



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2022 Racial and Gender Report CardTM

Major League Baseball

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Presented by:

The Institute for Diversity and Ethics in SportTM
with the DeVos Sport Business Management Program
in the College of Business Administration of the
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THE 2022 RACIAL AND GENDER REPORT CARD:

MAJOR LEAGUE BASEBALL

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Executive Summary

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Today, the Institute for Diversity and Ethics in Sport (TIDES) released the 2022 Major League Baseball Racial and Gender Report Card (RGRC).

Major League Baseball earned a B on the issue of racial hiring and a C+ for gender hiring practices, bringing the overall grade to a B- in the 2022 MLB RGRC.

The 83.0 points for racial hiring practices represented a decrease from 86.8 in the 2021 MLB RGRC. The 75.3 points for gender hiring practices was an increase from 70.7 in 2021. The overall grade of 79.1 points, increased from 78.8 in the 2021 MLB RGRC.

As noted in the 2021 MLB RGRC, a racial and gender hiring grade for Team Ownership is being calculated into the final grades. As also noted in the 2021 MLB RGRC, TIDES is awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. MLB has achieved monumental milestones, many of which were acknowledged in the 2021 Major League Baseball Racial and Gender Report Card. At the 2021 All-Star Game, MLB announced a 10-year partnership with a historic financial commitment of up to \$150 million to The

Overall Grade

B-

Racial Hiring

B

Gender Hiring

C+

Players Alliance, beginning in 2023. This pledge represents the largest financial commitment in MLB history toward the specific goal of improving Black diversity on the field, in managerial and coaching positions, and in front office leadership. As of the start of the 2022 season, there were 33 women who have some level of coaching role at the Major or Minor League levels. That is the most in the Major and Minor Leagues in Baseball History.

There were more MLB breakthroughs. Among them was Rachel Balkovec who was hired as the new manager of the Yankee's Low-A Tampa Tarpons. She is the first woman to be named a manager in affiliated baseball. All of these breakthroughs contributed to MLB's overall grade with bonus points. Furthermore, the social justice initiatives that were implemented by the MLB will also contribute as bonus points to the MLB's overall grade.

It should also be noted that the 2021 MLB Racial and Gender Report Card used a grading scale based on the 2010 Census results. Starting with the 2022 Racial and Gender Report Card series, TIDES is using the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. If the previous grading scale would have been used in 2022, MLB would have earned a B+ for racial hiring practices with a score of 88.4 points. MLB would have earned a D for gender hiring practices with 63.3 points. The overall grade for MLB would have been a C+ with 75.9 points.

Dr. Richard Lapchick, the primary author of the study and the Director of TIDES at the University of Central Florida (UCF) said, "This marks the 75th anniversary of Jackie Robinson breaking the color barrier in MLB. His actions continue to have an impact not only on baseball but on America as a whole. One of Robinson's most famous quotes was: "A life is not important except in the impact it has on other lives." His life did and does continue to have an impact. In MLB, he wanted to be sure Black people played on an equal playing field and

MLB RGRC at a Glance

Grade for Race of MLB Players

A  **38.0%**
People of Color

Racial Hiring Grade for MLB Central Office

B  **28.7%**
People of Color

Gender Hiring Grade for MLB Central Office

C+  **29.2%**
Women

Racial Hiring Grade for MLB Team Managers

C/C+  **20.0%**
People of Color

Racial Hiring Grade for MLB Team Coaches

A+  **40.4%**
People of Color

that they also led the team in the front office and as managers. The 2022 Major League Baseball Racial and Gender Report Card shows that baseball has improved in some areas but must improve across all categories and hasten the pace of change.

In 2022, 38.0 percent of the Major League Baseball players are players of color, up from 37.6 percent. Of great significance, the percentage of Black or African American players on Opening Day rosters for 2022 was at 7.2 percent, a decrease of 0.4 percent from 2021. This is the lowest percentage since the Racial and Gender Report Card data started being collected in 1991 when 18 percent of the MLB players were Black or African American. In 1995, 19.0 percent of Major League Baseball players were African American. The low percentage of Black MLB players has been a serious concern for many years.

Over the last decade, the MLB Draft showed signs of hope in opportunities for Black or African American players, despite current player demographics. The 2022 MLB draft will be held in July.

Between 2012 and 2021, the first round of the MLB Draft has featured 56 Black or African American players out of 319 total selections (17.5 percent), including a large percentage of alumni from MLB-led youth and amateur baseball development programs.

The MLB Central Office received a B for racial hiring and a C+ for gender hiring practices. People of color comprised 28.7 percent and women comprised 29.2 percent of the total Central Office professional staff. There were 24 people of color and 33 women in vice president positions at the League Office.

Much more work is also necessary at the club level. Of the nine grades for race at the team level, the only A grade or better was for assistant coaches at 40.4 percent people of color. MLB received a C for racial hiring for team managers, a B for Central Office, a

MLB RGRC at a Glance

Racial Hiring Grade for President of Baseball Ops/GMs

D+ **13.3%**
People of Color

Racial Hiring Grade for Senior Administration

C+  **21.1%**
People of Color

Gender Hiring Grade for Senior Administration

C  **27.4%**
Women

Racial Hiring Grade for Professional Administration

B-  **24.6%**
People of Color

Gender Hiring Grade for Professional Administration

C  **26.9%**
Women

C+ for senior administration, a B- for professional administration and a C in C-suite executives. MLB received a C- for racial hiring for vice presidents and a D+ for general managers and received an F for chief executive officers. MLB received an F for owners. The record for gender hiring at the club level is also poor with C grades for the senior and professional administration, a C- for C-Suite executives and F's for vice presidents and CEO's.

Lapchick commented, "In the wake of the Racial Reckoning that started after the murder of George Floyd, discussion of and decisions regarding diversity, equity, and inclusion have increased dramatically. This also impacted MLB. In 2021, teams hired or promoted eight directors of Diversity, Equity, and Inclusion. This is a very positive step." Lapchick continued, "However, it is discouraging to see such low grades in general managers and owner's categories. For MLB to be truly inclusive, there needs to be more people of color and women in these key positions."

Commissioner Manfred's Central Office implemented several diversity initiatives in recent years to address issues of diversity and inclusion. A list of these initiatives is provided in Appendix I. They include the Diversity Pipeline Program, which identifies, develops, and cultivates 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 gain experience in front office positions that have been traditionally influential in baseball operations decisions; the Diversity Pipeline Scout Development Program, was held during the Arizona Fall League as an opportunity to provide hands-on experience for persons of color and women looking to explore careers as future scouts as well as for diverse Club personnel to gain greater access and knowledge of scouting for their present roles. 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 April 7, 2022, 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 majority owners, general managers, and team managers were updated as of the start of the 2022 season. It should be noted that previous MLB Report Cards used data from the prior season while this is the third year that the Report Card features data from the current season. The MLB player demographics for the 2022 Opening Day rosters are also included. Tables for the report are included in Appendix I. The MLB's extensive diversity initiatives are listed in Appendix II.

The Racial and Gender Report Card asks, "Are all sports leagues 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?"

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

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 composition of professional and collegiate sports personnel and to contribute to the expansion of diversity and inclusion in front office and college athletics department positions.

Report Card Highlights

- On 2022 Opening Day, 38.0 percent of the Major League Baseball players were players of color, up from 37.6 percent. The percentage of Black or African American players was 7.2 percent, a decrease of 0.4 percent from 2021. This is the lowest percentage since the Racial and Gender Report Card data started being collected in 1991 when 18 percent of the MLB players were Black or African American.
- A total of 275 players represented 21 different countries and territories outside of the 50 United States on 2022 Opening Day rosters and inactive lists, Major League Baseball announced. The total of 275 international players, which comes with an increased player pool due to expanded 28-man active rosters, marks the second-most all-time on Opening Day rosters, behind only 2020 (291, with expanded 30-man active rosters).
- Between 2012 and 2021, the first round of the MLB Draft featured 56 Black or African American players out of 319 selections (17.5 percent).
- According to outlets tracking July's 2022 MLB Draft prospects, the top-3 ranked are all players of color who have different levels of direct experience in MLB Diversity Development programming including Termarr Johnson, Elijah Green and Druw Jones.
- Players of color increased from 37.6% in 2021 to 38.0% in 2022. Black players decreased from 7.6% to 7.2%. This is the lowest percentage of Black players since the Racial and Gender Report Card data started being collected in 1991 when 18 percent of the MLB players were Black or African American.
- The 2022 MLB season began with six managers of color, representing 20 percent of all Managers. This includes four Hispanics or Latinos, one Black or African American, and one manager of two or more races (Black/African American and Asian).
- As of January 1, 2022, the percentage of people of color holding coaching positions was 40.4 percent,

a slight decrease from 40.5 percent in 2021. This included 5.4 percent Black or African American and 31.9 percent Hispanic or Latino(a)s.

- At the start of the 2022 season, there were 13 women who held on-field coaching or player development roles. Rachel Balkovec was hired as the new manager of the Yankee's Low-A Tampa Tarpons. She is the first woman to be named a manager in affiliated baseball.
- In January 2020, MLB's Office of the Commissioner (BOC) opened its new headquarters at 1271 Avenue of the Americas in Manhattan, NY. In doing so, the League office combined its previous BOC workforce with that of the former Advanced Media operations (BAM)—notably those in its technology, sponsorship, consumer products, video review and instant replay functions. As a result, the overall workforce of MLB Central Office has increased nearly 207% from 419 in 2019 to 1,290 as of January 1, 2022.
- Of all MLB Central Office professional staff, 68.8 percent of employees were white, 2.5 percent were voluntary nondisclosures and 28.7 percent were people of color, including 6.1 percent Black or African American, 11.9 percent Hispanic or Latino(a), 8.3 percent Asian, and 2.2 percent of two or more races. Women made up 29.2 percent of MLB Central Office professional staff.

The rise in women in senior front office positions at Clubs on teams continued in 2021-22. They included

- Jean Afterman (New York Yankees, Asst. GM)
- Raquel Ferreira (Boston Red Sox, Asst. GM)
- Eve Rosenbaum (Baltimore Orioles, Dir. of Player Development)
- Kim Ng - General Manager, Miami Marlins. She became the first woman to serve as General Manager of an MLB team, and the highest-ranking female in baseball operations.
- Sara Goodrum - Director of Player Development, Houston Astros
- Jasmine Dunston - Director of Minor League Operations, Chicago White Sox
- Liz Benn - Director of Major League Operations, New York Mets. She is the highest-ranking woman in baseball operations in the Met's history.

Players of Color

37.6%  38.0%

2021 2022

Black Players

7.6%  7.2%

2021 2022

Managers of Color

20.0% 20.0%

2021 2022

Coaches of Color

40.5%  40.4%

2021 2022

Vice Presidents of Color

15.3%  16.1%

2021 2022

- As of the start of the 2022 season, there were 33 women who held some level of coaching role at the Major or Minor League levels
- Of all MLB Central Office employees at the Director and Managerial level, people of color represented 27.1 percent as of January 1, 2022. Women held 28.8 percent of these roles.
- Of the 30 majority team owners across MLB, 29 were white (96.7 percent). Arturo Moreno of the Los Angeles Angels is the only Hispanic or Latino majority owner in American professional sports. He has owned the team since 2003.
- Earvin “Magic” Johnson is a minority owner of the Los Angeles Dodgers along with Billie Jean King and Ilana Kloss, who both joined the Dodgers ownership group in September 2018. Patrick Mahomes along with Karen Daniel, an African American woman became minority owners of the Kansas City Royals in 2020. Several women, including Linda Alvarado (Colorado Rockies), Marla Tanenbaum (Washington Nationals), and several members of the Steinbrenner family (New York Yankees) serve as co-owners.
- As of the start of the 2022 season, there were four (13.3 percent) people of color holding the position of either General Manager, President of Baseball Operations, or the equivalent for an MLB club. This included one Black or African American, one Hispanic or Latino(a), and two Asians.
- As of January 1, 2022, people of color held 16.1 percent of team vice president positions, increasing from last year’s 15.3 percent, and becoming the highest since 2009. This included 6.5 percent Black or African American, 7.5 percent Hispanic or Latino(a)s, and 1.1 percent Asian. White employees held 82.8 percent of vice president roles, a decrease from 83.6 percent in 2021.
- Women held 18.3 percent of all team vice president positions, which was a decrease of 3.7 percent from 22.0 percent in 2021.
- As of January 1, 2022, 21.1 percent of team senior

administration positions were held by people of color, an increase from 19.8 percent last year. This included 5.6 percent Black or African American, 10.4 percent Hispanic or Latino(a)s, 3.1 percent Asian, and 1.6 percent of two or more races. White employees held 77.9 percent of these positions, a 1.1 decrease from 79.0 percent in 2022.

- Of all team senior administration positions, women represented 27.4 percent, which was a slight decrease from 28.5 percent in 2021.
- As of January 1, 2022, the number of people of color in team professional administration positions was 24.6 percent, which included 6.7 percent Black or African American, 11.1 percent Hispanic or Latino(a)s, 4.3 percent Asian, and 2.1 percent of two or more races. This is the highest percentage in MLB Report Card history in this category. White employees held 73.6 percent of team professional administration positions, down from 74.2 percent in 2021.
- Women held 26.9 percent of team professional administration positions, an increase from 25.5 percent in 2021.



Overall Grades

Major League Baseball earned a B on the issue of racial hiring and a C+ for gender hiring practices, bringing the overall grade to a B- in the 2022 MLB RGRC.

The 83.0 points for racial hiring practices represented a decrease from 86.8 in the 2021 MLB RGRC. The 75.3 points for gender hiring practices was an increase from 70.7 in 2021. The overall grade of 79.1 points, increased from 78.8 in the 2021 MLB RGRC

It is important to note that beginning with 2022 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership 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 2022 Report Cards. The 2022 MLB RGRC saw a decrease in the grade for racial hiring practices, but saw an increase in gender hiring practices. The overall grade of 79.1 points increased from 78.8 in the 2021 MLB RGRC. Racial hiring practices scored at 83 points, gender hiring 75.3 points, and overall grade was 79.1 points.

In addition, beginning in 2022 RGRC series, TIDES is awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. The bonus points substantially increased the grades for racial and gender hiring and for the overall grade.

For race, MLB received an A for players and an A+ for assistant coaches, a B for Central Office, a B- for team professional administration, a C+ for team senior administration, a C for team managers, a C- for team vice presidents, a D+ for general manager/president of baseball operations and a F for team CEO/Presidents and an F for majority ownership.

For gender hiring practices, MLB received a C+ for Central Office, a C for team senior administration and team professional administration, and an F for owners, CEO/Presidents, and team vice presidents.

The grades for C-Suite executives and umpires were not used in the calculation of the final grade, but MLB received a C for racial hiring practices and a C- for gender hiring practices in the C-Suite category. Similarly, it received a C- for racial hiring practices for umpires and an F for gender hiring practices.

Racial Hiring:

86.8	↓	83.0
2021		2022

Gender Hiring:

70.7	↑	75.3
2021		2022

Overall Score:

78.8	↑	79.1
2021		2022

Grades by Category

MLB Players

- On 2022 Opening Day, people of color represented 38.0 percent of players on active 30-man rosters. Total people of color included 28.5 percent Hispanics or Latinos and 7.2 percent Black or African Americans. As noted earlier, this is the lowest percentage of Black or African American players recorded in the Racial and Gender report Card since 1991.
- 1.9 percent were Asian, 0.3 percent were Hawaiian/Pacific Islander and 0.1 percent were Native American.
- A total of 275 players represented 21 different countries and territories outside of the 50 United States on 2022 Opening Day rosters and inactive lists, Major League Baseball announced. The total of 275 international players, which comes with an increased player pool due to expanded 28-man active rosters, marks the second-most all-time on Opening Day rosters, behind only 2020 (291, with expanded 30-man active rosters).
- The 275 players born outside the U.S. (28.2%) come from a total pool of 975 players (840 active 28-man roster players and 135 Major League players on injured, restricted or bereavement lists) on April 7th rosters. Opening Day and inactive list players represented 21 countries and territories by birthplace, tied with 2018 for the highest total ever.

MLB Draft Results

- Over the last decade, the MLB Draft showed signs of hope in opportunities for Black or African American players, despite current player demographics. The 2022 MLB draft will be held in July.
- Between 2012 and 2021, the first round of

MLB Grade for Race of Players

A  **38.0%**
Players of Color



the MLB Draft featured 56 Black or African American players out of 319 selections (17.5 percent), including a large percentage of alumni from MLB-led youth and amateur baseball development programs.

- According to outlets tracking July's 2022 MLB Draft prospects, the top-3 ranked are all players of color who have different levels of direct experience in MLB Diversity Development programming including Termarr Johnson, Elijah Green and Druw Jones.
- Over the last nine years (2012-2021), the first round of the MLB Draft has featured 56 Black or African American players out of 319 selections (17.5 percent), including a large percentage of alumni from MLB-led youth and amateur baseball development programming. This bodes well for the future of Black and African American participation in baseball.
- In the 2020 Draft, which had five total rounds, 16 of the first 73 selections (21.9 percent) were people of color. Those 16 included Austin Martin (5th overall, TOR); Nick Gonzales (7th overall, PIT); Ed Howard (16th overall, CHI); Jordan Walker (21st overall, STL); Carson Tucker (23rd overall, CLE); Alike Williams (CB-A, TB); Ben Hernandez (2nd round, KC); Christian Roa (2nd round, CIN); Freddy Zamora (2nd round, MIL); Masyn Winn (2nd round, STL); Alerick Soularie (2nd Round, MIN); Tink Hence (CB-B, STL); Isaiah Greene (2-C, NYM); Sammy Infante (2-C, WSH); Alex Santos (2-C, HOU); and Trei Cruz (3rd round, DET).

In 2019:

- Seven of the first 33 selections (21.2 percent) and 19 of the opening night's 78 picks (24.4 percent) were people of color.
- With the selections of Riley Greene (5th overall, DET) and C.J. Abrams (6th overall, SD), it marked the second time in three years that

two Black or African-American players were selected within the top six picks (also 2017 with top overall pick Royce Lewis and second overall pick Hunter Greene).

- Overall, 12 of the first night's 78 selections were Black or African-American (15.4 percent).

In 2018:

- Six of the 30 first round selections (20.0 percent), and 18 of the 78 picks on the opening night of the Draft (23.1 percent), come from diverse backgrounds.
- Additionally, 13 of the first 78 picks (16.7 percent) were African-American/Black/African-Canadian.

In 2017:

- Eight of the top 26 selections (30.8 percent) identified as Black or African-American or identified as Hispanic or Latinx.
- 2017 also marked just the fourth time ever in the history of the MLB Draft that the first two picks were Black or African-American players (1-Royce Lewis, 2-Hunter Greene).
- This was also the third consecutive year that an alumnus of the Reviving Baseball in Inner Cities (RBI) program was selected within the top five picks (2017, Greene - #2; 2016, Corey Ray - #5; 2015, Dillon Tate - #4).

In 2016:

- Ten of the top 41 selections (24.4 percent) and 17 of the first night's 77 selections (22.1 percent) were Black or African-American or Hispanic or Latinx.

In 2015:

- The first round featured the selection of nine Black or African-American players (25 percent, nine of 36).
- On a percentage basis, this represented the highest total number of Black or African-American players in the first round since 1992, eclipsing the recent previous high of

22.6 percent (seven of 31) in 2012.

- 20 Black or African-American players were selected in the first rounds of the 2012, 2013 and 2014 Drafts.

MLB Managers

The 2022 Major League Baseball season began with six managers of color. Overall, people of color represented 20.0 percent of all MLB managers. Black or African Americans represented 3.3 percent of all Managers, Hispanics or Latino(a)s represented 13.3 percent, and Two or More Races (Black/African American & Asian) represented 3.3 percent.

There are six managers of color at the start of the 2022 MLB season:

- Dusty Baker, Houston Astros (Black or African-American)
- Alex Cora, Boston Red Sox (Hispanic or Latino)
- Dave Martinez, Washington Nationals (Hispanic or Latino)
- Charlie Montoyo, Toronto Blue Jays (Hispanic or Latino)
- Dave Roberts, Los Angeles Dodgers (Black or African-American and Asian)
- Oliver Marmol, St. Louis Cardinals (Hispanic or Latino)

The four Hispanic or Latino(a)s managers matches the most in an MLB season. The record of four has been reached in 2004, 2011, 2019, 2020, 2021 and 2022.

The six managers of color at the end of the 2021 season included:

- Dusty Baker, Houston Astros (Black or African-American)
- Dave Martinez, Washington Nationals (Hispanic or Latino)
- Charlie Montoyo, Toronto Blue Jays (Hispanic or Latino)
- Alex Cora, Boston Red Sox (Hispanic or Latino)
- Dave Roberts, Los Angeles Dodgers (Two or More Races)
- Luis Rojas, New York Mets (Hispanic or Latino)

Racial Hiring Grade for MLB Managers

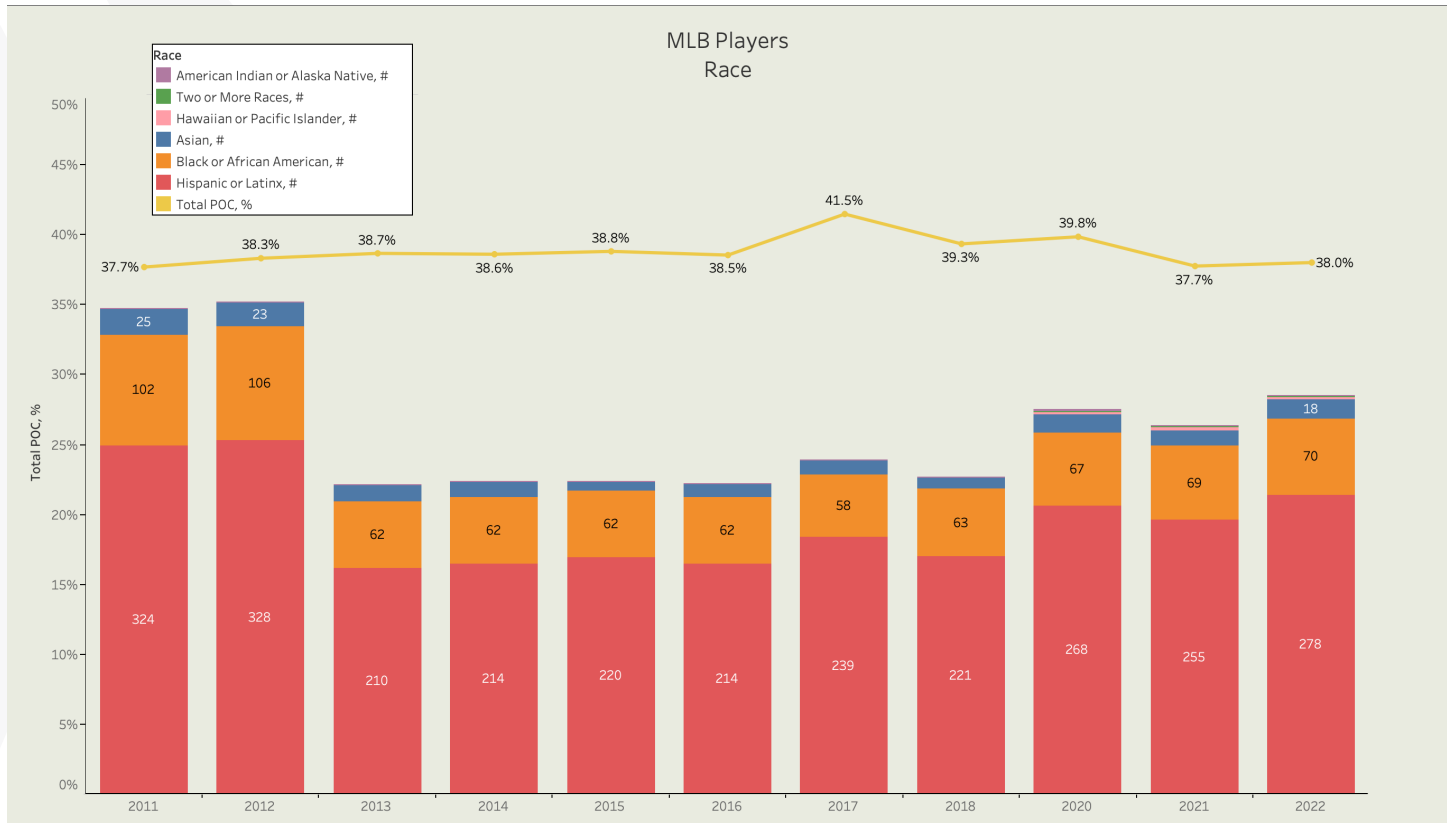
C/C+ **20.0%**
People of Color

MLB Coaches

As of January 1, 2022, the percentage of people of color holding coaching positions was 40.4 percent, a small 0.1 decrease from 2021. Black or African Americans held 5.4 percent of coaching positions, a decrease from 5.7 percent in 2021. Hispanics or Latino(a)s held 31.9 percent of coaching positions, an increase of 0.1 percentage point from 2021. All other people of color occupied 3.1 percent of coaching positions.

