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The 2008 Racial and Gender Report Card: National Football League

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EXECUTIVE SUMMARY

The National Football League maintained a **B+** grade on racial hiring practices in the 2008 NFL Racial and Gender Report Card.

However, the NFL slipped slightly from the previous report from a score for race of 88.6 points out of 100 to 87.1. Once again, The Institute did not issue a grade for gender in this report card for reasons explained below. The NFL's last gender grade was a **D+** in the 2004 Report Card.

Using data from the 2007 season, The Institute conducted an analysis of racial breakdowns of the players, managers and coaches. In addition, the Report includes a racial and gender breakdown of the top team management, senior administration, professional administration, physicians, head trainers, and broadcasters. Coaches, general managers, presidents and owners were updated as of August 15, 2008.

The biggest breakthroughs have been the fact that two African-American head coaches faced each other in the 2007 Super Bowl for the first time and an African-American general manager helped lead his team to a win in the 2008 Super Bowl. The Report shows sustained progress in the key positions of head coach (seven in 2006, six in 2007 and 2008), general manager (four in 2006, five in 2007 and 2008) and assistant coach where the NFL reached all-time highs.

The NFL League Office is the only one of the professional leagues that does not participate in the Racial and Gender Report Card. It neither provides League Office data nor chooses to review and corroborate the data that we submit to each league prior to publication in order to try

to achieve the most accurate analysis. This is the fourth time the NFL took this position. Without League Office data, The Institute was left with less than sufficient data on gender and, therefore, we did not issue a grade on gender. The record of NFL teams regarding the hiring of women remained poor, especially compared to the significant progress on race.

Tables for the Report are included in Appendix I.

It is imperative that sports teams play the best athletes they have available to win games. The Institute strives to emphasize the value of diversity to sports organizations when they choose their team on the field and in the office. Diversity initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. It is clearly 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. This element of diversity can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the field.

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

The Institute for Diversity and Ethics in Sport (TIDES) located 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 college athletics department positions. The publication of the 2008 NFL Racial and Gender Report Card follows the publication of the reports on MLB, the NBA, the WNBA, and the Associated Press Sports Editors. The remaining reports for this year will be for Major League Soccer and college sport.

REPORT HIGHLIGHTS

- The Rooney Rule helped the NFL to increase the number of African-American head coaches from two in 2001 to six in 2005. There were seven African-American head coaches in 2006 and six in both 2007 and 2008.
- In addition, an African-American head coach and an African-American general manager led their teams to Super Bowl victories in 2007 and 2008. Tony Dungy led the Colts to victory in the Super Bowl for the first time in 2007. The game was the first in which two African-American head coaches faced off for the Championship. NY Giants general manager, Jerry Reese helped put together the team that won the Super Bowl in 2008.
- There are six African-American head coaches in 2008. No African-American head coaches were fired after the 2007 season. Four new head coaches were hired prior to the 2008-09 season and they were all white. However, it was announced that when Indianapolis Colts head coach, Tony Dungy, retires then Colts assistant head coach, Jim Caldwell, will take over. Caldwell is African-American.
- In 2006, the NFL had four African-American general managers. As the 2007 season started, there were five after Jerry Reese was named by the New York Giants as GM. They all were at the helm as the 2008 season began.
- There were a record number of people of color in assistant coaching positions in the 2007 season with 172 assistant coaches of color, or 38 percent, matching the percentage of the last Report Card.
- In the 2007 NFL season, the percentage of white players remained constant at 31 percent while the percentage of African-American players decreased slightly from 67 to 66 percent.
- Amy Trask of the Oakland Raiders remained the only female President/CEO of a team in the NFL, a position she has held since 2005. There has never been a person of color serving as president or CEO in the history of the NFL.
- There were 12 African-American vice presidents in 2007, one less than reported in last year's Report Card.
- People of color increased slightly in both team senior administration positions and in professional administration.
- In general, the record of NFL teams regarding gender hiring practices remained poor although the percentage of women did increase slightly in the categories of team senior administration and in professional administration positions. Overall, it was very close to the results in the previous Racial and Gender Report Card.

OVERALL GRADES

The NFL received an overall **B+** grade for race (87.1 out of 100). That was down slightly from 88.6 in the previous Racial and Gender Report Card. Once again, no grade was issued for gender.

The percentages for people of color increased for team senior administrators, professional administration, and physicians from 2006 to the 2007 season. It also increased for general managers from 2007 to the 2008 season. The percentages for people of color decreased only for radio and TV broadcasters while remaining the same for players, head and assistant coaches, team presidents, vice-presidents and head trainers.

The percentages for women increased for team senior administrators and professional administration. They decreased as team vice-presidents and radio and TV broadcasters in 2007 and as owners in 2008.

For race, the NFL received an **A+** for players and assistant coaches and a **B+** for head coaches and team senior administrators.

The NFL had received a **D+** for gender in the 2004 Report. The percentages of women have increased slightly between 1-3 percent since then in the categories of team vice presidents, team senior administration positions and in professional administration. Overall, there was little change on gender in the last three reports.

