# USA Gymnastics

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am sure we can all agree that 2020 was an incredibly challenging year. None of us could have anticipated a pandemic forcing the postponement of the Olympics, the indefinite closure of gyms and the end of several collegiate programs, in addition to the threat to our health. We know that it will take time to recover.

Yet even with the hardships, we are still proud of the resilient spirit we saw in 2020, and how the grit and flexibility we aspire to teach athletes showed up across the community. We can also celebrate the spectacular gymnastics that took place beginning with stellar performances at Melbourne and Baku World Cups, Morgan Hurd and Sam Mikulak winning American Cup titles and concluding with the six incredible gymnasts representing the USA in Tokyo in November.

Through the uncertainty of the year, we shifted our focus toward providing pandemic-related resources like training guidelines and virtual sanctions, while also working behind the scenes to rearrange our own operations and major events. In parallel, we also used this time to ground ourselves in what is most important for us in moving forward.

During this year, we:

- Committed to a new Mission — to create a community and culture of health, safety and excellence, where athletes can thrive in sport and in life — to serve as our clear “why” for everything we do, as well as new core values — Safety, Accountability, Integrity, Transparency and Listening — to guide our “how.”
• Grew our executive leadership team with several new leaders. I am proud of and inspired by this new team.

• Created a new Athlete Bill of Rights to help define expectations for athlete safety and make clear that athlete voices are not only welcomed, but valued.

• Dedicated more resources for education and Safe Sport efforts to increase transparency around processes and reduce the time to resolve claims.

• Committed to improving diversity, equity and inclusion in gymnastics, holding three public panels, engaging experts to provide training, and announcing a new Transgender and Non-Binary Inclusion Policy.

• Solicited meaningful feedback from all our constituents through multiple anonymous surveys, monthly meetings with the Athletes’ Council, and meetings with over 500 community members.

As we head into 2021, we will continue working to earn back the trust of the community. We will continue to learn from our past failures, and ensure that those lessons guide us as we move forward. We will focus on bringing our mission and values to life, reaching resolution with the survivors, and putting our community first in everything we do. That is our commitment.

Sincerely,

Li Li Leung
President and CEO, USA Gymnastics
Our Mission

TO BUILD A COMMUNITY AND CULTURE OF HEALTH, SAFETY AND EXCELLENCE, WHERE ATHLETES CAN THRIVE IN SPORT AND IN LIFE.

Core Values

Safety
We promote a safe and inclusive environment for our athletes and our community.

Integrity
We act with absolute integrity through values-based actions.

Accountability
We hold ourselves responsible and accountable for all of our actions.

Transparency
We operate and communicate with transparency.

Listening
We treat our community with the utmost respect and listen to their challenges and perspectives.
WHO WE ARE

ATHLETES | LEADERSHIP TEAM | BOD
Based in Indianapolis, USA Gymnastics is the national governing body for gymnastics in the United States and is sanctioned by the U.S. Olympic and Paralympic Committee (USOPC) and the International Gymnastics Federation (FIG). USA Gymnastics sets the rules and policies that govern the sport of gymnastics, including selecting and training the U.S. Gymnastics Teams for the Olympics and World Championships; promoting and developing gymnastics on the grassroots and national levels, as well as providing a safe, empowered and positive training environment; and serving as a resource and educational center for members, clubs, fans and gymnasts throughout the United States.

The organization is deeply committed to creating a culture that encourages and supports its athletes and focuses on its highest priority: the safety and well-being of athletes and our community. USA Gymnastics’ Membership is comprised of over 200,000 athletes and professionals and encompasses seven disciplines with the addition of Parkour in 2020.
ATHLETE MEMBERS
169,000+
Competitive gymnastics participants at all levels and all programs — Women’s, Men’s, Rhythmic, Trampoline & Tumbling, Acrobatic Gymnastics, and Gymnastics For All.
- Secondary insurance coverage at USA Gymnastics sanctioned events
- USA Gymnastics Membership card/decal
- Discounts on congresses, educational courses, and partner products

PROFESSIONAL MEMBERS
24,000+
Competitive coaches, judges/officials, meet directors.
- Secondary insurance coverage at USA Gymnastics sanctioned events
- Online USA Gymnastics Membership card
- Access to free and/or discounted educational course/event offerings
- Right to participate in USA Gymnastics sanctioned events
- Voting privileges for program positions

