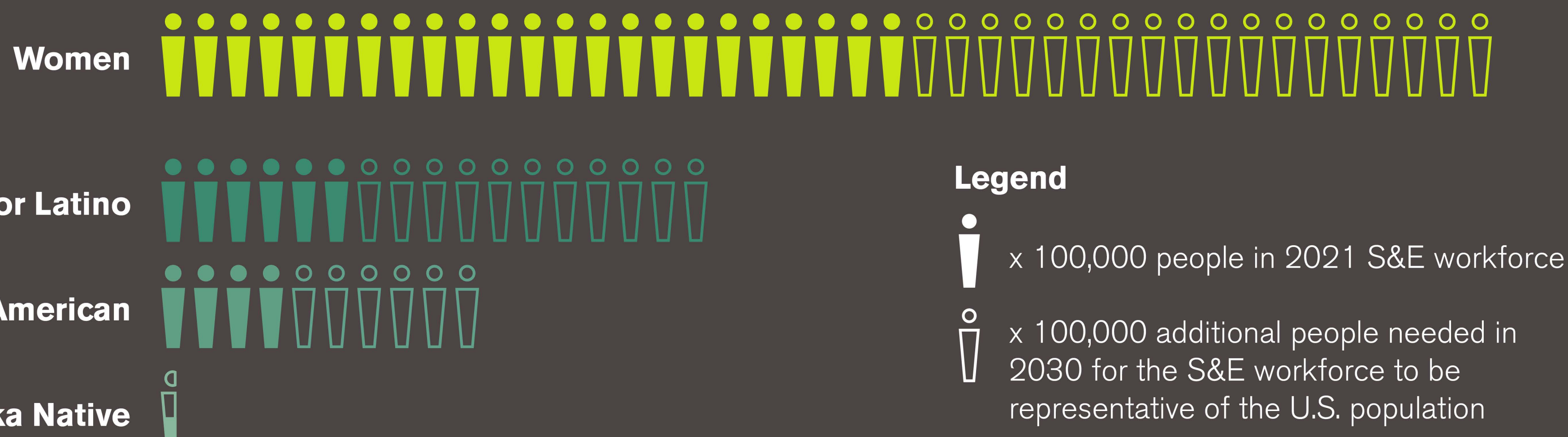




Missing Millions: Faster Progress in Increasing Diversity Needed to Reduce Significant Talent Gap



While the number of people from under-represented groups in the S&E workforce has grown over the past decade, much faster increases will be needed for the S&E workforce to be representative of the U.S. population in 2030. To achieve that goal, the NSB estimates that the number of women must nearly double, Hispanic or Latinos must triple, Black or African Americans must more than double, and the number of American Indian or Alaska Native S&E workers needs to quadruple (from 15,000 to 60,000). The NSB estimates that the number of Native Hawaiian or Other Pacific Islanders will be slightly overrepresented in the S&E workforce in 2030.

These estimates are based on projections from the U.S. Census and Bureau of Labor Statistics, together with data from the 2021 Women, Minorities, and Persons with Disabilities in Science and Engineering report published by the National Center for Science and Engineering Statistics and assume that participation of these groups in the S&E workforce increases at current rates.