



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

2020

Racial and Gender Report CardTM

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

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Table of Contents

Executive Summary.....	1
The 2020 Racial and Gender Report Card:	
National Basketball Association.....	5
Table 1: The 2020 NBA Racial and Gender Report Card Statistics.....	8
Table 2: The 2020 NBA Racial and Gender Report Card Statistics.....	8
The 2020 Racial and Gender Report Card:	
Major League Baseball.....	9
Table 3: The 2020 MLB Racial and Gender Report Card Statistics.....	12
Table 4: The 2020 MLB Racial and Gender Report Card Statistics.....	12
The 2020 Racial and Gender Report Card:	
Major League Soccer.....	13
Table 5: The 2020 MLS Racial and Gender Report Card Statistics.....	16
Table 6: The 2020 MLS Racial and Gender Report Card Statistics.....	16
The 2020 Racial and Gender Report Card:	
National Football League.....	17
Table 7: The 2020 NFL Racial and Gender Report Card Statistics.....	20
Table 8: The 2020 NFL Racial and Gender Report Card Statistics.....	21
The 2020 Racial and Gender Report Card:	
Women's National Basketball Association.....	22
Table 9: The 2020 WNBA Racial and Gender Report Card Statistics.....	25
Table 10: The 2020 WNBA Racial and Gender Report Card Statistics.....	25
The 2020 Racial and Gender Report Card:	
College Sport.....	26
Table 11: The 2020 College Sport Racial and Gender Report Card Statistics..	31
Table 12: The 2020 College Sport Racial and Gender Report Card Statistics..	32
Conclusion.....	33
How Grades Were Calculated and Methodology.....	35
About the Report Card.....	35
The Institute for Diversity and Ethics in Sport.....	36
DeVos Sport Business Management Program.....	36

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THE 2020 COMPLETE SPORT

RACIAL AND GENDER REPORT CARD:

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

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Executive Summary

Orlando, FL - March 4, 2021

Only the Women's National Basketball Association (WNBA) and National Basketball Association (NBA) received an A or better in the overall grade in the 2020 Racial and Gender Report Card. Major League Soccer (MLS) and Major League Baseball (MLB) earned a B while the National Football League (NFL) followed with a B-. College Sport was again the lowest with a C+. While there were no huge shifts in the overall grades, four of the six Reports showed a slight decline of between 0.1 and 2.6 points.

For racial hiring practices, the WNBA and NBA received an A+ and MLS earned an A. The NFL and MLB both earned a B+. College Sport earned a B. The WNBA and NFL increased by 1.1 percent and 3.2 percent, respectively. Conversely, MLB, College Sport, NBA, and MLS decreased 0.7 percent, 1.4 percent, 2.5 percent and 3.2 percent, respectively. This was the fourth year in a row where at least half of the 2020 Racial and Gender Report Cards saw at least an A for racial hiring practices; by contrast all six Reports received at least a C- for gender hiring practices.

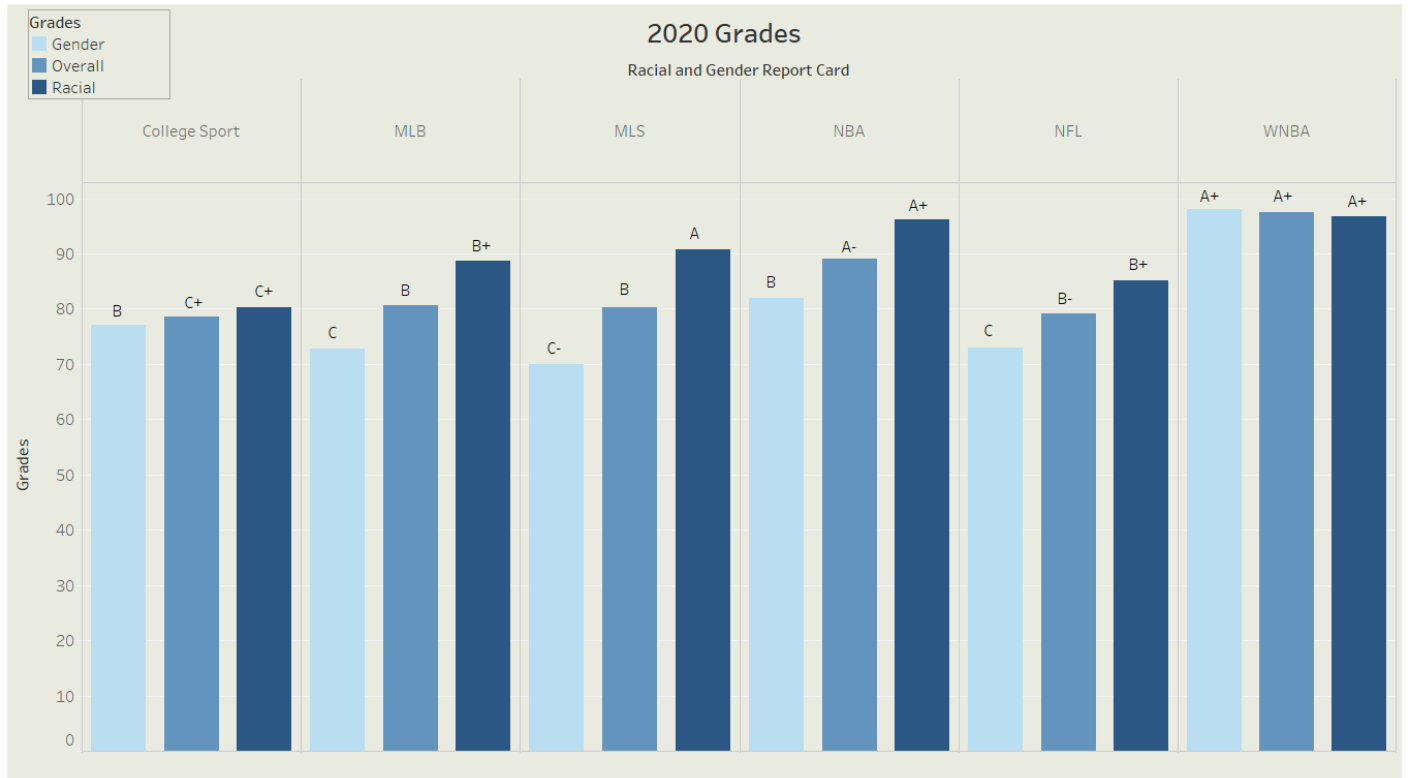
The gender hiring practices generally lagged behind racial hiring but saw increases in four of the six studies. Only the WNBA and NBA earned grades above a C+, receiving an A+ and a B, respectively. College Sport received a C+ while the NFL and MLB both received a C grade. MLS received a C-grade, dropping 2.1 percentage points from last year.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/ Presidents is being calculated into the final grades.

Between both racial and gender hiring practices, the largest increase was secured by the WNBA after increasing 4.0 percentage points to 98.0 percent in gender hiring practices. The second largest improvement was earned by the NFL after surging 3.2 percentage points to 85.5 percent in racial hiring practices. MLS declined 3.2 percentages points in racial hiring – representing the largest decline among all reports.

The 2020 Complete Racial and Gender Report Card was published at a pivotal moment in American history as we battled a pandemic and saw a racial reckoning ignited by the murders of George Floyd, Ahmaud Arbery and Breonna Taylor – the same murders that fueled a captivating presidential election. The world of sport was directly affected by these major societal battles and athlete activism was quick to surge to the forefront.

The Institute for Diversity and Ethics in Sport (TIDES) firmly believes that diversity, equity, and inclusion both on the playing field and off are vital to the sustainable growth of sport not just in America, but around the globe. With the release of each Racial and Gender Report Card and the collection of all Report Cards, TIDES continues to embrace the values of diverse and inclusive hiring practices and



promote their value across all professional leagues and college sport.

Diversity and inclusion are paramount. This is true for both the business operations and sports operations side of the front office/athletic department. Generally, aside from head coaches, general managers, team presidents and college athletic directors, the key decision makers within this space are less visible to the public eye yet they help influence trends within the industry. It is, therefore, critical that professional leagues and the NCAA increase diverse and inclusive hiring practices when hiring league employees, front office and team professionals, and university administrators. Moreover, it is the responsibility of leagues, teams, colleges, and universities to have meaningful diversity initiatives and sustainable programs put in place to help promote and create this growth – and ultimately shatter the barriers to upward mobility.

Notably, the grades for the professional leagues are raised substantially because of the weight paid to the record of the league offices (and the NCAA office) and player opportunities. In fact, all five league offices received an A+ for racial hiring practices.

However, the public spotlight has consistently shined on a few categories including head coach, general manager, and president. Of course, based on the records of their teams, this is where leagues do not do as well. The grade for head coaches of color for the NBA and MLS was an A+ with 30.3 percent and 40.7 percent, respectively. Trailing these two leagues is the WNBA, which earned an A- with 25.0 percent coaches of color. The grades drop for MLB with a B+ at 20.0 percent, though the MLB did have a significant increase from 2019. Trailing behind is the NFL with a D+ at 12.5 percent. That second consecutive year with 12.5 percent led to substantial criticism at the end of the season for the NFL. The Rooney Rule was overhauled with new extensions and new policies were adopted late in 2020.

For general manager of color, the NFL earned an F with 6.5 percent while MLB remained a C- at 13.3 percent. The NBA (A- at 28.0 percent), WNBA (A- at 27.3 percent) and MLS (B+ at 21.4 percent) all did well.

Only the WNBA and MLS did well for president/CEO with an A- (25.0 percent) and a B (17.4

percent), respectively. Conversely, the NFL earned a D+ while both the NBA and MLS trailed with F's. The NBA and WNBA continue to set the standard for other professional counterparts across America as they remain leaders in diverse, equitable and inclusive hiring practices. The WNBA received a combined grade of A+ while the NBA received a grade of an A-. Of all professional leagues and college sport, the WNBA earned the highest overall grade after being the only league to record increases in both racial and gender hiring practices. On the men's side, the NBA continues to be the only men's professional league with an overall A- grade or higher.

College Sport received a B for racial hiring practices by earning 80.2 points, down from 81.6 points in the 2019-2020 College Sport Racial and Gender Report Card. College Sport received a C+ for gender hiring practices by earning 77.0 points, an increase from the 75.8 points earned in the 2018-19 College Sport Racial and Gender Report Card. The combined grade for the 2019-20 College Sport Racial and Gender Report Card was a C+ with 78.6 points, remaining with the same overall C+ with 78.7 points in 2019. Opportunities for women and people of color among men's and women's head coaching positions have hardly improved over the span of a decade. For the 2020 season, 85.3 percent of Division I, 86.2 percent of Division II, and 89.6 percent of Division III men's coaches were white. The percentage of women coaching women's teams has increased from 39.5 percent to 40.1 percent in the past ten years. Across all divisions, men continue to hold a majority of head coaching positions for women's teams, 48 years since the passage of Title IX. That remains one of the very worst diversity statistics in sport.

As if that is all not bad enough, this is how glacial progress has been in college sport:

Today, 86.7 percent of conference commissioners are white in all of Division I. In 2007-08, 86.5 percent were white.

In 2006-07, 25 percent of men's DI basketball head coaches were Black or African-American. This is

deeply concerning as 22.7 percent were Black or African-American in 2019-20. Similarly, in 2009-10, 6.9 percent of DI head football coaches were Black or African-American versus only 8.1 percent in 2019-20.

In 2010-11, women held 39.5 percent of the head coaching positions for women's teams. A decade later they only hold 41 percent. Of women's teams! Across all three divisions!

Twenty years ago, 2.4 percent of the athletic directors in DI were Black or African-American, ten years ago, it was at 6.6 percent and now, it is only 10.3 percent. In DII, 10 years ago, Black or African-Americans held 3.5 percent of the athletic director roles. Now, they hold only 4.1 percent. DIII is just as concerning as Black or African-Americans held 2.5 percent of athletic director positions. Now, they hold just 5.9 percent. If DII and DIII are pipelines, the future remains white.

The MLB Racial and Gender Report Card showed a substantial increase in gender hiring practices, and a slight decrease in racial hiring practices. MLB earned a B+ on the issue of racial hiring, a C for gender hiring practices, and an overall grade of B in the 2020 Racial and Gender Report Card. MLB earned 80.7 points overall in 2020, a considerable increase from 79.5 in 2018. They received 88.7 points for their racial hiring practices and 72.7 points for their gender hiring practices. While there is ample room for improvement, MLB's increase in gender diversity is an encouraging sign heading into the 2021 season. MLB scored a B+ for managers of color at 20.0 percent, while general managers earned a C- at 13.3 percent for the second consecutive year.

