

THINK



BEYOND THE COMPETITION

2006-07

RACIAL AND GENDER REPORT CARD

by **Richard E. Lapchick**

with Jessica Bartter, Marina Bustamante, Boma Ekiyor,
Bente General, Nadia T. Gruny and Horacio Ruiz

A comprehensive analysis of the hiring practices of
Major League Baseball, the National Basketball Association, the Women's National Basketball Association,
Major League Soccer, the National Football League and College Sport.

Presented by
The Institute for Diversity and Ethics in Sport
with the
DeVos Sport Business Management Program
in the
College of Business Administration
of the



The Racial and Gender Report Card

This is the 15th issue of the Racial and Gender Report Card (RGRC), which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport (TIDES), which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard E. Lapchick has authored all reports, first at Northeastern and now at UCF. (Until 1998 the report was known as the Racial Report Card.) Funding has been provided by the John Thompson Foundation.



The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports.

The Institute researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, The Institute conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director, Dr. Richard E. Lapchick, is a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Lapchick also serves as director of the DeVos Sport Business Management Program in the College of Business Administration at the University of Central Florida (UCF) and is president and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women. The Institute for Diversity and Ethics in Sport is part of the DeVos Sport Business Management Graduate Program.



The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while emphasizing diversity, community service, and sport and social issues. It is the only program in a business college to offer a two degree option, allowing students to earn a master's of business administration (MBA) degree in addition to the master's of sport business management (MSBM) degree.

The program, located in the College of Business Administration at the University of Central Florida, was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.

Table of Contents

List of Tables	2
Executive Summary	4
Detailed Highlights	7
Chapter 1: 2006-07 Grades	13
Chapter 2: Major League Baseball	16
Chapter 3: National Basketball Association	26
Chapter 4: Women's National Basketball Association	39
Chapter 5: National Football League	45
Chapter 6: Major League Soccer	56
Chapter 7: College Sport	63
Chapter 8: Conclusion	90
Chapter 9: Diversity Initiatives	92
Chapter 10: Terms of Diversity	96

List of Tables

OVERALL GRADES

Grade Key (Race)	13
Grade Key (Gender)	13
Key for Weighted Grades	13
2006-07 Report Card Grades	13
Professional Weighted Grades:	
MLB, NBA and NFL	14
MLS & WNBA	15

MAJOR LEAGUE BASEBALL

Players	16
MLB Central Office	17
Majority Owners	18
Managers	18
Historical Listing of Managers of	
Color: MLB	19
Coaches	20
CEO/Presidents	20
General Manager/Director of	
Player Personnel	21
Vice Presidents	22
Senior Administrators	22
Team Professional Administration	23
Physicians	23
Head Trainers	24
Radio and TV Announcers	24
MLB by Position	24

NATIONAL BASKETBALL ASSOCIATION

Players	26
League Office: Professional Employees	27
Majority Owners	28
Head Coaches	29
Historical Listing of African-American	
Professional Head Coaches in the NBA	30

Assistant Coaches	31
CEO/Presidents	32
General Manager/Director of	
Player Personnel	32
Vice Presidents	33
Senior Administrators	34
Professional Administration	35
Physicians	36
Head Trainers	37
Radio and TV Announcers	38

WOMEN'S NATIONAL BASKETBALL ASSOCIATION

Players	39
League Office: Professional Employees	40
Majority Owners	40
Head Coaches	41
Assistant Coaches	41
CEO/President	42
General Manager/Director of	
Player Personnel	42
Vice Presidents	43
Senior Administrators	43
Professional Administration	44
Physicians	44
Head Trainers	44

NATIONAL FOOTBALL LEAGUE

Players	45
League Office: NFL	46
Majority Owners	47
Head Coaches	47
Historical Listing of African-American	
Professional Head Coaches in the NFL	48
Assistant Coaches	48

CEO/Presidents	49	Male Student-Athletes Division I	69
General Manager/Director of Player Personnel	49	Female Student-Athletes Division I	70
Vice Presidents	50	Student-Athletes: Division I	71
Senior Administrators	51	Historical Listing of African-Americans, Latinos and Other People of Color as Division IA Head Football Coaches	72
Professional Administration	51	College Head Coaches:	
Physicians	52	Men's Teams	73
Head Trainers	53	Division I	74
Radio and TV Announcers	53	Division II	75
NFL Offense	54	Division III	76
NFL Defense	55	Division I Women's Teams	77
MAJOR LEAGUE SOCCER		College Assistant Coaches:	
Players	56	Division I	78
League Office: Professional Employees	57	Division II	79
Head Coaches	58	Division III	80
Assistant Coaches	59	Division I: Men's Teams	81
CEO/Presidents	59	Men's Teams: Divisions I, II, III	82
General Manager/Director of Player Personnel	60	Division I Women's Teams	83
Vice Presidents	60	College Athletics Directors:	
Senior Administrators	60	Division I	84
Professional Administration	61	Division II	84
Physicians	62	Division III	85
Head Trainers	62	College Senior Athletic Administrators:	
Radio and TV Announcers	62	Associate and Assistant Athletics Director	86
COLLEGE SPORT		NCAA Senior Woman Administrators	87
NCAA Vice President/Chief of Staff	64	NCAA Faculty Athletics Representative	88
NCAA Chief Aides/Directors	65	College Professional Administration	
NCAA Administrators	66	by Division	89
NCAA Support Staff	67	by Position	89
Conference Commissioners in Div. IA	68		
Conference Commissioners in Div. I	68		
Associate Conference Commissioners	68		

Executive Summary

Sixty years ago Jackie Robinson broke Major League Baseball's color barrier in sport and America changed forever as a result. The Racial and Gender Report Card asks, "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team?"

For the first time in the history of the Racial and Gender Report Card, a men's pro sport earned an overall **A-** when the NBA earned its highest grade ever with an **A+** for race and a B for gender for a combined **A-**. The NBA has been tops for the two decades of the publication of the Report Card.

This was a year that saw continued improvements in racial hiring practices in the NBA, MLB, NFL, MLS among men's professional sport and in the WNBA for women's professional sport. While we did not have a complete report on college sport because new data was not available in 2007, we do have new information on the NCAA Headquarters as well as the demographics of the leadership positions in Division IA college sport. The NBA, WNBA and MLS all achieved A's for race, the first time three leagues did so in one year. The NFL and MLB, historically among the worst in pro sport, have significantly closed with gap with strong **B+**'s.

On the other hand, there was little to no progress on the hiring of women in professional sport. While the NBA (**B**) and MLB (**C+**) led the way, the NFL and MLS did poorly regarding gender hiring practices. Even the WNBA slipped slightly in this area with a **B+** after consistent **A**'s. College sport did better on gender than the men's pro sports in general.

In the 60th anniversary year of Jackie Robinson breaking MLB's color barrier, a new milestone was achieved with the release of the 2006 Major League Baseball Racial and Gender Report Card. Baseball achieved its highest grade ever in both race and gender as well as its highest combined grade. With the score of 89.1 for race, baseball is on the brink of achieving its first **A** with a solid **B+** as well as a **C+** for gender.

Baseball achieved this through improvements for race and gender in the Commissioner's office, at the levels of coach, team vice presidents, senior administrators on teams, and professional administrators on teams. I also want to acknowledge baseball for its outstanding records with Diversity Initiatives which include the Inaugural Civil Rights Game played in Memphis on March 31, 2007.

There is some irony in the MLB section of the Report Card. Jackie Robinson's dream was to increase the percentage of African-American players as well as coaches and front office personnel. While MLB has achieved these new distinctions regarding who runs the game, the percentage of African-Americans playing the game reached a new low at 8.4 percent. That has been a concern of Major League Baseball and leaders in the African-American community as the numbers have consistently gone down. On the other hand, with 40.5 percent players of color, MLB is close to its all-time high of 42 percent players of color during the season marking the 50th anniversary of Jackie Robinson breaking the color barrier. However, at that time the percentage of African-American players was double today's total with 17 percent. Nonetheless, this should not take away from MLB's achievement in this report.

The last two MLB seasons have witnessed historic successes for teams with people of color as both managers and general managers. The 2005 season marked the first time a team won the World Series with a person of color in both positions of manager (Ozzie Guillen) and general manager (Ken Williams). The 2006 season almost followed suit when the New York Mets, also led by two people of color (Willie Randolph as the Manager and Omar Minaya as GM), went to Game 7 of the National League Championship Series.

When I started writing the Racial and Gender Report Card in the 1980's, Major League Baseball and the NFL were far behind the NBA among the men's leagues regarding race. While the NBA is still the best for creating leadership opportunities for people of color, MLB and the NFL have closed the gap. The WNBA and MLS tied for second with an **A** in race while MLB and the NFL each received a **B+** for race.

The Racial and Gender Report Card section for the National Basketball Association for the 2006-07 season showed that the NBA remains the industry leader on issues related to race and gender hiring practices.

The NBA has had the top grade among the men's leagues for race for all 14 previous reports over nearly two



Dr. Richard E. Lapchick

“Sixty years ago Jackie Robinson broke Major League Baseball’s color barrier in sport and America changed forever as a result.”

decades. Based on the total points used in the weighted scales, the NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A+** for race and a **B** for gender for a combined **A-**. This is the first time in the history of the Racial and Gender Report Card that any men's league achieved a combined **A-**. The NBA showed dramatic improvement in almost all areas for race in both the league office and at the team levels.

The Women's National Basketball Association section showed once again that the WNBA was the best among pro sports leagues for the combined grade for race and gender. The Report Card asks, "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a basket and run the team?" The answer for the WNBA is a resounding "yes."

At the mid-point of its 11th season, the WNBA once again got an **A** for race but slipped to a **B+** for gender while maintaining an **A** as a combined grade. In the 2001, 2004 and 2005 Racial and Gender Report Cards it had received **A**'s in all three. No other professional sports league has achieved that even once.

The drop was because women lost ground at the team level as assistant coaches, team vice presidents, senior professionals, professional administrators and head trainers. They made gains in the WNBA League Office, as team presidents/CEOs and as team physicians in 2006. In the 2007 season, women made gains as head coaches and general managers. One could argue that the league is even more diverse since there are increased opportunities for men but the Report Card specifically measures opportunities for women and people of color.

People of color gained ground in the WNBA as team presidents/CEOs, general managers, team vice presidents, and head and assistant coaches while slipping as players and team senior administrators.

The National Football League section records continued progress on racial hiring practices in the 2006 NFL Racial and Gender Report Card. The NFL improved its record for both race and gender, raising its grade for race to a solid **B+** approaching an **A-** with a score of 88.6 points out of 100. The Institute did not issue a grade for gender in this report card for reasons explained below. In the last Report Card the NFL received a **B+** for race and we did not issue a grade for gender. The NFL's last gender grade was a **D+** in the 2004 Report Card.

The Report shows the significant progress made in the NFL, especially in the key positions of head coach (seven in 2006, six in 2007), general manager (four in 2006, five in 2007) and assistant coach where the NFL reached all-time highs. The biggest breakthrough was the fact that two African-American head coaches faced each other in the Super Bowl for the first time.

The fact that the 2007 Super Bowl Sunday marked the first time two African-American head coaches led their teams against each other in a Super Bowl was widely discussed and extensively covered in the media. This is how rare the event was: having two coaches of color in the NBA finals had only happened once (1975) and it had never happened in a World Series, a men's or women's college basketball national championship, or in any BCS bowl game.

NFL Commissioner Roger Goodell completed his first year during the reporting year and the results augur well for the future of more opportunities for people of color in the NFL.

Unlike the other professional leagues, the NFL League Office does not participate in the Racial and Gender Report Card, either by providing League Office data or in reviewing and corroborating the data that we submit to each league prior to publication in order to try to achieve the most accurate analysis. This is the third time the NFL took this position. Without League Office data, The Institute was left with less sufficient data on gender and, therefore, we did not issue a grade on gender. The record of NFL teams regarding the hiring of women remained poor, especially compared to the significant progress on race.

The 2006 Major League Soccer section in the Racial and Gender Report Card shows outstanding results for MLS regarding racial hiring practices and very poor results in gender hiring practices.

MLS earned a solid **A** (93.3) for racial hiring after getting **A**'s in the categories of MLS League Office, CEO/team presidents, professional administration, assistant coaches and players. This was the second best grade in professional sport following the NBA.

In 2004, The Institute for Diversity and Ethics in Sport (TIDES) reported that Major League Soccer had gone from the industry's first-ever **F** for gender in 2003 to score a **B** for gender in 2004. Two years later, the gender grade has dropped to a **D+** with no category used to measure gender being above a **D+**. At a weighted grade of 64.6, MLS had the lowest grade for gender in professional sport whereas in 2004 MLS was tied with the NBA for gender as the best among the men's professional leagues. MLS received an

“...2007 Super Bowl Sunday marked the first time two African-American head coaches led their teams against each other in a Super Bowl...”

Executive Summary

A+ for diversity initiatives in both categories.

The NCAA did not release a new NCAA Student-athlete Ethnicity Report, the Race and Gender Demographics of NCAA Member Conferences Personnel Report, or the Race and Gender Demographics of NCAA Member Institutions Athletic Personnel for 2006 or 2007. In previous years, these reports were used to examine the racial and gender demographics of NCAA student-athletes, head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fund-raising, facilities, marketing, ticket sales and media relations, and an array of assistants and support staff. With the lack of such reporting methods, The Institute for Diversity and Ethics in Sport (TIDES) was unable to issue College Sport a grade for 2006-07.

The NCAA Headquarters did provide The Institute with updated data for the fiscal year of 2006-07 which ended September 1, 2007. This data revealed the racial and gender demographics of NCAA president/vice presidents/senior vps/executive vps, managing directors, administrators, and support staff.

Despite the lack of the usual college data, The Institute was able to examine faculty athletic representatives, conference commissioners, athletic directors and presidents at the Division IA university level because of a study performed by The Institute and released in October 2007 titled *The Buck Stops Here: Assessing Diversity Among Campus and Conference Leaders for Division IA Schools in 2007-08*.

The overwhelming majority of the most powerful people in college sport were still white in Division IA. This included 93.3 percent of the presidents, 86.7 percent of the athletics directors, 93.5 percent of the faculty athletics reps and 100 percent of the conference commissioners.

The percentage of African-American male Division I student-athletes stayed relatively the same in 2005-06 (24.6 percent) when compared to 2004-05 (24.8 percent). Though slight, this was the first drop in African-American male student-athletes since the 1999-2000 academic year. Similarly African-American female Division I student-athletes in all sports dropped just slightly from 15.4 percent to 15.1 percent, marking the first time their percentage has decreased since 1996-97 in the history of the Report Card. White male and female student-athletes continued to drop to 61.7 percent (down 0.5 percentage points) and 70.1 percent (down 0.4 percentage points), respectively. The largest changes came in non-resident aliens who increased by 0.5 percent among the male student-athletes and 0.7 percent of the female student-athletes in all sports of the NCAA's Division I.

It is imperative that sports teams play the best athletes they have available to win games. The Institute strives to emphasize the value of diversity to sports organizations when they choose their team on the field and in the office. Diversity initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. It is clearly the choice of the organization regarding which applicant is the best fit for their ball club, but The Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender. This element of diversity can provide a different perspective, and possibly a competitive advantage for a win in the boardroom as well as on the field.

The question we persistently and insistently ask in the Racial and Gender Report Card is, "Can we achieve equal opportunity when it comes to gender and racial equity in the world of college and professional sports?"

This is the question at the heart of the Racial and Gender Report Card and it is a question we will continue to ask until such equity is achieved. We have documented the gains and losses of women and people of color in the world of sport for two decades. What we find is that while greater equal opportunity has been achieved over the years, the world of sport remains far from equal. As we saw in the 2005 Report, gains and losses can be dramatic. Usually such gains and losses come one at a time.

Issues of race and gender continue to be a concern for sport in America. While the leadership at top levels of the professional leagues and NCAA remains committed to diversity, the results continue to filter down to teams and colleges and universities at a slow pace.

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida publishes the Racial and Gender Report Card to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions.

Clearly, there is room for improvement in all sports, but I remain optimistic. With continued emphasis on diversity, not only by changing numbers but also by changing attitudes through diversity management training and other diversity initiatives, I believe sports organizations can be as dedicated in their hiring practices as they are on the playing field, committed to playing the best people they have available.



Richard E. Lapchick is the Chair of the DeVos Sport Business Management Graduate Program in the College of Business Administration at the University of Central Florida (<http://www.bus.ucf.edu/sport/>). He is President of the National Consortium for Academics and Sports. The author of 13 books, Lapchick also directs UCF's Institute for Diversity and Ethics in Sport. He is a regular columnist on diversity and ethics for ESPN.com and the Sports Business Journal.

Detailed Highlights

MAJOR LEAGUE BASEBALL HIGHLIGHTS

- Arturo Moreno who purchased the Anaheim Angels remains the only person of color to own a Major League Baseball team and the only Latino in all professional sports to be a majority owner.
- Willie Randolph, in his second season as manager of the New York Mets, led his team to Game 7 of the National League Championship Series. The Mets have MLB's only Latino General Manager, Omar Minaya.
- As of the publication date, MLB has six Major League managers of color (two African-Americans and four Latinos). Thus 20 percent of MLB managers were people of color as the season opened.
- According to MLB, people of color constitute 33 percent of the manager positions within the Minor Leagues. This constitutes an 11 percent increase from the previous year.
- According to MLB, 37 percent of the combined major and minor league coaching staffs are people of color. This was a decrease from 39 percent for 2005.
- 30 percent of the coaches in MLB were either African-American (16 percent), Latino (13 percent) or Asian.
- A total of 40.5 percent of the players were Latino (29.4 percent), African-American (8.4 percent), Asian (2.4 percent) or "other" (0.3 percent). Baseball is close to its all-time high of 42 percent players of color.
- The 8.4 percent African-American player total was the lowest percentage since the Report was initiated in the mid-1980's.
- 27 percent of the staff in MLB's Central Office were people of color while women made up 43 percent of the positions.

- At the senior administration level, 23 percent of MLB Central Office employees were people of color, while women occupied 26 percent of the positions.
- At the director and managerial level, 23 percent were people of color, while women occupied 33 percent of the posts.
- At the team level, MLB had only two general managers who were people of color.
- 13 percent of team vice presidents were people of color and 15 percent were women, indicating an increase in people of color and an increase for female representation in the vice president positions.
- The 2007 season started off with the first-ever Civil Rights Game in historic Memphis.

NATIONAL BASKETBALL ASSOCIATION HIGHLIGHTS

- Based on the total points used in the weighted scales, the NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an A+ for race and a B for gender for a combined A-. It is the first overall A- in the history of any men's professional sport league.
- For the 2006-07 season, the NBA earned an A+ for race in the categories of players, league office professionals, and head and assistant coaches. It earned an A for race for team general managers and professional administrators, and a B+ for team vice-presidents and senior administrators. It is the first time any men's league had no category grade below a B+ in the history of the Report Card.
- For gender, the NBA earned an A- in the league office and an A for team professional administrators.
- The NBA achieved the highest percentages for people of color in the history of men's professional sport in the categories of team vice-presidents, team CEOs/presidents, league office professionals,
- The NBA had 15 percent of its team vice president positions occupied by people of color, three percentage points higher than last year and the highest in the Report Card's history as well as the highest in the history of any professional sport.
- In the NBA, almost 79 percent of the players were people of color. The percentage of African-American players increased to 75 percent from last year's 73 percent mark. The percentage of Latino and international players remained constant.
- Professional opportunities for people of color in the NBA League Offices – at 34 percent – increased by two percentage points from the previous

Detailed Highlights

Report Card. This was the highest percentage in the NBA's history and the highest in the history of any professional sport.

- Women held 39 percent of the professional positions in the NBA League Office. This declined by two percentage points from the previous Report Card but still was higher than any other men's professional league in any previous Report Card.
- Robert Johnson, who owns the NBA Charlotte Bobcats, remains men's pro sports only African-American team majority owner.
- At the beginning of the 2006-07 NBA season, there were 12 African-American head coaches. This number remained the same as in the 2005-06 season. The NBA continues to have the highest percentage in all pro sports history at 40 percent of the total. This season matched the second-highest in NBA history, equaling the 40 percent in the 2004-05 season.
- The 53 African-American head coaches in the history of the NBA is more than twice as many head coaches of color than any other men's pro sport. Major League Baseball is second with 25 managers of color.
- At 41 percent, the NBA achieved its highest percentage of assistant coaches of color ever.
- There were four African-American CEO/presidents in the NBA and two additional African-American presidents of basketball operations during the 2006-07 season. They are the only African-American CEO/presidents in the history of men's professional sports. Susan O'Malley remains the only female president in the NBA.
- In the season under review, the NBA had eight African-American general managers. The 27 percent was the highest for African-Americans since the 1997-98 season. This was

also higher than any other men's professional league in any previous Report Card.

- The percentage of people of color holding NBA team senior administrative positions remained constant at 20 percent, matching last year's all-time record for the NBA. The percentage of women holding these positions increased from 23 percent to 25 percent during the same period.
- The NBA remained constant in its percentage of people of color holding team professional administrative positions since the last Report Card with 26 percent. This matched last year's all-time record for the NBA for race. The percentage of women holding these posts decreased to 41 percent from last year's 42 percent.
- As of the end of the 2006-07 season, 64 percent of the NBA's referees were white, 32 percent were African-American, and three percent were Latino. Of the 59 referees, one was a woman.

WOMEN'S NATIONAL BASKETBALL ASSOCIATION HIGHLIGHTS

- In the 2007 season, people of color gained ground as general managers and head coaches. In the Report, they also moved up with team vice presidents and assistant coaches while slipping as players and team senior administrators. People of color had lost ground in 2006 as general managers and head coaches.
- In 2007, women made gains as general managers and head coaches. In the Report, they also made gains in the WNBA League office, team presidents/CEOs and as team physicians. Women lost ground at the team level as team vice-presidents, assistant coaches, senior professional, professional administrators and head trainers.
- Donna Orender remains the only woman president of a professional sports league.
- The percentage of African-American WNBA players in 2006 remained at 63 percent while international players decreased by two percentage points to 17 percent.
- Women employed in the league office increased from 70 percent in 2005 to 75 percent in 2006.
- There were two women who were owners of a WNBA franchise in 2006 and four in 2007.
- In 2006, the WNBA had the lowest percentage of head coaches of color (14 percent) and women head coaches (21 percent) in the nearly decade of coverage of the WNBA in the Racial and Gender Report Card. However, at the start of the 2007 season, the number of women head coaches increased by two for a total of 36 percent and the number of African-American head coaches increased by two to 29 percent.

- After having the highest percentage of women assistant coaches in Report Card history in the 2005 season at 65 percent, this percentage dropped to 56 in the 2006 season.
- The WNBA had four women as team President/CEO's in 2006, the highest number in WNBA Report Card history.
- There were two African-American women general managers during the WNBA 2006 season, one less than in 2005. In 2007, there were three African-American women and a total of seven women as general managers.
- After almost doubling the number of women in positions of vice president on the team level in 2005, the number dropped from 23 to 18 in the 2006 season. African-American vice presidents increased from seven in 2005 to nine in 2006.
- In 2006, 19 percent of team senior administrators were people of color while whites held 81 percent of these positions, about the same as the previous season. However, 28 percent of senior team administrators in the WNBA were women, down from 37 percent in 2005.
- In team professional administrative positions in the 2006 season, whites decreased by two percentage points to 68 percent while people of color reached 32 percent. The percentage of women holding team professional administrative positions decreased from 50 to 44 percent.

NATIONAL FOOTBALL LEAGUE HIGHLIGHTS

- The Rooney Rule helped the NFL to increase the number of African-American head coaches from two in 2002 to seven in 2006.
- An African-American head coach won the Super Bowl for the first time in 2007. The game was the first in which two African-American head coaches faced off for the Championship.
- There are six African-American head coaches in 2007. Mike Tomlin was hired by the Pittsburgh Steelers for the 2007 season while Art Shell and Dennis Green were both released by the Oakland Raiders and Arizona Cardinals.
- In the 2006 report, the NFL had four African-American general managers. As the 2007 season started, there were five after Jerry Reese was named by the New York Giants as GM.
- There was a record percentage of people of color in assistant coaching positions in the 2006 season with 165 assistant coaches of color, or 38 percent, up from 34 percent in the last Report Card.
- In the 2006 NFL season, the percentage of white players remained fairly constant at 31 percent while the percentage of African-American players increased from 65.5 to 67 percent.
- Amy Trask of the Oakland Raiders remained the only female President/CEO of a team in the NFL for the 2006 season. There has never been a person of color serving as president or CEO in the history of the NFL.
- There were 13 African-American vice presidents in 2006, three less than reported in last year's Report Card.
- People of color increased slightly in both team senior administration positions and in professional administration.
- In general, the record of NFL teams regarding gender hiring practices remained poor although the percentage of women did increase slightly in the categories of team vice presidents, team senior administration positions and in professional administration. Overall, it was close to the results in the previous Racial and Gender Report Card.
- African-Americans increased from 12 percent to 13 percent of radio and TV broadcasters while Latino broadcasters decreased from 14 percent to 13 percent of the total for 2006.

MAJOR LEAGUE SOCCER HIGHLIGHTS

- The MLS League Office recorded a decrease in the percentage of people of color from 34 to 32 percent of professional level positions since the last RGRC.
- 26 percent of MLS League Office professional staff were women, a two percentage point increase for women since the last RGRC.
- At 38 percent, there was a four percentage point decline in players of color in the 2006 MLS season than in the previous 2005 season. There was also a seven percentage point decline in international players to 21 percent of the total.
- Fernando Clavijo (Colorado Rapids) was the only person of color as a head coach during the 2006 season. However, the L.A. Galaxy hired Ruud Gullit at the end of the 2007 season. Currently, there are two people of color as head coaches in the MLS.
- 24 percent of the MLS assistant coaches were people of color, down from 27 percent.
- There were three CEO/team presidents who were people of color in the 2006 season. MLS has had the highest percentage of people of color as CEO/team presidents in the history of professional sport.
- MLS had no people of color as general managers since the 2002 season.
- There were two women and no people of color among the 28 vice presidents for MLS teams.
- MLS' number of women as team senior administrators dropped from 21 percent to 18 percent in 2006 while the percentage of people of color increased by three percentage points to 18 percent.
- Team professional administration positions for Latinos experienced a decrease from 30 percent to 22 percent in 2006. The percentage of African-Americans remained the same at four percent while the percentage of whites filling professional team administration posts increased from 66 to 71 percent.
- Women decreased by one percentage point in professional team administrative positions to 27 percent.
- Latinos decreased from 19 percent to eight percent of head trainer positions.
- The percentage of Latino broadcasters increased from 27 percent to 45 percent in 2006. Coupled with the nine percent held by African-Americans, MLS was the only professional sport where the majority of broadcasters were people of color.
- MLS has among the best diversity initiatives in the sports industry.

COLLEGE SPORT HIGHLIGHTS

Conference Commissioners

- All (11) Division IA conference commissioners were white men. Among these 11 men are those that head BCS Conferences and hold what are now considered to be among the most powerful and influential positions in college sport.

NCAA Headquarters

- In May 2005, the NCAA made a major commitment to the issue of diversity by creating a new position for a vice president for Diversity and Inclusion for which they hired Charlotte Westerhaus. Today, the NCAA headquarters has three African-American vice presidents and four female vice presidents. Westerhaus reports directly to NCAA President Myles Brand and co-chairs the NCAA's Diversity Leadership Strategic Planning Committee.
- There have not been any numerical changes this year at the vice-president level. Robert Vowels replaced Ron Statten and Greg Shaheen moved from a vice president to a senior vice president. These changes do not result in any additional staff or affect representation, therefore the numbers and percentages remain the same.
- At the managing director/director level, the number of people of color remained the same at 14, but the percentage decreased to 22.6 percent (down 1.5 percentage points) because of an increase in the total number of positions. Whites occupied 77.4 percent of the positions, African-Americans held 14.5 percent, Asians held 4.8 percent, and Hispanics held 1.6 percent.
- The number of women in managing director/director level positions

increased from 24 to 26 and the percentage increased slightly from 41.4 to 41.9 percent (up 0.5 of a percentage point).

- At the administrator level, the percentage of people of color decreased by nearly two percentage points when the number dropped by three to 40. Meanwhile, the number of women increased by from 101 to 102 and the percentage remained relatively unchanged.

Student-athletes

- In Division I, African-American male student-athletes make up 24.6 percent in 2005-06 of the total male student-athletes and African-American female student-athletes comprise 15.1 percent in 2005-06 of the total female student-athletes.
- For the third year in a row, African-American women reached an all-time high percentage, with 44.6 percent in Division I college basketball.

University Leadership Positions

- The overwhelming majority of the most powerful people in college sport were still white in Division IA. This included 93.3 percent of the presidents, 86.7 percent of the athletics directors, 93.5 percent of the faculty athletics reps and 100 percent of the conference commissioners.
- In Division IA, 93.3 percent of university presidents were white, 3.3 percent were African-American and 1.7 percent were Latino. There were no Asian or Native American university presidents again in 2007-08. There were 17 females in this position, which is 14.2 percent, an increase of 1.6 percent.
- Whites held the overwhelming percentage of positions of athletics directors in Division IA. 86.7 percent (104) of the 120 Division IA athletics

directors are white; 82.5 percent (99) are white men.

- As of September 2007, in the Division IA athletic director position, there were 12 African-American men, three Latino men, one Native American man and six women heading departments with Division IA football.
- Whites filled the majority of the FAR positions with 92.7 percent (115) of the 124 FARs in Division IA; 65.3 percent (81) were white men.
- Excluding non-resident aliens who were faculty, whites held 83.3 percent of the faculty positions at those schools while a mere 3.5 percent of the faculty was African-American and 3.1 percent Latino.

Presidents in Division IA

- 93.3 percent (112) of the 120 Division IA presidents are white; 80.0 percent (96) are white men.
- Four (3.3 percent) African-American men (Bowling Green, Houston, Middle Tennessee State, and Ohio University)
- Two (1.7 percent) Latino men (Akron and Florida International)
- No Asian or Native American men as president at Division IA institutions
- Sixteen (13.3 percent) white women (University of Alabama at Birmingham, Ball State, Cincinnati, University of Hawaii, Manoa, Iowa, Memphis, University of Miami (Florida), Michigan, Michigan State, North Texas, Oklahoma State, South Florida, Southern Mississippi, Syracuse, Temple and University of Texas at El Paso)
- One (0.8 percent) Latina woman (Purdue University)
- No African-American, Asian, or Native American women presidents at Division IA schools

Athletics Directors

There are 120 athletics directors in Division IA who oversee football:

- 86.7 percent (104) of the 120 Division IA athletics directors are white; 82.5 percent (99) are white men
- Twelve (10 percent) African-American men (State University of New York at Buffalo, Central Florida, Eastern Michigan, Georgia, University of Hawaii, Manoa, New Mexico State, Ohio State, Southern California, Syracuse, U.S. Military Academy, Vanderbilt, and Virginia)
- Three (2.5 percent) Latino men (University of California, Los Angeles, Florida International, and University of Wisconsin, Madison)
- One (0.8 percent) Native American man (Tulane University)
- No Asian as athletic director at Division IA schools
- Six (five percent) white women (Arizona State, University of California, Berkeley, Maryland, Nevada, Pittsburgh (interim), and Western Michigan) are in charge of an athletics department that oversees football. The University of Arkansas, Fayetteville, Tennessee, Knoxville, and Texas at Austin have a women director of only women's athletics
- No African-American, Asian, Native American women or Latinas are athletics directors in Division IA
- When looking at all three Divisions, whites held the overwhelming percentage of positions of athletics directors in all three divisions. Whites held 93.1, 92.3 and 96.1 percent of the athletic director jobs.*
- African-Americans held 5.5 percent, 4.3 percent and 1.9 percent, respectively in Divisions I, II and III.*
- Latino men accounted for 0.9, 2.7 and 0.3 percent of the ADs at

Detailed Highlights

- Division I, II and III.*
- Asians and Native Americans had very minimal representation at each level.*
 - Women gained ground as athletics directors in all three divisions since the last Report Card. In Division I there were 7.8 percent, in Division II - 18.7 percent and in Division III 27.3 percent. Virtually all were white women.*

Divisions I, II and III, respectively. African-Americans had 13.2, 9.4, and 6.5 percent, respectively.*

****This includes highlights from 2005.***

Coaches*

On men's teams overall, whites dominated the head coaching positions at each level:

- Whites held 90.6, 89.5 and 93.4 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans accounted for 7.3, 4.4 and 4.1 percent respectively in each division.

On women's teams overall, whites dominated the head coaching positions at each level:

- Whites held 89.6 percent, 89.9 percent and 92.9 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 6.0 percent, 4.3 percent and 4.2 percent of the women's head coaching positions in the three NCAA divisions, respectively.

Assistant Coaches*

- On the men's teams, whites held 79.2, 82.7, and 88.4 percent of the assistant coaching positions in the three divisions, respectively. African-Americans held 17.6, 11.6, and 8.3 percent, respectively.
- Among the women's teams, whites held 81.6, 82.4 and 90.5 percent of the assistant coaching positions in

Chapter 1: 2006-07 Grades

GRADE KEY (RACE)

Grades for race are determined in relation to overall American demographics. Federal affirmative action policies state that a workplace should reflect the percentages of people in different racial groups, as found in the general population. Approximately 24 percent of the U.S. population are people of color; therefore, if 24 percent of an organization's employees are people of color, the group received an employment grade of "A" for race, and so on, as noted in the table.

GRADE KEY (RACE)		
A	=	24%
B	=	12
C	=	9
D	=	6
F	=	5

GRADE KEY (GENDER)

Grades for gender also are related to the general population. An organization earned an employment grade of "A" for gender if 40 percent of its employees were women. Please see the table for additional breakdowns.

GRADE KEY (GENDER)		
A	=	40%
B	=	35
C	=	30
D	=	25
F	=	<25

KEY FOR WEIGHTED GRADES

Each category was assigned a category weight according to its relative importance regarding opportunities for women and people of color. The subsequent point allocation was determined, as follows:

The employment percentage (percentage of women or people of color) determines an organization's employment grade, which earns it a specified amount of graded points (see table). The weighted score is calculated by multiplying the category weight by the graded points. When the weighted scores are added together, the final tally determines an organization's final grade.

For example, if 12 percent of an organization's employees were people of color, it would earn a B for its employment grade, which is 8.0 graded points.

When necessary, a minimum score was given in order to ensure fair final grade tabulation.

KEY FOR WEIGHTED GRADES		
A+	=	9.5 - 10.0 PTS
A	=	9.0
A-	=	8.9
B+	=	8.5
B	=	8.0
B-	=	7.9
C+	=	7.5
C	=	7.0
C-	=	6.9
D	=	6.0
F	=	5.0

2006-07 REPORT CARD

	COMBINED		RACE		GENDER	
	GRADE	PTS	GRADE	PTS	GRADE	PTS
NBA	A-	89.1	A+	96.2	B	82
NFL	N/A	x	B+	88.6	N/A	x
MLB	B	83	B+	89.1	C+	77
MLS	C+/B-	79	A	93.3	D+	64.6
WNBA	A	90.6	A	93.8	B+	87.5
College Sport	N/A	x	N/A	x	N/A	x

Note: N/A = Not Applicable

TABLE I

Chapter 1: 2006-07 Grades

When all categories were combined for the men's leagues, the NBA once again came out as sports' best for race with an overall **A-**. The NBA received the highest possible grade for race with an **A+** and a **B** for gender. The WNBA beat out all of the professional leagues for a combined grade of **A** with a **B+** in gender and an **A** in race. The WNBA and MLS tied for second in the race category with an **A**, behind the NBA's **A+**. The NFL and MLB followed with **B+**'s in race, while MLB received a **C+** for gender and MLS had the lowest grade in the 2006-07 Report with a **D+** in gender. The NFL did not receive a gender grade for 2006.

Baseball achieved its highest grade ever in both race and gender as well as its highest combined grade (**B**). With the score of 89.1 for race, baseball is on the brink of achieving its first A with a solid **B+** as well as a **C+** for gender.

Baseball received an **A** or better for race for player opportunities, league office professionals, coaches and diversity initiatives. The only grade

for race below a **B** was for the general manager where MLB got a **D**.

Baseball received an **A** for gender only in the league office for professionals.

The NBA has had the top grade among the men's leagues for race for all 14 previous reports over nearly two decades. Based on the total points used in the weighted scales, the NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A+** for race and a **B** for gender for a combined **A-**. This is the first time in the history of the Racial and Gender Report Card that any men's league achieved a combined **A-**. The NBA showed dramatic improvement in almost all areas for race in both the league office and at the team levels.

The WNBA once again got an **A** for race but slipped to a **B+** for gender while maintaining an **A** as a combined grade. In the 2001, 2004 and 2005 Racial and Gender Report Cards it had received **A**'s in all three. No other professional sports league has achieved that even once.

