

Frequently Asked
Questions: DE&I
Scorecards
12/07/2020

1.) What are the Diversity and Inclusion 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, NGBs and HPMOs 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:** Benchmark calculated for each group. Please see the legend at the bottom for how the benchmarks were calculated for each group.
- D. **% Benchmark Achieved:** $(\% \text{ People of Color} / \text{Benchmark}) \times 100$
- E. **# Of Hires to Benchmark:** $((\text{Benchmark} - \text{Current Utilization}) / 100) \times \text{Total employees in the job group.}$

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. **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.
- C. **Standing Committees:** A permanent committee of the Board that meets regularly.
- D. **Professional Staff:** Any paid full-time employee of an NGB.
- E. **NGB Membership:** All individuals who are paying members of an NGB. This includes grassroots athletes through masters, as well as National Team athletes.
- F. **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.
- G. **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.

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- H. **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.
- I. **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.
- J. **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 scorecards calculated?

The scorecards are calculated using an equation unique to the USOPC. The benchmarks are derived from a combination of the U.S. Census, NCAA (where applicable), and the specific NGB or HPMO's data. The benchmarks are tailored to each NGB and HPMO to adjust for their staff size and uniqueness of their sport. An example of the equations is shown below. 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 applicable.

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 Olivia Truby at the USOPC. Their contact information is listed below.

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