



UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE

# 2025 DEMOGRAPHIC DATA REPORT

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

Prepared for:



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# 2025 Demographic Data Report

## US Biathlon



## 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

# 2025 Demographic Data Report

## US Biathlon



### PEOPLE OF COLOR

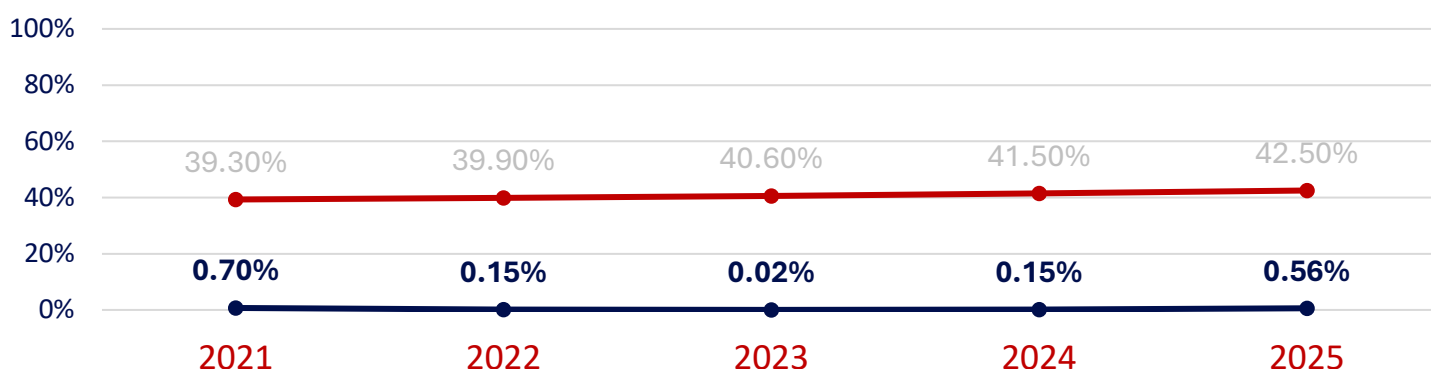
#### 2025 DATA OVERVIEW FOR PEOPLE OF COLOR

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                                                | 16           | 0.00              | 42.50      |
| Standing Committees                                               | 22           | 0.00              | 42.50      |
| Professional Staff                                                | 3            | 0.00              | 42.50      |
| NGB Membership                                                    | 1,540        | 1.30              | 42.50      |
| National Team Athletes                                            | 14           | 0.00              | 42.50      |
| National Team Non-Athlete (Coaches and Support Staff)             | 7            | 0.00              | 42.50      |
| Development National Team Athlete                                 | 27           | 3.70              | 42.50      |
| Development National Team Non-Athlete (Coaches and Support Staff) | 4            | 0.00              | 42.50      |
| Part-Time Staff/Inters                                            | 1            | 0.00              | 42.50      |
| <b>Total</b>                                                      | 1,634        | 1.29              |            |
| <b>Average</b>                                                    |              | 0.56              |            |

#### 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.



# 2025 Demographic Data Report

## US Biathlon

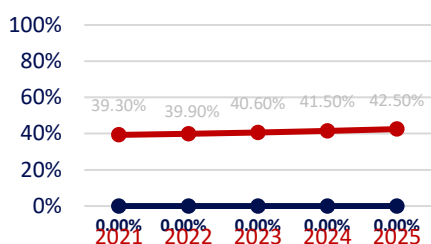


### PEOPLE OF COLOR

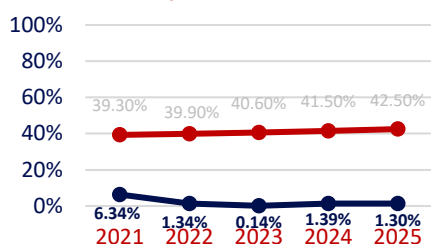
#### YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

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.

