



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2018 Racial and Gender Report Card: Major League Soccer

by Dr. Richard Lapchick

with Brett Estrella and Zachary Gerhart

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THE 2018 RACIAL AND GENDER REPORT CARD: MAJOR LEAGUE SOCCER



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Executive Summary

Orlando, FL –January 9, 2018... Major League Soccer earned a **A** for racial hiring practices and a **C+** for gender hiring practices in the 2018 MLS Racial and Gender Report Card (RGRC) issued today by the Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. This represented a substantial increase from the previous year for MLS in their racial hiring practices and a decrease in the league's gender hiring practices which resulted in an overall grade of a **B+**.

For its racial hiring practices, MLS earned 92.5 points, increasing by 4.3 percentage points from 88.2 in 2017. In 2018 MLS earned 76.8 points down from 78.8 points in 2017 in gender hiring practices. This is the second decrease in a row as the league scored 81.0 points in 2016.

MLS earned a combined grade of a **B+** with 85.0 points in 2018, increasing by 1.5 percentage points from 83.5 (**B**) in the 2017 MLS RGRC.

For racial hiring practices, the MLS earned an **A+** for the League Office, players, and assistant coaches, an **A** for general managers, and a **B+** for team professional administration and head coaches. The league's lowest grade in this category was a **C+** for team senior administration which increased significantly from the **D** the league had in 2017.

For gender hiring practices, which continue to lag behind the success of 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 earned an **A+** for its outstanding diversity

Overall Grade

B+



Racial Hiring

A



Gender Hiring

C+



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initiatives for the ninth consecutive season.

Richard Lapchick, principal author of the study and director of TIDES, said, “Major League Soccer’s 2018 Racial and Gender Report Card displays mixed performance regarding racial and gender hiring practices overall. The increase in the overall racial hiring score of 4.3 percentage points was certainly a positive sign, but it is disappointing to see the overall gender score fall 2.0 percentage points. The League’s weakest area with great need for improvement continues to be in team senior administrative positions where MLS teams earned a C+ for race and a D+ for gender hiring.

Commissioner Don Garber’s MLS League Office once again performed strongly with an A+ in racial hiring and a B+ in gender hiring. The teams need to follow the League’s example more closely.”

Using data from the 2018 season, TIDES conducted an analysis of the racial composition of teams 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 such as: top management, team senior administration, team professional administration, physicians, and athletic trainers. The listing of owners, head coaches, and general managers for the 2018 Report Card is updated through December 21, 2018. The League Office provided all data pertaining to the MLS League Office and the aggregate team data.

Tables containing historical data for the Report are included in Appendix I. Appendix II contains detailed descriptions of MLS diversity initiatives. The co-author of this report was Brett Estrella.

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?”

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



MLS RGRC At a Glance

Racial Hiring Grade for MLS League Office

A+  **38.6%**
People of Color

Gender Hiring Grade for MLS League Office

B+  **40.9%**
Women

Racial Hiring Grade for MLS Head Coaches

B+  **22.7%**
People of Color

Racial Hiring Grade for MLS Assistant Coaches

A+  **40.3%**
People of Color

Racial Hiring Grade for General Managers

A  **29.2%**
People of Color

Racial Hiring Grade for MLS Senior Admin.

C+  **15.0%**
People of Color

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Report Highlights

- The MLS League Office continued to set the standard for the entire league with people of color comprising 38.6 percent of all professional positions, while women filled 40.9 percent of these positions. The percent of people of color increased by 1.9 percentage points from 36.7 percent in 2017. Women in professional positions at the League Office increased by 1.9 percentage points from 39.0 in the 2017 MLS RGRC.
- People of color holding head coach positions increased by 4.5 percentage points in 2018. The MLS teams led by coaches of color are the Houston Dynamo, Portland Timbers, Chicago Fire, NY Red Bulls and FC Dallas.
- Assistant coaches of color increased dramatically for the second year in a row by 14.4 percentage points from 25.9 percent in 2017 to 40.3 percent in 2018.
- Alex Leitao of Orlando City Soccer was the only person of color holding the position of CEO/President. Last year in 2017, there was also only one person of color in this category.
- There were seven general managers of color in 2018, which is an increase of three from 2017.
- While Major League Soccer teams have historically had the worst record in professional sport for hiring people of color as team vice presidents, there was a substantial improvement this year with an increase in vice presidents who were people of color in the 2018 season from 8.4 percent in 2017 to 16.0 percent in 2018. During the 2018 season, women held 28.0 percent of all vice president positions, a significant increase from 22.1 percent in 2017.
- People of color held 15.0 percent of all team senior administration positions. This was an increase of 3.6 percentage points from the 11.4 percent recorded in 2017. Women held 26.5 percent of team senior administration positions, a small increase from 26.2 percent in 2017.

Gender Hiring Grade for MLS Senior Admin

D+  **26.5%**
Women

Racial Hiring Grade for MLS Prof. Admin.

B+  **21.5%**
People of Color

Gender Hiring Grade for MLS Prof. Admin.

C  **31.6%**
Women

MLS Grade for Diversity Initiatives

A+

- The percent of people of color in team professional administration positions increased by 0.4 percentage points to 21.5 percent in 2018. The percent of women in team professional administration positions decreased by 0.8 percentage points to 31.6 percent in 2018.

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Overall Grades

MLS received a **A** grade on racial hiring practices in the 2018 MLS RGRC. Its 92.5 points was an increase of 4.3 points from the 2017 MLS RGRC.

MLS's grade for gender hiring practices remained the same at a **C+** although the score dropped for the second year in a row to 76.8 points in 2018 from 78.8 points in 2017.


For racial hiring practices, the MLS earned an **A+** for the League Office, players, and assistant coaches, an **A** for general managers, and a **B+** for team professional administration and head coaches. The league's lowest grade in this category was a **C+** for team senior administration which increased significantly from the **D** the league had in 2017.

For gender hiring practices, which continue to lag behind the success of 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 earned an **A+** for its outstanding diversity initiatives for the ninth consecutive season.

MLS earned a combined grade of a **B+** with 85.0 points in 2018, increasing by 1.5 percentage points from 83.5 (**B**) in the 2017 MLS RGRC.

Racial Hiring:

88.2  **92.5**
-2017- -2018-

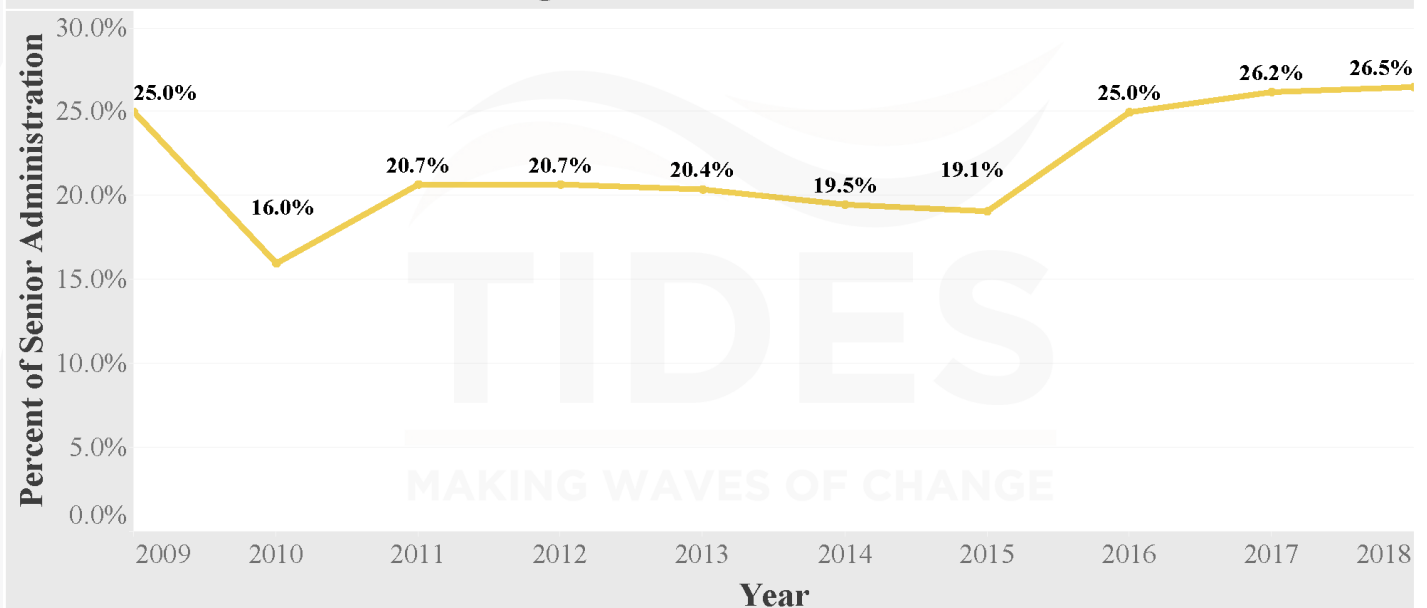
Gender Hiring:

78.8  **76.8**
-2017- -2018-

Overall Score:

83.5  **85.0**
-2017- -2018-

**Women Representation
among Teams' Senior Administration**



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Grades By Category

Players

The 2018 season marked the first time the MLS moved to a new HCM system across the league to begin collecting player demographic data. Therefore, all data regarding players has not been updated for 2018 and is available in Appendix I up until 2017.

See Table 1.

MLS League Office

Diversity within league office employees showed promising increases from the 2017 season. White employees comprise 61.4% of all employees, while the remaining employees were represented by Latinos with 19.5%, African-Americans with 8.1%, Asian Americans with 5.0%, and those classified as “Other” with 6.0% of all employees.

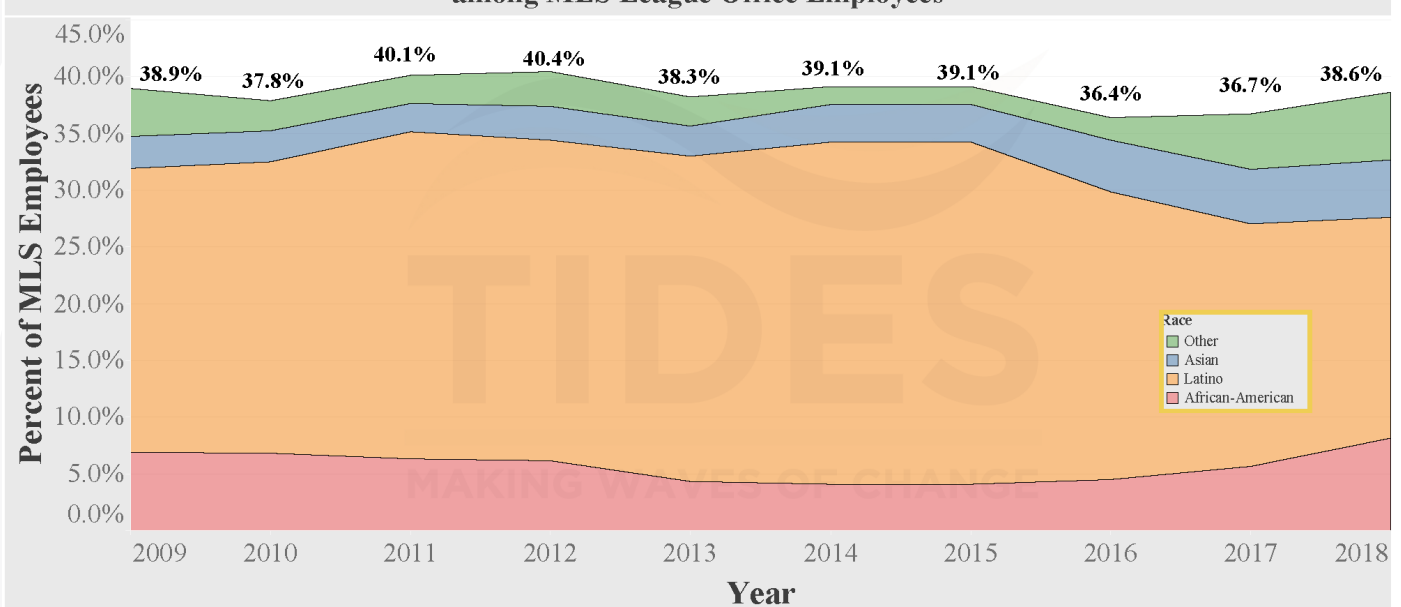
The percentage of women increased to 40.9 percent from 39.0 percent in 2017.

