

# TEAM USA ATHLETES' COMMISSION

End of Year Report



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# 1. EXECUTIVE SUMMARY

Two thousand twenty-three was a pivotal year for the Team USA Athletes' Commission (Team USA AC). We experienced significant growth and milestones, marking 50 years of athlete representation and underwent a name change.

The Team USA AC enhanced its support for athletes and NGB AACs, expanded engagement with stakeholders, and worked to improve athlete representation in sport governance at all levels. Additionally, it advocated for athletes on crucial issues, testified at a Congressional Commission, appointed athlete representatives to various committees, and provided support at the 2023 Pan American and Parapan American Games. The Team USA AC is proud of its accomplishments in 2023.

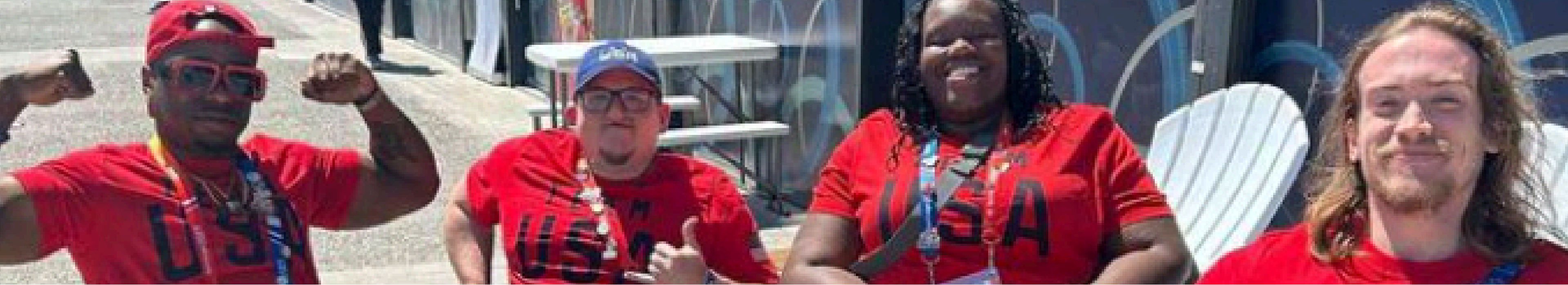


# 2. STRATEGIC PLAN EXECUTION

Team USA AC activated on each of its strategic priorities by executing various initiatives throughout 2023. Going into the last year of the Quad, Team USA AC is on track to make significant strategic progress in the service of athletes.



# Organizational Excellence



## **EXPAND FUNDING MODEL:**

Increased allocated budget from the USOPC

## **ATHLETE ADVOCACY:**

Professional outside experts assisted Team USA AC when applicable. Experts in athlete representation, media consulting and legal counsel

## **SECURE FUNDING:**

Secured funding to hire for the new coordinator position



# Team USA Athlete Success



## ATHLETE VOICE AMPLIFICATION

**Established a strong communication channel between Team USA AC and the Congressional Commission**

- Created a dedicated Task Force consisting of five athletes
- Maintained communication with the Commission co-chairs and staff to ensure Team USA AC voice was heard
- Outlined main athlete concerns to provide to the Commission
- Provided the Commission with Team USA AC Recommendations and Feedback
- Helped the Commission push out survey communications to the Team USA athlete community

## ATHLETE FINANCIAL HEALTH

**Educated athletes about the commercial landscape and developed commercial marketplace services:**

- Developed an endorsement checklist to launch Q1 2024
- Set up 1-1 consultant services for athletes
- NGB Athlete Agreement Education (in-progress)

## TRANSITION SUPPORT

**Collaborated with USOPC to Develop Athlete Fellowship Program:**

- Since 2020, Team USA AC expressed the need for such a program. Even though our request to be involved in the program was not granted, we still hope it successfully helps athletes transition.

## ATHLETE REPRESENTATION & GOVERNANCE

**Established relationships with Professional Sport League Unions**

- WNBPA, NFLPA, NHLPA
- Continuing to improve in 2024



# Awareness & Brand Promotion



## INCREASE ATHLETE COMMUNITY COMMUNICATION

- Created a Newsletter that is distributed to Team USA Athletes each month

## TELLING OUR STORY & DIGITAL MEDIA PRESENCE

- New Branding
- Celebrated 50 Years of the Team USA AC: content telling the story & celebrating with past members of leadership
- Updated the website with regards to Team USA AC content (continuing to improve)
- Team USA AC Sizzle Reel



# Stakeholder Relations



## USOPC COLLABORATION

- Created clarity in the USOPC Bylaws on the requirement that the Team USA AC is the appointment body for all athlete representatives on USOPC working groups, task forces and committees (presented and advocated to the USOPC Board of Directors on Team USA AC's stance)
- Developed athlete resources clarifying roles (Athlete Touchpoints document) (Started, but never finalized)
- Increased USOPC staff awareness of Team USA AC by including information in onboarding and hosting a Team Talk (in-progress)

## NGB PARTNERSHIPS

Direct staff engagement with NGB CEOs (in-progress)

## ATHLETE COMMUNITY ENGAGEMENT

Increased athlete engagement: Athlete Lounge at the COS OPTC





# Other Strategic Priorities



Due to the collegiate advocacy work that arose in 2023 and to ensure the Team USA athlete voice was heard at the Congressional level, there were strategic priorities that were planned for 2023 that the Team USA AC did not have the capacity to achieve. Team USA AC made some prioritization adjustments based on the aforementioned events.

## NGB PARTNERSHIPS

Helped athlete reps use service as a step in their career transition: Developed Athlete Representation Job Board (moved to 2025)



## AWARENESS & BRAND PROMOTION

Expanded Social Media Presence:

- Developed a social media strategy (moved to Q1 2024)
- Created formalized social media templates (moved to Q1 2024)

Increased Athlete community communication

- Podcast (moved to 2025)

# 3. PROFESSIONALIZATION

A. Re-Branding

B. Sizzle Reel



# A. RE-BRANDING

1

Team USA AC worked closely with the USOPC Communication team and external firm Axio in developing a logo to go with the new name “Team USA Athletes’ Commission”

2

AC Leadership was presented with six logos and provided notes and feedback to Axio, which came back with updated designs. Leadership narrowed it down to two logos for Team USA AC reps to vote on at our May 2023 Meeting.

3

Team USA AC launched its new name and logo in June of 2023

4

The Team USA Athletes’ Commission brand mark embodies the essence of our organization’s mission and vision. It reflects our commitment to ensuring communication between the USOPC and actively engaged athletes and represents the athlete voice that empowers Team USA to inspire and drive positive change.

5

There is work that needs to be done to finalize branding and marketing guidelines that are currently still with the USOPC Marketing and Guidelines Group

# SIZZLE REEL

Team USA AC worked with our media consultant and a video production group to deliver an informative, inspiring, and captivating overview of the Team USA Athletes' Commission that conveys who we are and what we do in support of Team USA athletes

## Uses:

- Welcome – onboarding new Team USA Athletes, USOPC employees and other stakeholders
- Inform Athletes– i.e. Website, Athlete Portal, Social Media, Athlete Meetings



# 4. ENGAGEMENT

A. Athletes

B. USOPA

C. USOPC

D. Anti-Doping

E. The U.S. Center for SafeSport



# A. ATHLETES



**TEAM USA AC MEMBERSHIP**



**NGB AACs / IMG AAGS &  
ATHLETE TOWNHALLS**



**CSOPTC**



**EVENTS**



**INTERNATIONAL ATHLETES'  
COMMISSION**



# TEAM USA AC MEMBERSHIP



**MONTHLY MEETINGS**

- IN-PERSON ENGAGEMENT**
- MAY 2023: ATHLETES' FORUM
  - SEPT. 2023: ASSEMBLY

**JANUARY VIRTUAL MEETING**

**SLACK**

- LEADERSHIP**
- BI-WEEKLY MEETINGS
  - PRE & POST USOPC BOARD MEETINGS WITH ATHLETE REPS



# NGB AAC/IMG AAGS & TOWNHALLS





# CSOPTC



# EVENTS



FISU  
WORLD  
UNIVERSITY  
GAMES  
WINTER



MEN'S & WOMEN'S  
NATIONAL CHAMPIONSHIPS  

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DENVER 2023



# INTERNATIONAL ATHLETES' COMMISSIONS

**It is a priority of Team USA AC to stay abreast of the work of international athletes' commissions, provide feedback to those bodies on behalf of Team USA AC and support our Team USA athletes that serve on such commissions.**

