



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

2021 Racial and Gender Report CardTM

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

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Presented by:

The Institute for Diversity and Ethics in SportTM
with the DeVos Sport Business Management Program
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THE 2021 COMPLETE SPORT RACIAL AND GENDER REPORT CARD:

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

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Executive Summary

Orlando, FL - April 6, 2022

The impact of the racial reckoning on American society has been enormous. That included the world of professional and college sport. All of that is reflected in the 2021 Complete Racial and Gender Report Card. What follows is a comprehensive review and analysis of the hiring practices of Major League Baseball, the National Basketball Association, the Women's National Basketball Association, the National Football League, Major League Soccer and College Sport.

Only the Women's National Basketball Association (WNBA) received an A or better in the overall grade in the 2021 Racial and Gender Report Card, earning an A+. The National Basketball Association (NBA) followed with a B+. Major League Soccer (MLS) and the National Football League (NFL) earned a B while Major League Baseball (MLB) followed with a C+. College Sport was again the lowest with a C. While there were no huge shifts in the overall grades, three of the six Reports showed a decline of between 0.8 and 3.9 points.

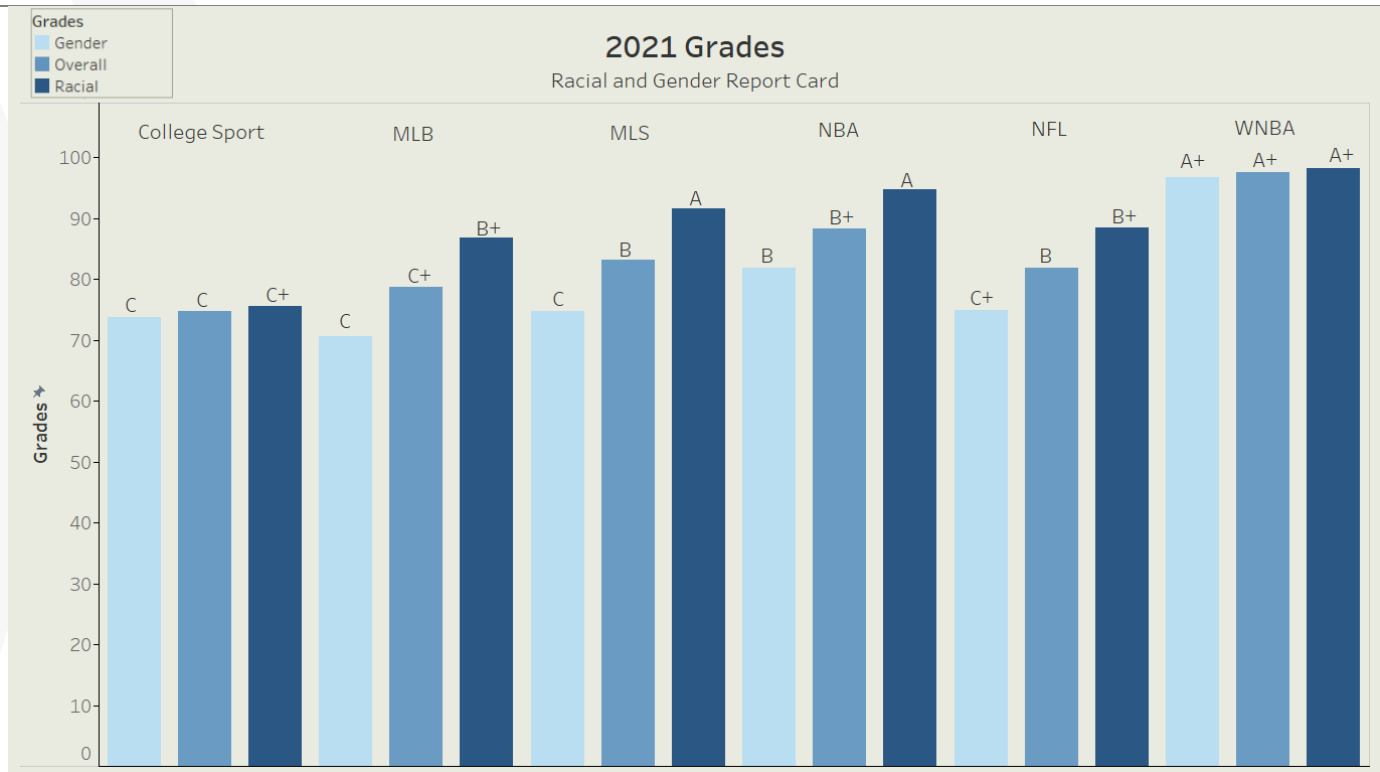
For racial hiring practices, the WNBA received an A+ and MLS and the NBA earned an A. The NFL and MLB both earned a B+. College Sport earned a C+. The WNBA and NFL increased by 1.6 percent and 3 percent, respectively, as well as the MLS increasing by 1 percent. Conversely, MLB, College Sport, and the NBA decreased 1.9 percent, 4.6 percent and 1.4 percent, respectively.

The gender hiring practices generally lagged behind racial hiring and only saw increases in the NFL and MLS. Only the WNBA and NBA earned grades above a C+, receiving an A+ and a B, respectively. The NFL received a C+ while College Sport, MLB and MLS received a C grade.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/ Presidents was calculated into the final grades. In 2021, a grade was issued for the owners. Based on previous Report Cards, this resulted in slightly reduced overall grades for race and gender across all 2021 Report Cards. In 2021, bonus points were added for Hiring Milestones and special social justice initiatives.

Between both racial and gender hiring practices, the largest increase was secured by the MLS after increasing 4.8 percentage points to 74.7 percent in gender hiring practices. The second largest improvement was earned by the NFL after surging 3.0 percentage points to 88.5 percent in racial hiring practices. College Sport declined 4.6 percentage points in racial hiring – representing the largest decline among all reports.

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



all Report Cards, TIDES continues to embrace the value of diverse and inclusive hiring practices and promote their value across all professional leagues and college sport.

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

Notably, the grades for the professional leagues are raised substantially because of the weight paid to the record of the league offices (and the NCAA office)

and player opportunities. All five league offices received an A- or better for racial hiring practices with the MLB receiving an A- and the MLS, NBA, NFL and WNBA earning an A+.

However, the public spotlight has consistently shined on a few categories including head coach, general manager and president. Of course, based on the records of their teams, this is where leagues do not do as well. The grade for head coaches of color for the WNBA and MLS was an A+ with 41.7 and 42.9 percent coaches of color, respectively. The NBA earned an A with 30.0 percent. The grades decreased for MLB coaches with an B+ at 20.0 percent. Trailing behind is the NFL with a C+ at 15.6 percent. The Rooney Rule was overhauled with new extensions and new policies were adopted late in 2020.

For general manager of color, the NFL earned a C+ with 15.6 percent while MLB remained a C- at 13.3 percent. The NBA (A+ at 40.0 percent), WNBA (A- at 25.0 percent) and MLS (B at 18.8 percent) all did well.

Only the WNBA did well for president/CEO of color with an A- (25.0 percent). Conversely, the MLS earned a C- while the MLB, NBA and NFL got an F.

The NBA and WNBA continue to set the standard for other professional counterparts across America as they remain leaders in diverse, equitable and inclusive hiring practices. The WNBA received a combined grade of A+ while the NBA received a grade of a B+. Of all professional leagues and college sport, the WNBA earned the highest overall grade. On the men's side, the NBA continues to be the only men's professional league with an overall B+ grade or higher.

College Sport received a C+ for racial hiring practices by earning 75.6 points, down from 81.6 points in the 2019-2020 College Sport Racial and Gender Report Card. College Sport received a C for gender hiring practices by earning 73.8 points, an decrease from the 75.8 points earned in the 2019-2020 College Sport Racial and Gender Report Card. The combined grade for the 2021 College Sport Racial and Gender Report Card was a C with 74.7 points decreasing from the overall C+ with 78.7 points in 2019.

Opportunities for women and people of color among men's and women's head coaching positions have hardly improved over the span of a decade. For the 2021 season, 85.3 percent of Division I, 86.0 percent of Division II, and 89.6 percent of Division III men's coaches were white. Across all divisions, men continue to hold a majority of head coaching positions for women's teams, 50 years since the passage of Title IX. That remains one of the very worst diversity statistics in sport.

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

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

In 2006-2007, 25.0 percent of men's D1 basketball head coaches were Black or African-American. This is deeply concerning as 24.3 percent were Black or African-American in 2020-2021. Similarly, in 2009-2010, 6.9 percent of DI head football coaches were Black or African-American versus only 8.1 percent in 2020-2021.

In 2010-2011, women held 39.5 percent of the head coaching positions for women's teams in Division I. A decade later they only hold 41.3 percent. Of women's teams! Across all three divisions!

Twenty-two years ago, 2.4 percent of the athletic directors in DI were Black or African-American, ten years ago, it was at 6.0 percent and now, it is only 12.2 percent. In DII, 10 years ago, Black or African-Americans held 4.0 percent of the athletic director roles. Now, they hold only 4.9 percent. DIII is just as concerning as Black or African-Americans held 2.7 percent of athletic director positions ten years ago. Now, they hold just 6.6 percent. If DII and DIII are pipelines, the future remains white.

The MLB Racial and Gender Report Card showed a slight decrease in gender and racial hiring practices. MLB earned a B+ on the issue of racial hiring, a C for gender hiring practices, and an overall grade of C+ in the 2021 Racial and Gender Report Card. MLB earned 78.8 points overall in 2021, a slight decrease from 80.7 in 2020. They received 86.8 percentage points for their racial hiring practices and 70.7 percentage points for their gender hiring practices. There is ample room for improvement, as MLB's scores both decreased in 2021. MLB scored a B+ for managers of color at 20.0 percent, while general managers earned a C- at 13.3 percent for the third consecutive year.

The NBA continues to set the pace the other three men's sports leagues for racial and gender hiring practices. Its racial hiring grade and gender hiring grade both decreased from 96.2 to 94.8 percent and 82.0 to 81.9 percent respectively. The NBA scored an A for head coaches of color at 30.0 percent, which remained the same from 2020, and an A+ for general managers at an all-time high of 40.0

percent. However, it again received an F for team CEO/Presidents of color at 6.5 percentage points.

In 2021, the NFL received a B+ for racial hiring practices, remaining the same as 2020. The NFL's score for race was 88.5 percent, 3.0 percentage points higher than last year and 4.6 percentage points lower than the league's all-time high score of 93.1 in 2015. The score for gender was 75.0 percent, a 2.0 percentage point increase from last year's report. The overall grade for the NFL was 81.8 percent in 2021, a 2.6 percent increase from 2020. The NFL scored a 15.6 percent for head coaches of color, a 3.1 increase from last year's score of 12.5 percentage points. The grade for general managers for people of color was 15.6 percent, increasing by 9.1 percentage points from 2020.

The WNBA continued its outstanding record for both racial and gender hiring practices. The WNBA received an A+ for race and gender hiring in 2021 as they did in 2020. They improved after earning high marks of an A+ for race and an A+ for gender in the 2021 WNBA Racial and Gender Report Card. The league recorded a score of 97.6 points overall, matching the all-time high mark of 97.6 set in 2018. This marked the 17th consecutive year that the WNBA has received at least A's for their overall race, gender and combined grades. For the first time in the past five years, the number of women holding WNBA league office positions increased, improving from 60.9 percent in 2020 to 65.4 percent in 2021. The WNBA scored an A+ for women CEO/Presidents which at 66.7 percent was the second time a majority of positions were held by women. Women held 58.3 percent of CEO/Presidents positions in 2020 and 45.4 percent in 2019. The WNBA received an A+ for head coaches of color at 41.7 percent. For a third consecutive year, they received an A- for head coaches who were women at 41.7 percent. The only significantly low grade was a C+ given for the percentage of women holding general manager positions at 33.3 percent.

