



UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE

2025 DEMOGRAPHIC DATA REPORT

For the period of January 1, 2025, to December 31, 2025

Prepared for:



USARUGBY



2025 Demographic Data Report

USA Rugby



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INTRODUCTION

DEMOGRAPHIC DATA COLLECTION AND PREPARATION

Under Section 220511(2)(B) of the Ted Stevens Act, the USOPC is required to report annual demographic data from the previous year as of December 31. Once the data is collected, the USOPC works with a consultant to compile more than 4,000 data points into unique profiles for each NGB and one for the USOPC.

SIGNIFICANT DEFINITIONS

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.

Standing Committees: A permanent committee of the Board that meets regularly.

Professional Staff: Any paid full-time employee of an NGB.

NGB Membership: All individuals who are paying members of an NGB. This includes grassroots athletes through masters, as well as National Team athletes.

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.

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.

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.

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.

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.

NATIONAL PERCENTAGES

National percentages are based off the latest data on the American Community Survey (ACS) data updated annually by the U.S. Census Bureau.

CHART KEY

0.00% - Percent of Member/Staff

● — ● - Demographic Data

● — ● - National Percentage

0.00% - National Percentage

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PEOPLE OF COLOR

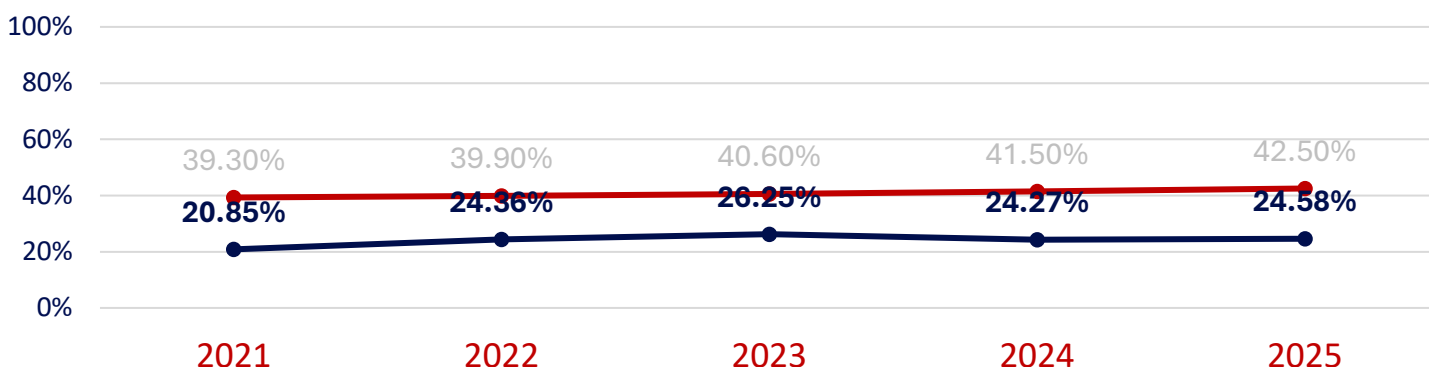
2025 DATA OVERVIEW FOR PEOPLE OF COLOR

This table presents the total number of individuals who identify as a person of color, defined as those who identify as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and two or more races.

	Total Number	% People of Color	National %
Board of Directors	12	8.33	42.50
Standing Committees	41	21.95	42.50
Professional Staff	18	16.67	42.50
NGB Membership	85,803	34.55	42.50
National Team Athletes	161	42.86	42.50
National Team Non-Athlete (Coaches and Support Staff)	43	23.26	42.50
Development National Team Athlete	221	40.72	42.50
Development National Team Non-Athlete (Coaches and Support Staff)	79	32.91	42.50
Part-Time Staff/Interns	0	0.00	42.50
Total	86,378	34.56	
Average		24.58	

YEAR-OVER-YEAR AVERAGES

This chart shows a year-over-year comparison of the average percent of people of color from 2021 through 2025, calculated using submitted data across NGB Boards of Directors, Standing Committees, Professional Staff, NGB Membership, National Team Athletes, National Team Non-Athlete Coaches and Support Staff, Development National Team Athletes, Development National Team Non-Athlete Coaches and Support Staff, and Part-Time Staff and Interns.



