

THINK



BEYOND THE COMPETITION

2005

RACIAL AND GENDER REPORT CARD

by **Richard E. Lapchick**

with Stacy Martin, Danielle Kushner and Jenny Brenden

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

Presented by
The Institute for Diversity and Ethics in Sport
with the
DeVos Sport Business Management Program
in the
College of Business Administration
of the



The Racial and Gender Report Card

This is the 14th 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 Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport (TIDES), which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard E. Lapchick has authored all reports, first at Northeastern and now at UCF. (Until 1998 the report was known as the Racial Report Card.) Funding has been provided by the John Thompson Foundation.



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, Dr. Richard E. Lapchick, is 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 also serves as director of the DeVos Sport Business Management Program in the College of Business Administration at the University of Central Florida (UCF) and is 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. The Institute for Diversity and Ethics in Sport is part of the DeVos Sport Business Management Graduate Program.



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 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.

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Executive Summary

How do race and gender affect sports? Are we playing fair on and off the field when it comes to race and gender?

The 2005 Racial and Gender Report Card marked the first time that all the leagues and colleges received a grade for race of a **B-** or better. That is indeed a landmark.

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There have been several high points regarding race in professional and college sport in the year under review including that the 2005 Major League Baseball season ended with a seeming home run for those urging more open hiring practices. The World Series triumph of the Chicago White Sox 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). The New York Mets missed the 2006 Series by a game after their own combination of Willie Randolph and Omar Minaya led the revamped team to game seven of the National League Championship Series.

When I started writing the Racial and Gender Report Card in the 1980's, Major League Baseball and the NFL were far behind the NBA among the men's leagues regarding race. While the NBA is still the best for creating leadership opportunities for people of color, MLB and the NFL have closed the gap. MLB and the NFL tied for the second best grade among the men's leagues for race with a **B+**.

Baseball received an **A** or better for player opportunities, managers and coaches as well as for the MLB Central Office. Arturo Moreno, who purchased the then Anaheim Angels became the first Latino owner in a major pro sports league. MLB had four African-American and three Latinos managers while the NFL had six head coaches of color, second and third only to the NBA; 29 percent of the professional staff in MLB's Central Office were people of color, a close second to the NBA's 30 percent; and 11 percent of team vice presidents were people of color. MLB had the most Latino and Asian vice presidents in the professional sports covered in this Report. Among the men's leagues, MLB had the best record for people of color (17 percent) in the ranks of senior administrators. Thirty-seven percent of the players were Latino (26 percent), African-American (9 percent) or Asian (2 percent).

In the midst of the growth of the NFL, the issue of race has barely been mentioned as Commissioner Tagliabue's tenure came to a close. But it is the issue I write and speak about among other social issues in sport, so I watched the decades of his work as commissioner more than just as a fan. When he took over Nov. 5, 1989, more than 50 percent of players



Dr. Richard Lapchick

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“When [Tagliabue] took over Nov. 5, 1989, more than 50 percent of players were African-American, but there had been no African-American head coaches or general managers in the modern history of the game. New Commissioner Roger Goodell inherited a league with a record seven African-American head coaches and five African-Americans in the role of general manager.”

were African-American, but there had been no African-American head coaches or general managers in the modern history of the game. New Commissioner Roger Goodell inherited a league with a record seven African-American head coaches and five African-Americans in the role of general manager. By then end of his tenure, the NFL had circulated a memo league-wide, urging all its teams to interview at least one person of color for any front-office vacancy.

There was a different climate in the NFL leading the NFL to an overall **B+** grade for race, improving from a **B** in the previous Racial and Gender Report Card.

But the NBA is still ahead of the game and has been ever since David Stern became Commissioner. The NBA earned its highest combined grade for race and gender ever

with an **A** for race and a **B-** for gender for a combined **B+**. For the 2005-06 season, the NBA earned an **A+** for race in the categories of players, league office professionals, head

and assistant coaches. It earned an **A** for race for team senior and professional administrators, an **A-** for general managers, and a **B** for team vice presidents. For gender, the NBA earned an **A** in the league office and for professional administrators. Already the best, the NBA set historic high marks for race in the following categories: League Office, team senior and professional administrators, president/CEOs, physicians, trainers and radio TV broadcasters. It equaled the high for team vice-presidents of color.

Having completed its 10th season, the WNBA got an **A** for race, gender and as a combined grade for the third time. It had received the same sweep of **A**'s in the 2001 and 2004 Racial and Gender Report Cards. No other professional sports league has achieved that even once.

It was discovered during the 2005 Report Card collection process that MLS had in fact supplied The Institute with real time information that referenced their racial and gender percentages as of April 2005, when the Institute was only collecting 2004 data from the other teams and leagues. We felt it would be unfair to assign grades this year so the MLS 2005 Racial and Gender Report Card will only describe their results.

The University of Miami's hiring of Randy Shannon as its head football coach made headlines at the end of the 2006 season, but it was not enough to improve the grade that college football received for its hiring practices. College sports received a **B-** for race and a **B** for gender hiring practices, but it received an **F** in the area of hiring college football coaches, with only five percent of the Division IA head coaches being African-American, compared to 45 percent of the players. While college sport set a new record for people of color as head men's basketball coaches, it received **F**'s for university presidents, athletics directors and conference commissioners. NCAA President Dr. Myles Brand has made opportunities for people of color and women a top priority of his administration.

One of the most striking find in the 2005 Racial and Gender Report Card is that there were no improvements for gender. The WNBA managed to maintain its **A** and the NFL was not able to improve, but the NBA dropped from a **B** to a **B-** and MLB slipped from a **C** to a **D+**. College sport declined from a **B+** to a **B**.

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.

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continue to ask until such equity is achieved. For 17 years, we have documented the gains and losses of women and people of color in the world of sport. What we find is that while greater equal opportunity has been achieved over the years, the world of sport remains far from equal. As we saw in the 2004 Report, gains and losses can be dramatic. Usually such gains and losses come one at a time. Issues of race and gender continue to be a concern for sport in America. While the leadership at top levels of the professional leagues and NCAA remains committed to diversity, the results continue to filter down to teams and colleges and universities at a slow pace.

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

Again, I ask, “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team?” Clearly, there is room for improvement in all sports, but I remain optimistic. With continued emphasis on diversity, not only by changing numbers but also by changing attitudes through diversity management training and other diversity initiatives, I believe sports organizations can be as dedicated in their hiring practices as they are on the playing field, committed to playing the best people they have available.

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 boardroom as well as on the field.

The question we persistently and insistently ask in the Racial and Gender Report Card is, “Can we achieve equal opportunity when it comes to gender and racial equity in the world of college and professional sports?” This is the question at the heart of the Racial and Gender Report Card and it is a question we will

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Richard E. Lapchick is the Chair of the DeVos Sport Business Management Graduate Program in the College of Business Administration at the University of Central Florida (<http://www.bus.ucf.edu/sport/>). He is President of the National Consortium for Academics and Sports. The author of 12 books, Lapchick also directs UCF's Institute for Diversity and Ethics in Sport. He has joined ESPN.com as a regular commentator on issues of diversity in sport and is a regular columnist for the Sports Business Journal.

Detailed Highlights

MLB HIGHLIGHTS

- Arturo Moreno who purchased the then 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 end of the 2006 season, MLB has five Major League managers of color (three African-Americans and two Latinos).
- 30 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.
- As of December 2006, Major League Baseball has six managers of color. They were Lou Piniella, Chicago Cubs, Fredi Gonzalez, Florida Marlins, Ron Washington, Texas Rangers, Willie Randolph, New York Mets, Ozzie Guillen, Chicago White Sox and Manny Acta, Washington Nationals. Prior to this year, Piniella had not been listed as being Latino but an incident with a journalist in 2006 brought out his heritage.

NBA HIGHLIGHTS

- Based on the total points used in the weighted scales, the NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an A for race and a B- for gender for a combined B+.
- For the 2005-06 season, the NBA earned an A+ for race in the categories of players, league office professionals, head and assistant coaches. It earned an A for race for team senior and professional administrators, an A- for general managers, and a B for team vice-presidents. For gender, the NBA earned an A in the league office and for professional administrators.
- The NBA set historic high marks for race in the following categories: League Office, team senior and professional administrators, president/CEOs, physicians, trainers and radio/TV broadcasters. It equaled the high for team vice-presidents of color.
- In the NBA, almost 78 percent of the players were people of color. The percentage of African-American players decreased to 73 percent since the last Report Card and was the lowest percentage of African-Americans since the 1990-91 season when it was 72 percent. The percentage of Latino and international players continue to increase.
- Women held 41 percent of the professional positions in the NBA League Office. This declined by two percentage points from the previous Report Card but still was higher than any other men’s professional league in any previous Report Card.
- Robert Johnson, who owns the NBA Charlotte Bobcats, remains men’s pro sports only African-American team majority owner.

Detailed Highlights

“Professional opportunities for people of color in the NBA League Offices - at 33 percent - increased by four percentage points from the previous report card. This was the highest percentage in NBA’s history and was higher than any other men’s professional league in any previous Report Card.”

- In the NBA, there were 11 African-American head coaches during the 2005-06 season. While this number decreased by one since the 2004-05 season, the NBA continues to have the highest percentages in all pro sports history at 37 percent of the total.
- There were four African-American CEO/presidents in the NBA and two additional African-American presidents of basketball operations during the 2005-06 seasons, an all-time high. They are the only African-American CEO/presidents in the history of men’s professional sports. Susan O’Malley remains the only female president in the NBA.
- In the season under review, the NBA had seven African-American general managers, raising their percentage of African-Americans to 23 percent, the highest since the 1997-98 season. This was also higher than any other men’s professional league in any previous Report Card.
- The NBA had 12 percent of its team vice president positions occupied by people of color, equaling the previous high in 1997-98, 1994-95 and 1993-94.

- In the 2003-04 season, the NBA posted the highest percentage among the men’s leagues of female team vice presidents at 17 percent. They improved the percentage of women to 18 percent of total team vice president positions during the 2005-06 season.
- At the start of the 2006-07 NBA season, there were 12 African-American head coaches, back up to the all-time record of 40 percent.

WNBA HIGHLIGHTS

- The WNBA continued to have professional sports best record for gender with the only A and tied the NBA with an A for race.
- It had received the same sweep of As in the 2001 and 2004 Racial and Gender Report Cards. No other professional sports league has achieved that even once.

“There were three women who were owners of a WNBA franchise in 2005.”

- In February 2005, Donna Orender, previously a senior vice president of the PGA Tour, was announced as the new president of the WNBA replacing Val Ackerman. Orender remains the only woman president of a professional sports league.
- The number of African-American WNBA players in 2005 decreased by three percentage points since the 2004 season. International players increased by three percentage points to 19 percent.
- Females employed in the league office decreased from 90 percent in 2004 to 70 percent in 2005. This number represents the lowest percentage since 1998.

- Bob Johnson, who currently owns the Charlotte Sting, was the only African-American owner of both a WNBA and NBA team.
- In 2005, the WNBA had the lowest percentage of head coaches of color since 1998 at 15 percent. This was a 16 percentage point decrease from 31 percent in 2004.
- The 2005 season represented the highest percentage of women assistant coaches in Report Card history at 65 percent.
- The WNBA had two women President/CEO’s, Susan O’Malley and Jay L. Parry in 2005. This was the highest number in WNBA Report Card history. In 2006, this number doubled to four.
- There were three African-American women general managers during the WNBA 2005 season.
- Women in positions of vice president on the team level nearly doubled from 13 in 2004 to 23 in 2005. African-American vice presidents increased from five in 2004 to seven in 2005. There was one Asian vice president.
- In 2005, the percentage of African-American team physicians increased by six percentage points, and Latino team physicians increased by 12 percentage points. The percentage of African-American head trainers increased by seven percentage points and Latino head trainers increased by nine percentage points.
- As of December 2006, there were two coaches of color in the WNBA: Muggsy Bogues, Charlotte Sting and Joe Bryant, Los Angeles Sparks

NFL HIGHLIGHTS

- The Rooney Rule has helped the NFL to double the number of African-American head coaches from three in 2003 to six in 2005.

“The NFL has continued to increase the number of African-American coaches as Art Shell was hired by the Oakland Raiders for the 2006 season, bringing the total to an all-time record of seven African-American head coaches.”

- African-American general managers increased from two in 2003 to four in 2005. As of July 2006, the NFL reached a record high of five African-American general managers with the hiring of Rick Smith by the Houston Texans.
- The 2005 season saw a record percentage of people of color in assistant coaching positions in the NFL. In the 2005 season, there were 162 assistant coaches of color, or 34 percent. This is up from 33 percent in the last Report Card.
- In the 2005 NFL season, the percentage of white players increased from 29 to 32 percent, while the percentage of African-American players decreased from an all-time high of 69 percent to 66 percent.
- In February 2005, it was announced that Red McCombs was selling the Minnesota Vikings to Reggie Fowler, an African-American. The sale was not approved as originally announced, but Fowler instead became a minority owner of the Vikings.

- Amy Trask of the Oakland Raiders remained the only female President/CEO of a team in the NFL for the 2005 season. There were no people of color serving as presidents or CEOs for the 2005 season.
- NFL teams hired two more African-Americans and three more women in vice president positions during the 2005 season.
- 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 vice presidents and professional administration. It decreased slightly in team senior administration positions. Overall, it was close to the results in the previous Racial and Gender Report Card.
- The percentage of women physicians increased significantly from two percent in 2003 to nine percent in 2005. People of color held six percent of these positions.
- During the 2005 season, the percentages of African-American and Latino broadcasters increased while white radio and TV broadcasters decreased from 94 to 74 percent. In the previous Report Card African-Americans held three percent while Latinos had no representation. However, African-Americans and Latinos held 12 and 14 percent respectively of the total radio and TV broadcaster positions.

MLS HIGHLIGHTS

- The MLS League Office had its biggest increase in the history of the Racial and Gender Report Card with people of color increasing from 24 to 34 percent of professional level positions since the last RGRC.

- 24 percent of MLS League Office professional staff were women, a three percentage point increase for women since the 2004 RGRC.
- At 42 percent, there were more players of color in the 2005 MLS season than in any previous season reviewed in the Racial and Gender Report Card.
- Fernando Clavijo, coach of the Colorado Rapids during the 2005 season, was the only coach who was a person of color in the MLS. There has never been an African-American head coach.

“At 23 percent of the total for the 2005 season, MLS had the highest percentage of people of color as CEO/team presidents in the history of professional sport.”

- MLS had no people of color as general managers since the 2002 season.
- There were two women and no people of color among the 24 vice presidents for MLS teams.
- MLS, which had shown tremendous improvement for gender in the ranks of team senior administrators in the 2004 Racial and Gender Report Card at 42 percent, had declined significantly to 21 percent in 2005. This change is likely explained by varying methodologies as related to position categorization.
- There was a slight overall increase for Latinos to 13 percent, Asian employees maintained two percent, but there were no African-American employees in senior administrative positions.
- In professional team positions,

Detailed Highlights

Latinos also experienced a substantial increase going from 15 percent to 30 percent. The percentage of African-Americans, which had been continually declining over the past three seasons to only one percent during 2004, increased in 2005 to four percent. The percentage of whites filling professional team administration posts decreased from 81 to 66 percent. Again, these changes are likely explained by varying methodologies as related to position categorization.

- Women decreased dramatically in professional team administrative positions from 42 percent in 2004 to 28 percent in 2005. This change is probably a result of increasing staff and a change in methodology from the previous year.
- For the first time in the last four Report Cards, Latinos held 20 percent of head trainer positions.

NCAA HIGHLIGHTS

Student-athletes

- The percentage of white student-athletes at the Division I, II and III levels were 65.9 percent, 70.7 percent and 83.9 percent respectively, while the percentages for African-American student-athletes were 20.6 percent, 18.1 percent and 7.3 percent in Divisions I, II and III, respectively.
- The percentage of African-American male basketball players in Division I was 57.8 percent. It was 45.4 percent in football and 6.5 percent in baseball.
- The percentage of African-American female basketball student-athletes was 43.7 percent while 26 percent of the female track and field/cross country student-athletes were African-American.
- In Division I, African-American

male student-athletes make up 24.8 percent of the total male student-athletes. In Division II, they comprise 22.3 percent and in Division III, 8.9 percent. In Division I, African-American female student-athletes comprise 15.4 percent of the total female student-athletes. In Division II, they make up 12.1 percent and in Division III, only 5.1 percent.

- The percentages of Division I African-American male student-athletes decreased for basketball for the first time in five years.
- For the second year in a row, African-American women reached some all-time high percentages, with 43.7 percent in Division I college basketball and 15.4 percent in Division I college sports overall.
- African-American women represented 26 percent of the track and field/cross country population, the highest that number has been since 1996, when it reached a high of 27.3 percent.
- In Division I college sport, the percentages of white male student-athletes went up slightly in basketball, and decreased slightly in football and baseball. In all sports combined, white male student-athletes comprised 62.2 percent of total male student-athlete population.
- Latinos increased NCAA baseball participation and in all sports combined.
- The percent of Latinas decreased in basketball, track and field/cross country but increased in all other Division I sports combined.
- The percentages of white women decreased slightly in all Division I sports combined, as well as in track and field/cross country and basketball.

Conference Commissioners

“All Division IA conference commissioners were white men.”

- All Division I conference commissioners were white. Two conference commissioners were women and four other women were commissioners of sport-specific conferences.

NCAA Headquarters

- The NCAA made a major commitment to the issue of diversity by creating a new position for a vice president for Diversity and Inclusion. In May 2005, the NCAA hired Charlotte Westerhaus for this position. Today, the NCAA headquarters has three African-American vice presidents and three women vice presidents. Westerhaus reports directly to NCAA President Myles Brand and co-chairs the NCAA's Diversity Leadership Strategic Planning Committee.
- Representation of women and people of color at the high levels of NCAA headquarters increased this year at the vice president/chief of staff position. At the vp/chief of staff position, the number of people of color increased from two to three, up 6.3 percentage points to 18.8 percent. The number of women increased from three to four and jumped 6.2 percentage points to 25 percent.
- Within the chief aides/director level, which includes the managing director position as well, people of color increased by 5.4 percentage points, and women increased in numbers from 20 to 24, but the percentage decreased by 6.6 percent because of the increase in total numbers.

- At the administrator level, the percentage of people of color increased by 0.2 percentage points while women increased by 0.9 percentage points.

“In men’s Division I basketball, 25.2 percent (up two percent) of all head coaches were African-American, an all-time high percentage.”

Coaching

- Opportunities for people of color in men’s sports other than basketball remained poor.
- Only three of 119 Division IA head coaches were African-American during the 2005 collegiate football season. The 2006 season had five African-Americans leading Division IA football programs. Randy Shannon was hired by the University of Miami after the 2006 season making the 6th African-American head football coach as of December 10, 2006.
- Barry Alvarez at the University of Wisconsin, Madison, stepped down from the position of head football coach after the 2005 football season to focus solely on being athletic director. There are no Latino head coaches in Division IA football.
- Only 4.1 percent of Division I head baseball coaches were people of color, with 2.6 percent Latino.
- More than three decades after the passage of Title IX, women coaching women’s teams still do not represent the majority of coaches in the women’s game. In addition, this year’s numbers show a decrease in women coaching

women’s sports in several different sports. Women continue to lose ground when coaching their own gender, as women head coaches in Division I basketball dropped to 64.3 percent, from the 67.5 percent that was reported in the last report card. Head coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a decrease in female head coaches from 21.7 percent down to 20.6 percent.

“In fact, African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men’s teams actually exceeded that of African-Americans in Division III (4.3 percent versus 3.7 percent.) In Division II, the percentage of women coaching men’s teams almost matched the percentage of African-Americans (3.5 percent versus 4.2 percent).”

- The percentage of African-American women head coaches of women’s Division I basketball teams was 9.3 percent, a 1.6 percent jump from 7.7 percent. Nonetheless, the 9.3 percent stood in stark contrast to the 43.7 percent of the student-athletes playing women’s basketball who were African-American. The disparity is what compelled the BCA to initiate a women’s basketball hiring report card for 2007.

- Whites held the overwhelming percentage of the head coaching positions on the women’s teams in each division.
- Whites held 89.6 percent, 89.9 percent and 92.9 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 6.6 percent, 4.3 percent and 4.2 percent of the women’s head coaching positions in the three NCAA divisions, respectively.
- Latinos held 1.6 percent, 2.9 percent and 1.3 percent of head coaching positions for women’s teams in the respective divisions.
- Asians held 1.1, 1.2 and 1.2 percent of head coaching positions for women’s teams in the respective divisions.
- Native American representation was very minimal.
- These figures accounted for male and female head coaches of women’s teams. It should be noted that the high percentage of whites coaching women’s teams decreased at every level.
- Whites dominated the head coaching positions held on men’s teams at each level.
- Whites held 90.6, 89.5 and 93.4 percent of all head coaching positions in Divisions I, II and III respectively.
- African-Americans accounted for 7.3, 4.4 and 4.1 percent respectively in each division.
- Asians represented 0.4, 0.7 and 0.6 percent at each level.
- Latinos held 1.1, 3.6 and 1.5 percent of the positions in each division.
- Native Americans accounted for less than 1 percent of total head

Detailed Highlights

coaches at each level.

- These figures included male and female head coaches for men's teams.
- On the men's teams, whites held 79.2, 82.7, and 88.5 percent of the assistant coaching positions in the three divisions, respectively. African-Americans held 17.6, 11.6, and 8.3 percent, respectively.
- Among the women's teams, whites held 81.6, 82.4 and 90.5 percent of the assistant coaching positions in Divisions I, II and III, respectively. African-Americans had 13.2, 9.4, and 6.5 percent, respectively.
- As assistants, women held slightly more than half of the jobs on women's teams with 51.5 in Division I, 51.4 in Division II and 54 percent in Division III.

University Leadership Positions

- In Division IA, 94.1 percent of university presidents were white, 3.4 percent were African-American and 2.5 percent were Latino. There were no Asian or Native American university presidents. There were 15 females in this position, which is 12.6 percent, an increase of 1.1 percent.
- Whites held the overwhelming percentage of positions of athletics directors in all three divisions
- Whites held 93.3, 92.3 and 96.1 percent of the athletic director jobs in Divisions I, II and III, respectively.
- African-Americans held 5.5 percent, 3.8 percent and 1.9 percent, respectively in Divisions I, II and III.
- Latinos accounted for 0.9, 2.7 and 0.3 percent of the ADs at Division I, II and III.
- Asians and Native Americans had

very minimal representation at each level.

- As of November 2006, in the Division IA athletic director position, there were 12 African-American men, three Latino men, one Native American man and six women heading departments with Division IA football.
- Women gained ground as athletics directors in all three divisions since the last Report Card. In Division I there was an increase from 7.3 to 7.8 percent, in Division II there was an increase from 16.2 to 18.7 percent and in Division III there was an increase from 27.1 to 27.3 percent.

“The level of diversity within the athletic director position at Division IA Institutions has continued to grow and is far better than each of the three Divisions. Currently, there are 16 (13.4 percent) people of color in that position, which is more than a three percentage point increase.”

- Women held 97.7, 99.4 and 98.9 percent of the Senior Woman Administrator titles in Division I, II and III, respectively. White women continued to dominate the SWA position holding 84.3, 90.6 and 95.7 percent in Division I, II and III, respectively. African-American women represented 10.2, 5.3 and 2.2 percent at each respective level.
- Whites filled the majority of the FAR positions with 92.4, 92.2, and 95.5 percent in Divisions I, II and III, respectively.

“At the associate athletic director position, whites comprised 89.5 percent, 94.0 percent, and 95.3 percent of the total population at Division I, II, and III respectively. African-Americans held 8.2 percent, 4.0 percent and 3.6 percent of the positions at each level. The percentage of women filling associate athletic director positions was 48.7 percent in Division I, 48.7 percent in Division II and 49.7 percent in Division III.”

2005 REPORT CARD						
	COMBINED		RACE		GENDER	
	GRADE	PTS	GRADE	PTS	GRADE	PTS
NBA	B+	86.7	A	94.4	B-	79
NFL	N/A	x	B+	88	N/A	x
MLB	C+	77.45	B+	87.9	D+	67
MLS	N/A	x	N/A	x	N/A	x
WNBA	A	91.15	A	89.5	A	92.8
College Sport	B	81.7	B-	79.2	B	84.1

Note: N/A = Not Applicable

TABLE I

GRADE KEY (RACE)

Grades for race are determined in relation to overall American demographics. Federal affirmative action policies state that a workplace should reflect the percentages of people in different racial groups, as found in the general population. Approximately 24 percent of the U.S. population are people of color; therefore, if 24 percent of an organization's employees are people of color, the group received an employment grade of "A" for race, and so on, as noted in the table.

GRADE KEY (RACE)		
A	=	24%
B	=	12%
C	=	9%
D	=	6%
F	=	5%

GRADE KEY (GENDER)

Grades for gender also are related to the general population. An organization earned an employment grade of "A" for gender if 40 percent of its employees were women. Please see the table for additional breakdowns.

GRADE KEY (GENDER)		
A	=	40%
B	=	35%
C	=	30%
D	=	25%
F	=	<25%

KEY FOR WEIGHTED GRADES

Each category was assigned a category weight according to its relative importance regarding opportunities for women and people of color. The subsequent point allocation was determined, as follows:

The employment percentage (percentage of women or people of color) determines an organization's employment grade, which earns it a specified amount of graded points (see table). The weighted score is calculated by multiplying the category weight by the graded points. When the weighted scores are added together, the final tally determines an organization's final grade.

For example, if 12 percent of an organization's employees were people of color, it would earn a B for its employment grade, which is 8.0 graded points.

When necessary, a minimum score was given in order to ensure fair final grade tabulation.

KEY FOR WEIGHTED GRADES		
A+	=	9.5 - 10.0 PTS
A	=	9.0
A-	=	8.9
B+	=	8.5
B	=	8.0
B-	=	7.9
C+	=	7.5
C	=	7.0
C-	=	6.9
D	=	6.0
F	=	5.0

Chapter 1: 2005 Grades

Issues of race and gender continue to be a concern for sport in America. When all categories were combined for the men's leagues, the NBA continued to be the best. The NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an A for race and a B- for gender which combined for a high B+ overall. The NBA has had the top grade among the men's leagues for race for all 13 previous reports over nearly two

“...The NBA remains an industry leader on issues related to race and gender hiring practices.”

decades. Based on the total points used in the weighted scales, the NBA remains an industry leader on issues related to race and gender hiring practices. The NBA showed improvement in almost all areas for race in both the league office and at the team levels.

MLB also made strides for race earning a B+. 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 Commissioner Selig had influence on that did poorly was the general manager where MLB got a D.

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 basket and run the team?” The answer for the WNBA is a resounding “yes.” Among all the professional leagues, the WNBA continued its reign

“The NFL raised its grade for race to a solid B+.”

on top with an A for race, gender and as a combined grade for the third time. It had received the same sweep of As in the 2001 and 2004 Racial and Gender Report Cards. No other professional sports league has achieved that even once.

The National Football League recorded continued progress on racial hiring practices including some dramatic changes in the 2005 Racial and Gender Report Card. The NFL raised its grade for race to a solid B+.

MEN'S PROFESSIONAL LEAGUES WEIGHTED GRADES												
Overall Grades	Weight	MLB			Weight	NBA			Weight	NFL		
		Points	%	Grade		Points	%	Grade		Points	%	Grade
Race	x	87.9	x	B+	x	94.4	x	A	x	88	x	B+/A-
Gender	x	67	x	D+	x	79	x	B-	x	x	x	x
Hiring Practices												
Commissioner/League Office												
Race	20%	19.5	27%	A+	20%	20	37%	A+	N/A	x	NA	x
Gender	40%	30	34%	C+	40%	38	41%	A	N/A	x	NA	x
Coaches												
Head Coach/Manager												
Race	20%	18	23%	A	20%	19	37%	A+	30%	26.5	19%	B+
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x
Assistant Coach												
Race	5%	4.9	29%	A+	5%	5	38%	A+	10%	9.5	34%	A+
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x
Front Office												
Principal-In-Charge												
Race	10%	6	6%	D	10%	8.9	23%	A-	10%	8	13%	B
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x
Team Vice Presidents												
Race	5%	4	12%	B	5%	4	13%	B	5%	3.5	10%	C
Gender	5%	2.5	13%	F	5%	2.5	18%	F	5%	x	8%	x
Senior Administration												
Race	10%	8.5	16%	B+	10%	8.5	20%	B+	10%	8.2	14%	B
Gender	20%	10	18%	F	20%	5	23%	F	30%	x	16%	x
Professional Administration												
Race	10%	7	10%	C	10%	9	26%	A	15%	12	11%	B-
Gender	35%	24.5	30%	C	35%	33.5	42%	A	30%	x	32%	x
Player Opportunities												
Race	20%	20	40%	A+	20%	20	78%	A+	20%	20	66%	A+

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category. % for Race=People of Color; % for Gender=Women. N/A=Not Applicable.
*WNBA grades for Gender have the same weight as for race.

TABLE II

WNBA WEIGHTED GRADES				
Overall Grades	Weight	WNBA		
		Points	%	Grade
Race	x	89.5	x	A
Gender	x	92.8	x	A
Hiring Practices				
Commissioner/League Office				
Race	20%	19	35%	A+
Gender	20%	20	70%	A
Coaches				
Head Coach/Manager				
Race	20%	15	15%	B/B+
Gender	20%	18	38%	A-
Assistant Coach				
Race	5%	5	35%	A
Gender	5%	5	65%	A
Front Office				
Principal-In-Charge				
Race	10%	9	25%	A
Gender	10	10	67%	A
Team Vice Presidents				
Race	5%	3.5	9%	C
Gender	5%	3.3	27%	D+
Senior Administration				
Race	10%	8.5	19%	B+
Gender	20%	17	37%	B+
Professional Administration				
Race	10%	9.5	29%	A
Gender	20%	19.5	50%	A
Player Opportunities				
Race	20%	20	65%	A+

*Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category.
% for Race=People of Color; % for Gender=Women. N/A=Not Applicable.
WNBA grades for Gender have the same weight as for race.

TABLE III

they value diversity and for their commitment to self-monitoring techniques, such as EEO Reporting mechanisms.

“...for College Sport showed that NCAA member institutions’ grade for gender hiring practices declined while hiring practices by race remained virtually the same.”

It was discovered during the 2005 Report Card collection process that MLS had in fact supplied The Institute with real time information that referenced their racial and gender percentages as of April 2005, when The Institute was only collecting 2004 data from the other teams and leagues. The Institute commends MLS for its priorities and pro-active involvement in diversity, and congratulates them on their turnaround from 2003 to April 2005. Because the previously published data referenced 2004 and part of 2005 and organized positions by EEO standards, The Institute has chosen to publish our recordings from the 2005 MLS Season Media Guides and organize the findings into the categories common to the other professional leagues’ data. It would be unfair to assign grades for a comparison of two different data sets, so the MLS 2005 Racial and Gender Report Card will only describe their results. We thank MLS for their participation, support, and leadership in diversity.

The Report shows the significant progress made in the NFL, especially in the key positions of head coach, general manager and assistant coach where the NFL reached all-time highs. This has been a priority issue for NFL Commissioner Paul Tagliabue and the results are part of his legacy after stepping down.

In 2004, The Institute for Diversity and Ethics in Sport reported that Major League Soccer had gone from the industry’s first-ever F for gender in 2003 to score a B for gender in 2004. This tied the NBA for gender as the best among the men’s professional leagues.

Because of the sheer quantity of data that must be collected from 118 teams across five professional sports leagues, the Racial and Gender

Report Card is typically issued a year after the data it references. After the MLS received the F in 2003, MLS leadership sought The Institute’s advice as to what they could do to improve and never fail again. Richard Lapchick, the Report’s author, conferred with league executives about their endeavor to dramatically alter their hiring guidelines and adopting several other initiatives aimed at improving diversity.

It was impressive that when asked in 2005 to supply their data for the 2004 Racial and Gender Report Card, MLS posted an extraordinary improvement in gender and produced their results in Equal Employment Opportunity Report format. The 2004 Racial and Gender Report Card gave MLS tremendous praise for how highly

Chapter 1: 2005 Grades

The 2005 Racial and Gender Report Card for College Sport showed that NCAA member institutions' grade for gender hiring practices declined while hiring practices by race remained virtually the same.

When all categories were combined,

College Sport received a B- for race and a B for gender giving it a combined B overall. That compared to the 2004 Racial and Gender Report Card when college sport earned a B- for race and B+ for gender. When compared to the grades for the professional sports leagues, the B- for

race was last among the grades given. However, its B for gender was better than all the men's leagues and only followed the WNBA's A for gender. The college sport combined grade of B was third behind the NBA (B+) and WNBA (A).

NCAA / COLLEGE SPORT WEIGHTED GRADES					
Overall Grades		Weight	Points	%	Grade
	Race	x	79.2	x	B-
	Gender	x	84.1	x	B+
Hiring Practices					
NCAA Headquarters					
	Race	10%	8.9	22.1%	A-
	Gender	10%	9	40.5%	A
Coaches					
Head Coach - All Men's Teams (Div. 1)					
	Race	5%	3.95	12.5%	B-
	Gender	N/A	x	x	x
Head Coach - All Women's Teams (Div. 1)					
	Race	5%	3.5	14.9%	C
	Gender	10%	8.9	42.5%	A-
Head Coach - Men's Basketball					
	Race	5%	4.5	26.1%	A
	Gender	N/A	x	x	x
Head Coach - Women's Basketball					
	Race	5%	4	13.4%	B
	Gender	10%	10	35.7%	A+
Head Coach - Football (Div. 1)					
	Race	5%	2.5	7.3%	F
	Gender	N/A	x	x	x
Assistant Coach - All Men's Teams (Div. 1)					
	Race	5%	4.5	20.8%	A
	Gender	N/A	x	x	x
Assistant Coach - All Women's Teams (Div. 1)					
	Race	5%	4	18.4%	B
	Gender	10%	9	51.5%	A
Athletic Department					
Athletic Director (Div. 1)					
	Race	10%	5	6.9%	F
	Gender	10%	5	7.8%	F
Assistant/Associate Athletic Director (Div. 1)					
	Race	5%	3.75	10.5%	C+
	Gender	10%	6.9	28.4%	C-
Senior Women's Administrator (Div. 1)					
	Race	5%	4.35	14.3%	B/B+
	Gender	5%	5	97.7%	A+
Faculty Athletic Representative (Div. 1)					
	Race	5%	3	7.6%	D
	Gender	5%	2.5	22.6%	F
Professional Administration (Div. 1)					
	Race	10%	8	26.4%	B
	Gender	10%	8	50.5%	B
Student-Athlete Opportunities					
	Race (Men)	20%	19.5	37.8%	A/A+
	Gender	20%	18	43.0%	A
<p>Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category. % for Race=People of Color; % for Gender=Women. N/A=Not Applicable.</p>					

TABLE IV

College sport received A's for race in Division I men's head basketball coaching positions, all Division I men's assistant coaching positions, and opportunities for male and female student-athletes. It received A's for gender at the NCAA Headquarters, Division I women's head basketball coaching positions, all Division I women's assistant coaching positions, senior woman administrator positions and opportunities for female student-athletes.