The NBA continues to set the pace the other three men's sports leagues for racial and gender hiring practices. Its racial hiring grade decreased from 98.7 percent to 96.2 percent but did increase its gender hiring grade from 80.9 percent to 82.0 percent, marking its first increase since 2015. The NBA scored an A+ for head coaches of color at 30.0 percent and an A- for general managers at 28.0 percent. However, it received an F for team CEO/ Presidents of color.

In 2020, the NFL received a B+ for racial hiring practices, improving from a B in 2019. The NFL's score for race was 85.5 percent, 3.2 percentage points higher than last year and 7.6 percentage points lower than the league's all-time high score of 93.1 in 2015. The score for gender was 73.0 percent, a three percentage point decrease from last year's total. The overall grade for the NFL was 79.2 percent in 2020, the lowest the league has recorded in the last 15 years. For the second consecutive year, the NFL scored a D+ for head coaches of color at 12.5 percent. The grade for general managers only slightly increased from 6.3 percent to 6.5 percent, which remains an F.

The WNBA continued its outstanding record for both racial and gender hiring practices. The WNBA received an A+ for race and gender hiring after earning high marks of an A+ for race and an A for gender in the 2019 WNBA Racial and Gender Report Card. The league recorded a score of 97.4 points overall, a slight decrease from the all-time high mark of 97.6 set in 2018. This marked the 16th consecutive year that the WNBA has received at least A's for their overall race, gender and combined grades. For the first time in the past five years, the number of women holding WNBA league office positions increased, improving substantially from 48.9 percent in 2019 to 60.9 percent in 2020. The WNBA scored an A+ for women CEO/Presidents which at 58.3 percent was the first time a majority of positions were held by women. For the second consecutive year, the WNBA received an A- for head coaches of color at 25.0 percent and an A- for head coaches who were women at 41.7 percent. The only significantly low grade was a D+ given for the percentage of women holding general manager positions at 27.3 percent.

Despite decreasing by 3.2 percentage points, MLS maintained an A for racial hiring practices. MLS received a combined grade of a B with 90.7 points for race and a C- for gender hiring earning just 69.6 points. This was a sizeable decrease of 2.1 percentage points from 2019. MLS was the only league to see a decrease in both its racial and gender hiring practices from the previous year. MLS earned

at least an A for racial hiring in the League Office, players, head coaches/ managers, and assistant coaches. General managers and team professional administration grades decreased to a B+ from an A and A-, respectively. As for gender hiring practices, which significantly lagged behind racial hiring throughout the league, MLS received a B+ for league office employees while team professional administration received a C- and senior team administration earned a F. MLS scored an F in four other categories: team owners, CEO/Presidents, C-Suite personnel, and team vice presidents.

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 to contribute to increased diversity and inclusion in front office and collegiate athletics department positions.

Every year, the TIDES team asks participating organizations in the Racial and Gender Report Card process: "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?" While there have been some discouraging declines in 2020, TIDES believes that the leaders in both professional and collegiate sports are committed to diversity and inclusion and will continue to look for ways to provide opportunities for individuals from all walks of life to play and work within sports.



The 2020 Racial and Gender Report Card: National Basketball Association

by Richard Lapchick
with Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, Mallika Mali, David Morrin, Nicholas Mutebi, Andre Vasquez, and David Zimmerman

Executive Summary - As our country grapples with an unprecedented global health crisis and a national outcry for justice following the murders of three African-Americans by police, The Institute for Diversity and Ethics in Sport (TIDES) released the 2020 National Basketball Association (NBA) Racial and Gender Report Card (RGRC) today. It is exactly one week before the restart of league play after a four-month suspension because of COVID-19. This decision by Adam Silver and his staff confirms the League's continued position of leadership within the sports industry as its commitment to using basketball as a vehicle to voice the issues and concerns of the players while fostering inclusive racial and gender hiring practices throughout all levels of the organization. The NBA, as well as other leagues, find themselves at a critical intersection of battling racial equality on one end and a health pandemic that has swept across the entire world on the other

The NBA received an A+ for racial hiring practices with a score of 96.2 points and a B for gender hiring practices with 82.0 points. The overall grade was an A- with 89.1 points, decreasing slightly from 89.8 points last year. The reduction was a result of a change in the way TIDES calculated the grades in 2020. The NBA saw increases in most categories within this year's report card and remains as an example for other leagues.

Using data from a snapshot within the 2019-2020 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. The primary data for this report is from the start of the NBA season, November 1, 2019. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise such as top management, team managers, team professional staff, head trainers and

Overall Grade



A-

Racial Hiring

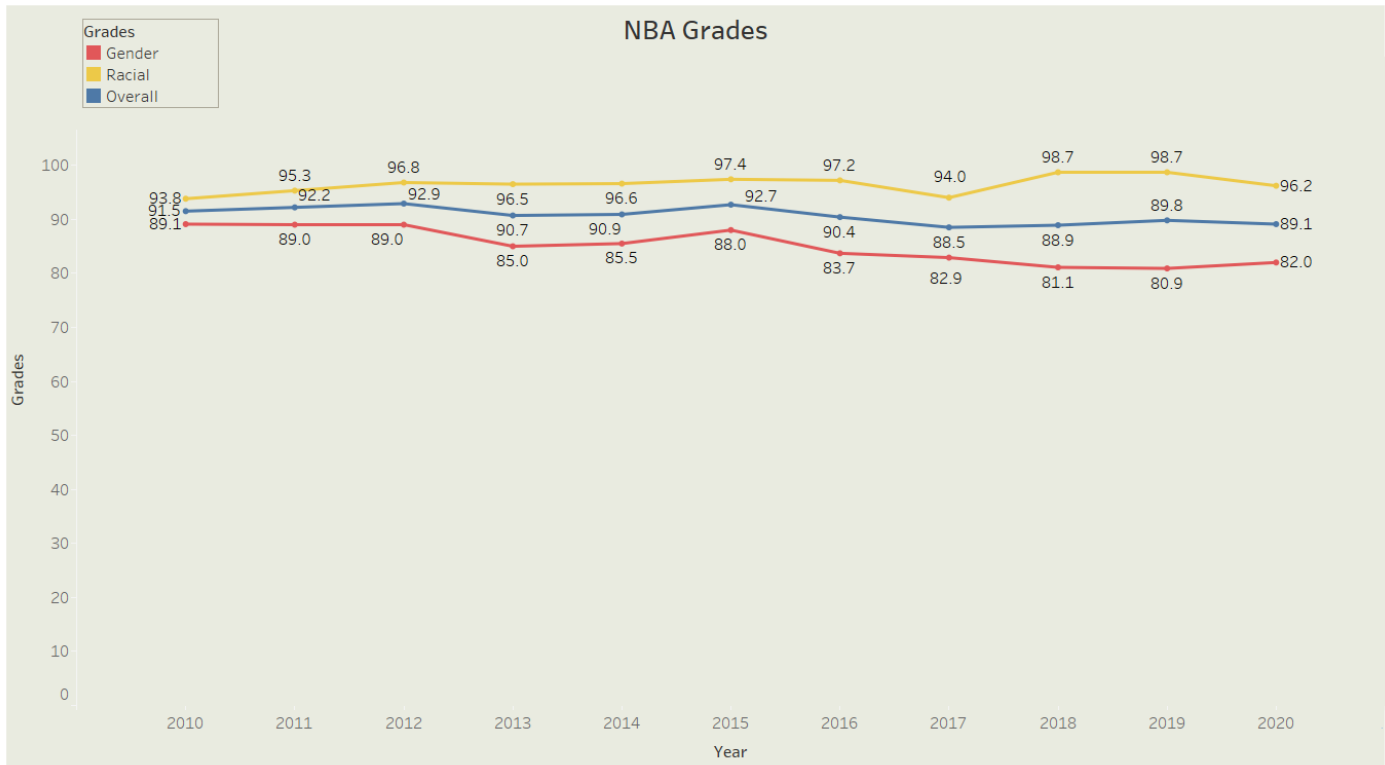


A+

Gender Hiring



B



broadcasters. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES, who then analyzed the data. The listing of owners, head coaches, team presidents and general managers of color for the 2020 Report Card was then updated as of July 8, 2020. The 2020 Report Card also has the extensive list of NBA diversity initiatives.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the Report Card, stated, “The NBA has found a way to continue to lead the way when it comes to diverse and inclusive hiring amongst men’s professional sports leagues. There was an upward trend of women in team management positions. The NBA has been working to improve its grades for gender which have caused concern in the league for several years. The NBA League Office saw record highs in racial and gender hiring this year. People of color working in general manager positions saw a 24-year high met this year with the 1.9 percentage point increase to 28.0 percent. Nine NBA teams had either a woman or person of color as the majority team owner, exceeding the other men's leagues by far. The NBA is the only league office that has two

women who serve as presidents.”

“At the team level, the six women serving as a CEO/President is more than all other men's professional sport leagues combined. The percentage of white players decreased to its lowest point since the 2011 Report Card at 16.9 percent. The number of head coaches of color in the NBA decreased by one to total nine in the 2019-2020 season. That number, however, had increased to ten by the restart of the season. Additionally, the nine female assistant coaches were the highest in league history. This increase is encouraging as we move closer to potentially seeing the first woman NBA head coach in men's professional sport. Also, the percentage of assistant coaches of color this year (45.8 percent) was the second highest in the history of the Report Card.”

At the team level, the percentage of people of color in team vice president positions and higher increased slightly from 23.9 percent in 2018-2019 to 24.0 percent in 2019-2020. In the team management category, the percentage of people of color decreased from 31.9 percent to 30.5 percent and decreased from 38.1 percent to 35.9 percent in

the team professional staff category.

The NBA saw many improvements in gender hiring categories this year. The percentage of women in team professional staff positions increased by 1.7 percentage points from 37.3 in 2018-2019 to 39.0 percent in 2019-2020, the highest percentage in four seasons. There was a significant increase in the percentage of women in team management positions from 30.9 percent last year to 33.0 percent this year, marking the highest percentage in 20 years. Women are finally gaining more necessary ground on the team level to enter highly coveted leadership positions on these teams. Women who held team vice president and higher positions increased by 1.2 percentage points from 25.4 percent in 2018-2019 to 26.6 percent in 2019-2020. While this is the highest percentage of women as vice presidents in the Report Card history, it remains a low percentage. The best category for the representation of women is in the NBA League Office with professional employees at 40.3 percent women, an increase of 0.6 of a percentage points from the previous year.

The two most closely watched positions on NBA teams are the general manager and head coach positions. The percentage of people of color among general managers increased from 26.1 percent in the 2018-2019 season to 28.0 percent this season, marking a 24-year high. As of July 8, 2020, there were 10 general managers of color, bringing the percentage up to 40.0 percent, with Black or African-American head coaches representing 32.0 percent of all general managers. The NBA leads all men's professional leagues in this position. At the beginning of the season, people of color represented 30.0 percent of all NBA head coaches, a 3.3 percentage point decrease from the previous season.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/ Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2020 Report Cards. The 96.2 points for racial hiring practices represented a decrease from 98.7 in the 2019 NBA RGRC and the difference is attributable to the change described

above. The 82.0 points for gender hiring practices was an increase from 80.9 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 89.1 points, down from 89.8 in the 2019 NBA RGRC.

The CEO/President positions have been predominately held by white men. TIDES believes that by grading this position it will make the teams be more accountable in finding ways to increase diversity within these key positions that are ultimately responsible for developing and executing the overall strategy and operations of the teams within each league.

This Report Card is being released following the murder of George Floyd by Minneapolis police officers, causing months of civil unrest and protests for racial equality and justice, not only for George, but Breonna Taylor, Ahmaud Arbery, and many others who have fallen victim to police brutality and systemic racism within the United States. As of the date of this publication, it is estimated that more than 26 million people have demonstrated to support Black Lives Matter making it the largest mass demonstration in the history of the United States. TIDES is committed to continuing to use this platform to create more awareness of how sport needs to hire more women and people of color so the power of sport can be used to fight for racial justice.

Alongside the civil unrest, the global COVID-19 pandemic caused the NBA community to come to a pause on March 12, 2020. After four months of research, deliberation, and consultation amongst the league leadership, the official restart of the 2019-20 NBA season is July 30th in Orlando, Florida. Adam Silver and his NBA leadership team have again shown the world how to build an inclusive work environment by giving their team management and players a voice in the "return to play" decision that involves an intense focus on the health and safety of the players and their families.

