



EXHIBIT D

National Governing Bodies

Quadrennial Census Summary and Diversity & Inclusion Initiatives

The Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. § 220511(a), specifically calls for the USOC to submit a report on a quadrennial basis on the following two requirements regarding the NGBs:

- Data concerning the participation of women, individuals with disabilities, and racial and ethnic minorities in the amateur athletic activities and administration of the National Governing Bodies; and
- Description of the steps taken to encourage the participation of women, racial minorities, individuals with disabilities, individuals in the LGBTQ community, and military veterans in amateur athletic activities.

The USOC is an umbrella organization with 47 National Governing Bodies and four High Performance Management Organizations located throughout the United States. Each of the NGBs is responsible for the governance, management and promotion of an individual sport, most of which are practiced in the Olympic, Paralympic or Pan American Games. Each HPMO is responsible for the governance, management and promotion of an individual Paralympic sport, which are practiced in the Paralympics and Parapan American Games. Although ultimately accountable to the USOC, each of the NGBs and HPMOs is an autonomous, independently incorporated organization.

There is a broad range of experience among the NGBs when it comes to the issue of diversity. Despite these variations, there have been positive trends. The numbers of individuals with disabilities participating within the NGBs has increased significantly at almost every level. The percentage of women participating at various levels within the NGBs has increased slightly over the quadrennium. The trends regarding the participation of racial and ethnic minorities are not as apparent. Some totals and percentages have increased slightly and others have decreased. There is still much work to be done to continue advancing diversity in the NGBs, particularly at the board and management levels.

The USOC is committed to working with the NGBs in an appropriate manner to continue advancing the support of diversity throughout the entire Olympic and Paralympic family. Each NGB has been asked to prepare a diversity and inclusion plan. The primary goal of the diversity and inclusion plan is to grow each respective sport and encourage full participation of all U.S. citizens. The NGBs have been encouraged to create a diversity and inclusion plan that is achievable and realistic within the context of the constraints of each NGB. In alignment with the USOC's current strategic plan and efforts to improve NGB performance, it is important for the USOC to work collaboratively with NGBs and to build trust in regard to this issue. The USOC also strongly believes that the best way to advance diversity efforts is to be a role model.



A. NGB Statistical Census Summary

There are a number of NGBs that do not have systems or procedures in place to track and maintain accurate census data. Some NGBs explicitly prohibit the collection of such data. As a result, the USOC developed a questionnaire requesting data related to the legislative mandate found in the Ted Stevens Olympic and Amateur Sports Act and distributed it to the 47 NGBs. Each NGB was asked to provide survey information related to the participation of the subject groups at various levels of each sport's administration and participation. As a result of these complications with collecting data, the NGB statistics are estimates based on information available.

1. NGB Gender Profile

Gender comparisons, as of Dec. 31, 2015:

	Male	Female	Total
Board of Directors Count	580	231	811
Percent	71.7%	28.3%	
Executive Committee Count	166	63	229
Percent	72.49%	27.51%	
Standing Committee Count	2,014	1,577	3,591
Percent	56.09%	43.91%	
Professional Staff Count	965	807	1,772
Percent	54.46%	45.54%	
General Membership Count	1,495,661	1,518,785	3,014,446
Percent	49.62%	50.38%	
Athlete Delegation Count (2014 Olympic Winter Games)	125	105	230
Percent	54.35%	45.65%	
Athlete Delegation Count (2016 Olympic Games)	266	289	555
Percent	47.93%	52.07%	



Athlete Delegation Count (2014 Paralympic Winter Games)	54	20	74
Percent	72.97%	27.03%	
Athlete Delegation Count (2016 Paralympic Games)	158	123	281
Percent	56.23%	43.77%	
Athlete Delegation Count (2015 Pan Am Games)	321	300	621
Percent	51.69%	48.31%	
Athlete Delegation Count (2015 Parapan Am Games)	149	87	236
Percent	63.14%	36.86%	
Other National Teams Count (Athletes)	1,822	1,489	3,311
Percent	55.02%	44.97%	
Other National Teams Count (Coaches/Non-Athletes)	861	347	1,208
Percent	71.27%	28.72%	
Developmental National Teams (Athletes)	41,686	13,014	54,707
Percent	76.20%	23.79%	
Developmental National Teams (Non-Athletes)	23,844	1,371	25,219
Percent	94.55%	5.44%	
Total NGB Family Count	1,568,672	1,538,608	3,107,280
Percent	50.48%	49.52%	

2. NGB Racial and Ethnic Minorities Profile

Racial and ethnic percentages for the professional staff and NGB governance members, as of December 31, 2015, are as follows:

	American Indian or Alaska Native	Asian	Black/African American (Not of Hispanic Origin)	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White (Not of Hispanic Origin)	Total
NGB Board of Directors Count	64	22	45	18	4	10	653	816
Percent	7.83%	2.69%	5.51%	2.20%	.49%	1.22%	80.02%	
NGB Executive Committee Count	12	5	10	3	3	0	196	229
Percent	5.24%	2.18%	4.36%	1.31%	1.31%	0.00%	85.58%	



United States Olympic Committee
2013-16 Quad Report

NGB Standing Committees Count	14	136	94	108	5	36	3,198	3,591
Percent	.38%	3.78%	2.61%	3.00%	.13%	1.00%	89.05%	
NGB Professional Staff Count	6	27	75	81	2	35	1,546	1,772
Percent	.33%	1.52%	4.23%	4.57%	.11%	1.97%	87.24%	

NGB General Membership Count	8,139	108,219	84,103	96,462	7,536	64,208	2,644,874	3,014,446
Percent	0.27%	3.59%	2.79%	3.20%	0.25%	2.13%	87.74%	
Athlete Delegation Count (2014 Olympic Winter Games)	0	4	3	4	0	7	206	224
Percent	0.00%	1.79%	1.34%	1.79%	0.00%	3.13%	91.96%	
Athlete Delegation Count (2016 Olympic Games)	0	13	61	11	6	21	270	382
Percent	0.00%	3.40%	15.97%	2.88%	1.57%	5.50%	70.68%	
Athlete Delegation Count (2014 Paralympic Winter Games)	1	1	1	6	1	1	60	71
Percent	1.41%	1.41%	1.41%	8.45%	1.41%	1.41%	84.51%	
Athlete Delegation Count (2016 Paralympic Games)	5	7	22	13	3	9	168	227
Percent	2.20%	3.08%	9.70%	5.73%	1.32%	3.96%	74.01%	
Athlete Delegation Count (2015 Pan Am Games)	2	22	47	23	5	32	322	453
Percent	0.44%	4.86%	10.38%	5.08%	1.10%	7.06%	71.08%	
Athlete Delegation Count (2015 ParaPan Am Games)	5	9	29	13	2	7	134	199
Percent	2.51%	4.52%	14.57%	6.53%	1.00%	3.52%	67.34%	



Other National Teams Count (Athletes)	10	108	376	149	19	95	2,554	3,311
Percent	.3%	3.26%	11.35%	4.50%	.57%	2.86%	77.13%	
Other National Teams Count (Coaches and other Non-Athletes)	3	91	92	61	11	25	925	1,208
Percent	.24%	7.53%	7.61%	5.04%	.91%	2.06%	76.57%	
Total	8,185	108,637	84,903	96,931	7,590	64,476	2,654,257	3,026,929
Percent	0.27%	3.59%	2.80%	3.20%	0.25%	2.13%	87.69%	

3. NGB Profile of Individuals with Disabilities

The NGBs' profile of individuals with disabilities as of Dec. 31, 2015, for each category is as follows:

2015 Quadrennial Census Individuals with Disabilities	Total	Individuals with Disabilities	Percent
Board of Directors	816	18	2.20%
Executive Committee	229	5	2.18%
Standing Committees	3,591	185	5.15%
Professional Staff	1,772	9	0.50%
General Membership	3,014,446	9,311	0.30%
National Teams (Athletes)*	3,311	279	8.42%
National Teams (Coaches and other Non-Athletes)	1,208	20	1.65%
Total	3,106,116	21,637	0.69%

*Disability statistics for the Athlete Delegation and National Teams are based upon self-reporting. A number of athletes participating in these events have disabilities as defined under the law, but chose not to identify.

B. NGB and HPMO Diversity Initiatives

NGBs and HPMOs vary considerably in their efforts to encourage diversity in their organizations. For example, some sports are primarily male-dominated because men are the primary participants. Other sports are primarily dominated by women because women are the primary participants. Some sports have relatively high barriers to entry which makes it more difficult for various socio-economic groups to participate, and other sports are practiced primarily by individuals of certain backgrounds. The NGB and HPMOs have endeavored in various ways to advance diversity in their membership, athletic pools, employee base, volunteer and governance composition. Some NGBs and HPMOs have had greater success than others.

The USOC intends to continue monitoring diversity in each NGB and HPMO through required regular reporting on diversity and expected implementation of programs for addressing and improving diversity within each NGB.



The following summary highlights a sampling of the various programs and steps taken by NGBs and HPMOs to encourage the participation of women, individuals with disabilities, and racial and ethnic minorities. The descriptions were submitted by the NGBs and HPMOs. We have edited the submissions for consistency in style. Not all NGBs or HPMOs submitted statements in all of these areas.

1. Initiatives to Increase the Participation of Women

National Wheelchair Basketball Association

The National Wheelchair Basketball Association does not discriminate in its programs or activities on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender, gender identity and/or expression, sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local law. The NWBA promotes all qualified individuals to participate as athletes, administrators, or members of the NWBA and its teams.

U.S. Association of Blind Athletes

In 2015, the USABA hired two women and the national team is developing a female coach with a disability. The U.S. Association of Blind Athletes plans to hold additional goalball camps for girls in 2016.

USA Archery

USA Archery's leadership should be reflective of the composition of the US Population. Three Board of Directors seats were up for election and one Independent seat to be appointed by USA Archery's N&G Committee. The N&G Committee was and will be focused on the recruitment of high performing and diverse individuals. Call for nominations was posted to recruit a pool of talented candidates. USAA reflects an inclusive culture and environment and operates a sustainable diversity program. USAA's programs, PR and materials are inclusive and diverse. USA Archery will continue to identify and recruit talented women to serve in a leadership role on committees to represent a balance that represents the population of the US. 12 of the 32 (38%) of the Committee leadership positions were held by women in 2015.

USAA will increase candidate pool for leaders within the sport; work with the USOC Diversity Director for Committee Positions, share the stories of athletes and programs that represent diversity to help draw new participants, and incorporate an inclusive lens on everyday practices, making diversity a key consideration in disseminating athlete stories, program material and general communication strategies. USA Archery will adopt best practices and training and continue the Women's Experience programs/camps, raise the participation and performance levels of women to those of men in the sport and increase the candidate pool of talented women elite coaches.



USA Badminton

USA Badminton's shall be sensitive to the desirability of diversity at all levels of the USAB. The Board shall develop norms that favor open discussion and favor the presentation of different views. USA Badminton had a women singles player ranked 13th in the World and a doubles team ranked 22nd in the World as of 12/31/14. Women are prominent competitors in world level competitions, including the Olympics. In 2016, USA Badminton will continue to enhance the junior program to have more ranking tournaments which increases diverse membership and will also continue to encourage women to become certified coaches.

USA Baseball

On the heels of their success at the 2015 Pan Am Games, the 2016 USA Baseball Women's National Team will compete in the World Baseball Softball Confederation (WBSC) Women's World Cup in South Korea, September 3-11. The VIII WBSC Women's Baseball World Cup 2016 will take place from 3-11 September in Gijang City, South Korea and will be expanded from eight competing National Teams to twelve. The Women's National Baseball Team of Japan, "Madonna Japan", are the four-time defending World Champions. The expansion of the Women's Baseball World Cup comes after the historic introduction of women's baseball on a multi-sport platform, the 2015 Toronto Pan American Games where the U.S. Women's National Team captured the first-ever gold medal by defeating host nation Canada in the finale.

In 2016, USA Baseball will continue to work closely with the career development departments at regional universities. USA Baseball will also continue to identify

USA Basketball

In 2016, USA Basketball will continue to seek out diverse talent to fill job openings and diverse talent to assemble successful teams and to develop elite athletes.

In 2014, USA Basketball was in the planning process of its new membership system. USA Basketball seeks to maintain diversity in all levels of the organization by being proactive in creating diverse pools of athletes, coaches, and staff represented at all of our events. They provide an environment where no one feels excluded or marginalized based upon his or her differences and seek continued growth of the game in all communities nationwide. In addition to an already diverse team, they had an Asian American young women win a gold medal with our U17 World Championship team.

USA Basketball will launch its Youth Division Coaching Education and Certification programs this year. This will further add to its commitment to grow the game throughout the United States. USA Basketball will continue to maintain diversity amongst staff, athletes, and members by ensuring our candidate pools are a reflection of the diversity of the game of basketball in the United States.

US Biathlon

US Biathlon recruited the first woman to serve as an officer for the association and named two women to serve as board members. US Biathlon will also focus its efforts to recruit more women to participate on the developmental teams.



USA Bobsled & Skeleton

USA Bobsled & Skeleton Federation recruited a woman to its board of directors and is focusing its efforts on improving the collection and tracking of its standing committee's diversity data. 66% of our professional staff is comprised of women and we have continued to increase awareness of this through stories on our website and social media. We will continue to track data but currently we are a gender diverse organization. We collected data on the gender make up of our membership. We had additional coverage of our female athletes due to the introduction of women's 4man bobsled. We held an international coaching clinic to encourage athletes from all nations and backgrounds to become involved in coaching and give them the tools they need to succeed. With the help of our D&I initiative we had more female recruits in 2015 than we had in 2014. We developed two female coaches and offered them coaches' education. We hope to move them into National Team roles in the next 2 years.

In 2016 USABS will continue to offer equal opportunities to all genders. We will continue to collect data on membership forms and encourage female members to participate as volunteers and include increased information on other opportunities within our sports. USABS will also continue to highlight female athletes and their successes on and off the ice, continue to evolve the coaching clinic and encourage our present athletes to consider coaching after retirement. We held an international coaching clinic to encourage athletes from all nations and backgrounds to become involved in coaching and give them the tools they need to succeed. In addition we have two development coaches that we are hoping to develop into National Team coaches. There is a need to have more female coaches in our sport. Our women's teams are extremely successful and through the promotion of their accomplishments and depth of our Women's programs we will continue to grow the development teams and with the help of our D&I initiative we had more female recruits in 2015 than we had in 2014. Continue coaches' education and ensure that our female coaches have the support that they need to grow into National Team coaches.

U.S. Bowling Congress

The USA Boxing President intends to appoint more women to lead and serve upon Standing Committee and will continue to recruit women to apply for vacant seats on their Board of Directors. USA Boxing saw a slight increase in the number of women serving on their standing committee as well as a 9.3% increase in female membership in 2015. USA Boxing will promote women's boxing nationally by showcasing women's successes in the previous Olympic Games. USA Boxing has fielded a full complement of women on its National Teams and is working to increase the number of women participating as non-athletes on our National Teams.

USA Boxing

USA Boxing's Board of Directors election information will specifically ask women to consider running for open USA Boxing BOD seats. USA Boxing slightly increased the number of women serving on Standing Committees in 2015 and the USA Boxing President intends to appoint more women to lead and serve upon Standing Committees. Growth in women's membership continues to rise steadily each year, while not a drastic upturn, female membership increased by 9.3% over 2014 registration numbers. USA Boxing will also promote women's boxing nationwide by showcasing women's successes in the previous Olympic Games as USA Boxing fielded a full complement of Women on its National Teams. We are working to increase the number of women participation as non-athletes on our National Teams.



USA Curling

The USA Curling Board of Directors continues to work directly with the US Women's Curling Association (USWCA) for partnership and inclusion opportunities. The D&I committee will continue to work with the board to train, seek, and bring on new female members as spots open. The Executive Committee will work closely with the D&I committee to ensure that, when positions arise, they will actively follow the guidelines set forth to ensure that women and other genders are equally recruited and training to serve on the committee. The USCA and its committees will also continue to work closely with the US Women's Curling Association to help recruit candidates as positions open up. The D&I committee continues to meet quarterly and the standing committee continues to support the initiatives set forth during these meetings. The US Women's Curling Association continues to be involved in a mutually beneficial partnership to engage and empower women in the sport and committees. We will continue to work with the D&I committee to maintain and update our recruitment and training protocol to increase the diversity of the staff and board members of the USCA.

