



UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE

2025 DEMOGRAPHIC DATA REPORT

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

Prepared for:



2025 Demographic Data Report

US Paralympic Nordic Skiing



TABLE OF CONTENT

Introduction	2
Demographic Data Collection and Preparation	2
Significant Definitions	2
National percentages	2
Chart Key	2
People of Color	3
2025 Data Overview for People of Color	3
Year-Over-Year Averages	3
Year-Over-Year by National Governing Body Affiliation Data	4
Program and Initiative Notes and Highlights	4
Persons with a Disability	5
2025 Data Overview for Persons with a Disability	5
Year-Over-Year Averages	5
Year-Over-Year by National Governing Body Affiliation Data	6
Program and Initiative Notes and Highlights	6
Veterans	7
2025 Data Overview for Veterans	7
Year-Over-Year Averages	7
Year-Over-Year by National Governing Body Affiliation Data	8
Program and Initiative Notes and Highlights	8
Women	9
2025 Data Overview for Women	9
Year-Over-Year Averages	9
Year-Over-Year by National Governing Body Affiliation Data	10
Program and Initiative Notes and Highlights	10

2025 Demographic Data Report

US Paralympic Nordic Skiing



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 Paralympic Nordic Skiing



PEOPLE OF COLOR

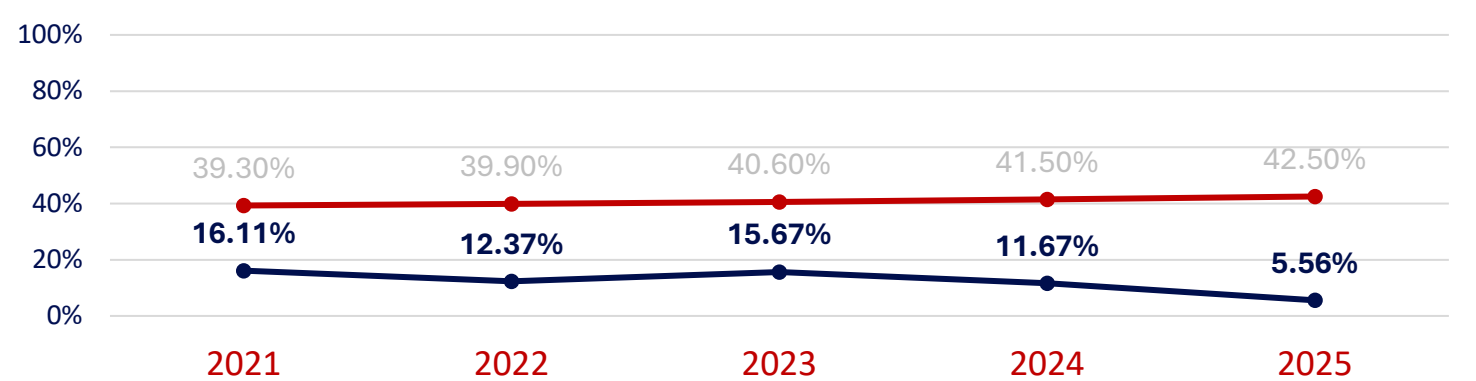
2025 DATA OVERVIEW FOR PEOPLE OF COLOR

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	0	0.00	42.50
Standing Committees	0	0.00	42.50
Professional Staff	6	16.67	42.50
NGB Membership	0	0.00	42.50
National Team Athletes	10	0.00	42.50
National Team Non-Athlete (Coaches and Support Staff)	4	0.00	42.50
Development National Team Athlete	3	33.33	42.50
Development National Team Non-Athlete (Coaches and Support Staff)	4	0.00	42.50
Part-Time Staff/Inters	0	0.00	42.50
Total	27	7.41	
Average		5.56	

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 Paralympic Nordic Skiing

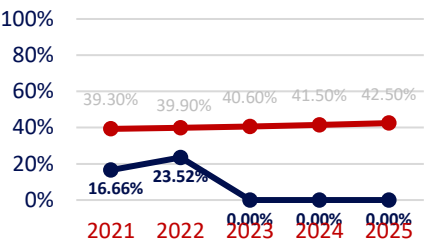


PEOPLE OF COLOR

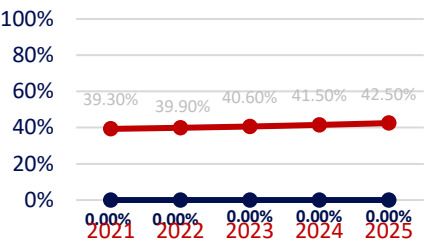
YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

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.

