

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
Total Employees	2,490	16	104	59	1,194	736	221	70	90
Women	930 (37%)	2 (13%)	26 (25%)	22 (37%)	334 (28%)	416 (57%)	55 (25%)	30 (43%)	45 (50%)
Men	1,557 (63%)	14 (88%)	78 (75%)	37 (63%)	860 (72%)	320 (43%)	165 (75%)	39 (56%)	44 (49%)
Did Not Provide	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.5%)	1 (1.4%)	1 (1.1%)
African American/Black	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%)
African American/Black Women	19 (0.8%)	0 (0%)	0 (0%)	0 (0%)	10 (0.8%)	8 (1.1%)	1 (0.5%)	0 (0%)	0 (0%)
African American/Black Men	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%)
American Indian or Alaska Native	15 (0.6%)	0 (0%)	1 (1%)	0 (0%)	5 (0.4%)	8 (1.1%)	0 (0%)	0 (0%)	1 (1.1%)
American Indian or Alaska Native Women	10 (0.4%)	0 (0%)	1 (1%)	0 (0%)	1 (0.1%)	8 (1.1%)	0 (0%)	0 (0%)	0 (0%)
American Indian or Alaska Native Men	5 (0.2%)	0 (0%)	0 (0%)	0 (0%)	4 (0.3%)	0 (0%)	0 (0%)	0 (0%)	1 (1.1%)
Native Hawaiian or Other Pacific Islander	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Women	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Men	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian	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%)
Asian Women	103 (4.1%)	0 (0%)	1 (1%)	0 (0%)	53 (4.4%)	10 (1.4%)	23 (10.4%)	7 (10%)	9 (10%)
Asian Men	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%)
Two or More Races/Ethnicities	30 (1.2%)	0 (0%)	0 (0%)	1 (1.7%)	17 (1.4%)	10 (1.4%)	0 (0%)	2 (2.9%)	0 (0%)
Two or More Races/Ethnicities Women	12 (0.5%)	0 (0%)	0 (0%)	1 (1.7%)	5 (0.4%)	4 (0.5%)	0 (0%)	2 (2.9%)	0 (0%)
Two or More Races/Ethnicities Men	18 (0.7%)	0 (0%)	0 (0%)	0 (0%)	12 (1%)	6 (0.8%)	0 (0%)	0 (0%)	0 (0%)
Hispanic of Latino	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%)
Hispanic of Latino Women	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%)
Hispanic of Latino Men	86 (3.5%)	1 (6.3%)	0 (0%)	2 (3.4%)	35 (2.9%)	31 (4.2%)	8 (3.6%)	0 (0%)	9 (10%)
White	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%)
White Women	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%)
White Men	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%)

Persons With Disabilities	29 (1.2%)	0 (0%)	0 (0%)	1 (1.7%)	11 (0.9%)	14 (1.9%)	2 (0.9%)	1 (1.4%)	0 (0%)
Persons With Disabilities Women	14 (0.6%)	0 (0%)	0 (0%)	0 (0%)	4 (0.3%)	7 (1%)	2 (0.9%)	1 (1.4%)	0 (0%)
Persons With Disabilities Men	15 (0.6%)	0 (0%)	0 (0%)	1 (1.7%)	7 (0.6%)	7 (1%)	0 (0%)	0 (0%)	0 (0%)
Veterans	82 (3.3%)	0 (0%)	1 (1%)	8 (13.6%)	31 (2.6%)	41 (5.6%)	0 (0%)	0 (0%)	1 (1.1%)
Veterans Women	7 (0.3%)	0 (0%)	0 (0%)	1 (1.7%)	3 (0.3%)	3 (0.4%)	0 (0%)	0 (0%)	0 (0%)
Veterans Men	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)