The 12 minority league office employees who hold

a vice president title or higher include:

- Jennifer Cramer, Vice President, Partnership Marketing
- Camilo Durana, Senior Vice President, Property & Commercial Development
- Samir Gole, Vice President, Digital Products
- Diego Moratorio, General Manager, Canada
- Judy Matthew, Vice President, Owned Platforms
- Marisabel Munoz, Vice President, Communications
- Jamil Northcutt, Vice President, Player Engagement
- Mallika Pereira, Vice President, Partnership Marketing
- Charlie Shin, Vice President, Data & Analytics
- Ramin Tabib, Senior Vice President, Planning, Analytics & Tech Products
- Karine Travieso, Vice President, Integrated Media Solutions
- Pablo Zarate, Vice President, International Properties

People of Color Representation
among MLS League Office Employees



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The 15 league office women who hold a vice president title or higher include:

- Adrienne Barber, Vice President, Partnership Marketing
- Jennifer Carroll, Vice President, Human Resources
- Jennifer Cramer, Vice President, Partnership Marketing
- Kate Koster, Vice President, Legal
- Rachel Leber, Vice President, Consumer Products Marketing
- Judy Matthew, Vice President, Owned Platforms
- Jennifer Maurillo, Vice President, Events
- Jan Mirman, Vice President, Social Responsibility
- Marisabel Munoz, Vice President, Communications
- JoAnn Neale, Chief Administrative & Social Responsibility Officer
- Mallika Pereira, Vice President, Partnership Marketing
- Maribeth Towers, Senior Vice President, Consumer Products & Licensing

- Karine Travieso, Vice President, Integrated Media Solutions
- Emily Unruh, Vice President, Retail Development
- Amanda Vandervort, Vice President, Fan Engagement

Racial Hiring Grade for MLS League Office

A+  **38.6%**
People of Color

Gender Hiring Grade for MLS League Office

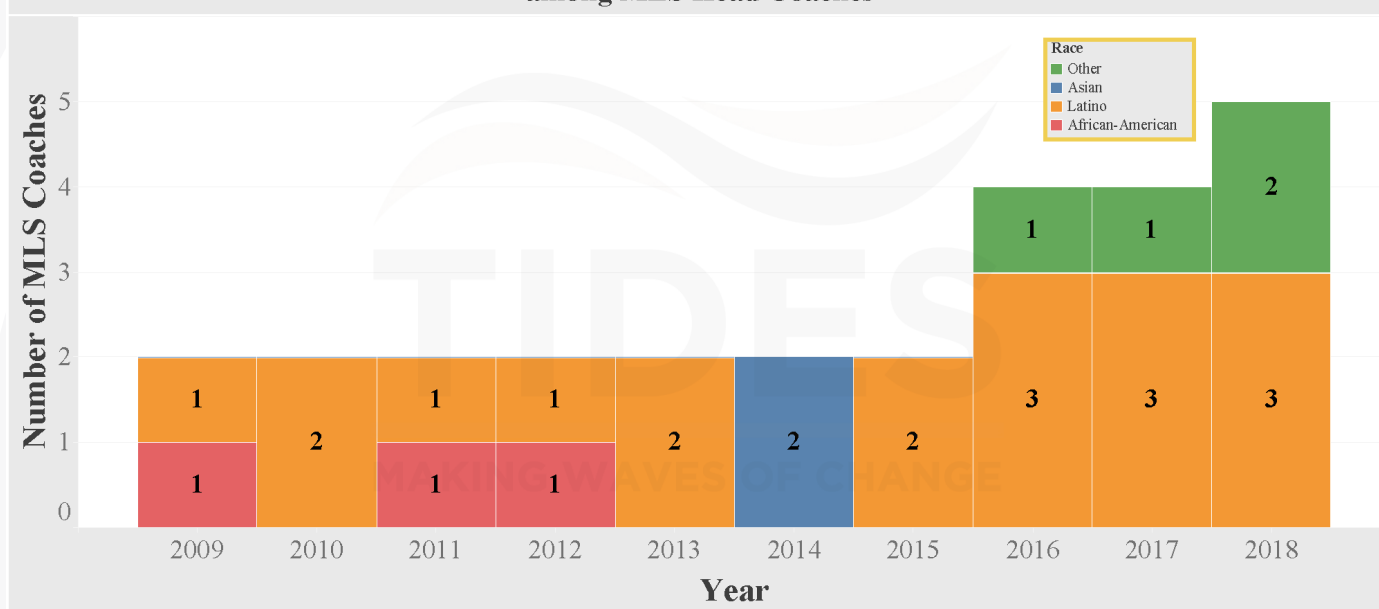
B+  **40.9%**
Women

See Table 2.

Ownership

In 2018, 84.6 percent of all owners were white. The 15.3 percent of people of color owners were 11.5 percent Latino and 3.8 percent Asian-American. In MLS, five

**People of Color Representation
among MLS Head Coaches**



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teams are listed as being subsidiaries of larger private companies. The New York Red Bulls are listed as being owned by Red Bull GmbH, the Austrian beverage producer, New York City FC is owned by the Abu Dhabi United Group, the LA Galaxy is owned by Anschutz Entertainment Group (AEG), the Houston Dynamo's majority owner is Brener International Group and Toronto FC is owned by Maple Leaf Sports & Entertainment Ltd (MLSE). In order to include their ownership in this study, the principle investor for each company was listed as the primary owner. For Red Bull GmbH, Deitrich Mateschitz was listed as the primary owner; for Brener International Group, Gabriel Brener was listed as the primary owner and Larry Tanenbaum was listed as the primary owner of MLSE. Sheikh Mansour of the New York City FC, Jorge Mas of the new Miami club, Gabriel Brener of the Houston Dynamo and Flavio Augusto Da Silva of Orlando City FC were listed as owners of color.

It is worth noting that MLS ownership structure differs greatly from other professional leagues. The "owners" are all investors in the single entity of MLS. Owners are given a great deal of autonomy in the management of their clubs. However, ultimately the owners are investors in the league as a whole, not simply one club.

See Table 3.

Head Coaches

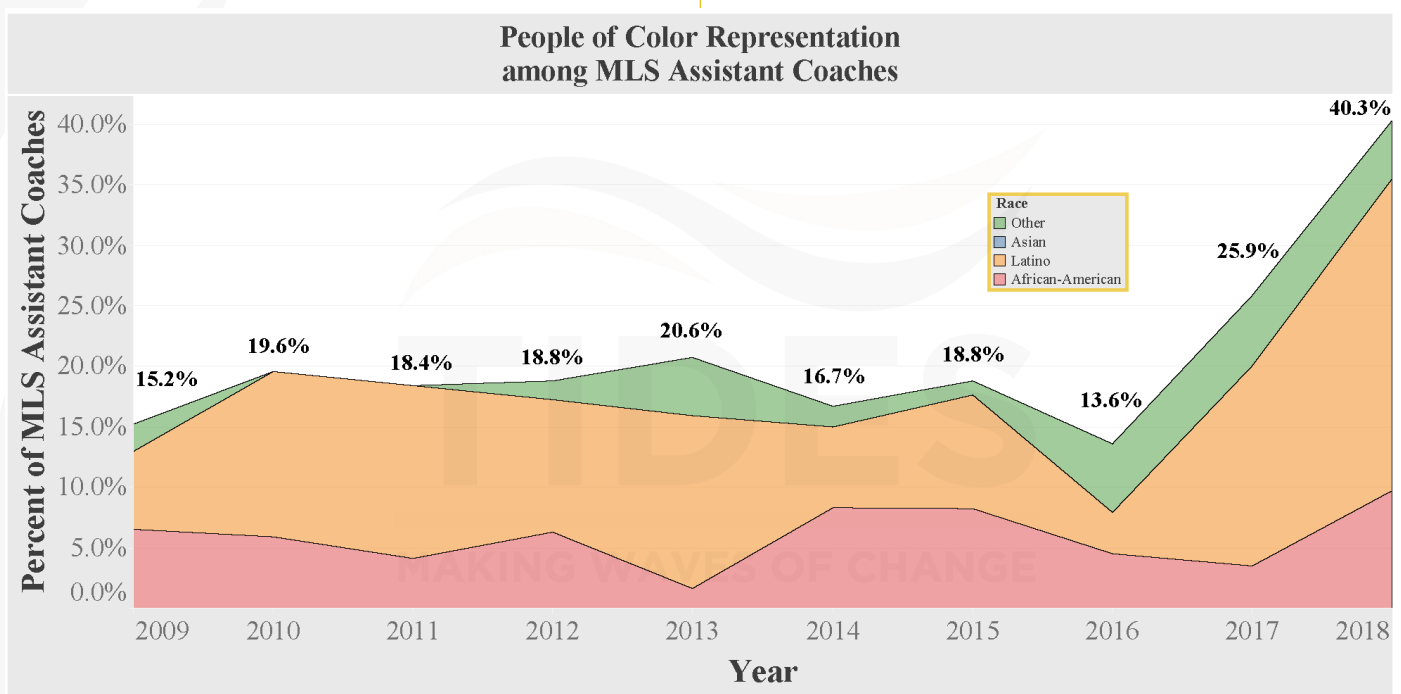
77.3 percent of all MLS head coaches were white, 13.6 percent were Latino and 9.1 percent were classified as "Other." In comparison to the 2017 season, this reflects an increase of 4.6 percentage points for the coaches classified as "Other." There were no African-American or Asian-American head coaches in the MLS. For the 2019 season, two new head coaches have been recently hired who are Latino. They include Matia Almedya for the San Jose Earthquakes and Luchi Gonzalez for FC Dallas.

The five head coaches of color as of the writing of this report were:

- Wilmer Cabrera, Houston Dynamo
- Oscar Pareja, FC Dallas
- Giovanni Savarese, Portland Timbers
- Veljko Paunović, Chicago Fire
- Chris Armas, NY Red Bulls

In the 2017 season, the head coaches of color were:

- Wilmer Cabrera, Houston Dynamo
- Oscar Pareja, FC Dallas
- Patrick Viera, New York City FC
- Gerardo Martino, Atlanta United FC



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Racial Hiring Grade for MLS Head Coaches

B+  **22.7%**
People of Color

See Table 4.

Assistant Coaches

Overall, assistant coaches of color increased by 14.4 percentage points from 25.9 percent in 2017 to 40.3 percent. In 2018, 59.7 percent of all assistant coaches were white, a decrease of 14.4 percentage points from 2017 when it was 74.1 percent. The assistant coaches classified as Latinos represented the largest group of assistant coaches of color with 25.8 percent, followed by African-American assistant coaches with 9.7 percent, and those classified as “Other” with 4.8 percent. The percentage of Latino assistant coaches increased significantly by 9.3 percentage points from 16.5 percent in 2017 to 25.8 percent in 2018. African-American assistant coaches also made a rather large increase of 6.2 percentage point from 3.5 percent in 2017 to 9.7 percent in 2018. The assistant coaches classified as “other” decreased by 1.1 percentage points from 5.9 percent in 2017 to 4.8 percent in 2018.

Racial Hiring Grade for MLS Assistant Coaches

A+  **40.3%**
People of Color

See Table 5.

Top Management

This category included team CEOs/Presidents, General Managers and Vice Presidents.

CEO/President

In 2018, Alex Leitao, who serves as the CEO of Orlando City SC was the only CEO/President of color representing an MLS team. This remained the same as

last year.

See Table 6.

General Manager

The percent of white general manager positions decreased to 70.8 percent in 2018. This was the third year that technical director, sporting director and chief soccer officer positions were included in the general manager data.

The seven General Managers of color are listed below for 2018:

- Manny Lagos, Sporting Director, Minnesota United FC
- Jimmy Smith, Chief Operating and Financial Officer, FC Dallas
- Peter Vagenas, General Manager, LA Galaxy
- Claudio Reyna, Sporting Director, NYCFC
- Nelson Rodriguez, General Manager, Chicago Fire
- Carlos Bocanegra, Technical Director, Atlanta United
- Denis Hamlett, Sporting Director, NY Red Bulls

In the 2017 season, the four General Managers of color were:

- Fernando Clavijo, Technical Director, FC Dallas
- Earnie Stewart, Sporting Director, Philadelphia Union
- Claudio Reyna, Sporting Director, New York City FC
- Nelson Rodriguez, General Manager, Chicago Fire

Luiz Muzzi was recently hired and will be the EVP of Soccer Operations for Orlando City SC for the 2019 season. Since the inception of the MLS RGRC, there have been no Asian-American general managers. There have been two female general managers in the history of MLS, most recently in 1999, when Lynne Meterparel was named general manager of the then-San Jose Clash. Betty D’Anjolell was interim general manager of the Miami Fusion in 1998.