MLS maintained an A for racial hiring practices. MLS received a combined grade of a B with 91.7 points for race and a C for gender hiring earning just 74.7 points. This was a sizeable increase of

4.8 percentage points from 2020 for gender hiring. MLS earned at least an A for racial hiring in the League Office, players, head coaches, and assistant coaches. The grade for racial hiring for general managers decreased to a B. As for gender hiring practices, which significantly lagged behind racial hiring throughout the league, the MLS received a B+ for league office employees while team professional administration received a C and senior team administration earned a D. MLS scored an F in CEO/Presidents.

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

Every year, the TIDES team asks participating organizations in the Racial and Gender Report Card process: "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team?" While there have been some discouraging declines in 2021, TIDES believes that the leaders in both professional and collegiate sports are committed to diversity and inclusion and will continue to look for ways to provide opportunities for individuals from all walks of life to play and work within sports.



The 2021 Racial and Gender Report Card: National Basketball Association

August 25, 2021 - By Richard Lapchick
with Daniel Bowman, David Eichenberger, Spencer
Ewing, A.J. Forbes, Amanda Kiernan, Taylor
Middleton, Devon Miller, Kyle Richardson, and
Ashley Turner

Executive Summary - The Institute for Diversity and Ethics in Sport (TIDES) released the 2021 National Basketball Association (NBA) Racial and Gender Report Card (RGRC) after the 2020 season which was marked by the COVID-19 global health crisis and a national outcry for justice. The National Basketball Association (NBA) set new standards in health policies, athlete activism and racial and gender hiring practices.

The NBA received an A for racial hiring practices with a score of 94.8 points and a B for gender hiring practices with 81.9 points. The NBA saw increases in most categories within this year's Report card and remains an example for other leagues. The overall grade was a B+ with 88.3 points. That was a slight decrease from 89.1 points last year and resulted from a change in the grading described below.

This Report follows the conclusion of the NBA Finals which featured several notable achievements in racial hiring and ownership. When the Phoenix Suns reached the Finals for the first time since 1993, Head Coach Monty Williams and General Manager James Jones became the second Black or African American head coach and general manager duo in NBA history to reach the Finals. Also, there were six minority owners who were people of color, with Larry Fitzgerald having a minority stake in the Suns and Valerie Daniels-Carter, Michael Barber, Virgis Colbert, Corey Nettles, and Charles Harvey having minority stakes in the Milwaukee Bucks.

Using data from a snapshot within the 2020-2021 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. The majority of the data for this Report is from January 1, 2021, approximately a week after the season began. In addition, the Report Card includes a racial

Overall Grade



B+

Racial Hiring

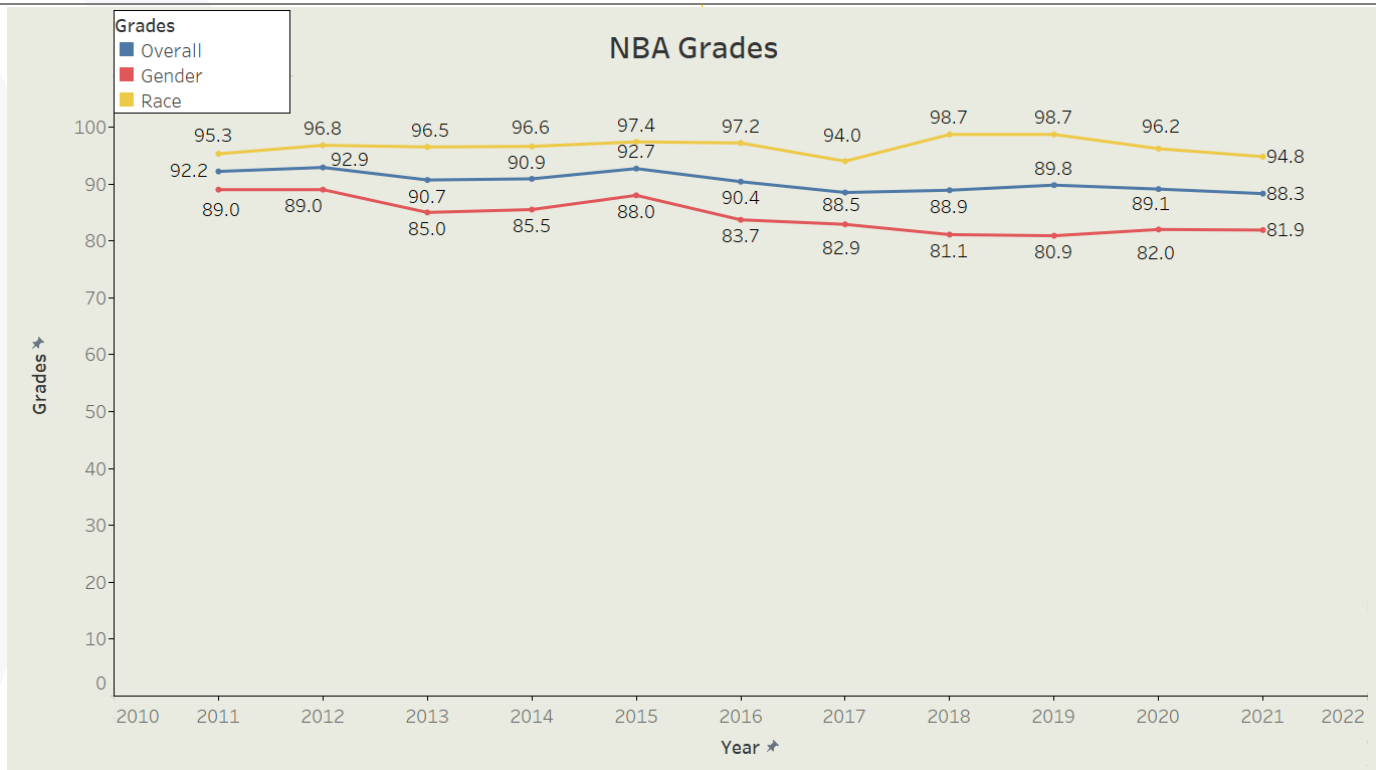


A

Gender Hiring



B



and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise including top management, team managers, team professional staff, head trainers and broadcasters. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES, which then analyzed the data. The 2021 Report Card also has an extensive list of NBA diversity initiatives, which appears in Appendix II. Tables for the Report Card are included in Appendix III.

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 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 2021 Report Cards. The 94.8 points for racial hiring practices represented a decrease from 96.2 in the 2020 NBA RGRC and the difference is partially attributable to adding the graded ownership category, known as governors in the NBA, in 2021. The 81.9 points for gender hiring practices was a decrease from 82.0 in 2020 and the difference is partially attributable to adding the graded governors

category. The same was true for the overall grade of 88.3 points, down from 89.1 in the 2020 NBA RGRC.

Also, beginning in the 2021 RGRC series, TIDES will be awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. Among the hiring milestones was that the hiring cycle at the end of the 2020-21 season resulted in seven of the eight head coaching vacancies at the end of the 2021 season were filled by Black or African American candidates. As of this writing, there are 15 head coaches of color, just one shy of the NBA's all-time high of 16 head coaches of color in the 2011-12 season. The 12 general managers of color, an increase from seven at the beginning of the 2020 season, was also a milestone as it was an all-time high for the NBA. The percentage of assistant coaches of color this year (52.7 percent) was the highest in the history of the Report Card and represented the first time that over half of the league's assistant coaches were people of color.

The NBA social justice initiatives include establishing the NBA Social Justice Coalition, the

NBA Foundation, and the Kareem Abdul-Jabbar Social Justice Champion Award. The Social Justice Coalition was created to leverage the game's influence to advance equality and social justice. Similarly, the NBA Foundation was established to help dismantle systematic inequities plaguing Black youth. Its aim is to address wealth, income, and employment disparities by partnering with all 30 teams' affiliated charitable organizations as well as the National Basketball Players Association (NBPA). The Kareem Abdul-Jabbar Social Justice Champion Award is given to a current NBA player who pursues social justice and upholds the league's values of equality, respect, and inclusion. The inaugural winner for the 2021 season was Carmelo Anthony, now of the Los Angeles Lakers.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the Report Card, stated, "Amidst one of the most tumultuous years in American history, the NBA was able to have an incredible season including arenas at near-capacity attendance towards the end of the playoffs. That is a testament to its leadership as it also remains the best among men's professional sports leagues when it comes to diverse and inclusive hiring."

Lapchick continued, "a positive trend of women both team and league office-side has continued. The NBA League Office reached its highest percentage of women in professional staff roles in over a decade with 42.0 percent. Both team vice president and team senior management categories saw increases as well, reaching 27.8 percent and 37.9 percent, respectively. Referees reached an all-time high at 23.5 percent."

At the team level, the four women serving as CEO/presidents is more than all other male professional sport leagues combined. In the 2020-21 season, 83.2 percent of players were people of color, the highest since the 2011 Report Card. The number of head coaches of color in the NBA remained the same at nine from the previous year. Additionally, the eight female assistant coaches was the second highest number in league history. The San Antonio Spurs'

Becky Hammon interviewed for head coach with multiple teams during the most recent hiring cycle. This is encouraging as we could potentially see the first woman NBA head coach in men's professional sport within the next few years.

This year is the first time the NBA was graded separately for c-suite executive positions and vice president positions. At the team level, the percentage of people of color in team c-suite positions was 24.0 percent in 2020-2021. The percentage of people of color in team vice president positions was slightly higher at 25.5 percent. In the team senior management category, the percentage of people of color increased from 30.5 percent to 31.3 percent and increased substantially from 35.9 percent to 41.9 percent in the team professional staff category.

The NBA saw some notable improvements in gender hiring categories this year. There was a significant increase in the percentage of women in team senior management positions from 33.0 percent last year to 37.9 percent this year, marking an increase of 6.8 percent over the past two years and the highest percentage since 1999-2000. Women held 23.5 percent of referee roles, an increase of 1.1 percentage points from the 2019-2020 season. By comparison, women only represented 1.6 percent of all NBA referees just a few years ago in 2017-18. Women in NBA team vice president roles reached 27.8 percent, the highest percentage amongst the NFL, MLS and MLB.

The best category for the representation of women is in the NBA League Office with professional employees at 42.0 percent, an increase of 1.7 percentage points from the previous year. This was the highest percentage since the 2009-10 Report Card. The NBA had two women and two people of color serve as presidents in its League Office.

Lapchick added, "Traditionally, the two positions on NBA teams under the greatest scrutiny are general manager and head coach. The percentage of people of color among general managers increased dramatically from 28.0 percent in the 2019-2020 season to 40.0 percent this past season, representing the highest mark in the NBA RGRC history. As of the beginning of the 2021 season, there were 12

general managers of color, an increase from seven at the beginning of the 2020 season. The 12 general managers of color was an all-time high for the NBA. The NBA leads all men's professional leagues in this position. While the position of head coaches failed to see such progress as people of color remained at 30.0 percent for the second consecutive year, that changed dramatically when seven of the eight head coaching vacancies during this past off-season were filled by Black or African American men, tying their 2012-13 total of 13 Black or African American head coaches, and bringing them one shy of their 2011-12 record high."