The NFL improved its grade for race to a solid **B+** approaching an A- with a score of 88.6 points out of 100. The Institute did not issue a grade for gender in this report card because there was inadequate information. In the last Report Card the NFL received a **B+** for race and we did not issue a grade for gender. The NFL's last gender grade was a **D+** in the 2004 Report Card. There has not been dramatic improvement since then.

MLS earned a solid **A** (93.3) for racial hiring after getting **A**'s in the categories of MLS League Office, CEO/team presidents, professional administration, assistant coaches and players. This was the second best grade in professional sport following the NBA and tying with the WNBA.

In 2004, The Institute for Diversity and Ethics in Sport (TIDES) reported that Major League Soccer had gone from the industry's first-ever **F** for gender in 2003 to score a **B** for gender in 2004. Two years later, the gender grade has dropped to a **D+** with no category used to measure gender being above a **D+**. At a weighted grade of 64.6,

PROFESSIONAL LEAGUES WEIGHTED GRADES 2006-07 (MLB, NBA & NFL)

Overall Grades	Weight	MLB			Weight	NBA			Weight	NFL			
		Points	%	Grade		Points	%	Grade		Points	%	Grade	
Race	x	89.1	x	B+	x	96.2	x	A	x	88.6	x	B+	
Gender	x	77	x	C+	x	82	x	B-	x	N/A	x	N/A	
Hiring Practices													
Commissioner/League Office													
Race	20%	19.3	28%	A+	20%	19.5	34%	A+	N/A	x	NA	x	
Gender	40%	36	43%	A	40%	36	39%	A	0%	x	NA	x	
Coaches													
Head Coach/Manager													
Race	20%	18	17%	B/B+	20%	20	40%	A+	30%	26.8	22%	A-	
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x	
Assistant Coach													
Race	5%	4.8	30%	A+	5%	5	41%	A+	10%	10	38%	A+	
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x	
Front Office													
Principal-In-Charge													
Race	10%	6	6%	D	10%	9.7	27%	A	10%	8.1	13%	B	
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x	
Team Vice Presidents													
Race	5%	4	12%	B	5%	4.2	15%	B/B+	5%	3.3	8%	D+	
Gender	5%	2.5	15%	F	5%	2.5	17%	F	5%	x	12%	NI	
Senior Administration													
Race	10%	8.5	19%	B+	10%	8.7	20%	B+	10%	8.4	16%	B/B+	
Gender	20%	14	29%	C	20%	12	25%	D	30%	x	17%	NI	
Professional Administration													
Race	10%	8.5	15%	B+	10%	9.1	26%	A	15%	12	14%	B-	
Gender	35%	24.5	24%	D+/C-	35%	31.5	41%	A	30%	x	33%	NI	
Player Opportunities													
Race	20%	20	41%	A+	20%	20	79%	A+	20%	20	69%	A+	

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category. % for Race=People of Color; % for Gender=Women. N/A=Not Applicable.

TABLE II

MLS had the lowest grade for gender in professional sport whereas in 2004 MLS was tied with the NBA for gender as the best among the men's professional leagues. MLS received an **A+** for diversity initiatives in both categories.

MLS had a combined grade of **C+/B-** with 79 points.

The 2005 Racial and Gender Report Card for College Sport showed that NCAA member institutions continued to improve their record for gender hiring practices and gained some ground on hiring practices by race with a **B-** for race and a **B** for gender giving it a combined **B** overall. The NCAA did not release a new *NCAA Student-athlete Ethnicity Report*, the *Race and Gender Demographics of NCAA Member Conferences Personnel Report*, or the *Race and*

Gender Demographics of NCAA Member Institutions Athletic Personnel for 2006 or 2007. In previous years, these reports were used to examine the racial and gender demographics of NCAA student-athletes, head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fund-raising, facilities, marketing, ticket sales and media relations, and an array of assistants and support staff. Without this information, The Institute for Diversity and Ethics in Sport (TIDES) was unable to issue College Sport a grade for 2006-07.

While Commissioners Stern, Goodell and Selig, and Presidents Orender and Brand regularly worked to improve hiring practices for people

of color and women in the front office and minorities in the coaching and managerial ranks, the results at the team levels and at individual universities still clearly showed the limits of their powers. The league and NCAA leaders set an important tone but do not have the authority to mandate change at the team or college level.

The NBA's historic record has led to progress year-by-year. In Major League Baseball and the NFL, it took dramatic actions by Commissioners Selig and then Tagliabue (the Rooney Rule) to mandate diverse pools of candidates for the top jobs. MLS mandated a league-wide version of that after it received an **F** for gender in the 2003 season. The NCAA and college sport have had no such mechanism in place although there have been discussions about

adopting something like a Rooney Rule for colleges. The Black Coaches and Administrators (formerly the Black Coaches Association) is also contemplating legal actions against colleges using Title VII regulations. The BCA issues Hiring Report Cards for Division I Football Head Coaches, Women's Division IA College Basketball and will issue one for Division IA Athletics Directors.

Chapter 9 includes a listing of the diversity initiatives of the MLB, NBA and MLS. The initiatives have been added to the Report Card in recognition of the importance of these efforts and in acknowledgement that changing hiring practices and creating a truly diverse workplace are goals that cannot be quickly achieved.

PROFESSIONAL LEAGUES WEIGHTED GRADES 2006-07 (MLS & WNBA)

Overall Grades	Weight	MLS			Weight	WNBA		
		Points	%	Grade		Points	%	Grade
Race	x	93.3	x	A	x	93.8	x	A
Gender	x	64.6	x	D+	x	87.5	x	B+
Hiring Practices								
Commissioner/League Office								
Race	20%	19.5	31%	A+	20%	19	34%	A+
Gender	40%	26	26%	D	20%	20	75%	A+
Coaches								
Head Coach/Manager								
Race	20%	18	18%	B+	20%	18.5	29%	A
Gender	x	x	N/A	x	20%	17	33%	B+
Assistant Coach								
Race	5%	4.6	24%	A	5%	5	41%	A+
Gender	x	x	N/A	x	5%	5	56%	A+
Front Office								
Principal-In-Charge								
Race	5%	4.7	30%	A+	10%	9.5	21%	B+
Gender	N/A	x	N/A	x	10	10	50%	A+
General Manager								
Race	5%	2.5	0%	F	N/A	x	N/A	x
Gender	x	x	N/A	x	N/A	x	N/A	x
Team Vice Presidents								
Race	N/A	x	N/A	x	5%	3.8	10%	C+
Gender	N/A	x	N/A	x	5%	2.5	20%	F
Senior Administration								
Race	10%	8.5	18%	B+	10%	8.5	19%	B+/A-
Gender	10%	2.5	18%	F	20%	14	28%	D+/C-
Professional Administration								
Race	15%	14	29%	A+	10%	9.5	32%	A+
Gender	50%	34.6	27%	D+	20%	19	44%	A
Player Opportunities								
Race	20%	20	39%	A+	20%	20	63%	A+
Diversity Initiatives								
	1.5% bonus			A+	N/A	x	N/A	x

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category.
 % for Race=People of Color; % for Gender=Women. N/A=Not Applicable. NI=None Issued
 *WNBA grades for Gender have the same weight as for race.

TABLE III

OVERALL GRADES

Overall, MLB earned a high B+ for race and a C+ for gender. This gave it a combined B. This was a marked improvement from the 2005 Major League Baseball Racial and Gender Report Card when MLB earned a low-range B+ for race, a D+ for gender and a combined C+.

GRADES BY CATEGORY

Players

In the 2006 MLB season 59.5 percent of the players were white, 8.4 percent were African-American, 29.4 percent were Latino and 2.4 percent were of Asian descent. This was a 0.5 percentage point decrease for white players, a 0.6 percent decrease for African-American players and 0.4 percentage point increase for Latinos. The percentage of African-American players is the lowest it has been in 27 years. There were 29 Asian baseball players in the entire league. The percentage of international players in MLB was 31 percent, up one percentage point.

MLB Grade for Players: A+

See Table 1.

“The percentage of African-American players is the lowest it has been in 27 years.”

Players					
	%	#		%	#
2006			1998		
White	59.50%	707	White	59%	x
African-American	8.40%	100	African-American	15%	x
Latino	29.40%	350	Latino	25%	x
Asian	2.40%	29	Other	1%	x
Other	0.30%	3	1997		
International	31%	368	White	58%	x
2005			African-American	17%	x
White	60%	709	Latino	24%	x
African-American	9%	101	Other	1%	x
Latino	29%	339	1996		
Asian	3%	30	White	62%	x
Other	0%	4	African-American	17%	x
International	30%	358	Latino	20%	x
2004			Other	1%	x
White	63%	789	1995		
African-American	9%	111	White	62%	x
Latino	26%	326	African-American	19%	x
Asian	2%	26	Latino	19%	x
Other	0%	1	Other	0%	x
International	27%	338	1994		
2002			White	64%	x
White	60%	x	African-American	18%	x
African-American	10%	x	Latino	18%	x
Latino	28%	x	1993		
Asian	2%	x	White	67%	x
Other	0%	x	African-American	16%	x
International	25%	x	Latino	16%	x
2001			Other	<1%	x
White	59%	x	1992		
African-American	13%	x	White	68%	x
Latino	26%	x	African-American	17%	x
Other	1%	x	Latino	14%	x
2000			1991		
White	60%	x	White	68%	x
African-American	13%	x	African-American	18%	x
Latino	26%	x	Latino	14%	x
Other	1%	x	1990		
1999			White	70%	x
White	60%	x	African-American	17%	x
African-American	13%	x	Latino	13%	x
Latino	26%	x			
Other	<1%	x			

x= Data not recorded, totals may not equal 100% due to rounding.

Table 1

Major League Central Office

According to Major League Baseball, of the 468 Central Office employees, 10.4 percent were African-American, 13.2 percent were Latino, 3.0 percent were Asian, less than one percent was Native American and 72.4 percent were white. Women made up 43 percent of the entire staff. This represents a more than nine percent increase in women working in the Central Office from the previous year.

At the senior executive level, 23 percent of the 43 employees were people of color, while women occupied 26 percent of the positions. At the director and managerial level, 23 percent of the 96 employees were people of color, while women occupied 33 percent of the posts. People of color comprised 32 percent of all MLB professionals, technicians and supervisors, increasing from 24 percent for 2005, and 31 percent were women, an increase from 27 percent in 2005.

The following people of color are Senior Executives - vice presidents in the MLB Central office:

- Jonathan Mariner, Executive Vice-President and Chief Financial Officer
- Jimmie Lee Soloman, Executive Vice-President of Baseball Operations

The following women were senior vice presidents in the MLB League Office:

- Phyllis Merhige, vice president, Club Relations
- Marla Miller, senior vice president, Special Events
- Jacqueline Parkes, vice president, Marketing and Advertising
- Katy Feeney, vice president, Scheduling and Club Relations
- Kathleen Torres, vice president, Finance

The following people of color are Vice Presidents in the MLB Central Office:

- Tom Brasuell, vice president, Community Affairs
- Julio Carbonell, vice president, Information Technology
- Shawn Lawson-Cummings, vice president, International Licensing/Sponsorship
- Wendy Lewis, vice president, Strategic Planning, Recruitment and Diversity
- Lou Melendez, vice president, Baseball Operations, International
- Italo Zanzi, vice president, International Broadcasting
- Ray Scott, vice president, Human Resources

Including Lewis and Lawson-Cummings, the following women were vice presidents:

- Bernadette McDonald, vice president, Broadcast Administration and Operations
- Elizabeth Scott, vice president, Programming
- Susan Goodenow, vice president, Business Communications
- Anne Occi, vice president, Design Services
- Jennifer Gefsky, vice president, Deputy General Counsel
- Domna Candido, vice president,

MLB Central Office Staff							
		%	#				
2006				2000			
	White	72.40%	340		White	74%	x
	African-American	10.40%	50		African-American	14%	x
	Asian	3.00%	14		Asian	2%	x
	Latino	13.20%	62		Latino	14%	x
	Native American	<1%	2		Native American	1%	x
	Women	43.00%	201		Women	47%	x
	Total		468		Total	314	x
	People of color total	27.60%	127		People of color total	26%	x
2005				1997			
	White	73%	336		White	78%	x
	African-American	10%	48		African-American	13%	x
	Asian	3%	14		Asian	1%	x
	Latino	13%	61		Latino	8%	x
	Native American	<1%	2		Women	53%	x
	Women	34%	157		Total	215	x
	Total		462		People of color total	22%	x
	People of color total	27%	125	1995			
2004					White	72%	x
	White	71%	252		African-American	18%	x
	African-American	11%	40		Asian	1%	x
	Asian	4%	14		Latino	9%	x
	Latino	13%	48		Women	54%	x
	Native American	<1%	2		Total	141	x
	Women	40%	144		People of color total	28%	x
	Total		356	1994			
	People of color total	29%	104		White	78%	x
2002					African-American	16%	x
	White	68%	250		Asian	0%	x
	African-American	13%	48		Latino	6%	x
	Asian	4%	15		Women	56%	x
	Latino	15%	54		Total	188	x
	Native American	1%	1		People of color total	22%	x
	Women	46%	169	1990			
	Total		368		White	79%	x
	People of color total	32%	118		African-American	14%	x
					Asian	0%	x
					Latino	7%	x
					Women	55%	x
					Total	116	x
					People of color total	21%	x

Note: Data provided by MLB league office

x= Data not recorded

Table 2

- Deputy General Counsel
- Jennifer Sims, vice president, Deputy General Counsel

MLB Grade for League Central Offices:

Race: A+
Gender: A

See Table 2.

Ownership

Arturo Moreno is the first Latino majority owner in MLB, as well as the only person of color to own a Major League Baseball team. There are no women who hold a majority ownership.

See Table 3.

Majority Owners		
	%	#
2006		
White	96.60%	27
African-American	0%	0
Latino	3.40%	1
Asian	0%	0
Other	0%	0
Women	0%	0
2005		
White	96.90%	31
African-American	0%	0
Latino	3%	1
Asian	0%	0
Other	0%	0
Women	0%	0

Table 3

Managers

Baseball went from seven to five managers of color in the 2006 season. During the 2006 MLB season, the five (16.7 percent) managers of color were:

- Dusty Baker, Chicago Cubs (African-American)
- Ozzie Guillen, Chicago White Sox (Latino)
- Willie Randolph, New York Mets (African-American)
- Felipe Alou, San Francisco Giants (Latino)
- Frank Robinson, Washington Nationals (African-American)

The 16.7 percent was down from 23 percent in 2005. In the 2005 season, 13 percent were African-American and 10 percent were Latino at the Major League level. In 2006, the 16.7 percent were 10 percent African-American and 6.7 percent Latino.

At the start of the 2007 season, only Willie Randolph and Ozzie Guillen still led their teams. During the off-season, four people of color were hired for managerial duties. The new hires were Ron Washington (Texas Rangers), Lou Piniella (Chicago Cubs), Fredi Gonzalez (Florida Marlins), and Manny Acta (Washington Nationals), raising the percentage to 20 percent.

Managers					
	%	#		%	#
2006					
White	83.30%	25	1999		
African-American	10%	3	African-American	7%	2
Asian	0	0	Asian	0%	0
Latino	6.70%	2	Latino	3%	1
Women	0	0	Women	0%	0
2005					
White	77%	23	1998		
African-American	13%	4	African-American	10%	3
Asian	0%	0	Asian	0%	0
Latino	10%	3	Latino	3%	1
Women	0%	0	Women	0%	0
2004					
White	77%	23	1997		
African-American	10%	3	African-American	11%	3
Asian	0%	0	Latino	3%	1
Latino	13%	4	1996		
Women	0%	0	White	86%	24
2002					
White	68%	21	African-American	11%	3
African-American	26%	8	Latino	3%	1
Asian	0%	0	1995		
Latino	6%	2	White	86%	24
Women	0%	0	African-American	11%	3
2001					
White	77%	25	Latino	3%	1
African-American	20%	6	1994		
Asian	0%	0	White	82%	23
Latino	3%	1	African-American	14%	4
Women	0%	0	Latino	3%	1
2000					
White	83%	25	1993		
African-American	13%	4	White	79%	22
Asian	0%	0	African-American	14%	4
Latino	3%	1	Latino	7%	2
Women	0%	0	1992		
1991					
White	89%	23	White	89%	23
African-American	7%	2	African-American	7%	2
Latino	<4%	1	Latino	<4%	1

Table 4

“...people of color constitute 33 percent of the manager positions within the Minor Leagues...an 11 percent increase from the previous year.”

**Historical Listing of Managers of Color
Major League Baseball**

(25 managers)

	Team	Year(s)	Record
Mike Gonzalez	St. Louis	1938, 1940	9-13
Preston Gomez	San Diego	1969-72	180-316
	Houston	1974-75	128-161
	Chicago Cubs	1980	38-52
Larry Doby	Chicago White Sox	1978	37-50
Maury Wills	Seattle	1980	26-56
Lou Piniella	New York Yankees	1986-88	224-193
	Cincinnati	1990-92	255-231
	Seattle	1993-02	840-711
	Tampa Bay	2003-05	200-285
	Chicago Cubs	2006-present	First season
Cookie Rojas	California	1988	76-79
Cito Gaston	Toronto	1989-97	683-616
Hal McRae	Kansas City	1991-94	286-277
	Tampa Bay	2001-02	113-196
Felipe Alou	Montreal	1992-01	691-717
	San Francisco	2003-2006	342-304
Don Baylor	Colorado	1993-98	439-469
	Chicago Cubs	2000-02	187-220
Dusty Baker	San Francisco	1992-02	840-715
	Chicago Cubs	2003-2006	322-326
Tony Perez	Cincinnati	1993	20-24
	Florida	2001	54-60
Jerry Manuel	Chicago White Sox	1997-2003	500-471
Davey Lopes	Milwaukee	2000-02	141-189
Lloyd McClendon	Pittsburgh	2001-2005	336-446
Luis Pujols	Detroit	2002	55-100
Tony Pena	Kansas City	2002-2005	259-389
Jerry Royster	Milwaukee	2002	53-94
Carlos Tosca	Toronto	2002-04	144-127
Ozzie Guillen	Chicago White Sox	2004-present	272-214
Frank Robinson	Cleveland	1975-77	186-189
	San Francisco	1981-84	264-277
	Baltimore	1988-91	230-285
	Montreal	2002-2004	233-253
	Washington	2005-2006	152-172
Willie Randolph	NY Mets	2005-present	180-144
Manny Acta	Washington	2007-present	First season
Fredi Gonzalez	Florida	2007-present	First season
Ron Washington	Texas	2007-present	First season

Table 5

The grade is based on the 2006 season.

At the start of the 2007 season, 20 percent of MLB Managers were people of color:

- Willie Randolph, New York Mets
- Ozzie Guillen, Chicago White Sox
- Ron Washington, Texas Rangers
- Lou Piniella, Chicago Cubs
- Fredi Gonzalez, Florida Marlins

- Manny Acta, Washington Nationals

According to the MLB, people of color constitute 33 percent of the manager positions within the Minor Leagues. This constitutes an 11 percent increase from the previous year.

MLB Grade for Managers: B / B+

See Table 4.

Coaches

In the 2006 MLB season, people of color held 30 percent of the MLB coaching positions for the 30 major league teams. African-Americans held 16 percent (up one percent), Latinos held 13 percent (down one percent) and Asians continued to hold one percent of the coaching positions. According to MLB, 37 percent of the combined major and minor league coaching staffs are people of color. This was a decrease from 39 percent for 2005.

MLB Grade for Coaches: A+

See Tables 5 and 6.

Top Management

This category includes team CEOs/ presidents, general managers and vice presidents.

CEOs/Presidents

There were two women and no people of color serving as CEO/ President on MLB teams in 2006. Jamie McCourt is Vice Chairman and President of the Los Angeles Dodgers. She is the wife of Frank McCourt, the owner of the Dodgers. Pam Gardner is President of Business Operations for the Houston Astros.

See Table 7.

General Manager/Principal-in-Charge

Ken Williams, senior vice president/ general manager of the Chicago White Sox, is MLB's only African-American general manager. Omar Minaya was appointed by MLB in 2001 to run the day-to-day operations of the Montreal Expos, thus becoming the first Latino general manager in MLB history. He was hired in the same position for the New York Mets at the end of the 2004 season. As the 2007 MLB season opened, they remained as MLB's only

Coaches			
	%	#	
2006			1999
White	70%	150	White
African-American	16%	34	African-American
Latino	13%	29	Latino
Asian	1%	2	Asian
Other	0%	0	Other
Women	0%	0	Women
2005			1998
White	71%	154	White
African-American	15%	33	African-American
Latino	14%	30	Latino
Asian	1%	1	Asian
Other	0%	0	Other
Women	0%	0	Women
2004			1997
White	73%	165	White
African-American	12%	28	African-American
Latino	13%	31	Latino
Asian	1%	2	Asian
Other	0%	0	Other
Women	0%	0	Women
2002			1996
White	72%	150	White
African-American	16%	34	African-American
Latino	11%	23	Latino
Asian	1%	2	Asian
Other	0%	0	Other
Women	0%	0	Women
2000			1995
White	70%	139	White
African-American	19%	38	African-American
Latino	11%	21	Latino
Asian	0%	0	Asian
Other	0%	0	Other
Women	0%	0	Women
			1994
			White
			African-American
			Latino
			Asian
			Other
			1993
			White
			African-American
			Latino
			Other

*2005 Numbers rounded, 1% rounding error

Table 6

two people of color holding the general manager position. Williams' White Sox won the 2005 World Series and Minaya's Mets played in Game 7 of the NL Championship series.

MLB Grade for General Manager/Principal-in-Charge: D

See Table 8.

Team Vice Presidents

During the 2006 MLB season, the percentage of both people of color and women increased slightly on MLB teams. In all, 12.6 percent of vice presidents were people of color: 11

vice presidents were African-American; 13 were Latino; and eight were Asian. Women held 15 percent of these team vice president positions.

The 11 African-American team vice presidents in MLB were:

- Henry Aaron, senior vice president and assistant to the President, Atlanta Braves
- Elaine Weddington Steward, vice president and club counsel, Boston Red Sox
- Ken Williams, senior vice president and general manager, Chicago White Sox
- Elaine Lewis, vice president, Public Affairs/Strategic Planning, Detroit

CEO/President		
	%	#
2006		
White	100%	32
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	7.10%	2
2005		
White	100%	33
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	6%	2
2004		
White	100%	31
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	3%	1
2002		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
2001		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
2000		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1999		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x

x= Data not recorded

Table 7

Tigers

- Chartese Barry, vice president, Communications, Washington Nationals
- Marian Harper, vice president, Community Development, Houston Astros
- Muzzy Jackson, vice president and assistant general manager, Baseball Operations, KC Royals
- David Winfield, vice president/senior advisor, San Diego Padres
- Norm Lyons, vice president, Player/

General Manager/Director of Player Personnel

Year		%	#	Year		%	#
2006	White	93%	28	2000	White	100%	30
	African-American	3%	1		African-American	0%	0
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2005	White	93%	28	1999	White	100%	30
	African-American	3%	1		African-American	0%	0
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2004	White	94%	28	1998	White	100%	30
	African-American	3%	1		African-American	0%	0
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2002	White	94%	28	1997	White	97%	29
	African-American	3%	1		African-American	3%	1
	Latino	3%	1		Latino	0%	0
	Asian	0%	0				
	Women	0%	0				
2001	White	97%	29	1996	White	96%	27
	African-American	3%	1		African-American	3%	1
	Latino	0%	0		Latino	0%	0
	Asian	0%	0				
	Women	0%	0				
				1995	White	96%	27
					African-American	4%	1
					Latino	0%	0
				1994	White	96%	27
					African-American	4%	1
					Latino	0%	0

Table 8

and director, Int'l Operations, Florida Marlins

- Kevin Martinez, vice president, Marketing, Seattle Mariners

MLB also had eight vice presidents of Asian descent:

- Kim Ng, vice president and assistant general manager, Los Angeles Dodgers
- Paul Wong, vice president, Finance, Oakland Athletics
- John Yee, senior vice president and chief financial officer, San Francisco Giants
- Richard Wong, senior vice president, Finance, Toronto Blue Jays
- Susan Jaison, vice president, Finance, Florida Marlins
- Jonathan Gilula, vice president, Business Operations, Boston Red Sox
- Peter Wong, vice president, Human Resources, Diamondbacks
- Bill Geivett, vice president and assistant general manager, Baseball Operations, Colorado Rockies

The percentage of women vice presidents increased to 15 percent from 13 percent. Including Jaison, Lee, Ng, Hernandez, Aguilar, Barry, Harper, Lewis and Weddington Steward, there were 37 women holding team vice president positions in MLB:

- Molly Taylor, vice president of Finance and Administration, Anaheim Angels
- Meg Vaillancourt, senior vice president, Corporate Relations, Boston Red Sox
- Janet Marie Smith, senior vice president, Planning and Development, Boston Red Sox
- Jayne Churchmack, vice president, Merchandising and Food Services, Cleveland Indians
- Sue Ann McClaren, vice president, Ticket Operations, Sales and Services, Colorado Rockies
- Jackie Traywick, senior vice president, Finance & Administration, Houston Astros
- Kala Sorenson, vice president, Special Events, Houston Astros
- Christine Hurley, vice president, Finance, Los Angeles Dodgers

Community Relations, Texas Rangers

- Mike Hill, vice president and assistant general manager, Florida Marlins
- Nona Lee, vice president and general counsel, Arizona Diamondbacks

There were 13 Latino vice presidents during the 2006 MLB season:

- Diane Aguilar, senior vice president, Ticket Operations and Special Services, Arizona Diamondbacks
- Mark Fernandez, vice president, Sales and Marketing, Tampa Bay Devil Rays
- Russ Amaral, vice president, Event Services, Arizona Diamondbacks
- Al Avila, vice president/assistant

general manager, Detroit Tigers

- Rosi Hernandez, vice president, Market Development, Houston Astros
- Sam Fernandez, senior vice president and general counsel, Los Angeles Dodgers
- Sergio del Prado, vice president, Sales, Los Angeles Dodgers
- Omar Minaya, vice president and general manager, New York Mets
- Jorge Costa, senior vice president, Ballpark Operations, San Francisco Giants
- Jose Tavarez, vice president, Employee Relations, Tampa Bay Devil Rays
- Felix M. Lopez, Jr., vice president, New York Yankees
- Fred Ferreira, senior vice president

Chapter 2: Major League Baseball

- Raenell Dorn, vice president, Human Resources and Diversity, Minnesota Twins
- Jean Afterman, vice president and assistant general manager, New York Yankees
- Patty Paytas, vice president, Communications, Pittsburgh Pirates
- Katie Pothier, vice president/general counsel, San Diego Padres
- Michelle Anderson, vice president, Community Relations, San Diego Padres
- Elizabeth Murphy, vice president & deputy general counsel, San Francisco Giants
- Lisa Pantages, vice president, Finance, San Francisco Giants
- Nancy Donati, vice president, Publications and Creative Services, San Francisco Giants
- Connie Kullberg, vice president, Retail/Tours, San Francisco Giants
- Staci Slaughter, vice president, Communications, San Francisco Giants
- Joyce Thomas, vice president, Human Resources, San Francisco Giants
- Marianne Short, vice president, Human Resources, Seattle Mariners
- Veronica Costello, vice president, Community Relations and Business Affairs, Tampa Bay Devil Rays
- Camille Johnston, senior vice president, Communications, Los Angeles Dodgers
- Amanda Shearer, vice president, Finance, Los Angeles Dodgers
- Kelly Keyes, vice president, Building Services, Toronto Blue Jays
- Susan Brioux, vice president, Finance and Administration, Toronto Blue Jays
- Laurel Lindsay, vice president, Consumer Marketing, Toronto Blue Jays
- Elizabeth Stecklein, vice president, Human Resources, Colorado Rockies
- Annemarie Hasting, vice president, Client Relations, San Francisco Giants

In its own internal calculations, MLB's vice president group consists of vice presidents as well as executive vice presidents, senior vice presidents,

Vice Presidents			
		%	#
2006	White	87%	223
	African American	4.30%	11
	Latino	5.10%	13
	Asian	3.10%	8
	Women	15%	37
2005	White	88%	218
	African-American	4%	10
	Latino	5%	12
	Asian	3%	8
	Women	13%	31
2004	White	89%	199
	African-American	4%	11
	Latino	4%	10
	Asian	3%	5
	Women	14%	32
2002	White	89%	178
	African-American	5%	9
	Latino	4%	7
	Asian	2%	4
	Women	12%	23
2000	White	90%	170
	African-American	6%	10
	Latino	3%	6
	Asian	1%	2
	Women	6%	12
1999	White	92%	176
	African-American	5%	9
	Latino	2%	4
	Asian	1.60%	3
	Women	8%	16
1998	White	92%	123
	African-American	5%	7
	Latino	<2%	2
	Asian	<2%	2
	Women	5%	6

Table 9

and some senior directors depending on the management level and organizational structure of the Club. Using that method, 15 percent of their vice presidents are women and 14.3 percent are people of color. The percentage of women vice presidents held steady, while the percentage of people of color increased by 1.1 percent.

Senior Administrators			
		%	#
2006	White	84%	248
	African-American	7%	20
	Latino	7%	22
	Asian	1%	3
	Other	0%	1
	Women	20%	59
2005	White	84%	246
	African-American	8%	22
	Latino	6%	18
	Asian	2%	6
	Other	0%	0
	Women	18%	52
2004	White	83%	217
	African-American	10%	25
	Latino	5%	12
	Asian	2%	6
	Other	0%	0
	Women	14%	36
2001	White	86%	x
	African-American	10%	x
	Latino	4%	x
	Asian	<1%	x
	Women	24%	x
2000	White	84%	x
	African-American	8%	x
	Latino	6%	x
	Asian	3%	x
	Women	24%	x

x= Data not recorded

Table 10

MLB Grade for Team vice presidents:

Race: B
Gender: F

See Table 9.

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, senior managers, general counsel, legal counsel, senior advisor, assistant vice president, public relations director and director of community relations.

In the 2006 MLB season, the percent of senior team administrators who were people of color remained about

the same at nearly 16 percent. Seven percent were African-American, seven percent Latino, and one percent was of Asian descent resulting in a one percent decline among African-Americans and a one percent increase for Latinos. Whites held 84 percent of the MLB team senior administration positions, the same as last year's report. Women saw an increase of two percentage points and held 20 percent of senior administration positions.

According to MLB's internal records, in the 2006 MLB season, almost 19 percent of senior team administrators were people of color, marking a 1.8 percent increase from 2005. According to MLB, women held 29 percent of senior administration positions, marking an increase from 27.7 percent the previous year.

	%	#
2006		
White	85%	273
African-American	5%	16
Latino	8%	25
Asian	2%	6
Other	0%	1
Women	24%	78
2005		
White	90%	243
African-American	4%	10
Latino	5%	14
Asian	1%	3
Other	0%	0
Women	30%	80
2004		
White	85%	537
African-American	7%	42
Latino	7%	41
Asian	1%	9
Other	0%	0
Women	28%	174
2002		
White	87%	x
African-American	7%	x
Latino	4%	x
Asian	1%	x
Other	1%	x
Women	22%	x
2000		
Minorities	23%	x
Women	32%	x

x = Data not recorded

Table 11

MLB Grade for Senior Administration:

Race: B+
Gender: C

See Table 10.

Professional Administration

Positions categorized as professional administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

In 2006, the percentage of people of color holding professional positions increased by a relatively dramatic five percent. While 85 percent of professional administrators were white, that was down by five percent. African-Americans increased from four to five percent; Latinos increased from five percent to eight percent in 2006. Those of Asian descent had two percent of team professional administration, up one percent. The percentage of women decreased to 24 percent, down from 30 percent in 2005.

According to internal calculations at MLB, the percentage of white professional administrators is 70 percent while people of color held 30 percent of these same positions. This was a five percent increase from the 2005 season. MLB also listed the percentage of women holding team professional administration positions at 28 percent, a decrease of two percent from the previous year.

MLB Grade for Professional Administration:

Race: B+
Gender: D+ / C-

See Table 11.

	%	#
2006		
White	95%	71
African American	3%	2
Latino	0%	0
Asian	3%	2
Other	0%	0
Women	1%	1
2005		
White	93%	77
African-American	4%	3
Latino	0%	0
Asian	2%	2
Other	1%	1
Women	2%	2
2004		
White	98%	55
African-American	2%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
White	x	x
African-American	x	x
Latino	x	x
Asian	x	x
Other	x	x
Women	x	x
2002		
White	96%	66
African-American	1%	1
Latino	0%	0
Asian	3%	2
Other	0%	0
Women	6%	4

x = Data not recorded

Table 12

“...the percentage of people of color holding professional positions increased by ...five percent.”

Head Trainers		
	%	#
2006		
White	87%	53
African-American	3%	2
Latino	8%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2005		
White	86%	49
African-American	4%	2
Latino	9%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2004		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
White	x	x
African-American	x	x
Latino	x	x
Asian	x	x
Other	x	x
Women	x	x

Table 13

Radio and TV Announcers			
	%		%
2006			
White	79%	White	x
African-American	3%	African-American	x
Latino	17%	Latino	x
Asian	1%	Asian	x
Other	0%	Other	x
Women	1%	Women	x
2005			
White	79%	White	83%
African-American	4%	African-American	4%
Latino	17%	Latino	12%
Asian	1%	Asian	1%
Other	0%	Other	0%
Women	2%	Women	1%
2004			
White	81%		
African-American	3%		
Latino	15%		
Asian	1%		
Other	0%		
Women	2%		

x=Data not recorded

Table 14

MLB by Position							
	P	C	IF	OF			
2006							
White	67%	61%	50%	51%			
African-American	3%	0%	9%	28%			
Latino	28%	37%	39%	18%			
Asian	3%	2%	2%	3%			
2005							
White	69%	62%	48%	48%			
African-American	3%	1%	11%	26%			
Latino	26%	36%	39%	22%			
Asian	3%	1%	2%	3%			
2004							
	P	C	1B	2B	3B	SS	OF
White	72%	65%	64%	53%	75%	28%	46%
African-American	3%	2%	15%	15%	5%	7%	26%
Latino	22%	33%	20%	32%	19%	64%	25%
Asian	3%	0%	2%	0%	0%	1%	3%
2002							
White	72%	61%	61%	65%	71%	29%	41%
African-American	3%	1%	14%	21%	0%	11%	31%
Latino	22%	37%	23%	14%	29%	60%	25%
Asian	3%	1%	1%	0%	0%	0%	2%

Note: Some totals do not equal 100% due to the 1.4% Asian players.

*2005 Combines categories due to a change in terminology by MLB.

Table 15

Diversity Initiatives

As can be seen in the appendix, MLB has had outstanding diversity initiatives.

MLB Grade for Diversity Initiatives: A+

Physicians and Head Trainers

The percentage of white team physicians increased from 93 to nearly 95 percent. People of color held six percent of these positions in MLB. African-Americans decreased from four to three percent and Asians were represented with three percent. Previously women represented two percent of physicians, but the number decreased to one percent this year.

In 2006, people of color held 13 percent of these positions (three percent African-American, eight percent Latino, and two percent Asian). Whites held 87 percent, up slightly from 86 percent in the 2005 Report. This category included both head athletic trainers and head strength and conditioning coaches/trainers. There were still no women.

See Tables 12 and 13.

Radio/TV Broadcasters

During the 2006 MLB season, whites held the same 79 percent of the broadcasting positions as in the 2005 Report. African-Americans held three percent, down one percent, while the percentage of Latinos stayed at 17 percent. There are only two Asian broadcasters in MLB. The percentage of broadcasters who were women decreased from two to one percent, with three broadcasters.

See Table 14.

Stacking

The Racial and Gender Report Cards previously examined the issue of

“The percentage of African-American pitchers is less than one half of what it was in 1983. Twenty-eight percent of outfielders, who rely on speed and reactive ability, were African-American... nearly three times the percentage of African-Americans in MLB.”

stacking for the positions of pitcher, catcher, and third baseman filled by African-Americans. The question still remains, but now takes into account the three positions specifically identified by MLB as pitcher, catcher, and now “infielder.” While the terminology has changed slightly, the concerns remain the same. These are baseball’s primary “thinking positions.” Only three percent of pitchers, and nine percent of infielders were African-American. Historically, there have been almost no African-American catchers and that remains the same. It is worth noting that in 2004 when the Report Card looked at the isolated position of third baseman versus the entire infield, the percent of African-Americans was only five percent. The percentage of African-American pitchers is less than one half of what it was in 1983. Twenty-eight percent of outfielders, who rely on speed and reactive ability, were African-American during the 2006 MLB season. This was nearly three times the percentage of African-Americans in MLB.

See Table 15.

Chapter 3: National Basketball Association

OVERALL GRADES

The NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an A+ for race with 96.2 points (up 0.7 points from the 2005 report) out of a possible 100 and a B for gender with 82 points (up from 79.5) for a combined A-. It is the first overall A- in the history of any male professional sport. In the 2005 Racial and Gender Report Card, the NBA had an A for race and B- for gender, which combined to give the league an overall grade of B+. This overall grade was by far the best out of all the professional men's leagues in 2005.