GRADES BY CATEGORY

Players

In the NFL's 2007 season, the percentage of African-Americans was 66 percent, a decrease of one percentage point from 2006. The all-time high for African-American players was in 2003 at 69 percent. The percentage of whites remained constant at 31 percent from 2006. The percentages of Latinos increased to just over one percent (up from 0.5 percent in 2006) and Asians in the NFL increased slightly from 1.5 to 2 percent. Of all professional leagues in the United States, the NFL continues to have the smallest percentage of international players at two percent in 2007 (up from one percent in 2006).

NFL Grade for Players: A+

See Table 1.

NFL League Office

The NFL did not report league office data so it could not be evaluated.

NFL Grade for League Office: None issued

See Table 2.

Ownership

There has never been a majority owner of color in the NFL. The NFL appeared to take a giant step in 2005 when it was announced that Red McCombs was selling the Minnesota Vikings to Reggie Fowler, an African-American. That would have meant that, for the first time, all four major sports in the United States had a majority owner of color. However, the sale was not approved and Fowler became a minority owner of the Vikings.

There has never been a majority owner of color in the NFL.

There were three women who held ownership of an NFL team during the 2007 season:

- Delores Barr Weaver, Jacksonville Jaguars
- Denise DeBartolo York, San Francisco 49ers
- *Georgia Frontiere, Saint Louis Rams

*Frontiere passed away January 18, 2008. She was involved in the ownership of the Rams for nearly 30 years.

See Table 3.

Head Coaches

The efforts of the Commissioner's Office, as well as the diversity groups appointed by the NFL in the last five years, have brought about a dramatic change in head coaches. Former players formed the Fritz Pollard Alliance to add pressure and create more momentum for change.

Nothing highlighted this more than when the Indianapolis Colts and Chicago Bears faced off in the 2007 Super Bowl with Tony Dungy and Lovie Smith, two African-Americans, leading their respective teams. It was the first time this happened in the NFL. It had only happened once in the NBA and it has never happened in Major League Baseball.

The Rooney Rule, which requires that people of color be interviewed as part of the search process for head coaches, has helped to more than double the number of African-American head coaches in the NFL from two in 2001 to six in 2005. There were seven African-American head coaches in 2006 and six in both 2007 and 2008. The Rooney Rule was named after Steelers' owner Dan Rooney, who is the head of the league's diversity committee. The NFL's policy is similar to the approach adopted earlier by Major League Baseball in 1999 under Bud Selig, which helped triple the number of managers of color in MLB in the first few years after implementation.

In 2003, with the hiring of Marvin Lewis by the Cincinnati Bengals, the number of head coaches of color in the NFL increased to three. The percentage of African-American head coaches grew to 16 percent before the start of the 2004 season when the NFL added two more African-American head coaches: Dennis Green of the Arizona Cardinals and Lovie Smith of the Chicago Bears. After the 2005 Super Bowl, Romeo Crennel was hired as head coach of the Cleveland Browns, giving the NFL six African-American head coaches, two times the previous high of three African-American NFL head coaches.

After the 2005 NFL season, Herman Edwards was released of his contract with the New York Jets and subsequently hired by the Kansas City Chiefs. Art Shell was hired as the head coach of the Oakland Raiders. Shell was the first African-American coach in the NFL when he was hired by the Raiders in 1989, and continued in this position until 1994.

Dennis Green and Art Shell were let go after the 2006 season and Mike Tomlin was hired by the Pittsburgh Steelers prior to the start of the 2007 NFL season. Four new head coaches were

hired prior to the 2008 NFL season and all were white. This leaves six African-American head coaches. They are:

- Romeo Crennel, Cleveland Browns
- Tony Dungy, Indianapolis Colts
- Herman Edwards, Kansas City Chiefs
- Marvin Lewis, Cincinnati Bengals
- Lovie Smith, Chicago Bears
- Mike Tomlin, Pittsburgh Steelers

Historical Listing of African-American Professional Head Coaches in the NFL			
(*9 permanent head coaches, 1 interim head coach)			
	Team	Year(s)	Record
Art Shell	L.A. Raiders	1989-94	54-38
	Oakland Raiders	2006	2-14
Dennis Green	Minnesota	1992-01	97-62
	Arizona	2004-2006	16-32
Ray Rhodes	Philadelphia	1995-98	29-34-1
	Green Bay	1999	8-8
Tony Dungy	Tampa Bay	1996-2001	54-42
	Indianapolis	2002-present	73-23
Terry Robiskie	Washington	2000	1-2 (interim head coach)
	Cleveland	2004	1-4 (interim head coach)
Herman Edwards	N.Y. Jets	2001-2005	39-41
	Kansas City Chiefs	2006-present	13-19
Marvin Lewis	Cincinnati	2003-present	42-38
Lovie Smith	Chicago	2004-present	36-28
Romeo Crennel	Cleveland	2005-present	20-28
Mike Tomlin	Pittsburgh	2007-present	10-6

** This represents the modern era. Fritz Pollard coached Akron in 1921.*

NFL Grade for Head Coaches: B+

See Table 4.