Table 1: The 2021 NBA Racial and Gender Report Card Statistics

The 2021 NBA Racial and Gender Report Card Statistics			
Overall Grade: B+			
	League Offices	President/CEO	Head Coaches
White	58.4%	93.5%	70.0%
Black or African-American	16.7%	6.5%	23.3%
Hispanic/Latino	7.6%	0.0%	3.3%
Asian	12.8%	0.0%	3.3%
Hawaiian/Pacific Islander	0.1%	0.0%	0.0%
Two or More Races/Other	4.4%	0.0%	0.0%
Total People of Color	41.6%	6.5%	30.0%
Women	42.0%	8.7%	0.0%
	Assistant Coaches	GMs	Team VPs
White	47.3%	60.0%	74.5%
Black or African-American	42.5%	26.7%	16.3%
Hispanic/Latino	3.4%	3.3%	3.2%
Asian/Pacific Islander	1.0%	0.0%	3.7%
Am. Indian or Alaska Native	0.5%	0.0%	0.0%
Two or More Races/Other	5.3%	10.0%	2.3%
Total People of Color	52.7%	40.0%	25.5%
Women	2.9%	0.0%	27.8%
	Team Management	Prof. Admin	Players
White	68.0%	57.4%	16.8%
Black or African-American	15.0%	19.0%	73.2%
Hispanic/Latino	7.6%	11.7%	3.1%
Asian/Pacific Islander	5.1%	6.3%	0.4%
Am. Indian or Alaska Native	0.2%	0.3%	0.0%
Two or More Races/Other	3.4%	4.6%	6.6%
Total People of Color	31.3%	41.9%	83.2%
Women	37.9%	32.7%	-

The 2021 NBA Racial and Gender Report Card Grades					
	League Office	VPs	Team Management	Prof. Admin	CEO/President
Total People of Color	41.6%	25.5%	31.3%	41.9%	6.5%
Grade	A+	A-	A+	A+	F
Women	42.0%	27.8%	37.9%	32.7%	8.7%
Grade	A-	C-	B	C+	F
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	40.0%	30.0%	52.7%	83.2%	
Grade	A+	A+	A+	A+	

Table 2: The 2021 NBA Racial and Gender Report Card Statistics

The 2021 Racial and Gender Report Card: Major League Baseball

April 15, 2021 - By Richard Lapchick
with Daniel Bowman, David Eichenberger, Spencer Ewing, A.J. Forbes, Alayshia Green, Brian Jackson, Brady Johnson-Schmeltzer, Amanda Kiernan, Taylor Middleton, Devon Miller, Kyle Richardson and Ashley Turner.

Executive Summary - On April 1, 2021, Major League Baseball surged back with perhaps one of the most historic traditions of America's pastime: Opening Day. This year it was much bigger than baseball. It was a reassuring indicator that American life is returning to normal after an unprecedented global health crisis that has unnerved our world for more than a year. And just as the season started, Major League Baseball Commissioner Rob Manfred announced that the AllStar Game would be moved out of Atlanta because of the law passed in Georgia that would result in voter suppression. MLB's unprecedented move reflected the second major outcome of 2020-21: the racial reckoning that started with the killing of George Floyd.

In this climate and in conjunction with the anniversary of Jackie Robinson breaking MLB's color barrier on this day in 1947, the Institute for Diversity and Ethics in Sport (TIDES) released the 2021 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 C+ in the 2021 MLB RGRC.

Major League Baseball saw a decrease in its racial hiring grade from 88.7 percentage points in 2020 to 86.8 percentage points in 2021. For gender, MLB's hiring grade also decreased, falling from 72.7 percentage points in 2020 to 70.7 percent in 2021. The combined grade of 78.8 was a decrease of 1.9 percentage points from last year.

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 is being

Overall Grade



C+

Racial Hiring

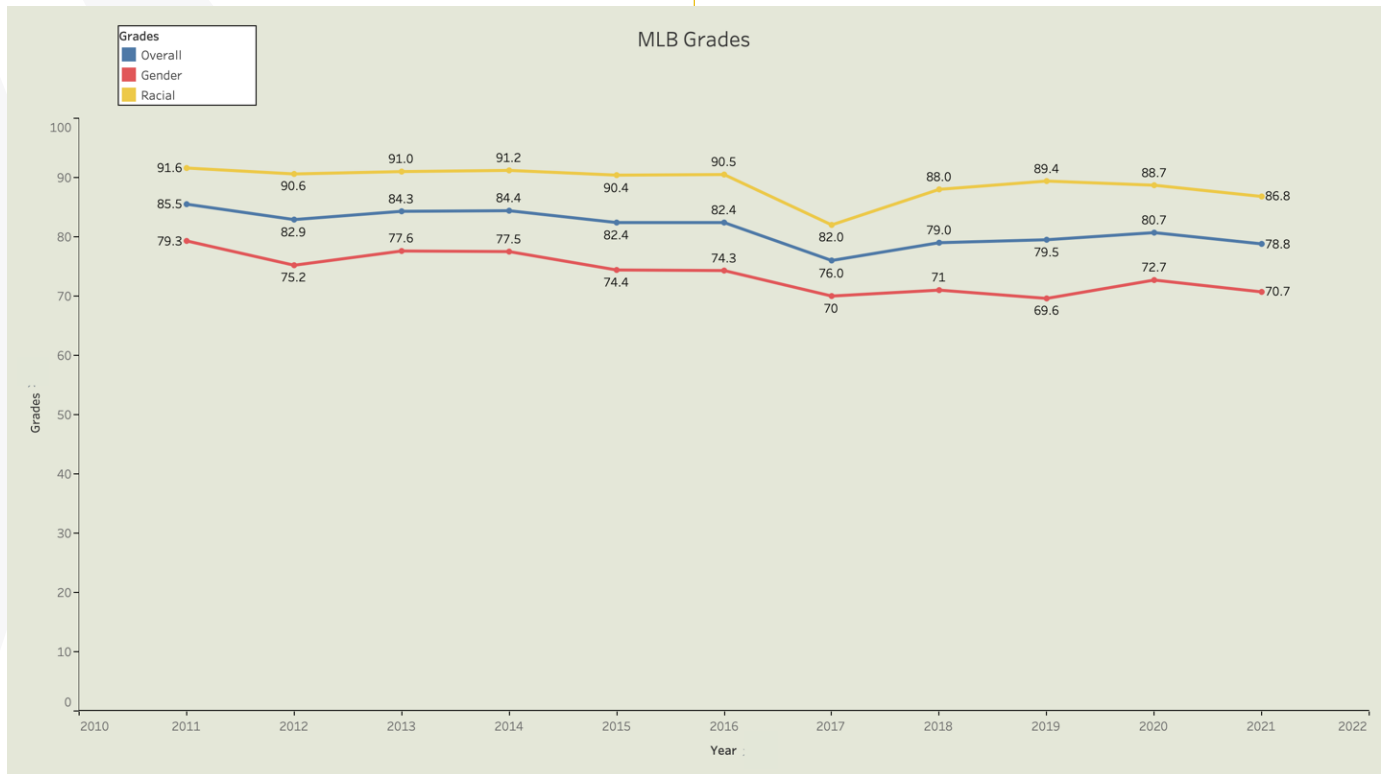


B+

Gender Hiring



C



calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2021 Report Cards. The 86.8 points for racial hiring practices represented a decrease from 88.7 in the 2020 MLB RGRC and the difference is partially attributable to adding the graded ownership category in 2021. The 70.7 points for gender hiring practices was a decrease from 72.7 in 2020 and the difference is partially attributable to adding the graded ownership category. The same was true for the overall grade of 78.8 points, down from 80.7 in the 2020 MLB RGRC.

Also, beginning in the 2021 RGRC series, TIDES awarded bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. MLB has achieved monumental milestones since the 2020 Report. In addition to removing the All-Star game from Georgia, the milestones include the hiring of Kim Ng as the first female general manager in MLB history, officially designating the Negro League as “Major League,” and there being 22 women who held on-field coaching or player development

roles. Of note, the Boston Red Sox hired Bianca Smith as a Player Development Coach, making her the first Black woman to serve as a coach in the history of professional baseball. All of these were breakthroughs that contributed to MLB’s overall grade.

Dr. Richard Lapchick, the primary author of the study and the Director of TIDES at the University of Central Florida (UCF) said, “We don’t anticipate Leagues scoring well when it comes to Ownership. But this is a crucial racial and gender category that needs to be addressed. The owner is the final authority on every team and is a key to hiring more people of color and women in the most pivotal roles in sport. The owners must be accountable in their team’s diversity, equity and inclusion efforts.” Another notable change affecting MLB was their League Office increasing its staff from 419 in 2020 to 1,296 in 2021 after opening their new headquarters. The office almost tripling-in-size resulted in a significant drop in their Central Office racial and gender grade. Lapchick added “Jackie Robinson continues to have an impact on baseball and sport as a whole, even 74 years after he broke the color barrier. He

played for something far bigger than himself. Jackie played for the future of baseball, a future where all people can participate on and off the field and not experience the racism and backlash that he too often faced while playing. The 2021 Major League Baseball Racial and Gender Report Card revealed that baseball must improve, but I am confident that the policy changes and notable hires over the past few months will move toward Jackie's vision."

Major League Baseball continues to have a diverse group of players with 37.6 percent being players of color. It should be noted, however, that is down from 39.8 percent in the 2020 Report. The number of Black or African American players on Opening Day rosters was at 7.6 percent, a slight increase from last year.

Additionally, the MLB Draft continues to show promising signs for a future increase in Black or African American players. Between 2012 and 2020, the first round of the MLB Draft featured 51 Black or African American players out of 289 selections (17.6 percent), including a large percentage of alumni from MLB-led youth and amateur baseball development programs.

Commissioner Rob Manfred's newly expanded Central Office received an A- for racial hiring and a C- for gender hiring practices. People of color comprised 28.5 percent and women comprised 29.1 percent of the total Central Office professional staff. There were 18 people of color and 27 women in positions of vice president or higher at the League Office.

Much more work is necessary at the club level. Of the nine grades for race at the team level, the only A grade or better was for coaches at 40.5 percent people of color. MLB received a B+ for racial hiring for senior administration, professional administration, and team managers, but a C+ for vice presidents, a C- for general managers and a D+ for C-suite executives. MLB received F's for owners and CEO/presidents, the grade of C- for general manager remained the same as there was no change with only four people of color serving in that role. Of the four general managers of color, Kim Ng

was hired by the Miami Marlins in November 2020, as noted above, shattering barriers after becoming the first woman to serve as a general manager of an MLB team, and the first among any major league professional men's team in North American Sports since Lynne Meterparel was hired in 1999 as GM by the San Jose Clash in the MLS. Ng's hiring may be the most important diversity hire in recent MLB history.

Lapchick commented, "Following the racial reckoning that occurred over the summer of 2020, Major League Baseball began making additional commitments to making their hiring practices more inclusive. This began with the important hirings of Michele Meyer-Shipp as Chief People and Culture officer and Justin Reyes as Vice President of Diversity, Equity & Inclusion. Both have overhauled MLB's diversity, equity and inclusion strategy and have already created substantial results."

Lapchick continued, "Major League Baseball teams must continue efforts to grow the game in communities which continue to lack access to the game with the intent of growing and diversifying the player pool. Over the past five years, there have been positive signs of growth in the percentage of managers of color, but the lack of diversity in this key position throughout MLB is glaring, especially when looking at the level of diversity among the players. In fact, the 2021 season opened with six managers of color, which, while an improvement from three in 2016, remains too far below the alltime high of 10 reached in 2002 and 2009."