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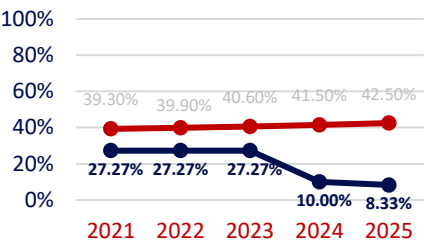


PEOPLE OF COLOR

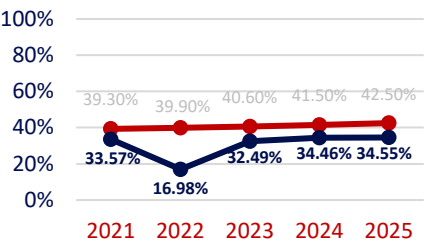
YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

The following nine charts present year-over-year trends (2021–2025) for individuals identifying as people of color, including those who identify as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or two or more races. Data are grouped by National Governing Body affiliation: Boards of Directors; Standing Committees; Professional Staff; NGB Membership; National Team Athletes; National Team Non-Athlete Coaches and Support Staff; Development National Team Athletes; Development National Team Non-Athlete Coaches and Support Staff; and Part-Time Staff and Interns. Definitions for each category appear in the “Significant Definitions” section on page 2.

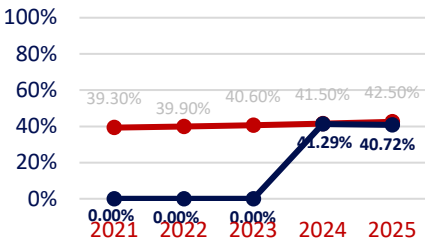
Board of Directors



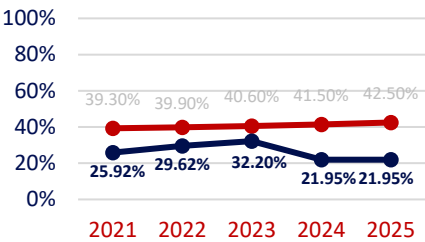
NGB Membership



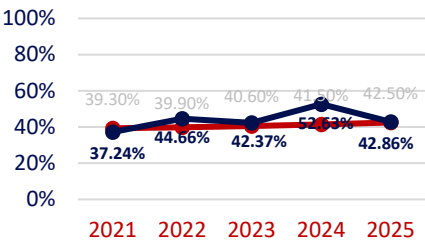
Development National Teams



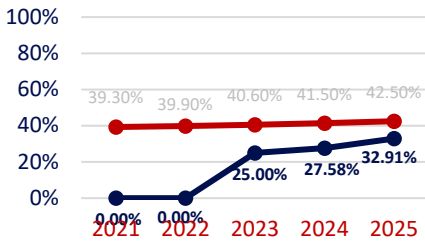
Standing Committees



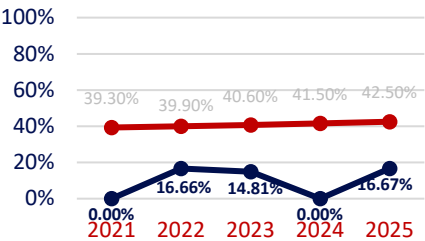
National Team Athletes



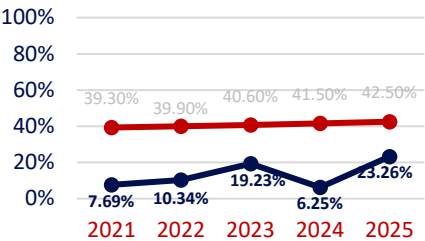
Development Teams Non-Athlete



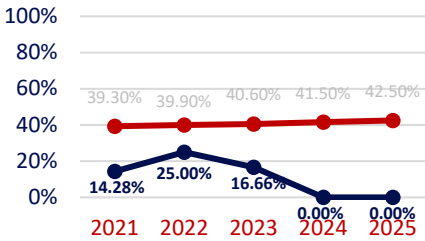
Professional Staff



National Team Non-Athlete



Part-Time Staff/Interns



PROGRAM AND INITIATIVE NOTES AND HIGHLIGHTS

Providing Program and Initiative notes and highlights is optional and completed by the National Governing Body.