Assistant Coaches

The 2007 season saw a record number of people of color in assistant coaching positions in the NFL when there were 172 assistant coaches of color, or 38 percent. This was up from 165 assistant coaches of color, while matching the 38 percent in the last Report Card.

In the 2007 NFL season, the number of white assistant coaches remained constant with the 2006 season at 62 percent, while African-Americans increased by one percentage point to 36 percent. Latinos moved down one percentage point to one percent, and Asian assistant coaches remained at one percentage point. Seven African-Americans held coordinator positions in the NFL, up from six in the last Report Card.

Nine African-Americans held coordinator positions in the NFL, up from six in the last Report Card:

- Hue Jackson, Atlanta Falcons, Offensive Coordinator
- Perry Fewell, Buffalo Bills, Defensive Coordinator
- Brian Stewart, Dallas Cowboys, Defensive Coordinator
- Ron Meeks, Indianapolis Colts, Defensive Coordinator
- Leslie Frazier, Minnesota Vikings, Defensive Coordinator
- Clarence Shelton, San Diego Chargers, Offensive Coordinator
- Ted Cottrell, San Diego Chargers, Defensive Coordinator
- *Mel Tucker, Cleveland Browns, Defensive Coordinator
- *Sherman Smith, Washington Redskins, Offensive Coordinator

*Hired after the 2007 season

NFL Grade for Assistant Coaches: A+

See Table 5.

Top Management

CEOs/Presidents

Amy Trask of the Oakland Raiders is the only woman president/CEO in the NFL, a position she has held since 2005.

There has never been a president/CEO of color in the NFL.

See Table 6.

General Manager/Principal-in-Charge

In what the NFL defined as the position equivalent to a general manager, whites held 84 percent of the posts in the 2007 season (down from 87 percent in 2006) with the remaining 16 percent

being African-American (up from 13 percent in 2006). The five African-Americans in this position during the 2006 season were:

- Rod Graves, vice president, Football Operations, Arizona Cardinals
- James Harris, vice president of Player Personnel, Jacksonville Jaguars
- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Jerry Reese, senior vice president and general manager, New York Giants
- Rick Smith, General Manager, Houston Texans

***NFL Grade for General Manager/Principal-in-Charge: B/B+**

When the Giants won the 2008 Super Bowl, they became the first champion with an African-American GM. The five African-American who were GMs in the 2007 season opened the 2008 season as their teams' GMs.

See Table 7.

Team Vice Presidents

In the 2007 NFL season, 92 percent of all vice presidents were white while eight percent were African-American. There were 12 African-American vice presidents in 2007, which is one less than reported in last year's Report Card. There were no Latinos or Asians represented. The following are the African-Americans who held vice president positions in 2007:

- Ronnie Barnes, vice president, Medical Services, New York Giants
- Greg Carney, vice president of marketing, Denver Broncos
- Rod Graves, vice president, Football Operations, Arizona Cardinals
- James Harris, vice president, player personnel, Jacksonville Jaguars
- Martin Mayhew, senior vice president and assistant general manager, Detroit Lions
- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Jerry Reese, senior vice president and general manager, New York Giants
- Reggie Roberts, vice president, Football Communications, Atlanta Falcons
- Tony Softli, vice president of player personnel, St. Louis Rams
- Kevin Warren, vice president, Operations and Legal Counsel, Minnesota Vikings
- Bob Wallace, executive vice president and General Counsel, St. Louis Rams
- Tony Wyllie, vice president, Communications, Houston Texans

The New York Giants and St. Louis Rams were the only NFL teams with more than one African-American vice president.

Women held 17 (11 percent) of the vice president positions during the 2007 season, which was a one percentage point decrease since last year's Report Card. The 17 women in these posts were:

- Rita Benson LeBlanc, executive vice president, New Orleans Saints
- Linda Bogdan, vice president and assistant director of college scouting, Buffalo Bills
- Jeanne Bonk, executive vice president/chief financial officer, San Diego Chargers
- Susan Darrington, vice president, facility operations and services, Seattle Seahawks
- Jennifer Ferron, vice president, marketing operations, New England Patriots
- Tammy Fruits, vice president of sales and marketing, Kansas City Chiefs
- Cindy Galloway Kellogg, vice president, community relations, Denver Broncos
- Elisabeth Lang, vice president, communications, San Francisco 49ers
- Marilan Logan, vice president and controller, Houston Texans
- Lisa Manning, vice president, marketing, Arizona Cardinals
- Vicky Neumeyer, vice president and general counsel, New Orleans Saints
- Mary Owen, vice president, strategic planning, Buffalo Bills
- Christine Procops, vice president/chief financial officer, New York Giants
- Kim Shreckengost, executive vice president, chief of staff, Atlanta Falcons
- Jill Strafacci, senior vice president, finance and administration, Miami Dolphins
- Suzie Thomas, senior vice president/chief administrative officer, Houston Texans
- Vicki Vannieuwenhoven, vice president, finance, Green Bay Packers

Buffalo, Houston and New Orleans were the only teams in the NFL with more than one woman as a vice president.

NFL Grade for Team Vice Presidents:

Race: D+/C-
Gender: none issued

See Table 8.