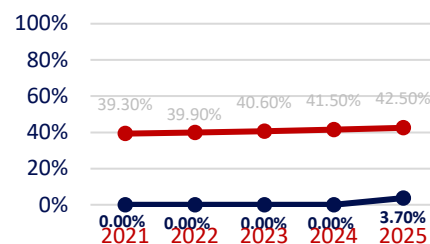
##### Board of Directors



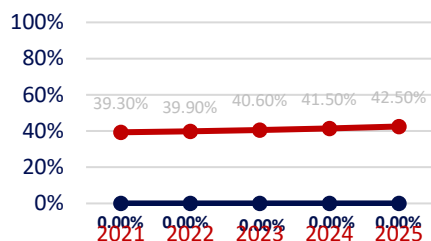
##### NGB Membership



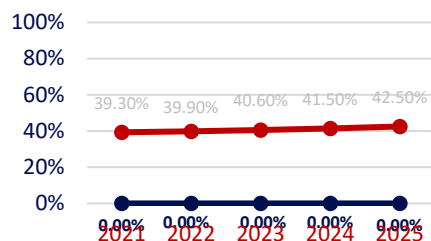
##### Development National Teams



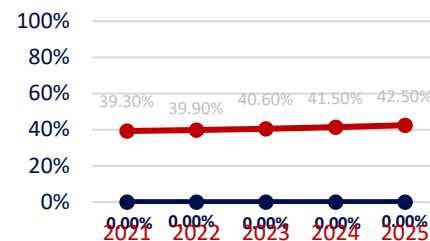
##### Standing Committees



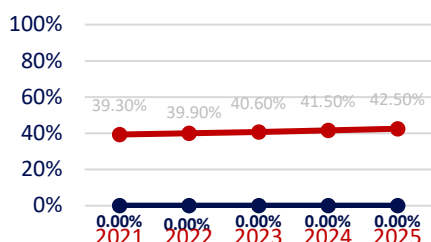
##### National Team Athletes



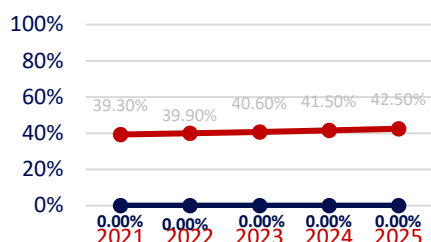
##### Development Teams Non-Athlete



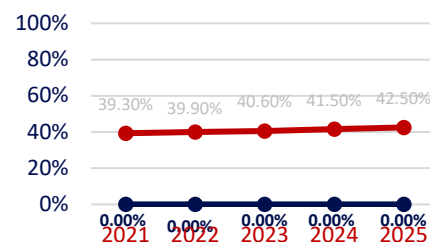
##### Professional Staff



##### 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.

# 2025 Demographic Data Report

## US Biathlon



### PERSONS WITH A DISABILITY

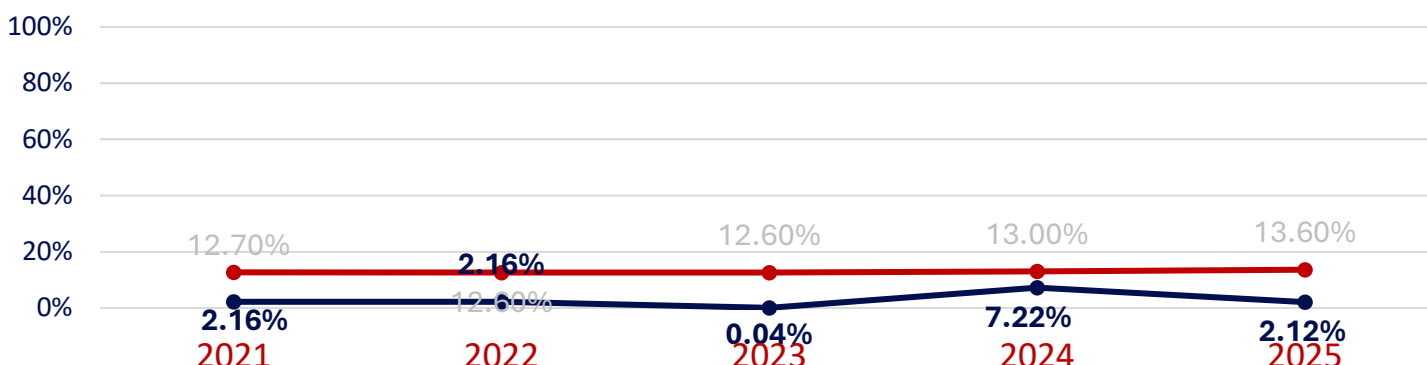
#### 2025 DATA OVERVIEW FOR PERSONS WITH A DISABILITY