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PERSONS WITH A DISABILITY

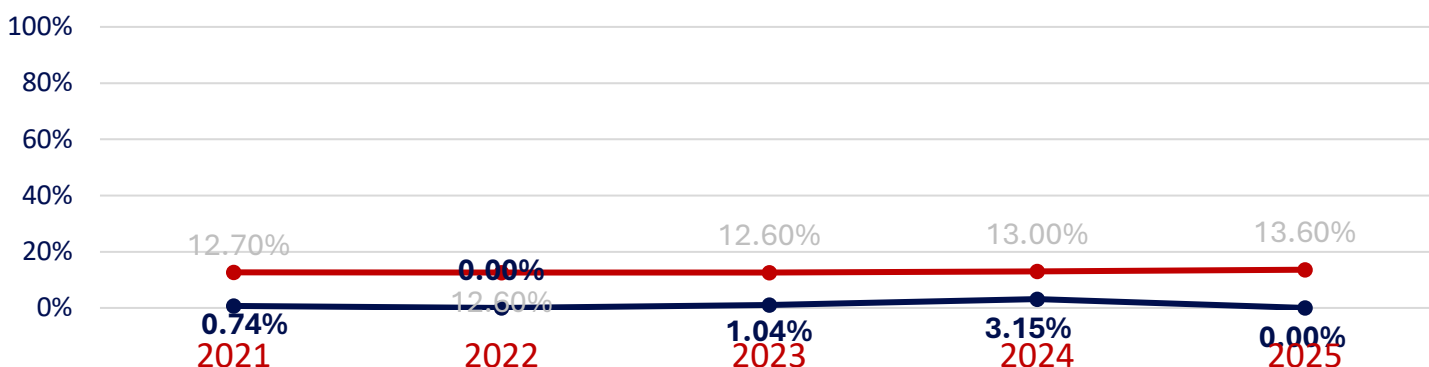
2025 DATA OVERVIEW FOR PERSONS WITH A DISABILITY

This table presents the total number of individuals who self-identify as a person with a disability, using data reported by the national governing body. This section is not limited to Paralympic classified individuals but also includes self-identification of a disability outside the scope of Paralympic classification.

	Total Number	% People of Color	National %
Board of Directors	12	0.00	13.60
Standing Committees	41	0.00	13.60
Professional Staff	18	0.00	13.60
NGB Membership	85,803	0.00	13.60
National Team Athletes	161	0.00	13.60
National Team Non-Athlete (Coaches and Support Staff)	43	0.00	13.60
Development National Team Athlete	221	0.00	13.60
Development National Team Non-Athlete (Coaches and Support Staff)	79	0.00	13.60
Part-Time Staff/Inters	0	0.00	13.60
Total	86,378	0.00	
Average		0.00	

YEAR-OVER-YEAR AVERAGES

This chart shows a year-over-year comparison of the average percent of persons with a disability from 2021 through 2025, calculated using submitted data across NGB Boards of Directors, Standing Committees, Professional Staff, NGB Membership, National Team Athletes, National Team Non-Athlete Coaches and Support Staff, Development National Team Athletes, Development National Team Non-Athlete Coaches and Support Staff, and Part-Time Staff and Interns.



