



## The 2005 Racial and Gender Report Card: Major League Baseball

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### EXECUTIVE SUMMARY

The Racial and Gender Report Card asks, 'Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance at bat or to operate a team?' There is clearly significant room for progress.

Issues of race and gender continue to be a concern for sport in America. Much of the news emanating from offices where the Commissioner has authority is good, especially for racial hiring practices. However, the records of MLB teams continue to be inconsistent in this reporting period with some progress and some set-backs.

The 2005 season ended with a seeming home run for those urging more open hiring practices with the World Series triumph of the Chicago White Sox. It was the first time a team won the series with a person of color in both positions of manager (Ozzie Guillen) and general manager (Ken Williams).

Commissioner Bud Selig has led MLB to significant improvements on the issue of racial and gender hiring practices, especially in the areas under his direct influence. However, the results at the team level still clearly show the limits of his powers. The commissioner sets an important tone but does not have the authority to mandate change at the team level beyond the position of manager and general manager.

Major League Baseball did very well in the areas over which Commissioner Selig had the most influence, including MLB's Central Office and the manager's positions on each club. Baseball received an **A** or better for player opportunities, managers and coaches as well as for the MLB Central Office.

The area he had influence on that did poorly was the general manager where MLB got a **D**.

Using data from the 2005 season, the Institute for Diversity and Ethics in Sport conducted an analysis of the racial breakdown of the players, managers and coaches. In addition, the Report Card includes a racial and gender breakdown of the owners, management in the Central Office as well as the team level, top team management, senior administration, professional administration, support staff, physicians, head trainers and broadcasters. An overview of player stacking is also included.

Tables for the Report are included in Appendix I. MLB's extensive diversity initiatives are listed in Appendix II.

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 like diversity management training can help change attitudes and increase the applicant pool for open positions. It is obviously the choice of the organization regarding which applicant is the best fit for their ball club, but the Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender because it can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the field.

The University of Central Florida's Institute for Diversity and Ethics in Sport 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.

## REPORT HIGHLIGHTS

Arturo Moreno who purchased the Anaheim Angels remains the only person of color to own a Major League Baseball team and the only Latino in all professional sports to be a majority owner.

The Chicago White Sox won the 2005 World Series led by Ozzie Guillen, a Latino manager, and Ken Williams, the only African-American general manager in MLB.

As of the publication date, MLB has five Major League managers of color (three African-Americans and two Latinos).

29 percent of the coaches in MLB were either African-American or Latino.

A total of 39.7 percent of the players were Latino (28.7 percent), African-American (8.5 percent) or Asian (2.5 percent).

The 8.5 percent African-American player total was the lowest percentage since the Report was initiated in the mid-1980s.

27 percent of the staff in MLB's Central Office were people of color.

At the senior administration level, 24 percent of MLB Central Office employees were people of color, while women occupied 26 percent of the positions.

At the director and managerial level, 20 percent of Central Office employees were people of color, while women occupied 34 percent of the posts.

People of color comprised 24 percent of all MLB professionals, technicians and supervisors; 27 percent were women, as reported by the Central Office.

At the team level, MLB had two general managers who were people of color.

12 percent of team vice presidents were people of color and 13 percent were women, indicating an increase in people of color and a decrease for female representation in the vice president positions.

The percent of senior administrators who were people of color increased to 16 percent in 2005. Women in senior administration, who suffered a sharp decline between 2003 and 2004 from 24 percent to 14 percent, rose back to 18 percent in 2005.

Only 10 percent of professional administrators were people of color. The percentage of women in these positions has risen steadily in recent years and in 2005 increased to 30 percent from 28 percent the previous year.

## OVERALL GRADES

Overall, MLB earned a slightly higher **B+** for race and a **D+** for gender, which was lower than the **C** in the 2004 Report. This gave it a combined **C+**, the same as in the 2004 Report Card.

## GRADES BY CATEGORY

### Players

In the 2005 MLB season 59.9 percent of the players were white, 8.5 percent were African-American, 28.7 percent were Latino and 2.5 percent were of Asian descent. This was a three-percentage point decrease for white players and three-percentage point increase for Latinos. The percentage of African-American players is the lowest it has been in 26 years. There were 30 Asian baseball players in the entire league, which is four more than last season. The percentage of international players in MLB was 30.3 percent, up three percentage points. According to the MLB, players born outside of the 50 United States represent 27.4% of those surveyed on the 2006 Opening Day rosters of Major League Baseball.

**MLB Grade for Players:     A+**

See Table 1.

### Major League Central Office

According to Major League Baseball, of the 462 Central Office employees, 10.4 percent were African-American, 13.2 percent were Latino, 3.0 percent were Asian and less than one percent was Native American. More than 70 percent of the people working in the Central Office of MLB were white. Women made up 33.9% percent of the entire staff.

At the senior executive level 24 percent of the 42 employees were people of color, while women occupied 26 percent of the positions. At the director and managerial level, 20 percent of the 82 employees were people of color, while women occupied 34 percent of the posts. People of color comprised 24 percent of all MLB professionals, technicians and supervisors, and 27 percent were women.