MEMBER CLUBS
3,500+
Any club(s), independent organization(s), and/or committee(s) that intend to host USA Gymnastics sanctioned events, or register/compete a team of athletes in a USA Gymnastics sanctioned competition.
- May host USA Gymnastics sanctioned events
- May register and compete athletes in USA Gymnastics sanctioned events
- Marketing, business, and educational benefits and discounts

INSTRUCTOR MEMBERS
8,700+
Gymnastics coaches, teachers and instructors who do not participate in sanctioned events.
- Online USA Gymnastics Membership card
- Access to free and/or discounted educational course/event offerings

WHO WE ARE
MEMBERSHIP
205,500+
2019-2020 SEASON
205,500+ MEMBERS
WHO WE ARE

EXECUTIVE LEADERSHIP TEAM

LI LI LEUNG
Chief Executive Officer

Prior to taking on the role as CEO at USA Gymnastics, Li Li served as a vice president at the National Basketball Association (NBA), where she was responsible for building, leading, negotiating and managing key partner relationships around the world.

Previously, she was a managing director at the global sports management firm Helios Partners, where she built from the ground up and managed their China and London offices. Li Li, a former elite gymnast, represented the U.S. in the 1988 Junior Pan American Games. She was also a member of the University of Michigan gymnastics team.

LAURYN TURNER
Chief of Staff

Lauryn joined USA Gymnastics in March 2020, bringing more than 20 years of leadership experience in the sports industry. She most recently served as Vice President for Varsity Brands with a focus on strategic growth, operational synergies and business transformation. Throughout her career, she has been a dedicated advocate and leader for numerous athlete health and safety programs.

KIM KRANZ
Chief of Athlete Wellness

Kim is a board-certified clinical specialist in sports physical therapy. Kim joined in December 2019 with more than 25 years of experience in physical therapy, sports medicine, positive coaching, and sports psychology (14 of which were at a children's hospital).

STEFANIE KOREPIN
Chief Programs Officer

As a former Rhythmic Gymnastics National Team Member, Stefanie represented the US at the 1998 World Championships and the 1999 Pan American Games. Stefanie—who has an MBA from Georgetown University—originally joined the USAG Board of Directors in 2018 after many years as an athlete, Brevet judge, and Program Committee Chairperson at USAG. She left her successful career in the energy industry to join USAG full time in 2019.
CAROL FABRIZIO
Chief Communications and Marketing Officer

USAG’s new head of communications and marketing is an equality advocate (former Commissioner for Colorado Civil Rights Commission) and spouse of an Olympian. She spent the last decade in various leadership roles in the sports leisure and travel industry and is passionate about effecting culture change.

ERICA KOVEN
Chief Membership Officer

Erica joined the leadership team in 2020, after spending more than 14 years serving USAG’s membership base and leading the member services department. Throughout her time with the organization, Koven has actively contributed to the day-to-day business operations of USA Gymnastics’ membership and education sectors, connecting with every facet of the gymnastics community across all disciplines.

CJ SCHNEIDER
Chief Legal Officer

C.J. Schneider is an attorney with Miller Johnson in Grand Rapids, Michigan. He has helped businesses and nonprofit organizations successfully navigate complex matters, including high-stakes litigation and complete corporate governance reform. He has worked with NGBs to restructure their governance models, reform their bylaws and Safe Sport / athlete safety policies, and respond to litigation. He has helped develop and implement some of the leading athlete safety and governance policies in the Olympic movement.
KATHRYN CARSON
Independent Director

Carson, who is based in Armonk, N.Y., most recently served as the chief legal officer for the United States Golf Association. She was previously the senior vice president and general counsel for North American beverages and food service division at PepsiCo, where she held several roles over two decades.

She previously was a board member for We Are Golf, the Executive Women’s Golf Association, and USA Field Hockey. Carson graduated from Mount Holyoke College with a Bachelor of Arts in political science and received her JD from George Washington University Law School.

IVANA HONG
Women’s Program

A 2016 Stanford graduate with a degree in human biology and sociology, Hong works as an engineering product manager at Apple. As an elite gymnast, Hong claimed the 2009 U.S. balance beam title, 2009 World balance beam bronze medal, 2007 World team gold medal, and served as an alternate for the 2008 U.S. Olympic Team. During her time as the team captain for Stanford University’s women’s gymnastics team, Hong was a five-time All-American, three-time Regional balance beam champion, 2015 NCAA balance beam runner-up, and 2016 AAI Award semifinalist. Hong is a member of the USA Gymnastics Hall of Fame.

