

Workforce Demographics

Lab Population* by Gender

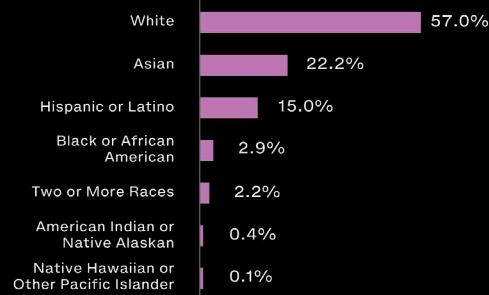
31.4%

Female

68.6%

Male

Lab Population by Ethnicity

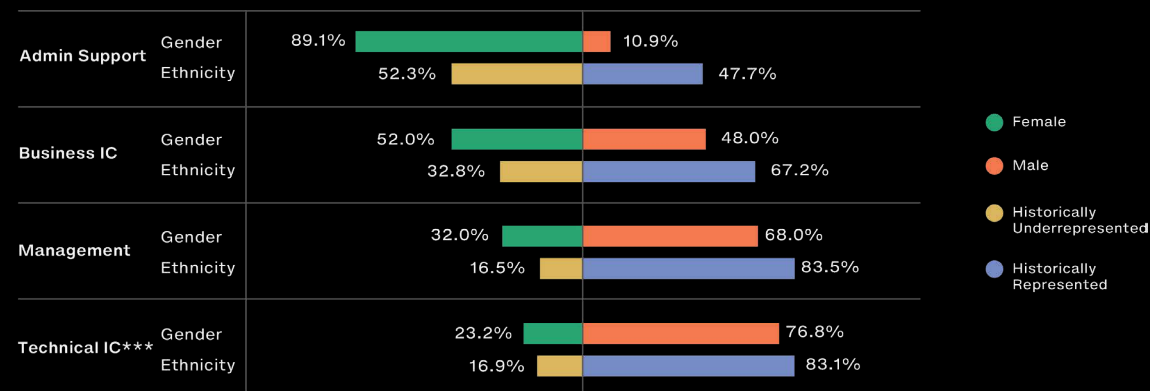


Lab Population by Ethnicity & Gender

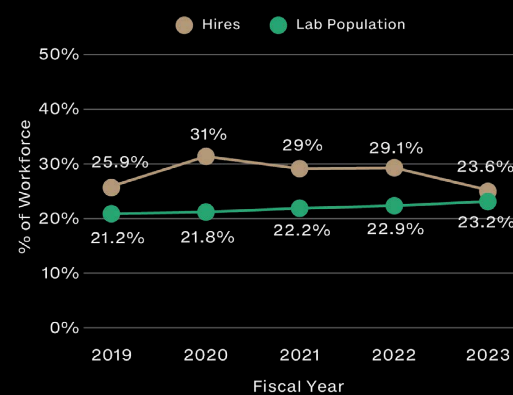


A small percentage of employees (less than 1%) chose not to identify as one of the ethnicities.

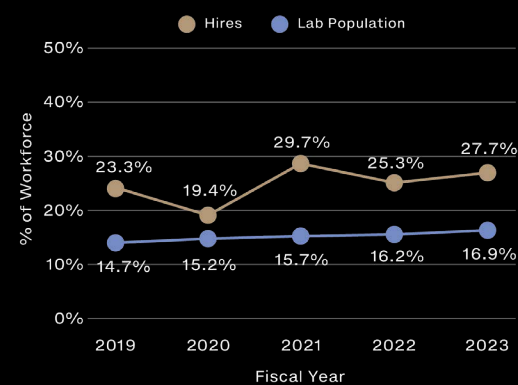
Lab Population by Job Type, Gender, and Ethnicity Group**



Female Employees in Technical Roles, FY19-FY23



Employees from Historically Underrepresented Groups in Technical Roles, FY19-FY23



Inclusion: A JPL Core Value

JPL is committed to leveraging evidence-based, science-informed interventions designed to create more equitable systems that ensure all employees can reach their full potential. To that end, 2023 marked the release of JPL's first Diversity, Equity, Inclusion, and Accessibility Strategic Plan. Developed by the Office of Inclusion, the plan lays out four strategic goals:

Diverse Community

Seeking connections across difference and building broad networks; ensuring our workforce is representative of the qualified U.S. labor force.

Equitable Opportunities

Increasing the equity of our systems and processes; ensuring every employee has what they need to reach their full potential.

Accessible Workplace

Ensuring employees with disabilities are valued and included in accessibility-related decisions and using systems and tools in an equally integrated and effective manner as a person without a disability.

Trust & Accountability

Cultivating a culture of mutual trust and accountability between our employees and our leaders through transparency in our policies, decision-making, and demographic data.

Key accomplishments since the plan's release include:

- Launching the DEIA Manager's Toolkit, a compendium to the strategy to help managers advance the strategic goals
- Establishing two working groups to address physical and digital accessibility at JPL, and providing related educational events and resources in partnership with other organizations across Lab
- Creating the Polaris Award, the first centralized JPL award for DEIA efforts
- Establishing three new Employee Resource Groups, bringing the total to ten:
 1. Advisory Council for Women
 2. Amigos Unidos
 3. Asian American Council
 4. BEST (Black Excellence Strategic Team)
 5. Disability Advocacy Networking Group****
 6. Foreign National Advocacy Network****
 7. NEBULA (Native Engagement in Building a Unified Leadership Alliance)
 8. Neurodiverse Laboratory Network****
 9. Spectrum
 10. JPL Vets

* Lab Population: The population consists of JPL employees in the core workforce (excluding students, part-time, and temporary workers) on active or paid leave status.

** Ethnicity Group - Historically Underrepresented Groups: This population consists of JPL employees in the core workforce who identify as an ethnicity other than White or Asian.

*** Technical: This population consists of JPL non-management employees in the core workforce whose assignment is in the following job families: Engineering, Institutional Leadership, Lifecycle Program Project Leadership, Research, and Software and Computing Systems.

**** Established in 2023