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                                                | 16           | 12.50             | 13.60      |
| Standing Committees                                               | 22           | 4.55              | 13.60      |
| Professional Staff                                                | 3            | 0.00              | 13.60      |
| NGB Membership                                                    | 1,540        | 2.01              | 13.60      |
| National Team Athletes                                            | 14           | 0.00              | 13.60      |
| National Team Non-Athlete (Coaches and Support Staff)             | 7            | 0.00              | 13.60      |
| Development National Team Athlete                                 | 27           | 0.00              | 13.60      |
| Development National Team Non-Athlete (Coaches and Support Staff) | 4            | 0.00              | 13.60      |
| Part-Time Staff/Interns                                           | 1            | 0.00              | 13.60      |
| <b>Total</b>                                                      | 1,634        | 2.08              |            |
| <b>Average</b>                                                    |              | 2.12              |            |

#### 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.



# 2025 Demographic Data Report

## US Biathlon

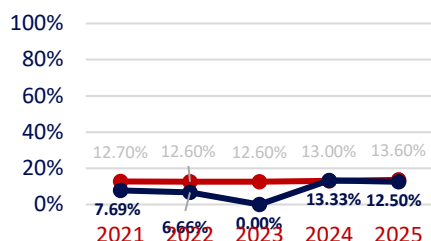


### PERSONS WITH A DISABILITY

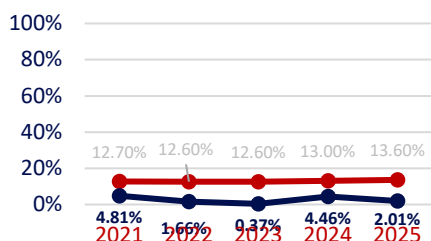
#### YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

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.

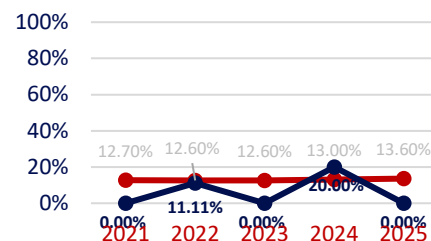
**Board of Directors**



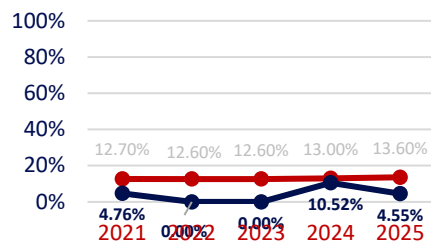
**NGB Membership**



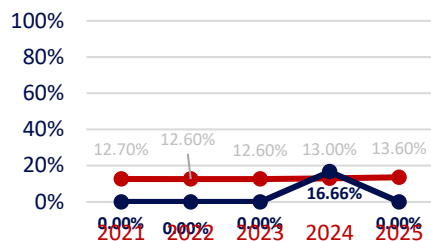
**Development National Teams**



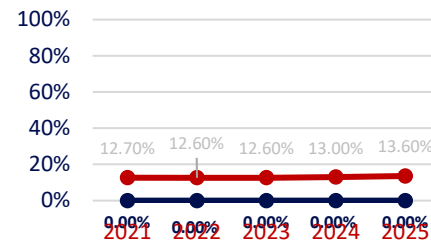
**Standing Committees**



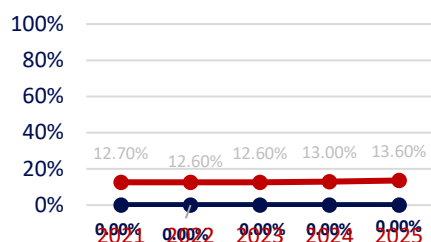
**National Team Athletes**



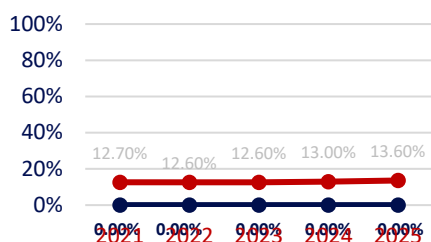
**Development Teams Non-Athlete**



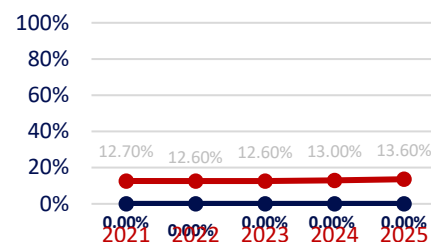
**Professional Staff**



**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.

US Biathlon does not manage para biathlon but are continuing to integrate more and more as our International Federation has taken the sport management over.

