



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

**MAKING WAVES OF CHANGE**

## The 2021 Sports Media Racial and Gender Report Card™ : Associated Press Sports Editors (APSE)

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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  
University of Central Florida

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# ***THE 2021 SPORTS MEDIA RACIAL AND GENDER REPORT CARD: ASSOCIATED PRESS SPORTS EDITORS***

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## **Executive Summary**

**Orlando, FL - September 22, 2021**

The 2021 Sports Media Racial and Gender Report Card: Associated Press Sports Editors (APSE), which evaluated over 100 newspapers and websites, was released today. This study is intended to measure the changes in racial and gender hiring practices from the 2018 study. The 2021 Report was published by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida and was requested by the Associated Press Sports Editors (APSE).

The Sports Media Racial and Gender Report Card (formerly known as “The APSE Racial and Gender Report Card”) has typically been a bi-annual study. However, due to COVID-19 and additional Reports published by TIDES in recent years, this APSE RGRC was delayed. This was the seventh edition.

Additionally, to accommodate the transforming landscape of newspapers and websites, TIDES analyzed web specialists and upper management positions for the first time. These two new positions joined sports editors, assistant sports editors, columnists, reporters and copy editors/designers.

For 2021, the grade for racial hiring practices for APSE newspapers and websites was a B+, which was an improvement from a B earned in the 2018 study. The APSE newspapers and websites received the sixth consecutive F for gender hiring practices, despite increasing by two points from the previous

## ***Overall Grade***

**C**

## ***Racial Hiring***

**B+**

## ***Gender Hiring***

**F**

study. Grades were not issued for the 2006 Report Card. The combined grade for 2021 was a C and, while still a poor grade, was a significant improvement from a D+ earned in the 2018 Report.

Richard Lapchick, the Director of the Institute and primary author of this Report, stated, “I commend the APSE for achieving its highest overall grade since the study began in 2006. In the past three years, there has been significant progress made in several of the key positions examined. Unfortunately, opportunities for women continue to lag far behind opportunities for people of color as five of the eight categories analyzed for gender hiring practices earned a failing grade. However, there remains signs of optimism as the APSE continues to be transparent in wanting to become more inclusive as an entity.”

The 2021 Report results were based on the grading scale we have been using and did not account for the 2020 Census. We will use that for all existing RGRCs starting in 2022 and for all new RGRCs TIDES is initiating in 2021. Some of those are private and others will be public.

If the new 2020 Census standards were applied to the APSE RGRC now, the combined overall grade would have been a D. The overall race grade would have been a C and the overall gender grade would have been an F.

It is critically important to have diverse voices from different backgrounds in the media covering various sports and athletes.

“We’ve seen some signs of progress, but it remains a major problem for women and especially women of color,” said Lisa Wilson, former APSE president and key advisor to the study. “We need more women in this industry, we need those voices, we need that perspective. We need them making coverage and hiring decisions.”

The 2021 Report revealed notable progress for people of color, including significant racial

increases in assistant sports editors (23.6 percent to 27.7 percent), sports editors (15.0 percent to 20.8 percent), columnists (19.7 percent to 22.9 percent) and reporters (17.9 percent to 22.9 percent). A small increase was also achieved for copy editors/designers (22.3 percent to 23.0 percent). For the new categories of web specialists and upper management positions, people of color comprised 26.7 percent and 19.2 percent, respectively.

Lapchick said, “While women saw slight improvements in 2021, the overall record of the sports media for having women in prominent positions remains terrible. Nonetheless, there were increases in sports editors (10.0 percent to 16.7 percent), reporters (11.5 percent to 14.4 percent), and copy editors (20.4 percent to 24.7 percent). Columnists also saw a slight increase from 16.6 percent to 17.8 percent. The percentage of women in upper management roles is at 36.3 percent – the highest gender percentage across all categories. I am hopeful that the percentage of women increasing in four of five categories from the 2018 Report while people of color increased in all five categories will continue to be a positive trend in years to come. However, not everything was going in the right direction as women and people of color combined for 33.1 percent of the sports columnist positions, down from 36.3 percent in 2018.”

Lapchick continued, “ESPN has been a leader in the hiring of women and people of color in key positions. In fact, as will be seen, if we were to remove ESPN from the data entirely, racial and gender percentages across multiple categories would drop significantly.”

If ESPN were removed from the data, five of the eight analyzed racial categories, including total APSE staffs, would suffer. Sports editors would decrease from 20.8 percent to 18.9 percent, assistant sports editors from 27.7 percent to 22.7 percent, columnists from 22.9 percent to 18.1 percent, reporters from 22.9 percent to 22.5 percent and total staffs from 23.5 percent to 22.0 percent.

It was the same for women. ESPN’s removal from



the data would drop women who were sports editors from 16.7 percent to 13.5 percent, columnists from 17.8 percent to 13.8 percent, reporters from 14.4 percent to 13.3 percent, copy editors/designers from 24.7 percent to 23.0 percent and total staffs from 19.3 percent to 18.0 percent.

Looked at in another way, 25.0 percent (five of 20) of all the women who were sports editors worked at ESPN; 51.8 percent (43 of 83) of all the women who were assistant sports editors worked for ESPN; 38.1 percent (8 of 21) of all the women who were columnists worked at ESPN; 20.5 percent (30 of 146) of all the women who were reporters worked for ESPN; and 15.9 percent (7 of 44) of all the women who were copy editors/designers worked for ESPN.

For people of color, 16.0 percent (4 of 25) of all the sports editors of color worked at ESPN; 61.1 percent (58 of the 95) of the total assistant sports editors of color worked for ESPN; 37.0 percent (10 of 27) of the columnists of color worked at ESPN; 15.5 percent (36 of 232) of all reporters of color worked at ESPN; and 9.8 percent (4 of 41) of all copy editors/designers of color worked at ESPN.

A factor that is hard to measure is that the size of America's newspapers has been shrinking. While this has resulted in an influx in news websites and national newspapers, TIDES believes that APSE and its affiliated members should adopt a rule mandating diverse pools of candidates to be interviewed for these key positions to expand the progress of hiring more women and people of color.

Lapchick added that "I suggest calling it the 'Ralph Wiley Rule,' named after the late African-American writer." The APSE, an organization comprised of the sports sections of newspapers and online media sources in the United States and Canada, reported data specific regarding sports editors, assistant sports editors, columnists, reporters, copy editors and designers, web specialists and upper management. The study evaluated data for 2,025

## Sports Media RGRC at a Glance

### APSE Total Staffs

**B+**  **23.5%**  
People of Color

### APSE Total Staffs

**F**  **19.3%**  
Women

### APSE Sports Editors

**B+**  **20.8%**  
People of Color

### APSE Sports Editors

**F**  **16.7%**  
Women

### APSE Assistant Sports Editors

**A-**  **27.7%**  
People of Color

### APSE Assistant Sports Editors

**D**  **24.2%**  
Women

individuals employed within these seven positions. The data collected for this study was then analyzed by separating the newspapers by circulation size and totals by race, gender, and position. It should also be noted that, as a result of all newspapers and websites being structured differently, only 23 of the analyzed newspapers submitted a web specialist while 72 of the 104 submitted upper management. These were the two new positions of the 2021 Report.

Wilson added, “This Report is important because we need to hold ourselves accountable. There has been a lot of talk about diversity after 2020 and the racial reckoning, but we need to evaluate how we are doing as an industry as a whole. It has been a problem a long time in the making and unfortunately it will take time to fix, but we’re going to have to get there together.”

In framing the results, Lapchick said, “As professional sports teams and leagues place a stronger emphasis on diverse hiring, we considered how the APSE compares. What would it look like if we had more people of color and women included in the sports media? I am convinced that stories would be more inclusive of all athletes and better represent and appeal to our entire society. The positions evaluated in this Report Card represent the primary decision-makers in the sports media. They help determine who and what we read. They have to be more diverse and inclusive.”

The Institute for Diversity and Ethics in Sport 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 hiring practices across sport, including sports media. The 2021 APSE Racial and Gender Report Card is the third Racial and Gender Report Card in 2021. The next Report Card will be the 2021 WNBA Racial and Gender Report Card, which will be followed by Major League Soccer, the National Football League, and College Sport.

Tables for the Report are included in Appendix I.

## Sports Media RGRC at a Glance

### *APSE Columnists*

**B+**  **22.9%**  
People of Color

### *APSE Columnists*

**F**  **17.8%**  
Women

### *APSE Reporters*

**B+**  **22.9%**  
People of Color

### *APSE Reporters*

**F**  **14.4%**  
Women

### *APSE Copy Editors/Designers*

**B+**  **23.0%**  
People of Color

### *APSE Copy Editors/Designers*

**D**  **24.7%**  
Women

It should be noted that there were newspapers and websites that chose not to participate and, therefore, if they had women and/ or people of color, it was not reflected in the Report. Likewise, it should be noted that three newspapers asked to be included only in the aggregate data and not specifically named in the Report.

## Report Card Highlights

The Report shows the vast majority of people holding key positions on the major newspapers and media websites in the United States and Canada are white and male. The following report findings demonstrate that:

- 79.2 percent of the sports editors were white.
- 72.0 percent of the assistant sports editors were white.
- 77.1 percent of the columnists were white.
- 77.1 percent of the reporters were white.
- 77.0 percent of the copy editors/designers were white.
- 72.4 percent of web specialists were white.
- 80.1 percent of upper management were white.
- 83.3 percent of the sports editors were men.
- 75.8 percent of the assistant sports editors were men.
- 82.2 percent of the columnists were men.
- 85.6 percent of the reporters were men.
- 75.3 percent of the copy editors/designers were men.
- 78.1 percent of web specialists were men.
- 63.7 percent of upper management were men.

Other highlights from the study include:

- The percentage of Black or African-Americans increased in three positions: sports editors, columnists and reporters.
- The percentage of Hispanic/Latinx individuals increased in three positions: sports editors, assistant sports editors and reporters.
- The percentage of Asian individuals increased in three positions: sports editors, reporters and

copy editors/designers

- ESPN formed a substantial part of the totals for women in the sports editors and columnists categories. If ESPN were removed from the data entirely, the gender percentage for sports editors would decrease from 16.7 percent to 13.5 percent while columnists would decrease from 17.8 percent to 13.8 percent.
- ESPN formed a notable percentage of people of color in the sports editors, assistant sports editors and columnists categories. Without ESPN, the racial percentage for sports editors would decrease from 20.8 percent to 18.9 percent and assistant sports editors would decrease from 27.7 percent to 22.7 percent. Columnists would decrease from 22.9 percent to 18.1 percent.
- In circulation size “A” newspapers and websites, the Miami Herald (FL) had the highest percentage for people of color at 41.7 percent. For The Win had the most opportunities for women with 31.3 percent.

