



# Athlete Representation Review Working Group

## Review Report

<b>NGB</b>	<b>USA Rugby</b>
<i>Working Group Personnel</i>	
USOPC AAC Designee	Cody Mattern
NGBC Designee	Staciellen Mischel
NGB Representative to USOPC AAC	Irene Gardner
<i>Support Personnel</i>	
Executive Director, AAC	Elizabeth Ramsey
NGB Services Liaison	David Patterson
<i>Session Information</i>	
Date of NGB Submission	March 15, 2021
Date of Report	April 30, 2021

### Overview of Submission and Discussion

The NGB, having the approval of its AAC, submitted a set of committees and competitions for review by the Working Group (WG). The submission was provided in due time and was reviewed in advance of the meeting.

<b>Reviewed Competitions</b>	
<b>Competition</b>	<ul style="list-style-type: none"> <li>• <b>Rugby World Cup 7s</b></li> <li>• <b>Rugby World Cup</b></li> <li>• <b>Sevens World Series</b></li> </ul>
NGB Recommendation	Elite International Competition
NGB AAC Recommendation	Elite International Competition
Working Group Finding	<b>Elite International Competition</b>
<i>Finding Notes</i>	
The athletes in these 7s and 15s events are at the highest level of the discipline, representing Team USA having been selected by an NGB led selection process.	
<b>Competition</b>	<b>Team USA 15s Test Matches</b>
NGB Recommendation	Elite International Competition
NGB AAC Recommendation	Elite International Competition
Working Group Finding	<b>Elite International Competition</b>
<i>Finding Notes</i>	
Test matches are international matches sanctioned by the International Federation. Athletes competing in these competitions are representing Team USA at the highest level and have been selected to their team through an NGB led selection process.	
<b>Competition</b>	<b>7s and 15s Player Pool</b>
NGB Recommendation	Elite International Competition
NGB AAC Recommendation	Elite International Competition
Working Group Finding	<b>Elite International Competition</b>

<i>Finding Notes</i>	
<p>The NGB defines player pool athletes as:</p> <ul style="list-style-type: none"> <li>• Having competed in 3 international matches; or</li> <li>• Played on 3 international tours; or</li> <li>• Trained with the national team program over a period of at least three years.</li> </ul> <p>In all cases, the athlete would be selected to the pool using NGB led selection criteria.</p>	
<b>Competition</b>	<ul style="list-style-type: none"> <li>• <b>NGB Sanctioned National or International Competitions</b></li> </ul>
NGB Recommendation	Actively Engaged
NGB AAC Recommendation	Actively Engaged
Working Group Finding	<b>Actively Engaged</b>
<i>Finding Notes</i>	
<p>In all national and international competitions, for “senior” or “open” competition, the competition is at an elite level and the athletes involved would be expected to train and compete as elite athletes. The slate of events outlined for “Actively Engaged” would create a comparable amount of available athletes among men and women.</p>	

<b>Reviewed Committees</b>	
<b>Committee</b>	<ul style="list-style-type: none"> <li>• <b>Audit and Risk</b></li> <li>• <b>High Performance Ethics and Standards</b></li> <li>• <b>Joint Management Working Group</b></li> <li>• <b>Nominations Committee</b></li> <li>• <b>Discipline and Grievances</b></li> </ul>
NGB Recommendation	Designated
NGB AAC Recommendation	Designated
Working Group Finding	<b>Designated</b>
<i>Finding Notes</i>	
<p>These committees were clearly within the definition of Designated – a finding shared among the Working Group, the NGB and its AAC.</p>	
<b>Committee</b>	<ul style="list-style-type: none"> <li>• <b>Medical</b></li> <li>• <b>Diversity, Equity and Inclusion</b></li> </ul>
NGB Recommendation	Other Committees
NGB AAC Recommendation	Other Committees
Working Group Finding	<b>Other Committees</b>
<i>Finding Notes</i>	
<p>Both of these committees deal with specialist topics and provide guidance or advice – without any decision-making authority.</p>	
<b>Committee</b>	<ul style="list-style-type: none"> <li>• <b>Referee and Laws Committee</b></li> </ul>
NGB Recommendation	Other Committees – With Exception
NGB AAC Recommendation	Other Committees – With Exception
Working Group Finding	<b>Other Committees – With Exception</b>
<i>Finding Notes</i>	
<p>The NGB requested that the Referee and Laws Committee be required to have 10% athlete representation rather than the requisite 33%. The Committee would otherwise be subject to the provisions of “Other Committees”.</p>	

The NGB outlined that the committee acts in an advisory role only and does not change the Laws of the Game, certification requirements nor nominations of officials to national or international events. The NGB AAC noted that they do not feel there is a need for a full complement of athletes on this committee, and that as the AAC would make appointments to the committee they could ensure that the representatives on the committee would be well suited to advocate for the athlete perspective in that setting.

As with other committee requirements, it should be clear that that athlete representation in this modified version would be accurately stated as “not less than 10%”.

**The Working Group agreed with the NGB and with the AAC that 10% composition, including at least one AAC appointed athlete, for the Referee and Laws Committee would be acceptable. This is with the condition that the terms of reference for the committee continue to not have any decision-making authority. Should the mandate or authority of the committee change to include decision making authority 33% athlete representation would once again be required.**