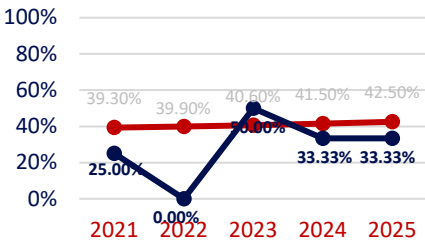
Board of Directors



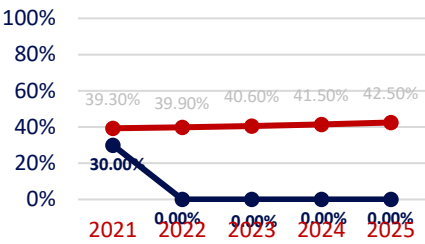
NGB Membership



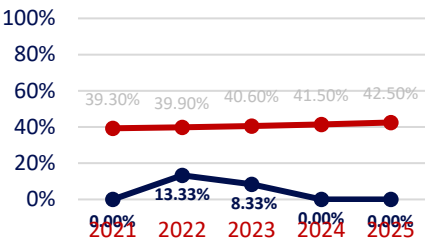
Development National Teams



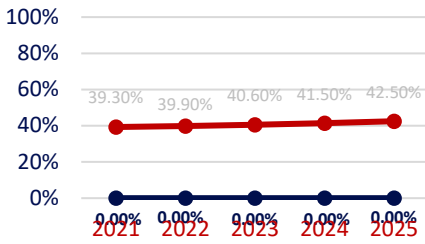
Standing Committees



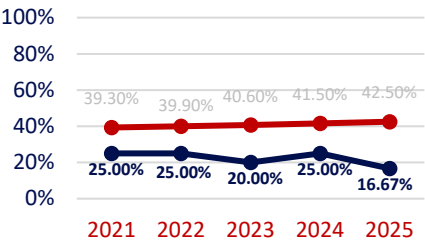
National Team Athletes



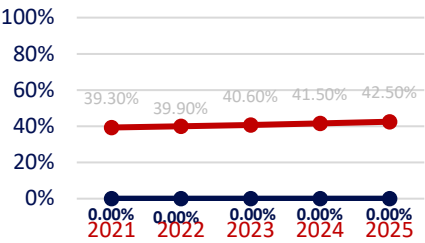
Development Teams Non-Athlete



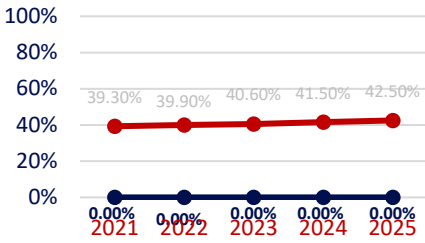
Professional Staff



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 Paralympic Nordic Skiing



PERSONS WITH A DISABILITY

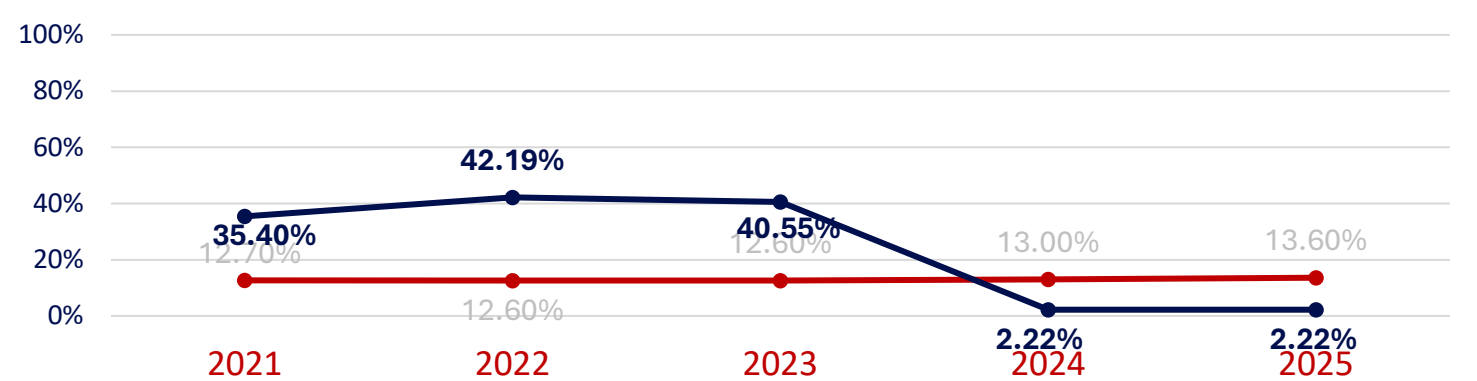
2025 DATA OVERVIEW FOR PERSONS WITH A DISABILITY