BRANDON WYNN
Men’s Program

Wynn is currently the CEO at Business Elevator, a fitness, nutrition and wellness company for professionals; as well as CEO with 10th Avenue Holdings, a real estate holding company. He is a veteran of three World Championships Teams (2010, 2013, 2015) and the 2013 World still rings bronze medalist. In 2015, he helped the U.S. men place fifth at the World Championships and finished fifth on still rings. Originally from Voorhees, N.J., he is a four-time U.S. still rings champion (2010-11, 2013-14). He competed for the Ohio State University men’s gymnastics team and clinched two NCAA still rings titles. Wynn has a master’s degree in business administration, accounting and finance from Keller Graduate School of Management, graduating in 2015.

REBECCA SEREDA
Combined

Sereda, a Staten Island native and graduate of Boston University with a Molecular Biology degree, currently resides in Boston. She currently is employed at Harvard University doing Stem Cell Cardiology Research. In addition, she is a FIG Brevet Judge, Athlete Representative and serves on the Rhythmic Program Committee and Athlete Selection Committee. Sereda was six-time National Champion and was a member of the US Rhythmic National Team for seven years (2008-2014). She was a 2013 World Championships finalist and Pan American champion. She has won numerous international medals throughout her Junior and Senior competitive years.
NATIONAL MEMBERSHIP DIRECTORS

KITTIA CARPENTER
Women's Program

Carpenter is the team director and head coach at Buckeye Gymnastics in Westerville, Ohio, where she has guided numerous U.S. National Team members including gold medal winners at the World Championships, American Cup and Olympic Games. In her thirty years of coaching, Carpenter’s gymnasts have won over 1,000 state, regional, and national titles. As a FIG Brevet Level judge, she has judged at the top elite events in the country including the U.S. Championships and World Team Trials. Carpenter is currently the Region 5 Junior Olympic Chair for USA Gymnastics. She was an elite gymnast herself and attended Arizona State University on a full athletic scholarship.

SCOTT LINEBERRY
Combined

Scott Lineberry is a gym owner, coach, and has a sport psychology counseling practice. He has been involved with USA Gymnastics for twenty-five years through the Trampoline and Tumbling Program. Scott served on the USA Gymnastics Interim Board of Directors in 2018 and on the permanent Board of Directors from October 2019-December 2020. He also served as Chair of the Trampoline and Tumbling Elite Committee from 2015-2020, on the Education Committee from 2005-2009, and chaired the local organizing committee for the 2002 Trampoline and Tumbling World Cup. Scott has coached from grassroots to National Team elite athletes and continues to coach and encourage athletes at all levels. As a gym owner, he is well aware of the recent business challenges for gym owners and coaches and is a strong supporter of Safe Sport and its continued evolution to serve the safety of the athletes and sport. Scott holds a Ph.D. in Sport Psychology Counseling, a Ph.D. in Sport Psychology Education and has authored sports science books, articles, and manuscripts — which he has presented across the United States and at USA Gymnastics National Congress. He was a second responder at the Pentagon after 9/11 and has extensive experience assisting athletes through trauma.

JUSTIN SPRING
Men's Program

Spring, a three-time Big 10 Coach of the Year and the 2012 NCAA Coach of the Year, is currently in his eighth season as head coach at the University of Illinois. Under his direction, the Illini claimed three conference championships and the 2012 NCAA team title. He was a member of the U.S. Men's National Team and a four-time NCAA champion. Spring's athletic accomplishments also include: 2008 Olympic team bronze medalist; 2008 national parallel bars champion; two-time U.S. high bar champion (2005, 2007); 2005 World team member; 2006 Nissen-Emery Award winner; 13-time All-American (2003-06); and Big 10 Gymnast of the Year. He graduated from the University of Illinois in 2006 with a bachelor’s degree in speech communication and earned his master’s in sports management in 2014.
INDEPENDENT DIRECTORS

