



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2018 Associated Press Sports Editors Racial and Gender Report Card

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Table of Contents



(Click each section header to jump to that section in the report)

Executive Summary.....	1
Overall Grades.....	6
Report Highlights.....	7
Grades By Category.....	11
Total Staff/Sports Editors.....	11
Assistant Sports Editors/Columnists.....	12
Reporters/Copy Editors/Designers.....	13
Newspaper Circulation Size.....	14
Conclusion.....	14
How Grades Were Calculated/Methodology.....	15
The Institute for Diversity and Ethics in Sport.....	15
DeVos Sport Business Management Program.....	16
Appendix I - Data Tables.....	17

The 2018 Associated Press Sports Editors Racial and Gender Report Card



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Executive Summary

Orlando, FL - May 2, 2018

The sixth edition of the **Associated Press Sports Editors Racial and Gender Report Card**, which evaluated over 75 newspapers and websites, was released today. This study is intended to measure the changes in racial and gender hiring practices from the 2014 study. The 2018 Report was published by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida and was requested by the Associated Press Sports Editors (APSE). This was the sixth time the APSE requested that TIDES review the data related to its current staff and employment practices.

The APSE Racial and Gender Report Card has typically been a bi-annual study. However, due to additional reports published by TIDES in recent years the APSE RGRC was delayed by two years.

For 2018, the grade for racial hiring practices for APSE newspapers and websites was a **B**, which was the same grade as in the 2014 study. The APSE newspapers and websites received the fifth consecutive **F** for gender hiring practices. Grades were not issued for the 2006 Report Card. The combined grade for 2018 was a **D+**, the lowest of all the reports issued by TIDES. **These grades were derived from the new grading scale TIDES began using in 2017 to better represent America's changing demographics.**

Richard Lapchick, the Director of the Institute and

Overall Grade

D+

Racial Hiring

B

Gender Hiring

F

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primary author of this report, noted, "It has now been over ten years since the publication of the 2006 Report. While this report contains some positive findings in the five key positions we examined for race and in gender, there continued to be a failing grade for gender in four of the five categories. I applaud the APSE for making progress and continuing to be transparent.

Nonetheless, it remains important to have voices from different backgrounds in the media. This report shows that in 2017, 85 percent of the sports editors, 76.4 percent of the assistant sports editors, 80.3 percent of the columnists, 82.1 percent of the reporters and 77.7 percent of the copy editors/designers were white. In the 2014 report, those numbers for the same positions were 91.5, 90.2, 83.5, 85, and 83.3, respectively. This showed improvement in all five categories for people of color.

The percentages of males in those positions this year are 90, 69.9, 83.4, 88.5, and 79.6. In 2014, the percentages were 90.1, 90.2, 87.6, 87.4, and 80.8, respectively. There were increases for women as sports editors, assistant sports editors, columnists and copy editors/designers while there was a decrease for women as reporters."

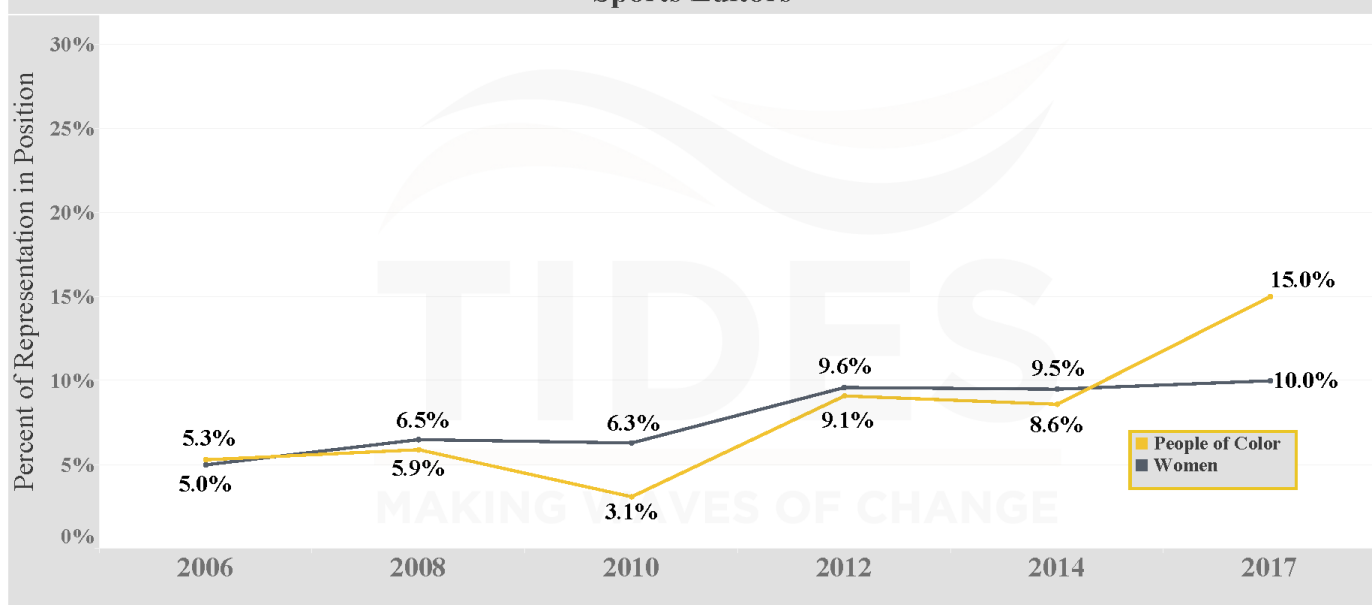
The 2014 report showed improvements in opportunities for people of color. In 2017, there were substantial increases in opportunities for people of color as as-

"Creating the most diverse media business in the industry will always be one of the great legacies of John Skipper"

- Richard Lapchick

stant sports editors (from 9.8 percent to 23.6 percent), sports editors (8.65 percent to 15 percent) and copy editors (from 16.7 percent to 22.3 percent) and more modest increases for columnists (from 16.5 percent to 19.7 percent) and for reporters (15 percent to 17.9 percent). There was also an increase for women as sports editors (9.5 percent to 10 percent), columnists (from 12.4 percent to 16.8 percent), and copy editors (from 19.2 to 21.0 percent). There was a large increase for women as as-

Minority Representation in Sports Editors



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sistant sports editors (from 9.8 percent to 30.9 percent). There was a slight decrease in women as reporters (from 12.6 to 11.4 percent).

Perhaps the most positive news was that the percentage of women and people of color increased in four of the five positions studied.

Lapchick noted that “Under the leadership of John Skipper, former President, ESPN has been a leader in the hiring of women and people of color in key positions. In fact, as will be seen, if we take away the ESPN hires as editors, assistant sports editors and columnists, the percentages of women and people of color in those positions would plummet precipitously.”

Of the 12 people of color who are sports editors, two work for ESPN. If the ESPN sports editors of color were removed, the percentage of sports editors of color would drop from 15 percent to 12.8 percent. Of the eight women who were sports editors, one worked for ESPN. ESPN is one of the few organizations in this study that has a female sports editor.

Of the 70 people of color who are assistant sports editors, 51 work for ESPN. If the ESPN assistant sports editors of color were removed, the percentage of assistant sports editors of color would drop from 23.6 percent to 7.8 percent. Of the 89 women who were assistant sports editors, 75 worked for ESPN. If the ESPN assistant sports editors who are women were removed, the percentage of female assistant sports editors would drop from 30.1 percent to 6.3 percent.

ESPN also had a significant impact on the percentage of female columnists at “A” newspapers and websites. Of the 44 women who were columnists at this level, 38 worked for ESPN. Of the 44 women, four were African-American, one was Latina and two were Asian at “A” newspapers and websites. All 11 women of color were employed by ESPN. If the ESPN columnists who are women were removed, the percentage of female columnists would drop from 18.6 percent to 2.9 percent.”

Of the 41 men of color who were columnists at “A” newspapers and websites, 32 worked for ESPN. ESPN employed 18 of the 24 African-American male columnists, six of the eight Latino columnists, all three of the Asian columnists, and five of the six people categorized as “Other.” If the ESPN male columnists who are people of color were removed, the percentage of male columnists of color would drop from 21.6 percent to 5.6 percent.

APSE RGRC At a Glance

APSE Total Staffs:



15%
of Final
Grade

APSE Sports Editors:



20%
of Final
Grade

APSE Assistant Sports Editors:



15%
of Final
Grade

APSE Columnists:



20%
of Final
Grade

APSE Reporters:



15%
of Final
Grade

APSE Copy Editors/Designers:



15%
of Final
Grade

Lapchick added that, “Creating the most diverse media business in the industry will always be one of the great legacies of John Skipper.”