## WADA ATHLETES' COMMISSION

Engaged with newly elected WADA AC Rep Clare Egan (Biathlon) - onboarded her on the AC's stance of WADA reforms. Staff met with her at the World University Games, Santiago Pan American Games and Assembly

## PAN AM ATHLETES' COMMISSION

- Engaged with PanAm AC Rep Tony Azevedo (Water Polo) and invited him to attend our in-person meetings
- Offered AC support and resources if he decides to run for the chair position on the PanAm AC

## IOC ATHLETES' COMMISSION

- Engaged with IOC AC appointee Allyson Felix (Track & Field), updated her on the Team USA AC's stance on athlete issues for her to raise at the international level. Team USA AC also nominated her to be the US candidate to run for election at the Paris 2024 Games
- Mark Ladwig attended the IOC AC Athletes' Forum
- IOC AC Global Athlete Meetings

## IPC ATHLETES' COMMISSION

- Chuck Aoki attended the IPC AC Athletes' Forum
- IPC AC Global Athlete Meetings
- Executive Director met with IPC staff in March in 2023 at their offices in Bonn, Germany



# B. USOPA

**1** Joint Meeting at Assembly

**2** USOPA Liaison invited to all Team USA AC Meetings

**3** Through the Joint Nominating Committee jointly appointed a 10-Year+ athlete to the U.S. Olympic and Paralympic Endowment Board



# C. USOPC

**1** Bi-weekly meetings with Athlete Services

**2** Bi-monthly meeting with USOPC CEO and NGBC Leadership

**3** Monthly Communication Touch base

**4** USOPC Resource Allocation Working Group

**5** Consistent Meetings between Executive Director and CEO

**6** Consistent communication outside of these meetings



# D. ANTI-DOPING

## US ANTI-DOPING AGENCY

- Collaborated on advocacy efforts including but not limited to pushing for the Beijing 2022 Figure Skaters to receive their medals and the testing of Russian Athletes
- USADA presented at Assembly
- Manager attended the NGB Clean Sport Summit
- Consistent communication with staff when anti-doping matters arise
- Executive Director invited to attend the iNADO Summit

## OFFICE OF NATIONAL DRUG CONTROL POLICY

- Regular engagement to ensure the office is aware of the US athlete voice
- Provided feedback to Rich Baum and Dr. Rahul Gupta about WADA and the testing of Russian athletes
- September 2023: met with Dr. Gupta to discuss Team USA AC concerns regarding the Valieva Case and other anti-doping matters

## WORLD ANTI-DOPING AGENCY

- Provided WADA Code Feedback
- Joint letter to WADA with Athleten Deutschland, Norway Athletes' Commission, The Norwegian Players' Association, Dutch Olympic Committee Athletes Commission, and Denmark Athletes' Commission regarding Testing of Russian and Belarusian Athletes
- Joint Letter with the ONDCP, USOPC and USADA submitting our joint endorsement for candidates' positions on WADA Standing Committees. Anti-doping stakeholders from the U.S. joined together in endorsing these highly qualified candidates; Dr. Matthew Fedoruk for another term on the WADA Health, Medical, and Research Committee, and Dr. Jennifer Royer for a position on the WADA Education Committee.
- Vice Chair & Executive Director attended the WADA Symposium



# E. THE U.S. CENTER FOR SAFESPORT

**1** Staff attended the 2023 SafeSport NGB Summit

**2** Staff and Chair met with Chairperson of USCSS Board of Directors, April Holmes, PLY



# 5. GOVERNANCE

A. Team USA AC Bylaw Revisions

B. At-Large USOPC Athlete Board Seats

C. NGB AAC/IMS AAG Support

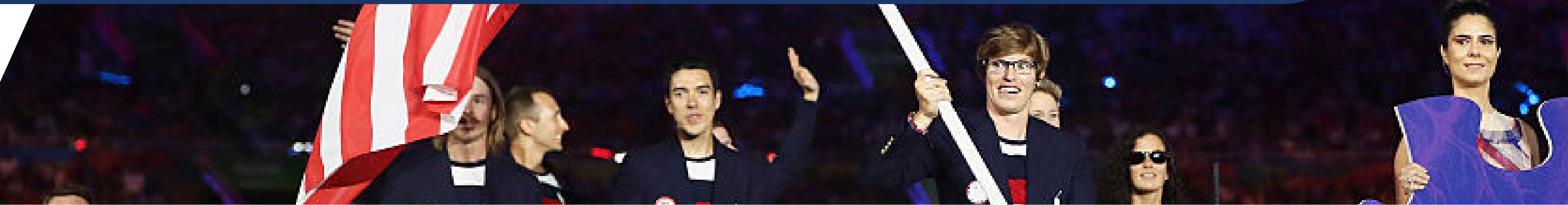
D. Athlete Representation Working  
Group

E. Equal Pay Act Feedback





# A. TEAM USA AC BYLAW REVISIONS



**May 2023 Bylaw Revision:** Added provisions around meeting attendance. This language was in our previous Code of Conduct that we removed from the Bylaws due to the fact the Team USA AC is covered under the USOPC Code of Conduct. But, by removing our Code of Conduct we lost language around meeting attendance. It is important there is codified language about a Representative's duty to participate and attend meetings as critical Team USA AC work happens at meetings.

**September 2023 Assembly:** session with our membership to get feedback on potential changes as it relates to Team USA AC composition and eligibility. This feedback was then taken into account during the January 2024 Bylaw Changes



# B. AT-LARGE USOPC ATHLETE BOARD SEATS

**AT THE JUNE 2023 USOPC BOARD MEETING THE TEAM USA AC PRESENTED ITS' ATHLETE REPRESENTATION PHILOSOPHY. THE CURRENT ELIGIBILITY AND ELECTION/SELECTION REQUIREMENTS FOR ATHLETE REPRESENTATION DO NOT ALIGN WITH TEAM USA AC'S PHILOSOPHY ON ATHLETE REPRESENTATION NOR EMBODY THE USOPC CORE VALUES.**

**Philosophy:** Athlete representation at the USOPC level is inconsistent with obligations NGBs must follow in order to be in good standing with the USOPC

- The Team USA AC serves as the representative voice of Team USA athletes and that should be reflected in the election/selection and eligibility requirements of athlete representatives
- Athlete representation at the USOPC level is inconsistent with obligations NGBs must follow in order to be in good standing with the USOPC

To best serve athletes, Team USA AC, deriving its representation authority from the Ted Stevens Act, should oversee the election and selection of all athlete representatives, without mandating 10-year+ athlete presence on boards, committees, working groups, or task forces.

## TEAM USA PROPOSED GOVERNANCE CHANGES

- Eligibility: All USOPC 10-Year+ Athlete Representative seats from the Board down to all working groups, committees, and task forces should be revised to At-Large Athlete Seats with the eligibility requirements being "10-year or 10-year+ athlete seats"
- Selection: All elected athlete members of USOPC boards (i.e. USOPE Board) should be elected by the Team USA AC representatives and all USOPC working groups, committees, and task forces athlete members should be selected by the Team USA AC

**Team USA AC believes these outstanding issues must be resolved by the Board in 2024 to make sure the process is finalized prior to the 2025-2028 Quad election cycle, which commences Summer 2024.**



# C. NGB AAC/ IMS AAG SUPPORT

## MEDIA CONSULTATION

Team USA AC expanded the services of our retained Media Consultation to include vertical integration to NGB AACs by offering assistance to those groups in their communication strategy and in the drafting of their own statements. The AAC has received positive feedback from athletes of the usefulness of this Service.