Racial Hiring Grade for General Managers



See Table 7.

Team Vice Presidents

Major League Soccer teams have historically had the worst record in professional sport for hiring people of color as team vice presidents. However, in the past two MLS seasons, people of color holding team vice president positions experienced a substantial 12.0 percentage point increase from 4.0 percent in 2016 to 16.0 percent in 2018. Since 2017, there was a 0.1 percentage point increase for African-Americans from 2.3 percent in 2017 to 2.4 percent in 2018. There was a 3.4 of a percentage point increase for Latino team vice presidents from 3.8 percent in 2017 to 7.2 percent in 2018. Asian-American team vice presidents increased by 3.3 percentage points from 1.5 percent in 2017 to 4.8 percent in 2017. Finally, those classified as “Other” saw an increase of 0.8 percentage points from 0.8 percent in 2017 to 1.6 percent in 2018.

There was 5.9 percentage point increase for women holding vice president positions from 22.1 percent in 2017 to 28.0 percent in 2018. These is the second year in a row there was a large increase as last year saw a 5.8 percentage point increase from 15.3 percent in 2016.

Women holding vice president positions were:

- Andrea Kimball, Vice President & General Counsel, Sporting KC
- Maya Mendoza-Exstrom, General Counsel, Seattle Sounders
- Erin Vagley, VP of Administration, Seattle Sounders
- Kay Rawlins, Founder, Vice President of Community Relations and Foundation President, Orlando City FC
- Megan Gunderson, Vice President of Marketing & Communications, Minnesota United FC
- Sara Daggett, Senior Vice President of Human Resources & Legal Affairs, Minnesota United FC
- Maureen Smith, Executive Vice President, Chief

- Operating Officer, Minnesota United FC
- Ziskin, Amy -VP Partnership Marketing, Portland Timbers
- Guenther, Jessica -VP of Finance, Portland Timbers
- Highsmith, Ashley - VP Guest Services, Portland Timbers
- Wissel, Kristel - VP Community Relations, Portland Timbers
- Katie Mattis Sarver, Senior Vice President of Corporate Partnership Sales & Activation, Minnesota United FC
- Jessica Yavitz, VP of Community Relations, Chicago Fire
- Rachel Lewis- Chief Operating Officer, Vancouver Whitecaps FC
- Gina Miller, VP Media and Communication, FC Dallas
- Melissa Jannetta, VP Business Development, FC Dallas
- Megan Miller, VP of Partnership Marketing, FC Dallas
- Evie Baker, VP of HR and Administration, FC Dallas
- Cynthia Devine, Chief Financial Officer, Toronto FC
- Kim Carter, SVP, Human Resources, Toronto FC
- Shannon Hosford, SVP, Marketing, Toronto FC
- Melissa Bubb-Clark, VP, Music & Live Events, Toronto FC
- Sylvie Desrochers, Chief Financial Officer, Montreal Impact
- Sandy Lim, VP Human Resources, LAFC
- Alice Shing, VP Club Operations + Investor Relations, LAFC
- Jessica Smith, VP, Sponsorship Sales, San Jose Earthquakes
- Alison Roscoe, VP Corporate Partnerships, Columbus Crew
- Arica J Kress, VP of Marketing & Communications, Columbus Crew
- Lori McKirnan, Chief Financial Officer, Columbus Crew
- Cristina Mora, Vice President, City Football Marketing USA, NYFCFC
- Emma Burrows, Vice President, Legal &

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Business Affairs, NYCFC

- Bridget Farfel, VP of Marketing & Game Day Presentation, Real Salt Lake

The Seattle Sounders, Minnesota United FC, Portland Timbers, FC Dallas, Toronto FC, LAFC, Columbus Crew and NYCFC were the MLS teams with two or more female vice presidents.

People of color holding team vice president positions:

- John Moncke, Vice President, Stadium & Brand Revenue, Sporting KC
- Maya Mendoza-Exstrom, General Counsel, Seattle Sounders
- Caesar Lopez, Sr. VP & General Counsel, Orlando City FC
- Alex Wolf, Vice President, Gameday Operations, Orlando City FC
- Katie Mattis Sarver, Senior Vice President of Corporate Partnership Sales & Activation, Minnesota United FC
- Luiz Mussi, VP of Soccer Operations, FC Dallas
- Evie Baker, VP of HR and Administration, FC Dallas
- Sandy Lim, VP Human Resources, LAFC
- Alice Shing, VP Club Operations + Investor Relations, LAFC
- Avin Assomull, Vice President, Ticket Sales & Service, Columbus Crew
- Urel Martinez, Vice President of Sales, LA Galaxy
- Cristina Mora, Vice President, City Football Marketing USA, NYCFC
- John Genna, VP of Partnership Sales, Real Salt Lake

Orlando City FC, FC Dallas and LAFC were the MLS teams with two or more people of color as vice presidents

See Table 8.

Team Senior Administration

Positions categorized as team senior administration included, but were not limited to: senior directors, directors, assistant general managers, chief legal counsels, public relations directors and directors of community relations.

In 2018, people of color who held team senior administration positions in the MLS increased from 11.4 percent in 2017 to 15.0 percent in 2018. In 2018, Latinos held 6.3 percent (down 0.3 percentage points from 2017) of all team senior administration positions. African-Americans increased by 3.5 percentage points from 1.5 percent in 2017 to 4.0 percent in 2018. Asian-Americans held 2.8 percent of senior team administration positions in 2018, up from 2.8 percent in 2017. The remaining 2.0 percent of team senior administration positions were held by those classified as “other,” up 0.2 of a percentage point from 2017.

The percentage of women holding team senior administration positions increased by 0.3 percentage points from 26.2 percent in the 2017 season to 26.5 percent in 2018.

Racial Hiring Grade for MLS Senior Admin.

C+  **15.0%**
People of Color

Gender Hiring Grade for MLS Senior Admin

D+  **26.5%**
Women

See Table 9.

Team Professional Administration

Positions categorized as team professional administration included, but were not limited to titles similar to manager, coordinator, supervisor or administrator in business operations, marketing, promotions, publications and various other departments. The category excluded the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

For the third consecutive year, the percent of people of color in team professional administration positions increased. For the 2018 season, 21.5 percent of all team professional administration positions were held by people of color, up from 21.1 percent in 2017. Latinos holding

these positions decreased by 1.7 percentage points, from 13.8 percent in 2017 to 12.1 percent in 2018. The percent of African-Americans increased by 0.4 percentage points from 3.9 percent in 2017 to 4.3 percent in 2018, while Asian-Americans increased by 0.3 percentage points from 1.8 percent in 2017 to 2.1 percent in 2018. In 2018 those classified as “other” increased by 1.5 percentage points from 1.6 in 2017 to 3.1 percent in 2018.

In 2018 season, women holding team professional administration positions experienced a 0.8 percentage point decrease from 32.4 percent in 2017, to 31.6 percent in 2018.

Racial Hiring Grade for MLS Prof. Admin.

B+  **21.5%**
People of Color

Gender Hiring Grade for MLS Prof. Admin.

C  **31.6%**
Women

See Table 10.

Physicians

As of the beginning of the 2018 season, MLS team physician positions held by people of color experienced a 1.5 percentage point decrease from 7.8 percent in 2017 to 6.3 percent in 2018. The percent of white team physicians was 93.8 percent. Asian-Americans decreased to zero in 2018 from 3.1 percentage points in 2017. African-Americans and Latinos both also held zero percent in 2018, dropping from 1.6 percent and 3.1 percent, respectively. Those categorized as “other” increased from zero to 6.3 percent in 2018.

In the 2014 RGRC there was just one woman holding a team physician position; in 2013 there were none. However, as many teams expanded their staff in this area, at the beginning of the 2015 season, there were 13 women in a team physician position that resulted in an eight percentage point increase to 11.3 percent. Now in 2018, progress has certainly slowed, but women hold 12.5 percent of the team physicians positions.

See Table 11.

Athletic Trainers

Positions categorized as athletic trainers included all employees listed as, but not exclusively limited to, head athletic trainers, assistant athletic trainers, and directors of sport science.

As of the beginning of the 2018 season, MLS athletic trainer positions held by people of color experienced an increase of 5.0 percentage points from 29.4 percent in 2017 34.4 percent in 2018. The percent of white head trainers decreased by 5.0 percentage points from 70.6 percent in 2017 to 65.6 in 2018. There were eight Asian-American athletic trainers (15.7 percent) in 2017. This number decreased in 2018 to seven head trainers (11.5 percent.) Latino head trainers increased by 5.3 percentage points from 7.8 percent in 2017 to 13.1 percent in 2018.

There were eight women athletic trainers, or 13.1 percent, at the beginning of the 2018 MLS season.

See Table 12.

MLS Diversity Initiatives

MLS has an extensive program of diversity initiatives, as outlined in Appendix II.

MLS Grade for Diversity Initiatives

A+



How Grades Were Calculated

As in previous reports, the 2018 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an A was achieved if 24 percent of the positions were held by people of color, B if 12 percent of the positions were held by people of color, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

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

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

Methodology

All data was collected by the MLS League Office and teams then distributed 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.

Two clubs, the New York Red Bulls and Atlanta United, did not respond to the MLS League Office's request for employee data. Therefore, they have been omitted from this report except for the Head Coach and General Manager categories and the data only reflects 21 out of the 23 clubs in the league. Of the 21 clubs that responded, some clubs only submitted certain categories of the report which may have affected the overall results.

In addition, the MLS League Office provided data on its own personnel. The findings were put into spreadsheets and compared to data from previous years. After evaluating the data, the report text was drafted; it references changes to statistics from previous years.

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

The report covered the 2018 season for Major League Soccer. Listings of owners, general managers and head coaches were updated as of December 21, 2018.

About the Racial and Gender Report Card

This is the 26th issue of the *Racial and Gender Report Card (RGRC)*, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The full 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 Major League Soccer (MLS), the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), and Women's National Basketball Association

(WNBA), as well as collegiate athletic departments.

This marks the 13th time the Report Card is being issued sport-by-sport; the reports for the MLB, the NBA and the WNBA have already been released. The complete 2018 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2018 College Sport Racial and Gender Report Card.

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 Lapchick, Brett Estrella served as co-author of this report.

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 coaching and sport management 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,” 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, Lapchick serves as President and CEO of The Institute for Sport and Social Justice (ISSJ), a group of more than 260 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women.

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.



