiian or Other Pacific Islander</b>	4 (0.1%)	0 (0%)	0 (0%)	0 (0%)	4 (0.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Women</b>	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	3 (0.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Men</b>	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Asian</b>	554 (15.5%)	0 (0%)	14 (9.3%)	5 (4.4%)	308 (18.3%)	51 (4.8%)	103 (41.7%)	55 (32.7%)	18 (14.3%)
<b>Asian Women</b>	176 (4.9%)	0 (0%)	6 (4%)	2 (1.8%)	86 (5.1%)	25 (2.4%)	33 (13.4%)	16 (9.5%)	8 (6.3%)
<b>Asian Men</b>	376 (10.5%)	0 (0%)	8 (5.3%)	3 (2.7%)	220 (13.1%)	26 (2.4%)	70 (28.3%)	39 (23.2%)	10 (7.9%)
<b>Two or More Races/Ethnicities</b>	51 (1.4%)	0 (0%)	2 (1.3%)	3 (2.7%)	22 (1.3%)	16 (1.5%)	5 (2%)	0 (0%)	3 (2.4%)
<b>Two or More Races/Ethnicities Women</b>	23 (0.6%)	0 (0%)	1 (0.7%)	2 (1.8%)	10 (0.6%)	7 (0.7%)	1 (0.4%)	0 (0%)	2 (1.6%)
<b>Two or More</b>	28 (0.8%)	0 (0%)	1 (0.7%)	1 (0.9%)	12 (0.7%)	9 (0.8%)	4 (1.6%)	0 (0%)	1 (0.8%)

<b>Races/Ethnicities Men</b>									
<b>Hispanic of Latino</b>	287 (8%)	2 (11.8%)	4 (2.7%)	19 (8.8%)	115 (6.8%)	107 (10.1%)	16 (6.5%)	17 (10.1%)	16 (12.7%)
<b>Hispanic of Latino Women</b>	129 (3.6%)	1 (5.9%)	2 (1.3%)	6 (5.3%)	41 (2.4%)	58 (5.5%)	6 (2.4%)	9 (5.4%)	6 (4.8%)
<b>Hispanic of Latino Men</b>	157 (4.4%)	1 (5.9%)	2 (1.3%)	4 (3.5%)	74 (4.4%)	49 (4.6%)	10 (4%)	7 (4.2%)	10 (7.9%)
<b>White</b>	2,539 (71.1%)	13 (76.5%)	127 (84.7%)	87 (77%)	1,186 (70.4%)	851 (80.1%)	117 (47.4%)	73 (43.5%)	85 (67.5%)
<b>White Women</b>	1,091 (30.6%)	4 (23.5%)	49 (32.7%)	44 (38.9%)	401 (23.8%)	474 (44.6%)	43 (17.4%)	33 (19.6%)	43 (34.1%)
<b>White Men</b>	1,442 (40.4%)	9 (52.9%)	78 (52%)	43 (38.1%)	783 (46.5%)	376 (35.4%)	74 (30%)	39 (23.2%)	40 (31.7%)
<b>Persons With Disabilities</b>	107 (3%)	0 (0%)	1 (0.7%)	3 (2.7%)	43 (2.6%)	43 (4%)	6 (2.4%)	5 (3%)	6 (4.8%)
<b>Persons With Disabilities Women</b>	60 (1.7%)	0 (0%)	0 (0%)	1 (0.9%)	22 (1.3%)	29 (2.7%)	3 (1.2%)	1 (0.6%)	4 (3.2%)
<b>Persons With Disabilities Men</b>	45 (1.3%)	0 (0%)	1 (0.7%)	2 (1.8%)	20 (1.2%)	14 (1.3%)	3 (1.2%)	4 (2.4%)	1 (0.8%)
<b>Veterans</b>	100 (2.8%)	1 (5.9%)	1 (0.7%)	7 (6.2%)	44 (2.6%)	43 (4%)	0 (0%)	4 (2.4%)	0 (0%)
<b>Veterans Women</b>	14 (0.4%)	1 (5.9%)	0 (0%)	3 (2.7%)	3 (0.2%)	5 (0.5%)	0 (0%)	2 (1.2%)	0 (0%)
<b>Veterans Men</b>	86 (2.4%)	0 (0%)	1 (0.7%)	4 (3.5%)	41 (2.4%)	38 (3.6%)	0 (0%)	2 (1.2%)	0 (0%)