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	0	0.00	13.60
Standing Committees	0	0.00	13.60
Professional Staff	6	0.00	13.60
NGB Membership	0	0.00	13.60
National Team Athletes	10	20.00	13.60
National Team Non-Athlete (Coaches and Support Staff)	4	0.00	13.60
Development National Team Athlete	3	0.00	13.60
Development National Team Non-Athlete (Coaches and Support Staff)	4	0.00	13.60
Part-Time Staff/Interns	0	0.00	13.60
Total	27	7.41	
Average		2.22	

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 Paralympic Nordic Skiing

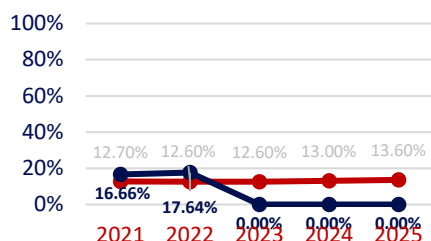


PERSONS WITH A DISABILITY

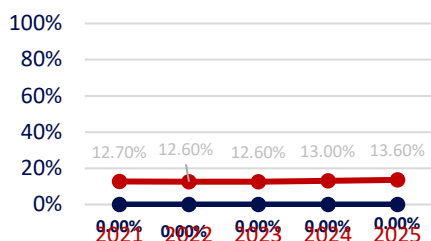
YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

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.

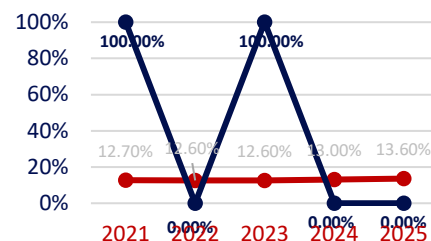
Board of Directors



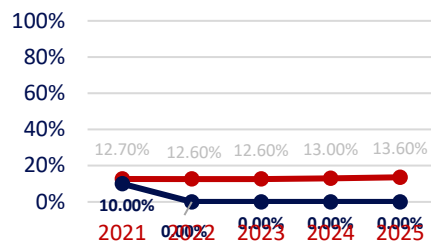
NGB Membership



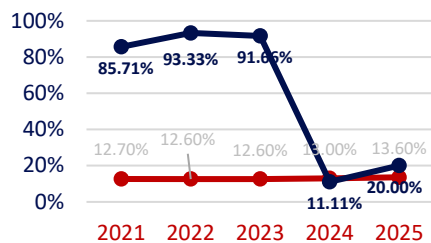
Development National Teams



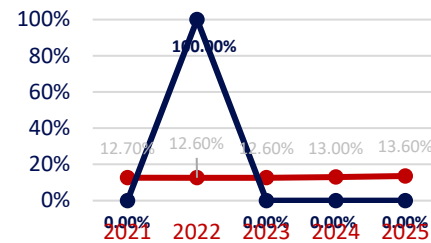
Standing Committees



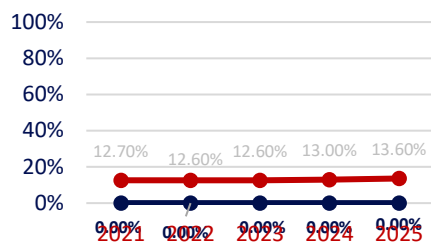
National Team Athletes



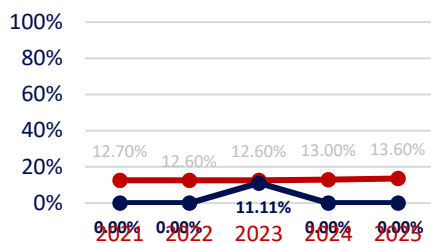
Development Teams Non-Athlete



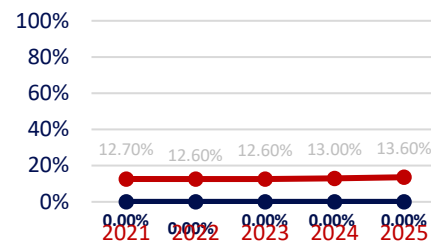
Professional Staff



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.