MLB has been a leader for women coaching MLB teams. As of the start of the 2022 season, there were 33 women who held some level of coaching role at the Major or Minor League levels (i.e., on-field coaching, player development, strength & conditioning, or mental health skills), notably a record of 11 on-field coaching and player development positions.

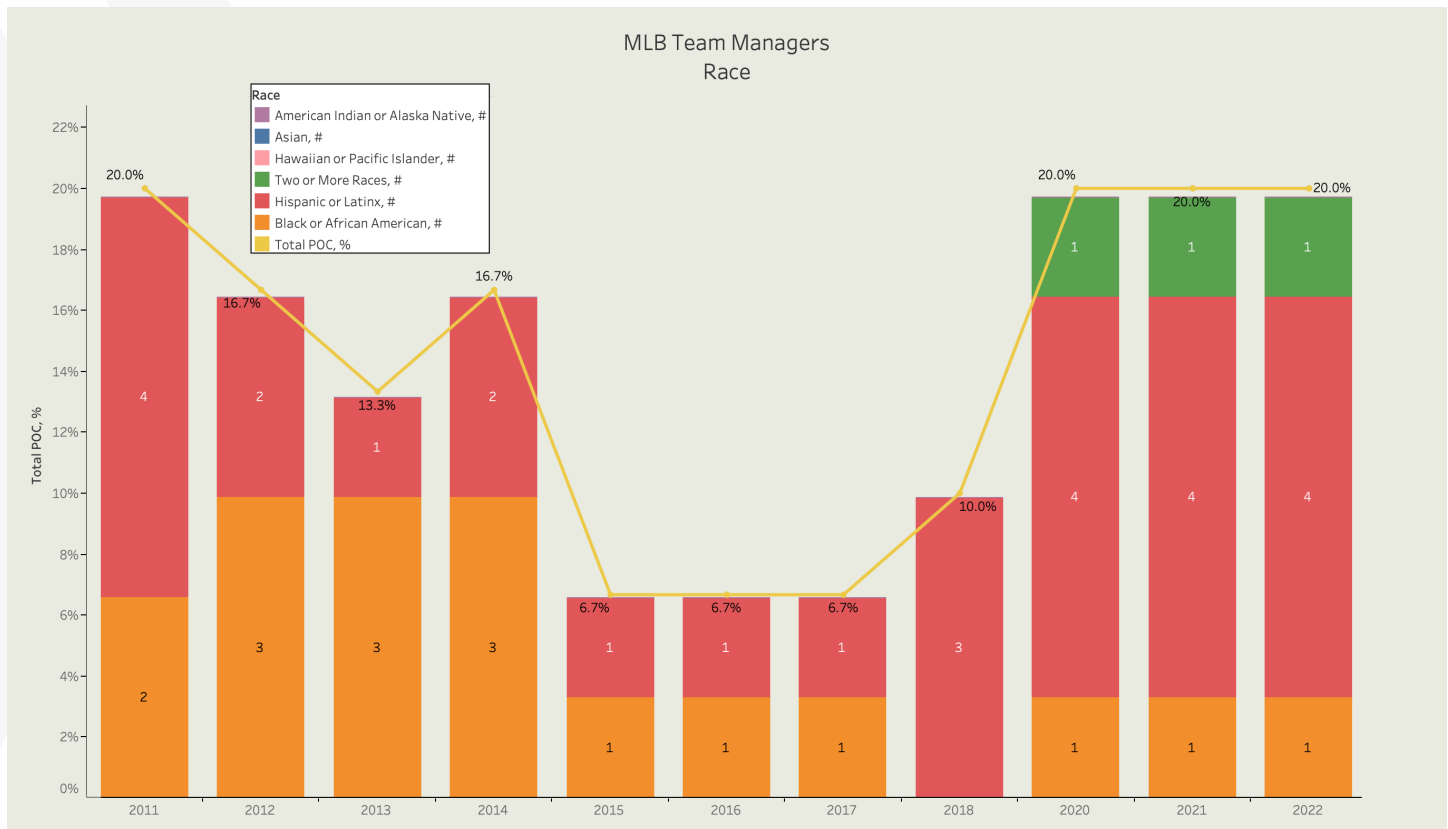
- Veronica Alvarez, Catching Instructor (Spring Training & Roving Minor League Instructor), Oakland Athletics
- Gretchen Aucoin, Minors Florida Complex Coach, New York Mets
- Kayla Baptista, Development Coach, Texas Rangers
- Rachel Balkovec, Minor League Manager, New York Yankees
- Maria Bogaert, Mental Performance Coach, New York Mets
- Caitlyn Callahan, Player Development Coach, Pittsburgh Pirates
- Frances Cárdenas, Clearwater Complex Mental Skills Coach, Philadelphia Phillies
- Grace Cullen, Minors Strength & Conditioning Coach, St. Louis Cardinals



- Vanessa Escanilla, Minors Strength & Conditioning Coach, Philadelphia Phillies
- Jennifer Ferriter, Mental Performance Coach, Tampa Bay Rays
- Rachel Folden, Minor League Hitting Coach, Chicago Cubs
- Ronnie Gajownik, Minor League Coach, Arizona Diamondbacks
- Stephanie Hale, Mental Skills Coach, Seattle Mariners
- Holly Hansing, Minors Strength & Conditioning Coach, Philadelphia Phillies
- Brea Hapken, Mental Performance Coach, Philadelphia Phillies
- Dehra Harris, Assistant Director of High-Performance Operations, Toronto Blue Jays
- Carla Hodel, Minors Mental Performance Coach, Tampa Bay Rays
- Hannah Huesman, Mental Performance Coordinator, Texas Rangers
- Sydney Jenkins, Strength & Conditioning Coach,

Toronto Blue Jays

- Katie Krall, Development Coach, Boston Red Sox
- Sydney Masters, Mental Skills Coach, Arizona Diamondbacks
- Erika Monsalve, Mental Performance Coach, Toronto Blue Jays
- Alyssa Nakken, Assistant Coach, San Francisco Giants
- Andrea Nuñez, Assistant Coordinator, Strength & Conditioning, San Francisco Giants
- Liz Pardo, Strength & Conditioning Coach - Short Season, Baltimore Orioles
- Rosa Pou, Mental Skills Coach, San Diego Padres
- Kathryn Rowe, Minors Mental Skills Coordinator, Baltimore Orioles
- Mia Salvemini, Minors Strength & Conditioning Coach, Tampa Bay Rays
- Amanda Sartoris, Asst. Major League Strength & Conditioning Coach, Miami Marlins
- Bianca Smith, Player Development Coach, Boston Red Sox



- Sarah Szuba, Minors Strength & Conditioning Coach, Minnesota Twins
- Jaime Vieira, Minor League Hitting Coach, Toronto Blue Jays
- Brittany Wiebe, Latin America Strength & Conditioning Coordinator, Houston Astros

As of the start of the 2022 season, there were seven women in scouting roles.

- Kinza Baad, Pro Scout, Pittsburgh Pirates
- M'Lynn Dease, Area Scout, Chicago Cubs
- Karla Espinoza, Mexico Scout, Tampa Bay Rays
- Emily Glass, Scout/Scouting Operations Administrator, Colorado Rockies
- Stephanie Johnson, Pro Scouting Development Apprentice, Arizona Diamondbacks
- Ginger Poulson, Area Scout, Milwaukee Brewers
- Julia Prusaczyk, Baseball Development Analyst, St. Louis Cardinals

Racial Hiring Grade for MLB Coaches

A+  **40.4%**
People of Color

MLB Central Office

It should be noted that in January 2020, MLB's Office of the Commissioner (BOC) opened its new headquarters at 1271 Avenue of the Americas in Manhattan, NY. In doing so, the League office combined its previous baseball Office of the Commissioner workforce with that of the former Advanced Media operations (BAM) – notably those in its technology, sponsorship, consumer products, video review and instant replay functions. As a result, the overall workforce of MLB Central Office has increased nearly 207% from 419 in 2019 to 1290 as of January 1, 2022. Due to this significant change, the Central Office comparisons throughout

this report should be considered as atypical because of this dramatic increase at the League Office. This had a significant impact on the gender hiring grade.

As of January 1, 2022, people of color comprised 28.7 percent of the Central Office professional staff, including 6.1 percent who were Black or African American, 11.9 percent Hispanic or Latino(a)s, 8.3 percent Asian, 2.2 percent two or more races, 0.1 percent Native Hawaiian or Other Pacific Islander and 0.1 percent American Indian or Alaskan Native. This 28.7 percent represents a slight increase from 28.5 percent in 2021.

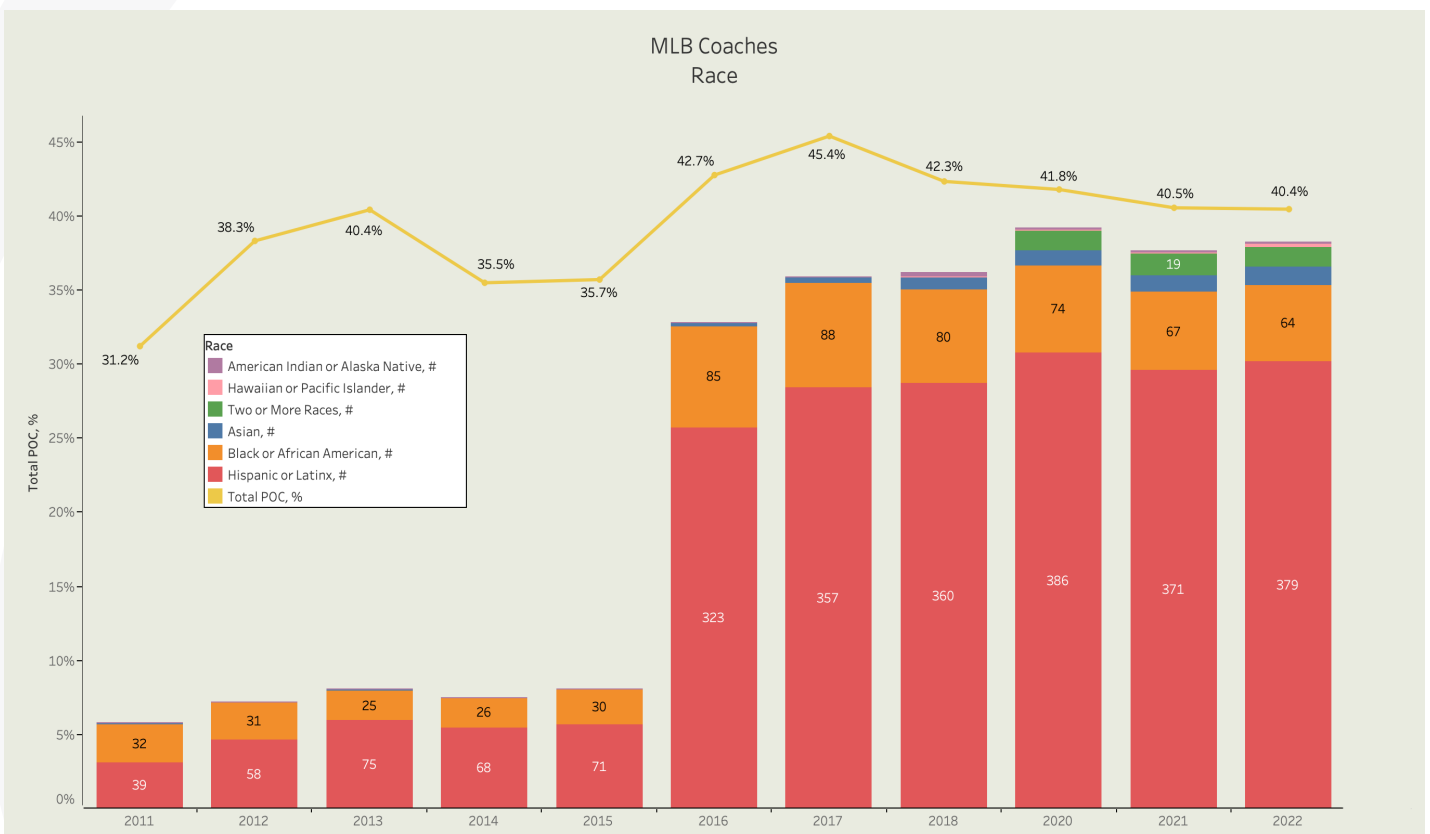
Women made up 29.2 percent of the total MLB Central Office professional employees.

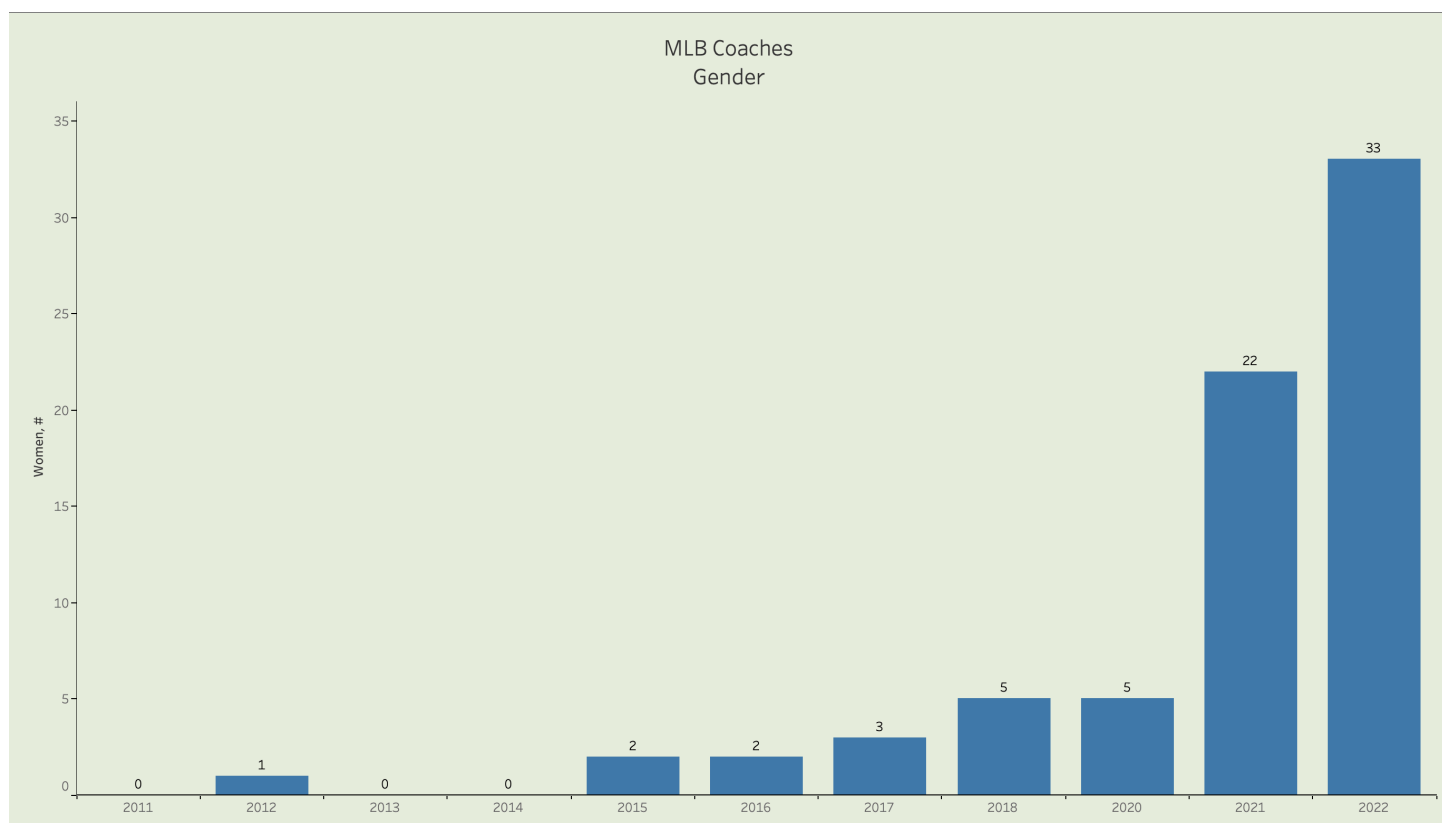
There were 141 employees in senior executive level positions as of January 1, 2022. People of color represented 17.0 percent while women represented 23.4 percent.

There were 410 employees at the director and managerial level. People of color represented 27.1 percent: women represented 28.8 percent.

The following people of color are Senior Vice Presidents or above in MLB's Central Office:

- Steven Gonzalez, Senior Vice President and & Chief Employment Counsel
- Michael Hill, Senior Vice President - On-Field Operations
- Raul Ibanez, Senior Vice President - Baseball Operations
- Uzma Rawn, Senior Vice President - Sponsorship Sales
- Tony Reagins, Chief Baseball Development Officer
- Jorge Perez-Diaz, Senior Vice President, Litigations & International Affairs
- Vasanth Williams, Executive Vice President, Chief Product Officer
- Peter Woodfork, Senior Vice President, Minor League Operations & Development





- Christopher Brumm, SVP, Senior Vice President & Head Counsel, Corporate and Finance

The following women are Senior Vice Presidents or above in MLB's Central Office:

- Lauren Fritts, Senior Vice President - Brand & Experiential Marketing
- Kimberly Hausmann, Senior Vice President & Controller
- Sarah Horvitz, Senior Vice President & Head Business and Technology Counsel
- Bernadette McDonald, Senior Vice President, Broadcasting
- Barbara McHugh, Senior Vice President, Marketing
- Lara Pitaro-Wisch, Executive Vice President & General Counsel
- Uzma Rawn, Senior Vice President, Sponsorship Sales
- Susan Stone, Senior Vice President, Ops & Engineering

- Karin Timpone, Executive Vice President, Chief Marketing Officer
- Karri Zaremba, Senior Vice President, Ballpark Experience & Ticketing
- Diana Braverman, Senior Vice President, Controller
- Moira Weinberg, Senior Vice President, Investigations & Deputy General Counsel

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

- April Brown, Vice President, Social Responsibility
- Christopher Brumm, Vice President & Deputy General Counsel, Corporate and Finance
- David James, Vice President, Baseball & Softball Development
- Del Matthews, Vice President, Baseball Development
- Suzanne Medina, Vice President, Content
- Arturo Pardavila, Vice President, Content Operations

- Ian Ramcheran, Vice President, Technology
- Justin Reyes, Vice President, Diversity, Equity & Inclusion
- Jacob Soto, Vice President, Engineering
- Ariana Talai, Vice President, Ballpark Infrastructure Operations
- Eddie Torres, Vice President, Real Estate & Facility Services
- Steven Arocho, Vice President, Corporate Communications
- Frances Isabel, Vice President, Human Resources
- Kunal Joshi, Vice President, Product - Data Platform
- Joseph Martinez, Vice President, On-Field Strategy
- Marquest Meeks, Vice President and Deputy General Counsel, Sports Betting & Compliance
- Darrell Miller, Vice President, Youth & Facility Development
- Tad Miyoshi, Vice President, Club Finance and Reporting

The following women are Vice Presidents in MLB's Central Office:

- Marianne Boak, Vice President, Enterprise Products
- Diana Braverman, Vice President, Controller
- April Brown, Vice President, Social Responsibility
- Courtney Coppotelli, Vice President, Account Services
- Diane Cuddy, Vice President, Human Resources
- Daria L. DeBuono, Vice President, Product, Digital Content
- Tanya Fickenscher Leonard, Vice President & Deputy General Counsel
- Karen Ganjamie, Vice President, Broadcast Operations & Network Origination
- Kate Hussmann, Vice President, Strategy & Development
- Rosina Lanson, Vice President, Strategy & Development
- Mary Lawless, Vice President, Legal & Business Affairs
- Suzanne Medina, Vice President, Content

- Christine Ryan, Vice President, Global Consumer Products
- Jennifer Shaw, Group Director & Vice President, Integrated Marketing
- Ariana Talai, Vice President, Ballpark Infrastructure Operations
- Moira Weinberg, Vice President, Investigations & Deputy General Counsel
- Amanda Whichard, Vice President, Product
- Allison Creekmore, Vice President, Minor League Business Operations
- Amy Gold, Vice President & Deputy General Counsel, Litigation
- Frances Isabel, Vice President, Human Resources
- Rosina Lanson, Vice President, Strategy & Development
- Mary Lawless, Vice President, Legal & Business Affairs
- Kasey Sanossian, Vice President & Deputy General Counsel, Labor
- Jennifer Simms, Vice President & Deputy General Counsel, Licensing and Club Services
- Brittany Stavitz, Vice President, Club Marketing
- Amanda Swisher, Vice President, Product Operations
- Julia Vogel, Vice President & Deputy General Counsel, Corporate and Finance

Diverse Leadership Promotions at MLB's Office of the Commissioner

Diverse leadership promotions as of January 1, 2022 included:

- Uzma Rawn, Senior Vice President, Sponsorship Sales
- Suzanne Medina, Vice President, Content
- Christopher Brumm, SVP, Senior Vice President & Head Counsel, Corporate and Finance
- Diana Braverman, Senior Vice President, Controller
- Frances Isabel, Vice President, Human Resources
- Darrell Miller, Vice President, Youth & Facility Development
- Tad Miyoshi, Vice President, Club Finance and

Reporting

New senior level diverse hires as of January 1, 2022 included:

- Ken Griffey Jr., Senior Advisor to the Commissioner (Black)
- Michael Hill, Senior Vice President, On-Field Operations, Baseball Operations (Black & Latino)
- Raul Ibanez, Senior Vice President, On-Field Operations, Baseball Operations (Latino)
- April Brown, Vice President, Social Responsibility (Black)
- Ian Ramcheran, Vice President, Technology (Black)
- Eddie Torres, Vice President, Real Estate & Facility Services (Latino)
- Marquest Meeks, Vice President and Deputy General Counsel, Sports Betting & Compliance (Black)

MLB Team Front Office

Ownership

Arturo Moreno, who owns the Los Angeles Angels, is the only Hispanic or Latino majority owner in professional sports and is the only majority owner of color for an MLB team. Derek Jeter, who is part of the Miami Marlins ownership group, also served as the Club's Chief Executive Officer before recently stepping down.