Richard E. Lapchick, Director

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“MAKING WAVES OF CHANGE”

APPENDIX I

| Players | | | | | | | | |
|-----------------------|-------|-----|-----------------------|-------|-----|-----------------------|--------------------|-----|
| | % | # | | % | # | | % | # |
| 2017 | | | 2011 | | | 2005 | | |
| White | 46.2% | 285 | White | 52.3% | 223 | White | 58.1% | 182 |
| African-American | 10.5% | 65 | African-American | 26.3% | 112 | African-American | 17.9% | 56 |
| Latino | 25.1% | 155 | Latino | 20.0% | 85 | Latino | 20.1% | 63 |
| Asian | 0.5% | 3 | Asian | 0.7% | 3 | Asian | 1.3% | 4 |
| Other | 17.7% | 109 | Other | 0.7% | 3 | Other | 2.6% | 8 |
| Total People of Color | 53.8% | 332 | Total People of Color | 47.7% | 203 | Total People of Color | 41.9% | 131 |
| International | 46.2% | 285 | International | 38.5% | 164 | International | 27.8% | 87 |
| 2016 | | | 2010 | | | 2004 | | |
| White | 48.0% | 265 | White | 53.8% | 205 | White | 62.6% | 147 |
| African-American | 11.8% | 65 | African-American | 25.7% | 98 | African-American | 17.3% | 40 |
| Latino | 24.8% | 137 | Latino | 17.6% | 67 | Latino | 13.9% | 32 |
| Asian | 0.7% | 4 | Asian | 1.0% | 4 | Asian | 1.3% | 3 |
| Other | 14.7% | 81 | Other | 1.8% | 7 | Other | 3.9% | 9 |
| Total People of Color | 52.0% | 287 | Total People of Color | 46.2% | 176 | Total People of Color | 36.4% | |
| International | 43.3% | 239 | International | 37.3% | 142 | International | Data Not Collected | |
| 2015 | | | 2009 | | | 2003 | | |
| White | 47.5% | 271 | White | 58.3% | 204 | | Data Not Collected | |
| African-American | 12.5% | 71 | African-American | 21.7% | 76 | 2002 | | |
| Latino | 20.9% | 119 | Latino | 16.9% | 59 | White | 60.0% | x |
| Asian | 0.5% | 3 | Asian | 0.6% | 2 | African-American | 16.0% | x |
| Other | 18.6% | 106 | Other | 2.6% | 9 | Latino | 22.0% | x |
| Total People of Color | 52.5% | 299 | Total People of Color | 41.7% | 146 | Asian | 1.0% | x |
| International | 45.8 | 261 | International | 35.4% | 124 | Other | 1.0% | x |
| 2014 | | | 2008 | | | Total People of Color | 40.0% | x |
| White | 51.1% | 276 | White | 62.0% | 204 | International | Data Not Collected | |
| African-American | 11.3% | 61 | African-American | 19.5% | 64 | 2001 | | |
| Latino | 17.0% | 92 | Latino | 16.4% | 54 | White | 59.0% | x |
| Asian | 0.7% | 4 | Asian | 1.2% | 4 | African-American | 19.0% | x |
| Other | 19.8% | 107 | Other | 0.9% | 3 | Latino | 20.0% | x |
| Total People of Color | 48.9% | 264 | Total People of Color | 38.0% | 125 | Asian | Data Not Collected | |
| International | 41.90 | 226 | International | 30.4% | 100 | Other | 1.0% | x |
| 2013 | | | 2007 | | | Total People of Color | 40.0% | x |
| White | 47.7% | 261 | White | 59.3% | 201 | International | Data Not Collected | |
| African-American | 10.6% | 58 | African-American | 21.8% | 74 | 2000 | | |
| Latino | 24.1% | 132 | Latino | 14.5% | 49 | White | 63.0% | x |
| Asian | 1.3% | 7 | Asian | 1.2% | 4 | African-American | 15.0% | x |
| Other | 16.3% | 89 | Other | 3.2% | 11 | Latino | 21.0% | x |
| Total People of Color | 52.3% | 286 | Total People of Color | 40.7% | 138 | Asian | Data Not Collected | |
| International | 42.8% | 234 | International | 31.3% | 106 | Other | 1.0% | x |
| 2012 | | | 2006 | | | Total People of Color | 37.0% | x |
| White | 49.1% | 264 | White | 61.3% | 200 | International | Data Not Collected | |
| African-American | 24.7% | 133 | African-American | 17.5% | 57 | 1999 | | |
| Latino | 23.8% | 128 | Latino | 15.0% | 49 | White | 65.0% | x |
| Asian | 1.3% | 7 | Asian | 2.8% | 9 | African-American | 16.0% | x |
| Other | 1.1% | 6 | Other | 3.4% | 11 | Latino | 18.0% | x |
| Total People of Color | 50.9% | 274 | Total People of Color | 38.7% | 126 | Asian | Data Not Collected | |
| International | 48.0% | 258 | International | 20.9% | 68 | Other | 1.0% | x |
| | | | | | | Total People of Color | 35.0% | x |
| | | | | | | International | Data Not Collected | |

x = Data not recorded

**Information submitted by the MLS League Office

TABLE 1

League Office: Professional Employees

| | % | # | | % | # | | % | # |
|-----------------------|--------|-----|-----------------------|-------|----|-----------------------|--------------------|----|
| 2018 | | | 2012 | | | 2006 | | |
| White | 61.4% | 183 | White | 59.6% | 59 | White | 65.3% | 32 |
| African-American | 8.1% | 24 | African-American | 6.1% | 6 | African-American | 6.1% | 3 |
| Latino | 19.5% | 58 | Latino | 28.3% | 28 | Latino | 22.4% | 11 |
| Asian | 5.0% | 15 | Asian | 3.0% | 3 | Asian | 2.0% | 1 |
| Other | 6.0% | 18 | Other | 3.0% | 3 | Other | 4.1% | 2 |
| Total People of Color | 38.6% | 115 | Total People of Color | 40.4% | 40 | Total People of Color | 34.7% | 17 |
| Women | 40.90% | 122 | Women | 42.4% | 42 | Women | 24.5% | 12 |
| 2017 | | | 2011 | | | 2005 | | |
| White | 63.3% | 169 | White | 60.0% | 48 | White | 75.8% | 25 |
| African-American | 5.6% | 15 | African-American | 6.3% | 5 | African-American | 6.1% | 2 |
| Latino | 21.3% | 57 | Latino | 28.8% | 23 | Latino | 15.2% | 5 |
| Asian | 4.9% | 13 | Asian | 2.5% | 2 | Asian | 3.0% | 1 |
| Other | 4.9% | 13 | Other | 2.5% | 2 | Other | 0.0% | 0 |
| Total People of Color | 36.7% | 98 | Total People of Color | 40.0% | 32 | Total People of Color | 24.2% | 8 |
| Women | 38.95% | 104 | Women | 36.3% | 29 | Women | 2120.0% | 7 |
| 2016 | | | 2010 | | | 2004 | | |
| White | 63.6% | 98 | White | 62.2% | 46 | | Data not Collected | |
| African-American | 4.5% | 7 | African-American | 6.8% | 5 | 2003 | | |
| Latino | 25.3% | 39 | Latino | 25.7% | 19 | | Data not Collected | |
| Asian | 4.6% | 7 | Asian | 2.7% | 2 | 2002 | | |
| Other | 2.0% | 3 | Other | 2.7% | 2 | White | 79.2% | 19 |
| Total People of Color | 36.4% | 56 | Total People of Color | 37.8% | 28 | African-American | 8.3% | 2 |
| Women | 37 | 57 | Women | 36.5% | 27 | Latino | 12.5% | 3 |
| 2015 | | | 2009 | | | Asian | 0.0% | 0 |
| White | 61.0% | 75 | White | 61.1% | 44 | Other | 0.0% | 0 |
| African-American | 4.1% | 5 | African-American | 6.9% | 5 | Total People of Color | 20.8% | 5 |
| Latino | 30.1% | 37 | Latino | 25.0% | 18 | Women | 1670.0% | 4 |
| Asian | 3.3% | 4 | Asian | 2.8% | 2 | 2001 | | |
| Other | 1.6% | 2 | Other | 4.2% | 3 | | Data not Collected | |
| Total People of Color | 39.1% | 48 | Total People of Color | 37.8% | 28 | 2000 | | |
| Women | 37.4 | 46 | Women | 36.5% | 27 | White | 73.7% | 42 |
| 2014 | | | 2008 | | | African-American | 5.3% | 3 |
| White | 61.0% | 75 | White | 57.0% | 53 | Latino | 19.3% | 11 |
| African-American | 4.1% | 5 | African-American | 8.6% | 8 | Asian | 1.8% | 1 |
| Latino | 30.1% | 37 | Latino | 26.9% | 25 | Other | 0.0% | 0 |
| Asian | 3.3% | 4 | Asian | 4.3% | 4 | Total People of Color | 26.3% | 15 |
| Other | 1.6% | 2 | Other | 3.2% | 3 | Women | 29.8% | 17 |
| Total People of Color | 39.1% | 48 | Total People of Color | 43.0% | 40 | 1999 | | |
| Women | 37.4% | 46 | Women | 41.9% | 39 | White | 83.7% | 36 |
| 2013 | | | 2007 | | | African-American | 0.0% | 0 |
| White | 61.7% | 71 | White | 68.6% | 35 | Latino | 14.0% | 6 |
| African-American | 4.3% | 5 | African-American | 5.9% | 3 | Asian | 2.3% | 1 |
| Latino | 28.7% | 33 | Latino | 19.6% | 10 | Other | 0.0% | 0 |
| Asian | 2.6% | 3 | Asian | 3.9% | 2 | Total People of Color | 16.3% | 7 |
| Other | 2.6% | 3 | Other | 2.0% | 1 | Women | 39.5% | 17 |
| Total People of Color | 38.3% | 44 | Total People of Color | 31.4% | 16 | | | |
| Women | 38.3% | 44 | Women | 25.5% | 13 | | | |

x=Data not recorded

**Information submitted by the WNBA League Office

TABLE 2

Majority Owners

| | % | # | | % | # | | % | # |
|-----------------------|-------|----|-----------------------|-------|----|-------------|--------|----|
| 2018 | | | 2014 | | | 2008 | | |
| White | 84.6% | 22 | White | 93.3% | 28 | White | 69.2% | 9 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | African- | 7.7% | 1 |
| Latino | 11.5% | 3 | Latino | 3.3% | 1 | Latino | 23.1% | 3 |
| Asian | 3.8% | 1 | Asian | 3.3% | 1 | Asian | 0.0% | 0 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | Other | x | x |
| Total People of Color | 15.3% | 4 | Total People of Color | 6.7% | 2 | Total | 30.8% | 4 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2017 | | | 2013 | | | 2007 | | |
| White | 89.2% | 33 | White | 85.3% | 29 | White | 92.3% | 12 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | African- | 0.0% | 0 |
| Latino | 8.1% | 3 | Latino | 8.8% | 3 | Latino | 7.7% | 1 |
| Asian | 2.7% | 1 | Asian | 5.9% | 2 | Asian | 0.0% | 0 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | Other | x | x |
| Total People of Color | 10.8% | 4 | Total People of Color | 14.7% | 5 | Total | 7.7% | 1 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2016 | | | 2012 | | | 2006 | | |
| White | 89.5% | 34 | White | 89.7% | 35 | White | 90.9% | 10 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | African- | 0.0% | 0 |
| Latino | 5.3% | 2 | Latino | 7.7% | 3 | Latino | 9.1% | 1 |
| Asian | 5.3% | 2 | Asian | 2.6% | 1 | Asian | 0.0% | 0 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | Other | x | x |
| Total People of Color | 10.5% | 4 | Total People of Color | 10.3% | 4 | Total | 9.1% | 1 |
| Women | 2.6% | 1 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2015 | | | 2011 | | | 2005 | | |
| White | 89.7% | 35 | White | 89.3% | 25 | White | 91.7% | 11 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | African- | 0.0% | 0 |
| Latino | 5.1% | 2 | Latino | 7.1% | 2 | Latino | 8.3% | 1 |
| Asian | 5.1% | 2 | Asian | 3.6% | 1 | Asian | 0.0% | 0 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | Other | x | x |
| Total People of Color | 10.3% | 4 | Total People of Color | 10.7% | 3 | Total | 8.3% | 1 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2010 | | | 2009 | | | 2004 | | |
| White | 87.5% | x | White | 86.7% | 13 | White | 100.0% | 9 |
| African-American | 0.0% | x | African-American | 6.7% | 1 | African- | 0.0% | 0 |
| Latino | 12.5% | x | Latino | 6.7% | 1 | Latino | 0.0% | 0 |
| Asian | 0.0% | x | Asian | 0.0% | 0 | Asian | 0.0% | 0 |
| Other | x | x | Other | x | x | Other | x | x |
| Total People of Color | 12.5% | x | Total People of Color | 13.3% | 2 | Total | 0.0% | 0 |
| Women | 0.0% | x | Women | 0.0% | 0 | Women | 0.0% | 0 |