We will also continue to maintain the USCA publications and other communications to feature a diverse representation of both staff and athletes, including ability, race, and gender. USA Curling will continue to build relationships with USWCA and expand both their and our focus and to expand focus on women's participation in all minor and major events. USA Curling will continue to pursue 2015 initiatives including contact diversity directors at universities to ID possible partnership opportunities or sharing of information about opportunities and events; create a list of sponsors, partners, or clubs that have diversity and inclusion programs; and also continue to utilize and evolve the National team selection open application process.

USA Cycling

USA Cycling will focus on growing female members from 13% to 20% by 2010, raise awareness for women cyclists, and partner with an advocacy partner. USA Cycling also intends to broaden applicant pool by posting all positions on Teamwork Online, Team USA, Indeed, and LinkedIn; hire more women into senior leadership positions; and create professional development day for in-house female staff members. USA Cycling will also work to increase female membership to 20% by 2020, highlight grassroots women cyclists in our owned media, and highlight elite women's competition success.



USA Diving

USA Diving's Board of Directors is comprised of more females than males. We maintained a strong percentage of females in our membership. We have appointed a female to serve as the secretary of UANA and will continue to find positions within FINA and UANA for women to represent USA Diving. The lead judge/official representative to FINA is a female. In 2016, they will continue to attempt to place women in key leadership positions within FINA, where women are poorly represented. Our National Team Coaches are chosen based on how many athletes each places on a National Team. Due to the nature of these guidelines, it is difficult to increase diversity specifically with our National Teams Coaches.

USA Fencing provided diversity training for Board of Directors and used clear language for election nominations encouraging broad range of diverse candidates to apply. USA Fencing will consider adding Diversity topics to each committee agenda to be discussed at least once per year and will develop hiring strategy to ensure the widest possible applicant pool to include diverse populations and to improve web site diversity information. USA Fencing created Club of Excellence Program for Diversity and Women's Programming and recognized Women in Sport Day and Month.

USA Fencing

USA Fencing will possible incorporate diversity updates to agenda at July Board Meeting. We are also considering adding diversity topics to each committee agenda to be discussed at least once per year. We will begin sharing information we have learned through USOC seminars, meetings, and educational materials. We will develop hiring strategy to ensure widest possible applicant pool to include diverse populations, and improve website diversity information. USA Fencing created a Club of Excellence Program for Diversity and Women's Programming and recognize women in Sport Day and Month.

U.S. Figure Skating

U.S. Figure Skating is 72 percent female with strong female representation throughout the organization and management staff. US Figure Skating will continue to advertise on USOC job boards (among others), which adhere to such initiatives. All diversity initiatives encourage a broader base of developmental athletes who may have the potential to compete for Team USA

USA Hockey

USA Hockey has seen tremendous growth in women's hockey over the past five years and will continue provide quality programs across the country. They now have about 80,000 girls playing the game with opportunities to play nationally as well as collegiately across the country. USA Hockey received a silver medal at the 2014 Winter Olympics and a gold Medal at the World under 18 IIHF Tournament. For 2016, USA Hockey is working on ways to increase the participation among minorities in women's hockey.



USA Gymnastics

Women on the USA Gymnastics' Board of Directors are underrepresented, especially when compared to the 85%/15% female to male overall membership ratio. In 2016, USA Gymnastics along with its Nominating and Governance Committee, will recruit and vet female candidate, where appropriate, for open positions. Member Clubs will have the opportunity to apply for grant support as done in past years. This funding is used to create events and programs that allow youth in need of financial aid to participate or to continue participation in gymnastics at many levels. A very high percentage of participants in our sport are female. Through partnership with the Nastia Liukin Fund and the National Gymnastics Foundation grants will be provided to gym clubs in order to fund events that support inclusion, athlete support to keep youth in the sport and education for gym club employees and coaches. Parents, athletes, and gym clubs are encouraged to apply for a grant providing a detailed description for the usage of funds requested. USA Gymnastics' committee will allocate funds to the selected applicants.

USA Judo

USA Judo will continue to reach out to all people with opportunities to serve on committees, will open all job opportunities to female applicants, offer membership to all, conduct women only camps, and encourage female participation as a form of self-defense. We encourage all coaches to participate in developmental activities and will continue to do so in 2016.

USA Racquetball

USA Racquetball discussed seeking a more diverse board. Four of nine individuals on our Board of Directors election slate are women and will continue focus on recruitment outreach.

USA Roller Sports

The Board of Directors of USA Roller Sports is discussing implementing diversity initiatives for women across the organization.

USRowing

US Rowing has eight of 14 positions selected requiring gender equality on the board. The other six positions are elected from the constituents in open elections. The nominating committee has been charged with identifying and recruiting potential constituent board members to run in coming populace elections. Diversity is a primary point in evaluation of candidates. USRowing utilizes job posting sites outside of the sport to support a diverse pool of applicants, and we engage in diversity training for employees. Our membership is over 50% female. Senior national team slots are determined by FISA, the international federation. Development national teams' athlete numbers are based on opportunities provided by FISA at the Under 23 and Junior World Championships. We continue to support FISA's initiatives to create gender equity in the available opportunities.



USA Rugby

The USA Rugby elected a female former international athlete from the congress to the board of directors. USA Rugby currently has two open nominations for our board of directors. Although the applications need to be nominated and vetted by a nominations committee, we will encourage them to select applicants who are women. We have many seats open for our congress for the 2016 season. We plan to continue our open nomination process which will foster our program diversification to include more women. USA Rugby plans include more women for open staff, part time and intern positions hiring pools by widening our posting of job positions to those out the normal sphere of rugby. The TRY Rugby Program will allow USA Rugby to continue to promote women and girl participation and interest at any age. This will contribute to be a flagship introduction to rugby for women. In addition, our highest level of rugby for women continues to thrive under better competition, increased participation and increased awareness. The women's national teams plan to host many more national training camps which will allow coaches to broaden their pool of participants and capable athletes. We continue to consider women for our national team coaching openings and celebrate the women who participate as administrative and medical support staff. USA Rugby makes continued efforts to create more developmental teams for women specifically to expand the opportunities available to women to participate at these elite levels. USA Rugby strives to offer more opportunities for women in coaching and administrative capacities with developmental teams.

US Sailing

US Sailing increased active campaigners in 49erFX class, the new women's skiff class and created a girls only 29er clinics to get more girls interested in high performance racing

For 2016, US Sailing wants to expand and increase all girls' clinics in the 29er class and transfer high Performance funding and access to the Technical Director to increase competition level in the 49erFX & NACRA classes.

USA Shooting

USA Shooting's Board of Directors is based on positions in various organizations. Our athlete representative is female and hopefully we can add more female representatives in our new BOD. We have started to track our membership but it is a slow process. We do not currently track military veterans by we can do so in the future.

U.S. Ski & Snowboard

The US Ski & Snowboard Association's Nominating & Governance Committee continues to focus on diversity for the board; we had success in adding two more women to the board in 2015, Ms. Martina Lussi, who is the sport representative for Jumping/Nordic Combined; and with the hiring of Howard Knight to the staff, Ms. Grete Eliassen became the USOC AAC rep. In 2015, we saw the executive committee move from being all male to having two women as Cami Thompson Graves was appointed by the chairman to the sport rep and Grete Eliassen took on the USOC AAC role from the retired, Howard Knight.

Our organization is committed to increasing opportunities for full participation of all US citizens through the creation of a Diversity & Inclusion (D&I) Plan that includes policies, best practices, and programming that will position USSA to increase athlete participation and fan base.



Vision for Diversity and Inclusion

The USSA strives to increase the participation of all individuals without regard gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability. We feel strongly that a diversity of thought, perspective and experience will be instrumental in growing USSA. By tying the Diversity & Inclusion plan to its strategic plan, USSA will bolster both athletic performance and business results.

Definition of Diversity and Inclusion

USSA defines Diversity & Inclusion as: Diversity is embracing any collective mixture of differences, similarities, and related tensions as we strive to develop more inclusive and high performing environments. Inclusion is about creating and maintaining an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem solving, growth and ultimately increased success.

Diversity and Inclusion Strategy

USSA hopes to increase participation in its sports from communities that have historically had low participation. We hope to empower athletes, staff and fans to work towards a greater focus on Diversity & Inclusion throughout all aspects of the organization.

Objective: Achieve an increase in athlete performance, business results, and operational excellence through the incorporation of Diversity & Inclusion best practices and program innovation.

The USSA supports equal employment opportunity for all applicants and employees in compliance with both state and federal laws. It does not discriminate against employees or applicants for employment on any prohibited basis, including race, color, gender, pregnancy, age (40 or over), religion, national origin, ethnic background, genetic information (including of a family member), military service, citizenship, sexual orientation, gender identity, disability, or any other characteristic protected by applicable law.

USSA will continue to look for opportunities to balance the numbers between men and women on the various sport committees. The USSA continues its development efforts with a view toward the 2018 OWG and beyond, and will enhance its interactions with other USSA pipeline regional/national programs that are focused on bringing youngsters to the U. S.

Teams in Snowboarding and Skiing with the goal of achieving athletic success at every level.

Community/grass roots programs with whom we will partner will deliver incremental benefit to the USSA by engaging a new demographic in winter sports thereby growing the talent pool. It also has a social benefit by allowing USSA athletes the opportunity to encourage children to try a winter outdoor activity and to learn a new sport while having fun. Furthermore the USSA's athletic experience, training, club structure and management will be used in conjunction with successful programs to build best practices. The USSA will continue to evaluate its programs and retain flexibility to adapt to changes to continue achieving its best in the world vision. In depth evaluations are conducted annually at the time of the Athletic Summit in April, and the strategic plan for the coming year is finalized. Further evaluation and planning by the company are detailed in the out-year plan which is developed and presented in the summer of each year.

In 2016, USSA will continue to support the programs for introducing female youth to sport such as Kikkan Randall's Fast & Female program to get young girls to participate in sport.



Also ZGirls is another non-profit partnership that USSA supports with communications etc. Olympian and U.S. Ski Team alumna Libby Ludlow attended Dartmouth, enrolled in law school at the University of Washington. But she found her real passion in her desire to help young women. With former U.S. Ski Team member Jilyne Higgins, Ludlow pursued that passion by started ZGiRLS, a program that mentors young girls through their sports. ZGiRLS focuses on things like sport nutrition, body image and communication skills, making the girls "confident, centered and courageous." It's a positive curriculum that focuses on making young athletes more successful throughout their development. "Sports are a proven way for girls to build confidence, for them to build self-esteem, and learn to make better decisions," Ludlow said. "We saw a need for someone to help encourage girls to continue in sports and layer on top of that a really robust sense of support and mentorship."

U.S. Soccer

U.S. Soccer's Standing Committees consist of representatives that are elected through our diverse membership base. U.S. Soccer hosted diversity training for professional staff in 2015. U.S. Soccer also continued to implement the Rooney Rule in our hiring process for all national team coaches and non-athletes, expanded the number of scouts to cover a more diverse territory, and hired a female Women's Development coach.

In 2016, U.S. Soccer established ongoing relationships with professional associates and universities; expand geographical recruiting efforts to ensure a wide and diverse applicant pool for all open professional position, educate employees on current Equal Employment Opportunity policies through the U.S. Soccer Handbook, and to conduct diversity awareness training with employees. U.S. Soccer is also planning to review expansion options for the Women's National Team programming and increase the number of developmental training programs for young girls in diverse, urban, and rural areas, and create and implement an action plan against racism and discrimination.

USA Softball

USA Softball will continue to educate and encourage all ASA/USA Softball Council Members to become active and become a candidate for the ASA/USA Softball Board of Directors. The ASA/USA Softball Code and Procedure Manual encourage anyone to be a member of the ASA/USA Softball and seek a position on the Board of Directors. ASA/USA Softball is an Equal Opportunity Employer. It is our Policy to provide equal opportunity to all employees at all times without regard to race, color, creed, religion, sex, sexual orientation, veteran's status, military service status, disability, age or national origin or ancestry. We are focused on the Women's Open Invitational & All Star Games (Kansas City, Missouri), New Softball League-Board is female administration, and adding female umpires. USA Softball continues to recruit, identify, and involve women coaches and other non-athletes in the National Team Program.

USA Swimming

In 2015, USA Swimming continued its partnership with Sigma Gamma Rho, a large and active African American sorority. The USA Swimming Foundation's Make-A-Splash program, with African American Cullen Jones, continued to conduct clinics in minority and outreach neighborhoods. Because of the efforts of the USA Swimming Foundation over the past several years, over one million athletes (primary minority) have been involved in learn to swim programs.



At the annual convention, the Diversity Committee presented templates for implementation of many impactful diversity and outreach programs. This committee also worked closely with USA Swimming's Safe Sport staff to further develop, document, and help train swimming volunteers on how to handle complaints on discrimination. The Diversity Committee is working to establish a Diversity Chair position in each of USA Swimming's 59 Local Swimming Committees. The committee also worked to identify members and volunteers to serve as experts and represents the interests of constituent groups. As mentioned, USA Swimming will offer 3 Women's Leadership Conferences in 2015. One hosted by the National Team Division and two by the Club Development Division. Conferences take different formats from Retreat-Style through traditional conference structure giving women the opportunity to network, learn, and grow into leadership positions within their club, community, LSC and beyond. In addition, USA Swimming is allowed to nominate women, specifically diverse female coaches to the USOC's bi-annual Women's Minority Leadership Coaching Conference.

USA Swimming hosts national and regional select camps are targeted to under-represented athletes and coaches. National and regional select camps are well attended by female athletes. USA Swimming also launched a Women in Coaching webinar series highlighting the work done by female coached in our sport.

USA Table Tennis

As committee appointments come to an end this year, we will be placing an emphasis on recruiting women to join our standing committees. We worked with female stakeholders and created/brought back more women specific events at our major tournaments as well as allocated more prize money to those events so that they are equal to the men's side. We are launching a new leagues system that we hope will reach a diverse group of players that have been involved with the sport but not necessarily accessible to USATT. We are working with clubs to promote these leagues and get those players to become members. In addition, now that we have made strides in our offerings for Women at our major events, we are now hoping to promote those events and increase their participation rate. We select out coaches based on an open application process. We encourage participation from all backgrounds but our options for female participation are slightly limited due to a small pool of elite female applicants.

USA Team Handball

USA Team Handball will continue recruiting from sources throughout the USA including from elite female volleyball players and will continue to have women's divisions in college and open nationals. USA Team Handball will also continue to encourage women to participate as players, coaches, and referees. In 2016, USA Team Handball worked to place women athletes on the national team into European club teams. The 2016 IHF Trophy had a women's age group selection for athletes and we will be looking for women coaches to coach this team.



U.S. Tennis Association

The USTA's key diversity initiatives in 2016 included a new partnership with Catalyst to support the development and advancement of current USTA female employees and leverage best practices for recruiting and retaining women talent and our continued participation in job fairs targeting women. Additional initiatives for 2016 included continuing to seek strategic partnerships with organizations targeting women, continuing to provide grant funding to high-performance players complete, continuing using digital and print media to attract women to our membership rolls and complete and distribute a new tennis engagement guide targeting millennials. The USTA was successful in creating a Women's Tennis Coaches Symposium in 2015 for African-American coaches and sought to repeat the event in 2016 with Hispanic-American coaches.

USA Track & Field

USA Track & Field had a successful nomination to have women elected as representatives to IAAF committees and transitioned the Hall of Fame Celebration to independent event to support greater diversity awareness related to the sport and its athletes. USATF is piloting an athlete mentoring program to prepare female athletes for professional opportunities in life after sport experience. We will encourage more accurate record keeping by liaisons of diversity of committee members and chairs and identify recommendations for improvement; conduct a diversity audit on committee structure and composition, re-engage Diversity and Leadership committee with clear agenda, officials committee has expressed interest in diversifying officials in the sport and identifying initiatives to accomplish the goal. USA Track & Field will re-examine national office diversity statement, inventory minority and women owned vendors currently used by staff and develop a formal RFP process, continue to allow staff to serve as team liaison to domestic and international teams. It is our desire as we implement a new membership system that we will be able to collect more accurate and complete diversity related data.

We developed a partnership with RISE (Ross Initiative for Sports Equality) to promote understanding, respect and equality and using the power of sport to advance race relations, continue to foster cultural awareness opportunities for teams travelling internationally. Our Committee chairs and staff leadership encourage fostering diversity in selection of coaches and managers for teams, we continued proactive consideration of diversity of managers and developed a manager's playbook and subsequent trainings to increase pool of ethnic minority managers.