**LOIS ELIZABETH BINGHAM**

Lois Elizabeth Bingham serves as Independent Director with a term running from 2018 through 2021. Currently based in the metropolitan Washington DC area, Bingham is the National Executive Director for Delta Sigma Theta Sorority, Inc. Prior to serving in her new role, she was a business lawyer in the Detroit area with experience in both law firm and corporate settings, having most recently served as vice president, general counsel, compliance officer and secretary for Yazaki North America. She has served on the American Bar Association’s Commission on Women Bias Interrupters Working Group, and as chair of the Board of Directors for the Minerva Education and Development Foundation and Legal Aid and Defender Association in Michigan. Bingham graduated from the University of Pennsylvania with a Bachelor of Arts in political science and from Temple University’s James E. Beasley School of Law.

**BRENT LANG**

Treasurer

Based in the San Francisco area, Lang is president and CEO of Vocera Communications (NYSE: VCRA), where he has worked since 2001. Prior to joining Vocera, he was senior director of marketing for 3Com and a strategy consultant for Monitor Company. Lang serves on the Leadership Council for Positive Coaching Alliance. Lang won an Olympic gold medal for swimming in the 4x100 freestyle relay, as part of the U.S. team at the 1988 Olympic Games in Seoul, Korea. He graduated from the University of Michigan with a Bachelor of Science in engineering and a Master of Business Administration from Stanford University Graduate School of Business.

**DAVID RUDD**

Vice Chair/Secretary

Rudd is of counsel to Rudd Resources, a communications, messaging and public relations firm in Chicago. His previous experience includes communications leadership roles at the University of Chicago Medicine, Weber Shandwick, Motorola, the State of Illinois and Chicago Public Schools. He began his career in journalism at the Chicago Tribune. Rudd serves as a board member for Prevent Child Abuse America and is the treasurer for the Black Public Relations Society. He earned his journalism degree from Northwestern University.
INDEPENDENT DIRECTORS

STACI SLAUGHTER
Slaughter is the executive vice president of communications and senior advisor to the CEO for the San Francisco Giants, where she has worked for 22 years. Her previous experience includes press secretary for San Francisco Mayor Frank Jordan and communications advisor to Los Angeles Mayor Richard Riordan. Slaughter currently serves as a Board member for the Baseball Assistance Team and as vice chair of the Board for Golden Gate National Parks Conservancy. Based in the San Francisco area, she graduated from the University of California, Berkeley with a Bachelor of Science in social sciences.

JULIE SPRINGWATER
Springwater, a resident of Andover, Mass., is an adjunct professor at Boston University’s School of Social Work and interim chair of Macro Practice (non-clinical social work). She specializes in child welfare, positive youth development and human service management. Springwater also serves as the director for the New England Association of Child Welfare Commissioners and Directors, located at Boston’s Judge Baker Children's Center. She is currently serving as the chair of governance for the Child Welfare League of America. She earned her Bachelor of Arts in sociology at the University of Massachusetts and her Master of Social Work at Boston University.

KIMBERLY TILL
Till has held senior roles at Disney, Sony, AOL Time Warner, and Microsoft. She was CEO of two consumer insights and data analytics businesses, one of which was a public company traded on NASDAQ. Till currently is launching two new business ventures in the commercial real estate and food and beverage industries. She has served on two public company and two privately held boards. In addition to her corporate roles, Till was selected for the prestigious White House Fellowship, where she served as a special assistant to the former U.S. Trade Representative and Secretary of Agriculture and the director of the FBI. Her academic career includes an MBA from Harvard Business School and a J.D. from Duke University Law School. Till also serves on the boards of the New York Pops and Getting Out and Staying Out (GOSO).
INDEPENDENT DIRECTORS

JUSTIN TOMAN

Toman, who is based in White Plains, N.Y., is the head of sports marketing and partnerships for PepsiCo North America Beverages, where he has worked since 2007. He received a Sports Business Journal’s 2018 Power Player/Brand Builder Award and in 2017 was named one of the “40 Under 40” in sports business. Toman competed on the men's gymnastics team for the University of Michigan, where he earned his Bachelor of Science in exercise physiology, Master of Arts in sports management and communications, and Master of Business Administration in marketing and strategy. He also worked for Michigan as a National Collegiate Athletic Association rules compliance associate and an assistant sports information director while earning his graduate degrees. Toman was a three-time NCAA national champion and a five-time NCAA All-American, as well as won the 2002 Big 10 Medal of Honor and the 2002 Nissen-Emery Award. Toman was a member of the U.S. National Team from 1998-2002.