Commissioner Manfred's Central Office has implemented several diversity initiatives in recent years to address this diversity and inclusion issue. They include the Diversity Pipeline Program, which seeks to identify, develop, and grow the pool of qualified minority and female candidates for on-field and baseball operations positions; the MLB Diversity Fellowship which provides the opportunity for young, diverse professionals to experience front office positions that have been traditionally influential in baseball operations decisions; The Diverse Business Partners program which has cultivated new and existing partnerships

with minority and women-owned businesses, including veteran-owned, LGBT-owned and other underrepresented small businesses; as well as a number of other initiatives to engage people of all sexual-orientations, ages, abilities, and faiths.

All data was collected by the MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program. Using data as of January 1, 2021, TIDES conducted an analysis of the racial breakdown of the MLB players, managers, and coaches. 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 2021 season. It should be noted that previous MLB Report Cards used data from the prior season while this is the second year that the Report Card features data from the current season. The MLB player demographics for the 2021 Opening Day rosters are also included. Tables for the report are included in Appendix III. The MLB's diversity initiatives are listed in Appendix I.

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 unique perspective, and 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.

All data was collected by the MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program. Using data as of January 1, 2021, TIDES conducted an analysis of the racial breakdown of the MLB players, managers, and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office and at the club level, top team management, team senior administration, and team professional administration. An overview of player opportunities is also included. Listings of professional owners, general managers, and managers were updated as of the start of the 2021 season. It should be noted that previous MLB Report Cards used data from the prior season while this is the first year that the Report Card features data from the current season.



Table 3: The 2021 MLB Racial and Gender Report Card Statistics

The 2021 MLB Racial and Gender Report Card Statistics			
Overall Grade: B			
	Central Office	Presidents/CEOs	Head Coaches (MGR)
White	69.6%	93.3%	80.0%
Black or African-American	6.0%	3.3%	3.3%
Hispanic/Latino	11.5%	0.0%	13.3%
Asian	8.3%	0.0%	0.0%
Am. Indian or Alaska Native	1.0%	0.0%	0.0%
Hawaiian/Pacific Islander	0.1%	0.0%	0.0%
Two or More Races	2.5%	0.0%	3.3%
Other	0.0%	0.0%	0.0%
Voluntary Non-Disclosure	1.9%	3.3%	0.0%
Total People of Color	28.5%	3.3%	20.0%
Women	29.1%	0.0%	0.0%
	Assistant Coaches	GMs	Team VPs
White	54.9%	86.7%	83.6%
Black or African-American	5.7%	3.3%	5.6%
Hispanic/Latino	31.8%	3.3%	6.6%
Asian	1.2%	6.7%	1.3%
Am. Indian or Alaska Native	0.2%	0.0%	0.3%
Hawaiian/Pacific Islander	0.0%	0.0%	0.8%
Two or More Races	1.6%	0.0%	0.8%
Other	0.0%	0.0%	0.0%
Voluntary Non-Disclosure	4.5%	0.0%	1.0%
Total People of Color	40.5%	13.3%	15.3%
Women	1.3%	3.3%	22.0%
	Sr. Admin	Prof. Admin	Players
White	79.0%	74.2%	62.3%
Black or African-American	5.2%	6.1%	7.6%
Hispanic/Latino	9.9%	10.9%	28.1%
Asian	2.7%	4.7%	1.4%
Am. Indian or Alaska Native	0.2%	0.2%	0.1%
Hawaiian/Pacific Islander	0.1%	0.1%	0.4%
Two or More Races	1.6%	2.3%	0.0%
Other	0.0%	0.0%	0.0%
Voluntary Non-Disclosure	1.2%	1.5%	0.0%
Total People of Color	19.8%	24.4%	37.6%
Women	28.5%	25.5%	0.0%

The 2021 MLB Racial and Gender Report Card Grades					
	Central Office	Team VPs	Sr. Admin	Prof. Admin	CEO/President
Total People of Color	28.5%	15.3%	19.8%	24.4%	3.3%
Grade	A-	C+	B+	B+	F
Women	29.1%	22.0%	28.5%	25.5%	0.0%
Grade	C-	F	C-	D+	F
	GMs	Head Coaches (MGR)	Assistant Coaches	Players	
Total People of Color	13.3%	20.0%	40.5%	37.6%	
Grade	C-	B+	A+	A+	

Table 4: The 2021 MLB Racial and Gender Report Card Statistics

The 2021 Racial and Gender Report Card: Major League Soccer

November 10, 2021 - By Richard Lapchick with Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, Mallika Mali, David Morrin, Nicholas Mutebi, Andre Vasquez, and David Zimmerman

Executive Summary - As the nation draws closer to the end of the landmark year of 2021, a year dominated by the ongoing pandemic recovery efforts and the racial reckoning after the murder of George Floyd in 2020, there were many racial and gender hiring achievements across sport. The Institute for Diversity and Ethics in Sport (TIDES) released the 2021 Major League Soccer (MLS) Racial and Gender Report Card (RGRC).

MLS earned an A for racial hiring practices with a score of 91.7, an increase from last year's 90.7 points. MLS earned a C for gender hiring practices with 74.7 points, a notable increase from 69.9 points in 2020 and their highest gender percentage since 2018. The overall grade for MLS was a B with 83.2 points, a 2.9 percentage point improvement from 80.3 points last year.

The Report Card is being released prior to the MLS Cup following the conclusion of a successful, first full season following their pandemic-altered 2020 season. It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Owners/Investors 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 2021 Report Cards.

Also, beginning in the 2021 RGRC series, TIDES will be awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. Among the hiring milestones were Carolyn Kindle Betz becoming the majority owner of St. Louis SC, making the team the first majority-female-owned club in MLS history, the MLS League Office naming

Overall Grade



B

Racial Hiring

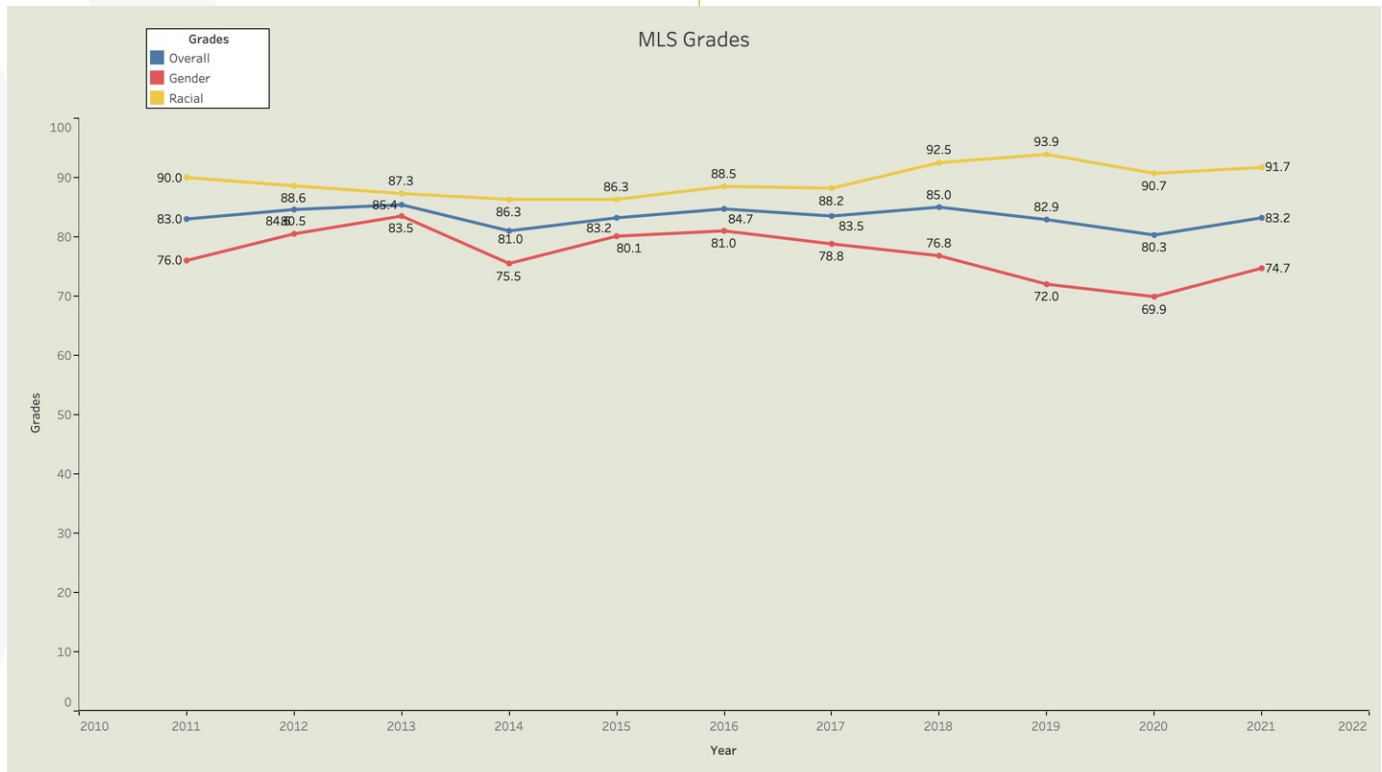


A

Gender Hiring



C



Sola Winley as their first Chief Diversity Officer and Tori Penso becoming the first female head referee in an MLS game.

Among the crucial social justice initiatives was the establishment of the first diversity, equity and inclusion committee in MLS history, which is one of four board level standing committees and the only committee to have a staff member (Sola Winley as its Co-Chair) and includes members of Black Players for Change, SCORE, MLS Next's Equity Action Committee, and Pitch Black ERG. Additionally, MLS established the Soccer Upward Mobility initiative with the purpose of providing access, exposure, and clearly defined career paths in soccer for underrepresented groups.

For racial hiring practices, MLS earned an A+ for players, head coaches, assistant coaches and League Office employees; B+ for team c-suite executive and team professional administration; and a B for general managers, team vice presidents and team senior administration. MLS earned a C- for team

CEO/presidents and an F for majority owners/investors.

For gender hiring practices, MLS earned a B+ for League Office employees while team professional administration received a C and both team vice presidents and team c-suite executive earned a C-. MLS scored a D for team senior administration and an F for the remaining categories of majority owners/investors and team CEO/presidents.

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

"Major League Soccer scored big this year with progress in both racial and gender categories across the League Office and team levels," said Richard Lapchick, principal author of the study and director of TIDES, "The League Office, though, led by Commissioner Don Garber, once again proved that it remains farther along racial and gender hiring efforts than their team counterparts, earning high marks. Some teams need to do better."

Lapchick continued, “Important on-field positions like assistant coaches and head coaches continued to hold the highest percentage of persons of color among all team positions. When it comes to crucial off-field positions, key decision-making roles of team vice presidents and c-suite executives had notable improvements in diverse representation. I commend MLS for having four women in president/CEO positions, the most in the league’s history.”

After four years of consecutive decreases in their overall gender percentage, MLS saw a substantial increase of 4.8 percentage points. This brought the MLS gender percentage of 74.7 percent to its highest mark since 2018, when it was 76.8 percent.

Using data from the 2021 season, TIDES conducted an analysis of the racial composition of team general managers, players and coaches. In addition, the Report Card included a racial and gender breakdown of management in the MLS League Office and at various levels within each MLS franchise, to include: the c-suite personnel, team senior administration, team professional administration, and athletic trainers. The data for the 2021 Report Card is updated through July 19, 2021. The League Office provided all data pertaining to the MLS League Office and the aggregate team data.

The Report Card asks, “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a goal or operate the business of professional soccer?”

With the publication of the 2020 Census, TIDES will increase the grading standards to fully reflect the new data. The change to match America’s changing demographics will take place in the 2022 Racial and Gender Report Cards. In the meantime, if they were in effect in 2021, MLS would have earned a B+ for racial hiring practices with a score of 86.9 points. MLS would have earned a C for gender hiring practices with 70.5 points. The overall grade for MLS would have been a C+ with 78.7 points.