USA Triathlon

For 2016, USA Triathlon focused on bringing more visibility to the Women's Committee as a resource for women in multi-sport. Devised strong programming/resources that enhance women in 3 areas of sport: governance/leadership, fitness/wellness, and growth of women engaged in multi-sport. Devise a solid, recognition program for women who are doing great things in those three areas. Grow the potential of members in multi-sport with a focus on: membership sectors, leadership/governance, and education. While the USAT does not have a tracking system in place, the number of female staff/interns have increased and the organization will continue to look at diversity initiatives in the recruitment life-cycle. To engage youth, we are currently seeking partnerships with Girl Scouts and Girls on the Run to create awareness and directly drive participation.



The Women's Committee's vision is to empower women in the sport to positions of governance and provide resources for women in all stages of their lives for better performance in their sport and encourage service at USAT. In 2014, USA Triathlon proudly reintroduced the Judy Flannery Award after a hiatus in honor of her memory and to support talented women triathletes who have contributed meaningfully to triathlon. We presented Cheri Gruenfeld with the 2014 award for her amazing achievements outstanding contributions to the sport. They also awarded 3 matching grants to help increase female participation in the triathlon. The Committee has built a streamlined and effective grant judging and awarding process and is currently developing methods for measuring success and “pay it forward” programs. 2014 Winners - ACHIEVE Kids Triathlon Camp in Washington, D.C., Dare2Tri Paratriathlon Training Camp in Chicago, Ill., and KidzTri3 LLC in Lower Gwynedd, Pa. USA Triathlon successfully increased awareness and provided support for women in leadership in governance. They now have 3 women serving on the board. This was accomplished through outreach, relationship building and marketing. They presented “Increasing Female Participation in Triathlon” at the Coaching Symposium to help the coaching community foster growth of women in the sport. Provided coaches with insights on the current statistics and ideas for opportunity to grown their programs while bringing more women involved in triathlon.

USA Triathlon is close to completing and publishing “The Women’s Guide to Triathlon” book. This amazing resource for female triathletes will support USAT efforts in increasing female participation. The book will generate an estimated \$15,000-\$20,000 in royalties for USAT. They created systems and processes that foster continuity of programs. It’s key for a committee to have a system of documentation for programs and processes to ensure continuity and growth in programs and participation. As chairs step down and pass the baton and new members come on board, the committee is vulnerable to having to reinvent the wheel. With a commitment to continuity, retention, and growth, I have created a system that supports the WC mission going forward and the overall mission of USAT. USA Triathlon created resources for female athletes of all socio-economic backgrounds by mentoring professional growth for women in the sport. Concentration on quality of training opportunities for women in positions of authority and decision-making with associations that govern the sport. They also awarded 3 matching grants to help increase female participation and started the Pay It Forward Program.

In 2015, as opportunities to replace Age Group Committee members arise, work to improve the proportionate share of women on the committee and continuing to collaborate closely with the regional councils and other committees of USA Triathlon in the recruitment effort. The Women's Committee has five objectives for 2015 including adding 2-3 more committee members, refining and building on current programs, creating and launching 1-2 new initiatives that increase female participation in triathlon. They also look to support and participate in the ITU Women’s Committee luncheon in Chicago and complete and promote “The Women's Guide to Triathlon” book.

USA Volleyball

USA Volleyball will send 1,000 updated SportKit DVDs, 500 portable net brands, gently used volleyballs from the Leave a Ball Behind program, and shoes to middle and high school PE teachers and USAV clubs and camps to help grow the game.



USA Water Ski

USA Water Ski encourages participation and membership for anyone, regardless of gender or ethnic background. USA Water Ski does not discriminate. USA Water Ski was the advocate and driving force for gender equality in both participation and prize money. However, at every level, USA Water Ski provides equal opportunity for men and women. This is proven at competitions in water ski, show skiing, barefoot skiing, wakeboard, etc.

For 2016, the initiatives were to continue to promote gender equality at every level. There are no specific initiatives for women to participate, rather there are initiatives for participation, regardless of gender. USA Water Ski will continue to lead the charge for gender equality in professional events.

USA Wrestling

USA Wrestling continued projects for the Native American Community. It also continued working on Beat the Streets, which is an outreach program for inner city kids, women. USA Wrestling continued to create more women's events and created plans to grow women participation and opportunities in school. USA wrestling saw more women's participation in events, and with membership growth.

For 2016, USA Wrestling continued projects for the Beat the Streets programs, continued to create more women's events and programs, created plans to grow women's participation and opportunities in schools, and continued to promote women on all marketing material.

2. Initiatives to Increase the Participation of Ethnic and Racial Minorities

National Wheelchair Basketball Association

The National Wheelchair Basketball Association (NWBA) does not discriminate in its programs or activities on the basis of race, color, national, or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex, or gender, gender identity, and/or expression, sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local law. The NWBA promotes all qualified individuals to participate as athletes, administrator, or member of the NWBA and its teams.

U.S. Association of Blind Athletes

The USABA plans to implement strategies to determine racial and ethnic demographics in 2016.

USA Archery

USA Archery reflects an inclusive culture and environment and operates a sustainable diversity program. USA Archery's programs, P.R. and materials will reflected an inclusive culture and environment. USA Archery will focus on increasing the candidate pool for leaders within the sport to be better represent the US population by enlisting a diverse and talented set of volunteer leaders to provide a more inclusive environment and working with the USOC Diversity Director for Committee positions. 6 out of the 32 (19%) of the Committee positions were held by persons of racial and ethnic minorities. USA Archery will share the stories of athletes and programs that represent diversity to help draw new participants and incorporate an inclusive lens on every day practices, making diversity a key consideration in disseminating athlete



stories, program material, and general communication strategies. USA Archery will look to hire and enlist a diverse and talented set of employees. As USA Archery grows its professional staff and/or its utilization of interns, diversity and inclusion will be an overall strategy. USA Archery incorporates plan into policy and programs and USAA will adopt best practices and training and Diversity metrics will reflect greater diversity across membership composition. We will grow demographic diversity within USA Archery to more closely reflect the composition of the United States. As diversity metrics reflect greater diversity across the general athlete membership composition a more diverse pool of athletes will result in the pipeline for National Teams.

We will also grow interest among diverse audiences for the sport of archery through sharing the stories of athletes and programs that represent diversity, can help draw new participants and encourage further diversity program development. USA Archery will continue to incorporate an inclusive lens on every day practices, making diversity a key consideration in general communication strategies. The long term strategy is that as the general pool of coaches becomes more diverse, the pool of elite coaches that develops will also be more diverse.

USA Badminton

The USA Badminton Board of Directors shall be sensitive to the desirability of diversity at all levels of USAB. The Board shall develop norms that favor open discussion and favor the presentation of different views. USA Badminton will continue to enhance the Junior Program to have more ranking tournaments to increase minority membership.

USA Baseball

USA Baseball will coordinate job postings via local universities, including HSBC North Carolina Central University and will continue to work closely with career development departments from UNC, Duke, NC State, Elon, Wake Forest, and others in the region, as well as nationally. USA Baseball is working with Major League Baseball to expand the annual Breakthrough Series to five regional locations to showcase a diverse group of more than 300 top high school players and women's softball. USA Baseball will continue identification through the Breakthrough Series and Elite Development Invitational.

USA Basketball

USA Basketball seeks to maintain diversity in all levels of the organization by being proactive in creating diverse pools of athletes, coaches, and staff represented at all of our events. They provide an environment where no one feels excluded or marginalized based upon his or her differences and seek continued growth of the game in all communities nationwide. USA Basketball will continue to seek out diverse talent to fill job openings and to help assemble successful teams.

US Biathlon

US Biathlon is continuing to encourage programming in Alaska that is open to Native Alaskans to increase the sports minority membership.



USA Bobsled & Skeleton

USA Bobsled & Skeleton will continue to work on recruitment through data collection. We are aware of our lack of diversity within our professional staff but remain dedicated to being inclusive in all opportunity. We will continue to collect data on membership forms and encourage racial and ethnic minorities to participate as volunteers and include increased information on other opportunities within our sports. USA Bobsled & Skeleton will continue to collect data on membership forms and encourage racial and ethnic minorities to participate as volunteers and include increased information on other opportunities within the sport.

U.S. Bowling Congress

In 2015, the U.S. Bowling Congress created a new partnership model centered on improving regular communications and event engagement with their bowling affinity partners which includes the International Gay Bowling Organization, the Mexican-American Bowling Organization, The National Bowling Association, the Asian American Bowling Association, and the Japanese American National Bowling Association. Programming will include specialized event participation, news coverage via USBC outlets, commemorative memorabilia, a diversity meeting at the USBC convention, and donations to youth programs.

USA Boxing

For the USA Boxing Board of Directors, 2016 is a re-election year to fill half of the seats on our Board-Election information will request that a wide array of candidates apply to fill the vacating seats. The Diversity Inclusion staff is very helpful with ideas on achieving greater diversity for out BOD. The USA Boxing Board President is intent on bringing more diversity to Standing Committees in all areas to include racial and ethnic minorities. USA Boxing achieved more diversity throughout all standing committee members.

USA Curling

The USA Curling Association's D&I committee will continue to work with the board to train, seek, and bring on new members as spots open who are racially and ethnically diverse. The Executive Committee will work closely with the D&I committee to ensure that, when positions arise, they will actively follow the guidelines set forth to ensure a racially and ethnically diverse committee. The standing committee worked closely with the D&I committee to align both strategies. Also the standing committee continued to work with both spokesperson Vernon Davis of the 49ers as well as the Brazil curling Federation to help increase its racial ethnic minority's presence.

In addition with this the board and its committees continues to seek out venues where there are more racially diverse peoples, such as our 2016 Nationals in Jacksonville, FL. With the help of the D&I committee, the organization created a recruitment protocol to increase the diversity of the USCA staff. We also provide a diversity training session to employees and board members. The USA Curling Association will continue to work with the D&I committee to maintain and update recruitment and training protocol to increase the diversity of the staff and board members of the USCA.



USA Cycling

In 2016, the CEO of USA Cycling conducted a focus group with racial and ethnic minority members. USA Cycling will broaden applicant pool by posting all positions on Teamwork Online, Team USA, Indeed, and LinkedIn, leverage other social media platforms such as Facebook and Twitter in addition to sending all job postings to the USOC Diversity Group to send to specific websites that target diverse racial and ethnic groups. USA Cycling will continue to request ethnicity data from membership on a voluntary basis and highlight racial and ethnic minorities in the organization's media.

USA Diving

The majority of the Board of Directors for USA Diving is based on membership voting which makes it difficult to have BOD diversity initiatives in place. Of our two independent director positions that were open, we did choose to add one minority male. We certainly encourage minorities to run for these positions but we have not planned any formal initiatives. We do not currently have any programs for elite level minority athletes. We would prefer to focus any diversity efforts on the grassroots level. USA Diving will work with the Trials LOC on the Indianapolis Legacy project involving partnering with a Boys and Girls Club to introduce diving to the organization's constituents.

USA Fencing

USA Fencing provided diversity training for the Board of Directors at a retreat in September 2015, used clear language for election nominations encouraging a broad range of diverse candidates to apply, and will personally invest time into the USOC educational programs and contributed to the USOC committee on LGBTQ ERG with plans on incorporating educational aspects into future Board of Directors training opportunities. USA Fencing will hold another Board of Directors retreat in the following year, possible incorporate diversity updates in the agenda at the July Board Meeting, and plan on sharing information from USOC/Diversity education including the most recent information from UCCS representatives.

USA Fencing attended a presentation by guest speaker Gilbert Davila, expert on multicultural marketing at USA Ultimate session in February 2016. We gained valuable insight into the shifting demographics of the United States and how our sport can best connect with diverse populations and considered adding Diversity topics to each committee agenda to be discussed at least once per year. I will share information I have learned through USOC seminars, meetings, and educational materials, continue to attend as many educational opportunities to benefit our staff. USA Fencing will develop hiring strategies to ensure widest possible applicant pool to include diverse populations and will improve web site diversity information.

USA Fencing created a Club of Excellence Program for Diversity and Women's Programming, develop additional educational opportunities for clubs, and exploring inclusion of diversity topics at 2016 Summer National Championships.

U.S. Figure Skating

U.S. Figure Skating will continue to grow, fund, and support grass-roots programs in underserved areas through scholarships, grants, and reduced insurance rates to help diversify membership with an eye toward development and will continue to advertise on USOC job boards (among others) which adhere to such initiatives.



For 2016, U.S. Figure Skating has two main initiatives to assist member clubs and programs in under-served areas. The first is Community Development Grants. Six member clubs and Basic Skills programs have been awarded \$2,000 each for the purpose of developing community-based programs and events, designed to attract, involve and inspire new generations of figure skaters. A five-member selection committee reviewed 35 applications and awarded the grants to those member clubs and Basic Skills programs that were most effectively able to demonstrate how they would use the monies awarded to develop these initiatives. The recipients of the 2014-15 grants are: The Ann Arbor (Mich.) Figure Skating Club will support its Learn to Skate initiative for students who fall under the classification of special needs; The Bemidji (Minn.) Figure Skating Club will launch a Rent to Give Back Program, which will rent skates to members of the community with all proceeds going to fund skating scholarships; Brenton (Des Moines, Iowa) Skating Plaza will fund a 12-week skating program designed for inner-city youth, ages 7-13, promoting healthy minds, bodies and spirits; The Cutting Edge Figure Skating Club (Wisconsin) will offer free public skating events and Basic Skills scholarships to improve exposure of the high quality skating programs in the community; Friends of Fort DuPont Ice Arena (Washington, D.C.) will expand the synchronized skating program within their KOI P.L.U.S. (Kids On Ice, Positive Learning Using Skating) program; and The Winter Club Learn to Skate Program (Indianapolis) will expand its 90-minute, Saturday-only schedule into a multi-day, multi-faceted package in order to become a more inclusive, more affordable Basic Skills Program.

The second initiative for 2015 is the Prudential Skating Fund Recipients – (one diversity and one therapeutic skating). Friends of Fort DuPont Ice Arena in Washington, D.C., and Idaho Ice World, City of Boise Parks & Recreation Department are this year's recipients of the Prudential Skating Fund awards. The Prudential Skating Fund's mission is to provide financial support to underserved groups and communities within the sport of figure skating. Friends of Fort Dupont Ice Arena received Prudential's \$10,000 Enrichment award for its proposal to further engage its competitive beginning and advanced skaters, as well as enhance opportunities for its Learn-to-Skate and Kids on Ice P.L.U.S. participants. More than 1,250 D.C.-area youth skated in the various programs at the Fort DuPont Ice Arena this year, with the majority of these children considered disadvantaged. Fort DuPont works closely with area schools — charging no admission fee — to offer a fitness-oriented activity and lifestyle.

U.S. Figure Skating has two main initiatives to assist member clubs and programs reaching out to diverse segments of their communities. Community Development Grants have six member clubs and basic skills programs have been awarded \$2,000 each for the purpose of developing community based programs and events designed to attract, involve, and inspire new generations for figure skaters. A five-member selection committee reviewed 35 applications and awarded the grants to those member clubs and basic skills programs that were most effectively able to demonstrate how they would use the monies awarded to develop these initiatives.



USA Hockey

Positions on the USA Hockey Board of Directors are based on a voting system but we have encouraged women and men with disabilities to run as well. The recruitment of more candidates has been discussed and we are highly encouraging our district directors to get more minorities involved in the governance of our game. USA Hockey is a huge contributor along with the NHL in the Hockey is For Everyone program. Providing grants to 32 local programs across the country as well as providing on-ice clinic and coaching seminars for both male and female players and coaches. USA Hockey will continue to constantly give opportunities to all youth players to make the national team as it is based solely on players' abilities at the elite level. We are always encouraging men and women to get involved in coaching national teams and we are now hiring many to help coach at our National Camps.

USA Gymnastics

USA Gymnastics host National Gymnastics Day annually to encourage all children to participate in the sport of gymnastics. On this day, Gym Clubs around the nation and world to host events and/or provide scholarships for athletes in need. In 2015, 73 clubs were awarded grants totaling \$25,000 that encouraged diversity and inclusion within the sport. 44 of these grants went to athlete support. The 2015 theme was "Show your Salute). Gymnastic enthusiasts were encouraged to post to social media to raise awareness for the sport. Many gym clubs took part in this initiative and posts were collected from over 2,000 participants, male and female, of numerous backgrounds.