## AAC/AAG TRAINING

Team USA AC developed a comprehensive AAC/AAG training to education athletes that serve on those committees. We conduct these trainings virtually and cover:

- Athlete Representation 101
- Team USA AC
- Governance
- Ensuring Athlete Voice
- AAC/AAG Requirements & Best Practices

## AAC/AAG RESOURCES

To support these groups we also created a suite of resources including:

- NGB AAC + IMS AAG Guide
- AAC Charter Template (Created in conjunction with the USOPC)
- Meeting Minutes Resource
- Guide to Athlete Reports
- Templates: Agenda and Job Discription



# D. ATHLETE REPRESENTATION WORKING GROUP

Based on provisions in the USOPC Bylaws, the Athlete Representation Working Group reviews requests from NGBs for exemptions from the provisions for athlete representation.

The working group is comprised of representatives from NGBs, Team USA AC, and the NGB AAC. Team USA AC and USOPC staff provides support to the group.

In 2023, four panels ensured NGB committees and competitions' compliance. Team USA AC finds the committee's efforts pivotal in achieving the increase from 20% to 33% athlete representation on all committees, working groups, task forces, etc. Looking ahead, Team USA AC aims for reduced reliance on this Working Group as athlete representation in the Olympic and Paralympic Movement domestically improves.



# E. Equal Pay Act Feedback

Congress, via the Equal Pay for Team USA Act, amended the Ted Stevens Act. These changes mandate gender equity actions by both USOPC and NGBs across various athlete considerations, such as compensation, benefits, medical care, travel, and reimbursements. NGBs must now submit yearly reports to Congress detailing stipends and bonuses paid to athletes, categorized by gender, race, and professional team status.

A working group of NGB and USOPC stakeholders discussed the new requirements. It was suggested that, beyond the legislation's content for annual reports, NGBs could include reporting on all athletes receiving funding, disclosing amounts received per athlete in the past year. Not mandated by law, the group sought athlete perspectives on this matter.

*Despite feedback, the USOPC decided against mandating NGBs to disclose names. It is not a legal requirement and opinions on its usefulness vary, the USOPC believes it should be left to individual NGB discretion. NGBs aren't prohibited from such reporting, just not obligated by law or USOPC.*

## QUESTION TO THE TEAM USA AC:

*Would you support NGBs disclosing the names and total funding amounts received for all athletes receiving NGB funding in the new annual reports to Congress required by the Equal Pay for Team USA Act? While these reports are not required by law to be made publicly available, it is likely that the reports would be published by NGBs and/or Congress.*

- Yes 67.5%
- No 25%
- Abstain 7.5%



# 6. ATHLETE ADVOCACY

A. Anti-Doping

B. Transgender Athlete Inclusion

C. Commission on the State of the U.S. Olympics & Paralympics

D. Collegiate Advocacy

E. Russian and Belarusian Athlete Participation in International Competitions

F. IPC Classification

G. Athlete Commercial Rights

H. Intellectual Impairment Athlete Policy and Procedure Working Group



# A. ANTI-DOPING

1

Advocacy Work Pushing for Team USA Figure Skaters to receive their medal for their 2022 Beijing Winter Olympic performance

- February 2023: *STATEMENT REGARDING THE BEIJING 2022 WINTER OLYMPICS FIGURE SKATING TEAM EVENT MEDAL CEREMONY*: [Click Here to View Statement](#)

2

**WADA Code Review:** WADA initiated step one of its' 2027 Code Update. The Code Drafting Team identified nine concepts for the upcoming revision of the Code and the Team USA AC worked in consultation with USADA to provide feedback on those concepts. We plan on providing feedback at all steps of the Code review process. We were recently informed by a WADA staff member that we are the only AC that provides feedback on the code



# B. TRANSGENDER ATHLETE INCLUSION


1

As a direct result of the Team USA AC's June 2022 Statement on transgender and nonbinary athlete inclusion, the Team USA AC was contacted by Congressman Hakeem Jeffries office regarding H.R. 734. H.R. 743 did not align with the Team USA AC 2022 position and the Team USA AC submitted an opposition letter to the Bill.

The blanket exclusion that H.R. 734 mandated for every age, every sport, and every level of competition was contrary to Title IX's mandate of equal access to educational opportunities ([Click Here to View Statement](#))

## THE AAC OPPOSES H.R. 734

"The AAC opposes any attempt to marginalize, limit or deny human rights and is on the side of inclusion of all participants in youth sports. Banning transgender and nonbinary kids from sports ostracizes from a fundamental part of growing up and all the benefits sports provide to youth."





# C. COMMISSION ON THE STATE OF THE U.S. OLYMPICS & PARALYMPICS

1

Commission Staff presented at our Spring 2023 Athletes' Forum and solicited feedback directly from our Athlete Representatives

2

Team USA AC made a very concerted effort to have as many Team USA Athletes as possible participate in the survey the Commission put out to solicit athlete feedback. Those efforts included rep to athlete communications, dedicated email communications, social media campaigns and grassroots efforts.

3

Team USA AC Task Force for the Congressional Commission on the State of U.S. Olympics and Paralympics

- Task Force Members:
  - Chuck Aoki (Wheelchair Rugby), representing Team USA AC Leadership (Task Force Chair)
  - Christopher Kinney (Bobsled), representing Olympic Athletes
  - Erev King (Para Dressage & Para Archery), representing Paralympic Athletes
  - Morgan Fuller Kolsrud (Artistic Swimming), representing Pan American Athletes
  - Patrick Parkes (Boccia), representing Parapan American Athletes

4

Scope of the Task Force: The Task Force served as an internal advisory group for the Team USA AC, providing relevant athlete feedback to the CSUSOP. The Task Force work included, but was not limited to:

- Soliciting, synthesizing and sharing feedback from elite athletes to the Team USA AC and to the CSUSOP;
- Advocating for the welfare, safety and fair treatment of elite athletes within the Movement;
- Liaising with the larger Team USA AC, as required;
- Reviewing and providing feedback on policies, procedures and/or issues as requested by the CSUSOP staff and Commissioners;
- Assisting with all document requests from the CSUSOP; and;
- Other duties as they relate to requests from, and the work of, the CSUSOP to ensure the athlete voice and voice of the Team USA AC is heard.

# C. COMMISSION ON THE STATE OF THE U.S. OLYMPICS & PARALYMPICS

**5** **Outcome:** The Task Force drafted a paper that was submitted to the Commission for review.

**6** **Congressional Commission Hearing:** Team USA AC Executive Director Elizabeth Ramsey testified on behalf of the Team USA AC. ([To view the full hearing Click Here](#))

- *“I am before you today to ask for your assistance in giving Team USA AC the support it needs to be impactful, more effective, and better recognized within the Movement. To accomplish this, we believe the Act should be amended to give Team USA AC independence from the USOPC while still being recognized by the USOPC as the official representative body of Team USA athletes. This includes but is not limited to, the creation of proper policies that require Team USA AC to be provided notice regarding dispute resolutions and grievances, better access to events, and more clarity and structure in the governance of Team US AC.”*
- *Note: Chuck Aoki testified but in an individual capacity regarding Paralympic sport*



## D. COLLEGIATE ADVOCACY: CALIFORNIA ABA 252

1

In conjunction with the USOPC the Team USA AC engaged in a comprehensive successful advocacy effort to prevent ABA 252 from passing in 2023. The bill attempts to redirect athletic funding to student-athletes participating in sports with market value (football and basketball). The bill also includes elements that significantly impact the student-athlete experience. As written, the requirement to reallocate funding within an athletics department could result in loss of Olympic sports on campus, and with it, sport opportunities for thousands of student-athletes.