Employee Category	Overall	Senior Leadership	Research Management	Operations Management	Research Staff	Operations Staff	Postdocs	Graduate Interns	Undergraduate Interns
Total Employees	2,596	15	116	64	1,236	795	195	86	89
Women	1,018 (39%)	2 (13%)	30 (26%)	22 (34%)	361 (29%)	459 (58%)	58 (30%)	35 (41%)	51 (57%)
Men	1,574 (61%)	13 (87%)	86 (74%)	42 (66%)	872 (71%)	336 (42%)	136 (70%)	51 (59%)	38 (43%)
Did Not Provide	4 (0.2%)	0 (0%)	0 (0%)	0 (0%)	3 (0.2%)	0 (0%)	1 (0.5%)	0 (0%)	0 (0%)
African American/Black	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%)
African American/Black Women	19 (0.7%)	0 (0%)	0 (0%)	1 (1.6%)	8 (0.6%)	8 (1%)	1 (0.5%)	1 (1.2%)	0 (0%)
African American/Black Men	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%)
American Indian or Alaska Native	20 (0.8%)	0 (0%)	1 (0.9%)	0 (0%)	6 (0.5%)	10 (1.3%)	0 (0%)	1 (1.2%)	2 (2.2%)
American Indian or Alaska Native Women	13 (0.5%)	0 (0%)	1 (0.9%)	0 (0%)	1 (0.1%)	9 (1.1%)	0 (0%)	1 (1.2%)	1 (1.1%)
American Indian or Alaska Native Men	7 (0.3%)	0 (0%)	0 (0%)	0 (0%)	5 (0.4%)	1 (0.1%)	0 (0%)	0 (0%)	1 (1.1%)
Native Hawaiian or Other Pacific Islander	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	2 (0.2%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Women	2 (0.1%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Men	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian	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%)
Asian Women	105 (4%)	0 (0%)	3 (2.6%)	0 (0%)	53 (4.3%)	14 (1.8%)	20 (10.3%)	8 (9.3%)	7 (7.9%)
Asian Men	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%)
Two or More Races/Ethnicities	37 (1.4%)	0 (0%)	0 (0%)	1 (1.6%)	16 (1.3%)	12 (1.5%)	4 (2.1%)	4 (4.7%)	0 (0%)
Two or More Races/Ethnicities Women	15 (0.6%)	0 (0%)	0 (0%)	1 (1.6%)	5 (0.4%)	5 (0.6%)	2 (1%)	2 (2.3%)	0 (0%)
Two or More Races/Ethnicities Men	22 (0.8%)	0 (0%)	0 (0%)	0 (0%)	11 (0.9%)	7 (0.9%)	2 (1%)	2 (2.3%)	0 (0%)
Hispanic of Latino	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%)
Hispanic of Latino Women	70 (2.7%)	0 (0%)	2 (1.7%)	3 (4.7%)	19 (1.5%)	40 (5%)	2 (1%)	4 (4.7%)	0 (0%)
Hispanic of Latino Men	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%)

White	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%)
White Women	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%)
White Men	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%)
Persons With Disabilities	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%)
Persons With Disabilities Women	22 (0.8%)	0 (0%)	0 (0%)	0 (0%)	7 (0.6%)	9 (1.1%)	3 (1.5%)	1 (1.2%)	2 (2.2%)
Persons With Disabilities Men	25 (1%)	0 (0%)	0 (0%)	2 (3.1%)	6 (0.5%)	10 (1.3%)	2 (1%)	3 (3.5%)	2 (2.2%)
Veterans	77 (3%)	0 (0%)	1 (0.9%)	9 (14.1%)	28 (2.3%)	38 (4.8%)	0 (0%)	0 (0%)	1 (1.1%)
Veterans Women	5 (0.2%)	0 (0%)	0 (0%)	1 (1.6%)	1 (0.1%)	3 (0.4%)	0 (0%)	0 (0%)	0 (0%)
Veterans Men	72 (2.8%)	0 (0%)	1 (0.9%)	8 (12.5%)	27 (2.2%)	35 (4.4%)	0 (0%)	0 (0%)	1 (1.1%)

FY 2022 Total NREL Workforce Demographics (as of September 30, 2022)