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer, chief financial officer, public relations director and director of community relations.

Both people of color and women increased the senior administrative positions they held during the 2007 season.

People of color occupied almost 18 percent of all NFL senior administration positions, up by nearly two percentage points. African-Americans increased two percentage points to 14 percent and Asian-Americans decreased one percentage point to one percent, while Latinos remained the same at two percent. Whites held 82 percent of these positions, down two percentage points.

Eighteen percent of the senior administrators in the NFL were women, which is a one percentage point increase from the last Report Card.

NFL Grade for Senior Administration:

Race: B+
Gender: none issued

See Table 9.

Professional Administration

Positions categorized as professional team administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

In the NFL, white professional administrators decreased one percentage point to 85 percent of the total. African-Americans increased one percentage point to ten percent, while Latinos and Asians remained the same at three and one percent respectively. "Other" racial groups decreased slightly. The percentage of people of color in professional administration positions was almost 15 percent of the total, increasing by nearly one percentage point.

Women gained one percentage point bringing them to 34 percent.

NFL Grade for Professional Administration:

Race: B
Gender: none issued

See Table 10.

Physicians and Head Trainers

Physicians

In the NFL, white team physicians decreased by three percentage points to 92 percent, while African-Americans increased to four percent. Asians decreased by one percentage point to two percent, while Latinos and the "other" category remained the same at one percent each. The percentage of women physicians also remained the same at five percent.

See Table 11.

Head Trainers

In 2007, white head trainers decreased from 86 to 85 percent, while African-Americans increased by two percentage points to 15 percent of the total in the NFL. There were no Latino, Asian or women head trainers in 2007.

See Table 12.

Radio/TV Broadcasters

For NFL teams, white broadcasters increased three percentage points to 77 percent of the total. African-Americans decreased from 13 percent to 11 percent while Latino broadcasters decreased from 13 percent to 12 percent of the total for 2007. There were no Asian broadcasters. Women comprised of one percent of the total in 2007, down from two percent last year.

See Table 13.

Stacking

Most observers agree that the issue of stacking in the NFL is no longer a major concern. In the 2007 NFL season, the percentage of African-American quarterbacks increased three percentage points to 19 percent. Quarterback is football's central "thinking" position. Historically, the positions of running back, wide receiver, cornerback and safety have had disproportionately high percentages of African-Americans. The latter positions rely a great deal on speed and reactive ability. The quarterback position was the primary concern since it was so central to the game and now that African-Americans have broken down that barrier, concern about other positions has been greatly diminished.

While the positions of running back (89 percent), wide receiver (89 percent), cornerback (97 percent) and safety (84 percent) continued to be disproportionately held by African-Americans, these are of less concern. That is also true for the position of center, considered to be the anchor of the offensive line, which was still dominated (77 percent) by whites.

See Tables 14 and 15.

HOW GRADES WERE CALCULATED

As in previous reports, the 2008 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 that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, 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, and **C** if it had only nine percent. Grades for race below this level were assigned a **D** for six percent or **F** for any percent equal to or below five percent. The category of players was weighted at 20 percent, head and assistant coaches at 30 and 10 percent, respectively, general managers at 10 percent, team vice-presidents at five percent, senior administration at 10 percent and professional administrators at 15 percent for race.

Had gender grades been distributed, an **A** would have been earned if 40 percent of the employees were women, **B** for 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

All data was collected by a research team at The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos School of Sport Business Management.

Baseline data was gathered from the National Football League (NFL) media guides. The data was placed in spreadsheets; each team had its own spreadsheet, with each position broken down by race and gender. The data was then combined into one master spreadsheet, 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 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. The NFL did not respond other than to say it was again not participating this year. The report covers the 2007 and 2008 seasons for the National Football League. Listings of professional owners, general managers and head coaches were updated as of August 25, 2008. Grades, however, were calculated according to the reporting period of 2007.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 16th 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 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), 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.

This marks the fourth year the Report Card is being issued sport-by-sport. Reports for MLB, the NBA, and WNBA have already been released. The complete Racial and Gender Report Card, including all the leagues, will be issued after the release of subsequent individual reports on MLS and college sport.

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 and now at UCF. (Until 1998 the report was known as the *Racial Report Card*.) In addition to Lapchick, Eric Little and Coleen Lerner contributed greatly to and co-authored this report. Their research efforts were invaluable.

The Institute for Diversity and Ethics in Sport (TIDES) www.tidesport.org

The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports. The Institute researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, The Institute conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the 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 National Consortium for Academics and Sports (NCAS), a group of more than 220 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, UCF

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 sport and social issues. It is the only program in a business college to offer a two degree option, allowing students to earn a master's of business administration (MBA) degree in addition to the master's 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.