2

### Talking Points:

- AB 252 would threaten opportunities for most California student-athletes to train and compete
- Amended version of AB 252 still puts student-athlete opportunities at risk, ignoring inflation and growing costs to support athletes
- AB 252 could impede California student-athletes training for 2028 Olympic and Paralympic Games.
- Recent Title IX amendments to AB 252 do not guarantee funding protections for women and men's sports'
- "Equal compensation" revisions to bill fail to ensure athlete population growth
- Broader athlete community has not been adequately consulted



# D. COLLEGIATE ADVOCACY: CALIFORNIA ABA 252

## TEAM USA AC ADVOCACY EFFORTS

**Letters:** Team USA AC letters Assembly member Holden, Assembly Appropriations Committee, Assembly Higher Education Committee, Assembly Floor Alert, Senate Judiciary Committee and Senate Education Committee. Team USA AC also drafted a letter for the larger Team USA Athlete community to sign on to and drafted NGB AAC template letters

- Quote From the Letters: *“Team USA Athletes are still very concerned that the bill as drafted positively impacts a few athletes in revenue-generating sports to the detriment of many. While the bill would provide degree completion funds to a small number of athletes it does so in a way that could compromise many other sports and make it impossible for hundreds of athletes to compete in college, especially those competing in women’s sports.”*
- 126 athlete signatures

### Stakeholder Meetings

- PAC-12 SAC members
- Assembly member Holden's Office- Willie Armstrong
- Assembly member Holden's Office- Willie Armstrong & Ramogi Huma, Executive Director of the National College Players Association
- Allison Meredith- Senate Judiciary Committee Meeting (Sen. Umberg)
- Andrew Medina (Sen. Atkins)
- Mae Gates (Sen. Smallwood-Cuevas) w/ USOPC Consultant & Kendall Spencer
- AB 252 Hearings Prep- Erika Bustamante (Stanford)
- Jessica Bartholo (Sen. Skinner) w/ USOPC Consultant, Jen Gallagher, Emily Jenson, Summer and Natalie
- Spencer Rhodes (Sen. Ochoa Bogh)w/ USOPC Consultant, Jen Gallagher, Emily Jenson
- Brandon, Kristin and Assemblymember Erwin w/ USOPC Consultant, Jen Gallagher, Emily Jenson, Kendall Spencer
- Shawnee Walters (Sen. Newman)
- Aaron Skaggs (Sen. Portantino)

### SOCIAL MEDIA CAMPAIGN

**WE OPPOSE CALIFORNIA ABA 252**

AB 252 would threaten opportunities for most California student-athletes to train and compete

AB 252 could impede California student-athletes training for the 2028 Olympic and Paralympic Games

Recent Title IX and equal compensation amendments to AB 252 do not guarantee funding protections or equal access for men's and women's sports

Broader athlete community has not been adequately consulted

We must protect all Olympic sports from budget cuts



# D. COLLEGIATE ADVOCACY: FEDERAL NIL BILLS

1

Team USA AC in conjunction with USOPC government relations team has been monitoring federal NIL bills and their potential impact on the Olympic and Paralympic pipeline. Team USA AC sent a letter to Senator Blumenthal regarding the “College Athlete protection & Compensation Act (Booker, Blumenthal, Moran)” during the Bills comment period. As well as we have been educating and keeping our athlete representatives up to date on the legislation.

2

**Quote From the letter:** “We are very much aligned that there is much-needed reform and strengthening of the collegiate athletics system to ensure athletes get the support and protection they need. The Team USA AC is supportive of many of the ideas included in legislation; however, our biggest concern is the funding mechanism for the College Athletics Corporation (CAC) and Medical Trust Fund remains unclear.”

## FEDERAL NIL BILLS

	COLLEGE ATHLETE PROTECTION & COMPENSATION ACT (BOOKER, BLUMENTHAL, MORAN)	PROTECTING ATHLETE, SCHOOLS AND SPORTS (PASS) ACT OF 2023 (MANCHIN, TUBERVILLE)	CRUZ NIL DRAFT BILL (CRUZ)	FAIRNESS, ACCOUTABILITY, AND INTEGOTY IN REPRESENTATION OF COLLEGE SPORTS, (FAIR) COLLEGE SPORTS ACT (BILIRAKIS)	COLLEGE ATHLETE ECONOMIC FREEDOM ACT (MURPHY, TRAHAN)
REVENUE SHARING	Athletic departments that generate at least \$20 million annually would be required to cover out-of-pocket medical expenses for athletes for two years after they finish playing. Athletic departments that generate at least \$50 million annually would have to do the same for four years and provide athletics-related health care coverage while athletes were playing.	Requires institutions generating more than \$20 million and \$50 million in athletics revenue to pay out of pocket expenses for two and four years	Intended to protect non-revenue generating/Olympic sports. No state or political subdivision of a state may adopt, maintain, enforce, or continue in effect any law that conflicts with this act or governs the compensation, employment status, or eligibility for intercollegiate athletic competition of a student athlete or prospective student athlete	Would protect the rights of student athletes to covered compensation, to prohibit inducements and provide for transparency with respect to name, image, and likeness agreements	International athletes would be permitted to receive NIL compensation without jeopardizing their visa status.
AGENCY/ OVERSIGHT	This legislation would establish the College Athletic Corporation. This agency would be granted subpoena power to monitor whether all parties were obeying the framework established in the proposed law.	Strengthen enforcement and oversight by directing the NCAA to oversee and investigate NIL activities and report violations to the Federal Trade Commission.	The NCAA would enforce athlete compensation standards and athlete representation registry, and estimate fair market value. The FTC would have limited enforcement abilities.	Establishes an independent US Intercollegiate Athletics Commission (USIAC) to oversee, set rules, enforce, and provide guidance to student athletes and collectives on the NIL process. USIAC will be tasked with creating a registration process, creating a database for NIL information, and providing quarterly transparency reports.	This bill would allow the Federal Trade Commission to issue unfair or deceptive practice penalties and per se antitrust penalties.



# E. RUSSIAN & BELARUSIAN ATHLETE PARTICIPATION

Team USA AC underwent a thorough education, discussion and feedback process regarding the participation of Russian and Belarusian athletes in international competitions.

The process involved phone calls with USOPC leadership and NGBC leadership; participation on the IOC global network of athletes' representatives call; and an athlete feedback survey. The feedback was discussed at an AAC Meeting where representatives weighed several factors including but not limited to:

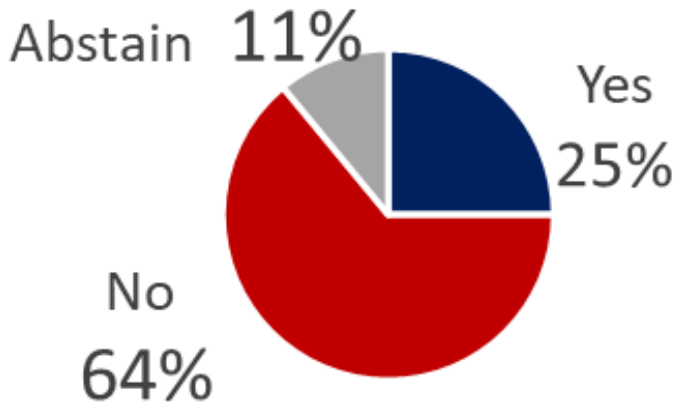
- Solidarity with Ukraine
- The multiple violations of the Olympic Truce
- The IOC sanctions
- The unifying mission on the IOC
- Athlete rights, neutrality
- Concerns regarding discrimination based on nationality
- The competition pathway
- Anti-doping concerns

After engaging in productive dialogue and listening to perspectives from across the movement, each Team USA AC Athlete Representatives were given the opportunity to have their voice heard through the following survey:

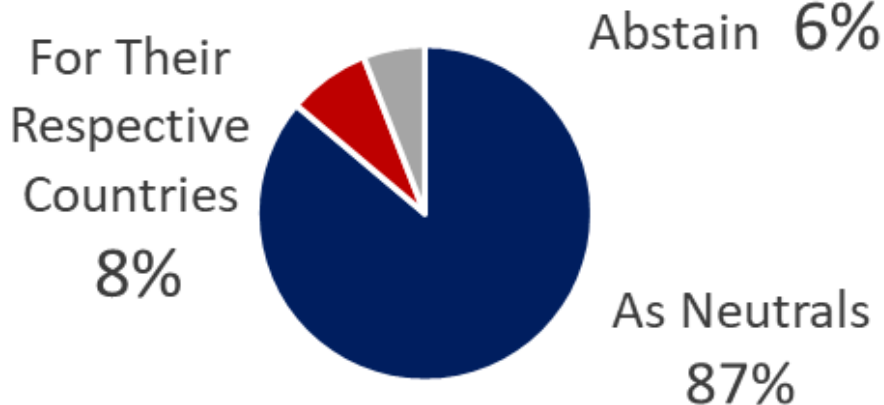
### 1.Results

- Question 1: Do you believe Russian and Belarusian athletes should be able to compete in international competitions?
- Question 2: If the IOC/IPC determines that Russian and Belarusian athletes are able to compete in international competitions, do you think they should compete as neutrals (i.e. as white, no flag, no ROC) or for their respective countries (Russia or Belarus)?

### QUESTION 1:



### QUESTION 2:



# F. IPC CLASSIFICATION

1

Team USA AC provided feedback to the IPC during their Consultation Phase 3 of its' Classification Code Review Process. To gather relevant feedback the Team USA AC asked Team USA Athletes to provide feedback through our newsletter, worked closely with our Paralympic reps and USOPC Paralympic Staff to educate themselves on the Code.

2

## Feedback Highlights

- Suggested If an athlete can be reevaluated or reclassified for decreased function due to a progressive impairment, then athletes should also be able to be reevaluated for increased function due to physiological and/or neurological improvement.
- Sport Classes and Competition Formats: The code restricts International Federations' discretion in determining competition formats. Team USA AC opposes the removal of the factor system, as it may not adequately address IPC concerns and could harm athletes. We advocate for competition format decisions to remain within the purview of sport experts within the IFs, rather than mandating a uniform model across all Para sports.
- Team USA AC advocates for strengthening the language on intentional misrepresentation in the International Standard. We urge the IPC to enforce greater accountability on International Federations regarding intentional misrepresentation.
- Team USA AC advocates for greater transparency in classification decisions, urging for their public disclosure. This includes releasing manual muscle testing scores and documents justifying sport class decisions. We assert that classification scores should not be confidential, as they are not medical data. Enhanced transparency would deter intentional misrepresentation upfront, rather than relying on protests. It would also enhance the classification system and promote international consistency.
- International Standards for Classification Personnel and Training lack a defined procedure for athletes to contest potential conflicts. We advocated for a comprehensive mitigation process and called for a dispute and grievance process allowing athletes to challenge potential conflicts with a classifier before classification begins.

# G. ATHLETE COMMERCIAL RIGHTS

1

Commercial Resource Working Group: Team USA AC worked with the USOPC, USOPP, and NGBs in finalizing a draft Memorandum of Understanding and Community Guidelines. The purpose of the guidelines aims to provide a framework for utilizing commercial and intellectual property rights for the involved partners and permit their use by others.

2

- Team USA AC acknowledged in the documents that the Team USA AC does not represent all Team USA Athletes or have the ability to contractually bind all Athletes to these Commercial Guidelines
- After speaking with other stakeholders regarding how the guidelines were landing, the fact that education was being presented to athletes prior to the guidelines being completed and the recommendation that Team USA AC be independent and be able to approve and have more power in all documents athletes sign, Team USA AC decided it was not in the best interest to sign onto the guidelines and proposed the following language to be included in the guidelines and where they would be communicated: "The Team USA AC was involved in the process of developing the guidelines but ultimately decided not to endorse them."
- This language was not included and no response was provided as to why it wasn't included.





# H. INTELLECTUAL IMPAIRMENT ATHLETE POLICY & PROCEDURE WORKING GROUP

1

The Executive Director participated in the work of this group. The purpose of this policy is to support athletes with an intellectual impairment who train or live at an OPTC or participate in an Internally Managed Sport Activity, or at a Delegation Event.



# 7. ELECTIONS & APPOINTMENTS

A. Working Groups, Committees, & Task Forces

B. IOC AC Nominee



# A. Working Groups, Committees, & Task Forces



## USOPC BACKGROUND CHECK AND REVIEW PANEL

## U.S. OLYMPIC & PARALYMPIC ENDOWMENT ATHLETE DIRECTOR

- Appointed one 10-Year Athlete to the Board
- Joint Nominating Committee between the Team USA AC and USOPA appointed one 10-Year+ Athlete