For the 2006-07 season, the NBA earned an A+ for race in the categories of players, league office professionals, and head and assistant coaches. It earned an A for race for team general managers and professional administrators, and a B+ for team vice-presidents and senior administrators. For gender, the NBA earned an A- in the league office and an A for professional administrators

The NBA earned “the first overall A- in the history of any male professional sport.”

GRADES BY CATEGORY

Players

After two years of decline, the percentage of African-American players increased by two percentage points to 75 percent since last year's

Players					
	%	#		%	#
2006-07			1998-99		
White	21%	91	White	21%	x
African-American	75%	330	African-American	78%	x
Latino	3%	13	Latino	1%	x
Asian	<1%	2	Other	0%	x
Other	1%	4	1997-98		
International	19%	82	White	23%	x
2005-06			African-American	77%	x
White	22%	97	Latino	<1%	x
African-American	73%	315	Other	0%	x
Latino	3%	13	1996-97		
Asian	<1%	2	White	20%	x
Other	1%	5	African-American	79%	x
International	19%	82	Latino	<1%	x
2004-05			Other	<1%	x
White	23%	98	1995-96		
African-American	73%	313	White	20%	x
Latino	2%	9	African-American	80%	x
Asian	<1%	3	Latino	0%	x
Other	1%	6	Other	<1%	x
International	19%	81	1994-95		
2003-04			White	18%	x
White	22%	91	African-American	82%	x
African-American	76%	311	Latino	0%	x
Latino	1%	5	Other	0%	x
Asian	<1%	3	1993-94		
Other	0%	0	White	21%	x
International	17%	68	African-American	79%	x
2001-02			Latino	0%	x
White	20%	x	1992-93		
African-American	78%	x	White	23%	x
Latino	1%	x	African-American	77%	x
Asian	<1%	x	Latino	0%	x
Other	0%	x	Other	0%	x
2000-01			1991-92		
White	21%	x	White	25%	x
African-American	78%	x	African-American	75%	x
Latino	1%	x	Latino	0%	x
Other	0%	x	1990-91		
1999-2000			White	28%	x
White	22%	x	African-American	72%	x
African-American	78%	x	Latino	0%	x
Latino	<1%	x	1989-90		
Other	0%	x	White	25%	x
<i>x=Data not recorded</i>					

TABLE 16

Racial and Gender Report Card. In the NBA's 2006-07 season, 21 percent were white and three percent were Latino. Asians still comprised less than one percent of NBA rosters, and an additional one percent of people of color are categorized as "other." The percentage of Latino players remained the same as last season while the percentage of white players decreased slightly from 22 percent in the 2005-06

season. The all-time high percentage for African-American NBA players was 82 percent in the 1994-95 season.

Nineteen percent of the players were international, which remained the same as last year.

NBA Grade for players: A+

See Table 16.

NBA League Office

In the NBA's League Office, as of April 23, 2007, 34 percent of all professional positions were held by people of color, an increase of two percentage points since the last Report Card that covered the 2005-06 season. This was the highest percentage in the NBA's history and was higher than any other men's professional league in any previous Report Card. Of all professional employees, 66 percent were white, 20 percent were African-American, seven percent were Latino and seven percent were Asian. Since the previous RGRC, the percentages

of Asians and African-Americans each increased by one percentage point, while Latinos held at the same percentage.

Women made up 39 percent of professional employees, a decline of two percentage points from the 2005 Report Card. It is the third consecutive year in which the percentage of women in the League Office has decreased. However, the 39 percent is still higher than any other league office for women as professionals.

There were 20 people of color in vice president positions at the NBA during the 2006-07 season:

- Stuart Jackson, executive vice president, Basketball Operations
- Michael Bantom, senior vice president, Player and Basketball Development
- Stephen O. Richard, senior vice president, Finance
- Mark Tatum, senior vice president, Marketing and Media
- Bernard Tolbert, senior vice president, Security

“...34 percent of all professional positions were held by people of color.... This was the highest percentage in the NBA's history and was higher than any other men's professional league in any previous Report Card.”

League Office: Professional Employees						
	%	#		%	#	
2006-07			1999-2000			
White	66%	529	White	75%	434	
African-American	20%	160	African-American	18%	105	
Latino	7%	53	Latino	4%	25	
Asian	7%	53	Asian	3%	15	
Other	<1%	1	Other	<1.0%	1	
Women	39%	313	Women	42%	246	
Total	x	796	Total	x	580	
2005-06			1997-98			
White	67%	492	White	78%	415	
African-American	19%	143	African-American	16%	86	
Latino	7%	52	Latino	4%	19	
Asian	6%	46	Asian	2%	13	
Other	<1%	1	Other	0%	0	
Women	41%	298	Women	45%	239	
Total	x	734	Total	x	533	
2004-05			1996-97			
White	68%	474	White	77%	377	
African-American	18%	127	African-American	17%	83	
Latino	7%	48	Latino	3%	14	
Asian	6%	44	Asian	3%	12	
Other	<1%	1	Other	0%	0	
Women	42%	291	Women	44%	214	
Total	x	694	Total	x	486	
2003-04			1995-96			
White	71%	484	White	79%	306	
African-American	18%	129	African-American	16%	61	
Latino	6%	39	Latino	<2.0%	7	
Asian	5%	33	Asian	3%	10	
Other	0%	0	Other	<1.0%	3	
Women	43%	303	Women	49%	188	
Total	x	685	Total	x	387	
2001-02			1994-95			
White	72%	459	White	77%	251	
African-American	17%	11	African-American	19%	52	
Latino	6%	39	Latino	<2%	6	
Asian	5%	30	Asian	<2.0%	5	
Other	0%	1	Other	<1.0%	1	
Women	40%	259	Women	46%	151	
Total	x	640	Total	x	325	

Note: The NBA League data includes the league office, NBA Properties, and NBA Entertainment. Data provided by the NBA league offices. x= Data not recorded

TABLE 17

Chapter 3: National Basketball Association

- Garth Case, vice president, Information Technology
- Linda L. Choong, vice president, Retail Group
- Emilio Collins, vice president, Marketing Partnerships
- Michael Curry, vice president, Basketball Operations
- Luis M. Garcia-Vazquez, vice president, International Finance
- Gail Hunter, vice president, Events and Attractions
- Robert Jamieson, vice president, Financial Planning and Analysis
- George Land, Jr., vice president, Business Operations
- Stephanie A. Murphy, vice president, Retail Sales
- Kenneth J. Payne, vice president, Events and Attractions
- Myles Pistorius, vice president, Legal and Business Affairs
- Rory Sparrow, vice president, Community and Player Programs
- Leah M. Wilcox, vice president, Player and Talent Relations
- Tatia Williams, vice president, Business Affairs
- Bob Lanier, special assistant to the Commissioner

Including Choong, Hunter, Murphy, Wilcox, and Williams there were 20 women at this level:

- Heidi Ueberroth, president, Global Marketing Partnerships and Int'l. Business Operations
- Carol Albert, senior vice president, Marketing
- Kathleen Behrens, senior vice president, Community and Player Programs
- Ayala Deutsch, senior vice president and Senior Intellectual Property Counsel
- Kimberly Bohuny, vice president, Basketball Operations-International
- Stacy Corbo, vice president, Customer Service
- Donna Daniels, vice president, Marketing and Strategic Planning
- Kelly Flatow, vice president, Business Development
- Mary Pat Gillin, vice president, Marketing Services
- Rachel Jacobson, vice president, Business Development
- Leslie Julich, vice president,

Employee Relations

- Stacy McWilliams, vice president, Marketing and Strategic Planning
- Victoria Picca, vice president, Legal and Business Affairs
- Noreen Reilly, vice president, Administration
- Nancy Zellner, vice president, Benefits

NBA Grade for League Central Offices:

Race: A+
Gender: A-

See Table 17.

Ownership

There were three women who had majority ownership of NBA franchises. Colleen J. Maloof and Adrienne Maloof-Nassif were part of the Maloof family ownership of the NBA's Sacramento Kings. Irene Pollin was co-owner of the NBA's Washington Wizards and WNBA's Washington Mystics with her husband Abe.

Robert L. Johnson, the owner of the Charlotte Bobcats, is the NBA's only African-American owner. He is also the only African-American majority owner in men's professional sport.

See Table 18.

Majority Owners					
	%	#		%	#
2006-07			2001-02		
White	98%	44	White	100%	x
African-American	2%	1	African-American	0%	x
Latino	0%	0	Latino	0%	x
Asian	0%	0	Asian	0%	x
Other	0%	0	Women	0%	x
Women	6%	3	2000-01		
2005-06			White	100%	x
White	98%	44	African-American	0%	x
African-American	2%	1	Latino	0%	x
Latino	0%	0	Asian	0%	x
Asian	0%	0	Women	0%	x
Other	0%	0	1999-2000		
Women	6%	3	White	100%	x
2004-05			African-American	0%	x
White	91%	50	Latino	0%	x
African-American	9%	1	Asian	0%	x
Latino	0%	0	Women	0%	x
Asian	0%	0	1998-99		
Other	0%	0	White	100%	x
Women	5%	3	African-American	0%	x
2003-04			Latino	0%	x
White	96%	25	Asian	0%	x
African-American	4%	1	Women	0%	x
Latino	0%	0	1997-98		
Asian	0%	0	White	100%	x
Other	0%	0	African-American	0%	x
Women	12%	3	Latino	0%	x
2001-02			Asian	0%	x
White	100%	X	Women	0%	x
African-American	0%	X			
Latino	0%	X			
Asian	0%	X			
Women	0%	X			

x= Data not recorded

TABLE 18

Head Coaches

African-Americans held 12 head coaching jobs at the start of the 2006-07 NBA season, which represented 40 percent (up three percentage points) of the total, matching the second highest percent in the history of the NBA. The 2001-02 season recorded the highest percentage of African-American head coaches (48 percent) in the history of any sport – collegiate or professional. This season matched the 40 percent in the 2004-05 season. There were 18

white head coaches (60 percent) and no Asian or Latino NBA head coaches during the 2006-07 season.

The 12 African-American head coaches at the start of the 2006-07 NBA season were:

- Mike Woodson, Atlanta Hawks
- Doc Rivers, Boston Celtics
- Bernie Bickerstaff, Charlotte Bobcats
- Mike Brown, Cleveland Cavaliers
- Avery Johnson, Dallas Mavericks
- Byron Scott, New Orleans/Oklahoma City Hornets
- Dwane Casey, Minnesota

Timberwolves

- Isiah Thomas, New York Knicks
- Nate McMillan, Portland Trail Blazers
- Maurice Cheeks, Philadelphia 76ers
- Sam Mitchell, Toronto Raptors
- Eddie Jordan, Washington Wizards

There were 11 African-American head coaches during the 2005-06 season. Isiah Thomas was appointed head coach of the New York Knicks in June of 2006, bringing the total number of African-American head coaches in the 2006-07 season to 12. On January 23, 2007, the Minnesota Timberwolves fired Dwane Casey, dropping the number of African-American coaches back to 11 as the regular season came to a close.

The 53 African-American head coaches in the history of the NBA is more than twice as many head coaches of color than any other men's pro sport. Major League Baseball is second with 25 managers of color.

NBA Grade for Head Coaches: A+

See Tables 19a and 19b.

Head Coaches					
	%	#		%	#
2006-07			1998-99		
White	60%	18	White	86%	25
African-American	40%	12	African-American	14%	4
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2005-06			1997-98		
White	63%	19	White	83%	24
African-American	37%	11	African-American	17%	5
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2004-05			1996-97		
White	60%	18	White	76%	22
African-American	40%	12	African-American	24%	7
Asian	0%	0	Latino	0%	0
Latino	0%	0	1995-96		
Women	0%	0	White	81%	23
2003-04			African-American	19%	6
White	63%	19	Latino	0%	0
African-American	37%	11	1994-95		
Asian	0%	0	White	81%	22
Latino	0%	0	African-American	19%	5
Women	0%	0	Latino	0%	0
2001-02			1993-94		
White	52%	15	White	81%	22
African-American	48%	14	African-American	19%	5
Asian	0%	0	Latino	0%	0
Latino	0%	0	1992-93		
Women	0%	0	White	74%	20
2000-01			African-American	26%	7
White	66%	19	Latino	0%	0
African-American	34%	10	1991-92		
Asian	0%	0	White	93%	25
Latino	0%	0	African-American	7%	2
Women	0%	0	Latino	0%	0
1999-2000					
White	79%	23			
African-American	21%	6			
Asian	0%	0			
Latino	0%	0			
Women	0%	0			

TABLE 19a

Historical Listing of African-American Professional Head Coaches in the NBA

NBA (54 coaches as of April 2008)

	Team	Year(s)	Record		Team	Year(s)	Record
Bill Russell	Boston	1966-69	162-123	Sidney Lowe	Minnesota	1993-94	33-102
	Seattle	1973-77	162-166		Vancouver/Memphis	2001-03	46-126
	Sacramento	1987-88	17-41		John Lucas	San Antonio	1992-94
Al Attles	San Fran/Golden State	1969-83	557-518	Philadelphia		1994-96	42-122
	Lenny Wilkens	Seattle	1969-72	121-125		Cleveland	2001-03
Portland		1974-76	75-89	Quinn Buckner	Dallas	1993-94	13-69
Earl Loyd	Seattle	1977-85	357-277	Magic Johnson	L.A. Lakers	1993-94	5-11
	Ray Scott	Cleveland	1986-93	316-258	Butch Beard	New Jersey	1994-96
K.C. Jones		Atlanta	1993-00	310-232	Alvin Gentry	Miami	1994-95
	Earl Lloyd	Toronto	2000-02	121-142	Detroit	1997-2000	73-72
Ray Scott		New York	2003-05	40-45	L.A. Clippers	2000-03	89-133
	K.C. Jones	Detroit	1971-72	22-53	Bob Lanier	Golden State	1994-95
Draft Young		Detroit	1972-76	147-134	M.L. Carr	Boston	1995-97
	Elgin Baylor	Capital/Washington	1973-76	155-91	Jim Cleamons	Dallas	1996-98
Bob Hopkins		Boston	1983-88	308-102	Johnny Davis	Philadelphia	1996-97
	Willis Reed	Seattle	1990-92	59-59	Eddie Jordan	Orlando	2004-05
Tom Sanders		Kansas City/Omaha	1973-74	0-3	Sacramento	1996-98	33-64
	Paul Silas	New Orleans	1974-75	0-1	Washington	2003-present	196-214
Paul Silas		New Orleans	1976-79	64-98	Darrell Walker	Toronto	1996-98
	Don Chaney	Seattle	1977-78	5-17	Washington	1999-00	15-23
Don Chaney		New York	1977-79	49-47	Toronto	1998-00	68-64
	Bernie Bickerstaff	New Jersey	1987-89	33-77	Butch Carter	Vancouver	1999-00
Bernie Bickerstaff		Boston	1977-79	23-39	Lionel Hollins	Orlando	1999-03
	Bernie Bickerstaff	San Diego	1980-83	78-168	Doc Rivers	Orlando	1999-03
Bernie Bickerstaff		Charlotte/New Orleans	1998-2002	221-171	Leonard Hamilton	Boston	2004-present
	Bernie Bickerstaff	Cleveland	2003-05	69-77	Seattle	2000-01	19-63
Bernie Bickerstaff		L.A. Clippers	1984-87	53-132	Nate McMillan	Washington	2000-01
	Bernie Bickerstaff	Houston	1988-92	164-134	Seattle	2000-2004	212-183
Bernie Bickerstaff		Detroit	1993-95	48-116	Portland	2005-present	94-152
	Bernie Bickerstaff	New York	2001-2003	72-112	New Jersey	2000-2003	174-154
Bernie Bickerstaff		Seattle	1985-90	202-208	New Orleans	2004-present	151-177
	Bernie Bickerstaff	Denver	1994-96	59-68	Indiana	2000-03	136-125
Bernie Bickerstaff		Washington	1997-99	77-72	New York	2006-07	56-108
	Bernie Bickerstaff	Charlotte Bobcats	2004-2006	67-161	Chicago	2001-04	51-100
Gene Littles		Cleveland	1985-86	4-11	Portland	2001-04	165-146
	Gene Littles	Charlotte	1989-91	37-87	Philadelphia	2005-present	113-133
Gene Littles		Denver	1994-95	3-13	Denver	2001-02	18-38
	Wes Unseld	Washington	1987-94	202-345	Phoenix	2001-04	65-75
Mel Daniels		Indiana	1988-89	0-2	Cleveland	2003	9-31
	Stu Jackson	New York	1989-91	52-45	Atlanta	2004-present	106-222
Stu Jackson		Vancouver	1996-97	6-33	Milwaukee	2003-2004	71-93
	Mack Calvin	L.A. Clippers	1991-92	1-1	Toronto	2004-present	148-180
Fred Carter		Philadelphia	1992-94	32-76	Randy Ayers	Philadelphia	2003-04
	Gar Heard	Dallas	1992-93	23-74	Herb Williams	New York	2003-2004
Gar Heard		Washington	1999-00	14-30	Avery Johnson	Dallas	2005-present
	Gar Heard				Mike Brown	Cleveland	2005-present
Gar Heard					Reggie Theus	Sacramento	2007-present
	Gar Heard				Sam Vincent	Charlotte	2007-present

Table 19b

Assistant Coaches					
	%	#		%	#
2006-07			1998-99		
White	59%	93	White	67%	77
African-American	40%	63	African-American	33%	38
Latino	1%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2005-06			1997-98		
White	62%	96	White	66%	76
African-American	38%	59	African-American	34%	39
Latino	1%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2004-05			1996-97		
White	66%	100	White	66%	61
African-American	33%	50	African-American	34%	32
Latino	0%	0	Latino	0%	0
Asian	1%	1	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	1995-96		
2003-04			White	59%	51
White	71%	98	African-American	41%	35
African-American	29%	40	Latino	0%	0
Latino	0%	0	Asian	0%	0
Asian	0%	0	Other	0%	0
Other	0%	0	1994-95		
Women	0%	0	White	60%	45
2001-02			African-American	40%	30
White	67%	79	Latino	0%	0
African-American	33%	39	Asian	0%	0
Latino	0%	0	Other	0%	0
Asian	0%	0	1993-94		
Other	0%	0	White	68%	48
Women	0%	0	African-American	32%	30
2000-01			Latino	0%	0
Data Not Recorded			Other	0%	0
1999-2000			1992-93		
White	64%	74	White	73%	49
African-American	36%	41	African-American	27%	18
Latino	0%	0	Latino	0%	0
Asian	0%	0	Other	0%	0
Other	0%	0	1991-92		
Women	0%	0	White	67%	51
			African-American	33%	25

TABLE 20

Assistant Coaches

The percentage of African-Americans in assistant coaching positions in the National Basketball Association during the 2006-07 season increased from 38 percent last season to 40 percent while the percentage held by whites decreased from 62 percent during the 2005-06 season to 59 percent during the 2006-07 season. One percent of the assistants were Latino in both

seasons. The total number of African-American assistant coaches increased for the third consecutive season.

NBA Grade for Assistant Coaches: A+

See Table 20.

Top Management

Chief Executive Officer

As of the end of the 2006-07 regular season, there were four African-American CEOs/presidents in the NBA, matching last year's all-time high:

- Terdema Ussery, Dallas Mavericks
- Fred Whitfield, Charlotte Bobcats
- Steve Mills, New York Knicks and New York Liberty
- Billy King, Philadelphia 76ers

There also were two African-American presidents of basketball operations in the NBA:

- Joe Dumars, Detroit Pistons
- Isiah Thomas, New York Knicks

These individuals represent the only CEOs/presidents of color in the history of all of the major professional men's sports.

Susan O'Malley is the Washington Sports & Entertainment president, overseeing all business operations for the Washington Wizards and Washington Mystics.

Steve Mills is the president of all team operations at Madison Square Garden, making him the CEO of three franchises including the New York Knicks, New York Rangers and New York Liberty.

See Table 21.

General Manager

During the 2006-07 season, there were eight African-American (27 percent) principals in charge of day-to-day operations/general managers in the NBA:

- Billy Knight, executive vice president and general manager, Atlanta Hawks
- Bernie Bickerstaff, head coach and general manager, Charlotte Bobcats
- Elgin Baylor, vice president of Basketball Operations and general manager, Los Angeles Clippers
- Joe Dumars, president of Basketball

CEO/President		
	%	#
2006-07		
White	87%	29
African-American	13%	4
Latino	0%	0
Asian	0%	0
Women	3%	1
2005-06		
White	87.50%	28
African-American	12.50%	4
Latino	0%	0
Asian	0%	0
Women	3%	1
2004-05		
White	90%	28
African-American	10%	3
Latino	0%	0
Asian	0%	0
Women	3%	1
2003-04		
White	90%	27
African-American	10%	3
Latino	0%	0
Asian	0%	0
Women	3%	1
2001-02		
White	96%	x
African-American	4%	x
Latino	0%	x
Asian	0%	x
Women	4%	x
2000-01		
White	90%	x
African-American	10%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1999-2000		
White	90%	x
African-American	10%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1998-99		
White	90%	x
African-American	10%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1997-98		
White	90%	x
African-American	10%	x
Latino	0%	x
Other	0%	x
Women	7%	x

x= Data not recorded

TABLE 21

General Manager/Director of Player Personnel					
	%	#		%	#
2006-07			1999-2000		
White	73%	22	White	84%	25
African-American	27%	8	African-American	16%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2005-06			1998-99		
White	77%	24	White	79%	23
African-American	23%	7	African-American	21%	6
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2004-05			1997-98		
White	77%	24	White	72%	21
African-American	23%	7	African-American	28%	8
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2003-04			1996-97		
White	83%	25	White	72%	21
African-American	17%	5	African-American	28%	8
Latino	0%	0	Latino	0%	0
Asian	0%	0			
Women	0%	0	1995-96		
2001-02			White	72%	20
White	83%	25	African-American	28%	9
African-American	17%	5	Latino	0%	0
Latino	0%	0	1994-95		
Asian	0%	0	White	69%	20
Women	0%	0	African-American	31%	9
2000-01			Latino	0%	0
White	79%	23			
African-American	21%	6			
Latino	0%	0			
Asian	0%	0			
Women	0%	0			

TABLE 22

- Operations, Detroit Pistons
- Isiah Thomas, head coach and general manager, New York Knicks
- Otis Smith, general manager, Orlando Magic
- Rod Higgins, general manager, Golden State Warriors
- Billy King, president and general manager, Philadelphia 76ers

The percentage of African-Americans is at its highest percentage since the 1997-98 season when 28 percent of general manager positions were held by African-Americans. During the 2001-02 and 2003-04 seasons, 17 percent of the GM positions were held by African-Americans. There has

never been a Latino general manager in the NBA.

NBA Grade for General Manager: A

See Table 22.

Team Vice Presidents

In the NBA, 11 percent of the team vice president positions were held by African-Americans (up three percentage points since the last Report Card) while Latinos remained the same at three percent. Whites held 85 percent of the vice president positions, down two percentage points.

“The percentage of African-Americans is at its highest percentage since the 1997-98 season when 28 percent of general manager positions were held by African-Americans.”

Vice Presidents					
	%	#		%	#
2006-07			1998-99		
White	85%	248	White	90%	170
African-American	11%	32	African-American	9%	17
Latino	3%	8	Latino	1%	2
Asian	1%	4	Asian	0%	0
Women	17%	49	Women	12%	22
2005-06			1997-98		
White	87%	252	White	87%	138
African-American	8%	24	African-American	12%	19
Latino	3%	8	Latino	1%	2
Asian	1%	4	Asian	0%	0
Women	18%	52	Women	12%	16
2004-05			1996-97		
White	86%	232	White	90%	140
African-American	10%	28	African-American	10%	15
Latino	2%	6	Latino	<1%	1
Asian	1%	3	Other	0%	0
Women	18%	48	Women	8%	13
2003-04			1995-96		
White	88%	192	White	92%	132
African-American	9%	19	African-American	8%	12
Latino	3%	7	Latino	0%	0
Asian	0%	0	Other	0%	0
Women	17%	39	Women	7%	10
2001-02			1994-95		
White	90%	175	White	87%	109
African-American	7%	13	African-American	12%	15
Latino	3%	5	Latino	0%	0
Asian	0%	0	Asian	<1%	1
Women	15%	29	Women	6%	8
1999-2000			1993-94		
White	89%	164	White	87%	97
African-American	10%	18	African-American	12%	14
Latino	1%	1	Latino	0%	0
Asian	0%	0	Asian	<1%	1
Women	13%	24	Women	3%	4

TABLE 23

The number of Asian vice presidents remained at four. With 15 percent of its team vice president positions occupied by people of color, the NBA achieved an all-time high. This was also the highest in the history of any professional sport.

Women occupied 17 percent of these posts, a one percentage point decrease from last year’s Report Card. Prior to decreasing this year, women had made steady increases as team vice-presidents since the Racial and Gender Report Card first kept this data in the 1993-94 season when they held only three percent of these positions.

There were 32 African-American NBA

team vice presidents, ten of whom were female.

Male African-American vice presidents on NBA teams included:

- Arthur Triche, vice president, Public Relations, Atlanta Hawks
- Dominique Wilkens, vice president, Basketball Operations, Atlanta Hawks
- David Lee, vice president, Business Development, Atlanta Hawks
- Billy Knight, executive vice president, Atlanta Hawks
- Ed Lewis, vice president, Government Relations and Business Diversity, Charlotte Bobcats
- Seth J. Bennett, vice president,

Corporate Partnerships, Charlotte Bobcats

- Amadou Gallo Fall, vice president, International Affairs, Dallas Mavericks
- Dwayne Redmon, vice president, Finance, Golden State Warriors
- Travis Stanley, executive vice president, Team Marketing, Golden State Warriors
- Keith Jones, vice president, Basketball Operations, Houston Rockets
- Quinn Buckner, vice president, Communications, Indiana Pacers
- Elgin Baylor, vice president, Basketball Operations, Los Angeles Clippers

Senior Administrators

	%	#		%	#
2006-07			2000-01		
White	80%	377	White	83%	x
African-American	13.40%	63	African-American	12%	x
Latino	5.10%	24	Latino	3%	x
Asian	1.30%	6	Asian	2%	x
Other	0%	0	Women	36%	x
Women	25%	117	1999-2000		
2005-06			White	85%	x
White	80%	367	African-American	10%	x
African-American	13%	58	Latino	3%	x
Latino	5%	25	Asian	2%	x
Asian	2%	7	Women	40%	x
Other	0%	0	1998-99		
Women	23%	107	White	86%	x
2004-05			African-American	11%	x
White	84%	370	Latino	<2%	x
African-American	12%	52	Asian	<2%	x
Latino	3%	15	Women	41%	x
Asian	1%	6	1997-98		
Other	0%	0	White	87%	x
Women	24%	108	African-American	11%	x
2003-04			Other	2%	x
White	84%	283	Women	31%	x
African-American	12%	42	1996-97		
Latino	2%	4	White	88%	x
Asian	<1%	4	African-American	11%	x
Other	0%	0	Other	1%	x
Women	26%	84	Women	23%	x
2001-02					
White	83%	x			
African-American	14%	x			
Latino	3%	x			
Asian	2%	x			
Women	29%	x			

x=Data not recorded

TABLE 24

- Earvin "Magic" Johnson, vice president, Los Angeles Lakers
- Michael McCullough, executive vice president/chief marketing officer, Miami Heat
- Willis Reed, vice president, Basketball Operations, New Orleans/Oklahoma Hornets
- Pete Wyatt, vice president, Marketing, New Orleans/Oklahoma Hornets
- Steve Martin, senior vice president, Basketball Administration, New Orleans/Oklahoma Hornets
- Mark Shamley, vice president, Community Relations and Government Affairs, Orlando Magic
- Mark West, vice president, Player Programs, Phoenix Suns
- Wayne Cooper, vice president,

- Basketball Operations, Sacramento Kings
- Ian Clarke, executive vice president, chief financial officer and Business Development, Toronto Raptors
- Milt Newton, vice president, Player Personnel, Washington Wizards

- Female African-American vice presidents on NBA teams included:
- LaVerne Henderson, vice president, Community Development, Atlanta Hawks
 - LaRita Barber, vice president, Community Relations and Players Development, Charlotte Bobcats
 - Marlene Hendricks, vice president, Guest Services and Event Staffing, Charlotte Bobcats
 - Donna Julian, senior vice president,

- Arena and Event Operations, Charlotte Bobcats
- Kathryn Jordan, vice president, Team Development, Indiana Pacers
- Vivian L. Mora, vice president, Human Resources, Houston Rockets
- Sonia Harty, vice president, Human Resources, Miami Heat
- Angela Taylor, vice president, Lynx Business Development, Minnesota Timberwolves
- Sarah Mensah, vice president, Marketing and Sales, Portland Trail Blazers
- Judy Holland-Burton, vice president, Community Relations, Washington Wizards

There were six Latino vice-presidents on NBA teams, including:

- Mario Etemad, executive vice president, Detroit Pistons
- Dana Davis, vice president, Basketball Operations and Team Programs, Memphis Grizzlies
- Tony Coca, senior vice president and chief information officer, Miami Heat
- Alex Diaz, senior vice president and general manager of arena operations, New Jersey Nets
- Leo Gomez, vice president, Public Affairs and Corporate Administration, San Antonio Spurs
- Diego Rocca Salva, vice president, Operations, Toronto Raptors

The two Latina vice presidents were:

- Neda Kia (Barrie), executive vice president, Business Development, Golden State Warriors
- Loris Garcia, vice president, Human Resources and Administration, Orlando Magic

There were three Asian men serving as vice-presidents on NBA teams, including:

- Peter Wong, vice president, Human Resources, Phoenix Suns
- Rich Cho, vice president, Legal and Assistant General Manager, Seattle SuperSonics
- Kevin Nonomura, vice president, Finance, Toronto Raptors

There was one Asian female vice

president:

- Sandra Carreon-John, vice president, Sports Team Publicity, New York Knicks

There were eight teams with more than one African-American vice president: the Atlanta Hawks, Charlotte Bobcats, Golden State Warriors, Houston Rockets, Indiana Pacers, Miami Heat, New Orleans/Oklahoma City Hornets and Washington Wizards. The Golden State Warriors, Miami Heat, Orlando Magic, and Toronto Raptors had Latino and African-American vice presidents.

Including Henderson, Hendricks, Julian, Barber, Jordan, Mora, Harty, Taylor, Mensah, Holland-Burton, Kia, Garcia and Carreon-John there were 49 (17 percent) women vice presidents during the 2006-07 NBA season:

- Ginni Siler, vice president, Human Resources, Atlanta Hawks
- Ailey Penningroth, vice president, Strategic Planning, Atlanta Hawks
- Kay Lowery, vice president, Human Resources, Charlotte Bobcats
- Deb Dowling-Canino, vice present, Community Relations, Denver Nuggets
- Diane Ferranti, vice president, Multimedia, Detroit Pistons
- Ellen Gahagan, vice president, OG Marketing, Detroit Pistons
- Susan Greenfield, vice president, Legal, Detroit Pistons
- Marilyn Hauser, executive vice president, Bookings/Marketing, Detroit Pistons
- Seliece Caldwell, vice president, Customer Acquisition and Retention Tickets, Houston Rockets
- Jane Wardle, vice president, Budgeting, Indiana Pacers
- Donna Wilkinson, vice president, Human Resources, Indiana Pacers
- Donna Johnson, vice president, Finance, Los Angeles Clippers
- Jeanie Buss, executive vice president, Business Operations, Los Angeles Lakers
- Kim Stone, executive vice president and general manager of American Airlines Arena, Miami Heat
- Raquel Libman, executive vice president and general counsel,

Miami Heat

- Jennifer Mallery, vice president, Ticket Operations and Services, Miami Heat
- Suzanne Werdann, vice president, Marketing Services and Community Development, New Orleans/Oklahoma City Hornets
- Rana Dershowitz, vice president, Legal and Business Affairs, New York Knicks
- Lydia Murphy-Stephans, executive vice president, Programming and Production, New York Knicks
- Karin Buchholz, vice president, Community Relations and

Production, New York Knicks

- Lara Price, senior vice president, Business Operations, Philadelphia 76ers
- Ann Meyers Drysdale, vice president, Phoenix Suns
- Lynn Agnello, senior vice president, Marketing Partnerships, Phoenix Suns
- Julie Fie, vice president, Basketball Communications, Phoenix Suns
- Cathey Moses, vice president, Marketing, Phoenix Suns
- Dannette Leighton, vice president, Marketing, Brand Development, and Monarchs Business Operations,

Professional Administration						
	%	#		%	#	
2006-07			1998-99			
White	74%	818	White	83%	x	
African-American	15%	165	African-American	12%	x	
Latino	8%	84	Latino	4%	x	
Asian	3%	37	Asian	1%	x	
Other	<1%	7	Women	39%	x	
Women	41%	460	1997-98			
2005-06			White	83%	x	
White	74%	672	African-American	13%	x	
African-American	14%	130	Latino	3%	x	
Latino	8%	76	Asian	1%	x	
Asian	3%	28	Women	39%	x	
Other	1%	5	1996-97			
Women	42%	380	White	83%	x	
2004-05			African-American	14%	x	
White	77%	684	Other	3%	x	
African-American	13%	112	Women	38%	x	
Latino	7%	60	1995-96			
Asian	3%	25	White	84%	x	
Other	0%	3	African-American	13%	x	
Women	43%	381	Other	<3%	x	
2003-04			Women	45%	x	
White	76%	1192	1994-95			
African-American	14%	222	White	87%	x	
Latino	7%	108	African-American	10%	x	
Asian	2%	30	Latino	<1%	x	
Other	1%	9	Asian	<1%	x	
Women	39%	602	Other	1%	x	
2001-02			Women	32%	x	
White	79%	x	1993-94			
African-American	13%	x	White	84%	x	
Latino	6%	x	African-American	13%	x	
Asian	<2%	x	Latino	2%	x	
Other	<1%	x	Asian	<1%	x	
Women	48%	x	Other	<1%	x	
1999-2000			1992-93			
White	77%	x	White	86%	x	
African-American	15%	x	African-American	11%	x	
Latino	6%	x	Latino	2%	x	
Asian	2%	x	Asian	1%	x	
Women	52%	x	Other	<1%	x	

x=Data not recorded

TABLE 25

Chapter 3: National Basketball Association

- Sacramento Kings
- Donna Ruiz, vice president, Human Resources, Sacramento Kings
 - Alison Fox, vice president, Community Relations, Spurs Sports and Entertainment, San Antonio Spurs
 - Lori Warren, vice president, Finance, San Antonio Spurs
 - Paula Winslow, vice president, Human Resources, San Antonio Spurs
 - Karen Bryant, senior vice president, Communications and Community Development, Seattle Supersonics
 - Beth Robertson, vice president, Marketing, Toronto Raptors
 - Robin Brudner, senior vice president, general counsel, and corporate secretary Toronto Raptors
 - Mardi Walker, senior vice president, People, Toronto Raptors
 - Linda Luchetti, vice president, Communications, Utah Jazz
 - Rhonda Ballute, vice president, Customer Service and Ticket Operations, Washington Wizards

The Phoenix Suns, Charlotte Bobcats, Detroit Pistons, Miami Heat, and New York Knicks led the league with four female vice presidents. The Atlanta Hawks, Indiana Pacers, San Antonio Spurs and Toronto Raptors were close behind with three each.

NBA Grade for Team Vice Presidents:

Race: B
Gender: F

See Table 23.

Senior Administrators

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer, chief financial officer, public relations director and director of community relations.

The percentage of people of color holding senior administrative positions on NBA teams held steady at 20 percent matching last year's all-time

Physicians							
		%	#				
2006-07	White	89%	57	1998-99	White	92%	65
	African-American	3%	2		African-American	3%	2
	Latino	0%	0		Latino	1%	1
	Asian	6%	4		Asian	3%	2
	Other	2%	1		Women	1%	1
	Women	2%	1				
2005-06	White	89%	50	1997-98	White	95%	96
	African-American	4%	2		African-American	2%	2
	Latino	2%	1		Latino	1%	1
	Asian	4%	2		Asian	2%	2
	Other	2%	1		Women	2%	2
	Women	2%	1				
2004-05	White	89%	56	1996-97	White	92%	45
	African-American	3%	2		African-American	2%	1
	Latino	2%	1		Latino	2%	1
	Asian	3%	2		Other	4%	2
	Other	3%	2		Women	0%	0
	Women	3%	2				
2003-04	White	97%	60	1995-96	White	94%	45
	African-American	0%	0		African-American	0%	0
	Latino	0%	0		Latino	0%	0
	Asian	<2%	1		Other	6%	3
	Other	<2%	1		Women	0%	0
	Women	0%	0				
2001-02	White	98%	65	1994-95	White	97%	109
	African-American	0%	0		African-American	0%	0
	Latino	0%	0		Latino	<2%	1
	Asian	2%	1		Other	<2%	1
	Other	0%	0		Women	<2%	1
	Women	0%	0				
1999-2000	White	96%	48	1993-94	White	95%	59
	African-American	2%	1		African-American	<2%	1
	Latino	0%	0		Latino	<2%	1
	Asian	2%	1		Other	<2%	1
	Other	2%	1				
	Women	2%	1				
1992-93	White	99%	66				
	African-American	<2%	1				
	Latino	0%	0				

TABLE 26

record high for the NBA. In 2006-07, 80 percent of senior administrators were white, 13 percent were African-American, five percent were Latino and one percent was Asian. The percentages of African-Americans and Latinos have remained the same while Asians dropped to one percent from two percent. The percentage of women in senior administrative positions increased to 25 percent and reached an all-time high in numbers with 117 women holding such positions.