The 2020 NBA Racial and Gender Report Card Statistics

Overall Grade: A-

	League Offices	President/CEO	Head Coaches
White	60.6%	89.1%	70.0%
Black or African-American	16.0%	7.3%	23.3%
Hispanic/Latino	7.1%	3.6%	3.3%
Asian	11.6%	0.0%	3.3%
Other	4.7%	0.0%	0.0%
Total People of Color	39.4%	10.9%	30.0%
Women	40.3%	10.9%	0.0%
	Assistant Coaches	GMs	Team VPs
White	54.2%	72.0%	76.0%
Black or African-American	37.4%	20.0%	15.4%
Hispanic/Latino	3.9%	0.0%	3.7%
Asian	0.6%	0.0%	2.7%
Other	3.9%	8.0%	2.2%
Total People of Color	45.8%	28.0%	24.0%
Women	5.8%	0.0%	26.6%
	Team Management	Prof. Admin	Players
White	69.5%	64.1%	16.9%
Black or African-American	14.9%	16.4%	74.2%
Hispanic/Latino	7.2%	10.2%	2.2%
Asian	4.9%	4.8%	0.4%
Am. Indian or Alaska Native	0.2%	0.2%	
Other	3.3%	4.2%	6.3%
Total People of Color	30.5%	35.9%	83.1%
Women	33.0%	39.0%	-

Table 1: The 2020 NBA Racial and Gender Report Card Statistics

The 2020 NBA Racial and Gender Report Card Grades

	League Office	Team VPs	Team Management	Prof. Admin	CEO/President
Total People of Color	39.4%	24.0%	30.5%	35.9%	10.9%
Grade	A+	B+	A+	A+	F
Women	40.3%	26.6%	33.0%	39.0%	10.9%
Grade	B+	D+	C+	B+	F
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	28.0%	30.0%	45.8%	83.1%	
Grade	A-	A+	A+	A+	

Table 2: The 2020 NBA Racial and Gender Report Card Statistics

The 2020 Racial and Gender Report Card: Major League Baseball

by Richard Lapchick
with Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, Mallika Mali, David Morrin, Nicholas Mutebi, Andre Vasquez, and David Zimmerman

Executive Summary - As our nation continues to grapple with an unprecedented global health crisis and a national outcry for justice following the murders of African-Americans by police, The Institute for Diversity and Ethics in Sport (TIDES) released the 2020 Major League Baseball Racial and Gender Report Card (RGRC) today during the shortened 2020 season after a three month delay due to the COVID-19 pandemic. In a process which has seen multiple scenarios explored regarding how to safely play baseball, Commissioner Rob Manfred and his team have taken great care to safely play the 2020 season while protecting the players and staffs across the league. As the season opened, there has been continued support of the recent player protests and efforts to speak out against racial injustice happening around the country. MLB, along with other leagues, has worked to balance the health and safety of players and staff with the fight for racial equality. Typically, this report is released in conjunction with the anniversary of Jackie Robinson breaking MLB's color barrier in April, but with the delay of the restart of the league, the celebration of Jackie Robinson day is today, August 28, 2020.

MLB earned a B+ on the issue of racial hiring and a C for gender hiring practices, bringing the overall grade to B in the 2020 RGRC, an increase from last year's RGRC.

Major League Baseball saw a slight decrease in its racial hiring grade from 89.4 percentage points in 2019 to 88.7 percentage points in 2020. MLB's gender hiring grade was a highlight of the report card, as it increased from 69.6 percentage points in 2019 to 72.7 percentage points in 2020. The combined grade of 80.7 was an improvement of 1.2 percentage points from last year. These grades come as TIDES made notable changes to the overall grading calculations in the 2020 Racial and Gender Report Cards. Starting

Overall Grade



B

Racial Hiring

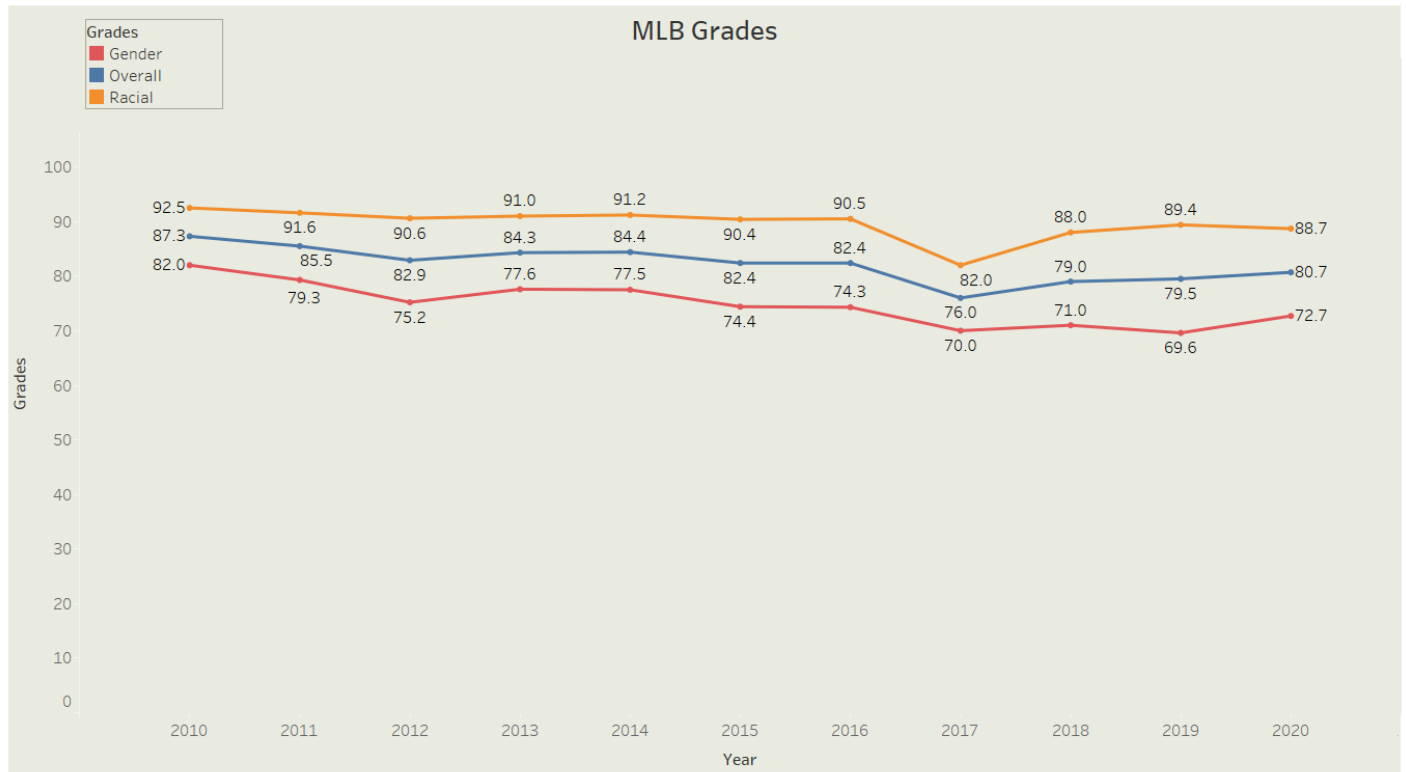


B+

Gender Hiring



C



this year, the grades for team CEO/Presidents and team vice presidents are included in the overall grade calculations. The 88.7 points for racial hiring practices represented a decrease from 89.4 in the 2019 MLB RGRC and the difference is attributable to the change described above. The 72.7 points for gender hiring practices was an increase from 69.6 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 80.7 points, up from 79.5 in the 2019 MLB RGRC.

The Racial and Gender Report Card asks, “Are all sports leagues are playing fair when it comes to racial and gender hiring? How can the data presented help leaders and management within these leagues make diverse and inclusive hiring decisions?”

Dr. Richard Lapchick, the primary author of the study and the Director of TIDES at the University of Central Florida (UCF) said, “Jackie Robinson’s legacy and vision continue to have an impact on baseball 73 years after he broke the color barrier in the sport. He played for a future of baseball where all people can participate on and off the field and

not experience the negativity that he too often faced while playing the game. The 2020 Major League Baseball Racial and Gender Report Card shows baseball is making strides in the right direction, but as always there needs to be added urgency in order to make Jackie’s vision a reality.”

Major League Baseball continues to have a diverse group of players with 39.8 percent being players of color. It should be noted, however, that is down from 41.0 percent and the number of Black or African-American players on Opening Day rosters were at 7.5 percent, the lowest ever recorded in MLB RGRCs. In 1995, 19 percent of Major League Baseball players were African-American.

The MLB Draft continues to show promising signs for a future increase in Black or African-American players, despite current player demographics.

Over the last nine years (2012-20), the first round of the MLB Draft has featured 51 Black or African-American players out of 289 total selections (17.6 percent). Lapchick noted that many of these selections were alumni from MLB-led youth and

amateur baseball development programming.

Commissioner Rob Manfred's Central Office received an A+ for racial hiring and a B+ for gender hiring practices, both increases from the 2019 report card. People of color comprised 37.5 percent and women comprised 40.1 percent of the total Central Office professional staff, the highest percentage reported since 2007. There were 14 people of color and 26 women in positions of vice president or higher at the Commissioner's Office.

There needs to be an added focus at the club level to mirror the Central Office's success in diverse hiring practices. Of the six grades for race at the team level, the only A grade or better was for coaches at 41.8 percent people of color. The teams received a B for racial hiring at the senior administration level and a B+ at the professional administration level, but a C- and a D+ for gender hiring at the same positions. The team grade for managers increased from a B in 2019 to a B+ in 2020 as there are now six managers of color in MLB. The grade of C- for general manager remained the same as there was no change with only four people of color serving in those roles.

Lapchick urged, "Major League Baseball teams need to expand inclusive hiring practices in order to accurately represent the players who play the game and the communities they serve. Baseball needs to put a direct focus on continuing to grow the game in communities which do not have access to the game with the intent of growing and diversifying the player pool. There have been positive signs of growth within the percentage of managers of color, but the lack of diversity in this key position throughout MLB is the most vital piece, especially when looking at the level of diversity among the players," Lapchick added. "The 2020 season opened with six managers of color, which while an improvement is far below the all-time high of 10 reached in 2002 and 2009."

Commissioner Manfred's Central Office has implemented a number of diversity initiatives in recent years to address this diversity and inclusion issue. They include the Diversity Pipeline Program,

which seeks to identify, develop, and grow the pool of qualified minority and female candidates for on-field and baseball operations positions; the MLB Diversity Fellowship which provides the opportunity for young, diverse professionals to experience front office positions that have been traditionally influential in baseball operations decisions; The Diverse Business Partners program which has cultivated new and existing partnerships with minority and women-owned businesses, including veteran-owned, LGBT-owned and other underrepresented small businesses; as well as a number of other initiatives to engage people of all sexual-orientations, ages, abilities, and faiths.

All data was collected by the MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program. Using data as of January 1, 2020, TIDES conducted an analysis of the racial breakdown of the MLB players, managers, and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office and at the club level, top team management, team senior administration, and team professional administration. An overview of player opportunities is also included. Listings of professional owners, general managers, and managers were updated as of the start of the 2020 season. It should be noted that previous MLB Report Cards used data from the prior season while this is the first year that the Report Card features data from the current season. The MLB player demographics for the 2020 Opening Day rosters are also included. Data was adjusted for the COVID-19 pandemic and players who decided to opt-out of the shortened season.