### Sports Editors

- Yahoo, Sports Illustrated, The Detroit Free Press, The Athletic and ESPN employed the only Black or African-American sports editors among “A” size newspapers.
- If ESPN were removed completely, the percentage of sports editors of color would drop from 20.8 percent to 18.9 percent.
- The Chicago Tribune, Yahoo, Sports Illustrated, Pittsburgh Post-Gazette, Milwaukee Journal Sentinel, The Athletic, ESPN and the Sun Sentinel employed the only female sports editors among “A” size newspapers.
- Out of all reported newspapers and websites, ESPN employed 25.0 percent (five of 20) of all the women sports editors.
- Yahoo, ESPN and Miami Herald employed the only Hispanic/Latinx sports editors among “A” size newspapers.
- The New York Daily News, The Los Angeles Times, and ESPN employed the only Asian sports editors among “A” size newspapers.

- In 2021, the percentage of sports editor positions held by white men decreased to 67.5 percent. In 2018, the percentage of sports editor positions held by white men was 78.8 percent, which at that time was the lowest percentage of sports editor positions held by white men since the studies began in 2006.

### ***White Sports Editors***



### ***White Assistant Sports Editors***



### ***Sports Editors Who Were Men***



### ***Assistant Sports Editors Who Were Men***



### ***Assistant Sports Editors***

- Black or African-American men and women combined decreased from 11.2 percent in 2018 to 10.5 percent in 2021.
- The percentage of assistant sports editors who were white men increased from 55.7 percent in

2018 to 56.6 percent in 2021 while the percentage of white women decreased from 20.6 percent in 2018 to 15.5 percent in 2021.

- Assistant sports editor of color increased by 4.1 percentage points from 23.6 percent in 2018 to 27.7 percent in 2021. In 2021, Black or African-Americans comprised 10.5 percent, Hispanic/Latinx individuals 9.9 percent, Asians 5.2 percent, and people of Two or More Races/Other held 2.0 percent.
- Sixty-one percent (58 of 95) of the people of color who are assistant sports editors worked for ESPN. If ESPN were removed from the data entirely, the percentage of assistant sports editors of color would drop from 27.7 percent to 22.7 percent.

### ***Columnists***

- In 2021, 36.1 percent of columnist positions were held by women or persons of color.
- The percentage of male columnists decreased by 1.2 percentage points from 83.4 percent to 82.2 percent.
- Of the 16 men of color who were columnists at "A" newspapers and websites, six worked for ESPN. Across all circulation sizes, ESPN employed five of the 16 Black or African-American male columnists, and had the only male to classify as "Other."
- Eight of the 21 (38.1 percent) women who were columnists worked for ESPN. Of ESPN's eight women columnists, four were white, two were Black or African-American and two were Two or More Races/Other. If ESPN were omitted from the data entirely, the gender percentage for columnists would decrease significantly from 17.8 percent to 13.8 percent.

### ***Reporters***

- White reporters comprised 77.1 percent, a decrease of 5.0 percentage points from the 2018 Report.
- In 2021, 66.0 percent of the reporters surveyed were white males, which was a decrease of 6.4



percentage points from the 72.4 reported in 2018.

- The percentage of women who were reporters was 14.4 percent in 2021, which was a 2.9 percentage point increase from 11.5 in 2018.
- The percentage of people of color who were reporters was 22.9 percent in 2021, which was a 5.0 percent increase from 17.9 in 2018.
- Black or African-American individuals held 11.8 percent of all reporter positions, with Black or African-American women comprising 1.1 percent.
- Asian men accounted for 3.4 percent of reporter positions which was a 1.2 percentage point increase from 2018
- Hispanic/Latinx reporters held 5.3 percent of the positions.

### *White Columnists*

80.3%  
2018

↓

77.1%  
2021

### *Columnists Who Were Men*

83.4%  
2018

↓

82.2%  
2021

### *White Reporters*

82.1%  
2018

↓

77.1%  
2021

### *Reporters Who Were Men*

88.5%  
2018

↓

85.6%  
2021

### *Copy Editors/Designers*

- In 2021, copy editors/designers of color increased by 0.7 percentage points (from 22.3 percent in 2018 to 23.0 percent in 2021).
- Women represented 24.7 percent of the copy editors/designers in 2021, which was an increase of 4.3 percentage points from 2018 (20.4 percent).
- In 2021, white individuals holding copy editor/design positions totaled 77.0 percent. Hispanic/Latinx individuals held 10.7 percent of all positions, while Asian and Black or African-American copy editors/designers totaled 6.7 percent and 5.6 percent, respectively.
- Hispanic/Latino men held the highest percentage of any category of people of color with 9.0 percent of all copy editor/designer positions.

### *Web Specialists*

- White men held well over half of all web specialist positions with 59.0 percentage points, while white men and women combined held 72.4 percent of these positions.
- Women of color represented 8.6 percent of all web specialist positions.
- Black or African-American individuals represented 11.4 percent of all web specialist positions, while Hispanic/Latinx individuals comprised 14.3 percent.

### *Upper Management*

- In 2021, women comprised 36.3 percent of upper management positions – the highest of all analyzed categories.
- White males held over half of all upper management positions with 53.4 percentage points, while white individuals overall held a vast majority of these positions at 80.1 percentage points.
- Women of color represented 9.6 percent of all upper management positions.
- Black or African-American individuals represented 11.0 percent of all upper management positions.

- Hispanic/Latinx individuals comprised 5.5 percent of all upper management positions, while Asian men and women comprised 2.1 percent.

### ***APSE Leadership***

- Lisa Wilson, the Editorial Director at The Athletic and outgoing APSE president, oversaw the collection of data for the 2021 APSE RGRC. She played an instrumental role in collecting data from over 100+ newspapers and websites—a significant improvement from only 75 in the 2018 APSE Report. A trailblazer, Wilson became the first Black or African-American female president in APSE history in 2020.
- In 2014, Mary Byrne became APSE’s first woman president since Sandra Rosenbush in 1993. Tracy Dodds (1999-00) was the only other female APSE president in the history of the organization since 1973.
- Mike Fannin, a Latino, was the first person of color to be APSE President in 2007-08.
- Lynn Hoppes, who is Asian-American, was APSE President in 2008-09.
- Garry Howard was the third person of color and the first Black or African-American to fill the position of APSE president in 2009-10.

### ***Miscellaneous***

- Across all four circulation sizes, circulation size “A” papers and websites had the highest percentage for people of color in their entire staffs at 26.1 percent and the second highest percentage of women at 19.7 percent in 2021.
- In circulation size “A” newspapers and websites, the Miami Herald (FL) had the highest percentage for people of color at 41.7 percent.
- The Austin American-Statesman (TX) had the highest percentage of people of color at “B” newspapers with 58.3 percent.
- In newspapers with more than five employees, The Daily Memphian (TN) had the highest

percentage for people of color for size “C” newspapers at 50.0 percent.

- In size “D” newspapers with more than five employees, The Lubbock Avalanche-Journal (TX) had the highest percentage with 28.6 percent people of color.
- Looking at opportunities for women in size “A” newspapers/websites, For The Win was tops with 31.3 percent.
- In size “B” newspapers, The Courier Journal (KY) was first with 42.9 percent.
- The State (SC) led size “C” in gender with 45.5 percent for newspapers with more than five employees.
- In size “D” newspapers with more than five employees, the Denton Record Chronicle (TX) had the highest percentage of women with 57.1 percent.
- Of all the “A” circulation size newspapers and websites, For The Win held the highest percentage of people of color and/or women with 56.3 percent.
- The Charlotte Observer (NC) leads the “B” circulation size papers with 72.7 percent of their staff being women and/or people of color.
- In newspapers with more than five employees, The Daily Memphian led the circulation size “C” papers with 50.0 percent of its sports staff being women or people of color.

## Overall Grades

The APSE newspapers and websites received grades of B+ for racial hiring practices with 85.3 percentage points and an F for gender hiring practices with 54.9 points in the eight key categories covered in the 2021 study. This is the sixth consecutive time the APSE has received a grade of F for gender hiring practices since TIDES began issuing grades in the 2008 Report Card. The combined grade for 2021 was a C with 70.1 percentage points.

In the category of racial hiring, APSE newspapers and websites received an A- in assistant sports editors and web specialists, a B+ in total staffs, sports editors, columnists, reporters and copy editors/designers and a B for upper management.

The APSE newspapers and websites received a grade of F in five of eight categories for gender hiring practices, including total staffs, sports editors, columnists, reporters and web specialists. Assistant sports editors and copy editors/designers earned a D, while upper management earned a B-.

If the new 2020 Census standards were applied to the APSE RGRC now, the combined overall grade would have been a D. The overall race grade would have been a C and the overall gender grade would have been an F.

## Grades By Category

### *Total staffs of all APSE member newspapers*

For the 2021 APSE Report, this category includes two new categories: web specialists and upper management. This year, the percentage of persons of color total staffs increased from 20.0 percent to 23.5 percent. Similarly, the percentage of women in total staff positions increased from 17.9 percent to 19.3 percent.

Compared to the 2018 Report, this year's APSE Report Card found that Black or African-Americans in this category increased from 9.3 percent to 11.1 percent, Hispanic/Latinx increased from 5.8 percent to 7.0 percent. Asian total staffs increased from 3.3 percent to 4.0 percent, while women increased from 17.9 percent to 19.3 percent.

### *Racial Hiring Grade for APSE Total Staffs*

**B+**  **23.5%**  
People of Color

### *Gender Hiring Grade for APSE Total Staffs*

**F**  **19.3%**  
Women

Using the 2020 census, the racial hiring grade would be a C and the gender hiring grade would be an F.

### *Sports Editors*

White males continued to dominate the sports editor position, but their grip is loosening. Overall, white males held 67.5 percent of these positions in 2021, down 11.3 percentage points from 78.8 percent in 2018. People of color held 20.8 percent of the sports editor positions in 2021, a 5.8 percentage point increase from 2018. White women held the remaining 11.7 percent of the sports editor positions, a 5.4 percentage point increase from the 2018 study.

The biggest gains seen were by Black or African-American men, who grew from 5.0 percent in 2018 to 6.7 percent in 2021. There were two Asian men and two Asian women serving as sports editors. The

percentage of Asian sports editors increased from 2.6 percent in 2018 to 3.3 percent in 2021. Latinas decreased from 2.5 percent to 1.7 percent in 2021 while Latinos increased from 3.8 percent to 5.0 percent.

Of the 20 people of color who were sports editors in circulation “A” papers and websites, four worked for ESPN. If ESPN were removed from the data completely, the racial percentage for sports editors would decrease from 20.8 percent to 18.9 percent. Similarly, of the 17 women who were sports editors at the circulation “A” level, five worked for ESPN – including three women of color.