NBA Grade for Senior Administration

Race: B+
Gender: D

See Table 24.

Professional Administration

Positions categorized as professional administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator,

supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

The percentage of people of color holding professional positions on NBA teams remained the same at 26 percent since last year's Report Card. This matched last year's all-time record for the NBA for race. During the 2006-07 NBA season whites holding professional administration positions remained the same as the 2006 report at 74 percent while African-Americans increased from 14 percent in the 2005-06 season to 15 percent this season. Latinos and Asians both remained the same at eight percent and three percent, respectively. The percentage of "other" people of color remained the same at one percent. Women occupied 41 percent of these positions in the 2006-07 season, a one percentage point decrease from last year.

NBA Grade for Professional Administration:

Race: A
Gender: A

See Table 25.

Physicians and Head Trainers

In the NBA, people of color held 11 percent of the team physician positions while white team physicians remained the same at 89 percent. There is still one woman serving in this position in the 2006-07 season.

See Table 26.

In the 2006-07 season, whites held 76 percent of the head trainers positions and African-Americans held 20 percent of these positions which remained the same as the 2005 Report Card. Among the trainers in 2006-07, there was one Latino, one Asian and no

Head Trainers					
	%	#		%	#
2006-07			1998-99		
White	76%	37	White	90%	26
African-American	20%	10	African-American	10%	3
Latino	2%	1	Latino	0%	0
Asian	2%	1	Other	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1997-98		
2005-06			White	87%	25
White	76%	39	African-American	13%	4
African-American	20%	10	Latino	0%	0
Latino	2%	1	Other	0%	0
Asian	2%	1	Women	0%	0
Other	0%	0	1996-97		
Women	2%	1	White	86%	25
2004-05			African-American	14%	4
White	77%	40	Other	0%	0
African-American	21%	11	1995-96		
Latino	0%	0	White	89%	25
Asian	2%	1	African-American	11%	3
Other	0%	0	Other	0%	0
Women	0%	0	1994-95		
2003-04			White	93%	25
White	83%	25	African-American	7%	2
African-American	17%	5	Other	0%	0
Latino	0%	0	1993-94		
Asian	0%	0	White	89%	25
Other	0%	0	African-American	7%	1
Women	0%	0	Other	4%	1
2001-02			1992-93		
White	85%	24	White	92%	25
African-American	11%	3	African-American	4%	2
Latino	0%	0	Other	4%	0
Asian	4%	1	1999-2000		
Other	0%	0	White	86%	25
Women	0%	0	African-American	14%	4
1999-2000			Latino	0%	0
White	86%	25	Other	0%	0
African-American	14%	4	Women	0%	0
Latino	0%	0			
Other	0%	0			
Women	0%	0			

TABLE 27

women. This tied the all-time record for the NBA for race achieved in the previous season.

See Table 27.

Radio and TV Announcers

2006-07		1998-99	
White	75%	White	78%
African-American	19%	African-American	18%
Latino	6%	Latino	4%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	6%	Women	2%
2005-06		1997-98	
White	74%	White	77%
African-American	18%	African-American	18%
Latino	8%	Latino	5%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	6%	Women	0%
2004-05		1996-97	
White	74%	White	80%
African-American	16%	African-American	16%
Latino	10%	Latino	3%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	5%	Women	0%
2003-04		1995-96	
White	75%	White	78%
African-American	17%	African-American	18%
Latino	8%	Latino	3%
Asian	0%	Asian	0%
Other	<1%	Other	0%
Women	3%	Women	3%
2001-02		1993-94	
White	77%	White	81%
African-American	16%	African-American	12%
Latino	7%	Latino	7%
Asian	0%		
Other	0%	1992-93	
Women	3%	White	81%
1999-2000		African-American	12%
White	76%	Latino	7%
African-American	16%		
Latino	8%		
Asian	0%		
Other	0%		
Women	2%		

TABLE 28

Radio/TV Broadcasters

In the 2006-07 NBA season, whites filled 75 percent of the radio/TV broadcast posts (up one percentage point), African-Americans held 19 percent (up one percentage point), Latinos dropped two percentage points to six percent, and women again held six percent. There were no Asian broadcasters.

See Table 28.

Referees

As of the end of the 2006-07 season, 64 percent of the NBA's referees were white, 32 percent were African-American, and three percent were Latino. Of the 59 referees, one was a woman.

Chapter 4: Women's National Basketball Association

OVERALL GRADES

The WNBA received a B+ for gender and an A for race. In the combined grade for race and gender, the WNBA earned an A. This was the first time the WNBA did not have an A for gender. The WNBA received A's for race in the WNBA League Office, head and assistant coaches, general managers, team professional administration and player opportunities. It received A's for gender in the WNBA League Office, assistant coaches, general manager and team professional administration. The WNBA only had one category below a B for race (team vice-presidents). However, for gender there were two categories below a B in team vice president and senior administrative positions.

GRADES BY CATEGORY

Players

In the 2006 WNBA season, 36 percent of the players were white, 63 percent were African-American, and one percent of other people of color. Seventeen percent of the players were international, a decrease of two percentage points from the 2005 RGRC. The percentage of African-American players stayed the same, while white players increased by two percentage points. Latinas decreased by one percent while the percentage of other people of color was the same.

WNBA Grade for Players:
Race: A+

See Table 29.

WNBA League Office

The WNBA is the only professional league reviewed in the RGRC in which a woman has always – or ever – served as president. From the League's launch through the end of the 2004 season, Valerie B. Ackerman was president. Ackerman was succeeded in February 2005 by

Players		
	%	#
2006		
White	36%	75
African-American	63%	133
Latina	0%	0
Asian	0%	1
Other	1%	2
International	17%	36
2005		
White	34%	69
African-American	63%	130
Latina	1%	2
Asian	0%	1
Other	1%	3
International	19%	39
2004		
White	33%	66
African-American	66%	134
Latina	1%	2
Asian	0%	0
Other	0%	0
International	16%	33
2003		
Data Not Recorded		
2002		
White	35%	x
African-American	61%	x
Latina	<3%	x
Asian	<1%	x
Other	<1%	x
2001		
White	34%	x
African-American	63%	x
Latina	3%	x
Other	x	x
2000		
White	33%	x
African-American	65%	x
Latina	2%	x
Other	0%	x
1999		
White	32%	x
African-American	64%	x
Latina	2%	x
Other	0%	x

x=Data not recorded

Table 29

Donna Orender, former senior vice president of the PGA Tour, and current WNBA President.

The WNBA is operated as a separate and independent league from the NBA. According to information provided by the league, the WNBA League Office has a dedicated staff that includes full-time personnel in

basketball and business operations, player personnel, marketing partnership, sales and services, and public relations. However, with respect to other staff services, the league decided there would be significant cost saving opportunities arising from common ownership and related functions that must be performed by both leagues. As a result, WNBA staffing needs with respect to administration, advertising, product licensing, legal services, broadcasting, international development, event management, team operations, internet/technology services and general services are performed on a "shared" basis by personnel who perform the same or similar functions for the National Basketball Association.

With the exception of the Connecticut Sun, Houston Comets, Washington Mystics, Los Angeles Spark and Chicago Sky, all WNBA teams are operated by the NBA teams in their respective cities. NBA team front offices in those cities are responsible for many of the day-to-day operations of the WNBA teams. Each WNBA team employs dedicated coaches, trainers and public relations representatives and, like the League Office, "shares" most of its common non-player personnel with the NBA team operator.

At the professional staff level in the WNBA League Office, African-Americans occupied 20.5 percent of the positions, Asians held 11.3 percent, while whites held 66 percent. This was the lowest percentage of African-American professional league staff since we started reporting on the WNBA. Asians increased by about two percentage points, while the percentage of whites increased by one percentage point. The percentage of Latinos occupied in a professional position in the League Office increased by a little more than two percentage points.

Women filled 75 percent of WNBA professional staff positions in 2006, which was a five percentage point

Chapter 4: Women's National Basketball Association

increase from the last report. Renee Brown, an African-American woman, is Chief of Basketball Operations and Player Relations. She was the only person of color in a vice president position. Paula Hanson, senior vice president, Team Business Development, Andrea Poch, senior vice president, Business Development, Kristin Bernert, vice president, Team Business Development, and Stephanie Redish, vice president, Sponsorship and Service were the other female executives at the vice president level in the WNBA League Office. There were no males in vice president positions at the League Office in 2006.

Grade for WNBA League Office:

Race: A+

Gender: A+

See Table 30.

Owners

For the 2006 season, there was one African-American owner, Robert Johnson of the Charlotte Sting. The Sting were no longer a WNBA team in 2007. In addition there were two women who held ownership in a WNBA franchise:

- Colleen J. Maloof, Sacramento Monarchs
- Adrienne Maloof-Nassif, Sacramento Monarchs

At the start of the 2007 season, Carla Christofferson and Kathy Goodman replaced Jerry Buss as the owner of the Los Angeles Sparks, increasing the number to four women as majority owners at the start of the 2007 season.

In 2006, Sheila Johnson became the first African-American woman to hold any ownership in a WNBA

team. Ms. Johnson was named managing partner of the Washington Mystics when Lincoln Holdings, LLC acquired the team from Abe and Irene Pollin. Ms. Johnson owns approximately 6-7 percent of Lincoln Holdings.

See Table 31.

League Office: Professional Employees					
2006			2002		
	%	#		%	#
White	66.0%	29	White	55%	12
African-American	20.5%	9	African-American	36%	8
Latino	2.2%	1	Latino	9%	2
Asian	11.3%	5	Asian	0%	0
Other	0.0%	0	Other	0%	0
Women	75.0%	33	Women	95%	21
Total	x	44	Total	x	22
2005			2000		
White	65%	15	White	55%	11
African-American	26%	6	African-American	35%	7
Latino	0%	0	Latino	5%	1
Asian	9%	2	Asian	0%	0
Other	0%	0	Other	5%	1
Women	70%	16	Women	85%	17
Total	x	23	Total	x	20
2004			1998		
White	60%	6	White	69%	9
African-American	40%	4	African-American	23%	3
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	8%	1
Other	0%	0	Other	0%	0
Women	90%	9	Women	69%	9
Total	x	10	Total	x	13
2003			Data Not Recorded		

Note: Data provided by the WNBA league offices.

x= Data not recorded

Table 30

Majority Owners		
	%	#
2006		
White	95%	18
African-American	5%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	11%	2
2005		
White	92%	21
African-American	8%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	16%	4
2004		
White	94%	16
African-American	6%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	18%	3
2001 - 2003		
Data Not Recorded		

Table 31

Head Coaches

At the start of the 2006 WNBA season, the number of African-American head coaches stayed at two (14 percent). Whites held 86 percent of the head coaching positions. There were no Asian or Latino(a) head coaches in the WNBA. The percentage of female head coaches dropped from 38 to 21 percent, a decrease of 17 percentage points since the last RGRC.

There were two African-American head coaches during the 2006 WNBA season:

- Muggsy Bogues, Charlotte Sting
- Joe Bryant, Los Angeles Sparks

There were three women head coaches at the helm at the start of the 2006 season:

- Susie McConnell-Serio, Minnesota Lynx
- Pat Coyle, New York Liberty
- Anne Donovan, Seattle Storm

At the start of the 2007 season, Karleen Thompson replaced Van Chancellor for The Houston Comets becoming the only female African-American Head coach in the league. Michael Cooper replaced Joe Bryant as the Los Angeles Sparks head coach; Tree Rollins replaced Richie Aduvato for the Washington Mystics increasing the number of African American head coaches to four. Jenny Boucek replaced John Whisenant at the Sacramento Monarchs, increasing the number of women as head coaches to five at the start of the 2007 season.

WNBA Grade for Head Coaches:

Race: A
Gender: B+

See Table 32.

Assistant Coaches

There was a six percent increase for African-American assistant coaches rising from 35 percent to 41 percent. There were no Latinos or Asian

Assistant Coaches		
	%	#
2006		
White	59%	16
African-American	41%	11
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	56%	15
2005		
White	65%	17
African-American	35%	9
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	65%	17
2004		
White	55%	18
African-American	45%	15
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	58%	19
2003		
Data Not Recorded		
2002		
White	68%	27
African-American	33%	13
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	55%	22
2000		
White	75%	27
African-American	22%	8
Latino	3%	1
Asian	0%	0
Other	0%	0
Women	61%	22
1999		
White	74%	17
African-American	22%	5
Latino	0%	0
Asian	4%	1
Other	0%	0
Women	52%	12
1998		
White	63%	2
African-American	31%	5
Latino	0%	0
Asian	6%	1
Other	0%	0
Women	50%	8

Table 33

Head Coaches					
	%	#		%	#
2006			2001		
White	86%	12	White	75%	12
African-American	14%	2	African-American	25%	4
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Other	0%	0	Women	44%	7
Women	21%	3	2000		
2005			White	69%	11
White	85%	11	African-American	31%	5
African-American	15%	2	Asian	0%	0
Asian	0%	0	Latino	0%	0
Latino	0%	0	Women	44%	7
Other	0%	0	1999		
Women	38%	5	White	75%	9
2004			African-American	25%	3
White	69%	9	Asian	0%	0
African-American	31%	4	Latino	0%	0
Asian	0%	0	Women	50%	6
Latino	0%	0	1998		
Women	38%	5	White	60%	3
2003			African-American	40%	4
Data Not Recorded			Asian	0%	0
2002			Latino	0%	0
White	82%	14	Women	70%	7
African-American	18%	3			
Asian	0%	0			
Latino	0%	0			
Women	41%	7			

Table 32

Chapter 4: Women's National Basketball Association

assistant coaches. The percentage of white assistant coaches decreased from 65 to 59 percent. The number of female assistant coaches dropped from 65 percent to 56, a decrease of nine percentage points since last year's RGRC. At 65 percent, the 2005 season represented the highest percent of women as assistant coaches in WNBA history.

WNBA Grade for Assistant Coaches:

Race: A+
Gender: A+

See Table 33.

Top Management

CEOs/Presidents

There was an increase in the number of women in a top management role from two in 2005 to four in 2006. Margaret Stender was President of the Chicago Sky, Andrea Young was President of the Houston Comets, Jay L. Parry was President of the Phoenix Mercury and Sheila Johnson was President of the Washington Mystics.

Steve Mills, president of the New York Knicks and New York Liberty, was the only African-American who was president of both NBA and WNBA teams in 2006. Mills and Johnson were the only two African-American CEOs/Presidents in the WNBA in 2006.

See Table 34.

General Manager/Principal-in-Charge

The WNBA had two African-American women general managers in 2006, one less than reported in 2005, representing 18 percent of the total in this role. They were:

- Penny Toler, general manager, Los Angeles Sparks
- Trudi Lacey, general manager, Charlotte Sting

Including Toler and Lacey, there were

CEO/President		
	%	#
2006		
White	89%	16
African-American	11%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	22%	4
2005		
White	90%	14
African-American	10%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	10%	2
2004		
White	85%	11
African-American	15%	2
Latino	0%	0
Asian	0%	0
Women	8%	1

Table 34

six women in this post in the WNBA in 2006. These six women account for 55 percent of the individuals in this position. The other four women were:

- Carol Blazejowski, senior vice president and general manager, New York Liberty
- Kelly Krauskopf, general manager, Indiana Fever
- Linda Hargrove, general manager, Washington Mystics
- Anne Donovan, general manager and head coach, Seattle Storm

At the start of the 2007 season, Karleen Thompson replaced Van Chancellor for the Houston Comets becoming the third female African-American general manager in the league. Ann Meyers Drysdale replaced Seth Sulka for the Phoenix Mercury, increasing the number of women who are GMs to seven.

WNBA Grade for Top Management:

Race: B+
Gender: A+

See Table 35.

General Manager/ Director of Player Personnel		
	%	#
2006		
White	82%	9
African-American	18%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	55%	6
2005		
White	73%	9
African-American	27%	3
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	67%	8
2004		
White	77%	10
African-American	23%	3
Latino	0%	0
Asian	0%	0
Women	77%	10

Table 35

Team Vice Presidents

The WNBA increased its number of African-American vice presidents from seven during the 2005 season to nine at the start of the 2006 season. The nine were:

- Ed Lewis, vice president, Government Relations, Charlotte Sting
- LaRita Barber, vice president, Community Relations, Charlotte Sting
- Sheryl Allen, vice president and controller, Charlotte Stings
- Donna Julian, senior vice president, Arena Events and Operations, Charlotte Stings
- Vivian Mora, vice president, Human Resources, Houston Comets
- Quinn Buckner, vice president, Communications, Indiana Fever
- Kathryn Jordan, vice president, Team Development, Indiana Fever
- Wayne Cooper, vice president, Basketball Operations, Sacramento Monarchs
- Neville Waters, vice president, Marketing and Business Development, Washington Mystics

The number of female vice presidents

decreased from 23 in 2005 to 18 in 2006. Along with Allen, Barber, Mora, Jordan, and Julian, the other female vice presidents were:

- Colleen Millsap, executive vice president, Administration, Charlotte Sting
- Kay Lowery, vice president, Human Resources, Charlotte Sting
- Marilyn Hauser, executive vice president, Detroit Shock
- Ellen Gahagan, vice president, Marketing, Detroit Shock
- Susan Greenfield, vice president, Legal, Detroit Shock
- Donna Wilkinson, vice president, Human Resources, Indiana Fever
- Jane Wardle, vice president, Budgeting, Indiana Fever
- Donna Ruiz, vice president, Human Resources, Sacramento Monarchs
- Danette Leighton, vice president, Marketing and Monarchs Business Operations, Sacramento Monarchs
- Alison Fox, vice president, Community Relations, San Antonio Silver Stars
- Lori Warren, vice president, Finance, San Antonio Silver Stars
- Paula Winslow, vice president, Human Resources, San Antonio Silver Stars
- Karen Jennings, senior executive vice president, San Antonio Silver Stars

WNBA Grade for Team Vice Presidents:

Race: C+
Gender: F

See Table 36.

“The WNBA only had one category below a B for race (team vice-presidents).”

Vice Presidents		
	%	#
2006		
White	90%	80
African-American	10%	9
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	20%	18
2005		
White	91%	77
African-American	8%	7
Latino	0%	0
Asian	1%	1
Other	0%	0
Women	27%	23
2004		
White	89%	42
African-American	11%	5
Latino	0%	0
Asian	0%	0
Women	28%	13

Table 36

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer,

Senior Administrators		
	%	#
2006		
White	81%	94
African-American	9%	11
Latino	7%	8
Asian	2%	2
Other	1%	1
Women	28%	33
2005		
White	80%	99
African-American	11%	14
Latino	6%	7
Asian	2%	3
Other	0%	0
Women	37%	45
2004		
White	81%	74
African-American	12%	11
Latino	3%	3
Asian	2%	2
Other	1%	1
Women	42%	38

Table 37

chief financial officer, public relations director and director of community relations.

During the 2006 WNBA season, 19 percent of team senior administrators were people of color including nine percent African-American, seven percent Latino (up one percentage points), two percent Asian and one percent of other people of color. Whites held 81 percent of the senior team administrative positions. Twenty-eight percent of senior team administrators in the WNBA were women, down from 37 percent in 2005.

WNBA Grade for Senior Administration:

Race: B+/A-
Gender: D+/C-

See Table 37.

Professional Administration

Positions categorized as professional team administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists. In team professional administrative positions in the 2006 season, whites decreased by two percentage points to 68 percent while African-Americans decreased by one percentage points to 16 percent. Latinos increased from 2005 by three percentage points, while Asians decreased by one percentage point. The percentage of women holding team professional administrative positions decreased from 50 to 44 percent.

WNBA Grade for Professional Administration:

Race: A+
Gender: A

See Table 38.

Chapter 4: Women's National Basketball Association

Professional Administration			
		%	#
2006			
	White	68%	159
	African-American	16%	38
	Latino	11%	26
	Asian	3%	7
	Other	2%	5
	Women	44%	103
2005			
	White	70%	165
	African-American	17%	41
	Latino	8%	19
	Asian	4%	10
	Other	0%	1
	Women	50%	118
2004			
	White	69%	268
	African-American	22%	86
	Latino	5%	18
	Asian	3%	14
	Other	<1%	3
	Women	44%	170

Table 38

Physicians and Head Trainers

In 2006, there was a one percentage point decrease in African-American physicians and a two percentage point increase of Latino physicians. There were no Asian physicians. Females in these positions increased from 18 percent to 27 percent in 2006.

See Table 39.

In the WNBA, African-American head trainers decreased four percentage points from 22 to 18 percent during the 2006 season. Latino head trainers stayed the same at nine percentage points in 2006. There was one head trainer of other color and no Asian head trainers in 2006. Whites fell two percentage points from 70 to 68 percent; and the percentage of women decreased 11 percentage points, going from 70 percent in 2005 to 59 percent in 2006.

See Table 40.

Physicians			
		%	#
2006			
	White	82%	18
	African-American	5%	1
	Latino	14%	3
	Asian	0%	0
	Other	0%	0
	Women	27%	6
2005			
	White	82%	14
	African-American	6%	1
	Latino	12%	2
	Asian	0%	0
	Other	0%	0
	Women	18%	3
2004			
	White	100%	13
	African-American	0%	0
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	8%	1
2003			
		Data Not Recorded	
2002			
	White	88%	x
	African-American	6%	x
	Latino	0%	x
	Asian	6%	x
	Other	0%	x
	Women	22%	x

x= Data not recorded

Table 39

Head Trainers			
		%	#
2006			
	White	68%	15
	African-American	18%	4
	Latino	9%	2
	Asian	0%	0
	Other	5%	1
	Women	59%	13
2005			
	White	70%	16
	African-American	22%	5
	Latino	9%	2
	Asian	0%	0
	Other	0%	0
	Women	70%	16
2004			
	White	77%	10
	African-American	15%	2
	Latino	0%	0
	Asian	8%	1
	Other	0%	0
	Women	92%	12
2003			
		Data Not Recorded	
2002			
	White	86%	12
	African-American	7%	1
	Latino	0%	0
	Asian	7%	1
	Other	0%	0
	Women	88%	14
2000			
	White	88%	1
	African-American	6%	1
	Latino	0%	0
	Other	6%	1
	Women	88%	10
1999			
	White	92%	11
	African-American	0%	0
	Latino	1%	0
	Other	1%	0
	Women	83%	11
1998			
	White	100%	10
	African-American	0%	0
	Latino	0%	0
	Other	0%	0
	Women	100%	10

Table 40

OVERALL GRADES

The NFL received an overall B+ (88.6 out of 100 points) grade for race, improving from a B+ (88 out of 100) in the previous Racial and Gender Report Card. No grade was issued for gender. The NFL had received a D+ in the 2004 Report. The percentage of women did increase slightly in the categories of team vice presidents, team senior administration positions and in professional administration. Overall, there was little change on gender between the two reports.

GRADES BY CATEGORY

Players

In the NFL's 2006 season, the percentage of African-Americans was 67 percent, an increase of 1.5 percentage points from 2005. The all-time high for African-American players was in 2003 at 69 percent. The percentage of whites remained fairly constant at 31 percent from the 2005 Report Card. The percentages of Latinos remained at less than one percent and Asians in the NFL decreased slightly from 2 to 1.5 percent. Of all professional leagues in the United States, the NFL continues to have the smallest percentage of international players at one percent in 2006.

NFL Grade for Players: A+

Players								
		%	#					
2006	White	31%	532	1996	White	31%	x	
	African-American	67%	1131		African-American	66%	x	
	Latino	0.5%	8		Latino	<1%	x	
	Asian	1.5%	25		Other	2%	x	
	Other	0%	0		1995	White	31%	x
International	1%	24	African-American	67%		x		
2005	White	31.50%	537	Latino		0%	x	
	African-American	65.50%	1116	Other		<2%	x	
	Latino	<1%	10	1994		White	31%	x
	Asian	2%	34		African-American	68%	x	
	Other	<1%	1		Latino	0%	x	
International	1%	18	Other		1%	x		
2003	White	29%	516		1993	White	35%	x
	African-American	69%	1228	African-American		65%	x	
	Latino	1%	9	Latino		0%	x	
	Asian	1%	22	1992		White	30%	x
	Other	0%	0			African-American	68%	x
2000	White	x	x		Latino	<1%	x	
	African-American	x	x		Other	1%	x	
	Latino	x	x		1991	White	36%	x
	Other	x	x	African-American		62%	x	
	1999	White	32%	x		Latino	2%	x
African-American		67%	x	1990		White	39%	x
Latino		<1%	x			African-American	61%	x
Other		<1%	x		Latino	0%	x	
1998		White	32%		x	1989	White	40%
	African-American	66%	x		African-American		60%	x
	Latino	<1%	x	Latino	0%		x	
	Other	1%	x	1997	White		33%	x
	1997	White	33%		x		African-American	65%
African-American		65%	x		Latino	<1%	x	
Latino		<1%	x		Other	1%	x	
Other		1%	x					

x=Data not recorded

Table 41

See Table 41.

NFL League Office

The NFL did not report league office data so it could not be evaluated.

NFL Grade for League Office: None issued

See Table 42.

Ownership

There has never been a majority owner of color in the NFL. The NFL appeared to take a giant step in 2005 when it was announced that Red McCombs was selling the Minnesota Vikings to Reggie Fowler, an African-American. That would have meant that, for the first time, all four major sports in the United States had a majority owner of color. However, the sale was not approved and Fowler became a minority owner of the Vikings.

There were three women who held ownership of an NFL team:

- Delores Barr Weaver, Jacksonville Jaguars
- Denise Debartolo York, San Francisco 49ers
- Georgia Frontiere, Saint Louis Rams

See Table 43.

League Office: NFL									
	Office Management		Support Staff Personnel			Office Management		Support Staff Personnel	
	%	#	%	#		%	#	%	#
2003-2006					1997				
White					White	80%	119	68%	34
African-American					African-American	15%	22	22%	11
Latino	NFL did not supply data				Latino	2%	3	8%	4
Asian	NFL did not supply data				Asian	3%	4	2%	1
Other	NFL did not supply data				Other	0%	0	x	x
Women	NFL did not supply data				Women	26%	39	84%	42
Total	NFL did not supply data				Total		148		50
2002					1996				
White	74%	150	51%	42	White	82%	93	81%	56
African-American	14%	28	25%	21	African-American	14%	16	12%	8
Latino	4%	9	19%	16	Latino	<1.0%	1	4%	3
Asian	8%	16	5%	4	Asian	2%	2	3%	2
Other	0%	0	0%	0	Other	<1.0%	1	x	x
Women	26%	53	54%	45	Women	22%	25	64%	44
Total		203		83	Total		113		69
2000					1995				
White	77%	140	57%	31	White	79%	62	85%	68
African-American	14%	25	22%	12	African-American	15%	12	8%	6
Latino	<3%	5	19%	10	Latino	<2%	1	5%	4
Asian	7%	12	2%	1	Asian	3%	2	3%	2
Other	0%	0	0%	0	Other	<2.0%	1	x	x
Women	29%	53	56%	30	Women	21%	16	58%	46
Total		182		54	Total		78		80
1998									
White	79%	131	70%	40					
African-American	15%	25	19%	11					
Latino	2%	3	9%	5					
Asian	4%	6	2%	1					
Other	0%	0	x	x					
Women	26%	43	75%	43					
Total		165		57					

Note: Data provided by the NFL league office.
 x= Data not recorded

Table 42

Head Coaches

The efforts of the Commissioner’s Office, as well as the diversity groups appointed by the NFL in the last four years, have brought about a dramatic change in head coaches. Former players formed the Fritz Pollard Alliance to add pressure and create more momentum for change.

Nothing highlighted this more than when the Indianapolis Colts and Chicago Bears faced off in the 2007 Super Bowl with Tony Dungy and Lovie Smith, two African-Americans, leading their respective teams. It was the first time this happened in the NFL. It had only happened once in the NBA and it has never happened in Major

League Baseball.

The Rooney Rule, which requires that people of color be interviewed as part of the search process for head coaches, has helped to more than double the number of African-American head coaches in the NFL from two in 2002 to seven in 2006. The Rooney Rule was named after Steelers’ owner Dan Rooney, who is the head of the league’s diversity committee. The NFL’s policy is similar to the approach adopted earlier by Major League Baseball in 1999 under Bud Selig, which helped triple the number of managers of color in MLB in the first few years after implementation.

In 2003, with the hiring of Marvin Lewis by the Cincinnati Bengals, the number of head coaches of color in the NFL increased to three. The percentage of African-American head coaches grew to 16 percent before the start of the 2004 season when the NFL added two more African-American head coaches: Dennis Green of the Arizona Cardinals and Lovie Smith of the Chicago Bears. After the 2005 Super Bowl, Romeo Crennel was hired as head coach of the Cleveland Browns, giving the NFL six African-American head coaches, two times the previous high of three African-American NFL head coaches.

After the 2005 NFL season, Herman Edwards was released of his

Majority Owners

		%
2006		
White		100%
African-American		0%
Latino		0%
Asian		0%
Other		0%
Women		9%
2005		
White		100%
African-American		0%
Latino		0%
Asian		0%
Other		0%
Women		11%
2003		
White		100%
African-American		0%
Latino		0%
Asian		0%
Women		10%
2001		
White		100%
African-American		0%
Latino		0%
Asian		0%
Women		9%
1999		
White		100%
African-American		0%
Latino		0%
Asian		0%
Women		6%
1998		
White		100%
African-American		0%
Latino		0%
Asian		0%
Women		6%
1997		
White		100%
African-American		0%
Latino		0%
Asian		0%
Women		7%

Table 43

contract with the New York Jets and subsequently hired by the Kansas City Chiefs. Art Shell was hired as the head coach of the Oakland Raiders. Shell was the first African-American coach in the NFL when he was hired by the Raiders in 1989, and continued in this position until 1994.

The seven NFL coaches in the 2006

season were:

- Romeo Crennel, Cleveland Browns
- Tony Dungy, Indianapolis Colts
- Herman Edwards, Kansas City Chiefs
- Marvin Lewis, Cincinnati Bengals
- Lovie Smith, Chicago Bears
- Art Shell, Oakland Raiders
- Dennis Green, Arizona Cardinals

Dennis Green and Art Shell were let go after the 2006 season and Mike Tomlin was hired by the Pittsburgh Steelers leaving six African-American head coaches at the start of the 2007

NFL season. They were:

- Romeo Crennel, Cleveland Browns
- Tony Dungy, Indianapolis Colts
- Herman Edwards, Kansas City Chiefs
- Marvin Lewis, Cincinnati Bengals
- Lovie Smith, Chicago Bears
- Mike Tomlin, Pittsburgh Steelers

NFL Grade for Head Coaches: A-

See Table 44 and 45.

Head Coaches

	%	#		%	#
2006					
White	78%	25	1997		
African-American	22%	7	White	90%	27
Asian	0%	0	African-American	10%	3
Latino	0%	0	Asian	0%	0
Other	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2005					
White	81%	26	1996		
African-American	19%	6	White	90%	27
Asian	0%	0	African-American	10%	3
Latino	0%	0	Latino	0%	0
Women	0%	0	1995		
2003					
White	91%	29	White	90%	27
African-American	9%	3	African-American	10%	3
Asian	0%	0	Latino	3%	1
Latino	0%	0	1994		
Women	0%	0	White	93%	28
2001					
White	94%	30	African-American	7%	2
African-American	6%	2	Latino	0%	0
Asian	0%	0	1993		
Latino	0%	0	White	89%	25
Women	0%	0	African-American	7%	2
2000					
White	90%	28	Latino	<4%	1
African-American	10%	3	1992		
Asian	0%	0	White	89%	25
Latino	0%	0	African-American	7%	2
Women	0%	0	Latino	<4%	1
1999					
White	94%	29	1991		
African-American	6%	2	White	93%	26
Asian	0%	0	African-American	7%	2
Latino	0%	0	Latino	0%	0
Women	0%	0	1990		
1997					
White	96%	27	White	96%	27
African-American	4%	1	African-American	4%	1
Latino	0%	0	Latino	0%	0

Table 44

“...the Indianapolis Colts and Chicago Bears faced off in the 2007 Super Bowl with Tony Dungy and Lovie Smith, two African-Americans, leading their respective teams. It was the first time this happened in the NFL.”

Assistant Coaches

The 2006 season saw a record percentage of people of color in assistant coaching positions in the NFL when there were 165 assistant coaches of color, or 38 percent. This was up from 34 percent in the last Report Card.

In the 2006 NFL season, the number of white assistant coaches dropped from 66 to 62 percent, while African-Americans increased by three percentage points to 35 percent. Latinos moved up one percentage point to two percent, and Asian assistant coaches remained at one percentage point. Six African-Americans held coordinator positions in the NFL.

NFL Grade for Assistant Coaches: A+

See Table 46.

Historical Listing of African-American Professional Head Coaches in the NFL			
(*9 permanent head coaches, 1 interim head coach)			
	Team	Year(s)	Record
Art Shell	L.A. Raiders	1989-94	54-38
	Oakland Raiders	2006	2-14
Dennis Green	Minnesota	1992-01	97-62
	Arizona	2004-2006	16-32
Ray Rhodes	Philadelphia	1995-98	29-34-1
	Green Bay	1999	8-8
Tony Dungy	Tampa Bay	1996-2001	54-42
	Indianapolis	2002-present	60-25
Terry Robiskie	Washington	2000	1-2 (interim head coach)
	Cleveland	2004	1-4 (interim head coach)
Herman Edwards	N.Y. Jets	2001-2005	39-41
	Kansas City Chiefs	2006-present	9-7
Marvin Lewis	Cincinnati	2003-present	35-29
Lovie Smith	Chicago	2004-present	29-19
Romeo Crennel	Cleveland	2005-present	10-22
Mike Tomlin	Pittsburgh	2007	first season

* This represents the modern era. Fritz Pollard coached Akron in 1921.

Table 45

Assistant Coaches					
	%	#		%	#
2006			1997		
White	62%	269	White	73%	311
African-American	35%	151	African-American	26%	113
Latino	2%	10	Latino	1%	3
Asian	1%	4	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2005			1996		
White	66%	316	White	74%	307
African-American	32%	154	African-American	25%	102
Latino	1%	5	Latino	<1%	3
Asian	1%	3	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0			
2003			1995		
White	67%	341	White	76%	289
African-American	30%	153	African-American	23%	88
Latino	2%	8	Latino	0%	0
Asian	0%	1	Asian	0%	0
Other	1%	7	Other	<1%	4
Women	0%	0			
2001			1994		
White	71%	333	White	77%	249
African-American	28%	132	African-American	23%	73
Latino	<1%	6	Latino	<1%	1
Asian	<1%	1	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0			
1999			1993		
White	72%	330	White	76%	217
African-American	28%	127	African-American	23%	73
Latino	0%	0	Latino	<1%	1
Asian	0%	0	Other	0%	0
Other	0%	0			
Women	0%	0			
			1992		
			White	80%	264
			African-American	20%	65
			Latino	0%	0
			Other	0%	0
			1991		
			White	84%	289
			African-American	16%	54

x= Data not recorded

Table 46

Top Management

CEOs/Presidents

Amy Trask of the Oakland Raiders was the only woman president/CEO in the NFL in 2005 and 2006.

There has never been a president/CEO of color in the NFL.

See Table 47.

CEO/President		
	%	#
2006		
White	100%	35
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	3%	1
2005		
White	100%	41
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	3%	1
2003		
White	100%	32
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	9%	3
2000		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1999		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1998		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1997		
White	100%	x
African-American	0%	x
Latino	0%	x
Other	0%	x
Women	0%	x

x= Data not recorded

Table 47

General Manager/Principal-in-Charge

In what the NFL defined as the position equivalent to a general manager, whites held 87 percent of the posts in the 2006 season with the remaining 13 percent being African-American. This was same as the last Report Card. The four African-Americans in this position during the 2006 season were:

- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Rod Graves, vice president, Football Operations, Arizona Cardinals
- Rick Smith, General Manager, Houston Texans
- James Harris, vice president of Player Personnel, Jacksonville Jaguars

***NFL Grade for General Manager/Principal-in-Charge: B**

**grade based on the 2006 season*

See Table 48.