ADVISORY COUNCIL

KEVIN WHITE

White has owned Courthouse Gymnastics for 26 years. He is currently serving as the Mississippi Men’s state chairman and the Region 8 chairman (35 years). In his position as chairman, he has helped develop and institute the Regional Elite Team Program and State Elite Team Programs. He is the current president of the U.S. Men's Gymnastics Coaches Association and a member of the USA Gymnastics Advisory Council. He served as a floor manager for 10 years at USA Gymnastics premier events, including World Championships and several Olympic Trials, American Cup and U.S. National Championships. White has served on several USA Gymnastics eligibility committees. He serves on many Junior Olympic Program Committee sub committees, such as the 2016-2020 Junior Olympic Format Coordinating Committee, and 20-plus years as an NGJA nationally rated judge. In May 2018, White was awarded the Frank Cumiskey Award for outstanding contributions to U.S. junior men's gymnastics.
YEAR IN REVIEW
WOMEN | MEN | RHYTHMIC | T&T | ACROBATIC
USA GYMNASTICS

YEAR IN REVIEW

WOMEN’S PROGRAM

MELBOURNE WORLD CUP
February 23, 2020
Jade Carey
• Floor Exercise, Gold
• Vault, Gold

NASTIA LIUKIN CUP
March 6, 2020
Haleigh Bryant – Senior All-Around Gold
Kiley Rorich – Junior All-Around Gold

AMERICAN CUP
March 7, 2020
Morgan Hurd – All-Around Gold
Kayla DiCello – All-Around Silver

INTERNATIONAL GYMNX
March 9, 2020
Senior
• Team, Gold
• Emily Lee – All-Around Gold
• MyKayla Skinner – All-Around Silver
Junior
• Team, Gold
• Skye Blakely – All-Around Gold
• Konnor McClain – All-Around Silver
WINTER CUP
February 20-22, 2020
Sam Mikulak – Senior All-Around Gold
Aydon Benas – Junior All-Around Gold

ELITE TEAM CUP
February 20, 2020
Region 3 – Fuzzy Benas, Caden Clinton, Dallas Hale, Asher Hong, Cameron Lee, Zachary Nunez, Daniel Simmons, Oliver Zavel – Team, Gold

MELBOURNE WORLD CUP
February 23, 2020
Stephen Nedoroscik – Pommel Horse, Gold

AMERICAN CUP
March 7, 2020
Sam Mikulak – All-Around Gold
Shane Wiskus – All-Around 4th place
SENIOR NATIONAL TEAM CAMP
January 9-13, 2020

RHYTHMIC CHALLENGE AND INVITATIONAL
February 7-9, 2020
Laura Zeng – Senior All-Around Gold
Veronica Portnov – Junior All-Around Gold
U.S. Senior National Group – Senior Group Challenge, Gold
Vitrychenko Junior Group – Junior Group Challenge, Gold

MISS VALENTINE GRAND PRIX
February 26-March 3, 2020
Laura Zeng – All-Around Bronze

BRNO GRAND PRIX
March 7-8, 2020
Evita Griskenas – Ball, Bronze
Junior Team – All-Around Bronze
INTERNATIONAL WORLD GAMES ASSOCIATION'S ATHLETE OF THE MONTH
January 2020
Ruben Padilla
• First time a T&T athlete has been recognized for the award

ELITE DEVELOPMENT CAMP
January 31 - February 3, 2020

NATIONAL TEAM CAMP
February 8 - 11, 2020

BAKU WORLD CUP
March 6, 2020
Kaden Brown – Men’s Tumbling, Gold
Tia Taylor – Women’s Tumbling, Bronze
Nicole Ahsinger & Jessica Stevens – Women’s Synchro Trampoline, Bronze

Distributed $13,500 in scholastic scholarships and fully funded 2021 scholastic scholarships
KING EDMUND ACRO CUP
February 1-2, 2020