Clubs expanded minority ownership around the league. In March of 2021, LeBron James and Maverick Carter became the first Black partners of Fenway Sports Group (FSG). Thus, they became part-owners of the Boston Red Sox as well as other FSG subsidiaries, including NESN, Roush Fenway Racing, and Fenway Sports Management. In October, Ken Griffey Jr. became an investing partner and part-owner of the Seattle Mariners.

Earvin "Magic" Johnson continues to serve as minority owner of the Los Angeles Dodgers along

with Billie Jean King and Ilana Kloss, both of whom joined the Dodgers ownership group in September 2018. Patrick Mahomes became a minority owner of the Kansas City Royals in July 2020. Karen Daniel, an African-American woman, joined the Kansas City Royals ownership group in November of 2020. She joins Mahomes as part of their ownership group. Several women, including Linda Alvarado (Colorado Rockies), Marla Tanenbaum (Washington Nationals), Laura Ricketts (Chicago Cubs) and several members of the Steinbrenner Family (New York Yankees) serve as co-owners.

Racial Hiring Grade for MLB Central Office

B  **28.7%**
People of Color

Gender Hiring Grade for MLB Central Office

C+  **29.2%**
Women

Presidents/Chief Executive Officers

In September 2017, Major League Baseball approved the purchase of the Derek Jeter-led ownership group for the Miami Marlins, making Jeter the club's Chief Executive Officer. Jeter is the only club President or CEO who is a person of color in the league. In February 2022, Jeter announced he was leaving his post as the Marlins CEO and would not continue to be a shareholder.

In July 2021, the Seattle Mariners hired Catie Griggs as its President of Business Operations. Griggs is the only Club President who is a woman.

Racial Hiring Grade for CEOs/Presidents

F **3.8%**
People of Color

Gender Hiring Grade for CEOs/Presidents

F **3.8%**
Women

Head of Baseball Operations/General Managers

At the start of the 2022 season, there were four (13.3 percent) people of color who held the position of the President of Baseball Operations or the General Manager. This included one Black or African American, one Hispanic/Latino(a)s, and two Asians. People of color remain extremely underrepresented in president of baseball operations or general manager roles.

Black or African American Presidents of Baseball Operations (3.3 percent):

- Kenny Williams, Executive Vice President for the Chicago White Sox, and is the Club's top baseball operations official

Asian Presidents of Baseball Operations/General Manager (6.7 percent):

- Kim Ng, General Manager, Miami Marlins
- Farhan Zaidi, President of Baseball Operations, San Francisco Giants

Hispanic/Latino(a)s General Manager (3.3 percent):

- Al Avila, Executive Vice President, Baseball Operations/General Manager, Detroit Tigers

Kim Ng is the first woman to serve as General Manager of an MLB team, becoming the highest-ranking woman in baseball operations across the MLB. In 1999, Lynne Meterparel was named general manager of the then San Jose Clash in Major League Soccer. Betty D'Anjolell was interim general manager of the Miami Fusion in 1998.

Racial Hiring Grade for Head of Baseball Ops/GMs

D+ **13.3%**
People of Color

Team C-Suite Executives

For MLB, this was the second year that TIDES has analyzed C-Suite executives as a separate category. "C-Suite" refers to executive-level managers, such as chief financial officers, chief operating officers, and chief information officers. These are among the most influential personnel who are responsible for developing and executing the overall strategy and business operations of the club. Chief executive officers are not included within this analysis because they are accounted for in the CEOs/Presidents category. The percentage of people of color in C-Suite positions was 17.2 percent. The percentage of white people holding these positions in 2022 was 82.8 percent. Women held 25.9 percent of all C-Suite positions. Women and people of color are seriously underrepresented in team C-Suite executive positions.

Racial Hiring Grade for C-Suite

C  **17.2%**
People of Color

Gender Hiring Grade for C-Suite

C-  **25.9%**
Women

Team Vice Presidents

As of January 1, 2022, the percentage of people of color holding team vice president positions was 16.1 percent; the percentage of women was 18.3 percent. The 16.1 is an increase from last year's 15.3 percent, a total that was the league's highest since 2009. The percentage of women was 18.3 percent, down substantially from 22.0 percent.

White employees held 82.8 percent of vice president roles, a decrease from 83.6 percent in 2021.

Of the 2021 total of 45 people of color who were team vice presidents, Black or African Americans were 6.5 percent, Hispanics or Latino(a)s 7.5 percent, Asians 1.1 percent, with all other people of color representing 1.1 percent.

There was a total of 51 women holding team Executive Vice President, Senior Vice President, and vice president positions on MLB teams, representing 18.3 percent. Women are seriously underrepresented

in team vice president positions.

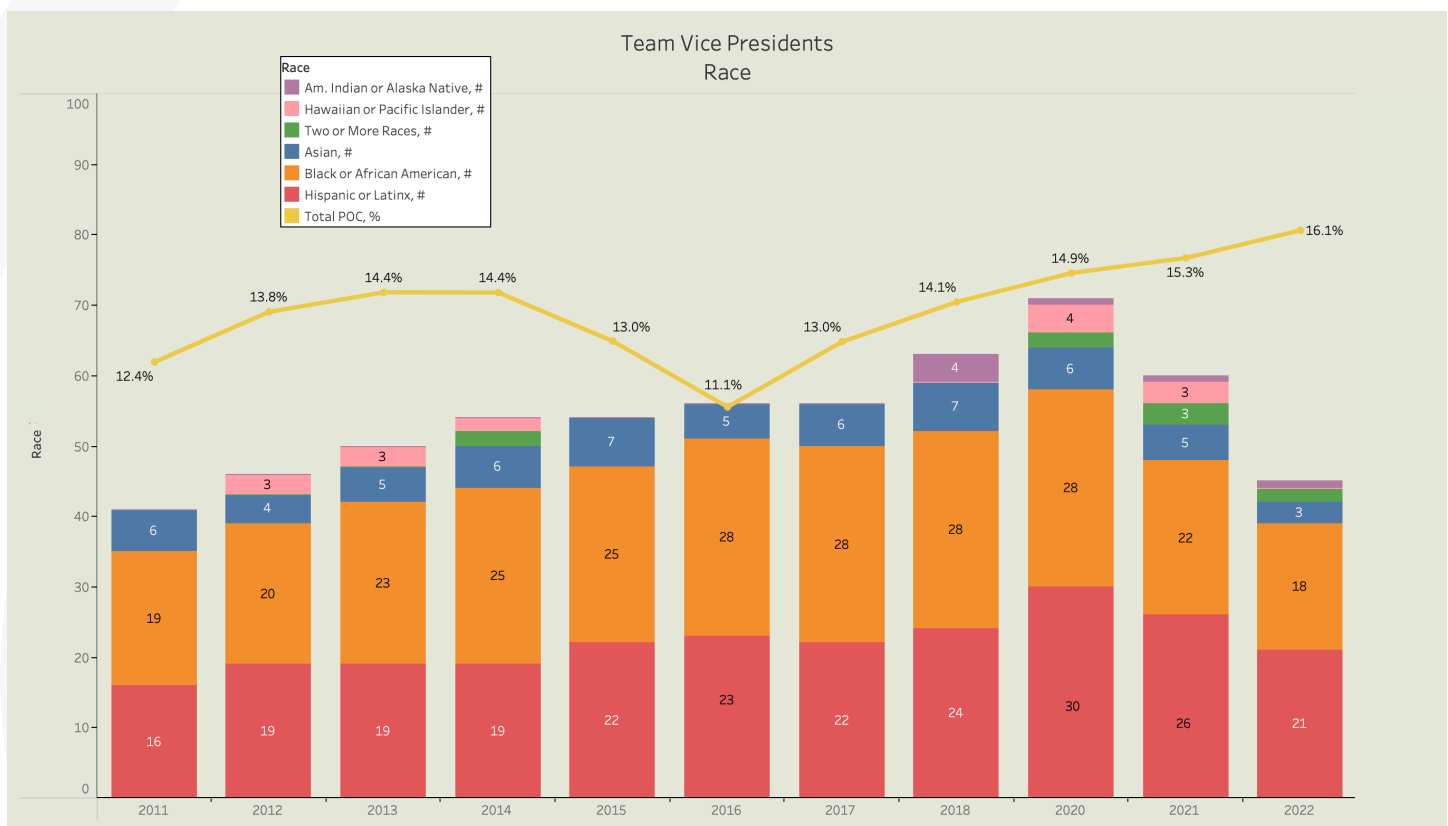
A list of team vice president and above who were women and/or people of color can be found in Appendix II.

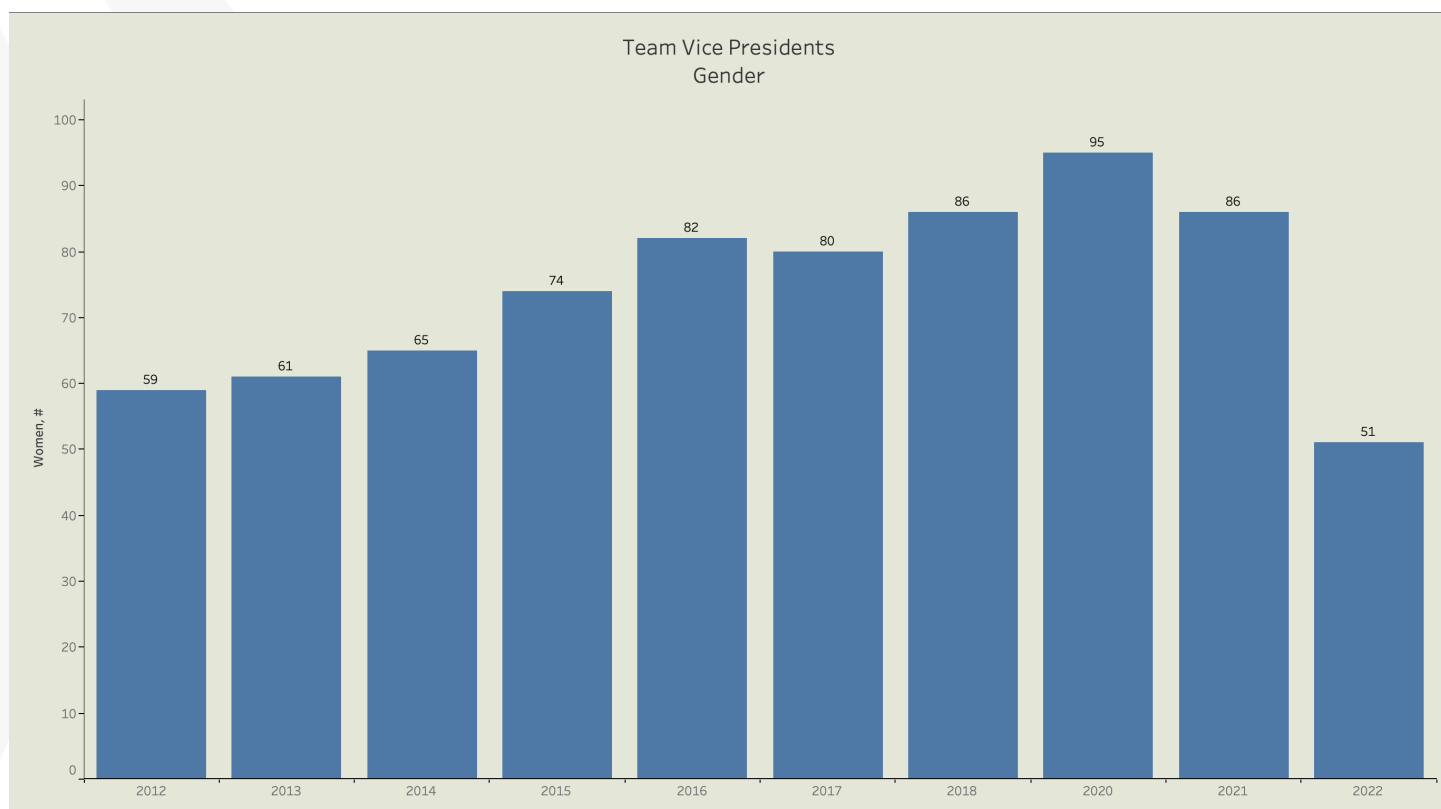
Racial Hiring Grade for Vice Presidents

C-  **16.1%**
People of Color

Gender Hiring Grade for Vice Presidents

F  **18.3%**
Women





Senior Administration*


This category includes the following titles, but is not restricted to directors, managers, assistant general managers, senior managers, general counsel, legal counsel, senior advisors, and assistant vice presidents.

As of January 1, 2022, people of color held 21.1 percent of team senior administration positions, a 1.3 percentage increase from 2021. Black or African Americans held 5.6 percent, Hispanics or Latino(a)s 10.4 percent, Asians 3.1 percent. All other people of color represented 1.9 percent.

Women held 27.4 percent of team senior administration positions, a 0.9 percentage point decrease from 2021. Women remain seriously underrepresented.

**Data includes teams only. It does not include MLB Central Office or MLB Network.*

Racial Hiring Grade for Senior Administration

C+  **21.1%**
People of Color

Gender Hiring Grade for Senior Administration

C  **27.4%**
Women

Team Professional Administration*

Positions categorized as team professional administration include, but are not limited to specialists, technicians, supervisors, analytics, and programmers. The category excludes the traditional support staff positions such as secretaries, receptionists, administrative assistants, and staff assistants.

As of January 1, 2022, the percentage of people of color in team professional administration positions was 24.6 percent, which included 6.7 percent Black or African American, 11.1 percent Hispanic/Latino(a)s, 4.3 percent Asian, and 2.1 percent of two or more races. This mark of 24.6 was an increase of 0.2 percentage points from last year and is the highest percentage in MLB Report Card history in this racial category. White employees held 73.6 percent of team professional administration positions, down from 74.2 percent in 2021.

Women held 26.9 percent of team professional administration positions, an increase from 25.5 percent in 2021. As in senior administrative positions, women remain seriously underrepresented as team professional administrators.

**Data includes teams only. It does not include MLB Central Office or MLB Network.*

Racial Hiring Grade for Professional Administration

B-  **24.6%**
People of Color

Gender Hiring Grade for Professional Administration

C  **26.9%**
Women

MLB Umpires

This is the second year that TIDES reported the umpire category. In 2022 there were 12 (15.8 percent) people of color in the umpire position. White umpires comprised 85.3 percent, an increase from the 84.0 percent reported in the 2021 Report Card. Black or African American and Hispanic/Latino(a)s comprised 6.7 percent and 9.3 percent of umpires, respectively.

There were no female umpires as of January 1, 2022.

Racial Hiring Grade for Umpires

C-  **15.8%**
People of Color

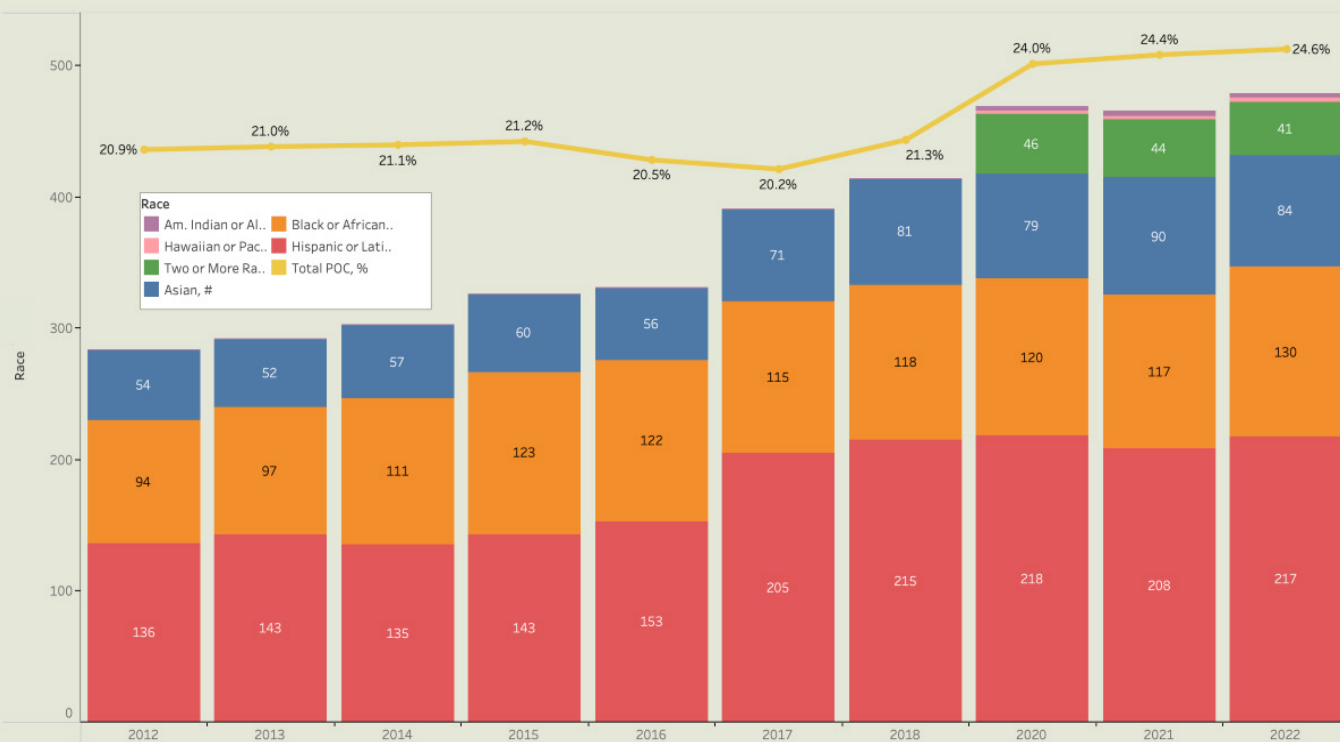
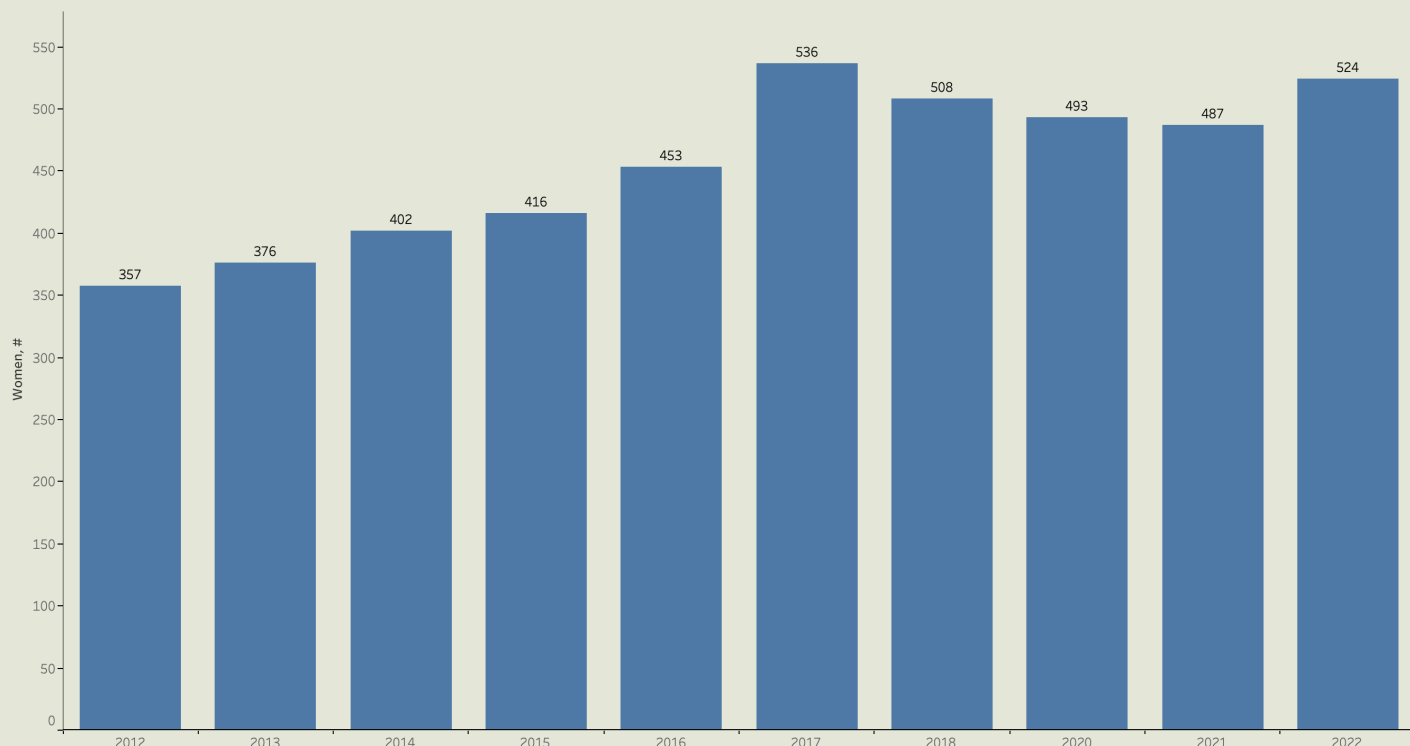


MLB Diversity and Inclusion Initiatives

MLB had an excellent array of diversity initiatives impacting numerous areas that serve a wide variety of people and include events such as supplier diversity, scholarship funds, diversity fellowship programs, awareness events, and many more. The MLB diversity and inclusion initiatives are outlined in Appendix I.