Team Vice Presidents

In the 2006 NFL season, 92 percent of all vice presidents were white while eight percent were African-American. There were 13 African-American vice presidents in 2006, three less than reported in last year's Report Card. There were no Latinos or Asians represented. The following are the African-Americans who held vice president positions in 2006:

- Ray Anderson, executive vice president and chief administrative officer, Atlanta Falcons

General Manager/Director of Player Personnel					
	%	#		%	#
2006			1998		
White	87%	28	White	87%	27
African-American	13%	4	African-American	13%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1997		
2005			White	87%	26
White	87%	27	African-American	13%	4
African-American	13%	4	Latino	0%	0
Latino	0%	0	Asian	0%	0
Asian	0%	0	Women	0%	0
Women	0%	0	1996		
2003			White	83%	25
White	94%	30	African-American	17%	5
African-American	6%	2	Latino	0%	0
Latino	0%	0	1995		
Asian	0%	0	White	87%	26
Women	0%	0	African-American	13%	4
2001			Latino	0%	0
White	94%	30	1994		
African-American	6%	2	White	86%	25
Latino	0%	0	African-American	14%	4
Asian	0%	0	Latino	0%	0
Women	0%	0	1993		
1999			White	86%	25
White	87%	27	African-American	10%	3
African-American	13%	4	Latino	4%	1
Latino	0%	0			
Asian	0%	0			
Women	0%	0			

x= Data not recorded

Table 48

Chapter 5: National Football League

- Ronnie Barnes, vice president, Medical Services, New York Giants
- Adrian Bracy, vice president, Finance, St. Louis Rams
- Greg Carney, vice president of Marketing, Denver Broncos
- Rena Clark, vice president, Community Affairs & Corporate Philanthropy, New England Patriots
- Rod Graves, vice president, Football Operations, Arizona Cardinals
- James Harris, vice president, player personnel, Jacksonville Jaguars
- Martin Mayhew, senior vice president, Football Administration & Legal Affairs, Detroit Lions
- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Reggie Roberts, vice president, Football Communications, Atlanta Falcons
- Kevin Warren, vice president, Operations and Legal Counsel, Minnesota Vikings
- Bob Wallace, executive vice president and General Counsel, St. Louis Rams
- Tony Willie, vice president, Communications, Houston Texans

The Atlanta Falcons and St. Louis Rams were the only NFL teams with more than one African-American vice president.

Women held 18 (12 percent) of the vice president positions during the 2006 season, which was a four percentage point increase since last year's Report Card. In addition to Adrian Bracy and Rena Clark, the 16 other women in these posts were:

- Kim Babiak Phillips, vice president, Marketing, Houston Texans
- Rita Benson LeBlanc, executive vice president, New Orleans Saints
- Linda Bogdan, corporate vice president, Buffalo Bills
- Jeanne Bonk, vice president/chief financial and administrative officer, San Diego Chargers
- Susan Darrington, vice president, Facility Operations and Services, Seattle Seahawks
- Diane Downing, vice president, Administration, Cleveland Browns

- Jennifer Ferron, vice president, Marketing Operations, New England Patriots
- Tammy Fruits, vice president of Sales and Marketing, Kansas City Chiefs
- Cindy Galloway Kellogg, vice president, Community Relations, Denver Broncos
- Elizabeth Lang, vice president, Communication, San Francisco 49ers
- Mary Owen, vice president, Strategic Planning, Buffalo Bills
- Christine Procops, vice president/ chief financial officer, New York Giants
- Kim Shreckengost, executive vice president, Operations, Atlanta Falcons
- Jill Strafacci, senior vice president, Finance and Administration, Miami Dolphins

- Suzie Thomas, senior vice president/ chief administrative officer, Houston Texans
- Beth Wojick, vice president, Corporate Partnership, Seattle Seahawks

Houston, Buffalo, New England and Seattle were the only teams in the NFL with more than one woman as a vice president.

NFL Grade for Team Vice Presidents:

Race: D+
Gender: none issued

See Table 49.

Vice Presidents							
Year		%	#	Year		%	#
2006	White	92%	152	1997	White	90%	97
	African-American	8%	13		African-American	10%	11
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Women	7%	8
	Women	12%	18		1996	White	88%
2005	White	90%	143	African-American		12%	10
	African-American	10%	16	Latino		0%	0
	Latino	0%	0	Other		0%	0
	Asian	0%	0	Women		12%	10
	Women	8%	13	1995	White	95%	70
2003	White	89%	131		African-American	5%	4
	African-American	10%	14		Latino	0%	0
	Latino	1%	2		Other	0%	0
	Asian	0%	0		Women	6%	5
	Women	7%	10	1994	White	96%	64
2001	White	92%	118		African-American	4%	3
	African-American	7%	9		Latino	0%	0
	Latino	1%	1		Asian	0%	0
	Asian	0%	0		Women	4%	3
	Women	9%	11	1993	White	93%	56
1999	White	92%	130		African-American	7%	4
	African-American	8%	11		Latino	0%	0
	Latino	0%	0		Asian	0%	0
	Asian	0%	0		Women	6%	4
	Women	7%	10				

Table 49

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer,

chief financial officer, public relations director and director of community relations.

Both people of color and women increased the senior administrative positions they held during the 2006 season.

down two percentage points.

Seventeen percent of the senior administrators in the NFL were women, which is a one percentage point increase from the last Report Card.

NFL Grade for Senior Administration:

Race: B/B+
Gender: none issued

See Table 50.

Senior Administrators		
	%	#
2006		
White	84%	421
African-American	12%	61
Latino	2%	8
Asian	2%	8
Other	0%	1
Women	17%	86
2005		
White	86%	424
African-American	12%	60
Latino	1%	6
Asian	<1%	2
Other	<1%	2
Women	16%	80
2003		
White	84%	351
African-American	13%	52
Latino	<1%	3
Asian	<1%	4
Women	17%	70
2000		
White	90%	x
African-American	9%	x
Latino	1%	x
Asian	<1%	x
Women	28%	x
1999		
White	86%	x
African-American	14%	x
Latino	0%	x
Asian	0%	x
Women	14%	x
1998		
White	88%	x
African-American	9%	x
Latino	2%	x
Asian	1%	x
Women	27%	x
1997		
White	91%	x
African-American	9%	x
Other	0%	x
Women	16%	x
1996		
White	89%	x
African-American	9%	x
Other	<2%	x
Women	9%	x

x= Data not recorded

Table 50

People of color occupied 16 percent of all NFL senior administration positions, up by two percentage points. While African-Americans stayed the same at 12 percent, both Latinos and Asians increased to two percent each. Whites held 84 percent of these positions,

Professional Teams: Administration					
	%	#		%	#
2006			1997		
White	86%	805	White	87%	x
African-American	9%	83	African-American	10%	x
Latino	3%	27	Latino	2%	x
Asian	1%	13	Asian	1%	x
Other	1%	5	Women	34%	x
Women	33%	310	1996		
2005			White	90%	x
White	89%	873	African-American	8%	x
African-American	8%	79	Other	2%	x
Latino	2%	21	Women	18%	x
Asian	1%	10	1995		
Other	<1%	3	White	88%	x
Women	32%	311	African-American	11%	x
2003			Other	1%	x
White	87%	1024	Women	15%	x
African-American	9%	101	1994		
Latino	2%	20	White	89%	x
Asian	<1%	6	African-American	11%	x
Other	2%	20	Latino	<1%	x
Women	31%	362	Asian	0%	x
1999			Other	<1%	x
White	84%	x	Women	12%	x
African-American	15%	x	1993		
Latino	<1%	x	White	88%	x
Asian	<1%	x	African-American	9%	x
Women	19%	x	Latino	1%	x
1998			Asian	<1%	x
White	87%	x	Other	<1%	x
African-American	10%	x	1992		
Latino	2%	x	White	90%	x
Asian	1%	x	African-American	6%	x
Women	24%	x	Latino	3%	x
1997			Asian	<1%	x
White	87%	x	Other	0%	x
African-American	10%	x	1996		
Latino	2%	x	White	89%	x
Asian	1%	x	African-American	9%	x
Women	24%	x	Latino	2%	x
1996			Asian	1%	x
White	89%	x	Other	<1%	x
African-American	9%	x	Women	18%	x
Other	<2%	x	1995		
Women	9%	x	White	88%	x

x= Data not recorded

Table 51

Professional Administration

Positions categorized as professional team administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

In the NFL, white professional administrators decreased three percentage points to 86 percent of the total. African-Americans and Latinos increased one percentage point each to nine and three percent, respectively. Asians remained the same at one percent and "other" racial groups increased slightly. The percentage of people of color in professional administration positions was 14 percent of the total, increasing by three percentage points.

Women gained one percentage point bringing them to 33 percent.

NFL Grade for Professional Administration:

Race: B
Gender: none issued

See Table 51.

Physicians

In the NFL, white team physicians increased by one percentage point to 95 percent, while African-Americans remained the same at one percentage point. Latinos decreased by one percentage point to one percent, while Asians increased by one percentage point to three percent. The "other" category remained the same at one percent. The percentage of women physicians decreased from seven percent in 2005 to five percent in 2006.

See Table 52.

Physicians							
		%	#				
2006	White	95%	109	1997	White	91%	38
	African-American	1%	1		African-American	2%	1
	Latino	1%	1		Latino	7%	3
	Asian	3%	3		Asian	0%	0
	Other	1%	1		Women	0%	0
	Women	5%	6		1996	White	96%
2005	White	94%	117	African-American		2%	1
	African-American	1%	1	Latino		2%	2
	Latino	2%	2	Other		0%	0
	Asian	2%	3	Women		0%	0
	Other	1%	1	1995	White	100%	44
Women	7%	9	African-American		0%	0	
2003	White	94%	118		Latino	0%	0
	African-American	2%	2		Other	0%	0
	Latino	0%	0		Women	0%	0
	Asian	2%	3	1994	White	100%	72
	Other	2%	3		African-American	0%	0
Women	2%	2	Latino		0%	0	
2001	White	96%	94		Other	0%	0
	African-American	1%	1	Women	0%	0	
	Latino	1%	1	1993	White	97%	71
	Asian	1%	1		African-American	<2%	1
	Women	2%	2		Latino	<2%	1
1998	White	95%	52	Other	0%	0	
	African-American	0%	0	1992	White	98%	66
	Latino	4%	2		African-American	<2%	1
	Asian	1%	1		Latino	0%	0
	Women	0%	0				

Table 52

Head Trainers

In 2006, white head trainers decreased from 88 to 86 percent, while African-Americans increased by one percentage point to 13 percent of the total in the NFL. Asians increased by two percentage points to two percent of the total. There were no Latino or women head trainers in 2006.

See Table 53.

Radio/TV Broadcasters

For NFL teams, white broadcasters remained the same at 74 percent of the total. African-Americans increased from 12 percent to 13 percent while Latino broadcasters decreased from 14 percent to 13 percent of the total for 2006. There were no Asian broadcasters. While there were no women in 2005, women comprised of two percent of the total in 2006.

See Table 54.

Head Trainers								
			%	#				
2006	White	86%	48	1998	White	87%	27	
	African-American	13%	7		African-American	13%	4	
	Latino	0%	0		Latino	0%	0	
	Asian	2%	1		Other	0%	0	
	Other	0%	0		Women	0%	0	
	Women	0%	0		1997	White	87%	26
2005	White	88%	52	African-American		10%	3	
	African-American	12%	7	Latino		0%	0	
	Latino	0%	0	Other		3%	1	
	Asian	0%	0	Women		0%	0	
	Other	0%	0	1996		White	90%	27
	Women	0%	0		African-American	10%	3	
2003	White	18%	26		Other	0%	0	
	African-American	16%	5		1995	White	89%	25
	Latino	3%	1			African-American	7%	2
	Asian	0%	0			Other	4%	1
	Other	0%	0	1994		White	89%	25
	Women	0%	0			African-American	7%	2
2001	White	88%	28			Other	4%	1
	African-American	13%	4		1993	White	92%	26
	Latino	0%	0			African-American	4%	1
	Other	0%	0			Other	4%	1
	Women	0%	0	1992		White	92%	26
						African-American	4%	1
			Other			4%	1	

Table 53

Radio and TV Announcers		
2006	White	74%
	African-American	13%
	Latino	13%
	Asian	0%
	Other	0%
	Women	2%
2005	White	74%
	African-American	12%
	Latino	14%
	Asian	0%
	Other	0%
	Women	0%
2003	White	94%
	African-American	3%
	Latino	0%
	Asian	0%
	Other	0%
	Women	3%
2001	White	87%
	African-American	10%
	Latino	3%
	Asian	0%
	Other	0%
	Women	2%
1998	White	89%
	African-American	5%
	Latino	5%
	Asian	0%
	Other	0%
	Women	3%
1997	White	82%
	African-American	15%
	Latino	3%
	Asian	0%
	Other	0%
	Women	3%
1996	White	80%
	African-American	15%
	Latino	5%
	Asian	0%
	Other	0%
	Women	3%
1995	White	79%
	African-American	7%
	Latino	9%
	Asian	0%
	Other	5%
	Women	2%
1993	White	85%
	African-American	2%
	Latino	13%
1992	White	86%
	African-American	2%
	Latino	12%

Table 54

“NFL Commissioner Roger Goodell has now completed his first year and the results augur well for the future of more opportunities for people of color in the NFL.”

NFL Offense								
		QB	RB	WR	TE	OT	OG	C
2006								
	White	82%	10%	8%	54%	43%	53%	70%
	African-American	16%	88%	91%	43%	57%	42%	26%
2005								
	White	82%	9%	9%	57%	44%	54%	69%
	African-American	16%	89%	91%	40%	55%	39%	24%
2003								
	White	77%	13%	14%	55%	44%	56%	85%
	African-American	22%	86%	86%	42%	55%	41%	12%
2002								
	White	76%	16%	12%	56%	45%	56%	83%
	African-American	24%	82%	88%	41%	53%	41%	14%
2000								
	White	78%	13%	10%	56%	48%	48%	70%
	African-American	21%	86%	90%	41%	30%	50%	25%
1999								
	White	81%	13%	9%	55%	42%	55%	75%
	African-American	18%	86%	91%	42%	55%	42%	20%
1998								
	White	91%	13%	8%	55%	39%	67%	83%
	African-American	8%	87%	92%	42%	55%	29%	17%
1997								
	White	91%	7%	8%	52%	49%	72%	72%
	African-American	7%	90%	89%	48%	47%	23%	20%
1993								
	White	93%	8%	10%	39%	51%	64%	79%
	African-American	7%	92%	90%	60%	47%	32%	18%

Note: 37 % of all players in the NFL are Black. 32% of all players are White. 1% of all players in the NFL are either Pacific Islander, Latino, or Asian American. Any totals of less than 100% are due to the third category of other.

Table 55

Stacking

Most observers agree that the issue of stacking in the NFL is no longer a major concern. In the 2006 NFL season, the percentage of African-American quarterbacks remained constant at 16 percent. Quarterback is football’s central “thinking” position. Historically, the positions of running back, wide receiver, cornerback and safety have had disproportionately high percentages of African-Americans. The latter positions rely a great deal on speed and reactive ability. The quarterback position was the primary concern since it was so central to the game and now that African-Americans have broken down that barrier, concern about other positions has been greatly diminished.

While the positions of running back (88 percent), wide receiver (91 percent), cornerback (96 percent)

and safety (85 percent) continued to be disproportionately held by African-Americans, these are of less concern. That is also true for the position of center, considered to be the anchor of the offensive line, which was still dominated (70 percent) by whites.

See Tables 55 and 56.

NFL Defense						
		CB	S	LB	DE	DT
2006						
	White	4%	14%	24%	24%	18%
	African-American	96%	85%	73%	75%	75%
2005						
	White	5%	14%	26%	24%	20%
	African-American	95%	83%	71%	75%	75%
2003						
	White	2%	19%	17%	22%	20%
	African-American	98%	81%	80%	77%	76%
2002						
	White	1%	13%	19%	20%	23%
	African-American	98%	87%	78%	78%	78%
2000						
	White	7%	13%	22%	25%	26%
	African-American	93%	87%	76%	73%	73%
1999						
	White	4%	10%	23%	21%	20%
	African-American	96%	90%	74%	77%	68%
1998						
	White	1%	9%	24%	19%	31%
	African-American	99%	91%	75%	79%	63%
1997						
	White	2%	10%	24%	15%	24%
	African-American	98%	89%	74%	8%	71%
1993						
	White	1%	18%	27%	27%	30%
	African-American	99%	80%	72%	71%	53%

Note: 37 % of all players in the NFL are Black. 32% of all players are White. 1% of all players in the NFL are either Pacific Islander, Latino, or Asian American. Any totals of less than 100% are due to the third category of other.

Table 56

OVERALL GRADES

MLS jumped to the second best record in pro sport for racial hiring practices by earning a solid A (93.3) after getting A's for racial hiring in the categories of MLS League Office, CEO/team presidents, professional administration, assistant coaches and players.

The MLS gender grade dropped to a D+ with no category used to measure gender being above a D+. At a weighted grade of 64.6, MLS had the lowest grade for gender in professional sport whereas in 2004 MLS was tied with the NBA for gender as the best among the men's professional leagues. MLS received an A+ for diversity initiatives in both categories.

MLS had a combined grade of C+/B- with 79 points.

GRADES BY CATEGORY

Players

The percentage of white players in MLS increased from 58 to 61 percent since the last Report Card resulting in an overall reduction in the number of players of color in the 2006 season. Latino players dropped from 20 percent in 2005 to 15 percent in 2006 while African-American players went from 18 percent from 17 percent in 2005. Asian players increased from one percent to three percent, and other people of color remained the same at three percent. There were 68 international players in MLS, a decrease of 19 players from the 2005 season bringing the percentage from 28 to 21 percent of the MLS total.

MLS Grade for players: A+

See Table 57.

MLS League Office

In 2007, the percentage of people of color in professional level positions in the MLS League Office decreased

Players		
	%	#
2006		
White	61%	200
African-American	17%	57
Latino	15%	49
Asian	3%	9
Other	3%	11
International	21%	68
2005		
White	58%	182
African-American	18%	56
Latino	20%	63
Asian	1%	4
Other	3%	8
International	28%	87
2004*		
White	64%	147
African-American	17%	40
Latino	14%	32
Asian	1%	3
Other	4%	9
2003		
Data Not Recorded		
2002		
White	60%	x
African-American	16%	x
Latino	22%	x
Asian	1%	x
Other	1%	x
2001		
White	59%	x
African-American	19%	x
Latino	20%	x
Other	2%	x
2000		
White	63%	x
African-American	15%	x
Latino	21%	x
Other	1%	x
1999		
White	65%	x
African-American	16%	x
Latino	18%	x
Other	1%	x
1998		
White	62%	x
African-American	16%	x
Latino	21%	x
Other	1%	x

x= Data not recorded

*=Received from EEO MLS self report Apr. 2005

Table 57

by two percentage points since the last RGRC. Sixty-nine percent of MLS professionals were white, while six percent were African-American (the same as last year), 20 percent were Latino (down two percentage points), and four percent were Asian (up two percentage points). Other people of color decreased from four to two percent. In 2007, 26 percent of MLS League Office professional staff were women, a two percentage point increase since 2006.

Nelson Rodriguez, senior vice president, International Business, was the only Latino vice president. Geoff Hayes was promoted to vice president of Special Events in 2005 and is the only African-American vice president. JoAnn Neale, Executive Vice President of MLS, and Kathryn Carter, executive vice president of Soccer United Marketing, were the only two female vice presidents in MLS. The MLS League Office has a total of ten vice presidents including senior vice presidents and executive vice presidents.

One of strategies MLS utilizes to increase opportunities for women and people of color is its internship program. During the spring of 2007, MLS recruited women or people of color into 11 of their 20 available positions including one international intern. There were seven women, one Asian, eight Latinos and one Latina.

MLS Grade for League Central Offices:

Race: A+
Gender: D

See Table 58.

Ownership

It is worth noting that MLS is quite different than other professional leagues in its corporate structure. The "owners" are all investors in a single entity league. There is a great deal of autonomy given to each investor and the teams they manage, but ultimately they are investors in the league.

League Office: Professional Employees					
	%	#		%	#
2007			2002		
White	68.60%	35	White	79%	19
African-American	5.80%	3	African-American	8%	2
Latino	19.60%	10	Latino	13%	3
Asian	3.90%	2	Asian	0%	0
Other	1.90%	1	Other	0%	0
Women	26%	13	Women	17%	4
2006			2001		
White	65.30%	32	Data Not Recorded		
African-American	6.10%	3	2000		
Latino	22.40%	11	White	74%	42
Asian	2.00%	1	African-American	5%	3
Other	4.00%	2	Latino	19%	11
Women	24%	12	Asian	2%	1
2005			1999		
White	76%	25	Other	0%	0
African-American	6%	2	Women	30%	17
Latino	15%	5	White	84%	36
Asian	3%	1	African-American	0%	0
Other	0%	0	Latino	14%	6
Women	21%	7	Asian	2%	1
2004			1998		
White	76%	41	Women	40%	17
African-American	6%	3	White	81%	43
Latino	15%	8	African-American	0%	0
Asian	3%	1	Latino	17%	9
Other	0%	0	Asian	2%	1
Women	21%	11	Women	47%	25
2003			Data Not Recorded		

Note: Data provided by the MLS league office.
 *=Received from EEO MLS self report Apr. 2005

Table 58

The MLS Board of Governors is comparable to a corporation's board of directors. There were no women board members, but the number of people of color increased from four to six in 2006. These board members include Sunil Gulati (Indian) and Will Chang (Chinese) and Latinos Victor MacFarlane, Jorge Vergara Madrigal, Antonio Cue and Javier Leon. There were 38 members of the board in all, making the board 84 percent white and 16 percent people of color.

Head Coaches

Fernando Clavijo, coach of the Colorado Rapids during the 2006

season, was the only coach who was a person of color in MLS. There were none in the 2003 or 2004 seasons. In the nine years MLS has been included in the Racial and Gender Report Card, there has never been an African-American head coach. The recent hire of Ruud Gullit by the L.A. Galaxy made him the first black head coach since we have covered MLS. He is from the Netherlands and his father was of Afro-Surinamese descent. The highest percentage of coaches who were people of color was in 1998 when 33 percent of MLS head coaches were Latino.

At the end of the 2007 season, coaches Bruce Arena (New York

Red Bulls) and Frank Yallop (L.A. Galaxy) resigned their posts. The Red Bulls position is still vacant, but Gullit accepted the L.A. Galaxy position. This raised the total number of people of color as head coaches to two. Coach Yallop is scheduled to take the head-coaching job with the new expansion team San Jose Earthquakes after the MLS finals.

MLS Grade for Head Coaches: B+

See Table 59.

Assistant Coaches

The percentage of Latino assistant coaches in the MLS remained the same at 18 percent. The percentages of white coaches increased from 73 percent to 76 percent, while the percentage of African-American assistant coaches decreased from six percent to three percent.

MLS Grade for Assistant Coaches: A

See Table 60.

Top Management

This category includes team CEOs/presidents, general managers and vice presidents.

CEO/President

There were three people of color who were either a CEO or president of MLS teams. This was the highest percentage league-wide percentage in the history of professional sport. In 2006, Javier León was CEO and Antonio Cue Sanchez-Navarro was president for the Chivas USA. Both are Latino. Sunil Gulati, president for Kraft Soccer and the New England Revolution, is from India. In the 2007 MLS season, the three people of color who are either CEO or president of MLS teams remain the same: Antonio Cue Sanchez-Navarro and Javier Leon of Chivas, and Sunil Gulati of the New England Revolution.

Head Coaches					
	%	#		%	#
2006			2001		
White	91%	10	White	75%	9
African-American	0%	0	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	9%	1	Latino	25%	3
Women	0%	0	Women	0%	0
2005			2000		
White	92%	11	White	83%	10
African-American	0%	0	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	8%	1	Latino	17%	2
Women	0%	0	Women	0%	0
2004			1999		
White	100%	9	White	83%	10
African-American	0%	0	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	17%	2
Women	0%	0	Women	0%	0
2003			1998		
Data Not Recorded			White	67%	8
2002			African-American	0%	0
White	80%	8	Asian	0%	0
African-American	0%	0	Latino	33%	4
Asian	0%	0	Women	0%	0
Latino	20%	2			
Women	0%	0			

*=Received from EEO MLS self report Apr. 2005

Table 59

Canino, vice president, Community Relations for the Colorado Rapids and Jennifer Ferron, vice president, Marketing Operations. There were no team vice presidents who were people of color for the third consecutive report card.

See Table 63.

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer, chief financial officer, public relations director and director of community relations.

During the 2006 season, there was a three percentage point increase for people of color in the team senior administration ranks from 15 to 18 percent while 82 percent of the senior team administrators in Major League Soccer were white, a decrease of three percentage points. Latinos held 15 percent of senior team administrative positions, an increase of two percentage points. Asian and African-Americans each held one percent of the positions.

MLS Grade for CEO/President: A+

See Table 61.

General Manager/ Principal-in-Charge

There has not been a person of color in the general manager/principal in charge of day-to-day operations position in MLS since 2002 when there was a Latino general manager. There has never been an African-American GM in the history of the coverage of MLS in the Racial and Gender Report Card. In 2007, there is still no person of color as General Manager in the MLS.

MLS Grade for General Managers: F

See Table 62.

Team Vice Presidents

There were two women who were team vice presidents in the 2006 season. They were Deb Dowling-

In the 2004 Report Card, women held 23 percent of these positions, which had been the best among the men's leagues for women that year. In 2005 however, the percentage declined to 21 percent. The difference between

“There has not been a person of color in the general manager/principal in charge of day-to-day operations position in MLS since 2002 when there was a Latino general manager.”

Assistant Coaches					
	%	#		%	#
2006			2001		
White	76%	26	Data Not Recorded		
African-American	3%	1	2000		
Latino	18%	6	White	69%	22
Asian	0%	0	African-American	0%	0
Other	3%	1	Latino	28%	9
Women	0%	0	Asian	0%	0
2005			Other	3%	1
White	73%	24	Women	0%	0
African-American	6%	2	1999		
Latino	18%	6	White	69%	20
Asian	0%	0	African-American	0%	0
Other	3%	1	Latino	28%	8
Women	0%	0	Asian	3%	1
2004*			Other	0%	0
White	84%	15	Women	0%	0
African-American	11%	2	1998		
Latino	5%	1	White	58%	14
Asian	0%	0	African-American	13%	3
Other	0%	0	Latino	29%	7
Women	0%	0	Asian	0%	0
2003			Other	0%	0
Data Not Recorded			Women	0%	0
2002					
White	76%	22			
African-American	10%	3			
Latino	10%	3			
Asian	0%	0			
Other	4%	1			
Women	0%	0			

*=Received from EEO MLS self report Apr. 2005

Table 60

years is most likely related to the varying methodology of position categorization chosen by The Institute and the EEO Reporting Mechanism that MLS utilized. Both companies have revised their reporting methodologies so that future periods will correlate. Nevertheless, in 2006 the percentage of women declined again by three percentage points to 18 percent.

MLS Grade for Senior Administration

Race: B+
Gender: F

See Table 64.

Professional Administration

Positions categorized as professional administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

In team professional positions, Latinos have decreased eight percentage points from 30 percent during 2005 to 22 percent in 2006.

CEO/President		
	%	#
2006		
White	70%	7
African-American	0%	0
Latino	20%	2
Asian	10%	1
Women	0%	0
2005		
White	77%	10
African-American	0%	0
Latino	15%	2
Asian	8%	1
Women	0%	0
2004*		
White	100%	7
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	0%	x
2001		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	0%	x
2000		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	0%	x
1999		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	0%	x
1998		
White	93%	x
African-American	0%	x
Latino	7%	x
Other	0%	x
Women	0%	x

*=Received from EEO MLS self report Apr. 2005

Table 61

General Manager/ Director of Player Personnel			
	%	#	
2006			
White	100%	10	
African-American	0%	0	
Latino	0%	0	
Asian	0%	0	
Women	0%	0	
2005			
White	100%	11	
African-American	0%	0	
Latino	0%	0	
Asian	0%	0	
Women	0%	0	
2004*			
White	100%	12	
African-American	0%	0	
Latino	0%	0	
Asian	0%	0	
Women	0%	0	
2003			
Data Not Recorded			
2002			
White	92%	11	
African-American	0%	0	
Latino	8%	1	
Asian	0%	0	
Women	0%	0	
2001			
White	92%	11	
African-American	0%	0	
Latino	8%	1	
Asian	0%	0	
Women	0%	0	
2000			
White	100%	12	
African-American	0%	0	
Latino	0%	0	
Asian	0%	0	
Women	0%	0	
1999			
White	92%	11	
African-American	0%	0	
Latino	8%	1	
Asian	0%	0	
Women	8%	1	
1998			
White	92%	11	
African-American	0%	0	
Latino	8%	1	
Asian	0%	0	
Women	0%	0	

*=Received from EEO MLS self report Apr. 2005

Table 62

Vice Presidents			
	%	#	
2006			
White	100%	28	
African-American	0%	0	
Latino	0%	0	
Asian	0%	0	
Women	7%	2	
2005			
White	100%	24	
African-American	0%	0	
Latino	0%	0	
Asian	0%	0	
Women	8%	2	
2004			
White	100%	14	
African-American	0%	0	
Latino	0%	0	
Asian	0%	0	
Women	0%	0	
2003			
Data Not Recorded			
2002			
White	91%	21	
African-American	9%	2	
Latino	0%	0	
Asian	0%	0	
Women	0%	0	
2001			
Data Not Recorded			
2000			
White	76%	14	
African-American	12%	2	
Latino	12%	2	
Asian	0%	0	
Women	0%	0	
1999			
White	90%	19	
African-American	5%	1	
Latino	0%	0	
Asian	5%	1	
Women	5%	1	
1998			
White	89%	16	
African-American	5%	1	
Latino	5%	1	
Asian	0%	0	
Women	17%	3	

*=Received from EEO MLS self report Apr. 2005

Table 63

Senior Administrators			
	%	#	
2006			
White	82%	77	
African-American	1%	1	
Latino	15%	14	
Asian	1%	1	
Other	1%	1	
Women	18%	17	
2005			
White	85%	54	
African-American	0%	0	
Latino	13%	8	
Asian	2%	1	
Other	0%	0	
Women	21%	13	
2004*			
White	86%	x	
African-American	1%	x	
Latino	12%	x	
Asian	1%	x	
Women	23%	x	
2003			
Data Not Recorded			
2001			
White	86%	x	
African-American	3%	x	
Latino	9%	x	
Asian	1%	x	
Women	24%	x	
2000			
White	80%	x	
African-American	4%	x	
Latino	14%	x	
Asian	2%	x	
Women	21%	x	
1999			
White	80%	x	
African-American	5%	x	
Latino	14%	x	
Asian	1%	x	
Women	22%	x	

x= Data not recorded

*=Received from EEO MLS self report Apr. 2005

Table 64

The African-American presence has remained the same at four percent in 2006. The percentage of whites filling team professional administration posts increased from 66 to 71 percent. Both Asians and other people of color went from no representation to one percent each in 2006.

After a dramatic decrease in women's presence from 42 percent in 2004 to 28 percent in 2005, women decreased one percentage point in 2006 to 27 percent. However, the number of employees in professional administrative positions increased from 115 to 250 and the number of women in professional team administrative positions increased from 32 to 67. There were 33 positions held by people of color. The MLS had previously demonstrated marked improvement for the 2004 season as it worked to increase opportunities for women in the wake of the F for gender it earned in the 2003 report. As has been previously mentioned, this change is probably the result of position categorization determination by the two entities. It was discovered that the teams typically consider Sales Account Executives full-time professional administration, whereas The Institute has not included them in this category in the past. Through the cooperation and leadership exhibited by MLS, we have altered our categories to grade the teams and leagues more appropriately. We will be including a separate category that includes the individuals mentioned in future report cards.

MLS Grade for Professional Administration:

Race: A+
Gender: D+

See Table 65.

Professional Administration		
	%	#
2006		
White	71%	178
African-American	4%	10
Latino	22%	56
Asian	1%	3
Other	1%	3
Women	27%	67
2005		
White	66%	76
African-American	4%	5
Latino	30%	34
Asian	0%	0
Other	0%	0
Women	28%	32
2004		
White	90%	75
African-American	1%	1
Latino	5%	4
Asian	2%	2
Other	1%	1
Women	42%	35
2003		
Data Not Recorded		
2002		
White	77%	x
African-American	3%	x
Latino	17%	x
Asian	2%	x
Other	1%	x
Women	22%	x
2001		
Data Not Recorded		
2000		
White	81%	x
African-American	7%	x
Latino	9%	x
Asian	2%	x
Women	32%	x
1999		
White	74%	x
African-American	7%	x
Latino	17%	x
Asian	2%	x
Women	15%	x
1998		
White	78%	x
African-American	4%	x
Latino	18%	x
Asian	0%	x
Women	31%	x

*=Received from EEO MLS self report Apr. 2005

Table 65

Diversity Initiatives

As can be seen in the appendix, MLS has had outstanding diversity initiatives.

MLS Grade for Diversity Initiatives: A+

Physicians and Head Trainers

White physicians decreased from 82 percent to 67 percent since the 2005 MLS season. Latinos held nine percent of these positions in 2005 but increased to 22 percent in 2006. There were no Asians team physicians in 2006 after there was one in 2005. Once again there were no female and no African-American physicians during the 2006 MLS season.

See Table 66.

During 2006, Latinos decreased from 19 percent to eight percent and white head trainers increased from 75 percent to 92 percent. For the third consecutive Report Card, there was still no representation by African-Americans, other people of color or women. There was one Asian head trainer in 2005 but none in 2006.

See Table 67.

Physicians		
	%	#
2006		
White	67%	6
African-American	0%	0
Latino	22%	2
Asian	0%	0
Other	11%	1
Women	0%	0
2005		
White	82%	9
African-American	0%	0
Latino	9%	1
Asian	9%	1
Other	0%	0
Women	0%	0
2004*		
White	75%	12
African-American	0%	0
Latino	6%	1
Asian	6%	1
Other	13%	2
Women	0%	0
2003		
Data Not Recorded		
2002		
Data Not Recorded		
2001		
Data Not Recorded		
2000		
White	100%	10
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
1999		
White	100%	11
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
1998		
White	92%	13
African-American	0%	0
Latino	8%	1
Asian	0%	0
Women	0%	0

*=Received from EEO MLS self report Apr. 2005

Table 66

Head Trainers		
	%	#
2006		
White	92%	11
African-American	0%	0
Latino	8%	1
Asian	0%	0
Other	0%	0
Women	0%	0
2005		
White	75%	12
African-American	0%	0
Latino	19%	3
Asian	6%	1
Other	0%	0
Women	0%	0
2004*		
White	100%	7
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
Data Not Recorded		
2001		
Data Not Recorded		
2000		
White	92%	11
African-American	0%	0
Latino	8%	1
Other	0%	0
Women	17%	2
1999		
White	92%	11
African-American	0%	0
Latino	8%	1
Other	0%	0
Women	17%	2
1998		
White	76%	8
African-American	0%	0
Latino	33%	4
Other	0%	0
Women	17%	2

*=Received from EEO MLS self report Apr. 2005

Table 67

Radio and TV Announcers		
	%	
2006		
White	45%	
African-American	9%	
Latino	45%	
Asian	0%	
Other	0%	
Women	0%	
2005		
White	64%	
African-American	9%	
Latino	27%	
Asian	0%	
Other	0%	
Women	0%	
2004*		
White	47%	
African-American	2%	
Latino	44%	
Asian	4%	
Other	2%	
Women	4%	

*=Received from EEO MLS self report Apr. 2005

Table 68

Radio/TV Broadcasters

Radio and television announcers have the enormous ability to influence the way the public perceives athletes and sports, thus it is important that the people in the media be as diverse as the players on the fields.

There was a significant increase in Latino broadcasters for MLS teams in the 2006 season. Latinos held only 27 percent of these posts in 2005 before increasing to 45 percent in 2006. African-Americans remained at nine percent while whites decreased from 64 to 45 percent. There were no Asian or female broadcasters, the same as in 2005.

See Table 68.

OVERALL GRADES

As explained below, the NCAA's lack of three key studies that The Institute depends upon has prevented the Racial and Gender Report Card from issuing College Sport an overall grade for 2006.

The 2005 Racial and Gender Report Card for College Sport showed that NCAA member institutions continued to improve their record for gender hiring practices and gained some ground on hiring practices by race with a **B-** for race and a **B** for gender giving it a combined **B** overall. The NCAA did not release a new NCAA Student-athlete Ethnicity Report, the Race and Gender Demographics of NCAA Member Conferences Personnel Report, or the Race and Gender Demographics of NCAA Member Institutions Athletic Personnel for 2006 or 2007. In previous years, these reports were used to examine the racial and gender demographics of NCAA student-athletes, head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fund-raising, facilities, marketing, ticket sales and media relations, and an array of assistants and support staff. With the lack of such reporting methods, The Institute for Diversity and Ethics in Sport (TIDES) was unable to issue College Sport a grade for 2006-07.

The NCAA Headquarters did provide The Institute with updated data for the fiscal year of 2006-07 which ended September 1, 2007. This data revealed the racial and gender demographics of NCAA president/vice presidents/senior vps/executive vps, managing directors, administrators, and support staff.