USA Gymnastics does not keep track of the ethnicities of its members. Gymnastics as a sport is vastly diverse and gymnasts, coaches, and non-athletes comes from all backgrounds. Moving into 2016 USA Gymnastics looked to implement a way to track ethnicities of current and new members.

USA Judo

USA Judo will continue to reach out to all racial and ethnic minorities with opportunities to serve on committees and will open all job opportunities to applicants of all backgrounds. We encourage all coaches to participate in developmental activities and will continue to do so in 2016.

USA Karate

USA Karate will make diversity a consideration as openings occur in the standing committees, raise awareness of bias, and expand our coaches education program to increase the pipeline of available coaches.

USA Racquetball

USA Racquetball discussed seeking a more diverse board of directors and will continue to focus on recruitment outreach.

USRowing

USRowing's board of directors is largely elected from the constituents. However, when unanticipated openings occur, the board nominating committee selects a replacement. In 2015, the occurred twice, and in both instances, diversity was a critical determining element. The nominating committee has been charged with identifying and recruiting potential constituent's board members to run incoming populate elections. USRowing utilizes job posting sites outside



of the sport to support a diverse pool of applicants, and we engage in diversity training for employees.

USRowing is currently working with 37 America Rows programs that are focused specifically on bringing the sport to racial and ethnic minorities. Partnered with the Pocock Rowing Foundation to launch Erg Ed, a classroom-based indoor rowing education program focusing on middle school students, in two cities in the fall (Allentown and Memphis). Both of these school districts populations are 90% racial or ethnic minorities. These two programs join our middle school erg programs in Los Angeles and Chicago. Provided scholarships (\$15,000) for four athletes to attend Junior National Team Development and Selection Camps through USRowing's America Rows Junior National Team Camp Grant Program. Provided grant funding (\$15,000) for four programs and 110 athletes to attend USRowing Youth National Championships qualification regattas through USRowing's America Rows YNC Qualification Regatta Grant Program. Received a \$10,000 grant through the P&G Team USA Youth Sports Fund to help support the Erg Ed program. Won the USOC's Diversity & Inclusion Choice Award for our America Rows Youth Rowing Initiative, which includes Erg Ed and the scholarship/grant programs. Held an inclusion workshop at the 2015 Annual Convention. USRowing will expand the Erg Ed program to an additional city in 2016. USRowing will double the scholarship and grant amounts (\$30,000 each) for Junior National Team development and Selection Camps program and the America Rows YNC Qualification Regatta Grant Program and hold an inclusion workshop at the 2016 Annual Convention.

We will again provide scholarships for four athletes to attend Junior National Team Development and Selection Camps through USRowing's America Rows Junior National Team Camp Grant Program, as well as grant funding for programs and athletes to attend USRowing Youth National Championships qualification regattas through USRowing's America Rows YNC Qualification Regatta Grant Program. Each program will be doubled in 2016 with \$30,000 per program in scholarship or grant money.

USA Rugby

USA Rugby adopted international athlete representation as part of our executive committee and also have an ongoing committee review oversight program. USA Rugby plans to continue the open nomination process which will foster the program diversification to include more racial and ethnic minorities, Standing Committee members are selected from a pool of interested volunteers who can include any racial or ethnic minorities. USA Rugby also utilized the USOC FLAME program to widen its pool of applicants for intern positions and plans to include more racial and ethnic minorities for open staff, part time, and intern positions hiring pools by widening the posting of job positions to those outside the normal sphere of rugby and to continue working with the USOC FLAME program to recruit future interns and previously vetted applicants. In 2015, USA Rugby's initiative to promote membership using TRY ON and Rookie Rugby programs which is a trial and reduced cost membership. This can cater to any ethnic group and help promote rugby participation among racial and ethnic minorities.

USA Ruby and the USA Ruby Trust will partner to help provide membership and membership benefits to any person in need. This will facilitate a great relationship with those that cannot currently afford to participate and those who want to provide opportunities for others. This can help increase the participation of racial and ethnic minorities. In addition, USA Rugby will sanction tournaments and promote events for member groups who may fall under a racial or



ethnic minority. The pathway to the national teams has been expanded to include many more national training camps across the country. This includes additional opportunities for coaches to select players who may be of a racial or ethnic background.

US Sailing

US Sailing focused on working with training centers to increase access to boats and facilities through Project Pipeline Strategy with Olympic Development Program.

USA Shooting

USA Shooting is currently reevaluating our Board of Directors and in the next quad we hope to have a smaller yet more diverse BOD. Our executive committee is currently USA Shooting will increase the number of racial and ethnic minorities with the new BOD. We have started to track our membership ethnicity but it is a slow process.

U.S. Ski & Snowboard

The U.S. Ski & Snowboard Association's Nominating & Governance Committee is working to diversify the board; finding minority candidates in the world of skiing and snowboarding is a challenge but the committee continues to focus on providing racial and ethnic diversity and geographic representation for the board.

The basis of USSA's diversity and inclusion plan remains the following: As the landscape of the United States continues to become more diverse, it is important for the participants and audience of USSA to reflect those changes. Our organization is committed to increasing opportunities for full participation of all US citizens through the creation of a Diversity & Inclusion (D&I) Plan that includes policies, best practices, and programming that will position USSA to increase athlete participation and fan base.

The USSA strives to increase the participation of all individuals without regard gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability. We feel strongly that a diversity of thought, perspective and experience will be instrumental in growing USSA. By tying the Diversity & Inclusion plan to its strategic plan, USSA will bolster both athletic performance and business results.

The USSA defines Diversity & Inclusion as: Diversity is embracing any collective mixture of differences, similarities, and related tensions as we strive to develop more inclusive and high performing environments. Inclusion is about creating and maintaining an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem solving, growth and ultimately increased success.

The USSA hopes to increase participation in its sports from communities that have historically had low participation. We hope to empower athletes, staff and fans to work towards a greater focus on Diversity & Inclusion throughout all aspects of the organization.

The objective is to achieve an increase in athlete performance, business results, and operational excellence through the incorporation of Diversity & Inclusion best practices and program innovation. That being said, the Nominating & Governance Committee is actively seeking minority representation on the USSA Board. There is a meeting of this committee in April in which two of the candidates being vetted are African American.



The USSA supports equal employment opportunity for all applicants and employees in compliance with both state and federal laws. It does not discriminate against employees or applicants for employment on any prohibited basis, including race, color, gender, pregnancy, age (40 or over), religion, national origin, ethnic background, genetic information (including of a family member), military service, citizenship, sexual orientation, gender identity, disability, or any other characteristic protected by applicable law.

The USSA continues its development efforts with a view toward the 2018 OWG and beyond, and will enhance its interactions with other USSA pipeline regional/national programs that are focused on bringing youngsters to the US Teams in Snowboarding and Skiing with the goal of achieving athletic success at every level. The acquisition of the NASTAR program in 2015 opened up the opportunity for more youngsters to try the sport of alpine and affiliate themselves with the USSA. There will be a continued focus on the USSA pipeline from the grassroots programs, such as NASTAR, through to elite-level competition which will benefit all the sports under the USSA umbrella. This year, USSA teamed up with the American Birkebeiner competition to help to increase awareness of the USSA and its programs and athletes. In future, USSA will be searching out more opportunities in which to create symbiotic athletic relationships to expand the USSA brand and footprint and create lifelong fans.

U.S. Soccer

The U.S. Soccer Standing Committee consists of representatives that are elected through our diverse membership base and we will continue to evaluate the membership of the standing committees to ensure that we have a representation that accurately portrays our diverse membership. U.S. Soccer hosted a Diversity Training for professional staff and will focus on establishing ongoing relationships with professional associates and universities, expand geographical recruiting efforts to ensure a wide and diverse applicant pool for all open professional positions, educate employees on current EEO policies through the US Soccer Handbook, and conduct diversity awareness training with employees. U.S. Soccer continued to implement the Rooney Rule in our hiring process for all national team coaches and other non-athletes and expanded the number of scouts to cover a more diverse territory.

We implemented the Rooney Rule in the hiring process for all open senior executive, head coach and assistant coach positions. US Soccer Federation will continue to ensure a wide and diverse applicant pool for all open professional positions and continue to follow their 2013-2016 Diversity & Inclusion strategy. We created and implemented an action plan against racism and discrimination. U.S. Soccer will adopt the “Five Action Pillars” as the foundation of the Diversity and Anti-Discrimination policy throughout soccer in the US. The Diversity and anti-discrimination pillars are Regulations, Controls and sanctions, Communications, Education, and Networking and cooperation.

USA Softball

USA Softball will continue to educate and encourage all ASA/USA Softball Council Members to become active and become a candidate for the ASA/USA Softball Board of Directors. The ASA/USA Softball Code and Procedure Manual encourage anyone to seek a position on the Board of Directors. USA Softball plans to partner with MLB for leagues in Dallas/Ft. Worth, Texas and plans to continue identifying and evaluating all minorities for inclusion into our national and international team programs.



USA Softball encouraged their 74 local associations to host events for racial and ethnic minorities. When they surveyed their ASA Council, 28.95% of the 38 local associations who responded said they hosted 1-5 Racial and Ethnic Minority Only Events in 2014. Some examples of these events include Special Olympics tournaments, the Jersey City Invitational All Hispanic Tournament with Hispanic Umpires, and NAGAA World Series Qualifying events. Another association within ASA added 14 Latino Umpires and another association noted they registered several additional Female ACE Youth Coaches. Opportunities for their National team program in 2014 included for any athlete male or female of Racial or Ethnic Minority include: World Cup of Softball, Canada Cup, Italian Softball Week, ISF Women's World Championships, Border Battle, ISF Junior Men's World Championships, Men's Pan American Qualifier. Initiatives for 2015 include hosting additional events and registration opportunities for Racial and Ethnic Minorities and always encouraging Racial and Ethnic Minorities to participate in all disciplines and age brackets of softball.

US Speedskating

US Speedskating added an optional race/ethnicity drop down menu to our membership profile for our members to help us attempt to develop this data. Unfortunately, we have not had as much participation in this as had been hoped but this is just the first year.

USA Swimming

USA Swimming's diversity initiatives are targeted across the entire organization. Success will be demonstrated at levels within USA Swimming. The diversity & inclusion committee continues to play a major role in the organization. USA Swimming solicits resumes from a wide variety of national sources and chooses the best candidate for each position. In 2015, a Diversity Membership Specialist and a Diversity Sport Consultant were responsible for working to find ways to increase diversity in our sport. We also added a full time Diversity Consultant to the team. In the Business Development Division, a Multicultural Public Relations Manager worked to increase ways to promote diversity in public relations efforts. We also had a Working Group with members of the senior staff that meets every 6 weeks. We had a company wide Diversity training day and created a Task Force to focus on staff trainings.

USA Swimming and USA Swimming Foundation staff, along with the Diversity & Inclusion Committee, actively promotes programs to bring the sport of swimming into minority and outreach neighborhoods. Within the USA Swimming staff, a Diversity Membership Specialist and two Diversity Sport Consultant (both minorities themselves) were responsible for working to find ways to increase diversity. In the Business Development Division, a Multicultural Public Relations Manager (herself a minority) worked to increase ways to promote diversity in public relations efforts. All of our camps offered in the Club Development Division are open to application for staff members. USA Swimming welcomes a diverse applicant pool. Specifically, coaching and managerial positions at the LSC, Zone, and National Camp levels for the Diversity Select Camp are geared towards attracting a diverse set of candidates. USA Swimming also offers a Coach Mentorship program specifically for diverse coaches. USA Swimming also began a community swim teams partnership with Metro Swimming and the New York City Parks and Recreation department incorporating 600 existing parks and recreation swimmers into our membership as well as 50 coaches all from diverse background. We also continue to enhance our partnership with Sigma Gamma Rho, our initiatives with HBCU's and trying to establish swimming programs and these locations that historically have had them or gave facilities to house one. We also engage in Native American Outreach as well with work with LSC leadership



to help push diversity and inclusion initiatives forward. In addition, as mentioned above, USA Swimming is allowed to nominate women, especially diverse female coaches to the USOC's bi-annual Women's Minority Leadership Coaching Conference. This year's conference will feature 4 diverse, female coaches from our membership. We have also launched a Diversity & Inclusion webinar series highlighting the great work done in this realm.

USA Table Tennis

As committee appointments come to an end this year, USA Table Tennis will be placing an emphasis on recruiting racial and ethnic minorities to join our standing committees. USATT has been working with clubs to expand our reach for racial and ethnic minorities. We regularly have a diverse group of athletes that attend our national events. We are launching a new leagues system that we hope will reach a diverse group of players that have been involved with the sport but not necessarily accessible to USATT. We are working with clubs to promote these leagues and get those players to become members. We select our coaches based on an open application process. We encourage participation from all backgrounds but our options are limited to those that apply.

USA Team Handball

USA Team Handball considers ways and opportunities for recruiting and encouraging women to seek out position on the BoD when openings are announced. Throughout the organization we pause to consider gender, geographic and racial and ethnic minorities in governance, staff, and committee compositions. Clubs continue to be the best source for making contact with racial and ethnic minorities. Some new clubs appeared on the scene in 2015 with significant percentages of African American and Hispanic players. Primarily from the NY and Houston areas.

As of 2016, youth out-reach programs took place in Alabama as well as in Minnesota and Chicago. This summer at the Alabama Sports Festival, Team Handball is a new, featured even with 12 youth teams competing. That ethnic breakdown is 60% white, 25% African American, 10% Hispanic, and 5% Asian. Our Beach Handball initiatives is attracting about 30% Hispanic players and coaches. We continue for the NT from our clubs and the incentive is to provide in state tuition at Auburn University for those selected and we recruit to the extent possible from within the Auburn University athletic teams. It is better to recruit athletes after they complete their playing eligibility in their scholarship sport.

In 2016, we planned to try and place women athletes from the national team pool into club teams in Europe to help them develop. We participated in a national team try out for the national women's volleyball that has proven success in the past and we are currently following up on interested candidates. We gave a selection process for the 2016 IHF Trophy this was designed for junior men and women to compete in continental regional championship in an effort to stimulate development in this age group. We will be looking for racial and ethnic minority athletes to be selected for this competition. We will also be looking for racial and minority coached to lead these teams. Applications will be open to all coaching members within USATH.



U.S. Tennis Association

The US Tennis Association's diversity initiatives and successes targeting racial and ethnic minorities include partnerships with LinkedIn groups, LatPro, The Posse Foundation as well as our participation in several career fairs focusing on diverse populations. In addition, to build our pipeline of diverse talent, USTA hosted a D&I internship program for the 3rd year. The 2015 program consisted of 12 interns who worked in various departments across the Association. They also worked on a group project to develop a strategy to engage more Millennials in the sport of tennis which was presented to USTA's senior leadership. In addition to area colleges and The Posses foundation, we also sourced potential candidates through outreach to HBCU schools.

The USTA's key diversity initiatives in 2016 for the above population includes: Our partnership with the Hispanic Association on Corporate Responsibility to support our recruitment efforts and other D&I initiatives; our partnership with the Hispanic Latino Professional Association to support recruitment efforts at the new USTA national Campus in Orlando; a new partnership with the Consortium for Graduate Study in Management to expand our D&I internship program to include graduate students and also provide a recruitment vehicle for seasoned hires, the continuation of our undergraduate D&I internship populations, posting employment opportunities with our partner organizations such as HACR, HLPAA, and the Executive Leadership Council.

In 2016 we had the following diversity initiatives: Continue to seek strategic partnerships with organization targeting racial and ethnic minorities; complete and distribute a new tennis engagement guide targeting Millennials; develop and launch an engagement guide web-based training course to facilitate the use of the tool by Sections and tennis providers; continue to provide grant funding to high performance players; continue to increase spend with diverse businesses; continue to use digital and print media to attract racial and ethnic minorities; continue to strengthen our partnerships with the ATA Championships; continue to strengthen our relationship with the HBCU Championships.

In 2016 we planned the following diversity initiatives; present a Hispanic Tennis Coaches Symposium similar to the one in 2015 for African American coaches; build on our partnerships with coaching organizations which will contribute to be used as a pipeline for engagement; and continue grant funding to train diverse coaches.

USA Track & Field

USA Track & Field had a successful nomination to have an African-American woman elected as representative to IAAF council; transitioned the Hall of Fame Celebration to independent event to support greater diversity awareness related to the sport and its athletes. USATF is also piloting an athlete mentoring program to prepare ethnic minorities athletes for professional opportunities in life after sport experience.