MLB Grade for Diversity Initiatives

A+

Team Professional Administration
RaceTeam Professional Administration
Women

How Grades Were Calculated

As in previous Report Cards, the 2022 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.

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. For issues of race, an A would be earned if 35.1 percent of the employees were people of color, B for 26.1 percent, C for 17.1 percent, D for 9.1 percent and F for anything below 9.0 percent. For issues of gender, an A would be earned if 42.5 percent of the employees were women, B for 34.0 percent, C for 26.5 percent, D for 20.0 percent and F for anything below 20.0 percent.

Based on previous Report Cards, this will result in reduced overall grades for race and gender across all 2022 Report Cards. The 83.0 points for racial hiring practices represented a decrease from the 2021 MLB RGRC and the difference would have been less if not for the change in the grade calculation. The 75.3 points for gender hiring practices was an increase from 2021 and would have been greater if not for the change in the grade calculation. The same was true for the overall grade of 79.1 points, a decrease from 78.8 in the 2021 MLB RGRC.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership was calculated

into the final grades. Also, beginning in the 2021 RGRC series, TIDES award bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones.

Methodology

All data was collected by the MLB Central Office 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.

The Report Card draft was sent to the Central Office so that it could be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during or after the seasons being reported. MLB responded with updates and corrections that were then incorporated into the final Report Card.

The Report Card covers the 2022 season for Major League Baseball. All categories were updated as of January 1, 2022. Listings of owners, general managers, and team managers were updated as of Opening Day on April 7, 2022. Active player rosters were also updated as of Opening Day. Grades were calculated according to the reporting periods noted herein. Please note that at some positions, multiple individuals declined to disclose their race. These numbers are provided in the data tables within Appendix II.

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, Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O'Halloran, Alan Owens, Brianna Patton, and Darnell Theriot, Jr. contributed greatly to the completion of the 2022 MLB 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 the former 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.



UCF

DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA



Appendix I

Major League Baseball continues to be at the forefront in promoting diversity, equity and inclusion.

The DEI strategy, launched in 2021 is focused on three key pillars – People, Culture and Community.

- **People:** Our success is inherent in the diversity of our personnel alongside our ability to recruit, develop, retain and support each other.
- **Culture:** Our commitment to empowering an inclusive environment built on acceptance, awareness, belonging, communication, leadership and respect.
- **Community:** Our promise to use the power and character of our sport to strengthen the communities where we live, work and play.

All DEI activities support these strategic areas of focus.

Owners' Diversity and Inclusion Committee:

The mission of the Owners' Diversity and Inclusion Committee is to advance all areas of diversity and inclusion throughout the industry, promote MLB's values, and live up to our social responsibilities in an effort to grow baseball among new and diverse audiences.

The Owners' DEI Committee added two new members in 2021, Derek Jeter, CEO of the Miami Marlins, and Cameron Nutting Williams (replacing Bob Nutting), Owner and Chairman of the Board for the Pittsburgh Pirates.

Owner's Diversity and Inclusion Committee Members:

- Robert D. Manfred, Jr., Commissioner of Baseball
- Dan Halem, Deputy Commissioner, Baseball Administration and Chief Legal Officer, Office

of the Commissioner
(listed in alphabetical order)

- Billy Bean, Senior Vice President, Diversity, Equity and Inclusion and Special Assistant to the Commissioner
- April Brown, Vice President of Social Responsibility, Office of the Commissioner
- Jim Buck, Owner, Philadelphia Phillies
- Phil Castellini, President and Chief Operating Officer, Cincinnati Reds
- Pat Courtney, Chief Communications Officer, Office of the Commissioner
- Paul Dolan, Chairman and Chief Executive Officer, Cleveland Guardians
- Derrick Hall, President and Chief Executive Officer, Arizona Diamondbacks
- Michael Hill, Senior Vice President of On-Field Operations, Office of the Commissioner
- Derek Jeter, Chief Executive Officer, Miami Marlins
- Marla Lerner Tanenbaum, Principal Owner, Washington Nationals
- Neil Liebman, Chief Operating Officer and Committee Chair, Texas Rangers
- Cameron Nutting, Managing Director, TNC Ventures, Pittsburgh Pirates
- Tony Reagins, Chief Baseball Development Officer, Office of the Commissioner
- Derek Schiller, President and Chief Executive Officer, Atlanta Braves
- Stuart Sternberg, Principal Owner, Tampa Bay Rays
- Ken Williams, Executive Vice President, Chicago White Sox

Employment and Diversity Pipeline:

The Diversity Pipeline Program: The Diversity Pipeline Program (DPP) seeks to identify, develop, and grow the pool of qualified underrepresented and female candidates for on-field and baseball operations roles. The DPP is spearheaded by Tyrone Brooks, Senior Director of Front Office and Field

Staff Diversity Pipeline Program, and is overseen by a committee of diverse League and Club officials.

- As of January 1, 2022, there were 331 DPP assisted hires. 134 were full-time, 40 part-time and 157 were internship positions.
- These DPP assisted hires included 80 hires during the 2020-2021 hiring cycle, of which 23 percent were women, 51 percent African-American or Black, 28 percent Hispanic or Latino/a and 8 percent Asian.
- Not reflected in the total headcount are the 40 hires made through the DPP in 2022, during which 26 percent were women, 40 percent Black or African-American, 25 percent Hispanic or Latino/a and 10 percent Asian.

Diversity Pipeline Program Advisory Council:

- Jean Afterman, Senior Vice President and Assistant General Manager, New York Yankees
- Billy Bean, Vice President and Special Assistant to the Commissioner, Office of the Commissioner
- Craig Counsell, Manager, Milwaukee Brewers
- Pat Courtney, Chief Communications Officer, Office of the Commissioner
- Steven Gonzalez, Senior Vice President and Chief Employment Counsel, Office of the Commissioner
- Michael Hill, Senior Vice President, On-Field Operations, Office of the Commissioner
- Quinton McCracken, Special Assistant to Player Development/Baseball Operations, Milwaukee Brewers
- Paul Mifsud, VP, Head Baseball Operations Counsel, Office of the Commissioner
- Kim Ng, General Manager, Miami Marlins
- Katie Pothier, Executive VP/General Counsel, New York Mets
- Tony Reagins, Chief Baseball Development Officer, Office of the Commissioner
- Dave Roberts, Manager, Los Angeles Dodgers
- Moises Rodriguez, Assistant General Manager, St. Louis Cardinals

- De Jon Watson, Director of Player Development, Washington Nationals
- Peter Woodfork, Senior Vice President, Minor League Operations and Development, Office of the Commissioner

MLB Diversity Fellowship Program: In June 2018, Major League Baseball launched the Diversity Fellowship Program, a recruitment and talent pipeline for roles in baseball operations, league economics, and other front office roles. The program is designed to identify talented and diverse professionals for opportunities at MLB Clubs or MLB's Central Office. 19 of the 22 Fellows selected in the inaugural class, two of which were placed in MLB Central's Office with others placed across 18 Clubs, were hired into full-time roles following the scope of the program.

The 2020 second class included 19 Fellows of which 53 percent were women and 53 percent people of color, with one selected and placed in MLB's Central Office while the remainder were placed across 18 Clubs. The 2020 class remains in progress, as 100% of those who have fully completed their fellowship have been hired into full-time roles within the industry. Presently 35 of the 42 fellows in the history of the program remain in the industry, including alum Albert Gilbert (originally hired by the Los Angeles Dodgers) being the first to ascend to a Director level position with his hiring by the Colorado Rockies as Director of Baseball Operations in December 2021. Candidates not retained are being assisted in their respective job searches by the Diversity Pipeline Program.

The 2022 MLB Diversity Fellowship Program class will be announced later during the Spring of 2022.

The MLB Central Office Fellows rotate in an 18-month process that includes roles across International Operations, Umpiring and On-field Rules and Regulations, and League Economics. The Club-based program consists of an 18-24-month

commitment in a front office or baseball operations role.

Diversity Pipeline Scout Development Program:

Launched in October 2021, the inaugural Diversity Pipeline Scout Development Program - hosted in partnership with the Buck O'Neil Professional Scouts and Coaches Association - was held during the Arizona Fall League as an opportunity to provide hands-on experience for persons of color and women looking to explore careers as future scouts as well as for diverse Club personnel to gain greater access and knowledge of scouting for their present roles. After a candidate pool of over 350 applications, 29 qualified candidates (15 women and 14 men) were selected to participate in the week-long program. The candidates also were exposed to evaluating an Arizona Instructional League and a college game (Arizona State University vs. Long Beach State University) along with learning daily from a dedicated group of industry professionals with diverse experiences in baseball who served as instructors, speakers, and panelists during the program.

The program has been an industry success story with 16 candidate hires (including 12 in full-time positions) through the program and seven Club personnel being promoted from their previous roles. Six women from the program will be featured in scouting focused roles during 2022, including three who will be in full-time scouting roles.

Society for American Baseball Research (SABR)

Analytics Conference: In March 2021, MLB granted scholarships to 55 students (persons of color and women) to attend the virtual Society for American Baseball Research (SABR) Analytics Conference. Students were then chosen based on their experiences and interest in baseball operations. They were given the opportunity to meet with MLB Club executives and panelists during the virtual conference, participate in virtual panel discussions,

and learn from established professionals through skill-specific tutorials. Since the inception of this opportunity to attend the conference, over 130 students have been sponsored to attend, with over 30 percent of the attendees able to gain opportunities in the game following the experience.

Professional Development Through Partnerships:

- In 2017, MLB introduced Employee Resource Groups (ERGs) to serve as cultural building and social networks as well as groups that share in the commitment to diversity, equity and inclusion in the areas including but not limited to ethnic heritage, generation, gender, gender identity, disability, sexual orientation, parental status and military and veteran status, or any other protected classes. In 2019, MLB created its 9th ERG for Military Veteran Professionals (MVP) and allies. The ERGs include Athletes to Executives, Asian, Black Professionals, Home Base (working parents), MLB H.Y.P.E. (young professionals), MLB Pride, MLB Women, SOMOS, and MVP.
- In 2021, MLB's ERGs partnered to host 40+ events across the MLB Central Office, with topics ranging from allyship, anti-Asian hate, mental health, Juneteenth and more
- In January, MLB expanded its relationship with Women in Sports and Events (WISE), a leading forum for the professional development of women. Membership included:
 - 150 memberships to high potential women across the Central Office and Clubs
 - 25 seats to the Annual WISE Symposium
 - 9 seats to the Emerging Leaders Certificate Program 4 seats to the Power of Choice for Emerging Leaders Program
 - 2 seats to the WISE Executive Leadership Institute (WELI) Program at Dartmouth University
- In May, MLB's Talent Management and

DEI groups launched a series of mandatory training sessions for people leaders to act more inclusively.

Topics included:

- **Supporting Your Employees During Challenging Times:** a deeper dive into MLB's DEI strategy, a better understanding of the role of a leader, resources to help support and educate teams.
- **Inclusive Leadership:** author and leading expert Howard Ross, took participants through understanding conscious bias and how to interrupt it in their day-to-day interactions with others.
- **Mitigating Bias in Recruiting:** an introduction to MLB's competency-based and structured interview process for hiring in new members for their team. The session focused on how to mitigate bias and ensure equity and efficiency throughout the interview process.
- **Mitigating Bias in Performance Management:** participants learned about the different types of bias found in the workplace, methods for identifying bias behaviors, and strategies to mitigate bias when having performance conversations with team members.
- In June and August, MLB partnered with Kaleidoscope Group to launch a series of "Train the Trainer" sessions on Unconscious Bias for 35 Club representatives across 26 Clubs.
- In August, MLB partnered with Jennifer Brown Consulting to design and launch an Employee Resource Group Leader education and training series, providing 8 monthly foundational sessions to BRG leaders on how to run, lead and drive impact ERGs. Sessions will continue through 2022.
- In May, MLB commissioned Seramount / Diversity Best Practices to host three workshops aligned to the MLB DEI Pillars – People,

Culture, Community and expanded an internal resource portal to include best practices, research, relevant articles, media and events.

Talent Acquisition and Management

MLB is actively pursuing new, innovative approaches as well as evaluating the hiring process to improve talent acquisition efforts. Measures include direct recruitment at Historically Black Colleges and Universities and new partnerships with recruitment and career development platforms, including:

- **The On Deck Sales Training Program** - an eight-week intensive career development training for candidates interested in careers in sales. The curriculum was developed by the MLB Sales and Ticketing team, in partnership with Sales leaders across the Clubs.
- As of January 1, 2022, 30 women and POC were selected, 12 participants have been hired into full time opportunities (5 participants hired across 4 Clubs)
- In December, a second cohort was created, hosting 32 candidates (56% women) with classes beginning in January 2022.
- **Step Up To The Plate** – MLB led diversity recruitment events, hosting 1000+ candidates across 30+ HBCUs and external partners, featuring a diverse group of employees sharing "A day in the life" at MLB.
- Step up to the Plate recruiting partners included: Asian American Journalists Association (AAJA), The OUT Foundation / OUT Athletics (LGBTQ+), Grace Hopper (women), Latinx in Sports (Latino(a)s), The Society of Hispanic Professional Engineers Latinx, HiTec (women of color) and America Works (disability).
- MLB also expanded diverse talent pipelines through partnership opportunities:
- MLB became a Corporate Partner of the National

Society of Black Engineers (NSBE) and Jopwell for access to pipelines of Black talent in Tech, sponsoring 50 national NSBE memberships to employees across the League and awarding 5 seats to the Annual NSBE Professional Development Conference to Central Office employees.

- Launched a new partnership with the HBCU Week Foundation, granting access to 26 HBCU administrators and 1000+ HBCU candidates for future internship opportunities.
- Continued its longstanding partnership with the National Association of Black Journalists (NABJ) through their Annual Conference and Career Fair.
- **Built In** – A tech recruiting and media company that features MLB content and profiles highlighting MLB’s tech employer brand shift.
- **The Muse** – An online career platform, focusing on the “next gen workforce,” that features content and profiles that highlight MLB as an overall workplace. Key areas of focus are for job seekers, current professionals (professional advancement and skills-building), and organizations (using the platform to attract and hire talent by highlighting company culture, workplace and values).

Early talent pipeline partnerships for roles across the Office of the Commissioner include:

- **Jackie Robinson Foundation Scholars** – Providing career opportunities to eligible JRF Scholars, through the Jackie Robinson Foundation Scholarship Program.
- **The T. Howard Foundation** – The mission is to promote diversity in media and entertainment by increasing the number of diverse and underrepresented groups and underserved communities within the industry.
- **Trey Duffy Foundation** – Providing internship opportunities in honor of lifelong Atlanta Braves fan, Trey Duffy, who died in December 2007. Interns are chosen from a select group of

applicants from the DREAM program.

- **Katy Feeney Memorial Scholarship** – Providing career opportunities for eligible female candidates pursuing a career in sports management and have a financial need to attain an advanced degree.
- In 2017, MLB launched “**MLB Select**,” a candidate sourcing tool available to all 30 Clubs and the Office of the Commissioner.
- Candidates are sourced or referred by Club employees for consideration for front office baseball operations and business operations roles.
- The platform allows each candidate to attach a resume, cover letter and any relevant projects.
- From March 2020 through January 2022, the candidate pool grew to 373 individuals, a 603% increase.
- In 2020, MLB’s Talent Management team also launched “MLB Academy,” the League’s first formal internal learning and leadership development function to offer employees resources and content to help them grow and develop professionally.

Supplier Diversity:

- Major League Baseball continues to be an industry leader of economic inclusivity within professional sports through the Diverse Business Partners (DBP) program.
- The program has cultivated new and existing partnerships with underrepresented businesses, including Black-owned, Latino/a-owned, Asian-owned, women-owned, veteran-owned, LGBTQ-owned and other underrepresented small businesses.
- This program increases opportunities for women-owned or minority-owned business enterprises (MWBs) to participate in procurement activities of MLB entities and MLB Clubs.
- Since the formation of this program in 1998, MLB and its Clubs have spent nearly \$2 billion

with diverse-owned businesses.

- MLB sponsorships include the Women's Business Enterprise National Council (WBENC), the National Minority Supplier Development Council (NMSDC), and the US Pan Asian American Chamber of Commerce Education Foundation (USPAACC).
- In 2021, MLB was nominated for the prestigious National Minority Supplier Development Council (NMSDC) Corporate Partner of the Year Award driven in part by expansion of new partnerships and initiatives, inclusive of:
 - A pro-bono ad space initiative on MLB.com and MLB Network for MBE's which resulted in 36 million impressions on MLB.com for an ad spend equivalent of \$363k.
 - Sponsorship of the Georgia Minority Supplier Development Council (GMSDC); awarding up to 50 banner ads on MLB.com (a \$500k value) certification to 25 diverse-owned businesses; participating in a "Doing Business with Baseball" forum during Minority Business Opportunity Week; and sponsorship of the Spirit of Alliance Awards.
 - Sponsorship of the Mountain Plains Minority Supplier Development Council (MPMSDC), awarding up to 50 banner ads on MLB.com (a \$500k value), participation in a corporate roundtable event, and an "Access Opportunity Meeting" forum.
 - Hosting a series of workshops for 200+ Black-owned businesses and Club procurement representatives during Black History Month with a "Grow with Google" coach covering: Amplifying Your B2B Portfolio During COVID with a Digital Marketing Strategy; Building Business Remotely, Presence and Virtual Networking; and Good to Great for Supporting Supplier Diversity.

Special Efforts During COVID-19 Pandemic

- Throughout the pandemic, Major League Baseball's industry-leading safety protocols prioritized the health, and safety of players, coaches and staff – and our fans. As the first major American sport to return to play, MLB leaned on creativity on and off the field to create new testing capabilities, design comprehensive protections for our clubs, and foster collaboration with our players to achieve a successful season in our home markets.
- MLB became the first sports league ever to start and finish a season during a pandemic, executing the tasks that most American workplaces face today, resuming operations safely.

Among the highlights of the 2020 season:

- MLB conducted tests of players and employees during Intake and Monitoring Testing, resulting in 89 positives (58 players and 31 staff members) and a positive rate of 0.05%.
- MLB's regular season and Postseason, combined, included a streak of 59 consecutive days with no positive tests among Major League players.
- MLB played 898 of its 900 scheduled regular season games (99.8%).
- MLB consistently erred on the side of caution and kept its promise to prioritize health and safety, as 45 regular season games were postponed due to COVID-related issues or concerns.
- MLB emphasized mask-wearing, physical distancing, contact tracing, responsible travel and other best practices throughout the season
- **Providing Testing and Vaccination for the Public:** As MLB conducted more than 200,000 COVID tests, providing testing for our fans and communities was a priority. MLB and its Clubs have distributed and analyzed more than 20,000 charitable COVID-19 tests for schools, youth academies, charities and other community organizations in New York, Boston, Cincinnati,

Arlington, Miami, Tampa, Chicago, Fresno, New Orleans, Salt Lake City, Baltimore, and the tour stops of The Players Alliance.

- This is in addition to the significant COVID-19 testing that was conducted at the MLB stadiums in Los Angeles, Seattle and Washington, D.C., where testing continues.
- MLB's approach was to dedicate substantial time and resources to boost community testing capabilities. MLB's experts devised a novel means of testing for the virus, relying on pre-existing saliva technology – using the Spectrum Solutions collection kit – that had a significant supply chain.
- MLB also invested to convert its independent drug testing laboratory into a COVID testing facility that is currently used by a number of local and national organizations for their testing needs. These steps allowed MLB to proceed responsibly and avoid using labs, personnel, materials and other resources that served the general public.
- 11 MLB ballparks transformed into mass vaccination sites, serving more than 225,000 Americans per week. Dodger Stadium has been one of the nation's leading sites for both COVID testing and vaccinations. The 10 other sites are Fenway Park in Boston; Coors Field in Denver; Minute Maid Park in Houston; Marlins Park in Miami; Citi Field and Yankee Stadium in New York; the Oakland Coliseum in Oakland; PNC Park in Pittsburgh; Petco Park in San Diego; and Globe Life Field in Arlington.
- **Helping our Communities:** MLB and its Clubs donated more than \$75 million to organizations that supported healthcare workers and people in need of food due to the pandemic, among others. In addition to supporting worthy organizations, MLB and its Clubs created funds for ballpark employees who lost work without fan attendance

and Minor Leaguers who lost an entire season. In 2020, MLB and its Clubs made a variety of charitable contributions across the baseball industry and beyond, including:

- More than 150 players and managers contributed more than \$10 million in financial and in-kind support toward various causes, which helped provide meals and PPE equipment, support for families affected by cancer, support for frontline workers and more.
- MLB and its Clubs pledged a total of \$30 million for gameday and seasonal workers who were impacted by the void of games.
- MLB and the MLBPA jointly donated \$1 million for Meals on Wheels and Feeding America, to help secure food for elderly and children.
- MLB Clubs created new levels of industry-wide compensation for Minor League players during 2020 following the cancellation of the Minor League season.
- MLB worked with uniform supplier Fanatics to turn materials from its uniforms and souvenirs into much-needed masks and gowns for medical personnel.
- Current and former Major Leaguers joined MLB and the MLBPA in donating nearly \$1 million to COVID-19 relief efforts in the Dominican Republic, specifically for medical equipment needs and food insecurity.
- MLB honored frontline workers at games and in promotional materials, including by selecting some to throw out ceremonial first pitches during the 2020 World Series in Arlington, Texas.
- Together with the MLBPA, MLB provided \$500,000 to 10 U.S. nonprofit organizations as the first of seven donation phases through 2021 (totaling \$3 million). The focus areas for the organizations include support for survivors of domestic violence, the public incidence of which increased during the pandemic.
- In April, MLB produced a PSA featuring several All-Stars and Hall of Famers encouraging the public to "Flatten the Curve." The video featured

MLB stars Tim Anderson, Pete Alonso, Max Scherzer, Whit Merrifield, Clayton Kershaw, Shohei Ohtani, José Berríos, Adam Wainwright, Jacob deGrom, Gerrit Cole, former All-Star Barry Zito and Hall of Famers Randy Johnson and Cal Ripken Jr.

- **Free Tickets:** Throughout the 2021 season, MLB and the Clubs evenly distributed a total of \$1.5 million in free tickets to frontline and essential workers whose roles were crucial in supporting society during health-related shutdowns.
- **Vaccinate at the Plate:** Throughout June, each of the 30 MLB Clubs hosted at least one event in which unvaccinated fans were able to receive a free ticket to a game if they got a COVID-19 vaccination at the event. In addition, a special Covid-19 vaccination opportunity for fans was made available at PLAY BALL Park during All-Star Week in Colorado.
- **Testing Kits:** MLB and the Clubs also distributed and analyzed more than 1.5 million free COVID-19 PCR tests for schools, youth academies, charities and other community organizations.