Employee Category	Overall	Senior Leadership	Research Management	Operations Management	Research Staff	Operations Staff	Postdocs	Graduate Interns	Undergraduate Interns
Total Employees	2,815	16	126	74	1,331	881	188	130	69
Women	1,125 (40%)	4 (25%)	47 (37%)	24 (32%)	385 (29%)	505 (57%)	69 (37%)	58 (45%)	33 (48%)
Men	1,687 (60%)	12 (75%)	79 (63%)	50 (68%)	944 (71%)	376 (43%)	119 (63%)	72 (55%)	35 (51%)
Did Not Provide	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	2 (0.2%)	0 (0%)	0 (0%)	0 (0%)	1 (1.4%)
African American/Black	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%)
African American/Black Women	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%)
African American/Black Men	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%)
American Indian or Alaska Native	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%)
American Indian or Alaska Native Women	12 (0.4%)	0 (0%)	1 (0.8%)	0 (0%)	2 (0.2%)	8 (0.9%)	0 (0%)	0 (0%)	1 (1.4%)
American Indian or Alaska Native Men	11 (0.4%)	0 (0%)	0 (0%)	1 (1.4%)	5 (0.4%)	2 (0.2%)	0 (0%)	1 (0.8%)	2 (2.9%)
Native Hawaiian or Other Pacific Islander	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	2 (0.2%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Women	2 (0.1%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Men	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian	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%)
Asian Women	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%)
Asian Men	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%)
Two or More Races/Ethnicities	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%)
Two or More Races/Ethnicities Women	17 (0.6%)	0 (0%)	0 (0%)	1 (1.4%)	6 (0.5%)	6 (0.7%)	3 (1.6%)	0 (0%)	1 (1.4%)
Two or More Races/Ethnicities Men	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%)
Hispanic of Latino	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%)
Hispanic of Latino	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%)

Women									
Hispanic of Latino Men	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%)
White	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%)
White Women	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%)
White Men	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%)
Persons With Disabilities	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%)
Persons With Disabilities Women	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%)
Persons With Disabilities Men	31 (1.1%)	0 (0%)	0 (0%)	0 (0%)	14 (1.1%)	14 (1.6%)	2 (1.1%)	1 (0.8%)	0 (0%)
Veterans	82 (2.9%)	1 (6.3%)	0 (0%)	5 (6.8%)	38 (2.9%)	38 (4.3%)	0 (0%)	0 (0%)	0 (0%)
Veterans Women	9 (0.3%)	1 (6.3%)	0 (0%)	1 (1.4%)	3 (0.2%)	4 (0.5%)	0 (0%)	0 (0%)	0 (0%)
Veterans Men	73 (2.6%)	0 (0%)	0 (0%)	4 (5.4%)	35 (2.6%)	34 (3.9%)	0 (0%)	0 (0%)	0 (0%)

FY 2023 Total NREL Workforce Demographics (as of September 30, 2023)

Employee Category	Overall	Senior Leadership	Research Management	Operations Management	Research Staff	Operations Staff	Postdocs	Graduate Interns	Undergraduate Interns
Total Employees	3,185	16	138	83	1,524	972	211	151	90
Women	1,294 (41%)	4 (25%)	54 (39%)	30 (36%)	487 (32%)	545 (56%)	69 (33%)	59 (39%)	46 (51%)
Men	1,885 (59%)	12 (75%)	84 (61%)	53 (64%)	1,035 (68%)	426 (44%)	142 (67%)	90 (60%)	43 (48%)
Did Not Provide	6 (0.2%)	0 (0%)	0 (0%)	0 (0%)	2 (0.1%)	1 (0.1%)	0 (0%)	2 (1.3%)	1 (1.1%)
African American/Black	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%)
African American/Black Women	26 (0.8%)	0 (0%)	0 (0%)	1 (1.2%)	9 (0.6%)	12 (1.2%)	0 (0%)	4 (2.6%)	0 (0%)
African American/Black Men	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%)
American Indian or Alaska Native	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%)
American Indian or Alaska Native Women	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%)
American Indian or Alaska Native Men	14 (0.4%)	0 (0%)	0 (0%)	1 (0.9%)	9 (0.5%)	2 (0.2%)	0 (0%)	1 (0.6%)	1 (0.8%)
Native Hawaiian or Other Pacific Islander	4 (0.1%)	0 (0%)	0 (0%)	0 (0%)	4 (0.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Women	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	3 (0.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Men	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian	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%)
Asian Women	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%)
Asian Men	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%)
Two or More Races/Ethnicities	51 (1.4%)	0 (0%)	2 (1.3%)	3 (2.7%)	22 (1.3%)	16 (1.5%)	5 (2%)	0 (0%)	3 (2.4%)
Two or More Races/Ethnicities Women	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%)
Two or More	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%)