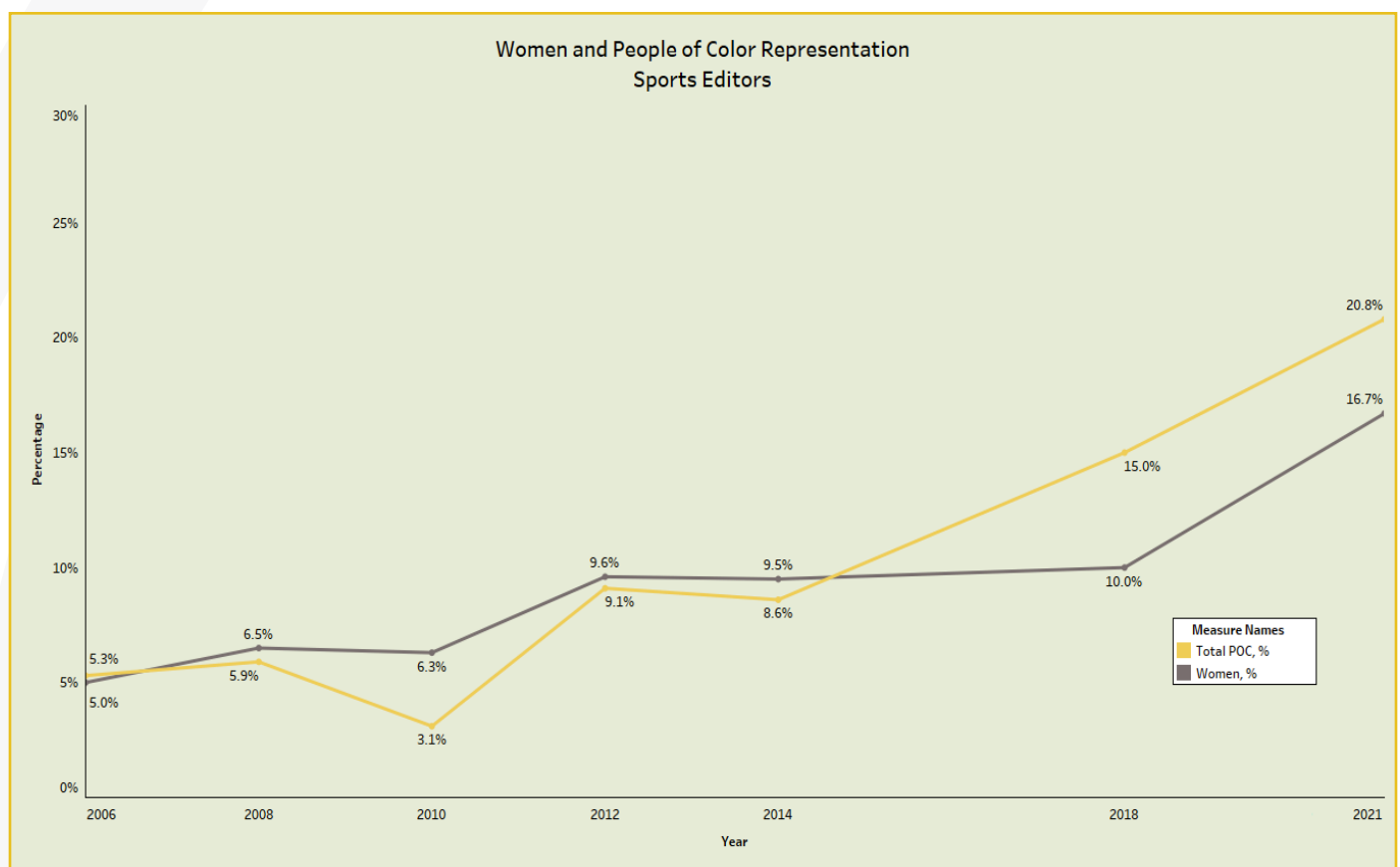
## *Racial Hiring Grade for APSE Sports Editors*

**B+**  **20.8%**  
People of Color

## *Gender Hiring Grade for APSE Sports Editors*

**F**  **16.7%**  
Women

Using the 2020 census, the racial hiring grade would be a C- and the gender hiring grade would be an F.





### *Assistant Sports Editors*

In 2021, white people held 72.0 percent (down from 76.3 percent in 2018) of the assistant sports editor positions in the survey while people of color made up 27.7 percent (up from 23.6 percent in 2018). Black or African-Americans were at 10.5 percent (down from 11.2 percent in 2018). Hispanic/Latinx and Asians held 9.9 percent (up from 5.7 percent in 2018) and 5.2 (down from 5.4 percent in 2018) percent, respectively. In 2021, women comprised 24.2 percent while "Other" people of color held 2.0 percent (an increase of one percentage point from 2018).

White men accounted for 56.6 percent (up from 55.7 percent in 2018) of assistant sports editors. White females held 15.5 percent, (down from 20.6 percent in 2018). Black or African-American males held 7.3 percent of the assistant sports editor positions (up from 6.1 percent in 2018). Black or African-American women held 3.2 percent, (down from 5.1 percent in 2018). Hispanic/Latinos held 7.6 percent

of the assistant sports editors positions (up from 4.7 percent in 2018). Hispanic/Latinas occupied 2.3 percent of the assistant sports editor positions (up from 1.0 percent in 2018). Asian men held 3.2 percent (up from 3.0 percent in 2018) and Asian women occupied 2.0 percent (down from 2.4 percent in 2018).

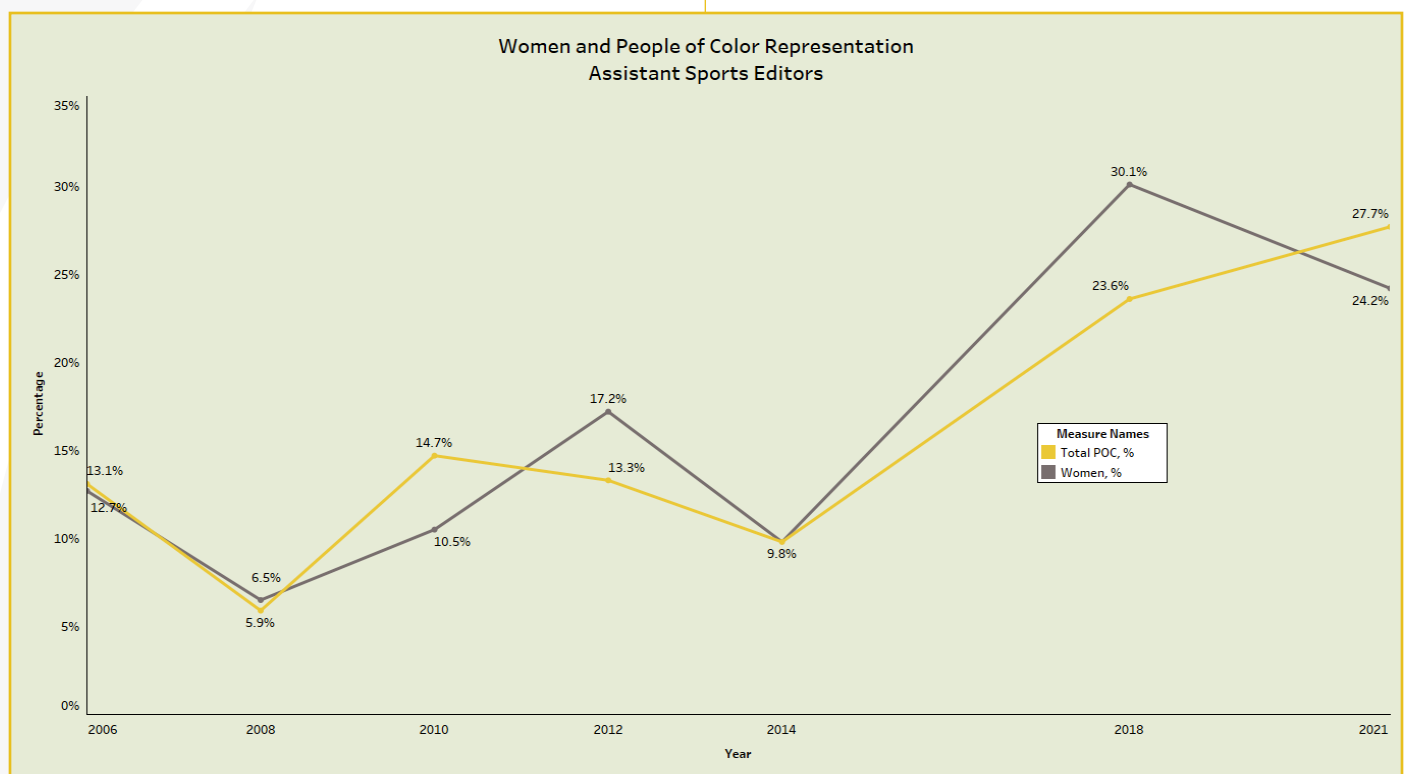
### *Racial Hiring Grade for APSE Assistant Sports Editors*