# 2025 Demographic Data Report

## US Biathlon



### VETERANS

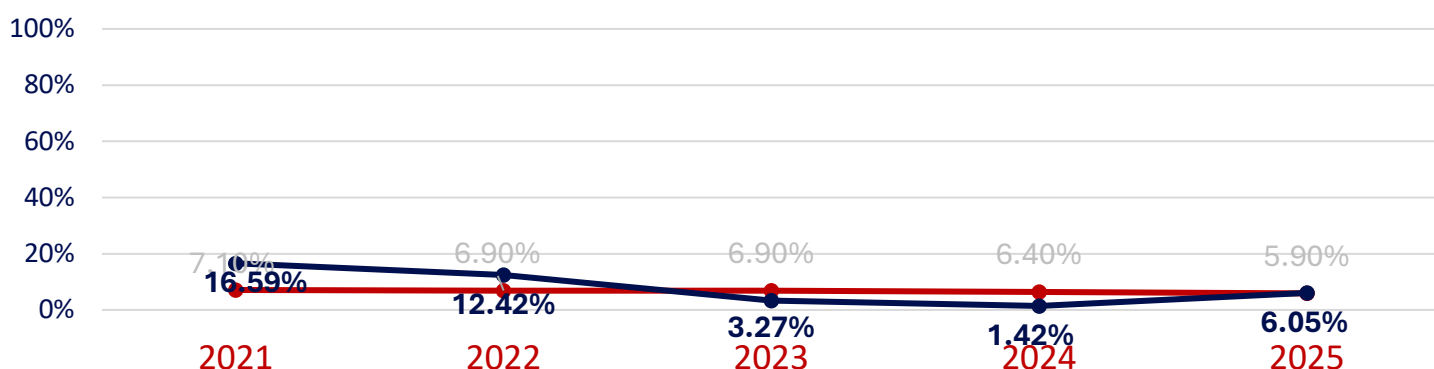
#### 2025 DATA OVERVIEW FOR VETERANS

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                                                | 16           | 18.75             | 5.90       |
| Standing Committees                                               | 22           | 4.55              | 5.90       |
| Professional Staff                                                | 3            | 0.00              | 5.90       |
| NGB Membership                                                    | 1,540        | 6.04              | 5.90       |
| National Team Athletes                                            | 14           | 21.43             | 5.90       |
| National Team Non-Athlete (Coaches and Support Staff)             | 7            | 0.00              | 5.90       |
| Development National Team Athlete                                 | 27           | 3.70              | 5.90       |
| Development National Team Non-Athlete (Coaches and Support Staff) | 4            | 0.00              | 5.90       |
| Part-Time Staff/Interns                                           | 1            | 0.00              | 5.90       |
| <b>Total</b>                                                      | 1,634        | 6.18              |            |
| <b>Average</b>                                                    |              | 6.05              |            |

#### 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.





# 2025 Demographic Data Report

## US Biathlon

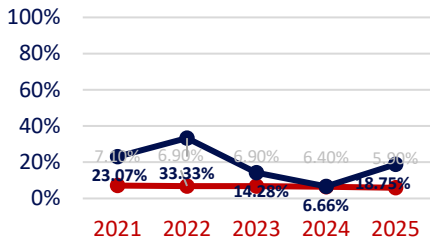


### VETERANS

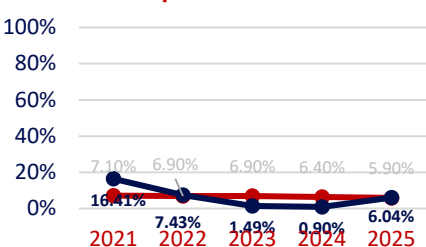
#### YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

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.

