



UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE

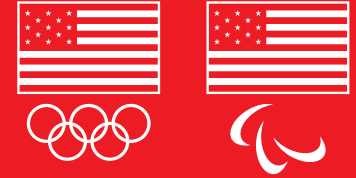
# DIVERSITY SCORECARDS 2022

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## Diversity Scorecard Collection and Preparation

In accordance with the Ted Stevens Act, the USOPC's diversity, equity & inclusion department annually collects diversity data from the USOPC and NGBs. The data is based on each organization's demographic data as of December 31 from the previous year. Once the data is collected, the USOPC works with a consultant to compile more than 4,000 data points into unique scorecards for each NGB and one for the USOPC.

## Significant Definitions—USOPC Diversity Data

**1.1. Executive Senior Level Officials and Managers:** Executive Senior Level Officials and Managers are individuals who plan, direct, and formulate policies, set strategy, and provide the overall direction of the USOPC for the development and delivery of products or services, within the parameters approved by the boards of directors.

These executives plan, direct, or coordinate activities with the support of subordinate executives and staff managers. Within the USOPC they include those individuals within two reporting levels of the CEO, whose responsibilities require frequent interaction with the CEO. Example titles at the USOPC include Vice President and Chief.

**1.2. First/Mid-Level Officials and Managers:** First/Mid-Level Officials and Managers are individuals who serve as managers, other than those who serve as Executive Senior Level Officials and Managers, including those who oversee and direct the delivery of products, services, or functions at department levels of the USOPC.

These managers receive directions from the Executive Senior Level management and typically lead major business units. They implement

policies, programs, and directives of Executive Senior Level management through subordinate managers and within the parameters set by Executive Senior Level management. Example titles of these kinds of managers can include Vice President, Senior Director, Director, and Manager.

- 2. Professionals:** Positions at the USOPC in this category require postsecondary education degrees or professional certification. In some instances, comparable experience may establish a person's qualifications. Examples of these kinds of job titles include Manager, Associate Director, Analyst, and Consultant.
- 3. Administrative Support Workers:** These jobs at the USOPC involve non-managerial tasks providing administrative and support assistance. Examples at the USOPC include Specialist, Coordinator, Assistant, Fellow, and Administrator.
- 4. Craft Workers:** Most jobs in this category include higher skilled occupations in construction (building trades craft workers and their formal apprentices) and natural resource extraction workers. An example of this title at the USOPC is Technician.
- 5. Operatives:** Most job roles in this category include intermediate skilled occupations and employees who operate machines or factory-related processing equipment. Most of these occupations do not usually require more than several months of training. An example at the USOPC is Vehicle Driver.
- 6. Service Workers:** Jobs in this category include food service, cleaning service, personal service, and protective service activities. Skills may be acquired through formal training, job-related training, or direct experience. Examples at the USOPC include Chef and Facilities Attendant.

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## PEOPLE OF COLOR

	# Total Employees/ Members	% People of Color	Benchmark (%)
Executive Senior Level Officials and Managers	35	25.71	40.60
First/Mid-Level Officials and Managers	118	17.79	40.60
Professionals	178	14.04	40.60
Technicians	8	12.50	40.60
Administrative Support Workers*	72	27.77	40.60
Craft Workers	7	42.85	40.60
Operatives	5	0.00	40.60
Service Workers	48	18.75	40.60
Total	471	18.68	
Average		19.93	

*\* Intern data included under Administrative Support Workers*

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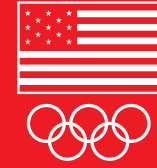
### WOMEN

	# Total Employees/ Members	% Women	Benchmark (%)
Executive Senior Level Officials and Managers	35	65.71	50.50
First/Mid-Level Officials and Managers	118	63.55	50.50
Professionals	178	58.42	50.50
Technicians	8	62.50	50.50
Administrative Support Workers*	72	77.77	50.50
Craft Workers	7	0.00	50.50
Operatives	5	0.00	50.50
Service Workers	48	39.58	50.50
Total	471	59.87	
Average		45.94	

*\* Intern data included under Administrative Support Workers*

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## PERSONS WITH DISABILITIES

	# Total Employees/ Members	% Persons with Disabilities	Benchmark (%)
Executive Senior Level Officials and Managers	35	2.85	12.60
First/Mid-Level Officials and Managers	118	4.23	12.60
Professionals	178	3.93	12.60
Technicians	8	0.00	12.60
Administrative Support Workers*	72	6.94	12.60
Craft Workers	7	0.00	12.60
Operatives	5	0.00	12.60
Service Workers	48	4.16	12.60
Total	471	4.24	
Average		2.76	

*\* Intern data included under Administrative Support Workers*

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## MILITARY VETERANS

	# Total Employees/ Members	% Military Veterans	Benchmark (%)
Executive Senior Level Officials and Managers	35	0.00	6.90
First/Mid-Level Officials and Managers	118	4.23	6.90
Professionals	178	2.80	6.90
Technicians	8	0.00	6.90
Administrative Support Workers*	72	1.38	6.90
Craft Workers	7	28.57	6.90
Operatives	5	20.00	6.90
Service Workers	48	0.00	6.90
Total	471	2.97	
Average		7.12	

*\* Intern data included under Administrative Support Workers*