TABLE 3

Head Coaches

| | % | # | | % | # | | % | # |
|-----------------------|-------|----|-----------------------|-------|----|-----------------------|--------|----|
| 2018 | | | 2011 | | | 2005 | | |
| White | 77.3% | 17 | White | 87.5% | 14 | White | 91.7% | 11 |
| African-American | 0.0% | 0 | African-American | 6.3% | 1 | African-American | 0.0% | 0 |
| Latino | 13.6% | 3 | Asian | 0.0% | 0 | Asian | 0.0% | 0 |
| Asian | 0.0% | 0 | Latino | 6.3% | 1 | Latino | 8.3% | 1 |
| Other | 9.1% | 2 | Total People of Color | 12.5% | 2 | Total People of Color | 8.3% | 1 |
| Total People of Color | 22.7% | 5 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| Women | 0.0% | 0 | | | | | | |
| 2017 | | | 2010 | | | 2004 | | |
| White | 81.8% | 18 | White | 87.5% | 14 | White | 100.0% | 9 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | African-American | 0.0% | 0 |
| Latino | 13.6% | 3 | Asian | 0.0% | 0 | Asian | 0.0% | 0 |
| Asian | 0.0% | 0 | Latino | 12.5% | 2 | Latino | 0.0% | 0 |
| Other | 4.5% | 1 | Total People of Color | 12.5% | 2 | Total People of Color | 0.0% | 0 |
| Total People of Color | 18.2% | 4 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| Women | 0.0% | 0 | | | | | | |
| 2016 | | | 2009 | | | 2003 | | |
| White | 80.0% | 16 | White | 86.7% | 13 | Data Not Collected | | |
| African-American | 0.0% | 0 | African-American | 6.7% | 1 | 2002 | | |
| Latino | 15.0% | 3 | Asian | 0.0% | 0 | White | 80.0% | 8 |
| Asian | 0.0% | 0 | Latino | 6.7% | 1 | African-American | 0.0% | 0 |
| Other | 5.0% | 1 | Total People of Color | 13.3% | 2 | Asian | 0.0% | 0 |
| Total People of Color | 20.0% | 4 | Women | 0.0% | 0 | Latino | 20.0% | 2 |
| Women | 0.0% | 0 | | | | Total People of Color | 20.0% | 2 |
| 2015 | | | 2008 | | | Women | 0.0% | 0 |
| White | 90.0% | 18 | White | 69.2% | 9 | 2001 | | |
| African-American | 0.0% | 0 | African-American | 7.7% | 1 | White | 75.0% | 9 |
| Latino | 10.0% | 2 | Asian | 0.0% | 0 | African-American | 0.0% | 0 |
| Asian | 0.0% | 0 | Latino | 23.1% | 3 | Asian | 0.0% | 0 |
| Total People of Color | 10.0% | 2 | Total People of Color | 30.8% | 4 | Latino | 25.0% | 3 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Total People of Color | 25.0% | 3 |
| 2014 | | | 2007 | | | Women | 0.0% | 0 |
| White | 89.5% | 17 | White | 92.3% | 12 | 2000 | | |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | White | 83.3% | 10 |
| Asian | 10.5% | 2 | Asian | 0.0% | 1 | African-American | 0.0% | 0 |
| Latino | 0.0% | 0 | Latino | 7.7% | 0 | Asian | 0.0% | 0 |
| Total People of Color | 10.5% | 2 | Total People of Color | 7.7% | 1 | Latino | 16.7% | 2 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Total People of Color | 16.7% | 2 |
| 2013 | | | 2006 | | | Women | 0.0% | 0 |
| White | 89.5% | 17 | White | 90.9% | 10 | 1999 | | |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | White | 83.3% | 10 |
| Latino | 10.5% | 2 | Asian | 0.0% | 0 | African-American | 0.0% | 0 |
| Asian | 0.0% | 0 | Latino | 9.1% | 1 | Asian | 0.0% | 0 |
| Total People of Color | 10.5% | 2 | Total People of Color | 9.1% | 1 | Latino | 16.7% | 2 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Total People of Color | 16.7% | 2 |
| 2012 | | | | | | Women | 0.0% | 0 |
| White | 89.5% | 17 | | | | | | |
| African-American | 5.3% | 1 | | | | | | |
| Latino | 5.3% | 1 | | | | | | |
| Asian | 0.0% | 0 | | | | | | |
| Total People of Color | 10.5% | 2 | | | | | | |
| Women | 0.0% | 0 | | | | | | |

TABLE 4

Assistant Coaches

| | % | # | | % | # | | % | # |
|-----------------------|-------|----|-----------------------|-------|----|-----------------------|-------|----|
| 2018 | | | 2012 | | | 2006 | | |
| White | 59.7% | 37 | White | 81.3% | 52 | White | 76.5% | 26 |
| African-American | 9.7% | 6 | African-American | 6.3% | 4 | African-American | 2.9% | 1 |
| Latino | 25.8% | 16 | Latino | 10.9% | 7 | Latino | 17.6% | 6 |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | Asian | 0.0% | 0 |
| Other | 4.8% | 3 | Other | 1.6% | 1 | Other | 2.9% | 1 |
| Total People of Color | 40.3% | 25 | Total People of Color | 18.8% | 12 | Total People of Color | 23.5% | 8 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2017 | | | 2011 | | | 2005 | | |
| White | 74.1% | 63 | White | 81.6% | 40 | White | 72.7% | 24 |
| African-American | 3.5% | 3 | African-American | 4.1% | 2 | African-American | 6.1% | 2 |
| Latino | 16.5% | 14 | Latino | 14.3% | 7 | Latino | 18.2% | 6 |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | Asian | 0.0% | 0 |
| Other | 5.9% | 5 | Other | 0.0% | 0 | Other | 3.0% | 1 |
| Total People of Color | 25.9% | 22 | Total People of Color | 18.4% | 9 | Total People of Color | 27.3% | 9 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2016 | | | 2010 | | | 2004 | | |
| White | 86.4% | 76 | White | 80.4% | 41 | White | 71.0% | 98 |
| African-American | 4.5% | 4 | African-American | 5.9% | 3 | African-American | 29.0% | 40 |
| Latino | 3.4% | 3 | Latino | 13.7% | 7 | Latino | 0.0% | 0 |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | Asian | 0.0% | 0 |
| Other | 5.7% | 5 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 13.6% | 12 | Total People of Color | 18.6% | 10 | Total People of Color | 29.0% | 40 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2015 | | | 2009 | | | 2003 | | |
| White | 81.2% | 69 | White | 84.8% | 39 | Data Not Collected | | |
| African-American | 8.2% | 7 | African-American | 6.5% | 3 | 2002 | | |
| Latino | 9.4% | 8 | Latino | 6.5% | 3 | White | 75.9% | 22 |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | African-American | 10.3% | 3 |
| Other | 1.2% | 1 | Other | 2.2% | 1 | Latino | 10.3% | 3 |
| Total People of Color | 18.8% | 16 | Total People of Color | 15.2% | 7 | Asian | 0.0% | 0 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Other | 3.4% | 1 |
| 2014 | | | 2008 | | | Total People of Color | 24.1% | 7 |
| White | 83.3% | 50 | White | 90.5% | 38 | Women | 0.0% | 0 |
| African-American | 8.3% | 5 | African-American | 2.4% | 1 | 2001 | | |
| Latino | 6.7% | 4 | Latino | 7.1% | 3 | Data Not Collected | | |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | 2000 | | |
| Other | 1.7% | 1 | Other | 0.0% | 0 | White | 68.8% | 22 |
| Total People of Color | 16.7% | 10 | Total People of Color | 9.5% | 4 | African-American | 0.0% | 0 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Latino | 28.1% | 9 |
| 2013 | | | 2007 | | | Asian | 0.0% | 0 |
| White | 79.4% | 50 | White | 82.9% | 34 | Other | 3.1% | 1 |
| African-American | 1.6% | 1 | African-American | 2.4% | 1 | Total People of Color | 31.3% | 10 |
| Latino | 14.3% | 9 | Latino | 12.2% | 5 | Women | 0.0% | 0 |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | 1999 | | |
| Other | 4.8% | 3 | Other | 2.4% | 1 | White | 69.0% | 20 |
| Total People of Color | 20.6% | 13 | Total People of Color | 17.1% | 7 | African-American | 0.0% | 0 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Latino | 27.6% | 8 |
| | | | | | | Asian | 3.4% | 1 |
| | | | | | | Other | 0.0% | 0 |
| | | | | | | Total People of Color | 31.0% | 9 |
| | | | | | | Women | 0.0% | 0 |

TABLE 5

| CEO/President | | | | | | | | |
|-----------------------|-------|----|-----------------------|--------|----|-----------------------|--------|----|
| | % | # | | % | # | | % | # |
| 2018 | | | 2012 | | | 2006 | | |
| White | 95.8% | 23 | White | 90.5% | 19 | White | 70.0% | 7 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | African-American | 0.0% | 0 |
| Latino | 4.2% | 1 | Latino | 9.5% | 2 | Latino | 20.0% | 2 |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | Asian | 10.0% | 1 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | Total People of Color | 30.0% | 3 |
| Total People of Color | 4.2% | 1 | Total People of Color | 9.5% | 2 | Women | 0.0% | 0 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | 2005 | | |
| 2017 | | | 2011 | | | White | 76.9% | 10 |
| White | 96.8% | 30 | White | 83.3% | 15 | African-American | 0.0% | 0 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | Latino | 15.4% | 2 |
| Latino | 3.2% | 1 | Latino | 16.7% | 3 | Asian | 7.7% | 1 |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | Total People of Color | 23.1% | 3 |
| Other | 0.0% | 0 | Total People of Color | 16.7% | 3 | Women | 7.7% | 1 |
| Total People of Color | 3.2% | 1 | Women | 0.0% | 0 | 2004 | | |
| Women | 0.0% | 0 | 2010 | | | White | 100.0% | 7 |
| 2016 | | | White | 86.7% | 13 | African-American | 0.0% | 0 |
| White | 94.1% | 32 | African-American | 0.0% | 0 | Latino | 0.0% | 0 |
| African-American | 0.0% | 0 | Latino | 6.7% | 1 | Asian | 0.0% | 0 |
| Latino | 2.9% | 1 | Asian | 6.7% | 1 | Total People of Color | 0.0% | 0 |
| Asian | 0.0% | 0 | Total People of Color | 13.3% | 2 | Women | 0.0% | 0 |
| Other | 2.9% | 1 | Women | 0.0% | 0 | 2003 | | |
| Total People of Color | 5.8% | 1 | 2009 | | | Data not collected | | |
| Women | 5.9% | 2 | White | 86.7% | 13 | 2002 | | |
| 2015 | | | African-American | 0.0% | 0 | White | 100.0% | x |
| White | 94.7% | 18 | Latino | 6.7% | 1 | African-American | 0.0% | x |
| African-American | 0.0% | 0 | Asian | 6.7% | 1 | Latino | 0.0% | x |
| Latino | 5.3% | 1 | Total People of Color | 13.3% | 2 | Asian | 0.0% | x |
| Asian | 0.0% | 0 | Women | 0.0% | 0 | Total People of Color | 0.0% | x |
| Other | 0.0% | 0 | 2008 | | | Women | 0.0% | x |
| Total People of Color | 0.0% | 1 | White | 75.0% | 9 | 2001 | | |
| Women | 0.0% | 0 | African-American | 0.0% | 0 | White | 100.0% | x |
| 2014 | | | Latino | 16.7% | 2 | African-American | 0.0% | x |
| White | 93.8% | 15 | Asian | 8.3% | 1 | Latino | 0.0% | x |
| African-American | 0.0% | 0 | Total People of Color | 25.0% | 3 | Asian | 0.0% | x |
| Latino | 6.3% | 1 | Women | 0.0% | 0 | Total People of Color | 0.0% | x |
| Asian | 0.0% | 0 | 2007 | | | Women | 0.0% | x |
| Other | 6.3% | 1 | White | 75.0% | 9 | 2000 | | |
| Total People of Color | 0.0% | 0 | African-American | 0.0% | 0 | White | 100.0% | x |
| Women | 0.0% | 0 | Latino | 16.7% | 2 | African-American | 0.0% | x |
| 2013 | | | Asian | 8.3% | 1 | Latino | 0.0% | x |
| White | 94.1% | 16 | Total People of Color | 25.0% | 3 | Asian | 0.0% | x |
| African-American | 0.0% | 0 | Women | 0.0% | 0 | Total People of Color | 0.0% | x |
| Latino | 5.9% | 1 | 1999 | | | Women | 0.0% | x |
| Asian | 0.0% | 0 | White | 100.0% | x | 2000 | | |
| Other | 0.0% | 0 | African-American | 0.0% | x | White | 100.0% | x |
| Total People of Color | 5.9% | 1 | Latino | 0.0% | x | African-American | 0.0% | x |
| Women | 5.9% | 1 | Asian | 0.0% | x | Latino | 0.0% | x |
| 2018 | | | Total People of Color | 0.0% | x | Asian | 0.0% | x |
| White | 95.8% | 23 | Women | 0.0% | x | Total People of Color | 0.0% | x |
| African-American | 0.0% | 0 | TABLE 6 | | | Women | 0.0% | x |
| Latino | 4.2% | 1 | | | | | | |
| Asian | 0.0% | 0 | | | | | | |
| Other | 0.0% | 0 | | | | | | |
| Total People of Color | 4.2% | 1 | | | | | | |
| Women | 0.0% | 0 | | | | | | |