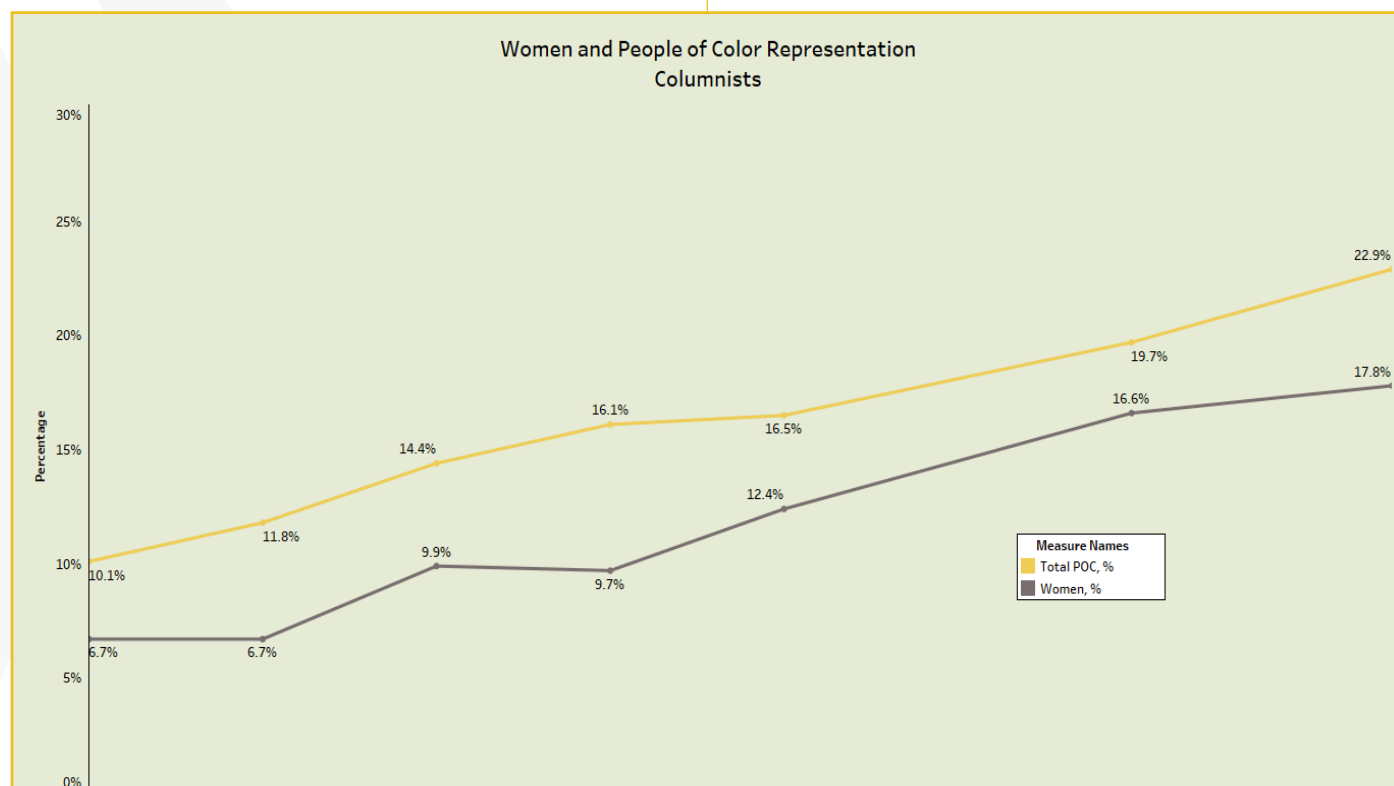
**A-**  **27.7%**  
People of Color

### *Gender Hiring Grade for APSE Assistant Sports Editors*

**D**  **24.2%**  
Women

Using the 2020 census, the racial hiring grade would be a B- and the gender hiring grade would be an F.





### *Columnists*

White people held 77.1 percent (down from 80.3 percent in 2018) of the columnist positions. White males held 66.9 percent of the columnist positions, down slightly from 67.8 percent in 2018 and white females decreased to 10.2 percent from 12.5 percent in 2018.

Black or African-Americans held 16.9 percent of the columnist positions at APSE newspapers and websites surveyed, an increase of 6.3 percentage points from 2018. In 2021, Black or African-American men held 13.6 percent of the columnist positions while 3.4 percent were held by Black or African-American women. Ninety percent (18 of the 20) of the Black or African-American columnists were employed by circulation size “A” newspapers.

The number of Hispanic/Latino male columnists decreased from 3.1 percent to 0.8 percent in 2021, while Hispanic/Latinx individuals comprised 2.5 percent of the columnist positions. Among the 104

newspapers or websites analyzed, there were only three Hispanic/Latinx columnists and they were employed by Yahoo, the Miami Herald and the Los Angeles Times.

There were no Asian male columnists in 2021, compared to three in 2018. Likewise, there were no Asian female columnist in 2021, compared to two in 2018.

Women made up 17.8 percent of sports columnists, up from 16.6 percent in 2018. Women and people of color combined for 33.1 percent of the sports columnist positions, down from 36.3 percent in 2018.

ESPN had a significant impact on the percentage of female columnists at “A” newspapers and websites. Forty percent (8 of 20) of the women who were columnists at this level worked for ESPN. Of the eight women, four were white, two were Black or African-American and two classified as “Other.” Notably, without ESPN, the gender percentage among only circulation “A” size newspaper and website

columnists would decrease from 25.0 percent to 18.8 percent.

Across all circulation sizes, the overall gender percentage for columnists would drop substantially from 17.8 percent to 13.8 percent if ESPN were not included.

Of the 16 men of color who were columnists at “A” newspapers and websites, six (37.5 percent) worked for ESPN, with five being Black or African-American.

In fact, the racial percentage of only circulation “A” size columnists would decrease from 28.4 percent to 23.4 percent if ESPN weren’t included.

Equally, ESPN had such a significant impact on the overall racial percentage for all columnists that without ESPN, the total racial percentage for

columnists would drop from 22.9 percent to 18.1 percent.

### *Racial Hiring Grade for APSE Columnists*

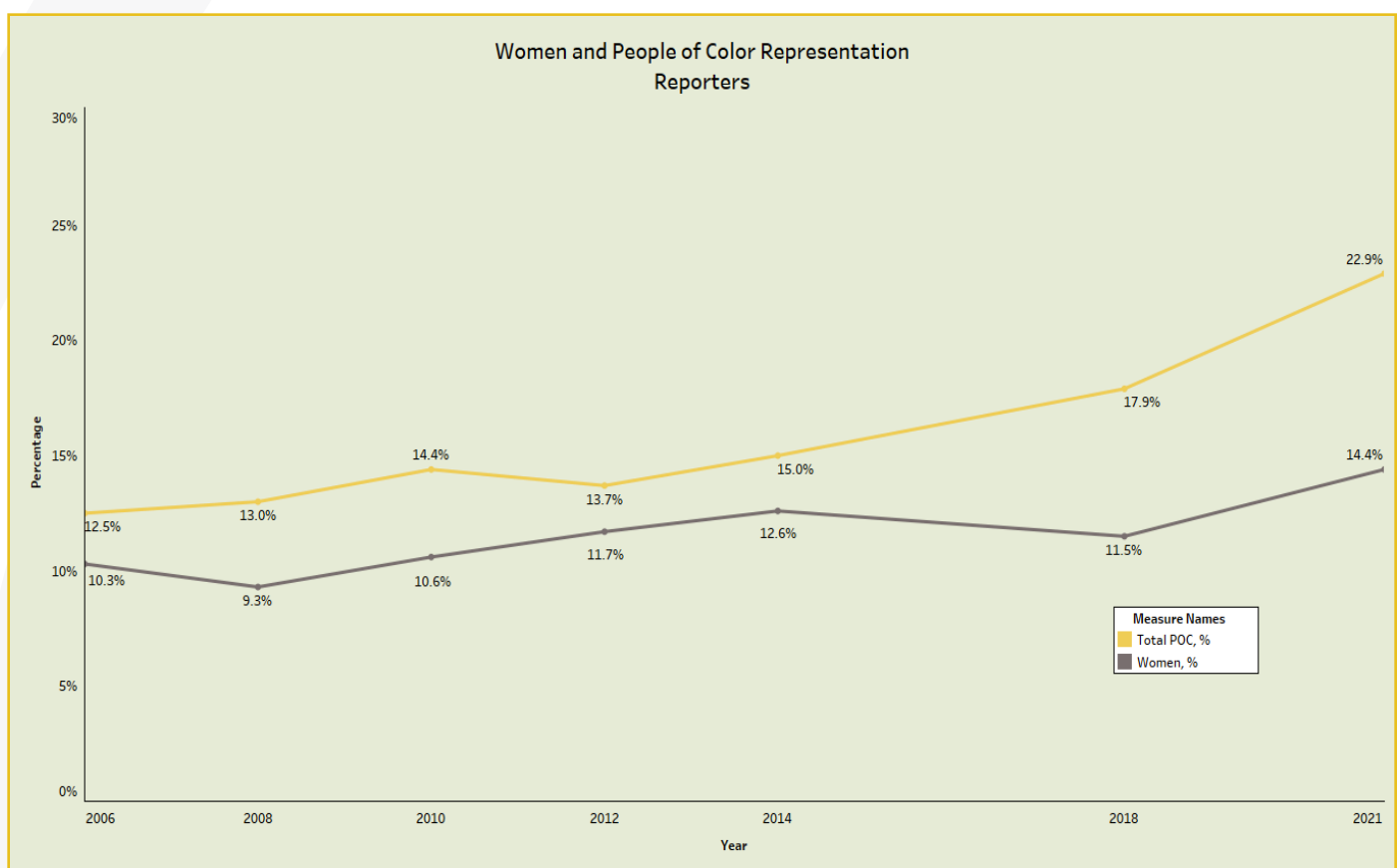
**B+**  **22.9%**  
People of Color

### *Gender Hiring Grade for APSE Columnists*

**F**  **17.8%**  
Women

Using the 2020 census, the racial hiring grade would be a C and the gender hiring grade would be an F.

*Reporters*



The percentages of reporters who were people of color and women both increased from 2018. People of color held 22.9 percent of the reporter positions (up from 17.9 percent in 2018) while women held 14.4 percent (up from 11.5 percent in 2018).

In 2021, 77.1 percent of the reporters were white, which decreased from the 82.1 percent that was reported in 2018. White males comprised 66.0 percent, down from 72.4 percent in 2018. White women comprised 11.1 percent, up from 9.7 percent in 2018.

Black or African-American men held 10.7 percent, which increased by 1.8 percent from the 2018 study. Black or African-American women held 1.1 percent, up from 0.8 percent from 2018, Hispanic/Latinos held 4.7 percent (up from 4.4 percent in 2018) and Hispanic/Latinas held 0.6 percent (up 0.2 percentage points from 2018). Asian men held 3.4 percent (up from 2.2 percent in 2018) and Asian

women held 0.9 percent (up from 0.4 percent in 2018). People categorized as "Other" represented 1.4 percent (up from 0.8 percent in 2018).