It is understood that the size of America's newspapers has been shrinking for the past several years. During that period, one of the few organizations that has been able to increase its hires has been ESPN. However, since the last report, ESPN has made widely reported layoffs.

Lapchick added that “My primary recommendation to the APSE remains that it adopts a Ralph Wiley Rule, named after the late African-American writer. The Wiley Rule would be like the Rooney Rule in the NFL and would call for a diverse pool of candidates including people of color and women for each opening of these key positions. According to John Cherwa, many of the individual newspapers have adopted such a rule.”

The APSE, an organization comprised of the sports sections of newspapers and online media sources in the United States and Canada, reported data specific regarding sports editors, assistant sports editors, columnists, reporters and copy editors and designers. The study evaluated data for 1,378 individuals employed within these five positions. The data collected for this study was then analyzed by separating the newspapers by circulation size and totals by race, gender, and position.

APSE RGRC Highlights:

Percent of White Sports Editors

85.0%

Percent of White Assistant Sports Editors

76.4%

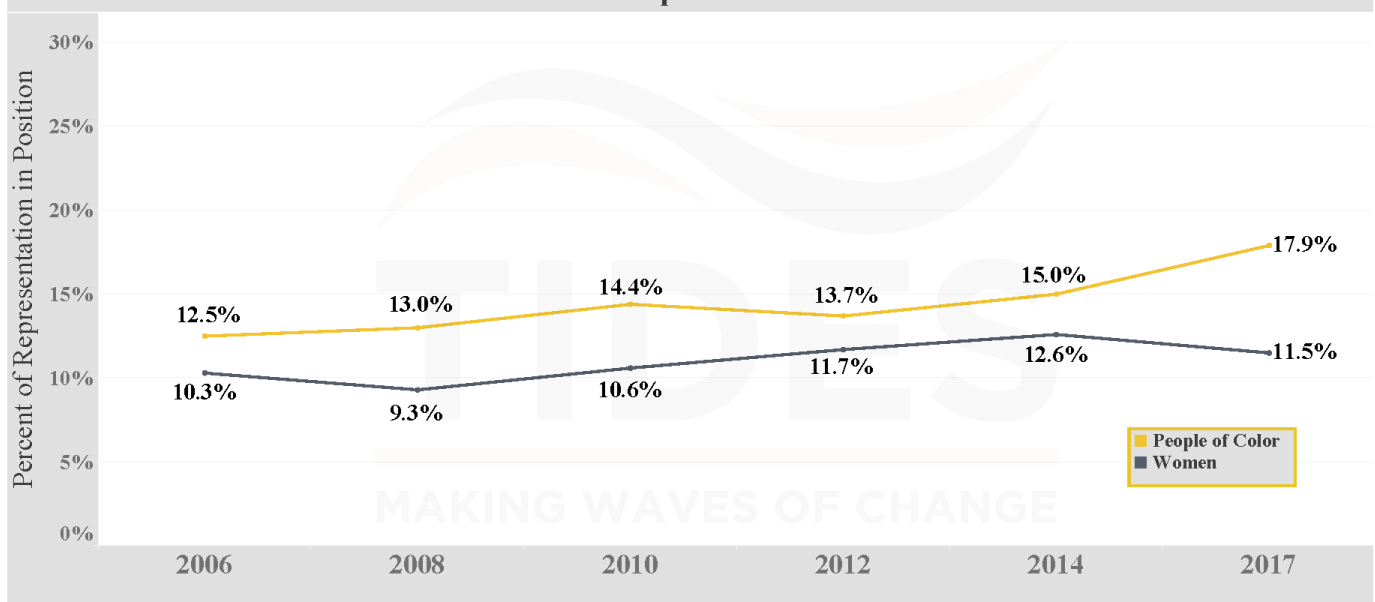
Percent of Sports Editors Who Were Men

90.0%

Percent of Assistant Sports Editors Who Were Men

69.9%

Minority Representation in Reporters



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Lapchick has been publishing Racial and Gender Report Cards on the NBA, NFL, MLB, WNBA, MLS, and college sport for three decades.

Joh Cherwa, a former sports editor at the Los Angeles Times and past president of APSE serves as the Advisor for this study, said,

“The business models are changing at warp speed yet the numbers remain basically the same, which is discouraging. We’ve been searching for answers for many years now and always seem to come up empty. But that doesn’t mean we’ve stopped trying. What is alarming is to go down a level to the journalism schools, which is where it all starts. I’ve done a lot of looking and the make up of journalism students comes very close to our numbers when it comes to racial diversity. As for women, the numbers are substantial. Actually, if you look in the average newsroom, you’ll find a lot of women with some departments as over-represented as we are under-represented.”

“Change seems to be glacial, but since the last survey, we can point to the Los Angeles Times naming its first Latino sports editor and first Latino sports columnist. “In Orlando, where UCF is located, the paper just named its first Latina sports editor.” Orlando’s sister paper, the South Florida Sun-Sentinel, just named a woman sports editor. Change is difficult but we’re committed to it.”

The survey statistics unfortunately remain alarming and continue to underscore APSE’s urgent need to improve in this area, said Jeff Rosen, APSE president and sports editor of the Kansas City Star. “Our Diversity Fellowship program has been a step in the right direction. Past APSE fellows such as Ed Guzman of The Seattle Times and Chauntelle Lowe at The New York Times are the kind of living success stories that should help encourage other journalists of color to consider a career in our business to be a realistic option. But it really does start with each one of us already in the field. I’m challenging my fellow sports editors and managers and directors to broaden every search for job candidates that they make when they’re able to hire for a position. Visit a local college campus and share your knowledge and experience with next-generation journalists.

I’m encouraged that this year, for the first time, our organization has elected an African-American woman, Lisa Wilson of The Undeclared, into leadership. In two years, she’ll ascend to the presidency of APSE, a wildly talented and hard-working journalist standing as a role

model to others both contemplating a career in sports journalism and searching for their next home-run hire.”

In framing the results, Lapchick said, “As professional sports teams and leagues become increasingly diverse consider how the APSE compares to these organizations. What would be the impact of having more people of color and women included in sports media? Would stories become more inclusive of all athletes and better represent and appeal to our entire society? The positions evaluated in this study are the primary decision makers in sports media and they determine the content reported by their organizations.

The Institute for Diversity and Ethics in Sport recognizes that all businesses including the media must hire the most qualified individual for each position. Therefore, the main objective of the Institute is to emphasize the value of diversity and illuminate areas in sports in which diverse hiring is lacking. Further, we seek to promote and highlight programs that help include and train women and people of color to become leaders. We believe this is important because it prepares diverse individuals for job opportunities in which they may have historically underrepresented. As stated it is clearly the choice of the organization regarding which applicant is the best fit for the job, but The Institute wants to illustrate how important it is to have a diverse organization including individuals who better reflect the population as well as the people we cover in sports. The Institute strongly believes that diversity is a business imperative and can provide a different perspective and possibly a competitive advantage for a win in the boardroom as well as with the public audience.”

Tables for the Report are included in Appendix I.

It should be noted that there were newspapers that chose not to participate and, therefore, if they had women and/ or people of color as sports editors or columnists, their names do not appear in this report. This included the New York Times which reports the aggregate data for the entire newspaper but not for specific sections such as Sports.



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Overall Grades

The APSE newspapers and websites received grades of **B** for racial hiring practices with 82.3 points and an **F** for gender hiring practices with 52.9 points in the five key positions covered in the 2018 study. This is the fifth consecutive time the APSE has received a grade of **F** for gender hiring practices since TIDES began issuing grades in the 2008 Report Card. The combined grade for 2014 was a **D+**.

In the category of racial hiring, APSE newspapers and websites received a grade of **B+** for total staff, assistant sports editors, columnists, and copy editors/designers, a **B** for reporters, and a **C+** for the category of sports editors.

The APSE newspapers and websites received a grade of **F** in four of five categories for gender hiring practices.

The categories of sports editors and columnists were weighted at 20 percent and the other four were 15 percent.