The following people of color are Executive - vice presidents in the MLB Central office:

Jonathan Mariner, Executive Vice-President and Chief Financial Officer

Jimmie Lee Soloman, Executive Vice-President of Baseball Operations

The following women were senior vice presidents in the MLB League Office:

Phyllis Merhige, vice president, Club Relations

Marla Miller, senior vice president, Special Events

Jacqueline Parkes, vice president, Marketing and Advertising

Katy Feeney, vice president, Scheduling and Club Relations

The following people of color are Vice Presidents in the MLB Central Office

- Tom Brasuell, vice president, Community Affairs
- Julio Carbonell, vice president, Information Technology
- Shawn Lawson-Cummings, vice president, International Licensing/Sponsorship
- Wendy Lewis, vice president, Strategic Planning, Recruitment and Diversity
- Lou Melendez, vice president, Baseball Operations, International
- Italo Zanzi, vice president, International Broadcasting
- Ray Scott, vice president, Human Resources

Including Lewis and Lawson-Cummings, the following women were vice presidents:

Bernadette McDonald, vice president, Broadcast Administration and Operations

Kathleen Torres, vice president, Finance

Elizabeth Scott, vice president, Programming

Susan Goodenow, vice president of Business Communications

Anne Occi, vice president, Design Services

### **MLB Grade for League Central Offices:**

**Race: A+**

**Gender: C+**

See Table 2.

### **Ownership**

Arturo Moreno is the first Latino majority owner in MLB, as well as the only person of color to own a Major League Baseball team. There are no women who hold a majority ownership.

See Table 3.

### **Managers**

During the 2005 MLB season, there were seven managers (23 percent) who were people of color at some point:

Dusty Baker, Chicago Cubs (African-American)

Ozzie Guillen, Chicago White Sox (Latino)

Tony Pena, Kansas City Royals (Latino)

Willie Randolph, New York Mets (African-American)

Lloyd McClendon, Pittsburgh Pirates (African-American)

Felipe Alou, San Francisco Giants (Latino)

Frank Robinson, Washington Nationals (African-American)

At the start of the 2006 season, all of the above individuals listed for 2005 still led their teams, with the exception of Tony Pena and Lloyd McClendon, dropping the percentage to 16.6 percent. The grade is based on the 2005 season.

In the 2005 MLB season, 23 percent of the managers were either African-American (13 percent) or Latino (10 percent). In the 2004 season, 10 percent were African-American and 6.6% were

Latino at the Major League level. According to the MLB, people of color constitute 22% of the manager positions within the Minor Leagues.

### **MLB Grade for Managers: A**

See Table 4.

### **Coaches**

In the 2005 MLB season, people of color held 29 percent of the MLB coaching positions for the 30 major league teams. According to MLB, 39 percent of the combined Major and Minor league coaching staffs are people of color. This was an increase over the 35% for 2004.

### **MLB Grade for Coaches: A+**

See Tables 5 and 6.

### **Top Management**

This category includes team CEOs/presidents, general managers and vice presidents.

#### CEOs/Presidents

During the 2004 MLB season, Wendy Selig-Prieb had been president and CEO of the Milwaukee Brewers and was the only woman chief executive officer in MLB. After the sale of the Brewers, there were no women chief executives. Since then two other women moved into the CEO/President leadership group for the MLB. Jamie McCourt has assumed an integral role in the business functions of the Los Angeles Dodgers in the position of Vice Chairman and President. She is the wife of Frank McCourt, the owner of the Dodgers. Pam Gardner has also since begun serving as President of Business Operations for the Houston Astros. Women now fill six percent of the CEOs/Presidents positions in the MLB.

See Table 7.

#### General Manager/Principal-in-Charge

Ken Williams, senior vice president/general manager of the Chicago White Sox, is MLB's only African-American general manager. Omar Minaya was appointed by MLB in 2001 to run the day-to-day operations of the Montreal Expos, thus becoming the first Latino general manager in MLB history. He was hired in the same position for the New York Mets at the end of the 2004 season. As the 2006 MLB season opened, they remained as MLB's two people of color holding the general manager position.

### **MLB Grade for General Manager/ Principal-in-Charge: D**

See Table 8.

## Team Vice Presidents

During the 2005 MLB season, 12 percent of vice presidents were people of color: Ten are African-American; 12 are Latino; and eight are Asian. Women held 13 percent of these team vice president positions.

The 10 African-American team vice presidents in MLB were:

Henry Aaron, senior vice president and assistant to the president, Atlanta Braves  
Elaine Weddington Steward, vice president and club counsel, Boston Red Sox  
Ken Williams, senior vice president and general manager, Chicago White Sox  
Elaine Lewis, vice president, Public Affairs/Strategic Planning, Detroit Tigers  
Chartese Berry, vice president, Communications, Washington Nationals  
Marian Harper, vice president, Community Development, Houston Astros  
Muzzy Jackson, vice president and assistant general manager, Baseball Operations, KC Royals  
David Winfield, vice president/senior advisor, San Diego Padres  
Norm Lyons, vice president, Player/Community Relations, Texas Rangers  
Mike Hill, vice president and assistant General Manager, Florida Marlins

The Boston Red Sox was the only MLB team with more than one African-American vice president.