Table 5: The 2021 MLS Racial and Gender Report Card Statistics

The 2021 MLS Racial and Gender Report Card Statistics				
Overall Grade: B				
	League Office	Presidents/CEOs	Head Coaches	
White	58.4%	86.2%	53.6%	
Black or African-American	6.6%	3.4%	7.1%	
Hispanic/Latino	21.7%	6.9%	32.1%	
Asian	8.1%	3.4%	0.0%	
Hawaiian or Pac. Islander	0.4%	0.0%	0.0%	
Am. Indian or Alaska Native	0.4%	0.0%	0.0%	
Two or More Races	3.1%	0.0%	3.6%	
Total People of Color	40.3%	13.8%	42.9%	
Women	40.7%	13.8%	0.0%	
	Assistant Coaches	GMs	Team VPs	
White	65.8%	78.1%	80.6%	
Black or African-American	7.0%	6.3%	7.6%	
Hispanic/Latino	25.4%	12.5%	5.6%	
Asian	0.0%	0.0%	4.9%	
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%	
Am. Indian or Alaska Native	0.0%	0.0%	0.0%	
Two or More Races	1.8%	0.0%	0.7%	
Total People of Color	34.2%	18.8%	19.4%	
Women	0.0%	0.0%	27.8%	
	Sr. Admin	Prof. Admin	Players	
White	78.8%	73.5%	38.3%	
Black or African-American	3.9%	4.3%	24.1%	
Hispanic/Latino	8.9%	14.8%	31.6%	
Asian	2.5%	3.4%	1.3%	
Hawaiian or Pac. Islander	0.4%	0.1%	0.2%	
Am. Indian or Alaska Native	0.0%	0.1%	0.4%	
Two or More Races	1.2%	1.0%	4.0%	
Total People of Color	17.0%	23.6%	61.7%	
Women	24.1%	30.6%	-	

The 2021 MLS Racial and Gender Report Card Grades					
	League Office	Team VPs	Sr. Admin	Prof. Admin	CEO/President
Total People of Color	40.3%	19.4%	17.0%	23.6%	13.8%
Grade	A+	B	B	B+	C-
Women	40.7%	27.8%	24.1%	30.6%	13.8%
Grade	B+	C-	D	C	F
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	18.8%	42.9%	34.2%	61.7%	
Grade	B	A+	A+	A+	

Table 6: The 2021 MLS Racial and Gender Report Card Statistics

The 2021 Racial and Gender Report Card: National Football League

December 15, 2021 - By Richard Lapchick with Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Alan Owens, and David Zimmerman

Executive Summary - The National Football League (NFL) received a B+ for racial hiring practices and a C+ for gender hiring practices in the 2021 NFL Racial and Gender Report Card released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). This gave the NFL a combined grade of B.

The NFL's score for race improved significantly to 88.5 percent, 3.0 percentage points higher than last year's score of 85.5 percent. The score for gender was 75.0 percent, a two-percentage point increase from the score in 2020. The overall grade for the NFL increased from 79.2 percent in 2020 to 81.8 percent in 2021. 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.

Using data from the 2021 season, provided by the NFL League Office, the Institute conducted an analysis of the racial breakdown of head coaches, assistant coaches and general managers, as well as a racial and gender breakdown of C-Suite, senior management, senior administration, professional administration, and team ownership within the NFL League office and at the club level.

Richard Lapchick, Director of TIDES and the primary author of the study, said, "with such a vast pool of talent it is great to see the NFL receive an A+ for racial hiring practices in the NFL League Office. This is a step forward in the direction I hope to see overall in sports. In contrast, there needs to be a change in the continued dissimilarity in racial and gender hiring practices between the NFL League office and the 32 Teams."

Overall Grade



B

Racial Hiring

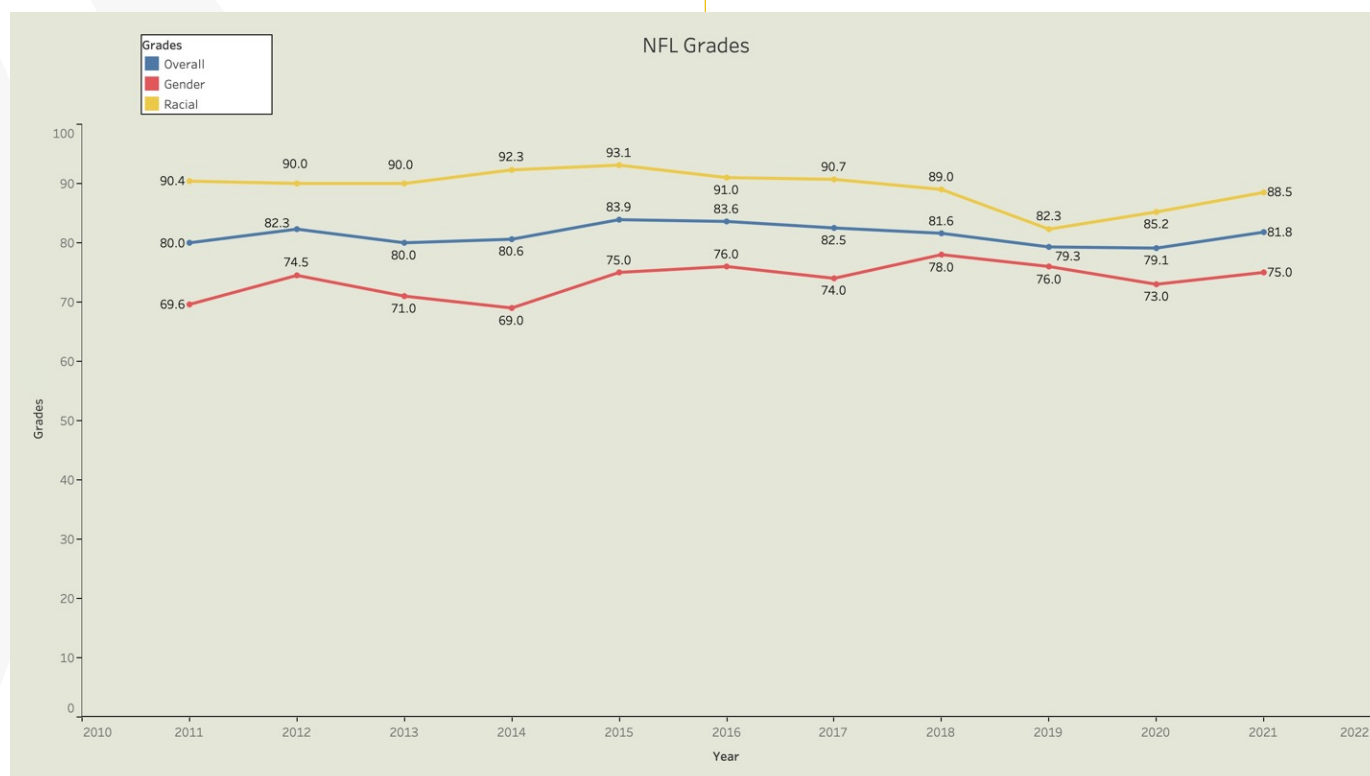


B+

Gender Hiring



C+



Lapchick continued, “At the NFL’s League Office, 26.5 percent of the vice presidents and above are people of color, an increase from last year. At the team level, only 15.9 percent of the vice presidents are people of color. While this was an increase from the 13.7 percent last year, there is still room for improvement. The NFL has seen an improvement at the NFL League Office level regarding recruitment of women throughout the entire office. There has been steady growth each year since 2014, reaching a high of 38.8 percent in 2021. At the NFL League Office, 30.6 percent of the vice president and above positions are women while only 25.1 percent of the vice president positions at the team level are women.”

Lapchick continued, “There were two first-time head coaches of color hired in 2021, Robert Saleh (NYJ) and David Culley (HOU). Unfortunately, the NFL began the regular season with only five coaches of color (15.6 percent). This is still lower than any other league in terms of racial hiring of

head coaches or team managers. It is far short when comparing the 2021 season to the record of eight coaches of color who began the regular season in 2018.”

The NFL League Office announced two major positions that were filled by women since last year’s Report Card. Kimberly Fields transferred into a new senior leadership role as Senior Vice President of Football Business Strategy. Additionally, Marissa Solis was hired as the Senior Vice President of Global Brand and Consumer Marketing. These new hires highlight the increased emphasis on continuing the League’s progress when it comes to improving diversity and inclusion in its workplace and in all aspects of its business.

There were increased scores for racial and gender hiring in all team level categories except Team CEO/ Presidents. This is an important step in creating a more inclusive workplace for women.

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

In October 2021, the NFL made an additional update to the Rooney Rule, requiring interviewing at least two external minority candidates for general manager/ executive of football operations positions and all coordinator roles. In addition, NFL clubs must now conduct in-person interviews for at least one external minority candidate for any head coach or general manager opening. All coordinator and assistant general manager candidates can be interviewed virtually, but in person is strongly encouraged.

For the first time in league history, beginning in week 17 of the 2021 regular season, NFL teams will be able to conduct head coaching interviews with coaches on other teams with the given consent from the coaches’ respective current team. The intent of this change is to satisfy the needs of the disparities in hiring practices that were prevalent among the League.

Beginning in the 2021 RGRC series, TIDES awarded bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. The NFL had many social justice initiatives and hiring milestones that qualified for bonus points. Those initiatives and milestones included NFL Inspire Change where over \$160 million was contributed to local communities and social justice initiatives with assistance from the NFL owners, players, working groups, NFL Foundation, and the financial commitment to the Players Coalition. A major milestone included Carl Nassib being the NFL’s first active openly out player. He gained widespread support system from NFL fans and teammates when making this announcement. Another notable highlight was Maia Shaka being hired as an official, making her

the first woman of color in league history along with 12 women starting the NFL season in coaching positions. Natalia Dorantes became the first Latina in a coaching Chief of Staff position, Ameena Soliman became the first Muslim female scout in NFL history, and the Washington Football Team became the first team in NFL history to have a team president, GM, and head coach of color.

In addition to the NFL social justice initiatives, the inaugural Ozzie Newsome Forum is a part of ongoing efforts to break mobility barriers and establish a cultural norm of opportunity for all. The Forum took place on June 21 and featured sessions led by NFL owners and front office personnel including Baltimore Ravens owner Steve Bisciotti, Black College Football Hall of Fame co-founder James “Shack” Harris, New York Giants owner John Mara, Baltimore Ravens Executive Vice President Ozzie Newsome and Buffalo Bills owner and president Kim Pegula. The NFL Women’s Career in Football Forum, led by Sam Rapoport reached year five, setting the NFL record of 12 women in coaching positions.

It should also be noted that the 2021 NFL Racial and Gender Report Card used the current grading scale based on the 2010 Census results. 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. If the new grading scale would have been used in 2021, the NFL would have earned a C+ for racial hiring practices with a score of 75.5 points. The NFL would have earned an C for gender hiring practices with 73.2 points. The overall grade for the NFL would have been a C with 74.3 points.