### ***Racial Hiring Grade for APSE Reporters***

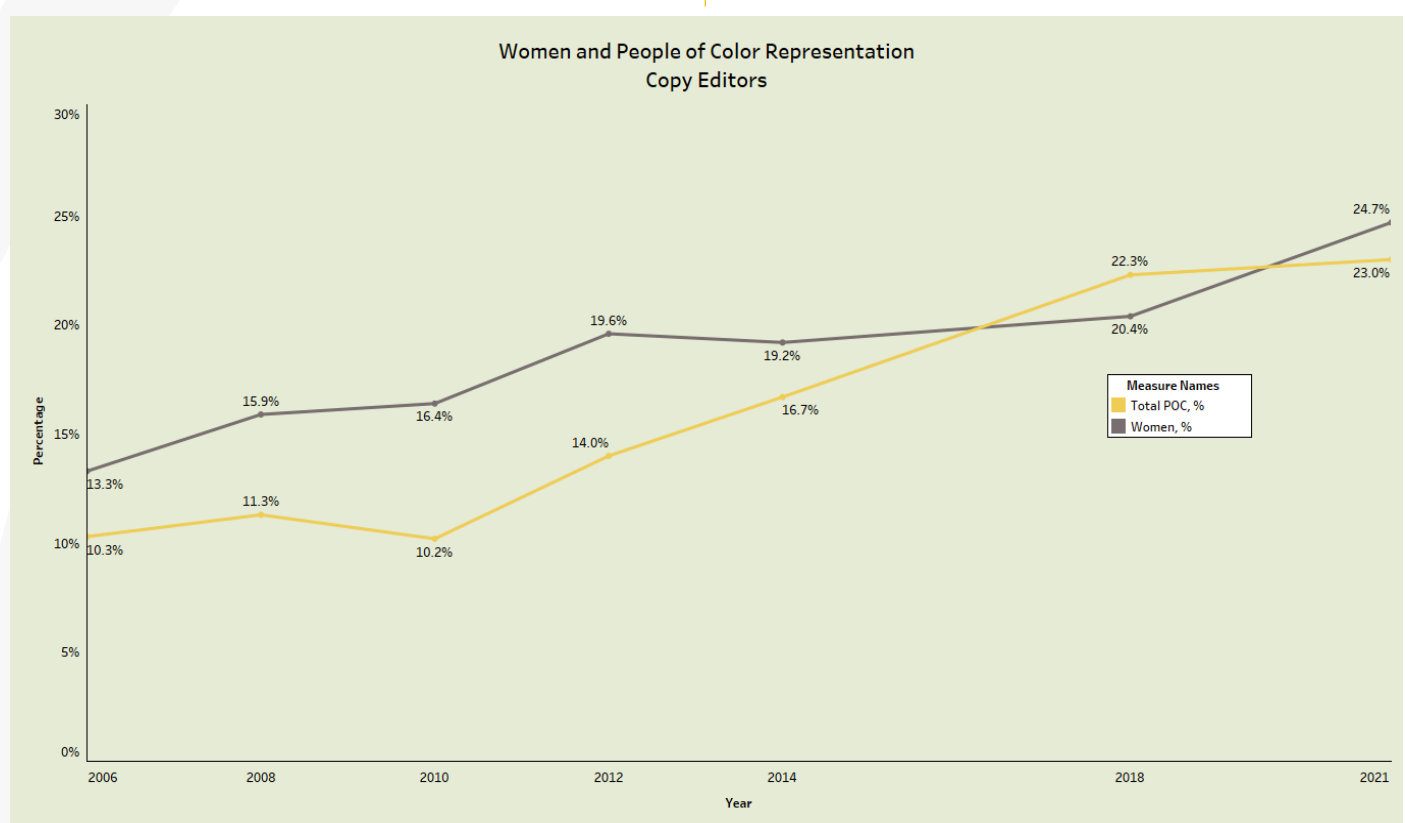
**B+**  **22.9%**  
People of Color

### ***Gender Hiring Grade for APSE Reporters***

**F**  **14.4%**  
Women

Using the 2020 census, the racial hiring grade would be a C and the gender hiring grade would be an F.

***Copy Editors/Designers***





The percentage of copy editors/designers who were women and people of color increased from the 2018 study.

Of all copy editors/designers, 77.0 percent (down slightly from 77.7 percent in 2018) were white. In 2021, women held 24.7 percent of total copy editors/designer positions of APSE member newspapers and websites, an increase of 4.3 percentage points from the 2018 study. White men held 57.3 percent of the copy editor/designer positions (down from 64.9 percent in 2018) and 19.7 percent of the copy editor/designer positions were held by white women (up from 12.8 percent in 2018).

Black or African-American men held 4.5 percent of the copy editors/designers positions (up from 2.4 percent in 2018) and Hispanic/Latinos held 9.0 percent (no change from the 2018 Report). Black or African-American women held 1.1 percent (down from 3.3 percent in 2018) and Hispanic/Latinas had 1.7 percent (up from 1.4 percent in 2018). Asian men held 4.5 percent, (up from 2.4 percent in 2018) and Asian women held 2.2 percent (up from 1.4 percent in 2018).

### ***Racial Hiring Grade for APSE Copy Editors/Designers***

**B+**  **23.0%**  
People of Color

### ***Gender Hiring Grade for APSE Copy Editors/Designers***

**D**  **24.7%**  
Women

Using the 2020 census, the racial hiring grade would

be a C and the gender hiring grade would be an F.

### ***Web Specialists***

This is a new position analyzed for the 2021 APSE Report. It should be noted that only 23 of the 104 analyzed newspapers submitted a web specialist category.

In 2021, 72.4 percent of all web specialists were white, while 59.0 percent were white men. People of color comprised 26.7 percent of web specialists. Black or African-American males and females comprised 11.4 percent of all web specialists. Furthermore, Hispanic/Latino men comprised 8.6 percent of all web specialists, while Hispanic/Latinas comprised 5.7 percent. In total, Hispanic/Latinx individuals held 14.3 percent of web specialist positions. No Asian males or females were reported, while individuals identifying as "Other" comprised 1.0 percent web specialists.

### ***Racial Hiring Grade for APSE Web Specialists***

**B-** **26.7%**  
People of Color

### ***Gender Hiring Grade for APSE Web Specialists***

**F** **21.9%**  
Women

Using the 2020 census, the racial hiring grade would be a C+ and the gender hiring grade would be an F.

### ***Upper Management***

This is a new position analyzed for the 2021 APSE Report, that includes individuals representing the entire publication or website. It should be noted that only 72 of the 104 analyzed newspapers submitted an upper management category.

In 2021, white individuals held a vast majority of upper management positions with 80.1 percent. White men held 53.4 percent of all upper management positions.

Black or African-Americans held 11.0 percent of all upper management positions, while Hispanic/Latinx individuals comprised 5.5 percent. Asian individuals and those who classified as “Other” comprised 2.1 percent and 0.7 percent, respectively.

Women held 36.3 percent of upper management positions – the highest gender percentage in the entire Report.

### ***Racial Hiring Grade for APSE Upper Management***

# B

**19.2%**  
People of Color

### ***Gender Hiring Grade for APSE Upper Management***

# B-

**36.3%**  
Women

Using the 2020 census, the racial hiring grade would be a C- and the gender hiring grade would be a C+.

### ***Newspaper by Circulation Size***

- In circulation size “A” newspapers and websites, the Miami Herald (FL) had the highest percentage for people of color at 41.7 percent.
- The Austin American-Statesman (TX) had the highest percentage of people of color at “B” newspapers with 58.3 percent.
- In newspapers with more than five employees, The Daily Memphian (TN) had the highest percentage for people of color for size “C” newspapers at 50.0 percent.
- In size “D” newspapers with more than five employees, The Lubbock Avalanche-Journal (TX) had the highest percentage with 28.6 percent people of color.
- In size “A” newspapers/websites, For The Win had the most opportunities for women with 31.3 percent.
- In size “B” newspapers, The Courier Journal (KY) was first with 42.9 percent.
- The State (SC) led size “C” in gender with 45.5 percent for newspapers with more than five employees.
- In size “D” newspapers with more than five employees, the Denton Record Chronicle (TX) had the highest percentage of women with 57.1 percent.
- Of all the “A” circulation size newspapers and websites, For The Win held the highest percentage of people of color and/or women with 56.3 percent.
- The Charlotte Observer (NC) leads the “B” circulation size papers with 72.7 percent of their staff being women and/or people of color.
- In newspapers with more than five employees, The Daily Memphian led the circulation size “C” papers with 50.0 percent of its sports staff being women or people of color.



## How Grades Were Calculated

As in previous Report Cards, the 2021 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players 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 2020 census making all people of color and minorities closer to 43 percent. The following chart shows the current scale used for the 2021 Racial and Gender Report Cards. For issues of race, an A+ would be earned if 30.1 percent of the employees were people of color, B+ for 19.6 percent, C+ for 15.0 percent, D+ for 12.0 percent, and F for anything below 11.0 percent. For issues of gender, an A+ would be earned if 45.0 percent of the employees were women, B+ for 39.0 percent, C+ for 32.0 percent, D+ for 25.0 percent and F for anything below 24.0 percent.

Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. The adapted grading scale is shown below for comparison purposes but did not factor into the grades for this Report. For issues of race, an A+ would be earned if 42.2 percent of the employees were people of color, B+ for 33.5

percent, C+ for 24.8 percent, D+ for 16.1 percent and F for anything below 13.2 percent. For issues of gender, an A+ would be earned if 50.0 percent of the employees were women, B+ for 42.5 percent, C+ for 35.0 percent, D+ for 27.5 percent and F for anything below 25.0 percent.

### Race

A+	> 30
A	28.6-30
A-	24.6-28.5
B+	19.6-24.5
B	17-19.5
B-	16.0-16.9
C+	15.0-15.9
C	14.0-14.9
C-	13.0-13.9
D+	12.0-12.9
D	11.0-11.9
F	< 11

### Gender

A+	> 45
A	44.1-45
A-	41.6-44
B+	39-41.5
B	37.6-38.9
B-	34.6-37.5
C+	32-34.5
C	30.6-31.9
C-	27.6-30.5
D+	25-27.5
D	24-24.9
F	< 24

### New 2020 Census Grading Scale

### Race

A+	> 42.2
A	39.3-42.1
A-	36.4-39.2
B+	33.5-36.3
B	30.6-33.4
B-	27.7-30.5
C+	24.8-27.6
C	21.9-24.7
C-	19.0-21.8
D+	16.1-18.9
D	13.2-16.0
F	< 13.2

### Gender

A+	> 50.0
A	47.5-49.9
A-	45.0-47.4
B+	42.5-44.9
B	40.0-42.4
B-	37.5-39.9
C+	35.0-37.4
C	32.5-34.9
C-	30.0-32.4
D+	27.5-29.9
D	25.0-27.4
F	< 25.0

## Methodology

This study was requested by the Associated Press Sports Editors through Lisa Wilson and passed on to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos Sport Business Management Graduate Program.

The data was placed into spreadsheets and compared to data from previous years. After evaluating the data, the Report Card text was drafted; it references changes in statistics from previous years.

Data was collected from APSE member newspapers and tabulated into a spreadsheet containing each newspaper's information. The data was collected through survey format via email. Following collection of the data the information was sorted by region, circulation size, and totals for race and gender. The report includes data collected from newspapers between May 2021 and August 2021.

## 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 Card 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 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, a part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all Report Cards, first at Northeastern University and now at UCF. (Until 1998, the Report Card was known as the Racial Report Card.) In addition to Lapchick, Daniel Bowman, Spencer Ewing, A.J. Forbes, Alayshia Green, Brian Jackson, Brady Johnson-Schmeltzer, Taylor Middleton and Kyle Richardson contributed greatly to the completion of the 2021 APSE 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 and CEO of the Institute for Sport and Social Justice (ISSJ), a group of more than 280 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. It was formerly known as the National Consortium for Academics and Sports (NCAS).