General Manager

| | % | # | | % | # | | % | # |
|-----------------------|-------|----|-----------------------|--------|----|--------------------|--------|----|
| 2018 | | | 2012 | | | 2006 | | |
| White | 70.8% | 17 | White | 90.5% | 19 | White | 70.0% | 7 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | African-American | 0.0% | 0 |
| Latino | 20.8% | 5 | Latino | 9.5% | 2 | Latino | 20.0% | 2 |
| Asian | 4.2% | 1 | Asian | 0.0% | 0 | Asian | 10.0% | 1 |
| Other | 4.2% | 1 | Other | 0.0% | 0 | Other | 30.0% | 3 |
| Total People of Color | 29.2% | 7 | Total People of Color | 9.5% | 2 | Women | 0.0% | 0 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | 2005 | | |
| 2017 | | | 2011 | | | White | 76.9% | 10 |
| White | 81.8% | 18 | White | 83.3% | 15 | African-American | 0.0% | 0 |
| African-American | 4.5% | 1 | African-American | 0.0% | 0 | Latino | 15.4% | 2 |
| Latino | 13.6% | 3 | Latino | 16.7% | 3 | Asian | 7.7% | 1 |
| Asian | 0.0% | 0 | Asian | 0.0% | 0 | Other | 23.1% | 3 |
| Other | 0.0% | 0 | Other | 16.7% | 3 | Women | 7.7% | 1 |
| Total People of Color | 18.2% | 4 | Women | 0.0% | 0 | 2004 | | |
| Women | 0.0% | 0 | 2010 | | | White | 100.0% | 7 |
| 2016 | | | White | 86.7% | 13 | African-American | 0.0% | 0 |
| White | 81.0% | 17 | African-American | 0.0% | 0 | Latino | 0.0% | 0 |
| African-American | 4.8% | 1 | Latino | 6.7% | 1 | Asian | 0.0% | 0 |
| Latino | 14.3% | 3 | Asian | 6.7% | 1 | Other | 0.0% | 0 |
| Asian | 0.0% | 0 | Other | 13.3% | 2 | Women | 0.0% | 0 |
| Other | 0.0% | 0 | Women | 0.0% | 0 | 2003 | | |
| Total People of Color | 19.0% | 4 | 2009 | | | Data not collected | | |
| Women | 0.0% | 0 | White | 86.7% | 13 | 2002 | | |
| 2015 | | | African-American | 0.0% | 0 | White | 100.0% | x |
| White | 94.7% | 18 | Latino | 6.7% | 1 | African-American | 0.0% | x |
| African-American | 0.0% | 0 | Asian | 6.7% | 1 | Latino | 0.0% | x |
| Latino | 5.3% | 1 | Other | 13.3% | 2 | Asian | 0.0% | x |
| Asian | 0.0% | 0 | Women | 0.0% | 0 | Other | 0.0% | x |
| Other | 0.0% | 0 | 2008 | | | Women | 0.0% | x |
| Total People of Color | 5.3% | 1 | White | 75.0% | 9 | 2001 | | |
| Women | 0.0% | 0 | African-American | 0.0% | 0 | White | 100.0% | x |
| 2014 | | | Latino | 16.7% | 2 | African-American | 0.0% | x |
| White | 93.9% | 15 | Asian | 8.3% | 1 | Latino | 0.0% | x |
| African-American | 0.0% | 0 | Other | 25.0% | 3 | Asian | 0.0% | x |
| Latino | 6.3% | 1 | Women | 0.0% | 0 | Other | 0.0% | x |
| Asian | 0.0% | 0 | 2007 | | | Women | 0.0% | x |
| Other | 0.0% | 0 | White | 75.0% | 9 | 2000 | | |
| Total People of Color | 6.3% | 1 | African-American | 0.0% | 0 | White | 100.0% | x |
| Women | 0.0% | 0 | Latino | 16.7% | 2 | African-American | 0.0% | x |
| 2013 | | | Asian | 8.3% | 1 | Latino | 0.0% | x |
| White | 94.1% | 16 | Other | 25.0% | 3 | Asian | 0.0% | x |
| African-American | 0.0% | 0 | Women | 0.0% | 0 | Other | 0.0% | x |
| Latino | 5.9% | 1 | 1999 | | | Women | 0.0% | x |
| Asian | 0.0% | 0 | White | 100.0% | x | 1998 | | |
| Other | 0.0% | 0 | African-American | 0.0% | x | White | 100.0% | x |
| Total People of Color | 5.9% | 1 | Latino | 0.0% | x | African-American | 0.0% | x |
| Women | 5.9% | 1 | Asian | 0.0% | x | Latino | 0.0% | x |
| | | | Other | 0.0% | x | Asian | 0.0% | x |
| | | | Women | 0.0% | x | Other | 0.0% | x |
| | | | | | | Women | 0.0% | x |

Table 7

Vice Presidents

| | % | # | | % | # | | % | # |
|-----------------------|-------|-----|-----------------------|--------|----|-----------------------|--------|----|
| 2018 | | | 2012 | | | 2006 | | |
| White | 84.0% | 105 | White | 85.4% | 82 | White | 100.0% | 28 |
| African-American | 2.4% | 3 | African-American | 6.3% | 6 | African-American | 0.0% | 0 |
| Latino | 7.2% | 9 | Latino | 7.3% | 7 | Latino | 0.0% | 0 |
| Asian | 4.8% | 6 | Asian | 1.0% | 1 | Asian | 0.0% | 0 |
| Other | 1.6% | 2 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 16.0% | 20 | Total People of Color | 14.6% | 14 | Total People of Color | 0.0% | 0 |
| Women | 28.0% | 35 | Women | 12.5% | 12 | Women | 7.1% | 2 |
| 2017 | | | 2011 | | | 2005 | | |
| White | 91.6% | 120 | White | 90.8% | 59 | White | 100.0% | 24 |
| African-American | 2.3% | 3 | African-American | 0.0% | 0 | African-American | 0.0% | 0 |
| Latino | 3.8% | 5 | Latino | 7.7% | 5 | Latino | 0.0% | 0 |
| Asian | 1.5% | 2 | Asian | 1.5% | 1 | Asian | 0.0% | 0 |
| Other | 0.8% | 1 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 8.4% | 11 | Total People of Color | 9.2% | 6 | Total People of Color | 0.0% | 0 |
| Women | 22.1% | 29 | Women | 6.2% | 4 | Women | 8.3% | 2 |
| 2016 | | | 2010 | | | 2004 | | |
| White | 96.0% | 94 | White | 98.0% | 48 | White | 100.0% | 14 |
| African-American | 0.0% | | African-American | 0.0% | 0 | African-American | 0.0% | 0 |
| Latino | 2.0% | 1 | Latino | 0.0% | 0 | Latino | 0.0% | 0 |
| Asian | 1.0% | 2 | Asian | 2.0% | 1 | Asian | 0.0% | 0 |
| Other | 1.0% | 1 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 4.0% | 4 | Total People of Color | 2.0% | 1 | Total People of Color | 0.0% | 0 |
| Women | 15.3% | 15 | Women | 12.2% | 6 | Women | 0.0% | 0 |
| 2015 | | | 2009 | | | 2003 | | |
| White | 93.6% | 73 | White | 100.0% | 53 | Data Not Collected | | |
| African-American | 1.3% | 1 | African-American | 0.0% | 0 | 2002 | | |
| Latino | 2.6% | 2 | Latino | 0.0% | 0 | White | 91.3% | 21 |
| Asian | 2.6% | 2 | Asian | 0.0% | 0 | African-American | 8.7% | 2 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | Latino | 0.0% | 0 |
| Total People of Color | 6.4% | 5 | Total People of Color | 0.0% | 0 | Asian | 0.0% | 0 |
| Women | 16.7% | 13 | Women | 7.1% | 4 | Other | 0.0% | 0 |
| 2014 | | | 2008 | | | Total People of Color | 8.7% | 2 |
| White | 94.3% | 66 | White | 95.2% | 40 | Women | 0.0% | 0 |
| African-American | 2.9% | 2 | African-American | 0.0% | 0 | 2001 | | |
| Latino | 1.4% | 1 | Latino | 4.8% | 2 | Data Not Collected | | |
| Asian | 1.4% | 1 | Asian | 0.0% | 0 | 2000 | | |
| Other | 0.0% | 0 | Other | 0.0% | 0 | White | 77.8% | 14 |
| Total People of Color | 5.7% | 4 | Total People of Color | 4.8% | 2 | African-American | 11.1% | 2 |
| Women | 14.3% | 10 | Women | 7.1% | 3 | Latino | 11.1% | 2 |
| 2013 | | | 2007 | | | Asian | 0.0% | 0 |
| White | 91.8% | 67 | White | 96.7% | 29 | Other | 0.0% | 0 |
| African-American | 4.1% | 4 | African-American | 0.0% | 0 | Total People of Color | 22.2% | 4 |
| Latino | 2.7% | 2 | Latino | 3.3% | 1 | Women | 0.0% | 0 |
| Asian | 1.4% | 1 | Asian | 0.0% | 0 | 1999 | | |
| Other | 0.0% | 0 | Other | 0.0% | 0 | White | 90.5% | 19 |
| Total People of Color | 8.2% | 6 | Total People of Color | 3.3% | 1 | African-American | 4.8% | 1 |
| Women | 12.3% | 9 | Women | 6.7% | 2 | Latino | 0.0% | 0 |
| | | | | | | Asian | 4.8% | 1 |
| | | | | | | Other | 0.0% | 0 |
| | | | | | | Total People of Color | 9.5% | 2 |
| | | | | | | Women | 4.8% | 1 |

TABLE 8

Team Senior Administration

| | % | # | | % | # | | % | # |
|-----------------------|-------|-----|-----------------------|-------|-----|-----------------------|--------------------|-----|
| 2018 | | | 2013 | | | 2007 | | |
| White | 85.0% | 215 | White | 81.9% | 177 | White | 79.6% | 74 |
| African-American | 4.0% | 10 | African-American | 1.4% | 2 | African-American | 2.2% | 2 |
| Latino | 6.3% | 16 | Latino | 10.6% | 23 | Latino | 16.1% | 15 |
| Asian | 2.8% | 7 | Asian | 1.9% | 4 | Asian | 0.0% | 0 |
| Other | 2.0% | 5 | Other | 4.2% | 9 | Other | 2.2% | 2 |
| Total People of Color | 15.1% | 38 | Total People of Color | 18.1% | 39 | Total People of Color | 20.4% | 19 |
| Women | 26.5% | 35 | Women | 20.4% | 44 | Women | 20.4% | 19 |
| 2017 | | | 2012 | | | 2006 | | |
| White | 88.6% | 240 | White | 80.6% | 195 | White | 81.9% | 77 |
| African-American | 1.5% | 4 | African-American | 3.3% | 8 | African-American | 1.1% | 1 |
| Latino | 6.6% | 18 | Latino | 13.2% | 32 | Latino | 14.9% | 14 |
| Asian | 1.5% | 4 | Asian | 2.5% | 6 | Asian | 1.1% | 1 |
| Other | 1.8% | 5 | Other | 0.4% | 1 | Other | 1.1% | 1 |
| Total People of Color | 11.4% | 31 | Total People of Color | 19.4% | 47 | Total People of Color | 18.1% | 17 |
| Women | 26.2% | 71 | Women | 20.7% | 50 | Women | 18.1% | 17 |
| 2016 | | | 2011 | | | 2005 | | |
| White | 85.3% | 174 | White | 82.0% | 123 | White | 85.7% | 54 |
| African-American | 2.9% | 6 | African-American | 2.7% | 4 | African-American | 0.0% | 0 |
| Latino | 9.8% | 20 | Latino | 14.0% | 21 | Latino | 12.7% | 8 |
| Asian | 1.0% | 2 | Asian | 1.3% | 2 | Asian | 1.6% | 1 |
| Other | 1.0% | 2 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 14.7% | 30 | Total People of Color | 18.0% | 27 | Total People of Color | 14.3% | 9 |
| Women | 25.0% | 51 | Women | 20.7% | 31 | Women | 20.6% | 13 |
| 2015 | | | 2010 | | | 2004 | | |
| White | 87.1% | 223 | White | 80.7% | 96 | White | 85.0% | 283 |
| African-American | 2.3% | 6 | African-American | 1.7% | 2 | African-American | 12.6% | 42 |
| Latino | 7.8% | 20 | Latino | 17.6% | 21 | Latino | 1.2% | 4 |
| Asian | 1.2% | 3 | Asian | 0.0% | 0 | Asian | 1.2% | 4 |
| Other | 1.6% | 4 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 12.9% | 33 | Total People of Color | 19.3% | 23 | Total People of Color | 15.0% | 50 |
| Women | 19.1% | 49 | Women | 16.0% | 19 | Women | 25.2% | 84 |
| 2014 | | | 2009 | | | 2003 | | |
| White | 87.6% | 189 | White | 79.5% | 89 | | Data Not Collected | |
| African-American | 1.4% | 3 | African-American | 3.6% | 4 | 2002 | | |
| Latino | 7.9% | 17 | Latino | 14.3% | 16 | | Data Not Collected | |
| Asian | 1.9% | 4 | Asian | 1.8% | 2 | 2001 | | |
| Other | 0.9% | 2 | Other | 0.9% | 1 | White | 86.0% | x |
| Total People of Color | 12.1% | 26 | Total People of Color | 20.5% | 23 | African-American | 3.0% | x |
| Women | 19.5% | 42 | Women | 25.0% | 28 | Latino | 9.0% | x |
| | | | 2008 | | | Asian | 1.0% | x |
| | | | White | 81.2% | 82 | Total People of Color | 13.0% | x |
| | | | African-American | 2.0% | 2 | Women | 24.0% | x |
| | | | Latino | 13.9% | 14 | 2000 | | |
| | | | Asian | 1.0% | 1 | White | 80.0% | x |
| | | | Other | 2.0% | 2 | African-American | 4.0% | x |
| | | | Total People of Color | 18.8% | 19 | Latino | 14.0% | x |
| | | | Women | 23.8% | 25 | Asian | 2.0% | x |
| | | | | | | Total People of Color | 20.0% | x |
| | | | | | | Women | 21.0% | x |