APSE RGRC Highlights:

Percent of White Columnists

80.3%

Percent of White Reporters

82.1%

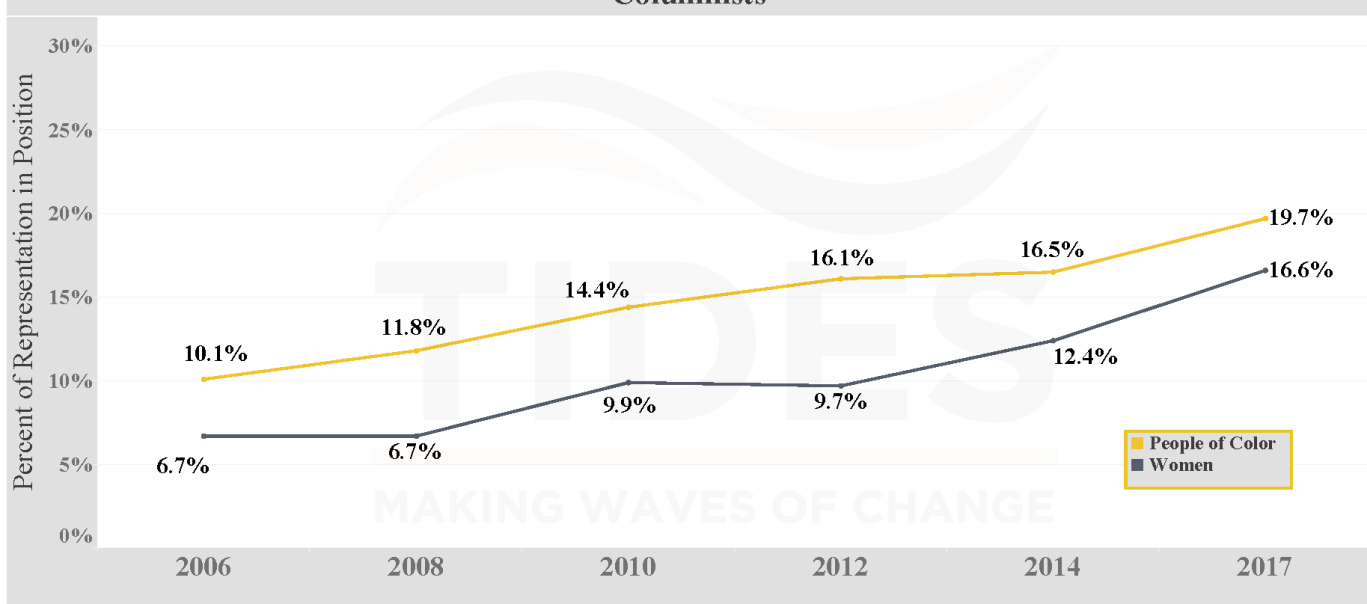
Percent of Columnists Who Were Men

83.4%

Percent of Reporters Who Were Men

88.5%

Minority Representation in Columnists



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Report Highlights

The report shows the vast majority of people holding key positions on the major newspapers and media websites in the United States and Canada are white and male. The following report findings demonstrate that:

- 85 percent of the sports editors were white.
- 76.4 percent of the assistant sports editors were white.
- 80.3 percent of the columnists were white.
- 82.1 percent of the reporters were white.
- 77.7 percent of the copy editors/designers were white.
- 90 percent of the sports editors were men.
- 69.9 percent of the assistant sports editors were men.
- 83.4 percent of the columnists were men.
- 88.5 percent of the reporters were men.
- 79.6 percent of the copy editors/designers were men.

Other highlights from the study include:

- Of all the “A” circulation size newspapers and websites, the Miami Herald held the highest combined percentage of people of color and/or women

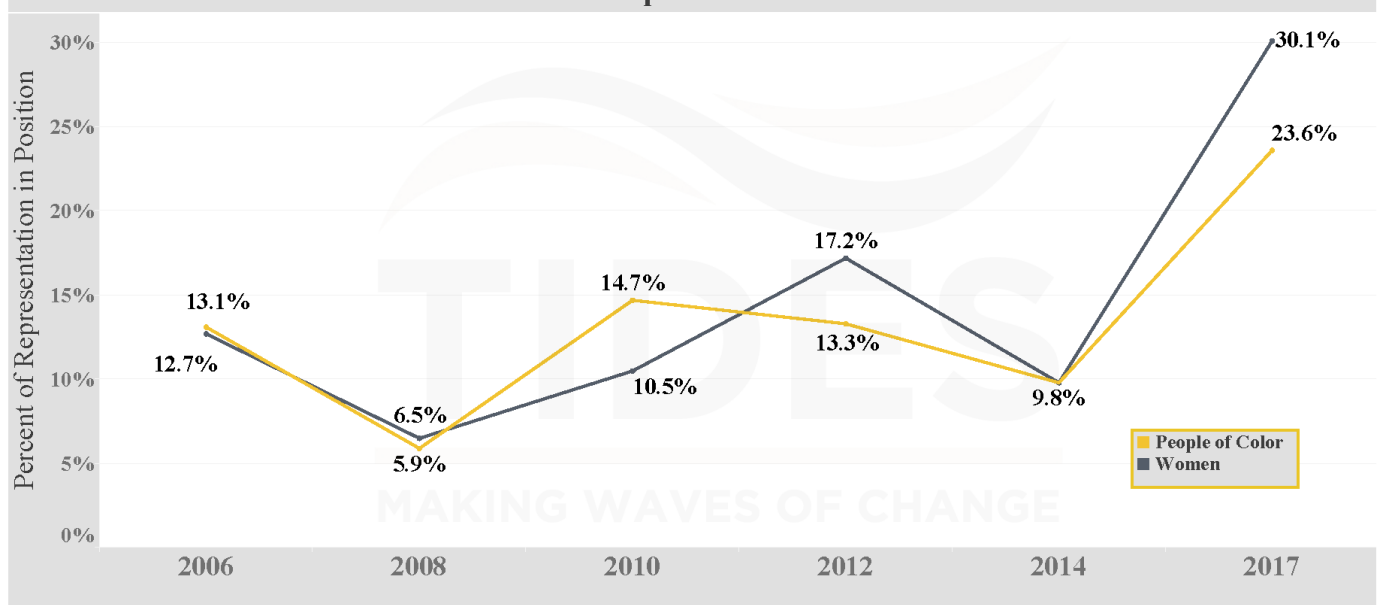
with 68 percent.

- The percentages of African-American men holding the positions of sports editor, assistant sports editor and reporter increased while they decreased for columnists, and copy editors/designers.
- White male sports editors decreased by 5.4 percentage points.
- The percentage of women and people of color as assistant sports editors increased significantly.
- Latino men increased in percentage for all categories.
- Asian men increased for sport editors, assistant sports editors, columnists and reporters.
- The percentage of Latinas and Asian women as sports editors, columnists and copy editors/designers increased.
- ESPN formed a substantial part of the totals for women and people of color who were sports editors, assistant sport editors and columnists.

Sports Editors

- African-American men and women combined increased from 4.5 percent in 2014 to five percent in 2017.
- Alison Overholt of ESPN is the first Asian wom-

Minority Representation in Assistant Sport Editors Roles



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an to serve as a sports editor in the history of the APSE Racial and Gender Report Card.

- ESPN and the New York Daily News employed the only African-American sports editors among “A” size newspapers.
- If the ESPN sports editors of color were removed, the percentage of sports editors of color would drop from 15 percent to 12.8 percent.
- ESPN and the Sun Sentinel employed the only female sports editors among “A” size newspapers.
- The LA Times and Miami Herald employed the two Latino sports editors among “A” size newspapers.
- In 2017, the percentage of sports editor positions held by white men was 78.8 percent. This is the lowest percentage of sports editor positions held by white men since the studies began in 2006.

Assistant/Deputy Sports Editors

- The position of assistant sports editor was the largest area of growth of opportunity for women and people of color.
- The percentage of assistant sports editors who were white men decreased from 84.2 percent in 2014 to 55.7 percent in 2017 while the percentage of white women increased from 6.0 percent in 2014 to 20.6 percent in 2017.
- Assistant sports editor of color increased by 13.8 percentage points from 9.8 percent in 2014 to 23.6 percent in 2017. In 2017, African-Americans made up 11.2 percent, Latinos 5.7 percent, Asians 5.4 percent, and one percent of “other” people of color.
- Of the 70 people of color who are assistant sports editors, 51 work for ESPN. If the ESPN assistant sports editors of color were removed, the percentage of assistant sports editors of color would drop from 23.6 percent to 7.8 percent. Of the 89 women who were assistant sports editors, 75 worked for ESPN. If the ESPN assistant sports editors who are women were removed, the percentage of female assistant sports editors would drop from 30.1 percent to 6.3 percent.

Columnists

- In 2017, women and people of color combined to make up 36.3 percent of columnists. This showed an 8.5 percentage point increase from 27.8 percent of columnists of the surveyed APSE member newspapers and websites in 2014.
- The percentage of male columnists decreased by 4.2 percentage points to 83.4 percent.
- The 2014 report marked the first time in the survey of the APSE newspapers and websites that there was a Latina columnist. There were two in 2017.
- Of the 41 men of color who were columnists at “A” newspapers and websites, 32 worked for ESPN. ESPN employed 18 of the 24 African-American male columnists, six of the eight Latino columnists, all three of the Asian columnists, and five of the six people categorized as “Other.” If the ESPN male columnists who are people of color were removed, the percentage of male columnists of color would drop from 21.6 percent to 5.6 percent.
- Of the 44 women who were columnists at this level, 38 worked for ESPN. Of the 44 women at “A” newspapers and websites, four were African-American, one was Latina and two were Asian. All 11 women of color were employed by ESPN. If the ESPN female columnists who are women were removed, the percentage of female columnists would drop from 18.6 percent to 2.9 percent.”