## 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.



## DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA

Total APSE Staff Data														
	2006		2008		2010		2012		2014		2018		2021	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Entire Staff														
White Men	3520	79.9%	3,894	79.2%	2331	77.8%	2301	73.7%	1,295	75.0%	924	67.1%	1266	62.5%
Black or African-American Men	228	5.2%	261	5.3%	167	5.6%	201	6.4%	112	6.5%	98	7.1%	181	8.9%
Latino Men	123	2.8%	134	2.7%	92	3.1%	100	3.2%	58	3.4%	67	4.9%	113	5.6%
Asian Men	42	1.0%	66	1.3%	48	1.6%	62	2.0%	24	1.4%	30	2.2%	57	2.8%
Other Male	18	0.4%	31	0.6%	16	0.5%	8	0.3%	8	0.5%	13	0.9%	16	0.8%
White Women	384	8.7%	448	9.1%	287	9.6%	386	12.3%	177	10.3%	178	12.9%	280	13.8%
Black or African-American Women	39	0.9%	42	0.9%	38	1.3%	37	1.2%	27	1.6%	30	2.2%	43	2.1%
Latina Women	30	0.7%	16	0.3%	7	0.2%	16	0.5%	13	0.8%	13	0.9%	28	1.4%
Asian Women	14	0.3%	21	0.4%	8	0.3%	16	0.5%	10	0.6%	15	1.1%	25	1.2%
Other Women	5	0.1%	5	0.1%	1	0.0%	1	0.0%	2	0.1%	9	0.7%	13	0.6%
Women Total	472	10.7%	532	10.8%	341	11.4%	456	14.6%	229	13.3%	246	17.9%	390	19.3%
People of Color Total	499	11.3%	576	11.7%	377	12.6%	441	14.1%	254	14.7%	276	20.0%	476	23.5%
People of Color and Women	883	20.1%	1024	20.8%	664	22.2%	827	26.4%	431	24.9%	522	37.9%	757	37.4%
Total	4403		4918		2995		3128		1,726		1378		2025	
Sports Editors														
White Men	288	90.0%	301	88.3%	202	90.6%	173	83.2%	187	84.2%	63	78.8%	81	67.5%
Black or African-American Men	5	1.6%	6	1.8%	3	1.4%	9	4.3%	6	2.7%	4	5.0%	8	6.7%
Latino Men	9	2.8%	8	2.4%	3	1.4%	5	2.4%	7	3.2%	3	3.8%	6	5.0%
Asian Men	0	0.0%	2	0.6%	1	0.5%	0	0.0%	1	0.5%	1	1.3%	2	1.7%
Other Male	2	0.6%	2	0.6%	0	0.0%	1	0.5%	0	0.0%	1	1.3%	3	2.5%
White Women	15	4.7%	20	5.9%	14	6.3%	16	7.7%	16	7.2%	5	6.3%	14	11.7%
Black or African-American Women	0	0.0%	1	0.3%	0	0.0%	3	1.4%	4	1.8%	0	0.0%	2	1.7%
Latina Women	0	0.0%	0	0.0%	0	0.0%	1	0.5%	1	0.5%	2	2.5%	2	1.7%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	2	1.7%
Other Women	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women Total	16	5.0%	22	6.5%	14	6.3%	20	9.6%	21	9.5%	8	10.0%	20	16.7%
People of Color Total	17	5.3%	20	5.9%	7	3.1%	19	9.1%	19	8.6%	12	15.0%	25	20.8%
People of Color and Women	32	10.0%	40	11.7%	21	9.4%	35	16.8%	35	15.8%	20	25.0%	39	32.5%
Total	320		341		223		208		222		80		120	
Assistant Sports Editors														
White Men	402	78.4%	443	80.7%	297	78.0%	264	73.3%	154	84.2%	165	55.7%	194	56.6%
Black or African-American Men	22	4.3%	21	3.8%	20	5.3%	17	4.7%	5	2.7%	18	6.1%	25	7.3%
Latino Men	15	2.9%	16	2.9%	15	3.9%	12	3.3%	5	2.7%	14	4.7%	26	7.6%
Asian Men	6	1.2%	6	1.1%	6	1.6%	4	1.1%	0	0.0%	9	3.0%	11	3.2%
Other Male	3	0.6%	8	1.5%	3	0.8%	1	0.3%	1	0.5%	1	0.3%	4	1.2%
White Women	44	8.6%	44	8.0%	28	7.4%	48	13.3%	11	6.0%	61	20.6%	53	15.5%
Black or African-American Women	5	1.0%	5	0.9%	6	1.6%	4	1.1%	1	0.5%	15	5.1%	11	3.2%
Latina Women	13	2.5%	3	0.6%	1	0.3%	3	0.8%	3	1.6%	3	1.0%	8	2.3%
Asian Women	2	0.4%	2	0.4%	4	1.1%	6	1.7%	2	1.1%	7	2.4%	7	2.0%
Other Women	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.5%	2	0.7%	3	0.9%
Women Total	65	12.7%	55	6.5%	40	10.5%	62	17.2%	18	9.8%	89	30.1%	83	24.2%
People of Color Total	67	13.1%	62	5.9%	56	14.7%	48	13.3%	18	9.8%	70	23.6%	95	27.7%
People of Color and Women	111	21.6%	106	11.7%	84	22.0%	96	26.7%	29	15.8%	159	53.7%	149	43.4%
Total	513		549		381		360		183		296		343	
Upper Management														
White Men													78	53.4%
Black or African-American Men													5	3.4%
Latino Men													7	4.8%
Asian Men													1	0.7%
Other Male													1	0.7%
White Women													39	26.7%
Black or African-American Women													11	7.5%
Latina Women													1	0.7%
Asian Women													2	1.4%
Other Women													0	0.0%
Women Total													53	36.3%
People of Color Total													28	19.2%
People of Color and Women													67	45.9%
Total													146	

Table 1

Table 1

Total APSE Staff Data														
	2006		2008		2010		2012		2014		2018		2021	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Columnists</b>														
White Men	249	83.6%	344	82.5%	278	76.8%	284	74.7%	250	72.3%	200	67.8%	79	66.9%
Black or African-American Men	22	7.4%	40	9.6%	37	10.2%	46	12.1%	40	11.6%	27	9.2%	16	13.6%
Latino Men	3	1.0%	2	0.5%	5	1.4%	7	1.8%	8	2.3%	9	3.1%	1	0.8%
Asian Men	2	0.7%	3	0.7%	5	1.4%	6	1.6%	4	1.2%	4	1.4%	0	0.0%
Other Men	2	0.7%	0	0.0%	1	0.3%	0	0.0%	1	0.3%	6	2.0%	1	0.8%
White Women	19	6.4%	24	5.8%	32	8.8%	35	9.2%	39	11.3%	37	12.5%	12	10.2%
Black or African-American Women	1	0.3%	4	1.0%	4	1.1%	2	0.5%	2	0.6%	4	1.4%	4	3.4%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	2	0.7%	2	1.7%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	2	0.7%	1	0.8%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	1.4%	2	1.7%
Woman Total	20	6.7%	28	6.7%	36	9.9%	37	9.7%	43	12.4%	49	16.6%	21	17.8%
People of Color Total	30	10.1%	49	11.8%	52	14.4%	61	16.1%	57	16.5%	58	19.7%	27	22.9%
People of Color and Women	49	16.4%	73	17.5%	84	23.2%	96	25.3%	96	27.7%	107	36.3%	39	33.1%
Total	298		417		362		380		346		295		118	
<b>Reporters</b>														
White Men	1682	79.0%	1772	79.3%	1053	76.8%	934	76.1%	434	74.2%	359	72.4%	670	66.0%
Black or African-American Men	140	6.6%	146	6.5%	93	6.8%	85	6.8%	40	6.8%	44	8.9%	109	10.7%
Latino Men	57	2.7%	67	3.0%	49	3.6%	35	2.9%	23	3.9%	22	4.4%	48	4.7%
Asian Men	23	1.1%	33	1.5%	22	1.6%	25	2.0%	9	1.5%	11	2.2%	35	3.4%
Other Men	7	0.3%	10	0.5%	9	0.7%	5	0.4%	5	0.9%	3	0.6%	7	0.7%
White Women	179	8.4%	174	7.8%	121	8.8%	125	10.2%	63	10.8%	48	9.7%	113	11.1%
Black or African-American Women	20	0.9%	15	0.7%	16	1.2%	10	0.8%	6	1.0%	4	0.8%	11	1.1%
Latina Women	11	0.5%	7	0.3%	6	0.4%	4	0.3%	2	0.3%	2	0.4%	6	0.6%
Asian Women	8	0.4%	10	0.5%	2	0.2%	4	0.3%	3	0.5%	2	0.4%	9	0.9%
Other Women	1	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	7	0.7%
Woman Total	219	10.3%	208	9.3%	145	10.6%	143	11.7%	74	12.6%	57	11.5%	146	14.4%
People of Color Total	267	12.5%	290	13.0%	197	14.4%	168	13.7%	88	15.0%	89	17.9%	232	22.9%
People of Color and Women	446	21.0%	464	20.8%	318	23.2%	293	23.9%	151	25.8%	146	29.4%	345	34.0%
Total	2128		2236		1371		1227		585		496		1015	
<b>Copy Editors/Designers</b>														
White Men	899	78.6%	1034	75.2%	501	76.1%	481	69.3%	223	70.1%	137	64.9%	102	57.3%
Black or African-American Men	39	3.4%	48	3.5%	14	2.1%	23	3.3%	13	4.1%	5	2.4%	8	4.5%
Latino Men	39	3.4%	41	3.0%	20	3.0%	32	4.6%	11	3.5%	19	9.0%	16	9.0%
Asian Men	11	1.0%	22	1.6%	14	2.1%	22	3.2%	9	2.8%	5	2.4%	8	4.5%
Other Men	4	0.4%	11	0.8%	3	0.5%	0	0.0%	1	0.3%	2	0.9%	0	0.0%
White Women	127	11.1%	186	13.5%	92	14.0%	116	16.7%	42	13.2%	27	12.8%	35	19.7%
Black or African-American Women	13	1.1%	17	1.2%	12	1.8%	13	1.9%	11	3.5%	7	3.3%	2	1.1%
Latina Women	6	0.5%	6	0.4%	0	0.0%	3	40.0%	4	1.3%	4	1.9%	3	1.7%
Asian Women	4	0.4%	9	0.7%	2	0.3%	4	60.0%	3	0.9%	3	1.4%	4	2.2%
Other Women	2	0.2%	1	0.1%	2	0.2%	0	0.0%	1	0.3%	2	0.9%	0	0.0%
Woman Total	152	13.3%	219	15.9%	108	16.4%	136	19.6%	61	19.2%	43	20.4%	44	24.7%
People of Color Total	118	10.3%	155	11.3%	67	10.2%	97	14.0%	53	16.7%	47	22.3%	41	23.0%
People of Color and Women	245	21.4%	341	24.8%	159	24.2%	213	30.7%	95	29.9%	90	42.7%	76	42.7%
Total	1144		1375		658		694		318		211		178	
<b>Web Specialists</b>														
White Men													62	59.0%
Black or African-American Men													10	9.5%
Latino Men													9	8.6%
Asian Men													0	0.0%
Other Men													0	0.0%
White Women													14	13.3%
Black or African-American Women													2	1.9%
Latina Women													6	5.7%
Asian Women													0	0.0%
Other Women													1	1.0%
Woman Total													23	21.9%
People of Color Total													28	26.7%
People of Color and Women													42	40.0%
Total													105	