There were 12 Latino vice presidents during the 2005 MLB season:

Diane Aguilar, senior vice president, Ticket Operations and Special Services, Arizona Diamondbacks  
Mark Fernandez, vice president, Sales and Marketing, Arizona Diamondbacks  
Russ Amaral, vice president, Event Services, Arizona Diamondbacks  
Al Avila, vice president/assistant general manager, Detroit Tigers  
Rosi Hernandez, vice president, Market Development, Houston Astros  
Sam Fernandez, senior vice president and general counsel, Los Angeles Dodgers  
Sergio del Prado, vice president, Sales, Los Angeles Dodgers  
Omar Minaya, vice president and general manager, New York Mets  
Jorge Costa, senior vice president, Ballpark Operations, San Francisco Giants  
Jose Travez, vice president, Employee Relations, Tampa Bay Devil Rays  
Felix M. Lopez, Jr., vice president, New York Yankees  
Fred Ferreira, senior vice president and director, Int. Operations, Florida Marlins

The Arizona Diamondbacks, with three Latino vice presidents, were at the top of the list in MLB. The Los Angeles Dodgers, with two Latino vice presidents, was the only other team with more than one Latino vice president.

MLB also had eight vice presidents of Asian descent:

Andrew Huang, vice president, Marketing, Houston Astros  
Kim Ng, vice president and assistant general manager, Los Angeles Dodgers  
Paul Wong, vice president, Finance, Oakland Athletics  
John Yee, senior vice president and chief financial officer, San Francisco Giants  
Richard Wong, senior vice president, Finance, Toronto Blue Jays  
Susan Jaison, vice president, Finance, Florida Marlins  
Jonathan Gilula, vice president, Business Operations, Boston Red Sox  
Bill Geivett, vice president and assistant general manager, Baseball Operations, Colorado Rockies



The percentage of women vice presidents declined to 13 percent. Including Jaison, Ng, Hernandez, Aguilar, Barry, Harper, Lewis and Weddington Steward, there were 31 women holding team vice president positions in MLB:

Molly Taylor, vice president of Finance and Administration, Anaheim Angels  
Meg Vaillancourt, senior vice president, Corporate Relations, Boston Red Sox  
Janet Marie Smith, senior vice president, Planning and Development, Boston Red Sox  
Jayne Churchmack, vice president, Merchandising and Food Services, Cleveland Indians  
Sue Ann McClaren, vice president, Ticket Operations, Sales and Services, Colorado Rockies  
Jackie Traywick, senior vice president, Finance & Administration, Houston Astros  
Kala Sorenson, vice president, Special Events, Houston Astros  
Christine Hurley, vice president, Finance, Los Angeles Dodgers  
Raenell Dorn, vice president, Human Resources and Diversity, Minnesota Twins  
Jean Afterman, vice president and assistant general manager, New York Yankees  
Patty Paytas, vice president, Communications, Pittsburgh Pirates  
Katie Pothier, vice president/general counsel, San Diego Padres  
Michelle Anderson, vice president, Community Relations, San Diego Padres  
Elizabeth Murphy, vice president & deputy general counsel, San Francisco Giants  
Lisa Pantages, vice president, Finance, San Francisco Giants  
Nancy Donati, vice president, Publications and Creative Services, San Francisco Giants  
Connie Kullberg, vice president, Retail/Tours, San Francisco Giants  
Staci Slaughter, vice president, Communications, San Francisco Giants  
Joyce Thomas, vice president, Human Resources, San Francisco Giants  
Marianne Short, vice president, Human Resources, Seattle Mariners  
Veronica Costello, vice president, Community Relations and Business Affairs, Tampa Bay Devil Rays  
Kellie Fischer, vice president, Finance, Texas Rangers  
Lisa Novak, senior vice president, Operations & Corporate Development, Toronto Blue Jays

The San Francisco Giants led MLB with six women in vice president positions. The Houston Astros had four, while the Boston Red Sox had three. The rest of the teams had only one or two women in vice president positions.

In its own internal calculations, MLB's VP group consists of VP's as well as EVP's, SVP's, and some Senior Directors depending on the management level and organizational structure of the Club. Using that method, 15 percent of their VP's are women and 13.2% are people of color.

**MLB Grade for Team vice presidents:**

**Race: B**  
**Gender: F**

See Table 9.



## 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.

In the 2005 MLB season, almost 16 percent of senior team administrators were people of color, which surpasses the 2002 level of 14 percent. Eight percent were African-American, six percent Latino, and two percent were of Asian descent resulting in a decline among African-Americans and a small increase in the Latino representation. Whites held 84 percent of the MLB team senior administration positions, up one percent from last year. Women saw an increase of three percentage points and held 18 percent of senior administration positions.