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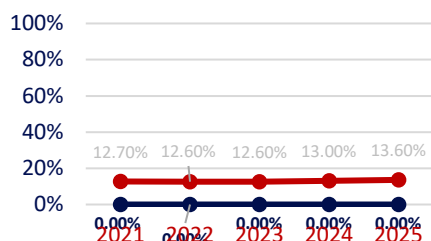


PERSONS WITH A DISABILITY

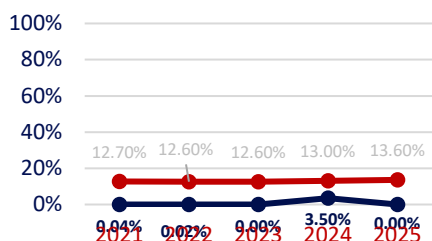
YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

The following nine charts present year-over-year trends (2021–2025) for the number of individuals who self-identify as a person with a disability. Data are grouped by National Governing Body affiliation: Boards of Directors; Standing Committees; Professional Staff; NGB Membership; National Team Athletes; National Team Non-Athlete Coaches and Support Staff; Development National Team Athletes; Development National Team Non-Athlete Coaches and Support Staff; and Part-Time Staff and Interns. Definitions for each category appear in the “Significant Definitions” section on page 2.

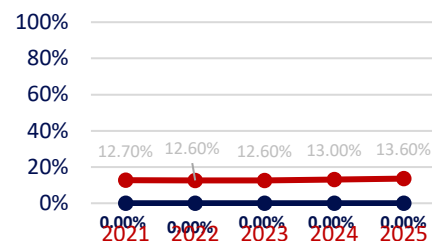
Board of Directors



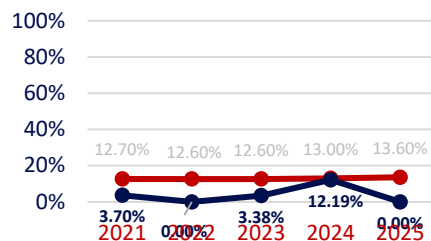
NGB Membership



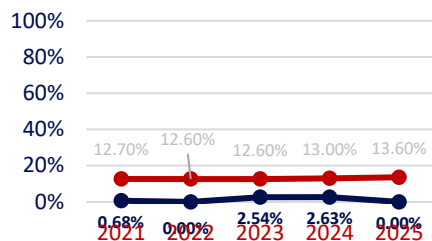
Development National Teams



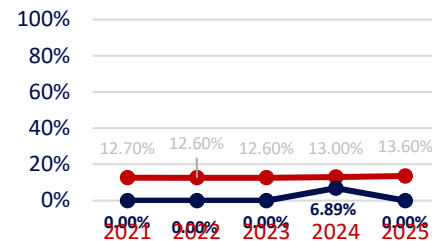
Standing Committees



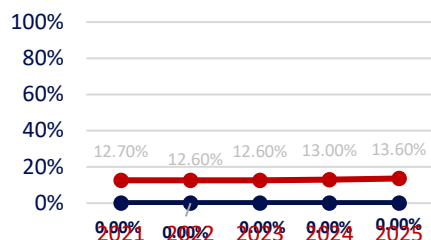
National Team Athletes



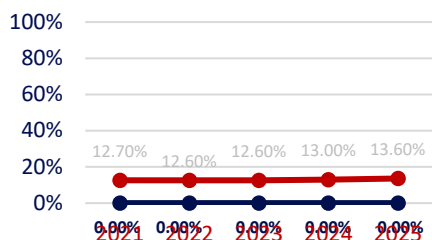
Development Teams Non-Athlete



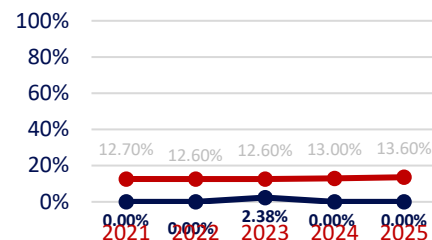
Professional Staff



National Team Non-Athlete



Part-Time Staff/Interns



PROGRAM AND INITIATIVE NOTES AND HIGHLIGHTS

Providing Program and Initiative notes and highlights is optional and completed by the National Governing Body. In 2024 USA Rugby has:

- Awarded the 2024 Explore Archery Grant to recruit diverse instructors and to grow archery in urban and suburban areas.
- Awarded the 2024 Diversity, Equity, Inclusion, and Access Coach Grant to provide coach education opportunities to individuals who represent diverse communities to advance diversity and inclusivity in the sport.

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VETERANS

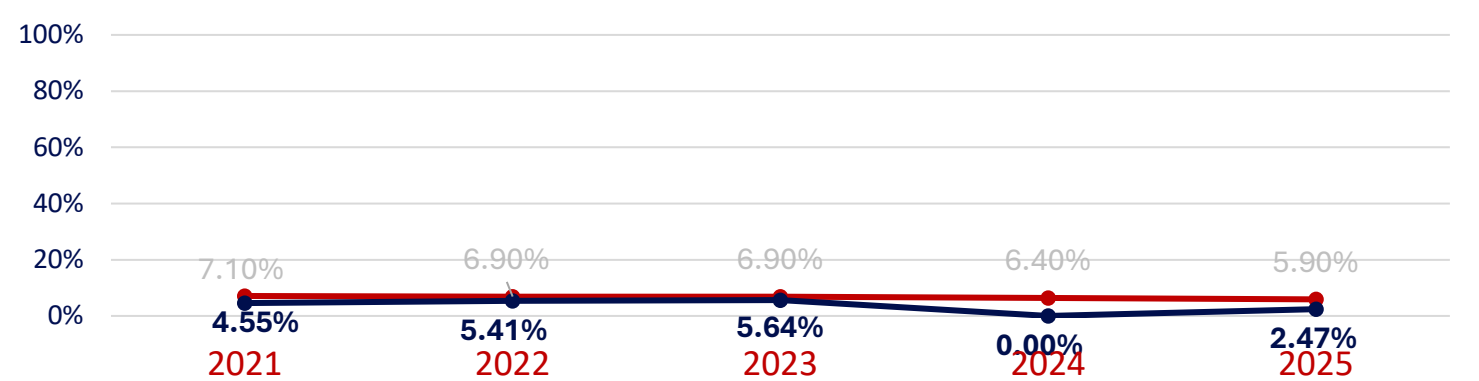
2025 DATA OVERVIEW FOR VETERANS

This table presents the number of individuals who self-identify as Veterans through their NGB. Veterans are defined under U.S. Code, Title 38, Part I, Chapter 1, § 101 as individuals who served in the active military, naval, air, or space service and were discharged or released under conditions other than dishonorable.

	Total Number	% People of Color	National %
Board of Directors	12	0.00	5.90
Standing Committees	41	12.20	5.90
Professional Staff	18	0.00	5.90
NGB Membership	85,803	2.28	5.90
National Team Athletes	161	2.48	5.90
National Team Non-Athlete (Coaches and Support Staff)	43	2.33	5.90
Development National Team Athlete	221	0.45	5.90
Development National Team Non-Athlete (Coaches and Support Staff)	79	2.53	5.90
Part-Time Staff/Inters	0	0.00	5.90
Total	86,378	2.28	
Average		2.47	

YEAR-OVER-YEAR AVERAGES

This chart shows a year-over-year comparison of the average percent of Veterans from 2021 through 2025, calculated using submitted data across NGB Boards of Directors, Standing Committees, Professional Staff, NGB Membership, National Team Athletes, National Team Non-Athlete Coaches and Support Staff, Development National Team Athletes, Development National Team Non-Athlete Coaches and Support Staff, and Part-Time Staff and Interns.