APPENDIX I

Players					
		%	#		
2007				1997	
	White	31%	730		White
	African-American	66%	1566		African-American
	Latino	1%	30		Latino
	Asian	2%	44		Other
	Other	<1%	1		
	International	2%	43	1996	
2006					White
	White	31%	532		African-American
	African-American	67%	1131		Latino
	Latino	0.5%	8		Other
	Asian	1.5%	25		
	Other	0%	0	1995	
	International	1%	24		White
2005					African-American
	White	31.50%	537		Latino
	African-American	65.50%	1116		Other
	Latino	<1%	10		
	Asian	2%	34	1994	
	Other	<1%	1		White
	International	1%	18		African-American
2003					Latino
	White	29%	516		Other
	African-American	69%	1228		
	Latino	1%	9	1993	
	Asian	1%	22		White
	Other	0%	0		African-American
2000					Latino
	White	x	x	1992	
	African-American	x	x		White
	Latino	x	x		African-American
	Other	x	x		Latino
1999					Other
	White	32%	x		
	African-American	67%	x	1991	
	Latino	<1%	x		White
	Other	<1%	x		African-American
1998					Latino
	White	32%	x		
	African-American	66%	x	1990	
	Latino	<1%	x		White
	Other	1%	x		African-American
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League Office: NFL

	Office Management		Support Staff Personnel			Office Management		Support Staff Personnel	
	%	#	%	#		%	#	%	#
2003-2006					1997				
White	NFL did not supply data				White	80%	119	68%	34
African-American					African-American	15%	22	22%	11
Latino					Latino	2%	3	8%	4
Asian					Asian	3%	4	2%	1
Other					Other	0%	0	x	x
Women					Women	26%	39	84%	42
Total					Total	148		50	
2002					1996				
White	74%	150	51%	42	White	82%	93	81%	56
African-American	14%	28	25%	21	African-American	14%	16	12%	8
Latino	4%	9	19%	16	Latino	<1.0%	1	4%	3
Asian	8%	16	5%	4	Asian	2%	2	3%	2
Other	0%	0	0%	0	Other	<1.0%	1	x	x
Women	26%	53	54%	45	Women	22%	25	64%	44
Total	203		83		Total	113		69	
2000					1995				
White	77%	140	57%	31	White	79%	62	85%	68
African-American	14%	25	22%	12	African-American	15%	12	8%	6
Latino	<3%	5	19%	10	Latino	<2%	1	5%	4
Asian	7%	12	2%	1	Asian	3%	2	3%	2
Other	0%	0	0%	0	Other	<2.0%	1	x	x
Women	29%	53	56%	30	Women	21%	16	58%	46
Total	182		54		Total	78		80	
1998									
White	79%	131	70%	40					
African-American	15%	25	19%	11					
Latino	2%	3	9%	5					
Asian	4%	6	2%	1					
Other	0%	0	x	x					
Women	26%	43	75%	43					
Total	165		57						

Note: Data provided by the NFL league office.

x= Data not recorded

Table 2

Majority Owners

		%			%
2008			2003		
	White	100%		White	100%
	African-American	0%		African-American	0%
	Latino	0%		Latino	0%
	Asian	0%		Asian	0%
	Other	0%		Women	10%
	Women	6%	2001		
2007				White	100%
	White	100%		African-American	0%
	African-American	0%		Latino	0%
	Latino	0%		Asian	0%
	Asian	0%		Women	9%
	Other	0%	1999		
	Women	8%		White	100%
2006				African-American	0%
	White	100%		Latino	0%
	African-American	0%		Asian	0%
	Latino	0%		Women	6%
	Asian	0%	1998		
	Other	0%		White	100%
	Women	9%		African-American	0%
2005				Latino	0%
	White	100%		Asian	0%
	African-American	0%		Women	6%
	Latino	0%	1997		
	Asian	0%		White	100%
	Other	0%		African-American	0%
	Women	11%		Latino	0%
				Asian	0%
				Women	7%

Table 3

Head Coaches

		%	#			%	#
2008				1999			
	White	81%	26		White	94%	29
	African-American	19%	6		African-American	6%	2
	Asian	0%	0		Asian	0%	0
	Latino	0%	0		Latino	0%	0
	Other	0%	0		Women	0%	0
	Women	0%	0	1997			
2007					White	90%	27
	White	81%	26		African-American	10%	3
	African-American	19%	6		Asian	0%	0
	Asian	0%	0		Latino	0%	0
	Latino	0%	0		Women	0%	0
	Other	0%	0		African-American	10%	3
	Women	0%	0		Latino	0%	0
2006				1995			
	White	78%	25		White	90%	27
	African-American	22%	7		African-American	10%	3
	Asian	0%	0		Latino	3%	1
	Latino	0%	0	1994			
	Other	0%	0		White	93%	28
	Women	0%	0		African-American	7%	2
2005					Latino	0%	0
	White	81%	26	1993			
	African-American	19%	6		White	89%	25
	Asian	0%	0		African-American	7%	2
	Latino	0%	0		Latino	<4%	1
	Women	0%	0	1992			
2003					White	89%	25
	White	91%	29		African-American	7%	2
	African-American	9%	3		Latino	<4%	1
	Asian	0%	0	1991			
	Latino	0%	0		White	93%	26
	Women	0%	0		African-American	7%	2
2001					Latino	0%	0
	White	94%	30	1990			
	African-American	6%	2		White	96%	27
	Asian	0%	0		African-American	4%	1
	Latino	0%	0		Latino	0%	0
	Women	0%	0	2000			
	White	90%	28		White	90%	28
	African-American	10%	3		African-American	10%	3
	Asian	0%	0		Asian	0%	0
	Latino	0%	0		Latino	0%	0
	Women	0%	0		Women	0%	0