Reporters

- In 2017, 72.4 percent of the reporters surveyed were white males, which was a decrease of 1.8 percentage points from the 74.2 reported in 2014.
- The percentage of women who were reporters was 11.5 percent in 2017, which was a 1.2 percentage point decrease from 12.7 in 2014.
- The percentage of people of color who were reporters was 17.9 percent in 2017, which was a 2.9 percentage point from 15.0 in 2014.
- The percentage of people of color who were reporters was 17.9 percent in 2017, which was a 2.9 percentage point from 15.0 in 2014.

Copy Editors/Designers

- In 2017, copy editors/designers of color increased by 5.6 percentage points (from 16.7 percent in 2014 to 22.3 percent in 2017).
- Women represented 20.4 percent of the copy editors/designers in 2017, which was an increase of 1.2 percentage points from 2014 (19.2 percent).

APSE Leadership

- In 2014, Mary Byrne became APSE's first woman president since Sandra Rosenbush in 1993. Tracy Dodds (1999-00) was the only other female APSE president in the history of the organization since 1973.
- Mike Fannin, a Latino, was the first person of color to be APSE President in 2007-08.
- Lynn Hoppes, who is Asian-American, was APSE President in 2008-09.
- Garry Howard was the third person of color and the first African-American to fill the position of APSE president in 2009-10.

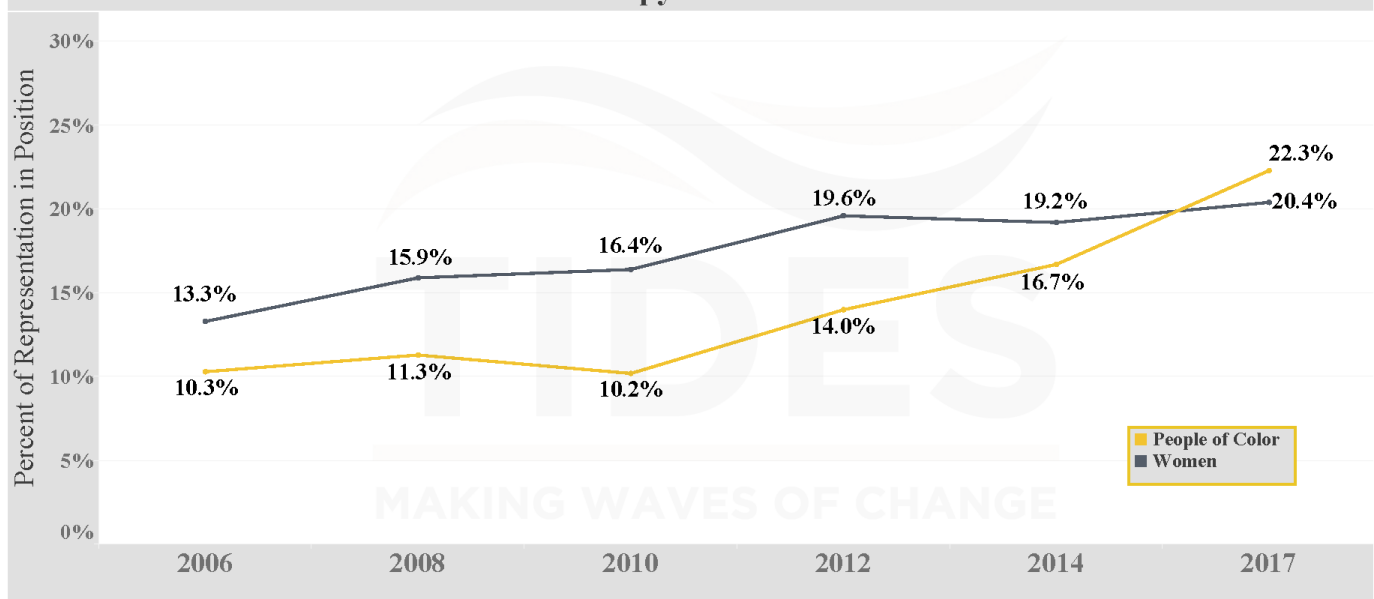
Miscellaneous

- Circulation size "A" papers and websites had the

highest percentage for people of color in their entire staffs at 23.5 percent and the highest percentage of women at 21 percent in 2017.

- In circulation size "A" newspapers and websites, the Miami Herald (FL) had the highest percentage for people of color at 54.5 percent. The Fort Worth Star Telegram had the highest percentage of people of color at "B" newspapers with 40 percent. The Tennessean (TN) had the highest percentage for people of color for size "C" newspapers at 23.1 percent. In size "D" newspapers, The Monitor (TX) had 71.4 percent people of color.
- Looking at opportunities for women in size "A" newspapers/websites, the ESPN (CT) was tops with 28.4 percent. In size "B" newspapers, The Orlando Sentinel (FL) was first with 28.6 percent. The Times of Northwest Indiana (IN) and The Press Democrat (CA) both led size "C" in gender with 33.3 percent.
- Of all the "A" circulation size newspapers and websites, the Miami Herald (FL) held the highest percentage of people of color and/or women with 68 percent. The Orlando Sentinel (FL) leads the "B" circulation size papers with 57.1 percent of their staff being women and/or people of color. The Press Democrat (CA) led the circulation size "C" papers with 50 percent of its sports staff be-

**Minority Representation in
Copy Editors**



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ing women or people of color.

- Latino columnists, all three of the Asian columnists, and five of the six people categorized as “Other.” If the ESPN male columnists who are people of color were removed, the percentage of male columnists of color would drop from 21.6 percent to 5.6 percent.
- Of the 44 women who were columnists at this level, 38 worked for ESPN. Of the 44 women at “A” newspapers and websites, four were African-American, one was Latina and two were Asian. All 11 women of color were employed by ESPN. If the ESPN female columnists who are women were removed, the percentage of female columnists would drop from 18.6 percent to 2.9 percent.”

Reporters

- In 2017, 72.4 percent of the reporters surveyed were white males, which was a decrease of 1.8 percentage points from the 74.2 reported in 2014.
- The percentage of women who were reporters was 11.5 percent in 2017, which was a 1.2 percentage point decrease from 12.7 in 2014.
- The percentage of people of color who were reporters was 17.9 percent in 2017, which was a 2.9 percentage point from 15.0 in 2014.
- The percentage of people of color who were reporters was 17.9 percent in 2017, which was a 2.9 percentage point from 15.0 in 2014.

Copy Editors/Designers

- In 2017, copy editors/designers of color increased by 5.6 percentage points (from 16.7 percent in 2014 to 22.3 percent in 2017).
- Women represented 20.4 percent of the copy editors/designers in 2017, which was an increase of 1.2 percentage points from 2014 (19.2 percent).

APSE Leadership

- In 2014, Mary Byrne became APSE’s first woman president since Sandra Rosenbush in 1993. Tracy Dodds (1999-00) was the only other fe-

male APSE president in the history of the organization since 1973.

- Mike Fannin, a Latino, was the first person of color to be APSE President in 2007-08.
- Lynn Hoppes, who is Asian-American, was APSE President in 2008-09.
- Garry Howard was the third person of color and the first African-American to fill the position of APSE president in 2009-10.

Miscellaneous

- Circulation size “A” papers and websites had the highest percentage for people of color in their entire staffs at 23.5 percent and the highest percentage of women at 21 percent in 2017.
- In circulation size “A” newspapers and websites, the Miami Herald (FL) had the highest percentage for people of color at 54.5 percent. The Fort Worth Star Telegram had the highest percentage of people of color at “B” newspapers with 40 percent. The Tennessean (TN) had the highest percentage for people of color for size “C” newspapers at 23.1 percent. In size “D” newspapers, The Monitor (TX) had 71.4 percent people of color.
- Looking at opportunities for women in size “A” newspapers/websites, the ESPN (CT) was tops with 28.4 percent. In size “B” newspapers, The Orlando Sentinel (FL) was first with 28.6 percent. The Times of Northwest Indiana (IN) and The Press Democrat (CA) both led size “C” in gender with 33.3 percent.
- Of all the “A” circulation size newspapers and websites, the Miami Herald (FL) held the highest percentage of people of color and/or women with 68 percent. The Orlando Sentinel (FL) leads the “B” circulation size papers with 57.1 percent of their staff being women and/or people of color. The Press Democrat (CA) led the circulation size “C” papers with 50 percent of its sports staff being women or people of color.