USATF will encourage more accurate record keeping by liaisons of diversity of committee members and chairs and identify recommendations for improvement; conduct a diversity audit on committee structure and composition, re-engage Diversity and Leadership committee with clear agenda, officials committee has expressed interest in diversifying officials in the sport and identifying initiatives to accomplish the goal. We will re-examine national office diversity statement; inventory minority and women owned vendors currently used by staff and develop a formal RFP process, continue to allow staff to serve as team liaison to domestic and



international teams. It is our desire as we implement a new membership system that we will be able to collect more accurate and complete diversity related data. We developed a partnership with RISE (Ross Initiative for Sport Equality) to promote understanding, respect and equality and using the power of sport to advance race relation, continue to foster cultural awareness opportunities for teams travelling internationally. Committee chairs and staff leadership will encourage fostering diversity in selection of coaches and managers for teams, proactive consideration of diversity of managers and developed a manager's playbook and subsequent trainings to increase pool of ethnic minority managers.

USA Triathlon

To better understand how to broaden USA Triathlon's reach/under-represented communities, the Diversity Task Force is in the process of measuring non-Caucasian participation. In 2015, USA Triathlon Foundation awarded grants (totaling over \$52,000) to 14 organizations to be used toward opportunities for youth, paratriathletes, and Olympic hopefuls. The majority of the grant funded youth (often from low-income communities) initiatives. No tracking system currently in place, however based on staff/intern numbers we hired one full-time and 1 part-time/intern (Black/African-American). USA Triathlon will continue to look at diversity initiatives in the recruitment life-cycle. The Age group Committee will continue to pursue ways to reach out to minority and underserved athlete populations. As opportunities to replace committee members arise, work to improve the proportionate share of women and minorities on the committee and continue to collaborate closely with the regional councils and other committees of USA Triathlon in the recruitment effort.

The Women's Committee plans to devise strong programming/resources that enhance women in three areas of the sport: governance/leadership, fitness/wellness, and growth of women engaged in multi-sport. Also, plans to grow the potential of members in multi-sport with a focus on membership sectors, leadership/governance, and education. As part of the grassroots movement, the Age Group Committee discussed outreach to minority and underserved segments of the population. The committee discussed methods of outreach to youth, including how to finance outreach/participation.

USA Volleyball

USA Volleyball success includes a substantial 25k Starlings USA grant awarded, 3 Molten Diversity grants given out. Our Leave a Ball Behind program has added shoes to project moving forward and 25,000 P&G supported Skill Beach volleyballs are being shared to grow the game for youth in underserved areas. Former national team players are assisting with the training and programming of the Starlings USA program. The STEM program will be promoted to schools with a high percentage of minorities. USA Volleyball will continue to encourage athletes with physical disabilities of racial and ethnic minorities to train towards the national team, discuss opportunities and invite coaches of racial and ethnic minorities to join the coaching ranks of the sitting programs, provide opportunities to athletes of racial and ethnic minorities with the beach High Performance Indoor National Team Program, many who are minorities, are unknown to USA Volleyball and who may not be participating in club volleyball due to cost.



USA Water Ski

USA Water Ski does not discriminate at any level. USA Water Ski is open to any member who is willing to serve on the Board of Directors regardless of race, religion, ethnicity, gender or any other uniqueness or individuality. While USA Water Ski does not track the race, religion, or ethnicity of its member, there are very few ethnic minorities who participate. Thus the Board of Directors ethnic make-up is consistent with the membership profile. USA Water Ski leadership is cognizant of diversity issues and is open to any person to serve on the Board of Directors. Leadership is reflective of participation in the sport and membership in USA Water Ski. There are very few ethnic minorities who participate in the sport which limits the ability to attract ethnic minorities to the Board of Directors. USA Water Ski will continue to hire the best candidate regardless of race, religion, age, gender, disability, etc. should a position become open and will continue to support the clinics and clubs that stage clinics that attract racial minorities as outlined previously.

USA Water Ski does not have national team coaches. USA Water Ski will designate coaches from the water ski community to serve as a coach at world championship events in each sport discipline. Coaches are selected based on their qualifications. There are not ethnic minority coaches to select from for world team coach positions.

USA Wrestling

USA Wrestling encourages all applicants, regardless of race, ethnic minorities or gender to apply for any open positions of the organization and will continue existing efforts of the organization, revitalize the Diversity committee and create a new plan for the upcoming quad. National Teams are comprised of individuals which qualify for the elite team through competition. Efforts go into the grassroots, to encourage participation of all racial and ethnic minorities and gender, however, and we hope to see diversity in our National Teams as individuals come up through the system.

USA Wrestling will also continue its efforts to partner with Beat the Streets, which has grown to almost 20 cities across the country. The program is an outreach program for at risk children in urban areas.

USA Wrestling has an ongoing effort to encourage individuals from all backgrounds to run for Board positions. Many Board positions are still in terms and at-large seats are not available until 2016. We will work to integrate diversity into relevant efforts, including recruitment to the Board of Directors. USAW encourages all applicants, regardless of race, ethnic minorities, or gender to apply for any open positions of the organization. USAW continues its efforts to partner with Beat the Street and has grown to almost 20 cities across the country. The program is an outreach program for at risk children in urban areas. We will continue existing efforts of the organization, revitalize the Diversity Committee and create a new plan for the upcoming quadrennium.

Our National Teams are comprised of individuals which qualify for the elite team through competition. Efforts go into the grassroots, to encourage participation of all racial and ethnic minorities and gender, however, and we hope to see diversity on our National Teams as individuals come up through the system. We will further continue and build upon initiatives and create new plan for the upcoming quadrennium.



USA Wrestling has a coaches' education program and encourages coaches of all backgrounds to participate in USA Wrestling. The coaches' education program has its first course to include a diversity class held at the Olympic Training Center and with guidance from the US Olympic Committee staff.

3. Initiatives to Increase the Participation of Persons with Disabilities

National Wheelchair Basketball Association

The National Wheelchair Basketball Association does not discriminate in its programs or activities on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender, gender identity and/or expression, sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local law.

The NWBA promotes all qualified individuals to participate as athletes, administrators, or members of the NWBA and its teams.

U.S. Association of Blind Athletes

The US Association of Blind Athletes will attempt to place an athlete representative on each committee and has hired three visually impaired staff members who are current or former athletes. The majority of our membership is persons with disabilities. Both of our National teams have blind and visually impaired athletes and all of our camps and competitions are for persons with disabilities.

USA Archery

USA Archery's leadership should be reflective of the composition of the US population. Three Board of Directors seats were up for election and one independent seat to be appointed by USA Archery's N&G Committee. The NG& Committee was and will be focused on the recruitment of high performing and diverse individuals. A call for nominations was posted to recruit a pool of talented candidates. USA Archery reflects an inclusive culture and environment and operates a sustainable diversity program. USAA's programs, PR and materials are inclusive and diverse. Increase candidate pool for leaders within the sport and work with the USOC Diversity Director for Committee Positions. Share the stories of athletes and programs that represent diversity to help draw new participants. Incorporate an inclusive lens on every day practices, making diversity a key consideration in disseminating athlete stories, program materials and general communication strategies. USA Archery will look to hire and enlist a diverse and talented set of employees. As USA Archery grows its professional staff and/or its utilization of interns, diversity and inclusion will be an overall strategy. USA Archery will offer its current Adaptive Sports programs funded through the Department of Veterans Affairs and will apply for a second year grant for Adaptive Sports programs through the Dept. of Veterans Affairs for Disabled Veterans and Disabled Members of the Armed Forces. USA Archery will continue to offer its coach training utilizing funding secured for Adaptive Sports programs through the Department of Veterans Affairs.

Increase participation of disabled athletes in the sport of archery.
Increase the number and quality of Para archery Coaches.



USA Archery utilized VA Grant funding to provide the following:

- 1) An adapted unit for the level 2 instructor course with the end goal of instructors coaching disabled veterans and disabled members of the Armed Forces;
- 2) Certification for 21 new level 2 instructors to coach and train disabled veterans and disabled members of the armed forces;
- 3) Certification for 8 new level 3 and 3 new level 4 instructors to coach and train disabled veterans and disabled members of the Armed Forces;
- 4) Introduction of 168 disabled veterans and disabled members of the Armed Forces to archery through 4 community archery courses and clinics;
- 5) The opportunity for 13 disabled veterans and disabled members of the Armed Forces athletes to attend a National Team Camp.
- 6) Equipment for 14 beginner disabled veteran and disabled member of the Armed Forces archers.
- 7) Individual archery equipment for 12 advanced disabled veteran and disabled members of the Armed Forces archers.

Increase participation of disabled athletes in the sport of archery.

Apply for a VA Grant to increase the participation of disabled veteran athletes in the sport of archery.

USA Badminton

The Nominating & Governance Committee for USA Badminton is actively seeking nominations of qualified and diverse individuals to serve on its Board of Directors for the 2016 to 2019 period. The Board of Directors shall be sensitive to the desirability of diversity at all levels of the USAB. The Board shall develop norms that favor open discussion and favor the presentation of different views. USA Badminton now has an ED for Parabadminton and programs are being developed to attract persons with disabilities in addition to veterans. Camps and clinics will be held in USA Badminton regions in order to attract persons with disabilities as well as veterans. Parabadminton has held 2 clinics for persons with disabilities and as such have 2 players with disabilities playing in an international tournament. We will conduct camps and clinics throughout USA Badminton's regions to encourage persons with disabilities to become certified coaches.

USA Baseball

USA Baseball will continue to work closely with career development departments from UNC, Duke, NC State, Elon, Wake Forest, and others in the region, as well as nationally. USA Baseball continues to partner with the Miracle League to provide baseball opportunities for those with disabilities.

USA Basketball

USA Basketball will continue to seek out diverse talent to fill job openings and to help assemble successful teams.



USA Bobsled & Skeleton

USA Bobsled & Skeleton will continue to track diversity data and encourage Para athlete representation. We will continue to track professional staff data. We are hiring one new position this year. This will be conducted according to formal interviewing/hiring process ensuring we consider all qualified applicants including persons with disabilities. Continue to highlight our para athletes and increase awareness of the sport and the athletes. Continue to evolve the coaching clinic and encourage our present athletes to consider coaching after retirement. I believe the addition of the para program will help create a clearer pipeline for persons with disabilities to become coaches. I am looking to partner with ASF to buy 5 monobobs sleds for the use of para athletes. This will allow club and beginner programs to be held at the Lake Placid track,

U.S. Bowling Congress

U.S. Bowling Congress increased partnership with AWBA (American Wheelchair Bowling Association), creating and producing a coaching video series to teach coaches how to train wheelchair athletes, as well as agreeing to the creation of a wheelchair division at our national tournament.

USA Boxing

USA Boxing will make clear the invitation to run for BOD seat is open and we welcome all qualified individuals to consider candidacy. While our membership does not comprise a large number of individuals with disabilities, our Board President is sensitive to being more inclusive and may seek out persons with disabilities to determine if any are interested in serving on Standing Committees. USA Boxing is beginning to explore Paralympic possibilities for athletes.

USA Curling

USA Curling's D&I Committee will continue to work with the board to train, seek and bring on new members as spots open who are labeled as persons with disabilities in order to assist with the Paralympic side of the sport. The Executive committee will work closely with the D&I committee to ensure that, when positions arise, they will actively follow the guidelines set forth to ensure that those with disabilities are equally recruited and trained to serve on the committee. The standing committee continued to follow the initiatives as set forth by the D&I committee to seek out and recruit persons with disabilities as positions arise to help promote the awareness of the Paralympic side. The third annual members' assembly meeting will be held in October in Arizona to promote committee and member involvement as well as to grow the sport on both the Olympic and Paralympic side. We will continue to work with the D&I committee to maintain and update our recruitment and training protocol to increase the diversity of the staff and board members of USA Curling. We will also continue to maintain USA Curling publications and other communications to feature a diverse representation of both staff and athletes, including ability, race, and gender. USA Curling will work with clubs to collect demographics to assess current numbers; work with D&I committee to assess these numbers and plan ways to increase the diversity. Contact diversity directors at universities to ID possible partnership opportunities or sharing of information about opportunities and events. Create a list sponsors, partners, or clubs that have diversity and inclusion programs. USA Curling's open application process to select athletes is still a strong success as anyone can try out and decisions are based off results.



USA Cycling

USA Cycling's Paracycling initiative include bringing Ian Lawless in to speak with the Board of Directors, broadening applicant pool by posting all positions on Teamwork Online, Team USA, Indeed, and LinkedIn. Also leverage other social media platforms such as Facebook and Twitter and to send job postings to USOC Diversity Group to send to specific websites that target persons with disabilities. USA Cycling will raise awareness of disabled cycling by publishing articles and will also request disability data from membership on a voluntary basis

USA Diving

The majority of the Board of Directors for US Diving is elected based on membership voting which makes it difficult to have BOD diversity initiatives in place. However, we certainly encourage all to consider running. Our Executive Committee consists of those elected to three specific positions, making it difficult to implement diversity initiatives. We certainly encourage minorities to run for those positions but no formal initiatives are planned. At this time, we do not have any programs in place since our National Teams are determined by qualification. Our National Team Coaches are chosen based on how many athletes each places on a National Team. Due to the nature of these guidelines, it is difficult to increase diversity specifically with our National Team coaches.

USA Fencing

USA Fencing acknowledges that persons with disability is an underserved area and will make it a priority in the upcoming year and will have a diversity program at September's Board Retreat in Colorado Springs and possibly incorporate diversity upgrade agenda at July Board Meeting. USA Fencing will also consider adding Diversity topics to each committee agenda to be discussed at least once per year. I will begin sharing information I have learned through USOC seminars, meetings, and educational materials, develop hiring strategy to ensure widest possible applicant pool to include diverse populations, and improve web site diversity information. We created Club of Excellence Program for Diversity and Women's Programming and recognized Women in Sport Day and Month.

U.S. Figure Skating

U.S. Figure Skating does not survey disability status for the Board of Directors or committees, but will continue to advertise on the USOC job boards (among others), which adhere to such initiatives for professional staff, part-time employees, and interns.

U.S. Figure Skating offers The Elaine Theisen Diamond Ice FSC Fund for Special Olympics and Therapeutic Skating, which provides \$500 grants to Special Olympics/Therapeutic Skating programs to member clubs that want to enhance or expand operations to attract, involve and encourage those with disabilities to enjoy the benefits of figure skating.

Community Development Grants: six member clubs and Basic Skills programs have been awarded \$2,000 each for the purpose of developing community based programs and events, designed to attract, involve, and inspire new generations of figure skaters. A five-member selection committee reviewed 35 applications and awarded the grants to those member clubs and Basic Skills programs that were most effectively able to demonstrate how they would use the monies awarded to develop these initiatives.



USA Hockey

USA Hockey Board of Director's positions have term limits so this year we are encouraging more persons with disabilities and former athletes to run for open positions. It is difficult because these positions are based on a voting system but we have far more women encouraged to run and men with disabilities as well. We have two new people with disabilities added to our section committees and we are finally seeing more candidates take interest in the governance side of our sport and many ex sled players are not running for positions. We are always looking for minority candidates but there was zero turnover this year and no new positions were created. USA Hockey annually has hundreds of men and women participating in local league play as well as our annual Disabled Festival featuring teams with male and female players in four categories: Sled Hockey, Hearing impaired hockey, Special Hockey and Amputee Hockey. We are constantly giving opportunities for all youth players to make our Disabled National Teams it is solely based on players' abilities at the elite level. These spots are always open to those players who are good enough to make the various men and women's national teams. We are always encouraging men and women with disabilities to get involved in coaching national teams and we are now hiring many to help coach at our National camps. We only have one development team and that is in sled hockey. We are always looking for disabled candidates to help with our camps and festivals as coached as a starting point. Although there are few candidates out there all male and female coaches are highly encouraged to get involved at the camp level first and development team afterwards. There are now on the development team staff.

USA Gymnastics

The gymnastics community continues to search for competitive and recreational opportunities for athletes with disabilities. In 2015 USA Gymnastics had a pilot program called HUGS (Hope Unites Athletes with Special Needs), where special needs athletes participated in artistic women's gymnastics. The pilot program was connected to our women's Xcel program and we held three invitationals as a test. The pilot program was a huge success and very well received. Participation in the USA

Gymnastics Special Olympics Championships continues to grow and the HUGS for women's artistic gymnastics has been added to the selection of activities. Website traffic of the Special Needs site received the following hits each month. As word of the new programming spreads, we will likely see these numbers increase.

