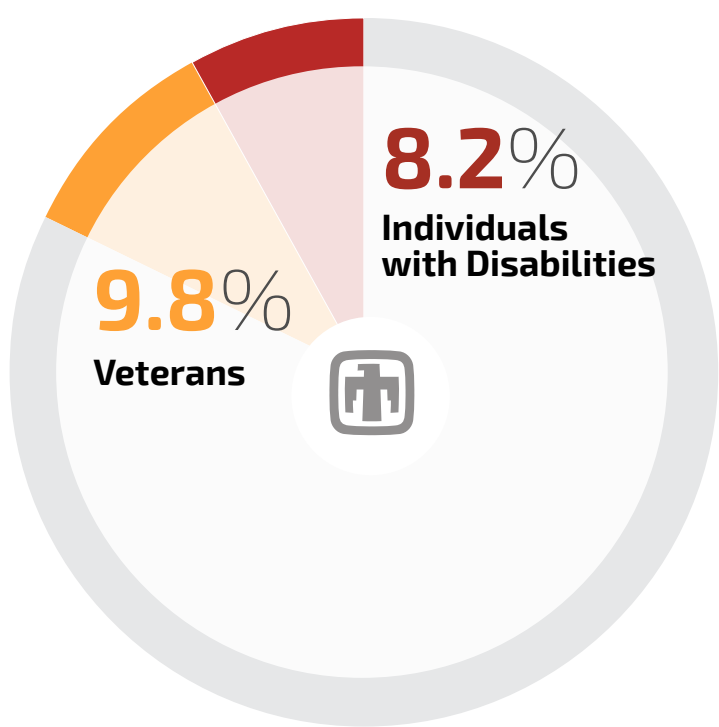
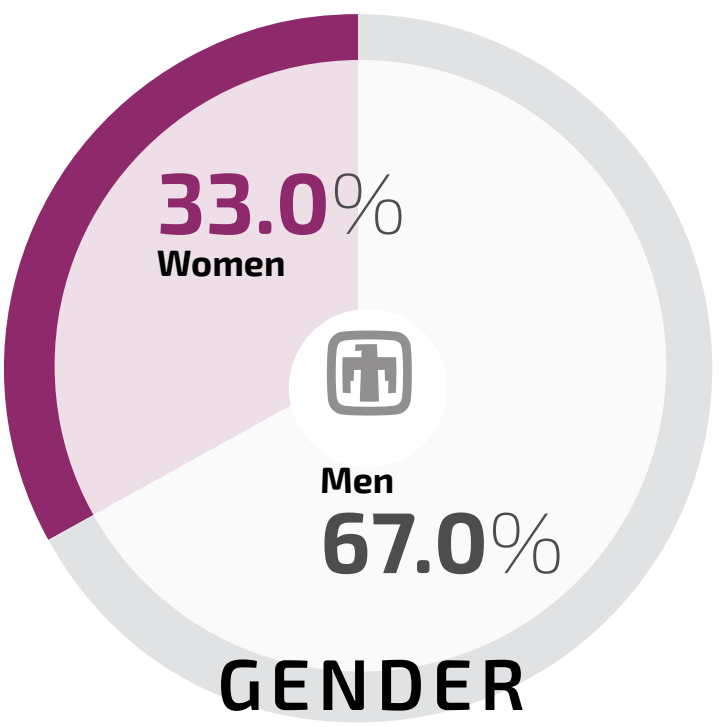
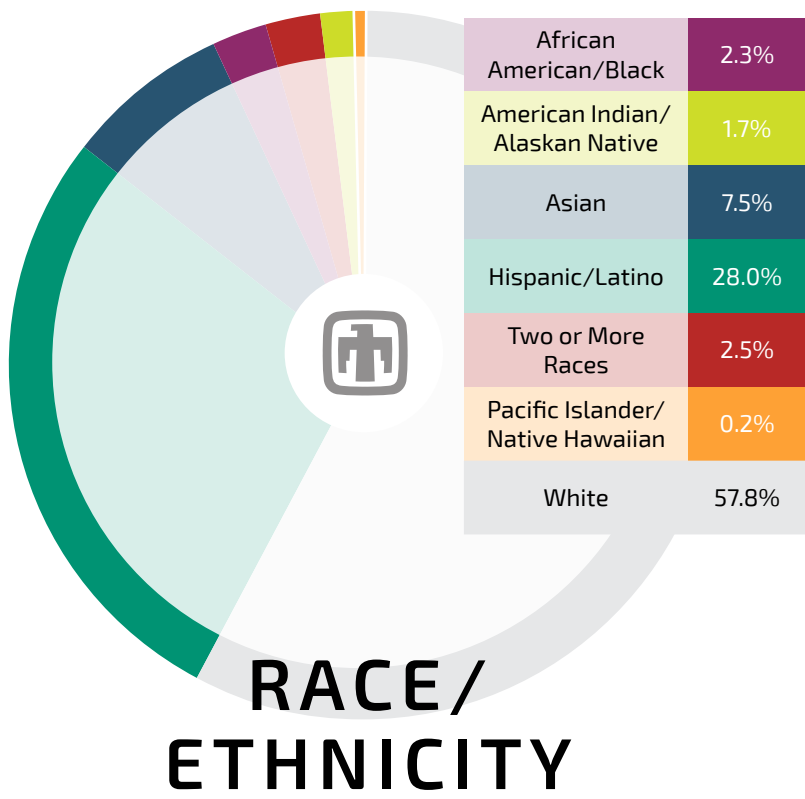
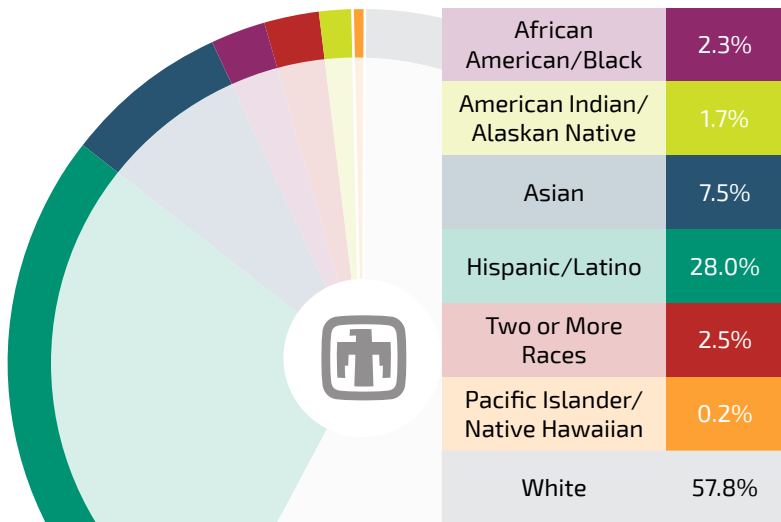