According to MLB's internal records, in the 2005 MLB season, almost 17.25 percent of senior team administrators were people of color. According to MLB, women held 27.7 percent of senior administration positions.

### MLB Grade for Senior Administration:

<b>Race:</b>	<b>B+</b>
<b>Gender:</b>	<b>F</b>

See Tables 10.

## Professional Administration

Positions categorized as professional 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 2005, 90 percent of professional administrators were white and 10 percent of these positions were held by people of color. African-Americans and Latinos both declined from seven percent in 2004 to four and five percent, respectively in 2005. Those of Asian descent occupied one percent of team professional administration. The percentage of women continued to increase to 30 percent, up from 28 percent in 2004.

According to internal calculations at the MLB, the percentage of white professional administrators is 75 percent while people of color held 25 percent of these same positions. The MLB also listed the percentage of women holding team professional administration positions at 30 percent.

### MLB Grade for Professional Administration:

<b>Race:</b>	<b>C</b>
<b>Gender:</b>	<b>C</b>

See Table 11.

## **Physicians and Head Trainers**

The percentage of white team physicians decreased from 98 to 93 percent, while people of color held seven percent of these positions in MLB. African-Americans increased from two to four percent and Asians were represented with two percent. Previously there were no women physicians, but the number improved to two percent this year.

There had been no people of color or women as head trainers in 2004, but in 2005 people of color held 15 percent of these positions (four percent African-American, nine percent Latino, and two percent Asian). This category included both head athletic trainers and head strength and conditioning coaches/trainers. There were still no women.

See Tables 12 and 13.

## **Radio/TV Broadcasters**

During the 2005 MLB season, whites held 79 percent of the broadcasting positions, down from 83 percent in 2002. African-Americans held four percent, while the percentage of Latinos increased from 15 to 17 percent. There was still only one Asian broadcaster in MLB. The percentage of broadcasters who were women remained the same at two percent.

See Table 14.

## **Stacking**

The Racial and Gender Report Card previously examined the issue of stacking for the positions of pitcher, catcher, and third baseman filled by African-Americans. The question still remains, but now takes into account the three positions specifically identified by MLB as pitcher, catcher, and now “infielder.” While the terminology has changed slightly; the concerns remain the same. These are baseball’s primary “thinking positions.” Only three percent of pitchers, one percent of catchers and 11 percent of infielders were African-American. It is worth noting that in 2004 when the Report Card looked at the isolated position of third baseman versus the entire infield, the percent of African-Americans was only five percent. The percentage of African-American pitchers is less than one half of what it was in 1983. Twenty-six percent of outfielders, who rely on speed and reactive ability, were African-American during the 2005 MLB season. This was nearly three times the percentage of African-Americans in MLB.

See Table 15.

## HOW GRADES WERE CALCULATED

As in previous reports, the 2005 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.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 35 percent, **C** for 30 percent, **D** for 25 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 in the University of Central Florida's DeVos School of Sport Business Management.

Baseline data was gathered from media guides for Major League Baseball teams. The data was placed in spreadsheets; each team had its own spreadsheet, with each position broken down by race and gender. The team data was then combined into one master spreadsheet.

In addition to team data, the Central Office provided data on its 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 in statistics from previous years.

The report draft was sent to the Central 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. MLB responded with updates and corrections that were then incorporated into the final report.

The report covers the 2005 season for Major League Baseball. Listings of professional owners, general managers and head coaches were updated as of March 20, 2006. Grades, however, were calculated according to the reporting periods noted herein.

## ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 14<sup>th</sup> 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), National Hockey League (NHL), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks only the second time the Report Card is being issued sport-by-sport. The complete Racial and Gender Report Card, including all the leagues and college sport, will be issued after the release of individual reports on the NBA and WNBA, NFL, NHL, 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 and Martin, Danielle Kushner and Jenny Brenden contributed greatly to this report. Their research efforts were invaluable.

### **Institute for Diversity and Ethics in Sport**

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, 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 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							
		%	#			%	#
<b>2005</b>	White	60%	709	<b>1998</b>	White	59%	x
	African-American	9%	101		African-American	15%	x
	Latino	29%	339		Latino	25%	x
	Asian	3%	30		Other	1%	x
	Other	0%	4	<b>1997</b>	White	58%	x
	International	30%	358		African-American	17%	x
<b>2004</b>	White	63%	789		Latino	24%	x
	African-American	9%	111		Other	1%	x
	Latino	26%	326	<b>1996</b>	White	62%	x
	Asian	2%	26		African-American	17%	x
	Other	0%	1		Latino	20%	x
	International	27%	338		Other	1%	x
<b>2002</b>	White	60%	x	<b>1995</b>	White	62%	x
	African-American	10%	x		African-American	19%	x
	Latino	28%	x		Latino	19%	x
	Asian	2%	x		Other	0%	x
	Other	0%	x	<b>1994</b>	White	64%	x
	International	25%	x		African-American	18%	x
<b>2001</b>	White	59%	x		Latino	18%	x
	African-American	13%	x	<b>1993</b>	White	67%	x
	Latino	26%	x		African-American	16%	x
	Other	1%	x		Latino	16%	x
<b>2000</b>	White	60%	x		Other	<1%	x
	African-American	13%	x	<b>1992</b>	White	68%	x
	Latino	26%	x		African-American	17%	x
	Other	1%	x		Latino	14%	x
<b>1999</b>	White	60%	x	<b>1991</b>	White	68%	x
	African-American	13%	x		African-American	18%	x
	Latino	26%	x		Latino	14%	x
	Other	<1%	x				
<b>1998</b>	White	59%	x				
	African-American	15%	x				
	Latino	25%	x				
	Other	1%	x				