2025 Demographic Data Report

US Paralympic Nordic Skiing



VETERANS

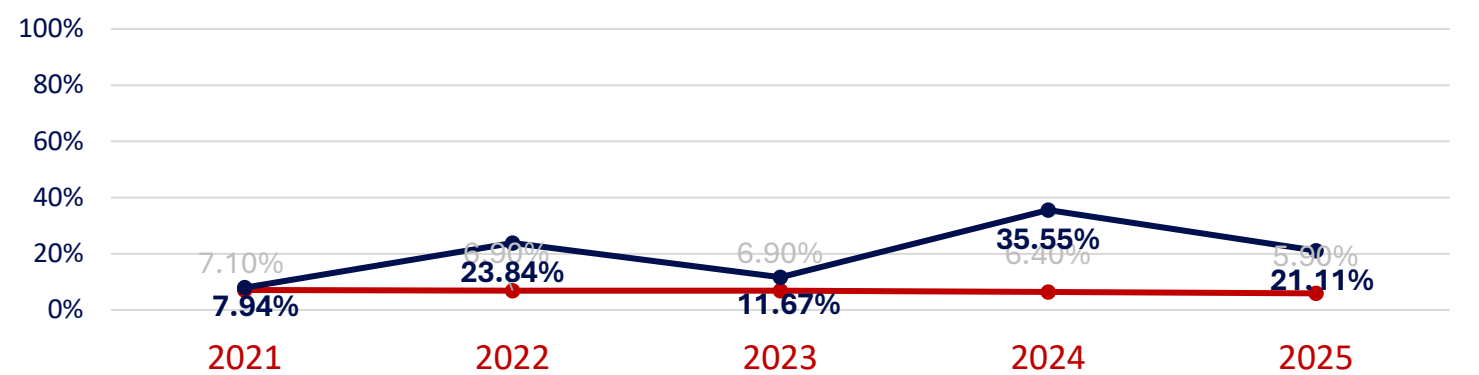
2025 DATA OVERVIEW FOR VETERANS

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	0	0.00	5.90
Standing Committees	0	0.00	5.90
Professional Staff	6	0.00	5.90
NGB Membership	0	0.00	5.90
National Team Athletes	10	90.00	5.90
National Team Non-Athlete (Coaches and Support Staff)	4	0.00	5.90
Development National Team Athlete	3	100.00	5.90
Development National Team Non-Athlete (Coaches and Support Staff)	4	0.00	5.90
Part-Time Staff/Inters	0	0.00	5.90
Total	27	44.44	
Average		21.11	

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 Paralympic Nordic Skiing

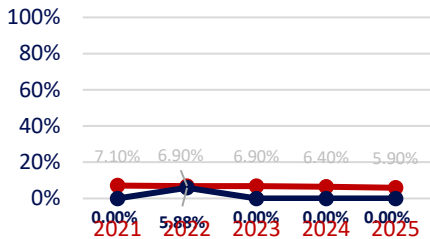


VETERANS

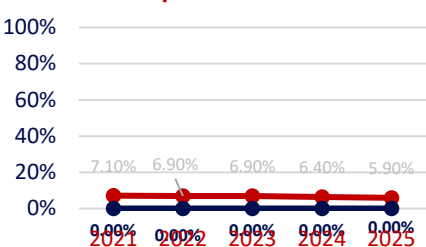
YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

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.