TABLE 9

TABLE 9

Professional Team Administration

| | % | # | | % | # | | % | # |
|-----------------------|-------|-----|-----------------------|-------|-----|-----------------------|-------|-----|
| 2018 | | | 2012 | | | 2006 | | |
| White | 78.5% | 864 | White | 75.6% | 326 | White | 71.2% | 178 |
| African-American | 4.3% | 47 | African-American | 2.8% | 12 | African-American | 4.0% | 10 |
| Latino | 12.1% | 133 | Latino | 18.3% | 79 | Latino | 22.4% | 56 |
| Asian | 2.1% | 23 | Asian | 2.3% | 10 | Asian | 1.2% | 3 |
| Other | 3.1% | 34 | Other | 0.9% | 4 | Other | 1.2% | 3 |
| Total People of Color | 21.6% | 237 | Total People of Color | 24.4% | 105 | Total People of Color | 28.8% | 72 |
| Women | 31.6% | 348 | Women | 31.1% | 134 | Women | 26.8% | 67 |
| 2017 | | | 2011 | | | 2005 | | |
| White | 78.9% | 302 | White | 71.2% | 163 | White | 66.0% | 76 |
| African-American | 3.9% | 15 | African-American | 3.1% | 7 | African-American | 4.0% | 5 |
| Latino | 13.8% | 53 | Latino | 23.6% | 54 | Latino | 30.0% | 34 |
| Asian | 1.8% | 7 | Asian | 1.3% | 3 | Asian | 0.0% | 0 |
| Other | 1.6% | 6 | Other | 0.9% | 2 | Other | 0.0% | 0 |
| Total People of Color | 21.1% | 81 | Total People of Color | 28.8% | 66 | Total People of Color | 34.0% | 39 |
| Women | 32.4% | 124 | Women | 27.5% | 63 | Women | 28.0% | 32 |
| 2016 | | | 2010 | | | 2004 | | |
| White | 82.4% | 436 | White | 69.5% | 139 | White | 90.0% | 75 |
| African-American | 3.4% | 18 | African-American | 4.0% | 8 | African-American | 1.0% | 1 |
| Latino | 10.2% | 54 | Latino | 22.0% | 44 | Latino | 5.0% | 4 |
| Asian | 2.6% | 14 | Asian | 3.5% | 7 | Asian | 2.0% | 2 |
| Other | 1.3% | 7 | Other | 1.0% | 2 | Other | 1.0% | 1 |
| Total People of Color | 17.6% | 93 | Total People of Color | 30.5% | 61 | Total People of Color | 9.0% | 8 |
| Women | 28.7% | 152 | Women | 29.0% | 58 | Women | 42.0% | 35 |
| 2015 | | | 2009 | | | 2003 | | |
| White | 83.7% | 656 | White | 69.4% | 168 | Data Not Collected | | |
| African-American | 4.7% | 37 | African-American | 4.1% | 10 | 2002 | | |
| Latino | 8.4% | 66 | Latino | 23.0% | 56 | White | 77% | x |
| Asian | 1.5% | 12 | Asian | 2.9% | 7 | African-American | 3% | x |
| Other | 1.7% | 13 | Other | 0.4% | 1 | Latino | 17% | x |
| Total People of Color | 16.3% | 128 | Total People of Color | 30.6% | 74 | Asian | 2% | x |
| Women | 32.4% | 254 | Women | 28.1% | 68 | Other | 1% | x |
| 2014 | | | 2008 | | | Total People of Color | 23% | x |
| White | 82.0% | 639 | White | 73.6% | 173 | Women | 22% | 2 |
| African-American | 4.1% | 32 | African-American | 3.4% | 8 | 2001 | | |
| Latino | 10.0% | 78 | Latino | 22.1% | 52 | Data Not Collected | | |
| Asian | 2.3% | 18 | Asian | 0.4% | 1 | 2000 | | |
| Other | 1.5% | 12 | Other | 0.4% | 1 | White | 81.0% | x |
| Total People of Color | 18.0% | 140 | Total People of Color | 26.4% | 62 | African-American | 7.0% | x |
| Women | 25.0% | 195 | Women | 22.1% | 52 | Latino | 0.0% | x |
| 2013 | | | 2007 | | | Asian | 2.0% | x |
| White | 76.4% | 346 | White | 67.5% | 131 | Total People of Color | 18.0% | x |
| African-American | 3.1% | 13 | African-American | 3.6% | 7 | Women | 32.0% | x |
| Latino | 14.6% | 66 | Latino | 26.3% | 51 | 1999 | | |
| Asian | 4.4% | 20 | Asian | 1.5% | 3 | White | 74.0% | x |
| Other | 1.5% | 7 | Other | 1.0% | 2 | African-American | 7.0% | x |
| Total People of Color | 23.6% | 107 | Total People of Color | 32.5% | 63 | Latino | 17.0% | x |
| Women | 35.3% | 160 | Women | 27.3% | 53 | Asian | 2.0% | x |
| | | | | | | Total People of Color | 26.0% | x |
| | | | | | | Women | 15.0% | x |
| | | | | | | 1998 | | |
| | | | | | | White | 78.0% | x |
| | | | | | | African-American | 4.0% | x |
| | | | | | | Latino | 18.0% | x |
| | | | | | | Asian | 0.0% | x |

TABLE 10

Physicians

| | % | # | | % | # | | % | # |
|-----------------------|-------|-----|-----------------------|-------|----|-----------------------|--------|----|
| 2018 | | | 2012 | | | 2006 | | |
| White | 93.8% | 15 | White | 84.8% | 39 | White | 66.7% | 6 |
| African-American | 0.0% | 0 | African-American | 4.3% | 2 | African-American | 0.0% | 0 |
| Latino | 0.0% | 0 | Latino | 2.2% | 1 | Latino | 22.2% | 2 |
| Asian | 0.0% | 0 | Asian | 8.7% | 4 | Asian | 0.0% | 0 |
| Other | 6.3% | 1 | Other | 0.0% | 0 | Other | 11.1% | 1 |
| Total People of Color | 6.3% | 1 | Total People of Color | 15.2% | 7 | Total People of Color | 33.3% | 3 |
| Women | 12.5% | 2 | Women | 2.2% | 1 | Women | 0.0% | 0 |
| 2017 | | | 2011 | | | 2005 | | |
| White | 92.2% | 59 | White | 89.5% | 17 | White | 81.8% | 9 |
| African-American | 1.6% | 1 | African-American | 0.0% | 0 | African-American | 0.0% | 0 |
| Latino | 3.1% | 2 | Latino | 5.3% | 1 | Latino | 9.1% | 1 |
| Asian | 3.1% | 2 | Asian | 5.3% | 1 | Asian | 9.1% | 1 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 7.8% | 5 | Total People of Color | 10.5% | 2 | Total People of Color | 18.2% | 2 |
| Women | 7.8% | 5 | Women | 15.8% | 3 | Women | 0.0% | 0 |
| 2016 | | | 2010 | | | 2004 | | |
| White | 88.2% | 60 | White | 71.4% | 10 | White | 85.7% | 12 |
| African-American | 2.9% | 2 | African-American | 0.0% | 0 | African-American | 9.0% | 0 |
| Latino | 1.5% | 1 | Latino | 21.4% | 3 | Latino | 7.1% | 1 |
| Asian | 5.9% | 4 | Asian | 7.1% | 1 | Asian | 7.1% | 1 |
| Other | 1.5% | 1 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 11.8% | 8 | Total People of Color | 28.6% | 4 | Total People of Color | 4.7% | 2 |
| Women | 2.9% | 2 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2015 | | | 2009 | | | 2003 | | |
| White | 87.0% | 100 | White | 77.8% | 7 | Data Not Collected | | |
| African-American | 2.6% | 3 | African-American | 0.0% | 0 | 2002 | | |
| Latino | 6.1% | 7 | Latino | 11.1% | 1 | White | 66.7% | 6 |
| Asian | 2.6% | 3 | Asian | 11.1% | 1 | African-American | 0.0% | 0 |
| Other | 1.7% | 2 | Other | 0.0% | 0 | Latino | 22.2% | 2 |
| Total People of Color | 13.0% | 15 | Total People of Color | 22.2% | 2 | Asian | 0.0% | 0 |
| Women | 11.3% | 13 | Women | 0.0% | 0 | Other | 11.1% | 1 |
| 2014 | | | 2008 | | | Total People of Color | 33.3% | 3 |
| White | 90.0% | 27 | White | 83.3% | 5 | Women | 11.1% | 1 |
| African-American | 3.3% | 1 | African-American | 0.0% | 0 | 2001 | | |
| Latino | 3.3% | 1 | Latino | 16.7% | 1 | Data Not Collected | | |
| Asian | 3.3% | 1 | Asian | 0.0% | 0 | 2000 | | |
| Other | 0.0% | 0 | Other | 0.0% | 0 | White | 100.0% | 10 |
| Total People of Color | 10.0% | 3 | Total People of Color | 16.7% | 1 | African-American | 0.0% | 0 |
| Women | 3.3% | 1 | Women | 0.0% | 0 | Latino | 0.0% | 0 |
| 2013 | | | 2007 | | | Asian | 0.0% | 0 |
| White | 84.6% | 22 | White | 88.9% | 8 | Total People of Color | 0.0% | 0 |
| African-American | 3.8% | 1 | African-American | 0.0% | 0 | Women | 0.0% | 0 |
| Latino | 3.8% | 1 | Latino | 11.1% | 1 | 1999 | | |
| Asian | 7.7% | 2 | Asian | 0.0% | 0 | White | 78.6% | 11 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | African-American | 0.0% | 0 |
| Total People of Color | 15.4% | 4 | Total People of Color | 11.1% | 1 | Latino | 0.0% | 0 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Asian | 21.4% | 3 |
| | | | | | | Total People of Color | 21.4% | 3 |
| | | | | | | Women | 0.0% | 0 |