# SANDIA'S DEMOGRAPHIC WORKFORCE

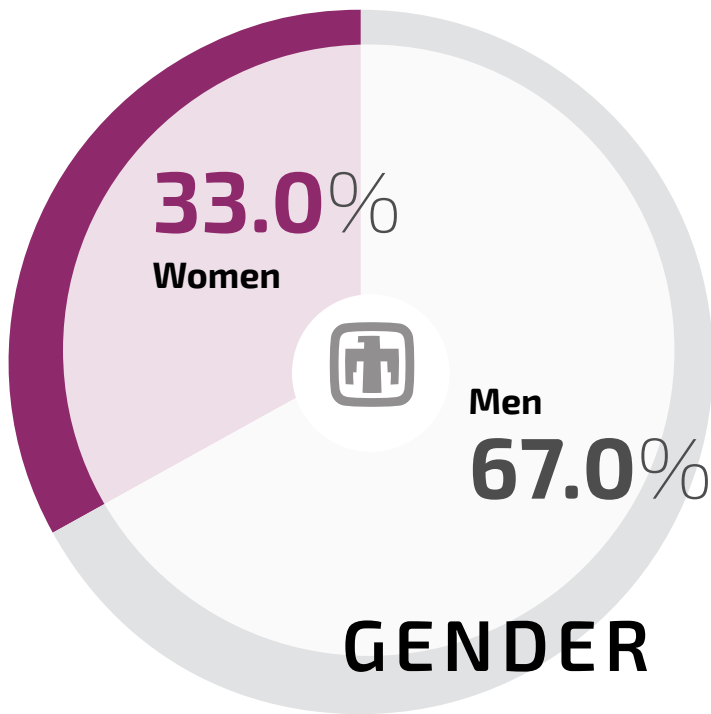
FY24 Q1	Women	URM*	OPC*	2 or more races			African American			American Indian/Alaskan Native			Asian			Hispanic/Latino			Pacific Islander/Native Hawaiian			White		
				Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>Senior Leadership</b> <i>(Labs Director/President, Deputy Labs Director, Associate Labs Director)</i>	28.6%	14.3%	0.0%	0.0%	0.0%	<b>0.0%</b>	0.0%	7.1%	<b>7.1%</b>	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%	<b>0.0%</b>	7.1%	0.0%	<b>7.1%</b>	0.0%	0.0%	<b>0.0%</b>	21.4%	64.3%	<b>85.7%</b>
<b>Research/Technical Management (first-line and mid-level)</b> <i>(Engineering Management, Research Management, Technical Management)</i>	24.0%	19.0%	8.6%	0.3%	1.6%	<b>1.9%</b>	0.6%	1.6%	<b>2.2%</b>	0.5%	0.7%	<b>1.1%</b>	1.9%	4.2%	<b>6.2%</b>	4.1%	11.5%	<b>15.7%</b>	0.1%	0.3%	<b>0.5%</b>	16.7%	55.8%	<b>72.5%</b>
<b>Operations (or Research Support) Management</b> <i>(Business Management, Information Technology, Communications, ES&amp;H (Environment, Safety &amp; Health), Infrastructure Operations, HR, Legal, Tech Transfer, Strategic Planning)</i>	45.3%	44.6%	3.7%	0.4%	0.0%	<b>0.4%</b>	1.3%	1.5%	<b>2.8%</b>	0.2%	0.6%	<b>0.9%</b>	1.7%	1.3%	<b>3.0%</b>	17.7%	23.3%	<b>40.9%</b>	0.0%	0.2%	<b>0.2%</b>	24.4%	27.4%	<b>51.7%</b>
<b>Technical Research Staff</b> <i>(Non-management: Researchers, Scientists, Engineers)</i>	20.1%	25.0%	11.2%	0.5%	1.9%	<b>2.4%</b>	0.5%	1.6%	<b>2.1%</b>	0.4%	1.2%	<b>1.6%</b>	2.5%	6.1%	<b>8.6%</b>	5.4%	15.9%	<b>21.2%</b>	0.0%	0.1%	<b>0.2%</b>	10.9%	52.9%	<b>63.8%</b>
<b>Operations Support Staff</b> <i>(Non-management: support roles)</i>	51.3%	43.8%	7.0%	1.1%	1.3%	<b>2.4%</b>	0.9%	1.4%	<b>2.4%</b>	1.2%	1.0%	<b>2.2%</b>	2.5%	1.9%	<b>4.4%</b>	22.6%	16.7%	<b>39.3%</b>	0.1%	0.1%	<b>0.2%</b>	23.1%	26.1%	<b>49.2%</b>
<b>Post Doctoral</b> <i>(Funded by Lab)</i>	24.2%	15.6%	29.3%	1.6%	1.6%	<b>3.1%</b>	0.6%	1.9%	<b>2.5%</b>	0.6%	0.6%	<b>1.2%</b>	5.3%	20.9%	<b>26.2%</b>	2.8%	9.0%	<b>11.8%</b>	0.0%	0.0%	<b>0.0%</b>	13.1%	42.1%	<b>55.1%</b>
<b>Graduate Student</b> <i>(Funded by Lab)</i>	30.8%	26.3%	17.0%	1.7%	3.5%	<b>5.2%</b>	0.8%	1.2%	<b>1.9%</b>	0.4%	0.8%	<b>1.2%</b>	2.5%	9.3%	<b>11.8%</b>	7.9%	15.3%	<b>23.2%</b>	0.0%	0.0%	<b>0.0%</b>	17.8%	39.0%	<b>56.8%</b>
<b>Undergraduate Student</b> <i>(Funded by Lab, does not include undergraduate students funded by DOE directly (i.e. SULI))</i>	39.6%	39.9%	19.5%	1.1%	2.4%	<b>3.5%</b>	1.7%	2.4%	<b>4.0%</b>	0.2%	0.7%	<b>0.9%</b>	6.8%	9.2%	<b>16.0%</b>	16.2%	18.8%	<b>34.9%</b>	0.0%	0.0%	<b>0.0%</b>	13.4%	27.2%	<b>40.6%</b>