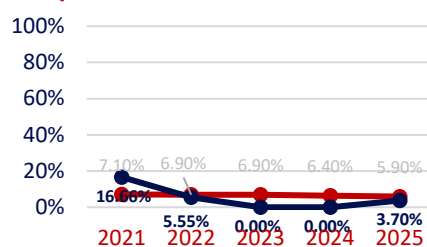
Board of Directors



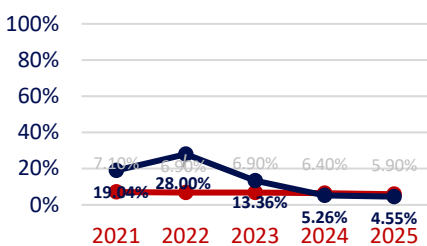
NGB Membership



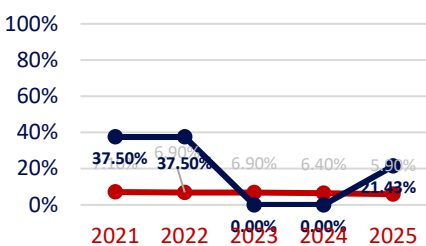
Development National Teams



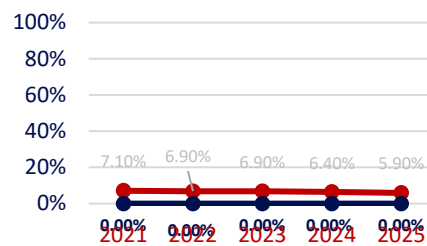
Standing Committees



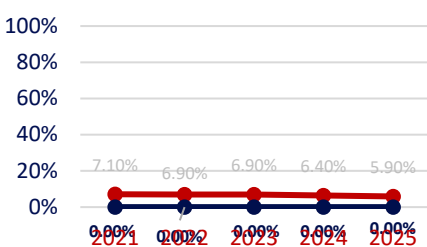
National Team Athletes



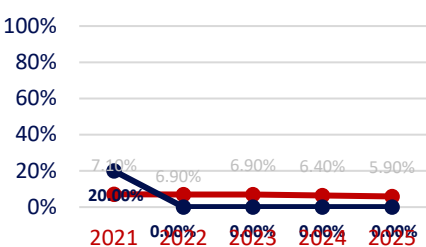
Development Teams Non-Athlete



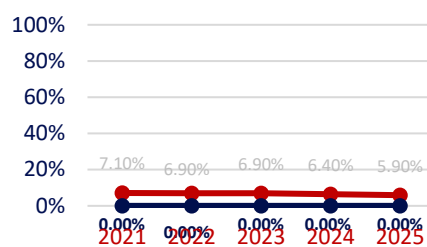
Professional Staff



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.

US Biathlon has a close tie to the military within biathlon. However, we do find that many people do not identify themselves as "veterans" if they are in the reserves or never saw combat. We have tried to be explicit about any military service counting, though, so we expect numbers to continue to rise.

# 2025 Demographic Data Report

## US Biathlon



### WOMEN

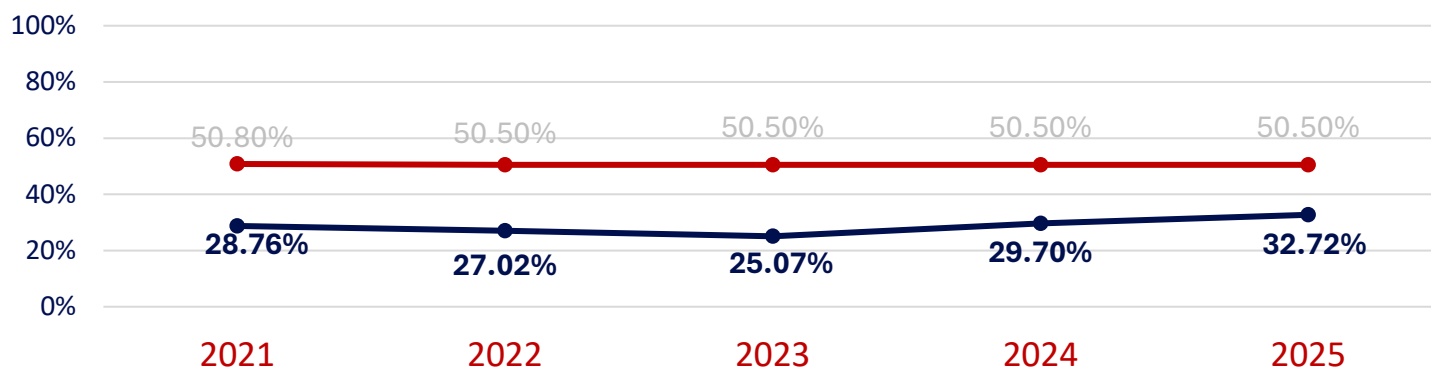
#### 2025 DATA OVERVIEW FOR WOMEN

This table presents the number of women as reported by US Biathlon.