College sport received F's for race in Division I head football coaching positions and for gender in faculty athletics reps positions. It received F's for race and gender in the key positions of athletics director, conference commissioner and university president.

While Commissioners Stern, Tagliabue and Selig, and Presidents Orender and Brand regularly worked to improve hiring practices for people of color and women in the front office and minorities in the coaching and managerial ranks, the results at the team levels still clearly showed the limits of their powers. The league and NCAA leaders set an important tone but do not have the authority to mandate change at the team or college level.

The NBA's historic record has led to progress year-by-year. In Major League Baseball and the NFL, it took dramatic actions by Commissioners Selig and then Tagliabue (the Rooney Rule) to mandate diverse pools of candidates for the top jobs. MLS mandated a league-wide version of that after it received an F for gender in the 2003 season. The NCAA and college sport have had no such mechanism in place. As of the publication of the 2005 Racial and Gender Report Card, there are discussions about adopting something like a Rooney Rule for colleges. The Black Coaches Association is also contemplating legal actions against colleges using Title VII regulations.

COLLEGE SPORT GRADES		
Division IA Commissioners	Grade	F
	Race	F
	Gender	F
Division I Commissioners	Grade	F
	Race	F
	Gender	F
Division 1A Presidents	Grade	F
	Race	F
	Gender	F

TABLE V

Currently on the table is the BCA's Football Hiring Report Card published for the third time in 2006 by the BCA. When the BCA started the report, there were three African-American head coaches. In year one, there was no change. Presidents and athletic directors did not know how to react to the fact that a vocal and influential organization was watching. In the second year of the report, the number of African-American head coaches went from three to five with the hiring of Turner Gill at Buffalo and Ron Prince at Kansas State, who joined African-American head coaches at UCLA, Mississippi State and Washington.

When the report was first published there was only one I-AA African-American head coach. Today, there are six in the I-AA head coaching ranks - at Valparaiso, Southeast Missouri State, Northern Arizona, St. Peter's College, Indiana State and Columbia.

Noting the grudging but real success that has followed the Football Hiring Report Card, the BCA will launch a hiring report card in 2007 in women's basketball and athletic director positions. The records in both areas were as bad as that for football, where 45.4 percent of college football players are African-American and there is such a low percentage of coaches.

This year's Racial and Gender Report Card showed an all-time high in the percentage of African-American women playing college basketball (43.7 percent), yet only 9.3 percent of the women's head coaches were

African-American women.

For athletic directors, there was significant progress at the Division I-A level, where 12 African-Americans and three Latinos were ADs in the 2006-07 academic year. When you go deep and look at Division I, II and III, AD posts are overwhelmingly held by whites at 93.1 percent, 92.3 percent and 96.1 percent, respectively.

“For athletic directors, there was significant progress at the Division I-A level, where 12 African-Americans and three Latinos were ADs in the 2006-07 academic year.”

Starting in 2007, the BCA will have hiring report cards for Division I women's basketball and Division I athletic directors. Many are hopeful this will lead to real change.

Chapter 9 includes a listing of the diversity initiatives of the NBA, MLB, MLS and the NCAA. The initiatives have been added to the report card in recognition of the importance of these efforts and in acknowledgement that changing hiring practices and creating a truly diverse workplace are goals that cannot be quickly achieved.

Chapter 2: Major League Baseball

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 a 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 MLB, players born outside of the 50 United States represent 27.4 percent of those surveyed on the 2006 Opening Day rosters of Major League Baseball.

MLB Grade for Players: A+

See Table 1.

Players					
	%	#		%	#
2005			1998		
White	60%	709	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	1997		
International	30%	358	White	58%	x
2004			African-American	17%	x
White	63%	789	Latino	24%	x
African-American	9%	111	Other	1%	x
Latino	26%	326	1996		
Asian	2%	26	White	62%	x
Other	0%	1	African-American	17%	x
International	27%	338	Latino	20%	x
2003			Other	1%	x
Data Not Recorded			1995		
2002			White	62%	x
White	60%	x	African-American	19%	x
African-American	10%	x	Latino	19%	x
Latino	28%	x	Other	0%	x
Asian	2%	x	1994		
Other	0%	x	White	64%	x
International	25%	x	African-American	18%	x
2001			Latino	18%	x
White	59%	x	1993		
African-American	13%	x	White	67%	x
Latino	26%	x	African-American	16%	x
Other	1%	x	Latino	16%	x
2000			Other	<1%	x
White	60%	x	1992		
African-American	13%	x	White	68%	x
Latino	26%	x	African-American	17%	x
Other	1%	x	Latino	14%	x
1999			1991		
White	60%	x	White	68%	x
African-American	13%	x	African-American	18%	x
Latino	26%	x	Latino	14%	x
Other	<1%	x			

x= Data not recorded

Table 1

“The percentage of international players in MLB was 30.3 percent, up three percentage points.”

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.

“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.”

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.

MLB Central Office					
	%	#		%	#
2005			1998 - 1999		
White	73%	336		Data Not Recorded	
African-American	10%	48	1997	White	78%
Asian	3%	14		African-American	13%
Latino	13%	61		Asian	1%
Native American	<1%	2		Latino	8%
Women	34%	157		Women	53%
Total		462		Total	215
Minority Total	27%	125		Minority Total	22%
2004			1996		
White	71%	252		Data Not Recorded	
African-American	11%	40	1995	White	72%
Asian	4%	14		African-American	18%
Latino	13%	48		Asian	1%
Native American	<1%	2		Latino	9%
Women	40%	144		Women	54%
Total		356		Total	141
Minority Total	29%	104		Minority Total	28%
2003			1994		
Data Not Recorded				White	78%
2002				African-American	16%
White	68%	250		Asian	0%
African-American	13%	48		Latino	6%
Asian	4%	15		Women	56%
Latino	15%	54		Total	188
Native American	1%	1		Minority Total	22%
Women	46%	169	1991 - 1993		
Total		368		Data Not Recorded	
Minority Total	32%	118	1990	White	79%
2001				African-American	14%
Data Not Recorded				Asian	0%
2000				Latino	7%
White	74%	x		Women	55%
African-American	14%	x		Total	116
Asian	2%	x		Minority Total	21%
Latino	14%	x			
Native American	1%	x			
Women	47%	x			
Total		314			
Minority Total	26%	x			

x= Data not recorded

Note: Data provided by MLB league office

Table 2

Chapter 2: Major League Baseball

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)

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

MLB Grade for Managers: A

See Table 4 and 5.

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,

Majority Owners			
	%	#	
2005			
White	97%	31	
African-American	0%	0	
Latino	3%	1	
Asian	0%	0	
Other	0%	0	
Women	0%	0	
2004			
White	96%	29	
African-American	0%	0	
Latino	3%	1	
Asian	0%	0	
Other	0%	0	
Women	0%	0	
2003			
Data Not Recorded			
2002			
White	100%	x	
African-American	0%	x	
Latino	0%	x	
Asian	0%	x	
Women	0%	x	
2001			
White	100%	x	
African-American	0%	x	
Latino	0%	x	
Asian	0%	x	
Women	0%	x	
2000			
White	100%	x	
African-American	0%	x	
Latino	0%	x	
Asian	0%	x	
Women	0%	x	
1999			
White	97%	x	
African-American	0%	x	
Latino	0%	x	
Asian	3%	x	
Women	3%	x	
1998			
White	97%	x	
African-American	0%	x	
Latino	0%	x	
Asian	3%	x	
Women	3%	x	

x= Data not recorded

Table 3

Managers					
	%	#		%	#
2005			1998		
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
2004			1997		
White	77%	23	White	86%	24
African-American	10%	3	African-American	11%	3
Asian	0%	0	Latino	3%	1
Latino	13%	4	1996		
Women	0%	0	White	86%	24
2003			African-American	11%	3
Data Not Recorded			Latino	3%	1
2002			1995		
White	68%	21	White	86%	24
African-American	26%	8	African-American	11%	3
Asian	0%	0	Latino	3%	1
Latino	6%	2	1994		
Women	0%	0	White	82%	23
2001			African-American	14%	4
White	77%	25	Latino	3%	1
African-American	20%	6	1993		
Asian	0%	0	White	79%	22
Latino	3%	1	African-American	14%	4
Women	0%	0	Latino	7%	2
2000			1992		
White	83%	25	White	89%	23
African-American	13%	4	African-American	7%	2
Asian	0%	0	Latino	<4%	1
Latino	3%	1	1991		
Women	0%	0	White	89%	23
1999			African-American	7%	2
White	90%	27	Latino	<4%	1
African-American	7%	2			
Asian	0%	0			
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
	Washington	2002-present	314-334
Willie Randolph	NY Mets	2005-present	83-76

Table 5

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 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 MLB.

See Table 7.

“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 MLB.”

Coaches

“...23 percent of the managers were either African-American...or Latino.”

In the 2005 MLB season, people of color held 30 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 percent for 2004.

MLB Grade for Coaches: A+

See Table 6.

Coaches					
	%	#		%	#
2005			1998		
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
2004			1997		
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	1996		
2003			White	74%	119
Data Not Recorded			African-American	18%	29
2002			Latino	7%	12
White	72%	150	Asian	<1%	1
African-American	16%	34	Other	0%	0
Latino	11%	23	1995		
Asian	1%	2	White	72%	114
Other	0%	0	African-American	18%	29
Women	0%	0	Latino	9%	14
2001			Asian	0%	0
Data Not Recorded			Other	<1%	1
2000			1994		
White	70%	139	White	78%	126
African-American	19%	38	African-American	14%	22
Latino	11%	21	Latino	8%	13
Asian	0%	0	Other	<1%	1
Other	0%	0	1993		
Women	0%	0	White	80%	133
1999			African-American	13%	22
White	71%	129	Latino	6%	10
African-American	18%	33	Other	1%	2
Latino	10%	19			
Asian	1%	1			
Other	0%	0			
Women	0%	0			

Table 6

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.

CEO/President		
	%	#
2005		
White	100%	33
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	6%	2
2004		
White	100%	31
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	3%	1
2003		
Data Not Recorded		
2002		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
2001		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
2000		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1999		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1998		
White	100%	x
African-American	0%	x
Latino	0%	x
Other	0%	x
Women	3%	x

x= Data not recorded

Table 7

General Manager/Director of Player Personnel

	%	#
2005		
White	93%	28
African-American	3%	1
Latino	3%	1
Asian	0%	0
Women	0%	0
2004		
White	94%	28
African-American	3%	1
Latino	3%	1
Asian	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
White	94%	28
African-American	3%	1
Latino	3%	1
Asian	0%	0
Women	0%	0
2001		
White	97%	29
African-American	3%	1
Latino	0%	0
Asian	0%	0
Women	0%	0
2000		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
1999		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
1998		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
1997		
White	97%	29
African-American	3%	1
Latino	0%	0
1996		
White	96%	27
African-American	3%	1
Latino	0%	0
1995		
White	96%	27
African-American	4%	1
Latino	0%	0
1994		
White	96%	27
African-American	4%	1
Latino	0%	0

Table 8

Team Vice Presidents

During the 2005 MLB season, 12 percent of vice presidents were people of color: 10 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, Kansas City 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, International 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.

“The Arizona Diamondbacks, with three Latino vice presidents, were at the top of the list in MLB.”

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

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- 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, Los Angeles Angels of Anaheim
- 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 listed above had only one or two women in vice president positions.

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

MLB Grade for Team Vice Presidents:

Race: B
Gender: F

See Table 9.

Vice Presidents			
		%	#
2005			
	White	88%	218
	African-American	4%	10
	Latino	5%	12
	Asian	3%	8
	Women	13%	31
2004			
	White	89%	199
	African-American	4%	11
	Latino	4%	10
	Asian	3%	5
	Women	14%	32
2003			
Data Not Recorded			
2002			
	White	89%	178
	African-American	5%	9
	Latino	4%	7
	Asian	2%	4
	Women	12%	23
2001			
Data Not Recorded			
2000			
	White	90%	170
	African-American	6%	10
	Latino	3%	6
	Asian	1%	2
	Women	6%	12
1999			
	White	92%	176
	African-American	5%	9
	Latino	2%	4
	Asian	1.6%	3
	Women	8%	16
1998			
	White	92%	123
	African-American	5%	7
	Latino	<2%	2
	Asian	<2%	2
	Women	5%	6
1997			
	White	93%	101
	African-American	4%	4
	Latino	<2%	2
	Other	<2%	2
	Women	5%	5
1996			
	White	92%	117
	African-American	4%	5
	Latino	2%	3
	Other	<2%	2
	Women	<2%	2
1995			
	White	93%	115
	African-American	5%	6
	Latino	<1%	1
	Asian	<2%	2
	Women	<2%	2
1994			
	White	94%	111
	African-American	<3%	3
	Latino	<2%	2
	Asian	<2%	2
	Women	<1%	1

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 2001 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 four 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:

Race: B+
Gender: F

Senior Administrators			
		%	#
2005			
	White	84%	246
	African-American	8%	22
	Latino	6%	18
	Asian	2%	6
	Other	0%	0
	Women	18%	52
2004			
	White	83%	217
	African-American	10%	25
	Latino	5%	12
	Asian	2%	6
	Other	0%	0
	Women	14%	36
2002 - 2003			
		Data Not Recorded	
2001			
	White	86%	x
	African-American	10%	x
	Latino	4%	x
	Asian	<1%	x
	Women	24%	x
2000			
	White	84%	x
	African-American	8%	x
	Latino	6%	x
	Asian	3%	x
	Women	24%	x
1998 - 1999			
		Data Not Recorded	
1997			
	White	85%	x
	African-American	8%	x
	Other	5%	x
	Women	2%	x

x= Data not recorded

Table 10

See Table 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 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.

Team Professional Administration			
		%	#
2005			
	White	90%	243
	African-American	4%	10
	Latino	5%	14
	Asian	1%	3
	Other	0%	0
	Women	30%	80
2004			
	White	85%	537
	African-American	7%	42
	Latino	7%	41
	Asian	1%	9
	Other	0%	0
	Women	28%	174
2003			
		Data Not Recorded	
2002			
	White	87%	x
	African-American	7%	x
	Latino	4%	x
	Asian	1%	x
	Other	1%	x
	Women	22%	x
2001			
		Data Not Recorded	
2000			
	Minorities	23%	x
	Women	32%	x
1999			
	Minorities	21%	x
	Women	32%	x

x= Data not recorded

Table 11

MLB Grade for Professional Administration:

Race: C
Gender: C

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.

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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.

“Previously there were no women physicians, but the number improved to two percent this year.”

Physicians					
	%	#		%	#
2005			1999		
White	93%	77	White	93%	41
African-American	4%	3	African-American	5%	2
Latino	0%	0	Latino	0%	0
Asian	2%	2	Asian	2%	1
Other	1%	1	Women	0%	0
Women	2%	2	1998		
2004			1997		
White	98%	55	White	87%	34
African-American	2%	1	African-American	5%	2
Latino	0%	0	Latino	3%	1
Asian	0%	0	Asian	5%	2
Other	0%	0	Women	0%	0
Women	0%	0	1996		
2003			1995		
Data Not Recorded			Data Not Recorded		
2002			1994		
White	96%	66	White	94%	32
African-American	1%	1	African-American	3%	1
Latino	0%	0	Latino	0%	0
Asian	3%	2	Other	3%	1
Other	0%	0	Women	0%	0
Women	6%	4	1993		
2001			1992		
Data Not Recorded			Data Not Recorded		
2000			1991		
Data Not Recorded			Data Not Recorded		
2000			1990		
White	93%	42	White	95%	36
African-American	4%	2	African-American	<3%	1
Latino	0%	0	Latino	<3%	1
Asian	<3%	1	Other	0%	0
Women	0%	0	1989		
2000			1988		
White	94%	32	White	94%	32
African-American	3%	1	African-American	3%	1
Latino	3%	1	Latino	3%	1

x= Data not recorded

Table 12

Head Trainers		
	%	#
2005		
White	86%	49
African-American	4%	2
Latino	9%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2004		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
White	97%	27
African-American	0%	0
Latino	3%	1
Asian	0%	0
Other	0%	0
Women	0%	0
2001		
Data Not Recorded		
2000		
White	97%	29
African-American	0%	0
Latino	3%	1
Other	0%	0
Women	0%	0
1999		
White	97%	29
African-American	0%	0
Latino	3%	1
Other	0%	0
Women	0%	0
1998		
White	97%	29
African-American	0%	0
Latino	3%	1
Other	0%	0
Women	0%	0
1997		
White	88%	22
African-American	0%	0
Other	12%	3
1996		
White	100%	23
African-American	0%	0
Other	0%	0
1995		
White	100%	21
African-American	0%	0
Other	0%	0
1994		
White	100%	23
African-American	0%	0
Other	0%	0
1993		
White	100%	23
African-American	0%	0
Other	0%	0

Table 13

Radio/TV Broadcasters

During the 2005 MLB season, whites held 79 percent of the broadcasting positions, down from 83 percent

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%
2003		
Data Not Recorded		
2002		
White		83%
African-American		4%
Latino		12%
Asian		1%
Other		0%
Women		1%
2001		
Data Not Recorded		
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%
1997		
White		87%
African-American		0%
Latino		16%
Asian		0%
Other		0%
Women		0%
1996		
White		85%
African-American		3%
Latino		12%
Asian		0%
Other		0%
Women		0%

Table 14

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 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.

MLB by Position								
		P	C	IF	OF			
2005								
White		69%	62%	48%	48%			
African-American		3%	1%	11%	26%			
Latino		26%	36%	39%	22%			
Asian		3%	1%	2%	3%			
2004								
		P	C	1B	2B	3B	SS	OF
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%
2003								
Data Not Recorded								
2002								
Data Not Recorded								
		P	C	1B	2B	3B	SS	OF
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%
2001								
Data Not Recorded								
2000								
Data Not Recorded								
		P	C	1B	2B	3B	SS	OF
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%
1999								
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%
1998								
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%
1997								
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%
1996								
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%
1995								
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%
1994								
Data Not Recorded								
1993								
Data Not Recorded								
		P	C	1B	2B	3B	SS	OF
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%
1983								
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

Chapter 3: National Basketball Association

OVERALL GRADES

The NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A** for race with 94.4 points (up 0.4 points from the 2004 report) out of a possible 100 and a **B-** for gender with 79 points (down from 80) for a combined **B+**. In the 2004 Racial and Gender Report Card, the NBA had an **A** for race and **B** for gender, which combined to give the league an overall grade of **B+**. This overall grade was by far the best out of all the professional men's leagues in 2004.

“The NBA earned its highest grade ever...an A for race with 94.4 points out of a possible 100.”

For the 2005-06 season, the NBA earned an **A+** for race in the categories of players, league office professionals, head and assistant coaches. It earned an **A** for race for team senior and professional administrators, an **A-** for general managers, and a **B** for team vice presidents. For gender, the NBA earned an **A** in the league office and for professional administrators. It got an **F** for team vice presidents and senior team administrators.

GRADES BY CATEGORY

Players

In the NBA's 2005-06 season, 73 percent of the players were African-American, 22 percent were white,

Players					
	%	#		%	#
2005-06			1998-99		
White	22%	97	White	21%	x
African-American	73%	315	African-American	78%	x
Latino	3%	13	Latino	1%	x
Asian	<1%	2	Other	0%	x
Other	1%	5	1997-98		
International	19%	82	White	23%	x
2004-05			African-American	77%	x
White	23%	98	Latino	<1	x
African-American	73%	313	Other	0%	x
Latino	2%	9	1996-97		
Asian	<1%	3	White	20%	x
Other	1%	6	African-American	79%	x
International	19%	81	Latino	<1%	x
2003-04			Other	<1%	x
White	22%	91	1995-96		
African-American	76%	311	White	20%	x
Latino	1%	5	African-American	80%	x
Asian	<1%	3	Latino	0%	x
Other	0%	0	Other	<1%	x
International	17%	68	1994-95		
2002-03			White	18%	x
Data Not Recorded			African-American	82%	x
2001-02			Latino	0%	x
White	20%	x	Other	0%	x
African-American	78%	x	1993-94		
Latino	1%	x	White	21%	x
Asian	<1%	x	African-American	79%	x
Other	0%	x	Latino	0%	x
2000-01			1992-93		
White	21%	x	White	23%	x
African-American	78%	x	African-American	77%	x
Latino	1%	x	Latino	0%	x
Other	0%	x	Other	0%	x
1999-2000			1991-92		
White	22%	x	White	25%	x
African-American	78%	x	African-American	75%	x
Latino	<1%	x	Latino	0%	x
Other	0%	x	1990-91		
			White	28%	x
			African-American	72%	x
			Latino	0%	x

x=Data not recorded

TABLE 16

and three percent were Latino. Asians still comprised less than one percent of NBA rosters, and an additional one percent of people of color are categorized as “other.” The percentage of Latino players has steadily increased over the last two seasons while the percentage of white players was the same in 2005-06 as in the 2004 Report Card. The percentage of African-American players decreased by three percentage points since the last Report Card; it was the lowest percentage of African-American players since the 1990-91 season, when it was 72 percent.

“The percentage of African-American players decreased...the lowest percentage since the 1990-91 season.”

Nineteen percent of the players were international, which was an increase of two percentage points from last season and continued to be an important trend. Since the 2004 Report Card, the number of international players increased by 14 players. Most of the additional white players in the NBA are from Eastern Europe, not the United States.

NBA Grade for Players: A+

See Table 16.

NBA League Office

In the NBA's League Office, as of April 21, 2006, 33 percent of all professional positions were held by people of

color, an increase of four percentage points since the last report card that covered the 2003-04 season. Of all professional employees, 67 percent were white, 19 percent were African-American, seven percent were Latino and six percent were Asian. Since the previous RGRC, the percentages of Latinos, and Asians and African-Americans each increased by one percentage point. Women made up 41 percent of professional employees, a decline of two percentage points from the 2004 Report Card.

There were 18 people of color in vice president positions at the NBA during the 2005-06 season:

- Michael Bantom, senior vice president, Player and Basketball Development
- Linda L. Choong, vice president, Retail Group
- Stuart Jackson, senior vice president, Basketball Operations
- Stephen O. Richard, senior vice president, Finance
- Gail Hunter, vice president, Events and Attractions
- Robert Jamieson, vice president, Financial Planning and Analysis
- Stephanie A. Murphy, vice president for Retail Sales
- Kenneth J. Payne, vice president, Events and Attractions
- Thomas Sanders, vice president, Player Programs
- Bernard Tolbert, senior vice president, Security
- Mark Tatum, vice president, Marketing and Media
- Leah M. Wilcox, vice president, Player and Talent Relations
- Bob Lanier, special assistant to the Commissioner
- Arturas Nunez, vice president, NBA Latin America
- Jared Bartie, vice president, Team Business Development
- Michael Curry, vice president, NBA Development League – Player Development
- Emilio Collins, vice president, Marketing Partnerships
- Rory Sparrow, vice president, Community and Player Programs

Including Choong, Hunter, Murphy

League Office: Professional Employees

	%	#		%	#
2005-06			1998-99		
White	67%	492	Data Not Recorded		
African-American	19%	143	1997-98		
Latino	7%	52	White	78%	415
Asian	6%	46	African-American	16%	86
Other	<1%	1	Latino	4%	19
Women	41%	298	Asian	2%	13
Total	x	734	Other	0%	0
2004-05			Women	45%	239
White	68%	474	Total	x	533
African-American	18%	127	1996-97		
Latino	7%	48	White	77%	377
Asian	6%	44	African-American	17%	83
Other	<1%	1	Latino	3%	14
Women	42%	291	Asian	3%	12
Total	x	694	Other	0%	0
2003-04			Women	44%	214
White	71%	484	Total	x	486
African-American	18%	129	1995-96		
Latino	6%	39	White	79%	306
Asian	5%	33	African-American	16%	61
Other	0%	0	Latino	<2.0%	7
Women	43%	303	Asian	3%	10
Total	x	685	Other	<1.0%	3
2002-03			Women	49%	188
Data Not Recorded			Total	x	387
2001-02			1994-95		
White	72%	459	White	77%	251
African-American	17%	11	African-American	19%	52
Latino	6%	39	Latino	<2%	6
Asian	5%	30	Asian	<2.0%	5
Other	0%	1	Other	<1.0%	1
Women	40%	259	Women	46%	151
Total	x	640	Total	x	325
2000-01			Data Not Recorded		
1999-2000			Data Not Recorded		
White	75%	434	Data Not Recorded		
African-American	18%	105	Data Not Recorded		
Latino	4%	25	Data Not Recorded		
Asian	3%	15	Data Not Recorded		
Other	<1.0%	1	Data Not Recorded		
Women	42%	246	Data Not Recorded		
Total	x	580	Data Not Recorded		

Note: The NBA League data includes the league office, NBA Properties, and NBA Entertainment. Data provided by the NBA league offices. x= Data not recorded

TABLE 17

and Wilcox, there were 16 women at this level:

- Carol Albert, vice president, Production Management and Marketing Integration
- Kathleen Behrens, senior vice president, Community and Player Programs
- Donna Daniels, vice president, Marketing and Strategic Planning
- Kimberly Bohuny, vice president, Basketball Operations-International
- Ayala Deutsch, vice president and Senior Intellectual Property Counsel
- Noreen Reilly, vice president, Administration
- Brenda Spoonemore, senior vice president, Interactive Services
- Heidi Ueberroth, executive vice president, Global Media Properties and Marketing Partnerships
- Carolyn Blitz, vice president, Commissioner's Office
- Mary Pat Gillin, vice president, Marketing Services
- Leslie Julich, vice president, Employee Relations
- Nancy Zellner, vice president, Benefits

NBA Grade for League Central Offices:

Race: A+
Gender: A

See Table 17.

“Robert L. Johnson, the owner of the Charlotte Bobcats, is the NBA’s only African-American owner.”

Majority Owners							
		%	#		%	#	
2005-06	White	98%	44	2000-01	White	100%	x
	African-American	2%	1		African-American	0%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Other	0%	0		Women	0%	x
	Women	6%	3				
2004-05	White	91%	50	1999-2000	White	100%	x
	African-American	9%	1		African-American	0%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Other	0%	0		Women	0%	x
	Women	5%	3				
2003-04	White	96%	25	1998-99	White	100%	x
	African-American	4%	1		African-American	0%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Other	0%	0		Women	0%	x
	Women	12%	3				
2002-03	Data Not Recorded			1997-98	White	100%	x
	Data Not Recorded				African-American	0%	x
2001-02	White	100%	x	Latino	0%	x	
	African-American	0%	x	Asian	0%	x	
	Latino	0%	x	Women	0%	x	
	Asian	0%	x				
	Other	0%	0				
	Women	0%	x				

x= Data not recorded

TABLE 18

Ownership

There were three women who had majority ownership of NBA franchises. Colleen J. Maloof and Adrienne Maloof-Nassif were part of the Maloof family ownership of the NBA's Sacramento Kings. Irene Pollin was co-owner of the NBA's Washington Wizards and WNBA's Washington Mystics with her husband Abe.

Robert L. Johnson, the owner of the Charlotte Bobcats, is the NBA's only African-American owner. He is also the only African-American majority owner in men's professional sport.

See Table 18.

Head Coaches

African-Americans held 11 head coaching jobs at the start of the 2005-06 NBA season, which represented 37 percent of the total. While this

was a decrease from the 2004-05 season, it was still one of the highest percentages throughout the years. The 2001-02 season recorded the highest percentage of African-American head coaches (48 percent) in the history of any sport—collegiate or professional. However, the 2004-05 season's percentage of African-American head coaches in the NBA was the second-highest in history (40 percent). There were 19 white head coaches (63 percent) and no Asian or Latino NBA head coaches during the 2005-06 season.

For the 2005-06 season, there were 11 African-American head coaches in the NBA:

- Mike Woodson, Atlanta Hawks
- Doc Rivers, Boston Celtics
- Bernie Bickerstaff, Charlotte Bobcats
- Mike Brown, Cleveland Cavaliers
- Avery Johnson, Dallas Mavericks
- Byron Scott, New Orleans Hornets
- Dwayne Casey, Minnesota Timberwolves

Head Coaches					
	%	#		%	#
2005-06			1998-99		
White	63%	19	White	86%	25
African-American	37%	11	African-American	14%	4
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2004-05			1997-98		
White	60%	18	White	83%	24
African-American	40%	12	African-American	17%	5
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2003-04			1996-97		
White	63%	19	White	76%	22
African-American	37%	11	African-American	24%	7
Asian	0%	0	Latino	0%	0
Latino	0%	0	1995-96		
Women	0%	0	White	81%	23
2002-03			African-American	19%	6
Data Not Recorded			Latino	0%	0
2001-02			1994-95		
White	52%	15	White	81%	22
African-American	48%	14	African-American	19%	5
Asian	0%	0	Latino	0%	0
Latino	0%	0	1993-94		
Women	0%	0	White	81%	22
2000-01			African-American	19%	5
White	66%	19	Latino	0%	0
African-American	34%	10	1992-93		
Asian	0%	0	White	74%	20
Latino	0%	0	African-American	26%	7
Women	0%	0	Latino	0%	0
1999-2000			1991-92		
White	79%	23	White	93%	25
African-American	21%	6	African-American	7%	2
Asian	0%	0	Latino	0%	0
Latino	0%	0			
Women	0%	0			

x= Data not recorded

TABLE 19

“African-Americans held 11 head coaching positions...one of the highest percentages throughout the years.”

- Nate McMillan, Portland Trail Blazers
- Maurice Cheeks, Philadelphia 76ers
- Sam Mitchell, Toronto Raptors
- Eddie Jordan, Washington Wizards

There were 12 African-American head coaches during the 2004-05 season. Paul Silas of the Cleveland Cavaliers and Johnny Davis of the Orlando Magic were no longer coaching at the end of that season, so there were only 10 African-American head coaches remaining after the close of the 2004-05 season.

NBA Grade for Head Coaches: A+

See Tables 19 and 20.

Assistant Coaches

The percentage of African-Americans in assistant coaching positions in the National Basketball Association during the 2005-06 season increased from 29 percent in the 2003-04 season to 38 percent. The percentage of assistant coaching positions held by whites in the NBA has steadily declined since the 2003-04 season from 71 percent to 62 percent in the 2005-06 season.

NBA Grade for Assistant Coaches: A+

See Table 21.

Top Management

Chief Executive Officer

As of the end of the 2005-06 regular season, there were four African-American CEOs/presidents in the NBA, an all-time high:

- Terdema Ussery, Dallas Mavericks
- Ed Tapscott, Charlotte Bobcats
- Steve Mills, New York Knicks and New York Liberty
- Billy King, Philadelphia 76ers

There also were two African-American presidents of basketball operations in the NBA:

- Joe Dumars, Detroit Pistons
- Isiah Thomas, New York Knicks

“The NBA has the most CEOs/presidents of color in all of the major professional sports.”

Historical Listing of African-American Professional Head Coaches in the NBA

NBA (52 coaches as of end of 2005-06 season)							
	Team	Year(s)	Record		Team	Year(s)	Record
Bill Russell	Boston	1966-69	162-123	Sidney Lowe	Minnesota	1993-94	33-102
	Seattle	1973-77	162-166		Vancouver/Memphis	2001-03	46-126
	Sacramento	1987-88	17-41		San Antonio	1992-94	94-49
Al Attles	San Fran/Golden State	1969-83	557-518	John Lucas	Philadelphia	1994-96	42-122
	Lenny Wilkens	Seattle	1969-72		121-125	Cleveland	2001-03
Portland		1974-76	75-89	Quinn Buckner	Dallas	1993-94	13-69
Seattle	1977-85	357-277	Magic Johnson		L.A. Lakers	1993-94	11-May
Earl Loyd	Cleveland	1986-93	316-258	Butch Beard	New Jersey	1994-96	60-104
	Atlanta	1993-00	310-232		Miami	1994-95	15-21
Ray Scott	Toronto	2000-02	121-142	Alvin Gentry	Detroit	1997-2000	73-72
	New York	2004-2005	40-45		L.A. Clippers	2000-03	89-133
K.C. Jones	Detroit	1971-72	22-53	Bob Lanier	Golden State	1994-95	25-Dec
	Detroit	1972-76	147-134		M.L. Carr	Boston	1995-97
Draft Young	Capital/Washington	1973-76	155-91	Jim Clemons	Dallas	1996-98	28-70
	Boston	1983-88	308-102		Johnny Davis	Philadelphia	1996-97
Elgin Baylor	Seattle	1990-92	59-59	Eddie Jordan	Orlando	2003-2005	51-84
	Kansas City/Omaha	1973-74	0-3		Sacramento	1996-98	33-64
Bob Hopkins	New Orleans	1974-75	0-1	Darrell Walker	Washington	2003-present	118-143
	New Orleans	1976-79	64-98		Toronto	1996-98	41-90
Willis Reed	Seattle	1977-78	17-May	Butch Carter	Washington	1999-00	15-23
	New York	1977-79	49-47		Toronto	1998-00	68-64
Tom Sanders	New Jersey	1987-89	33-77	Lionel Hollins	Vancouver	1999-00	18-42
	Boston	1977-79	23-39		Doc Rivers	Orlando	1999-03
Paul Silas	San Diego	1980-83	78-168	Leonard Hamilton	Boston	2004-present	81-90
	Charlotte/New Orleans	1998-2002	221-171		Washington	2000-01	19-63
Don Chaney	Cleveland	2003-05	69-77	Nate McMillan	Seattle	2000-2005	220-191
	L.A. Clippers	1984-87	53-132		Portland	2005-present	21-61
Bernie Bickerstaff	Houston	1988-92	164-134	Byron Scott	New Jersey	2000-2003	174-154
	Detroit	1993-95	48-116		New Orleans	2004-present	56-108
Gene Littles	New York	2001-2003	72-112	Isiah Thomas	Indiana	2000-03	136-125
	Seattle	1985-90	202-208		Chicago	2001-04	51-100
Wes Unseld	Denver	1994-96	59-68	Bill Cartwright	Portland	2001-05	165-146
	Washington	1997-99	77-72		Maurice Cheeks	Philadelphia	2005-present
Mel Daniels	Charlotte Bobcats	2004-present	44-120	Mike Evans	Denver	2001-02	18-38
	Cleveland	1985-86	11-Apr		Frank Johnson	Phoenix	2001-04
Stu Jackson	Charlotte	1989-91	37-87	Keith Smart	Cleveland	2003	Sep-31
	Denver	1994-95	13-Mar		Mike Woodson	Atlanta	2004-present
Mack Calvin	Washington	1987-94	202-345	Terry Porter	Milwaukee	2003-2005	72-97
	Indiana	1988-89	0-2		Sam Mitchell	Toronto	2004-present
Fred Carter	New York	1989-91	52-45	Randy Ayers	Philadelphia	2003-04	21-31
	Vancouver	1996-97	Jun-33		Herb Williams	New York	2005-present
Gar Heard	L.A. Clippers	1991-92	1-Jan	Avery Johnson	Dallas	2005-present	86-31
	Philadelphia	1992-94	32-76		Mike Brown	Cleveland	2005-present
	Dallas	1992-93	Sep-44				
	Washington	1999-00	14-30				

TABLE 20

The NBA has the most CEOs/presidents of color in all of the major professional sports.