2021 Community Affairs & Social Responsibility:

- **Charitable Investments:** MLB supports the communities where the Baseball family works, lives and plays, with significant funding directed to charities that impact communities of color.
- In 2021 more than 50% of MLB's financial charitable support - totaling 4 million dollars - was given to national nonprofit organizations who help close the racial equity gap among youth and adults around health, workforce readiness and education. Additionally, the League and Clubs continued to support social justice organizations that are key to continuing equity work launched in 2020 following the murder of George Floyd.
- **Healthy Relationships Grant Program:** In

2021, Major League Baseball and MLB Players Association completed a two-year grant program that awarded \$3 million dollars in funding to more than 50 nonprofit organizations focused on providing critical services for vulnerable populations affected by domestic violence, trauma and abuse.

- More than 95% of the grants were given to organizations that touch women, youth and/or communities of color and focused on the mental health resilience and relationship skills of those they serve, with a particular focus on youth, and to provide critical services to help domestic violence survivors rebuild their lives.

Nonprofit Partners

- **Boys & Girls Clubs of America:** Each year, Major League Baseball and Boys & Girls Clubs of America work together to create unique opportunities and fulfill the mission of the 4,700 Boys and Girls Clubs that serve over 4 million youth in all 50 states, Puerto Rico, the Virgin Islands and on U.S. military bases around the world. More than 80% percent of Boys and Girls Club youth are black or Hispanic or Latino/a.
- In 2021, Major League Baseball announced a five-year, \$5 million dollar commitment of funding to grow participation of youth baseball and softball, and support workforce development and career readiness programs.
- As the official charity of MLB, Boys and Girls Clubs annually receives significant in-kind contributions, including public service announcements, advertising, player appearances, game day events and MLB game tickets.
- **Jackie Robinson Foundation:** Major League Baseball and its Clubs continue to support more than 30 four-year Jackie Robinson Foundation (JRF) scholarships annually and engage JRF Scholars during the annual JRF Mentoring and Leadership Conference as well as at MLB jewel events.

- JRF provides financial assistance and direct program services to highly motivated students from diverse backgrounds attending colleges and universities across the country. The Foundation's unique hands-on approach has resulted in a consistent, nearly 100 percent graduation rate.
- In 2020, Major League Baseball and the Jackie Robinson Foundation (JRF) announced a partnership extension through 2023, which included \$3.5 million to support JRF's Scholarship Program, the Jackie Robinson Museum and the annual JRF ROBIE Awards. This funding continues to benefit the Jackie Robinson Foundation's Scholarship Program through 2024.
- MLB has offered JRF Scholars the opportunity to participate in an eight-week internship program at the Commissioner's Office, with a minimum goal of three JRF Scholar internships per year.
- The league has committed more than \$2 million to the Jackie Robinson Museum which will open in 2022.
- MLB also will continue to sponsor the annual ROBIE Awards, which pays tribute to individuals who embrace the humanitarian ideals of Jackie Robinson while raising funds for the Jackie Robinson Foundation.

The Players Alliance: In 2021, MLB announced a significant commitment to the Players Alliance (a nonprofit organization of active and former Black Major League players) of up to \$150 million dollars over a 10-year period beginning in 2023. This long-term partnership will aim to further improve access to the sport for the Black community to in an effort to improve Black diversity on the field, in managerial and coaching positions and front office leadership.

- Previously, MLB and the MLBPA jointly committed \$10 million through 2024 to the Players Alliance to help fund innovative programs to improve representation of Black Americans in all levels of baseball.
- An additional \$1 million donation came from

MLB in the form of youth baseball equipment and PPE for the Players Alliance's "Pull Up Neighbor" Tour.

- This past year, the Players Alliance continued their community mobilization across the country serving communities affected by the pandemic with youth baseball equipment and essential supplies.
- Roberto Clemente Foundation: Major League Baseball continues to honor the legacy of Roberto Clemente by supporting the Foundation established in his name to bring baseball to youth.
- In November 2021, a \$50,000 grant was given to the foundation to execute 10 baseball clinics throughout Puerto Rico.
- More than 200 students participated in a baseball clinic (held across the island in 6 towns) to learn the elements of baseball while participating in physical activity and mentorship by local baseball professionals.
- Henry Louis Aaron Fund: Major League Baseball joined the MLBPA in making a joint \$1 million donation to match that of the Atlanta Braves in establishing "The Henry Louis Aaron Fund," which will live inside the Atlanta Braves Foundation. The goal of the fund will be to provide resources to drive equity by creating access and opportunities in the areas of sports, business, education and social and racial equality.
- Negro Leagues Baseball Museum: Major League Baseball continues to recognize and celebrate the legacy of the Negro Leagues.
- In 2021, MLB and the MLBPA led a new digital and social media campaign to support the "Negro Leagues 101" initiative led by the Negro Leagues Baseball Museum (NLBM)
- From June 25th through the end of the Regular Season, 101 facts about the Negro Leagues

were shared daily to commemorate the 101st anniversary of the establishment of the Negro Leagues.

- Each day's fact was unveiled by a Major League Player, Legend, youth baseball or softball player, or general representative of Baseball. A dedicated landing page (MLB.com/NegroLeagues101) and the Negro Leagues Baseball Museum social media platform (@NLBMuseumKC) were the primary sources of the content. Social media platforms from MLB, the MLBPA and Clubs also supported this campaign aimed at educating and informing the public about the rich and vast history of the Negro Leagues and Black excellence in the sport.
- This effort was part of an educational initiative led by the Negro Leagues Baseball Museum called "Negro Leagues 101," which included a series of programs, lectures, and events along with a bevy of exciting virtual learning experiences that includes a virtual tour of the NLBM.

League-wide celebrations of Baseball Icons:

- Jackie Robinson Day: Each year, Major League Baseball and its 30 Clubs celebrate the legacy of Hall of Famer Jackie Robinson on April 15th - the day he broke Baseball's color barrier with the Brooklyn Dodgers in 1947.
- Jackie Robinson Day is brought to life to engage and educate fans about Robinson's enduring legacy of being a civil rights inspiration and activist.
- The day is celebrated among MLB partners, MLB Clubs, Major League players, and youth baseball and softball players.
- Customary to the annual in-season Jackie Robinson Day celebration, all players, managers, coaches, umpires and other on-field personnel wear Jackie's Number 42 to honor the historic significance in Jackie ushering in necessary changes to Major League Baseball by breaking the color barrier in 1947.
- Off-ballpark activities include educational

programs with the Jackie Robinson Foundation, Jackie-inspired social media content, archived footage, and special broadcasts on MLB Network.

Roberto Clemente Day: Since 2002, Major League Baseball has commemorated Roberto Clemente Day each September to recognize the humanitarian Hall of Famer and 15-time All-Star who died in a plane crash on New Year's Eve 1972 while attempting to deliver supplies to earthquake victims in Nicaragua.

- Each year, Roberto Clemente Day celebrates Club nominees for the prestigious Roberto Clemente Award, the highest honor awarded to the League player who best represents the game of Baseball through astonishing character, community involvement, philanthropy, and positive contributions, both on and off the field.
- The 2021 Roberto Clemente Award Recipient was Nelson Cruz, nominated by the Minnesota Twins for his community work in the U.S. and specifically in the Dominican Republic where he contributes his time and more than \$400,000 dollars to fund medical equipment and food, supporting the economic gap created by Covid-19 in his local community.

Lou Gehrig Day: In 2021, Major League Baseball commemorated the inaugural "Lou Gehrig Day" on Wednesday, June 2nd, joining fellow Baseball Legends Jackie Robinson and Roberto Clemente as the only players whose legacies are celebrated annually with dedicated, league-wide days.

- June 2nd was specifically chosen as the date for Lou Gehrig Day as it marks when Gehrig became the Yankees starting first baseman, thus cementing the start of his incredible streak of consecutive games played, as well as the day he passed from complications of Amyotrophic Lateral Sclerosis (ALS), otherwise known as Lou Gehrig's disease.
- The focus of Lou Gehrig Day is on three pillars: (1) remembering the legacy of Gehrig and all

those lost to the disease that bears his name; (2) raising awareness and funds for research of ALS; and (3) celebrating the groups and individuals who have led the pursuit for cures.

Legacy Initiative in Denver and Atlanta: In light of a challenging situation of moving the All-Star Game from Atlanta, Georgia to Denver, Colorado, Major League Baseball remained committed to impacting communities - particularly Black and other communities of color - in both Denver and Atlanta through the All-Star Legacy initiative.

- **Denver** – MLB and the Colorado Rockies sought to leave a lasting impact throughout Greater Denver by making improvements to youth baseball and softball playing field, revitalizing a local Boys and Girls Club, and making meaningful financial contributions to local organizations that provide critical services to vulnerable and underserved groups. Several of these projects included:
- **It Takes A Village** – Received a mobile van to expand its free health care services to address the disproportionate effects that health and social issues can have on people of color, especially those in the Black community. It Takes A Village offers assistance with health care enrollment, HIV and STI testing, and support groups for transgender women, gay men of color and people living with HIV.

Children's Hospital Colorado (CHC) – All-Star Legacy funding to Resource Connect helped support staff members and strengthened community partnerships to remove access barriers for families to utilize social services. CHC is the region's only nonprofit pediatric hospital and treats all children regardless of a family's ability to pay.

Denver Public Schools Foundation/RBI Program – A Grant was given to the Denver Public Schools (DPS) Foundation to grow the local Reviving Baseball in Inner Cities (RBI) program. The intention of the grant is to grow baseball and softball RBI leagues in underserved communities, increase

participation in the RBI Program by 25% over four years, and fund expenses associated with travel to RBI regional tournaments.

John F. Kennedy High School Field Renovations

–Legacy funds will help renovate the school's baseball field, which was condemned, deemed unsafe and unplayable in 2020, as well as to provide major upgrades to the softball field. JFK High School is one of the largest Title I low-income high schools in the district, with over 73% of their students receiving free and reduced lunch. The school proudly serves over 92% minority students, and over 45% multilingual learners.

- **Boys & Girls Clubs of Metro Denver, J. Churchill Owen Branch** – All-Star Legacy dollars provided beautification to various areas of the Club, including the adjacent baseball field, new furniture and laptops for the kids. The J. Churchill Owen Boys and Girls Club, located in the Westwood neighborhood on the southwest side of Denver, has provided affordable after school and summer programs for underserved youth since 1967. While a vibrant and diverse community, the majority of Westwood residents face economic inequities and coinciding challenges, such as high rates of food and housing insecurity, victimization, early mortality, low educational attainment, language barriers and a lack of access to child care and health care. By offering programs that support holistic childhood development in Westwood, Owen BGC is able to help children overcome barriers so that they can succeed in school and in life.

- **Atlanta** – The Atlanta Braves and MLB worked together to enrich the Atlanta community and increase access to youth baseball and softball programs with a focus on promoting diversity. Approximately \$3 million donated by The Atlanta Braves Foundation and MLB's Legacy Fund supported these programs, including:

- **Establishment of The Warrior Alliance**

(TWA) Home Base at The Battery Atlanta, a community veteran facility that opened earlier this month to attract more veterans to seek assistance, expand veteran and family engagement, and establish a hub for the Atlanta community to participate in more veteran programming.

- **Gresham Park Refurbishment with dedication of Hank Aaron & Bill Lucas Fields**, a 7-field park in South Dekalb with a vibrant local association that has been operating since 1974. They have produced eight MLB/MiLB players (including Braves minor leaguers Mike Harris and Trey Harris), NBA and NFL players, and is considered a hub for the growth and development of Black baseball and softball players across south Atlanta.
- **Renovation of field at Anderson Boys & Girls Club** to enable playability of baseball for kids and develop Braves RBI baseball and softball programming at the Anderson Boys & Girls Club in Cobb County.
- **Volunteer project with West Atlanta Watershed Alliance and Hands On Atlanta** to create a pathway to and beautify the old Atlanta Black Crackers sandlot on Bush Mountain, supporting one of the oldest Black communities in the City of Atlanta dating back to the Civil War. This project is with support from Delta.

2022 – A look ahead:

- In 2022, MLB will continue this robust program of work with the core focus of closing equity gaps experienced by underrepresented communities.
- National partners and new programs will focus on creating long-term DE&I impact, both on the field and in communities.
- Under a newly developed strategic plan and cross-functional Social Responsibility committee, community and DEI initiatives will be elevated as a priority across the organization.
- 2022 is also the 75th anniversary of Jackie Robinson breaking the color barrier and the 50th

anniversary of the tragic passing of Roberto Clemente. The league and clubs will amplify our recognition of our icons and make a dedicated effort to bring forth their legacies to fans new and existing.

Domestic Violence & Anti-Harassment Policies:

Major League Baseball leads the industry with strong policies against domestic violence, sexual assault, and child abuse, in addition to a workplace code of conduct for Major League players and all League and Club staff that encourages a safe, harassment-free and inclusive environment.

- To further support efforts related to the care of victims of domestic violence and their families, MLB partners with the (1) National Network to End Domestic Violence, (2) It's On Us and (3) The Joe Torre Safe at Home Foundation, three nationally recognized nonprofit organizations that focus on ending the cycle of violence.
- As of January 1, 2022, MLB hosted mandatory anti-harassment and discrimination training for 1000+ Club executives and leaders, inclusive of the five most senior staff in each of baseball and business operations.

Baseball & Softball Development and Youth Outreach:

- Baseball & Softball Development initiatives led by MLB are designed to create year-round opportunities to improve access to, and foster growth of, diversity within the youth and amateur levels of the sport.
- Led by Tony Reagins, one of only 6 African-American General Managers in Baseball History
- Diversify the baseball and softball pipeline by focusing on development and advancement through a variety of diversity-focused introductory and developmental programs.
- Note: 95% of all baseball development event participants (e.g., Hank Aaron Invitational, DREAM Series and Breakthrough Series) who have graduated high school have attended

college, play baseball at the college or play at the professional level.

- Overall, there are 635 MLB Develops alumni (graduating high school 2018 or later) that are playing college baseball

◇ Approximately 90% of this group is Black (570 players)

- Since 2015, more than 220 alumni of MLB-led baseball programming- Hank Aaron Invitational, DREAM Series, Breakthrough Series- have been drafted since 2015.

- The dozens of alumni from these programs who have advanced to the Major Leagues include:

◇ Hunter Greene (Youth Academy, RBI, RBI World Series, DREAM Series, EDI)

◇ Dom Smith (Youth Academy, RBI, RBI World Series, Breakthrough Series)

◇ Ke'Bryan Hayes (Breakthrough Series)

◇ Akil Baddoo (Breakthrough Series)

◇ JP Crawford (Youth Academy, RBI, RBI World Series)

◇ Josiah Gray (Breakthrough Series)

◇ Carlos Rodon (Breakthrough Series)

◇ Aaron Hicks (Youth Academy)

- In 2021, Major League Baseball and Clubs committed significant investments with several partners to bolster efforts to increase diversity throughout baseball and decrease opportunity gaps in society, specifically with the Players Alliance (\$150 million over 10 years beginning in 2023) and Boys and Girls Clubs of America. This is in addition to the continued steadfast support of the Jackie Robinson Foundation.

- Grassroots participation to introduce and grow the game at the youngest levels.

◇ Through PLAY BALL, RBI and the “in-school” Fun At Bat program.

◇ In 2020 and 2021, successfully launched the “Drive-Thru PLAY BALL” effort specifically with Black Churches throughout the U.S.

- The initiatives highlight the competitive landscape of both high school and collegiate baseball and softball.

- In a normal year, MLB-led programming (with USA Baseball & USA Softball) reaches more than 4 million youth around the world.
- Utilized the **Jackie Robinson Training Complex** in Vero Beach, FL (the former “Historic Dodger town”) as a hub for premier youth baseball and softball programming led by MLB, USA Baseball and USA Softball.

Buck O’Neil Professional Baseball Scouts and Coaches Association: In November 2021, the Buck O’Neil Professional Baseball Scouts and Coaches Association, a group designed to develop underrepresented scouts and coaches, held its three-day conference in person in Kansas City, MO.

- Tony Reagins, Chief Baseball Development Officer, and Del Matthews, Vice President, Baseball Development led presentations that discussed the current state of the game and upcoming youth initiatives.

- Members also participated in various continuing education sessions, discussions with top baseball operations executives from across the league, and skill development sessions hosted by Tyrone Brooks, Senior Director of the Diversity Pipeline Program.

- **DREAM Series:** The DREAM Series is an initiative from Major League Baseball and USA Baseball focused on the dynamics of pitching and catching for a diverse group of high school elite athletes from across the country during the Martin Luther King Jr. holiday weekend.

- This annual event, which launches the calendar of Baseball/Softball development experiences each year, is focused on assisting high school players of color as they pursue advancement to the next levels of the sport.

- MLB and USA Baseball utilize former Major League players, current Players as well as former & current Major Leagues managers/coaches in pursuit of this goal.

- The fifth annual DREAM Series took place virtually due to COVID-19 restrictions in 2021. Several panel discussions featured current and

former MLB Players, Coaches as well as past Dream Series alumni in college and professional baseball.

- Appx. 95% of all DREAM Series alumni who have already graduated high school are attending college or playing baseball at either the college or professional levels.
- **Breakthrough Series:** The Breakthrough Series, established in 2008, is a joint effort on behalf of USA Baseball and Major League Baseball. This unique program focuses on developing high school-age players on and off the field through the highest level of coaching, mentorship and insight from baseball industry leaders all while providing a platform for the players to perform for scouts and collegiate coaches. In recent years this initiative has been expanded to serve the softball (with USA Softball) and girls baseball community, featuring coaches consisting of Softball legends (e.g., Jennie Finch, Natasha Watley and Lauren Chamberlain) and Women's National Team members from both sports. The events are completely cost-free with USAB and USASB covering expenses for the players.

The Hank Aaron Invitational: A joint effort between USA Baseball, MLB, the MLBPA through the MLB-MLBPA Youth Development Foundation – helps even the playing field for many underserved youth, with everyone receiving unprecedented on-field training with former Major and Minor League players, coaches, managers and executives, as well as special guest presentations on.

- This unique amateur development event serves as a youth-oriented, on-field diversity initiative that aims to get high school-age players, with diverse backgrounds, to the next levels of the game.
- The Hank Aaron Invitational is held annually in July and August at the Jackie Robinson Training Complex in Vero Beach, Florida. In addition to the elite-level training from former pros,

approximately 250 players (ages 13-18) from across the United States hear from an illustrious group of baseball royalty, including former Major League manager Jerry Manuel and former All-Stars such as Hall of Famer Ken Griffey Jr., Hall of Famer Dave Winfield, Eric Davis, and Reggie Smith, among others.

- The participants receive presentations on college eligibility and other information necessary for advancement in the collegiate and professional levels of the sport.
- Funding of the Hank Aaron Invitational comes from the MLB-MLBPA Youth Development Foundation, a joint effort established in July 2015 focused on improving the caliber, effectiveness, and availability of amateur baseball and softball programs across the United States and Canada.
- The top 44 players from "Week 2" of the Hank Aaron Invitational are invited to play in a special showcase game at Truist Park, the home of the Atlanta Braves, as part of an extensive "Hank Aaron Week" hosted by the Braves. Hank Aaron Week includes a variety of diversity- and culture-focused initiatives centered on business networking, historic moments tied to Aaron's legacy, philanthropy, education, and social justice.
- The players for the Hank Aaron Invitational are selected via a combination of the following programs and groups: MLB Youth Academy network, Reviving Baseball in Inner Cities (RBI) program, Major League Baseball, the Major League Baseball Players Association, USA Baseball, the Buck O'Neil Scouts Association, MLB Clubs & Scouts and individual active and former players.

SPECIAL NOTE: Players in the MLB and USA Baseball diversity pipeline, including the Breakthrough Series, Dream Series and Hank Aaron Invitational may be offered additional development and instructional opportunities throughout the year. These additional efforts afford participants

touchpoints at different times during the season, allowing for consistent growth opportunities both in competitive and non-competitive settings and aids in the continued advancement of their life and baseball skills.

Drive-Thru PLAY BALL Events with Black Churches: In 2021, MLB continued outreach and efforts to build tangible connections with the Black community, specifically partnering with Black churches around the country on Drive Thru PLAY BALL events.

- Amid the ongoing pandemic, MLB still sought to engage our game with children safely, hence the drive-thru nature of each of the events. Each family left the event with bat & ball sets that could be enjoyed under almost any setting at home or in public.
- These events were held in various cities, including Philadelphia, New York City (Queens), Columbia (Miss.), Lake Charles (La.), Vero Beach (Fla.), Charleston (S.C.), Oklahoma City, Richmond (Va.) and Nashville (Tenn.).
- **RBI program:** MLB's Reviving Baseball's in Inner Cities (RBI) program continues to see increases in African-American participation - with Black children accounting for 31% of the participants.
 - 29% Hispanic or Latino/a
 - 20% Caucasian
 - 4.3% Two or More
 - 2.8% Asian
 - 0.9% Native American
- RBI is administered by Major League Baseball and designed to provide low-cost opportunities for young people from underserved and diverse communities the opportunity to play baseball and softball, while also encouraging academic achievement and teaching the value of teamwork, among other important life lessons.

MLB Youth Academy Network: “Brick &

Mortar” facilities for low-cost/free baseball and softball development. Academies are situated all over the country, including LA/Compton, NY/Bronx, Houston, Dallas, Kansas City, Cincinnati, Philadelphia, Washington DC, New Orleans, and Puerto Rico/Gurabo. Facilities also offer vocational programs focusing on areas such as broadcasting, sports law, umpiring and more.

Andre Dawson Classic: In celebration of Black History Month, the “Andre Dawson Classic,” the tournament launched in 2008 by MLB to highlight Historically Black Colleges & Universities (HBCUs) and their baseball programs, returned to New Orleans for the eighth time in 2022. Games featuring seven HBCU baseball programs and University of New Orleans were hosted at both the New Orleans MLB Youth Academy and Maestri Field at University of New Orleans

- Two games had a special spotlight via a LIVE game broadcast on MLB Network and stream on MLB.com on Saturday, February 19th.
- As a clear measure of evidence of the pipeline's progress, 53 players among the eight teams are alumni of many of the diversity-focused programs led by MLB – an increase of 112% from the tournament in February 2020.

Girls and Women Softball and Baseball programing and outreach:

- Girls Baseball - Programs include Trailblazer Series, Breakthrough Series, Elite Development Invitational and GRIT: Girls ID Tour.
- Various events were held in locations such as Seattle, Charlotte NC, Dallas, Texas, Denver, and Boston impacting hundreds of young women who want to pursue baseball.
- Softball - Programs include Breakthrough Series, Jennie Finch Classic, RBI Regionals, and RBI World Series:
- Various events were held in Vero Beach, Oklahoma City, Indianapolis, Washington D.C., Dallas, and Los Angeles serving over 375

players

- USA Softball National Team-2021 Olympics: MLB was the presenting Sponsor of the “Stand Beside Her Tour”, The Official Training and Promotional Tour of the United States Olympic Softball team prior to the 2021 Olympics.

