DIVERSITY SCORECARDS
2023

USA SKI MOUNTAINEERING (USOPC)

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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—NGB Diversity Data

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.

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PEOPLE OF COLOR

	# Total Employees/ Members	% People of Color	Benchmark (%)
Board of Directors	0	0.00	39.90
Standing Committees	0	0.00	39.90
Professional Staff	2	100.00	39.90
NGB Membership	0	0.00	39.90
National Teams (Athletes)	11	0.00	39.90
National Teams (Coaches & Non-Athletes)	1	0.00	39.90
Developmental National Teams (Athletes)	0	0.00	39.90
Developmental National Teams (Non-Athletes)	0	0.00	39.90
Part-Time Employees/Interns	0	0.00	39.90
Total	14	14.29	
Average		33.33	

WOMEN

	# Total Employees/Members	% Women	Benchmark (%)
Board of Directors	0	0.00	50.80
Standing Committees	0	0.00	50.80
Professional Staff	2	100.00	50.80
NGB Membership	0	0.00	50.80
National Teams (Athletes)	11	45.45	50.80
National Teams (Coaches & Non-Athletes)	1	0.00	50.80
Developmental National Teams (Athletes)	0	0.00	50.80
Developmental National Teams (Non-Athletes)	0	0.00	50.80
Part-Time Employees/Interns	0	0.00	50.80
Total	14	50.00	
Average		48.48	

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PERSONS WITH DISABILITIES

	# Total Employees/ Members	% Persons with Disabilities	Benchmark (%)
Board of Directors	0	0.00	12.70
Standing Committees	0	0.00	12.70
Professional Staff	2	0.00	12.70
NGB Membership	0	0.00	12.70
National Teams (Athletes)	11	0.00	12.70
National Teams (Coaches & Non-Athletes)	1	0.00	12.70
Developmental National Teams (Athletes)	0	0.00	12.70
Developmental National Teams (Non-Athletes)	0	0.00	12.70
Part-Time Employees/Interns	0	0.00	12.70
Total	14	0.00	
Average		0.00	

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MILITARY VETERANS

	# Total Employees/ Members	% Military Veterans	Benchmark (%)
Board of Directors	0	0.00	7.10
Standing Committees	0	0.00	7.10
Professional Staff	2	0.00	7.10
NGB Membership	0	0.00	7.10
National Teams (Athletes)	11	0.00	7.10
National Teams (Coaches & Non-Athletes)	1	0.00	7.10
Developmental National Teams (Athletes)	0	0.00	7.10
Developmental National Teams (Non-Athletes)	0	0.00	7.10
Part-Time Employees/Interns	0	0.00	7.10
Total	14	0.00	
Average		0.00	