- Emily Davis & Aubrey Rosiller – Senior Women’s Pair, Gold
- Arianna Katsov & Mo Arthur – 12-18 Women’s Pair, Gold
- Polina Bakman, Aubrey Nguyen & Remi Nguyen – 12-18 Women’s Group, Gold
- Mari Tutberidze, Riley Freed & Jessica Kicza – 12-18 Women’s Group, Silver
- Eshiana Coleman & Jaylen Ivey – 12-18 Mixed Pair, Gold
- Gianna Calo, Grace Wright & Sarah Wilson – 11-16 Women’s Group, Silver
COVID RESPONSE

PROGRAMS | ORGANIZATION
COVID RESPONSE

PROGRAMS

WOMEN

9 National Team Zoom Meetings
  • Dance class
  • Meeting with Olympians

Athlete Town Hall with USOPC

10 Developmental Athlete virtual trainings/camp

3 Positive Coaching Alliance Workshops with National Team Staff and National Team Coaches

Tom Forster & Dan Baker conducted 8 city tour
  • Houston, San Antonio, Kansas City, Minneapolis, Indianapolis, Delaware (Newark), Baltimore, and Phoenix

MEN

Weekly Junior & Senior National Team virtual trainings
  • Hosted by Dave Tilley and Dave Durante

High Performance Director and VP visited 9 different Senior National Team athletes at their gyms

Held virtual Future Stars Nationals competition
  • 50 athletes

3 Positive Coaching Alliance Workshops with National Team Staff and National Team Coaches

Virtual Coaches Workshop
  • 10 presentations
  • 77 coaches attended

RHYTHMIC

Series of High Performance online training sessions for the National Team
  • Hosted by Jenna Tegtmeier and Elizabeth Darling

Webinars
  • Return to Training
  • Strength and Flexibility series

Online resources and live classes
  • Ballet training resources
  • Body waves training resources

3 Positive Coaching Alliance Workshops with National Team Staff and National Team Coaches with 1 specifically for parents

4 All-Program Zoom meetings

Weekly open training series with national staff

Open Call for 2021 National Prep Group
  • Virtual event and selection
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<th><strong>TRAMPOLINE &amp; TUMBLING</strong></th>
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| Twice-weekly Junior and Senior National Team Zoom workouts and activities with National Coordinators  
  • 40 sessions in total | Virtual meeting with National Team Coaches |
| Virtual National Team meetings  
  • 201 individual athlete check-ins in lieu of camps. This was done quarterly (3x over the year)  
  • Conducted by the Program Director and the National Coordinators | Virtual athlete focus series with all members of National Team  
  • 50+ athletes attended per session |
| 2 Positive Coaching Alliance Workshops with National Team Staff and National Team Coaches | Virtual training camp for all National Team athletes  
  • 8 clubs attended |
| Implemented virtual mobility process  
  • To date, 78 athletes have used this process to progress through the levels | 2 Positive Coaching Alliance Workshops with National Team Staff and National Team Coaches |
| Virtual National and Regional Judging courses  
  • 15 attended the National Course  
  • 91 attended the various Regional courses |
Operations were shifted to provide pandemic-related resources like return-to-training guidelines, virtual sanctions and scoring platform, webinars on topics such as government and loan assistance, and more on our coronavirus resources webpage.

- Transitioned the National Congress & Trade Show from a live event to a virtual online event.
- This transition granted us the ability to provide congress presenters, attendees and exhibitors with a unique and engaging congress experience.

2800+ Attendees
200+ Lectures
30 Days Post-Event Access
USA Gymnastics announced multiple ways to hold competitive gymnastics events for the 2020-21 season, including virtual event sanctions and a free platform for hosting virtual meets.

- USA Gymnastics continued to sanction live, in-person events, subject to local regulations. For the 2020-21 season USA Gymnastics has already issued approximately 1,100 event sanctions to date.

- USA Gymnastics is now providing sanctions for virtual events on a number of different platforms, including Zoom, Skype and Google Meet, ensuring that even more athletes are able to compete despite complications created by the ongoing coronavirus pandemic.