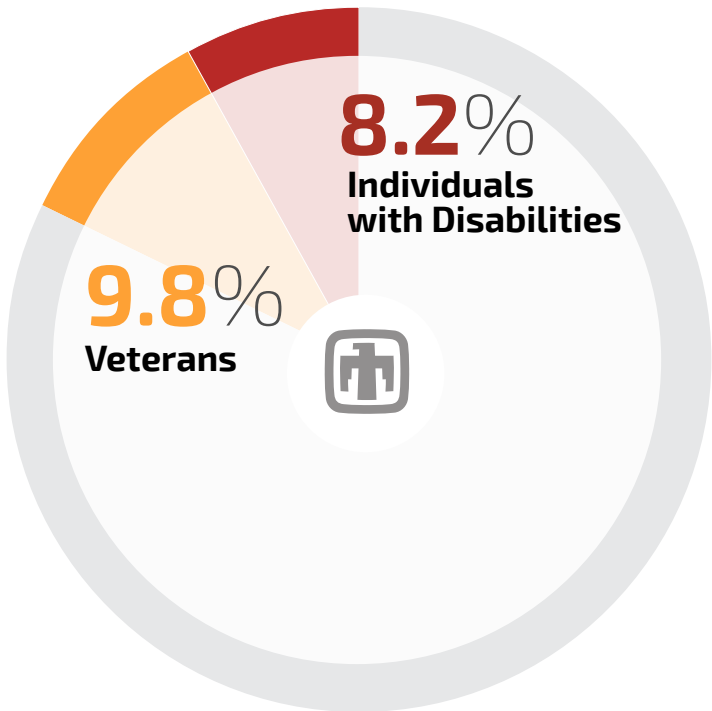


**Date of Data:** 12.31.23  
**Includes:** Laboratory recruited roles (includes roles waived from posting), Post-doc employees, and students funded by the lab (not DOE funded students)  
**2 or more** = self-identified as 2 or more races (includes those able to self-select more than one race or a two or more designation)  
**URM** = Under Represented Minorities (i.e.: African American/Black, Hispanic/Latino, and American Indian/Alaskan Native)  
**OPC** = Other People of Color (i.e.: Asian/Asian American and Pacific Islanders)



# RACE/ ETHNICITY





**8.2%**

**Individuals  
with Disabilities**

**9.8%**

**Veterans**