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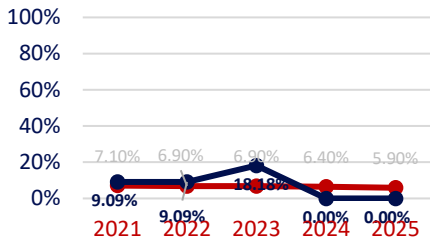


VETERANS

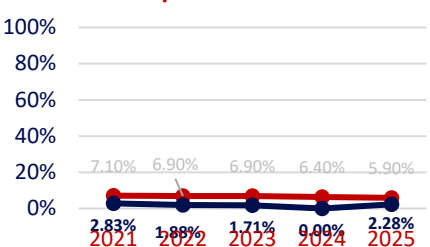
YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

The following nine charts present year-over-year trends (2021–2025) for individuals identifying as Veterans, as defined by U.S. Code, Title 38, Part I, Chapter 1, § 101—individuals who served in the active military, naval, air, or space service and were discharged or released under conditions other than dishonorable. Data are grouped by National Governing Body affiliation: Boards of Directors; Standing Committees; Professional Staff; NGB Membership; National Team Athletes; National Team Non-Athlete Coaches and Support Staff; Development National Team Athletes; Development National Team Non-Athlete Coaches and Support Staff; and Part-Time Staff and Interns. Definitions for each category appear in the “Significant Definitions” section on page 2.

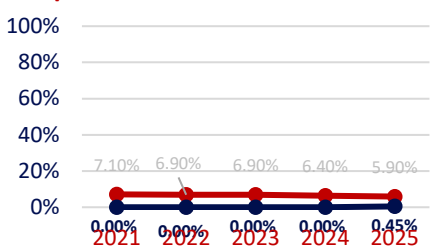
Board of Directors



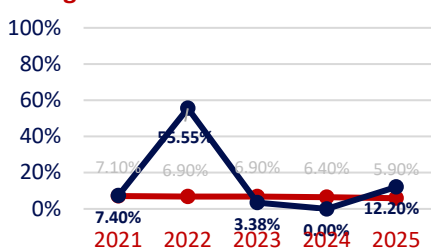
NGB Membership



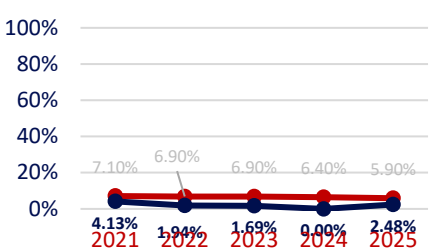
Development National Teams



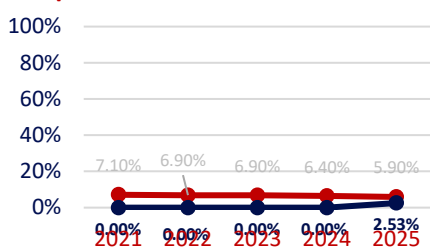
Standing Committees



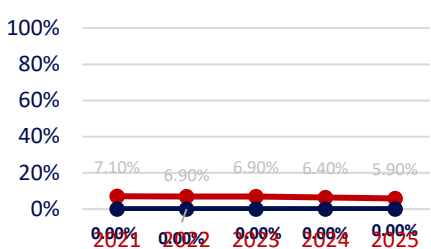
National Team Athletes



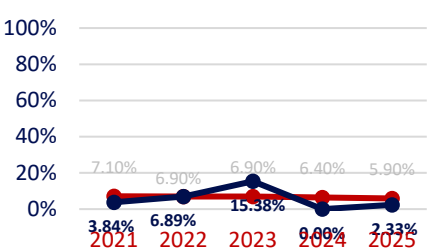
Development Teams Non-Athlete



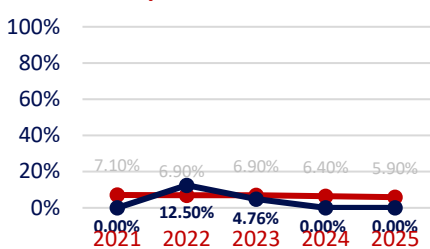
Professional Staff



National Team Non-Athlete



Part-Time Staff/Interns



PROGRAM AND INITIATIVE NOTES AND HIGHLIGHTS

Providing Program and Initiative notes and highlights is optional and completed by the National Governing Body.