ID tour: Identification events are pro-style workouts designed to find players of diverse backgrounds, particularly those living in inner cities and underserved areas, as well as girls’ baseball players, to invite them to MLB-led initiatives, including RBI programs, Youth Academies, and Baseball Developmental Events. The COVID-19 pandemic derailed some of the planned baseball development activities over the last couple of years, but a full slate of ID Tour events are scheduled to take place in 2022.

o Part of this overall effort is MLB GRIT: Girls ID Tour, a talent showcase specifically for female baseball players, with top performers invited to elite girls’ baseball development programs hosted by MLB and USA Baseball, including the Girls Baseball Breakthrough Series.

MLB Network & MLB.com

- On July 20, 2021, MLB Network made sports broadcasting history. In a first for Major League Baseball, the MLB Game of the Week LIVE on YouTube featured an all-women announcing crew called a game as the Tampa Bay Rays hosted the Baltimore Orioles. Melanie Newman handled play-by-play flanked in the booth by next-level statistician and analyst Sarah Langs, while veteran reporter Alanna Rizzo traversed the sidelines at Tropicana Field. The pregame coverage also had female representation as the duo of Heidi Watney and Lauren Gardner set up the evening’s action.
- Also in 2021, MLB Network produced three notable “MLB Tonight: A Conversation” programs covering racial injustice and inequality inside and outside society and baseball.
- In the first program, hosted by former MLB

All-Star Harold Reynolds and timed to Martin Luther King Day, distinguished guests discussed their experiences with racial inequality, the lessons learned by Dr. King, and how the social injustice movement of 2020 impacted their lives, including St. Louis Cardinals Pitcher Jack Flaherty, 2-time World Series Champion Manager Cito Gaston, hip-hop artist Chuck D, and Negro Leagues Historian Larry Lester.

- On the night before Opening Day a second program aired, featuring a candid discussion about the struggles, successes and future for women in baseball. Hosted by Lauren Shehadi, the program highlighted women in baseball sharing their insight and personal stories, including New York Yankees Senior Vice President Jean Afterman, New York Yankees Minor League Hitting Coach Rachel Balkovec, Boston Red Sox Executive Vice President Raquel Ferreira, Chicago Cubs Minor League Hitting Coach Rachel Folden, The Athletic National MLB Writer Britt Ghiroli, Miami Marlins General Manager Kim Ng, San Francisco Chronicle MLB Writer Susan Slusser, and New York Yankees analyst on WFAN New York radio Suzyn Waldman.
- In May, the Asian American and Pacific Islander (AAPI) community in baseball was the focus of a new MLB Tonight. Co-hosted by MLB Network’s Stephen Nelson and Adnan Virk, the program featured Miami Marlins General Manager Kim Ng, Los Angeles Dodgers manager Dave Roberts, Texas Rangers bench coach Don Wakamatsu, Milwaukee Brewers second baseman Kolten Wong, Kansas City Royals Assistant General Manager-Baseball Administration Jin Wong, and San Francisco Giants President of Baseball Operations Farhan Zaidi discussing baseball’s stand against the increase in violence towards the AAPI community, and the importance of growing the community throughout the game.
- Additionally, MLB.com has served as the digital

home of **UNFILTERED**, a speaker series of Diversity & Inclusion-focused topics designed to bring awareness, education and information in a candid manner.

- These conversations have included:
- **Black Voices in Baseball** during Black History Month Featuring Dave Roberts (LAD Manager), Bo Porter and Bianca Smith, among others.
- **Women in the C-Suite** during Women's History Month Featuring Laura Day (Twins), Chaitali Gala Mehta (Dodgers), Nona Lee (Diamondbacks), Jill Robinson (Braves)
- **Supporting the AAPI Community** during Asian-American Pacific Islander Heritage Month

Featuring Dave Roberts, Kim Ng, Farhan Zaidi and Jin Wong (Royals)

- **MLB Pride** during Pride Month Featuring Greg Bader (Orioles), Roscoe Mapps (Giants), Nona Lee (Diamondbacks), Erik Braverman (Dodgers), former umpire Dale Scott and Billy Bean (MLB)
- **Impact of the Negro Leagues** at the MLB All-Star Game in Denver Featuring Commissioner Manfred, Bob Kendrick, Ken Griffey Jr., LaTroy Hawkins, and CC Sabathia.
- **Latino Voices in MLB** during Hispanic Heritage Month Featuring Pedro Martinez, Eduardo Perez, Margaret Salazar-Porzio (Curator, National Museum of American History), Carla Chalas (MLB Coordinator of Labor Relations and Player Programs)
- **GM Chronicles** with Mike Hill

Sustainability and Environmental Operations:

- **Club Initiatives:** All 30 Clubs continue to demonstrate their commitment to environmental stewardship.
- Efforts focused on energy efficiency include 20 ballparks having LED field lighting, 10 ballparks utilizing solar panels, and 11 ballparks (across Major League Baseball and MiLB) having

LEED Certification.

- In addition, 12 ballparks currently utilize on-site gardens and seven Clubs have permanently eliminated plastic straws from their ballparks. Other ballpark initiatives include minimizing food waste by donating to local food banks/organizations, reducing water consumption through infrastructure enhancements, and transitioning to eco-friendly and compostable service ware.
- MLB was the first professional sports league to have all 30 Clubs as members of the Green Sports Alliance, which promotes healthy, sustainable communities in sports.

Green Teams: Nine Clubs utilize Regular Season Green Teams and MLB activates Green Teams during MLB All-Star Week, Field of Dreams, as well as the Postseason.

- Green Teams consist of community organizations or local university students, who collect recyclables in between innings at the ballparks.
- During MLB All-Star Week, the Green Team also educates fans on positive environmental practices, helps with volunteer and community events, and are rewarded with an invitation to a Career Night hosted by MLB.

Data Tracking and Green Glove Award: MLB provides Clubs with an ESG tool to track waste output and diversion as well as water and energy usage through Measurable.

- Measurable can also be used to document efficiency projects and track estimated cost and energy/water savings. MLB also uses Measurable to determine the recipient of the Green Glove Award. The Green Glove Award is given annually to the MLB Club leader in recycling and maintaining the highest waste diversion rate (the amount of waste material diverted from landfills for recycling, food donations, and composting).

- **MLB Jewel and International Events:** MLB promotes sustainability initiatives and efforts throughout both Jewel and International Events. Greening efforts are broadcast at the ballparks and promoted throughout the events to educate fans. In addition, to encourage other forms of transportation, MLB promotes walking paths between popular locations during the events throughout All-Star Week.
- For 2021, MLB partnered with the Colorado Rockies, Green Sports Alliance (GSA), Change the Course, and the Colorado Water Trust to restore 30-million gallons of water to the Colorado River after the driest 12-month period on record. The Colorado Rockies received the first-ever “Net Zero Water Champion” recognition from the GSA as part of their Play to Zero initiative.
- MLB utilizes water filtration systems in various ballpark locations, such as the Broadcast Compound and Press Dining, and supplies MLB Green branded reusable water bottles, minimizing the use of single use water bottles. For All-Star, Field of Dreams, and Postseason, MLB provided 8,880 Pathwater bottles to media, broadcasters, and staff. For the 2018, 2019, and 2021 All-Star events, MLB achieved certification from the Council for Responsible Sport. The Five Pillars of Responsible Events include Planning & Communication, Procurement, Resource Management, Access & Equity, and Community Legacy.
- **Greening Partnerships:** MLB has partnered with multiple educational programs across the US to help inform students of all ages on sustainable initiatives. Discovery Education and FOX Sports University are two educational programs MLB has recently collaborated with to teach students how they can make a difference in the environment.
- MLB partnered with Discovery Education, the leading providers of standards-aligned digital

curriculum resources, engaging content and professional learning for K-12 classrooms to launch baseball and sustainability-focused content in schools throughout the country. In 2019, a special event debuted featuring educational videos for classrooms across the U.S. with representatives from several Clubs addressing their sustainability practices and how their ballparks are environmentally conscious. In 2021, Discovery Education and MLB worked together to provide “51 Ways to Celebrate Earth Day” which featured an online learning curriculum featuring Club and MLB representatives as well as a live Twitter chat with a Major League player. MLB and FOX Sports have partnered up with different colleges to provide educational opportunities around sustainability and public relations. Students create hypothetical campaigns targeted around the League's sustainability efforts and are encouraged to practice greening efforts as part of the course. These campaigns are then presented to FOX Sports and MLB, with the winning group invited to participate on the Green Team for the All-Star Game. FOX Sports U and MLB are currently working with the University of Florida, but most recently collaborated with Providence College and New York University. Other university partners include Creighton University, University of North Carolina, University of Pittsburgh, Syracuse University, and DePaul University.

- **Earth Day:** The 2021 Earth Day celebration included an MLB Green social media takeover, a partnership with Discovery Education, and various Club activations such as volunteer cleanups, treeplanting, reusable straw giveaways, and partnering with local eco-friendly artists. In 2021, the MLB Flagship Store showcased the 2020 Green Glove Award and offered a discount on purchases to any customers that brought their own bag in. MLB employees celebrated 2021

Earth Day virtually with a lunch and learn with Ocean Conservancy, a Sims Recycling Center Virtual Tour, and a Virtual Plogging Challenge.

2021 Winter Meetings:

- **Take the Field:** For the fourth consecutive year, MLB hosted Take The Field, a program specifically designed to provide women who are interested in baseball careers in coaching, scouting, player development and baseball operations, with the opportunity for education and engagement with Club personnel through panels, breakout sessions, and networking opportunities.
- Over the last two seasons, 29 Take The Field participants have been hired by MLB or Clubs for both the Major & Minor League levels, inclusive of the following:
 - Grace Cullen – STL, S&C Coach
 - M'Lynn Dease – CHI, Area Scout
 - Megan Giron – SEA, AA Affiliate Ticketing
 - Beth Greenwood – PHI, Baseball Operations Diversity Fellowship
 - Avery Griggs – COL, PD & Pro Scouting Assistant
 - Emma Legault-Laroche – CLE, Baseball Operations Diversity Fellow
 - Olivia Lord – TEX, Baseball Operations Apprentice
 - Andreina Salas – MIN, Baseball Operations Assistant
 - Jaime Vieira – TOR, Minor League Hitting Coach
 - Robyn Wampler – KC, R&D Analyst
 - Christina Whitlock – STL, Minor League Affiliate Fellow
 - Ronnie Gajownik – ARI, Minor League Coach
 - Lindsay Gardner – Atlantic League Hitting Coach
 - Julia Hernandez – MLB, Coordinator, Baseball Operations
 - Katie Krall – BOS, Development Coach
 - Hailey Levinton – MIN, Analyst
 - Katie Mooradian – TB, Advanced Scouting

Assistant

- Paige Moshier – PIT, Minor League Operations Assistant

Katherine Feeney Leadership Symposium: MLB hosted its fifth annual Katherine “Katy” Feeney Leadership Symposium virtually in December 2021.

- 42 women were selected across the Central Office and Clubs, all of whom embodied the professionalism, integrity and leadership qualities that Katy exemplified throughout her illustrious career.
- A full day of programming focused on skill development and leadership training led by Stanford University, Graduate School of Business – Executive Education. Since its inception, nearly 200 women have participated in this program.
- **Supplier Diversity Summit:** The Supplier Diversity Summit was held for the fifth consecutive year during MLB’s offseason.
- In December, MLB partnered with the C-Suite Coach, an award winning practice whose mission is to scale coaching for diverse working professionals and small business leaders to lead a series of workshops and panels for invited diverse-owned businesses.
- MLB also partnered with NMSDC and My Vendor Match, a certified MBE, to host vendor match day – providing 120+ diverse-owned businesses an opportunity to “pitch” Club procurement leaders.



Appendix II

EXECUTIVE MANAGEMENT C-SUITE

6 Chief Executives are Black or African American

- Robert Brown, Vice President & Chief Financial Officer, New York Yankees
- D'Londra Ellis, Chief Legal Officer, Oakland A's
- Robert Frost, Senior Vice President, Chief People Officer, Washington Nationals
- Gilbert Hight, Senior Vice President, Chief Security Officer, New York Yankees
- Nona Lee, Executive Vice President, Chief Legal Officer, Arizona Diamondbacks
- Meka White Morris, Executive Vice President, Chief Revenue Officer, Minnesota Twins

1 Chief Executive is Hispanic or of Latinx descent:

- Jose Martin, Senior Vice President, Chief People Officer, San Francisco Giants

3 Chief Executives are Asian or of Asian descent:

- Chiatali Gala, Chief Operating Officer, LA Foundation, Los Angeles Dodgers
- Jonathan Gilula, Executive Vice President, Chief Operating Officer, Boston Red Sox
- Timothy Zue, Executive Vice President, Chief Financial Officer, Boston Red Sox

15 women hold Chief Executive titles for MLB Clubs:

- Laura Day, Executive Vice President, Chief Business Officer, Minnesota Twins
- Zineb Curran, Senior Vice President, Chief Communications Officer, Boston Red Sox
- D'Lonra Ellis, Chief Legal Officer, Oakland A's
- Chiatali Gala, Chief Operating Officer, Los Angeles Dodgers Foundation
- Jennifer Giglio, Senior Vice President, Chief Communications Officer, Washington Nationals
- Kelly Kaufman, Chief Financial Officer, Executive Vice President, Business Operations, Boston Red Sox

- Nona Lee, Executive Vice President, Chief Legal Officer, Arizona Diamondbacks
- Sara Lehrke, Vice President, Human Resources & Chief Diversity Officer, Cleveland Indians
- Melanie Lenz, Chief Development Officer, Tampa Bay Rays
- Caroline O'Connor, Chief Operating Officer, Miami Marlins
- Elizabeth Pantages, Senior Vice President, Chief Financial Officer, San Francisco Giants
- Jill Robinson, Executive Vice President & Chief Financial Officer, Atlanta Braves
- Amy Waryas, Executive Vice President, Chief Human Resources Officer, Boston Red Sox
- Meka White Morris, Executive Vice President, Chief Revenue Officer, Minnesota Twins
- Nichol Whiteman, Chief Executive Officer, Los Angeles Dodgers Foundation

25 Team Executive Vice-Presidents, Senior Vice Presidents and Vice Presidents were Black or African-American, including:

- Jared Banner, Vice President, Player Development, Chicago Cubs
- Robert Brown, Vice President, CFO, Accounting, New York Yankees
- Dana A Brown, Vice President, Scouting, Atlanta Braves
- Jacqueline Coleman, Senior Vice President, Broadcasting & Marketing, Washington Nationals
- Eugene Dias, Vice President, Communications, Houston Astros
- Julian Green, Vice President, Communications & Community Affairs, Chicago Cubs
- Michael Hall, Vice President Cardinals Care and Community Relations, St. Louis Cardinals
- Marian Harper, Vice President, Community & Foundation, Houston Astros
- Charles Johnson, Vice President Corporate Partnerships, Seattle Mariners
- Brian Keys, Vice President, Information Technology, Cincinnati Reds
- Victor Livisay, Vice President, People & Culture, Cincinnati Reds

- William A. Luck, Vice President, Season Ticket Sales & Services, Miami Marlins
 - Robert McDonald, Vice President, Clubhouse Operations and Team Travel, Washington Nationals
 - Courtney Moore, Vice President, Diversity, Equity & Inclusion, Los Angeles Dodgers
 - Barry Newell, Vice President, Business Operations & Analytics, Tampa Bay Rays
 - DeRetta Rhodes, Senior Vice President, People Capital, Atlanta Braves
 - Katina Shaw, Vice President, Community Relations, Milwaukee Brewers
 - Michael Shaw, Vice President, Head of Experience and Innovation, Miami Marlins
 - Brian Smith, Senior Vice President, Corporate/Community Relations, New York Yankees
 - Jennifer Springs, Vice President, Human Resources, Houston Astros
 - Elaine Steward, Vice President, Senior Club Counsel, Boston Red Sox
 - Marcita Thompson, Vice President, Fenway Park Tours, Boston Red Sox
 - DeAnna Ward, Vice President, Media & Communications, Tampa Bay Rays
 - Kenneth Williams, Executive Vice President, Baseball Operations, Chicago White Sox
 - Ellen Zeringue, Vice President, Marketing, Detroit Tigers
 - Raquel Egusquiza, Vice President, Diversity, Equity & Inclusion & Executive Director Marlins Foundation, Miami Marlins
 - Kari Escobedo, Senior Vice President Information Systems, Seattle Mariners
 - Ralph Esquibel, Vice President, Information Technology, Los Angeles Dodgers
 - Oscar Fernandez, Vice President, Technology Solutions, New York Mets
 - Rolando Fernandez, Vice President, International Scouting and Development, Colorado Rockies
 - Santiago Fernandez, Senior Vice President and General Counsel, Los Angeles Dodgers
 - Rafaela Fink, Vice President, Public Relations, Tampa Bay Rays
 - Cesar Geronimo, Vice President, Latin America Scouting & Player Development, Arizona Diamondbacks
 - Eric Hernandez, Vice President, Finance, Los Angeles Dodgers
 - Kevin Martinez, Senior Vice President, Marketing and Communications, Seattle Mariners
 - Sigurd Mejdal, Vice President, Assistant General Manager, Baseball Analytics, Baltimore Orioles
 - Alfredo Mesa, Vice President Public Affairs, Miami Marlins
 - Milciades Junior Noboa, Vice President, Latin Operations, Arizona Diamondbacks
 - Eric Perestuk, Senior Vice President, Facility Operations, Atlanta Braves
 - Sergio del Prado, Senior Vice President, Corporate Partnerships, San Diego Padres
 - Juan Ramirez, Vice President, Information Technology, Tampa Bay Rays
 - Frederick Rivera, Executive Vice President, Legal and General Counsel, Seattle Mariners
 - Naomi Rodriguez, Vice President, External Affairs and Community Relations, Los Angeles Dodgers
 - Carlos Rodriguez, Vice President, Player Development & International Scouting, Tampa Bay Rays
 - Edgardo Romero, Jr., Senior Vice President, Assistant General Manager, Boston Red Sox
 - Leticia Silva, Vice President, Human Resources,
- 28 team Senior Vice-Presidents and Vice Presidents are Hispanic or of Latin descent, including:**
- Russell Amaral, Vice President, Facilities, Arizona Diamondbacks
 - Diann Blanco, Vice President, Administration, New York Yankees
 - Octavio Castro, Vice President, Human Resources, Milwaukee Brewers
 - Jorge Costa, Senior Vice President, Operations and Facilities, San Francisco Giants & Senior Vice President & Chief Venue Officer, Oracle Park
 - Marilyn Davis, Vice President, Human Resources, Los Angeles Dodgers
 - Johnny DiPuglia, Vice President, International Operations, Washington Nationals

- Minnesota Twins
- Elizabeth Stecklein, Vice President, Human Resources, Colorado Rockies

6 team Senior Vice Presidents and Vice Presidents were Asian or of Asian descent, including:

- Ray Chan, Vice President, Information Technology, San Diego Padres
- Alan Chang, Vice President, Legal Affairs and Deputy General Counsel, New York Yankees
- Ken Kawachi, Vice President, Ballpark Operations, San Diego Operations
- Ashwin Krishnan, Vice President, General Counsel, Miami Marlins
- Jason Lee, Vice President, Business Strategy & Analytics, Minnesota Twins
- Amilyn Pierce, Vice President, Government Affairs, Arizona Diamondbacks

2 Native Hawaiian team Senior Vice Presidents and Vice Presidents in MLB were:

- Anita Sehgal, Senior Vice President, Marketing, Houston Astros
- Creighton Kahoalii, Vice President, Corporate Partnerships, Houston Astros

2 Vice Presidents are of two or more races, including:

- Jason Domir, Vice President & Deputy General Counsel, Atlanta Braves
- Jaclyn Lash, Vice President, Special Events, San Diego Padres

There is one American Indian or Alaskan Native Vice President on an MLB team:

- Ann Seeney, Vice President, Human Resources, St. Louis Cardinals

89 women held team Executive Vice President, Senior Vice President and Vice President Positions on MLB teams:

- Jean Afterman, Senior Vice President & Assistant General Manager, New York Yankees
- Catherine Aker, Vice President, Communications & Community Relations, Oakland Athletics

- Hannah Basinger, Vice President, Guest Operations & Strategy, Atlanta Braves
- Marcell Bhangoo, Senior Vice President, Client Services, Boston Red Sox
- Diann Blanco, Vice President, Administration, New York Yankees
- Victoria Bryant, Vice President, Event Services, St. Louis Cardinals
- Naomi Calder, Senior Vice President, Ticket Services & Operations, Boston Red Sox
- Carrie Campbell, Senior Vice President, Fenway Park Events, Boston Red Sox
- Twila Carter, Senior Vice President, Community and Foundation, Houston Astros
- Deborah Castaldo, Senior Vice President, Corporate & Community Impact, Arizona Diamondbacks
- Kimberly A. Childress, Senior Vice President & Controller, Atlanta Braves
- Bonnie Clark, Vice President, Communications, Philadelphia Phillies
- Jacqueline Coleman, Senior Vice President, Broadcasting & Marketing, Washington Nationals
- Heather Collamore, Vice President, Metropolitan Hospitality, New York Mets
- Jackie Cuddeback, Vice President, Advertising Sales & Corporate Marketing, Philadelphia Phillies
- Zineb Curran, Vice President, Corporate Communications, Boston Red Sox
- Lisa Czap, Vice President, Event Operations, Washington Nationals
- Shana W Daum, Vice President of Public Affairs & Community Relations, San Francisco Giants
- Marilyn Davis, Vice President, Human Resources, Los Angeles Dodgers
- Nancy Donati, Vice President, Creative Services and Visual Identify, San Francisco Giants
- Robyn Farmer, Vice President & Deputy General Counsel, Atlanta Braves
- Paige Farragut, Senior Vice President, Ticket Sales & Services, Texas Rangers
- Raquel Ferreira, Executive Vice President & Assistant General Manager, Boston Red Sox

