# Demographic Data for Sandia National Labs

## Race/Ethnicity

- **Women**
  - URM = 32.4%
  - OPC = 67.6%
- **Men**
  - URM = 9.8%
  - OPC = 90.2%

## Gender

- Women = 67.6%
- Men = 32.4%

## Senior Leadership

- Director/President, Deputy Director/Vice President, Associate Lab Director
  - URM = 28.6%
  - OPC = 14.3%
  - Two or more races = 0.0%
  - African American/Black = 0.0%
  - American Indian/Native Alaskan = 8.3%
  - Asian = 0.0%
  - Hispanic/Latino = 0.0%
  - Pacific Islander/Native Hawaiian = 0.0%

## Research/Technical Management (first-line and mid-level)

- Engineering Management, Research Management, Technical Management
  - URM = 24.1%
  - OPC = 16.1%
  - Two or more races = 7.4%
  - African American/Black = 12.2%
  - American Indian/Native Alaskan = 1.7%
  - Asian = 6.0%
  - Hispanic/Latino = 13.4%
  - Pacific Islander/Native Hawaiian = 0.1%

## Operations (or Research Support) Management

- Business Management, Computer Systems, Communications, ESHQ, Facilities Ops, HR, Legal, Tech Transfer, Strategic Plannings
  - URM = 43.4%
  - OPC = 40.2%
  - Two or more races = 4.4%
  - African American/Black = 0.5%
  - American Indian/Native Alaskan = 4.0%
  - Asian = 1.5%
  - Hispanic/Latino = 34.8%
  - Pacific Islander/Native Hawaiian = 0.5%

## Technical Research Staff

- Non-management: Researchers, Scientists, or Engineers
  - URM = 18.8%
  - OPC = 23.0%
  - Two or more races = 9.7%
  - African American/Black = 2.1%
  - American Indian/Native Alaskan = 2.0%
  - Asian = 1.5%
  - Hispanic/Latino = 7.5%
  - Pacific Islander/Native Hawaiian = 19.5%
  - Two or more races = 0.2%

## Operations Support Staff

- Non-management: support roles
  - URM = 54.0%
  - OPC = 41.5%
  - Two or more races = 6.3%
  - African American/Black = 2.3%
  - American Indian/Native Alaskan = 2.1%
  - Asian = 1.9%
  - Hispanic/Latino = 3.8%
  - Pacific Islander/Native Hawaiian = 37.5%
  - Two or more races = 0.2%

## Post Doctoral

- Post-doc employees
  - URM = 19.9%
  - OPC = 11.1%
  - Two or more races = 23.5%
  - African American/Black = 4.4%
  - American Indian/Native Alaskan = 1.9%
  - Asian = 0.6%
  - Hispanic/Latino = 19.0%
  - Pacific Islander/Native Hawaiian = 8.6%
  - Two or more races = 0.0%

## Graduate Student

- Funded by Lab
  - URM = 31.9%
  - OPC = 29.5%
  - Two or more races = 11.6%
  - African American/Black = 4.8%
  - American Indian/Native Alaskan = 2.6%
  - Asian = 1.5%
  - Hispanic/Latino = 6.8%
  - Pacific Islander/Native Hawaiian = 25.4%
  - Two or more races = 0.0%

## Undergraduate Student

- Funded by Lab, do not include undergrad student funded by DOE directly (i.e. SULI)
  - URM = 42.1%
  - OPC = 37.3%
  - Two or more races = 13.9%
  - African American/Black = 4.2%
  - American Indian/Native Alaskan = 1.5%
  - Asian = 1.5%
  - Hispanic/Latino = 9.5%
  - Pacific Islander/Native Hawaiian = 34.2%
  - Two or more races = 0.2%

## Date of Data

- Mar 31st, 2021

## Includes

- Laboratory recruited roles (includes roles waived from posting), Post-doc employees, and students funded by the lab (not DOE funded students)

## Notes

- **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)
- **Two or more races** = self-identified as 2 or more races (includes those able to self-select more than one race or a two or more designation)
- **Veterans** = Individuals with Disabilities
- **Disability** = 9.8%

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### Table Summary

<table>
<thead>
<tr>
<th>Role Type</th>
<th>URM</th>
<th>OPC</th>
<th>Two or More Races</th>
<th>African American/Black</th>
<th>American Indian/Native Alaskan</th>
<th>Asian</th>
<th>Hispanic/Latino</th>
<th>Pacific Islander/Native Hawaiian</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Leadership (Director/President)</td>
<td>28.6</td>
<td>14.3</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.3%</td>
<td>0.0%</td>
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</tr>
<tr>
<td>Research/Technical Management</td>
<td>24.1</td>
<td>16.1</td>
<td>7.4%</td>
<td>1.2%</td>
<td>1.7%</td>
<td>1.0%</td>
<td>6.0%</td>
<td>13.4%</td>
</tr>
<tr>
<td>Operations (or Research Support) Management</td>
<td>43.4</td>
<td>40.2</td>
<td>4.4%</td>
<td>0.5%</td>
<td>4.0%</td>
<td>1.5%</td>
<td>3.5%</td>
<td>34.8%</td>
</tr>
<tr>
<td>Technical Research Staff</td>
<td>18.8</td>
<td>23.0</td>
<td>9.7%</td>
<td>2.1%</td>
<td>2.0%</td>
<td>1.5%</td>
<td>7.5%</td>
<td>19.5%</td>
</tr>
<tr>
<td>Operations Support Staff</td>
<td>54.0</td>
<td>41.5</td>
<td>6.3%</td>
<td>2.3%</td>
<td>2.1%</td>
<td>1.9%</td>
<td>3.8%</td>
<td>37.5%</td>
</tr>
<tr>
<td>Post Doctoral</td>
<td>19.9</td>
<td>11.1</td>
<td>23.5%</td>
<td>4.4%</td>
<td>1.9%</td>
<td>0.6%</td>
<td>19.0%</td>
<td>8.6%</td>
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<tr>
<td>Graduate Student (Funded by Lab)</td>
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<td>29.5</td>
<td>11.6%</td>
<td>4.8%</td>
<td>2.6%</td>
<td>1.5%</td>
<td>6.8%</td>
<td>25.4%</td>
</tr>
<tr>
<td>Undergraduate Student (Funded by Lab)</td>
<td>42.1</td>
<td>37.3</td>
<td>13.9%</td>
<td>4.2%</td>
<td>1.5%</td>
<td>1.5%</td>
<td>9.5%</td>
<td>34.2%</td>
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<tr>
<td>Undergraduate Student (Funded by DOE directly)</td>
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<td></td>
</tr>
</tbody>
</table>
GENDER

Women 32.4%

Men 67.6%
0.2% Pacific Islander/Native Hawaiian
1.6% American Indian/Native Alaskan
2.2% Two or More Races
2.1% African American/Black
6.3% Asian
25.9% Hispanic/Latino
61.7% White