USA Rugby’s membership platform does not currently ask about/disability status disability status.

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WOMEN

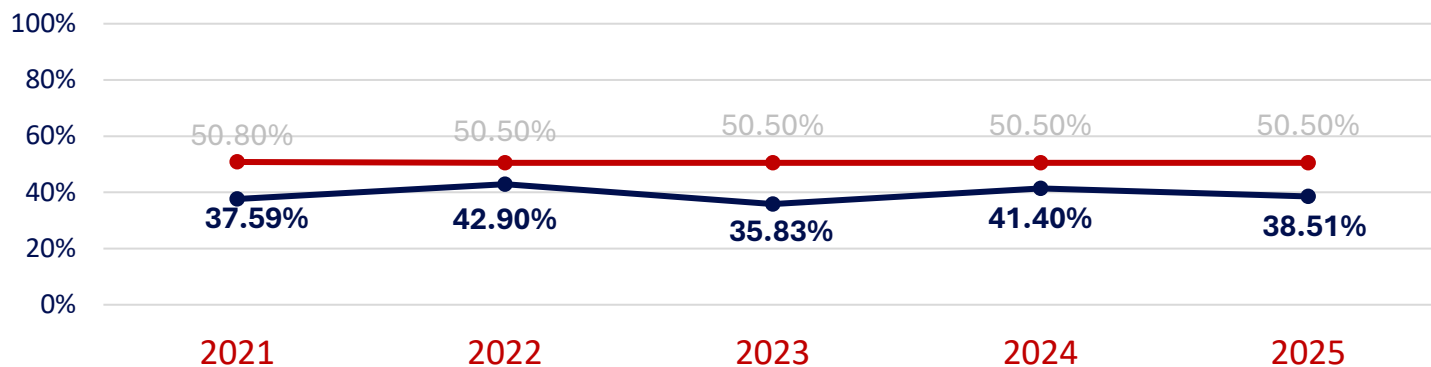
2025 DATA OVERVIEW FOR WOMEN

This table presents the number of women as reported by USA Rugby.

	Total Number	% People of Color	National %
Board of Directors	12	33.33	50.50
Standing Committees	41	36.59	50.50
Professional Staff	18	50.00	50.50
NGB Membership	85,803	24.30	50.50
National Team Athletes	161	63.35	50.50
National Team Non-Athlete (Coaches and Support Staff)	43	48.84	50.50
Development National Team Athlete	221	42.08	50.50
Development National Team Non-Athlete (Coaches and Support Staff)	79	48.10	50.50
Part-Time Staff/Interns	0	0.00	50.50
Total	86,378	24.47	
Average		38.51	

YEAR-OVER-YEAR AVERAGES

This chart shows a year-over-year comparison of the average percent of women from 2021 through 2025, calculated using submitted data across NGB Boards of Directors, Standing Committees, Professional Staff, NGB Membership, National Team Athletes, National Team Non-Athlete Coaches and Support Staff, Development National Team Athletes, Development National Team Non-Athlete Coaches and Support Staff, and Part-Time Staff and Interns.