Susan O'Malley is the Washington Sports & Entertainment president, overseeing all business operations for the Washington Wizards and Washington Mystics.

It is important to note that Steve Mills is the president of all team operations at Madison Square Garden, making

him the CEO of three franchises: the New York Knicks, New York Rangers and New York Liberty.

See Table 22.

General Manager

During the 2005-06 season, there were seven African-American (23 percent) principals in charge of day-to-day operations/general managers in

the NBA:

- Billy Knight, general manager, Atlanta Hawks
- Bernie Bickerstaff, head coach and general manager, Charlotte Bobcats
- Elgin Baylor, vice president of Basketball Operations, Los Angeles Clippers
- Joe Dumars, president of Basketball Operations, Detroit Pistons
- Isiah Thomas, president and

Assistant Coaches							
		%	#		%	#	
2005-06			1997-98				
	White	62%	96		White	66%	76
	African-American	38%	59		African-American	34%	39
	Latino	1%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	0%	0		Women	0%	0
2004-05			1996-97				
	White	66%	100		White	66%	61
	African-American	33%	50		African-American	34%	32
	Latino	0%	0		Latino	0%	0
	Asian	1%	1		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	0%	0				
2003-04			1995-96				
	White	71%	98		White	59%	51
	African-American	29%	40		African-American	41%	35
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	0%	0				
2002-03			1994-95				
	Data Not Recorded				White	60%	45
2001-02					African-American	40%	30
	White	67%	79		Latino	0%	0
	African-American	33%	39		Asian	0%	0
	Latino	0%	0		Other	0%	0
	Asian	0%	0				
	Other	0%	0	1993-94			
	Women	0%	0		White	68%	48
2000-01			1992-93				
	Data Not Recorded				African-American	32%	30
1999-2000					Latino	0%	0
	White	64%	74		Other	0%	0
	African-American	36%	41				
	Latino	0%	0	1991-92			
	Asian	0%	0		White	67%	51
	Other	0%	0		African-American	33%	25
	Women	0%	0				
1998-99							
	White	67%	77				
	African-American	33%	38				
	Latino	0%	0				
	Asian	0%	0				
	Other	0%	0				
	Women	0%	0				

x= Data not recorded

TABLE 21

“...the NBA had seven African-American general managers...higher than any other men’s professional league...”

Team Vice Presidents

In the NBA, eight percent of the team vice president positions were held by African-Americans (down one percentage point since the last report card) while Latinos held three percent, up one percent. Whites held 87 percent of the vice president positions, up one percent from the 2004 Report Card. The percentage of Asian vice presidents increased to one percent after there were none previously. With 12 percent of its team vice president positions occupied by people of color, the NBA equaled its previous highs in 1997-98, 1994-95 and 1993-94.

“With 12 percent of its team vice president positions occupied by people of color, the NBA equaled its previous highs in 1997-98, 1994-95 and 1993-94.”

general manager, New York Knicks

- Otis Smith, co-general manager, Orlando Magic
- Rod Higgins, general manager, Golden State Warriors

The percentage of African-Americans has increased over the last two seasons to the highest percentage since the 1997-98 season. In the 2004 Report Card, reflecting the 2003-04 season, 17 percent of the GM positions were held by African-

Americans. There were no Latinos as general managers. Following the 2005-06 season on May 3, 2006, Otis Smith of the Orlando Magic was named general manager. He formerly shared the position with Dave Twardzik, who remains the assistant general manager.

NBA Grade for General Manager: A-

See Table 23.

CEO/President					
	%	#		%	#
2005-06			2000-01		
White	88%	35	White	90%	x
African-American	13%	4	African-American	10%	x
Latino	0%	0	Latino	0%	x
Asian	0%	0	Asian	0%	x
Women	3%	1	Women	3%	x
2004-05			1999-2000		
White	92%	33	White	90%	x
African-American	8%	3	African-American	10%	x
Latino	0%	0	Latino	0%	x
Asian	0%	0	Asian	0%	x
Women	3%	1	Women	3%	x
2003-04			1998-99		
White	90%	27	White	90%	x
African-American	10%	3	African-American	10%	x
Latino	0%	0	Latino	0%	x
Asian	0%	0	Asian	0%	x
Women	3%	1	Women	3%	x
2002-03			1997-98		
Data Not Recorded			White	90%	x
2001-02			African-American	10%	x
White	96%	x	Latino	0%	x
African-American	4%	x	Other	0%	x
Latino	0%	x	Women	7%	x
Asian	0%	x			
Women	4%	x			

x= Data not recorded

TABLE 22

“Women occupied 18 percent of [vice president] posts in each of the last two seasons reported.”

Women occupied 18 percent of these posts in each of the last two seasons reported. Prior to the most recent years, women had made steady increases as team vice-presidents since the Racial and Gender Report Card first kept this data in the 1993-94 season when they held only three percent of these positions.

There were 24 African-American NBA team vice presidents, nine of whom were female.

Male African-American vice presidents on NBA teams included:

- Quinn Buckner, vice president, Communications, Indiana Pacers
- Arthur Triche, vice president, Communications, Atlanta Hawks
- Dominique Wilkens, vice president, Basketball Operations, Atlanta Hawks
- David Lee, vice president, Business Development, Atlanta Hawks
- Ed Lewis, vice president, Government Relations, Charlotte Bobcats
- Steve Martin, senior vice president, Community and Public

General Manager/ Director of Player Personnel					
	%	#		%	#
2005-06			1999-2000		
White	77%	24	White	84%	25
African-American	23%	7	African-American	16%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2004-05			1998-99		
White	77%	24	White	79%	23
African-American	23%	7	African-American	21%	6
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2003-04			1997-98		
White	83%	25	White	72%	21
African-American	17%	5	African-American	28%	8
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2002-03			1996-97		
Data Not Recorded			White	72%	21
2001-02			African-American	28%	8
White	83%	25	Latino	0%	0
African-American	17%	5	1995-96		
Latino	0%	0	White	72%	20
Asian	0%	0	African-American	28%	9
Women	0%	0	Latino	0%	0
2000-01			1994-95		
White	79%	23	White	69%	20
African-American	21%	6	African-American	31%	9
Latino	0%	0	Latino	0%	0
Asian	0%	0			
Women	0%	0			

x= Data not recorded

TABLE 23

- Affairs, New Orleans Hornets
- Dwayne Redmon, vice president, Finance, Golden State Warriors
- Travis Stanley, executive vice president, Team Marketing, Golden State Warriors
- Keith Jones, vice president, Basketball Operations, Houston Rockets
- Elgin Baylor, vice president, Basketball Operations, Los Angeles Clippers
- Earvin “Magic” Johnson, vice president, Los Angeles Lakers
- Michael McCullough, executive vice president/chief marketing officer, Miami Heat
- Willis Reed, vice president, Basketball Operations, New Orleans Hornets
- Wayne Cooper, vice president, Basketball Operations, Sacramento Kings
- Ian Clarke, senior vice president/chief financial officer, Toronto Raptors

Female African-American vice presidents on NBA teams included:

- LaVerne Henderson, vice president, Community Development, Atlanta Hawks
- Sheryl Allen, vice president, Finance/Controller, Charlotte Bobcats
- LaRita Barber, vice president, Community Relations and Players Programs, Charlotte Bobcats
- Kathryn Jordan, vice president, Communications, Indiana Pacers
- Vivian L. Mora, vice president, Human Resources, Houston Rockets
- Anucha Browne-Sanders, senior vice president, Marketing and Business Operations, New York Knicks
- Sarah Mensah, vice president, Sponsor Sales & Services, Portland Trail Blazers
- Judy Holland-Burton, vice president, Community Relations, Washington Wizards
- Karin Buchholz, vice president, Community Relations and Fan Development, New York Knicks

There were six Latino vice-presidents

- on NBA teams, including:
- Mario Etemad, senior vice president, Detroit Pistons
 - Tony Cobra, vice president and chief information officer, Miami Heat
 - Alex Diaz, vice president, Facilities and general manager of American Airlines Arena, Miami Heat
 - Leo Gomez, vice president, External Affairs, San Antonio Spurs
 - Joe Favorito, vice president, Public Relations, New York Knicks
 - Diego Rocca Salva, vice president, Operations, Toronto Raptors

“The Philadelphia 76ers, Charlotte Bobcats, and Indiana Pacers led the league in total number of female vice presidents with eight, six, and four, respectively.”

The two Latina vice presidents were:

- Sandy Tacas, vice president, Business Systems and Technology, Golden State Warriors
- Loris Garcia, vice president, Human Resources, Orlando Magic

There were three Asian men serving as vice-presidents on NBA teams, including:

- Peter Wong, vice president, Human Resources, Phoenix Suns
- Rich Cho, vice president, Legal

- and Assistant General Manager, Seattle Supersonics
- Kevin Nonomura, vice president, Finance, Toronto Raptors

There was one Asian female vice president:

- Naomi Travers, vice president, Media Rights and Entertainment, Charlotte Bobcats

There were five teams with more than one African-American vice president: the Atlanta Hawks, Golden State Warriors, Indiana Pacers, Charlotte Bobcats and New York Knicks. The Golden State Warriors and Miami Heat both had Latino and African-American vice presidents.

Including Henderson, Allen, Jordan, Barber, Mora, Browne-Sanders, Buchholz, Holland-Burton, Mensah, Garcia, Tacas, and Travers there were 52 (18 percent) women vice presidents during the 2005-06 NBA season:

- Rena Dershowitz, vice president, Legal and Business Affairs, New York Knicks
- Polly Pearce, vice president, Special Events, Charlotte Bobcats
- Kay Lowery, vice president, Human Resources, Charlotte Bobcats
- Colleen Millsap, executive vice president, Administration, Charlotte Bobcats
- Ailey Penningroth, vice president, Strategic Planning, Atlanta Hawks
- Ellen Gahagan, vice president, OG Marketing, Detroit Pistons
- Susan Greenfield, vice president, Legal, Detroit Pistons
- Marilyn Hauser, senior vice president, Bookings/Marketing, Detroit Pistons
- Deb Dowling-Canino, vice president, Community Relations, Denver Nuggets
- Kellie Krauskopf, senior vice president, Fever Basketball, Indiana Pacers
- Jane Wardle, vice president, Budgeting, Indiana Pacers
- Donna Wilkinson, vice president, Human Resources, Indiana Pacers
- Donna Johnson, vice president,

Chapter 3: National Basketball Association

- Finance, Los Angeles Clippers
- Jeanie Buss, executive vice president, Business Operations, Los Angeles Lakers
- Kim Stone, chief of staff and vice president, Business Development, Miami Heat
- Lorraine Mondich, vice president, Fan Experience, Miami Heat
- Mary Ann Saleski, senior vice president, Comcast Spectator Foundation, Philadelphia 76ers
- Amy Cohen, vice president, Associate General Counsel, Philadelphia 76ers
- Alice Marini, vice president, Human Resources, Philadelphia 76ers
- Peggy Moroz, vice president, 3601 Creative Group, Philadelphia 76ers
- Stephanie Smith, vice president, Comcast Sportsnet, Philadelphia 76ers
- Cynthia Weiss, vice president, Comcast Sportsnet Marketing, Philadelphia 76ers
- Karen Frasca, vice president, Communications, Philadelphia 76ers
- Lara Price, senior vice president, Business Operations, Philadelphia 76ers
- Suzanne Werdann, vice president of Community Relations, New Orleans Hornets
- Lynn Agnello, vice president, Corporate Sales, Phoenix Suns
- Julie Fie, vice president, Basketball Communications, Phoenix Suns
- Cathey Moses, vice president, Marketing, Phoenix Suns
- Danette Leighton, vice president, Marketing, Brand Development, and Monarchs Business Operations, Sacramento Kings
- Donna Ruiz, vice president, Human Resources, Sacramento Kings
- Marta Monetti, vice president, Marketing & Communications, Portland Trail Blazers
- Alison Fox, executive vice president, Community Relations, Spurs Sports and Entertainment, San Antonio Spurs
- Lori Warren, vice president,

- Finance, San Antonio Spurs
- Paula Winslow, vice president, Human Resources, San Antonio Spurs
- Beth Robertson, vice president, Marketing, Toronto Raptors
- Robin Brudner, vice president and general counsel, Toronto Raptors
- Mardi Walker, vice president, People, Toronto Raptors
- Rhonda Ballute, vice president, Customer Service and Ticket Operations, Washington Wizards
- Ann Nicholaides, vice president, Marketing, Washington Wizards
- Neda Kia (Barrie), executive vice president, Business Development, Golden State Warriors

The Philadelphia 76ers, Charlotte Bobcats and Indiana Pacers led the league in total number of female vice presidents with eight, six and four respectively. The Detroit Pistons, Washington Wizards, San Antonio Spurs, Toronto Raptors, Phoenix Suns, and New York Knicks were close behind with three each.

NBA Grade for Team Vice Presidents:

Race: B
Gender: F

See Table 24.

Vice Presidents					
	%	#		%	#
2005-06			1998-99		
White	87%	252	White	90%	170
African-American	8%	24	African-American	9%	17
Latino	3%	8	Latino	1%	2
Asian	1%	4	Asian	0%	0
Women	18%	52	Women	12%	22
2004-05			1997-98		
White	86%	232	White	87%	138
African-American	10%	28	African-American	12%	19
Latino	2%	6	Latino	1%	2
Asian	1%	3	Asian	0%	0
Women	18%	48	Women	12%	16
2003-04			1996-97		
White	88%	192	White	90%	140
African-American	9%	19	African-American	10%	15
Latino	3%	7	Latino	<1%	1
Asian	0%	0	Other	0%	0
Women	17%	39	Women	8%	13
2002-03			1995-96		
Data Not Recorded			White	92%	132
2001-02			African-American	8%	12
White	90%	175	Latino	0%	0
African-American	7%	13	Other	0%	0
Latino	3%	5	Women	7%	10
Asian	0%	0	1994-95		
Women	15%	29	White	87%	109
2000-01			African-American	12%	15
Data Not Recorded			Latino	0%	0
1999-2000			Asian	<1%	1
White	89%	164	Women	6%	8
African-American	10%	18	1993-94		
Latino	1%	1	White	87%	97
Asian	0%	0	African-American	12%	14
Women	13%	24	Latino	0%	0
x= Data not recorded					

TABLE 24

Senior Administrators

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.

“The percentage of people of color holding senior administrative positions...was an all-time record for the NBA.”

The percentage of people of color holding senior administrative positions on NBA teams increased from 15 to 20 percent since the 2004 Racial and Gender Report Card. This was an all-time record for the NBA. In 2005-06, 80 percent of senior administrators were white, 13 percent were African-American, five percent were Latino and two percent were Asian.

The percentages of African-Americans, Asians and Latinos have all increased since the last Report Card was published by one, two and three percent respectively. The percentage of women in senior administrative positions however, decreased from 26 percent in the last Report Card to 23 percent.

NBA Grade for Senior Administration:

Race: A-
Gender: F

See Table 25.

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.

The percentage of people of color holding professional positions on NBA teams also increased from 24 to 26 percent since the 2004 Racial and Gender Report Card. This was an all-time record for the NBA for race. During the 2005-06 NBA season whites holding professional administration positions decreased two percentage points from 76 percent in the 2004 Report to 74 percent. African-Americans holding professional administrative positions remained at 14 percent in the 2005-06 season. Latinos and Asians both increased one percentage point to eight percent and three percent, respectively. The percentage of

“Women occupied 42 percent of [professional administration] positions in the 2005-06 season, a three percent increase.”

Senior Administrators					
	%	#		%	#
2005-06			2000-01		
White	80%	367	White	83%	x
African-American	13%	58	African-American	12%	x
Latino	5%	25	Latino	3%	x
Asian	2%	7	Asian	2%	x
Other	0%	0	Women	36%	x
Women	23%	107	1999-2000		
2004-05			White	85%	x
White	84%	370	African-American	10%	x
African-American	12%	52	Latino	3%	x
Latino	3%	15	Asian	2%	x
Asian	1%	6	Women	40%	x
Other	0%	0	1998-99		
Women	24%	108	White	86%	x
2003-04			African-American	11%	x
White	84%	283	Latino	<2%	x
African-American	12%	42	Asian	<2%	x
Latino	2%	4	Women	41%	x
Asian	<1%	4	1997-98		
Other	0%	0	White	87%	x
Women	26%	84	African-American	11%	x
2002-03			Other	2%	x
Data Not Recorded			Women	31%	x
2001-02			1996-97		
White	83%	x	White	88%	x
African-American	14%	x	African-American	11%	x
Latino	3%	x	Other	1%	x
Asian	2%	x	Women	23%	x
Women	29%	x			

x= Data not recorded

TABLE 25

Professional Administration					
	%	#		%	#
2005-06			1998-99		
White	74%	672	White	83%	x
African-American	14%	130	African-American	12%	x
Latino	8%	76	Latino	4%	x
Asian	3%	28	Asian	1%	x
Other	1%	5	Women	39%	x
Women	42%	380	1997-98		
2004-05			White	83%	x
White	77%	684	African-American	13%	x
African-American	13%	112	Latino	3%	x
Latino	7%	60	Asian	1%	x
Asian	3%	25	Women	39%	x
Other	0%	3	1996-97		
Women	43%	381	White	83%	x
2003-04			African-American	14%	x
White	76%	1192	Other	3%	x
African-American	14%	222	Women	38%	x
Latino	7%	108	1995-96		
Asian	2%	30	White	84%	x
Other	1%	9	African-American	13%	x
Women	39%	602	Other	<3%	x
2002-03			Women	45%	x
		Data Not Recorded	1994-95		
2001-02			White	87%	x
White	79%	x	African-American	10%	x
African-American	13%	x	Latino	<1%	x
Latino	6%	x	Asian	<1%	x
Asian	<2%	x	Other	1%	x
Other	<1%	x	Women	32%	x
Women	48%	x	1993-94		
2000-01			White	84%	x
		Data Not Recorded	African-American	13%	x
1999-2000			Latino	2%	x
White	77%	x	Asian	<1%	x
African-American	15%	x	Other	<1%	x
Latino	6%	x	1992-93		
Asian	2%	x	White	86%	x
Women	52%	x	African-American	11%	x
			Latino	2%	x
			Asian	1%	x
			Other	<1%	x

x= Data not recorded

TABLE 26

“other” people of color remained the same at one percent.

The percentage of women in these professional positions climbed since the 2004 Report Card when we noted a major decline to 39 percent from 48 percent in the 2003 Racial and Gender Report Card. Women occupied 42 percent of these positions in the 2005-06 season, a three percent increase.

NBA Grade for Professional Administration:

Race: A
Gender: A

See Table 26.

Physicians and Head Trainers

In the NBA, people of color held 12 percent of the team physician positions, up from approximately three percent in the 2004 Report Card. White team physicians decreased

from 97 percent to 89 percent in the last two seasons while the percentage of physicians who were people of color rose from less than four percent in the last report card to 12 percent. This was an all-time record for the NBA for race. There was one woman serving in this position in the 2005-06 season, while there had been none in the last Report Card.

See Table 27.

In the 2005-06 season, whites held 76 percent of the head trainers positions and African-Americans held 20 percent of these positions which represented a three percent increase since the 2004 Report Card. Among the trainers in 2005-06, there was one Latino, one Asian and one woman. This was an all-time record for the NBA for race.

See Table 28.

Radio/TV Broadcasters

In the 2005-06 NBA season, whites filled 74 percent of the radio/TV broadcast posts (down one percent), African-Americans held 18 percent (up one percent), Latinos continued to hold eight percent, and women held six percent. There were no Asian broadcasters. This was another all-time record for the NBA for race. The percentage of women increased by three percent.

See Table 29.

Referees

As of the end of the 2005-06 season, 62 percent of the NBA's referees were white, 34 percent were African-American, and three percent were Latino. One of the 61 referees was a woman.

Physicians					
	%	#		%	#
2005-06			1998-99		
White	89%	50	White	92%	65
African-American	4%	2	African-American	3%	2
Latino	2%	1	Latino	1%	1
Asian	4%	2	Asian	3%	2
Other	2%	1	Women	1%	1
Women	2%	1	1997-98		
2004-05			White	95%	96
White	89%	56	African-American	2%	2
African-American	3%	2	Latino	1%	1
Latino	2%	1	Asian	2%	2
Asian	3%	2	Women	2%	2
Other	3%	2	1996-97		
Women	3%	2	White	92%	45
2003-04			African-American	2%	1
White	97%	60	Latino	2%	1
African-American	0%	0	Other	4%	2
Latino	0%	0	Women	0%	0
Asian	<2%	1	1995-96		
Other	<2%	1	White	94%	45
Women	0%	0	African-American	0%	0
2002-03			Latino	0%	0
	Data Not Recorded		Other	6%	3
2001-02			Women	0%	0
White	98%	65	1994-95		
African-American	0%	0	White	97%	109
Latino	0%	0	African-American	0%	0
Asian	2%	1	Latino	<2%	1
Other	0%	0	Other	<2%	1
Women	0%	0	Women	<2%	1
2000-01			1993-94		
	Data Not Recorded		White	95%	59
1999-2000			African-American	<2%	1
White	96%	48	Latino	<2%	1
African-American	2%	1	Other	<2%	1
Latino	0%	0	1992-93		
Asian	2%	1	White	99%	66
Women	2%	1	African-American	<2%	1
			Latino	0%	0

x= Data not recorded

TABLE 27

Head Trainers						
		%	#		%	#
2005-06				1998-99		
	White	76%	39		White	90%
	African-American	20%	10		African-American	10%
	Latino	2%	1		Latino	0%
	Asian	2%	1		Other	0%
	Other	0%	0		Women	0%
	Women	2%	1	1997-98		
2004-05					White	87%
	White	77%	40		African-American	13%
	African-American	21%	11		Latino	0%
	Latino	0%	0		Other	0%
	Asian	2%	1		Women	0%
	Other	0%	0	1996-97		
	Women	0%	0		White	86%
2003-04					African-American	14%
	White	83%	25		Other	0%
	African-American	17%	5	1995-96		
	Latino	0%	0		White	89%
	Asian	0%	0		African-American	11%
	Other	0%	0		Other	0%
	Women	0%	0	1994-95		
2002-03					White	93%
		Data Not Recorded			African-American	7%
2001-02					Other	0%
	White	85%	24	1993-94		
	African-American	11%	3		White	89%
	Latino	0%	0		African-American	7%
	Asian	4%	1		Other	4%
	Other	0%	0	1992-93		
	Women	0%	0		White	92%
2000-01					African-American	4%
		Data Not Recorded			Other	4%
1999-2000						
	White	86%	25			
	African-American	14%	4			
	Latino	0%	0			
	Other	0%	0			
	Women	0%	0			

x= Data not recorded

TABLE 28

Radio and TV Announcers					
2005-06			1998-99		
	White	74%		White	78%
	African-American	18%		African-American	18%
	Latino	8%		Latino	4%
	Asian	0%		Asian	0%
	Other	0%		Other	0%
	Women	6%		Women	2%
2004-05			1997-98		
	White	74%		White	77%
	African-American	16%		African-American	18%
	Latino	10%		Latino	5%
	Asian	0%		Asian	0%
	Other	0%		Other	0%
	Women	5%		Women	0%
2003-04			1996-97		
	White	75%		White	80%
	African-American	17%		African-American	16%
	Latino	8%		Latino	3%
	Asian	0%		Asian	0%
	Other	<1%		Other	0%
	Women	3%		Women	0%
2002-03			1995-96		
		Data Not Recorded		White	78%
2001-02				African-American	18%
	White	77%		Latino	3%
	African-American	16%		Asian	0%
	Latino	7%		Other	0%
	Asian	0%		Women	3%
	Other	0%	1994-95		
	Women	3%	Data Not Recorded		
2000-01			1993-94		
		Data Not Recorded		White	81%
1999-2000				African-American	12%
	White	76%		Latino	7%
	African-American	16%	1992-93		
	Latino	8%		White	81%
	Asian	0%		African-American	12%
	Other	0%		Latino	7%
	Women	2%			

x= Data not recorded

TABLE 29

OVERALL GRADES

The WNBA received an **A** for gender and an **A** for race. In the combined grade for race and gender, the WNBA earned an **A**. The WNBA earned the only **A** for gender in pro sport and the only combined **A** for race and gender in professional sport. The WNBA received **As** for race in the WNBA League Office, assistant coaches, general manager, team professional administration and player opportunities. It received **As** for gender in the WNBA League Office, head and assistant coaches, general manager and team professional administration. The team vice president position was the only one where the WNBA received below a **B** for race and gender.

“The WNBA earned the only A for gender in pro sport and the only combined A for race and gender in professional sport.”

GRADES BY CATEGORY

Players

In the 2005 WNBA season, 34 percent of the players were white, 63 percent were African-American, one percent Latina, and one percent of other people of color. Nineteen percent of the players were international, up three percentage points from the

Players		
	%	#
2005		
White	34%	69
African-American	63%	130
Latina	1%	2
Asian	0%	1
Other	1%	3
International	19%	39
2004		
White	33%	66
African-American	66%	134
Latina	1%	2
Asian	0%	0
Other	0%	0
International	16%	33
2003		
Data Not Recorded		
2002		
White	35%	x
African-American	61%	x
Latina	<3%	x
Asian	<1%	x
Other	<1%	x
2001		
White	34%	x
African-American	63%	x
Latina	3%	x
Other	x	x
2000		
White	33%	x
African-American	65%	x
Latina	2%	x
Other	0%	x
1999		
White	32%	x
African-American	64%	x
Latina	2%	x
Other	0%	x

x=Data not recorded

Table 30

2004 RGRC. There was a three percentage point decrease in African-American players, while white players increased by one percentage point. Latina players stayed the same at one percent, and there were three players reported as other people of color, an increase of one percentage point since the last report card was published.

WNBA Grade for Players: A+

See Table 30.

WNBA League Office

The WNBA is the only professional league reviewed in the RGRC in which a woman has always served as

president. From the League's launch through the end of the 2004 season, Valerie B. Ackerman was president. After the 2004 season, Ackerman announced her resignation and her successor was named in February 2005. Donna Orender, former senior vice president of the PGA Tour, is the current WNBA President.

The WNBA is operated as a separate and independent league from the NBA. According to information provided by the league, the WNBA League Office has a dedicated staff that includes full-time personnel in basketball and business operations, player personnel, marketing partnership, sales and services, and public relations. However, with respect to other staff services, the league decided there would be significant cost saving opportunities arising from common ownership and related functions that must be performed by both leagues. As a result, WNBA staffing needs with respect to administration, advertising, product licensing, legal services, broadcasting, international development, event management, team operations, internet/technology services and general services are performed on a "shared" basis by personnel who perform the same or similar functions for the National Basketball Association.

With the exception of the Connecticut Sun, all WNBA teams are located in NBA cities. NBA team front offices in those cities are responsible for many of the day-to-day operations of the WNBA teams. Each WNBA team employs dedicated coaches, trainers and public relations representatives and, like the League Office, "shares" most of its common non-player personnel with the NBA team operator.

At the professional staff level in the WNBA League Office, African-Americans occupied 26 percent of the posts, Asians held nine percent, while whites held 65 percent. This was the lowest percentage of African-American professional league staff since 1998. Asians increased by nine

percentage points, while there was a five percentage point increase for whites. No Latinos held professional positions in the League Office.

Women filled 70 percent of WNBA professional staff positions in 2005, which was a 20 percentage point decrease from the last report. Renee Brown, Senior Vice President of Player Personnel and an African-American woman, was the only person of color in a vice president position. Paula Hanson, senior vice president, Team Business Development, and Mary Reiling Spencer, vice president, Marketing Partnerships, were the other female executives at the vice president level in the WNBA League Office. Renee Brown, Paula Hanson and Mary Reiling Spencer represented all of the vice president positions at the league office in 2005.

In May of 2005, Renee Brown was promoted to Chief of Basketball Operations and Player Relations.

Grade for WNBA League Office:

Race: A+
Gender: A

See Table 31.

“The WNBA is the only professional league reviewed in the RGRC in which a woman has always served as president.”

League Office: Professional Employees		
	%	#
2005		
White	65%	15
African-American	26%	6
Latino	0%	0
Asian	9%	2
Other	0%	0
Women	70%	16
Total	x	23
2004		
White	60%	6
African-American	40%	4
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	90%	9
Total	x	10
2003		
Data Not Recorded		
2002		
White	55%	12
African-American	36%	8
Latino	9%	2
Asian	0%	0
Other	0%	0
Women	95%	21
Total	x	22
2000		
White	55%	11
African-American	35%	7
Latino	5%	1
Asian	0%	0
Other	5%	1
Women	85%	17
Total	x	20
1998		
White	69%	9
African-American	23%	3
Latino	0%	0
Asian	8%	1
Other	0%	0
Women	69%	9
Total	x	13

x= Data not recorded

Table 31

Owners

For the 2005 season, there was one African-American owner, Robert Johnson of the Charlotte Sting. In addition there were three women who held ownership in a WNBA franchise:

- Colleen J. Maloof, Sacramento Monarchs
- Adrienne Maloof-Nassif, Sacramento Monarchs
- Irene Pollin, Washington Mystics

In 2006, Sheila Johnson became the first African-American woman to hold any ownership in a WNBA team. Ms. Johnson was named managing

“...Sheila Johnson became the first African-American woman to hold ownership in a WNBA team.”

partner of the Washington Mystics when Lincoln Holdings, LLC acquired the team from Abe and Irene Pollin. Ms. Johnson owns approximately 6-7 percent of Lincoln Holdings.

See Table 32.

Majority Owners		
	%	#
2005		
White	92%	21
African-American	8%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	16%	4
2004		
White	94%	16
African-American	6%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	18%	3
2001 - 2003		
Data Not Recorded		

x= Data not recorded

Table 32

Head Coaches

At the start of the 2005 WNBA season, the number of African-American head coaches dropped from four to two resulting in a 16 percentage point decrease. White head coaches increased 16 percentage points, from 69 to 85. There were no Asian or Latino(a) head coaches in the WNBA. The percentage of female head coaches remained the same since the

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last RGRC at 38 percent.

There were two African-American head coaches during the 2005 WNBA season:

- Trudi Lacey, Charlotte Sting
- Henry Bibby, Los Angeles Sparks

Along with Lacey, there were four more women head coaches at the helm at the start of the 2005 season:

- Susie McConnell-Serio, Minnesota Lynx
- Patty Coyle, New York Liberty
- Carrie Graf, Phoenix Mercury
- Anne Donovan, Seattle Storm

At the start of the 2006 season, Muggsy Bogues replaced Trudi Lacey, and Joe Bryant replaced Henry Bibby, keeping the number of African-American head coaches at two. Paul Westhead replaced Carrie Graf for the Phoenix Mercury, leaving three women as head coaches at the start of the 2006 season.

WNBA Grade for Head Coaches:

Race: B/B+
Gender: A-

See Table 33.

“At the start of the 2005 WNBA season, the number of African-American head coaches dropped from four to two resulting in a 16 percentage point decrease.”

Head Coaches			
		%	#
2005	White	85%	11
	African-American	15%	2
	Asian	0%	0
	Latino	0%	0
	Other	0%	0
	Women	38%	5
2004	White	69%	9
	African-American	31%	4
	Asian	0%	0
	Latino	0%	0
	Other	0%	0
	Women	38%	5
2003	Data Not Recorded		
2002	Data Not Recorded		
2001	White	82%	14
	African-American	18%	3
	Asian	0%	0
	Latino	0%	0
	Other	0%	0
	Women	41%	7
2000	White	75%	12
	African-American	25%	4
	Asian	0%	0
	Latino	0%	0
	Other	0%	0
	Women	44%	7
1999	White	69%	11
	African-American	31%	5
	Asian	0%	0
	Latino	0%	0
	Other	0%	0
	Women	44%	7
1998	White	75%	9
	African-American	25%	3
	Asian	0%	0
	Latino	0%	0
	Other	0%	0
	Women	50%	6
1998	White	60%	3
	African-American	40%	4
	Asian	0%	0
	Latino	0%	0
	Other	0%	0
	Women	70%	7

x= Data not recorded

Table 33

Assistant Coaches			
		%	#
2005	White	65%	17
	African-American	35%	9
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	65%	17
2004	White	55%	18
	African-American	45%	15
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	58%	19
2003	Data Not Recorded		
2002	Data Not Recorded		
2001	White	68%	27
	African-American	33%	13
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	55%	22
2000	White	75%	27
	African-American	22%	8
	Latino	3%	1
	Asian	0%	0
	Other	0%	0
	Women	61%	22
1999	White	74%	17
	African-American	22%	5
	Latino	0%	0
	Asian	4%	1
	Other	0%	0
	Women	52%	12
1998	White	63%	2
	African-American	31%	5
	Latino	0%	0
	Asian	6%	1
	Other	0%	0
	Women	50%	8

x= Data not recorded

Table 34

Assistant Coaches

There was a 10 percent decrease for African-American assistant coaches dropping from 45 percent to 35 percent. There were no Latinos or Asian assistant coaches. The percentage of white assistant coaches increased from 55 to 65 percent. At 65 percent, the 2005 season represented the highest percent of women as assistant coaches in WNBA history, a

seven percent increase from the 2004 Report Card.

WNBA Grade for Assistant Coaches:

Race: A
Gender: A

See Table 34.

Top Management

CEOs/Presidents

There was an increase in the number of women in a top management role from one in 2004 to two in 2005.

Susan O'Malley was president of the Washington Wizards/Mystics and Jay L. Parry was president of the Phoenix Mercury.

Steve Mills, president of the New York Knicks and New York Liberty, and Ed Tapscott, president of the Charlotte Sting, were the only African-Americans who were presidents of both NBA and WNBA teams in 2005.