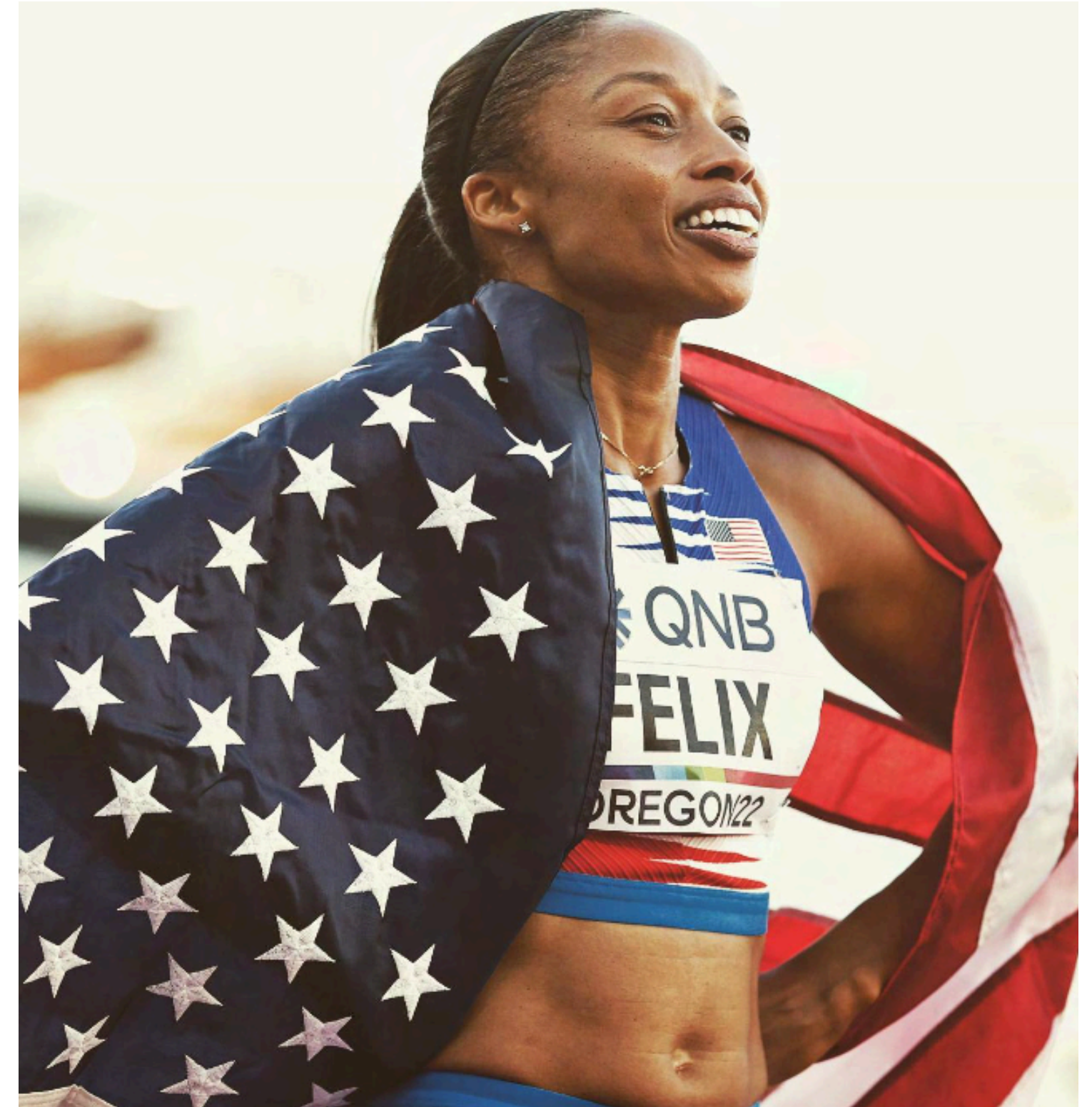
## TEAM USA AC CONGRESSIONAL COMMISSION TASK FORCE



# B. IOC AC US NOMINEE

Team USA AC Sought nominations for the U.S. candidate to run for a seat on the IOC AC to be voted upon by athletes at the 2024 Paris Olympics.

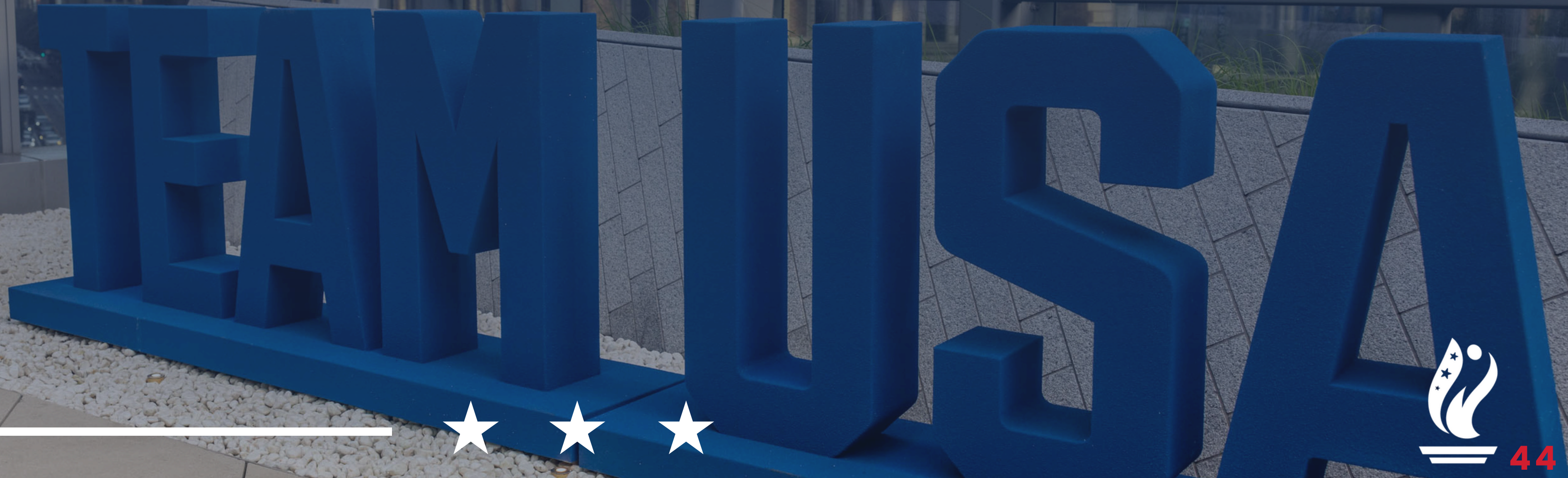
Allyson Felix, who was appointed to the IOC AC by IOC President Thomas Bach, was selected by the representatives to run as the U.S. candidate for an elected IOC AC seat.



# 8. SANTIAGO GAMES

A. Athlete Support

B. Flag Bearer Elections



# A. ATHLETE SUPPORT

**IN ORDER TO TRACK SUPPORT DURING THE GAMES, TEAM USA AC STAFF UTILIZED AN INTAKE FORM THAT LOGGED ATHLETE INFORMATION ALONG WITH DETAILED NOTES ON THE SPECIFIC ISSUE. [NOTE: BECAUSE OF TECHNICAL ISSUES THAT OCCURRED WITH THE FORM AT THE START OF THE PAN AM GAMES, SOME SUPPORT WAS NOT CAPTURED.]**

## PAN AMERICAN

- 3x3 Basketball: 4
- Archery: 1
- Breaking: 4
- Climbing: 2
- Cycling: 4
- Gymnastics: 1
- Karate: 1
- Men's Field Hockey: 1
- Pentathlon: 1
- Racquetball: 2
- Sailing: 2
- Squash: 1
- Swimming: 2
- Table Tennis: 1
- Taekwondo: 1
- Track and Field: 9
- Water Polo: 2
- Weightlifting: 3
- Women's rugby: 1

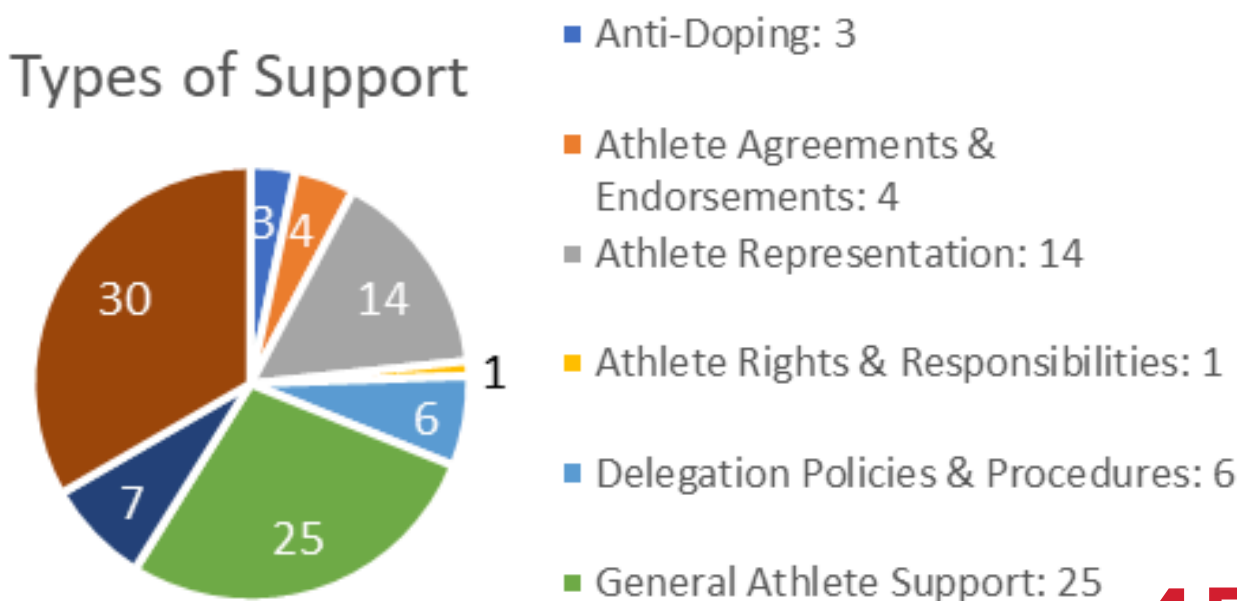
## PARA PAN AMERICAN

- Goalball: 6
- Para- Archery: 1
- Para- Football: 2
- Para Badminton: 1
- Para Cycling: 1
- Para Judo: 2
- Shooting: 2
- Soccer: 1
- Swimming: 1
- Track & Field: 7
- Powerlifting: 1
- Wheelchair Basketball: 6
- Wheelchair Rugby: 1
- Wheelchair Tennis: 2

## OTHER INTERACTIONS

- Pan American AC: 2
- Puerto Rican Athlete – Judo: 1
- USA Gymnastic Staff & Coach: 2
- USA Swimming Staff: 1
- USOPC Staff: 1
- WADA Ac: 1
- WADA Staff: 1

Types of Support



# B. FLAG BEARER ELECTIONS

Team USA AC places significant importance on the flag bearer election process, recognizing that carrying our nation's flag into international multi-sport events is a prestigious honor. Our delegation is unique in that athletes drive the election process, selecting those they believe best represent Team USA.

