

Frequently Asked  
Questions: DE&I  
Scorecards  
06/13/2023

### 1.) What are the Diversity Scorecards?

The scorecards are designed to provide an annual, high-level summary of representation based on gender, race, and veteran and disability status. Importantly, the scorecard is designed for the USOPC and NGBs to easily identify opportunities to become more diverse and inclusive as it relates to athletes, coaches, staff, board of directors and membership.

### 2.) What do each of the metric columns on the scorecards mean and how are they calculated?

- A. **# Total Employees/Members:** Total number of employees/members in the group.
- B. **% People of Color:** Total percentage of people of color. (People of Color/(Total Employees/Members))
- C. **Benchmark:** Determined benchmark based of the year's American Community Survey (ACS) data.

### 3.) What do each of the rows on the scorecards mean?

- A. **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.
- B. **Standing Committees:** A permanent committee of the Board that meets regularly.
- C. **Professional Staff:** Any paid full-time employee of an NGB.
- D. **NGB Membership:** All individuals who are paying members of an NGB. This includes grassroots athletes through masters, as well as National Team athletes.
- E. **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.
- F. **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.
- G. **Developmental National Teams (Athletes):** Teams typically composed of emerging 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.
- H. **Developmental National Teams (Coaches and Other Non-Athletes):** Staff who assist with the Developmental National Teams as defined by the NGB.

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This includes coaches, trainers, logistics coordinators, medical personnel, etc.

- I. **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.

**4.) How are the benchmarks calculated?**

The benchmarks are determined based off the latest data on the American Community Survey (ACS) data. The ACS data is updated annually and, per the U.S. Census Bureau, “is the premier source for detailed population and housing information about our nation.” This benchmark is standard across all the scorecards and does not change regardless of the sport or organization. Using this benchmark, the Movement will aim to become more representative of the U.S. population.

**5.) If I do not have an answer about the scorecards, who should I refer to?**

If you have a question regarding an aspect of the scorecards, please refer to the USOPC Diversity, Equity & Inclusion department. Contact information for the department is listed below.

**6.) Why are the scorecards posted on TeamUSA.org?**

The scorecards are released publicly to ensure that both the USOPC and NGBs remain committed and accountable to providing honest and transparent information to our stakeholders and each other. Additionally, the release provides the motivation to capitalize on our opportunities for growth and progress across the movement.

**7.) Who do I go to if there are inquiries from the media?**

The first place you should go is to your media team at your organization. If they do not have an answer or you do not have a media team, please refer to Jon Mason or Brittany Davis at the USOPC. Their contact information is listed below.

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