The 2020 MLB Racial and Gender Report Card Statistics			
Overall Grade: B			
	Central Office	Presidents/CEOs	Head Coaches (MGR)
White	61.8%	96.7%	80.0%
Black or African-American	10.5%	0.0%	3.3%
Hispanic/Latino	16.9%	0.0%	13.3%
Asian	6.0%	0.0%	0.0%
Am. Indian or Alaska Native	0.2%	0.0%	0.0%
Hawaiian/Pacific Islander	0.2%	0.0%	0.0%
Two or More Races	3.6%	3.3%	3.3%
Other	0.0%	0.0%	0.0%
Voluntary Non-Disclosure	0.7%	0.0%	0.0%
Total People of Color	37.5%	0.0%	20.0%
Women	40.1%	0.0%	0.0%
	Assistant Coaches	GMs	Team VPs
White	54.2%	86.7%	84.4%
Black or African-American	6.3%	3.3%	5.9%
Hispanic/Latino	32.8%	6.7%	6.3%
Asian	1.1%	3.3%	1.3%
Am. Indian or Alaska Native	0.2%	0.0%	0.2%
Hawaiian/Pacific Islander	0.0%	0.0%	0.8%
Two or More Races	1.4%	0.0%	0.4%
Other	0.0%	0.0%	0.0%
Voluntary Non-Disclosure	4.1%	0.0%	0.8%
Total People of Color	41.8%	13.3%	14.9%
Women	0.4%	0.0%	20.0%
	Sr. Admin	Prof. Admin	Players
White	79.8%	74.8%	60.2%
Black or African-American	5.2%	6.1%	7.5%
Hispanic/Latino	9.4%	11.2%	29.9%
Asian	2.8%	4.0%	1.9%
Am. Indian or Alaska Native	0.3%	0.2%	0.2%
Hawaiian/Pacific Islander	0.1%	0.1%	0.3%
Two or More Races	1.6%	2.4%	0.0%
Other	0.0%	0.0%	0.0%
Voluntary Non-Disclosure	0.9%	1.2%	0.0%
Total People of Color	19.4%	24.0%	39.8%
Women	28.8%	25.3%	0.0%

Table 3: The 2020 MLB Racial and Gender Report Card Statistics

The 2020 MLB Racial and Gender Report Card Grades					
	Central Office	Team VPs	Sr. Admin	Prof. Admin	CEO/President
Total People of Color	37.5%	14.9%	19.4%	24.0%	3.3%
Grade	A+	C	B	B+	F
Women	40.1%	20.0%	28.8%	25.3%	0.0%
Grade	B+	F	C-	D+	F
	GMs	Head Coaches (Mgr)	Assistant Coaches	Players	
Total People of Color	13.3%	20.0%	41.8%	39.8%	
Grade	C-	B+	A+	A+	

Table 4: The 2020 MLB Racial and Gender Report Card Statistics

The 2020 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
with Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, Mallika Mali, David Morrin, Nicholas Mutebi, Andre Vasquez, and David Zimmerman

Executive Summary - As the nation continues to combat an unprecedented global health crisis and a national outcry for justice following the murders of African-Americans by police, The Institute for Diversity and Ethics in Sport (TIDES) released the 2020 Major League Soccer Racial and Gender Report Card (RGRC) today.

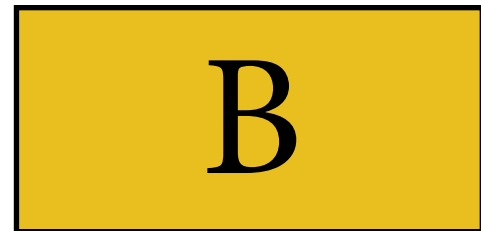
Major League Soccer (MLS) earned an A for racial hiring practices, the highest overall racial hiring grade amongst all male professional leagues, and a C- for gender hiring practices in the 2020 MLS RGRC, bringing the overall grade to B.

The Report Card is being released a few months after MLS completed their successful “MLS is BACK” tournament inside the Orlando “bubble”. MLS was one of the first professional sport leagues to implement this bubble concept at the ESPN Wide World of Sports complex at the Walt Disney World Resort in Orlando, Florida. The concept kept all team players and staff isolated in a protective environment during the global COVID-19 pandemic. MLS players showed powerful support of the national movement for social justice including the cancellation of five games in protest of the police shooting of Jacob Blake in late August. MLS has since started their new season of play from the team’s host cities.

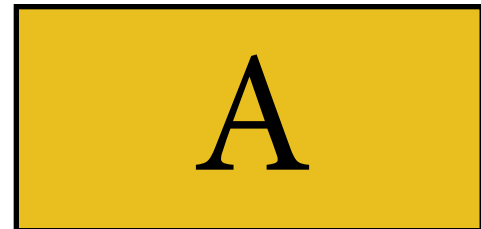
MLS earned 90.7 points for racial hiring practices in 2020, decreasing by 3.2 percentage points from 93.9 in 2019. In 2020, MLS earned 69.9 points for gender hiring practices, down from 72 points in 2019 and representing the lowest gender score of all professional leagues. This is the fourth decrease in a row for this Report Card category.

MLS earned a combined grade of a B with 80.3

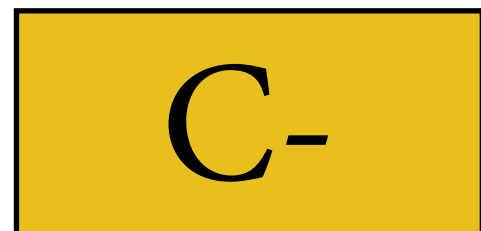
Overall Grade

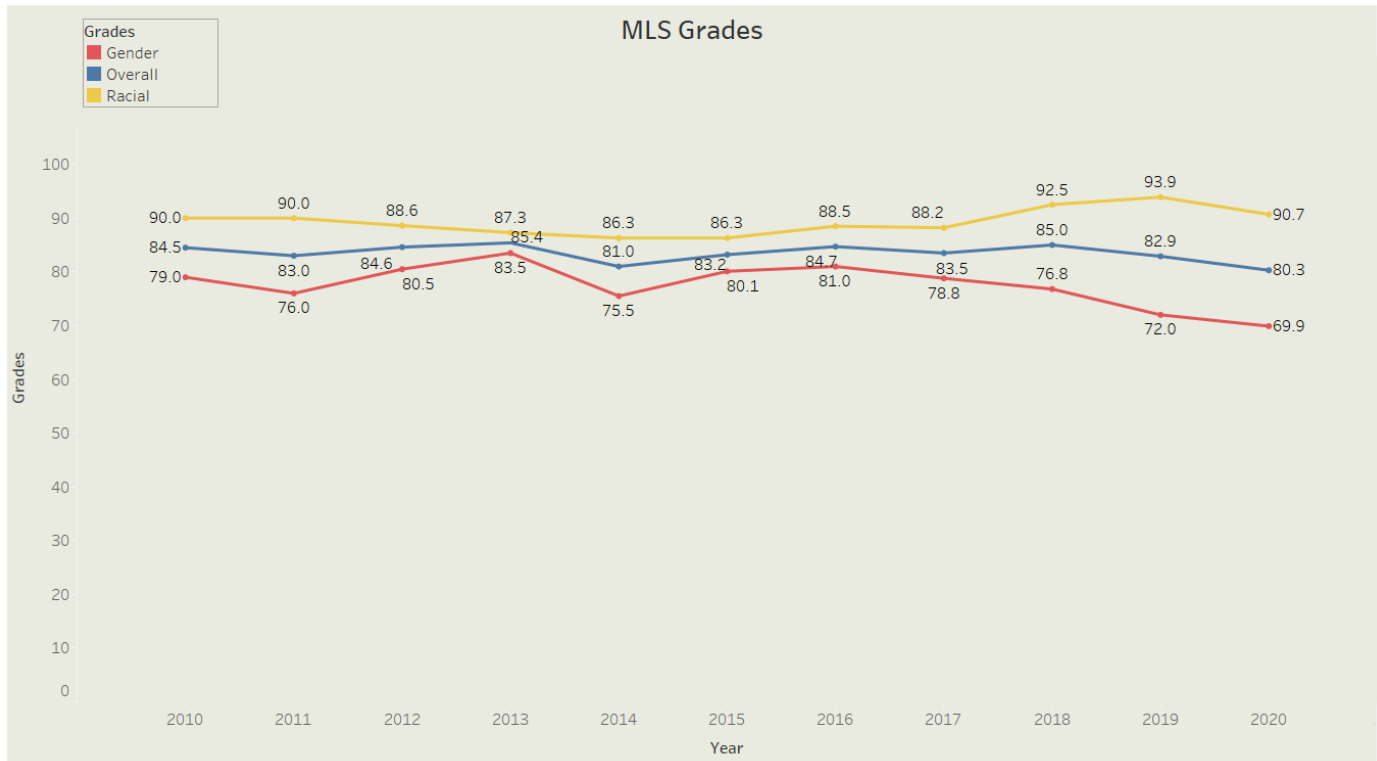


Racial Hiring



Gender Hiring





points in 2020, decreasing by 2.6 percentage points from 82.9 in the 2019 MLS RGRC.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in either slightly reduced or less improved overall grades for race and gender across all 2020 Report Cards. The 90.7 points for racial hiring practices represented a decrease from 93.9 in the 2019 MLS RGRC and the difference is partially attributable to the change described above. The 69.9 points for gender hiring practices was a decrease from 72.0 in 2019 and is also partially attributable to the change described above. The same was true for the overall grade of 80.3 points, down from 82.9 in the 2019 MLS RGRC.

For racial hiring practices, MLS earned an A+ for the League Office, head coaches, players, and assistant coaches; a B+ for general managers and

team professional administration; and a B for CEO/presidents and senior administration. It earned a C+ for c-suite personnel and a C- for both majority owners and vice presidents.

For gender hiring practices, which continue to lag behind the success of racial hiring throughout the League, MLS received a B+ for League Office employees while team professional administration received a C-, c-suite earned a D and team owners, CEO/presidents, team vice presidents, and team senior administration all earned an F.

MLS earned an A+ for its outstanding diversity and inclusion initiatives.

Richard Lapchick, principal author of the study and director of TIDES, said, “Major League Soccer in 2020 continues to display mixed performance regarding racial and gender hiring practices through the league and team levels. The league office continues to set the standard, as it saw positive increases in both racial and gender hiring categories.

Representation of people of color in the key on-field positions of head coach and assistant coach have shown increases as well. It is disappointing to continue to see the overall gender score fall again for the fourth consecutive time. There needs to be an increase in effort to prevent this from happening a fifth year in a row.”

Lapchick continued, “Commissioner Don Garber’s MLS League Office once again showed what the standard should be throughout the league with an A+ in racial hiring and a B+ in gender hiring. In fact, at 41.6 percent, the MLS League Office has the highest percentage of people of color amongst all men’s professional sport leagues. The teams need to follow the League’s example more closely.”

Using data from the 2020 season, TIDES conducted an analysis of the racial composition of team general managers, players and coaches. In addition, the Report Card included a racial and gender breakdown of management in the MLS League Office and at various levels within each MLS franchises, to include: c-suite personnel, team senior administration, team professional administration, and athletic trainers. The data for the 2020 Report Card is updated through July 7, 2020. The League Office provided all data pertaining to the MLS League Office and the aggregate team data.



The 2020 MLS Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Office	Presidents/CEOs	Head Coaches
White	58.4%	82.6%	59.3%
Black or African-American	6.6%	0.0%	3.7%
Hispanic/Latino	22.6%	13.0%	29.6%
Asian	7.9%	4.3%	0.0%
Hawaiian or Pac. Islander	0.3%	0.0%	0.0%
Am. Indian or Alaska Native	0.3%	0.0%	0.0%
Two or More Races	3.9%	0.0%	7.4%
Total People of Color	41.6%	17.4%	40.7%
Women	39.3%	0.0%	0.0%
	Assistant Coaches	GMs	Team VPs
White	56.8%	78.6%	86.5%
Black or African-American	8.1%	3.6%	2.5%
Hispanic/Latino	31.5%	17.9%	5.5%
Asian	0.0%	0.0%	3.1%
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%
Two or More Races	3.6%		2.5%
Total People of Color	43.2%	21.4%	13.5%
Women	0.9%	0.0%	23.3%
	Sr. Admin	Prof. Admin	Players
White	82.9%	75.1%	39.9%
Black or African-American	3.9%	5.3%	22.4%
Hispanic/Latino	8.1%	15.5%	30.4%
Asian	2.6%	2.7%	1.1%
Hawaiian or Pac. Islander	0.4%	0.1%	0.4%
Am. Indian or Alaska Native	0.0%	0.0%	1.9%
Two or More Races	2.0%	1.3%	3.9%
Total People of Color	17.1%	24.9%	60.1%
Women	23.6%	29.9%	-

Table 5: The 2020 MLS Racial and Gender Report Card Statistics

The 2020 MLS Racial and Gender Report Card Grades					
	League Office	Team VPs	Sr. Admin	Prof. Admin	CEO/President
Total People of Color	41.6%	13.5%	17.1%	24.9%	17.4%
Grade	A+	C-	B	B+	B
Women	39.3%	23.3%	23.6%	29.9%	0.0%
Grade	B+	F	F	C-	F
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	21.4%	40.7%	43.2%	60.1%	
Grade	B+	A+	A+	A+	

Table 6: The 2020 MLS Racial and Gender Report Card Statistics

The 2020 Racial and Gender Report Card: National Football League

by Richard Lapchick
with David Eichenberger, Spencer Ewing, A.J. Forbes, Alayshia Green, Brady Johnson-Schmeltzer, Amanda Kiernan, Taylor Middleton, Devon Miller, Kyle Richardson and David Zimmerman

Executive Summary - The National Football League (NFL) received a B+ for racial hiring practices and a C for gender hiring practices in the 2020 NFL Racial and Gender Report Card released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). This gave the NFL a combined B- grade.