Grades By Category

Total staffs of all APSE member newspapers

The percentage of total staffs comprised of women and people of color combined increased for the APSE member newspapers in 2017.

In 2017, 80 percent of APSE newspaper total staffs were white men and women which was a 5.3 percentage point decrease from 2014 (85.3 percent). African-Americans, Latinos, Asians and “others” held 9.3 percent (up from 8.1 percent), 5.8 percent (up from 3.1 percent), 3.3 percent (up from two percent), and 1.6 percent (up from 0.6 percent), respectively, in 2017.

In 2017, women made up 17.9 percent of total staffs of APSE member newspapers. This was a 4.6 percentage point increase from 2014, when women held 13.3 percent of total staffs of APSE member newspapers.

In 2014, white men and women comprised 85.3 percent of the total staffs of all APSE member newspapers, while African-Americans, Latinos, and Asians were represented 8.1 percent, 4.2 percent, and two percent, respectively. In 2012, white men and women comprised 85.9 percent of the total staffs of all APSE member newspapers, while African-Americans, Latinos, and Asians were 7.6 percent, 3.7 percent, and 2.5 percent, respectively. In 2010, white men and women comprised 87.4 percent of the total staffs, while African-Americans, Latinos, and Asians were recorded at 6.9 percent, 3.3 percent, and 1.9 percent, respectively. In 2008, white men and women comprised 88.3 percent of the total staffs, while African-Americans, Latinos, and Asians, were determined to be 6.2 percent, 3.3 percent, and 1.7 percent, respectively. The percentage of total staff comprised of “other” people of color in every APSE Study prior to this year has been recorded at less than one percent. However, this year “other” people of color is at 1.7 percent.

The percentage of total staffs comprised of women was approximately 11 percent each year before jumping to 14.6 percent in 2012 and then dropping to 13.3 percent in 2014. This year it has increased to 17.9 percent.



Gender Hiring Grade for APSE Total Staffs

F **17.9%**
Women

Racial Hiring Grade for APSE Total Staffs

B+ **20.0%**
People of Color

Sports Editors

White males continued to dominate the sports editor position, but their grip is loosening. Overall, white males held 78.8 percent of these positions in 2017, down 5.1 percentage points from 83.9 percent in 2014. People of color held 15 percent of the sports editor posts in 2017, a 6.4 percentage point increase from 2014. White women held the remaining 6.3 percent of the sports editor positions, a 0.9 of a percentage point decrease from the 2014 study.

The biggest gains seen were by African-American men, who grew from 2.7 percent in 2014 to five percent in 2017 and Latinas who grew from 0.5 percent to 2.5 percent in 2017. There was an Asian man and an Asian woman serving as sports editor.

Within circulation size “B” papers, there was an increase of 13.3 percentage points in the number of sports editors who were people of color and women from 16.7 percent in 2012 to 30 percent in 2017.

Circulation size “C” papers saw a sizeable increase in the overall percentage of women and people of color from 5.6 percent in 2014 to 16.7 percent in 2017.

Of Circulation “D” newspapers 13.3 percent of sports editors were people of color and women. The percentage of white women sports editors at this level decreased from 11.4 percent in 2014 to ten percent in 2017.

Of the 12 people of color who are sports editors in circulation “A” papers and websites, two work for ESPN. If the ESPN sports editors of color were removed, the percentage of sports editors of color would drop from 15 percent to 12.8 percent. Of the eight women who were sports editors at this level, one worked for ESPN. ESPN is one of the few organizations in this study that has a

Racial Hiring Grade for APSE Sports Editors

C+ **15.0%**
People of Color

Gender Hiring Grade for APSE Sports Editors

F **10.0%**
Women

female sports editor. There were only eight women who were sports editors in the newspapers and websites that participated in this report.

See Tables 1 and 2.

Assistant Sports Editors

In 2017, whites held 76.3 percent (down from 90.2 percent in 2014) of the assistant sports editor posts in the survey while people of color made up 23.6 percent (up from 9.8 percent in 2014). African-Americans were at 11.2 percent (up from 3.3 percent in 2014). Latinos and Asians held 5.7 percent (up from 4.4 percent in 2014) and 5.4 (up from 0.8 percent in 2014) percent, respectively, while “other” people of color held one percent (a decrease of 0.1 percentage point from 2014).

White males accounted for 55.7 percent, (down significantly from 84.2 percent in 2014) of the APSE member newspaper and website assistant sports editors. In 2017, women made up 30.1 percent of assistant sports editor positions of APSE member newspapers (up from 9.8). White females held 20.6 percent, (up from six percent in 2014). African-American males held 6.1 percent of the assistant sports editor positions (up from 2.7 percent in 2014). African-American females held 5.1 percent, (up from 0.6 percent in the 2014 study). Latinos held 4.7 percent of the assistant sports editors posts (up from 2.7 percent in 2014). Latinas occupied one percent of the assistant sports editors positions (down from 1.6 percent in 2014). Asian males held three percent (up from 0 percent in 2014) and Asian women occupied 2.4 percent (up from 1.1 percent in 2014).

Racial Hiring Grade for APSE Assistant Sports Editors

B+ **23.6%**
People of Color

Gender Hiring Grade for APSE Assistant Sports Editors

C- **30.1%**
Women

See Table 1 and 3

Columnists

The percentage of white male columnists decreased by 4.5 percentage points. Whites held 80.3 percent (down from 83.5 percent in 2014) of the columnist positions. White males held 67.8 percent of the columnist positions, down from 72.3 percent in 2014 and white females increased to 12.5 percent from 11.3 percent in 2014.

African-Americans held 10.6 percent of the columnist positions at APSE newspapers and websites surveyed, down 1.6 percentage points from 2014. In 2017, African-American men held 9.2 percent of the columnist positions while 1.4 percent were held by African-American women. Most (24 of the 27 African-American men and all of the African-American women) were employed by circulation size “A” newspapers.

The number of Latino male columnists increased in 2017. Latinos held 3.1 percent of the columnist positions, up from 2.3 percent in 2014. Asian male columnists increased from 1.2 percent in 2014 to 1.4 percent in 2017. There were two Latinas and two Asian female columnists in 2017, an increase from one of each in 2014. Eight of the nine of the Latino males and three of the four Asian males came from the circulation size “A” newspapers.

Women made up 16.6 percent of sports columnists of APSE members, up from 12.4 percent in 2014.

Women and people of color combined for 36.3 percent of the sports columnist positions, up from 27.7 percent in 2014.

ESPN had a significant impact on the percentage of female columnists at “A” newspapers and websites. Of the 44 women who were columnists at this level,

Racial Hiring Grade for APSE Columnists

B/B+ **19.7%**
People of Color

Gender Hiring Grade for APSE Columnists

F **16.6%**
Women

38 worked for ESPN. Of the 44 women, four were African-American, one was Latina and two were Asian at “A” newspapers and websites. All 11 women of color were employed by ESPN. If the ESPN female columnists who are women were removed, the percentage of female columnists would drop from 18.6 percent to 2.9 percent.

Of the 41 men of color who were columnists at “A” newspapers and websites, 32 worked for ESPN. ESPN employed 18 of the 24 African-American male columnists, six of the eight Latino columnists, all three of the Asian columnists, and five of the six people categorized as “Other.” If the ESPN male columnists who are people of color were removed, the percentage of male columnists of color would drop from 21.6 percent to 5.6 percent.

See Tables 1 and 4

Reporters

The percentage of reporters who are people of color increased while the percentage of women decreased. People of color held 17.9 percent of the reporter positions (up from 15 percent in the 2014 report) while women held 11.5 percent (down from 12.7 percent in the 2014 report).

In 2017, 82.1 percent were white, which decreased from the 85 percent that was reported in 2014; 72.4 were white males, down from 74.2 percent in 2014 and 9.7 percent were white females, down from 10.8 percent in 2014.

African-American men held 8.9 percent, which

Racial Hiring Grade for APSE Reporters

B **17.9%**
People of Color

Gender Hiring Grade for APSE Reporters

F **11.5%**
Women

increased by 2.1 percent from the 2014 study. African-American women held 0.8 percent, down from one percent from 2014, Latinos held 4.4 percent (up from 3.9 percent in 2012) and Latinas held 0.4 percent (up 0.1 percentage points from 2014). Asian men held 2.2 percent (up from 1.5 percent in 2014) and Asian women held 0.4 percent (down from 0.5 percent in 2014). People categorized as “other” represented 0.8 percent (down from 0.9 percent 2014).

See Table 1 and 5

Copy Editors/Designers

The percentage of copy editors/designers who were women and people of color increased from the 2014 study.