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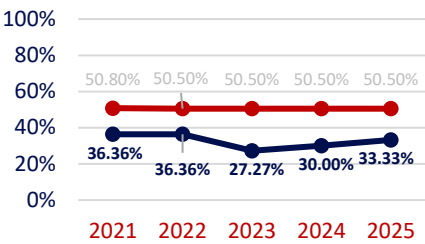


WOMEN

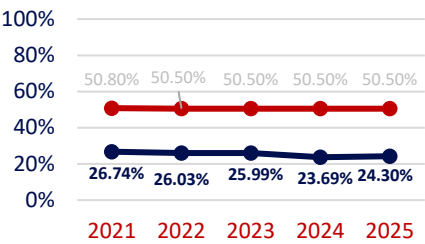
YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

The following nine charts present year-over-year trends from 2021 through 2025 for women. Data are grouped by National Governing Body affiliation: Boards of Directors; Standing Committees; Professional Staff; NGB Membership; National Team Athletes; National Team Non-Athlete Coaches and Support Staff; Development National Team Athletes; Development National Team Non-Athlete Coaches and Support Staff; and Part-Time Staff and Interns. Definitions for each category appear in the “Significant Definitions” section on page 2.

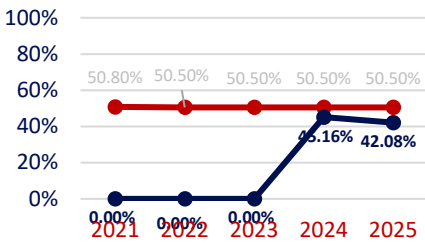
Board of Directors



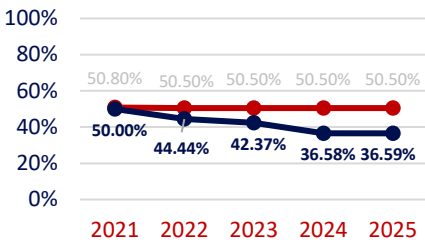
NGB Membership



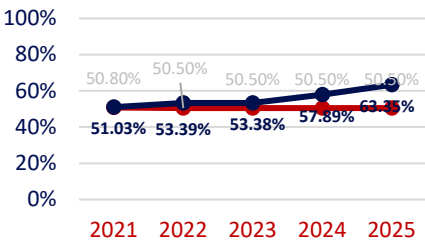
Development National Teams



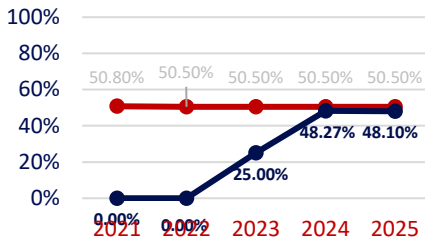
Standing Committees



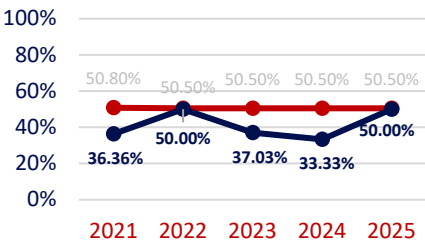
National Team Athletes



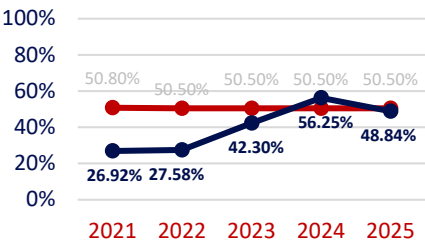
Development Teams Non-Athlete



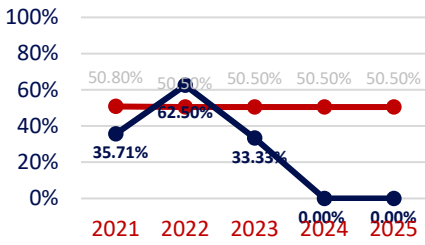
Professional Staff



National Team Non-Athlete



Part-Time Staff/Interns



PROGRAM AND INITIATIVE NOTES AND HIGHLIGHTS

Providing Program and Initiative notes and highlights is optional and completed by the National Governing Body.