- Rafaela Fink, Vice President, Public Affairs, Tampa Bay Rays
- Karen Forgas, Senior Vice President, Business Operations, Cincinnati Reds
- Moira Foy, Vice President, Human Resources and Risk Management, Chicago White Sox
- Lauren Fritts, Vice President, Marketing, Chicago Cubs
- Shannon Gabriel, Vice President & Controller, Atlanta Braves
- Mary Giesler, Senior Vice President & General Counsel, Minnesota Twins
- Sara Greenspan, Vice President, Human Resources, San Diego Padres
- Stephanie Gregg, Vice President, Fan Services and Entertainment, Boston Red Sox
- Jennifer Grondahl, Senior Vice President, Community Development, Baltimore Orioles
- Starr Gullede, Vice President & Controller, Texas Rangers
- Emily Hamel, Vice President, Events & Brand Experiences, New York Yankees
- Marian Harper, Vice President, Community and Foundation, Houston Astros
- Elise Holman, Senior Vice President, Washington Nationals
- Molly Jolly, Senior Vice President, Finance and Administration, Los Angeles Angels of Anaheim
- Pamela Kenn, Senior Vice President, Community, Alumni & Player Relations, Boston Red Sox
- Kathy Killian, Vice President, Administration, Philadelphia Phillies
- Jaclyn Lash, Vice President, Special Events, San Diego Padres
- Holly Lindvall, Senior Vice President, Human Resources & Diversity, New York Mets
- Suzanne Lucchi, Vice President, Ballpark Operations, New York Mets
- Samia Mahjub, Vice President, Business Analytics & Strategic Support, Milwaukee Brewers
- Elizabeth Marshall, Vice President, Communications, Atlanta Braves
- Sue Ann McClaren, Vice President, Ticket Operations and Sales, Colorado Rockies
- Marcy McGovern, Vice President, People and Culture, Pittsburgh Pirates
- Sarah McKenna, Senior Vice President, Fan Services & Entertainment, Boston Red Sox
- Sharon McNally, Vice President, Marketing, Milwaukee Brewers
- Caroline Morgan, Vice President, Digital Strategy, Los Angeles Dodgers
- Nancy O'Brien, Vice President, Community Engagement, Minnesota Twins
- Christine O'Reilly, Vice President Community Relations & White Sox Charities, Chicago White Sox
- Caroline Perry, Senior Vice President & General Counsel, San Diego Padres
- Amilyn Pierce, Vice President, Government Affairs, Arizona Diamondbacks
- Roxanne Porch, Vice President, Finance, Atlanta Braves
- Katherine Pothier, Executive Vice President & General Counsel, Texas Rangers
- Katherine Pratt, Vice President, Global Partnership Sales, Boston Red Sox
- DeRetta Rhodes, Senior Vice President, People Capital, Atlanta Braves
- Melissa Robertson, Vice President & General Deputy Counsel, Seattle Mariners
- Nicole Schmidt, Vice President, Brand, Strategy and Analytics, Cleveland Indians
- Sara Schultz, Senior Vice President, Human Resources, Chicago Cubs
- Ann Seeney, Vice President, Human Resources, St. Louis Cardinals
- Anita Sehgal, Senior Vice President, Marketing, Houston Astros
- Katina Shaw, Vice President, Community Relations, Milwaukee Brewers
- Melissa Shields, Vice President & Controller, Chicago Cubs
- Leticia Silva, Vice President, Human Resources, Minnesota Twins
- Staci Slaughter, Executive Vice President, Communications and Senior Advisor to the CEO,

San Francisco Giants

- Janet Marie Smith, Senior Vice President, Planning and Development, Los Angeles Dodgers
- Aryn Sobo, Vice President, Human Resources, New York Yankees
- Elizabeth Stecklein, Vice President, Human Resources, Colorado Rockies
- Stephanie Stegall, Vice President, Events, Houston Astros
- Elaine Steward, Vice President & Senior Club Counsel, Boston Red Sox
- Angela Swint, Vice President, Broadcast & Communications, Texas Rangers
- Taunee Taylor, Assistant Vice President, Player & Alumni Relations, Texas Rangers
- Marcita Thompson, Vice President, Fenway Park Tours, Boston Red Sox
- Lisa Tolson, Senior Vice President, Human Resources, Baltimore Orioles
- Amy Tovar, Vice President & Deputy General Counsel, San Francisco Giants
- Frances Traisman, Vice President, Executive Offices, Seattle Mariners
- Jennifer Tran, Vice President, Human Resources & Org Engagement, Tampa Bay Rays
- Deborah Tymon, Senior Vice President, Marketing, New York Yankees
- Bryant Victoria, Vice President, Event Services Merchandising, St. Louis Cardinals
- Frances Weld, Senior Vice President, Strategy & Development, San Francisco Giants
- Lisa Winsby, Senior Vice President, People & Culture, Seattle Mariners
- Marti Wronski, General Counsel and Senior Vice President, Milwaukee Brewers
- Ellen Zeringue, Vice President Marketing, Detroit Tigers
- D'Lonra Ellis, Vice Present and General Counsel, Oakland Athletics
- Nayli Russo, Vice President, Strategy, Pittsburgh Pirates
- Mera Kutrovak, General Counsel, Pittsburgh Pirates

22 of the women holding Vice President positions and above were people of color, including:

- Diann Blanco, Vice President, Administration, New York Yankees
- Jacqueline Coleman, Senior Vice President, Broadcasting and Game Presentation, Washington Nationals
- Marilyn Davis, Vice President, Human Resources, Los Angeles Dodgers
- Raquel Egusquiza, Vice President, Diversity, Equity & Inclusion & Executive Director Marlins Foundation, Miami Marlins
- Kari Escobedo, Senior Vice President Information Systems, Seattle Mariners
- Rafaela Fink, Vice President, Public Affairs, Tampa Bay Rays
- Marian Harper, Vice President Community and Foundation, Houston Astros
- Jaclyn Lash, Vice President, Special Events, San Diego Padres
- Courtney Moore, Vice President, Diversity, Equity & Inclusion, Los Angeles Dodgers
- Amilyn Pierce, Vice President, Government Affairs, Arizona Diamondbacks
- DeRhetta Rhodes, Senior Vice President, People Capital, Atlanta Braves
- Ann Seeney, Vice President, Human Resources, St. Louis Cardinals
- Anita Sehgal, Senior Vice President, Marketing and Communications, Houston Astros
- Katina Shaw, Vice President, Community Relations, Milwaukee Brewers
- Leticia Silva, Vice President, Human Resources, Minnesota Twins
- Jennifer Springs, Vice President, Human Resources, Houston Astros
- Elizabeth Stecklein, Vice President, Human Resources, Colorado Rockies
- Elaine Steward, Vice President, Senior Club Counsel, Boston Red Sox
- Marcita Thompson, Vice President, Fenway Park Tours, Boston Red Sox
- DeAnna Ward, Vice President, Media & Communications, Tampa Bay Rays
- Ellen Zeringue, Vice President, Marketing, Detroit Tigers
- Nayli Russo, Vice President, Strategy, Pittsburgh Pirates

Appendix III

Players								
As of April 1, 2022								
	%	#		%	#		%	#
2022			2011			2000		
White	62.1%	605	White	61.5%	738	White	60.0%	x
Black or African American	7.2%	70	African-American	8.5%	102	African-American	13.0%	x
Hispanic or Latino	28.5%	278	Latino	27.0%	324	Latino	26.0%	x
Asian	1.9%	18	Asian	2.1%	25	Other	1.0%	x
Two or More Races	0.0%	0	Other	0.7%	8			
Hawaiian or Pac. Islander	0.3%	3	International	27.7%	332			
Am. Indian or Alaska Native	0.1%	1	Total		1197			
Voluntary Nondisclosure	0.0%	0						
Total		975						
2021			2010			1999		
White	62.3%	564	White	59.8%	712	White	60.0%	x
Black or African American	7.6%	69	African-American	9.1%	119	African-American	13.0%	x
Hispanic or Latino	28.1%	255	Latino	28.3%	339	Latino	26.0%	x
Asian	1.4%	13	Asian	2.4%	23	Other	<1%	x
Two or More Races	0.0%	0	Other	0.4%	2			
Hawaiian or Pac. Islander	0.4%	4	International	27.7%	360			
Am. Indian or Alaska Native	0.1%	1	Total		1195			
Voluntary Nondisclosure	0.0%	0						
Total		906						
2020			2009			1998		
White	60.2%	539	White	61.6%	758	White	59.0%	x
Black or African American	7.5%	67	African-American	9.0%	111	African-American	15.0%	x
Hispanic or Latino	29.9%	268	Latino	27.0%	332	Latino	25.0%	x
Asian	1.9%	17	Asian	2.3%	28	Other	1.0%	x
Two or More Races	0.0%	0	Other	0.0%	0			
Hawaiian or Pac. Islander	0.3%	3	International	28.2%	347			
Am. Indian or Alaska Native	0.2%	2	Total		1229			
Voluntary Nondisclosure	0.0%	0						
Total		896						
2018			2008			1997		
White	59.0%	443	White	60.4%	719	White	58.0%	x
African-American	8.4%	63	African-American	10.2%	121	African-American	17.0%	x
Latino	29.5%	221	Latino	27.0%	322	Latino	24.0%	x
Asian	1.5%	11	Asian	2.4%	29	Other	1.0%	x
Other	1.6%	12	Other	0.0%	0			
Voluntary Nondisclosure	0.0%	0	International	28.7%	342			
Total		750	Total		1191			
2017			2007			1996		
White	57.5%	431	White	59.8%	714	White	62.0%	x
African-American	7.7%	58	African-American	8.2%	98	African-American	17.0%	x
Latino	31.9%	239	Latino	29.1%	348	Latino	20.0%	x
Asian	1.9%	14	Asian	2.8%	34	Other	1.0%	x
Other	1.1%	8	Other	0.0%	0			
Total		750	International	31.0%	370			
			Total		1194			
2016			2006			1995		
White	59.0%	443	White	59.5%	707	White	62.0%	x
African-American	8.3%	62	African-American	8.4%	98	African-American	19.0%	x
Latino	28.5%	214	Latino	29.4%	348	Latino	19.0%	x
Asian	1.7%	13	Asian	2.4%	34	Other	0.0%	x
Other	2.4%	18	Other	0.3%	0			
Total		750	International	31.0%	370			
			Total		1187			
2015			2005			1994		
White	58.8%	441	White	60.0%	709	White	64.0%	x
African-American	8.3%	62	African-American	9.0%	101	African-American	18.0%	x
Latino	29.3%	220	Latino	29.0%	339	Latino	18.0%	x
Asian	1.2%	9	Asian	3.0%	30			
Other	2.4%	18	Other	0.0%	4			
Total		750	International	30.0%	358			
2014			2004			1993		
White	60.9%	459	White	63.0%	789	White	67.0%	x
African-American	8.2%	62	African-American	9.0%	111	African-American	16.0%	x
Latino	28.4%	214	Latino	26.0%	326	Latino	16.0%	x
Asian	2.0%	15	Asian	2.0%	26	Other	<1%	x
Other	0.5%	4	Other	0.0%	1			
Total		754	International	27.0%	338			
			Total		1253			
2013			2002			1992		
White	61.2%	456	White	60.0%	x	White	68.0%	x
African-American	8.3%	62	African-American	10.0%	x	African-American	17.0%	x
Latino	28.2%	210	Latino	28.0%	x	Latino	14.0%	x
Asian	2.1%	16	Asian	2.0%	x			
Other	0.1%	1	Other	0.0%	x			
Total		745	International	25.0%	x			
			Total		x			
2012			2001			1991		
White	61.5%	734	White	59.0%	x	White	68.0%	x
African-American	8.9%	106	African-American	13.0%	x	African-American	18.0%	x
Latino	27.5%	328	Latino	26.0%	x	Latino	14.0%	x
Asian	1.9%	23	Other	1.0%	x			
Other	0.2%	2						
International	28.6%	341						
Total		1193						

Table 1

MLB Central Office Staff								
As of January 1, 2022								
	%	#		%	#		%	#
2022			2013			2006		
White	68.8%	888	White	72.1%	380	White	72.6%	340
Black or African American	6.1%	79	African-American	9.3%	49	African-American	10.7%	50
Hispanic or Latino	11.9%	154	Asian	3.0%	16	Asian	3.0%	14
Asian	8.3%	107	Latino	12.9%	68	Latino	13.2%	62
Two or More Races	2.2%	28	Other	2.7%	14	Native American	0.4%	2
Hawaiian or Pac. Islander	0.1%	1	Total		527	Total		468
Am. Indian or Alaska Native	0.1%	1	Women	29.8%	157	Women	42.9%	201
Voluntary Nondisclosure	2.5%	32						
Total		1290						
Women	29.2%	377						
2021			2012			2005		
White	69.6%	902	White	69.2%	301	White	72.7%	336
Black or African American	6.0%	78	African-American	9.7%	42	African-American	10.4%	48
Hispanic or Latino	11.5%	149	Asian	3.4%	15	Asian	3.0%	14
Asian	8.3%	107	Latino	14.7%	64	Latino	13.2%	61
Two or More Races	2.5%	32	Other	3.0%	13	Native American	0.4%	2
Hawaiian or Pac. Islander	0.1%	2	Total		435	Total		462
Am. Indian or Alaska Native	1.0%	1	Women	35.6%	155	Women	34.0%	157
Voluntary Nondisclosure	1.9%	25						
Total		1296						
Women	29.1%	377						
2020			2011			2004		
White	61.8%	259	White	68.3%	x	White	70.8%	252
Black or African American	10.5%	44	African-American	9.4%	x	African-American	11.2%	40
Hispanic or Latino	16.9%	71	Asian	3.5%	x	Asian	3.9%	14
Asian	6.0%	25	Latino	15.7%	x	Latino	13.5%	48
Two or More Races	3.6%	15	Native American	3.1%	x	Native American	0.6%	2
Hawaiian or Pac. Islander	0.2%	1	Total		426	Total		356
Am. Indian or Alaska Native	0.2%	1	Women	37.6%	x	Women	40.4%	144
Voluntary Nondisclosure	0.7%	3						
Total		419						
Women	40.1%	168						
2018			2010			2003		
White	66.0%	309	White	67.0%	x	White	Data Not Recorded	
African-American	9.8%	46	African-American	10.0%	x	African-American	13.0%	48
Asian	5.6%	26	Asian	4.0%	x	Latino	4.1%	15
Latino	14.7%	69	Latino	17.0%	x	Asian	14.7%	54
Native American	0.2%	1	Native American	3.0%	x	Native American	0.3%	1
Voluntary Nondisclosure	3.6%	17	Total		417	Total		118
Total		468	Women	38.0%	x	Women	45.9%	169
Women	30.8%	144						
2017			2009			2000		
White	65.6%	299	White	66.0%	x	White	74.0%	x
African-American	10.1%	46	African-American	10.0%	x	African-American	14.0%	x
Asian	14.9%	68	Asian	4.0%	x	Asian	2.0%	x
Latino	5.7%	26	Latino	17.0%	x	Latino	14.0%	x
Other	3.1%	14	Native American	<1%	x	Native American	1.0%	x
Voluntary Non-Disclosure	0.7%	3	Total		416	Total		314
Total		456	Women	39.0%	x	Women	47.0%	x
Women	31.8%	145						
2016			2008			1997		
White	71.2%	183	White	66.0%	x	White	78.0%	x
African-American	12.1%	31	African-American	12.0%	x	African-American	13.0%	x
Asian	10.1%	26	Asian	3.0%	x	Asian	1.0%	x
Latino	4.3%	11	Latino	16.0%	x	Latino	8.0%	x
Other	1.9%	5	Native American	<1%	x	Total		215
Voluntary Non-Disclosure	0.4%	1	Total		385	Women	53.0%	x
Total		257	Women	40.0%	x			
Women	29.2%	75						
2015			2007			1995		
White	71.1%	187	White	72.2%	342	White	72.0%	x
African-American	10.3%	27	African-American	11.2%	53	African-American	18.0%	x
Asian	4.6%	12	Asian	3.2%	15	Asian	1.0%	x
Latino	11.8%	31	Latino	13.1%	62	Latino	9.0%	x
Other	2.3%	6	Native American	0.4%	2	Total		141
Total		263	Total		474	Women	54.0%	x
Women	28.9%	76	Women	42.0%	199			
2014			2006			1994		
White	72.3%	389	White	72.6%	340	White	78.0%	x
African-American	9.5%	51	African-American	10.7%	50	African-American	16.0%	x
Asian	3.2%	17	Asian	3.0%	14	Asian	0.0%	x
Latino	12.8%	69	Latino	13.2%	62	Latino	6.0%	x
Other	2.2%	12	Native American	0.4%	2	Total		188
Total		538	Total		468	Women	56.0%	x
Women	29.4%	158	Women	42.9%	201			

Table 2

Majority Owners								
As of April 1, 2022								
	%	#		%	#		%	#
2022			2015			2010		
White	97.5%	39	White	98.0%	48	White	98.0%	49
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	2.0%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		50
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	6.0%	3
Voluntary Nondisclosure	0.0%	0						
Total		40						
Women	0.0%	0						
2021			2014			2009		
White	97.5%	39	White	98.0%	48	White	96.7%	29
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		40						
Women	0.0%	0						
2020			2013			2008		
White	97.5%	39	White	98.0%	48	White	96.7%	29
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		40						
Women	0.0%	0						
2018			2012			2007		
White	97.5%	39	White	96.4%	53	White	96.8%	30
African-American	0.0%	0	African-American	1.8%	1	African-American	0.0%	0
Latino	2.5%	1	Latino	1.8%	1	Latino	3.2%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.0%	0	Total		55	Total		31
Total		40	Women	12.7%	7	Women	0.0%	0
Women	0.0%	0						
2017			2011			2006		
White	97.5%	39	White	97.5%	39	White	96.4%	27
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	2.5%	1	Latino	2.5%	1	Latino	3.6%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		40	Total		40	Total		28
Women	0.0%	0	Women	7.5%	3	Women	0.0%	0
2016			Table 3					
White	98.0%	48						
African-American	0.0%	0						
Latino	2.0%	1						
Asian	0.0%	0						
Other	0.0%	0						
Total		49						
Women	16.3%	8						

Managers								
As of April 1, 2021								
	%	#		%	#		%	#
2022			2011			2000		
White	80.0%	24	White	80.0%	24	White	83.3%	25
Black or African American	3.3%	1	African-American	6.7%	2	African-American	13.3%	4
Hispanic or Latino	13.3%	4	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	13.3%	4	Latino	3.3%	1
Two or More Races	3.3%	1	Total		30	Total		30
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0
Am. Indian or Alaska Native	0.0%	0						
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2021			2010			1999		
White	80.0%	24	White	69.0%	20	White	90.0%	27
Black or African American	3.3%	1	African-American	13.8%	4	African-American	6.7%	2
Hispanic or Latino	13.3%	4	Asian	3.4%	1	Asian	0.0%	0
Asian	0.0%	0	Latino	13.8%	4	Latino	3.3%	1
Two or More Races	3.3%	1	Total		29	Total		30
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0
Am. Indian or Alaska Native	0.0%	0						
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2020			2009			1998		
White	80.0%	24	White	66.7%	20	White	86.7%	26
Black or African American	3.3%	1	African-American	16.7%	5	African-American	10.0%	3
Hispanic or Latino	13.3%	4	Asian	3.3%	1	Asian	0.0%	0
Asian	0.0%	0	Latino	13.3%	4	Latino	3.3%	1
Two or More Races	3.3%	1	Total		30	Total		30
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0
Am. Indian or Alaska Native	0.0%	0						
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2018			2008			1997		
White	86.7%	26	White	73.3%	22	White	85.7%	24
African-American	0.0%	0	African-American	13.3%	4	African-American	10.7%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	10.0%	3	Latino	13.3%	4	Latino	3.6%	1
Other	3.3%	1	Total		30	Total		28
Voluntary Nondisclosure	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30						
Women	0.0%	0						
2017			2007			1996		
White	90.0%	27	White	80.0%	24	White	85.7%	24
African-American	3.3%	1	African-American	6.7%	2	African-American	10.7%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	13.3%	4	Latino	3.6%	1
Other	3.3%	1	Total		30	Total		28
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2016			2006			1995		
White	90.0%	27	White	83.3%	25	White	85.7%	24
African-American	3.3%	1	African-American	10.0%	3	African-American	10.7%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	6.7%	2	Latino	3.6%	1
Other	3.3%	1	Total		30	Total		28
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2015			2005			1994		
White	93.3%	28	White	76.7%	23	White	82.1%	23
African-American	3.3%	1	African-American	13.3%	4	African-American	14.3%	4
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	10.0%	3	Latino	3.6%	1
Total		30	Total		30	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014			2004			1993		
White	83.3%	25	White	76.7%	23	White	78.6%	22
African-American	10.0%	3	African-American	10.0%	3	African-American	14.3%	4
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	6.7%	2	Latino	13.3%	4	Latino	7.1%	2
Total		30	Total		30	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013			2002			1992		
White	86.7%	26	White	67.7%	21	White	88.5%	23
African-American	10.0%	3	African-American	25.8%	8	African-American	7.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	6.5%	2	Latino	3.8%	1
Total		30	Total		31	Total		26
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012			2001			1991		
White	83.3%	25	White	78.1%	25	White	88.5%	23
African-American	6.7%	2	African-American	18.8%	6	African-American	7.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	10.0%	3	Latino	3.1%	1	Latino	3.8%	1
Total		30	Total		32	Total		26
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0

Table 4

Historical Listing of Managers of Color Major League Baseball			
Records as of 2022 Opening Day			
	Team	Year(s)	Record
Manny Acta	Washington Nationals	2007-2009	158-252
	Cleveland Indians	2010-2012	214-266
Felipe Alou	Montreal Expos	1992-01	691-717
	San Francisco Giants	2003-2006	342-304
Dusty Baker	San Francisco Giants	1993-02	840-715
	Chicago Cubs	2003-2006	322-326
	Cincinnati Reds	2008-2013	509-463
	Washington Nationals	2016-2017	192-132
	Houston Astros	2020-present	124-98
Don Baylor	Colorado Rockies	1993-98	440-469
	Chicago Cubs	2000-02	187-220
Cecil Cooper	Houston Astros	2007-2009	171-170
Alex Cora	Boston Red Sox	2018-2019	192-132
	Boston Red Sox	2021-Present	92-70
Larry Doby	Chicago White Sox	1978	37-50
Cito Gaston	Toronto Blue Jays	1989-97	683-636
	Toronto Blue Jays	2008-2010	211-201
Preston Gomez	San Diego Padres	1969-72	180-316
	Houston Astros	1974-75	128-161
	Chicago Cubs	1980	38-52
Fredi Gonzalez	Florida Marlins	2007-2010	276-279
	Atlanta Braves	2011-2016	434-413
Mike Gonzalez	St. Louis Cardinals	1938, 1940	9-13-1
Ozzie Guillen	Chicago White Sox	2004-2011	678-617
	Miami Marlins	2012	69-93
Davey Lopes	Milwaukee Brewers	2000-2002	144-195
Jerry Manuel	Chicago White Sox	1998-2003	500-471
	New York Mets	2008-2010	204-213
Dave Martinez	Washington Nationals	2018-present	268-283
Lloyd McClendon	Pittsburgh Pirates	2001-2005	336-446
	Seattle Mariners	2014-2015	163-161
	Detroit Tigers	2020	2-6
Hal McRae	Kansas City Royals	1991-94	286-277
	Tampa Bay Devil Rays	2001-02	113-196
Charlie Montoyo	Toronto Blue Jays	2019-present	190-194
Tony Pena	Kansas City Royals	2002-2005	198-285
Tony Perez	Cincinnati Reds	1993	20-24
	Florida Marlins	2001	54-60
Lou Piniella	New York Yankees	1986-1988	224-193
	Cincinnati Reds	1990-1992	255-231
	Seattle Mariners	1993-2002	840-711
	Tampa Bay Devil Rays	2003-2005	200-285
	Chicago Cubs	2007-2010	316-293
Bo Porter	Houston Astros	2013-2014	110-190
Luis Pujols	Detroit Tigers	2002	55-100
Willie Randolph	New York Mets	2005-2008	302-253
Frank Robinson	Cleveland Indians	1975-1977	186-189
	San Francisco Giants	1981-1984	264-277
	Baltimore Orioles	1988-1991	230-285
	Montreal Expos	2002-2004	230-253
	Washington Nationals	2005-2006	152-172
Rick Renteria	Chicago Cubs	2014	73-89
	Chicago White Sox	2017-2020	236-309
Dave Roberts	San Diego Padres	2015	0-1
	Los Angeles Dodgers	2016-present	542-329
Edwin Rodriguez	Florida Marlins	2010-2011	78-85
Cookie Rojas	California Angels	1988	75-79
	Florida Marlins	1996	1-0
Luis Rojas	New York Mets	2020-2021	103-119
	New York Yankees	2022-Present	0-0
Jerry Royster	Milwaukee Brewers	2002	53-94
Carlos Tosca	Toronto Blue Jays	2002-04	191-191
Don Wakamatsu	Seattle Mariners	2009-2010	127-147
	Texas Rangers	2018	3-7
Ron Washington	Texas Rangers	2007-2014	664-611
Maury Wills	Seattle Mariners	1980-1981	26-56-1