## FY 2024 Total NREL Workforce Demographics (as of September 30, 2024)

<b>Employee Category</b>	<b>Overall</b>	<b>Senior Leadership</b>	<b>Research Management</b>	<b>Operations Management</b>	<b>Research Staff</b>	<b>Operations Staff</b>	<b>Postdocs</b>	<b>Graduate Interns</b>	<b>Undergraduate Interns</b>
<b>Total Employees</b>	3,569	17	150	113	1,685	1,063	247	168	126
<b>Women</b>	1,482 (42%)	5 (29%)	59 (39%)	57 (50%)	557 (33%)	589 (55%)	84 (34%)	72 (43%)	59 (47%)
<b>Men</b>	2,077 (58%)	12 (71%)	91 (61%)	56 (50%)	1,123 (67%)	473 (44%)	163 (66%)	94 (56%)	65 (52%)
<b>Did Not Provide</b>	10 (0.3%)	0 (0%)	0 (0%)	0 (0%)	5 (0.3%)	1 (0.1%)	0 (0%)	2 (1.2%)	2 (1.6%)
<b>African American/Black</b>	103 (2.9%)	2 (11.8%)	2 (1.3%)	6 (5.3%)	37 (2.2%)	28 (2.6%)	6 (2.4%)	17 (10.1%)	5 (4%)
<b>African American/Black Women</b>	43 (1.2%)	0 (0%)	0 (0%)	2 (1.8%)	12 (0.7%)	17 (1.6%)	1 (0.4%)	10 (6%)	1 (0.8%)
<b>African American/Black Men</b>	59 (1.7%)	2 (11.8%)	2 (1.3%)	4 (3.5%)	24 (1.4%)	11 (1%)	5 (2%)	7 (4.2%)	4 (3.2%)
<b>American Indian or Alaska Native</b>	31 (0.9%)	0 (0%)	1 (0.7%)	2 (1.8%)	13 (0.8%)	10 (0.9%)	0 (0%)	3 (1.2%)	2 (1.6%)
<b>American Indian or Alaska Native Women</b>	17 (0.5%)	0 (0%)	1 (0.7%)	1 (0.9%)	4 (0.2%)	8 (0.8%)	0 (0%)	2 (1.2%)	1 (0.8%)
<b>American Indian or Alaska Native Men</b>	14 (0.4%)	0 (0%)	0 (0%)	1 (0.9%)	9 (0.5%)	2 (0.2%)	0 (0%)	1 (0.6%)	1 (0.8%)
<b>Native Hawaiian or Other Pacific Islander</b>	4 (0.1%)	0 (0%)	0 (0%)	0 (0%)	4 (0.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Women</b>	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	3 (0.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Native Hawaiian or Other Pacific Islander Men</b>	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Asian</b>	554 (15.5%)	0 (0%)	14 (9.3%)	5 (4.4%)	308 (18.3%)	51 (4.8%)	103 (41.7%)	55 (32.7%)	18 (14.3%)
<b>Asian Women</b>	176 (4.9%)	0 (0%)	6 (4%)	2 (1.8%)	86 (5.1%)	25 (2.4%)	33 (13.4%)	16 (9.5%)	8 (6.3%)
<b>Asian Men</b>	376 (10.5%)	0 (0%)	8 (5.3%)	3 (2.7%)	220 (13.1%)	26 (2.4%)	70 (28.3%)	39 (23.2%)	10 (7.9%)
<b>Two or More Races/Ethnicities</b>	51 (1.4%)	0 (0%)	2 (1.3%)	3 (2.7%)	22 (1.3%)	16 (1.5%)	5 (2%)	0 (0%)	3 (2.4%)
<b>Two or More</b>	23 (0.6%)	0 (0%)	1 (0.7%)	2 (1.8%)	10 (0.6%)	7 (0.7%)	1 (0.4%)	0 (0%)	2 (1.6%)

<b>Races/Ethnicities Women</b>									
<b>Two or More Races/Ethnicities Men</b>	28 (0.8%)	0 (0%)	1 (0.7%)	1 (0.9%)	12 (0.7%)	9 (0.8%)	4 (1.6%)	0 (0%)	1 (0.8%)
<b>Hispanic of Latino</b>	287 (8%)	2 (11.8%)	4 (2.7%)	10 (8.8%)	115 (6.8%)	107 (10.1%)	16 (6.5%)	17 (10.1%)	16 (12.7%)
<b>Hispanic of Latino Women</b>	129 (3.6%)	1 (5.9%)	2 (1.3%)	6 (5.3%)	41 (2.4%)	58 (5.5%)	6 (2.4%)	9 (5.4%)	6 (4.8%)
<b>Hispanic of Latino Men</b>	157 (4.4%)	1 (5.9%)	2 (1.3%)	4 (3.5%)	74 (4.4%)	49 (4.6%)	10 (4%)	7 (4.2%)	10 (7.9%)
<b>White</b>	2,539 (71.1%)	13 (76.5%)	127 (84.7%)	87 (77%)	1,186 (70.4%)	851 (80.1%)	117 (47.4%)	73 (43.5%)	85 (67.5%)
<b>White Women</b>	1,091 (30.6%)	4 (23.5%)	49 (32.7%)	44 (38.9%)	401 (23.8%)	474 (44.6%)	43 (17.4%)	33 (19.6%)	43 (34.1%)
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<b>Persons With Disabilities</b>	107 (3%)	0 (0%)	1 (0.7%)	3 (2.7%)	43 (2.6%)	43 (4%)	6 (2.4%)	5 (3%)	6 (4.8%)
<b>Persons With Disabilities Women</b>	60 (1.7%)	0 (0%)	0 (0%)	1 (0.9%)	22 (1.3%)	29 (2.7%)	3 (1.2%)	1 (0.6%)	4 (3.2%)
<b>Persons With Disabilities Men</b>	45 (1.3%)	0 (0%)	1 (0.7%)	2 (1.8%)	20 (1.2%)	14 (1.3%)	3 (1.2%)	4 (2.4%)	1 (0.8%)
<b>Veterans</b>	100 (2.8%)	1 (5.9%)	1 (0.7%)	7 (6.2%)	44 (2.6%)	43 (4%)	0 (0%)	4 (2.4%)	0 (0%)
<b>Veterans Women</b>	14 (0.4%)	1 (5.9%)	0 (0%)	3 (2.7%)	3 (0.2%)	5 (0.5%)	0 (0%)	2 (1.2%)	0 (0%)
<b>Veterans Men</b>	86 (2.4%)	0 (0%)	1 (0.7%)	4 (3.5%)	41 (2.4%)	38 (3.6%)	0 (0%)	2 (1.2%)	0 (0%)