The NFL's score for race improved significantly to 85.5 percent, 3.2 percentage points higher than last year's score of 82.3 percent. The score for gender was 73.0 percent, a three-percentage point decrease from the score in 2019. The overall grade for the NFL decreased from 79.3 percent in 2019 to 79.2 percent in 2020.

It is important to note that beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2020 Report Cards. The 85.5 points for racial hiring practices represented an increase from 82.3 in the 2019 NFL RGRC. There would have been an even greater increase in 2020 if not for the change described above. The 73.0 points for gender hiring practices was a decrease from 76.0 in 2019 and part of the difference is attributable to the change described above. The same was true for the overall grade of 79.2 points, down from 79.3 in the 2019 NFL RGRC.

Using data from the 2020 season, provided by the NFL League Office, the Institute conducted an analysis of the racial breakdown of head coaches, assistant coaches and general managers, as well

Overall Grade



B-

Racial Hiring

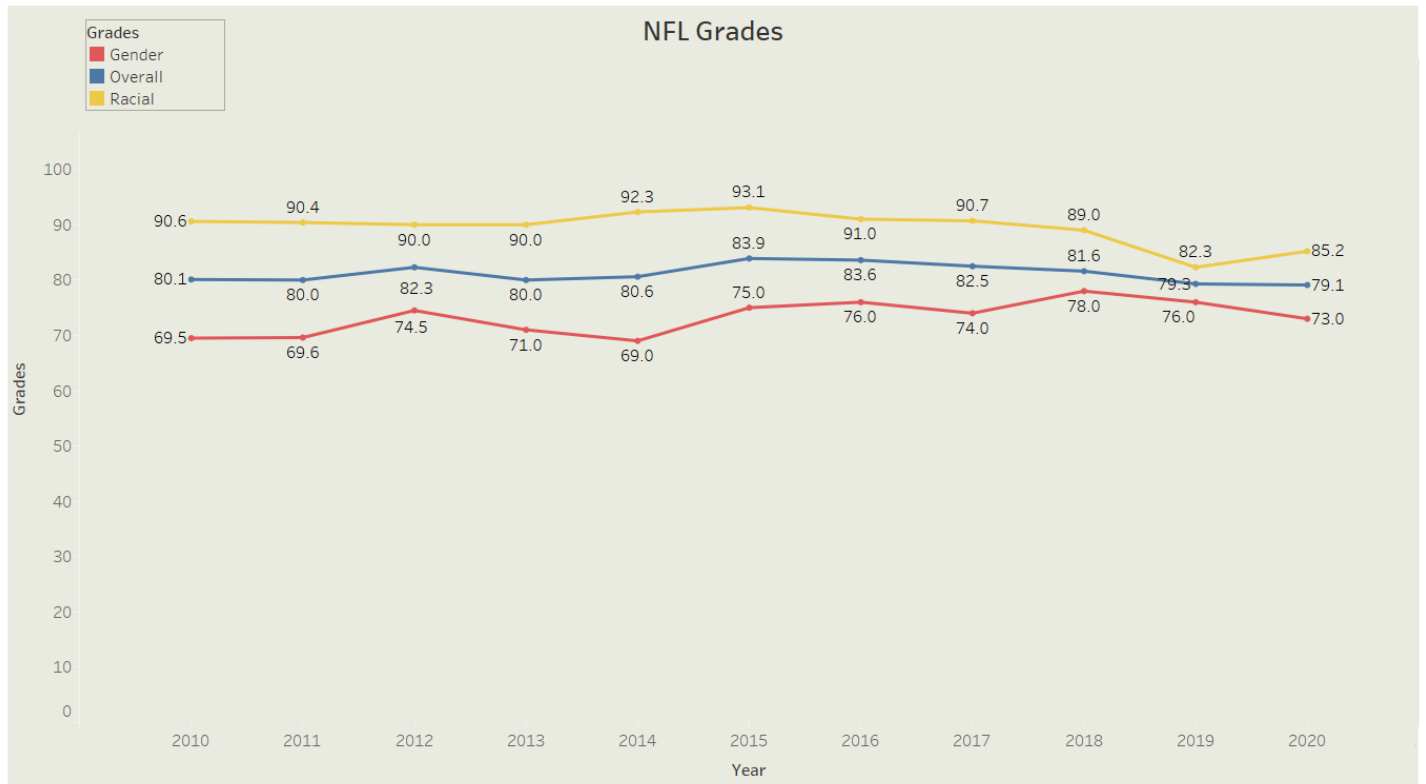


B+

Gender Hiring



C



as a racial and gender breakdown of C-Suite, senior management, senior administration, and professional administration within the NFL League office and at the club level.

Richard Lapchick, Director of TIDES and the primary author of the study, said, “I commend the NFL’s achievement of an A+ for racial hiring practices in the NFL League Office. However, I am disappointed at the continued disparity in racial and gender hiring practices between the NFL’s League Office and their 32 teams. This serious underrepresentation of women and people of color at the team level can be seen in positions with significant decision-making power such as general manager, Team CEO/President, and in the C-Suites.”

Lapchick continued, “At the NFL’s League Office, 14.5 percent of the vice presidents and above are people of color, an increase from last year. At the team level, only 13.7 percent of the vice presidents are people of color. While this was an increase

from the 12.8 percent representation last year, there is still room for improvement. The NFL has seen an improvement at the NFL League Office level regarding recruitment of women throughout the entire office. There has been a steady growth each year since 2014, reaching a high of 38.2 percent in 2020. At the NFL League Office, 31.5 percent of the vice president and above positions are represented by a woman while only 21.1 percent of the vice president positions at the team level are filled by a woman.”

The percentage of people of color at the NFL League Office in a management role increased from 28.0 percent in 2019 to 30.5 percent in 2020. The NFL’s 30.5 percent marked their record-high, beating their previous record of 28.4 percent set in 2017.

Lapchick continued, “Results were generally not good when the focus went to the teams. For the second consecutive year, the NFL began the regular season with only four coaches of color. This revealed

an alarming disparity when comparing 2020 to the record of eight coaches who began the regular season only two years ago in 2018. By week six of the 2020 season, two white head coaches were fired and replaced with Black or African-American interim head coaches.”

While there were increased racial scores in six team level categories, the NFL saw a decrease in team senior administration after a score of 18.0 percent marked a 1.4 percentage point decrease from their 19.4 percent in 2019. Similarly, both team senior administration and team professional administration levels experienced decreases in gender scores with scores of 23.9 and 32.3 percent, respectively.

Lapchick added, “There should be serious concern in the consistent lack of representation of people of color within general manager and team CEO/President roles on NFL teams as representation at positions of influence is vital for improving racial and gender hiring practices within the League.”

In an attempt to improve diversity and inclusion efforts, the NFL made enhancements to the Rooney Rule. Clubs will now be required to interview at least two external candidates of color for head coach vacancies; at least one candidate of color for any of the three coordinator vacancies; and at least one external candidate of color for a senior football operations or general manager position. Additionally, the Rooney Rule will apply to a wide range of executive positions for the first time as clubs must now include people of color and/or female applicants in the interview processes for senior level front office positions such as club president and senior executives in communications, finance, human resources, legal, football operations, sales, marketing, sponsorship, information technology, and security positions. In November 2020, the NFL membership passed a proposal that provides 3rd round compensatory draft pick rewards to teams that develop people of color and women candidates for primary football executive or general manager positions or a head coach position. If those people

of color and/or women candidates move to the position of primary football executive or head coach, teams would be compensated with future 3rd round compensatory draft picks.

It is also worth noting that the NFL updated its media policy in 2020, leading to more visibility and increased opportunities for advancement for assistant coaches of color. The new policy states that, through their public relations department, clubs must provide regular and reasonable access to assistant coaches – coordinators/ assistant head coaches and all primary position coaches – for media interviews that serve the best interests of the club and league.

The NFL League Office announced two major hires since last year’s Report Card. Dasha Smith was hired as Chief People Officer and recently promoted to Chief Administration Officer, and Jonathan Beane was hired as Senior Vice President and Chief Diversity and Inclusion Officer. These new hires highlight the increased emphasis on continuing the League’s progress when it comes to improving diversity and inclusion in its workplace and in all aspects of its business.

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 touchdown or operate the business of professional football?” The answer is “yes” to some degree for racial hiring practices and “not yet” for gender hiring practices.



The 2020 NFL Racial and Gender Report Card Statistics

Overall Grade: B-

	League Office	CEO/President	Head Coaches
White	64.8%	84.8%	87.5%
Black or African-American	11.8%	3.0%	9.4%
Hispanic or Latino	6.2%	3.0%	3.1%
Asian	10.3%	6.1%	0.0%
Hawaiian or Pac. Islander	0.3%	0.0%	0.0%
Am. Indian or Alaska Native	0.1%	0.0%	0.0%
Two or More Races	1.9%	0.0%	0.0%
Not Disclosed	4.7%	3.0%	0.0%
Total People of Color	30.5%	12.1%	12.5%
Women	38.2%	6.1%	0.0%
	Assistant Coaches	GMs	Team VPs
White	63.7%	93.6%	86.3%
Black or African-American	30.5%	6.5%	7.1%
Hispanic or Latino	1.4%	0.0%	2.7%
Asian	1.2%	0.0%	2.7%
Hawaiian or Pac. Islander	0.6%	0.0%	0.0%
Am. Indian or Alaska Native	0.1%	0.0%	0.3%
Two or More Races	1.8%	0.0%	1.0%
Not Disclosed	0.6%	0.0%	0.0%
Total People of Color	35.6%	6.5%	13.7%
Women	1.0%	0.0%	21.1%
	Sr. Admin	Prof. Admin	Players
White	81.2%	75.4%	24.9%
Black or African-American	9.8%	11.6%	57.5%
Hispanic or Latino	4.1%	7.2%	0.4%
Asian	3.2%	2.7%	0.1%
Hawaiian or Pac. Islander	0.3%	0.5%	1.6%
Am. Indian or Alaska Native	0.0%	0.1%	0.2%
Two or More Races	0.7%	2.0%	9.4%
Not Disclosed	0.8%	0.5%	5.7%
Total People of Color	18.0%	24.1%	69.4%
Women	23.9%	32.3%	0.0%
	C-Suite Personnel		
White	85.2%		
Black or African-American	5.9%		
Hispanic or Latino	1.0%		
Asian	5.9%		
Hawaiian or Pac. Islander	1.0%		
Am. Indian or Alaska Native	0.0%		
Two or More Races	0.0%		
Not Disclosed	1.0%		
Total People of Color	13.9%		
Women	26.7%		

Table 7: The 2020 NFL Racial and Gender Report Card Statistics

The 2020 NFL Racial and Gender Report Card Grades				
	League Office	Team VPs	Sr. Admin	Prof. Admin
Total People of Color	30.5%	13.7%	18.0%	24.1%
Grade	A+	C-	B	B+
Women	38.2%	21.1%	23.9%	32.3%
Grade	B	F	F	C+
	GMs	Head Coaches	Assistant Coaches	Players
Total People of Color	6.5%	12.5%	35.6%	69.4%
Grade	F	D+	A+	A+
	C-Suite	CEO/President		
Total People of Color	13.9%	12.1%		
Grade	C-	D+		
Women	26.7%	6.1%		
Grade	D+	F		

Table 8: The 2020 NFL Racial and Gender Report Card Statistics

The 2020 Racial and Gender Report Card: Women's National Basketball Association

by Richard Lapchick
with Daniel Bowman, David Eichenberger, Spencer Ewing, A.J. Forbes, Alayshia Green, Brady Johnson-Schmeltzer, Amanda Kiernan, Taylor Middleton, Devon Miller, and Kyle Richardson

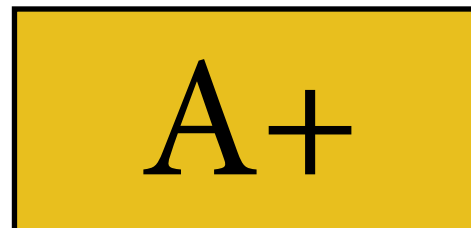
Executive Summary - The 2020 Women's National Basketball Association Racial and Gender Report Card (RGRC) was released today and confirmed that the WNBA continues to be a leader in the industry among other professional leagues in terms of racial and gender hiring practices. Since the WNBA's inaugural season, it has held the top position in the Racial and Gender Report Cards (RGRC). In the 2020 Report, the WNBA earned 97.4 points for a combined grade of an A+. The WNBA earned an A+ for race and an A+ for gender in the 2020 WNBA Racial and Gender Report Card issued today by The Institute for Diversity and Ethics in Sport (TIDES™) at the University of Central Florida. The WNBA sets the standard for powerful and inclusive representation across their organization in terms of players, coaches, staff, and administration.