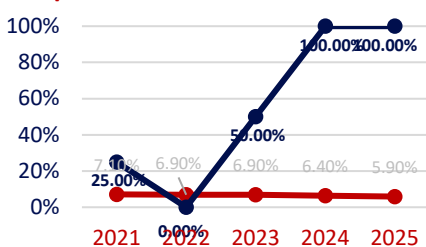
Board of Directors



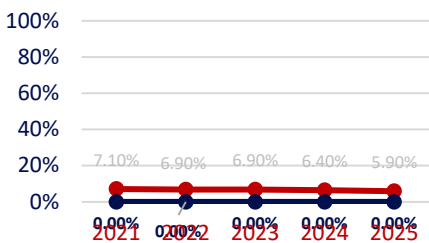
NGB Membership



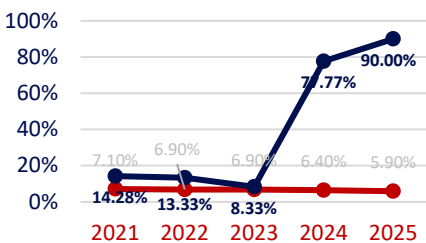
Development National Teams



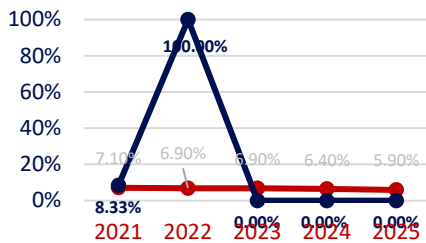
Standing Committees



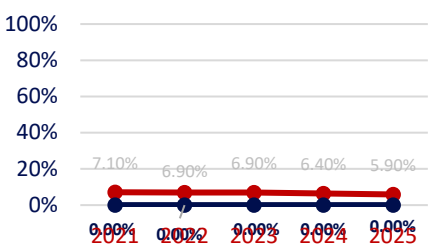
National Team Athletes



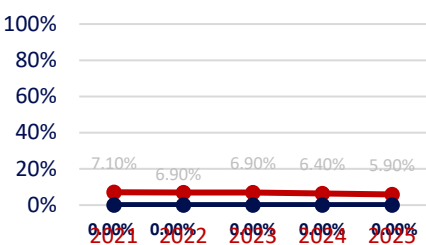
Development Teams Non-Athlete



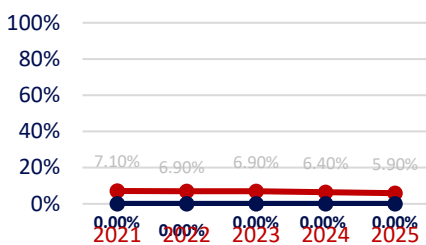
Professional Staff



National Team Non-Athlete



Part-Time Staff/Interns



PROGRAM AND INITIATIVE NOTES AND HIGHLIGHTS

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2025 Demographic Data Report

US Paralympic Nordic Skiing



WOMEN

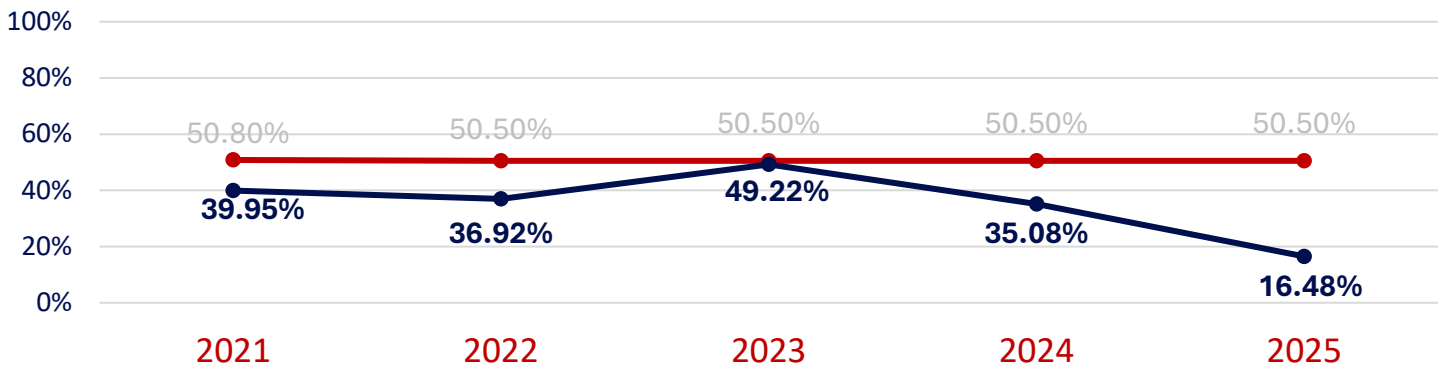
2025 DATA OVERVIEW FOR WOMEN

This table presents the number of women as reported by US Paralympic Nordic Skiing.