Table 1

Persons of Color and Women Sports Editors												
	2008		2010		2012		2014		2018		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Circulation Size A</b>												
Black or African-American Men	4	9.5%	3	6.7%	6	7.6%	6	4.4%	2	12.5%	7	10.3%
Latino Men	3	7.1%	1	2.2%	3	3.8%	6	4.4%	2	12.5%	5	7.4%
Asian Men	1	2.4%	1	2.2%	0	0.0%	1	0.7%	1	6.3%	2	2.9%
Other Men	1	2.4%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	2	2.9%
White Women	2	4.8%	6	15.6%	9	11.4%	7	5.1%	1	6.3%	13	19.1%
Black or African-American Women	0	0.0%	0	0.0%	1	1.3%	2	1.5%	0	0.0%	1	1.5%
Latina Women	0	0.0%	0	0.0%	1	1.3%	1	0.7%	0	0.0%	2	2.9%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	6.3%	1	1.5%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>11</b>	<b>26.2%</b>	<b>11</b>	<b>26.7%</b>	<b>21</b>	<b>26.7%</b>	<b>23</b>	<b>16.9%</b>	<b>7</b>	<b>43.8%</b>	<b>33</b>	<b>48.5%</b>
<b>Circulation Size B</b>												
Black or African-American Men	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%
Latino Men	1	1.8%	2	5.4%	1	4.0%	0	0.0%	0	0.0%	0	0.0%
Asian Men	1	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	1	1.8%	0	0.0%	0	0.0%	0	0.0%	1	10.0%	1	7.1%
White Women	8	14.3%	2	5.4%	1	4.0%	4	13.3%	0	0.0%	0	0.0%
Black or African-American Women	1	1.8%	0	0.0%	1	4.0%	1	3.3%	0	0.0%	1	7.1%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	10.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>12</b>	<b>21.3%</b>	<b>4</b>	<b>10.8%</b>	<b>4</b>	<b>16.0%</b>	<b>5</b>	<b>16.7%</b>	<b>2</b>	<b>20.0%</b>	<b>2</b>	<b>14.3%</b>
<b>Circulation Size C</b>												
Black or African-American Men	0	0.0%	0	0.0%	1	2.2%	0	0.0%	1	5.6%	1	4.8%
Latino Men	3	3.2%	0	0.0%	1	2.2%	0	0.0%	1	5.6%	1	4.8%
Asian Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	4	4.2%	2	3.5%	3	6.5%	1	5.6%	1	5.6%	0	0.0%
Black or African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.8%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>7</b>	<b>7.4%</b>	<b>2</b>	<b>3.5%</b>	<b>5</b>	<b>10.9%</b>	<b>1</b>	<b>5.6%</b>	<b>3</b>	<b>16.7%</b>	<b>3</b>	<b>14.3%</b>
<b>Circulation Size D</b>												
Black or African-American Men	2	3.7%	0	0.0%	1	1.7%	0	0.0%	1	3.3%	0	0.0%
Latino Men	1	1.9%	0	0.0%	0	0.0%	1	2.9%	0	0.0%	0	0.0%
Asian Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	6	11.1%	3	8.6%	3	5.2%	4	11.4%	3	10.0%	1	5.9%
Black or African-American Women	0	0.0%	0	0.0%	1	1.7%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>10</b>	<b>18.5%</b>	<b>3</b>	<b>8.6%</b>	<b>5</b>	<b>8.6%</b>	<b>5</b>	<b>14.3%</b>	<b>4</b>	<b>13.3%</b>	<b>1</b>	<b>5.9%</b>

Table 2



Persons of Color and Women Assistant Sports Editors										
	2010		2012		2014		2018		2021	
	#	%	#	%	#	%	#	%	#	%
<b>Circulation Size A</b>										
Black or African-American Men	15	6.7%	12	5.0%	2	1.5%	15	5.8%	24	7.4%
Latino Men	11	4.9%	8	3.3%	3	2.2%	12	4.6%	24	7.4%
Asian Men	6	2.7%	2	0.8%	0	0.0%	9	3.5%	11	3.4%
Other Men	1	0.5%	0	0.0%	0	0.0%	1	0.4%	4	1.2%
White Women	17	7.6%	32	13.2%	5	3.7%	55	21.2%	49	15.1%
Black or African-American Women	4	1.8%	4	1.7%	1	0.7%	15	5.8%	11	3.4%
Latina Women	0	0.0%	3	1.2%	3	2.2%	3	1.2%	8	2.5%
Asian Women	4	1.8%	4	1.7%	2	1.5%	7	2.7%	7	2.2%
Other Women	0	0.0%	0	0.0%	0	0.0%	2	0.8%	3	0.9%
<b>Total</b>	<b>58</b>	<b>25.9%</b>	<b>65</b>	<b>26.9%</b>	<b>16</b>	<b>11.9%</b>	<b>119</b>	<b>45.9%</b>	<b>141</b>	<b>43.4%</b>
<b>Circulation Size B</b>										
Black or African-American Men	1	2.7%	2	3.7%	2	9.5%	3	20.0%	1	7.1%
Latino Men	2	5.4%	1	1.9%	0	0.0%	2	13.3%	1	7.1%
Asian Men	1	2.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	1	4.8%	0	0.0%	0	0.0%
White Women	1	2.7%	6	11.1%	4	19.0%	3	20.0%	3	21.4%
Black or African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	1	1.9%	1	4.8%	0	0.0%	0	0.0%
<b>Total</b>	<b>5</b>	<b>13.5%</b>	<b>10</b>	<b>18.5%</b>	<b>8</b>	<b>38.1%</b>	<b>8</b>	<b>53.3%</b>	<b>5</b>	<b>35.7%</b>
<b>Circulation Size C</b>										
Black or African-American Men	0	0.0%	0	0.0%	1	7.7%	0	0.0%	0	0.0%
Latino Men	0	0.0%	3	3.2%	0	0.0%	0	0.0%	0	0.0%
Asian Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	3	5.1%	4	4.2%	2	15.4%	3	27.3%	1	33.3%
Black or African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>3</b>	<b>5.1%</b>	<b>7</b>	<b>7.4%</b>	<b>3</b>	<b>23.1%</b>	<b>3</b>	<b>27.3%</b>	<b>1</b>	<b>33.3%</b>
<b>Circulation Size D</b>										
Black or African-American Men	0	0.0%	2	3.7%	0	0.0%	0	0.0%	0	0.0%
Latino Men	0	0.0%	1	1.9%	2	15.4%	0	0.0%	1	100.0%
Asian Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	3	8.6%	6	11.1%	0	0.0%	0	0.0%	0	0.0%
Black or African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	1	1.9%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>3</b>	<b>8.6%</b>	<b>10</b>	<b>18.5%</b>	<b>2</b>	<b>15.4%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>100.0%</b>

Table 3

Persons of Color and Women Columnists												
	2008		2010		2012		2014		2018		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Circulation Size A</b>												
Black or African-American Men	32	15.2%	33	15.0%	40	14.7%	35	12.8%	24	10.2%	14	15.9%
Latino Men	2	1.0%	5	2.3%	6	2.2%	8	2.9%	8	3.4%	1	1.1%
Asian Men	1	0.5%	5	2.3%	6	2.2%	4	1.5%	3	1.3%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	1	0.4%	6	2.5%	1	1.1%
White Women	20	9.5%	25	11.4%	33	12.1%	33	12.0%	33	14.0%	11	12.5%
Black or African-American Women	4	1.9%	3	1.4%	2	0.7%	2	0.7%	4	1.7%	4	4.5%
Latina Women	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	2	2.3%
Asian Women	0	0.0%	0	0.0%	0	0.0%	1	0.4%	2	0.8%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	1.7%	2	2.3%
<b>Total</b>	<b>59</b>	<b>28.0%</b>	<b>71</b>	<b>32.3%</b>	<b>87</b>	<b>31.9%</b>	<b>85</b>	<b>31.0%</b>	<b>85</b>	<b>36.0%</b>	<b>35</b>	<b>39.8%</b>
<b>Circulation Size B</b>												
Black or African-American Men	6	6.3%	3	4.7%	1	2.9%	3	6.5%	2	10.5%	2	10.5%
Latino Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	0	0.0%
Asian Men	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	4	4.2%	4	6.3%	2	5.9%	4	8.7%	1	5.3%	1	5.3%
Black or African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>11</b>	<b>11.5%</b>	<b>8</b>	<b>12.5%</b>	<b>3</b>	<b>8.8%</b>	<b>7</b>	<b>15.2%</b>	<b>4</b>	<b>21.1%</b>	<b>3</b>	<b>15.8%</b>
<b>Circulation Size C</b>												
Black or African-American Men	2	2.6%	0	0.0%	3	6.8%	1	4.8%	1	3.8%	0	0.0%
Latino Men	0	0.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	0	0.0%
Asian Men	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	0	0.0%	0	0.0%	0	0.0%	2	9.5%	2	7.7%	0	0.0%
Black or African-American Women	0	0.0%	1	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>3</b>	<b>4.0%</b>	<b>1</b>	<b>2.4%</b>	<b>4</b>	<b>9.1%</b>	<b>3</b>	<b>14.3%</b>	<b>3</b>	<b>11.5%</b>	<b>0</b>	<b>0.0%</b>
<b>Circulation Size D</b>												
Black or African-American Men	0	0.0%	1	3.1%	2	6.9%	1	25.0%	0	0.0%	0	0.0%
Latino Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	0	0.0%	3	9.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black or African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>12.5%</b>	<b>2</b>	<b>6.9%</b>	<b>1</b>	<b>25.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>