This was the 16th consecutive year that the WNBA has received at least an A for its overall race, gender, and combined grades. The WNBA scored 96.7 points for racial hiring practices and 98.0 points for gender hiring practices in 2020.

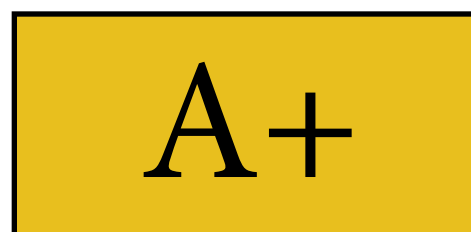
The WNBA received an A+ for gender in five categories including team vice presidents and above, CEO/Presidents, assistant coaches, team managers to senior directors and the WNBA League Office. The categories of professional team staff and head coaches followed closely with a grade of A and A-, respectively. Team general managers lagged behind with a grade of D+. The WNBA received at least an A- in all racial categories and earned an A+ in the following categories: WNBA League Office, assistant coaches, team managers to senior directors, professional team staff and players.

Richard Lapchick, the director of TIDES and primary author of the Report, said, "The WNBA continues to set an example for equitable racial and

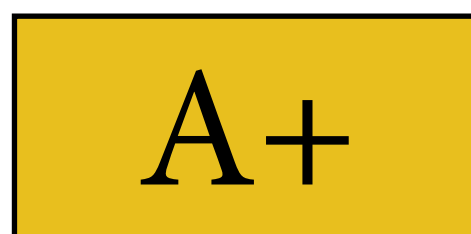
Overall Grade

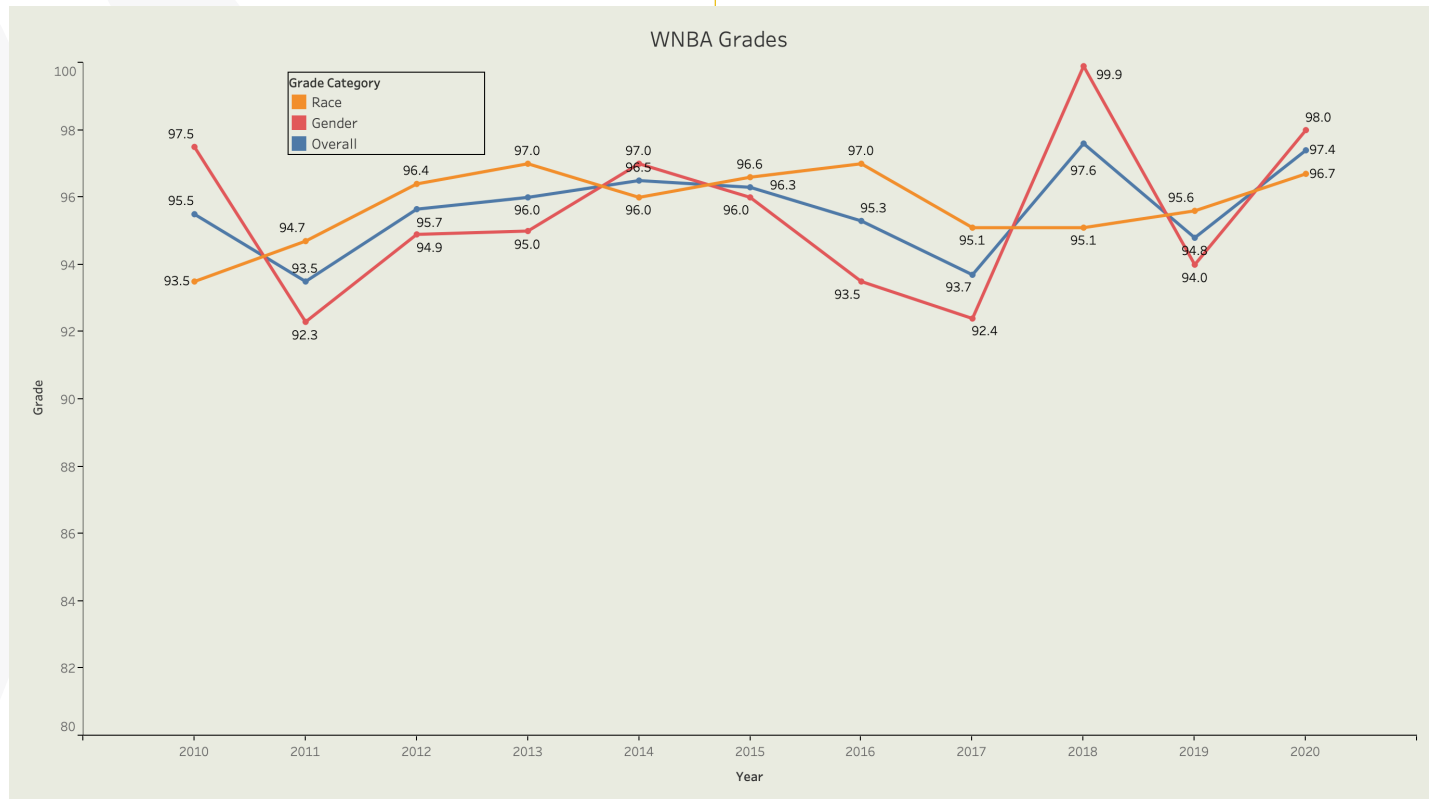


Racial Hiring



Gender Hiring





gender hiring practices across all professional leagues. The WNBA had many all-time highs reported in this RGRC. They included the percentage of women in team CEO/President positions, women in team vice president and above positions and people of color in assistant coaching positions, which led to an overall grade of A+.”

The only men’s leagues close in comparison to the WNBA were the NBA and MLS, earning grades of A+ and A this year for racial hiring practices, respectively. Continuing from years prior, the WNBA received the greatest number of A’s as well as the least number of grades below an A in all categories compared to men’s professional leagues. The WNBA’s most noteworthy improvement from last year was gender hiring for professional team staff. It is encouraging to see a sizeable increase in the category that constitutes the largest portion of WNBA team employees.”

Lapchick continued, “In terms of team presidents and CEOs, key decision-making roles, this was the first year that a majority of these positions were held by women. Similarly, 35 of the 69 team vice president

and above positions were held by women, which equaled the highest percentage in WNBA Racial and Gender Report Card history.”

For the first time in the past five years, the number of women holding WNBA league office positions increased, improving substantially from 48.9 percent in 2019 to 60.9 percent in 2020.

Despite declining from 50.0 percent in 2018 to 42.3 percent in 2019, the representation of people of color as assistant coaches increased to 54.2 percent in 2020.

Annually, 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 was a resounding “yes” and continues to be the best record in professional sports.

Beginning in 2018, there were four positions that were reclassified for the WNBA Racial and Gender Report Card. In the previous editions of the Report Card, the positions categorized as team senior

administration included, but were not restricted to titles similar to director, assistant general manager, chief legal counsel, chief operating officer, and chief financial officer. The new classification is managers to senior directors which includes positions from manager to the assistant vice president level. Previous editions included the category of team professional administration. Positions in this category included, but were not restricted to titles similar to manager, coordinator, supervisor or administrator. The new classification is team professional staff which includes anyone more junior than a manager but does not include administrative assistants. Team vice presidents and above include but are not restricted to titles similar to vice presidents, senior vice presidents, executive vice presidents, and assistant general managers. Several of the WNBA's teams changed management and/or ownership structures over the last year which had some impact on the results.

Using data provided by the WNBA, the Institute conducted an analysis of the racial breakdown of the players as well as a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, vice presidents and above, managers to senior directors, professional team staff, and head trainers.

Listing of professional owners, general managers and head coaches were updated as December 9, 2020. Due to the unique 2020 season format as a result of the global COVID-19 pandemic, WNBA players were updated as of the end of the 2020 regular season on September 13, 2020. Grades were calculated according to the reporting periods noted herein.



The 2020 WNBA Racial and Gender Report Card Statistics				
Overall Grade: A+				
	League Offices	Presidents/CEOs	Head Coaches	
White	50.0%	75.0%	75.0%	
Black or African-American	34.8%	16.7%	25.0%	
Latino	4.3%	8.3%	0.0%	
Asian	4.3%	0.0%	0.0%	
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%	
Am. Indian or Alaska Native	0.0%	0.0%	0.0%	
Two or More Races	6.5%	0.0%	0.0%	
Other	0.0%	0.0%	0.0%	
Total People of Color	50.0%	25.0%	25.0%	
Women	60.9%	58.3%	41.7%	
	Assistant Coaches	GMs	Team VPs	
White	45.8%	72.7%	73.9%	
Black or African-American	45.8%	27.3%	24.6%	
Latino	0.0%	0.0%	0.0%	
Asian	0.0%	0.0%	0.0%	
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%	
Am. Indian or Alaska Native	4.2%	0.0%	0.0%	
Two or More Races	4.2%	0.0%	1.4%	
Other	0.0%	0.0%	0.0%	
Total People of Color	44.2%	27.3%	26.1%	
Women	62.5%	27.3%	50.7%	
	Mgrs to Sr. Directors	Prof. Team Staff	Players	
White	65.1%	64.4%	18.4%	
Black or African-American	21.7%	14.1%	69.4%	
Latino	2.6%	8.1%	1.4%	
Asian	4.6%	5.2%	0.0%	
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%	
Am. Indian or Alaska Native	0.0%	0.0%	0.0%	
Two or More Races	5.9%	6.7%	8.8%	
Unknown	0.0%	1.5%	2.0%	
Total People of Color	34.9%	34.1%	79.6%	
Women	46.7%	44.4%	100.0%	

Table 9: The 2020 WNBA Racial and Gender Report Card Statistics

The 2020 WNBA Racial and Gender Report Card Grades					
	League Office	Team VPs	Sr. Admin	Prof. Admin	CEO/President
Total People of Color	50.0%	26.1%	34.9%	34.1%	25.0%
Grade	A+	A-	A+	A+	A-
Women	60.9%	50.7%	46.7%	44.4%	58.3%
Grade	A+	A+	A+	A	A+
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	27.3%	25.0%	44.2%	79.6%	
Grade	A-	A-	A+	A+	
Women	27.3%	41.7%	62.5%	100.0%	
Grade	D+	A-	A+	-	

Table 10: The 2020 WNBA Racial and Gender Report Card Statistics

The 2020 Racial and Gender Report Card: College Sport

by Richard Lapchick
with Daniel Bowman, David Eichenberger, Spencer Ewing, A.J. Forbes, Alayshia Green, Brian Jackson, Brady Johnson-Schmeltzer, Amanda Kiernan, Taylor Middleton, Devon Miller, Kyle Richardson, and Ashley Turner

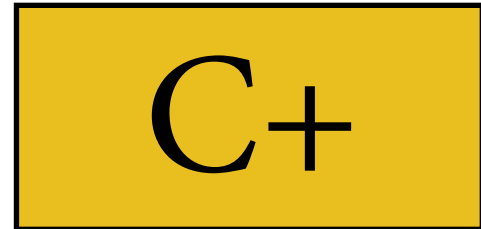
Executive Summary - The 2020 College Sport Racial and Gender Report Card (CSRGRRC) was issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). The Report showed the record of the National Collegiate Athletic Association (NCAA) and its member institutions, excluding Historically Black Colleges and Universities (HBCUs), for gender hiring practices, racial hiring practices, and the combined grade.

College Sport received a B for racial hiring practices by earning 80.2 points, a decrease from 81.6 points in the 2019 CSRGRRC. College Sport received a C+ for gender hiring practices by earning 77.0 points, an increase from 75.8 points in the 2019 CSRGRRC. The combined grade for the 2020 CSRGRRC was a C+ with 78.6 points, down from 78.7 points in 2019. This is the second highest overall grade that College Sport has earned since the grading scale changed in 2016 due to changing American demographics.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRRC, said, “College Sport has historically not done well at increasing opportunities for women and people of color. Excluding HBCU institutions, the representation of women and people of color in key decision-making roles within collegiate athletics has been weak. Still, despite a decrease in racial hiring practices since last year, college sport saw growth in gender hiring practices and, consequently, their overall grade. However, even with these improvements, college sport continues to lag slightly behind some of their professional sport-counterparts as seen in the respective Racial and Gender Report Cards.”

