## DEMOGRAPHIC DATA FOR SANDIA NATIONAL LABS

### Gender Distribution

- **Women**: 32.3%
- **Men**: 67.7%
- **Veterans**: 9.7%
- **Individuals with Disabilities**: 5.0%

### Ethnicity Distribution

- **White**: 62.8%
- **Asian**: 25.5%
- **African American/Black**: 6.3%
- **Hispanic/Latino**: 6.1%
- **American Indian/Native Alaskan**: 1.9%
- **Two or More Races**: 2.0%
- **Other People of Color (OPC)**: 1.6%
- **Pacific Islander/Native Hawaiian**: 0.2%

### Role Distribution by Characteristics

<table>
<thead>
<tr>
<th>Role</th>
<th>Women</th>
<th>URM</th>
<th>OPC</th>
<th>2 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><strong>Senior Leadership</strong> (Director/President, Deputy Director/Vice President, Associate Lab Director)</td>
<td>16.70%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>Research/Technical Management</strong> (first-line and mid-level) (Engineering Management, Research Management, Technical Management)</td>
<td>24.30%</td>
<td>16.00%</td>
<td>7.10%</td>
<td>1.20%</td>
<td>1.70%</td>
<td>0.70%</td>
<td>5.70%</td>
<td>13.50%</td>
<td>0.10%</td>
</tr>
<tr>
<td><strong>Operations (or Research Support) Management</strong> (Business Management, Computer Systems, Communications, ESHQ, Facilities Ops, HR, Legal, Tech Transfer, Strategic Plannings)</td>
<td>42.30%</td>
<td>40.00%</td>
<td>4.00%</td>
<td>0.50%</td>
<td>3.00%</td>
<td>1.80%</td>
<td>3.00%</td>
<td>35.30%</td>
<td>0.50%</td>
</tr>
<tr>
<td><strong>Technical Research Staff</strong> (Non-management: Researchers, Scientists, or Engineers)</td>
<td>18.90%</td>
<td>22.40%</td>
<td>9.10%</td>
<td>1.80%</td>
<td>1.80%</td>
<td>1.40%</td>
<td>7.20%</td>
<td>19.20%</td>
<td>0.20%</td>
</tr>
<tr>
<td><strong>Operations Support Staff</strong> (Non-management: support roles)</td>
<td>53.30%</td>
<td>41.50%</td>
<td>5.90%</td>
<td>2.00%</td>
<td>2.00%</td>
<td>2.10%</td>
<td>3.70%</td>
<td>37.40%</td>
<td>0.20%</td>
</tr>
<tr>
<td><strong>Post Doctoral</strong> (Post-doc employees)</td>
<td>19.00%</td>
<td>11.60%</td>
<td>22.00%</td>
<td>2.60%</td>
<td>2.60%</td>
<td>0.00%</td>
<td>19.40%</td>
<td>9.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>Graduate Student</strong> (Funded by Lab)</td>
<td>29.40%</td>
<td>22.70%</td>
<td>12.00%</td>
<td>3.50%</td>
<td>3.10%</td>
<td>0.40%</td>
<td>8.50%</td>
<td>19.20%</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>Undergraduate Student</strong> (Funded by Lab, do not include undergrad student funded by DOE directly (i.e. SULI))</td>
<td>38.30%</td>
<td>32.60%</td>
<td>14.00%</td>
<td>3.60%</td>
<td>1.80%</td>
<td>2.10%</td>
<td>10.30%</td>
<td>28.80%</td>
<td>0.10%</td>
</tr>
</tbody>
</table>

### Notes

- **Date of Data**: July 1, 2020
- **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/Native Alaskan)
- **OPC** = Other People of Color (i.e.: Asian/Asian American and Pacific Islanders)
0.2% Pacific Islander/Native Hawaiian
1.6% American Indian/Native Alaskan
1.9% Two or More Races
2.0% African American/Black
6.3% Asian
25.5% Hispanic/Latino
62.6% White
Gender:

- Women: 32.3%
- Men: 67.7%
Veterans 9.7%

Individuals with Disabilities 5.0%