*x= Data not recorded, totals may not equal 100% due to rounding.*

**Table 1**

## MLB Central Office

		%	#			%	#
<b>2005</b>				<b>1997</b>			
	White	73%	336		White	78%	x
	African-American	10%	48		African-American	13%	x
	Asian	3%	14		Asian	1%	x
	Latino	13%	61		Latino	8%	x
	Native American	<1%	2		Women	53%	x
	Women	34%	157		Total	215	x
	Total		462		Minority Total	22%	x
	Minority Total	27%	125	<b>1995</b>			
<b>2004</b>					White	72%	x
	White	71%	252		African-American	18%	x
	African-American	11%	40		Asian	1%	x
	Asian	4%	14		Latino	9%	x
	Latino	13%	48		Women	54%	x
	Native American	<1%	2		Total	141	x
	Women	40%	144		Minority Total	28%	x
	Total		356	<b>1994</b>			
	Minority Total	29%	104		White	78%	x
<b>2002</b>					African-American	16%	x
	White	68%	250		Asian	0%	x
	African-American	13%	48		Latino	6%	x
	Asian	4%	15		Women	56%	x
	Latino	15%	54		Total	188	x
	Native American	1%	1		Minority Total	22%	x
	Women	46%	169	<b>1990</b>			
	Total		368		White	79%	x
	Minority Total	32%	118		African-American	14%	x
<b>2000</b>					Asian	0%	x
	White	74%	x		Latino	7%	x
	African-American	14%	x		Women	55%	x
	Asian	2%	x		Total	116	x
	Latino	14%	x		Minority Total	21%	x
	Native American	1%	x				
	Women	47%	x				
	Total	314	x				
	Minority Total	26%	x				

x= Data not recorded  
 Note: Data provided by MLB league office

**Table 2**

<b>Majority Owners</b>		
	<b>%</b>	<b>#</b>
<b>2005</b>		
White	97%	31
African-American	0%	0
Latino	3%	1
Asian	0%	0
Other	0%	0
Women	0%	0

**Table 3**



## Managers

	%	#		%	#
<b>2005</b>			<b>1998</b>		
White	77%	23	White	87%	26
African-American	13%	4	African-American	10%	3
Asian	0%	0	Asian	0%	0
Latino	10%	3	Latino	3%	1
Women	0%	0	Women	0%	0
<b>2004</b>			<b>1997</b>		
White	77%	23	White	86%	24
African-American	10%	3	African-American	11%	3
Asian	0%	0	Latino	3%	1
Latino	13%	4	<b>1996</b>		
Women	0%	0	White	86%	24
<b>2002</b>			African-American	11%	3
White	68%	21	Latino	3%	1
African-American	26%	8	<b>1995</b>		
Asian	0%	0	White	86%	24
Latino	6%	2	African-American	11%	3
Women	0%	0	Latino	3%	1
<b>2001</b>			<b>1994</b>		
White	77%	25	White	82%	23
African-American	20%	6	African-American	14%	4
Asian	0%	0	Latino	3%	1
Latino	3%	1	<b>1993</b>		
Women	0%	0	White	79%	22
<b>2000</b>			African-American	14%	4
White	83%	25	Latino	7%	2
African-American	13%	4	<b>1992</b>		
Asian	0%	0	White	89%	23
Latino	3%	1	African-American	7%	2
Women	0%	0	Latino	<4%	1
<b>1999</b>			<b>1991</b>		
White	90%	27	White	89%	23
African-American	7%	2	African-American	7%	2
Asian	0%	0	Latino	<4%	1
Latino	3%	1			
Women	0%	0			

**Table 4**

## Historical Listing of Managers of Color Major League Baseball

(21 managers)