Races/Ethnicities Men									
Hispanic of Latino	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%)
Hispanic of Latino Women	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%)
Hispanic of Latino Men	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%)
White	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%)
White Women	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%)
White Men	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%)
Persons With Disabilities	107 (3%)	0 (0%)	1 (0.7%)	3 (2.7%)	43 (2.6%)	43 (4%)	6 (2.4%)	5 (3%)	6 (4.8%)
Persons With Disabilities Women	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%)
Persons With Disabilities Men	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%)
Veterans	100 (2.8%)	1 (5.9%)	1 (0.7%)	7 (6.2%)	44 (2.6%)	43 (4%)	0 (0%)	4 (2.4%)	0 (0%)
Veterans Women	14 (0.4%)	1 (5.9%)	0 (0%)	3 (2.7%)	3 (0.2%)	5 (0.5%)	0 (0%)	2 (1.2%)	0 (0%)
Veterans Men	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)

Employee Category	Overall	Senior Leadership	Research Management	Operations Management	Research Staff	Operations Staff	Postdocs	Graduate Interns	Undergraduate Interns
Total Employees	3,569	17	150	113	1,685	1,063	247	168	126
Women	1,482 (42%)	5 (29%)	59 (39%)	57 (50%)	557 (33%)	589 (55%)	84 (34%)	72 (43%)	59 (47%)
Men	2,077 (58%)	12 (71%)	91 (61%)	56 (50%)	1,123 (67%)	473 (44%)	163 (66%)	94 (56%)	65 (52%)
Did Not Provide	10 (0.3%)	0 (0%)	0 (0%)	0 (0%)	5 (0.3%)	1 (0.1%)	0 (0%)	2 (1.2%)	2 (1.6%)
African American/Black	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%)
African American/Black Women	43 (1.2%)	0 (0%)	0 (0%)	2 (1.8%)	12 (0.7%)	17 (1.6%)	1 (0.4%)	10 (6%)	1 (0.8%)
African American/Black Men	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%)
American Indian or Alaska Native	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%)
American Indian or Alaska Native Women	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%)
American Indian or Alaska Native Men	14 (0.4%)	0 (0%)	0 (0%)	1 (0.9%)	9 (0.5%)	2 (0.2%)	0 (0%)	1 (0.6%)	1 (0.8%)
Native Hawaiian or Other Pacific Islander	4 (0.1%)	0 (0%)	0 (0%)	0 (0%)	4 (0.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Women	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)	3 (0.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian or Other Pacific Islander Men	1 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0.1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian	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%)
Asian Women	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%)
Asian Men	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%)
Two or More Races/Ethnicities	51 (1.4%)	0 (0%)	2 (1.3%)	3 (2.7%)	22 (1.3%)	16 (1.5%)	5 (2%)	0 (0%)	3 (2.4%)
Two or More	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%)

Races/Ethnicities Women									
Two or More Races/Ethnicities Men	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%)
Hispanic of Latino	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%)
Hispanic of Latino Women	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%)
Hispanic of Latino Men	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%)
White	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%)
White Women	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%)
White Men	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%)
Persons With Disabilities	107 (3%)	0 (0%)	1 (0.7%)	3 (2.7%)	43 (2.6%)	43 (4%)	6 (2.4%)	5 (3%)	6 (4.8%)
Persons With Disabilities Women	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%)
Persons With Disabilities Men	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%)
Veterans	100 (2.8%)	1 (5.9%)	1 (0.7%)	7 (6.2%)	44 (2.6%)	43 (4%)	0 (0%)	4 (2.4%)	0 (0%)
Veterans Women	14 (0.4%)	1 (5.9%)	0 (0%)	3 (2.7%)	3 (0.2%)	5 (0.5%)	0 (0%)	2 (1.2%)	0 (0%)
Veterans Men	86 (2.4%)	0 (0%)	1 (0.7%)	4 (3.5%)	41 (2.4%)	38 (3.6%)	0 (0%)	2 (1.2%)	0 (0%)