	Total Number	% People of Color	National %
Board of Directors	0	0.00	50.50
Standing Committees	0	0.00	50.50
Professional Staff	6	33.33	50.50
NGB Membership	0	0.00	50.50
National Team Athletes	10	40.00	50.50
National Team Non-Athlete (Coaches and Support Staff)	4	0.00	50.50
Development National Team Athlete	3	0.00	50.50
Development National Team Non-Athlete (Coaches and Support Staff)	4	75.00	50.50
Part-Time Staff/Interns	0	0.00	50.50
Total	27	33.33	
Average		16.48	

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 Paralympic Nordic Skiing

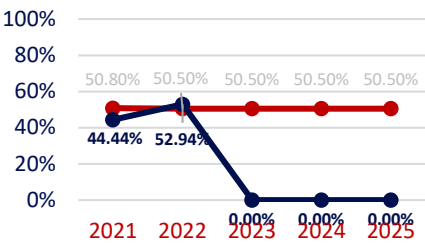


WOMEN

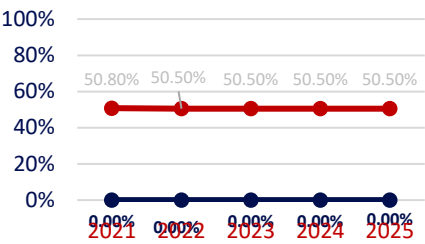
YEAR-OVER-YEAR BY NATIONAL GOVERNING BODY AFFILIATION DATA

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.

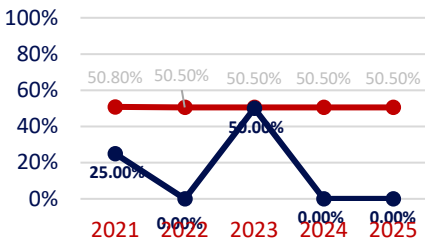
Board of Directors



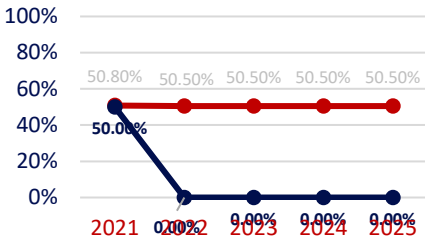
NGB Membership



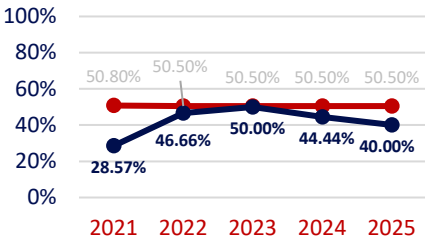
Development National Teams



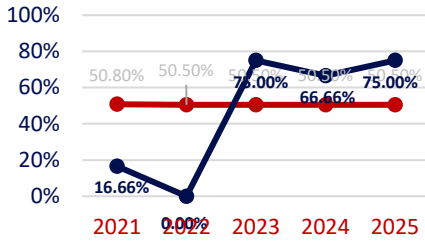
Standing Committees



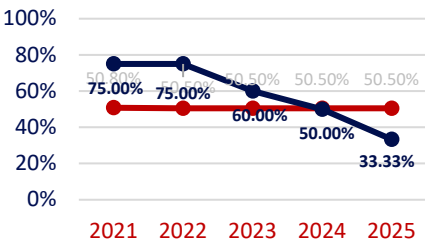
National Team Athletes



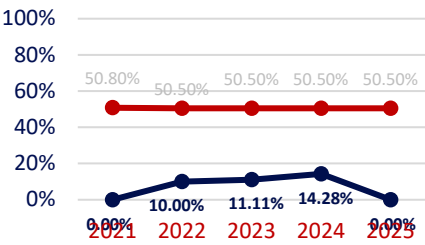
Development Teams Non-Athlete



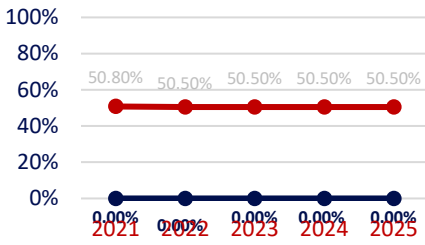
Professional Staff



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.