Table 4

Assistant Coaches

		%	#			%	#
2007				1997			
	White	62%	284		White	73%	311
	African-American	36%	162		African-American	26%	113
	Latino	1%	5		Latino	1%	3
	Asian	1%	5		Asian	<1%	1
	Other	0%	0		Other	0%	0
	Women	0%	0		Women	0%	0
2006				1996			
	White	62%	269		White	74%	307
	African-American	35%	151		African-American	25%	102
	Latino	2%	10		Latino	<1%	3
	Asian	1%	4		Asian	<1%	1
	Other	0%	0		Other	0%	0
	Women	0%	0	1995			
2005					White	76%	289
	White	66%	316		African-American	23%	88
	African-American	32%	154		Latino	0%	0
	Latino	1%	5		Asian	0%	0
	Asian	1%	3		Other	<1%	4
	Other	0%	0	1994			
	Women	0%	0		White	77%	249
2003					African-American	23%	73
	White	67%	341		Latino	<1%	1
	African-American	30%	153		Asian	<1%	1
	Latino	2%	8		Other	0%	0
	Asian	0%	1	1993			
	Other	1%	7		White	76%	217
	Women	0%	0		African-American	23%	73
2001					Latino	<1%	1
	White	71%	333		Other	0%	0
	African-American	28%	132	1992			
	Latino	<1%	6		White	80%	264
	Asian	<1%	1		African-American	20%	65
	Other	0%	0		Latino	0%	0
	Women	0%	0		Other	0%	0
1999				1991			
	White	72%	330		White	84%	289
	African-American	28%	127		African-American	16%	54
	Latino	0%	0				
	Asian	0%	0				
	Other	0%	0				
	Women	0%	0				

x= Data not recorded

Table 5

CEO/President

	%	#		%	#
2008			2003		
White	100%	29	White	100%	32
African-American	0%	0	African-American	0%	0
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Women	9%	3
Women	3%	1	2000		
2007			White	100%	x
White	100%	30	African-American	0%	x
African-American	0%	0	Latino	0%	x
Latino	0%	0	Asian	0%	x
Asian	0%	0	Women	3%	x
Other	0%	0	1999		
Women	3%	1	White	100%	x
2006			African-American	0%	x
White	100%	35	Latino	0%	x
African-American	0%	0	Asian	0%	x
Latino	0%	0	Women	3%	x
Asian	0%	0	1998		
Other	0%	0	White	100%	x
Women	3%	1	African-American	0%	x
2005			Latino	0%	x
White	100%	41	Asian	0%	x
African-American	0%	0	Women	3%	x
Latino	0%	0	1997		
Asian	0%	0	White	100%	x
Women	3%	1	African-American	0%	x
			Latino	0%	x
			Other	0%	x
			Women	0%	x

x= Data not recorded

Table 6

General Manager/Director of Player Personnel

	%	#		%	#
2008			1999		
White	83%	25	White	87%	27
African-American	17%	5	African-American	13%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1998		
2007			White	87%	27
White	84%	26	African-American	13%	4
African-American	16%	5	Latino	0%	0
Latino	0%	0	Asian	0%	0
Asian	0%	0	Women	0%	0
Other	0%	0	1997		
Women	0%	0	White	87%	26
2006			African-American	13%	4
White	87%	28	Latino	0%	0
African-American	13%	4	Asian	0%	0
Latino	0%	0	Women	0%	0
Asian	0%	0	1996		
Other	0%	0	White	83%	25
Women	0%	0	African-American	17%	5
2005			Latino	0%	0
White	87%	27	1995		
African-American	13%	4	White	87%	26
Latino	0%	0	African-American	13%	4
Asian	0%	0	Latino	0%	0
Women	0%	0	1994		
2003			White	86%	25
White	94%	30	African-American	14%	4
African-American	6%	2	Latino	0%	0
Latino	0%	0	1993		
Asian	0%	0	White	86%	25
Women	0%	0	African-American	10%	3
2001			Latino	4%	1
White	94	30			
African-American	6	2			
Latino	0	0			
Asian	0	0			
Women	0	0			

x= Data not recorded

Table 7

Vice Presidents

	%	#		%	#
2007			1999		
White	92%	141	White	92%	130
African-American	8%	12	African-American	8%	11
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Women	7%	10
Women	11%	17	1997		
2006			White	90%	97
White	92%	152	African-American	10%	11
African-American	8%	13	Latino	0%	0
Latino	0%	0	Asian	0%	0
Asian	0%	0	Women	7%	8
Other	0%	0	1996		
Women	12%	18	White	88%	76
2005			African-American	12%	10
White	90%	143	Latino	0%	0
African-American	10%	16	Other	0%	0
Latino	0%	0	Women	12%	10
Asian	0%	0	1995		
Women	8%	13	White	95%	70
2003			African-American	5%	4
White	89%	131	Latino	0%	0
African-American	10%	14	Other	0%	0
Latino	1%	2	Women	6%	5
Asian	0%	0	1994		
Women	7%	10	White	96%	64
2001			African-American	4%	3
White	92%	118	Latino	0%	0
African-American	7%	9	Asian	0%	0
Latino	1%	1	Women	4%	3
Asian	0%	0	1993		
Women	9%	11	White	93%	56
			African-American	7%	4
			Latino	0%	0
			Asian	0%	0
			Women	6%	4