In 2016 USA Gymnastics adopted the HUGS program and it is now included in our Gymnastics For All discipline, where we have Women's Artistic, Rhythmic and TeamGym for athletes with special needs. In 2016 USA Gymnastics' partner P&G will again provide product donations as a gift for participants, coaches and volunteers at the USA Gymnastics Special Olympics Championships. The 2016 USA Gymnastics Special Olympics will take place in Marietta, Ga., April 30.

USA Karate

USA Karate is planning to expand to our reach to athletes with disabilities by raising awareness and looking for additional opportunities to support athletes with disabilities. We will also expand our coaches' education program to increase pipeline of available coaches.

USRowing



USRowing's athlete member pool is comprised of both Para and Olympic representatives for the four athlete positions within the board. The nominating committee has been charged with identifying and recruiting potential constituent board members to run in coming populace elections. Diversity is a primary point in the evaluation of candidates. USRowing utilizes job posting sites outside of the sport to support a diverse pool of applicants and we engage in diversity training for employees.

USRowing is currently working with 62 adaptive rowing programs. We received an increase in the VA grant for 2015-2016 to continue and expand the Freedom Rows program. After working with seven programs in 2014-2015 with the VA grant, expanded to 23 programs in 2015-16. Introduced the sport of rowing to more than 500 veterans through the Freedom Rows program in the first grant cycle. This grant primarily focuses on providing equipment for the programs. We received a \$125,000 grant from the Craig H Neilsen foundation to increase the number of individuals with spinal cord injuries who row for exercise, recreation, and competition. We Received a Christopher Reeves Foundation grant to support adaptive rowing. We held an adaptive rowing workshop at the 2015 Annual convention. We will apply for a third VA grant to build on this program, moving the focus from equipment to coaching resources. The goal is to reach 1000 veterans through the Freedom Rows program this year. We will also run the rowing competitions at all of the Valor Games and the Invictus Games this year. We will continue to develop the Craig Neilsen Foundation Grant. We have already reached our goal of getting 50 SCI athletes into the program and hope to reach 150% of the goal during the grant cycle. We will hold an adaptive rowing workshop at the 2016 Annual Convention.

USRowing held a Paralympic development camp in Sarasota in March for current team members and development athletes. Our Freedom Rows program continues to grow. We will continue to work with 23 programs and the Valor Games in 2016. We will also be running the Invictus Games rowing competition. We will be applying to continue our grant with the VA to expand the Freedom Rows programs.

USA Rugby

USA Rugby currently has two open nominations for our Board of Directors. Although the applications need to be nominated and vetted by a nomination committee, we will encourage them to select applicants who are persons with disabilities. We have many seats open for our congress for the 2016 season. We plan to continue our open nomination process which will foster our program diversification to include more persons with disabilities. Success for our standing committees include participating members to be selected from a pool of interested volunteers who can include anyone with disabilities. USA Rugby plans to include more persons with disabilities for our open staff, part-time and intern positions hiring pools by widening our posting of job positions to those outside the normal sphere of rugby.

While the initiative wasn't implemented until 2016, USA Rugby is promoting membership for all people with all abilities to support the organization through the USA Screaming Eagles Fan Club. This will allow us to build on the camaraderie and community that the rugby culture thrives on the participants. We will continue to grow the USA Screaming Eagles program which will include all members of all abilities. In addition we will foster our relationship and promotion of the USA Wheelchair Rugby organization and participation. USA Rugby will continue to promote that a person's abilities don't necessarily exclude them from participating on our national teams. While we aren't aware of the coaching and administrative staff's abilities or disabilities, we are



aware that trained coaches with disabilities are encouraged for consideration when these roles are vacant.

USA Rugby continues to encourage individuals to participate on its high performance development teams based on ability without any discrimination against disability.

US Sailing

US Sailing increased corporate knowledge of programming and initiative that support D&I through attendance at industry conferences, workshops, and webinars. US Sailing also collaborates with volunteers, sponsors, partners and/or yacht clubs in the development of new equipment, publications and programming that are conducive to the success of diverse athletes: including adaptive sailing programs. US Sailing will also focus on increases awareness of D&I practices among all stakeholders, ensure publications have diverse representation of both staff and athletes, including ability, race, and gender. Ensure website and communications highlight successes in the area of diversity and best practices and to engage in the USOC's NGB Diversity Champions program.

U.S. Ski & Snowboard

The U.S. Ski & Snowboard Association is committed to increasing opportunities for full participation of all US citizens through the creation of Diversity & Inclusion Plan that includes policies, best practices, and programming that will position USSA to increase athlete participation and fan base.

Vision for Diversity and Inclusion

The USSA strives to increase the participation of all individuals without regard to gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability. We feel strongly that a diversity of thought, perspective, and experience will be instrumental in growing USSA. By tying the Diversity & Inclusion plan to its strategic plan, USSA will bolster both athletic performance and business results.

Definition of Diversity and Inclusion

USSA defines Diversity & Inclusion as: Diversity is embracing any collective mixture of differences, similarities, and related maintain an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem solving, growth, and ultimately increased success.

Diversity and Inclusion Strategy

USSA hopes to increase participation in its sports from communities that have historically had low participation. We hope to empower athletes, staff and fans to work towards a greater focus on Diversity & Inclusion throughout all aspects of the organization.

Objective: Achieve an increase in athlete performance, business results, and operational excellence through the incorporation of Diversity & Inclusion best practices and program innovation.

U.S. Soccer

The U.S. Soccer Standing Committee consists of representatives that are elected through our diverse membership base and we will continue to evaluate the membership of the Standing



Committees to ensure that we have a representation that accurately portrays our diverse membership. U.S. Soccer will establish ongoing relationships with professional associates and universities, expand geographical recruiting efforts to ensure a wide and diverse applicant pool for all open professional positions, educate employees on current Equal Employment Opportunity policies through the U.S. Soccer Handbook, and conduct diversity awareness training with employees. U.S. Soccer will look for further opportunities to expand the Paralympic program, continue to implement the Rooney Rule in our hiring process for all national team coaches and other non-athletes, host training centers for persons with disabilities, expand the reach of the Paralympic program to our youth development programs.

U.S. Soccer will create and implement an action plan against racism and discrimination. US Soccer will adopt the “Five Action Pillars” as the foundation of the Diversity and Anti-Discrimination policy throughout soccer in the U.S.

Diversity and anti-discrimination through:

- I. Regulations
- II. Controls and sanctions
- III. Communications
- IV. Education
- V. Networking and cooperation

USA Softball

The Board of Directors shall be selected regardless of race, color, age, creed, religion, sex, sexual orientation, gender identity, disability, veteran status, national origin, or ancestry except as may be required by the United States Olympic Committee to ensure adequate athlete representation and female representation of the Board of Directors. USA Softball will continue to educate and encourage all ASA/USA Softball Council Members to become active and become a candidate for the ASA/USA Softball Board of Directors. The ASA/USA Softball Code and Procedure Manual encourage anyone to be a member of the ASA/USA Softball and seek a position on the Board of Directors.

Specific job descriptions have been developed and written for each position. These job descriptions contain all “essential functions” required for the particular position. These job descriptions also identify the basic physical requirements for each position. Employees with a disability are encouraged to request an accommodation if needed to perform a job task. The Americans with Disability Act requires employers to provide a “reasonable accommodation” to the known physical or mental limitations of a qualified individual with a disability unless to do so would impose an undue hardship on the operation of ASA/USA Softball. All reasonable accommodation will be made on a case by case basis. USA Softball continues to identify and encourage persons with disabilities to become involved in the National Team Program as coaches and non-athletes.

USA Table Tennis

At USA Table Tennis as committee appointments come to an end this year, we will be placing an emphasis on recruiting disabled persons to join our standing committees. USATT has a regular group of Para athletes that travel the world going to International Table Tennis Federation events. These players are helping us to spread the word and promote the sport to other disabled athletes. We are launching a new leagues system that we hope will reach a diverse group of players that have been involved with the sport but not necessarily accessible to



USATT. We are working with clubs to promote these leagues and get those players to become members. We encourage minority participation in the process.

USA Team Handball

USA Team Handball will accommodate the deaf handball teams in our leagues and tournaments as they prepare for world games for the deaf competition. Wheelchair handball lags far behind development in the USA to wheelchair basketball and wheelchair rugby. It is our vision that the deaf players currently on the Deaf National Team preparing for the World Games for the Deaf will take a significant interest in becoming coach in the future in State Schools for the Deaf at Gallaudet University in DC.

U.S. Tennis Association

U.S. Tennis Association was able to increase the numbers of tennis participants through funding and programming implementation. We added to new wheelchair camps and provided \$66,000 in grassroots funding to local programs aimed at growing wheelchair tennis participation. We will continue to seek opportunities to increase wheelchair participation and fund programming for outreach initiatives. We will also complete and distribute the new engagement guide which targets the wheelchair tennis community.

USA Track & Field

USA Track & Field appointed a new para-athlete committee chair charged with identifying new opportunities that support individuals with disabilities represented in our youth programming. We will encourage more accurate record keeping by liaisons of diversity of committee members and chairs and identify recommendations for improvement; conduct a diversity audit on committee structure and composition; re-engage Diversity and Leadership committee with clear agenda. Because we do not encourage or require our membership to disclose their race or ethnicity data, the data presented above is not as accurate as it could be. However, it is our desire as we implement a new membership system that we will be able to collect more accurate and complete diversity related data. Development of a partnership with National Junior Disability Championships to host a youth Paralympic championship.

USA Triathlon

The Para triathlon Committee distributed \$5,000 in annual grants to grass-roots community programs through a competitive grant submission process (Adaptive Sports USA, the Atlanta Triathlon Club-Para-triathlon Program, The Cornwell Center, Dare2Tri). Para-triathlon Committee also participated in 2 major US/World Para-triathlon events: USA Para-triathlon National Championships and ITU World Championships. The Collegiate Committee oversaw the first inclusion of para-triathletes in the Collegiate Club National Championships. There are currently approx. 6-8 American Para triathlon contenders for the 18 medals in Rio.

To grow membership and improve the accessibility of triathlon, create community event sanctioning program to reduce physical, financial, and psychological barriers. To cultivate a high performance culture, provide support to enable US paratriathletes to win Paralympic and world championship medals.

The Paratriathlon Committee plans to create platforms to train and educate key USA Triathlon constituents such as race directors, coaches, and club leaders as a means for enabling community level support for paratriathletes/paratriathlon programs. Also, plans to meet regularly



and consider the best ways of communicating with those interested in paratriathlon as participants, supporters, coaches/trainers, and organizations with programs towards development of the sport. To provide grant opportunities to grassroots, developmental paratriathlon-related programs in the second and third quarters of 2016. USA Triathlon will continue to look at diversity initiatives in the recruitment life-cycle. Diversity initiatives will focus on cultivating a high performance culture, provide support to enable US paratriathletes to win Paralympic and world championship medals. Junior Elite Men's and Women's Specialty Camp will extend invites to junior paratriathletes.

USA Volleyball

USA Volleyball assisted with the 2016 Wounded Warrior Games and the Invictus Games. USA Volleyball continues to support veterans in experiencing, learning, and competing for the US Teams in our high performance disabled pipeline. USAV will also continue to encourage athletes with physical disabilities to train towards the national team and the coaching ranks of the sitting programs. USAV has partnered with organizations in Chicago, Houston, San Diego, and Washington D.C. to conduct open national team tryouts for anyone with physical disability for the opportunity to learn about sitting volleyball, the athlete development pipeline towards national team consideration, and how they can start the process to train. USA Volleyball will continue to offer opportunities for emerging elite athletes to train towards national team consideration through its A2 program. Here athletes can attend 3-day training camps conducted primarily at the national team's training site in Edmond, Oklahoma, to learn the techniques, skills, and strategies to play sitting volleyball at the elite. We will also continue to discuss opportunities and invite coaches with disabilities to join the coaching ranks for the sitting and beach high performance programs.

USA Water Ski

USA Water Ski does not discriminate at any level. USA Water Ski is open to any member who is willing to serve on the Board of Directors regardless of race, religion, ethnicity, gender, or any other uniqueness or individually. The Board of Directors consists of representatives from each of our nine sport disciplines one of which is the Water Skiers with Disabilities. There is a board seat reserved for this representative. USA Water Ski hires the most qualified candidates for any open positions. There have been very few openings over recent years as the staff has been downsized. The current staff has considerable longevity, having survived the downsizing. Water Skiers with Disabilities is a strong discipline under the USA Water Ski Umbrella. USA Water Ski has supported the hosting of national and world championship events for the disabled community through member sponsorships and support the event. USA Water Ski will continue to support the Water Skiers with Disabilities sport discipline and their activities. Additionally, the Show Ski sport discipline will continue their focus on introducing skiing to the disabled communities. USA Water Ski and the international federation will continue to support the staging of world championship events for the disabled.

USA Wrestling

USA Wrestling will continue existing efforts of the organization, revitalize the Diversity committee and create a new plan for the upcoming quadrennium. National Teams are comprised of individuals which qualify for the elite team through competition. Efforts go into the grassroots, to encourage participation of all racial and ethnic minorities and gender. We hope to see diversity on our National Teams as individuals come up through the system.



4. Initiatives to Increase the Participation of the LGBTQ Community

National Wheelchair Basketball Association

The National Wheelchair Basketball Association does not discriminate in its programs or activities on the basis of race, color, national or ethnic origin, ancestry, age, religion, or religious creed, disability or handicap, sex or gender, gender identity and/or expression, sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local law. The NWBA promotes all qualified individuals to participate as athletes, administrators, or members of the NWBA and its teams.

U.S. Association of Blind Athletes

The USABA does not discriminate on the basis of race, creed, color, religion, national origin, gender, age, physical or mental disability, Veteran status, marital status, sexual orientation or gender expression.

USA Basketball

USA Basketball seeks to maintain diversity in all levels of the organization by being proactive in creating diverse pools of athletes, coaches, and staff represented at all of our events. We will provide an environment where no one feels excluded or marginalized based upon his or her differences and seek continued growth of the game in all communities nationwide.

U.S. Biathlon

Chapter 27, Section 1, a) provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, religion, sex, or national origin.

U.S. Bowling Congress

The U.S. Bowling Congress provides equal employment opportunity to all employees and applicants without regard to race, color, religion, creed, gender, gender identity, sexual orientation, age, national origin or ancestry, marital status, veteran status, physical or mental disability, genetic characteristics or pregnancy, childbirth or related medical conditions or any other legally protected status or characteristic. Discrimination or harassment based on any of these factors is inconsistent with the USBC's philosophy and will not be tolerated.

All employees at all levels must comply with our policies and procedures as well as applicable law. Every member of the management team is required to provide equal employment opportunities to all applicants and employees and treat them with dignity and respect.

If an employee has a suggestion, problem or complaint, they should contact their manager immediately for prompt attention. Alternatively, employees should not hesitate to consult with Human Resources and/or their Executive Director at any time. All discussions will be treated as confidentially as possible.



USA Boxing

Article 1. Non-Discrimination: Sports Act: USA Boxing shall comply with the equal opportunity requirements for recognition as a National Governing Body as required by applicable law or governing authority, and as such requirements are promulgated or revised from time to time. In fulfilling those requirements, USA Boxing shall (A) provide an equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in AOB competitions without discrimination on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or gender expression; and (B) be governed by a Board of Directors whose members are selected without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, or gender expression, with reasonable representation on the Board of both males and females.

USA Curling

USA Curling will be governed by a Board of Directors whose members are selected without regard to race, color, religion, national origin, sexual orientation or sex, with representation on the Board of both males and females when reasonably possible. USA Curling will provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in curling competitions without discrimination on the basis of race, color, religion, age, sex, sexual orientation, or national origin. Must contain a statement that the applicant will select/admit its individual curlers without regard to race, color, religion, age, sex, sexual orientation, or national origin.

USA Diving

Discrimination based on race, religion, national origin, disability, sexual orientation or gender, In accordance with 239.5 which asserts that all activities of USA Diving are to be conducted without regard to race, religion, national origin, disability, sexual orientation, gender, or other legally protected status, any discriminatory act or acts that create an impermissible hostile environment for other members are violations of our Code of Conduct.