In 2006, two additional women were appointed to the President/CEO position, Andrea Bouchey Young of the Houston Comets, and Margaret Stender of the Chicago Sky. In addition, Sheila Johnson, an African-American woman, replaced Susan O'Malley as the President of the Washington Mystics. As of July 2006, Ed Tapscott was no longer President of the Sting.

See Table 35.

CEO/President			
		%	#
2005	White	90%	14
	African-American	10%	2
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	10%	2
2004	White	85%	11
	African-American	15%	2
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	8%	1

x= Data not recorded

Table 35

General Manager/Principal-in-Charge

The WNBA had three African-American women general managers in 2005, the same number as in 2004, representing 27 percent of the total in

this role. They were:

- Penny Toler, general manager, Los Angeles Sparks
- Clarissa Davis-Wrightsil, chief operating officer, San Antonio Silver Stars
- Trudi Lacey, general manager, Charlotte Sting

Including Toler, Davis-Wrightsil, and Lacey, there were eight women in this post in the WNBA in 2005. These eight women account for 67 percent of the individuals in this position. The other five women were:

- Carol Blazejowski, senior vice president and general manager, New York Liberty
- Karen Bryant, chief operating officer, Seattle Storm
- Kelly Krauskopf, general manager, Indiana Fever
- Kristin Bernert, vice president of operations, Detroit Shock
- Linda Hargrove, general manager, Washington Mystics

At the start of the 2006 season, there were eight women general managers, three of whom were African-American. Their names are listed above for the 2005 WNBA season.

WNBA Grade for Top Management:

Race: A
Gender: A

See Table 36.

General Manager/ Director of Player Personnel			
		%	#
2005	White	73%	9
	African-American	27%	3
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	67%	8
2004	White	77%	10
	African-American	23%	3
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	77%	10

x= Data not recorded

Table 36

Team Vice Presidents

The WNBA increased its number of African-American vice presidents from five during the 2004 season to seven at the start of the 2005 season. The seven were:

- Ed Lewis, vice president, Government Relations, Charlotte Sting
- LaRita Barber, vice president, Community Relations, Charlotte Sting
- Vivian Mora, vice president, Human Resources, Houston Comets
- Quinn Buckner, vice president, Communications, Indiana Fever
- Kathryn Jordan, vice president, Team Development, Indiana Fever
- Wayne Cooper, vice president, Operations, Sacramento Monarchs
- Judy Holland Burton, senior vice president, Business and Basketball Operations, Washington Mystics

There was one Asian vice president, Naomi Travers, executive vice president of Media Rights and Entertainment for the Charlotte Sting.

The number of female vice presidents also increased from 13 in 2004 to 23 in 2005. Along with Travers, Barber, Mora, Jordan and Holland Burton, the other female vice presidents are:

- Colleen Millsap, executive vice president, Administration, Charlotte Sting
- Kelly Chopus, vice president, Sting Business Operations, Charlotte Sting
- Kay Lowery, vice president, Human Resources, Charlotte Sting
- Polly Pearce, vice president, Special Events, Charlotte Sting
- Kristin Bernert, vice president, Operations, Detroit Shock
- Marilyn Hauser, executive vice president, Detroit Shock
- Ellen Gahagan, vice president, Marketing, Detroit Shock
- Susan Greenfield, vice president, Legal, Detroit Shock
- Wendy McCauley, vice president,

Comets Business Operations,
Houston Comets

- Jane Wardle, vice president, Budgeting, Indiana Fever
- Donna Wilkinson, vice president, Human Resources, Indiana Fever
- Carol Blazejowski, senior vice president, New York Liberty
- Donna Ruiz, vice president, Human Resources, Sacramento Monarchs
- Alison Fox, vice president, Community Relations, San Antonio Silver Stars
- Lori Warren, vice president, Finance, San Antonio Silver Stars
- Paula Winslow, vice president, Human Resources, San Antonio Silver Stars
- Rhonda Ballute, vice president, Customer Service, Ticket Operations, Washington Mystics
- Ann Nicolaidides, vice president, Marketing and Game Operations, Washington Mystics

WNBA Grade for Team Vice Presidents:

Race: C
Gender: D+

See Table 37.

Vice Presidents			
	%	#	
2005			
White	91%	77	
African-American	8%	7	
Latino	0%	0	
Asian	1%	1	
Other	0%	0	
Women	27%	23	
2004			
White	89%	42	
African-American	11%	5	
Latino	0%	0	
Asian	0%	0	
Women	28%	13	

x= Data not recorded

Table 37

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.

During the 2005 WNBA season, 19 percent of team senior administrators were people of color including 11 percent African-American, six percent Latino (up three percentage points) and two percent Asian. Whites held 80 percent of the senior team administrative positions. Thirty-seven percent of senior team administrators in the WNBA were women, down from 42 percent in 2004.

WNBA Grade for Senior Administration:

Race: B+
Gender: B+

See Table 38.

Senior Administrators			
	%	#	
2005			
White	80%	99	
African-American	11%	14	
Latino	6%	7	
Asian	2%	3	
Other	0%	0	
Women	37%	45	
2004			
White	81%	74	
African-American	12%	11	
Latino	3%	3	
Asian	2%	2	
Other	1%	1	
Women	42%	38	

x= Data not recorded

Table 38

“37 percent of senior team administrators in the WNBA were women.”

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 team professional administrative positions in the 2005 season, whites increased by one percentage point to 70 percent while African-Americans decreased by five percentage points to 17 percent. Latinos and Asians increased from 2004 by three percentage points and one percentage point, respectively. The percentage of women holding team professional administrative positions increased from 44 to 50 percent.

WNBA Grade for Professional Administration:

Race: A
Gender: A

See Table 39.

Professional Administration			
	%	#	
2005			
White	70%	165	
African-American	17%	41	
Latino	8%	19	
Asian	4%	10	
Other	0%	1	
Women	50%	118	
2004			
White	69%	268	
African-American	22%	86	
Latino	5%	18	
Asian	3%	14	
Other	<1%	3	
Women	44%	170	

x= Data not recorded

Table 39

Physicians and Head Trainers

In 2005, there was a six percentage point increase in African-American physicians and a 12 percentage point increase of Latino physicians. There were no Asian physicians. Women in these positions increased from eight percent to 18 percent in 2005.

See Table 40.

Physicians		
	%	#
2005		
White	82%	14
African-American	6%	1
Latino	12%	2
Asian	0%	0
Other	0%	0
Women	18%	3
2004		
White	100%	13
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	8%	1
2003		
Data Not Recorded		
2002		
White	88%	x
African-American	6%	x
Latino	0	x
Asian	6%	x
Other	0	x
Women	22%	x

x= Data not recorded

Table 40

Head Trainers		
	%	#
2005		
White	70%	16
African-American	22%	5
Latino	9%	2
Asian	0%	0
Other	0%	0
Women	70%	16
2004		
White	77%	10
African-American	15%	2
Latino	0%	0
Asian	8%	1
Other	0%	0
Women	92%	12
2003		
Data Not Recorded		
2002		
White	86%	12
African-American	7%	1
Latino	0%	0
Asian	7%	1
Other	0%	0
Women	88%	14
2000		
White	88%	1
African-American	6%	1
Latino	0%	0
Other	6%	1
Women	88%	10
1999		
White	92%	11
African-American	0%	0
Latino	1%	0
Other	1%	0
Women	83%	11
1998		
White	100%	10
African-American	0%	0
Latino	0%	0
Other	0%	0
Women	100%	10

x= Data not recorded

Table 41

In the WNBA, African-American head trainers increased seven percentage points from 15 to 22 percent during the 2005 season. Latino head trainers increased to nine percentage points in 2005. There were none in 2004. There were no Asian head trainers in 2005. Whites fell seven percentage points from 77 to 70 percent; and the percentage of women decreased 22 percentage points, going from 92 percent in 2004 to 70 percent in 2005.

See Table 41.

OVERALL GRADES

The NFL received an overall **B+** grade for race, improving from a **B** in the previous Racial and Gender Report Card. No grade was issued for gender. The NFL had received a **D+** in the 2004 Report. The percentage of women did increase slightly in the categories of team vice presidents and professional administration but decreased slightly in team senior administration positions. Overall, there was little change on gender between the two reports.

GRADES BY CATEGORY

Players

In the NFL's 2005 season, the percentage of African-Americans decreased three percentage points to 66 percent from a historic high of 69 percent in 2003. The percentage of whites increased to 32 percent, up from 29 percent in 2003. The percentages of Latinos and Asians in the NFL increased slightly, to one percent and two percent, respectively. Of all professional leagues in the United States, the NFL continues to have the smallest percentage of international players at one percent in 2005. This was a decrease of three percentage points since 2003.

NFL Grade for Players: A+

See Table 42

“The NFL continues to have the smallest percentage of international players at one percent in 2005.”

Players			
	%	#	
2005			
White	31.5%	537	
African-American	65.5%	1116	
Latino	<1%	10	
Asian	2%	34	
Other	<1%	1	
International	1%	18	
2004			
Data Not Recorded			
2003			
White	29%	516	
African-American	69%	1228	
Latino	1%	9	
Asian	1%	22	
Other	0%	0	
International	4%	67	
2002			
Data Not Recorded			
2001			
White	33%	x	
African-American	65%	x	
Latino	<1%	x	
Asian	1%	x	
Other	<1%	x	
2000			
Data Not Recorded			
1999			
White	32%	x	
African-American	67%	x	
Latino	<1%	x	
Other	<1%	x	
1998			
White	32%	x	
African-American	66%	x	
Latino	<1%	x	
Other	1%	x	
1997			
White	33%	x	
African-American	65%	x	
Latino	<1%	x	
Other	1%	x	
1996			
White	31%	x	
African-American	66%	x	
Latino	<1%	x	
Other	2%	x	
1995			
White	31%	x	
African-American	67%	x	
Latino	0%	x	
Other	<2%	x	
1994			
White	31%	x	
African-American	68%	x	
Latino	0%	x	
Other	1%	x	
1993			
White	35%	x	
African-American	65%	x	
Latino	0%	x	
1992			
White	30%	x	
African-American	68%	x	
Latino	<1%	x	
Other	1%	x	
1991			
White	36%	x	
African-American	62%	x	
Latino	2%	x	
1990			
White	39%	x	
African-American	61%	x	
Latino	0%	x	

x=Data not recorded

Table 42

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 43.

League Office: NFL				
	Office Management		Support Staff Personnel	
	%	#	%	#
2003 - 2005				
Data Not Recorded				
2002				
White	74%	150	51%	42
African-American	14%	28	25%	21
Latino	4%	9	19%	16
Asian	8%	16	5%	4
Other	0%	0	0%	0
Women	26%	53	54%	45
Total		203		83
2001				
Data Not Recorded				
2000				
White	77%	140	57%	31
African-American	14%	25	22%	12
Latino	<3%	5	19%	10
Asian	7%	12	2%	1
Other	0%	0	0%	0
Women	29%	53	56%	30
Total		182		54
1999				
Data Not Recorded				
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
1997				
White	80%	119	68%	34
African-American	15%	22	22%	11
Latino	2%	3	8%	4
Asian	3%	4	2%	1
Other	0%	0	x	x
Women	26%	39	84%	42
Total		148		50
1996				
White	82%	93	81%	56
African-American	14%	16	12%	8
Latino	<1.0%	1	4%	3
Asian	2%	2	3%	2
Other	<1.0%	1	x	x
Women	22%	25	64%	44
Total		113		69
1995				
White	79%	62	85%	68
African-American	15%	12	8%	6
Latino	<2%	1	5%	4
Asian	3%	2	3%	2
Other	<2.0%	1	x	x
Women	21%	16	58%	46
Total		78		80

Note: Data provided by the NFL league office.
x= Data not recorded

Table 43

Ownership

The NFL, which made progress in the past year in terms of hiring African-American head coaches and general managers, 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.

However, the sale was not approved. That would have meant that, for the first time, all four major sports in the United States had a majority owner of color. However, Fowler became a minority owner of the Vikings.

In the 2005 season, there were no majority owners of color. There were four women who held ownership of an NFL team:

- Delores Barr Weaver, Jacksonville Jaguars
- Rita Benson LeBlanc, New Orleans Saints
- Denise Debartolo York, San Francisco 49ers
- Georgia Frontiere, Saint Louis Rams

See Table 44.

Majority Owners	
	%
2005	
White	100%
African-American	0%
Latino	0%
Asian	0%
Other	0%
Women	11%
2004	
Data Not Recorded	
2003	
White	100%
African-American	0%
Latino	0%
Asian	0%
Other	0%
Women	10%
2002	
Data Not Recorded	
2001	
White	100%
African-American	0%
Latino	0%
Asian	0%
Women	9%
2000	
White	100%
African-American	0%
Latino	0%
Asian	0%
Women	6%
1999	
White	100%
African-American	0%
Latino	0%
Asian	0%
Women	6%
1998	
White	100%
African-American	0%
Latino	0%
Asian	0%
Women	6%
1997	
White	100%
African-American	0%
Latino	0%
Asian	0%
Women	7%

x= Data not recorded

Table 44

Head Coaches					
	%	#		%	#
2005			1997		
White	81%	26	White	90%	27
African-American	19%	6	African-American	10%	3
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1996		
2004			White 90% 27		
Data Not Recorded			African-American 10% 3		
2003			Latino 0% 0		
White	91%	29	1995		
African-American	9%	3	White	90%	27
Asian	0%	0	African-American	10%	3
Latino	0%	0	Latino	3%	1
Women	0%	0	1994		
2002			White 93% 28		
Data Not Recorded			African-American 7% 2		
2001			Latino 0% 0		
White	94%	30	1993		
African-American	6%	2	White	89%	25
Asian	0%	0	African-American	7%	2
Latino	0%	0	Latino	<4%	1
Women	0%	0	1992		
2000			White 89% 25		
White	90%	28	African-American 7% 2		
African-American	10%	3	Latino <4% 1		
Asian	0%	0	1991		
Latino	0%	0	White	93%	26
Women	0%	0	African-American	7%	2
1999			Latino 0% 0		
White	94%	29	1990		
African-American	6%	2	White	96%	27
Asian	0%	0	African-American	4%	1
Latino	0%	0	Latino	0%	0
Women	0%	0	1998		
1998			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 45

Head Coaches

The efforts of the Commissioner’s Office, as well as the diversity groups appointed by the NFL in the last four years, have brought about a dramatic change in head coaches. 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 three in 2003 to seven in 2006. 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 under Bud Selig, which helped triple the number of managers of color in MLB in the first few years after implementation.

The NFL discouraged teams searching for a coach from tampering with the staffs of teams in the playoffs or in the Super Bowl. That has often restricted the advancement opportunities for some coordinators and top assistant coaches, including people of color, who might have been considered for head coaching jobs. In 2005, Cleveland was willing to wait to hire Romeo Crennel until the conclusion of the Super Bowl.

In 2003, with the hiring of Marvin Lewis by the Cincinnati Bengals, the number of head coaches of color

“This brought the total number of African-American head coaches to seven before the start of the 2006 season.”

Historical Listing of African American Head Coaches			
(*8 permanent head coaches, 1 interim head coach)			
	Team	Year(s)	Record
Art Shell	L.A. Raiders	1989-94	54-38
	Oakland Raiders	2006	First season
Dennis Green	Minnesota	1992-01	97-62
	Arizona	2004-present	38878
Ray Rhodes	Philadelphia	1995-98	29-34-1
	Green Bay	1999	38937
Tony Dungy	Tampa Bay	1996-2001	54-42
	Indianapolis	2002-present	49-21
Terry Robiskie	Washington	2000	1-2 (interim head coach)
	Cleveland	2004	1-4 (interim head coach)
Herman Edwards	N.Y. Jets	2001-2005	41-43
	Kansas City Chiefs	2006	First season
Marvin Lewis	Cincinnati	2003-present	27-21
Lovie Smith	Chicago	2004-present	16-16
Romeo Crennel	Cleveland	2005-present	6-10

Table 46

in the NFL increased from two (six percent) to three (nine percent). 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, there were 10 head coach openings for teams to fill. Eight of the new coaches hired were white, two were African-American. 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 hired by the Raiders in 1989, and continued in this position until 1994. This brought the total number of African-American head coaches to seven before the start of the 2006 season.

The seven NFL head coaches are as follows:

- Dennis Green, Arizona Cardinals

- Lovie Smith, Chicago Bears
- Marvin Lewis, Cincinnati Bengals
- Romeo Crennel, Cleveland Browns
- Tony Dungy, Indianapolis Colts
- Herman Edwards, Kansas City Chiefs
- Art Shell, Oakland Raiders

NFL Grade for Head Coaches:

Race: B+

See Tables 45 and 46.

Assistant Coaches

The 2005 season saw a record percentage of people of color in assistant coaching positions in the NFL. In the 2005 season, there were 162 assistant coaches of color, or 34 percent. This is up from 33 percent in the last report card.

In the assistant coaching category for the 2005 NFL season, the number of white assistant coaches dropped from 67 to 66 percent, while African-Americans increased by two percentage points. Latinos dropped one percentage point and Asian assistant coaches increased by one percentage point. Seven African-Americans held coordinator positions in the NFL.

NFL Grade for Assistant Coaches:

Race: A+

See Table 47.

“In the 2005 season, there were 162 assistant coaches of color, or 34 percent.”

Top Management

CEOs/Presidents

Amy Trask of the Oakland Raiders was the only woman president/CEO in the NFL in 2005 and 2006.

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

See Table 48.

Assistant Coaches					
	%	#		%	#
2005			1997		
White	66%	316	White	73%	311
African-American	32%	154	African-American	26%	113
Latino	1%	5	Latino	1%	3
Asian	1%	3	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2004			1996		
Data Not Recorded			White	74%	307
2003			African-American	25%	102
White	67%	341	Latino	<1%	3
African-American	30%	153	Asian	<1%	1
Latino	2%	8	Other	0%	0
Asian	0%	1	1995		
Other	1%	7	White	76%	289
Women	0%	0	African-American	23%	88
2002			Latino	0%	0
Data Not Recorded			Asian	0%	0
2001			Other	<1%	4
White	71%	333	1994		
African-American	28%	132	White	77%	249
Latino	<1%	6	African-American	23%	73
Asian	<1%	1	Latino	<1%	1
Other	0%	0	Asian	<1%	1
Women	0%	0	Other	0%	0
2000			1993		
Data Not Recorded			White	76%	217
1999			African-American	23%	73
White	72%	330	Latino	<1%	1
African-American	28%	127	Other	0%	0
Latino	0%	0	1992		
Asian	0%	0	White	80%	264
Other	0%	0	African-American	20%	65
Women	0%	0	Latino	0%	0
1998			Other	0%	0
White	72%	313	1991		
African-American	27%	118	White	84%	289
Latino	0%	2	African-American	16%	54
Asian	0%	1			
Other	0%	0			
Women	0%	0			

Table 47

CEO/President		
	%	#
2005		
White	100%	41
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	2%	1
2004		
Data Not Recorded		
2003		
White	100%	32
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	9%	3
2002		
Data Not Recorded		
2001		
White	97%	x
African-American	3%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
2000		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1999		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1998		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1997		
White	100%	x
African-American	0%	x
Latino	0%	x
Other	0%	x
Women	0%	x

x= Data not recorded

Table 48

General Manager/Principal-in-Charge

In what the NFL defined as the position equivalent to a general manager, whites held 87 percent of the posts in the 2005 season with the remaining 13 percent being African-American. This was an increase of seven percentage points since the last Report Card. The four African-Americans in this position during the 2005 season were:

- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Rod Graves, vice president, Football Operations, Arizona Cardinals
- Martin Mayhew, senior vice president/GM, Detroit Lions
- James Harris, vice president of Player Personnel, Jacksonville Jaguars

In 2006, the Houston Texans hired

Rick Smith, making the number of African-American General Managers a record high of five.

NFL Grade for General Manager/Principal-in-Charge:

Race: B

See Table 49.

Team Vice Presidents

In the 2005 NFL season, 90 percent of all vice presidents were white while 10 percent were African-American. There were 16 African-American vice presidents in 2005, two more than reported in the last report card. There were no Latinos or Asians represented.

The following are the African-Americans who held vice president

positions in 2005:

- Rod Graves, vice president, Football Operations, Arizona Cardinals
- Ray Anderson, executive vice president and chief administrative officer, Atlanta Falcons
- Susan Bass, vice president, Communications & Community Relations, Atlanta Falcons
- Reggie Roberts, vice president, Football Communications, Atlanta Falcons
- Ozzie Newsome, executive vice president, Baltimore Ravens
- Greg Carney, vice president of Marketing, Denver Broncos
- Martin Mayhew, senior vice president, Football Administration & Legal Affairs, Detroit Lions
- Tony Willie, vice president, Communications, Houston Texans
- James Harris, vice president, Player Personnel, Jacksonville Jaguars
- Kevin Warren, vice president, Operations and Legal Counsel, Minnesota Vikings
- Rena Clark, vice president, Community Affairs & Corporate Philanthropy, New England Patriots
- Kevin Winston, vice president, Player Development, New York Jets
- Ronnie Barnes, vice president, Medical Services, New York Giants
- Ed Goines, vice president, Business Affairs and general counsel, San Francisco 49ers
- Bob Wallace, senior vice president, Administration, St. Louis Rams
- Adrian Bracy, vice president, Finance, St. Louis Rams

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

Women held eight percent of the vice president positions during the 2005 season, which was a one percentage point increase since last year's report card. In addition to Susan Bass,

General Manager/Director of Player Personnel

Year	Race	%	#	Year	Race	%	#	
2005	White	87%	27	1998	White	87%	27	
	African-American	13%	4		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					
2004	Data Not Recorded			1997	White	87%	26	
2003	White	94%	30		African-American	13%	4	
	African-American	6%	2		Latino	0%	0	
	Latino	0%	0		Asian	0%	0	
	Asian	0%	0	Women	0%	0		
	Women	0%	0					
2002	Data Not Recorded			1996	White	83%	25	
	2001	White	94%		30	African-American	17%	5
African-American		6%	2		Latino	0%	0	
Latino		0%	0					
Asian		0%	0	1995	White	87%	26	
Women	0%	0	African-American		13%	4		
2000	Data Not Recorded				Latino	0%	0	
	White	94%	30	1994	White	86%	25	
	African-American	6%	2		African-American	14%	4	
	Latino	0%	0		Latino	0%	0	
1999	Asian	0%	0	1993	White	86%	25	
	Women	0%	0		African-American	10%	3	
	White	87%	27		Latino	4%	1	
	African-American	13%	4					
	Latino	0%	0					
	Asian	0%	0					
	Women	0%	0					

Table 49

Adrian Bracy and Rena Clark, the 10 other women in these posts were:

- Kim Shreckengost, executive vice president, Operations, Atlanta Falcons
- Linda Bogdan, corporate vice president, Buffalo Bills
- Diane Downing, vice president, Administration, Cleveland Browns
- Cindy Galloway Kellogg, vice president, Community Relations, Denver Broncos
- Suzie Thomas, senior vice president/chief administrative officer, Houston Texans
- Kim Babiak Phillips, vice president, Marketing, Houston Texans
- Jill Strafaci, senior vice president, Finance and Administration, Miami Dolphins
- Christine Procops, vice president/ chief financial officer, New York Giants
- Jeanne Bonk, vice president/chief financial and administrative officer, San Diego Chargers
- Susan Darrington, vice president, Facility Operations and Services, Seattle Seahawks

The Houston Texans were the only team in the NFL with more than one woman as a vice president.

NFL Grade for Team Vice Presidents:

Race: C
Gender: None Issued

See Table 50.

“There were 16 African-American vice presidents in 2005, two more reported than in the last report card.”

Vice Presidents		
	%	#
2005		
White	90%	143
African-American	10%	16
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	8%	13
2004		
Data Not Recorded		
2003		
White	89%	131
African-American	10%	14
Latino	1%	2
Asian	0%	0
Women	7%	10
2002		
Data Not Recorded		
2001		
White	92%	118
African-American	7%	9
Latino	1%	1
Asian	0%	0
Women	9%	11
2000		
Data Not Recorded		
1999		
White	92%	130
African-American	8%	11
Latino	0%	0
Asian	0%	0
Women	7%	10
1998		
White	89%	107
African-American	10%	13
Latino	0%	0
Asian	0%	0
Women	4%	5
1997		
White	90%	97
African-American	10%	11
Latino	0%	0
Asian	0%	0
Women	7%	8
1996		
White	88%	76
African-American	12%	10
Latino	0%	0
Other	0%	0
Women	12%	10
1995		
White	95%	70
African-American	5%	4
Latino	0%	0
Other	0%	0
Women	6%	5
1994		
White	96%	64
African-American	4%	3
Latino	0%	0
Asian	0%	0
Women	4%	3
1993		
White	93%	56
African-American	7%	4
Latino	0%	0
Asian	0%	0
Women	6%	4

Table 50

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.

During the 2005 season, people of color occupied 14 percent of all NFL senior administration positions. African-Americans held 12 percent, a decrease of one percentage point since the last Report Card. Latinos held one percent with six positions, while Asians and other people of color held two positions each. Sixteen percent of the senior administrators in the NFL were women, which is a one percentage point decrease from the last report card. Whites held 86 percent of these positions, up two percentage points.

NFL Grade for Senior Administration:

Race: B
Gender: None Issued

See Table 51.

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 increased two percentage points to 89 percent of the total. African-Americans dropped one percentage point to eight percent, the lowest since the 1996 NFL season. Latinos and Asians stayed the same at two percent and one percent respectively, while other people of

Senior Administrators			
		%	#
2005			
	White	86%	424
	African-American	12%	60
	Latino	1%	6
	Asian	<1%	2
	Other	<1%	2
	Women	16%	80
2004			
		Data Not Recorded	
2003			
	White	84%	351
	African-American	13%	52
	Latino	<1%	3
	Asian	<1%	4
	Other	<1%	4
	Women	17%	70
2002			
		Data Not Recorded	
2001			
	White	83%	x
	African-American	15%	x
	Latino	1%	x
	Asian	1%	x
	Women	15%	x
2000			
	White	90%	x
	African-American	9%	x
	Latino	1%	x
	Asian	<1%	x
	Women	28%	x
1999			
	White	8%	x
	African-American	14%	x
	Latino	0%	x
	Asian	0%	x
	Women	14%	x
1998			
	White	88%	x
	African-American	9%	x
	Latino	2%	x
	Asian	1%	x
	Women	27%	x
1997			
	White	91%	x
	African-American	9%	x
	Other	0%	x
	Women	16%	x
1996			
	White	89%	x
	African-American	9%	x
	Other	<2%	x
	Women	9%	x

x= Data not recorded

Table 51

color decreased by one percentage point. This makes the total percentage of people of color in professional administration positions at 11 percent of the total. Women gained one percentage point bringing them to 32 percent. If grades for gender had been issued in the last three categories as has been historically the case, the ranks of women in team professional positions would have been the only one where a grade of C would have been earned.

NFL Grade for Professional Administration:

Race: B-
Gender: None Issued

See Table 52.

Physicians and Head Trainers

Physicians

In the NFL, white team physicians remained the same as the last report card at 94 percent, while African-Americans decreased by one percentage point. Latinos increased by two percentage points to a total of two percent, while Asians stayed the same and other people of color decreased by one percentage point. The percentage of women physicians increased significantly from two percent in 2003 to seven percent in 2005.

See Table 53.

Head Trainers

In 2005, white head trainers increased from 81 to 88 percent, while African-Americans decreased by four percentage points to 12 percent of the total in the NFL. There were no Asian, Latino, or women head trainers in 2005.

See Table 54.

Radio/TV Broadcasters

For NFL teams, white broadcasters decreased 20 percentage points from 94 to 74 percent of the total. African-Americans increased from three percent to 12 percent. While there were no Latino broadcasters in the last report card, they represented 14 percent of the total for 2005. There were no Asian broadcasters. While women previously held three percent of the team broadcasting jobs, there were none in 2005.

See Table 55.

Professional Administration			
		%	#
2005			
	White	89%	873
	African-American	8%	79
	Latino	2%	21
	Asian	1%	10
	Other	<1%	3
	Women	32%	311
2004			
		Data Not Recorded	
2003			
	White	87%	1024
	African-American	9%	101
	Latino	2%	20
	Asian	1%	6
	Other	2%	20
	Women	31%	362
2002			
		Data Not Recorded	
2001			
	White	87%	x
	African-American	10%	x
	Latino	2%	x
	Asian	<1%	x
	Other	<1%	x
	Women	29%	x
2000			
		Data Not Recorded	
1999			
	White	84%	x
	African-American	15%	x
	Latino	<1%	x
	Asian	<1%	x
	Women	19%	x
1998			
	White	87%	x
	African-American	10%	x
	Latino	2%	x
	Asian	1%	x
	Women	24%	x
1997			
	White	87%	x
	African-American	10%	x
	Latino	2%	x
	Asian	1%	x
	Women	34%	x
1996			
	White	90%	x
	African-American	8%	x
	Other	2%	x
	Women	18%	x
1995			
	White	88%	x
	African-American	11%	x
	Other	1%	x
	Women	15%	x
1994			
	White	89%	x
	African-American	11%	x
	Latino	<1%	x
	Asian	0%	x
	Other	<1%	x
	Women	12%	x
1993			
	White	88%	x
	African-American	9%	x
	Latino	1%	x
	Asian	<1%	x
	Other	<1%	x
1992			
	White	90%	x
	African-American	6%	x
	Latino	3%	x
	Asian	<1%	x
	Other	0%	x

x= Data not recorded

Table 52

Physicians			
	%	#	
2005			
White	94%	117	
African-American	1%	1	
Latino	2%	2	
Asian	2%	3	
Other	1%	1	
Women	7%	9	
2004			
Data Not Recorded			
2003			
White	94%	118	
African-American	2%	2	
Latino	0%	0	
Asian	2%	3	
Other	2%	3	
Women	2%	2	
2002			
Data Not Recorded			
2001			
White	96%	94	
African-American	1%	1	
Latino	1%	1	
Asian	1%	1	
Other	1%	1	
Women	2%	2	
2000			
Data Not Recorded			
1999			
White	97%	58	
African-American	0%	0	
Latino	<2%	1	
Asian	<2%	1	
Women	0%	0	
1998			
White	95%	52	
African-American	0%	0	
Latino	400%	2	
Asian	100%	1	
Women	0%	0	
1997			
White	91%	38	
African-American	2%	1	
Latino	7%	3	
Asian	0%	0	
Women	0%	0	
1996			
White	96%	45	
African-American	2%	1	
Latino	2%	2	
Other	0%	0	
Women	0%	0	
1995			
White	100%	44	
African-American	0%	0	
Latino	0%	0	
Other	0%	0	
Women	0%	0	
1994			
White	100%	72	
African-American	0%	0	
Latino	0%	0	
Other	0%	0	
Women	0%	0	
1993			
White	97%	71	
African-American	<2%	1	
Latino	<2%	1	
Other	0%	0	
1992			
White	98%	66	
African-American	<2%	1	
Latino	0%	0	

x= Data not recorded

Table 53

Head Trainers			
	%	#	
2005			
White	88%	52	
African-American	12%	7	
Latino	0%	0	
Asian	0%	0	
Other	0%	0	
Women	0%	0	
2004			
Data Not Recorded			
2003			
White	81%	26	
African-American	16%	5	
Latino	3%	1	
Asian	0%	0	
Other	0%	0	
Women	0%	0	
2002			
Data Not Recorded			
2001			
White	88%	28	
African-American	13%	4	
Latino	0%	0	
Asian	0%	0	
Other	0%	0	
Women	0%	0	
2000			
Data Not Recorded			
1999			
White	90%	28	
African-American	10%	3	
Latino	0%	0	
Other	0%	0	
Women	0%	0	
1998			
White	87%	27	
African-American	13%	4	
Latino	0%	0	
Other	0%	0	
Women	0%	0	
1997			
White	87%	26	
African-American	10%	3	
Latino	0%	0	
Other	3%	1	
Women	0%	0	
1996			
White	90%	27	
African-American	10%	3	
Other	0%	0	
1995			
White	89%	25	
African-American	7%	2	
Other	4%	1	
1994			
White	89%	25	
African-American	7%	2	
Other	4%	1	
1993			
White	92%	26	
African-American	4%	1	
Other	4%	1	
1992			
White	92%	26	
African-American	4%	1	
Other	4%	1	

Table 54

Radio and TV Announcers			
	%	#	
2005			
White	74%		
African-American	12%		
Latino	14%		
Asian	0%		
Other	0%		
Women	0%		
2004			
Data Not Recorded			
2003			
White	94%		
African-American	3%		
Latino	0%		
Asian	0%		
Other	0%		
Women	3%		
2002			
Data Not Recorded			
2001			
White	87%		
African-American	10%		
Latino	3%		
Asian	0%		
Other	0%		
Women	2%		
2000			
Data Not Recorded			
1999			
White	89%		
African-American	2%		
Latino	8%		
Asian	0%		
Other	0%		
Women	3%		
1998			
White	89%		
African-American	5%		
Latino	5%		
Asian	0%		
Other	0%		
Women	3%		
1997			
White	82%		
African-American	15%		
Latino	3%		
Asian	0%		
Other	0%		
Women	3%		
1996			
White	80%		
African-American	15%		
Latino	5%		
Asian	0%		
Other	0%		
Women	3%		
1995			
White	79%		
African-American	7%		
Latino	9%		
Asian	0%		
Other	5%		
Women	2%		
1994			
Data Not Recorded			
1993			
White	85%		
African-American	2%		
Latino	13%		
1992			
White	86%		
African-American	2%		
Latino	12%		

Table 55

Stacking

Most observers agree that the issue of stacking in the NFL is no longer a major concern. In the 2005 NFL season, the percentage of African-American quarterbacks was 16 percent, down six percentage points from 2003. The 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 (91 percent), cornerback (95 percent) and safety (83 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 (69 percent) by whites.

See Tables 56 and 57.

“In the 2005 NFL season, the percentage of African-American quarterbacks was 16 percent...”