Of all copy editors/designers, 77.7 percent (down from 83.3 percent in 2014) were white. In 2017, women held 20.4 percent of total copy editors/designer positions of APSE member newspapers and websites, an increase of 1.2 percentage points from the 2014 study. White men held 64.9 percent of the copy editor/designer positions (down from 70.1 percent in 2014) and 12.8 percent of the copy editor/designer positions were held by white women (down from 13.2 percent in 2014). African-American men held 2.4 percent (down from 4.1 percent in 2014) and Latinos held nine percent (up from 3.5 percent in 2014). African-American women held 3.3 percent (down from 3.5 percent in 2014) and Latinas had 1.4 percent (up from 1.3 percent in 2014). Asian men held 2.4 percent, (down from 2.8 percent in 2014) and Asian women held 1.4 percent (up from one in 2014).

Racial Hiring Grade for APSE Copy Editors/Designers

B+ **22.3%**
People of Color

Gender Hiring Grade for APSE Copy Editors/Designers

F **20.4%**
Women

See Table 1 and 6

Newspaper by Circulation Size

In circulation size “A” newspapers and websites, the Miami Herald (FL) had the highest percentage for people of color at 54.5 percent. The Fort Worth Star Telegram had the highest percentage of people of color at “B” newspapers with 40 percent. The Tennessean (TN) had the highest percentage for people of color for size “C” newspapers at 23.1 percent. In size “D” newspapers, The Monitor (TX) had 71.4 percent people of color.

Looking at opportunities for women in size “A” newspapers/websites, the ESPN (CT) was tops with 28.5 percent. In size “B” newspapers, The Orlando Sentinel (FL) was first with 28.6 percent. The Times of Northwest Indiana (IN) and The Press Democrat (CA) both led size “C” in gender with 33.3 percent.

Conclusion

Where do the APSE newspapers go from here?

It was very positive that the APSE asked for a sixth study, especially being urged by a combination of sports editors who were white and people of color, men and women. There have been positive steps taken by the APSE and their members as noted in the Executive Summary.

However, since there has been such small change, I offer mainly the same conclusions as in 2014.

One untested thing that could make a difference

would be if the relatively new and expanding athlete activism turn part of its attention to the lack of diversity and inclusion in the media that covers their work and lives.

Newspapers and websites have to broaden the searches for talented writers and editors so that they get the best qualified candidates into the interview process. Where do they advertise? What campuses do they visit? Do they include journalism students from the Historically Black Colleges and Universities? The Hispanic Serving Colleges and Universities? Women’s colleges? If there is a search committee, is it diverse?

Do they have a policy that you must have a diverse pool of candidates? I again suggest they create such a policy and call it the “Ralph Wiley Rule,” named after the late African-American sports writer. It would result in women and people of color being included as candidates for all these key hires in the future. Many of the individual newspapers have such a policy.

If newspapers and websites are successful at changing the numbers, can they change the atmosphere to make their new employees more comfortable and believing they can move up and succeed in that newsroom? Diversity and inclusion management training will not only change the comfort zone but also may bring better understanding of angles to cover, athletes to follow, and the meaning of words we often use in sports that may be hurtful to some people or groups.

While economic times are difficult for our newspapers, perhaps APSE can create an “academy of excellence” for some of the talented young writers. This is done in sports with basketball and football academies for people of color and women to prepare them for head coaching jobs. These potential reporters, columnists and editors would add to their professional skills but also would meet people who might be in the position to hire and/or mentor them. A key to the academies would be having potential employers in the media present so the young stars are noticed and noted.

As the APSE continues to look inside itself, I hope it will use the data as a tool to implement such changes so that newspapers can increase their base of women and people of color who are editors and their assistants, reporters, columnists and copy editors/designers. Not only will they help further illuminate all of the dimensions of sport in America, but they might help our newspapers to get and keep more new readers.

How Grades Were Calculated

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

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

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

Methodology

This study was requested by the Associated Press Sports Editors through John Cherwa. Twelve DeVos graduate students surveyed the racial and gender breakdown of hiring practices by position within APSE member newspapers. Data was collected from APSE member newspapers and tabulated into a spreadsheet containing each newspaper's information. The data was collected through survey format. Surveys were done in person, via telephone, electronically via email and at the APSE Conference in New Orleans, LA. Following collection of the data the information was sorted by region, circulation size, and totals for race and gender. The report includes data collected from newspapers between June 2017 and March 2018.

The Institute for Diversity and Ethics in Sport (TIDES)

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

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

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and Social Justice (formerly the National Consortium for Academics and Sports), a group of more than 280 colleges and universities that uses the power of sport to affect positive social change and has leadership programs on issues such as diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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



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Total APSE Staff Data												
	2006		2008		2010		2012		2014		2017	
	#	%	#	%	#	%	#	%	#	%	#	%
Entire Staff												
White Men	3520	79.9%	3,894	79.2%	2331	77.8%	2301	73.7%	1,295	75.0%	924	67.1%
African-American Men	228	5.2%	261	5.3%	167	5.6%	201	6.4%	112	6.5%	98	7.1%
Latino Men	123	2.8%	134	2.7%	92	3.1%	100	3.2%	58	3.4%	67	4.9%
Asian Men	42	1.0%	66	1.3%	48	1.6%	62	2.0%	24	1.4%	30	2.2%
Other Men	18	0.4%	31	0.6%	16	0.5%	8	0.3%	8	0.5%	13	0.9%
White Women	384	8.7%	448	9.1%	287	9.6%	386	12.3%	177	10.3%	178	12.9%
African-American Women	39	0.9%	42	0.9%	38	1.3%	37	1.2%	27	1.6%	30	2.2%
Latina Women	30	0.7%	16	0.3%	7	0.2%	16	0.5%	13	0.8%	13	0.9%
Asian Women	14	0.3%	21	0.4%	8	0.3%	16	0.5%	10	0.6%	15	1.1%
Other Women	5	0.1%	5	0.1%	1	0.0%	1	0.0%	2	0.1%	9	0.7%
Women Total	472	10.7%	532	10.8%	341	11.4%	456	14.6%	229	13.3%	246	17.9%
People of Color Total	499	11.3%	576	11.7%	377	12.6%	441	14.1%	254	14.7%	276	20.0%
People of Color and Women	883	20.1%	1024	20.8%	664	22.2%	827	26.4%	431	24.9%	522	37.9%
Total	4403		4918		2995		3128		1,726		1378	
Sports Editors												
White Men	288	90.0%	301	88.3%	202	90.6%	173	83.2%	187	84.2%	63	78.8%
African-American Men	5	1.6%	6	1.8%	3	1.4%	9	4.3%	6	2.7%	4	5.0%
Latino Men	9	2.8%	8	2.4%	3	1.4%	5	2.4%	7	3.2%	3	3.8%
Asian Men	0	0.0%	2	0.6%	1	0.5%	0	0.0%	1	0.5%	1	1.3%
Other Men	2	0.6%	2	0.6%	0	0.0%	1	0.5%	0	0.0%	1	1.3%
White Women	15	4.7%	20	5.9%	14	6.3%	16	7.7%	16	7.2%	5	6.3%
African-American Women	0	0.0%	1	0.3%	0	0.0%	3	1.4%	4	1.8%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	1	0.5%	1	0.5%	2	2.5%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%
Other Women	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women Total	16	5.0%	22	6.5%	14	6.3%	20	9.6%	21	9.5%	8	10.0%
People of Color Total	17	5.3%	20	5.9%	7	3.1%	19	9.1%	19	8.6%	12	15.0%
People of Color and Women	32	10.0%	40	11.7%	21	9.4%	35	16.8%	35	15.8%	20	25.0%
Total	320		341		223		208		222		80	
Assistant Sports Editors												
White Men	402	78.4%	443	80.7%	297	78.0%	264	73.3%	154	84.2%	165	55.7%
African-American Men	22	4.3%	21	3.8%	20	5.3%	17	4.7%	5	2.7%	18	6.1%
Latino Men	15	2.9%	16	2.9%	15	3.9%	12	3.3%	5	2.7%	14	4.7%
Asian Men	6	1.2%	6	1.1%	6	1.6%	4	1.1%	0	0.0%	9	3.0%
Other Men	3	0.6%	8	1.5%	3	0.8%	1	0.3%	1	0.5%	1	0.3%
White Women	44	8.6%	44	8.0%	28	7.4%	48	13.3%	11	6.0%	61	20.6%
African-American Women	5	1.0%	5	0.9%	6	1.6%	4	1.1%	1	0.5%	15	5.1%
Latina Women	13	2.5%	3	0.6%	1	0.3%	3	0.8%	3	1.6%	3	1.0%
Asian Women	2	0.4%	2	0.4%	4	1.1%	6	1.7%	2	1.1%	7	2.4%
Other Women	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.5%	2	0.7%
Women Total	65	12.7%	55	6.5%	40	10.5%	62	17.2%	18	9.8%	89	30.1%
People of Color Total	67	13.1%	62	5.9%	56	14.7%	48	13.3%	18	9.8%	70	23.6%
People of Color and Women	111	21.6%	106	11.7%	84	22.0%	96	26.7%	29	15.8%	159	53.7%
Total	513		549		381		360		183		296	
Columnists												
White Men	249	83.6%	344	82.5%	278	76.8%	284	74.7%	250	72.3%	200	67.8%
Black Men	22	7.4%	40	9.6%	37	10.2%	46	12.1%	40	11.6%	27	9.2%
Latino Men	3	1.0%	2	0.5%	5	1.4%	7	1.8%	8	2.3%	9	3.1%
Asian Men	2	0.7%	3	0.7%	5	1.4%	6	1.6%	4	1.2%	4	1.4%
Other Men	2	0.7%	0	0.0%	1	0.3%	0	0.0%	1	0.3%	6	2.0%
White Women	19	6.4%	24	5.8%	32	8.8%	35	9.2%	39	11.3%	37	12.5%
Black Women	1	0.3%	4	1.0%	4	1.1%	2	0.5%	2	0.6%	4	1.4%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	2	0.7%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	2	0.7%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	1.4%
Women Total	20	6.7%	28	6.7%	36	9.9%	37	9.7%	43	12.4%	49	16.6%
People of Color Total	30	10.1%	49	11.8%	52	14.4%	61	16.1%	57	16.5%	58	19.7%
People of Color and Women	49	16.4%	73	17.5%	84	23.2%	96	25.3%	96	27.7%	107	36.3%
Total	298		417		362		380		346		295	