Table 8

Senior Administrators

			%	#				%	#
2007					2000				
	White		82%	421		White	90%	x	
	African-American		14%	73		African-American	9%	x	
	Latino		2%	9		Latino	1%	x	
	Asian		1%	7		Asian	<1%	x	
	Other		<1%	2		Women	28%	x	
	Women		18%	94	1999				
2006						White	86%	x	
	White		84%	421		African-American	14%	x	
	African-American		12%	61		Latino	0%	x	
	Latino		2%	8		Asian	0%	x	
	Asian		2%	8		Women	14%	x	
	Other		0%	1	1998				
	Women		17%	86		White	88%	x	
2005						African-American	9%	x	
	White		86%	424		Latino	2%	x	
	African-American		12%	60		Asian	1%	x	
	Latino		1%	6		Women	27%	x	
	Asian		<1%	2	1997				
	Other		<1%	2		White	91%	x	
	Women		16%	80		African-American	9%	x	
2003						Other	0%	x	
	White		84%	351		Women	16%	x	
	African-American		13%	52	1996				
	Latino		<1%	3		White	89%	x	
	Asian		<1%	4		African-American	9%	x	
	Women		17%	70		Other	<2%	x	
						Women	9%	x	

x= Data not recorded

Table 9

Professional Teams: Administration

	%	#		%	#
2007			1997		
White	85%	753	White	87%	x
African-American	10%	86	African-American	10%	x
Latino	3%	30	Latino	2%	x
Asian	1%	13	Asian	1%	x
Other	<1%	3	Women	34%	x
Women	34%	297	1996		
2006			White	90%	x
White	86%	805	African-American	8%	x
African-American	9%	83	Other	2%	x
Latino	3%	27	Women	18%	x
Asian	1%	13	1995		
Other	1%	5	White	88%	x
Women	33%	310	African-American	11%	x
2005			Other	1%	x
White	89%	873	Women	15%	x
African-American	8%	79	1994		
Latino	2%	21	White	89%	x
Asian	1%	10	African-American	11%	x
Other	<1%	3	Latino	<1%	x
Women	32%	311	Asian	0%	x
2003			Other	<1%	x
White	87%	1024	Women	12%	x
African-American	9%	101	1993		
Latino	2%	20	White	88%	x
Asian	<1%	6	African-American	9%	x
Other	2%	20	Latino	1%	x
Women	31%	362	Asian	<1%	x
1999			Other	<1%	x
White	84%	x	1992		
African-American	15%	x	White	90%	x
Latino	<1%	x	African-American	6%	x
Asian	<1%	x	Latino	3%	x
Women	19%	x	Asian	<1%	x
1998			Other	0%	x
White	87%	x			
African-American	10%	x			
Latino	2%	x			
Asian	1%	x			
Women	24%	x			

x= Data not recorded

Table 10

Physicians

	%	#		%	#
2007			1997		
White	92%	112	White	91%	38
African-American	4%	5	African-American	2%	1
Latino	1%	1	Latino	7%	3
Asian	2%	3	Asian	0%	0
Other	1%	1	Women	0%	0
Women	5%	6	1996		
2006			White	96%	45
White	95%	109	African-American	2%	1
African-American	1%	1	Latino	2%	2
Latino	1%	1	Other	0%	0
Asian	3%	3	Women	0%	0
Other	1%	1	1995		
Women	5%	6	White	100%	44
2005			African-American	0%	0
White	94%	117	Latino	0%	0
African-American	1%	1	Other	0%	0
Latino	2%	2	Women	0%	0
Asian	2%	3	1994		
Other	1%	1	White	100%	72
Women	7%	9	African-American	0%	0
2003			Latino	0%	0
White	94%	118	Other	0%	0
African-American	2%	2	Women	0%	0
Latino	0%	0	1993		
Asian	2%	3	White	97%	71
Other	2%	3	African-American	<2%	1
Women	2%	2	Latino	<2%	1
2001			Other	0%	0
White	96%	94	1992		
African-American	1%	1	White	98%	66
Latino	1%	1	African-American	<2%	1
Asian	1%	1	Latino	0%	0
Women	2%	2	1998		
1998			White	95%	52
White	95%	52	African-American	0%	0
African-American	0%	0	Latino	4%	2
Latino	4%	2	Asian	1%	1
Asian	1%	1	Women	0%	0
Women	0%	0			