The flag bearer procedures, developed by Team USA AC, prioritize a fair athlete-driven process, inclusivity, and collaboration with NGBs/IMSS. The procedures for Santiago 2023 mirrored those for the Tokyo and Beijing Games. NGB/IMS staff received the process via a Flag Bear Election Letter on August 31st, 2023.

Santiago 2023 set deadlines for flag bearer nominations, resulting in a hectic process due to last-minute adjustments. Each NGB/IMS had to submit an athlete-driven election procedure for approval, specifying the selection process and timeline. Many NGBs/IMSS missed the submission deadline or did not follow the guidelines, leading to the submission of ineligible athletes or no athletes at all.



# 9. 50TH ANNIVERSARY





# 50TH ANNIVERSARY

50th Anniversary  
Celebration at  
Assembly

Commemorative 50th  
Anniversary Pin provide  
current members and  
former leadership

Social Media campaign with Past  
Leadership Members highlighting  
athlete representation over the  
past 50 years



***NOTE: Team USA AC tried to collaborate with USOPC communications and digital team on activating our 50 years, but there was a disappointing lack of interest in honoring the 50th Anniversary on Team USA platforms. USOPC staff informed Team USA AC that this would not have been fan-facing content. We think this was a missed opportunity to highlight the work the athletes do off the field of play***

# 10. BARRIERS

A. Insufficient Data and 10-Year Athlete List

B. MOU and “Lanes Conversation”

C. Lack of Information-Sharing



# A. INSUFFICIENT DATA AND 10-YEAR ATHLETE LIST

Team USA athlete communications were hindered by the absence of an accurate 10-year list from the USOPC. While progress has been made in garnering support from USOPC and NGBC Leadership for providing these lists to representatives, the lack of accurate data remains a significant barrier to athlete representation.

This lack of information impedes our representatives' ability to fulfill their mission of communication, as outlined in the USOPC Bylaws. It is crucial for both Team USA AC and the USOPC to know who qualifies as a 10-year athlete to meet their respective commitments.

Resolution of this issue is essential before the 2025-2028 Quad Elections commence in June, as accurate 10-year lists are necessary for compliance with election procedures. The absence of such data in the past is concerning, given its importance in ensuring the proper electorate for athlete representative elections.



## B. MOU AND “LANES CONVERSATION”

In 2022, Team USA AC provided six-month notice to the USOPC for amending the MOU. In October, Team USA AC staff met with USOPC General Counsel and Chief Operating Officer Chris McCleary to discuss necessary amendments:

- Expand Team USA AC duties in MOU beyond those in Ted Stevens Act and USOPC Bylaws.
- Acknowledge that Team USA AC Bylaws and Strategic Plan extend AAC duties.
- Update language in USOPC Bylaws and Act to reflect Team USA AC's evolution and empowered athlete voice.
- Include language confirming Team USA AC's independence in decision-making.
- Ensure Team USA AC has full autonomy over budget and personnel allocation.

The USOPC General Counsel indicated that the MOU discussion should address the "lanes" for Team USA AC, Ombuds, and Athlete Services, but these discussions were initiated without conclusion.

The lack of an amended MOU was used to explain why the budget of the Team USA AC was not increased to the amount necessary to conduct business for 2024

Shortly thereafter, McCleary reached out to start amending the MOU but Team USA AC informed them they should wait until after the Congressional Committee comes out with its final report



# A. LACK OF INFORMATION-SHARING

The USOPC Bylaws state that Team USA AC's mission is "To ensure communication between the USOPC and athletes engaged in amateur athletic competition or representing the United States internationally within the past ten (10) years." For Team USA AC to fulfill its mission and for the USOPC to comply with its Bylaws, information must flow both ways. However, there are instances where Team USA AC isn't promptly informed of certain projects or information.

While this isn't universal across USOPC departments, one example is the IPC Code Review Process. Despite initial apprehension, USOPC Paralympic staff eventually provided assistance. Additionally, Team USA AC advocates for increased collaboration with the USOPC Athlete Engagement & Development and Athlete Ombudsman teams. Often, we learn about their initiatives only after they've begun, rather than being involved earlier. Given our shared dedication to serving athletes, it's crucial for us to be aware of each other's efforts and identify areas for collaboration.

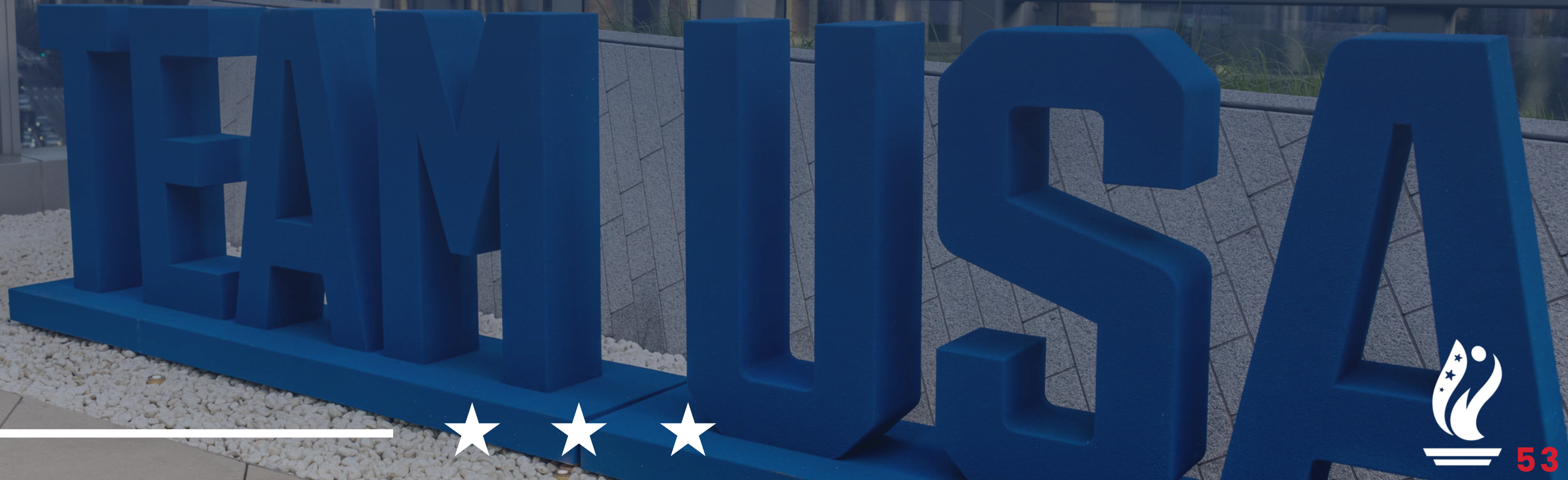
Team USA AC advocates for a broader discussion on the allocation of resources and educational components to best serve athletes' interests. Previously, certain services were handled by other departments due to Team USA AC's limited capacity. However, with our current professional staffing, this is no longer the case. Following the Commission on the State of the U.S. Olympics and Paralympics Final Report, which recommends complete independence for Team USA AC, we believe it's crucial to reevaluate service ownership and structure to prioritize athletes' needs.