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Reporters												
White Men	1682	79.0%	1772	79.3%	1053	76.8%	934	76.1%	434	74.2%	359	72.4%
Black Men	140	6.6%	146	6.5%	93	6.8%	85	6.8%	40	6.8%	44	8.9%
Latino Men	57	2.7%	67	3.0%	49	3.6%	35	2.9%	23	3.9%	22	4.4%
Asian Men	23	1.1%	33	1.5%	22	1.6%	25	2.0%	9	1.5%	11	2.2%
Other Men	7	0.3%	10	0.5%	9	0.7%	5	0.4%	5	0.9%	3	0.6%
White Women	179	8.4%	174	7.8%	121	8.8%	125	10.2%	63	10.8%	48	9.7%
Black Women	20	0.9%	15	0.7%	16	1.2%	10	0.8%	6	1.0%	4	0.8%
Latina Women	11	0.5%	7	0.3%	6	0.4%	4	0.3%	2	0.3%	2	0.4%
Asian Women	8	0.4%	10	0.5%	2	0.2%	4	0.3%	3	0.5%	2	0.4%
Other Women	1	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
Women Total	219	10.3%	208	9.3%	145	10.6%	143	11.7%	74	12.6%	57	11.5%
People of Color Total	267	12.5%	290	13.0%	197	14.4%	168	13.7%	88	15.0%	89	17.9%
People of Color and Women	446	21.0%	464	20.8%	318	23.2%	293	23.9%	151	25.8%	146	29.4%
Total	2128		2236		1371		1227		585		496	
Copy Editors/Designers												
White Men	899	78.6%	1034	75.2%	501	76.1%	481	69.3%	223	70.1%	137	64.9%
Black Men	39	3.4%	48	3.5%	14	2.1%	23	3.3%	13	4.1%	5	2.4%
Latino Men	39	3.4%	41	3.0%	20	3.0%	32	4.6%	11	3.5%	19	9.0%
Asian Men	11	1.0%	22	1.6%	14	2.1%	22	3.2%	9	2.8%	5	2.4%
Other Men	4	0.4%	11	0.8%	3	0.5%	0	0.0%	1	0.3%	2	0.9%
White Women	127	11.1%	186	13.5%	92	14.0%	116	16.7%	42	13.2%	27	12.8%
Black Women	13	1.1%	17	1.2%	12	1.8%	13	1.9%	11	3.5%	7	3.3%
Latina Women	6	0.5%	6	0.4%	0	0.0%	3	40.0%	4	1.3%	4	1.9%
Asian Women	4	0.4%	9	0.7%	2	0.3%	4	60.0%	3	0.9%	3	1.4%
Other Women	2	0.2%	1	0.1%	2	0.2%	0	0.0%	1	0.3%	2	0.9%
Women Total	152	13.3%	219	15.9%	108	16.4%	136	19.6%	61	19.2%	43	20.4%
People of Color Total	118	10.3%	155	11.3%	67	10.2%	97	14.0%	53	16.7%	47	22.3%
People of Color and Women	245	21.4%	341	24.8%	159	24.2%	213	30.7%	95	29.9%	90	42.7%
Total	1144		1375		658		694		318		211	

Table 1

Persons of Color and Women Sports Editors

	2008		2010		2012		2014		2017	
	#	%	#	%	#	%	#	%	#	%
Circulation Size A										
African-American Male	4	9.5%	3	6.7%	6	7.6%	6	4.4%	2	12.5%
Latino Male	3	7.1%	1	2.2%	3	3.8%	6	4.4%	2	12.5%
Asian Male	1	2.4%	1	2.2%	0	0.0%	1	0.7%	1	6.3%
Other Men	1	2.4%	0	0.0%	1	1.3%	0	0.0%	0	0.0%
White Women	2	4.8%	6	15.6%	9	11.4%	7	5.1%	1	6.3%
African-American Women	0	0.0%	0	0.0%	1	1.3%	2	1.5%	0	0.0%
Latina Women	0	0.0%	0	0.0%	1	1.3%	1	0.7%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	6.3%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	11	26.2%	11	26.7%	21	26.7%	23	16.9%	7	43.8%
Circulation Size B										
African-American Male	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%
Latino Male	1	1.8%	2	5.4%	1	4.0%	0	0.0%	0	0.0%
Asian Male	1	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	1	1.8%	0	0.0%	0	0.0%	0	0.0%	1	10.0%
White Women	8	14.3%	2	5.4%	1	4.0%	4	13.3%	0	0.0%
African-American Women	1	1.8%	0	0.0%	1	4.0%	1	3.3%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	10.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	12	21.3%	4	10.8%	4	16.0%	5	16.7%	2	20.0%
Circulation Size C										
African-American Male	0	0.0%	0	0.0%	1	2.2%	0	0.0%	1	5.6%
Latino Male	3	3.2%	0	0.0%	1	2.2%	0	0.0%	1	5.6%
Asian Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	4	4.2%	2	3.5%	3	6.5%	1	5.6%	1	5.6%
African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	7	7.4%	2	3.5%	5	10.9%	1	5.6%	3	16.7%
Circulation Size D										
African-American Male	2	3.7%	0	0.0%	1	1.7%	0	0.0%	1	3.3%
Latino Male	1	1.9%	0	0.0%	0	0.0%	1	2.9%	0	0.0%
Asian Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	6	11.1%	3	8.6%	3	5.2%	4	11.4%	3	10.0%
African-American Women	0	0.0%	0	0.0%	1	1.7%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	10	18.5%	3	8.6%	5	8.6%	5	14.3%	4	13.3%

Table 2

Persons of Color and Women Assistant Sports Editors

	2010		2012		2014		2017	
	#	%	#	%	#	%	#	%
Circulation Size A								
African-American Male	15	6.7%	12	5.0%	2	1.5%	15	5.8%
Latino Male	11	4.9%	8	3.3%	3	2.2%	12	4.6%
Asian Male	6	2.7%	2	0.8%	0	0.0%	9	3.5%
Other Men	1	0.5%	0	0.0%	0	0.0%	1	0.4%
White Women	17	7.6%	32	13.2%	5	3.7%	55	21.2%
African-American Women	4	1.8%	4	1.7%	1	0.7%	15	5.8%
Latina Women	0	0.0%	3	1.2%	3	2.2%	3	1.2%
Asian Women	4	1.8%	4	1.7%	2	1.5%	7	2.7%
Other Women	0	0.0%	0	0.0%	0	0.0%	2	0.8%
Total	58	25.9%	65	26.9%	16	11.9%	119	45.9%
Circulation Size B								
African-American Male	1	2.7%	2	3.7%	2	9.5%	3	20.0%
Latino Male	2	5.4%	1	1.9%	0	0.0%	2	13.3%
Asian Male	1	2.7%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	1	4.8%	0	0.0%
White Women	1	2.7%	6	11.1%	4	19.0%	3	20.0%
African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	1	1.9%	1	4.8%	0	0.0%
Total	5	13.5%	10	18.5%	8	38.1%	8	53.3%
Circulation Size C								
African-American Male	0	0.0%	0	0.0%	1	7.7%	0	0.0%
Latino Male	0	0.0%	3	3.2%	0	0.0%	0	0.0%
Asian Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	3	5.1%	4	4.2%	2	15.4%	3	27.3%
African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	3	5.1%	7	7.4%	3	23.1%	3	27.3%
Circulation Size D								
African-American Male	0	0.0%	2	3.7%	0	0.0%	0	0.0%
Latino Male	0	0.0%	1	1.9%	2	15.4%	0	0.0%
Asian Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	3	8.6%	6	11.1%	0	0.0%	0	0.0%
African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	1	1.9%	0	0.0%	0	0.0%
Total	3	8.6%	10	18.5%	2	15.4%	0	0.0%