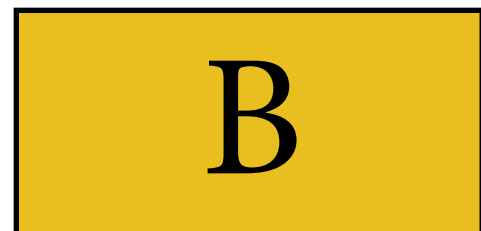
This academic year saw a number of unprecedented landmarks within the collegiate athletics space as a result of COVID-19 and the name, image and likeness

Overall Grade



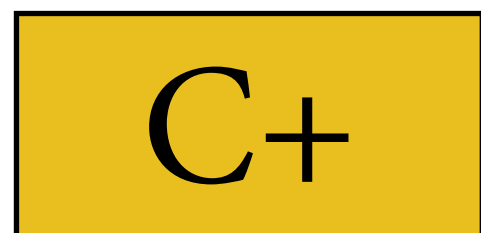
C+

Racial Hiring

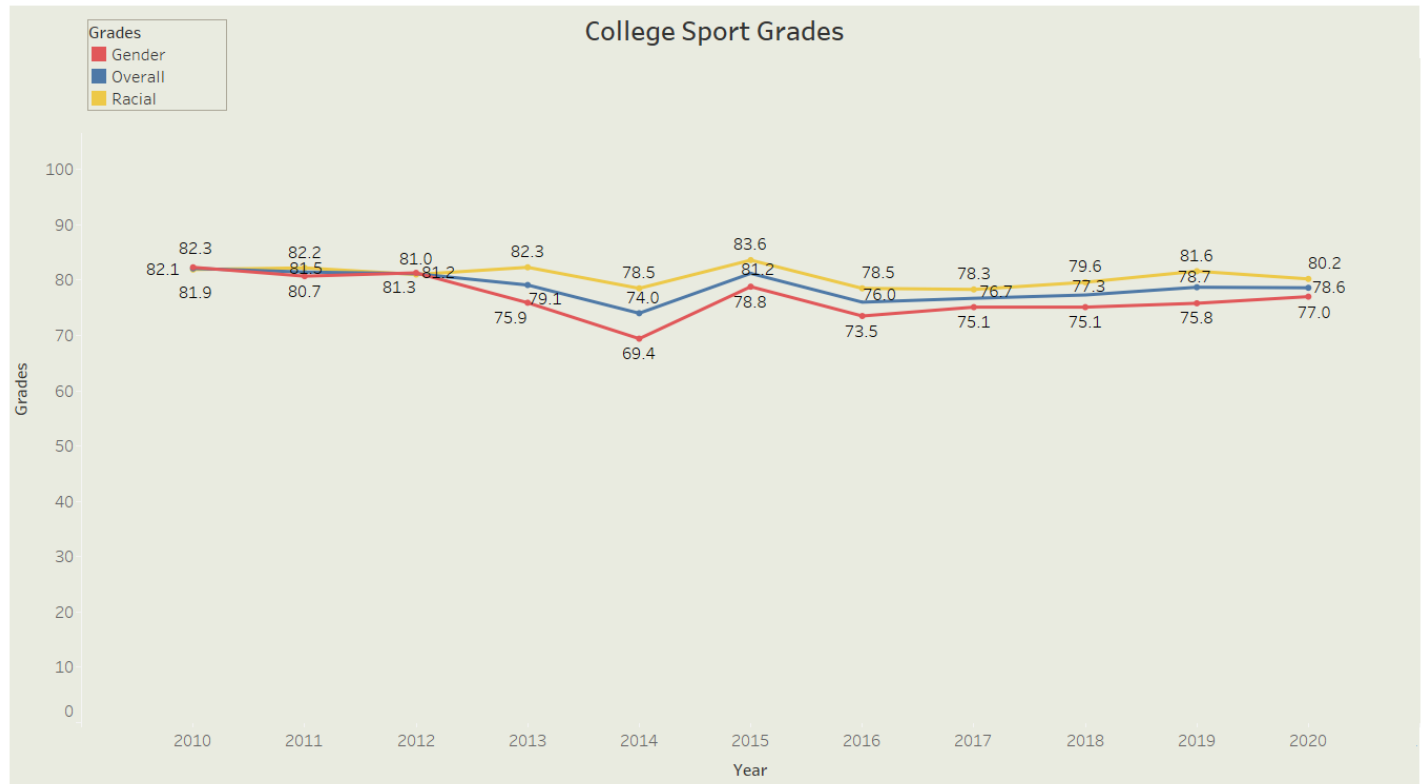


B

Gender Hiring



C+



(NIL) rule. In January 2021, the NCAA's board of governors was scheduled to vote on a proposal that, if approved, would have allowed student-athletes to profit from endorsements. However, a determination on how compensation would work is still pending a federal solution. The NCAA will need to maintain stressing the importance of academic success amid these changing circumstances as the economic opportunities for student-athletes shift. On January 11, the NCAA Division I council delayed their vote on NIL indefinitely. Still, though, conversations have gained momentum.

As far as navigating COVID-19, the NCAA announced that the upcoming 2021 NCAA Men's Basketball Championship will be staged in Indiana, with the majority of the tournament's 67 games taking place in Indianapolis -- contrary to last year's unprecedented and unfortunate cancellation. Additionally, to combat the ongoing pandemic, the NCAA is partnering with a local health provider to administer COVID-19 testing within the controlled environment for players, coaching staffs, administrators and officials.

Lapchick added, "We have also seen athletics programs cut due to the loss of funding as a result of the virus. Among the most affected were Stanford University, the University of Iowa, and the University of Minnesota. Upwards of 1,500 Division I student-athletes will sadly not have the chance to compete in their respective 2020-2021 seasons. As we push forward, it is vital to have leadership that brings diverse thought and gives both the student-athletes and staff confidence that the correct decisions are being made during these uncertain times."

The NCAA National Office had a B+ for race in both senior leadership and professional positions and an A+ or better for gender in both areas. Lapchick noted that "athletic departments at the Division I, II, and III levels must strive to meet the standard being set by the NCAA National Office. It is embarrassing to see so many institutions of higher education which publicly proclaim their commitment to diversity and inclusion fail to hire diverse leadership teams including in their athletic departments."

Lapchick emphasized, "It is unsettling to see that

white people still dominate the head coaching ranks. For the 2019-2020 collection of data, 85.3 percent of Division I, 86.2 percent of Division II, and 89.6 percent of Division III men's coaches were white, with Division III seeing the only increase compared to the 2018-2019 Report. On the women's side, white people comprised 82.5 percent, 85.0 percent, and 89.5 percent in Divisions I, II, and III, respectively."

The representation of Black or African-Americans as head coaches for all sports in Division I showed slight improvement but continued to be unacceptable in 2019-2020. Black or African-Americans held 9.0 percent, 5.8 percent, and 5.7 percent of the head coaching positions for men's teams in Divisions I, II, and III, respectively. Compared to the figures in 2018-2019, Black or African-Americans coaching men's teams decreased by 0.1 percentage point in Division I, while it increased by 0.1 percentage point and 0.7 percentage points in Division II and Division III, respectively.

White people made up 82.3 percent, 90.7 percent, and 94.3 percent of men's basketball, football, and baseball head coaching positions, respectively, in all divisions combined during the 2019-2020 season.

In men's Division I basketball, 22.7 percent of all head coaches were Black or African-American. That is down 0.9 percentage points from last year. This remains 2.5 percentage points short of the all-time high of 25.2 percent reported in 2005-2006.

Lapchick added, "To lag behind where we were 15 years ago is simply not acceptable considering how much attention we are supposedly placing on diversity, equity and inclusion within higher education."

Overall, 23.9 percent of the Division I men's basketball head coaches were coaches of color which is a decrease of 2.1 percentage points from 2018- 2019. In 2019-2020, Division I men's basketball Black or African-American student-athletes made up 53.2 percent, compared to the 22.7 percent of Black or African-American head coaches. There are still currently no women head coaches of men's basketball teams at any level.

In 2019-2020, Division I women's basketball Black or African-American student-athletes made up 41.9

percent of the total, but only 14.1 percent of the head coaches were Black or African-American women and 5.2 percent were Black or African-American men, a decrease from last year. Having such representation from a coaching standpoint does positively affect the student athlete success within the classroom and on the court. This was seen to be true in the TIDES released report on APR and GSR for Men's and Women's Basketball earlier this year.

As analyzed in the DI FBS Report Card, the number of head football coaches of color at the FBS level increased from 18 in 2019 to 21 in 2020, with 13 of those being Black or African-American. This is one less than the highest number of Black or African-American head coaches in DI FBS Racial and Gender Report Card history, which was 14 in 2012. White men represented 109 of the 130 (83.8 percent) head coaches at the FBS level.

In Division I baseball, white athletes made up 79.0 percent of the student-athletes. Only 5.7 percent of Division I head baseball coaches were people of color, a 1.4 percentage point decrease from the 2018-2019 Report. This decrease and consistently low percentage revealed that representation from a coaching standpoint is simply not a priority for collegiate baseball.

Overall, Division III institutions continue to show signs of improvement in terms of race and gender but still have far to go. Black or African-Americans were so underrepresented as head coaches in Division III that the percentage of women coaching Division III men's teams was higher than the percentage of Black or African-Americans coaching Division III men's teams (7.2 percent vs. 5.7 percent).

Lapchick noted that "Women held only 41.0 percent of the head coaching jobs of women's teams in Division I, 36.4 percent in Division II and 44.5 percent in Division III. Overall, women held 41.3 percent of head coaching positions for women's teams across all three divisions combined. It has been 48 years since the passage of Title IX. The coaching statistics in women's college sport remain the worst statistics reported by TIDES in all of the Report Cards we publish each year."

For assistant coaching positions, women saw slight increases in all three divisions compared to 2019 after

comprising 47.2 percent, 50.7 percent, and 52.8 percent of assistant coaching positions of women's teams in Divisions I, II, and III, respectively. Across all three divisions combined, women held 50.2 percent of assistant coaching positions for women's teams.

While it has been common practice for men to coach women's teams, it is extremely rare for a woman to coach a men's team.

It is noteworthy that the percentage of women head coaches for men's teams in Division III institutions increased from its all-time high of 6.2 percent set in 2018-2019 to 7.2 percent in 2019-2020, an improvement of 1.0 percent. This is noteworthy, seeing that 290 women coach men's sports within Division III. This shows how relatively progressive the division is in comparison to Division I and II in this regard. Although there have been slight increases from last year, women only held 4.2 percent and 4.6 percent of head coaching positions of men's teams in Divisions I and II, respectively.

White people dominated the athletic director positions in Divisions I, II, and III holding 82.9 percent, 90.6 percent, and 91.2 percent of positions, respectively. White men occupied 72.3 percent, 70.8 percent, and 61.6 percent in Divisions I, II, and III, respectively. Although overwhelming and unacceptable, women gained ground in all three Divisions. For women, they represented 14.3 percent of Division I athletics directors, an increase of 0.7 percent from 2018-2019. Similarly, women held 21.9 percent of the athletic director positions in Division II and 32.6 percent in Division III, increasing by 4.4 percent and 0.9 percent, respectively.

The 2019-2020 Report notes ten women and four people of color as conference commissioners in all of Division I out of 30 conferences, an increase of one in both categories since 2018-2019. This shows some progress for racial and gender hiring in this predominantly white male position considering there was only one conference commissioner of color in 2014-2015. However, in the FBS there remained only one female commissioner and two commissioners of color out of ten conferences. The two Black or

African-American FBS commissioners appointed two years ago was a significant breakthrough.

Every year, the NCAA updates their NCAA Demographics Database which includes self-reported data from active NCAA member schools via the NCAA Sport Sponsorship and Demographic forms given to each school to complete. Once the data is collected, it is then aggregated and filtered into various categories among both professional staff and the student athlete population. This data is used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fundraising, facilities, marketing, ticket sales, media relations and an array of assistants and support staff.

The 2020 College Sport Racial and Gender Report Card featured updated racial and gender personnel data at the NCAA National Office, university presidents, athletics directors, coaching demographics within prominent Division I sports (Basketball, Football, Baseball), administrative staff throughout all athletic divisions, and faculty athletics representatives at the 130 institutions in the Division I Football Bowl Subdivision (FBS). There are also updated sections pertaining to conference commissioners and NCAA student-athletes throughout all divisions. The data utilized to update the 2020 Report Card sections were collected from several sources, including an NCAA Demographics Database provided by the NCAA National Office in November 2020 that included data from the 2019-2020 academic year; the Division I FBS Campus Leadership Study published by TIDES in January 2021 titled the 2020 Racial and Gender Report Card: DI FBS Leadership; self-reported demographic data from the NCAA National Office personnel as of January 2021; and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2020 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCUs).