USA Field Hockey

USA Field Hockey is committed to providing equal opportunity in all of our employment practices, including selection, hiring, promotion, transfer, and compensation, to all qualified applicants and team members without regard to age, race, religion, color, sex, national origin, physical or mental disability, medical condition, sexual orientation, ancestry, citizenship, or on the basis of any other classification protected by state, federal, or local law. We hire individuals solely based on their qualifications and ability to do the job. USA Field Hockey further believes that hiring qualified individuals contributes to the overall strategic success of the organization, and each employee, while employed, is hired to perform and make significant achievement for the position.

USA Field Hockey is committed to hiring the absolute best staff available. USA Field Hockey is committed to a diverse workplace.



U.S. Figure Skating

ARTICLE II

Objectives

Mission: As the national governing body, the mission of U.S. Figure Skating is to provide programs to encourage participation and achievement in the sport of figure skating on ice, and particularly:

... H. To provide an equal opportunity to eligible athletes, coaches, trainers, managers, administrators and officials to participate in eligible athletic competition without discrimination on the basis of race, color, religion, age, gender, sexual orientation or national origin. To provide fair notice and an opportunity for a hearing to any eligible athlete, coach, trainer, manager, administrator or official before declaring such individual ineligible to participate;

... I. To select members of the Board of Directors and athlete representatives without discrimination on the basis of race, color, religion, age, gender, sexual orientation or national origin;

ARTICLE VIII

Board of Directors

...Section 11 Nondiscrimination. Members of the Board of Directors will be selected without discrimination on the basis of race, color, religion, age, gender, sexual orientation or national origin.

ARTICLE XIX

U.S. Figure Skating Memorial Fund

Section 5 Memorial Fund Scholarships. The Memorial Fund Committee may award scholarships to assist deserving and promising figure skaters who are in need of financial assistance in order to continue their education in competitive figure skating and/or to obtain a college or university education:

...B. Race, color, religion, age, gender, sexual orientation or national origin will not be considered in the selection of recipients for such awards.

ARTICLE XXI

Prerequisites to Participation in U.S. Figure Skating Activities

... B. U.S. Figure Skating does not discriminate on the basis of race, color, religion, age, gender, sexual orientation or national origin.

USA Hockey

On page 49 of Annual Guide Equal Opportunity:

USA Hockey will provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition without discrimination on the basis of race, color, religion, age, sex, or national origin, and with fair notice and opportunity for a hearing to any amateur athlete, coach, trainer, manager, administrator or official as provided in Bylaw 10 herein, before declaring such individual ineligible to participate.



USA Golf

Provide equal opportunity to amateur athletes, coaches, trainers, managers, administrators and officials to participate in athletic competition for amateur golfers, without discrimination on the basis of race, color, religion, sex, sexual orientation, age or national origin. (h) Have a Board of Directors whose members are selected without regard to race, color, religion, national origin sex, or sexual orientation, with reasonable representation on the Board of both males and females.

USA Gymnastics

Section II.B. from USA Gymnastics Code of Ethical Conduct:

B. Non-Discrimination.

Any USA Gymnastics activity or event should be open to any Member properly qualified under the rules of the activity or event. It is inconsistent with this obligation for any Member to:

1. Restrict the ability of a Member to qualify for or participate in competition because of the Member's association with a particular organization or individual or because of that Member's race, sex, creed, sexual orientation, age, national origin or mental or physical disability.
2. Discriminate in the provision of resources or opportunities to any Member or prospective Member on the basis of race, sex, creed, sexual orientation, age, national origin, or mental or physical disability.

USA Judo

g. Be governed by a Board of Directors whose members are selected without regard to race, color, religion, national origin, sex, sexual orientation, or gender identity or expression, with reasonable representation on the Board of both males and females;

h. Provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in judo competitions without discrimination on the basis of race, color, religion, age, sex, national origin sexual orientation or gender identity or expression.

USA Karate

Section 20.3. Non-discrimination Policy.

USA Karate is dedicated to the principles of equal employment opportunity in any and all terms, conditions, or privileges of employment including hiring, promotions, termination, training, and compensation. The USA-NKF does not discriminate against applicants or employees on the basis of age, race, sex, color, religion, national origin, disability, veteran status, sexual orientation, gender identity, or expression, genetic information or any other status protected by federal, state, local law where applicable.



USRowing

Bylaws

4. Equal Opportunity.

The Association shall provide equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in rowing without discrimination on the basis of race, color, religion, age, gender, sexual orientation, disability, or national origin to all individuals who are eligible under applicable international or reasonable national athletic rules and regulations and apply such rules and regulations concerning athletic competition without discrimination to all such individuals; and shall not deny eligibility to any athlete, except after according such athlete fair notice and hearing as to the issue of his or her eligibility.

USA Rugby

USA Rugby bylaw 3.1

Individual membership is open to any person, regardless of race, color, religion, age, gender, sexual orientation, national origin, or physical handicap who meets the eligibility criteria set forth above.

US Sailing

US Sailing Bylaw 102, Section 3. No person shall be denied the right to participate in any event within the jurisdiction of US Sailing or to manage or otherwise be involved in the participation of such event, or having so participated shall suffer any penalty for having participated, on grounds of race, color, religion, age, sex, or national origin, disability, veteran status, sexual orientation, gender identity or expression, genetic information, or any other status protected by federal, state, or local law, where applicable. This section shall not prevent the conduct of separate events for males and females and separate events for age groups such as youth and masters.

USA Shooting

USA Shooting is dedicated to the principles of equal employment opportunity in any and all terms, conditions or privileges of employment including hiring, promotions, termination, training and compensation. USA Shooting does not discriminate against applicants or employees on the basis of age, race, sex, color, religion, national origin, disability, veteran status, sexual orientation, gender identity or expression, genetic condition or any other status protected by federal, state, or local law, where applicable.

U.S. Soccer

It is the policy of U.S. Soccer to provide equal opportunity in employment to all employees and applicants for employment. No person will be discriminated against because of race, religion, color, sex, age, national origin, disability, military status, or any other status protected by federal, state, or local law.

This policy applies to all terms and conditions of employment, including hiring, training, orientation, placement and employee development, promotion, demotion, transfer, compensation, educational assistance, layoff and recall, and termination.

The Chief Executive Officer is charged with the overall responsibility of the Equal Employment Opportunity Program. All employees, especially directors, managers, supervisors, and the Human Resources Department are responsible for adherence to the philosophy and practice of equal employment opportunity.



U.S. Soccer is committed to promoting equal employment opportunities and prohibiting discrimination against any employee or prospective employee, consistent with all federal, state, and local laws. Any employee suspecting discriminatory or harassing actions should refer to the Non-Harassment policy contained in this Handbook and follow the procedures outlined therein.

U.S. Soccer also prohibits reprisal or retaliation against an employee for filing a good faith complaint of discrimination or for supporting or assisting, in good faith, another employee in pursuing a complaint. Employees must report incidents of retaliation on the same basis as they are to report incidents of discrimination, set forth in the Non-Harassment policy in the handbook. U.S. Soccer will not retaliate or discriminate against any employee for exercising any rights under this policy. Retaliation is a violation of this policy.

USA Softball

USA Softball Code (Adopted January 27, 1977 with amendments through 2015)

Article 103 OBJECTIVES: The objectives of USA Softball shall be:

- A. To promote amateur softball for all persons regardless of race, color, creed, religion, age, sex, sexual orientation, disability, veteran status, national or ancestry.

US Speedskating

US Speedskating provides an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in Speedskating competitions without discrimination on the basis of race, color, religion, sex, age, or national origin, sexual orientation, gender identity, gender expression and, where separate Speedskating programs for male and female athletes are conducted on a national basis, provide equitable support and encouragement for participation by women.

USA Swimming

USA Swimming's Code of Conduct prohibits discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender, gender expression, genetics, mental or physical disability, or any other status protected by federal, state, and local law.

USA Synchro

1.01 Membership in the Corporation shall be open, without regard to gender, race, ethnicity, culture, religion, sexual orientation, age, socio-economic status, geographical location, beliefs, or levels of mental or physical ability to groups, athletes, and individuals who are not athletes, as set forth in this Article 1.

USA Table Tennis

USATT shall seek and attempt to maintain recognition by the United States Olympic Committee as the National Governing Body for the sport of Table Tennis in the United States. In furtherance of that purpose, USATT shall comply with the requirements for recognition as a National Governing Body as set forth in the Ted Stevens Olympic and Amateur Sports Act, 36 USC 220501 et seq. and as mandated by the United States Olympic Committee as such requirements are promulgated or revised from time to time. The following events qualify as Operation Gold Competition, as defined by United States Olympic Committee; Summer Olympics, Summer Paralympics, World Championships, Para World Championships, Pan



American Games, and Para Pan American Games. In fulfilling those requirements, USATT shall:

H. Provide an equal opportunity to amateur athletes, coaches, trainers, managers administrators, and officials to participate in Table Tennis competitions without discrimination on the basis of race, color, religion, age, gender, sexual orientation or national origin.

USA Team Handball

Our Bylaws are about to be revised and the following exert is scheduled to be included: USATH does not discriminate on the basis of age, sex, color, religion, national origin, disability, veteran status, sexual orientation, gender identity or expression, genetic information or any other status protected by federal, state, or local law where applicable.

U.S. Tennis Association

The USTA is committed to basing judgments concerning the employment of individuals upon their qualifications and abilities, and affirmatively seeks to attract a workforce that represents qualified individuals of diverse backgrounds and cultures. In accordance with this policy, and as delineated by federal and state law, the USTA does not discriminate against any individual on account of that individual's race, color, religion, national origin, sex, marital status, partnership status, citizenship status, veteran status, caregiver status, military status, sexual orientation, gender identity or expression, age, disability, creed, domestic violence victim status, predisposing genetic characteristics or generic information and/or as otherwise prohibited by applicable federal state and local law. Equal employment opportunity includes but is not limited to, recruitment, hiring, promotion, termination, discipline, compensation and benefits. Employees may discuss any equal employment opportunity related questions with their Department Director, the Senior Director of Human Resources or the USTA Executive Director.

TRANSEXUALS

As the NGB, we follow the USOC. Any individuals undergoing sex reassignment from male to female before puberty are regarded as female, while those undergoing reassignment from female to male are regarded as male.

Individuals undergoing sex reassignment from male to female after puberty (and the converse) are eligible for participation in female or male competitions, respectively, under the following conditions:

1. Surgical anatomical changes have been completed, including external genitalia changes and gonadectomy.
2. Legal recognition of their assigned sex has been conferred by the appropriate official authorities.
3. Hormonal therapy appropriate for the assigned sex has been administered in a verifiable manner and for a sufficient length of time to minimize gender-related advantages in sport competitions.
4. Eligibility should begin no sooner than two years after gonadectomy.

On the league side of the equation, our stance is that we do not require confirmations of any of these 4 items. Above all, we do not want to be an obstacle to recreational participation. We seek to respect all backgrounds, lifestyles, and personal choices, and we take it on faith that players who compete under these rules are doing so not to gain a competitive advantage, but to enjoy participating in a manner in which they are comfortable.



USA Track & Field

Equal Employment Practices – Unlawful Discrimination is prohibited:

USATF is an equal opportunity employer and our policy is to promote equal employment opportunity for all of our employees without discrimination on the basis of race, color, religion, sex and/or gender, pregnancy, national origin, ancestry, religion, creed, physical or mental disability, medical condition, marital status, sexual orientation, age, veteran status, gender identity or any other classification protected by applicable local, state or federal laws. In addition, USATF complies with all federal, state and local laws, regulations and ordinances governing non-discrimination in employment in every location in which USATF has facilities and/or employees. USATF prohibits and will not tolerate discrimination. This policy applies to all terms and conditions of employment including, but not limited to, recruitment, selection, hiring, placement, promotion, disciplinary action, termination, layoff, and transfer, leaves of absence, compensation, benefits, and training. To this end, USATF makes employment decisions on the basis of merit.

If you believe you or another employee have experienced discrimination, you must report the discrimination to your immediate supervisor, Human Resources, the General Counsel, or the CEO, pursuant to USATF's Reporting Procedure (See Handbook Section 3.4).

USA Triathlon

EEO Harassment

USAT strives to maintain a work environment free of unlawful harassment. In doing so, USAT prohibits unlawful harassment because of age 40 or over, race, gender, religion, national origin, disability or any other applicable status protected by state or local law.

Unlawful harassment includes verbal or physical conduct that has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment. Actions based on an individual's age 40 and over, race, gender, color, religion, national origin, disability or any other applicable status protected by state or local law will not be tolerated. Prohibited behavior may include but is not limited to the following:

- Written form such as cartoons, email, posters, drawings or photographs
- Verbal conduct such as epithets, derogatory comments, slurs or jokes
- Physical conduct such as assault or blocking an individual's movements

USA Volleyball

USAV Bylaws. Article XVI. Equal Opportunity

16.01 The Corporation shall provide equal opportunity to amateur athletes, coaches, trainers, managers, administrators and officials to participate in all activities sponsored by the Corporation, without discrimination on the bases of color, religion, age, gender, national origin, sexual orientation, disability, or handicap.



USA Water Polo

Employee Handbook:

Equal Employment Opportunity

It is the policy of USAWP to afford equal employment opportunity to all individuals, regardless of race, creed, color, religion, gender, national origin, ancestry, age, marital status, veteran status, disability, legally protected medical condition or information, gender identity, sexual orientation, genetic information or any other basis protected by applicable law. Our employees, as well as applicants and others with whom we do business, will not be subjected to sexual, racial, religious, ethnic, or any other form of unlawful harassment and/or discrimination. When necessary, USAWP also makes reasonable accommodations for disabled employees and for pregnant employees who request an accommodation for pregnancy, childbirth, or related medical conditions. We are completely committed to these principles—not only because of the various Federal, State and local laws which address these subjects—but because it is the right thing to do.

USA Water Ski

USA WATER SKI CODE OF ETHICS, Sections 7 & 8

The following policy can be found in USA Water Ski's Code of Ethics:

7: Human Rights

USA-WS respects the dignity, rights and aspirations of each employee and volunteer. USA-WS embraces the principles of federal, state and local human rights legislation that prohibits discrimination and harassment based on any of the following ground: race, sexual orientation, civil status, veteran status, marital status, religion, age, language, social condition or physical or mental disability. Therefore, USA-WS is committed to provide an environment free from discrimination and harassment. Every volunteer and employee has a responsibility for maintaining and promoting acceptable standards of behavior in order to ensure that all have the opportunity to conduct business and compete in an environment free from discrimination and harassment.

USA Wrestling

USA Wrestling is dedicated to the principles of equal opportunity in any and all terms, conditions or privileges in participation, trainings, competition and compensation. USA Wrestling does not discriminate against participants, coaches, officials and other members in good standing on the basis of race, sex, color, religion, national origin, disability, veteran status, sexual orientation, gender identity or expression, genetic information or any other status protected by federal, state or local law, where applicable.



5. Initiatives to Increase the Participation of Military Veterans

National Wheelchair Basketball Association

The National Wheelchair Basketball Association (NWBA) does not discriminate in its programs or activities on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender, gender identity and/or expression, sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local law.

The NWBA promotes all qualified individuals to participate as athletes, administrators, or members of the NWBA and its teams.

U.S. Association of Blind Athletes

The majority of USABA's membership is comprised of people with disabilities and we have several on-going programs that serve veterans with disabilities. USABA hired one military veteran to a full-time employment position and will continue to plan and implement camps for veterans in 2016 including hosting goalball clinics for blinded veterans. In 2016 the USABA plans to host two goalball training camps for blinded veterans and raise funding to attend a regional goalball tournament and national competition.

USA Archery

USA Archery reflects an inclusive culture and environment and operates a sustainable diversity program. USAA's programs, PR and materials are inclusive and diverse. USA Archery plans to increase the candidate pool for leaders within the sport: work with the USOC Diversity Director for Committee Positions. We will share the stories of athletes and programs that represent diversity to help draw new participants. We will incorporate an inclusive lens on every day practices, making diversity a key consideration in disseminating athlete stories, program material and general communication strategies. USA Archery will look to hire and enlist a diverse and talented set of employees. As USA Archery grows its professional staff and/or its utilization of interns, diversity and inclusion will be an overall strategy. USA Archery will offer its current Adaptive Sports programs funded through the Department of Veterans Affairs for Disabled Veterans and Disabled Members of the Armed Forces. USA Archery will continue to offer its coach training utilizing funding secured for Adaptive Sports programs through the Department of Veterans Affairs and will apply for a second year grant for Adaptive Sports programs through the Department of Veterans Affairs for Disabled Veterans and Disabled Members of the Armed Forces in 2016.