NFL Offense								
		QB	RB	WR	TE	OT	OG	C
2005	White	82%	9%	9%	57%	44%	54%	69%
	African-American	16%	89%	91%	40%	55%	39%	24%
2004	Data Not Recorded							
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%
2001	Data Not Recorded							
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%
1994 - 1996	Data Not Recorded							
1993	White	93%	8%	10%	39%	51%	64%	79%
	African-American	7%	92%	90%	60%	47%	32%	18%
1984 - 1992	Data Not Recorded							
1983	White	99%	12%	23%	52%	68%	77%	97%
	African-American	1%	88%	77%	48%	32%	23%	3%

Note: 37 % of all players in the NFL are Black. 32% of all players are White. 1% 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 56

NFL Defense						
		CB	S	LB	DE	DT
2005	White	5%	14%	26%	24%	20%
	African-American	95%	83%	71%	75%	75%
2004	Data Not Recorded					
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%
2001	Data Not Recorded					
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%
1994 - 1996	Data Not Recorded					
1993	White	1%	18%	27%	27%	30%
	African-American	99%	80%	72%	71%	53%
1984 - 1992	Data Not Recorded					
1983	White	8%	43%	53%	31%	47%
	African-American	92%	57%	47%	36%	53%

Note: 37 % of all players in the NFL are Black. 32% of all players are White. 1% 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 57

OVERALL GRADES

One of the top stories for the 2004 Racial and Gender Report Card was that MLS went from last to a tie for first place in gender for the men's professional leagues. In 2004 it achieved its impressive gender turnaround by adopting the most dramatic hiring guidelines in the history of professional sport. Those guidelines seemed to have a positive impact on race this year.

It was recently discovered during the 2005 Report Card collection process that MLS had in fact supplied The Institute with real time information that referenced their racial and gender percentages as of April 2005, when The Institute was only collecting 2004 data from the other teams and leagues. Because the previously published data referenced 2004 and part of 2005 and organized positions by EEO standards, The Institute has chosen to publish our recordings from the 2005 MLS Season Media Guides and organize the findings into the categories common to the other professional leagues' data.

It would be unfair to assign grades for a comparison of two different data sets, so the MLS 2005 Racial and Gender Report Card will only describe their results.

“...MLS went from last to a tie for first place in gender for the men's professional leagues [in 2004].”

Players

There were more players of color in the 2005 MLS season than in any previous season reviewed in the Racial and Gender Report Card. Twenty percent of the players were Latino, 18 percent were African-American, one percent was Asian, three percent were of another race and 58 percent were white. This was a six percentage point increase for Latinos and a one percentage point increase for African-Americans, while the percentage of white players decreased by six percentage points and other people of color decreased by one percentage point to three percent since the 2004 season. There were 87 international players in MLS, an increase of 41 players from the 2004 season.

See Table 58.

MLS League Office

In 2006, the MLS League Office matched its biggest increase in the history of the Racial and Gender Report Card with people of color increasing from 24 to 34 percent of professional level positions since the last RGRC. Sixty-five percent of MLS professionals were white, while six percent were African-American, 22 percent were Latino and two percent were Asian. Other people of color increased from zero to four percent. When compared to the 2004 Report Card, there was a seven percentage point increase for Latinos, a one percentage point decrease for Asians, an 11 percentage point decrease for whites, and no change for African-Americans. In 2006, 24 percent of MLS League Office professional staff were women, a three percentage point increase for women since the 2004 RGRC.

Nelson Rodriguez, senior vice president, International Business, was the only Latino vice president. Geoff Hayes was promoted to vice president of Special Events in 2005 and is the only African-American vice

Players		
	%	#
2005		
White	58%	182
African-American	18%	56
Latino	20%	63
Asian	1%	4
Other	3%	8
International	28%	87
2004*		
White	64%	147
African-American	17%	40
Latino	14%	32
Asian	1%	3
Other	4%	9
International	20%	46
2003		
Data Not Recorded		
2002		
White	60%	x
African-American	16%	x
Latino	22%	x
Asian	1%	x
Other	1%	x
2001		
White	59%	x
African-American	19%	x
Latino	20%	x
Other	2%	x
2000		
White	63%	x
African-American	15%	x
Latino	21%	x
Other	1%	x
1999		
White	65%	x
African-American	16%	x
Latino	18%	x
Other	1%	x
1998		
White	62%	x
African-American	16%	x
Latino	21%	x
Other	1%	x

x= Data not recorded * =Received from EEO
MLS self report Apr. 2005

Table 58

president. JoAnn Neale, senior vice president for Business Affairs and general counsel, and Kathryn Carter, executive vice president of Soccer United Marketing, were the only two female vice presidents in MLS. The MLS League Office has a total of eight vice presidents including senior vice presidents and executive vice presidents. Thus, half of the vice presidents in the MLS League Office were either women or people of color.

One of MLS' strategies to increase opportunities for women and people

Chapter 6: Major League Soccer

of color is through its internship program. During the summer of 2006, MLS recruited women or people of color into 15 of their 20 available positions. Additionally, there was one international intern hired. There were nine women, four Asians, two Latinos and four Latinas.

See Table 59.

Ownership

It is worth noting that MLS is quite different than other professional leagues in its corporate structure. The "owners" are all investors in a single entity league. There is a great deal of autonomy given to each investor and the teams they manage, but ultimately they are investors in the league.

The MLS Board of Governors is comparable to a corporation's board of directors. There were no women investors, but four people of color are on the MLS board of governors: Sunil Gulati (India), Haruyuki Takahashi (Japan), and Jorge Vergara Madrigal and Antonio Sanchez-Navarro who are both Latino were listed as co-owners for the Chivas.

Head Coaches

Fernando Clavijo, coach of the Colorado Rapids during the 2005 season, was the only coach who was a person of color in MLS. There were none in the 2003 or 2004 seasons. In the nine years MLS has been included in the Racial and Gender Report Card, there has never been an African-American head coach. The highest

percentage of coaches who were people of color was in 1998 when 33 percent of MLS head coaches were Latino.

See Table 60.

League Office: Professional Employees					
	%	#		%	#
2006			2001		
White	65%	32		Data Not Recorded	
African-American	6%	3	2000		
Latino	22%	11	White	74%	42
Asian	2%	1	African-American	5%	3
Other	4%	2	Latino	19%	11
Women	24%	12	Asian	2%	1
2005			Other	0%	0
White	76%	25	Women	30%	17
African-American	6%	2	1999		
Latino	15%	5	White	84%	36
Asian	3%	1	African-American	0%	0
Other	0%	0	Latino	14%	6
Women	21%	7	Asian	2%	1
2004*			Women	40%	17
White	76%	41	1998		
African-American	6%	3	White	81%	43
Latino	15%	8	African-American	0%	0
Asian	3%	1	Latino	17%	9
Other	0%	0	Asian	2%	1
Women	21%	11	Women	47%	25
2003			1997		
	Data Not Recorded		White	83%	36
2002			African-American	0%	0
White	79%	19	Latino	14%	6
African-American	8%	2	Asian	2%	1
Latino	13%	3	Women	40%	17
Asian	0%	0	1996		
Other	0%	0	White	83%	10
Women	17%	4	African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1995		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1994		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1993		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1992		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1991		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1990		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1989		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1988		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1987		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1986		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1985		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1984		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1983		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1982		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1981		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0
			1980		
			White	83%	10
			African-American	0%	0
			Asian	0%	0
			Latino	17%	2
			Women	0%	0

Note: Data provided by the MLS league office.

*=Received from EEO MLS self report Apr. 2005

Table 59

Head Coaches		
	%	#
2005		
White	92%	11
African-American	0%	0
Asian	0%	0
Latino	8%	1
Women	0%	0
2004*		
White	100%	9
African-American	0%	0
Asian	0%	0
Latino	0%	0
Women	0%	0
2003		
	Data Not Recorded	
2002		
White	80%	8
African-American	0%	0
Asian	0%	0
Latino	20%	2
Women	0%	0
2001		
White	75%	9
African-American	0%	0
Asian	0%	0
Latino	25%	3
Women	0%	0
2000		
White	83%	10
African-American	0%	0
Asian	0%	0
Latino	17%	2
Women	0%	0
1999		
White	83%	10
African-American	0%	0
Asian	0%	0
Latino	17%	2
Women	0%	0
1998		
White	67%	8
African-American	0%	0
Asian	0%	0
Latino	33%	4
Women	0%	0

x= Data not recorded *=Received from EEO MLS self report Apr. 2005

Table 60

Assistant Coaches

There was a substantial increase in opportunities for Latinos to be assistant coaches in the 2005 MLS season as the percentage of Latinos increased from five percent in the last report card to 18 percent in 2005. The

Assistant Coaches		
	%	#
2005		
White	73%	24
African-American	6%	2
Latino	18%	6
Asian	0%	0
Other	3%	1
Women	0%	0
2004*		
White	84%	16
African-American	11%	2
Latino	5%	1
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
White	76%	22
African-American	10%	3
Latino	10%	3
Asian	0%	0
Other	4%	1
Women	0%	0
2001		
Data Not Recorded		
2000		
White	69%	22
African-American	0%	0
Latino	28%	9
Asian	0%	0
Other	3%	1
Women	0%	0
1999		
White	69%	20
African-American	0%	0
Latino	28%	8
Asian	3%	1
Other	0%	0
Women	0%	0
1998		
White	58%	14
African-American	13%	3
Latino	29%	7
Asian	0%	0
Other	0%	0
Women	0%	0

x= Data not recorded *=Received from EEO MLS self report Apr. 2005

Table 61

percentages of white and African-American assistant coaches both decreased to 73 percent and six percent, respectively.

See Table 61.

Top Management

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

CEO/President

At 23 percent of the total for the 2005 season, MLS had the highest percentage of people of color as CEO/team presidents in the history of professional sport. No team in MLS had a person of color as president, CEO or chairman of the board since 1998. In 2005, Javier León was CEO and Antonio Cue Sanchez-Navarro was president for the Chivas USA. Both are Latino. Sunil Gulati, president for Kraft Soccer and the New England Revolution, is from India.

See Table 62.

“At 23 percent of the total for the 2005 season, MLS had the highest percentage of people of color as CEO/team presidents in the history of professional sport.”

CEO/President		
	%	#
2005		
White	77%	10
African-American	0%	0
Latino	15%	2
Asian	8%	1
Women	0%	0
2004*		
White	100%	7
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	0%	x
2001		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	0%	x
2000		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	0%	x
1999		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	0%	x
1998		
White	93%	x
African-American	0%	x
Latino	7%	x
Other	0%	x
Women	0%	x

x= Data not recorded *=Received from EEO MLS self report Apr. 2005

Table 62

General Manager/ Principal-in-Charge

There has not been a person of color in the general manager/principal in charge of day-to-day operations position in MLS since 2002 when there was a Latino general manager. There has never been an African-American general manager in the history of the coverage of MLS in the Racial and Gender Report Card.

See Table 63.

**General Manager/
Director of Player
Personnel**

	%	#
2005		
White	100%	11
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
2004*		
White	100%	12
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
White	92%	11
African-American	0%	0
Latino	8%	1
Asian	0%	0
Women	0%	0
2001		
White	92%	11
African-American	0%	0
Latino	8%	1
Asian	0%	0
Women	0%	0
2000		
White	100%	12
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
1999		
White	92%	11
African-American	0%	0
Latino	8%	1
Asian	0%	0
Women	8%	1
1998		
White	92%	11
African-American	0%	0
Latino	8%	1
Asian	0%	0
Women	0%	0

x= Data not recorded * =Received from EEO MLS self report Apr. 2005

Table 63

Team Vice Presidents

There were two women who were team vice presidents in the 2005 season. They were Deb Dowling-Canino, vice president, Community Relations for the Colorado Rapids and Kate McAllister, vice president, Business Operations for the San Jose Earthquakes. There were no team vice presidents who were people of color for the second consecutive report card.

See Table 64.

Vice Presidents

	%	#
2005		
White	100%	24
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	8%	2
2004*		
White	100%	14
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
White	91%	21
African-American	9%	2
Latino	0%	0
Asian	0%	0
Women	0%	0
2001		
Data Not Recorded		
2000		
White	76%	14
African-American	12%	2
Latino	12%	2
Asian	0%	0
Women	0%	0
1999		
White	90%	19
African-American	5%	1
Latino	0%	0
Asian	5%	1
Women	5%	1
1998		
White	89%	16
African-American	5%	1
Latino	5%	1
Asian	0%	0
Women	17%	3

x= Data not recorded * =Received from EEO MLS self report Apr. 2005

Table 64

“There were no team vice presidents who were people of color for the second consecutive report card.”

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.

During the 2005 season, 86 percent of the senior team administrators in Major League Soccer were white, a decrease of four percentage points. Latinos held 13 percent of senior team administrative positions, an increase of eight percentage points. There was one Asian and no African-Americans.

In the 2004 Report, women held 42 percent of these positions which had been the best among the men’s leagues for women in 2004. In 2005, however, the percentage declined significantly to 21 percent. The difference between years is most likely related to the varying methodology of position categorization chosen by The Institute and the EEO Reporting Mechanism that MLS utilized. It is reasonable to deduce that MLS grouped directors and managers together originally while The Institute categorizes managers into what we term professional administration. Both companies have revised their reporting methodologies so that future periods will correlate.

See Table 65.

Senior Administrators		
	%	#
2005		
White	86%	54
African-American	0%	0
Latino	13%	8
Asian	2%	1
Other	0%	0
Women	21%	13
2004*		
White	90%	75
African-American	1%	1
Latino	5%	4
Asian	2%	2
Other	1%	1
Women	42%	35
2003		
Data Not Recorded		
2002		
White	86%	x
African-American	1%	x
Latino	12%	x
Asian	1%	x
Women	23%	x
2001		
White	86%	x
African-American	3%	x
Latino	9%	x
Asian	1%	x
Women	24%	x
2000		
White	80%	x
African-American	4%	x
Latino	14%	x
Asian	2%	x
Women	21%	x
1999		
White	80%	x
African-American	5%	x
Latino	14%	x
Asian	1%	x
Women	22%	x
2003		
Data Not Recorded		

x= Data not recorded

Table 65

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.

Latinos experienced a substantial increase on MLS teams, doubling from 15 percent to 30 percent. The percentage of African-Americans, which had been continually declining over the past three seasons to only one percent during 2004, increased in 2005 to four percent. The percentage of whites filling professional team administration posts decreased from 81 to 66 percent. There were no Asians in team professional administrative positions, even though they had held two percent in 2004.

Women decreased dramatically from 42 percent in 2004 to 28 percent in 2005. During this period, MLS increased its total number of employees in professional administrative positions. However, the number of women in professional team administrative positions dropped from 36 to 32. There were 23 additional positions held by people of color.

“There were 23 additional [professional administrative] positions held by people of color.”

The MLS had previously demonstrated marked improvement for the 2004 season as it worked to increase opportunities for women in the wake of the F for gender it earned in the 2003 report. This change is probably the result of position categorization determination by the two entities. It was discovered that the teams typically consider Sales Account Executives full-time professional administration, whereas The Institute has not included them in this category in the past.

Professional Administration		
	%	#
2005		
White	66%	76
African-American	4%	5
Latino	30%	34
Asian	0%	0
Other	0%	0
Women	28%	32
2004*		
White	81%	69
African-American	1%	1
Latino	15%	13
Asian	2%	2
Other	0%	0
Women	42%	36
2003		
Data Not Recorded		
2002		
White	77%	x
African-American	3%	x
Latino	17%	x
Asian	2%	x
Other	1%	x
Women	22%	x
2001		
Data Not Recorded		
2000		
White	81%	x
African-American	7%	x
Latino	9%	x
Asian	2%	x
Women	32%	x
1999		
White	74%	x
African-American	7%	x
Latino	17%	x
Asian	2%	x
Women	15%	x
1998		
White	78%	x
African-American	4%	x
Latino	18%	x
Asian	0%	x
Women	31%	x

x= Data not recorded * =Received from EEO
MLS self report Apr. 2005

Table 66

Through the cooperation and leadership exhibited by MLS, we have altered our categories to grade the teams and leagues more appropriately. We will be including a separate category that includes the individuals mentioned in future report cards.

See Table 66.

Physicians and Head Trainers

White physicians increased from 75 percent to 82 percent since the 2004 MLS season. Latinos had once held 22 percent of these positions in the 2002 Report Card. In 2005, Latinos and Asians each held nine percent of the positions, a three percentage point increase since 2004 for both. There were no female and no African-American physicians during the 2005 season in MLS.

See Table 67.

Physicians		
	%	#
2005		
White	82%	9
African-American	0%	0
Latino	9%	1
Asian	9%	1
Other	0%	0
Women	0%	0
2004*		
White	75%	12
African-American	0%	0
Latino	6%	1
Asian	6%	1
Other	13%	2
Women	0%	0
2003		
Data Not Recorded		
2002		
White	67%	6
African-American	0%	0
Latino	22%	2
Asian	0%	0
Other	11%	1
Women	11%	1
2001		
Data Not Recorded		
2000		
White	100%	10
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
1999		
White	100%	11
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	0%	0
1998		
White	92%	13
African-American	0%	0
Latino	8%	1
Asian	0%	0
Women	0%	0

x= Data not recorded * =Received from EEO MLS self report Apr. 2005

Table 67

For the first time in the last three Report Cards, Latinos held head trainer positions. White men had held 100 percent of these positions in the previous two reports. During the 2005 season, 80 percent of these positions were held by whites and 20 percent were held by Latinos. No women were head trainers for the third consecutive report card.

See Table 68.

Head Trainers		
	%	#
2005		
White	80%	12
African-American	0%	0
Latino	20%	3
Asian	0%	0
Other	0%	0
Women	0%	0
2004*		
White	100%	7
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
Data Not Recorded		
2002		
White	100%	10
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2001		
Data Not Recorded		
2000		
White	92%	11
African-American	0%	0
Latino	8%	1
Other	0%	0
Women	17%	2
1999		
White	92%	11
African-American	0%	0
Latino	8%	1
Other	0%	0
Women	17%	2
1998		
White	76%	8
African-American	0%	0
Latino	33%	4
Other	0%	0
Women	17%	2

x= Data not recorded * =Received from EEO MLS self report Apr. 2005

Table 68

Radio/TV Broadcasters

Radio and television announcers have the enormous ability to influence the way the public perceives athletes and sports, thus it is important that the people in the media be as diverse as the players on the fields.

There was a huge drop in Latino broadcasters for MLS teams in the 2005 season. Latinos held only 27 percent of these posts after having 44 percent in 2004. African-Americans increased from two to nine percent while whites had the biggest jump from 47 to 64 percent. There were no Asian or female broadcasters. There had previously been two percent of these positions held by other people of color in 2004, but there were none in 2005.

See Table 69.

Radio and TV Announcers	
	%
2005	
White	64%
African-American	9%
Latino	27%
Asian	0%
Other	0%
Women	0%
2004*	
White	47%
African-American	2%
Latino	44%
Asian	4%
Other	2%
Women	4%

x= Data not recorded * =Received from EEO MLS self report Apr. 2005

Table 69

Chapter 7: College Sport and NCAA

OVERALL GRADES

When all categories were combined, College Sport received a **B-** for race and a **B** for gender giving it a combined **B** overall. That compared to the 2004 Racial and Gender Report Card when college sport earned a **B-** for race and **B+** for gender. When compared to the grades for the professional sports leagues, the **B-** for race was last (Major League Soccer was not graded this year). However, its **B** for gender was better than all the men's leagues and only followed the WNBA's **A** for gender. The college sport combined grade of **B** was third behind the NBA (**B+**) and WNBA (**A**).

GRADES BY CATEGORY

NCAA Headquarters

Leadership is a collection of leaders that make a difference from the top of the department to the bottom. The hope is that the entire department is a reflection of the leadership group. For this reason, the leadership group should be a diverse collection of leaders. Because this group also has tremendous influence on the hirings that occur within the organization, it is also important for the leaders to be diverse and open-minded. NCAA President Myles Brand is very supportive of creating opportunities for women and people of color within

the NCAA headquarters and at the member institutions that comprise the NCAA. In his State of the NCAA address in January 2005, he called the lack of opportunity for people of color in football head coaching positions "appalling." He also said the situation was bad for women and people of color as athletic directors and for women as head coaches.

Representation of women and people of color at the high levels of NCAA headquarters increased this year at the vice president/chief of staff position. At the vice president/chief of staff position, the number of people of color increased from two to three, up 6.3 percentage points to 18.8 percent. The number of

NCAA Vice President/Chief of Staff					
	%	#		%	#
2006			2001		
White	81.20%	13		Data Not Recorded	
African-American	18.80%	3	2000		
Latino	0.00%	0	White	83.30%	10
Asian	0.00%	0	African-American	16.70%	3
Other	0.00%	0	Latino	0.00%	0
Women	25.00%	4	Other	0.00%	0
Total	x	16	Women	26.70%	4
2005	Data Not Recorded		Total	x	15
2004	Data Not Recorded		1999	Data Not Recorded	
White	87.50%	14	1998		
African-American	12.50%	2	White	81.20%	13
Latino	0.00%	0	African-American	18.80%	3
Asian	0.00%	0	Latino	0.00%	0
Other	0.00%	0	Other	0.00%	0
Women	18.80%	3	Women	25.00%	4
Total	x	16	Total	x	16
2003	Data Not Recorded		1997		
2002			White	86.60%	13
White	81.00%	13	African-American	13.30%	2
African-American	19.00%	3	Latino	0.00%	0
Latino	0.00%	0	Other	0.00%	0
Asian	0.00%	0	Women	26.60%	4
Other	0.00%	0	Total	x	15
Women	25.00%	4			
Total	x	16			

*Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded*

TABLE 70

NCAA Chief Aides/Directors					
	%	#		%	#
2006			1999		
White	75.90%	44		Data Not Recorded	
African-American	19.00%	11	1998		
Latino	1.70%	1	White	85.70%	36
Asian	3.40%	2	African-American	7.10%	3
Other	0.00%	0	Latino	2.40%	1
Women	41.40%	24	Other	4.80%	2
Total	x	58	Women	38.10%	16
2005			1997		
Data Not Recorded			Total	x	42
2004			White	92.10%	35
White	81.30%	33	African-American	5.30%	2
African-American	12.50%	5	Latino	2.60%	1
Latino	2.00%	1	Other	0.00%	0
Asian	4.00%	2	Women	34.20%	13
Other	0.00%	0	Total	x	38
Women	48.00%	20	2001		
Total	x	41	Data Not Recorded		
2003			2000		
Data Not Recorded			White	82.90%	34
2002			African-American	9.70%	4
White	79.00%	x	Latino	2.40%	1
African-American	14.00%	x	Other	4.80%	2
Latino	5.00%	x	Women	39.00%	16
Asian	2.00%	x	Total	x	41
Other	0.00%	x			
Women	42.00%	x			
Total	x	x			

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x= Data not recorded

TABLE 71

women increased from three to four and jumped 6.2 percentage points to 25 percent. African-Americans continue to be the only people of color represented at the vice president/ chief of staff position, occupying 18.8 percent of the positions, a 6.3 percentage point increase. Whites held the remaining 81.3 percent of the positions.

Within the chief aides/director level, which includes the managing director position as well, people of color increased by 5.4 percentage points to 24.1 percent, and women increased in numbers from 20 to 24, but the

“At the Vice President/Chief of Staff position, the number of people of color increased...6.3 percentage points.”

percentage decreased to 41.4 percent (down 6.6 percent) because of the increase in total numbers. At the administrator level, the percentage of people of color increased by 0.2 percentage points while women increased by 0.9 percentage points. Within the support staff position at the headquarters, which includes all levels of assistants, the percentage of people of color increased 3.5 percentage points to 18.4 percent while women increased to 91.2 percent.

Charlotte Westerhaus continued in her role as the vice president for the newly developed Office of Diversity and Inclusion, working closely with NCAA president Myles Brand. Her hire in 2005 gave the NCAA Headquarters four female vice presidents in the last report card. The 2004 NCAA vice president/chief of staff chart never reflected this change because she was hired after the period covered. Judith Sweet retired from her position of vice president for NCAA Championships, but the number of female vice presidents remained the same with the immediate hire of Joni Comstock for the same position.

“...the hiring of [Charlotte] Westerhaus may represent Myles Brand’s biggest signal to date of his commitment to emphasizing diversity and inclusion both at the NCAA Headquarters and with member institutions.”

NCAA Administrators					
	%	#		%	#
2006			2001		
White	76.50%	x		Data Not Recorded	
African-American	19.70%	x	2000		
Latino	1.10%	x	White	76.60%	105
Asian	1.60%	x	African-American	21.90%	30
Other	1.10%	x	Latino	0.70%	1
Women	55.20%	x	Other	0.70%	1
Total	x	x	Women	49.60%	68
2005	Data Not Recorded		1999		
2004	Data Not Recorded		1998		
White	76.70%	124	White	78.30%	90
African-American	22.20%	37	African-American	19.10%	22
Latino	0.00%	0	Latino	2.60%	3
Asian	1.20%	2	Other	0.00%	0
Other	0.00%	0	Women	49.20%	53
Women	54.30%	88	Total	x	115
Total	x	163	1997		
2003	Data Not Recorded		White	76.20%	77
2002			African-American	19.10%	22
White	77.30%	x	Latino	1.00%	3
African-American	22.20%	x	Other	0.00%	0
Latino	0.00%	x	Women	47.50%	48
Asian	<1%	x	Total	x	101
Other	0.00%	x			
Women	54.50%	x			
Total	x	x			

*Historically Black Institutions excluded.
x= Data not recorded*

TABLE 72

NCAA Support Staff					
		%	#		
2006				2001	
	White	81.60%	x		Data Not Recorded
	African-American	15.80%	x	2000	
	Latino	0.90%	x		White
	Asian	1.80%	x		African-American
	Other	0.00%	x		Latino
	Women	91.20%	x		Other
	Total	x	x		Women
2005					Total
				1999	
					Data Not Recorded
2004				1998	
	White	85.10%	97		White
	African-American	12.30%	13		African-American
	Latino	0.90%	1		Latino
	Asian	1.70%	2		Other
	Other	0.00%	0		Women
	Women	90.40%	103		Total
	Total	x	113		
2003				1997	
					White
					African-American
2002					Latino
	White	84.50%	x		Other
	African-American	13.00%	x		Women
	Latino	x	x		Total
	Asian	x	x		
	Other	2.50%	x		
	Women	84.00%	x		
	Total	x	x		

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 73

Additionally, the hiring of Westerhaus may represent Myles Brand's biggest signal to date of his commitment to emphasizing diversity and inclusion both at NCAA Headquarters and with member institutions. This was expanded when he created the NCAA's Diversity Leadership Strategic Planning Committee.

The African-American vice-presidents are:

- Bernard Franklin, senior vice president, Governance and Membership
- Ronald Stratten, vice president, Education Services
- Charlotte Westerhaus, vice president, Diversity and Inclusion

The four women vice presidents are:

- Charlotte Westerhaus, vice president, Diversity and Inclusion
- Elsa Cole, chief legal counsel
- Sue Donohoe, vice president, Women's Division I Basketball
- Joni Comstock, vice president, NCAA Championships

The percentage of people of color increased while the percentage of women decreased at the director level, which includes both managing directors and directors at the NCAA headquarters. Whites occupied 75.9 percent of the positions (down 5.4 percentage points), while African-Americans held 19 percent (up 6.5 percentage points) of the managing director/director positions. Latinos held 1.7 percent (down 0.3 percent) and Asians occupied 3.4

percent (down 0.6 percent). This year 41.4 percent of the managing director/director positions were filled by women, a decrease of 6.6 percent.

At the administration level, people of color occupied 23.5 percent of the positions, which is a slight increase, while whites held 76.5 percent, which is a slight decrease. African-American representation decreased 2.5 percentage points, but the percentages of Asians, Latinos and the "other" category all increased. The percentage of women increased almost one percent.

Grade for NCAA Headquarters:

Race: A-
Gender: A

See Tables 70, 71, 72 and 73.

Conference Commissioners		
	Division IA	
	%	#
2005-06		
White	100.0%	11
African-American	0.0%	x
Asian	0.0%	x
Latino	0.0%	x
Native American	0.0%	x
Other	0.0%	x
Women	0.0%	0
Total	x	11
2004-05		
White	100.0%	36
African-American	x	x
Asian	x	x
Latino	x	x
Native American	x	x
Other	x	x
Women	5.6%	2
Total	x	36

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 74a

Conference Commissioners		
	Division IA	
	%	#
2003-04		
White	100.0%	11
African-American	0.0%	x
Asian	0.0%	x
Latino	0.0%	x
Native American	0.0%	x
Other	0.0%	x
Women	0.0%	0
Total	x	11
2003-04		
White	100.0%	28
African-American	x	x
Asian	x	x
Latino	x	x
Native American	x	x
Other	x	x
Women	9.1%	3
Total	x	28

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 74b

Of the 52 associate commissioners listed in Division IA, 5.8 percent of them were African-American, which was a 6.7 percent decrease since the last report card. A total of 1.9 percent of the associate commissioners were Asian. Women held 13 (25 percent) of the Division IA associate commissioner posts.

In all of Division I, excluding the historically black conferences, all 36 (100 percent) of Division I conference commissioners were white. Two

conferences were led by women as commissioners, accounting for 5.6 percent. The NCAA lists four other women who led sport-specific conferences.

At the associate commissioner position in Division I, 86.8 percent were held by whites (1.2 percent decrease), 11.7 percent by African-Americans (2.1 percent increase), and 1.5 percent by Asians. The percentage of positions held by women increased slightly from 30 percent to 30.9 percent.

The RGRC breaks down the female conference commissioners as follows:

There were two females that headed Division I conferences:

Conference Commissioners

Once again, 100 percent of the 11 Division IA conference commissioners were white men. Being a conference commissioner is a powerful position and those that head BCS Conferences are considered to be among the most powerful and influential people in college sport.

Associate Conference Commissioners		
	Division IA	
	%	#
2004-05		
White	92.3%	48
African-American	5.8%	3
Asian	1.9%	1
Latino	0.0%	0
Native American	0.0%	0
Other	0.0%	0
Women	25.0%	13
Total	x	52
2003-04		
White	82.5%	22
African-American	12.5%	5
Asian	2.5%	1
Latino	2.5%	1
Native American	x	x
Other	x	x
Women	27.5%	11
Total	x	40

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 75

Male Student-Athletes: Division I									
		Basketball	Football	Baseball		Basketball	Football	Baseball	
		2004-05	White	31.9%		47.7%	83.7%	1999-00	White
	African-American	57.8%	45.4%	6.5%		African-American	55.0%	39.5%	6.6%
	Latino	1.5%	2.3%	5.4%		Latino	1.6%	1.8%	4.3%
	American Indian/Alaskan Native	0.6%	0.3%	0.3%		American Indian/Alaskan Native	0.2%	0.3%	0.4%
	Asian	0.4%	1.6%	1.2%		Asian	0.3%	1.3%	1.1%
	Non-Resident Aliens	5.4%	0.4%	1.0%		Non-Resident Aliens	3.0%	0.2%	0.6%
	Other	2.5%	2.3%	1.9%		Other	5.3%	5.7%	3.9%
2003-04	White	31.6%	48.3%	83.8%	1998-99	White	34.0%	46.9%	88.1%
	African-American	58.2%	44.3%	6.1%		African-American	55.9%	46.4%	2.8%
	Latino	1.5%	2.4%	4.9%		Latino	1.4%	1.9%	4.7%
	American Indian/Alaskan Native	0.3%	0.4%	0.3%		American Indian/Alaskan Native	0.3%	0.4%	0.5%
	Asian	0.2%	1.6%	1.2%		Asian	0.3%	2.0%	0.8%
	Non-Resident Aliens	5.7%	0.6%	1.3%		Non-Resident Aliens	5.5%	1.0%	1.4%
	Other	2.5%	2.4%	2.1%		Other	2.6%	1.9%	1.7%
2002-03	White	32.3%	49.3%	84.1%	1997-1998	Data Not Recorded			
	African-American	57.9%	43.8%	6.1%	1996-97	White	33.8%	46.9%	89.5%
	Latino	1.3%	2.2%	5.1%		African-American	57.3%	47.6%	3.0%
	American Indian/Alaskan Native	0.4%	0.4%	0.3%		Latino	1.5%	1.9%	4.3%
	Asian	0.2%	1.6%	1.2%		American Indian/Alaskan Native	0.2%	0.3%	0.5%
	Non-Resident Aliens	5.3%	0.5%	1.2%		Asian	0.3%	1.2%	0.6%
	Other	2.6%	2.3%	2.0%		Non-Resident Aliens	4.4%	0.6%	0.9%
2001-02	White	32.3%	50.1%	83.4%	1992-1996	Data Not Recorded			
	African-American	57.7%	42.6%	6.9%	1991-1992	White	34.5%	53.2%	90.0%
	Latino	1.5%	2.1%	5.2%		African-American	61.8%	42.7%	4.3%
	American Indian/Alaskan Native	0.3%	0.4%	0.4%		Latino	0.8%	1.4%	3.9%
	Asian	0.2%	1.4%	1.1%		American Indian/Alaskan Native	0.2%	0.3%	0.3%
	Non-Resident Aliens	4.8%	0.5%	1.1%		Asian	0.2%	1.0%	0.7%
	Other	3.2%	2.8%	1.9%		Non-Resident Aliens	x	x	x
2000-01	White	32.5%	49.4%	81.3%		Other	2.5%	1.4%	0.8%
	African-American	57.1%	42.1%	6.7%					
	Latino	1.4%	2.1%	5.6%					
	American Indian/Alaskan Native	0.4%	0.4%	0.4%					
	Asian	0.2%	1.3%	0.9%					
	Non-Resident Aliens	5.1%	1.7%	2.1%					
	Other	3.3%	2.9%	3.0%					

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
x=Data not recorded

TABLE 76

Student-Athletes

Female Student-Athletes: Division I											
			Basketball	XC/Track	Other Sports				Basketball	XC/Track	Other Sports
2004-05						1999-00					
	White		44.6%	62.3%	70.6%		White		53.6%	66.2%	72.7%
	African-American		43.7%	26.0%	4.6%		African-American		35.7%	22.1%	6.2%
	Latino		1.6%	3.4%	3.1%		Latino		1.5%	2.6%	2.7%
	American Indian/Alaskan Native		0.5%	0.4%	0.3%		American Indian/Alaskan Native		0.4%	0.9%	0.3%
	Asian		1.3%	1.2%	2.6%		Asian		0.7%	0.3%	3.1%
	Non-Resident Aliens		5.8%	3.8%	5.0%		Non-Resident Aliens		2.4%	1.9%	2.5%
	Other		2.5%	3.0%	3.2%		Other		5.6%	6.0%	8.0%
2003-04						1998-99					
	White		46.8%	64.0%	70.5%		White		58.5%	60.8%	83.3%
	African-American		41.6%	23.1%	5.7%		African-American		31.4%	25.3%	2.6%
	Latino		1.8%	4.0%	2.9%		Latino		1.7%	3.7%	2.9%
	American Indian/Alaskan Native		0.5%	1.2%	0.5%		American Indian/Alaskan Native		0.6%	0.6%	0.5%
	Asian		1.3%	0.5%	3.5%		Asian		0.9%	0.9%	2.4%
	Non-Resident Aliens		5.3%	4.1%	5.4%		Non-Resident Aliens		4.9%	7.0%	6.4%
	Other		2.8%	3.2%	6.5%		Other		2.0%	1.8%	1.8%
2002-03						1997 - 1998			Data Not Recorded		
	White		48.7%	65.3%	70.1%	1996-97					
	African-American		40.9%	23.2%	4.5%		White		60.5%	60.3%	84.5%
	Latino		1.7%	3.4%	2.4%		African-American		30.7%	27.3%	2.5%
	American Indian/Alaskan Native		0.6%	0.4%	0.3%		Latino		1.8%	2.8%	2.9%
	Asian		1.2%	1.3%	2.3%		American Indian/Alaskan Native		0.6%	0.4%	0.4%
	Non-Resident Aliens		4.5%	3.5%	4.4%		Asian		0.9%	1.6%	2.5%
	Other		2.4%	3.0%	2.4%		Non-Resident Aliens		3.2%	5.8%	5.5%
2001-02						1992 - 1996			Data Not Recorded		
	White		50.2%	65.3%	71.4%	1991-92					
	African-American		39.7%	23.4%	6.2%		White		65.0%	68.6%	88.8%
	Latino		1.7%	3.2%	2.3%		African-American		31.0%	23.2%	2.9%
	American Indian/Alaskan Native		0.5%	1.0%	0.4%		Latino		1.4%	3.2%	2.3%
	Asian		0.8%	0.5%	3.5%		American Indian/Alaskan Native		0.5%	0.4%	0.2%
	Non-Resident Aliens		4.3%	3.4%	4.7%		Asian		0.5%	0.8%	1.8%
	Other		2.8%	3.2%	6.6%		Non-Resident Aliens		x	x	x
2000-01							Other		1.6%	3.9%	4.0%
	White		50.6%	62.2%	68.9%						
	African-American		38.6%	24.0%	8.4%						
	Latino		1.7%	2.7%	3.1%						
	American Indian/Alaskan Native		0.5%	0.9%	0.3%						
	Asian		0.8%	0.5%	3.6%						
	Non-Resident Aliens		5.0%	5.6%	6.8%						
	Other		2.8%	4.1%	8.9%						

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

TABLE 77

In the past 15 years there has not been much variance in the racial make-up of the male student-athlete population. The percentage of African-American male Division I college student-athletes was 24.8 percent in 2004-2005. This percentage has been slowly increasing over the past five years and it is inching towards the all-time high of 26.5 percent in 1991-92. The rate has not varied by more than two percentage points in the past 15 years.