TABLE 11

Athletic Trainers

| | % | # | | % | # | | % | # |
|-----------------------|-------|----|-----------------------|-------|----|-----------------------|--------|----|
| 2018 | | | 2012 | | | 2006 | | |
| White | 65.6% | 40 | White | 93.8% | 30 | White | 91.7% | 11 |
| African-American | 1.6% | 1 | African-American | 0.0% | 0 | African-American | 0.0% | 0 |
| Latino | 13.1% | 8 | Latino | 6.3% | 2 | Latino | 8.3% | 1 |
| Asian | 11.5% | 7 | Asian | 0.0% | 0 | Asian | 0.0% | 0 |
| Other | 8.2% | 5 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 34.4% | 21 | Total People of Color | 6.3% | 2 | Total People of Color | 8.3% | 1 |
| Women | 13.1% | 8 | Women | 0.0% | 0 | Women | 8.3% | 1 |
| 2017 | | | 2011 | | | 2005 | | |
| White | 70.6% | 36 | White | 90.9% | 20 | White | 75.0% | 12 |
| African-American | 3.9% | 2 | African-American | 0.0% | 0 | African-American | 0.0% | 0 |
| Latino | 7.8% | 4 | Latino | 9.1% | 2 | Latino | 18.8% | 3 |
| Asian | 15.7% | 8 | Asian | 0.0% | 0 | Asian | 6.3% | 1 |
| Other | 2.0% | 1 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 29.4% | 15 | Total People of Color | 9.1% | 2 | Total People of Color | 25.0% | 4 |
| Women | 2.0% | 1 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2016 | | | 2010 | | | 2004 | | |
| White | 74.4% | 29 | White | 90.5% | 19 | White | 58.3% | 7 |
| African-American | 5.1% | 2 | African-American | 0.0% | 0 | African-American | 41.7% | 5 |
| Latino | 15.4% | 6 | Latino | 9.5% | 2 | Latino | 0.0% | 0 |
| Asian | 2.6% | 1 | Asian | 0.0% | 0 | Asian | 0.0% | 0 |
| Other | 2.6% | 1 | Other | 0.0% | 0 | Other | 0.0% | 0 |
| Total People of Color | 25.6% | 10 | Total People of Color | 9.5% | 2 | Total People of Color | 41.7% | 5 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Women | 0.0% | 0 |
| 2015 | | | 2009 | | | 2003 | | |
| White | 78.6% | 11 | White | 75.0% | 15 | Data Not Collected | | |
| African-American | 7.1% | 1 | African-American | 0.0% | 0 | 2002 | | |
| Latino | 7.1% | 1 | Latino | 25.0% | 5 | White | 100.0% | 10 |
| Asian | 7.1% | 1 | Asian | 0.0% | 0 | African-American | 0.0% | 0 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | Latino | 0.0% | 0 |
| Total People of Color | 21.4% | 3 | Total People of Color | 25.0% | 5 | Asian | 0.0% | 0 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Other | 0.0% | 0 |
| 2014 | | | 2008 | | | Total People of Color | 0.0% | 0 |
| White | 87.5% | 14 | White | 83.3% | 10 | Women | 0.0% | 0 |
| African-American | 0.0% | 0 | African-American | 8.3% | 1 | 2001 | | |
| Latino | 6.3% | 1 | Latino | 8.3% | 1 | Data Not Collected | | |
| Asian | 6.3% | 1 | Asian | 0.0% | 0 | 2000 | | |
| Other | 0.0% | 0 | Other | 0.0% | 0 | White | 96.2% | 25 |
| Total People of Color | 12.5% | 2 | Total People of Color | 16.7% | 2 | African-American | 0.0% | 0 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Latino | 3.8% | 1 |
| 2013 | | | 2007 | | | Asian | 0.0% | 0 |
| White | 88.0% | 22 | White | 92.3% | 12 | Total People of Color | 3.8% | 1 |
| African-American | 0.0% | 0 | African-American | 0.0% | 0 | Women | 7.7% | 2 |
| Latino | 8.0% | 2 | Latino | 7.7% | 1 | 1999 | | |
| Asian | 4.0% | 1 | Asian | 0.0% | 0 | White | 91.7% | 11 |
| Other | 0.0% | 0 | Other | 0.0% | 0 | African-American | 0.0% | 0 |
| Total People of Color | 12.0% | 3 | Total People of Color | 7.7% | 1 | Latino | 8.3% | 1 |
| Women | 0.0% | 0 | Women | 0.0% | 0 | Asian | 0.0% | 0 |
| | | | | | | Total People of Color | 8.3% | 1 |
| | | | | | | Women | 16.7% | 2 |

TABLE 12

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES 2018

MLS League Office

One of the strategies MLS utilizes to increase opportunities for women and minorities is its internship program. For the 2018 internship program, MLS recruited women or minorities into 11 of their 19 available positions.

MLS Diversity Programs

MLS WORKS

MLS WORKS is Major League Soccer's community outreach initiative dedicated to addressing important social issues and serves as a platform for both League and club philanthropic programs. MLS WORKS seeks to establish Major League Soccer as a leader for improving the lives of people through sport.

Soccer For All

Major League Soccer is dedicated to supporting the communities where we live and play our games, and to providing an environment in which our staff, clubs, players, partners and supporters are treated with dignity and respect. We will not tolerate discrimination, bias, prejudice or harassment of any kind.

Soccer For All signifies that everyone is welcome to MLS, regardless of race, color, religion, national origin, gender, gender identity, disability, sexual orientation or socioeconomic status, and emphasizes Major League Soccer's commitment to drive positive social change, foster inclusive communities and end discrimination. In support of these efforts, MLS WORKS partners with and grants financial and in-kind donations to various organizations dedicated to equality and inclusivity. Featured organizations include:

- **America SCORES**

America SCORES is a national non-profit organization dedicated to developing programs that use soccer to energize and inspire public school students. MLS WORKS and MLS

Clubs support America SCORES to promote the importance of education, service learning and physical activity through soccer-related resources focused in urban communities.

- **Anti-Defamation League**

The Anti-Defamation League is the nation's premier civil rights/human relations agency, dedicated to fighting anti-Semitism and all forms of bigotry, and protects civil rights for all.

- **Athlete Ally**

Athlete Ally is focused on ending homophobia and transphobia in sports by educating allies in the athletic community. Athlete Ally provides public awareness campaigns, educational programming and tools and resources to foster inclusive sports communities.

- **Autism Speaks**

Autism Speaks is dedicated to promoting solutions for the needs of individuals with autism and their families through advocacy and support, increasing understanding and promoting acceptance.

- **Beyond Sport**

Beyond Sport promotes, supports, and celebrates the use of sport to address social issues in communities around the world. Beyond Sport convenes, supports, and advises the worlds of sport, business, government, and development on how sport can be used as a tool to achieve both social and business objectives.

- **FC Harlem**

MLS WORKS supports FC Harlem, a youth development organization making a positive impact on the lives of young people, and helped raise funds to build a field and implement community-based soccer and leadership programming for at-risk youth.

- **RISE (Ross Initiative in Sports for Equity)**
RISE is dedicated to harnessing the unifying power of sports to improve race relations and build a society of understanding, respect, and equality. RISE focuses on a three-pronged approach to raise awareness, inspire dialogue, and drive enduring action.
- **Special Olympics Unified Sports**
Special Olympics is an international organization that changes lives through the power of sport by encouraging and empowering people with intellectual disabilities, promoting acceptance for all, and fostering communities of understanding and respect worldwide. In partnership with ESPN, MLS WORKS and Special Olympics collaborate to promote social inclusion through the Unified Sports Soccer Exchange program - soccer teams comprised of people with and without intellectual disabilities train and compete against their counterparts in other MLS markets providing the Unified players with an authentic first team experience.
- **Street Soccer USA**
Street Soccer USA's mission is to use soccer as a tool for social change, aiming to get homeless men, women and children off the streets. Street Soccer USA provides clinical services, sports programming, education and job opportunities for the under and least served members of the population
- **U.S. Soccer Foundation**
The U.S. Soccer Foundation's *Soccer for Success* free after-school program promotes healthy habits, inclusion, and encourages the development of critical life skills through caring coach-mentors and family engagement.
- **Women's Sports Foundation**
Founded in 1974 by tennis legend, Billie Jean King, one of the 20th century's most respected and influential people, who has long been a champion for social justice and equality, the Women's Sports Foundation is dedicated to creating leaders by ensuring all girls with access to sports.

- **You Can Play**
You Can Play is dedicated to ensuring equality, respect and safety for all athletes, without regard to sexual orientation or gender identity. You Can Play works to guarantee that athletes are given a fair opportunity to compete, judged by other athletes and fans alike, only by what they contribute to the sport or their team's success.

U.S Soccer Foundation

MLS WORKS has partnered with the U.S. Soccer Foundation to help build mini-pitches in MLS markets (Safe Places to Play), offering children in underserved communities a safe place to play and supports free after-school programming (Soccer for Success), which uses soccer as a tool to address juvenile delinquency, while promoting healthy habits, inclusion, and encourages the development of critical life skills through caring coach-mentors and family engagement.

MLS WORKS Community MVP Program

MLS WORKS recognizes and rewards leaders in the community who use soccer as a tool to make a positive impact in the lives of others through social issues focused on inclusion, diversity and equality. The Community MVP Program provides MLS fans with the opportunity to nominate themselves or another individual who sets an example as a leader in their community. One Community MVP is selected to represent each of the twenty-three MLS clubs and is recognized on both the national and local levels.

Every Save Makes a Difference

MLS WORKS has partnered with Univision and Allstate to donate soccer equipment to underserved children in local Hispanic communities. Based on quantity of saves made by MLS goalkeepers during Univision broadcasts, soccer equipment is delivered to community organizations in underserved communities by MLS players and coaches. Children will receive a clinic and players speak to the importance of living a healthy, active lifestyle.

WISE

The WISE (Women in Sports and Events) mission

Richard E. Lapchick, Director

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"MAKING WAVES OF CHANGE"

is to create and support programs that enhance the success and growth of women in the sports and events industries. The organization strives to be the definitive source for businesswomen seeking information about issues, challenges and opportunities impacting all stages of their career – from entry level to senior management and those in transition. MLS offers company sponsored WISE memberships to all female employees.

Recruiting Female Athletes Committee

During 2018, the Recruiting Female Athletes Committee continued to focus on recruiting female candidates for positions within the League Office. The Committee consists of female employees of all levels who have an interest in trying to recruit other females to the League Office.

Game Changers

Hosted by Street & Smith's SportsBusiness Journal / SportsBusiness Daily, the Game Changers Conference is a one-day annual event that focuses on the multiple ways in which women intersect with sports. It provides women in sports an opportunity to hear from and network with many of the industry's most senior executives.

Diversity and Inclusion Sports Consortium

MLS is a participant in the Diversity and Inclusion Sports Consortium made up of members from the major sports leagues. The consortium members confer regularly to share diversity and inclusion best practices. To recognize, celebrate and encourage diversification in the world of sport, there is a Sports Diversity & Inclusion Symposium held each year. The symposium provides a forum to discuss, evaluate and create tangible solutions to drive greater diversity and inclusion in today's sports culture.

Leadership Development Program

The Leadership Development Program at the League Office provides leadership coaching and workshops to rising top talent to enhance their leadership skills. There is a focus to ensure that women as well as a diverse demographic are represented in each cohort.

National Black MBA Association

The National Black MBA® Association was conceived in 1970 to help Blacks coming into the corporate sector, largely for the first time, share experiences and insights to help make the journey easier. By nurturing these new professionals, the organization helped early members navigate and, ultimately, succeed in unfamiliar and frequently challenging environments. Major League Soccer is in ongoing discussions to explore partner opportunities in 2019.

Hispanicize (Hispanicize Media Group)

Hispanicize Media Group is a multi-platform media company for multicultural millennials and Generation Z. HMG works with leading brands and advertisers to navigate the rapidly evolving, \$1.7 Trillion U.S. Hispanic market by offering branded media opportunities, brand integrations, celebrity endorsements, digital marketing campaigns and social influencer management through its digital and experiential platforms. MLS partnered with Hispanicize Media Group at the Hispanicize conference in Los Angeles. We are in ongoing discussions to participate in future Hispanicize conferences.

HBCU Connect

HBCU CONNECT is the largest organization of students and alumni from Historically Black Colleges & Universities, anchored by our website, HBCUConnect.com, launched in 1999 as the first online social network for African American professionals. For the past two years we have promoted league office jobs through the extended HBCU CONNECT website network.

Women in Tech

Founded in 2012 in Philadelphia, The Women in Tech Summit is a series of events that inspire, educate and connect women in the technology industry. Our mission is to support the community of women currently working in technology and to help pave the way for women and young women who want to enter the industry. The Women in Tech Summit knows that working in tech is not just about coding but about all aspects of careers in technology. The conference brings together women in many different types of careers in tech and at every level from students to senior

executives. We have engaged Women in Tech and will explore sponsorship opportunities for 2019.