USA Badminton

The Board of Directors shall be sensitive to the desirability of diversity at all levels of USAB. The Board shall develop norms that favor open discussion and favor the presentation of different views. USAB will continue to hold camps and clinics will be held in USA Badminton regions in order to attract persons with disabilities as well as veterans. With the development of the para-badminton program, USA Badminton will encourage persons with disabilities and veterans to participate in badminton clinics and camps. USA Badminton has continued to encourage veterans to become certified coaches.



USA Baseball

USA Baseball will continue to work closely with career development department from UNC, Duke, NC State, Elon, Wake Forest and others in the region as well as nationally. Additionally, USA Baseball will be supporting this MLB initiative at Fort Bragg, and working closely with all involved to identify potential candidates in this regard. Participation on USA Baseball National Teams is open to all military veterans, as well as active duty military. For active duty military, participation is ultimately at the discretion of the Department of Defense.

USA Basketball

USA Basketball will continue to seek out diverse talent to help assemble successful teams.

US Biathlon

US Biathlon will continue to work closely with the National Guard to identify opportunities.

USA Bobsled & Skeleton

USA Bobsled & Skeleton will continue to collect and track data on military veterans throughout the organization. We will continue to track professional staff data. We are hiring one new position this year. This will be conducted according to formal interviewing/hiring process ensuring we consider all qualified applicants including veterans. USA Bobsled & Skeleton will begin data collection on military veterans within the membership. Highlight athletes past and present that are military veterans. We held an international coaching clinic to encourage athletes from all nations and backgrounds to become involved in coaching and give them the tools they need to succeed. We have a strong relationship with WCAP program. We will look to grow this program and increase the opportunities for military veterans to become coaches. In 2015 we worked with WCAP to recruit athletes as a result 2 veterans joined our development team.

USA Boxing

USA Boxing will invite Armed Forces active duty and veterans to apply for seats open on the Board of Directors. In 2015, USA Boxing achieved increased participation of Military Veterans on standing committees. USA Boxing endeavors to better identify all members who have service in the Armed Forces (both athlete and non-athlete) and will continue educational program training for coaches and officials on military bases overseas and encourage member organizations and clubs to hold boxing events on military installations. USA Boxing will also increase awareness in the Armed forces of coaching and other non-athlete opportunities on USA Boxing National Teams.

USA Curling

The Executive committee will work closely with the D&I committee to ensure that, when positions arise, they will actively follow the guidelines set forth to ensure that military veterans are equally recruited and trained to serve on the committee. USA Curling will work with clubs to collect demographics to assess current numbers, work with D&I committee to assess these numbers and plan ways to increase the diversity. Contact diversity directors at universities to ID possible partnership opportunities or sharing of information about opportunities and events, create a list of sponsors, partners or clubs that have diversity and inclusion programs, and also continue to utilize and evolve the National team selection open application process.



USA Cycling

USA Cycling will work to broaden applicant pool by posting all positions on Teamwork Online, Team USA, Indeed, and LinkedIn. We will also leverage other social media platforms such as Facebook and Twitter and send all job postings to USOC Diversity Group to send specific websites that military veterans. USA Cycling will request military veteran data from membership on a voluntary basis.

USA Diving

The majority of the BOD is elected based on membership voting which makes it difficult to have BOD diversity initiatives in place. However, we certainly encourage all to consider running.

US Equestrian

The VA Grant referenced above was applied to training, horse transportation and CPEDI (Para-Equestrian Dressage)/National Championship Support. Two Wounded warriors - one male, one female - participated in two Para-Equestrian Dressage events in 2014 and placed in the top five of their class, winning one. Derrick Perkins qualified in the top 15 on the U.S. long list for the 2014 World Equestrian Games in Normandy, and the U.S. National Finals in which is accomplished top five finishes in his first year of competing. He is now speaking to other Wounded Warriors and their family members about the US Equestrian Para-Equestrian program. One individual from among that group is considering becoming a Para-Equestrian and Mr. Perkins is working with him on this quest. Mr. Perkins exhibited at the second Wounded Warriors

Event in Wily, Texas in October of 2014, and participated in the Houston, Texas Veterans Day Parade on horseback and in uniform in November of 2014.

US Equestrian will seek resources that will allow it to continue its connection with the Veterans Affairs and to expand efforts to work with Veterans regarding participation in the US Equestrian Para-Equestrian Program.

USA Fencing

USA Fencing is looking to developing a strategy to increase the participation of military veterans in out NGB membership and would like to learn diversity initiatives in this area as well.

U.S. Figure Skating

U.S. Figure Skating will continue to advertise on USOC job boards (among others), which adhere to such initiatives. US Figure Skating offers the Elaine Theisen Diamond Ice FSC Fund for Special Olympics and Therapeutic Skating, which provides \$500 grants to Special Olympics/Therapeutic Skating Programs or to member clubs that want to enhance or expand operations to attract, involve and encourage those with disabilities to enjoy the benefits of figure skating.

Community Development Grants

Six member clubs and Basic Skills programs have been awarded \$2000 each for the purpose of developing community-based programs and events, designed to attract, involve and inspire new generations of figure skaters. A five-member selection committee reviewed 35 applications and awarded the grants to those member clubs and Basic skills programs that were most effectively able to demonstrate how they would use the monies awarded to develop these initiatives.



Two Prudential Skating grants (total \$25,000)

The Prudential Skating Fund's mission is to provide financial support to underserved groups and communities within the sport of figure skating.

Learn to Skate USA, which partners with Special Olympics, will launch nationwide June 1. The program offers low-cost access and instruction to skating for all levels.

USA Hockey

We are encouraging more military veterans to run especially former sled players at this time. The recruitment of military personal into these positions is new and we are encouraging our ex-athlete veterans to get more involved at this time. Our Standing Committee is a new category but we have some ex-sled players now running for positions. USA Hockey annually has many men and women veterans participating in local league play as well as our annual Disabled Festival featuring teams with male and female players in four categories. Those are Sled Hockey, Hearing Impaired Hockey, Special Hockey, and Amputee Hockey. We are constantly giving opportunities for all youth players to make our Disabled National Teams it is solely based on player's abilities at the elite level. These spots are always open to those players who are good enough to make the various men and women's national teams. We are always encouraging men and women who are out of the military to get involved in coaching national teams and we are now hiring many to help coach at our National Camps. We only have one developmental team and that is our male sled hockey development team and we are constantly encouraging all players to attend our open try out.

USA Judo

USA Judo will encourage military veterans to participate in Board elections for Board positions and to serve on committees. USA Judo will continue to host an armed forces national championship.

USRowing

USRowing received an increase in the VA grant for 2015-2016 to continue and expand the Freedom Rows Program. After working with seven programs in 2014-15 with the VA grant, expanded to 23 programs in 2015-16. Introduced the sport of rowing to more than 500 veterans through the Freedom Rows program in the first grant cycle. USRowing has expanded to 23 Freedom Rows programs for 2015-16. We will apply for a third VA grant to build on this program, moving the focus from equipment to coaching resources. The goal is to reach 1000 veterans through the Freedom Rows program this year. We will also run the rowing competitions at all of the Valor Games and at the Invictus Games this year.

USA Rugby

USA Rugby currently has two open nominations for our board of directors. Although the applications need to be nominated and vetted by a nominations committee, we will encourage them to select applicants who are military veterans. Initiatives for our standing committees include participating members to be selected from a pool of interested volunteers who can includes any military veterans. USA Rugby plans include more military veterans for our open staff, part-time and intern positions hiring pools by widening our posting of job positions to those outside the normal sphere of rugby. The collegiate eligibility pilot program will continue to be evaluated and hopefully fully adopted into USA Rugby's eligibility regulations. This will only



complement the already thriving military community which participates in club level rugby. An additional initiative to focus on higher age participants which will include many social and military players. This is a temporary membership but will continue to promote participation for those who cannot complete all year long. We will continue to promote the Armed Forces tournament as a high performance event that gives athletes exposure to national team pathways. Veterans are encouraged for consideration of vacant positions with the coaching and administrative staff. We did hire a National Team coach who is a veteran of the United States armed forces, in addition to our national team coaches can be considered for openings if they are a veteran. USA Rugby will continue to provide developmental team opportunities to veteran military service men and women in conjunction with events such as the armed forces tournament and the expanded collegiate eligibility regulations.

USA Shooting

We have several veterans on our board that are former military and Olympic shooters. We do not currently track military veterans but we can do so in the future.

U.S. Ski & Snowboard

The Nominating & Governance Committee will continue in its efforts to diversify the board by seeking the best qualified candidates for all available positions. The U.S. Ski & Snowboard Association supports equal employment opportunities for all applicants and employees in compliance with both state and federal laws. It does not discriminate against employees or applicants for employment on any prohibited basis, including race, color, gender, pregnancy, age (40 or over), religion, national origin, ethnic background, genetic information (including a family member), military service, citizenship, sexual orientation, gender identity, disability, or any other characteristic protected by applicable law.

U.S. Soccer

U.S. Soccer will continue to evaluate the membership of the Standing Committee to ensure that we have a representation that accurately portrays our diverse membership. We will establish ongoing relationships with professional associates and universities, develop a relationship with the Great Lakes Naval Base located outside of Chicago for sourcing and recruiting potential candidates, educate employees on current Equal Employment Opportunity (EEO) policies through the U.S. Soccer Handbook, and conduct diversity awareness training with employees. U.S. Soccer will also build relationships with national veteran associates and continue to record and update veteran status information, continue to implement the Rooney Rule in our hiring process for all national team coaches and other non-athletes and expand recruiting efforts to attend military career fairs.

U.S. Soccer will create and implement action plan against racism and discrimination. U.S. Soccer will adopt the “Five Action Pillars” as the foundation of the Diversity and Anti-Discrimination policy throughout soccer in the US.

Diversity and anti-discrimination through:

- I. Regulations
- II. Controls and sanctions
- III. Communications
- IV. Education
- V. Networking and cooperation



USA Softball

USA Softball will continue to educate and encourage all ASA/USA Softball Council Members to become active and become a candidate for ASA/USA Softball Board of Directors. The ASA/USA Softball Code and Procedure Manual encourage anyone to be a member of the ASA/USA Softball and seek a position on the Board of Directors. ASA/USA Softball is an Equal Opportunity Employer. It is our policy to provide equal opportunity to all employees at all times without regard to race, color, Creed, religion, sex, sexual orientation, veteran's status, military service status, disability, age or national origin or ancestry. We had a partnership with the Wounded Warrior Amputee Softball Team and USA Softball continues to identify and encourage veterans to participate in our National Team Program as coaches and non-athletes.

USA Table Tennis

As committee appointments come to an end this year, we will be placing an emphasis on recruiting military veterans to join our standing committees. We are launching a new leagues system that we hope will reach a diverse group of players that have been involved with the sport but not necessarily accessible to USATT. We are working with clubs to promote these leagues and get those players to become members.

USA Team Handball

We have three members of our BoD who are military veterans-this equals out to about 33% of the BoD coming from a veteran background. We would of course consider the inclusion of additional veterans should there be an opening within the BoD. Currently both national office staff members are veterans. National Staff is 100% veterans. Veterans clearly hold leadership positions of significance within USATH. At our annual meeting and on our website we plan to announce the reformation of standing committees and working committees and that we invite all members interested to serve and that we are looking for military veterans. West Point Military Academy and the Air Force Academy have well established club programs that continue to supply clubs to our college and open nationals and a few athletes are currently in the men's and women's national team pool. As former players come back from deployment, they seek out opportunities to play with clubs and we help direct them to find clubs in their area. USA Team Handball will continue to try and place graduates from West Point Military Academy and the Air Force Academy within the National team pool. There is an event that comes every two years that involves junior age athletes. In 2016 this event, the IHF Trophy will be in Canada and we will try and place age appropriate and talented West Point and Air Force cadets on that team for both men and women. We have seen an increase in certified referees coming out of our programs at West Point Military Academy and the Air force Academy.

U.S. Tennis Association

The U.S. Tennis Association will work in partnership with the Military Veterans Association to post our open employment opportunities to military veterans.



USA Track & Field

USA Track & Field will encourage more accurate record keeping by liaisons of diversity of committee members and chairs and identify recommendations for improvement; conduct a diversity audit on committee structure and composition; re-engage Diversity and Leadership committee with clear agenda. We will re-examine national office diversity statement; inventory minority and women owned vendors currently used by staff and develop a formal RFP process. Because we currently do not encourage or require our membership to disclose their race or ethnicity data, the data presented above is not as accurate as it could be. However, it is our desire as we implement a new membership system that we will be able to collect more accurate and complete diversity data.

USA Triathlon

USA Triathlon's "Sharing the Win" Paratriathlon Military Program Grant plans to:

1. Expose a minimum of 20 new veteran athletes to multi-sport through regional-level camps and events
2. Evoke a confidence in injured veterans to feel comfortable with triathlon training and racing equipment
3. Educate existing adaptive sport clubs and veteran organizations about the sport through hands-on support
4. Enable pursuit of excellence through high performance support of those who show Paralympic potential

The USA Triathlon Foundation grant supported veteran program US Military Endurance Sports. Ongoing development of "Sharing the Win" Paratriathlon Military Program Grant. The "Sharing the Win" Paratriathlon Military Program Grant looks to utilize VA hospitals, Paralympic sport clubs, veteran adaptive sport clubs, and major existing veteran games to conduct and promote goals. Will continue to actively work with: Challenged Athletes Foundation, Dare2Tri, Team RWB, and Team Racing for Veterans, Team Semper Fi, Wounded Warrior, Thanks Troops Foundation, US Paralympics, and Tri Soldier Project. The Age Group Committee will continue to pursue ways to reach out to minority and under-served athlete populations. The "Sharing the Win" Paratriathlon Military Program Grant will continue to actively work with various Paralympic sport clubs and US Paralympics.

HP tends to be merit based and as such a majority of our diversity programs will be much earlier in the grassroots/recruitment phases. As part of the grassroots movement the Age Group Committee discussed outreach to minority and under-served segments of the population. Ongoing development of "Sharing the Win" Paratriathlon Military Program Grant. The Age Group Committee will continue to pursue ways to reach out to minority and under-served athlete populations. The "Sharing the Win" Paratriathlon Military Program Grant will continue to actively

USA Volleyball

USA Volleyball assisted with the Wounded Warrior games. On Veteran's Day at the Pentagon we did clinics, coached in two of the 4 service branches and announced the even on Armed Forces network. USA Volleyball conducted sitting volleyball experience clinics for Semper FI. Volleyball supplies donated to any programs for veterans as requested. USA Volleyball will continue to encourage athletes with physical disabilities who are veterans to train towards the national team and will continue to discuss opportunities and invite coaches who are veterans to



join the coaching ranks of the sitting programs. With support from the Department of Veterans Affairs, USA Volleyball will host a Sitting Volleyball Summit to bring together organizations from eight cities to develop a collaborative cohort to build and offer sitting volleyball programming to disabled veterans and disabled members of the Armed Services in their respective communities. USA Volleyball will continue to discuss opportunities and invite coaches who are veterans to join the coaching ranks of the sitting and beach high performance programs.

USA Water Ski

USA Water Ski does not discriminate at any level. USA Water Ski is open to any member who is willing to serve on the Board of Directors regardless of race, religion, ethnicity, gender or any other uniqueness of individuality. USA Water Ski does not track members who have served in the military. USA Water Ski does not track members who have served in the military but it is something that may be explored in the future. This may be an area where USA Water Ski could lead a collaboration with Wounded Warriors and the Water Skiers with Disabilities Sport discipline.

USA Wrestling

USA Wrestling plans to integrate diversity into relevant efforts, including recruitment to the Board of Directors. USA Wrestling encourages all applicants, regardless of race, ethnic minorities or gender or disabilities to apply for any open positions of the organization. USA Wrestling will continue existing efforts of the organization, revitalize the Diversity Committee and create a new plan for the upcoming quadrennium. National Teams are comprised of individuals which qualify for the elite team through competition. Efforts go into the grassroots, to encourage participation of all racial and ethnic minorities and gender. We hope to see diversity on our National Teams as individuals come up through the system. The World Class Athlete Program and USA Wrestling have close relationship, many NT member are also members are also member of the WCAP. USAW will continue to foster that relationship.