Despite the lack of the usual college data, The Institute was able to examine faculty athletic representatives, conference commissioners, athletic directors and

presidents at the Division IA university level because of a study performed by The Institute and released in October 2007 titled *The Buck Stops Here: Assessing Diversity Among Campus and Conference Leaders for Division IA Schools in 2007-08*. The Institute was also able to examine Division I student-athletes figures for 2005-06 with the help of the 1999-00 – 2005-06 NCAA Student-Athlete Race and Ethnicity Report.

THE REPORT BY CATEGORY

Leadership Positions in College Sport

The controversy over having only six African-American Division IA head football coaches continued to make headlines in the 2007 season. While this was an improvement over the five African-American head coaches during the 2006 season, it was still far behind other college and professional sports. At the end of the 2006 season, an African-American and a Latino (Randy Shannon and Mario Cristobal) were hired as head coaches at the University of Miami (Florida) and Florida International University respectively. In the case of FIU, it marked the first time that a school had a Latino president, athletics director and head football coach.

The overwhelming majority of the most powerful people in college sport were still white. In Division IA, this included 93.3 percent of the presidents, 86.7 percent of the athletics directors, 93.5 percent of the faculty athletics reps and 100 percent of the conference commissioners.

This year The Institute looked at the faculty teaching at the Division IA schools for the first time. Excluding non-resident aliens who were faculty, whites held 83.3 percent of the faculty positions at those schools while a mere 3.5 percent of the faculty were African-American and 3.1 percent Latino.

The figures represent an increase

for people of color as head football coaches (up 2.4 percent). During the past year the percentage of women serving as president increased by 3.2 percent, stayed the same for athletic directors at five percent, and increased 3.2 percent for faculty athletic representatives. While the percentages are slightly better, the general picture is still one of white men running college sport.

Conference commissioners remained all white. Overall, the numbers simply did not reflect the diversity of Division IA student-athletes.

Perhaps the most promising development this year may be that the Division IA Athletic Directors Association agreed to issue hiring guidelines for Division IA head football coaches that will include a commitment to diverse candidate slates. This is a very positive development since ADs, along with presidents, make the hiring decisions. The ADs are taking ownership over this issue and this may help level the playing field.

Overall, whites hold 335 (91.3 percent) of the 367 campus leadership positions. White women hold 57 (15.5 percent) of these positions. There are only two Asian males, one Native American male, and one Latina woman among the 367 people. The average percentage of faculty who were people of color was 16.5 percent and more than half were Asian.

Information was current as of September 17, 2007.

University Presidents at Division IA Institutions

In Division IA, 112 or 93.3 percent of university presidents were white. The only exceptions were:

- 5 (4.2 percent) African-American men
 - o Sidney A. Ribeau, Bowling Green State University
 - o John M. Rudley, University of Houston

Chapter 7: College Sport and NCAA

- o Sidney McPhee, Middle Tennessee State University
- o Roderick McDavis, Ohio University
- o Dr. Elson S. Floyd, Washington State University
- 3 (2.5 percent) Latinos
 - o Luis Proenza, University of Akron
 - o Modesto A. Maidique, Florida International University
 - o France A. Cordova, Purdue University
- No Asian or Native American men as president at Division IA institutions

There were 17 women (16 white, and one Latina at Purdue) serving as president:

- o Carol Garrison, University of Alabama at Birmingham
- o Jo Ann M. Gora, Ball State University
- o Nancy L. Zimpher, University of Cincinnati
- o Virginia S. Hinshaw, University of Hawaii, Manoa
- o Sally Mason, University of Iowa
- o Shirley Raines, University of Memphis
- o Donna E. Shalala, University of Miami (Florida)
- o Mary Sue Coleman, University of Michigan
- o Lou Anna Kimsey Simon, Michigan State University
- o Gretchen M. Bataille, University of North Texas
- o Marlene I. Strathe, Oklahoma State University
- o France A. Cordova, Purdue University
- o Judy Genshaft, University of South Florida
- o Martha Dunagin Saunders, University of Southern Mississippi

- o Nancy Cantor, Syracuse University
- o Ann Weaver Hart, Temple University
- o Diana S. Natalicio, University of Texas at El Paso

- No African-American, Asian, or Native American women presidents at Division IA schools
- 93.3 percent (112) of the 120

Division IA presidents were white; 80.0 percent (96) were white men

NCAA Headquarters

The NCAA Headquarters are an important reflection of what decisions are being made from the top. The leadership at the top of the NCAA has the power to affect change at the

NCAA Vice President/Chief of Staff							
		%	#				
2007				2002			
	White	82.4%	14		White	81.0%	13
	African-American	17.6%	3		African-American	19.0%	3
	Latino	0.0%	0		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Women	23.5%	4		Women	25.0%	4
	Total	x	17		Total	x	16
2006				2001			
	White	81.3%	13		Data Not Recorded		
	African-American	18.8%	3		2000		
	Latino	0.0%	0		White	83.3%	10
	Asian	0.0%	0		African-American	16.7%	3
	Other	0.0%	0		Latino	0.0%	0
	Women	25.0%	4		Other	0.0%	0
	Total	x	16		Women	26.7%	4
					Total	x	15
2005				1999			
					Data Not Recorded		
2004				1998			
	White	87.5%	14		White	81.2%	13
	African-American	12.5%	2		African-American	18.8%	3
	Latino	0.0%	0		Latino	0.0%	0
	Asian	0.0%	0		Other	0.0%	0
	Other	0.0%	0		Women	25.0%	4
	Women	18.8%	3		Total	x	16
	Total	x	16				
2003				1997			
					White	86.6%	13
					African-American	13.3%	2
					Latino	0.0%	0
					Other	0.0%	0
					Women	26.6%	4
					Total	x	15

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 69

NCAA Chief Aides/Directors							
		%	#				
2007				2002			
	White	77.4%	48		White	79.0%	x
	African-American	14.5%	9		African-American	14.0%	x
	Latino	1.6%	1		Latino	5.0%	x
	Asian	4.8%	3		Asian	2.0%	x
	Other	1.6%	1		Other	0.0%	x
	Women	41.9%	26		Women	42.0%	x
	Total	x	62		Total	x	x
2006				1999			
	White	75.9%	44		Data Not Recorded		
	African-American	19.0%	11	1998			
	Latino	1.7%	1		White	85.7%	36
	Asian	3.4%	2		African-American	7.1%	3
	Other	0.0%	0		Latino	2.4%	1
	Women	41.4%	24		Other	4.8%	2
	Total	x	58		Women	38.1%	16
2005				1997			
	Data Not Recorded				White	92.1%	35
2004					African-American	5.3%	2
	White	81.3%	33		Latino	2.6%	1
	African-American	12.5%	5		Other	0.0%	0
	Latino	2.0%	1		Women	34.2%	13
	Asian	4.0%	2		Total	x	38
	Other	0.0%	0	2001			
	Women	48.0%	20		Data Not Recorded		
	Total	x	41	2000			
2003					White	82.9%	34
	Data Not Recorded				African-American	9.7%	4
					Latino	2.4%	1
					Other	4.8%	2
					Women	39.0%	16
					Total	x	41

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 70

1,200+ NCAA member institutions.

NCAA President Myles Brand is very supportive of creating opportunities for women and people of color within the NCAA headquarters and at the member institutions that comprise the NCAA. In his State of the NCAA address in January 2006, he described the NCAA's responsibility "To be the voice and conscience of college sports...."

Brand also said "Though there has been some modest recent progress, there is an intolerable lack of head football coaches who are African-Americans in Divisions I, II and III, including especially the high-profile Division I-A level. There is an egregious lack of women and minority athletics directors and conference commissioners in all divisions. While I do not have all the answers to this frustrating problem, it is clear that we must do a better job in recruiting and

selecting persons to these leadership positions.

"To better address these issues in the membership, the NCAA recently created the Office for Diversity and Inclusion. Over the next several years, we can expect that office to identify ways in which the NCAA can better assist universities in the hiring of women and people of color into leadership positions and to prepare those who in the future will move

NCAA Administrators								
			%	#				
2007					2002			
	White		78.4%	145		White	77.3%	x
	African-American		18.4%	34		African-American	22.2%	x
	Latino		2.2%	4		Latino	0.0%	x
	Asian		1.1%	2		Asian	<1%	x
	Other		0.0%	0		Other	0.0%	x
	Women		55.1%	102		Women	54.5%	x
	Total		x	185		Total	x	x
2006					2001			
	White		76.5%	x	Data Not Recorded			
	African-American		19.7%	x	2000			
	Latino		1.1%	x		White	76.6%	105
	Asian		1.6%	x		African-American	21.9%	30
	Other		1.1%	x		Latino	0.7%	1
	Women		55.2%	101		Other	0.7%	1
	Total		x	183		Women	49.6%	68
2005			Data Not Recorded		1999			
2004			Data Not Recorded		Data Not Recorded			
	White		76.7%	124	1998			
	African-American		22.2%	37		White	78.3%	90
	Latino		0.0%	0		African-American	19.1%	22
	Asian		1.2%	2		Latino	2.6%	3
	Other		0.0%	0		Other	0.0%	0
	Women		54.3%	88		Women	49.2%	53
	Total		x	163		Total	x	115
2003			Data Not Recorded		1997			
						White	76.2%	77
						African-American	19.1%	22
						Latino	1.0%	3
						Other	0.0%	0
						Women	47.5%	48
						Total	x	101

Historically Black Institutions excluded.

x= Data not recorded

TABLE 71

into these positions. But we must also produce an inclusive climate that seeks out divergent opinions and experiences that we go beyond a 'head-count exercise' and get to the real goal...full involvement in the decision-making process.

"As we identify specific barriers to success for women and people of color to leadership positions, we will take appropriate steps to

correct the problem. For example, women face difficulty in balancing work and home responsibilities. I am pleased to announce that we are appointing a task force to address this issue of balancing work and home responsibilities for women athletics administrators and coaches. We anticipate productive recommendations from this task force in the near future."

Brand promised continued dedication

to advancing opportunities for people of color and women. But we may have to patiently wait for similar results reflected at the NCAA headquarters to appear in athletic departments throughout the country. Representation of women and people of color at the high levels of NCAA headquarters has not changed from 2005. At the president/vice president position, the number of people of color remained at three or 17.6 percent.

The number of women vice presidents also remained at four or 23.5 percent. African-Americans continue to be the only people of color represented at the vice president position, while whites held the remaining 82.3 percent of the positions.

At the managing director/director level, the number of people of color remained the same at 14, but the percentage decreased to 22.6 percent (down 1.5 percent) because of an increase in total numbers.

The number of women in managing director/director positions increased from 24 to 26 and the percentage increased slightly from 41.4 to 41.9 percent (up 0.5 percentage point). Whites occupied 77.4 percent of the positions, African-Americans held 14.5 percent, Asians held 4.8 percent and Latinos held 1.6 percent.

At the administrator level, the number of people of color decreased by three to 40 and the percentage dropped from 23.5 to 21.6 percent (down 1.9 percentage points). The number of women at the administrator level increased from 101 to 102 but the percentage remained relatively unchanged. Whites held 78.3 percent, African-Americans held 18.4 percent, Asians held 2.2 percent and Latinos held 1.1 percent of the positions.

Within the support staff position at the headquarters, which includes all levels of assistants, the number of people of color increased from 21 to 23, increasing the percentage of people of color 1.6 percentage points to 20 percent. The number of women increased from 104 to 107 while increasing to 93 percent (up 1.8 percentage points).

Charlotte Westerhaus continued in her role as the vice president for the newly developed Office of Diversity and Inclusion, working closely with NCAA president Myles Brand. Her hire in 2005 gave the NCAA headquarters four female vice presidents in the 2005 Report Card, a number which has remained unchanged in the 2006 Report Card.

The African-American vice-presidents are:

- Bernard Franklin, sr. vice president for Governance and Membership
- Robert Vowels, vice president for Education Services
- Charlotte Westerhaus, vice president for Diversity and Inclusion

The four women vice presidents are:

- Charlotte Westerhaus, vice president for Diversity and Inclusion
- Elsa Cole, vice president of legal affairs/general counsel
- Sue Donohoe, vice president of

NCAA Support Staff								
		%	#					
2007	White	80.0%	92	2002	White	84.5%	x	
	African-American	16.5%	19		African-American	13.0%	x	
	Latino	0.9%	1		Latino	x	x	
	Asian	1.7%	2		Asian	x	x	
	Other	0.9%	1		Other	2.5%	x	
	Women	93.0%	107		Women	84.0%	x	
	Total	x	115		Total	x	x	
2006	White	81.6%	x	2001	Data Not Recorded			
	African-American	15.8%	x		2000	White	84.0%	100
	Latino	0.9%	x			African-American	13.4%	16
	Asian	1.8%	x			Latino	0.8%	1
	Other	0.0%	x			Other	1.6%	2
	Women	91.2%	x			Women	90.7%	108
	Total	x	x			Total	x	119
2005	Data Not Recorded			1999	Data Not Recorded			
2004	White	85.1%	97	1998	White	90.5%	105	
	African-American	12.3%	13		African-American	6.9%	8	
	Latino	0.9%	1		Latino	0.0%	0	
	Asian	1.7%	2		Other	2.5%	3	
	Other	0.0%	0		Women	94.8%	110	
	Women	90.4%	103			Total	x	122
	Total	x	113	1997	White	92.0%	92	
2003	Data Not Recorded				African-American	7.0%	7	
	White	92.0%	92		Latino	0.0%	0	
	African-American	7.0%	7		Other	1.0%	1	
	Latino	0.0%	0		Women	54.4%	85	
	Other	1.0%	1			Total	x	100
	Women	54.4%	85					
	Total	x	100					

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 72

Conference Commissioners in Division IA		
	Division IA	
	%	#
2007-08		
White	100.0%	11
African-American	0.0%	x
Asian	0.0%	x
Latino	0.0%	x
Native American	0.0%	x
Other	0.0%	x
Women	0.0%	0
Total	x	11
2006-07		
White	100.0%	11
African-American	0.0%	x
Asian	0.0%	x
Latino	0.0%	x
Native American	0.0%	x
Other	0.0%	x
Women	0.0%	0
Total	x	11
2005-06		
White	100.0%	11
African-American	0.0%	x
Asian	0.0%	x
Latino	0.0%	x
Native American	0.0%	x
Other	0.0%	x
Women	0.0%	0
Total	x	11
2003-04		
White	100.0%	11
African-American	0.0%	x
Asian	0.0%	x
Latino	0.0%	x
Native American	0.0%	x
Other	0.0%	x
Women	0.0%	0
Total	x	11

Black Institutions excluded.
x= Data not recorded

TABLE 73

Conference Commissioners in Division I		
	Division I	
	%	#
2006-07		
White	100.0%	36
African-American	x	x
Asian	x	x
Latino	x	x
Native American	x	x
Other	x	x
Women	5.6%	2
Total	x	36
2005-06		
White	100.0%	36
African-American	x	x
Asian	x	x
Latino	x	x
Native American	x	x
Other	x	x
Women	5.6%	2
Total	x	36
2004-05		
White	100.0%	36
African-American	x	x
Asian	x	x
Latino	x	x
Native American	x	x
Other	x	x
Women	5.6%	2
Total	x	36
2003-04		
White	100.0%	28
African-American	x	x
Asian	x	x
Latino	x	x
Native American	x	x
Other	x	x
Women	9.1%	3
Total	x	28

Black Institutions excluded.
x= Data not recorded

TABLE 74

Division I women's basketball
 • Joni Comstock, sr. vice president of championships

The percentage of people of color decreased at the administrator level, increased at the support staff level and remained the same at the vice president and managing director/director levels. Women increased at all levels of the NCAA headquarters except for vice presidents where they remained unchanged.

See Tables 69, 70, 71 and 72.

Associate Conference Commissioners		
	Division IA	
	%	#
2006-07		
Data Not Recorded		
2005-06		
Data Not Recorded		
2004-05		
White	92.3%	48
African-American	5.8%	3
Asian	1.9%	1
Latino	0.0%	0
Native American	0.0%	0
Other	0.0%	0
Women	25.0%	13
Total	x	52
2003-04		
White	82.5%	22
African-American	12.5%	5
Asian	2.5%	1
Latino	2.5%	1
Native American	x	x
Other	x	x
Women	27.5%	11
Total	x	40

Black Institutions excluded.
x= Data not recorded

TABLE 75

Conference Commissioners

Once again, 100 percent of the 11 Division IA conference commissioners were white men. Being a conference commissioner is a powerful position and those that head BCS Conferences are considered to be among the most powerful and influential people in college sport.

See Tables 73, 74 and 75.

Male Student-Athletes: Division I

				Basketball	Football	Baseball					Basketball	Football	Baseball			
2006-07				Data Not Recorded			2000-01				White			32.5%	49.4%	81.3%
2005-06				Data Not Recorded			1999-00				African-American			57.1%	42.1%	6.7%
White				29.9%	47.1%	84.6%	1998-99				Latino			1.4%	2.1%	5.6%
African-American				58.9%	45.4%	5.7%	1997-98				American Indian/Alaskan Native			0.4%	0.4%	0.4%
Latino				1.8%	2.1%	5.0%	1996-97				Asian			0.2%	1.3%	0.9%
American Indian/Alaskan Native				0.3%	0.9%	0.4%	1992 - 1996				Non-Resident Aliens			5.1%	1.7%	2.1%
Asian				0.5%	1.6%	1.1%	1991-1992				Other			3.3%	2.9%	3.0%
Non-Resident Aliens				6.2%	0.4%	1.0%	1990-99				White			34.6%	51.3%	83.0%
Other				2.3%	2.4%	2.0%	1989-98				African-American			55.0%	39.5%	6.6%
2004-05				Data Not Recorded			1988-97				Latino			1.6%	1.8%	4.3%
White				31.9%	47.7%	83.7%	1987-96				American Indian/Alaskan Native			0.2%	0.3%	0.4%
African-American				57.8%	45.4%	6.5%	1986-95				Asian			0.3%	1.3%	1.1%
Latino				1.5%	2.3%	5.4%	1985-94				Non-Resident Aliens			3.0%	0.2%	0.6%
American Indian/Alaskan Native				0.6%	0.3%	0.3%	1984-93				Other			5.3%	5.7%	3.9%
Asian				0.4%	1.6%	1.2%	1983-92				White			34.0%	46.9%	88.1%
Non-Resident Aliens				5.4%	0.4%	1.0%	1982-91				African-American			55.9%	46.4%	2.8%
Other				2.5%	2.3%	1.9%	1981-90				Latino			1.4%	1.9%	4.7%
2003-04				Data Not Recorded			1980-89				American Indian/Alaskan Native			0.3%	0.4%	0.5%
White				31.6%	48.3%	83.8%	1979-88				Asian			0.3%	2.0%	0.8%
African-American				58.2%	44.3%	6.1%	1978-87				Non-Resident Aliens			5.5%	1.0%	1.4%
Latino				1.5%	2.4%	4.9%	1977-86				Other			2.6%	1.9%	1.7%
American Indian/Alaskan Native				0.3%	0.4%	0.3%	1976-85				Data Not Recorded					
Asian				0.2%	1.6%	1.2%	1975-84				White			33.8%	46.9%	89.5%
Non-Resident Aliens				5.7%	0.6%	1.3%	1974-83				African-American			57.3%	47.6%	3.0%
Other				2.5%	2.4%	2.1%	1973-82				Latino			1.5%	1.9%	4.3%
2002-03				Data Not Recorded			1972-81				American Indian/Alaskan Native			0.2%	0.3%	0.5%
White				32.3%	49.3%	84.1%	1971-80				Asian			0.3%	1.2%	0.6%
African-American				57.9%	43.8%	6.1%	1970-79				Non-Resident Aliens			4.4%	0.6%	0.9%
Latino				1.3%	2.2%	5.1%	1969-78				Other			2.5%	1.5%	1.2%
American Indian/Alaskan Native				0.4%	0.4%	0.3%	1968-77				Data Not Recorded					
Asian				0.2%	1.6%	1.2%	1967-76				White			34.5%	53.2%	90.0%
Non-Resident Aliens				5.3%	0.5%	1.2%	1966-75				African-American			61.8%	42.7%	4.3%
Other				2.6%	2.3%	2.0%	1965-74				Latino			0.8%	1.4%	3.9%
2001-02				Data Not Recorded			1964-73				American Indian/Alaskan Native			0.2%	0.3%	0.3%
White				32.3%	50.1%	83.4%	1963-72				Asian			0.2%	1.0%	0.7%
African-American				57.7%	42.6%	6.9%	1962-71				Non-Resident Aliens			x	x	x
Latino				1.5%	2.1%	5.2%	1961-70				Other			2.5%	1.4%	0.8%
American Indian/Alaskan Native				0.3%	0.4%	0.4%	1960-69									
Asian				0.2%	1.4%	1.1%	1959-68									
Non-Resident Aliens				4.8%	0.5%	1.1%	1958-67									
Other				3.2%	2.8%	1.9%	1957-66									
2000-01				Data Not Recorded			1956-65									
White				32.3%	50.1%	83.4%	1955-64									
African-American				57.7%	42.6%	6.9%	1954-63									
Latino				1.5%	2.1%	5.2%	1953-62									
American Indian/Alaskan Native				0.3%	0.4%	0.4%	1952-61									
Asian				0.2%	1.4%	1.1%	1951-60									
Non-Resident Aliens				4.8%	0.5%	1.1%	1950-59									
Other				3.2%	2.8%	1.9%	1949-58									
1999-00				Data Not Recorded			1948-57									
White				31.9%	47.7%	83.7%	1947-56									
African-American				57.8%	45.4%	6.5%	1946-55									
Latino				1.5%	2.3%	5.4%	1945-54									
American Indian/Alaskan Native				0.6%	0.3%	0.3%	1944-53									
Asian				0.4%	1.6%	1.2%	1943-52									
Non-Resident Aliens				5.4%	0.4%	1.0%	1942-51									
Other				2.5%	2.3%	1.9%	1941-50									
1998-99				Data Not Recorded			1940-49									
White				31.6%	48.3%	83.8%	1939-48									
African-American				58.2%	44.3%	6.1%	1938-47									
Latino				1.5%	2.4%	4.9%	1937-46									
American Indian/Alaskan Native				0.3%	0.4%	0.3%	1936-45									
Asian				0.2%	1.6%	1.2%	1935-44									
Non-Resident Aliens				5.7%	0.6%	1.3%	1934-43									
Other				2.5%	2.4%	2.1%	1933-42									
1997-98				Data Not Recorded			1932-41									
White				32.3%	49.3%	84.1%	1931-40									
African-American				57.9%	43.8%	6.1%	1930-39									
Latino				1.3%	2.2%	5.1%	1929-38									
American Indian/Alaskan Native				0.4%	0.4%	0.3%	1928-37									
Asian				0.2%	1.6%	1.2%	1927-36									
Non-Resident Aliens				5.3%	0.5%	1.2%	1926-35									
Other				2.6%	2.3%	2.0%	1925-34									
1996-97				Data Not Recorded			1924-33									
White				31.6%	48.3%	83.8%	1923-32									
African-American				58.2%	44.3%	6.1%	1922-31									
Latino				1.5%	2.4%	4.9%	1921-30									
American Indian/Alaskan Native				0.3%	0.4%	0.3%	1920-29									
Asian				0.2%	1.6%	1.2%	1919-28									
Non-Resident Aliens				5.7%	0.6%	1.3%	1918-27									
Other				2.5%	2.4%	2.1%	1917-26									
1995-96				Data Not Recorded			1916-25									
White				32.3%	49.3%	84.1%	1915-24									
African-American				57.9%	43.8%	6.1%	1914-23									
Latino				1.3%	2.2%	5.1%	1913-22									
American Indian/Alaskan Native				0.4%	0.4%	0.3%	1912-21									
Asian				0.2%	1.6%	1.2%	1911-20									
Non-Resident Aliens				5.3%	0.5%	1.2%	1910-19									
Other				2.6%	2.3%	2.0%	1909-18									
1994-95				Data Not Recorded			1908-17									
White				31.6%	48.3%	83.8%	1907-16									
African-American				58.2%	44.3%	6.1%	1906-15									
Latino				1.5%	2.4%	4.9%	1905-14									
American Indian/Alaskan Native				0.3%	0.4%	0.3%	1904-13									
Asian				0.2%	1.6%	1.2%	1903-12									
Non-Resident Aliens				5.7%	0.6%	1.3%	1902-11									
Other				2.5%	2.4%	2.1%	1901-10									
1993-94				Data Not Recorded			1900-09									
White				32.3%	49.3%	84.1%	1999-00									
African-American				57.9%	43.8%	6.1%	2000-01									
Latino				1.3%	2.2%	5.1%	2001-02									
American Indian/Alaskan Native				0.4%	0.4%	0.3%	2002-03									
Asian				0.2%	1.6%	1.2%	2003-04									
Non-Resident Aliens				5.3%	0.5%	1.2%	2004-05									
Other				2.6%	2.3%	2.0%	2005-06									
1992-93				Data Not Recorded			2006-07									
White				31.6%	48.3%	83.8%	2007-08									
African-American				58.2%	44.3%	6.1%	2008-09									
Latino				1.5%	2.4%	4.9%	2009-10									
American Indian/Alaskan Native				0.3%	0.4%	0.3%	2010-11									
Asian				0.2%	1.6%	1.2%	2011-12									
Non-Resident Aliens				5.7%	0.6%	1.3%	2012-13									
Other				2.5%	2.4%	2.1%	2013-14									

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report. x=Data not recorded

TABLE 76

Student-athletes

The percentage of African-American male Division I student-athletes stayed relatively the same in 2005-06 (24.6 percent) when compared to 2004-05 (24.8 percent). Though slight, this was the first drop in African-American male student-athletes since the 1999-2000 academic year. Similarly African-American female Division I student-athletes in all sports dropped just slightly from 15.4 percent to 15.1 percent, marking the first time their percentage has decreased since 1996-97 in the history of the

Report Card. White male and female student-athletes continued to drop to 61.7 percent (down 0.5 percentage points) and 70.1 percent (down 0.4 percentage points), respectively. The largest changes came in non-resident aliens who increased by 0.5 percent among the male student-athletes and 0.7 percent of the female student-athletes in all sports of the NCAA's Division I.

White male student-athletes dropped slightly in Division I basketball and football in 2005-06. In contrast, white male Division I baseball players

increased by 0.9 percentage points. African-American male basketball players increased by 1.1 percent in Division I and dropped by 0.8 percentage points in baseball.

African-American female basketball student-athletes reached an all-time high of 44.6 percent, an increase of 0.9 percentage points in Division I, though they dropped by three percent among Division I cross country and track and field student-athletes to 23 percent. In all other sports combined, African-American female student-athletes increased by 1.9 percent to

Female Student-Athletes: Division I

	Basketball	XC/Track	Other Sports		Basketball	XC/Track	Other Sports
2006-07				2000-01			
Data Not Recorded				Data Not Recorded			
2005-06				White	50.6%	62.2%	68.9%
White	44.3%	64.5%	73.8%	African-American	38.6%	24.0%	8.4%
African-American	44.6%	23.0%	6.5%	Latino	1.7%	2.7%	3.1%
Latino	1.6%	3.9%	3.3%	American Indian/Alaskan Native	0.5%	0.9%	0.3%
American Indian/Alaskan Native	0.3%	0.4%	0.5%	Asian	0.8%	0.5%	3.6%
Asian	1.6%	1.3%	3.5%	Non-Resident Aliens	5.0%	5.6%	6.8%
Non-Resident Aliens	5.2%	4.3%	7.7%	Other	2.8%	4.1%	8.9%
Other	2.4%	2.6%	6.6%	1999-00			
2004-05				White	53.6%	66.2%	72.7%
White	44.6%	62.3%	70.6%	African-American	35.7%	22.1%	6.2%
African-American	43.7%	26.0%	4.6%	Latino	1.5%	2.6%	2.7%
Latino	1.6%	3.4%	3.1%	American Indian/Alaskan Native	0.4%	0.9%	0.3%
American Indian/Alaskan Native	0.5%	0.4%	0.3%	Asian	0.7%	0.3%	3.1%
Asian	1.3%	1.2%	2.6%	Non-Resident Aliens	2.4%	1.9%	2.5%
Non-Resident Aliens	5.8%	3.8%	5.0%	Other	5.6%	6.0%	8.0%
Other	2.5%	3.0%	3.2%	1998-99			
2003-04				White	58.5%	60.8%	83.3%
White	46.8%	64.0%	70.5%	African-American	31.4%	25.3%	2.6%
African-American	41.6%	23.1%	5.7%	Latino	1.7%	3.7%	2.9%
Latino	1.8%	4.0%	2.9%	American Indian/Alaskan Native	0.6%	0.6%	0.5%
American Indian/Alaskan Native	0.5%	1.2%	0.5%	Asian	0.9%	0.9%	2.4%
Asian	1.3%	0.5%	3.5%	Non-Resident Aliens	4.9%	7.0%	6.4%
Non-Resident Aliens	5.3%	4.1%	5.4%	Other	2.0%	1.8%	1.8%
Other	2.8%	3.2%	6.5%	1997-98			
2002-03				Data Not Recorded			
White	48.7%	65.3%	70.1%	White	60.5%	60.3%	84.5%
African-American	40.9%	23.2%	4.5%	African-American	30.7%	27.3%	2.5%
Latino	1.7%	3.4%	2.4%	Latino	1.8%	2.8%	2.9%
American Indian/Alaskan Native	0.6%	0.4%	0.3%	American Indian/Alaskan Native	0.6%	0.4%	0.4%
Asian	1.2%	1.3%	2.3%	Asian	0.9%	1.6%	2.5%
Non-Resident Aliens	4.5%	3.5%	4.4%	Non-Resident Aliens	3.2%	5.8%	5.5%
Other	2.4%	3.0%	2.4%	Other	2.3%	1.8%	1.7%
2001-02				1996-97			
White	50.2%	65.3%	71.4%	White	60.5%	60.3%	84.5%
African-American	39.7%	23.4%	6.2%	African-American	30.7%	27.3%	2.5%
Latino	1.7%	3.2%	2.3%	Latino	1.8%	2.8%	2.9%
American Indian/Alaskan Native	0.5%	1.0%	0.4%	American Indian/Alaskan Native	0.6%	0.4%	0.4%
Asian	0.8%	0.5%	3.5%	Asian	0.9%	1.6%	2.5%
Non-Resident Aliens	4.3%	3.4%	4.7%	Non-Resident Aliens	3.2%	5.8%	5.5%
Other	2.8%	3.2%	6.6%	Other	2.3%	1.8%	1.7%
1992 - 1996				Data Not Recorded			
1991-92				White	65.0%	68.6%	88.8%
White	50.2%	65.3%	71.4%	African-American	31.0%	23.2%	2.9%
African-American	39.7%	23.4%	6.2%	Latino	1.4%	3.2%	2.3%
Latino	1.7%	3.2%	2.3%	American Indian/Alaskan Native	0.5%	0.4%	0.2%
American Indian/Alaskan Native	0.5%	1.0%	0.4%	Asian	0.5%	0.8%	1.8%
Asian	0.8%	0.5%	3.5%	Non-Resident Aliens	x	x	x
Non-Resident Aliens	4.3%	3.4%	4.7%	Other	1.6%	3.9%	4.0%
Other	2.8%	3.2%	6.6%				

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report. x=Data not recorded

TABLE 77

6.5 percent. At 73.8 percent, white female student-athletes were at their highest since 1998-99 among all sports excluding basketball and cross country/track and field. Latinas comprised 3.3 percent (up 0.2 percentage points), Native Americans equaled 0.5 percent (up 0.2 percentage points), Asians held 3.5

percent (up 0.9 percentage points), non-resident aliens reached an all-time high of 7.7 percent (up 2.7 percentage points) and others increased to 6.6 percent (up from 3.2 percent).

Student-Athletes: Division I					
		Male	Female		
2006-07		Data Not Recorded		2000-01	
2005-06		Data Not Recorded			White
	White	61.7%	70.1%		African-American
	African-American	24.6%	15.1%		Latino
	Latino	3.6%	3.5%		American Indian/Alaskan Native
	American Indian/Alaskan Native	0.6%	0.4%		Asian
	Asian	1.7%	2.2%		Non-Resident Aliens
	Non-Resident Aliens	4.6%	5.6%		Other
	Other	3.1%	3.1%	1999-00	
2004-05		Data Not Recorded			White
	White	62.2%	70.5%		African-American
	African-American	24.8%	15.4%		Latino
	Latino	3.7%	3.3%		American Indian/Alaskan Native
	American Indian/Alaskan Native	0.4%	0.4%		Asian
	Asian	1.7%	2.2%		Non-Resident Aliens
	Non-Resident Aliens	4.1%	4.9%		Other
	Other	3.1%	3.3%	1998-99	
2003-04		Data Not Recorded			White
	White	62.3%	70.6%		African-American
	African-American	24.6%	14.9%		Latino
	Latino	3.6%	3.3%		American Indian/Alaskan Native
	American Indian/Alaskan Native	0.4%	0.4%		Asian
	Asian	1.6%	2.1%		Non-Resident Aliens
	Non-Resident Aliens	4.4%	5.0%		Other
	Other	3.2%	3.7%	1997-98	
2002-03		Data Not Recorded			White
	White	62.6%	71.9%		African-American
	African-American	24.6%	14.8%		Latino
	Latino	3.3%	2.9%		American Indian/Alaskan Native
	American Indian/Alaskan Native	0.4%	0.3%		Asian
	Asian	1.6%	2.0%		Non-Resident Aliens
	Non-Resident Aliens	4.1%	4.5%		Other
	Other	3.4%	3.7%	1996-97	
2001-02		Data Not Recorded			White
	White	63.1%	72.1%		African-American
	African-American	24.3%	14.7%		Latino
	Latino	3.4%	2.8%		American Indian/Alaskan Native
	American Indian/Alaskan Native	0.4%	0.4%		Asian
	Asian	1.5%	1.8%		Non-Resident Aliens
	Non-Resident Aliens	3.8%	4.2%		Other
	Other	3.7%	3.9%	1992 - 1996	
		Data Not Recorded			White
		Data Not Recorded			African-American
		Data Not Recorded			Latino
		Data Not Recorded			American Indian/Alaskan Native
		Data Not Recorded			Asian
		Data Not Recorded			Non-Resident Aliens
		Data Not Recorded			Other
		Data Not Recorded			White
		Data Not Recorded			African-American
		Data Not Recorded			Latino
		Data Not Recorded			American Indian/Alaskan Native
		Data Not Recorded			Asian
		Data Not Recorded			Non-Resident Aliens
		Data Not Recorded			Other
		Data Not Recorded			White
		Data Not Recorded			African-American
		Data Not Recorded			Latino
		Data Not Recorded			American Indian/Alaskan Native
		Data Not Recorded			Asian
		Data Not Recorded			Non-Resident Aliens
		Data Not Recorded			Other

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
x=Data not recorded

TABLE 78

***The following sections are a summary of the data (excluding Division IA AD data) contained in the 2005 College Sport Racial and Gender Report Card. That data is based on NCAA gathered surveys which were not updated in time for this report card.**

Student-athletes* (cont'd)

- The percentage of white student-athletes at the Division I, II and

III levels were 65.9 percent, 70.7 percent and 83.9 percent respectively, while the percentages for African-American student-athletes were 20.6 percent, 18.1 percent and 7.3 percent at each descending level.

- In Division I, African-American male student-athletes make up 24.8 percent of the total male student-athletes. In Division II, they comprise 22.3 percent and in

Division III, 8.9 percent.

- In Division I, African-American female student-athletes comprise 15.4 percent of the total female student-athletes. In Division II, they make up 12.1 percent and in Division III, only 5.1 percent.
- For the second year in a row, African-American women reached some all-time high percentages, with 43.7 percent in Division I college

Historical Listing of African-Americans, Latinos and Other People of Color as Division IA Head Football Coaches			
	Team	Year(s)	Record
Willie Jeffries	Wichita State	5	21-32-0
Dennis Green	Northwestern	5	10-45-0
	Stanford	3	16-18-0
Cleve Bryant	Ohio University	5	9-44-2
Wayne Nunnely	Las Vegas	4	19-25-0
Francis Peay	Northwestern	6	13-51-1
Willie Brown	Long Beach State	1	2-8-2
James Caldwell	Wake Forest	8	14-41-5
Ron Cooper	Eastern Michigan	2	9-13-0
	Louisville	3	13-20-0
Matt Simon	University of North Texas	4	18-26-1
Bob Simmons	Oklahoma State	6	29-37-1
John Blake	Oklahoma	3	11-21-0
Tony Samuel	New Mexico State	4	19-37-0
Jerry Baldwin	Louisiana Lafayette	3	6-27-0
Bobby Williams	Michigan State	3	16-17
Ron Dickerson	Temple	5	8-47
Fitzgerald Hill	San Jose State	4	14-32-0
Tyrone Willingham	Stanford	7	44-36-1
	Notre Dame	3	21-15-0
	Washington	3	11-25
Karl Dorrell	UCLA	5	35-27
Sylvester Croom	Mississippi State	4	17-30
Barry Alvarez	Wisconsin	16	118-73-4
Ron Prince	Kansas State	2	12-13
Turner Gill	University of Buffalo	2	7-17
Mario Cristobal	Florida International University	1	1-11
Randy Shannon	University of Miami	1	5-7
Rich Rodriguez	West Virginia University	7	60-26
	University of Michigan	0	0-0
Ken Niumatalolo	Naval Academy	0	0-0
Kevin Sumlin	University of Houston	0	0-0

TABLE 79

basketball and 15.4 percent in Division I college sports overall.