The 2021 NFL Racial and Gender Report Card Statistics

Overall Grade: B

	League Office	CEO/President	Head Coaches
White	67.5%	90.6%	84.4%
Black or African-American	11.4%	3.1%	9.4%
Hispanic or Latino	6.4%	3.1%	3.1%
Asian	10.6%	3.1%	0.0%
Hawaiian or Pac. Islander	0.1%	0.0%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%
Two or More Races	2.5%	0.0%	3.1%
Not Disclosed	1.5%	0.0%	0.0%
Total People of Color	31.1%	9.4%	15.6%
Women	38.8%	3.1%	0.0%
	Assistant Coaches	GMs	Team VPs
White	57.7%	84.4%	83.8%
Black or African-American	34.5%	15.6%	9.3%
Hispanic or Latino	2.2%	0.0%	2.5%
Asian	0.5%	0.0%	3.0%
Hawaiian or Pac. Islander	0.9%	0.0%	0.0%
Am. Indian or Alaska Native	0.1%	0.0%	0.2%
Two or More Races	2.7%	0.0%	0.9%
Not Disclosed	1.4%	0.0%	0.2%
Total People of Color	40.9%	15.6%	15.9%
Women	1.5%	0.0%	25.1%
	Sr. Admin	Prof. Admin	Players
White	79.6%	72.6%	25.0%
Black or African-American	10.7%	13.2%	58.0%
Hispanic or Latino	4.3%	7.2%	0.7%
Asian	3.6%	3.2%	0.1%
Hawaiian or Pac. Islander	0.1%	0.4%	1.6%
Am. Indian or Alaska Native	0.0%	0.1%	0.2%
Two or More Races	1.5%	2.7%	9.8%
Not Disclosed	0.3%	0.5%	4.2%
Total People of Color	20.1%	26.9%	70.7%
Women	25.3%	33.0%	0.0%
	C-Suite Personnel		
White	82.0%		
Black or African-American	10.5%		
Hispanic or Latino	0.0%		
Asian	4.5%		
Hawaiian or Pac. Islander	0.8%		
Am. Indian or Alaska Native	0.0%		
Two or More Races	1.5%		
Not Disclosed	0.8%		
Total People of Color	17.3%		
Women	28.6%		

Table 7: The 2021 NFL Racial and Gender Report Card Statistics

The 2021 NFL Racial and Gender Report Card Grades				
	League Office	Team VPs	Sr. Admin	Prof. Admin
Total People of Color	31.1%	15.9%	20.1%	26.9%
Grade	A+	C+	B+	A-
Women	38.8%	25.1%	25.3%	33.0%
Grade	B	D+	D+	B-
	GMs	Head Coaches	Assistant Coaches	Players
Total People of Color	15.6%	15.6%	40.9%	70.7%
Grade	C+	C+	A+	A+
	C-Suite	CEO/President		
Total People of Color	17.3%	9.4%		
Grade	B	F		
Women	28.6%	3.1%		
Grade	C-	F		

Table 8: The 2021 NFL Racial and Gender Report Card Statistics

The 2021 Racial and Gender Report Card: Women's National Basketball Association

December 1, 2021 - By Richard Lapchick with Noor Ahmed, Molly O'Halloran, Brianna Patton, Darnell Theriot, Jr., and David Zimmerman

Executive Summary - The 2021 Women's National Basketball Association Racial and Gender Report Card (RGRC) was released December 1, 2021 and confirmed that the WNBA continues to be a leader in the industry among other professional leagues in terms of racial and gender hiring practices. Since the WNBA's inaugural season, it has held the top position in the Racial and Gender Report Cards (RGRC). In the 2021 Report, the WNBA earned 97.6 points for a combined grade of an A+. The WNBA earned an A+ for race and an A+ for gender in the 2021 WNBA Racial and Gender Report Card. The WNBA sets the standard for powerful and inclusive representation across their organization in terms of players, coaches, staff, and administration.

This was the 17th consecutive year that the WNBA has received at least an A for its overall race, gender, and combined grades. The WNBA scored 98.3 points for racial hiring practices and 96.8 points for gender hiring practices in 2021.

The WNBA earned an A+ racial score in the following categories: team owners, head coaches, WNBA League Office, assistant coaches, team managers to senior directors, professional team staff, and players. The WNBA earned their lowest racial hiring grade for vice presidents earning a B. The WNBA received an A+ for gender in four categories including assistant coaches, the WNBA League Office, team vice presidents and above, and managers to senior directors. Head coaches followed closely with a grade of an A- respectively. Professional staff had a gender grade of B+. Team owners and team general managers received a C+ for gender hiring.

Richard Lapchick, the director of TIDES and primary author of the Report, said, "The WNBA continues to set an example for equitable racial and gender hiring practices across all professional leagues. The WNBA had many all-time highs

Overall Grade



A+

Racial Hiring

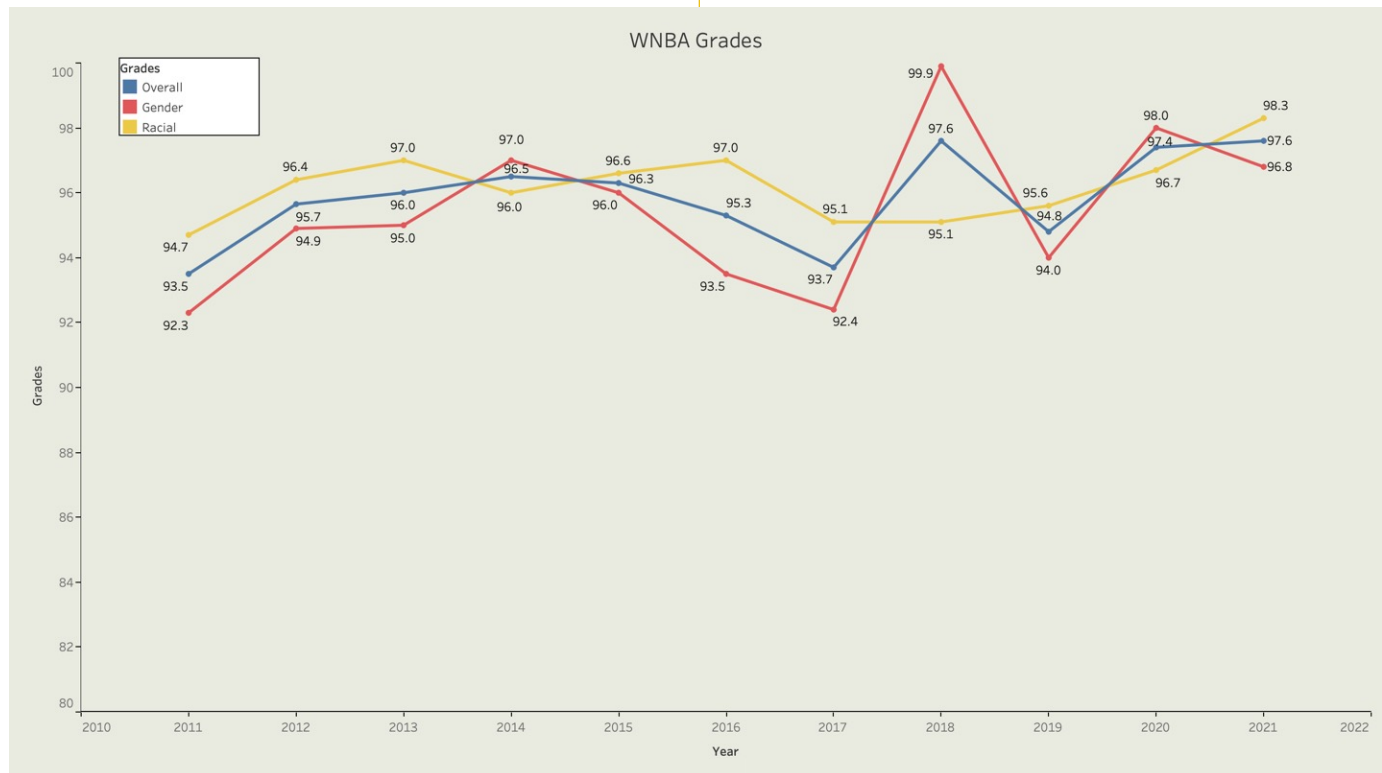


A+

Gender Hiring



A+



reported in this RGRC. They included the number of women in ownership positions, percentage of women in team president positions, and people of color in assistant coaching positions, which led to an overall grade of A+.”

The only men’s leagues close in comparison to the WNBA were the NBA and MLS, both earning an A this year for racial hiring practices. Continuing from years prior, the WNBA received the greatest number of A’s as well as the least number of grades below an A in all categories compared to men’s professional leagues. The WNBA’s most noteworthy improvements includes the percentage of Black or African-American head coaches which increased by 16.7 percentage points from 25.0 percent in 2020 to 41.7 percent in 2021. The percentage of women in ownership positions also saw a significant increase from 33.3 percent in 2020 to 48.8 percent in 2021.

Lapchick continued, “In terms of team presidents, a key decision-making position at the team level, this was the second year that a majority of these positions were held by women.”

In 2020 the number of women holding WNBA league office positions increased to 60.9 percent for the first time in the previous five years. This trend continued in 2021, with the percentage of women holding League Office positions increasing to 65.4 percent. The league has maintained its strong position with Black or African-American vice presidents, never falling below 10 since 2015.

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

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 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 2021 Report

Cards. The 98.3 points for racial hiring practices represented an increase from 96.7 in the 2020 WNBA RGRC and the difference would have been greater if not for the change in the grade calculation. The 96.8 points for gender hiring practices was a decrease from 98.0 in 2020 and the difference is partially attributable to the change in the overall grade calculation. The same was true for the overall grade of 97.6 points, an increase from 97.4 in the 2020 WNBA RGRC.

Also, beginning in the 2021 RGRC series, TIDES will be awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. In April of 2021, a Public Service Announcement featuring Layshia Clarendon, Nneka Ogwumike, Elizabeth Williams, and A’ja Wilson debuted during the 2021 WNBA Draft. The PSA highlights the significant impacts and disparities that impacted communities of color during the COVID-19 pandemic. The PSA encouraged fans and the public to educate themselves about the COVID-19 vaccine. The WNBA also hosted vaccine clinics across the country in order to emphasize the importance of vaccination, and the WNBA became the first major professional sports league in the United States to have over 99% of its athletes fully vaccinated in June 2021. The WNBA also found a new way to include internal changes that champion diversity and inclusion in the workforce. Recognizing that family planning and personal health has been a challenge for many of its players, the WNBA announced an increase in the benefits related to healthcare and family planning. The agreement between the League and the Players Association includes reimbursing veteran players on family expenses such as surrogacy, adoption, and egg freezing. The agreement also expanded paid maternity leave, child-care, and breast-feeding accommodations. The most revolutionary change the agreement included was access to free fertility services.



The 2021 WNBA Racial and Gender Report Card Statistics

Overall Grade: A+

	League Offices	Presidents/CEOs	Head Coaches
White	57.7%	75.0%	58.3%
Black or African-American	30.8%	25.0%	41.7%
Latino	3.8%	0.0%	0.0%
Asian	7.7%	0.0%	0.0%
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%
Two or More Races	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%
Total People of Color	42.3%	25.0%	41.7%
Women	65.4%	66.7%	41.7%
	Assistant Coaches	GMs	Team VPs
White	38.7%	75.0%	78.1%
Black or African-American	48.4%	25.0%	17.2%
Latino	3.2%	0.0%	3.1%
Asian	3.2%	0.0%	0.0%
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	3.2%	0.0%	0.0%
Two or More Races	0.0%	0.0%	0.0%
Other	3.2%	0.0%	1.6%
Total People of Color	58.0%	25.0%	20.3%
Women	64.5%	33.3%	45.3%
	Mgrs to Sr. Directors	Prof. Team Staff	Players
White	58.2%	55.1%	19.9%
Black or African-American	23.5%	21.8%	74.5%
Latino	5.9%	6.8%	0.7%
Asian	5.3%	6.8%	1.4%
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	0.6%	1.4%	0.0%
Two or More Races	4.7%	5.4%	3.5%
Unknown	0.6%	2.7%	0.0%
Total People of Color	40.0%	42.2%	80.1%
Women	49.4%	40.1%	100.0%

Table 9: The 2021 WNBA Racial and Gender Report Card Statistics

The 2021 WNBA Racial and Gender Report Card Grades					
	League Office	Team VPs	Sr. Admin	Prof. Admin	CEO/President
Total People of Color	42.3%	20.3%	40.0%	42.2%	25.0%
Grade	A+	B+	A+	A+	A-
Women	65.4%	45.3%	49.4%	40.1%	66.7%
Grade	A+	A+	A+	B+	A+
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	25.0%	41.7%	58.0%	80.1%	
Grade	A-	A+	A+	A+	
Women	33.3%	41.7%	64.5%	100.0%	
Grade	C+	A-	A+		

Table 10: The 2021 WNBA Racial and Gender Report Card Statistics

The 2021 Racial and Gender Report Card: College Sport

March 3, 2022 - By Richard Lapchick
with 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.