- For the 2020-21 season, USA Gymnastics also provided members free access to the Flyp10 virtual meet platform, which is integrated with USA Gymnastics’ Meet Reservation system. Using Flyp10, participants are able to upload HD-quality recordings of their real-time performances for immediate scoring by judges and keep track of rolling scores and placement throughout the meet.
WEBINARS
MORE THAN 40,000 VIEWS

- Specifically geared toward club owners with guidance on business related topics like CARES Act, loans, employment benefits, PPP (18)
- Intended for coaches and owners with topics like virtual training to reopening tips (6)
- Developed for coaches and athletes with specific technique or conditioning content (6)
- Additional webinars for the entire gymnastics community on mental health topics such as adjusting to change and finding opportunity through adversity (4)
- Designed to assist and unify clubs as they advocate for re-opening when it was safe to do so (2)
ORGANIZATIONAL INITIATIVES

ATHLETE BILL OF RIGHTS | DE&I
We announced a new Athlete Bill of Rights that helps define expectations related to athlete safety, health and wellness; coaching standards; interactions with other USA Gymnastics members; and organizational integrity and transparency.

**PARTICIPATE IN GYMNASTICS**
Gymnastics is inclusive and open to everyone. All athletes have the right to participate, regardless of their age, race, ethnicity, gender, sexual orientation, gender identity, disability, religion, or other similar characteristics. Athletes have the right to participate at a level commensurate with their maturity and ability and will be given an equal opportunity to strive for success.

**TRAIN AND COMPETE SAFELY**
Safety is paramount. All athletes have the right to:
- Participate in an environment that is free from emotional, sexual, or physical abuse;
- Train and compete in a safe environment, free from inappropriate physical hazards, bullying, hazing, harassment, stalking, violence, or similar threats; and
- Train and compete on equipment that is clean, appropriately fitted, and properly maintained.

**HAVE THEIR PERSONAL HEALTH AND WELLNESS PRIORITIZED**
Athletes have the right to pursue a healthy lifestyle that includes proper nutrition, mental health support, injury prevention and care, and necessary rest and recuperation, especially when healing from injury.
BE TREATED WITH DIGNITY AND RESPECT
Athletes have the right to be treated fairly and with dignity and respect. They have the right to make mistakes and fail without fear. They have the right to be respected, encouraged and supported appropriately by other athletes, parents, coaches, judges, spectators, event officials and those in positions of authority.

RECEIVE PROPER INSTRUCTION
Athletes have the right to:
- Be coached by individuals who are knowledgeable and have received appropriate training.
- Be properly prepared for participation by those in positions of authority, including coaches, club owners, and administrators.
- Question or report improper behavior or violations of the Safe Sport Code, including of coaches or club owners, without fear that doing so will negatively impact their participation or success.
- All athletes (and particularly minor athletes) are entitled to have their parents observe coach/athlete interactions.

PROVIDE INPUT ON MATTERS THAT DIRECTLY AFFECT THEM
Athletes have the right to provide input, and have their voices respected, in matters that directly affect them.

VOICE OPINIONS ON ISSUES THAT AFFECT THE GYMNASTICS COMMUNITY
Athletes have the right to respectfully express themselves on issues that impact the gymnastics community, with the confidence that doing so will not jeopardize their ability to participate and/or negatively impact their success.

INTEGRITY AND TRANSPARENCY
Athletes have the right to fair and transparent procedures and policies within their discipline – including selection procedures – that demonstrate integrity and are free from conflicts of interest, impropriety, and favoritism.
We committed to improving diversity, equity and inclusion in gymnastics and started implementing a plan to do so. In June, we published this commitment with specific action items in a letter to the community. In addition to reviewing our own operations, we also:

- Announced a new Transgender and Non-Binary Inclusion Policy.
- Hosted three publicly DE&I-focused panels.
- Conducted RISE (Ross Initiative in Sports for Equality) training for all staff members and leadership positions.
- Held Board discussion and training with DE&I experts.
- Began working with academic experts to conduct an analysis of bias in gymnastics.
SAFE SPORT
OVER THE COURSE OF 2020, WE:

- Restructured intake and resolutions process to streamline and standardize processes and reduce time to closure.
- Reviewed all cases received prior to 2020 and moved forward, either to investigation or resolution.
- Developed new and clearer data reporting on resolutions to the Board and Safe Sport Committee for improved oversight.
- Developed Strategic Plan (2021-2024) with focus on increasing education and outreach.
- Improved transparency.
  - Tiering of Intake Reports document
  - Improved communication to claimants and respondents
  - Live virtual meetings with State and Regional Chairs and club owners

+33%
Safe Sport department increased from six employees to eight employees

-69%
Reduction in active cases
PARTNERSHIPS

LOYAL | NEW