	Team	Year(s)	Record
Mike Gonzalez	St. Louis	1938, 1940	9-13
Preston Gomez	San Diego	1969-72	180-316
	Houston	1974-75	128-161
	Chicago Cubs	1980	38-52
Larry Doby	Chicago White Sox	1978	37-50
Maury Wills	Seattle	1980	26-56
Cookie Rojas	California	1988	76-79
Cito Gaston	Toronto	1989-97	683-616
Hal McRae	Kansas City	1991-94	286-277
	Tampa Bay	2001-02	113-196
Felipe Alou	Montreal	1992-01	691-717
	San Francisco	2003-present	266-219
Don Baylor	Colorado	1993-98	439-469
	Chicago Cubs	2000-02	187-220
Dusty Baker	San Francisco	1992-02	840-715
	Chicago Cubs	2003-present	256-230
Tony Perez	Cincinnati	1993	20-24
	Florida	2001	54-60
Jerry Manuel	Chicago White Sox	1997-2003	500-471
Davey Lopes	Milwaukee	2000-02	141-189
Lloyd McClendon	Pittsburgh	2001-Sept. 2005	336-446
Luis Pujols	Detroit	2002	55-100
Tony Pena	Kansas City	2002-2005	259-389
Jerry Royster	Milwaukee	2002	53-94
Carlos Tosca	Toronto	2002-04	144-127
Ozzie Guillen	Chicago White Sox	2004-present	184-142
Frank Robinson	Cleveland	1975-77	186-189
	San Francisco	1981-84	264-277
	Baltimore	1988-91	230-285
	Montreal	2002-present	166-158
Willie Randolph	Washington	2002-present	314-334
	NY Mets	2005-present	83-76

**Table 5**

<b>Coaches</b>					
	<b>%</b>	<b>#</b>		<b>%</b>	<b>#</b>
<b>2005</b>			<b>1998</b>		
White	71%	154	White	75%	151
African-American	15%	33	African-American	17%	34
Latino	14%	30	Latino	8%	16
Asian	1%	1	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
<b>2004</b>			<b>1997</b>		
White	73%	165	White	75%	120
African-American	12%	28	African-American	14%	23
Latino	13%	31	Latino	11%	18
Asian	1%	2	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0			
<b>2002</b>			<b>1996</b>		
White	72%	150	White	74%	119
African-American	16%	34	African-American	18%	29
Latino	11%	23	Latino	7%	12
Asian	1%	2	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0			
<b>2000</b>			<b>1995</b>		
White	70%	139	White	72%	114
African-American	19%	38	African-American	18%	29
Latino	11%	21	Latino	9%	14
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	<1%	1
Women	0%	0			
<b>1999</b>			<b>1994</b>		
White	71%	129	White	78%	126
African-American	18%	33	African-American	14%	22
Latino	10%	19	Latino	8%	13
Asian	1%	1	Other	<1%	1
Other	0%	0			
Women	0%	0	<b>1993</b>		
			White	80%	133
			African-American	13%	22
			Latino	6%	10
			Other	1%	2

\*2005 Numbers rounded, 1% rounding error

**Table 6**

CEO/President		
	%	#
<b>2005</b>		
White	100%	33
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	6%	2
<b>2004</b>		
White	100%	31
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	3%	1
<b>2002</b>		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
<b>2001</b>		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
<b>2000</b>		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
<b>1999</b>		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
<i>x= Data not recorded</i>		

**Table 7**

## General Manager/Director of Player Personnel

	%	#		%	#
<b>2005</b>			<b>1999</b>		
White	93%	28	White	100%	30
African-American	3%	1	African-American	0%	0
Latino	3%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
<b>2004</b>			<b>1998</b>		
White	94%	28	White	100%	30
African-American	3%	1	African-American	0%	0
Latino	3%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
<b>2002</b>			<b>1997</b>		
White	94%	28	White	97%	29
African-American	3%	1	African-American	3%	1
Latino	3%	1	Latino	0%	0
Asian	0%	0			
Women	0%	0	<b>1996</b>		
<b>2001</b>			White	96%	27
White	97%	29	African-American	3%	1
African-American	3%	1	Latino	0%	0
Latino	0%	0	<b>1995</b>		
Asian	0%	0	White	96%	27
Women	0%	0	African-American	4%	1
<b>2000</b>			Latino	0%	0
White	100%	30	<b>1994</b>		
African-American	0%	0	White	96%	27
Latino	0%	0	African-American	4%	1
Asian	0%	0	Latino	0%	0
Women	0%	0			

**Table 8**

## Vice Presidents

	%	#
<b>2005</b>		
White	88%	218
African-American	4%	10
Latino	5%	12
Asian	3%	8
Women	13%	31
<b>2004</b>		
White	89%	199
African-American	4%	11
Latino	4%	10
Asian	3%	5
Women	14%	32
<b>2002</b>		
White	89%	178
African-American	5%	9
Latino	4%	7
Asian	2%	4
Women	12%	23
<b>2000</b>		
White	90%	170
African-American	6%	10
Latino	3%	6
Asian	1%	2
Women	6%	12
<b>1999</b>		
White	92%	176
African-American	5%	9
Latino	2%	4
Asian	1.6%	3
Women	8%	16
<b>1998</b>		
White	92%	123
African-American	5%	7
Latino	<2%	2
Asian	<2%	2
Women	5%	6

**Table 9**

## Senior Administrators

	%	#
<b>2005</b>		
White	84%	246
African-American	8%	22
Latino	6%	18
Asian	2%	6
Other	0%	0
Women	18%	52
<b>2004</b>		
White	83%	217
African-American	10%	25
Latino	5%	12
Asian	2%	6
Other	0%	0
Women	14%	36
<b>2001</b>		
White	86%	x
African-American	10%	x
Latino	4%	x
Asian	<1%	x
Women	24%	x
<b>2000</b>		
White	84%	x
African-American	8%	x
Latino	6%	x
Asian	3%	x
Women	24%	x