- Latinos increased NCAA baseball participation, but remained relatively constant in all sports combined.
- The percent of Latinas decreased in basketball, track and field/cross country but increased in all Division I sports combined.

See Tables 76, 77 and 78.

Head Coaches*

- In men's Division I basketball, 25 percent (up two percent) of all head coaches were African-American, an

all-time high percentage.

- Opportunities for people of color in men's sports other than basketball remained poor.
- The 2007 season had six African-Americans and one Latino leading Division IA football programs.
- In Division I only four percent of head baseball coaches were people of color, with 2.6 percent being Latino.

On men's teams overall, whites dominated the head coaching positions at each level:

- o Whites held 90.6, 89.5 and 93.4 percent of all head coaching

positions in Divisions I, II and III respectively.

- o African-Americans accounted for 7.3, 4.4 and 4.1 percent respectively in each division.
- o Asians represented 0.4, 0.7 and 0.6 percent at each level.
- o Latinos held 1.1, 3.6 and 1.5 percent of the positions in each division.
- o Native Americans accounted for less that one percent of total head coaches at each level.

These figures included male and female head coaches for men's teams. In fact, African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans

College Head Coaches: Men's Teams

	Basketball		Football		Baseball			Basketball		Football		Baseball	
	%	#	%	#	%	#		%	#	%	#	%	#
Division I							Division I, II, III						
2006-07	Data Not Recorded						2006-07	Data Not Recorded					
2005-06	Data Not Recorded						2005-06	Data Not Recorded					
White	73.9%	x	92.7%	x	95.9%	x	White	84.2%	x	95.4%	x	95.3%	x
African-American	25.2%	x	6.1%	x	0.5%	x	African-American	14.0%	x	3.2%	x	0.7%	x
Asian	0.0%	x	0.0%	x	0.0%	x	Asian	0.3%	x	0.0%	x	0.5%	x
Latino	0.5%	x	1.2%	x	2.6%	x	Latino	1.0%	x	0.7%	x	2.7%	x
Native American	0.5%	x	0.0%	x	0.0%	x	Native American	0.3%	x	0.0%	x	0.2%	x
Other	0.0%	x	0.0%	x	1.0%	x	Other	0.0%	x	0.5%	x	0.7%	x
2003-04	Data Not Recorded						2004-05	Data Not Recorded					
White	76.4%	201	96.0%	179	96.4%	217	2003-04	Data Not Recorded					
African-American	23.2%	61	2.9%	4	0.9%	2	White	86.0%	713	97.7%	502	96.2%	702
Other	0.4%	1	1.1%	2	2.7%	6	African-American	86.0%	102	1.6%	8	0.7%	5
2001-03	Data Not Recorded						Other	1.7%	14	0.8%	4	3.1%	23
2000-01	Data Not Recorded						2001-03	Data Not Recorded					
White	76.7%	x	96.9%	x	97.5%	x	2000-01	Data Not Recorded					
African-American	22.9%	x	2.1%	x	0.0%	x	White	86.6%	x	97.1%	x	96.8%	x
Other	0.4%	x	1.0%	x	2.5%	x	African-American	12.7%	x	2.0%	x	0.4%	x
1999-2000	Data Not Recorded						Other	0.7%	x	0.9%	x	2.8%	x
White	78.0%	x	95.3%	x	95.2%	x	1999-2000	Data Not Recorded					
African-American	21.6%	x	4.7%	x	0.4%	x	White	85.9%	x	97.3%	x	96.0%	x
Other	0.3%	x	0.0%	x	4.4%	x	African-American	12.7%	x	1.8%	x	0.4%	x
1998-99	Data Not Recorded						Other	1.4%	x	0.9%	x	3.6%	x
1997-98	Data Not Recorded						1998-99	Data Not Recorded					
White	79.9%	x	92.2%	x	96.7%	x	1997-98	Data Not Recorded					
African-American	19.4%	x	7.8%	x	0.4%	x	White	87.2%	x	97.0%	x	96.7%	x
Other	0.7%	x	0.0%	x	2.9%	x	African-American	12.2%	x	2.6%	x	0.7%	x
1996-97	Data Not Recorded						Other	0.6%	x	0.4%	x	2.6%	x
1995-96	Data Not Recorded						1996-97	Data Not Recorded					
White	81.5%	x	94.4%	x	97.6%	x	1995-96	Data Not Recorded					
African-American	17.4%	x	5.6%	x	0.0%	x	White	87.3%	x	96.5%	x	97.6%	x
Other	1.0%	x	0.0%	x	2.4%	x	African-American	11.3%	x	2.7%	x	0.8%	x
							Other	1.5%	x	0.7%	x	1.6%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 80

in Division III (4.4 percent versus 3.7 percent.) In Division II, the percentage of women coaching men's teams almost matched the percentage of African-Americans (3.4 percent versus 4.2 percent.)

Thirty-five years after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game.

On women's teams overall, whites dominated the head coaching positions at each level:

- o Whites held 89.6 percent, 89.9 percent and 92.9 percent of all head coaching positions in Divisions I, II and III, respectively.
- o African-Americans held 6.0 percent, 4.3 percent and 4.2 percent of the women's head coaching positions in the three NCAA divisions, respectively.
- o Latinos held 1.6 percent, 2.9

percent and 1.3 percent of head coaching positions for women's teams in the respective divisions.

- o Asians held 1.1, 1.2 and 1.2 percent of head coaching positions for women's teams in the respective divisions.

See Tables 79, 80, 81, 82, 83 and 84.

College Head Coaches: Division I									
	Men's Sports					Women's Sports			
	Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	
2006-07	Data Not Recorded								
2005-06	Data Not Recorded								
White	87.8%	x	2.8%	x	54.3%	x	35.3%	x	
African-American	6.7%	x	0.6%	x	3.6%	x	3.0%	x	
Asian	0.4%	x	0.0%	x	0.8%	x	0.3%	x	
Latino	1.1%	x	0.0%	x	1.2%	x	0.4%	x	
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x	
Other	0.5%	x	0.1%	x	0.4%	x	0.5%	x	
Total	96.6%	x	3.6%	x	60.4%	x	39.6%	x	
2004-05	Data Not Recorded								
2003-04	Data Not Recorded								
White	87.6%	2030	1.9%	45	52.5%	1349	38.8%	995	
African-American	7.2%	167	0.5%	11	3.4%	106	1.6%	79	
Asian	0.5%	12	0.0%	1	0.9%	23	0.3%	10	
Latino	1.4%	33	0.1%	2	1.3%	26	0.4%	8	
Native American	0.1%	2	0.0%	1	0.0%	1	0.1%	2	
Other	0.6%	14	0.0%	0	0.6%	17	0.1%	6	
Total	97.4%	2258	2.5%	60	58.7%	1522	41.3%	1100	
2001-03	Data Not Recorded								
2000-01	Data Not Recorded								
White	87.4%	x	2.5%	x	51.2%	x	38.1%	x	
African-American	6.9%	x	0.4%	x	4.0%	x	3.2%	x	
Asian	0.1%	x	0.0%	x	0.9%	x	0.4%	x	
Latino	1.4%	x	0.1%	x	0.9%	x	0.5%	x	
Native American	0.0%	x	0.0%	x	0.0%	x	0.1%	x	
Other	0.1%	x	0.0%	x	0.6%	x	0.0%	x	
Total Women	x	x	3.0%	x	x	x	42.3%	x	
1999-00	Data Not Recorded								
1998-99	Data Not Recorded								
White	89.8%	x	2.0%	x	52.5%	x	39.1%	x	
African-American	5.9%	x	0.1%	x	3.1%	x	2.6%	x	
Other	2.2%	x	0.0%	x	2.2%	x	0.4%	x	
Total Women	x	x	0.2%	x	x	x	42.1%	x	

Note: Data provided by the NCAA. Historically Black institutions excluded.
 Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

TABLE 81

College Head Coaches: Division II

	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2006-07	Data Not Recorded							
2005-06	Data Not Recorded							
White	86.6%	x	2.9%	x	58.8%	x	31.1%	x
African-American	4.2%	x	0.2%	x	3.0%	x	1.3%	x
Asian	0.6%	x	0.1%	x	0.9%	x	0.3%	x
Latino	3.5%	x	0.1%	x	2.2%	x	0.7%	x
Native American	0.6%	x	0.0%	x	0.3%	x	0.0%	x
Other	1.1%	x	0.1%	x	1.3%	x	0.1%	x
Total	96.6%	x	3.4%	x	66.5%	x	33.5%	x
2004-05	Data Not Recorded							
2003-04	Data Not Recorded							
White	87.6%	1369	2.9%	46	57.2%	972	33.6%	571
African-American	3.4%	53	0.0%	0	3.0%	51	0.7%	12
Asian	0.9%	14	0.0%	0	0.8%	13	0.2%	3
Latino	3.8%	59	0.1%	1	2.2%	37	0.9%	15
Native American	0.3%	5	0.0%	0	0.2%	3	0.0%	0
Other	1.0%	15	0.1%	1	1.1%	18	0.2%	3
Total	97.0%	1515	3.0%	48	64.5%	1094	35.5%	604
2001-03	Data Not Recorded							
2000-01	Data Not Recorded							
White	88.6%	x	4.6%	x	58.4%	x	34.4%	x
African-American	3.5%	x	0.3%	x	2.5%	x	1.2%	x
Asian	0.8%	x	0.1%	x	1.0%	x	0.2%	x
Latino	1.2%	x	0.0%	x	0.7%	x	0.3%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.8%	x	0.1%	x	0.9%	x	0.4%	x
Total Women	x	x	5.1%	x	x	x	36.5%	x
1999-2000	Data Not Recorded							
1998-99	Data Not Recorded							
White	88.0%	x	3.2%	x	58.7%	x	33.3%	x
African-American	3.4%	x	0.2%	x	2.4%	x	1.0%	x
Other	4.6%	x	0.4%	x	3.7%	x	0.7%	x
Total Women	x	x	3.8%	x	x	x	35.0%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report. x=Data not recorded

TABLE 82

College Head Coaches: Division III									
	Men's Sports				Women's Sports				
	Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	
2006-07	Data Not Recorded								
2005-06	Data Not Recorded								
White	89.5%	x	3.9%	x	51.6%	x	41.3%	x	
African-American	3.7%	x	0.4%	x	2.9%	x	1.3%	x	
Asian	0.6%	x	0.0%	x	0.8%	x	0.4%	x	
Latino	1.5%	x	0.0%	x	1.1%	x	0.2%	x	
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x	
Other	0.3%	x	0.0%	x	0.2%	x	0.2%	x	
Total	95.7%	x	4.3%	x	56.6%	x	43.4%	x	
2004-05	Data Not Recorded								
2003-04	Data Not Recorded								
White	88.9%	2667	4.1%	123	50.9%	1668	42.1%	1379	
African-American	3.8%	113	0.3%	9	3.0%	99	1.0%	33	
Asian	0.4%	12	0.0%	1	0.6%	21	0.4%	12	
Latino	1.5%	45	0.0%	0	1.0%	33	0.2%	7	
Native American	0.2%	6	0.0%	0	0.2%	6	0.0%	0	
Other	0.7%	21	0.0%	0	0.5%	16	0.2%	5	
Total	95.5%	2864	4.4%	133	56.2%	1843	43.9%	1436	
2001-03	Data Not Recorded								
2000-01	Data Not Recorded								
White	87.4%	x	5.9%	x	50.7%	x	42.7%	x	
African-American	3.5%	x	0.3%	x	2.7%	x	1.3%	x	
Asian	0.4%	x	0.1%	x	0.6%	x	0.2%	x	
Latino	1.5%	x	0.0%	x	1.2%	x	0.4%	x	
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x	
Other	0.4%	x	0.1%	x	0.1%	x	0.1%	x	
Total Women	x	x	6.4%	x	x	x	44.7%	x	
1999-00	Data Not Recorded								
1998-99	Data Not Recorded								
White	89.8%	x	4.1%	x	49.2%	x	44.2%	x	
African-American	3.5%	x	0.1%	x	2.6%	x	1.2%	x	
Other	2.4%	x	0.1%	x	2.0%	x	0.8%	x	
Total Women	x	x	4.3%	x	x	x	46.2%	x	

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report. x=Data not recorded

TABLE 83

College Head Coaches: Division I Women's Teams

	Basketball				Cross Country/Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2006-07	Data Not Recorded											
2005-06	Data Not Recorded											
White	32.6%	x	54.0%	x	69.5%	x	14.2%	x	x	x	x	x
African-American	2.8%	x	9.3%	x	8.7%	x	6.0%	x	x	x	x	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	x	x	x	x
Latino	0.5%	x	0.0%	x	1.0%	x	0.2%	x	x	x	x	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.2%	x	x	x	x	x
Other	0.0%	x	0.0%	x	0.0%	x	0.2%	x	x	x	x	x
Total	35.9%	x	64.3%	x	79.2%	x	20.8%	x	x	x	x	x
2004-05	Data Not Recorded											
2003-04	Data Not Recorded											
White	29.9%	78	59.4%	155	65.3%	458	15.0%	105	47.1%	813	46.5%	735
African-American	1.9%	5	7.7%	20	11.0%	77	6.3%	44	1.4%	25	1.1%	15
Asian	0.4%	1	0.4%	1	0.4%	3	0.0%	0	0.8%	16	0.4%	9
Latino	0.4%	1	0.0%	0	1.4%	10	0.3%	2	1.2%	19	0.2%	6
Native American	0.0%	0	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.1%	1
Other	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.8%	16	0.4%	6
Total	32.6%	85	67.5%	176	78.3%	549	21.7%	152	51.3%	889	48.8%	772
2001-03	Data Not Recorded											
2000-01	Data Not Recorded											
White	29.2%	x	57.7%	x	65.4%	x	14.6%	x	50.6%	x	43.4%	x
African-American	1.5%	x	9.9%	x	10.5%	x	6.2%	x	1.7%	x	0.6%	x
Asian	0.4%	x	0.4%	x	0.5%	x	0.3%	x	0.4%	x	0.1%	x
Latino	0.7%	x	0.4%	x	0.4%	x	0.0%	x	1.5%	x	0.0%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.7%	x	0.2%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.3%	x	0.3%	x	0.4%	x	0.1%	x
Total Women	x	x	68.4%	x	x	x	22.1%	x	x	x	44.2%	x
1999-00	Data Not Recorded											
1998-99	Data Not Recorded											
White	31.3%	x	59.7%	x	69.7%	x	15.1%	x	48.9%	x	44.5%	x
African-American	1.4%	x	5.9%	x	8.8%	x	4.8%	x	1.3%	x	1.3%	x
Other	0.7%	x	1.0%	x	1.6%	x	0.0%	x	3.4%	x	0.6%	x
Total Women	x	x	66.7%	x	x	x	19.9%	x	x	x	46.5%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 84

Chapter 7: College Sport and NCAA

Assistant Coaches*

- On the men's teams, whites held 79, 83, and 88 percent of the assistant coaching positions in the three divisions, respectively. African-Americans held 18, 12, and 8 percent, respectively.
- Among the women's teams, whites held 82, 82 and 91 percent of the assistant coaching positions in Divisions I, II and III, respectively. African-Americans had 13, 9, and 7 percent, respectively.

See Tables 85, 86, 87, 88, 89 and 90.

College Assistant Coaches: Division I									
	Men's Sports				Women's Sports				
	Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	#
2006-07									
Data Not Recorded									
2005-06									
White	72.6%	x	6.6%	x	39.3%	x	42.3%	x	
African-American	16.3%	x	1.3%	x	6.3%	x	6.9%	x	
Asian	0.6%	x	0.2%	x	1.2%	x	0.9%	x	
Latino	1.4%	x	0.1%	x	1.1%	x	0.6%	x	
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x	
Other	0.7%	x	0.1%	x	0.5%	x	0.7%	x	
Total	91.7%	x	8.4%	x	48.5%	x	51.5%	x	
2004-05									
Data Not Recorded									
2003-04									
White	72.3%	3875	5.9%	319	39.5%	1772	41.4%	1861	
African-American	16.9%	905	1.3%	69	5.9%	267	7.4%	331	
Asian	0.7%	38	0.1%	6	1.1%	49	1.0%	45	
Latino	1.7%	92	0.1%	4	1.2%	56	0.8%	34	
Native American	0.1%	8	0.1%	3	0.2%	7	0.2%	4	
Other	0.7%	36	0.1%	7	0.6%	28	0.8%	37	
Total	92.4%	4954	7.6%	408	48.5%	2179	51.5%	2312	
2001-03									
Data Not Recorded									
2000-01									
White	73.0%	x	5.5%	x	40.7%	x	40.0%	x	
African-American	16.5%	x	1.3%	x	6.8%	x	7.4%	x	
Asian	0.6%	x	0.1%	x	1.2%	x	0.6%	x	
Latino	1.8%	x	0.1%	x	1.4%	x	0.7%	x	
Native American	0.2%	x	0.1%	x	0.1%	x	0.1%	x	
Other	0.6%	x	0.1%	x	0.5%	x	0.5%	x	
Total Women	x	x	7.2%	x	x	x	49.3%	x	
1999-2000									
White	74.2%	x	6.0%	x	39.1%	x	43.8%	x	
African-American	15.2%	x	1.4%	x	5.5%	x	7.5%	x	
Other	3.0%	x	0.2%	x	2.6%	x	1.5%	x	
Total Women	x	x	7.6%	x	x	x	52.4%	x	

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x=Data not recorded.

TABLE 85

College Assistant Coaches: Division II

	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2006-07	Data Not Recorded							
2005-06	Data Not Recorded							
White	75.2%	x	7.5%	x	39.2%	x	43.2%	x
African-American	11.0%	x	0.6%	x	4.8%	x	4.6%	x
Asian	0.6%	x	0.0%	x	0.5%	x	0.8%	x
Latino	3.8%	x	0.2%	x	2.8%	x	1.9%	x
Native American	0.3%	x	0.0%	x	0.3%	x	0.0%	x
Other	0.7%	x	0.1%	x	1.0%	x	0.9%	x
Total	91.6%	x	8.4%	x	48.6%	x	51.4%	x
2004-05	Data Not Recorded							
2003-04	Data Not Recorded							
White	76.4%	1889	6.1%	152	39.9%	748	43.4%	814
African-American	11.0%	273	0.5%	12	4.3%	81	3.8%	71
Asian	0.8%	19	0.0%	0	1.2%	23	0.5%	9
Latino	2.9%	72	0.7%	14	2.9%	55	1.8%	34
Native American	0.3%	7	0.0%	1	0.1%	2	0.1%	2
Other	1.3%	31	0.1%	3	1.4%	26	0.6%	12
Total	92.7%	2291	7.4%	182	49.8%	935	50.2%	942
2001-03	Data Not Recorded							
2000-01	Data Not Recorded							
White	79.6%	x	6.3%	x	41.5%	x	45.2%	x
African-American	9.6%	x	0.3%	x	4.6%	x	3.1%	x
Asian	1.0%	x	0.0%	x	1.1%	x	0.6%	x
Latino	2.3%	x	0.0%	x	1.6%	x	0.7%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.8%	x	0.1%	x	0.7%	x	0.9%	x
Total Women	x	x	6.6%	x	x	x	50.5%	x
1999-2000	Data Not Recorded							
White	78.4%	x	5.4%	x	42.3%	x	44.2%	x
African-American	9.8%	x	0.5%	x	3.6%	x	3.3%	x
Other	5.5%	x	0.6%	x	4.3%	x	2.4%	x
Total Women	x	x	6.7%	x	x	x	49.5%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x=Data not recorded.

TABLE 86

College Assistant Coaches: Division III

	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2006-07	Data Not Recorded							
2005-06	Data Not Recorded							
White	79.9%	x	8.6%	x	40.6%	x	49.9%	x
African-American	7.3%	x	1.0%	x	3.8%	x	2.7%	x
Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x
Latino	1.8%	x	0.2%	x	0.8%	x	0.6%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.2%	x	0.3%	x
Total	90.0%	x	10.0%	x	46.0%	x	54.0%	x
2004-05	Data Not Recorded							
2003-04	Data Not Recorded							
White	81.1%	4124	7.8%	393	41.6%	1737	49.2%	2054
African-American	7.8%	398	0.7%	38	4.3%	178	2.3%	97
Asian	0.5%	27	0.0%	1	0.6%	24	0.4%	15
Latino	1.4%	73	0.1%	5	0.8%	32	0.4%	16
Native American	0.1%	3	0.0%	0	0.0%	0	0.1%	4
Other	0.5%	24	0.0%	1	0.3%	14	0.2%	8
Total	91.4%	4649	8.6%	438	47.6%	1985	52.5%	2194
2001-03	Data Not Recorded							
2000-01	Data Not Recorded							
White	82.4%	x	7.1%	x	43.5%	x	46.6%	x
African-American	7.2%	x	0.8%	x	4.7%	x	2.7%	x
Asian	0.5%	x	0.0%	x	0.5%	x	0.3%	x
Latino	1.6%	x	0.0%	x	0.7%	x	0.4%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x
Other	0.3%	x	0.0%	x	0.3%	x	0.1%	x
Total Women	x	x	7.9%	x	x	x	50.2%	x
1999-2000	Data Not Recorded							
White	81.6%	x	7.1%	x	42.8%	x	47.3%	x
African-American	8.0%	x	0.5%	x	4.9%	x	2.4%	x
Other	2.7%	x	0.1%	x	1.7%	x	1.0%	x
Total Women	x	x	7.7%	x	x	x	50.7%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x=Data not recorded.

TABLE 87

College Assistant Coaches: Division I Men's Teams

	Basketball				Football				Baseball				
	Men		Women		Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	%	#	%	#	
2006-07	Data Not Recorded												
2005-06	White	62.4%	x	0.1%	x	73.4%	x	1.4%	x	92.7%	x	0.7%	x
	African-American	35.7%	x	0.1%	x	22.9%	x	0.3%	x	1.6%	x	0.0%	x
	Asian	0.0%	x	0.0%	x	0.5%	x	0.1%	x	0.7%	x	0.0%	x
	Latino	1.2%	x	0.0%	x	0.8%	x	0.0%	x	3.3%	x	0.0%	x
	Native-American	0.0%	x	0.0%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x
	Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.9%	x	0.0%	x
	Total	99.7%	x	0.2%	x	98.3%	x	1.8%	x	99.2%	x	0.7%	x
2004-05	Data Not Recorded												
2003-04	White	62.4%	497	0.0%	0	73.5%	1155	0.0%	0	96.1%	481	0.0%	0
	African-American	36.4%	290	0.0%	0	24.4%	383	0.0%	0	0.6%	3	0.0%	0
	Asian	0.0%	0	0.0%	0	0.7%	11	0.0%	0	0.4%	2	0.0%	0
	Latino	0.8%	6	0.0%	0	0.6%	10	0.0%	0	2.8%	14	0.0%	0
	Native-American	0.0%	0	0.0%	0	0.3%	4	0.0%	0	0.0%	0	0.0%	0
	Other	0.4%	3	0.0%	0	0.6%	9	0.0%	0	0.2%	1	0.0%	0
	Total	100.0%	796	0.0%	0	100.0%	1572	0.0%	0	100.0%	501	0.0%	0
2001-03	Data Not Recorded												
2000-01	White	65.0%	x	0.2%	x	74.6%	x	0.5%	x	95.7%	x	0.2%	x
	African-American	33.4%	x	0.0%	x	22.7%	x	0.0%	x	1.0%	x	0.0%	x
	Asian	0.0%	x	0.0%	x	0.4%	x	0.0%	x	1.0%	x	0.0%	x
	Latino	1.2%	x	0.0%	x	1.1%	x	0.0%	x	1.8%	x	0.2%	x
	Native-American	0.0%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x
	Other	0.1%	x	0.0%	x	0.4%	x	0.0%	x	0.2%	x	0.0%	x
	Total Women	x	x	0.2%	x	x	x	0.5%	x	x	x	0.4%	x
1999-2000	White	63.8%	x	1.4%	x	77.3%	x	0.1%	x	94.8%	x	0.4%	x
	African-American	32.9%	x	0.2%	x	20.4%	x	0.0%	x	1.0%	x	0.0%	x
	Other	1.6%	x	0.0%	x	2.2%	x	0.0%	x	3.8%	x	0.6%	x
	Total Women	x	x	1.6%	x	x	x	0.1%	x	x	x	1.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 88

College Assistant Coaches: Men's Teams

Division I, II, III													
2006-07													
Data Not Recorded													
2005-06													
White	72.1%	x	0.6%	x	79.5%	x	1.3%	x	93.3%	x	0.4%	x	
African-American	25.0%	x	0.2%	x	16.6%	x	0.3%	x	2.0%	x	0.0%	x	
Asian	0.2%	x	0.0%	x	0.4%	x	0.0%	x	0.4%	x	0.0%	x	
Latino	1.6%	x	0.0%	x	1.3%	x	0.0%	x	3.5%	x	0.0%	x	
Native-American	0.1%	x	0.0%	x	0.2%	x	0.0%	x	0.1%	x	0.0%	x	
Other	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.3%	x	0.0%	x	
Total	98.3%	x	0.8%	x	98.4%	x	1.6%	x	99.6%	x	0.4%	x	
2004-05													
Data Not Recorded													
2003-04													
White	72.1%	1356	0.2%	3	80.9%	2956	0.0%	0	94.7%	1285	0.0%	0	
African-American	26.2%	493	0.0%	0	17.0%	621	0.0%	0	1.5%	20	0.0%	0	
Asian	0.2%	3	0.0%	0	0.6%	21	0.0%	0	0.5%	7	0.0%	0	
Latino	1.0%	19	0.0%	0	0.8%	31	0.0%	0	3.0%	41	0.0%	0	
Native-American	0.1%	1	0.0%	0	0.2%	8	0.0%	0	0.1%	2	0.0%	0	
Other	0.4%	7	0.0%	0	0.5%	18	0.0%	0	0.1%	2	0.0%	0	
Total	99.8%	1879	0.2%	3	100.0%	3655	0.0%	0	100.0%	1357	0.0%	0	
2001-03													
Data Not Recorded													
2000-01													
White	72.5%	x	0.6%	x	81.8%	x	0.4%	x	95.3%	x	0.1%	x	
African-American	24.5%	x	0.1%	x	15.7%	x	0.0%	x	1.2%	x	0.0%	x	
Asian	0.4%	x	0.0%	x	0.3%	x	0.0%	x	0.9%	x	0.0%	x	
Latino	1.6%	x	0.0%	x	1.1%	x	0.0%	x	2.1%	x	0.1%	x	
Native-American	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x	
Other	0.3%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x	
Total Women	x	x	0.7%	x	x	x	0.4%	x	x	x	0.2%	x	
1999-2000													
White	72.1%	x	1.0%	x	82.7%	x	0.1%	x	93.6%	x	0.4%	x	
African-American	24.3%	x	0.2%	x	14.9%	x	0.1%	x	1.5%	x	0.0%	x	
Other	2.4%	x	0.1%	x	2.3%	x	0.0%	x	4.5%	x	0.0%	x	
Total Women	x	x	1.3%	x	x	x	0.2%	x	x	x	0.4%	x	

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 89

College Assistant Coaches: Division I Women's Teams

	Basketball				Cross Country/ Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2006-07	Data Not Recorded											
2005-06	Data Not Recorded											
White	23.3%	x	42.9%	x	x	x	x	x	x	x	x	x
African-American	7.6%	x	24.2%	x	x	x	x	x	x	x	x	x
Asian	0.5%	x	0.5%	x	x	x	x	x	x	x	x	x
Latino	0.5%	x	0.3%	x	x	x	x	x	x	x	x	x
Native American	0.0%	x	0.0%	x	x	x	x	x	x	x	x	x
Other	0.2%	x	0.2%	x	x	x	x	x	x	x	x	x
Total	32.1%	x	68.1%	x	x	x	x	x	x	x	x	x
2004-05	Data Not Recorded											
2003-04	Data Not Recorded											
White	22.5%	170	46.0%	347	52.3%	761	20.9%	305	36.5%	841	53.0%	1209
African-American	6.4%	48	22.4%	169	12.8%	186	9.0%	131	1.4%	33	1.4%	31
Asian	0.3%	2	0.7%	5	0.5%	7	0.2%	3	1.7%	40	1.6%	37
Latino	0.3%	2	0.5%	4	1.9%	27	0.6%	9	1.2%	27	0.9%	21
Native American	0.1%	1	0.0%	0	0.4%	6	0.2%	3	0.0%	0	0.0%	1
Other	0.4%	3	0.4%	3	0.3%	5	0.8%	12	0.9%	20	1.0%	22
Total	30.0%	226	70.0%	528	68.2%	992	31.8%	463	47.1%	961	57.9%	1321
2001-03	Data Not Recorded											
2000-01	Data Not Recorded											
White	22.5%	x	45.7%	x	73.7%	x	20.6%	x	42.3%	x	47.9%	x
African-American	5.1%	x	24.3%	x	22.0%	x	7.4%	x	2.3%	x	1.5%	x
Asian	0.4%	x	0.3%	x	1.0%	x	0.2%	x	0.6%	x	0.2%	x
Latino	0.3%	x	0.4%	x	0.7%	x	0.3%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.3%	x	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.0%	x	0.7%	x	0.9%	x	0.4%	x	0.1%	x	0.1%	x
Total Women	x	x	71.7%	x	x	x	28.9%	x	x	x	50.1%	x
1999-2000	Data Not Recorded											
White	20.3%	x	49.0%	x	52.6%	x	23.0%	x	37.7%	x	55.7%	x
African-American	4.4%	x	23.9%	x	12.3%	x	7.9%	x	1.5%	x	1.3%	x
Other	0.0%	x	2.4%	x	3.1%	x	1.1%	x	3.3%	x	0.6%	x
Total Women	x	x	75.3%	x	x	x	32.0%	x	x	x	57.6%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 90

College Athletics Directors: Division I				
	Men		Women	
	%	#	%	#
2006-07	Data Not Recorded			
2005-06	Data Not Recorded			
White	85.8%	x	7.3%	x
African-American	5.0%	x	0.5%	x
Asian	0.0%	x	0.0%	x
Latino	0.9%	x	0.0%	x
Native American	0.0%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	92.2%	x	7.8%	x
2004-05	Data Not Recorded			
2003-04	Data Not Recorded			
White	88.5%	232	6.5%	17
African-American	3.4%	9	0.0%	0
Asian	0.0%	0	0.4%	1
Latino	1.2%	3	0.0%	0
Native American	0.0%	0	0.4%	1
Other	0.0%	0	0.0%	0
Total	92.7%	243	7.3%	19
2001-03	Data Not Recorded			
2000-01	Data Not Recorded			
White	88.4%	x	6.9%	x
African-American	2.9%	x	0.0%	x
Asian	0.4%	x	0.0%	x
Latino	1.1%	x	0.0%	x
Native American	0.0%	x	0.4%	x
Other	0.0%	x	0.0%	x
Total	92.8%		7.2%	x
1999-2000	Data Not Recorded			
White	86.9%	x	9.0%	x
African-American	2.4%	x	0.0%	x
Other	1.7%	x	0.0%	x
Total	91.0%	x	9.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 91

College Athletics Directors: Division II				
	Men		Women	
	%	#	%	#
2006-07	Data Not Recorded			
2005-06	Data Not Recorded			
White	74.7%	x	17.6%	x
African-American	3.3%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	2.7%	x	0.0%	x
Native American	0.5%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	81.3%	x	18.7%	x
2004-05	Data Not Recorded			
2003-04	Data Not Recorded			
White	79.6%	187	14.5%	34
African-American	1.3%	3	0.9%	2
Asian	0.0%	0	0.9%	2
Latino	2.6%	6	0.0%	0
Native American	0.4%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	83.8%	197	16.2%	38
2001-03	Data Not Recorded			
2000-01	Data Not Recorded			
White	82.4%	x	12.9%	x
African-American	1.9%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	1.0%	x	0.5%	x
Native American	0.5%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	86.3%	x	14.4%	x
1999-2000	Data Not Recorded			
White	79.6%	x	13.7%	x
African-American	1.6%	x	1.2%	x
Other	3.5%	x	0.4%	x
Total	x	x	15.3%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 92

Division IA Athletics Directors

There are 120 athletics directors in Division IA who oversee football. As of our 2007-08 demographic study publication, there were 104 (86.7 percent) whites athletics directors. The only people of color in these positions were:

- 12 (10 percent) African-American men:
 - o Warde Manuel, The State University of New York at Buffalo
 - o Keith Tribble, University of Central Florida

- o Derrick Gragg, Eastern Michigan University
- o Damon Evans, University of Georgia
- o Herman R. Frazier, University of Hawaii, Manoa
- o McKinley Boston Jr., New Mexico State University
- o Eugene Smith, The Ohio State University
- o Michael Garrett, University of Southern California
- o Daryl J. Gross, Syracuse University
- o Kevin Anderson, U.S. Military Academy

- o David Williams II (Vice Chancellor of Student Life and University Affairs and General Counsel), Vanderbilt University
- o Craig K. Littlepage, University of Virginia
 - 3 (2.5 percent) Latinos
- o Daniel G. Guerrero, University of California, Los Angeles
- o Pete Garcia, Florida International University
- o Barry Alvarez, University of Wisconsin, Madison

- 1 (0.8 percent) Native American man
 - o Rick Dickson (Tulane University)
- No Asian as athletic director at Division IA schools

There were also six (five percent) women (all white)

- o Lisa Love, Arizona State University
- o Anne “Sandy” Barbour, University of California, Berkeley
- o Deborah A. Yow, University of Maryland, College Park
- o Cary Sue Groth, University of Nevada
- o Kathy Beauregard, Western Michigan University
- o Donna Sanft (interim), University of Pittsburgh

- There were 3 women who head a separate women’s department and do not oversee football:

- o Beverly R. Lewis (Women’s AD), University of Arkansas, Fayetteville
- o Joan C. Cronan (Women’s AD), University of Tennessee, Knoxville
- o Christine A. Plonsky (Women’s AD), University of Texas at Austin

- No African-American, Asian, Native American women or Latinas were athletics directors in Division IA

- 86.7 percent (104) of the 120 Division IA athletics directors were white; 82.5 percent (99) were white men

Athletics Directors*

Whites held the overwhelming percentage of positions of athletics directors in all three divisions:

- o In each particular division, whites held 93.1, 92.3 and 96.1 percent of the athletic director jobs.
- o African-Americans held 5.5 percent, 4.3 percent and 1.9 percent, respectively in Divisions I, II and III.
- o Latino men accounted for 0.9, 2.7 and 0.3 percent of the ADs at Division I, II and III.
- o Asians and Native Americans had very minimal representation at

each level.

- Women gained ground as athletics directors in all three divisions since the last Report Card. In Division I there were 7.8 percent, in Division II – 18.7 percent and in Division III 27.3 percent. Virtually all were white women.

See Tables 91, 92 and 93.

