



Athlete Representation Review Working Group

Review Report

NGB	USA Hockey
<i>Working Group Personnel</i>	
USOPC AAC Designee	Mark Ladwig
NGBC Designee	Staciellen Mischel
NGB Representative to USOPC AAC	Molly Schaus
<i>Support Personnel</i>	
Executive Director, AAC	Meryl Fisher, Designate
NGB Services Liaison	David Patterson
<i>Session Information</i>	
Date of NGB Submission	November 2021
Date of Report	18 November 2021

Reviewed Committees	
Committees	<ul style="list-style-type: none"> • International Council • Audit • Finance and Investment • Nominating • Ethics • Legal Council • National Appeals • Marketing • Player Development
NGB Recommendation	Designated
NGB AAC Recommendation	Designated
Working Group Finding	Designated
<i>Finding Notes</i>	
The NGB, AAC and the panel agreed that in the context of this NGB the committees should be designated. Of note, the NGB considered the Marketing and Player Development Committees as “Other” Committees but upon recommendation of the AAC, changed them to “designated” as the athletes felt that elite athlete voices would be important in both of those settings.	
Committee	<ul style="list-style-type: none"> • Adult Council • Junior Council • Youth Council • High School • Membership Council • Girls Council • Playing Rules • Diversity, Equity and Inclusion • Safety and Protective Equipment

	<ul style="list-style-type: none"> • Disabled Hockey Section
NGB Recommendation	Other
NGB AAC Recommendation	Other
Working Group Finding	Other
<i>Finding Notes</i>	
The NGB outlined that these committees do not have governance, financial or high-performance team selection oversight. They further outlined that for most of the functions of these committees, any action taken would have to be ratified by the Board and/or USA Hockey Congress before going into effect.	
Committee	<ul style="list-style-type: none"> • Risk Management • Affiliates Presidents • Coaches Section • Officials Section • Registrars Section
NGB Recommendation	Other, No Athlete Representation Requirement
NGB AAC Recommendation	Other, No Athlete Representation Requirement
Working Group Finding	Other, No Athlete Representation Requirement
<i>Finding Notes</i>	
The NGB and AAC agreed that these committees deal with areas that are not of specific interest or engagement from the elite athlete community and that the elite athlete group is not interested in serving in these roles. The NGB further outlined that these committees have no decision making authority on their own as their work product needs to be ratified by the Board or USA Hockey Congress before taking effect.	
Committee	<ul style="list-style-type: none"> • National Team Selection Committees
NGB Recommendation	Designated, Modified Athlete Representation
NGB AAC Recommendation	Designated, Modified Athlete Representation
Working Group Finding	Designated, Modified Athlete Representation
<i>Finding Notes</i>	
The NGB noted, and the AAC concurred, that team selection in the sport is often led by professional sport General Managers and it was important to maintain that connection to professional leagues in the selection process. They also agreed that athlete voice was elemental to the team selection process. The NGB outlined that there is a strong pool of 10+ Year athletes serving in those professional team/league roles now, but only a small handful of 10-year athletes doing so. The panel agreed that the NGB may have either 10 Year or 10 Year+ athletes serving on these committees without restriction of how many of each type of athlete. The requirement for half of the athletes on a para-sport selection committee coming from para competition remains intact.	
Committee	<ul style="list-style-type: none"> • USA Hockey Congress
NGB Recommendation	Designated, Weighted Voting
NGB AAC Recommendation	Designated, Weighted Voting
Working Group Finding	Designated, Weighted Voting
<i>Finding Notes</i>	
USA Hockey's Congress will be comprised of a large body of voters encompassing many stakeholder groups. The role of the Congress will be related to governance especially and thus the Congress will be a Designated Committee. The NGB and AAC agreed that the best mode of weighted voting for the athletes at the Congress was to give each athlete two votes, as opposed to a single vote for other	

delegates. The two votes per athlete will aggregate to be 1/3 of the votes in the Congress. The panel approved this method of weighting.

Reviewed Competitions

Committees	<ul style="list-style-type: none"> • Starting in 1990 <ul style="list-style-type: none"> ○ IIHF Men's World Championship ○ IIHF Women's World Championship • Starting in 2008 <ul style="list-style-type: none"> ○ IIHF U20 Men's World Championship ○ IIHF U18 Men's World Championship ○ IIHF U18 Women's World Championship • Starting From Inception of Event <ul style="list-style-type: none"> ○ IPC World Para Ice Hockey Championship
NGB Recommendation	Elite Competition
NGB AAC Recommendation	Elite Competition
Working Group Finding	Elite Competition
<i>Finding Notes</i>	
<p>The NGB and AAC agreed that these events are elite international competitions for which Team USA is selected via an NGB led selection process. The age restricted categories requested are elite events in the context of the sport.</p> <p>For the purpose of conferring 10+ Year status on athletes, the events have been made eligible starting in the year in which there was gender equity in the events offered by the IF.</p> <p>The IF does not offer a U20 Women's World Championship and thus it was not included in the request. The NGB was encouraged to seek approval for such an event should the IF ever start organizing one.</p>	