The percentage of white male student-athletes has risen and fallen in very small increments in the last five years, but at 62.2 percent this year, it is well below its all-time high in the RGRC of 66.2 percent in 1991-92. Latinos were at 3.7 percent for the second year in a row

while Asian men increased from 1.6 percent in 2003-04 to 1.7 percent in 2004-05. The percentages of Division I African-American male student-athletes decreased in basketball for the first time in five years. On the other hand, percentages for African-American football and baseball players were up slightly. Percentages of white student-athletes were down in football and baseball but up in basketball. The percentage of Latinos increased in baseball, decreased in football and remained the same in basketball. The percentage of non-resident aliens decreased slightly in all three sports.

In NCAA Division I men's basketball during the 2004-2005 academic year, African-Americans made up 57.8 percent (down 0.4 of a percentage point) of the student-athletes.

- Linda Bruno, Atlantic 10 Conference
- Carolyn Schlie Femovich, Patriot League

There were four women who were in charge of sport-specific conferences:

- Patty Viverito, Gateway Football Conference and Pioneer Football League
- Carla M. Konet, Northern Pacific Field Hockey Conference
- Wendy J. Guthrie, Pacific Coast Softball Conference
- Peggy J. Pruitt, American Lacrosse Conference

Grade for Division I Conference Commissioners:

Race: F
 Gender: F

See Tables 74a, 74b and 75.

“The percentages of Division I African-American male student athletes decreased in basketball for the first time in five years.”

Student-Athletes: Division I

	Male	Female		Male	Female
2004-05			1999-00		
White	62.2%	70.5%	White	64.4%	72.6%
African-American	24.8%	15.4%	African-American	22.9%	13.8%
Latino	3.7%	3.3%	Latino	2.8%	2.4%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.3%	0.3%
Asian	1.7%	2.2%	Asian	1.4%	1.6%
Non-Resident Aliens	4.1%	4.9%	Non-Resident Aliens	2.4%	2.4%
Other	3.1%	3.3%	Other	5.8%	6.7%
2003-04			1998-99		
White	62.3%	70.6%	White	61.6%	75.8%
African-American	24.6%	14.9%	African-American	25.5%	10.7%
Latino	3.6%	3.3%	Latino	3.1%	2.9%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.6%
Asian	1.6%	2.1%	Asian	1.3%	1.6%
Non-Resident Aliens	4.4%	5.0%	Non-Resident Aliens	6.0%	6.3%
Other	3.2%	3.7%	Other	2.0%	2.5%
2002-03			1997-98		
White	62.6%	71.9%	Data Not Recorded		
African-American	24.6%	14.8%	1996-97		
Latino	3.3%	2.9%	White	62.3%	78.2%
American Indian/Alaskan Native	0.4%	0.3%	African-American	26.2%	11.1%
Asian	1.6%	2.0%	Latino	3.1%	2.8%
Non-Resident Aliens	4.1%	4.5%	American Indian/Alaskan Native	0.5%	0.5%
Other	3.4%	3.7%	Asian	1.6%	1.9%
2001-02			1992-96		
White	63.1%	72.1%	Data Not Recorded		
African-American	24.3%	14.7%	1991-92		
Latino	3.4%	2.8%	White	66.2%	79.8%
American Indian/Alaskan Native	0.4%	0.4%	African-American	26.5%	12.8%
Asian	1.5%	1.8%	Latino	2.5%	2.2%
Non-Resident Aliens	3.8%	4.2%	American Indian/Alaskan Native	0.3%	0.3%
Other	3.7%	3.9%	Asian	0.2%	1.5%
2000-01			1990-91		
White	61.6%	70.4%	White	66.2%	79.8%
African-American	24.3%	14.8%	African-American	26.5%	12.8%
Latino	3.3%	2.6%	Latino	2.5%	2.2%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.3%	0.3%
Asian	1.4%	1.7%	Asian	0.2%	1.5%
Non-Resident Aliens	4.7%	5.4%	Non-Resident Aliens	x	x
Other	4.4%	4.8%	Other	4.3%	3.4%

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
x=Data not recorded

TABLE 78

were 83.7 percent (down 0.1 of a percentage point), Latinos held 5.4 percent (up 0.5 of a percentage point), American Indian/Alaskan Natives remained at 0.3 percent, and Asian/Pacific Islanders held 1.2 percent, which was also identical to the previous year. Non-resident aliens and “others” both decreased, holding 1.0 percent and 1.9 percent respectively.

The percentage of African-American women playing Division I basketball reached an all-time record at 43.7 percent. In the 2004-05 Division I women’s basketball season, 44.6 percent of the student-athletes were white (down 2.2 percentage points). This percentage has continued to decrease over the years. It has never increased in the history of the Report Card. The percentage of African-American female basketball players has continued to increase and has never decreased. This year African-Americans held 43.7 percent (up 2.1 percentage points) of the total population, 1.6 percent were Latina (down 0.2 of a percentage point), 0.5 percent were American Indian/Alaskan Native (same as 2003-04), 1.3 percent were Asian/Pacific Islanders (same as 2003-04), non-resident aliens held 5.8 percent (up 0.5 of a percentage point) and “others” held 2.5 percent (down 0.3 of a percentage point).

Conversely, the number of whites increased for the first time in five years and comprised 31.9 percent (up 0.3 of a percentage point). Latinos accounted for 1.5 percent (the same as 2003-2004), and non-resident aliens represented 5.4 percent (down 0.3 of a percentage point) of the population. American Indian/Alaskan Natives were at 0.6 percent and Asian/Pacific Islanders were at 0.4 percent, both categories increased since 2003-2004. The “others” category remained the same as 2003-2004 at 2.5 percent.

During the same year in Division I football (IA and IAA combined), African-American student-athletes comprised 45.4 percent (up 1.1 percentage points). Since the 1999-

2000 academic year, the number of African-Americans participating in Division I football has increased every year. Whites, on the other hand, were at 47.7 percent (down 0.6 of a percentage point), Latinos held 2.3 percent (down 0.1 of a percentage point), American Indian/Alaskan Natives held 0.3 percent (down 0.1 of a percentage point), Asian/Pacific Islanders held 1.6 percent (same as 2003-2004), non-resident aliens held 0.4 percent (down 0.2 of a percentage point) and “others” held 2.3 percent (down 0.1 of a percentage point). Division I baseball statistics from 2004-05 revealed that African-American student-athletes were 6.5 percent (up 0.4 of a percentage point) of the total population, whites

On Division I women’s cross country and track teams, 62.3 percent of the student-athletes were white (down 1.7 percentage points), African-Americans comprised 26 percent (up 2.9 percentage points), Latinas held 3.4 percent (down 0.6 of a percentage point), American Indian/Alaskan Natives held 0.4 percent (down 0.8 of a percentage point).

Asian/Pacific Islander held 1.2 (up 0.7 of a percentage point), non-resident aliens held 3.8 percent (down 0.3 of a percentage point) and “others” held 3.0 percent (down 0.2 of a percentage

point). African-American women took almost a three-point jump this year bringing their percentage up to 26 percent, which is the highest it has been since 1996-97 when they had 27.3 percent of the total cross country/ track population.

African-American women, Latinas and Asian women reached all-time highs for participation in all Division I sports combined while the percentage of white women in all Division I women's sports dropped 0.1 of a percentage point from 70.6 to 70.5 percent. This was the third consecutive year that the percentage has dropped. The percentages of white women was down slightly in basketball and track/ cross country, but went up 0.1 of a percentage point in the "all other sports combined" category. The percentages of African-American women went up in basketball to 43.7 (up 2.1 percentage points) and in track/cross country, but dropped in the "all other sports combined" category. African-Americans had 15.4 percent of the female student-athlete total, which for the second year in a row, was their all-time RGRC high. Latinas held 3.3 percent of the female student-athlete positions and Asian women held 2.2 percent, both of these being their highest ever percent for the second year in a row. Native American women had 0.4 of a percent, non-resident aliens held 4.9 percent of the population and "others" held 3.3 percent.

The percentage of white student-athletes at the Division I, II and III were 65.9 percent, 70.7 percent and 83.9 percent, respectively, while the percentages for African-American student-athletes were 20.6 percent, 18.1 percent and 7.3 percent at each level, respectively.

In Divisions I, II and III, white male student-athletes comprised 62.2, 66.6 and 82.5 percent of the total male student-athletes, respectively. In Division I, white female student-athletes comprised 70.5 percent of the total female student-athlete population. In Division II, they make

up 76.7 percent and in Division III, 85.9 percent.

In Division I, II and III, African-American male student-athletes make up 24.8, 22.3 and 8.9 percent of total male student-athletes, respectively. In Division I, II and III, African-American female student-athletes comprised 15.4, 12.1 and 5.1 percent of the total female student-athlete population, respectively. Staying consistent with last year's data, 45 percent of NCAA Division I student-athletes are female and 55 percent are male.

All student-athlete data came from the NCAA 2004-05 Student-Athlete Ethnicity Report.

Grade for Student-Athlete Participation:

Race: A/A+
Gender: A

See Tables 76, 77 and 78.

Head Coaches

Institutions continued to be criticized for their hiring practices since the vast majority of head coaching positions in college sports, both for men's and women's teams, continued to be filled with white males. Action has been taken to improve this situation. The Black Coaches Association (BCA) issued a Football Hiring Report Card in October 2004, 2005 and 2006, to assess how universities handle the process for hiring head football coaches.

It evaluated whether the school contacted the BCA for assistance, who served on the search committee, which candidates were interviewed, who was hired, and whether the athletic department followed their school's affirmative action guidelines. This hiring report card has been a very positive tool in the hiring process of college coaches. The BCA will issue a hiring report card for athletic directors

Historical Listing of African-American and Latino Division IA Head Football Coaches			
	Team	Year(s)	Record
Willie Jeffries	Wichita State	5	21-32-0
Dennis Green	Northwestern	5	10-45-0
	Stanford	3	16-18-0
Cleve Bryant	Ohio University	5	9-44-2
Wayne Nunnely	Las Vegas	4	19-25-0
Francis Peay	Northwestern	6	13-51-1
Willie Brown	Long Beach State	1	2-8-2
James Caldwell	Wake Forest	8	14-41-5
Ron Cooper	Eastern Michigan	2	9-13-0
	Louisville	3	13-20-0
Matt Simon	University of North Texas	4	18-26-1
Bob Simmons	Oklahoma State	6	29-37-1
John Blake	Oklahoma	3	11-21-0
Tony Samuel	New Mexico State	4	19-37-0
Jerry Baldwin	Louisiana Lafayette	3	6-27-0
Bobby Williams	Michigan State	2	12-11-0
Ron Dickerson	Temple	5	8-47
Fitzgerald Hill	San Jose State	4	14-32-0
Tyrone Willingham	Stanford	7	44-36-1
	Notre Dame	2	21-15-0
	Washington	0	First season
Karl Dorrell	UCLA	2	12-12
Sylvester Croom	Mississippi State	1	3-8
Barry Alvarez	Wisconsin	14	99-67-4
Ron Prince	Kansas State	1	5-6
Turner Gill	University of Buffalo	1	2-10
Randy Shannon	University of Miami	0	First season

TABLE 79

and women’s basketball coaches in 2007.

Division I men’s basketball continues to be the best representation of diversity at all levels and across all sports. This year African-American men accounted for 25.2 percent of the men’s basketball head coaching positions at the Division I level, which was a two percent increase from the last report card. Once again, this is an all-time high percentage. Both Latinos and Native Americans held 0.5 percent of the coaching positions.

“Division I men’s basketball continues to be the best representation of diversity at all levels...”

There are no other men’s or women’s sports that even came close to being as diverse as Division I men’s basketball.

At the start of the 2005 football season, African-Americans held 2.5 percent and Latinos held 0.8 percent of Division IA football coaching positions. In all of Division I, African-Americans held 6.1 percent and Latinos held 1.2 percent of the football head coaching positions. In Division I baseball, the percentage of people of color occupying the head coach position was only 4.1 percent, with 2.6 percent Latino.

College Head Coaches: Men's Teams															
	Basketball		Football		Baseball			Basketball		Football		Baseball			
	%	#	%	#	%	#		%	#	%	#	%	#		
Division I							Division I, II, III								
2005-06	White	73.9%	x	92.7%	x	95.9%	x	2005-06	White	84.2%	x	95.4%	x	95.3%	x
	African-American	25.2%	x	6.1%	x	0.5%	x		African-American	14.0%	x	3.2%	x	0.7%	x
	Asian	0.0%	x	0.0%	x	0.0%	x		Asian	0.3%	x	0.0%	x	0.5%	x
	Latino	0.5%	x	1.2%	x	2.6%	x		Latino	1.0%	x	0.7%	x	2.7%	x
	Native American	0.5%	x	0.0%	x	0.0%	x		Native American	0.3%	x	0.0%	x	0.2%	x
	Other	0.0%	x	0.0%	x	1.0%	x		Other	0.0%	x	0.5%	x	0.7%	x
2003-04	White	76.4%	201	96.0%	179	96.4%	217	2004-05	Data Not Recorded						
	African-American	23.2%	61	2.9%	4	0.9%	2	2003-04	White	86.0%	713	97.7%	502	96.2%	702
	Other	0.4%	1	1.1%	2	2.7%	6		African-American	12.3%	102	1.6%	8	0.7%	5
2001-03	Data Not Recorded							Other	1.7%	14	0.8%	4	3.1%	23	
2000-01	White	76.7%	x	96.9%	x	97.5%	x	2001-03	Data Not Recorded						
	African-American	22.9%	x	2.1%	x	0.0%	x	2000-01	White	86.6%	x	97.1%	x	96.8%	x
	Other	0.4%	x	1.0%	x	2.5%	x		African-American	12.7%	x	2.0%	x	0.4%	x
1999-2000	White	78.0%	x	95.3%	x	95.2%	x		Other	0.7%	x	0.9%	x	2.8%	x
	African-American	21.6%	x	4.7%	x	0.4%	x	1999-2000	White	85.9%	x	97.3%	x	96.0%	x
	Other	0.3%	x	0.0%	x	4.4%	x		African-American	12.7%	x	1.8%	x	0.4%	x
1998-99	Data Not Recorded							Other	1.4%	x	0.9%	x	3.6%	x	
1997-98	White	79.9%	x	92.2%	x	96.7%	x	1998-99	Data Not Recorded						
	African-American	19.4%	x	7.8%	x	0.4%	x	1997-98	White	87.2%	x	97.0%	x	96.7%	x
	Other	0.7%	x	0.0%	x	2.9%	x		African-American	12.2%	x	2.6%	x	0.7%	x
1996-97	Data Not Recorded							Other	0.6%	x	0.4%	x	2.6%	x	
1995-96	White	81.5%	x	94.4%	x	97.6%	x	1996-97	Data Not Recorded						
	African-American	17.4%	x	5.6%	x	0.0%	x	1995-96	White	87.3%	x	96.5%	x	97.6%	x
	Other	1.0%	x	0.0%	x	2.4%	x		African-American	11.3%	x	2.7%	x	0.8%	x
									Other	1.5%	x	0.7%	x	1.6%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
x=Data not recorded

TABLE 80

College Head Coaches: Division I									
		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
2005-06									
	White	87.8%	x	2.8%	x	54.3%	x	35.3%	x
	African-American	6.7%	x	0.6%	x	3.6%	x	3.0%	x
	Asian	0.4%	x	0.0%	x	0.8%	x	0.3%	x
	Latino	1.1%	x	0.0%	x	1.2%	x	0.4%	x
	Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
	Other	0.5%	x	0.1%	x	0.4%	x	0.5%	x
	Total	96.6%	x	3.6%	x	60.4%	x	39.6%	x
2004-05									
Data Not Recorded									
2003-04									
	White	87.6%	2030	1.9%	45	52.5%	1349	38.8%	995
	African-American	7.2%	167	0.5%	11	3.4%	106	1.6%	79
	Asian	0.5%	12	0.0%	1	0.9%	23	0.3%	10
	Latino	1.4%	33	0.1%	2	1.3%	26	0.4%	8
	Native American	0.1%	2	0.0%	1	0.0%	1	0.1%	2
	Other	0.6%	14	0.0%	0	0.6%	17	0.1%	6
	Total	97.4%	2258	2.5%	60	58.7%	1522	41.3%	1100
2001-03									
Data Not Recorded									
2000-01									
	White	87.4%	x	2.5%	x	51.2%	x	38.1%	x
	African-American	6.9%	x	0.4%	x	4.0%	x	3.2%	x
	Asian	0.1%	x	0.0%	x	0.9%	x	0.4%	x
	Latino	1.4%	x	0.1%	x	0.9%	x	0.5%	x
	Native American	0.0%	x	0.0%	x	0.0%	x	0.1%	x
	Other	0.1%	x	0.0%	x	0.6%	x	0.0%	x
	Total Women	x	x	3.0%	x	x	x	42.3%	x
1999-00									
Data Not Recorded									
1998-99									
	White	89.8%	x	2.0%	x	52.5%	x	39.1%	x
	African-American	5.9%	x	0.1%	x	3.1%	x	2.6%	x
	Other	2.2%	x	0.0%	x	2.2%	x	0.4%	x
	Total Women	x	x	0.2%	x	x	x	42.1%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

Table 81

Division I tends to have the most diverse group of coaches, with less diversity at the Division II and Division III levels. For men's basketball in all divisions combined, African-Americans held 14 percent (increase of 1.7 percent) of the head coaching positions. In all divisions combined for football, African-Americans held 3.2 percent (increase of 1.6 percent) of the coaching positions.

In all divisions combined for baseball, African-Americans once again held 0.7 percent and Latinos only held 2.7 percent (decrease of 0.4 of a percentage point) of coaching positions. Whites, on the other hand, held 84.2 (decrease of 1.8 percent), 95.4 percent (decrease of 2.3 percent) and 95.3 percent (decrease of 0.9 of a percentage point) of the head positions in basketball, football and baseball, respectively.

Division IA college football coaches continues to be in the spotlight. In Division IA football, the percentage of African-American head coaches decreased from 4.2 to 2.5 percent, or 1.7 percent for the 2005 season. Mississippi State hired Sylvester Croom, making him the 19th African-American head coach in the history of Division IA football, prior to the 2005 season.

The African-American football head coaches at the start of the 2005 season were:

- Tyrone Willingham, Washington
- Karl Dorrell, UCLA
- Sylvester Croom, Mississippi State

They were the only African-American football coaches in all Division IA during the 2005 season. Two African-American coaches were hired shortly after the end of the 2005 football season. Ron Prince was hired as

head coach at Kansas State University and Turner Gill was hired as the head coach at the University of Buffalo. These two men were the 20th and 21st African-American coaches to be hired in Division IA history. There were a total of five African-American

“In Division IA football, the percentage of African-American head coaches decreased from 4.2 to 2.5 percent.”

head football coaches at Division IA to start the 2006 season. Randy Shannon was hired by the University of Miami after the 2006 season making him the 6th African-American head coach in Division IA as of December 10, 2006.

In 2003, St. Mary's head coach Vincent White was the only African-American head coach in Division IAA. St. Mary's dropped its football program before the start of the 2004 season. Jerome Souers, a Native American who is head coach at Northern Arizona University, was the only head coach of color in Division IAA during the 2004 season. After the 2004 season ended, Indiana State hired Lou West, who is African-American. Division IAA has improved in the area of hiring people of color for head coaching positions. During the 2005 football season, along with the five African-American head football coaches in Division IA, there were six people of color filling head coach slots at the Division IAA level.

College Head Coaches: Division II

	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2005-06								
White	86.6%	x	2.9%	x	58.8%	x	31.1%	x
African-American	4.2%	x	0.2%	x	3.0%	x	1.3%	x
Asian	0.6%	x	0.1%	x	0.9%	x	0.3%	x
Latino	3.5%	x	0.1%	x	2.2%	x	0.7%	x
Native American	0.6%	x	0.0%	x	0.3%	x	0.0%	x
Other	1.1%	x	0.1%	x	1.3%	x	0.1%	x
Total	96.6%	x	3.4%	x	66.5%	x	33.5%	x
2004-05								
Data Not Recorded								
2003-04								
White	87.6%	1369	2.9%	46	57.2%	972	33.6%	571
African-American	3.4%	53	0.0%	0	3.0%	51	0.7%	12
Asian	0.9%	14	0.0%	0	0.8%	13	0.2%	3
Latino	3.8%	59	0.1%	1	2.2%	37	0.9%	15
Native American	0.3%	5	0.0%	0	0.2%	3	0.0%	0
Other	1.0%	15	0.1%	1	1.1%	18	0.2%	3
Total	97.0%	1515	3.0%	48	64.5%	1094	35.5%	604
2001-03								
Data Not Recorded								
2000-01								
White	88.6%	x	4.6%	x	58.4%	x	34.4%	x
African-American	3.5%	x	0.3%	x	2.5%	x	1.2%	x
Asian	0.8%	x	0.1%	x	1.0%	x	0.2%	x
Latino	1.2%	x	0.0%	x	0.7%	x	0.3%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.8%	x	0.1%	x	0.9%	x	0.4%	x
Total Women	x	x	5.1%	x	x	x	36.5%	x
1999-2000								
Data Not Recorded								
1998-99								
White	88.0%	x	3.2%	x	58.7%	x	33.3%	x
African-American	3.4%	x	0.2%	x	2.4%	x	1.0%	x
Other	4.6%	x	0.4%	x	3.7%	x	0.7%	x
Total Women	x	x	3.8%	x	x	x	35.0%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

TABLE 82

women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show a decrease in women coaching women's sports in several different sports. Women continue to lose

“African-Americans were so underrepresented as head coaches that once again, the percent of women coaching men’s teams actually exceeded that of African-Americans in Division III.”

Those coaches were as follows:

- Stacy Adams, Valparaiso
- Tony Samuel, Southeast Missouri State
- Jerome Souers, Northern Arizona
- Chris Taylor, St. Peter's College
- Lou West, Indiana State
- Norries Wilson, Columbia

Note: This excludes the Historically Black Colleges and Universities.

Barry Alvarez at the University of Wisconsin, Madison, stepped down from the position of head football coach after the 2005 football season to focus solely on his athletic director duties leaving no Latino head coaches in Division IA football.

As of December 10, 2006, a total of six out of 119 Division IA head football coaches were African-American.

In fact, African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.3 percent versus 4.1 percent). In Division II, the percentage of women coaching men's teams almost matched the percentage of African-Americans (3.5 percent versus 4.4 percent).

Women have made significant advances in the arena of college sports. However, more than three decades after the passage of Title IX,

ground when coaching their own gender, as women head coaches in Division I basketball dropped to 64.3 percent, from the 67.5 percent that was reported in the last report card.

Head coaches of Division I track/cross country, which combines the head coaches of cross country, indoor track and outdoor track, saw a decrease in female head coaches from 21.7 percent down to 20.6 percent.

The female coaching totals in general were 40.9, 33.3 and 43.2 percent respectively in Division I, II and III. Division I coaches were 34.8

percent white women, five percent black women and 1.1 percent were identified as “other” minority female coaches.

White female coaches in Division II comprised of 28.4 percent, while black women accounted for 3.7 percent. “Others” held another 1.2 percent.

While Division III coaching positions had the highest female representation of the three at 43.2 percent, they lacked diversity in that group. The 43.2 percent of female coaches included 41 percent of white women, 1.5 percent of black women and less than one percent of “other” minority women.

“The percentage of African-American women head coaches of women’s Division I basketball teams was 9.3 percent...[this] percent stood in stark contrast to the 43.7 percent of the student-athletes playing women’s basketball who were African-American.”

College Head Coaches: Division III									
	Men's Sports				Women's Sports				
	Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	
2005-06									
White	89.5%	x	3.9%	x	51.6%	x	41.3%	x	
African-American	3.7%	x	0.4%	x	2.9%	x	1.3%	x	
Asian	0.6%	x	0.0%	x	0.8%	x	0.4%	x	
Latino	1.5%	x	0.0%	x	1.1%	x	0.2%	x	
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x	
Other	0.3%	x	0.0%	x	0.2%	x	0.2%	x	
Total	95.7%	x	4.3%	x	56.6%	x	43.4%	x	
2004-05									
Data Not Recorded									
2003-04									
White	88.9%	2667	4.1%	123	50.9%	1668	42.1%	1379	
African-American	3.8%	113	0.3%	9	3.0%	99	1.0%	33	
Asian	0.4%	12	0.0%	1	0.6%	21	0.4%	12	
Latino	1.5%	45	0.0%	0	1.0%	33	0.2%	7	
Native American	0.2%	6	0.0%	0	0.2%	6	0.0%	0	
Other	0.7%	21	0.0%	0	0.5%	16	0.2%	5	
Total	95.5%	2864	4.4%	133	56.2%	1843	43.9%	1436	
2001-03									
Data Not Recorded									
2000-01									
White	87.4%	x	5.9%	x	50.7%	x	42.7%	x	
African-American	3.5%	x	0.3%	x	2.7%	x	1.3%	x	
Asian	0.4%	x	0.1%	x	0.6%	x	0.2%	x	
Latino	1.5%	x	0.0%	x	1.2%	x	0.4%	x	
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x	
Other	0.4%	x	0.1%	x	0.1%	x	0.1%	x	
Total Women	x	x	6.4%	x	x	x	44.7%	x	
1999-00									
Data Not Recorded									
1998-99									
White	89.8%	x	4.1%	x	49.2%	x	44.2%	x	
African-American	3.5%	x	0.1%	x	2.6%	x	1.2%	x	
Other	2.4%	x	0.1%	x	2.0%	x	0.8%	x	
Total Women	x	x	4.3%	x	x	x	46.2%	x	

*Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
x=Data not recorded*

TABLE 83

Just as there were sports singled out for the men’s teams, it is important to look more closely at particular women’s sports as well. This serves to obtain a balanced view of coaching positions on the women’s teams. The Racial and Gender Report Card examines the head coaching percentages in women’s basketball and cross-country/indoor and outdoor track programs.

Whites held 86.6 percent (down from 89.3 percent) of Division I women’s basketball head coaching positions. African-Americans held 12.1 percent (up from 9.6 percent). There were no Latinas coaching women’s basketball, but Latinos hold 0.5 percent.

Conversely, there were no Asian men and no Native American men coaching women’s basketball, but Asian women held 0.5 percent and Native American women made up 0.5 percent. Women held 64.3 percent of these positions, a 3.2 percentage decrease. The percentage of white women decreased significantly, dropping from 59.4 percent to 54 percent, whereas white men increased once again from 29.9 percent to 32.6 percent.

The percentage of Native American and Asian women coaching women’s sports both increased 0.5 percent and 0.1 percent respectively. The percentage of African-American women head coaches of women’s

College Head Coaches: Division I Women's Teams

	Basketball				Cross Country/Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2005-06												
White	32.6%	x	54.0%	x	69.5%	x	14.2%	x	x	x	x	x
African-American	2.8%	x	9.3%	x	8.7%	x	6.0%	x	x	x	x	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	x	x	x	x
Latino	0.5%	x	0.0%	x	1.0%	x	0.2%	x	x	x	x	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.2%	x	x	x	x	x
Other	0.0%	x	0.0%	x	0.0%	x	0.2%	x	x	x	x	x
Total	35.9%	x	64.3%	x	79.2%	x	20.8%	x	x	x	x	x
2004-05												
Data Not Recorded												
2003-04												
White	29.9%	78	59.4%	155	65.3%	458	15.0%	105	47.1%	813	46.5%	735
African-American	1.9%	5	7.7%	20	11.0%	77	6.3%	44	1.4%	25	1.1%	15
Asian	0.4%	1	0.4%	1	0.4%	3	0.0%	0	0.8%	16	0.4%	9
Latino	0.4%	1	0.0%	0	1.4%	10	0.3%	2	1.2%	19	0.2%	6
Native American	0.0%	0	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.1%	1
Other	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.8%	16	0.4%	6
Total	32.6%	85	67.5%	176	78.3%	549	21.7%	152	51.3%	889	48.8%	772
2001-03												
Data Not Recorded												
2000-01												
White	29.2%	x	57.7%	x	65.4%	x	14.6%	x	50.6%	x	43.4%	x
African-American	1.5%	x	9.9%	x	10.5%	x	6.2%	x	1.7%	x	0.6%	x
Asian	0.4%	x	0.4%	x	0.5%	x	0.3%	x	0.4%	x	0.1%	x
Latino	0.7%	x	0.4%	x	0.4%	x	0.0%	x	1.5%	x	0.0%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.7%	x	0.2%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.3%	x	0.3%	x	0.4%	x	0.1%	x
Total Women	x	x	68.4%	x	x	x	22.1%	x	x	x	44.2%	x
1999-00												
Data Not Recorded												
1998-99												
White	31.3%	x	59.7%	x	69.7%	x	15.1%	x	48.9%	x	44.5%	x
African-American	1.4%	x	5.9%	x	8.8%	x	4.8%	x	1.3%	x	1.3%	x
Other	0.7%	x	1.0%	x	1.6%	x	0.0%	x	3.4%	x	0.6%	x
Total Women	x	x	66.7%	x	x	x	19.9%	x	x	x	46.5%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 84

Division I basketball teams was 9.3 percent, a 1.6 percent jump from 7.7 percent. Nonetheless, the 9.3 percent stood in stark contrast to the 43.7 percent of the student-athletes playing women's basketball who were African-American. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007.

Although head coaches in NCAA Division I track/cross-country teams have the highest percent of people of color in head coaching positions for women's college sports, the percentage of people of color is decreasing. Whites held 83.7 percent of these posts (up 3.4 percentage points), African-Americans held 14.7

percent (down 2.6 percentage points). There were no Asian men, while Latino men held 1.0 percent of these positions.

Women overall held 20.8 percent of these positions which is a decrease of 0.9 percentage points from the last report. Asian women did not hold any of these positions, but Latinas, Native American women and women classified as "other" each held 0.2 percent. African-American women dropped to 6.0 percent and white women dropped to 14.2 percent of these positions. Men coached 79.2 percent of the men's and women's track/cross country teams, another half of a percentage point increase from the last report.

Although the percentage of whites coaching women's teams decreased at every level, whites still dominated as coaches of women's teams of each division. Whites held 89.6 percent (a decrease of 1.7 percent), 89.9 percent (a decrease of 0.9 percent) and 92.9 percent (a decrease of 0.1 percent) of all head coaching positions in Divisions I, II and III, respectively. African-Americans held 6.6 percent (an increase of 1.6 percent), 4.3 percent (an increase of 0.6 percent) and 4.2 percent (an increase of 0.2 percent) of the women's head coaching positions in the three NCAA divisions, respectively. Latinos held 1.6 percent, 2.9 percent and 1.3 percent of head coaching positions for women's teams in the respective divisions. Asians held 1.1, 1.2 and 1.2 percent of head coaching positions for women's teams in the respective divisions. Native American representation was minimal. These figures accounted for male and female head coaches of women's teams.

As in all cases regarding employment in college athletics, the data reported here and throughout the 2005 Racial and Gender Report Card excludes the Historically Black Colleges and Universities (HBCUs).

Grade for Head Coaches for all Division I Men's Teams:

Race: B-

Grade for Head Coaches for all Division I Women's Teams:

Race: C

Gender: A-

Grade for Head Coaches for all Division IA Football Teams:

Race: F

Grade for Head Coaches for all Division I Men's Basketball Teams:

Race: A

Grade for Head Coaches for all Division I Women's Basketball Teams:

Race: B
Gender: A+

See Tables 79, 80, 81, 82, 83 and 84.

Assistant Coaches

Those coaches aspiring to remain at the assistant coach level are few and far between. The assistant coach title is often seen as a stepping stone to the very sought-after head coach position. This position usually attracts all the attention and recognition, but more importantly, the head coach holds all the power within a team dynamic. As is the case in many professional situations, it is often perceived that African-Americans come to a road block at the assistant coach position when trying to climb to the top of the coaching ladder. This appears to be true mainly in Division I basketball and football where 35.8 and 23.2 percent of the jobs were held by African-Americans, respectively. The percentage drops to 25.2 for basketball and 16.9 percent for football in all Divisions combined.

When looking at assistant jobs in all sports combined in each of the divisions, this is the first year that the proportion of African-American males coaching men's teams decreased at the Division I level since 2000. The proportion at the Division II level remained the same, but the percentage dropped at the Division III level as well. On the men's teams, whites held 79.2, 82.7, and 88.5 percent of the assistant positions in the three divisions, respectively. African-Americans held 17.6, 11.6, and 8.3 percent, respectively.