Executive Summary - March 3, 2022 the 2021 College Sport Racial and Gender Report Card (CSRGRC) was issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). The Report showed the record of the National Collegiate Athletic Association (NCAA) and its member institutions, excluding Historically Black Colleges and Universities (HBCUs), for gender hiring practices, racial hiring practices, and the combined grade.

College Sport received a C+ for racial hiring practices by earning 75.6 points, a decrease from 80.2 points in the 2020 CSRGRC. College Sport received a C for gender hiring practices by earning 73.8 points, a decrease from 77.0 points in the 2020 CSRGRC. The combined grade for the 2021 CSRGRC was a C with 74.7 points, down from 78.6 points in 2020.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRC, said, "College sport has historically not done well at increasing opportunities for women and people of color. Excluding HBCU institutions, the representation of women and people of color in key decision-making roles within collegiate athletics has been weak. The 2021 CSRGRC saw a decrease in the overall racial and gender grades from 2020 and consequently, their overall grade also saw a reduction in comparison to 2020. College sport continues to lag slightly behind some of their professional sport-counterparts as seen in the respective Racial and Gender Report Cards."

This academic year saw a number of unprecedented landmarks within the collegiate athletics space as a result of the name, image and likeness (NIL) rule. On June 30, 2021, the NCAA's board of governors voted on an interim NIL policy that allowed student-athletes to profit from endorsements beginning July 1, 2021. However, a determination on how compensation

Overall Grade

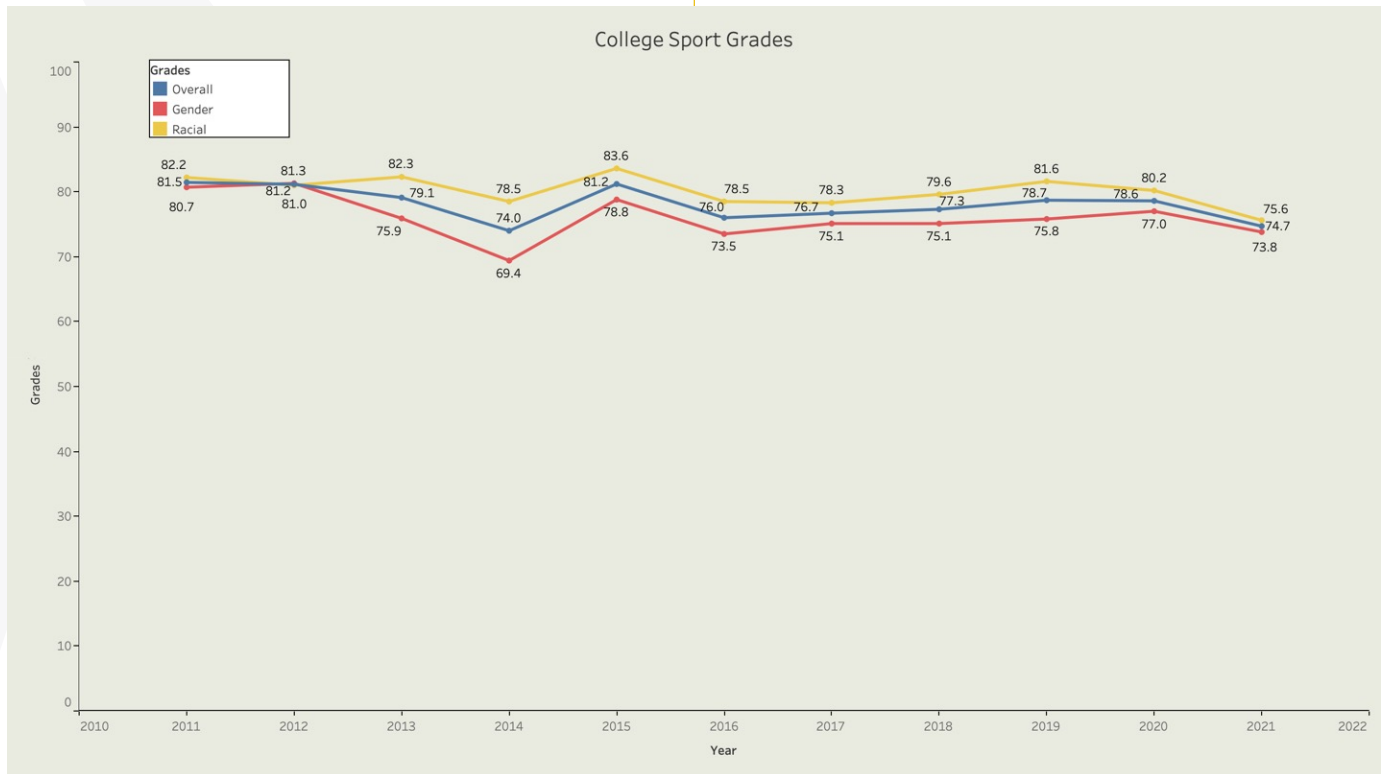
C

Racial Hiring

C+

Gender Hiring

C



would work is still pending a federal solution. The NCAA will need to maintain stressing the importance of academic success amid these changing circumstances as the economic opportunities for student-athletes shift.

The NCAA National Office had a B+ for race in both senior leadership and professional positions and a B+ and A+ for gender in senior leadership and professional administration positions, respectively. Lapchick noted that “athletic departments at the Division I, II, and III levels must strive to meet the standard being set by the NCAA National Office. Many institutions of higher education which publicly proclaim their commitment to diversity and inclusion fail to hire diverse leadership teams including in their athletic departments. These are changes that need to be made in order for leadership positions at higher institutions to reflect the diversity of the student-athlete population in order to best serve them.”

Lapchick emphasized, “White people still dominate the head coaching ranks, as 85.3 percent of Division I, 86.0 percent of Division II and 89.6 percent of Division III men’s coaches were white, with no

Division seeing increases in the percentage of white men holding head coaching positions. When compared to the 2018-2019 Report. On the women’s side, white people comprised 82.1 percent, 84.9 percent, and 88.7 percent in Divisions I, II, and III, respectively. All three divisions saw a slight decrease in white head coaches of women’s teams”

The representation of Black or African-Americans as head coaches for all sports in Division I did not show improvement and continued to be unacceptable in 2020-2021. Black or African-Americans held 9.0 percent, 6.2 percent, and 5.9 percent of the head coaching positions for men’s teams in Divisions I, II, and III, respectively. Compared to the figures in 2019-2020, Black or African-Americans coaching men’s teams remained the same in Division I, while it increased by 0.4 percentage point and 0.2 percentage points in Division II and Division III, respectively.

White people made up 82.2 percent, 89.0 percent, and 94.5 percent of men’s basketball, football, and baseball head coaching positions, respectively, in all divisions combined during the 2020-2021 season.

In men's Division I basketball, 24.3 percent of all head coaches were Black or African-American. That is up 1.6 percentage points from last year. This remains 0.9 percentage points short of the all-time high of 25.2 percent reported in 2005-2006.

Lapchick added, "With increased scrutiny because of the racial reckoning after the murder of George Floyd, it is simply not acceptable to lag behind where we were 15 years ago. It is hard to see the results from the widely proclaimed attention we are supposedly placing on diversity, equity and inclusion within higher education."

Overall, 25.8 percent of the Division I men's basketball head coaches were coaches of color which is an increase of 1.9 percentage points from 2019-2020. In 2020-2021, Division I men's basketball Black or African American student-athletes made up 52.8 percent, compared to the 24.3 percent of Black or African American head coaches. There are still currently no women head coaches of NCAA men's basketball teams at any level.

In 2020-2021, Division I women's basketball Black or African American student-athletes made up 40.7 percent of the total, but only 18.5 percent of the head coaches were Black or African American women, an increase from last year, and 4.6 percent were Black or African American men, a decrease from last year. Having such representation from a coaching standpoint does positively affect the student athlete's success within the classroom and on the court.

As analyzed in the DI FBS Report Card, the number of head football coaches of color at the FBS level increased from 21 in 2020 to 23 in 2021, with 13 of those being Black or African American. This is one less than the highest number of Black or African American head coaches in DI FBS Racial and Gender Report Card history, which was 14 in 2012. White men represented 107 of the 130 (82.3 percent) head coaches at the FBS level.

In Division I baseball, white athletes made up 79.0 percent of the student-athletes. Only 5.0 percent of Division I head baseball coaches were people of color, a 0.4 percentage point decrease from the 2019-2020 Report. This decrease and consistently low percentage revealed that representation from a coaching standpoint

is simply not a priority for collegiate baseball.

Overall, Division III institutions continue to show signs of improvement in terms of race and gender but still have far to go. Black or African Americans were so underrepresented as head coaches in Division III that the percentage of women coaching Division III men's teams was higher than the percentage of Black or African Americans coaching Division III men's teams (6.8 percent vs. 5.5 percent).

Lapchick noted that "Women held only 41.3 percent of the head coaching jobs of women's teams in Division I, 35.3 percent in Division II and 44.4 percent in Division III. Overall, women held 41.1 percent of head coaching positions for women's teams across all three divisions combined. In 2019-2020, women held 41.0 percent of the head coaching jobs of women's teams in Division I, 36.4 percent in Division II and 44.5 percent in Division III. This marked a 0.3 percent increase, a 1.1 percent decrease and a 0.1 decrease in Division I, II, and III respectively from 2019-2020 to 2020-2021. June, 23 of this year will mark the 50th anniversary of the passage of Title IX. The coaching statistics in women's college sport remain the worst statistics reported by TIDES in all of the report cards we publish each year."

For assistant coaching positions, women saw slight increases in all three divisions compared to 2020 after comprising 47.2 percent, 49.2 percent, and 52.3 percent of assistant coaching positions of women's teams in Divisions I, II, and III, respectively. Across all three divisions combined, women held 49.6 percent of assistant coaching positions for women's teams.

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

The percentage of women head coaches for men's teams in Division III institutions decreased from its all-time high of 7.2 percent set in 2019-2020 to 6.8 percent in 2020-2021, a decrease of 0.4 percentage points. Seeing that 270 women coach men's sports within Division III shows how relatively progressive the division is in comparison to Division I and II in this regard. Although there have been slight increases from last year, women only held 4.5 percent and 4.8

percent of head coaching positions of men's teams in Divisions I and II, respectively.

White people dominated the athletic director positions in Divisions I, II, and III holding 82.3 percent, 89.9 percent, and 90.5 percent of positions, respectively. White men occupied 71.6 percent, 68.1 percent, and 61.3 percent in Divisions I, II, and III, respectively. Although overwhelming and unacceptable, women gained ground in Division II and III. For women, they represented 14.0 percent of Division I athletics directors, a decrease of 0.3 percent from 2019-2020. Similarly, women held 24.2 percent of the athletic director positions in Division II and 33.0 percent in Division III, increasing by 2.3 percent and 0.4 percent, respectively.

