



UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE

2021 Diversity Scorecards

USA SWIMMING



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Diversity Scorecard Collection and Preparation

In accordance with the Ted Stevens Act, the USOPC's diversity, equity & inclusion department annually collects diversity data from the USOPC, NGBs and HPMOs. The data is based on each organization's demographic data as of December 31 from the previous year.

Once the data is collected, the USOPC works with a consultant to compile more than 4,000 data points into unique scorecards for each NGB, HPMO, and one for the USOPC.

Significant Definitions

- 1. Board of Directors:** The Board of Directors is the governing body of a nonprofit. Individuals who sit on the board are responsible for overseeing the organization's activities.
- 2. Executive Committee:** A group of directors appointed to act on behalf of, and within the powers granted to them by, the Board of Directors. Typically, it consists of a chairperson, vice-chairperson, secretary, and treasurer.
- 3. Standing Committees:** A permanent committee of the Board that meets regularly.
- 4. Professional Staff:** Any paid full-time employee of an NGB.
- 5. NGB Membership:** All individuals who are paying members of an NGB. This includes grassroots athletes through masters, as well as National Team athletes.
- 6. National Teams (Athletes):** Athletes who are currently on a National Team as defined by the NGB. This includes the teams selected for that year's national or world championships or the Olympic/Paralympic Games.
- 7. National Teams (Coaches and Other Non-Athletes):** Staff who assist with the National Teams as defined by the NGB. This includes coaches, trainers, logistics coordinators, medical personnel, etc.
- 8. Developmental National Teams (Athletes):** Teams typically composed of younger athletes who are training to eventually compete on the National Teams. These athletes are usually highly skilled individuals who are not fully ready to compete for the National Team.
- 9. Developmental National Teams (Coaches and Other Non-Athletes):** Staff who assist with the Developmental National Teams as defined by the NGB. This includes coaches, trainers, logistics coordinators, medical personnel, etc.
- 10. Part-Time Employees/Interns:** These are employees who assist with the operations of an NGB. They differ from professional staff in that they may be temporary or part-time employees.

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PEOPLE OF COLOR

	# Total Employees/ Members	% People of Color
Board of Directors	14	0.00
Executive Committee	0	N/A
Standing Committees	232	10.34
Professional Staff	70	10.00
NGB Membership	192,626	29.65
National Teams (Athletes)	118	19.49
National Teams (Coaches & Non-Athletes)	120	9.16
Developmental National Teams (Athletes)	102	18.62
Developmental National Teams (Non-Athletes)	127	10.23
Part-Time Employees/Interns	2	0.00
Total	193,411	29.59
Average		11.94

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WOMEN

	# Total Employees/ Members	% Women
Board of Directors	14	50.00
Executive Committee	0	N/A
Standing Committees	232	45.68
Professional Staff	70	58.57
NGB Membership	192,626	53.66
National Teams (Athletes)	118	43.22
National Teams (Coaches & Non-Athletes)	120	16.66
Developmental National Teams (Athletes)	102	52.94
Developmental National Teams (Non-Athletes)	127	15.74
Part-Time Employees/Interns	2	50.00
Total	193,411	53.60
Average		42.94

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PERSONS WITH DISABILITIES

	# Total Employees/ Members	% Persons With Disabilities
Board of Directors	14	0.00
Executive Committee	0	N/A
Standing Committees	232	0.00
Professional Staff	70	0.00
NGB Membership	192,626	1.04
National Teams (Athletes)	118	0.00
National Teams (Coaches & Non-Athletes)	120	0.00
Developmental National Teams (Athletes)	102	0.00
Developmental National Teams (Non-Athletes)	127	0.00
Part-Time Employees/Interns	2	0.00
Total	193,411	1.03
Average		0.13

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MILITARY VETERANS

	# Total Employees/ Members	% Veterans
Board of Directors	14	0.00
Executive Committee	0	N/A
Standing Committees	232	0.00
Professional Staff	70	1.42
NGB Membership	192,626	0.00
National Teams (Athletes)	118	0.00
National Teams (Coaches & Non-Athletes)	120	0.00
Developmental National Teams (Athletes)	102	0.00
Developmental National Teams (Non-Athletes)	127	0.00
Part-Time Employees/Interns	2	0.00
Total	193,411	0.00
Average		0.18