*x= Data not recorded*

**Table 10**



## Team Professional Administration

	%	#
<b>2005</b>		
White	90%	243
African-American	4%	10
Latino	5%	14
Asian	1%	3
Other	0%	0
Women	30%	80
<b>2004</b>		
White	85%	537
African-American	7%	42
Latino	7%	41
Asian	1%	9
Other	0%	0
Women	28%	174
<b>2002</b>		
White	87%	x
African-American	7%	x
Latino	4%	x
Asian	1%	x
Other	1%	x
Women	22%	x
<b>2000</b>		
White	23%	x
African-American	32%	x
Latino	0%	x
Asian	0%	x
Women	0%	x

*x= Data not recorded*

**Table 11**

## Physicians

	%	#
<b>2005</b>		
White	93%	77
African-American	4%	3
Latino	0%	0
Asian	2%	2
Other	1%	1
Women	2%	2
<b>2004</b>		
White	98%	55
African-American	2%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
<b>2002</b>		
White	96%	66
African-American	1%	1
Latino	0%	0
Asian	3%	2
Other	0%	0
Women	6%	4
<b>2000</b>		
White	93%	42
African-American	4%	2
Latino	0%	0
Asian	<3%	1
Women	0%	0
<b>1999</b>		
White	93%	41
African-American	5%	2
Latino	0%	0
Asian	2%	1
Women	0%	0
<b>1998</b>		
White	87%	34
African-American	5%	2
Latino	3%	1
Asian	5%	2
Women	0%	0

*x= Data not recorded*

**Table 12**

## Head Trainers

	%	#
<b>2005</b>		
White	86%	49
African-American	4%	2
Latino	9%	5
Asian	2%	1
Other	0%	0
Women	0%	0
<b>2004</b>		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
<b>2002</b>		
White	97%	27
African-American	0%	0
Latino	3%	1
Asian	0%	0
Other	0%	0
Women	0%	0
<b>2000</b>		
White	97%	29
African-American	0%	0
Latino	3%	1
Other	0%	0
Women	0%	0
<b>1999</b>		
White	97%	29
African-American	0%	0
Latino	3%	1
Other	0%	0
Women	0%	0
<b>1998</b>		
White	97%	29
African-American	0%	0
Latino	3%	1
Other	0%	0
Women	0%	0

**Table 13**

## Radio and TV Announcers

2005		
White		79%
African-American		4%
Latino		17%
Asian		1%
Other		0%
Women		2%
2004		
White		81%
African-American		3%
Latino		15%
Asian		1%
Other		0%
Women		2%
2002		
White		83%
African-American		4%
Latino		12%
Asian		1%
Other		0%
Women		1%
2000		
White		81%
African-American		4%
Latino		15%
Asian		0%
Other		0%
Women		2%
1999		
White		79%
African-American		4%
Latino		17%
Asian		0%
Other		0%
Women		1%
1998		
White		78%
African-American		3%
Latino		19%
Asian		0%
Other		0%
Women		1%

**Table 14**

### MLB by Position

		P	C	IF	OF			
<b>2005</b>								
	White	69%	62%	48%	48%			
	African-American	3%	1%	11%	26%			
	Latino	26%	36%	39%	22%			
	Asian	3%	1%	2%	3%			
		P	C	1B	2B	3B	SS	OF
<b>2004</b>								
	White	72%	65%	64%	53%	75%	28%	46%
	African-American	3%	2%	15%	15%	5%	7%	26%
	Latino	22%	33%	20%	32%	19%	64%	25%
	Asian	3%	0%	2%	0%	0%	1%	3%
<b>2002</b>								
	White	72%	61%	61%	65%	71%	29%	41%
	African-American	3%	1%	14%	21%	0%	11%	31%
	Latino	22%	37%	23%	14%	29%	60%	25%
	Asian	3%	1%	1%	0%	0%	0%	2%
<b>2000</b>								
	White	72%	63%	68%	48%	79%	28%	35%
	African-American	4%	4%	13%	25%	2%	12%	40%
	Latino	21%	33%	19%	27%	20%	60%	24%
<b>1999</b>								
	White	73%	69%	71%	52%	68%	25%	33%
	African-American	3%	5%	16%	13%	2%	18%	40%
	Latino	21%	26%	14%	35%	30%	57%	27%
<b>1998</b>								
	White	74%	66%	67%	41%	70%	53%	30%
	African-American	5%	4%	16%	15%	7%	13%	48%
	Latino	20%	30%	17%	44%	23%	34%	22%
<b>1997</b>								
	White	73%	74%	67%	55%	68%	40%	29%
	African-American	6%	2%	21%	16%	10%	16%	50%
	Latino	20%	24%	12%	29%	22%	44%	21%
<b>1996</b>								
	White	76%	73%	70%	51%	70%	39%	28%
	African-American	7%	1%	21%	11%	13%	17%	54%
	Latino	17%	25%	9%	37%	17%	43%	18%
<b>1995</b>								
	White	75%	79%	65%	51%	66%	40%	30%
	African-American	8%	2%	24%	21%	13%	13%	55%
	Latino	17%	19%	11%	28%	21%	47%	15%
<b>1993</b>								
	White	82%	87%	69%	58%	75%	42%	33%
	African-American	5%	1%	19%	13%	12%	8%	50%
	Latino	12%	12%	11%	26%	12%	50%	17%
<b>1983</b>								
	White	86%	93%	55%	65%	82%	73%	45%
	African-American	7%	0%	38%	21%	5%	11%	46%
	Latino	7%	7%	7%	14%	13%	9%	9%