College Assistant Coaches: Division I								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2005-06								
White	72.6%	x	6.6%	x	39.3%	x	42.3%	x
African-American	16.3%	x	1.3%	x	6.3%	x	6.9%	x
Asian	0.6%	x	0.2%	x	1.2%	x	0.9%	x
Latino	1.4%	x	0.1%	x	1.1%	x	0.6%	x
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.7%	x	0.1%	x	0.5%	x	0.7%	x
Total	91.7%	x	8.4%	x	48.5%	x	51.5%	x
2004-05								
Data Not Recorded								
2003-04								
White	72.3%	3875	5.9%	319	39.5%	1772	41.4%	1861
African-American	16.9%	905	1.3%	69	5.9%	267	7.4%	331
Asian	0.7%	38	0.1%	6	1.1%	49	1.0%	45
Latino	1.7%	92	0.1%	4	1.2%	56	0.8%	34
Native American	0.1%	8	0.1%	3	0.2%	7	0.2%	4
Other	0.7%	36	0.1%	7	0.6%	28	0.8%	37
Total	92.4%	4954	7.6%	408	48.5%	2179	51.5%	2312
2001-03								
Data Not Recorded								
2000-01								
White	73.0%	x	5.5%	x	40.7%	x	40.0%	x
African-American	16.5%	x	1.3%	x	6.8%	x	7.4%	x
Asian	0.6%	x	0.1%	x	1.2%	x	0.6%	x
Latino	1.8%	x	0.1%	x	1.4%	x	0.7%	x
Native American	0.2%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.6%	x	0.1%	x	0.5%	x	0.5%	x
Total Women	x	x	7.2%	x	x	x	49.3%	x
1999-2000								
White	74.2%	x	6.0%	x	39.1%	x	43.8%	x
African-American	15.2%	x	1.4%	x	5.5%	x	7.5%	x
Other	3.0%	x	0.2%	x	2.6%	x	1.5%	x
Total Women	x	x	7.6%	x	x	x	52.4%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x=Data not recorded.

TABLE 85

“...this is the first year that the proportion of African-American males coaching men's teams decreased at the Division I level since 2000.”

College Assistant Coaches: Division II									
	Men's Sports					Women's Sports			
	Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	
2005-06									
White	75.2%	x	7.5%	x	39.2%	x	43.2%	x	
African-American	11.0%	x	0.6%	x	4.8%	x	4.6%	x	
Asian	0.6%	x	0.0%	x	0.5%	x	0.8%	x	
Latino	3.8%	x	0.2%	x	2.8%	x	1.9%	x	
Native American	0.3%	x	0.0%	x	0.3%	x	0.0%	x	
Other	0.7%	x	0.1%	x	1.0%	x	0.9%	x	
Total	91.6%	x	8.4%	x	48.6%	x	51.4%	x	
2004-05									
Data Not Recorded									
2003-04									
White	76.4%	1889	6.1%	152	39.9%	748	43.4%	814	
African-American	11.0%	273	0.5%	12	4.3%	81	3.8%	71	
Asian	0.8%	19	0.0%	0	1.2%	23	0.5%	9	
Latino	2.9%	72	0.7%	14	2.9%	55	1.8%	34	
Native American	0.3%	7	0.0%	1	0.1%	2	0.1%	2	
Other	1.3%	31	0.1%	3	1.4%	26	0.6%	12	
Total	92.7%	2291	7.4%	182	49.8%	935	50.2%	942	
2001-03									
Data Not Recorded									
2000-01									
White	79.6%	x	6.3%	x	41.5%	x	45.2%	x	
African-American	9.6%	x	0.3%	x	4.6%	x	3.1%	x	
Asian	1.0%	x	0.0%	x	1.1%	x	0.6%	x	
Latino	2.3%	x	0.0%	x	1.6%	x	0.7%	x	
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x	
Other	0.8%	x	0.1%	x	0.7%	x	0.9%	x	
Total Women	x	x	6.6%	x	x	x	50.5%	x	
1999-2000									
White	78.4%	x	5.4%	x	42.3%	x	44.2%	x	
African-American	9.8%	x	0.5%	x	3.6%	x	3.3%	x	
Other	5.5%	x	0.6%	x	4.3%	x	2.4%	x	
Total Women	x	x	6.7%	x	x	x	49.5%	x	

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x=Data not recorded.

TABLE 86

College Assistant Coaches: Division III									
	Men's Sports					Women's Sports			
	Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	
2005-06									
White	79.9%	x	8.6%	x	40.6%	x	49.9%	x	
African-American	7.3%	x	1.0%	x	3.8%	x	2.7%	x	
Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x	
Latino	1.8%	x	0.2%	x	0.8%	x	0.6%	x	
Native American	0.1%	x	0.0%	x	0.0%	x	0.1%	x	
Other	0.5%	x	0.1%	x	0.2%	x	0.3%	x	
Total	90.0%	x	10.0%	x	46.0%	x	54.0%	x	
2004-05									
Data Not Recorded									
2003-04									
White	81.1%	4124	7.8%	393	41.6%	1737	49.2%	2054	
African-American	7.8%	398	0.7%	38	4.3%	178	2.3%	97	
Asian	0.5%	27	0.0%	1	0.6%	24	0.4%	15	
Latino	1.4%	73	0.1%	5	0.8%	32	0.4%	16	
Native American	0.1%	3	0.0%	0	0.0%	0	0.1%	4	
Other	0.5%	24	0.0%	1	0.3%	14	0.2%	8	
Total	91.4%	4649	8.6%	438	47.6%	1985	52.5%	2194	
2001-03									
Data Not Recorded									
2000-01									
White	82.4%	x	7.1%	x	43.5%	x	46.6%	x	
African-American	7.2%	x	0.8%	x	4.7%	x	2.7%	x	
Asian	0.5%	x	0.0%	x	0.5%	x	0.3%	x	
Latino	1.6%	x	0.0%	x	0.7%	x	0.4%	x	
Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x	
Other	0.3%	x	0.0%	x	0.3%	x	0.1%	x	
Total Women	x	x	7.9%	x	x	x	50.2%	x	
1999-2000									
White	81.6%	x	7.1%	x	42.8%	x	47.3%	x	
African-American	8.0%	x	0.5%	x	4.9%	x	2.4%	x	
Other	2.7%	x	0.1%	x	1.7%	x	1.0%	x	
Total Women	x	x	7.7%	x	x	x	50.7%	x	

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x=Data not recorded.

TABLE 87

College Assistant Coaches: Division I Men's Teams													
	Basketball				Football				Baseball				
	Men		Women		Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	%	#	%	#	
2005-06													
White	62.4%	x	0.1%	x	73.4%	x	1.4%	x	92.7%	x	0.7%	x	
African-American	35.7%	x	0.1%	x	22.9%	x	0.3%	x	1.6%	x	0.0%	x	
Asian	0.0%	x	0.0%	x	0.5%	x	0.1%	x	0.7%	x	0.0%	x	
Latino	1.2%	x	0.0%	x	0.8%	x	0.0%	x	3.3%	x	0.0%	x	
Native-American	0.0%	x	0.0%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x	
Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.9%	x	0.0%	x	
Total	99.7%	x	0.2%	x	98.3%	x	1.8%	x	99.2%	x	0.7%	x	
2004-05													
Data Not Recorded													
2003-04													
White	62.4%	497	0.0%	0	73.5%	1155	0.0%	0	96.1%	481	0.0%	0	
African-American	36.4%	290	0.0%	0	24.4%	383	0.0%	0	0.6%	3	0.0%	0	
Asian	0.0%	0	0.0%	0	0.7%	11	0.0%	0	0.4%	2	0.0%	0	
Latino	0.8%	6	0.0%	0	0.6%	10	0.0%	0	2.8%	14	0.0%	0	
Native-American	0.0%	0	0.0%	0	0.3%	4	0.0%	0	0.0%	0	0.0%	0	
Other	0.4%	3	0.0%	0	0.6%	9	0.0%	0	0.2%	1	0.0%	0	
Total	100.0%	796	0.0%	0	100.0%	1572	0.0%	0	100.0%	501	0.0%	0	
2001-03													
Data Not Recorded													
2000-01													
White	65.0%	x	0.2%	x	74.6%	x	0.5%	x	95.7%	x	0.2%	x	
African-American	33.4%	x	0.0%	x	22.7%	x	0.0%	x	1.0%	x	0.0%	x	
Asian	0.0%	x	0.0%	x	0.4%	x	0.0%	x	1.0%	x	0.0%	x	
Latino	1.2%	x	0.0%	x	1.1%	x	0.0%	x	1.8%	x	0.2%	x	
Native-American	0.0%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	
Other	0.1%	x	0.0%	x	0.4%	x	0.0%	x	0.2%	x	0.0%	x	
Total Women	x	x	0.2%	x	x	x	0.5%	x	x	x	0.4%	x	
1999-2000													
White	63.8%	x	1.4%	x	77.3%	x	0.1%	x	94.8%	x	0.4%	x	
African-American	32.9%	x	0.2%	x	20.4%	x	0.0%	x	1.0%	x	0.0%	x	
Other	1.6%	x	0.0%	x	2.2%	x	0.0%	x	3.8%	x	0.6%	x	
Total Women	x	x	1.6%	x	x	x	0.1%	x	x	x	1.0%	x	

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 88

College Assistant Coaches: Men's Teams Divisions I, II, and III													
	Basketball				Football				Baseball				
	Men		Women		Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	%	#	%	#	
2005-06													
White	72.1%	x	0.6%	x	79.5%	x	1.3%	x	93.3%	x	0.4%	x	
African-American	25.0%	x	0.2%	x	16.6%	x	0.3%	x	2.0%	x	0.0%	x	
Asian	0.2%	x	0.0%	x	0.4%	x	0.0%	x	0.4%	x	0.0%	x	
Latino	1.6%	x	0.0%	x	1.3%	x	0.0%	x	3.5%	x	0.0%	x	
Native-American	0.1%	x	0.0%	x	0.2%	x	0.0%	x	0.1%	x	0.0%	x	
Other	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.3%	x	0.0%	x	
Total	98.3%	x	0.8%	x	98.4%	x	1.6%	x	99.6%	x	0.4%	x	
2004-05													
Data Not Recorded													
2003-04													
White	72.1%	1356	0.2%	3	80.9%	2956	0.0%	0	94.7%	1285	0.0%	0	
African-American	26.2%	493	0.0%	0	17.0%	621	0.0%	0	1.5%	20	0.0%	0	
Asian	0.2%	3	0.0%	0	0.6%	21	0.0%	0	0.5%	7	0.0%	0	
Latino	1.0%	19	0.0%	0	0.8%	31	0.0%	0	3.0%	41	0.0%	0	
Native-American	0.1%	1	0.0%	0	0.2%	8	0.0%	0	0.1%	2	0.0%	0	
Other	0.4%	7	0.0%	0	0.5%	18	0.0%	0	0.1%	2	0.0%	0	
Total	99.8%	1879	0.2%	3	100.0%	3655	0.0%	0	100.0%	1357	0.0%	0	
2001-03													
Data Not Recorded													
2000-01													
White	72.5%	x	0.6%	x	81.8%	x	0.4%	x	95.3%	x	0.1%	x	
African-American	24.5%	x	0.1%	x	15.7%	x	0.0%	x	1.2%	x	0.0%	x	
Asian	0.4%	x	0.0%	x	0.3%	x	0.0%	x	0.9%	x	0.0%	x	
Latino	1.6%	x	0.0%	x	1.1%	x	0.0%	x	2.1%	x	0.1%	x	
Native-American	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x	
Other	0.3%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x	
Total Women	x	x	0.7%	x	x	x	0.4%	x	x	x	0.2%	x	
1999-2000													
White	72.1%	x	1.0%	x	82.7%	x	0.1%	x	93.6%	x	0.4%	x	
African-American	24.3%	x	0.2%	x	14.9%	x	0.1%	x	1.5%	x	0.0%	x	
Other	2.4%	x	0.1%	x	2.3%	x	0.0%	x	4.5%	x	0.0%	x	
Total Women	x	x	1.3%	x	x	x	0.2%	x	x	x	0.4%	x	

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 89

College Assistant Coaches: Division I Women's Teams												
	Basketball				Cross Country/ Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2005-06												
White	23.3%	x	42.9%	x	x	x	x	x	x	x	x	x
African-American	7.6%	x	24.2%	x	x	x	x	x	x	x	x	x
Asian	0.5%	x	0.5%	x	x	x	x	x	x	x	x	x
Latino	0.5%	x	0.3%	x	x	x	x	x	x	x	x	x
Native American	0.0%	x	0.0%	x	x	x	x	x	x	x	x	x
Other	0.2%	x	0.2%	x	x	x	x	x	x	x	x	x
Total	32.1%	x	68.1%	x	x	x	x	x	x	x	x	x
2004-05												
Data Not Recorded												
2003-04												
White	22.5%	170	46.0%	347	52.3%	761	20.9%	305	36.5%	841	53.0%	1209
African-American	6.4%	48	22.4%	169	12.8%	186	9.0%	131	1.4%	33	1.4%	31
Asian	0.3%	2	0.7%	5	0.5%	7	0.2%	3	1.7%	40	1.6%	37
Latino	0.3%	2	0.5%	4	1.9%	27	0.6%	9	1.2%	27	0.9%	21
Native American	0.1%	1	0.0%	0	0.4%	6	0.2%	3	0.0%	0	0.0%	1
Other	0.4%	3	0.4%	3	0.3%	5	0.8%	12	0.9%	20	1.0%	22
Total	30.0%	226	70.0%	528	68.2%	992	31.8%	463	47.1%	961	57.9%	1321
2001-03												
Data Not Recorded												
2000-01												
White	22.5%	x	45.7%	x	73.7%	x	20.6%	x	42.3%	x	47.9%	x
African-American	5.1%	x	24.3%	x	22.0%	x	7.4%	x	2.3%	x	1.5%	x
Asian	0.4%	x	0.3%	x	1.0%	x	0.2%	x	0.6%	x	0.2%	x
Latino	0.3%	x	0.4%	x	0.7%	x	0.3%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.3%	x	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.0%	x	0.7%	x	0.9%	x	0.4%	x	0.1%	x	0.1%	x
Total Women	x	x	71.7%	x	x	x	28.9%	x	x	x	50.1%	x
1999-2000												
White	20.3%	x	49.0%	x	52.6%	x	23.0%	x	37.7%	x	55.7%	x
African-American	4.4%	x	23.9%	x	12.3%	x	7.9%	x	1.5%	x	1.3%	x
Other	0.0%	x	2.4%	x	3.1%	x	1.1%	x	3.3%	x	0.6%	x
Total Women	x	x	75.3%	x	x	x	32.0%	x	x	x	57.6%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 90

“Damon Evans became the first African-American athletics director in the SEC and Daryl Gross became the first African-American athletics director in the Big East.”

There are more women (10.0 percent) as assistants in Division III on men’s teams than African-Americans (8.3 percent). Women have increased their presence within coaching staffs of men’s teams at all levels raising their percentages to 8.4, 8.4 and 10.0 percent, respectively in Division I, II and III. This is an improvement from holding 7.6, 7.4 and 8.6 percent of the assistant men’s jobs in Division I, II, and III, respectively in the previous Racial and Gender Report Card.

Among the women’s teams, whites held 81.6, 82.4 and 90.5 percent of the assistant positions in Divisions I, II and III, respectively. African-Americans had 13.2, 9.4, and 6.5 percent, respectively. As assistants, women held slightly more than half of the jobs on women’s teams with 51.5 in Division I, 51.4 in Division II and 54 percent in Division III.

Grade for Assistant Coaches on men’s teams:

Race: A

Grade for Assistant Coaches on women’s teams:

Race: B

Gender: A

See Tables 85, 86, 87, 88, 89 and 90.

College Athletic Directors

As in all cases regarding employment in college athletics, the data reported here and throughout the 2005 Racial and Gender Report Card excludes the Historically Black Colleges and Universities (HBCUs). The previous report card had some major breakthroughs in the period it reported. Damon Evans became the first African-American athletics director in the SEC and Daryl Gross became the first African-American athletics director in the Big East.

As of the May 1, 2005 there was an all-time high of 12 (10.3 percent) athletics directors of color in Division IA. The level of diversity within the athletic director position at Division IA institutions has continued to grow and currently holds 16 (13.4 percent) people of color in that position, which is over a three percentage point increase.

Although some of these senior positions did become more diversified, people of color and women continued to be underrepresented in the top administrative positions throughout Division I. Whites held 93.1 percent (down 1.9 percentage points) of Division I athletic director jobs. African-American men held 5.0 percent, (up 1.6 percentage points). Latino men held 0.9 (down 0.3 percent) and 0.5 percent of the positions were filled with the “other” category.

College Athletics Directors: Division I				
	Men		Women	
	%	#	%	#
2005-06				
White	85.8%	x	7.3%	x
African-American	5.0%	x	0.5%	x
Asian	0.0%	x	0.0%	x
Latino	0.9%	x	0.0%	x
Native American	0.0%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	92.2%	x	7.8%	x
2004-05				
Data Not Recorded				
2003-04				
White	88.5%	232	6.5%	17
African-American	3.4%	9	0.0%	0
Asian	0.0%	0	0.4%	1
Latino	1.2%	3	0.0%	0
Native American	0.0%	0	0.4%	1
Other	0.0%	0	0.0%	0
Total	92.7%	243	7.3%	19
2001-03				
Data Not Recorded				
2000-01				
White	88.4%	x	6.9%	x
African-American	2.9%	x	0.0%	x
Asian	0.4%	x	0.0%	x
Latino	1.1%	x	0.0%	x
Native American	0.0%	x	0.4%	x
Other	0.0%	x	0.0%	x
Total	92.8%		7.2%	x
1999-2000				
White	86.9%	x	9.0%	x
African-American	2.4%	x	0.0%	x
Other	1.7%	x	0.0%	x
Total	91.0%	x	9.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded x= Data not recorded

TABLE 91

College Athletics Directors: Division II				
	Men		Women	
	%	#	%	#
2005-06				
White	74.7%	x	17.6%	x
African-American	3.3%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	2.7%	x	0.0%	x
Native American	0.5%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	81.3%	x	18.7%	x
2004-05				
Data Not Recorded				
2003-04				
White	79.6%	187	14.5%	34
African-American	1.3%	3	0.9%	2
Asian	0.0%	0	0.9%	2
Latino	2.6%	6	0.0%	0
Native American	0.4%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	83.8%	197	16.2%	38
2001-03				
Data Not Recorded				
2000-01				
White	82.4%	x	12.9%	x
African-American	1.9%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	1.0%	x	0.5%	x
Native American	0.5%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	86.3%	x	14.4%	x
1999-2000				
White	79.6%	x	13.7%	x
African-American	1.6%	x	1.2%	x
Other	3.5%	x	0.4%	x
Total	x	x	15.3%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded x= Data not recorded

TABLE 92

Women continue to struggle to increase representation in the athletic director position. The percentage of female athletic directors at the Division I level did increase 0.5 percent, but this only brought the total to 7.8 percent of all positions. White women held 7.3 percent, African-American women held 0.5 percent. There were no Asian, Latina or Native American female athletic directors in Division I.

As of November 2006, there were 12 African-American athletic directors at Division IA institutions:

- Warde Manuel, University of Buffalo
- Keith Tribble, University of Central Florida
- Derrick Gragg, Eastern Michigan University
- Damon Evans, University of Georgia
- Herman R. Frazier, University of Hawaii, Manoa

- McKinley Boston Jr., New Mexico State University
- Eugene Smith, The Ohio State University
- Michael Garrett, University of Southern California
- Daryl Gross, Syracuse University
- Kevin Anderson, West Point
- David Williams II, Vanderbilt University
- Craig Littlepage, University of Virginia

There were three Latino athletic directors at Division IA institutions:

- Daniel G. Guerrero, University of California, Los Angeles
- Chris Del Conte, University of Rice
- Barry Alvarez, University of Wisconsin, Madison

There was one Native American:

- Rick Dickson, Tulane University

The following six women were serving as Division IA athletic directors overseeing football:

- Lisa Love, Arizona State University
- Anne "Sandy" Barbour, University of California, Berkeley
- Deborah A. Yow, University of Maryland, College Park
- Cary Sue Groth, University of Nevada
- Kathy Beauregard, Western Michigan University
- Barbara Burke, University of Wyoming (Interim)

Joan C. Cronan, Beverly R. Lewis and Christine Plonsky headed separate women's athletic departments at the Universities of Tennessee at Knoxville, Arkansas at Fayetteville and Texas at

College Athletics Directors: Division III				
	Men		Women	
	%	#	%	#
2005-06				
White	69.5%	x	26.6%	x
African-American	1.9%	x	0.0%	x
Asian	0.3%	x	0.3%	x
Latino	0.3%	x	0.0%	x
Native American	0.6%	x	0.3%	x
Other	0.0%	x	0.0%	x
Total	72.7%	x	27.3%	x
2004-05				
Data Not Recorded				
2003-04				
White	68.6%	258	26.9%	101
African-American	3.2%	12	0.0%	0
Asian	0.3%	1	0.3%	1
Latino	0.5%	2	0.0%	0
Native American	0.3%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	72.9%	274	27.1%	102
2001-03				
Data Not Recorded				
2000-01				
White	69.3%	x	23.9%	x
African-American	4.5%	x	0.6%	x
Asian	0.3%	x	0.6%	x
Latino	0.3%	x	0.3%	x
Native American	0.3%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	74.7%	x	25.4%	x
1999-2000				
White	71.3%	x	24.3%	x
African-American	3.0%	x	0.5%	x
Other	0.7%	x	0.2%	x
Total	x	x	25.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded x= Data not recorded

TABLE 93

When considering all divisions combined, the athletic director position was one of the whitest positions in all of sport when HBCUs were excluded. The only position that had a greater percentage of whites filling the position was the Sports Information Director. At the athletic director position, whites held 93.1 percent (down 1.9 percentage points) of the athletic director jobs in Division I, 92.3 percent in Division II (down 1.8 percentage points) and 96.1 percent in Division III (up 0.5 of a percentage point). Division II was the only division to see an increase in female athletic directors, increasing from 16.2 percent to 18.7 percent. The percentage of female athletic directors at the Division I level increased from 7.3 to 7.8 percent. It increased in Division II to 18.7 percent and in Division III to 27.3 percent.

Further breakdown of the athletic director position at the Division II level, excluding the HBCUs, shows that whites held 92.3 percent (1.8 percent decrease) of the athletic director jobs, African-Americans held 3.8 percent (1.6 percent increase), Latinos held 2.7 percent (0.1 percent increase), Asians 0.5 percent (0.4 percent decrease) and Native Americans 0.5 percent (0.1 percent increase). The percentage of white men decreased almost five percent, from 79.6 percent to 74.7 percent.

Women held 18.7 percent (2.4 percent increase) of Division II athletic director posts. White women comprised 17.6 percent (3.1 percent increase), 0.5 percent were African-American women, and 0.5 percent were Asian women. Both of these categories decreased.

The athletic director position in Division III continues to be overwhelmingly represented by whites. Whites held 96.1 percent (0.6 percent increase), African-Americans held 1.9 percent (1.3 percent decrease) of these posts, while Asians held 0.6 percent, Latinos held 0.3 percent and Native Americans held 0.9 percent.

Although Division III has a poor record for racial diversity among athletic directors, this division does offer women the greatest opportunity to serve this position. Women held 27.3 percent of the athletic director jobs, an increase of 0.2 of a percentage point. Among the female athletic directors, white women held 26.6 percent while Asian women and Native American women each held 0.3 percent. There were no female African-American or Latina athletic directors.

Grade for Division I Athletic Directors:

Race: F
Gender: F

See Tables 91, 92 and 93.

University Presidents in Division IA

Analyzing the leadership at the top of the colleges and universities leading Division IA institutions, we also see little diversity.

In Division IA, 94.1 percent of university presidents were white, 3.4 percent were African-American and 2.5 percent were Latino. There were no Asian or Native American university presidents. There were 13 females in this position, which is 11 percent. The list of presidents that follows was as of the beginning of the 2006-07 school year.

“In Division IA, 94.1 percent of university presidents were white, 3.4 percent were African-American and 2.5 percent were Latino.”

The four African-American presidents were:

- Sidney A. Ribeau, Bowling Green State University
- Adam W. Herbert, Indiana University, Bloomington
- Sidney McPhee, Middle Tennessee State University
- Roderick McDavis, Ohio University

The two Latino presidents were:

- Luis Proenza, University of Akron
- Modesto A. Maidique, Florida International University

The 13 women presidents were:

- Carol Garrison, University of Alabama at Birmingham
- Jo Ann M. Gora, Ball State University
- Nancy L. Zimpher, University of Cincinnati
- Denise Konan, University of Hawaii, Manoa
- Shirley Raines, University of Memphis
- Donna E. Shalala, University of Miami (Florida)
- Mary Sue Coleman, University of Michigan
- Lou Anna Kimsey Simon, Michigan State University
- Karen Holbook, The Ohio State University
- Judy Genshaft, University of South Florida
- Nancy Cantor, Syracuse University
- Diana S. Natalicio, University of Texas at El Paso
- Ann Weaver Hart, Temple University

Grade for Division IA Presidents:

Race: F
Gender: F

College Associate and Assistant Athletic Directors

As in all cases regarding employment in college athletics, the data reported on associate and assistant athletics directors, senior woman administrators and faculty athletics representatives excludes the HBCUs.

The senior administrative title includes both the associate and assistant athletic director positions. It is widely believed that these jobs are the pipeline to the athletics director position. This is created at the college level to mirror the structure that many of the professional leagues utilize. People in both of these positions work very closely with the athletic director and they are often training grounds for future athletic directors. In the hierarchy of power, associate athletic directors do fall above assistant athletic directors. Although

these are two separate positions, the demographic make-up of each slot is strikingly similar at the Division I level.

At the associate athletic director position, whites comprised 89.5 percent 94.0 percent and 95.3 percent of the total population at Division I, II and III respectively. African-Americans held 8.2 percent, 4.0 percent and 3.6 percent of the positions at each level. The percentage of women filling associate athletic director positions was 28.4 percent in Division I, 48.7 percent in Division II and 49.7 percent in Division III.

At the assistant athletic director position, whites held 88.9, 90.2 and 91.1 percent of the positions in Divisions I, II and III, respectively. African-Americans totaled 8.7, 4.6 and 6.9 percent in the respective divisions. The assistant athletic directors in Division I were 27.1 percent female. In Division II, the percentage was 39.2 percent and Division III assistant ADs were 35.7 percent female.

The gender breakdown was very similar between associate and assistant ADs in these two positions at the Division I level. Associate athletic directors were 71.6 percent male and 28.4 percent female and assistant athletic directors were 72.9 percent male and 27.1 percent female. At the Division III level, the associate athletic director position was almost split 50/50 between males and females, with males holding 50.3 percent and females holding 49.7 percent.

Grade for Division I Associate and Assistant Athletics Directors:

Race: C+
Gender: C-

See Table 94.

Senior Woman Administrator

The senior woman administrator is a significant title within an athletic department. Women held 97.7, 99.4 and 98.9 percent of the senior woman administrator jobs in Division I, II

and III, respectively. White women continued to dominate at 84.3, 90.6 and 95.7 percent in Division I, II and III, respectively.

In Division I, African-American women held 10.2 percent (increase of 1.9 percent), Asian women held 0.5 percent, Latinas held 1.4 percent, Native American women 0.5 percent, and there were 0.9 percent represented in the "other" category. Overall a total of 13.5 percent of the positions were occupied by females of color, an increase of 2.4 percentage points. White men were 1.4 percent and African-American men held 0.5 percent in this position. The percentage of women in this post decreased 1.9 percentage points to 97.7 percent.

The senior woman administrator position is less diverse at the Division II level. White women held 90.6 percent of these positions, a two percent drop. African-American women held 5.3 percent, Latinas held 2.4 percent and women classified in the "other" category accounted for 1.2 percent. This year 0.6 percent of the people holding this position at the Division II level were white men. All of the people of color in this position were women and they gained 1.5 percent, increasing from 7.4 percent to 8.9 percent. Women lost their 100 percent hold on this position from the previous RGRC, dropping down to 99.4 percent.

With almost no change from the last report, senior woman administrators in Division III were 98.9 percent female. Of these women, 95.7 percent of the senior woman administrators were white women, 2.2 percent were African-American women, 0.4 percent were Asian women, 0.4 percent were Latina and 0.4 percent were categorized as "other."

College Senior Athletic Administrators: Associate and Assistant Athletics Director

	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
Associate Athletic Director												
2005-06												
White	63.5%	x	26.0%	x	48.5%	x	45.5%	x	46.2%	x	49.1%	x
African-American	6.1%	x	2.1%	x	2.0%	x	2.0%	x	2.4%	x	1.2%	x
Asian	0.1%	x	0.1%	x	1.0%	x	0.0%	x	0.6%	x	0.0%	x
Latino	0.9%	x	0.5%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x
Native American	0.1%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.3%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	71.6%	x	28.4%	x	51.3%	x	48.7%	x	50.3%	x	49.7%	x
Assistant Athletic Director												
2005-06												
White	66.3%	x	22.6%	x	56.6%	x	33.6%	x	58.2%	x	32.9%	x
African-American	5.1%	x	3.6%	x	3.3%	x	1.3%	x	4.6%	x	2.3%	x
Asian	0.5%	x	0.2%	x	0.7%	x	0.7%	x	0.3%	x	0.3%	x
Latino	0.9%	x	0.3%	x	2.0%	x	1.3%	x	1.0%	x	0.0%	x
Native American	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x
Other	0.2%	x	0.3%	x	0.0%	x	0.7%	x	0.0%	x	0.0%	x
Total	72.9%	x	27.1%	x	60.8%	x	39.2%	x	64.3%	x	35.7%	x
2004-05												
Data Not Recorded												
2003-04												
White	62.6%	943	27.3%	411	55.2%	185	34.0%	114	51.8%	259	42.6%	213
African-American	6.0%	91	1.9%	29	2.7%	9	2.1%	7	3.4%	17	1.0%	5
Asian	0.3%	5	0.1%	3	0.3%	1	0.3%	1	0.0%	0	0.2%	1
Latino	0.7%	11	0.5%	8	3.0%	10	1.2%	4	0.4%	2	0.2%	1
Native American	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.1%	1	0.4%	6	0.9%	3	0.3%	1	0.4%	2	0.0%	0
Total	69.7%	1051	30.2%	456	62.1%	208	37.9%	127	56.0%	280	44.0%	220
2001-03												
Data Not Recorded												
2000-01												
White	63.0%	x	27.6%	x	57.8%	x	33.3%	x	49.6%	x	44.2%	x
African-American	5.3%	x	1.8%	x	3.3%	x	1.6%	x	3.5%	x	1.3%	x
Asian	0.3%	x	0.1%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Latino	0.9%	x	0.6%	x	1.7%	x	0.7%	x	0.3%	x	0.3%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.3%	x	1.0%	x	0.2%	x
Other	0.0%	x	0.3%	x	0.5%	x	0.3%	x	0.5%	x	0.0%	x
Total	x	x	30.4%	x	x	x	36.2%	x	x	x	46.0%	x
1999-2000												
White	63.7%	x	27.0%	x	59.5%	x	33.2%	x	52.8%	x	42.0%	x
African-American	5.9%	x	1.5%	x	1.7%	x	1.3%	x	2.7%	x	1.6%	x
Other	1.2%	x	0.8%	x	2.7%	x	1.7%	x	0.2%	x	0.7%	x
Total	x	x	29.3%	x	x	x	36.2%	x	x	x	44.3%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 94

NCAA Senior Woman Administrators												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2005-06												
White	1.4%	x	84.3%	x	0.6%	x	90.6%	x	1.1%	x	95.7%	x
African-American	0.5%	x	10.2%	x	0.0%	x	5.3%	x	0.0%	x	2.2%	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.5%	x	1.4%	x	0.0%	x	2.4%	x	0.0%	x	0.4%	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.9%	x	0.0%	x	1.2%	x	0.0%	x	0.4%	x
Total	2.3%	x	97.7%	x	0.6%	x	99.4%	x	1.1%	x	98.9%	x
2004-05												
Data Not Recorded												
2003-04												
White	0.4%	1	88.5%	224	0.0%	0	92.6%	201	1.2%	4	95.4%	312
African-American	0.0%	0	8.3%	21	0.0%	0	4.6%	10	0.0%	0	2.4%	8
Asian	0.0%	0	0.0%	0	0.0%	0	0.5%	1	0.0%	0	0.3%	1
Latino	0.0%	0	1.6%	4	0.0%	0	2.3%	5	0.0%	0	0.6%	2
Native American	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.0%	0	0.8%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Total	0.4%	1	99.6%	252	0.0%	0	100.0%	217	1.2%	4	98.8%	323
2001-03												
Data Not Recorded												
2000-01												
White	0.7%	x	89.6%	x	0.5%	x	91.2%	x	1.1%	x	93.7%	x
African-American	0.7%	x	6.3%	x	0.0%	x	5.7%	x	0.0%	x	3.2%	x
Asian	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.0%	x	1.5%	x	0.0%	x	2.1%	x	0.0%	x	1.4%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Total	1.8%	x	98.2%	x	0.5%	x	99.5%	x	1.1%	x	99.1%	x
1999-2000												
White	1.5%	x	91.0%	x	1.0%	x	90.4%	x	0.0%	x	94.7%	x
African-American	0.0%	x	6.0%	x	0.0%	x	4.3%	x	0.0%	x	3.3%	x
Other	0.4%	x	1.1%	x	1.4%	x	2.9%	x	0.0%	x	2.0%	x
Total	1.9%	x	98.1%	x	2.4%	x	97.6%	x	0.0%	x	100.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 95

The percentage of African-Americans, including men and women, in this position, continued to drop this year, as it has since 2000. African-Americans accounted for 2.2 percent of these positions. People of color, which were all women of color, increased slightly from 3.3 percent to 3.4 percent.

Grade for Division I Senior Woman Administrators:

Race: B/B+
Gender: A+

See Table 95.

Faculty Athletics Representatives

The faculty athletics representative (FAR) is a university's representative of the president and faculty on issues regarding athletics. The FAR is usually appointed by the president and is involved with the assurance of the academic integrity of the athletics programs, as well as the maintenance of the welfare of the student-athlete. The FAR is a very important position within a university. Whites filled the vast majority of the FAR positions with 92.4, 92.2 and 95.5 percent in Divisions I, II and III, respectively.

