DIVERSITY AND INCLUSION IN THE U.S. SOLAR INDUSTRY

The solar industry is making diversity and inclusion a priority, but the industry still has more work to do. Here is the latest data on the experiences of women and people of color in the solar workforce, based on the U.S. Solar Industry Diversity Study 2019.

Solar Industry by Gender, Race and Ethnicity

Solar Workforce:
- 73% WHITE
- 8% TWO+ RACES
- 9% ASIAN
- 2% OTHER

U.S. Workforce:
- 78% WHITE
- 12% BLACK
- 6% ASIAN
- 4% OTHER

Percentage of Solar Employees

37% Who Hold Manager, Director or President positions
28% Women

Senior Executives in the Solar Industry

80% Men
20% Women

88% WHITE
5% TWO+ RACES
2% BLACK
1% OTHER
4% ASIAN

Percentage of Workers Who Are “Very Satisfied” With Their Wage And Position

MEN
- 38%
- 46%
- 30%
- 38%
- 35%

WOMEN
- 26%
- 46%
- 30%
- 38%
- 35%

Women in Solar Earn Less Than Men

$1.00 VS $0.74
Percentage Who Feel They Have Successfully Moved Up The Career Ladder

- Men: 52%
- Women: 37%
- White: 51%
- Hispanic or Latino: 49%
- Black or African American: 47%

THREE OF THE TOP FIVE PREFERRED METHODS TO RECRUIT JOB CANDIDATES RELY ON PERSONAL AND PROFESSIONAL NETWORKS.

- White: 44%
- Hispanic or Latino: 28%
- Black or African American: 28%

Solar Companies Who Track Employee Diversity

- 36% Formally Track
- 45% Do Not Formally Track
- 19% Don't Know/Refused

PERCENTAGE OF FIRMS WITH A STRATEGY IN PLACE...

To Increase Representation of Women

- 2017: 7%
- 2019: 22%

To Increase Representation of People of Color

- 2017: 14%
- 2019: 24%

PERCENTAGE OF EMPLOYEES WHO AGREE ...

- "I feel like I fit in and am valued by my coworkers." 71%
- "I feel like my firm cultivates a culture of respect, equity, and positive recognition of differences." 73%

Percentage Who Value Mentorship

- Employees: 90% who say mentorship is important to their career advancement.
- Solar companies: 37% that offer formal or informal mentorship opportunities.

Learn More at TheSolarFoundation.org/Diversity