

2020

U.S. PARALYMPICS NORDIC SKIING
2020 DIVERSITY SCORECARD



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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.

Benchmark Calculation and Interpretation

The Diversity Scorecard measures the diversity of the USOPC, NGB and HPMO's board of directors, standing committees, staff, membership, national team coaches and athletes, and developmental team coaches and athletes. The scorecard also measures the participation of women, people of color (African American/Black, Asian, Hispanic, Native American, Pacific Islander and two or more races), persons with disabilities and veterans.

The benchmark is derived from a combination of the U.S. Census, NCAA, and the specific NGB or HPMO's data. The benchmarks are designed to provide an assessment and comparison of the NGBs and/or HPMOs while considering the uniqueness of each organization. The benchmarks are tailored to each NGB and HPMO to adjust for their staff size, financial resources and uniqueness of their sport. For example, USA Volleyball's benchmark for membership data is based on 50 percent U.S. Census data and 50 percent NCAA data. For other sports like Team Handball, NCAA data is not available. Furthermore, the % Benchmark Achieved column allows for indication of where opportunity might exist. In some cases, the numbers are quite small, so a change of one or two people can be very significant.

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 | % Benchmark | % Benchmark Achieved | # Of Hires To Benchmark |
|---|-------------------------------|-------------------|-------------|-------------------------|----------------------------|
| Board of Directors | 19 | 15.78 | 17.54 | 89.97 | 0 |
| Executive Committee | 0 | N/A | 0.00 | N/A | 0 |
| Standing Committees | 0 | N/A | 0.00 | N/A | 0 |
| Professional Staff | 2 | 0.00 | 25.21 | 0.00 | 1 |
| NGB Membership | 0 | N/A | 0.00 | N/A | 0 |
| National Teams (Athletes) | 5 | 0.00 | 22.05 | 0.00 | 1 |
| National Teams (Coaches & Non-Athletes) | 12 | 8.33 | 5.51 | 151.18 | 0 |
| Developmental National Teams (Athletes) | 2 | 50.00 | 22.05 | 226.76 | 0 |
| Developmental National Teams (Non-Athletes) | 0 | N/A | 0.00 | N/A | 0 |
| Part-Time Employees/Interns | 0 | N/A | 0.00 | N/A | 0 |
| Total | 40 | 12.50 | | | |
| Average | | 14.82 | | 93.58 | |

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WOMEN

| | # Total Employees/ Members | % Women | % Benchmark | % Benchmark Achieved | # Of Hires To Benchmark |
|---|-------------------------------|---------|-------------|-------------------------|----------------------------|
| Board of Directors | 19 | 47.36 | 38.04 | 124.50 | 0 |
| Executive Committee | 0 | N/A | 0.00 | N/A | 0 |
| Standing Committees | 0 | N/A | 0.00 | N/A | 0 |
| Professional Staff | 2 | 50.00 | 64.67 | 77.32 | 0 |
| NGB Membership | 0 | N/A | 0.00 | N/A | 0 |
| National Teams (Athletes) | 5 | 40.00 | 34.79 | 114.98 | 0 |
| National Teams (Coaches & Non-Athletes) | 12 | 41.66 | 38.69 | 107.68 | 0 |
| Developmental National Teams (Athletes) | 2 | 100.00 | 34.79 | 287.44 | 0 |
| Developmental National Teams (Non-Athletes) | 0 | N/A | 0.00 | N/A | 0 |
| Part-Time Employees/Interns | 0 | N/A | 0.00 | N/A | 0 |
| Total | 40 | 47.50 | | | |
| Average | | 55.80 | | 142.38 | |

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PERSONS WITH DISABILITIES

| | # Total Employees/ Members | % Persons With Disabilities | % Benchmark | % Benchmark Achieved | # Of Hires To Benchmark |
|---|-------------------------------|--------------------------------|-------------|-------------------------|----------------------------|
| Board of Directors | 19 | 10.52 | 7.00 | 150.29 | 0 |
| Executive Committee | 0 | N/A | 7.00 | N/A | 0 |
| Standing Committees | 0 | N/A | 7.00 | N/A | 0 |
| Professional Staff | 2 | 0.00 | 7.00 | 0.00 | 0 |
| NGB Membership | 0 | N/A | 7.00 | N/A | 0 |
| National Teams (Athletes) | 5 | 100.00 | 7.00 | 1,428.57 | 0 |
| National Teams (Coaches & Non-Athletes) | 12 | 0.00 | 7.00 | 0.00 | 1 |
| Developmental National Teams (Athletes) | 2 | 100.00 | 7.00 | 1,428.57 | 0 |
| Developmental National Teams (Non-Athletes) | 0 | N/A | 7.00 | N/A | 0 |
| Part-Time Employees/Interns | 0 | N/A | 7.00 | N/A | 0 |
| Total | 40 | 22.50 | | | |
| Average | | 42.10 | | 601.49 | |

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MILITARY VETERANS

| | # Total Employees/ Members | % Veterans | % Benchmark | % Benchmark Achieved | # Of Hires To Benchmark |
|---|-------------------------------|------------|-------------|-------------------------|----------------------------|
| Board of Directors | 19 | 5.26 | 5.90 | 89.15 | 0 |
| Executive Committee | 0 | N/A | 5.90 | N/A | 0 |
| Standing Committees | 0 | N/A | 5.90 | N/A | 0 |
| Professional Staff | 2 | 0.00 | 5.90 | 0.00 | 0 |
| NGB Membership | 0 | N/A | 5.90 | N/A | 0 |
| National Teams (Athletes) | 5 | 20.00 | 5.90 | 338.98 | 0 |
| National Teams (Coaches & Non-Athletes) | 12 | 8.33 | 5.90 | 141.19 | 0 |
| Developmental National Teams (Athletes) | 2 | 0.00 | 5.90 | 0.00 | 0 |
| Developmental National Teams (Non-Athletes) | 0 | N/A | 5.90 | N/A | 0 |
| Part-Time Employees/Interns | 0 | N/A | 5.90 | N/A | 0 |
| Total | 40 | 7.50 | | | |
| Average | | 6.72 | | 113.86 | |