Table 5

Coaches									
As of January 1, 2022									
	%	#		%	#		%	#	
2022			2012			2002			
White	54.4%	646	White	60.9%	143	White	71.8%	150	
Black or African American	5.4%	64	African-American	13.2%	31	African-American	16.3%	34	
Hispanic or Latino	31.9%	379	Latino	24.7%	58	Latino	11.0%	23	
Asian	1.3%	16	Asian	0.4%	1	Asian	1.0%	2	
Two or More Races	1.4%	17	Other	0.9%	2	Other	0.0%	0	
Hawaiian or Pac. Islander	0.2%	2	Total		235	Total		209	
Am. Indian or Alaska Native	0.2%	2	Women	0.4%	1	Women	0.0%	0	
Voluntary Nondisclosure	5.1%	61							
Total		1187							
Women	2.8%	33							
2021			2011			2000			
White	54.9%	641	White	68.8%	161	White	70.2%	139	
Black or African American	5.7%	67	African-American	13.7%	32	African-American	19.2%	38	
Hispanic or Latino	31.8%	371	Latino	16.7%	39	Latino	10.6%	21	
Asian	1.2%	14	Asian	0.9%	2	Asian	0.0%	0	
Two or More Races	1.6%	19	Other	0.0%	0	Other	0.0%	0	
Hawaiian or Pac. Islander	0.0%	0	Total		234	Total		198	
Am. Indian or Alaska Native	0.2%	2	Women	0.0%	0	Women	0.0%	0	
Voluntary Nondisclosure	4.5%	53							
Total		1167							
Women	1.3%	15							
2020			2010			1999			
White	54.2%	638	White	71.1%	172	White	70.9%	129	
Black or African American	6.3%	74	African-American	12.0%	29	African-American	18.1%	33	
Hispanic or Latino	32.8%	386	Latino	16.5%	40	Latino	10.4%	19	
Asian	1.1%	13	Asian	0.4%	1	Asian	0.5%	1	
Two or More Races	1.4%	17	Other	0.0%	0	Other	0.0%	0	
Hawaiian or Pac. Islander	0.0%	0	Total		242	Total		182	
Am. Indian or Alaska Native	0.2%	2	Women	0.0%	0	Women	0.0%	0	
Voluntary Nondisclosure	4.1%	48							
Total		1178							
Women	0.4%	5							
2018			2009			1998			
White	52.5%	563	White	68.4%	158	White	74.8%	151	
African-American	7.5%	80	African-American	13.9%	32	African-American	16.8%	34	
Asian	1.0%	11	Latino	17.3%	40	Latino	7.9%	16	
Latino	33.6%	360	Asian	0.4%	1	Asian	0.5%	1	
Native American	0.3%	3	Other	0.0%	0	Other	0.0%	0	
Voluntary Nondisclosure	5.2%	56	Total		231	Total		202	
Total		1073	Women	0.0%	0	Women	0.0%	0	
Women	0.5%	5							
2017			2008			1997			
White	53.0%	527	White	67.0%	152	White	74.5%	120	
African-American	8.9%	88	African-American	11.9%	27	African-American	14.3%	23	
Latino	35.9%	357	Latino	20.7%	47	Latino	11.2%	18	
Asian	0.6%	6	Asian	0.4%	1	Asian	0.0%	0	
Other	1.6%	16	Other	0.0%	0	Other	0.0%	0	
Voluntary Non-Disclosure	2.4%	24	Total		227	Total		161	
Total		994	Women	0.0%	0	Women	0.0%	0	
Women	0.3%	3							
2016			2007			1996			
White	53.6%	517	White	68.2%	150	White	73.9%	119	
African-American	8.8%	85	African-American	13.3%	30	African-American	18.0%	29	
Latino	33.5%	323	Latino	17.3%	39	Latino	7.5%	12	
Asian	0.4%	4	Asian	0.4%	1	Asian	0.6%	1	
Other	3.6%	35	Other	0.0%	0	Other	0.0%	0	
Voluntary Non-Disclosure	2.1%	20	Total		220	Total		161	
Total		964	Women	0.0%	0	Women	0.0%	0	
Women	0.2%	2							
2015			2006			1995			
White	61.8%	175	White	69.8%	150	White	72.2%	114	
African-American	10.6%	30	African-American	15.8%	34	African-American	18.4%	29	
Latino	25.1%	71	Latino	13.5%	29	Latino	8.9%	14	
Asian	0.0%	0	Asian	0.9%	2	Asian	0.0%	0	
Other	2.5%	7	Other	0.0%	0	Other	0.6%	1	
Total		283	Total		215	Total		158	
Women	0.7%	2	Women	0.0%	0	Women	0.0%	0	
2014			2005			1994			
White	63.0%	167	White	70.6%	154	White	77.8%	126	
African-American	9.8%	26	African-American	15.1%	33	African-American	13.6%	22	
Latino	25.7%	68	Latino	13.8%	30	Latino	8.0%	13	
Asian	0.0%	0	Asian	0.5%	1	Asian	0.0%	0	
Other	1.5%	4	Other	0.0%	0	Other	0.6%	1	
Total		265	Total		218	Total		162	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
2013			2004			1993			
White	58.8%	147	White	73.0%	165	White	79.6%	133	
African-American	10.0%	25	African-American	12.4%	28	African-American	13.2%	22	
Latino	30.0%	75	Latino	13.7%	31	Latino	6.0%	10	
Asian	0.4%	1	Asian	0.9%	2	Asian	0.0%	0	
Other	0.8%	2	Other	0.0%	0	Other	1.2%	2	
Total		250	Total		226	Total		167	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	

Table 6

CEO/President								
As of January 1, 2022								
	%	#		%	#		%	#
2022			2013			2006		
White	92.3%	24	White	100.0%	39	White	100.0%	32
Black or African American	3.8%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		39	Total		32
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	6.3%	2
Voluntary Nondisclosure	3.8%	1						
Total		26						
Women	3.8%	1						
2021			2012			2005		
White	93.3%	28	White	100.0%	26	White	100.0%	33
Black or African American	3.3%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		26	Total		33
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	6.1%	2
Voluntary Nondisclosure	3.3%	1						
Total		30						
Women	0.0%	0						
2020			2011			2004		
White	96.7%	29	White	100.0%	27	White	96.9%	31
Black or African American	0.0%	0	African-American	0.0%	0	African-American	3.1%	1
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	3.3%	1	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		27	Total		32
Am. Indian or Alaska Native	0.0%	0	Women	3.7%	1	Women	3.1%	1
Voluntary Nondisclosure	0.0%	0						
Total		0						
Women	0.0%	0						
2018			2010			2002		
White	100.0%	26	White	100.0%	31	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Voluntary Nondisclosure	0.0%	0	Total		31	Total		x
Total		26	Women	3.2%	1	Women	3.0%	x
Women	0.0%	0						
2017			2009			2001		
White	100.0%	26	White	100.0%	29	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		26	Total		29	Total		x
Women	0.0%	0	Women	3.4%	1	Women	3.0%	x
2016			2008			2000		
White	100.0%	26	White	100.0%	29	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0.0%	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0.0%	Other	0.0%	0	Other	0.0%	x
Total		26	Total		29	Total		x
Women	0.0%	0	Women	6.9%	2	Women	3.0%	x
2015			2007			1999		
White	100.0%	26	White	100.0%	26	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		26	Total		26	Total		x
Women	0.0%	0	Women	7.7%	2	Women	3.0%	x
2014			Table 7					
White	100.0%	37						
African-American	0.0%	0						
Latino	0.0%	0						
Asian	0.0%	0						
Other	0.0%	0						
Total		37						
Women	0.0%	0						

Table 7

Vice Presidents								
As of January 1, 2022								
	%	#		%	#		%	#
2022			2014			2007		
White	82.8%	231	White	85.6%	322	White	90.0%	225
Black or African American	6.5%	18	African-American	6.6%	25	African-American	3.6%	9
Hispanic or Latino	7.5%	21	Latino	5.1%	19	Latino	4.4%	11
Asian	1.1%	3	Asian	1.6%	6	Asian	2.0%	5
Two or More Races	0.7%	2	Native Hawaiian	0.5%	2	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Two or More Races	0.5%	2	Total		250
Am. Indian or Alaska Native	0.4%	1	Total		376	Women	15.6%	39
Voluntary Nondisclosure	1.1%	3	Women	17.3%	65			
Total		279						
Women	18.3%	51						
2021			2013			2005		
White	83.6%	327	White	79.3%	298	White	87.5%	223
Black or African American	5.6%	22	African-American	6.1%	23	African-American	4.3%	11
Hispanic or Latino	6.6%	26	Latino	5.1%	19	Latino	5.1%	13
Asian	1.3%	5	Asian	1.3%	5	Asian	3.1%	8
Two or More Races	0.8%	3	Native Hawaiian	0.8%	3	Other	0.0%	0
Hawaiian or Pac. Islander	0.8%	3	Native American	0.0%	0	Total		255
Am. Indian or Alaska Native	0.3%	1	Total		348	Women	14.5%	37
Voluntary Nondisclosure	1.0%	4	Women	17.5%	61			
Total		391						
Women	22.0%	86						
2020			2012			2004		
White	84.4%	401	White	86.2%	287	White	87.9%	218
Black or African American	5.9%	28	African-American	6.0%	20	African-American	4.0%	10
Hispanic or Latino	6.3%	30	Latino	5.7%	19	Latino	4.8%	12
Asian	1.3%	6	Asian	1.2%	4	Asian	3.2%	8
Two or More Races	0.4%	2	Native Hawaiian	0.9%	3	Other	0.0%	0
Hawaiian or Pac. Islander	0.8%	4	Total		333	Total		248
Am. Indian or Alaska Native	0.2%	1	Women	17.7%	59	Women	12.5%	31
Voluntary Nondisclosure	0.8%	4						
Total		476						
Women	20.0%	95						
2018			2011			2002		
White	85.2%	381	White	87.6%	290	White	88.4%	199
African-American	6.3%	28	African-American	5.7%	19	African-American	4.9%	11
Asian	1.6%	7	Latino	4.8%	16	Latino	4.4%	10
Latino	5.4%	24	Asian	1.8%	6	Asian	2.2%	5
Native American	0.9%	4	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.6%	3	Total		331	Total		225
Total		447	Women	17.2%	57	Women	14.2%	32
Women	19.2%	86						
2017			2010			2000		
White	85.9%	371	White	90.1%	247	White	90.4%	170
African-American	6.5%	28	African-American	4.0%	11	African-American	5.3%	10
Latino	5.1%	22	Latino	4.0%	11	Latino	3.2%	6
Asian	1.4%	6	Asian	1.8%	5	Asian	1.1%	2
Other	0.9%	4	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.2%	1	Total		274	Total		188
Total		432	Women	18.2%	50	Women	6.4%	12
Women	18.5%	80						
2016			2009			1999		
White	88.3%	445	White	83.3%	250	White	91.7%	176
African-American	5.6%	28	African-American	7.7%	23	African-American	4.7%	9
Latino	4.6%	23	Latino	6.7%	20	Latino	2.1%	4
Asian	1.0%	5	Asian	2.3%	7	Asian	1.6%	3
Other	0.6%	3	Other	0.0%	0	Other	0.0%	0
Total		504	Total		300	Total		192
Women	16.3%	82	Women	18.7%	56	Women	8.3%	16
2015			2008			1998		
White	86.1%	358	White	90.4%	246	White	91.8%	123
African-American	6.0%	25	African-American	3.7%	10	African-American	5.2%	7
Latino	5.3%	22	Latino	4.0%	11	Latino	1.5%	2
Asian	1.7%	7	Asian	1.8%	5	Asian	1.5%	2
Other	1.0%	4	Other	0.0%	0	Other	0.0%	0
Total		416	Total		272	Total		134
Women	17.8%	74	Women	16.5%	45	Women	4.5%	6

Table 9

Senior Administration								
As of January 1, 2022								
	%	#		%	#		%	#
2022			2014			2008		
White	77.9%	1565	White	80.5%	1370	White	83.0%	323
Black or African American	5.6%	112	African-American	6.0%	102	African-American	6.7%	26
Hispanic or Latino	10.4%	209	Latino	10.0%	170	Latino	8.0%	31
Asian	3.1%	63	Asian	2.2%	37	Asian	2.1%	8
Two or More Races	1.6%	33	Other	1.3%	22	Other	0.3%	1
Hawaiian or Pac. Islander	0.1%	2	Total		1701	Total		389
Am. Indian or Alaska Native	0.2%	4	Women	27.2%	463	Women	18.0%	70
Voluntary Nondisclosure	1.0%	20						
Total		2008						
Women	27.4%	550						
2021			2013			2007		
White	79.0%	1615	White	79.7%	1301	White	81.7%	290
Black or African American	5.2%	107	African-American	6.6%	107	African-American	7.9%	28
Hispanic or Latino	9.9%	203	Latino	10.0%	163	Latino	9.0%	32
Asian	2.7%	56	Asian	2.5%	41	Asian	1.1%	4
Two or More Races	1.6%	32	Other	1.2%	20	Other	0.3%	1
Hawaiian or Pac. Islander	0.1%	2	Total		1632	Total		355
Am. Indian or Alaska Native	0.2%	5	Women	26.5%	432	Women	18.9%	67
Voluntary Nondisclosure	1.2%	25						
Total		2045						
Women	28.5%	582						
2020			2012			2006		
White	79.8%	1680	White	80.1%	1231	White	84.4%	248
Black or African American	5.2%	110	African-American	6.9%	106	African-American	6.8%	20
Hispanic or Latino	9.4%	197	Latino	9.2%	142	Latino	7.5%	22
Asian	2.8%	58	Asian	2.9%	45	Asian	1.0%	3
Two or More Races	1.6%	33	Other	0.8%	13	Other	0.3%	1
Hawaiian or Pac. Islander	0.1%	2	Total		1537	Total		294
Am. Indian or Alaska Native	0.3%	6	Women	26.9%	414	Women	20.1%	59
Voluntary Nondisclosure	0.9%	18						
Total		2104						
Women	28.8%	607						
2018			2011			2005		
White	80.0%	1615	White	82.8%	328	White	84.2%	246
African-American	5.3%	107	African-American	5.8%	23	African-American	7.5%	22
Latino	9.7%	195	Latino	9.3%	37	Latino	6.2%	18
Asian	2.7%	55	Asian	1.5%	6	Asian	2.1%	6
Other	1.3%	27	Other	0.5%	2	Other	0.0%	0
Voluntary Non-Disclosure	0.6%	13	Total		396	Total		292
Total		2020	Women	17.9%	71	Women	17.8%	52
Women	28.6%	577						
2017			2010			2004		
White	79.7%	1544	White	85.1%	395	White	83.5%	217
African-American	5.4%	105	African-American	4.7%	22	African-American	9.6%	25
Latino	10.2%	197	Latino	7.8%	36	Latino	4.6%	12
Asian	2.7%	53	Asian	1.9%	9	Asian	2.3%	6
Other	1.7%	32	Other	0.4%	2	Other	0.0%	0
Voluntary Non-Disclosure	0.4%	7	Total		464	Total		260
Total		1938	Women	18.1%	84	Women	13.8%	36
Women	27.7%	536						
2016			2009			2001		
White	80.1%	1485	White	84.3%	370	White	86.0%	x
African-American	5.5%	101	African-American	5.0%	22	African-American	10.0%	x
Latino	10.0%	185	Latino	8.2%	36	Latino	4.0%	x
Asian	2.6%	48	Asian	2.1%	9	Asian	<1%	x
Other	1.8%	13	Other	0.5%	2	Women	<15%	x
Voluntary Non-Disclosure	0.3%	5	Total		439			
Total		1853	Women	18.9%	83			
Women	27.0%	500						
2015								
White	80.7%	1469						
African-American	5.4%	99						
Latino	9.8%	178						
Asian	2.4%	44						
Other	1.7%	31						
Total		1821						
Women	27.5%	500						

Table 10

Team Professional Administration

As of January 1, 2022								
	%	#		%	#		%	#
2022			2014			2008		
White	73.6%	1436	White	77.5%	1115	White	85.7%	407
Black or African American	6.7%	130	African-American	7.7%	111	African-American	7.8%	37
Hispanic or Latino	11.1%	217	Latino	9.4%	135	Latino	4.6%	22
Asian	4.3%	84	Asian	4.0%	57	Asian	1.3%	6
Two or More Races	2.1%	41	Other	1.4%	20	Other	0.6%	3
Hawaiian or Pac. Islander	0.2%	3	Total		1438	Total		475
Am. Indian or Alaska Native	0.2%	4	Women	28.0%	402	Women	28.6%	136
Voluntary Nondisclosure	1.8%	35						
Total		1950						
Women	26.9%	524						
2021			2013			2007		
White	74.2%	1416	White	77.8%	1081	White	88.6%	357
Black or African American	6.1%	117	African-American	7.0%	97	African-American	5.5%	22
Hispanic or Latino	10.9%	208	Latino	10.3%	143	Latino	4.2%	17
Asian	4.7%	90	Asian	3.7%	52	Asian	1.5%	6
Two or More Races	2.3%	44	Other	1.2%	17	Other	0.2%	1
Hawaiian or Pac. Islander	0.1%	2	Total		1390	Total		403
Am. Indian or Alaska Native	0.2%	4	Women	27.1%	376	Women	38.5%	155
Voluntary Nondisclosure	1.5%	28						
Total		1909						
Women	25.5%	487						
2020			2012			2006		
White	74.8%	1460	White	78.1%	1061	White	85.0%	273
Black or African American	6.1%	120	African-American	6.9%	94	African-American	5.0%	16
Hispanic or Latino	11.2%	218	Latino	10.0%	136	Latino	7.8%	25
Asian	4.0%	79	Asian	4.0%	54	Asian	1.9%	6
Two or More Races	2.4%	46	Other	1.0%	14	Other	0.3%	1
Hawaiian or Pac. Islander	0.1%	2	Total		1359	Total		321
Am. Indian or Alaska Native	0.2%	4	Women	26.3%	357	Women	24.3%	78
Voluntary Nondisclosure	1.2%	23						
Total		1952						
Women	25.3%	493						
2018			2011			2005		
White	75.1%	1468	White	84.3%	510	White	90.0%	243
African-American	6.0%	118	African-American	7.3%	44	African-American	3.7%	10
Latino	11.0%	215	Latino	6.0%	36	Latino	5.2%	14
Asian	4.1%	81	Asian	0.7%	4	Asian	1.1%	3
Other	2.1%	41	Other	1.8%	11	Other	0.0%	0
Voluntary Non-Disclosure	1.3%	25	Total		605	Total		270
Total		1955	Women	30.1%	182	Women	29.6%	80
Women	26.0%	508						
2017			2010			2004		
White	77.1%	1490	White	87.0%	529	White	85.4%	537
African-American	5.9%	115	African-American	5.8%	35	African-American	6.7%	42
Latino	10.6%	205	Latino	5.9%	36	Latino	6.5%	41
Asian	3.7%	71	Asian	1.0%	6	Asian	1.4%	9
Other	1.8%	35	Other	0.3%	2	Other	0.0%	0
Voluntary Non-Disclosure	1.0%	21	Total		608	Total		629
Total		1937	Women	32.4%	197	Women	27.7%	174
Women	27.7%	536						
2016			2009			2002		
White	77.1%	1244	White	85.7%	522	White	87.0%	x
African-American	7.6%	122	African-American	7.6%	46	African-American	7.0%	x
Latino	9.5%	153	Latino	5.4%	33	Latino	4.0%	x
Asian	3.5%	56	Asian	1.0%	6	Asian	1.0%	x
Other	1.4%	22	Other	0.3%	2	Other	1.0%	x
Voluntary Non-Disclosure	1.0%	16	Total		609	Total		x
Total		1613	Women	30.7%	187	Women	22.0%	x
Women	28.1%	453						
2015								
White	77.5%	1192						
African-American	8.0%	123						
Latino	9.3%	143						
Asian	3.9%	60						
Other	1.3%	20						
Total		1538						
Women	27.0%	416						

Table 11

Umpires		
As of January 1, 2022		
	%	#
2022		
White	85.3%	64
Black or African American	6.7%	5
Hispanic or Latino	9.3%	7
Asian	0.0%	0
Two or More Races	0.0%	0
Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0
Voluntary Nondisclosure	0.0%	0
Total		76
Women	0%	0
2021		
White	84.0%	63
Black or African American	5.3%	4
Hispanic or Latino	9.3%	7
Asian	0.0%	0
Two or More Races	0.0%	0
Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0
Voluntary Nondisclosure	1.3%	1
Total		75
Women	0%	0

Table 12

C-Suite		
As of January 1, 2022		
	%	#
2022		
White	82.8%	48
Black or African American	10.3%	6
Hispanic or Latino	1.7%	1
Asian	5.2%	3
Two or More Races	0.0%	0
Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0
Voluntary Nondisclosure	0.0%	0
Total		58
Women	25.9%	15
2021		
White	87.1%	54
Black or African American	6.5%	4
Hispanic or Latino	1.6%	1
Asian	4.8%	3
Two or More Races	0.0%	0
Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0
Voluntary Nondisclosure	0.0%	0
Total		62
Women	22.6%	14

Table 13