College Athletics Directors: Division III				
	Men		Women	
	%	#	%	#
2006-07				
Data Not Recorded				
2005-06				
White	69.5%	x	26.6%	x
African-American	1.9%	x	0.0%	x
Asian	0.3%	x	0.3%	x
Latino	0.3%	x	0.0%	x
Native American	0.6%	x	0.3%	x
Other	0.0%	x	0.0%	x
Total	72.7%	x	27.3%	x
2004-05				
Data Not Recorded				
2003-04				
White	68.6%	258	26.9%	101
African-American	3.2%	12	0.0%	0
Asian	0.3%	1	0.3%	1
Latino	0.5%	2	0.0%	0
Native American	0.3%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	72.9%	274	27.1%	102
2001-03				
Data Not Recorded				
2000-01				
White	69.3%	x	23.9%	x
African-American	4.5%	x	0.6%	x
Asian	0.3%	x	0.6%	x
Latino	0.3%	x	0.3%	x
Native American	0.3%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	74.7%	x	25.4%	x
1999-2000				
White	71.3%	x	24.3%	x
African-American	3.0%	x	0.5%	x
Other	0.7%	x	0.2%	x
Total	x	x	25.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 93

College Senior Athletic Administrators: Associate and Assistant Athletics Director

	Division I				Division II				Division III				
	Men		Women		Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	%	#	%	#	
2006-07	Data Not Recorded												
Associate Athletic Director													
2005-06	White	63.5%	x	26.0%	x	48.5%	x	45.5%	x	46.2%	x	49.1%	x
	African-American	6.1%	x	2.1%	x	2.0%	x	2.0%	x	2.4%	x	1.2%	x
	Asian	0.1%	x	0.1%	x	1.0%	x	0.0%	x	0.6%	x	0.0%	x
	Latino	0.9%	x	0.5%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x
	Native American	0.1%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
	Other	0.0%	x	0.3%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x
	Total	71.6%	x	28.4%	x	51.3%	x	48.7%	x	50.3%	x	49.7%	x
Assistant Athletic Director													
2005-06	White	66.3%	x	22.6%	x	56.6%	x	33.6%	x	58.2%	x	32.9%	x
	African-American	5.1%	x	3.6%	x	3.3%	x	1.3%	x	4.6%	x	2.3%	x
	Asian	0.5%	x	0.2%	x	0.7%	x	0.7%	x	0.3%	x	0.3%	x
	Latino	0.9%	x	0.3%	x	2.0%	x	1.3%	x	1.0%	x	0.0%	x
	Native American	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x
	Other	0.2%	x	0.3%	x	0.0%	x	0.7%	x	0.0%	x	0.0%	x
	Total	72.9%	x	27.1%	x	60.8%	x	39.2%	x	64.3%	x	35.7%	x
2004-05	Data Not Recorded												
2003-04	White	62.6%	943	27.3%	411	55.2%	185	34.0%	114	51.8%	259	42.6%	213
	African-American	6.0%	91	1.9%	29	2.7%	9	2.1%	7	3.4%	17	1.0%	5
	Asian	0.3%	5	0.1%	3	0.3%	1	0.3%	1	0.0%	0	0.2%	1
	Latino	0.7%	11	0.5%	8	3.0%	10	1.2%	4	0.4%	2	0.2%	1
	Native American	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.1%	1	0.4%	6	0.9%	3	0.3%	1	0.4%	2	0.0%	0
	Total	69.7%	1051	30.2%	456	62.1%	208	37.9%	127	56.0%	280	44.0%	220
2001-03	Data Not Recorded												
2000-01	White	63.0%	x	27.6%	x	57.8%	x	33.3%	x	49.6%	x	44.2%	x
	African-American	5.3%	x	1.8%	x	3.3%	x	1.6%	x	3.5%	x	1.3%	x
	Asian	0.3%	x	0.1%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
	Latino	0.9%	x	0.6%	x	1.7%	x	0.7%	x	0.3%	x	0.3%	x
	Native American	0.1%	x	0.0%	x	0.0%	x	0.3%	x	1.0%	x	0.2%	x
	Other	0.0%	x	0.3%	x	0.5%	x	0.3%	x	0.5%	x	0.0%	x
	Total	x	x	30.4%	x	x	x	36.2%	x	x	x	46.0%	x
1999-2000	White	63.7%	x	27.0%	x	59.5%	x	33.2%	x	52.8%	x	42.0%	x
	African-American	5.9%	x	1.5%	x	1.7%	x	1.3%	x	2.7%	x	1.6%	x
	Other	1.2%	x	0.8%	x	2.7%	x	1.7%	x	0.2%	x	0.7%	x
	Total	x	x	29.3%	x	x	x	36.2%	x	x	x	44.3%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 94

Associate Athletics Director*

In the pipeline for future athletics directors, whites were as dominant as they were in the positions of athletics directors themselves.

- At the associate athletic director position, whites comprised 89.5

percent 94.0 percent and 95.3 percent of the total population at Division I, II and III respectively.

- African-Americans held 8.2 percent, 4.0 percent and 3.6 percent of the positions at each level.

The percentage of women filling

associate athletic director positions was 28.4 percent in Division I, 48.7 percent in Division II and 49.7 percent in Division III.

See Table 94.

NCAA Senior Woman Administrators

	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2006-07	Data Not Recorded											
2005-06	Data Not Recorded											
White	1.4%	x	84.3%	x	0.6%	x	90.6%	x	1.1%	x	95.7%	x
African-American	0.5%	x	10.2%	x	0.0%	x	5.3%	x	0.0%	x	2.2%	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.5%	x	1.4%	x	0.0%	x	2.4%	x	0.0%	x	0.4%	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.9%	x	0.0%	x	1.2%	x	0.0%	x	0.4%	x
Total	2.3%	x	97.7%	x	0.6%	x	99.4%	x	1.1%	x	98.9%	x
2004-05	Data Not Recorded											
2003-04	Data Not Recorded											
White	0.4%	1	88.5%	224	0.0%	0	92.6%	201	1.2%	4	95.4%	312
African-American	0.0%	0	8.3%	21	0.0%	0	4.6%	10	0.0%	0	2.4%	8
Asian	0.0%	0	0.0%	0	0.0%	0	0.5%	1	0.0%	0	0.3%	1
Latino	0.0%	0	1.6%	4	0.0%	0	2.3%	5	0.0%	0	0.6%	2
Native American	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.0%	0	0.8%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Total	0.4%	1	99.6%	252	0.0%	0	100.0%	217	1.2%	4	98.8%	323
2001-03	Data Not Recorded											
2000-01	Data Not Recorded											
White	0.7%	x	89.6%	x	0.5%	x	91.2%	x	1.1%	x	93.7%	x
African-American	0.7%	x	6.3%	x	0.0%	x	5.7%	x	0.0%	x	3.2%	x
Asian	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.0%	x	1.5%	x	0.0%	x	2.1%	x	0.0%	x	1.4%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Total	1.8%	x	98.2%	x	0.5%	x	99.5%	x	1.1%	x	99.1%	x
1999-2000	Data Not Recorded											
White	1.5%	x	91.0%	x	1.0%	x	90.4%	x	0.0%	x	94.7%	x
African-American	0.0%	x	6.0%	x	0.0%	x	4.3%	x	0.0%	x	3.3%	x
Other	0.4%	x	1.1%	x	1.4%	x	2.9%	x	0.0%	x	2.0%	x
Total	1.9%	x	98.1%	x	2.4%	x	97.6%	x	0.0%	x	100.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 95

Senior Woman's Administrator*

- Women held 97.7, 99.4 and 98.9 percent of the Senior Woman's Administrator jobs in Division I, II and III, respectively.
- White women continued to dominate the SWA position holding 84.3, 90.6 and 95.7 percent in Division I, II and III, respectively.
- African-American women represented 10.2, 5.3 and 2.2 percent at each respective level.

See Table 95.

NCAA Faculty Athletics Representative																
	Division IA				Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
2007-08																
White	65.3%	81	27.4%	34	Data Not Recorded											
African-American	4.0%	5	0.0%	0	Data Not Recorded											
Asian	1.6%	2	0.0%	0	Data Not Recorded											
Latino	0.8%	1	0.0%	0	Data Not Recorded											
Native American	0.8%	1	0.0%	0	Data Not Recorded											
Other	0.0%	0	0.0%	0	Data Not Recorded											
Total	72.6%	90	27.4%	34	Data Not Recorded											
2006-07																
Data Not Recorded																
2005-06																
White	Data Not Recorded				71.2%	x	21.2%	x	66.5%	x	25.7%	x	64.7%	x	30.8%	x
African-American	Data Not Recorded				2.2%	x	0.9%	x	1.7%	x	1.7%	x	2.0%	x	0.3%	x
Asian	Data Not Recorded				1.3%	x	0.4%	x	0.6%	x	0.0%	x	0.6%	x	0.3%	x
Latino	Data Not Recorded				1.3%	x	0.0%	x	2.8%	x	0.6%	x	0.6%	x	0.3%	x
Native American	Data Not Recorded				0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	Data Not Recorded				0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.0%	x
Total	Data Not Recorded				77.4%	x	22.6%	x	72.1%	x	27.9%	x	68.4%	x	31.6%	x
2004-05																
Data Not Recorded																
2003-04																
White	Data Not Recorded				70.9%	188	21.1%	56	71.9%	164	20.6%	47	68.8%	256	26.9%	100
African-American	Data Not Recorded				4.2%	11	0.8%	2	1.3%	3	0.4%	1	3.0%	11	0.3%	1
Asian	Data Not Recorded				1.1%	3	0.0%	0	1.8%	4	0.0%	0	0.0%	0	0.0%	0
Latino	Data Not Recorded				0.8%	2	0.0%	0	1.8%	4	1.8%	4	0.5%	2	0.3%	1
Native American	Data Not Recorded				0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	Data Not Recorded				0.8%	2	0.0%	0	0.4%	1	0.0%	0	0.3%	1	0.0%	0
Total	Data Not Recorded				78.2%	207	21.9%	58	77.2%	176	22.8%	52	72.6%	270	27.5%	102
2001-03																
Data Not Recorded																
2000-01																
White	Data Not Recorded				73.2%	x	18.1%	x	77.9%	x	17.3%	x	67.0%	x	27.8%	x
African-American	Data Not Recorded				5.1%	x	1.1%	x	1.0%	x	0.5%	x	3.1%	x	0.6%	x
Asian	Data Not Recorded				1.1%	x	0.0%	x	0.5%	x	0.0%	x	0.3%	x	0.0%	x
Latino	Data Not Recorded				0.4%	x	0.4%	x	0.0%	x	0.5%	x	0.9%	x	0.3%	x
Native American	Data Not Recorded				0.4%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Other	Data Not Recorded				0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	Data Not Recorded				x	x	19.6%	x	x	x	18.3%	x	x	x	28.7%	x
1999-2000																
White	Data Not Recorded				75.6%	x	18.1%	x	78.0%	x	15.5%	x	67.9%	x	27.8%	x
African-American	Data Not Recorded				3.1%	x	1.4%	x	1.2%	x	0.4%	x	1.8%	x	0.3%	x
Other	Data Not Recorded				1.7%	x	0.0%	x	3.3%	x	1.6%	x	2.3%	x	0.0%	x
Total	Data Not Recorded				x	x	x	x	x	x	17.6%	x	x	x	28.1%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 96

Faculty Athletics Representatives*

- Whites filled the majority of the FAR positions with 92.4, 92.2, and 95.5 percent in Divisions I, II and III, respectively.

See Table 96.

Other positions*

- Across all three divisions, women continue to be pigeon-holed into the academic advisor/counselor position, as well as the life skills coordinator position. Within the life skills coordinator position, women held 69.2, 60.3 and 69.0 percent respectively.

College Professional Administration by Division									
	Division I		Division II		Division III		All Divisions		
	Men	Women	Men	Women	Men	Women	Men	Women	
2004 - 2007									
Data Not Recorded									
2003-04									
White	60.40%	27.50%	55.20%	34.00%	51.80%	42.60%	61.80%	27.60%	
African-American	5.90%	2.30%	2.70%	2.30%	3.40%	1.00%	5.10%	1.80%	
Asian	0.60%	0.30%	x	x	x	x	0.60%	0.30%	
Latino	1.10%	0.80%	x	x	x	x	1.20%	0.70%	
Native American	0.04%	0.01%	x	x	x	x	0.10%	0.10%	
Other	0.40%	0.60%	4.20%	1.50%	1.10%	0.90%	0.40%	0.30%	
Total	68.44%	31.51%	62.10%	37.80%	56.30%	44.50%	69.20%	30.80%	
2000-01									
White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%	61.1%	28.0%	
African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%	5.0%	1.9%	
Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%	2.4%	1.6%	
Total	69.8%	30.2%	63.9%	36.2%	54.1%	46.0%	68.5%	31.5%	
1999-2000									
White	62.6%	24.8%	59.5%	33.2%	52.8%	42.0%	64.3%	24.5%	
African-American	6.2%	2.8%	1.7%	1.3%	2.7%	1.6%	5.2%	2.1%	
Other	2.3%	1.3%	2.7%	1.7%	0.2%	0.7%	2.5%	1.3%	
Total	71.1%	28.9%	63.9%	36.2%	55.7%	44.3%	72.0%	27.9%	

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 97

College Professional Administration by Position												
	Division I											
	White		Black		Asian		Hispanic		Native American		Other Minority	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2006-07												
Data Not Recorded												
2005-06												
Academic Advisor/Counselor	24.5%	49.1%	13.5%	10.0%	0.0%	0.1%	1.2%	1.0%	0.0%	0.0%	0.3%	0.3%
Business Mgr.	42.8%	48.3%	1.0%	2.1%	0.3%	0.7%	1.0%	2.8%	0.0%	0.3%	0.0%	0.7%
Compliance Coordinator/Officer	43.5%	42.3%	7.9%	4.4%	0.3%	0.3%	0.9%	0.3%	0.0%	0.0%	0.0%	0.0%
Equipment Mgr.	75.4%	9.9%	7.0%	1.6%	1.9%	0.0%	2.4%	1.1%	0.5%	0.0%	0.0%	0.3%
Fundraiser/Development Mgr.	64.6%	26.5%	4.5%	1.1%	0.7%	0.7%	0.9%	0.2%	0.2%	0.0%	0.2%	0.4%
Facility Mgr.	79.2%	11.6%	4.1%	1.6%	1.9%	0.3%	0.8%	0.0%	0.0%	0.0%	0.5%	0.0%
Life Skills Coordinator	17.8%	57.2%	10.6%	9.6%	0.5%	0.0%	1.4%	1.9%	0.5%	0.0%	0.0%	0.5%
Promotions/Marketing Mgr.	59.5%	32.3%	2.9%	2.4%	0.5%	0.0%	1.6%	0.5%	0.0%	0.0%	0.3%	0.0%
Sports Information director	88.4%	9.5%	0.4%	0.4%	0.0%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Asst. or Assoc. SID	69.7%	24.4%	1.5%	1.1%	0.6%	0.8%	0.6%	0.6%	0.2%	0.0%	0.4%	0.0%
Strength Coaches	75.2%	9.9%	10.3%	1.2%	0.8%	0.2%	0.8%	0.4%	0.6%	0.2%	0.0%	0.2%
Ticket Manager	52.4%	38.8%	3.3%	1.6%	1.0%	1.0%	1.3%	0.3%	0.0%	0.0%	0.0%	0.3%

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 98

Chapter 8: Conclusion

Due to varying issues explained in the Report, College Sport was not issued grades for race or gender and the National Football League only received a grade for race. Nonetheless, the hiring practices of each are seeing positive changes for race. Among the leagues who did receive letter grades, no grade lower than a **B+** was awarded for race; the lowest grade awarded for gender was a **D+** (MLS).

“...no grade lower than a B+ was awarded for race...”

After awarding all **B**'s or better on the issue of race for the first time in the 2005 Racial and Gender Report Card, the 2006-07 Report repeated all **B**'s and **A**'s for race with the NBA receiving an **A+**, with the WNBA and MLS getting an **A**'s, while MLB and the NFL got solid **B+**'s for race. Overall, the sports industry presents a good outlook for the future of fair opportunities on the playing fields and equality in the operating offices. College sport, which did not receive grades, would not have received a grade as high as the professional sports for race.

It is especially notable that the NBA and MLB improved in both race and gender. The NBA went from an **A** to an **A+** in race, a **B-** to a **B** in gender, and overall, went from a **B+** to an **A-**. MLB achieved the greatest improvement among the sports, going from 67 points and a **D+** to 77 points and a **C+** in gender. MLB slightly improved its points for race to maintain its **B+**. Overall, MLB improved from a **C+** in 2005 to a solid **B** in the 2006-07 Report.

The NFL maintained its **B+** for race, the only category it was graded on, while the WNBA maintained its **A** for race. The only drop in grade for either category from the 2005 Report, race or gender, came in the WNBA's gender grade which dropped from an **A** to a **B+**. Although it maintained its overall grade of **A**, the 2006-07 Report marks the first time in three years that the WNBA did not receive a sweep of **A**'s. The WNBA was the first, and remains the only, league to accomplish this feat in 2001 (also in 2004 and 2005). Every other grade issued for all leagues stayed the same or improved from their respective 2005 issued grade (MLS's gender grade was down from their last graded report- two report cards ago in 2004).

When all categories were combined, the WNBA once again fared best with an **A**. Among the men's leagues, the NBA was again at the top with an overall **A-**. As was stated above, MLB should be recognized for its vast overall improvement in jumping from a **C+** to an overall **B**.

“MLB achieved the greatest improvement among the sports, going from 67 points and a D+ to 77 points and a C+ in gender.”

Some of the high points in the 2006-07 Report were:

- Willie Randolph, in his second season as manager of the New York Mets, led his team to Game 7 of the National League Championship Series.
- According to MLB, people of color constitute 33 percent of the manager positions within the Minor Leagues. This constitutes an 11 percent increase from the previous year.
- A total of 40.5 percent of the MLB players were Latino (29.4 percent), African-American (8.4 percent), Asian (2.4 percent) or “other” (0.3 percent). Baseball is close to its all-time high of 42 percent players of color.
- The 2007 MLB season started off with the first-ever Civil Rights Game in historic Memphis.
- The 53 African-American head coaches in the history of the NBA is more than twice as many head coaches of color than any other men's pro sport. Major League Baseball is second with 25 managers of color.
- For the 2006-07 season, the NBA earned an **A+** for race in the categories of players, league office professionals, and head and assistant coaches. It earned an **A** for race for team general managers and professional administrators, and a **B+** for team vice-presidents and senior administrators. It is the first time any men's league had no category grade below a **B+** in the history of the Report Card.
- Professional opportunities for people of color in the NBA League Offices – at 34 percent – increased by two percentage points from the previous Report Card. This was the highest percentage in the NBA's history and the highest in the history of any professional sport.

- In 2007, women made gains as general managers and head coaches in the WNBA. In the Report, they also made gains in the WNBA League office, team presidents/CEOs and as team physicians. Women lost ground at the team level as team vice-presidents, assistant coaches, senior professional, professional administrators and head trainers.
- The WNBA had four women as team President/CEO's in 2006, the highest number in WNBA Report Card history.
- The Rooney Rule helped the NFL to increase the number of African-American head coaches from two in 2002 to seven in 2006.
- An African-American head coach won the Super Bowl for the first time in 2007. The game was the first in which two African-American head coaches faced off for the Championship.
- MLS has among the best diversity initiatives in the sports industry.
- The NCAA headquarters has three African-American vice presidents and four female vice presidents.

And some of low points were:

- The 8.4 percent African-American player total was the lowest percentage since the Report was initiated in the mid-1980's.
- The Mets have MLB's only Latino General Manager, Omar Minaya.
- Robert Johnson, who owns the NBA Charlotte Bobcats, remains men's pro sports only African-American team majority owner.
- Donna Orender of the WNBA remains the only woman president of a professional sports league.
- Fernando Clavijo (Colorado Rapids) was the only person of color as a MLS head coach during the 2006 season. However, the L.A.

Galaxy hired Ruud Gullit at the end of the 2007 season. Currently, there are two people of color as head coaches in the MLS.

- MLS had no people of color as general managers since the 2002 season.
- The overwhelming majority of the most powerful people in college sport were still white in Division IA. This included 93.3 percent of the presidents, 86.7 percent of the athletics directors, and 93.5 percent of the faculty athletics reps.
- All (11) NCAA Division IA conference commissioners were white men. Among these 11 men are those that head BCS Conferences and hold what are now considered to be among the most powerful and influential positions in college sport.
- Excluding non-resident aliens who were faculty, whites held 83.3 percent of the faculty positions at NCAA Division IA schools while a mere 3.5 percent of the faculty was African-American and 3.1 percent Latino.

The period under review for 2006-07 showed that the leadership at the top levels of the pro leagues and the NCAA regarding diversity issues was paying off with notable improvements. There were also improvements at the professional levels on teams where most of the positions in pro sport are located. However, as is typical, the results for teams and colleges come at a slower pace. Thus, issues of race and gender persist as concerns for sport in America. As in society itself, we have a long way to go to achieve equality in sport.

The goal of The Institute for Diversity and Ethics in Sport in publishing the Racial and Gender Report Card is to help professional and college sport recognize that sport, which is America's most integrated workplace for players, can do better than society in who it hires in decision-

making positions. There is widely acknowledged enlightened leadership on issues of diversity in the league offices of the NBA, the NFL, MLB, MLS and at the NCAA. Nevertheless, white men control the operations on most teams and athletics departments.

“...issues of race and gender persist as concerns for sport in America.”

We continue to ask “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team?” The Institute will continue to publish The Racial and Gender Report Card until the answer for each league and college sport is a resounding “yes.”

MAJOR LEAGUE BASEBALL DIVERSITY INITIATIVES

Major League Baseball's strategic focus of formal commitments to the diversity of its game has not only included employment but also addresses supplier diversity, player development, community relations, education and philanthropic awards. MLB has been widely recognized nationally for their efforts, most notably the 2005 CEO Diversity Leadership award presented to Commissioner Selig by D.C. based Diversity Best Practices. This entity recognizes national and global diversity leadership. In 2007, Commissioner Selig will receive the Global Diversity and Innovation award from the World Diversity Leadership Council. MLB is the first sport to be awarded. Here are a few highlights of some of MLB's commitments:

Employment/Workforce Diversity

Since 1995 MLB has aggressively addressed workplace diversity primarily through its Human Resources practices at both the Commissioner's Office and the Clubs. The industry is staffed throughout by professional HR practitioners who contribute to MLB's benchmark reports that profile all levels of employment within the baseball organizations. The resulting matrix serves as a management tool for strategic planning and performance management.

Supplier Diversity

Major League Baseball's Diverse Business Partner's Program is the leading supplier diversity program in sports. This major league procurement initiative has produced significant economic opportunity for baseball's Commissioner's office, its franchises and local communities. The strategic implementation of MLB's Diverse Business Partners Program has resulted in well over \$400 million being spent with thousands of minority- and women-owned businesses. This award-winning program has continued

to enrich baseball's business case for diversity by establishing a procurement environment that economically benefits the league as well as its minority and majority business partners. The DBP program has been awarded the recognition of being listed with "America's TOP 50 Organizations for Multicultural Business Opportunities" for several years running. MLB is the first sport to receive this prestigious award for the fourth year in a row.

Urban Youth Initiatives

There are several aspects to this component of MLB's mission to grow its game. They are:

- 1) to make meaningful contributions to the development of minority communities,
- 2) to provide safe and organized recreational activities for urban youth, and
- 3) to prepare minority high school players for college and professional baseball and softball programs.

One example of this commitment is Major League Baseball's Youth Baseball Academy located on the campus of Compton Community College in Los Angeles, California. The Academy is an actual brick and mortar presence in the community and is now officially open for business. The Academy is home to four fields: two regulation baseball fields, one softball field and one youth field. MLB will operate the facility and work with local youth organizations to identify the Academy's attendees. In addition to offering year-round baseball and softball instruction, MLB will provide academic support and career development through after-school study programs. Baseball's return on investment for this multi-million dollar facility is the marketplace strategy that eventually thousands will participate as members of the Academy and ultimately become players, baseball operation and business operations employees, franchise leaders and fans. The Academy opened on February 28, 2006 and has supported

more than 2,000 youth through camps, clinics, tournaments and scout leagues.

Another example is one of MLB's longest on-going urban youth initiatives, the RBI program. Reviving Baseball in the Inner Cities is a youth outreach program to promote interest in baseball, boost self-esteem and to encourage young people to stay in school. Managed with the Boy and Girls Clubs of America, RBI programs have been started in more than 200 cities worldwide and in 2004 gave nearly 95,000 young women and men the opportunity to play the game. In 2005, over 75 percent of RBI's targeted age group (13 to 18 year olds) were minorities. MLB clubs have drafted more than 150 RBI participants, including six players selected in the first round of the first-year player draft.

Education and Philanthropy

"Breaking Barriers: In Sports, In Life" is a multi-curricular character education program developed by Major League Baseball, The Major League Baseball Player's Trust for Children, and Scholastic Inc. The program utilizes baseball-themed features, activities and lessons to teach children grades K-12 the values and traits they need to deal with the barriers and challenges in their lives. Using baseball as a metaphor for life, the curriculum is based on the nine values demonstrated by Jackie Robinson. The nine values are: Determination, Commitment, Persistence, Integrity, Justice, Courage, Teamwork, Citizenship and Excellence.

"The Baseball Tomorrow Fund" is a joint initiative between Major League Baseball and the Major League Baseball Player's Association. It is designed to promote and enhance the growth of the game throughout the world by funding programs, field improvements and equipment purchases to encourage and maintain youth participation in baseball and softball. Since its inception in 1999, BTF has awarded grants totaling more

than \$10 million and has benefited 120,000 youth participating in more than 200 baseball and softball programs across the US.

The “Civil Rights Game” will be staged by Major League Baseball on March 31, when the defending World Series champion St. Louis Cardinals play the Cleveland Indians in an exhibition game at AutoZone Park in Memphis, the home of the National Civil Rights Museum and the city where Rev. Martin Luther King Jr. was assassinated on April 4, 1968. The game is planned to culminate a day during which baseball will celebrate the nation’s civil rights movement.

NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES

- The NBA League office was the first to undertake mandatory diversity management training. In 1997, all 730 employees at the time went through an eight-hour session in groups of 25 or less.
- The NBA conducts periodic mandatory diversity and respectful workplace training programs for league employees. The NBA’s new employee orientation also includes a diversity awareness component.
- The NBA maintains diverse applicant pools in its hiring process and encourages all NBA teams to do so as well. This includes, among other things, active recruitment at historically black colleges and universities and posting job openings on diversity websites.
- Consistent with the National Basketball Association’s Vendor Diversity Policy Statement, the NBA takes steps to further its goal of maximizing contracting opportunities for Women/Minority Business Enterprises to participate in the business opportunities generated by the NBA. The NBA has implemented a process by which potential suppliers who are Women/Minority Business Enterprises can be identified for inclusion in the NBA’s vendor procurement process.

The NBA maintains a vendor diversity-sourcing program in connection with the NBA’s annual All-Star event. This includes: (i) building alliances in the All-Star host city with business advocacy organizations, tourism officials and local business regulatory agencies; (ii) informing prospective local business entities of the types of contracting opportunities available by conducting vendor diversity seminars in the host city; and (iii) compiling and publishing a comprehensive vendor resource guide to aid the NBA, its sponsors and local contractors in identifying prospective vendors.

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

MLS is committed to developing all of its employees and provides training that will promote professionalism, respect and diversity throughout the league.

Diversity Initiative

MLS has demonstrated a commitment to diversity by embracing a Diversity Initiative designed to improve diversity on a league-wide basis. The Strategic Diversity Initiative affirms that MLS will promote diversity through our player pool, League office, team offices, team staffs and among our business partners.

Diversity Education

In early 2005, MLS conducted sexual harassment and diversity awareness training for the League office and completed such training for all the teams by the end of 2005. In the first few months of 2006, all teams completed another segment of sexual harassment and diversity awareness training. The workshop provided training to increase awareness of the value of mutual respect in the workplace, discussed the elements of diversity and its impact when interacting with others, and provided an understanding of cross culture differences and the value of these differences.

In April 2006, the League office conducted training for all employees which encompassed such topics as the different management styles, communicating with co-workers and the importance of diversity within the organization. This training provided employees with the tools necessary to communicate and work with people who may have different work styles than their own.

The League’s Director of Human Resources & Administration will be attending a five-day intensive “train-the-trainer” course on diversity in June 2006. This hands-on course being offered by the Society for Human Resources Management (SHRM)

Chapter 9: Diversity Initiatives

is designed to build the confidence, knowledge and skills of individuals charged with conducting effective diversity training. Our Director will attend this training in order to be equipped with the tools, models and skills needed to make diversity interventions within our organization.

MLS Diversity Programs

MLS ¡Futbolito!

MLS ¡Futbolito! is the largest touring Hispanic grassroots initiative hosted by a US professional sports league. Total participation was up 58% in 2004 with over 90% of the participants of Hispanic decent, and the growth has continued in 2005.

MLS Budweiser Hispanic Heritage Nights

The 2005 season marked the fifth anniversary of the MLS Budweiser Hispanic Heritage Night, in which each of the 12 MLS teams host cultural events to highlight the Hispanic leaders in their communities. Total attendance for the events exceeded 165,000 in 2004, with more expected in 2005.

Hispanic Heritage Month

Major League Soccer players Amado Guevara, Eliseo Quintanilla and former MLS All-Star Marco Etcheverry represented the league for the Hispanic Heritage Month Celebration at The White House. The September 14, 2004 event was attended by government officials and political dignitaries from both the United States and abroad.

CD Chivas USA

In 2005, Major League Soccer added expansion team Club Deportivo Chivas USA to the league. CD Chivas USA will seek to preserve the connection to the tradition and history of its Guadalajara, Mexico roots.

Real Salt Lake

New to MLS in 2005, Real Salt Lake's front office is made up of a number of Spanish-speaking members, including GM Steve Pastorino and Assistant Director of Marketing Trino Martinez. Pastorino said, "We are committed to

the Hispanic community to be their team of choice." All of the team's press releases are translated into Spanish and distributed to Hispanic media outlets, including Spanish radio and TV stations. All RSL games are broadcast on Spanish-language KRRD-AM.

East Village Youth Program (Chicago Fire)

Through their FireWorks for Kids Foundation, the Chicago Fire awarded a major grant to the East Village Youth Program. EVYP is an early college readiness program that offers intensive, year-round academic assistance and college career preparatory services to Latino students from grade six to their college graduation.

Mexican Fine Arts Center Museum (Chicago Fire)

The FireWorks program also awarded a grant to the Mexican Fine Arts Center Museum. The donation will be used to fund the museums free youth arts education programs, which reach over 50,000 children each year.

Latino Book & Family Festival

Major League Soccer has been a promotional partner for The Latino Book & Family Festival since 2002. The festival was launched in 1997 in Los Angeles to promote literacy, culture and education and to provide people of all ages and backgrounds the opportunity to celebrate the diversity of the multicultural communities in the United States in a festival atmosphere.

Get a Kick Out of Reading/¡Lee y Marca un Golazo!

2005 marks the third year of the Get a Kick Out of Reading/¡Lee y Marca un Golazo! program. The goal of the joint initiative is to create a bilingual, multicultural program that educates not only children, but families on the importance of reading.

Covering Kids and Families

Major League Soccer teams are supporting the Robert Wood Johnson Foundation's Covering Kids &

Families' Back-to-School Campaign by declaring "Children's Health Care Coverage Days" at home games in cities across the country. This year's campaign focuses on reaching African American and Hispanic parents whose children are uninsured, but may be eligible for low-cost or free health care coverage through Medicaid or the State Children's Health Insurance Program.

America SCORES

America SCORES is a national non-profit organization dedicated to developing programs that use the world's most popular sport, soccer, to energize and inspire public school students. As an official grassroots partner of Major League Soccer, America SCORES works closely with MLS to reach students in underprivileged urban areas across the country.

NY SCORES

NY SCORES Adopt A Game Day –MLS League office has adopted a game day in June 2006 in support of the NY SCORES organization. This program entails sending staff members who are interested in volunteering in Harlem on a Friday afternoon to spend time with children and help out with the kids' soccer games.

Kicks for Kids (DC United)

Provides the D.C. United "game-day" experience to thousands of urban, inner-city and under-served youth throughout the Greater Washington D.C. area.

United Community Grants (DC United)

Provides in-kind and cash donations to local organizations in order to use the sport of soccer to positively impact the lives of inner-city, at-risk youth in the Washington D.C. area.

Super Copa DC (DC United)

An adult male full side tournament for 8 Hispanic teams

Accion TV (DC United)

A 30 minute magazine show which

airs on Univision for 28 weeks.

Hispanic Season ticket packages (DC United)

Special discounted packages that are sold through one of the top Hispanic Radio stations in the market. This program has a limited time for consumers to respond. All tickets are pulled in the same location.

Hispanic Community Soccer Clinic (DC United)

This event brings players into the community to run a clinic for 200 Hispanic Children.

Employment (Colorado Rapids)

All job openings (paid and internships) are distributed to Latino Advisory Coalition, Colorado Black Chamber of Commerce, Latina Chamber of Commerce, Women's Chamber of Commerce, Denver Hispanic Chamber of Commerce, Asian Chamber of Commerce job boards.

Ticket Donation Program (Colorado Rapids)

Tickets for games distributed to agencies which serve low-income children and families

Community Relations Programs targeted to diverse organizations (Colorado Rapids)

50 DPS Local Competitions
12 Play Like a Pro Clinics
5 Camps within the Rapids Academy
20 School Appearances

Game Operations (Colorado Rapids)

Hispanic Hero Award presentation in conjunction with Hispanic Heritage Night

Fundación Chivas de Corazón USA (Chivas USA)

Chivas USA's community foundation partners with local business and organizations that donate money making it possible for low-income families to attend Chivas USA games for the first time! The foundation sets up auctions, a Comedy Session and other events raising money and making it possible to give away

scholarships, etc.

ChivaKids (Chivas USA)

Through donations to Fundación Chivas de Corazón USA and Honda's support, the ChivaKids program enables children from various non-profit and community-based organizations to enjoy a pure "futbol" experience at Chivas USA home game.

CAPITAL Program

The MLS League office will be participating in the New York City CAPITAL Program during the summer of 2006. The Corporate Allies Program of Internships, Training and Leadership (CAPITAL) is a public-private collaboration to connect young people with strong work skills to private sector jobs. CAPITAL introduces private sector employees to young talent from the five boroughs of New York City, and sets youth on a course of achievement and self-sufficiency.

MLS W.O.R.K.S.

MLS W.O.R.K.S. was launched April 2, 2007 and is Major League Soccer's first league-wide community outreach initiative dedicated to addressing important social issues affecting young people.

MLS W.O.R.K.S. serves as a platform for both league and team philanthropic programs. Specific areas of focus include health and wellness, education, respect, fair play, leadership, human rights and diversity with an emphasis on programs and initiatives directed at school-aged children.

MLS W.O.R.K.S. supports both national and international organizations dedicated to bettering the world we live in, including the March of Dimes, Make-A-Wish Foundation, Right to Play, Nothing But Nets, Malaria No More, America Scores, Coalition to Salute America's Heroes, the Anti-Defamation League, Boys Scouts of America, the U.S. Soccer Foundation, Hope & Heroes, and many others. We are also

privileged to work with renowned doctors and experts in the creation of our health and wellness initiatives.

TERMS REGARDING EMPLOYMENT CATEGORIES

ADMINISTRATION:	The professional personnel that direct the affairs of business operations, community relations, finance, game operations, marketing, promotions, publications and public relations. A very general term applied to all employees who do not manage, coach, instruct or scout players. For the purpose of this report, the term front office is applied to those professional employees working in administration. It does not include those employees working in top management, coaching, medical or support staff positions.
ATHLETICS DIRECTOR:	Person responsible for the overall operation of a college athletics department.
COACHING STAFF:	The positions of head coach or manager, assistant coach and instructor.
MEDICAL STAFF:	Physician, head trainer, assistant trainer and dentist.
OWNER:	Individual who acts as majority or limited minority partner.
PRINCIPAL IN CHARGE OF DAY-TO-DAY OPERATIONS:	The person in charge of player personnel matters, draft picks, free agents and the coach staff. These duties may fall under any one of the following job titles - general manager, director of player personnel, vice president in charge of team operations or director of team operations.
TOP MANAGEMENT:	The positions of chairman of the board, chief executive officer, president, vice president and the principle in charge of day-to-day operations.

TERMS REGARDING RACE

For the purpose of this report, race will be defined as a group of people united or classified together on a basis of common history, nationally or geographic distribution or human made distinct by genetically transmitted physical characteristics.

AFRICAN-AMERICAN:	Refers to people of African descent. For the purposes of this report, “African-American” is used throughout. The author recognizes that citizens coming from other lands do not consider themselves as “African-American” in the current meaning of the term.
ASIAN:	Refers to people of Asian descent living in the United States.
PACIFIC ISLANDER:	Refers to people from the islands of the Pacific.
LATINO(A):	Refers to people from North, Central, and South America, as well as the Spanish-speaking Caribbean.
NATIVE AMERICAN:	Refers to the descendants of the people who originally inhabited North America.
WHITE:	Refers to people of European descent.
PERSON OF COLOR:	Refers to the combined racial categories above except whites.
MINORITY:	Frequently used interchangeably with “people of color.” However, many African-Americans, Latinos, Asians, Pacific Islanders and Native Americans resist the terms because they believe it implies inferiority. Indeed, demographically, “people of color” represent the minority in the United States, but the majority on a global scale.

Acknowledgements

AUTHORS

Richard E. Lapchick
with
Jessica Bartter
Marina Bustamante
Boma Ekiyor
Bente General
Nadia T. Gruny
Horacio Ruiz

RESEARCH COORDINATORS

Boma Ekiyor
Horacio Ruiz

RESEARCH ASSISTANTS

Marina Bustamante
Bente General
Nadia T. Gruny
Jacquelyn Schetter
Zoie Springer

REPORT DESIGNER

Jessica Bartter

LOGO DESIGNERS

Jessica Bartter
Ben Goodman

The Institute for Diversity and Ethics in Sport would like to thank the following individuals for their contributions to this report:

Myles Brand, NCAA
Jamin Dershowitz, WNBA
Don Garber, MLS
Susie Goldsmith, MLS
Roger Goodell, NFL
Michelle Leftwich, NBA

Belinda Lerner, NFL
Wendy Lewis, MLB
Donna Orender, WNBA
David Stern, NBA
Bud Selig, MLB
Charlotte Westerhaus, NCAA

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