The 2020-2021 Report notes ten women and four people of color as conference commissioners in all of Division I out of 30 conferences, remaining the same as 2019-2020. However, in the FBS there remained only one woman serving as commissioner and two commissioners of color out of ten conferences. The two Black or African American FBS commissioners, Keith Gill, and Kevin Warren, who were appointed two years ago, was a significant breakthrough.

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

The 2021 College Sport Racial and Gender Report Card featured updated racial and gender personnel data at the NCAA National Office, university presidents, athletics directors, coaching

demographics within prominent Division I sports (basketball, football, baseball), administrative staff throughout all athletic divisions, and faculty athletics representatives at the 130 institutions in the Division I Football Bowl Subdivision (FBS). There are also updated sections pertaining to conference commissioners and NCAA student-athletes throughout all divisions. The data utilized to update the 2021 Report Card sections were collected from several sources, including a NCAA Demographics Database provided by the NCAA National Office in December 2021 that included data from the 2020-2021 academic year; the Division I FBS Campus Leadership Study published by TIDES in February 2022 titled the 2021 Racial and Gender Report Card: DI FBS Leadership, self-reported demographic data from the NCAA National Office personnel as of December 2021 and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2021 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCUs).

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

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

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

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



Table 11: The 2021 College Sport Racial and Gender Report Card Statistics

The 2021 College Sport Racial and Gender Report Card Statistics						
Overall Grade: C						
	DI Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches DI Men's Teams	Head Coaches DI Women's	Head Coaches DI Football
White	86.7%	76.5%	76.2%	85.4%	82.2%	87.2%
Black or African-American	6.7%	23.5%	14.9%	8.9%	9.1%	8.1%
Hispanic/Latino	3.3%	0.0%	3.3%	2.2%	2.5%	2.1%
Asian	3.3%	0.0%	3.0%	0.6%	1.4%	0.0%
Hawaiian/Pac. Isl.	0.0%	0.0%	1.5%	0.1%	0.6%	0.9%
Am. Indian/Alaska Nat.	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Two or More Races	0.0%	0.0%	0.9%	0.7%	1.3%	0.9%
Non-Resident Alien	0.0%	0.0%	0.0%	0.9%	1.5%	0.0%
Unknown	0.0%	0.0%	0.3%	1.1%	1.6%	0.9%
Total People of Color	13.3%	23.5%	23.5%	12.7%	14.9%	11.9%
Women	33.3%	41.2%	56.0%	4.5%	41.3%	0.0%
	Head Coaches DI Men's Basketball	Head Coaches DI Women's Basketball	Asst. Coaches DI Men's Teams	Asst. Coaches DI Women's Teams	DI Athletic Directors	DI Associate Athletic Directors
White	73.3%	74.8%	67.4%	71.0%	82.3%	84.0%
Black or African-American	24.3%	23.1%	22.5%	16.1%	12.2%	10.0%
Hispanic/Latino	0.9%	0.6%	2.1%	2.9%	2.7%	2.4%
Asian	0.3%	0.6%	0.8%	1.7%	0.6%	1.0%
Hawaiian/Pac. Isl.	0.0%	0.0%	0.7%	0.4%	0.0%	0.3%
Am. Indian/Alaska Nat.	0.3%	0.0%	0.1%	0.2%	0.0%	0.0%
Two or More Races	0.0%	0.3%	1.4%	2.0%	1.2%	1.0%
Non-Resident Alien	0.0%	0.0%	1.4%	2.5%	0.0%	0.2%
Unknown	0.9%	0.6%	3.5%	3.3%	0.9%	1.0%
Total People of Color	25.8%	24.6%	27.6%	23.3%	16.7%	14.7%
Women	0.0%	64.4%	9.2%	47.2%	14.0%	32.4%
	DI Sr. Woman Administrators	DI Faculty Athletic Representative	DI Sports Info Directors	DI Professional Administration	M Student-Athlete Participation in all Divisions	F Student-Athlete
White	79.6%	87.0%	91.4%	79.3%	61.4%	69.4%
Black or African-American	15.4%	8.1%	3.6%	10.4%	17.8%	9.1%
Hispanic/Latino	2.1%	1.8%	1.2%	3.9%	6.6%	6.2%
Asian	1.5%	0.6%	1.5%	1.3%	1.7%	2.4%
Hawaiian/Pac. Isl.	0.0%	0.3%	0.1%	0.2%	0.4%	0.3%
Am. Indian/Alaska Nat.	0.0%	0.3%	0.1%	0.2%	0.4%	0.4%
Two or More Races	0.0%	0.0%	0.5%	1.4%	4.5%	4.8%
Non-Resident Alien	0.0%	0.3%	0.4%	0.2%	4.2%	4.5%
Unknown	0.9%	1.8%	1.0%	3.5%	2.9%	2.7%
Total People of Color	19.6%	11.1%	7.0%	17.4%	31.4%	23.2%
Women	98.8%	34.4%	17.3%	34.8%	-	-

The 2021 College Sport Racial and Gender Report Card Grades				
	DI Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of DI Men's Teams
Total People of Color	13.3%	23.5%	23.5%	12.7%
Grade	C-	B+	B+	D+
Women	33.3%	41.2%	56.0%	4.5%
Grade	C+	B+	A+	F
	Head Coaches of DI Women's Teams	Head Coaches of DI Football	Head Coaches of DI Men's Basketball	Head Coaches of DI Women's Basketball
Total People of Color	14.9%	11.9%	25.8%	24.6%
Grade	C	D	A-	A-
Women	41.3%	N/A	0.0%	64.4%
Grade	D+	N/A	F	A+
	Assistant Coaches of DI Men's Teams	Assistant Coaches of DI Women's Teams	DI Athletic Directors	DI Associate Athletic Directors
Total People of Color	27.6%	23.3%	16.7%	14.7%
Grade	A-	B+	B-	C
Women	9.2%	47.2%	14.0%	32.4%
Grade	F	B-	F	C+
	DI Faculty Athletic Representative	DI Sports Information Directors	DI Professional Administration	Student-Athlete Participation in all Divisions
Total People of Color	11.1%	7.0%	17.4%	28.0%
Grade	D	F	B	A-
Women	34.4%	17.3%	34.8%	44.5%
Grade	C+	F	B-	A
DI Senior Women Administrator				
Total People of Color	19.6%			
Grade	B+			

Table 12: The 2021 College Sport Racial and Gender Report Card Statistics

Conclusion

The year 2021 was one filled with unique challenges. When we thought the COVID-19 pandemic was under control, the Delta variant presented itself and presented with a new set of obstacles for not only the sport industry, but society also. The racial reckoning was still having a tremendous impact on both society and, in the world of sport

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport and the sports media. This 2021 Complete Racial and Gender Report Card is the latest part of more than 30 years of publications of the various Racial and Gender Report Cards.

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

Emphasizing diversity, equity and inclusion is important for all organizations. In addition to players/student athletes, head coaches, general managers, team presidents and college athletic directors are the most visible members of the sports community. This is true for both the business side and sports operations side of the front office/athletic department. Generally, aside from the other key decision makers within this space are less visible to the public eye yet they help influence trends within the industry. It is, therefore, critical that professional leagues, the NCAA and all colleges and universities increase diverse and inclusive hiring practices when hiring league employees, front office and team professionals, and university athletic department administrators. Moreover, it is the responsibility of leagues, teams, colleges and universities to have powerful diversity initiatives and

sustainable programs put in place to help promote and create this growth – and ultimately shatter the barriers to upward mobility.

The grades for the professional leagues are raised significantly because of the weight TIDES attributes to grades of the league offices (and the NCAA office) and player opportunities. In fact, all five league offices received an B+ or above for racial hiring practices.

As noted earlier, the WNBA received an A+ and the MLS and NBA earned an A for racial hiring practices. The NFL and MLB both earned a B+. College Sport earned a C+. The WNBA, MLS and NFL increased by 1.6 percent, 1.0 percent and 3.0 percent, respectively. Conversely, MLB, College Sport and NBA decreased 1.9 percent, 4.6 percent, and 1.4 percent, respectively. Only the WNBA received an A for gender hiring practices.

While the gender hiring practices lagged far behind racial hiring, TIDES reported increases in two of the six reports. Nonetheless, only the WNBA and NBA earned grades above a C+, receiving an A+ and a B, respectively. The NFL received a C+, finishing ahead of College Sport, MLB and MLS which received a C grade.

All sports leagues as well as college sport should aim to reach the records established by the WNBA which was the only one of the five leagues to receive an A+ in the overall, racial and gender grades. It should also be noted that the MLS and NFL saw increases in all three grades, overall, racial and gender. Among the men's leagues the NBA by far sets the pace for others to emulate. All leagues and colleges should be improving their overall grades every year. That remained an unmet goal in 2021. The year 2022 needs to set a new pace for diversity and inclusion.

TIDES believes in the power of sport to change society and bring people together. As reported again in the 2021 Racial and Gender Report Card series, professional leagues and college sport revealed a mix of positive and negative results. Most of the negative results were in the area of key decision-

making roles at both professional team and individual college levels, White men continue to control most of the decision-making jobs. The goal of TIDES in publishing the Racial and Gender Report Card is to help professional and college sport recognize that sport, which is America's most integrated workplace for players and student-athletes, can do better than society as a whole in deciding who to hire in decision-making positions. If they do that, the power of sport can filter down to the rest of the nation as well as the local communities which our pro and college team call home. TIDES has no doubt that sport can help lead America to become a more inclusive and just society

TIDES is convinced that the commissioners and their league office are leading the way as important voices and examples for diversity and inclusion for teams across the NBA, NFL, MLB, MLS and WNBA, as well as colleges and universities. But we need dramatic changes so that the 2022 report cards will show shining examples of what can be accomplished.



How Grades Were Calculated

As in previous reports, the 2021 Racial and Gender Report Card data shows that professional sport's front offices and college athletic department's hiring practices do not nearly reflect the number of players and student-athletes of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. The change in the nation's demographics has been dramatic with the most recent census making all people of color and minorities 42.5 percent of the total population.

Recognizing that change, The Institute for Diversity and Ethics in Sport is updating our grading scale for all the 2022 Report Cards to better reflect current demographics in the 2020 Census. The following chart shows the new scale we are using for race and gender. To get an A for race, the category now needs to have 37.1 percent people of color and to get an A for gender, 44.5 percent is necessary. We will use this new scale with all of our 2022 Racial and Gender Report Cards and will use it for all going forward. However, all the 2021 Report Cards used the previous scale. This includes this 2021 Complete Racial and Gender Report Card.

RACE		GENDER	
A+	>40	A+	>47
A	37.1-39.9	A	44.5-46.9
A-	34.1-37	A-	42.1-44.4
B+	31.1-34	B+	39.5-42
B	28.1-31	B	37-39.4
B-	25.1-28	B-	34.5-36.9
C+	22.1-25	C+	32-34.4
C	19.1-22	C	29.5-31.9
C-	16.1-19	C-	27-29.4
D+	13.1-16	D+	24.5-26.9
D	10.1-13	D	22-24.4
F	<10.0	F	<21.9

Methodology

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

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

About the Racial and Gender Report Card

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

National Basketball Association (WNBA), as well as in collegiate athletics departments.

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

The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Dr. Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Dr. Lapchick serves

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



DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry, while also emphasizing diversity, community service and social issues in sport. It offers a dual-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.



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