# 11. BUDGET

A. 2023 Budget

B. Outstanding Concerns



# A. 2023 BUDGET

Department: 41000--Team USA Athletes Commission  
Athlete Advisory Council

United States Olympic & Paralympic Committee

Revenue & Expense by Dept

As of December 31, 2023

Reporting Book: ACCRUAL

As of Date: 12/31/2023

Month Ending 12/31/2023				Year To Date 12/31/2023				Year Ending 12/31/2023
	Actual	Budget	Variance	YTD Actual	YTD Budget	YTD Variance	Budget Annual	
<b>Support and Revenue</b>								
	0	0	0	9,390	0	9,390	0	
	0	0	0	(34,800)	0	(34,800)	0	
	<b>0</b>	<b>0</b>	<b>0</b>	<b>(25,410)</b>	<b>0</b>	<b>(25,410)</b>	<b>0</b>	
<b>Expense Summary</b>								
	50,065	33,561	(16,504)	369,569	309,759	(59,810)	309,759	
	894	662	(232)	51,493	61,250	9,757	61,250	
	200	132	(68)	20,364	2,650	(17,714)	2,650	
	(41)	397	438	102,599	39,150	(63,449)	39,150	
	56	265	209	9,521	35,700	26,179	35,700	
	0	0	0	31,605	0	(31,606)	0	
	0	0	0	93	15,000	14,908	15,000	
	0	0	0	606	0	(606)	0	
	1,109	1,456	347	216,281	153,750	(62,531)	153,750	
	353	200	(153)	8,476	1,210	(7,267)	1,210	
	(129)	0	129	0	0	0	0	
	224	200	(24)	8,476	1,210	(7,267)	1,210	
	0	1,417	1,416	0	17,000	17,000	17,000	
	0	0	0	28,022	0	(28,021)	0	
	(179)	41	221	925	500	(425)	500	
	44	1,667	1,623	5,363	20,000	14,637	20,000	
	47	83	36	1,125	20,999	19,874	20,999	
	0	0	0	20,210	0	(20,210)	0	
	22	0	(21)	6,312	10,000	3,688	10,000	
	0	2,889	2,888	0	34,663	34,663	34,663	
	3,400	1,400	(2,000)	64,238	16,800	(47,438)	16,800	
	0	0	0	78	0	(78)	0	
	0	0	0	1,000	0	(1,000)	0	
	1,354	0	(1,354)	16,089	0	(16,089)	0	
	4,754	4,289	(466)	81,405	51,463	(29,942)	51,463	
	0	2,054	2,055	2,299	25,250	22,951	25,250	
	383	100	(284)	2,141	900	(1,241)	900	
	<b>56,469</b>	<b>44,868</b>	<b>(11,601)</b>	<b>742,128</b>	<b>610,831</b>	<b>(131,297)</b>	<b>610,831</b>	
	<b>56,469</b>	<b>44,868</b>	<b>(11,601)</b>	<b>742,128</b>	<b>610,831</b>	<b>(131,297)</b>	<b>610,831</b>	
	<b>(56,469)</b>	<b>(44,868)</b>	<b>(11,601)</b>	<b>(767,538)</b>	<b>(610,831)</b>	<b>(156,707)</b>	<b>(610,831)</b>	

# B. OUTSTANDING CONCERNS

1

## Independence from USOPC

- Team USA AC has communicated some thoughts about independence and what is needed but the only communication back is that it supports independence.
- What does the USOPC make of the recommendation and the suggestions in the recommendation? Funding? Athlete Ombuds? Etc.?

2

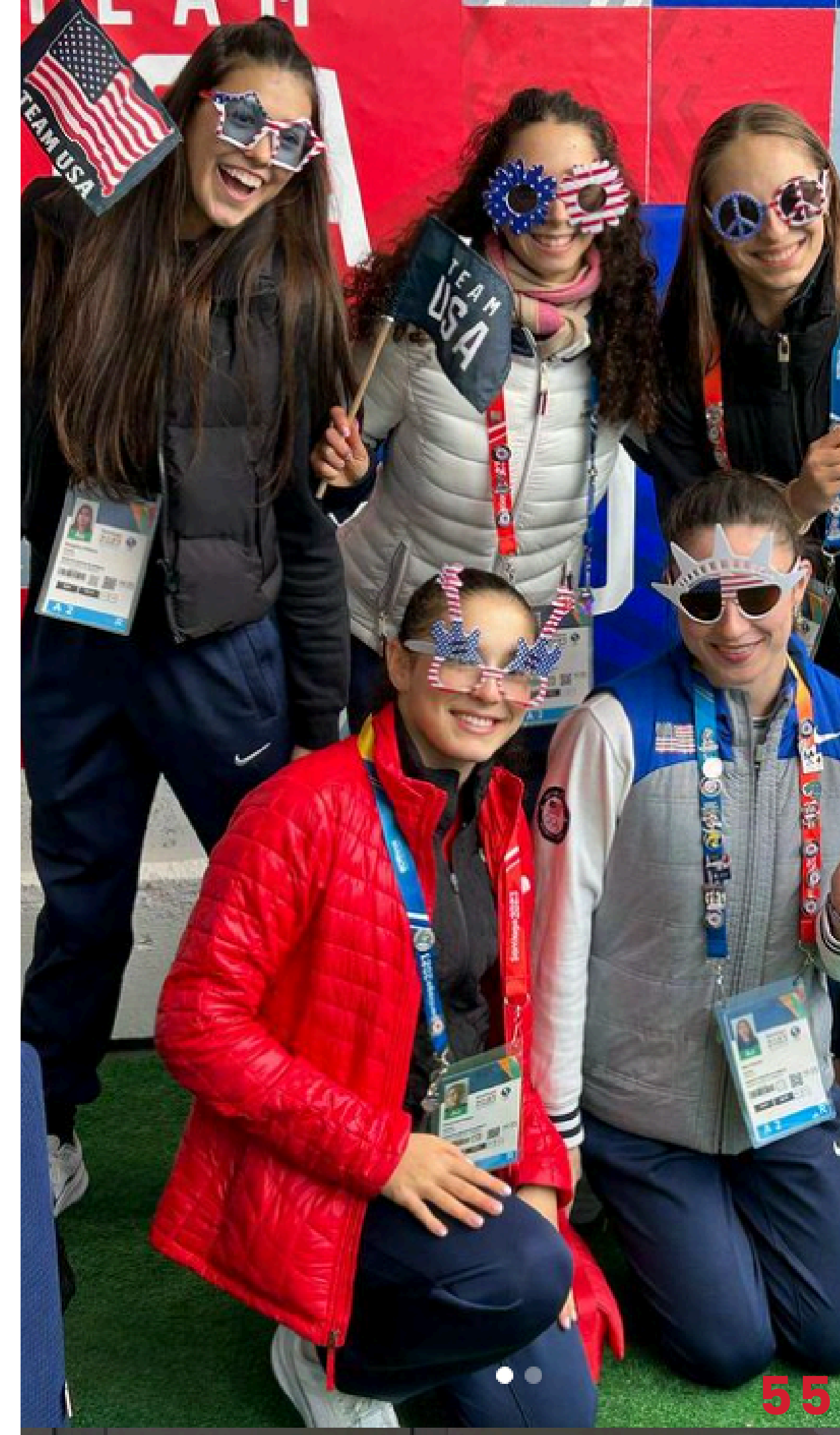
## Collegiate Athlete Space

- Continue to work with USOPC and other stakeholders to track legislation that could negatively impact access to broad based sport
- Team USA AC supports increase money and services to athletes but not without protections in place for Olympic and Paralympic sports

3

## USOPC Board of Directors At-large seats

- This matter has been on the table for discussion for over a year and there has been no movement and no rationale has been provided
- Need to ensure this matter is settled prior to next elections





# 12. 2024 OUTLOOK

**A. Paris 2024**

**B. Team USA AC Athlete Lounge Opening**

**C. Finalizing the 2025-2028 Team USA AC Strategic Plan**

**D. Positive Changes to our Governance Structure**

**E. Launching out Commercial Marketplace Resources**

**F. Independence**