Note: Some totals do not equal 100% due to the 1.4% Asian players.

\*2005 Combines categories due to a change in terminology by MLB.

**Table 15**

## APPENDIX II

### MAJOR LEAGUE BASEBALL DIVERSITY INITIATIVES

Major League Baseball's strategic focus of formal commitments to the diversity of its game has not only included employment but also addresses supplier diversity, player development, community relations, education and philanthropic awards. MLB has been widely recognized nationally for their efforts, most notably the 2005 CEO Diversity Leadership awarded presented to Commissioner Selig by D.C. based Diversity Best Practices. This entity recognizes national and global diversity leadership. MLB is the first sport to be awarded. Here are a few highlights of some of MLB's commitments:

#### Employment/Workforce Diversity

Since 1995 MLB has aggressively addressed workplace diversity primarily through its Human Resources practices at both the Commissioner's Office and the Clubs. The industry is staffed throughout by professional HR practitioners who contribute to MLB's benchmark reports that profile all levels of employment within the baseball organizations. The resulting matrix serves as a management tool for strategic planning and performance management.

#### Supplier Diversity

**Major League Baseball's Diverse Business Partner's Program** is the leading supplier diversity program in sports. This major league procurement initiative has produced significant economic opportunity for baseball's Commissioner's office, its franchises and local communities. The strategic implementation of MLB's Diverse Business Partners Program has resulted well over 300 million of dollars being spent with thousands of minority- and women-owned businesses. This award-winning program has continued to enrich baseball's business case for diversity by establishing a procurement environment that economically benefits the league as well as its minority and majority business partners. The DBP program has been awarded the recognition of being listed with "America's TOP 50 Organizations for Multicultural Business Opportunities." MLB was the first sport to receive this prestigious award for the third year in a row.

#### Urban Youth Initiatives

There are several aspects to this component of MLB's mission to grow its game. They are:

- 1) to make meaningful contributions the development of minority communities,
- 2) to provide safe and organized recreational activities for urban youth, and
- 3) to prepare minority high school players for college and professional baseball and softball programs.

One example of this commitment is **Major League Baseball's Youth Baseball Academy** located on the campus of Compton Community College in Los Angeles, California. The Academy is an actual brick and mortar presence in the community and is now officially open for business. The Academy is home to four fields: two regulation baseball fields, one softball field and one youth field. MLB will operate the facility and work with local youth organizations to identify the Academy's attendees. In addition to offering year-round baseball and softball instruction, MLB will provide academic support and career development through after-school study programs. Baseball's return on investment for this multi-million dollar facility is the marketplace strategy that eventually thousands will participate as members of the Academy and

ultimately become players, baseball operation and business operations employees, franchise leaders and fans.

Another example is one of MLB's longest on-going urban youth initiatives, the RBI program. Reviving Baseball in the Inner Cities is a youth outreach program to promote interest in baseball, boost self-esteem and to encourage young people to stay in school. Managed with the Boy and Girls Clubs of America, RBI programs have been started in more than 200 cities worldwide and in 2004 gave nearly 95,000 young women and men the opportunity to play the game. In 2005, over 75 percent of RBI's targeted age group (13 to 18 year olds) were minorities.

## **Education and Philanthropy**

**"Breaking Barriers: In Sports, In Life"** is a multi-curricular character education program developed by Major League Baseball, The Major League Baseball Player's Trust for Children, and Scholastic Inc. The program utilizes baseball-themed features, activities and lessons to teach children grades K-12 the values and traits they need to deal with the barriers and challenges in their lives. Using baseball as a metaphor for life, the curriculum is based on the nine values demonstrated by Jackie Robinson. The nine values are: Determination, Commitment, Persistence, Integrity, Justice, Courage, Teamwork, Citizenship and Excellence.

**"The Baseball Tomorrow Fund"** is a joint initiative between Major League Baseball and the Major League Baseball Player's Association. It is designed to promote and enhance the growth of the game throughout the world by funding programs, field improvements and equipment purchases to encourage and maintain youth participation in baseball and softball. Since its inception in 1999, BTF has awarded grants totaling more than \$9.5 million and has benefited 111,000 youth participating in more than 200 baseball and softball programs across the US, Canada, Latin America, Europe and Asia. In 2005, 66 percent of the award recipients provided programs with a 50 to 100 percent participation rate.