Table 11

Head Trainers

	%	#		%	#
2007			1998		
White	85%	50	White	87%	27
African-American	15%	9	African-American	13%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Other	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1997		
2006			White	87%	26
White	86%	48	African-American	10%	3
African-American	13%	7	Latino	0%	0
Latino	0%	0	Other	3%	1
Asian	2%	1	Women	0%	0
Other	0%	0	1996		
Women	0%	0	White	90%	27
2005			African-American	10%	3
White	88%	52	Other	0%	0
African-American	12%	7	1995		
Latino	0%	0	White	89%	25
Asian	0%	0	African-American	7%	2
Other	0%	0	Other	4%	1
Women	0%	0	1994		
2003			White	89%	25
White	18%	26	African-American	7%	2
African-American	16%	5	Other	4%	1
Latino	3%	1	1993		
Asian	0%	0	White	92%	26
Other	0%	0	African-American	4%	1
Women	0%	0	Other	4%	1
2001			1992		
White	88%	28	White	92%	26
African-American	13%	4	African-American	4%	1
Latino	0%	0	Other	4%	1
Other	0%	0			
Women	0%	0			

Table 12

Radio and TV Announcers

		%			%
2007			1998		
	White	77%		White	89%
	African-American	11%		African-American	5%
	Latino	12%		Latino	5%
	Asian	0%		Asian	0%
	Other	0%		Other	0%
	Women	1%		Women	3%
2006			1997		
	White	74%		White	82%
	African-American	13%		African-American	15%
	Latino	13%		Latino	3%
	Asian	0%		Asian	0%
	Other	0%		Other	0%
	Women	2%		Women	3%
2005			1996		
	White	74%		White	80%
	African-American	12%		African-American	15%
	Latino	14%		Latino	5%
	Asian	0%		Asian	0%
	Other	0%		Other	0%
	Women	0%		Women	3%
2003			1995		
	White	94%		White	79%
	African-American	3%		African-American	7%
	Latino	0%		Latino	9%
	Asian	0%		Asian	0%
	Other	0%		Other	5%
	Women	3%		Women	2%
2001			1993		
	White	87%		White	85%
	African-American	10%		African-American	2%
	Latino	3%		Latino	13%
	Asian	0%	1992		
	Other	0%		White	86%
	Women	2%		African-American	2%
				Latino	12%

Table 13

NFL Offense

		QB	RB	WR	TE	OT	OG	C
2007								
	White	76%	9%	10%	56%	49%	59%	77%
	African-American	19%	89%	89%	42%	49%	35%	18%
2006								
	White	82%	10%	8%	54%	43%	53%	70%
	African-American	16%	88%	91%	43%	57%	42%	26%
2005								
	White	82%	9%	9%	57%	44%	54%	69%
	African-American	16%	89%	91%	40%	55%	39%	24%
2003								
	White	77%	13%	14%	55%	44%	56%	85%
	African-American	22%	86%	86%	42%	55%	41%	12%
2002								
	White	76%	16%	12%	56%	45%	56%	83%
	African-American	24%	82%	88%	41%	53%	41%	14%
2000								
	White	78%	13%	10%	56%	48%	48%	70%
	African-American	21%	86%	90%	41%	30%	50%	25%
1999								
	White	81%	13%	9%	55%	42%	55%	75%
	African-American	18%	86%	91%	42%	55%	42%	20%
1998								
	White	91%	13%	8%	55%	39%	67%	83%
	African-American	8%	87%	92%	42%	55%	29%	17%
1997								
	White	91%	7%	8%	52%	49%	72%	72%
	African-American	7%	90%	89%	48%	47%	23%	20%
1993								
	White	93%	8%	10%	39%	51%	64%	79%
	African-American	7%	92%	90%	60%	47%	32%	18%

Note: 66 % of all players in the NFL are Black. 31% of all players are White. 3% of all players in the NFL are either Pacific Islander, Latino, or Asian American. Any totals of less than 100% are due to the third category of other.

Table 14

NFL Defense						
		CB	S	LB	DE	DT
2007						
	White	2%	13%	26%	21%	18%
	African-American	97%	84%	71%	73%	76%
2006						
	White	4%	14%	24%	24%	18%
	African-American	96%	85%	73%	75%	75%
2005						
	White	5%	14%	26%	24%	20%
	African-American	95%	83%	71%	75%	75%
2003						
	White	2%	19%	17%	22%	20%
	African-American	98%	81%	80%	77%	76%
2002						
	White	1%	13%	19%	20%	23%
	African-American	98%	87%	78%	78%	78%
2000						
	White	7%	13%	22%	25%	26%
	African-American	93%	87%	76%	73%	73%
1999						
	White	4%	10%	23%	21%	20%
	African-American	96%	90%	74%	77%	68%
1998						
	White	1%	9%	24%	19%	31%
	African-American	99%	91%	75%	79%	63%
1997						
	White	2%	10%	24%	15%	24%
	African-American	98%	89%	74%	8%	71%
1993						
	White	1%	18%	27%	27%	30%
	African-American	99%	80%	72%	71%	53%

Note: 66 % of all players in the NFL are Black. 31% of all players are White. 3% of all players in the NFL are either Pacific Islander, Latino, or Asian American. Any totals of less than 100% are due to the third category of other.

Table 15