In Division I, 71.2 percent were white men and 21.2 percent were white women. Among African-Americans serving as FAR, 2.2 percent were men

and 0.9 percent were women. Total African-Americans in this position decreased almost two percent. Also among the FAR positions in Division I, 1.3 percent were Asian men and 0.4 percent were Asian women, 1.3 percent were Latino, 0.9 percent were Native American men, and there were 0.4 percent men in the "other" category. Women held 22.6 percent of these posts (increase of 0.7 of a percentage point), while people of color held 7.6 percent (decrease of 0.5 of a percentage point). There were no Latina or Native American women in this position.

At the Division II level where whites held 92.2 percent of the FAR posts, 66.5 percent were white men and 25.7 percent were white women.

African-Americans held a total of 3.4 percent of the positions, equally split between men and women. Asian men dropped 1.2 percent to 0.6 percent. Latinos held 3.4 percent, 2.8 percent being Latino and 0.6 percent Latina. Women overall gained 5.1 percentage points, increasing from 22.8 to 27.9 percent. People of color in this position increased their percentage by 0.3 percent. In Division III where whites held 95.5 percent, 64.7 percent were white men and 30.8 percent were white women. The percentage of white men fell 4.1 percent, whereas the percentage of white women increased 3.9 percent. African-Americans accounted for a total of 2.3 percent, which were held by two percent men and 0.3 percent women. Latinos held just under one percent of the FAR positions. This represented a 0.2 of a percentage point decrease for

whites. African-American men dropped one percent to two percent. Women held 31.6 percent of the FAR posts in Division III, a gain of 4.1 percent.

Grade for Division I Faculty Athletics Representatives:

Race: D
Gender: F

See Table 96.

Professional Administration

This category includes a wide range of job descriptions. At NCAA member institutions, jobs that fit in this category are academic advisor/counselor, compliance coordinator/officer, the sports information director and assistant directors, strength coaches,

life skills coordinator, and managers for business, equipment, fundraiser/development, facilities, promotions/marketing and tickets. As in all cases regarding employment in college athletics, the data reported in this section excludes the HBCUs. These positions are often starting points from which many people rise into higher level slots within a university or athletic department. There is a tendency for opportunities for women to increase as you move from Division I to II to III. However, the percentage of people of color filling these positions decrease while moving from Division I to II to III.

Across all three divisions, women continue to be pigeon-holed in to the academic advisor/counselor position, as well as the life skills coordinator position.

NCAA Faculty Athletics Representative												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2005-06												
White	71.2%	x	21.2%	x	66.5%	x	25.7%	x	64.7%	x	30.8%	x
African-American	2.2%	x	0.9%	x	1.7%	x	1.7%	x	2.0%	x	0.3%	x
Asian	1.3%	x	0.4%	x	0.6%	x	0.0%	x	0.6%	x	0.3%	x
Latino	1.3%	x	0.0%	x	2.8%	x	0.6%	x	0.6%	x	0.3%	x
Native American	0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.0%	x
Total	77.4%	x	22.6%	x	72.1%	x	27.9%	x	68.4%	x	31.6%	x
2004-05												
Data Not Recorded												
2003-04												
White	70.9%	188	21.1%	56	71.9%	164	20.6%	47	68.8%	256	26.9%	100
African-American	4.2%	11	0.8%	2	1.3%	3	0.4%	1	3.0%	11	0.3%	1
Asian	1.1%	3	0.0%	0	1.8%	4	0.0%	0	0.0%	0	0.0%	0
Latino	0.8%	2	0.0%	0	1.8%	4	1.8%	4	0.5%	2	0.3%	1
Native American	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.8%	2	0.0%	0	0.4%	1	0.0%	0	0.3%	1	0.0%	0
Total	78.2%	207	21.9%	58	77.2%	176	22.8%	52	72.6%	270	27.5%	102
2001-03												
Data Not Recorded												
2000-01												
White	73.2%	x	18.1%	x	77.9%	x	17.3%	x	67.0%	x	27.8%	x
African-American	5.1%	x	1.1%	x	1.0%	x	0.5%	x	3.1%	x	0.6%	x
Asian	1.1%	x	0.0%	x	0.5%	x	0.0%	x	0.3%	x	0.0%	x
Latino	0.4%	x	0.4%	x	0.0%	x	0.5%	x	0.9%	x	0.3%	x
Native American	0.4%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	x	x	19.6%	x	x	x	18.3%	x	x	x	28.7%	x
1999-2000												
White	75.6%	x	18.1%	x	78.0%	x	15.5%	x	67.9%	x	27.8%	x
African-American	3.1%	x	1.4%	x	1.2%	x	0.4%	x	1.8%	x	0.3%	x
Other	1.7%	x	0.0%	x	3.3%	x	1.6%	x	2.3%	x	0.0%	x
Total	x	x	x	x	x	x	17.6%	x	x	x	28.1%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
x= Data not recorded

TABLE 96

College Professional Administration by Division

	Division I		Division II		Division III		All Divisions	
	Men	Women	Men	Women	Men	Women	Men	Women
2003-04								
White	60.40%	27.50%	55.20%	34.00%	51.80%	42.60%	61.80%	27.60%
African-American	5.90%	2.30%	2.70%	2.30%	3.40%	1.00%	5.10%	1.80%
Asian	0.60%	0.30%	x	x	x	x	0.60%	0.30%
Latino	1.10%	0.80%	x	x	x	x	1.20%	0.70%
Native American	0.04%	0.01%	x	x	x	x	0.10%	0.10%
Other	0.40%	0.60%	4.20%	1.50%	1.10%	0.90%	0.40%	0.30%
Total	68.44%	31.51%	62.10%	37.80%	56.30%	44.50%	69.20%	30.80%
2000-01								
White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%	61.1%	28.0%
African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%	5.0%	1.9%
Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%	2.4%	1.6%
Total	69.8%	30.2%	63.9%	36.2%	54.1%	46.0%	68.5%	31.5%
1999-2000								
White	62.6%	24.8%	59.5%	33.2%	52.8%	42.0%	64.3%	24.5%
African-American	6.2%	2.8%	1.7%	1.3%	2.7%	1.6%	5.2%	2.1%
Other	2.3%	1.3%	2.7%	1.7%	0.2%	0.7%	2.5%	1.3%
Total	71.1%	28.9%	63.9%	36.2%	55.7%	44.3%	72.0%	27.9%

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 97

Within the graduate assistant and intern positions at each level, the gender breakdown at each division was pretty close to 50/50. These two positions were the most diverse when looking at the different positions within professional administration. At the Division I level in the graduate assistant position, whites accounted for 79.2 percent, African-Americans were 13.5 percent, Asians were 1.8 percent, Latinos were 3.4 percent and the "other" category had 2.1 percent. At Division I, in the intern position, whites held 80.4 percent, African-Americans held 13.8 percent, Asians held 1.4 percent, Latinos held 3.2 percent and the "other" category held 1.2 percent. Graduate assistant and intern positions tend to be filled with young people, so hopefully diversity within this group is a sign of things to come in the future.

In the academic advisor/counselor position, women held 60.5, 48.3 and 48.6 percent at Division I, II and III institutions, respectively. Within the life skills coordinator position, women held 69.2 60.3 and 69.0 percent, respectively. However, in the business manager position, 54.9 percent, 59.2

and 64.2 percent of the positions were held by women at Divisions I, II and III respectively. The compliance coordinator/officer also had a strong representation of women at all three levels holding 47.3, 48.6 and 50.6 percent of the slots at each division.

Grade for Division I Professional Administrators:

Race: B
 Gender: B

See Tables 97 and 98.

College Professional Administration by Position

	Division I											
	White		Black		Asian		Hispanic		Native American		Other Minority	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2005-06												
Academic Advisor/Counselor	24.5%	49.1%	13.5%	10.0%	0.0%	0.1%	1.2%	1.0%	0.0%	0.0%	0.3%	0.3%
Business Mgr.	42.8%	48.3%	1.0%	2.1%	0.3%	0.7%	1.0%	2.8%	0.0%	0.3%	0.0%	0.7%
Compliance Coordinator/Officer	43.5%	42.3%	7.9%	4.4%	0.3%	0.3%	0.9%	0.3%	0.0%	0.0%	0.0%	0.0%
Equipment Mgr.	75.4%	9.9%	7.0%	1.6%	1.9%	0.0%	2.4%	1.1%	0.5%	0.0%	0.0%	0.3%
Fundraiser/Development Mgr.	64.6%	26.5%	4.5%	1.1%	0.7%	0.7%	0.9%	0.2%	0.2%	0.0%	0.2%	0.4%
Facility Mgr.	79.2%	11.6%	4.1%	1.6%	1.9%	0.3%	0.8%	0.0%	0.0%	0.0%	0.5%	0.0%
Life Skills Coordinator	17.8%	57.2%	10.6%	9.6%	0.5%	0.0%	1.4%	1.9%	0.5%	0.0%	0.0%	0.5%
Promotions/Marketing Mgr.	59.5%	32.3%	2.9%	2.4%	0.5%	0.0%	1.6%	0.5%	0.0%	0.0%	0.3%	0.0%
Sports Information director	88.4%	9.5%	0.4%	0.4%	0.0%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Asst. or Assoc. SID	69.7%	24.4%	1.5%	1.1%	0.6%	0.8%	0.6%	0.6%	0.2%	0.0%	0.4%	0.0%
Strength Coaches	75.2%	9.9%	10.3%	1.2%	0.8%	0.2%	0.8%	0.4%	0.6%	0.2%	0.0%	0.2%
Ticket Manager	52.4%	38.8%	3.3%	1.6%	1.0%	1.0%	1.3%	0.3%	0.0%	0.0%	0.0%	0.3%

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 98

Chapter 8: Conclusion

There were very different results on issues of race and gender for professional and college sport in the 2005 Racial and Gender Report Card. The industry was looking better with all Bs on the issue of race for the first time.

The period under review showed that the leadership at the top levels of the pro leagues and the NCAA regarding diversity issues was paying off with notable improvements. There were also improvements at the professional levels on teams where most of the positions in sport are located. However, the results for teams and colleges come at a slower pace. Thus, issues of race and gender persist as concerns for sport in America. As in society itself, we have a long way to go to achieve equality in sport. However, it was especially notable that the only overall improvement for race in the 2005 Report was achieved by the NFL who went from a B to a B+. The NBA, MLB, WNBA and college sport maintained their race grades of A, B+, A and B-, respectively.

There were no overall improvements for gender in the 2005 Report Card. The WNBA was the only sport that maintained their A grade. Ground was slightly lost on gender by the NBA's drop from a B to a B- and college sport's slight drop from B+ to a B. The NFL and MLS were not issued gender grades.

With all categories combined for the men's league, the NBA continued to fare the best. The NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an A for race and a B- for gender which combined for a high B+ overall. MLB also made strides for race and maintained a B+. Among all the professional leagues, the WNBA continued its reign on top with an A for race, gender and as a combined grade for the third time. It had received the same sweep of A's in the 2001 and 2004 Racial and Gender Report Cards. No other professional sports league has achieved that even once.

Some of the high and low points were:

- 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.
- The 8.5 percent African-American player total in MLB was the lowest percentage since the Report was initiated in the mid-1980's.
- People of color comprised 24 percent of all MLB professionals, technicians and supervisors; 27 percent were women, as reported by the Central Office.
- The NBA set historic high marks for race in the following categories: League Office, team senior and professional administrators, president/CEOs, physicians, trainers and radio/TV broadcasters. It equaled the high for team vice presidents of color.
- Robert Johnson, who owns the NBA Charlotte Bobcats, remains men's pro sports only African-American team majority owner.
- Arturo Moreno, who owns the Los Angeles Angels of Anaheim, is men's pro sports only Latino team majority owner.
- In February 2005, it was announced that Red McCombs was selling the Minnesota Vikings to Reggie Fowler, an African-American. The sale was not approved as originally announced, but Fowler instead became a minority owner of the Vikings.
- In the NBA, there were 11 African-American head coaches during the 2005-06 season. While this number decreased by one since the 2004-05 season, the NBA continues to have the highest percentages in all pro sports at 37 percent of the total.
- At the start of the 2006-07 NBA season, there were 12 African-American head coaches, back up to the all-time record of 40 percent.
- In February 2005, Donna Orender was announced as the new president of the WNBA replacing Val Ackerman. Orender remains the only woman president of a professional sports league.
- Women in positions of vice president on the WNBA team level nearly doubled from 13 in 2004 to 23 in 2005. African-American vice presidents increased from five in 2004 to seven in 2005. There was one Asian vice president.
- The 2005 NFL season saw a record number of African-American head coaches with seven. People of color in assistant coaching positions in the NFL also set a record with 162 assistant coaches of color, or 34 percent.
- 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 vice presidents and professional administration. It decreased slightly in team senior administration positions.
- The MLS League Office had its biggest increase in the history of the Racial and Gender Report Card with people of color increasing from 24 to 34 percent of professional level positions since the last RGRC.

Chapter 8: Conclusion

- At 42 percent, there were more players of color in the 2005 MLS season than in any previous season reviewed in the Racial and Gender Report Card.
- MLS has had no people of color as general managers since the 2002 season.
- The percentages of Division I African-American male student-athletes decreased for basketball for the first time in five years.
- The NCAA made a major commitment to the issue of diversity by creating a new position for a vice president for Diversity and Inclusion. In May 2005, the NCAA hired Charlotte Westerhaus for this position. Today, the NCAA headquarters has three African-American vice presidents and three women vice presidents. Westerhaus reports directly to NCAA President Myles Brand and co-chairs the NCAA's Diversity Leadership Strategic Planning
- Opportunities in college coaching for people of color in men's sports other than basketball remained poor.
- Only three of 119 Division IA head coaches were African-American during the 2005 collegiate football season. The 2006 season had five African-Americans leading Division IA football programs. Randy Shannon was hired by the University of Miami after the 2006 season making the 6th African-American head football coach as of December 10, 2006.
- African-Americans were so underrepresented as college head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III. In Division II, the percentage of women coaching men's teams almost matched the percentage of African-Americans.
- As of November 2006, in the Division IA athletic director position, there were 12 African-American men, three Latino men, one Native American man and six women heading departments with Division IA football.

The goal of the Institute for Diversity and Ethics in Sport in publishing the Racial and Gender Report Card is to help professional and college sport recognize that sport, which is America's most integrated workplace for players, can do better than society in who it hires in decision-making positions. There is widely acknowledged enlightened leadership on issues of diversity in the league offices of the NBA, the NFL, MLB, NHL, MLS and at the NCAA. Nevertheless, white men control the operations on most teams and athletics departments.

What the WNBA, NBA, NFL and MLB and the NCAA headquarters have done on the issue of race can be looked at as an example by other sports organizations and leagues. The WNBA, NBA and college sport had the best records to model on gender.

With the improvements noted and individual category record highs in most of the leagues and colleges, it shows that if you set goals for diversity, they can be reached with persistent effort.

Chapter 9: Diversity Initiatives

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 award 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 Boys 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.

NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES

The NBA League office was the first to undertake mandatory diversity management training. In 1997, all 730 employees at the time went through an eight-hour session in groups of 25 or less.

The NBA conducts periodic mandatory diversity and respectful workplace training programs for league employees. The NBA's new employee orientation also includes a diversity awareness component.

The NBA maintains diverse applicant pools in its hiring process and encourages all NBA teams to do so as well. This includes, among other things, active recruitment at historically black colleges and universities and posting job openings on diversity websites.

Consistent with the National Basketball Association's Vendor Diversity Policy Statement, the NBA takes steps to further its goal of maximizing contracting opportunities for Women/Minority Business Enterprises to participate in the business opportunities generated by the NBA. The NBA has implemented a process by which potential suppliers who are Women/Minority Business Enterprises can be identified for inclusion in the NBA's vendor procurement process.

The NBA maintains a vendor diversity-sourcing program in connection with the NBA's annual All-Star event. This includes: (i) building alliances in the All-Star host city with business advocacy organizations, tourism officials and local business regulatory agencies; (ii) informing prospective local business entities of the types of contracting opportunities available by conducting vendor diversity seminars in the host city; and (iii) compiling and publishing a comprehensive vendor resource guide to aid the NBA, its sponsors and local contractors in identifying prospective vendors.

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

MLS is committed to developing all of its employees and provides training that will promote professionalism, respect and diversity throughout the league.

Diversity Initiative

MLS has demonstrated a commitment to diversity by embracing a Diversity Initiative designed to improve diversity on a league-wide basis. The Strategic Diversity Initiative affirms that MLS will promote diversity through our player pool, League office, team offices, team staffs and among our business partners.

Diversity Education

In early 2005, MLS conducted sexual harassment and diversity awareness training for the League office and completed such training for all the teams by the end of 2005. In the first few months of 2006, all teams completed another segment of sexual harassment and diversity awareness training. The workshop provided training to increase awareness of the value of mutual respect in the workplace, discussed the elements of diversity and its impact when interacting with others, and provided an understanding of cross culture differences and the value of these differences.

In April 2006, the League office conducted training for all employees which encompassed such topics as the different management styles, communicating with co-workers and the importance of diversity within the organization. This training provided employees with the tools necessary to communicate and work with people who may have different work styles than their own.

The League's Director of Human Resources & Administration will be attending a five-day intensive "train-the-trainer" course on diversity in June

2006. This hands-on course being offered by the Society for Human Resources Management (SHRM) is designed to build the confidence, knowledge and skills of individuals charged with conducting effective diversity training. Our Director will attend this training in order to be equipped with the tools, models and skills needed to make diversity interventions within our organization.

MLS Diversity Programs

MLS ¡Futbolito!

MLS ¡Futbolito! is the largest touring Hispanic grassroots initiative hosted by a US professional sports league. Total participation was up 58% in 2004 with over 90% of the participants of Hispanic decent, and the growth has continued in 2005.

MLS Budweiser Hispanic Heritage Nights

The 2005 season marked the fifth anniversary of the MLS Budweiser Hispanic Heritage Night, in which each of the 12 MLS teams host cultural events to highlight the Hispanic leaders in their communities. Total attendance for the events exceeded 165,000 in 2004, with more expected in 2005.

Hispanic Heritage Month

Major League Soccer players Amado Guevara, Eliseo Quintanilla and former MLS All-Star Marco Etcheverry represented the league for the Hispanic Heritage Month Celebration at The White House. The September 14, 2004 event was attended by government officials and political dignitaries from both the United States and abroad.

CD Chivas USA

In 2005, Major League Soccer added expansion team Club Deportivo Chivas USA to the league. CD Chivas USA will seek to preserve the connection to the tradition and history of its Guadalajara, Mexico roots.

Real Salt Lake

New to MLS in 2005, Real Salt Lake's front office is made up of a number of

Spanish-speaking members, including GM Steve Pastorino and Assistant Director of Marketing Trino Martinez. Pastorino said, "We are committed to the Hispanic community to be their team of choice." All of the team's press releases are translated into Spanish and distributed to Hispanic media outlets, including Spanish radio and TV stations. All RSL games are broadcast on Spanish-language KRRD-AM.

East Village Youth Program (Chicago Fire)

Through their FireWorks for Kids Foundation, the Chicago Fire awarded a major grant to the East Village Youth Program. EVYP is an early college readiness program that offers intensive, year-round academic assistance and college career preparatory services to Latino students from grade six to their college graduation.

Mexican Fine Arts Center Museum (Chicago Fire)

The FireWorks program also awarded a grant to the Mexican Fine Arts Center Museum. The donation will be used to fund the museums free youth arts education programs, which reach over 50,000 children each year.

Latino Book & Family Festival

Major League Soccer has been a promotional partner for The Latino Book & Family Festival since 2002. The festival was launched in 1997 in Los Angeles to promote literacy, culture and education and to provide people of all ages and backgrounds the opportunity to celebrate the diversity of the multicultural communities in the United States in a festival atmosphere.

Get a Kick Out of Reading/¡Lee y Marca un Golazo!

2005 marks the third year of the Get a Kick Out of Reading/¡Lee y Marca un Golazo! program. The goal of the joint initiative is to create a bilingual, multicultural program that educates not only children, but families on the importance of reading.

Covering Kids and Families

Major League Soccer teams are supporting the Robert Wood Johnson Foundation's Covering Kids & Families' Back-to-School Campaign by declaring "Children's Health Care Coverage Days" at home games in cities across the country. This year's campaign focuses on reaching African American and Hispanic parents whose children are uninsured, but may be eligible for low-cost or free health care coverage through Medicaid or the State Children's Health Insurance Program.

America SCORES

America SCORES is a national non-profit organization dedicated to developing programs that use the world's most popular sport, soccer, to energize and inspire public school students. As an official grassroots partner of Major League Soccer, America SCORES works closely with MLS to reach students in underprivileged urban areas across the country.

NY SCORES

NY SCORES Adopt A Game Day –MLS League office has adopted a game day in June 2006 in support of the NY SCORES organization. This program entails sending staff members who are interested in volunteering in Harlem on a Friday afternoon to spend time with children and help out with the kids' soccer games.

Kicks for Kids (DC United)

Provides the D.C. United "game-day" experience to thousands of urban, inner-city and under-served youth throughout the Greater Washington D.C. area.

United Community Grants (DC United)

Provides in-kind and cash donations to local organizations in order to use the sport of soccer to positively impact the lives of inner-city, at-risk youth in the Washington D.C. area.

Super Copa DC (DC United)

An adult male full size tournament for 8 Hispanic teams

Accion TV (DC United)

A 30 minute magazine show which airs on Univision for 28 weeks.

Hispanic Season ticket packages (DC United)

Special discounted packages that are sold through one of the top Hispanic Radio stations in the market. This program has a limited time for consumers to respond. All tickets are pulled in the same location.

Hispanic Community Soccer Clinic (DC United)

This event brings players into the community to run a clinic for 200 Hispanic Children.

Employment (Colorado Rapids)

All job openings (paid and internships) are distributed to Latino Advisory Coalition, Colorado Black Chamber of Commerce, Latina Chamber of Commerce, Women's Chamber of Commerce, Denver Hispanic Chamber of Commerce, Asian Chamber of Commerce job boards.

Ticket Donation Program (Colorado Rapids)

Tickets for games distributed to agencies which serve low-income children and families

Community Relations Programs targeted to diverse organizations (Colorado Rapids)

50 DPS Local Competitions
12 Play Like a Pro Clinics
5 Camps within the Rapids Academy
20 School Appearances

Game Operations (Colorado Rapids)

Hispanic Hero Award presentation in conjunction with Hispanic Heritage Night

Fundación Chivas de Corazón USA (Chivas USA)

Chivas USA's community foundation partners with local business and organizations that donate money making it possible for low-income families to attend Chivas USA games for the first time! The foundation sets up auctions, a Comedy Session

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and other events raising money and making it possible to give away scholarships, etc.

ChivaKids (Chivas USA)

Through donations to Fundación Chivas de Corazón USA and Honda's support, the ChivaKids program enables children from various non-profit and community-based organizations to enjoy a pure "futbol" experience at Chivas USA home game.

CAPITAL Program

The MLS League office will be participating in the New York City CAPITAL Program during the summer of 2006. The Corporate Allies Program of Internships, Training and Leadership (CAPITAL) is a public-private collaboration to connect young people with strong work skills to private sector jobs. CAPITAL introduces private sector employees to young talent from the five boroughs of New York City, and sets youth on a course of achievement and self-sufficiency.

NCAA Diversity Initiatives

The NCAA administers six programs designed to increase the pool of qualified staff members by enhancing knowledge and practical work experiences of minorities and women.

1. *NCAA Internship Program*

Year Established: 1988

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement: To train and develop, through on-the-job learning experiences, talented graduates pursuing a career in intercollegiate athletics administration. The goal of the NCAA Internship Program is to equip NCAA interns with professional project skills; identify career goals and techniques necessary for growth; enhance personal skills necessary for

success; and prepare interns to become highly marketable in the athletics field.

2. *NCAA Ethnic Minority and Women's Enhancement Programs' Postgraduate Scholarship for Careers in Athletics*

Year Established: 1988

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement: The mission of the Ethnic Minority and Women's Enhancement Postgraduate Scholarship for Careers in Athletics (NCAA Enhancement Scholarship) is to increase the pool of minority and women candidates obtaining sports-related graduate degrees.

3. *Division II Strategic Alliance Matching Grant Enhancement Program*

Year Established: 2000

Program Administrator: Office for Diversity and Inclusion

Program Mission: Division II is committed to promoting and supporting racial and gender diversity within Division II athletics departments and conference offices through the continued support of the Division II Strategic Alliance Matching Grant Enhancement Program. This grant is designed to create full-time administrative positions for minorities and women administrators.

4. *Division III Strategic Alliance Matching Grant*

Year Established: 2001

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement: Division III celebrates its commitment

and stand for inclusion as demonstrated through its continued support of the Division III Strategic Alliance Matching Grant for its member institutions and conference offices. This grant provides monetary assistance to create full-time professional administrative opportunities for minorities and women within their athletics and administrative coaching staffs.

5. *Division III Ethnic Minority and Women's Internship Grant Program*

Year Established: 2001

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement: The Division III Ethnic Minority and Women's Internship Grant Program is an important initiative that supports the stated mission of Division III institutions and conferences embracing racial and gender diversity. The internship is a two-year grant designed to provide an administrative and/or coaching opportunity to a developing administrator.

6. *NFL Player Development Internship Program*

Year Established: 2003

Program Administrator: Office for Diversity and Inclusion and NCAA Human Resources

Program Mission Statement: The National Football League Player Development Internship Program serves to provide one identified player with hands-on experience and exposure to the inner workings of the NCAA national office. This intern is exposed to the different areas of the office and provided with professional development opportunities. This intern also becomes immersed in various projects of the Education Services group to enhance his knowledge of intercollegiate athletics.

7. NCAA Future Football Coaches Academy

Year Established: 2006

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement: The NCAA Future Football Coaches Academy will assist individuals who have recently completed their collegiate eligibility and have a desire to enter the college football coaching profession. The Academy is sponsored and administered by the National Collegiate Athletic Association (NCAA). In order to enhance the excellence of the Academy's programs, the Academy will also receive support from the American Football Coaches Association (AFCA). The AFCA is the largest and primary professional association for football coaches at all levels of competition, and works closely with several athletic associations, including the NCAA. In addition, the Academy will receive support from the Black Coaches Association (BCA) and the National Football League (NFL).

PROGRAMS FOR PROFESSIONAL DEVELOPMENT OF MINORITIES AND WOMEN CURRENTLY IN THE PROFESSION

The NCAA supports six programs designed to provide professional development and career advancement opportunities for minorities and women currently in the profession.

1. NCAA Fellows Leadership Development Program

Year Established: 1997

Program Administrator: Office for Diversity and Inclusion

Program Goal: The goal of the NCAA Fellows Leadership Development Program (Fellows Program) is to enhance the employment and leadership opportunities for minorities and women at the

senior management level of intercollegiate athletics.

2. NCAA Leadership Institute for Ethnic Minority Males and Females

Year Established: 2001

Program Administrator: Office for Diversity and Inclusion

Program Mission: The mission of the NCAA Leadership Institute for Ethnic Minority Males and Females (the Institute) is to enhance job-related competencies for mid-level minority male and female administrators.

3. NCAA and NACWAA Athletics Administrative Partnership

Year Established: 1998

Program Administrator: NACWAA and NCAA Human Resources Staff

Program Goal: The goal of NCAA/NACWAA partnership is to defray the cost for women to participate in the NACWAA/Hers Institute and the NACWAA Executive Institute, and to provide financial assistance to NACWAA in the maintenance of their Executive Institute.

4. Matching Grants for Minority Women Coaches

Year Established: 2002

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement: The mission of the Matching Grants for Minority Women Coaches (matching grants) is to provide grant funds to coaching and other associations or organizations to assist in their programming efforts to increase the available development opportunities for minority women coaches in intercollegiate athletics.

5. NCAA Men's and Expert Football Coaches Academies

Year Established: 2003

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement: The NCAA Men's Coaches Academy is administered by the NCAA with support from the American Football Coaches Association (AFCA), the Black Coaches Association and the National Football League (NFL). The academy is designed to address the lack of minorities in the football coaching ranks.

The mission of the NCAA Men's and Expert Football Coaches Academies is to assist minority coaches with career advancement through skills enhancement, networking and exposure opportunities, and to raise awareness regarding the substantial pool of talented minority coaches.

The following are objectives for the academy:

1. To increase the understanding and application of skills necessary to secure head coaching positions.
2. To increase the understanding and awareness of competencies necessary for success in head coaching at the intercollegiate level.
3. To motivate assistant coaches and coordinators to pursue careers as head coaches.
4. To introduce minority coaches to senior-level coaches and administrators through a mentoring program.
5. To raise public awareness of the existing talent pool of minority coaches.

Expert Football Coaching Program: The Expert Football Coaching Program is aimed at coaches with at least eight years of experience. The sessions are conducted annually in conjunction with the Black Coaches Association Convention in June. The

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program is designed to develop new and innovative coaching approaches by helping coaches (1) with the media and public relations, (2) developing a coaching portfolio, (3) fundraising and networking, and (4) handling the challenges of being a head coach.

6. *NCAA Women of Color Coaches Academy*

Year Established: 2006

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement:

The overall mission of this academy is to assist the most underrepresented group of the NCAA in terms of race and gender diversity with career advancement through skills enhancement, networking and exposure opportunities, as well as raise awareness regarding the substantial pool of women of color in intercollegiate athletics.

Program Overview: Assist women of color aspiring to have a career as a coach through educational and professional development programming.

The following are objectives of the academy:

- To increase the understanding and application of skills necessary to become a head coach.
- To increase the understanding and awareness of competencies necessary for success as a coach.
- To motivate current and former female student-athletes of color to pursue a career as a coach.
- To introduce coaches, athletics administrators and future coaches to one another through a networking program.
- To raise public awareness of the existing talent pool of coaches and athletics administrators of color.

Measurement of Success:

- Increase the pipeline of women of color interested in being a college coach.
- Successful completion of programs by selected participants.
- Increase the professional development and advancement opportunities for women of color.

Program Accomplishments: TBD.

7. *NCAA Women's Coaches Academy*

Year Established: 2002

Program Administrator: WinStar Foundation

Program Mission Statement: The NCAA Women Coaches Academy (WCA) provides skills training for coaches at all levels to assist them in being more efficient, productive, resourceful and successful. The academy is designed for women coaches who are ready and willing to increase their individual effectiveness by learning advanced skills and strategies that directly affect their personal and team success. The participants learn skills that are not sport specific, yet ones that are relevant and necessary for coaching responsibilities, beyond the X's and O's.

EDUCATIONAL PROGRAMS AND RESOURCES FOR THE MEMBERSHIP

The NCAA administers five programs designed to serve as educational programs and resources to keep the membership informed of issues relating to minorities and women.

1. *Diversity Education*

Year Established: 1995

Program Administrator: Office for Diversity and Inclusion

Program Mission: The mission of the NCAA Diversity Education Program (diversity education program) is to enhance awareness and respect for diversity and inclusion of athletics administrators, coaching staffs and student-athletes.

2. *NCAA Summit on Athletics Opportunities for Minority Women*

Year Established: 1999

Program Administrator: Office for Diversity and Inclusion

Program Mission: The mission of the NCAA Summit on Athletics Opportunities for Minority Women (the NCAA Summit) is to address issues related to the low representation of women minority coaches and lack of available professional development opportunities.

Program Overview: The NCAA Summit invites representatives from sports organizations and coaching associations to collaborate on advancement opportunities for minority women at the grass roots, high schools, and college levels. The selected participants use their annual meetings to reflect and evaluate on available opportunities and how to increase the availability and accessibility of these opportunities. In 2003, the MOIC and CWA determined to host the summit on a 2 or 3-year basis and to use the funds to host the summit towards funding matching grants for minority women coaches.

This program has combined with the Matching Grant for Minority Women Coaches. The NCAA gives the funding for this program directly to organizations that are recipients of the matching grant.

3. *Gender Equity and Issues Forum*

Year Established: 1995

Program Administrator: Education Outreach

Program Mission Statement: The mission of the Gender Equity and Issues Forum is to assist member institutions in their efforts to comply with the Federal mandate of Title IX.

4. *Race Demographics of NCAA Member Institutions' Athletic Personnel*

Year Established: 1995

Program Administrator: Research Staff

Program Mission: The mission of the race demographics study is to provide the membership with data concerning the racial and gender breakdown of athletics personnel at NCAA member institutions.

5. *NCAA National Forum on Women of Color in Intercollegiate Athletics*

Year Established: 2006

Program Administrator: Office for Diversity and Inclusion

Program Mission Statement: Address significant issues and challenges pertaining to the participation and employment of women of color in intercollegiate athletics. Assist women of color aspiring to have a career in athletics through educational and professional development programming .

TERMS REGARDING EMPLOYMENT CATEGORIES

ADMINISTRATION:	The professional personnel that direct the affairs of business operations, community relations, finance, game operations, marketing, promotions, publications and public relations. A very general term applied to all employees who do not manage, coach, instruct or scout players. For the purpose of this report, the term front office is applied to those professional employees working in administration. It does not include those employees working in top management, coaching, medical or support staff positions.
ATHLETICS DIRECTOR:	Person responsible for the overall operation of a college athletics department.
COACHING STAFF:	The positions of head coach or manager, assistant coach and instructor.
MEDICAL STAFF:	Physician, head trainer, assistant trainer and dentist.
OWNER:	Individual who acts as majority or limited minority partner.
PRINCIPAL IN CHARGE OF DAY-TO-DAY OPERATIONS:	The person in charge of player personnel matters, draft picks, free agents and the coach staff. These duties may fall under any one of the following job titles - general manager, director of player personnel, vice president in charge of team operations or director of team operations.
TOP MANAGEMENT:	The positions of chairman of the board, chief executive officer, president, vice president and the principle in charge of day-to-day operations.

TERMS REGARDING RACE

For the purpose of this report, race will be defined as a group of people united or classified together on a basis of common history, nationally or geographic distribution or human made distinct by genetically transmitted physical characteristics.

AFRICAN-AMERICAN:	Refers to people of African descent. For the purposes of this report, “African-American” is used throughout. The author recognizes that citizens coming from other lands do not consider themselves as “African-American” in the current meaning of the term.
ASIAN:	Refers to people of Asian descent living in the United States.
PACIFIC ISLANDER:	Refers to people from the islands of the Pacific.
LATINO(A):	Refers to people from North, Central, and South America, as well as the Spanish-speaking Caribbean.
NATIVE AMERICAN:	Refers to the descendants of the people who originally inhabited North America.
WHITE:	Refers to people of European descent.
PERSON OF COLOR:	Refers to the combined racial categories above except whites.
MINORITY:	Frequently used interchangeably with “people of color.” However, many African-Americans, Latinos, Asians, Pacific Islanders and Native Americans resist the terms because they believe it implies inferiority. Indeed, demographically, “people of color” represent the minority in the United States, but the majority on a global scale.

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