Table 3

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“MAKING WAVES OF CHANGE”

Persons of Color and Women Columnists										
	2008		2010		2012		2014		2017	
	#	%	#	%	#	%	#	%	#	%
Circulation Size A										
African-American Male	32	15.2%	33	15.0%	40	14.7%	35	12.8%	24	10.2%
Latino Male	2	1.0%	5	2.3%	6	2.2%	8	2.9%	8	3.4%
Asian Male	1	0.5%	5	2.3%	6	2.2%	4	1.5%	3	1.3%
Other Men	0	0.0%	0	0.0%	0	0.0%	1	0.4%	6	2.5%
White Women	20	9.5%	25	11.4%	33	12.1%	33	12.0%	33	14.0%
African-American Women	4	1.9%	3	1.4%	2	0.7%	2	0.7%	4	1.7%
Latina Women	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%
Asian Women	0	0.0%	0	0.0%	0	0.0%	1	0.4%	2	0.8%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	1.7%
Total	59	28.0%	71	32.3%	87	31.9%	85	31.0%	85	36.0%
Circulation Size B										
African-American Male	6	6.3%	3	4.7%	1	2.9%	3	6.5%	2	10.5%
Latino Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%
Asian Male	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%
White Women	4	4.2%	4	6.3%	2	5.9%	4	8.7%	1	5.3%
African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	11	11.5%	8	12.5%	3	8.8%	7	15.2%	4	21.1%
Circulation Size C										
African-American Male	2	2.6%	0	0.0%	3	6.8%	1	4.8%	1	3.8%
Latino Male	0	0.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%
Asian Male	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	0	0.0%	0	0.0%	0	0.0%	2	9.5%	2	7.7%
African-American Women	0	0.0%	1	2.4%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	3	4.0%	1	2.4%	4	9.1%	3	14.3%	3	11.5%
Circulation Size D										
African-American Male	0	0.0%	1	3.1%	2	6.9%	1	25.0%	0	0.0%
Latino Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	0	0.0%	3	9.4%	0	0.0%	0	0.0%	0	0.0%
African-American Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	0	0.0%	4	12.5%	2	6.9%	1	25.0%	0	0.0%

Table 4

Persons of Color and Women Reporters								
	2010		2012		2014		2017	
	#	%	#	%	#	%	#	%
Circulation Size A								
African-American Male	42	7.9%	48	7.5%	22	8.1%	19	8.2%
Latino Male	30	5.6%	26	4.1%	16	5.9%	12	5.2%
Asian Male	16	3.0%	17	2.7%	5	1.8%	9	3.9%
Other Men	2	0.4%	3	0.5%	2	0.7%	0	0.0%
White Women	51	9.6%	64	10.0%	30	11.0%	27	11.7%
African-American Women	9	1.7%	7	1.0%	3	1.1%	3	1.3%
Latina Women	5	0.9%	3	0.5%	2	0.7%	1	0.4%
Asian Women	0	0.0%	3	0.5%	2	0.7%	2	0.9%
Other Women	0	0.0%	0	0.0%	0	0.0%	1	0.4%
Total	155	29.1%	171	26.8%	82	30.0%	74	32.0%
Circulation Size B								
African-American Male	30	10.5%	18	10.4%	10	8.0%	9	12.0%
Latino Male	6	2.1%	2	1.2%	3	2.4%	2	2.7%
Asian Male	4	1.4%	5	2.9%	3	2.4%	1	1.3%
Other Men	3	1.1%	1	0.6%	2	1.6%	0	0.0%
White Women	22	7.7%	16	9.2%	11	8.8%	4	5.3%
African-American Women	2	0.7%	0	0.0%	0	0.0%	1	1.3%
Latina Women	0	0.0%	0	0.0%	0	0.0%	1	1.3%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	67	23.5%	42	24.3%	29	23.2%	18	24.0%
Circulation Size C								
African-American Male	13	4.7%	10	4.5%	1	1.2%	8	7.2%
Latino Male	7	2.5%	1	0.5%	2	2.3%	3	2.7%
Asian Male	2	0.7%	2	0.9%	0	0.0%	1	0.9%
Other Men	2	0.7%	1	0.5%	0	0.0%	1	0.9%
White Women	20	7.3%	21	9.5%	10	11.6%	11	9.9%
African-American Women	3	1.1%	3	1.4%	2	2.3%	0	0.0%
Latina Women	0	0.0%	1	0.5%	0	0.0%	0	0.0%
Asian Women	2	0.7%	1	0.5%	1	1.2%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	49	17.8%	40	18.2%	16	18.6%	24	21.6%
Circulation Size D								
African-American Male	6	3.2%	9	4.6%	6	7.4%	8	10.5%
Latino Male	4	2.1%	6	3.1%	2	2.5%	5	6.6%
Asian Male	0	0.0%	1	0.5%	1	1.2%	0	0.0%
Other Men	0	0.0%	0	0.0%	1	1.2%	0	0.0%
White Women	16	8.6%	24	12.4%	11	13.6%	5	6.6%
African-American Women	2	1.1%	0	0.0%	0	0.0%	0	0.0%
Latina Women	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	29	15.5%	40	20.6%	21	25.9%	18	23.7%

Table 5

Persons of Color and Women Copy Editors/Designers

	2010		2012		2014		2017	
	#	%	#	%	#	%	#	%
Circulation Size A								
African-American Male	7	2.2%	17	4.1%	10	4.9%	2	1.8%
Latino Male	11	3.4%	22	5.3%	8	3.9%	14	12.7%
Asian Male	10	3.1%	17	4.1%	7	3.4%	5	4.5%
Other Men	2	0.6%	0	0.0%	1	0.5%	1	0.9%
White Women	44	13.7%	63	15.1%	31	15.3%	8	7.3%
African-American Women	9	2.8%	12	2.9%	9	4.4%	2	1.8%
Latina Women	0	0.0%	2	0.5%	3	1.5%	4	3.6%
Asian Women	2	0.6%	4	1.0%	3	1.5%	3	2.7%
Other Women	2	0.2%	0	0.0%	1	0.5%	1	0.9%
Total	87	26.7%	137	33.0%	73	36.0%	40	36.4%
Circulation Size B								
African-American Male	3	2.2%	3	3.0%	2	3.7%	2	5.9%
Latino Male	5	3.7%	5	5.0%	3	5.6%	1	2.9%
Asian Male	3	2.2%	2	2.0%	1	1.9%	0	0.0%
Other Men	1	0.7%	0	0.0%	0	0.0%	0	0.0%
White Women	16	11.8%	18	17.8%	3	5.6%	4	11.8%
African-American Women	2	1.5%	1	1.0%	1	1.9%	2	5.9%
Latina Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	30	22.1%	29	28.7%	10	18.5%	9	26.5%
Circulation Size C								
African-American Male	1	0.8%	3	3.1%	1	4.2%	1	2.7%
Latino Male	2	1.5%	3	3.1%	0	0.0%	3	8.1%
Asian Male	1	0.8%	0	0.0%	0	0.0%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	18	13.5%	19	19.4%	4	16.7%	6	16.2%
African-American Women	0	0.0%	0	0.0%	0	0.0%	2	5.4%
Latina Women	0	0.0%	1	1.0%	0	0.0%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	22	16.5%	26	26.5%	5	20.8%	12	32.4%
Circulation Size D								
African-American Male	3	4.6%	0	0.0%	0	0.0%	0	0.0%
Latino Male	2	3.0%	2	2.6%	0	0.0%	2	6.7%
Asian Male	0	0.0%	3	3.8%	1	2.9%	0	0.0%
Other Men	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White Women	12	18.2%	16	20.5%	4	11.8%	9	30.0%
African-American Women	1	1.5%	0	0.0%	1	2.9%	1	3.3%
Latina Women	0	0.0%	0	0.0%	1	2.9%	0	0.0%
Asian Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Women	0	0.0%	0	0.0%	0	0.0%	1	3.3%
Total	18	27.3%	21	26.9%	7	20.6%	13	43.3%

Table 6