Table 4

Persons of Color and Women Reporters										
	2010		2012		2014		2018		2021	
	#	%	#	%	#	%	#	%	#	%
<b>Circulation Size A</b>										
Black or African-American Men	42	7.9%	48	7.5%	22	8.1%	19	8.2%	81	10.7%
Latino Men	30	5.6%	26	4.1%	16	5.9%	12	5.2%	36	4.8%
Asian Men	16	3.0%	17	2.7%	5	1.8%	9	3.9%	31	4.1%
Other Men	2	0.4%	3	0.5%	2	0.7%	0	0.0%	7	0.9%
White Women	51	9.6%	64	10.0%	30	11.0%	27	11.7%	84	11.1%
Black or African-American Women	9	1.7%	7	1.0%	3	1.1%	3	1.3%	9	1.2%
Latina Women	5	0.9%	3	0.5%	2	0.7%	1	0.4%	4	0.5%
Asian Women	0	0.0%	3	0.5%	2	0.7%	2	0.9%	9	1.2%
Other Women	0	0.0%	0	0.0%	0	0.0%	1	0.4%	7	0.9%
<b>Total</b>	<b>155</b>	<b>29.1%</b>	<b>171</b>	<b>26.8%</b>	<b>82</b>	<b>30.0%</b>	<b>74</b>	<b>32.0%</b>	<b>268</b>	<b>35.4%</b>
<b>Circulation Size B</b>										
Black or African-American Men	30	10.5%	18	10.4%	10	8.0%	9	12.0%	19	15.2%
Latino Men	6	2.1%	2	1.2%	3	2.4%	2	2.7%	6	4.8%
Asian Men	4	1.4%	5	2.9%	3	2.4%	1	1.3%	2	1.6%
Other Men	3	1.1%	1	0.6%	2	1.6%	0	0.0%	0	0.0%
White Women	22	7.7%	16	9.2%	11	8.8%	4	5.3%	11	8.8%
Black or African-American Women	2	0.7%	0	0.0%	0	0.0%	1	1.3%	1	0.8%
Latina Women	0	0.0%	0	0.0%	0	0.0%	1	1.3%	1	0.8%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>67</b>	<b>23.5%</b>	<b>42</b>	<b>24.3%</b>	<b>29</b>	<b>23.2%</b>	<b>18</b>	<b>24.0%</b>	<b>40</b>	<b>32.0%</b>
<b>Circulation Size C</b>										
Black or African-American Men	13	4.7%	10	4.5%	1	1.2%	8	7.2%	6	7.3%
Latino Men	7	2.5%	1	0.5%	2	2.3%	3	2.7%	2	2.4%
Asian Men	2	0.7%	2	0.9%	0	0.0%	1	0.9%	1	1.2%
Other Men	2	0.7%	1	0.5%	0	0.0%	1	0.9%	0	0.0%
White Women	20	7.3%	21	9.5%	10	11.6%	11	9.9%	7	8.5%
Black or African-American Women	3	1.1%	3	1.4%	2	2.3%	0	0.0%	1	1.2%
Latina Women	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Asian Women	2	0.7%	1	0.5%	1	1.2%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>49</b>	<b>17.8%</b>	<b>40</b>	<b>18.2%</b>	<b>16</b>	<b>18.6%</b>	<b>24</b>	<b>21.6%</b>	<b>17</b>	<b>20.7%</b>
<b>Circulation Size D</b>										
Black or African-American Men	6	3.2%	9	4.6%	6	7.4%	8	10.5%	3	5.9%
Latino Men	4	2.1%	6	3.1%	2	2.5%	5	6.6%	4	7.8%
Asian Men	0	0.0%	1	0.5%	1	1.2%	0	0.0%	1	2.0%
Other Men	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%
White Women	16	8.6%	24	12.4%	11	13.6%	5	6.6%	11	21.6%
Black or African-American Women	2	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	1	0.5%	0	0.0%	0	0.0%	0	0.0%	1	2.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>29</b>	<b>15.5%</b>	<b>40</b>	<b>20.6%</b>	<b>21</b>	<b>25.9%</b>	<b>18</b>	<b>23.7%</b>	<b>20</b>	<b>39.2%</b>

Table 5

Persons of Color and Women Copy Editors/Designers										
	2010		2012		2014		2018		2021	
	#	%	#	%	#	%	#	%	#	%
<b>Circulation Size A</b>										
Black or African-American Men	7	2.2%	17	4.1%	10	4.9%	2	1.8%	6	5.0%
Latino Men	11	3.4%	22	5.3%	8	3.9%	14	12.7%	12	10.0%
Asian Men	10	3.1%	17	4.1%	7	3.4%	5	4.5%	7	5.8%
Other Men	2	0.6%	0	0.0%	1	0.5%	1	0.9%	0	0.0%
White Women	44	13.7%	63	15.1%	31	15.3%	8	7.3%	20	16.7%
Black or African-American Women	9	2.8%	12	2.9%	9	4.4%	2	1.8%	2	1.7%
Latina Women	0	0.0%	2	0.5%	3	1.5%	4	3.6%	3	2.5%
Asian Women	2	0.6%	4	1.0%	3	1.5%	3	2.7%	3	2.5%
Other Women	2	0.2%	0	0.0%	1	0.5%	1	0.9%	0	0.0%
<b>Total</b>	<b>87</b>	<b>26.7%</b>	<b>137</b>	<b>33.0%</b>	<b>73</b>	<b>36.0%</b>	<b>40</b>	<b>36.4%</b>	<b>53</b>	<b>44.2%</b>
<b>Circulation Size B</b>										
Black or African-American Men	3	2.2%	3	3.0%	2	3.7%	2	5.9%	2	6.9%
Latino Men	5	3.7%	5	5.0%	3	5.6%	1	2.9%	3	10.3%
Asian Men	3	2.2%	2	2.0%	1	1.9%	0	0.0%	1	3.4%
Other Men	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	16	11.8%	18	17.8%	3	5.6%	4	11.8%	5	17.2%
Black or African-American Women	2	1.5%	1	1.0%	1	1.9%	2	5.9%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>30</b>	<b>22.1%</b>	<b>29</b>	<b>28.7%</b>	<b>10</b>	<b>18.5%</b>	<b>9</b>	<b>26.5%</b>	<b>11</b>	<b>37.9%</b>
<b>Circulation Size C</b>										
Black or African-American Men	1	0.8%	3	3.1%	1	4.2%	1	2.7%	0	0.0%
Latino Men	2	1.5%	3	3.1%	0	0.0%	3	8.1%	0	0.0%
Asian Men	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	18	13.5%	19	19.4%	4	16.7%	6	16.2%	4	21.1%
Black or African-American Women	0	0.0%	0	0.0%	0	0.0%	2	5.4%	0	0.0%
Latina Women	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>22</b>	<b>16.5%</b>	<b>26</b>	<b>26.5%</b>	<b>5</b>	<b>20.8%</b>	<b>12</b>	<b>32.4%</b>	<b>4</b>	<b>21.1%</b>
<b>Circulation Size D</b>										
Black or African-American Men	3	4.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latino Men	2	3.0%	2	2.6%	0	0.0%	2	6.7%	1	10.0%
Asian Men	0	0.0%	3	3.8%	1	2.9%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	12	18.2%	16	20.5%	4	11.8%	9	30.0%	6	60.0%
Black or African-American Women	1	1.5%	0	0.0%	1	2.9%	1	3.3%	0	0.0%
Latina Women	0	0.0%	0	0.0%	1	2.9%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	10.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	1	3.3%	0	0.0%
<b>Total</b>	<b>18</b>	<b>27.3%</b>	<b>21</b>	<b>26.9%</b>	<b>7</b>	<b>20.6%</b>	<b>13</b>	<b>43.3%</b>	<b>8</b>	<b>80.0%</b>

Table 6



Persons of Color and Women Upper Management					
	2021				
	#	%		#	%
Circulation Size A			Circulation Size C		
Black or African-American Men	4	7.5%	Black or African-American Men	0	0.0%
Latino Men	2	3.8%	Latino Men	1	3.3%
Asian Men	1	1.9%	Asian Men	0	0.0%
Other Men	0	0.0%	Other Men	0	0.0%
White Women	14	26.4%	White Women	7	23.3%
Black or African-American Women	6	11.3%	Black or African-American Women	1	3.3%
Latina Women	0	0.0%	Latina Women	0	0.0%
Asian Women	2	3.8%	Asian Women	0	0.0%
Other Women	0	0.0%	Other Women	0	0.0%
<b>Total</b>	<b>29</b>	<b>54.7%</b>	<b>Total</b>	<b>9</b>	<b>30.0%</b>
Circulation Size B			Circulation Size D		
Black or African-American Men	0	0.0%	Black or African-American Men	1	3.6%
Latino Men	2	5.7%	Latino Men	2	7.1%
Asian Men	0	0.0%	Asian Men	0	0.0%
Other Men	0	0.0%	Other Men	1	3.6%
White Women	9	25.7%	White Women	9	32.1%
Black or African-American Women	3	8.6%	Black or African-American Women	1	3.6%
Latina Women	1	2.9%	Latina Women	0	0.0%
Asian Women	0	0.0%	Asian Women	0	0.0%
Other Women	0	0.0%	Other Women	0	0.0%
<b>Total</b>	<b>15</b>	<b>42.9%</b>	<b>Total</b>	<b>14</b>	<b>50.0%</b>

Table 7

Persons of Color and Women Web Specialist					
	2021				
	#	%		#	%
Circulation Size A			Circulation Size C		
Black or African-American Men	8	9.6%	Black or African-American Men	0	0.0%
Latino Men	8	9.6%	Latino Men	0	0.0%
Asian Men	0	0.0%	Asian Men	0	0.0%
Other Men	0	0.0%	Other Men	0	0.0%
White Women	10	12.0%	White Women	1	20.0%
Black or African-American Women	1	1.2%	Black or African-American Women	0	0.0%
Latina Women	3	3.6%	Latina Women	0	0.0%
Asian Women	0	0.0%	Asian Women	0	0.0%
Other Women	1	1.2%	Other Women	0	0.0%
<b>Total</b>	<b>31</b>	<b>37.3%</b>	<b>Total</b>	<b>1</b>	<b>20.0%</b>
Circulation Size B			Circulation Size D		
Black or African-American Men	2	13.3%	Black or African-American Men	0	0.0%
Latino Men	1	6.7%	Latino Men	0	0.0%
Asian Men	0	0.0%	Asian Men	0	0.0%
Other Men	0	0.0%	Other Men	0	0.0%
White Women	2	13.3%	White Women	1	50.0%
Black or African-American Women	1	6.7%	Black or African-American Women	0	0.0%
Latina Women	3	20.0%	Latina Women	0	0.0%
Asian Women	0	0.0%	Asian Women	0	0.0%
Other Women	0	0.0%	Other Women	0	0.0%
<b>Total</b>	<b>9</b>	<b>60.0%</b>	<b>Total</b>	<b>1</b>	<b>50.0%</b>

Table 8