It is important to note that the omission of Historically Black Colleges and Universities within this Report is not to further the exclusion of these institutions, but rather to highlight the disproportionate hiring practices reflected across college sports. Notably, HBCU athletic departments have high percentages of both ethnic minorities and women. If these institutions were accounted for within this Report, the data would be skewed—and ultimately misleading and ineffective.

Lapchick noted that, “College sport offers far more career opportunities compared to those in the professional sports space. With more jobs available, there is no excuse for the lack of positions currently held by women and people of color. What we have done in the past is simply not good enough. It is vital that we create new avenues to provide women and people of color the opportunity to flourish within collegiate athletic administrative positions.”

TIDES, at the University of Central Florida, publishes the Racial and Gender Report Card to not only indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel but also to contribute to increasing gender and racial diversity in front office and college athletic department positions.

TIDES strives to emphasize the value of diversity within athletic departments when they choose their office leadership teams in their office environments. Initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. While it is the choice of the institution regarding which applicant is the best fit for their department, TIDES intends to illustrate the importance of having a diverse and inclusive organization with different races and/or genders. This element of diversity can provide a different perspective and ultimately a competitive advantage in the executive offices and on the athletic fields of play.



The 2020 College Sport Racial and Gender Report Card Statistics						
Overall Grade: C+						
	DI Conference	NCAA Senior	NCAA Professional	Head Coaches	Head Coaches	Head Coaches
	Commissioners	Leadership	Administrators	DI Men's Teams	DI Women's	DI Football
White	86.7%	76.5%	76.3%	85.3%	82.5%	88.9%
Black or African-American	6.7%	20.9%	15.9%	9.0%	8.8%	8.1%
Hispanic/Latino	3.3%	0.9%	2.8%	2.1%	2.6%	0.9%
Asian	3.3%	1.7%	3.0%	0.5%	1.3%	0.0%
Hawaiian/Pac. Isl.	0.0%	0.0%	1.0%	0.1%	0.5%	0.9%
Am. Indian/Alaska Nat.	0.0%	0.0%	0.0%	0.1%	0.2%	0.4%
Two or More Races	0.0%	0.0%	1.0%	0.7%	1.2%	0.4%
Non-Resident Alien	0.0%	0.0%	0.0%	1.1%	1.4%	0.0%
Unknown	0.0%	0.0%	0.0%	1.1%	1.5%	0.4%
Total People of Color	13.3%	23.5%	23.7%	13.6%	16.0%	10.6%
Women	33.3%	49.6%	56.1%	4.2%	41.0%	0.0%
	Head Coaches DI	Head Coaches DI	Asst. Coaches DI	Asst. Coaches DI	DI Athletic	DI Associate
	Men's Basketball	Women's Basketball	Men's Teams	Women's Teams	Directors	Athletic Directors
White	75.5%	77.6%	67.7%	71.8%	82.9%	85.2%
Black or African-American	22.7%	19.3%	22.2%	15.5%	10.4%	9.0%
Hispanic/Latino	0.9%	0.9%	2.1%	3.1%	2.7%	2.3%
Asian	0.0%	0.6%	0.8%	1.7%	0.9%	1.0%
Hawaiian/Pac. Isl.	0.0%	0.0%	0.5%	0.4%	0.0%	0.3%
Am. Indian/Alaska Nat.	0.3%	0.3%	0.2%	0.2%	0.0%	0.0%
Two or More Races	0.0%	0.6%	1.4%	1.7%	1.2%	0.9%
Non-Resident Alien	0.0%	0.0%	1.4%	2.2%	0.3%	0.1%
Unknown	0.6%	0.6%	3.6%	3.5%	1.5%	1.1%
Total People of Color	23.9%	21.8%	28.7%	24.6%	15.5%	13.7%
Women	0.0%	62.6%	8.6%	47.2%	14.3%	32.0%
	DI Sr. Woman	DI Faculty Athletic	DI Sports Info	DI Professional	Student-Athlete	
	Administrators	Representative	Directors	Administration	Participation in all Divisions	
White	79.4%	86.9%	91.5%	80.7%	34.1%	30.9%
Black or African-American	14.2%	7.5%	3.5%	10.4%	10.0%	4.1%
Hispanic/Latino	2.5%	1.5%	1.2%	3.6%	3.6%	2.7%
Asian	1.5%	0.9%	1.5%	1.3%	0.9%	1.0%
Hawaiian/Pac. Isl.	0.0%	0.3%	0.1%	0.2%	0.2%	0.1%
Am. Indian/Alaska Nat.	0.0%	0.3%	0.1%	0.2%	0.2%	0.2%
Two or More Races	1.5%	0.0%	0.6%	1.4%	2.5%	2.0%
Non-Resident Alien	0.0%	0.3%	0.4%	0.3%	2.3%	1.9%
Unknown	0.9%	2.4%	1.0%	2.0%	1.8%	1.4%
Total People of Color	19.7%	10.8%	7.5%	17.3%	19.7%	12.1%
Women	100.0%	36.7%	17.4%	35.2%	-	-

Table 11: The 2020 College Sport Racial and Gender Report Card Statistics

The 2020 College Sport Racial and Gender Report Card Grades				
	DI Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of DI Men's Teams
Total People of Color	13.3%	23.5%	23.7%	13.6%
Grade	C-	B+	B+	C-
Women	33.3%	49.6%	56.1%	4.2%
Grade	C+	A+	A+	F
	Head Coaches of DI Women's Teams	Head Coaches of DI Football	Head Coaches of DI Men's Basketball	Head Coaches of DI Women's Basketball
Total People of Color	16.0%	10.6%	23.9%	21.8%
Grade	B-	F	B+	B+
Women	41.0%	N/A	0.0%	62.6%
Grade	D+	N/A	F	A+
	Assistant Coaches of DI Men's Teams	Assistant Coaches of DI Women's Teams	DI Athletic Directors	DI Associate Athletic Directors
Total People of Color	28.7%	24.6%	15.5%	13.7%
Grade	A	A-	C+	C-
Women	8.6%	47.2%	14.3%	32.0%
Grade	F	B-	F	C+
	DI Faculty Athletic Representative	DI Sports Information Directors	DI Professional Administration	Student-Athlete Participation in all Divisions
Total People of Color	10.7%	7.5%	17.3%	31.7%
Grade	F	F	B	A+
Women	36.7%	17.4%	35.2%	44.4%
Grade	B-	F	B-	B
DI Senior Women Administrator				
Total People of Color	19.7%			
Grade	B+			

Table 12: The 2020 College Sport Racial and Gender Report Card Statistics

Conclusion

The year 2020 was one filled with unique challenges, mostly stemming from the combination of the COVID-19 pandemic and racial reckoning that followed the murders of George Floyd, Ahmaud Arbery, and Breonna Taylor.

The battle for more diverse and equitable hiring practices is far from new for the Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). This 2020 Racial and Gender Report Card is just the latest part of more than 30 years of publications of the various Racial and Gender Report Cards.

TIDES firmly believes that diversity, equity and inclusion both on the playing field and off is vital for the sustainable growth of sport not just in America, but also around the globe. With the release of each Racial and Gender Report Card and the collection of all Report Cards, TIDES continues to embrace the value of diverse and inclusive hiring practices while strongly urging creating new ways to value diversity and inclusion throughout all professional and college sport.

Diversity and inclusion are paramount. This is true for both the business operations and sports operations side of the front office/athletic department. Generally, aside from head coaches, general managers, team presidents and college athletic directors, the key decision makers within this space are less visible to the public eye yet they help influence trends within the industry. It is, therefore, critical that professional leagues, the NCAA and all colleges and universities increase diverse and inclusive hiring practices when hiring league employees, front office and team professionals, and university athletic department administrators. Moreover, it is the responsibilities of leagues, teams, colleges and universities to have powerful diversity initiatives and sustainable programs put in place to help promote and create this growth – and ultimately shatter the barriers to upward mobility.

The grades for the professional leagues are raised significantly because of the weight TIDES attributes to grades of the league offices (and the NCAA office) and

player opportunities. In fact, all five league offices received an A+ for racial hiring practices.

As noted earlier, the WNBA and NBA received an A+ and MLS earned an A for racial hiring practices. The NFL and MLB both earned a B+. College Sport earned a B. The WNBA and NFL increased by 1.1 percent and 3.2 percent, respectively. Conversely, MLB, College Sport, NBA and MLS decreased 0.7 percent, 1.4 percent, 2.5 percent and 3.2 percent, respectively. This was the fourth year in a row where at least half of the 2020 Racial and Gender Report Cards reported at least an A for racial hiring practices. Only the WNBA received an A for gender hiring practices.

While the gender hiring practices lagged far behind racial hiring, TIDES reported increases in four of the six reports. Nonetheless, only the WNBA and NBA earned grades above a C+, receiving an A and a B, respectively. College Sport received a C+, finishing ahead of the NFL and MLB which both received a C grade. MLS received a C- grade, dropping 2.1 percentage points from last year.

It should be a goal of all sports leagues to do better and try to reach the records established by the Women's National Basketball Association which was the only one of the five leagues to have improved percentages in racial and gender hiring which corresponded to an increased overall grade. Among the men's leagues, the NBA by far sets the pace for others to emulate. All leagues and colleges should be improving their overall grades every year. That remained an unmet goal in 2020. 2021 needs to set a new pace for diversity and inclusion.

As reported in the 2020 Racial and Gender Report Card series, professional leagues and college sport revealed a mix of positive and negative results. Most negative results stemmed from key decision-making roles at both professional team and individual college levels, where white men continue to control most of the decision-making jobs. The goal of TIDES 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 and student-athletes, can do better than

society as a whole in deciding who to hire in decision-making positions.

TIDES believes that commissioners and their league office diversity and inclusion teams across the league offices of the NBA, NFL, MLB, MLS and WNBA are committed to dramatic changes. TIDES believes that leadership at the NCAA and many conference commissioners are working hard on these issues. Now, they must continue to use their leadership to push the narrative, shatter the barriers of upward mobility and execute.



How Grades Were Calculated

As in previous reports, the 2020 Racial and Gender Report Card data shows that professional sport's front offices and college athletic department's hiring practices do not nearly reflect the number of players and student-athletes of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an A was achieved if 24 percent of the positions were held by people of color, B if 12 percent of the positions were held by people of color, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

The change in the nation's demographics has been dramatic with the most recent census making all people of color and minorities closer to 35 percent. To be fair in transition to the organizations and sports we examine in the Racial and Gender Report Cards, we decided to increase the standards in two steps. In the new scale we are using for race and gender, to get an A for race, the category now needs to have 30 percent people of color and to get an A for gender, 45 percent is needed.

<i>Race</i>		<i>Gender</i>	
A+	>30	A+	>45
A	28.6-30	A	44.1-45
A-	24.6-28.5	A-	41.6-44
B+	19.6-24.5	B+	39-41.5
B	17-19.5	B	37.6-38.9
B-	16.0-16.9	B-	34.6-37.5
C+	15.0-15.9	C+	32-34.5
C	14.0-14.9	C	30.6-31.9
C-	13.0-13.9	C-	27.6-30.5
D+	12.0-12.9	D+	25-27.5
D	11.0-11.9	D	24-24.9
F	<11	F	<24

Methodology

All data for the college sport report was collected by the research team at The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program in the College of Business Administration. All data for the professional sports leagues was collected by the respective professional league offices and passed on to the research team at The Institute for Diversity and Ethics in Sport. The findings were compared to data from previous years. After evaluating the data, the report text was drafted and compared changes to statistics from previous years. The report draft was then sent to the respective organizations to be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during or after the seasons being reported.

This report recaps the 2020 season for the National Basketball Association, Major League Soccer, Women's National Basketball Association, National Football League, Major League Baseball, and the National Collegiate Athletic Association. Grades were calculated according to the reporting periods noted within the respective reports.

About the Racial and Gender Report Card

The *Racial and Gender Report Card (RGRC)* 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), the National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the 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, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the Racial Report Card.) In addition to Dr. Lapchick, Daniel Bowman, David Eichenberger, Spencer Ewing, A.J. Forbes, Alayshia Green, Brian Jackson, Brady Johnson-Schmeltzer, Amanda Kiernan, Taylor Middleton, Devon Miller and Kyle Richardson contributed greatly to the completion of this year's College Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport ("TIDES" or the "Institute") serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sport as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices in professional and college sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director is Dr. Richard Lapchick, 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," Dr. Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Dr. Lapchick serves

as President of the Institute for Sport and Social Justice (ISSJ). It was formerly known as the National Consortium for Academics and Sports (NCAS) and focuses on leadership, diversity, conflict resolution and men's violence against women.



DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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 also emphasizing diversity, community service and social issues in sport. It offers a dual-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.



UCF

DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA