



UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE

# 2021 Diversity Scorecards

USA ARCHERY



# 2021 Diversity Scorecards

## USA ARCHERY



### 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.

# 2021 Diversity Scorecards

## USA ARCHERY



### PEOPLE OF COLOR

	# Total Employees/ Members	% People of Color
Board of Directors	6	16.66
Executive Committee	0	N/A
Standing Committees	14	14.28
Professional Staff	14	14.28
NGB Membership	20,017	26.23
National Teams (Athletes)	104	24.03
National Teams (Coaches & Non-Athletes)	1	100.00
Developmental National Teams (Athletes)	174	23.56
Developmental National Teams (Non-Athletes)	35	17.14
Part-Time Employees/Interns	2	0.00
Total	20,367	26.16
Average		26.24

# 2021 Diversity Scorecards

## USA ARCHERY



### WOMEN

	# Total Employees/ Members	% Women
Board of Directors	6	33.33
Executive Committee	0	N/A
Standing Committees	14	42.85
Professional Staff	14	64.28
NGB Membership	20,017	40.06
National Teams (Athletes)	104	48.07
National Teams (Coaches & Non-Athletes)	1	N/A
Developmental National Teams (Athletes)	174	49.42
Developmental National Teams (Non-Athletes)	35	34.28
Part-Time Employees/Interns	2	50.00
Total	20,367	40.19
Average		40.25

# 2021 Diversity Scorecards

## USA ARCHERY



### PERSONS WITH DISABILITIES

	# Total Employees/ Members	% Persons With Disabilities
Board of Directors	6	0.00
Executive Committee	0	N/A
Standing Committees	14	0.00
Professional Staff	14	0.00
NGB Membership	20,017	2.48
National Teams (Athletes)	104	19.23
National Teams (Coaches & Non-Athletes)	1	0.00
Developmental National Teams (Athletes)	174	0.57
Developmental National Teams (Non-Athletes)	35	0.00
Part-Time Employees/Interns	2	N/A
Total	20,367	2.54
Average		2.79

# 2021 Diversity Scorecards

## USA ARCHERY



### MILITARY VETERANS

	# Total Employees/ Members	% Veterans
Board of Directors	6	16.66
Executive Committee	0	N/A
Standing Committees	14	14.28
Professional Staff	14	0.00
NGB Membership	20,017	7.81
National Teams (Athletes)	104	11.53
National Teams (Coaches & Non-Athletes)	1	0.00
Developmental National Teams (Athletes)	174	0.00
Developmental National Teams (Non-Athletes)	35	5.71
Part-Time Employees/Interns	2	0.00
Total	20,367	7.76
Average		7.00