|                                                                   | Total Number | % People of Color | National % |
|-------------------------------------------------------------------|--------------|-------------------|------------|
| Board of Directors                                                | 16           | 43.75             | 50.50      |
| Standing Committees                                               | 22           | 31.82             | 50.50      |
| Professional Staff                                                | 3            | 66.67             | 50.50      |
| NGB Membership                                                    | 1,540        | 32.40             | 50.50      |
| National Team Athletes                                            | 14           | 50.00             | 50.50      |
| National Team Non-Athlete (Coaches and Support Staff)             | 7            | 14.29             | 50.50      |
| Development National Team Athlete                                 | 27           | 55.56             | 50.50      |
| Development National Team Non-Athlete (Coaches and Support Staff) | 4            | 0.00              | 50.50      |
| Part-Time Staff/Interns                                           | 1            | 0.00              | 50.50      |
| <b>Total</b>                                                      | 1,634        | 32.93             |            |
| <b>Average</b>                                                    |              | 32.72             |            |

#### 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.



# 2025 Demographic Data Report

## US Biathlon

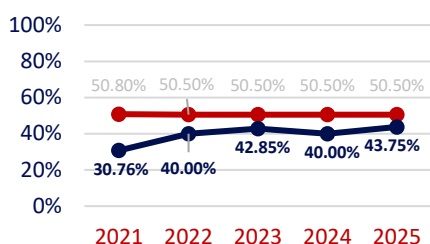


### WOMEN

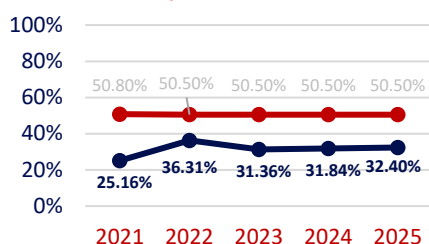
#### YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

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.

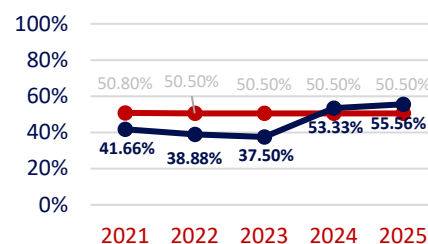
##### Board of Directors



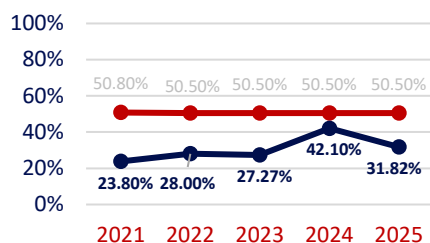
##### NGB Membership



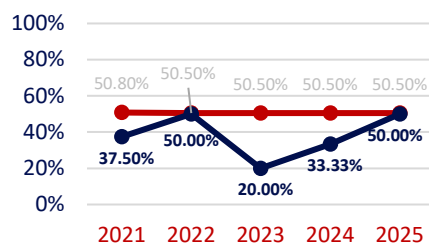
##### Development National Teams



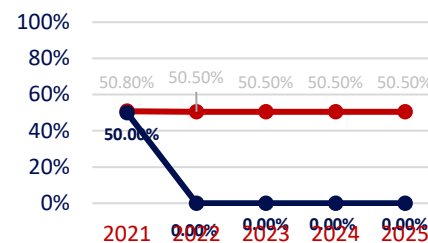
##### Standing Committees



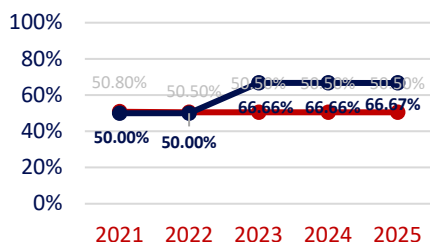
##### National Team Athletes



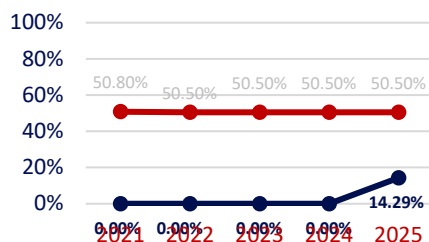
##### Development Teams Non-Athlete



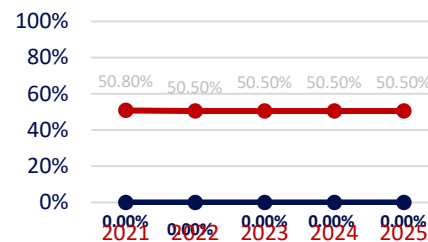
##### Professional Staff



##### 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.

USA Biathlon has a Women's Coaching Initiative that is helping to recruit and keep more women involved in the sport as coaches. USAB would also like to note that members are not required to input gender information into our system, so we had to make an educated guess about gender identity for 76 people in our general membership.