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THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

2017

Racial and Gender Report Card

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

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EXECUTIVE SUMMARY

The 2017 Racial and Gender Report Card marked the first report in eight years in which at least four of the professional leagues did not receive an A- or above for race. In 2017 grades for gender hiring practices remained far behind those for racial hiring. The WNBA had the best overall grade with an A+ while College Sport and MLB shared the lowest overall grades, each with a C+.

The NBA and WNBA remained industry leaders in diverse and inclusive hiring practices for professional sports leagues. Both leagues received an overall grade of A- or better. The WNBA received an A+ for gender and race in the categories of league office, head coaches, and assistant coaches. An A+ was also given for gender for general managers, while players received an A+ in race. The NBA, however, decreased their overall grade of an A last year to an A- in 2017. While their overall grade decreased, the NBA continues to be the only men's professional team with an overall grade better than a B+.

On the other hand, racial and gender hiring at the collegiate level remains one of the worst of all the reports. College Sport received a C+ for racial hiring practices by earning 78.3 points, down from 78.5 points in the 2016 CSRGRC. College Sport received a C+ for gender hiring practices by earning 75.1 points, up 1.6 points from 73.5 points in the 2016 CSRGRC. The combined grade for their 2017 CSRGRC was a C+ with 76.7 points, an increase of 0.7 points from 2016.

The Institute for Diversity and Ethics in Sport firmly believes in the importance of diversity and inclusion on and off the playing field. With the release of each Racial and Gender Report Card and the compilation of all report cards TIDES aims to educate and emphasize the value of diverse and inclusive hiring practices to all professional leagues and college sport. Diversity is equally essential on and off the field, but because it is often less visible and because these individuals are decision makers, it is critical that professional leagues and college sport increase diverse and inclusive hiring practices when hiring league employees, front office and team professionals, and university administrators. Moreover, it is the responsibility of leagues, teams, and college and universities to have strong and regularly facilitated diversity initiatives and programs.

The Major League Baseball Racial and Gender Report Card (MLBRGRC) reported significant change in its overall points from 2016 to 2017, as the overall grade and the score for both racial and gender hiring practices were down from 2016. MLB earned 76 points overall in 2017, decreasing from the 82.4 score in 2016. They received 82 points for their racial hiring practices and 70 points for their gender hiring practices. The decreases were, in part, a result of a new grading scale that better represented America's changing demographics.

The NBA continued to set the standards in racial and gender hiring practices, especially among men's leagues. The NBA has the most diverse league office in men's sport with 35.1 percent of the professional positions held by people of color and 38.8 percent held by women. While both figures represented slight decreases of 0.2 and 0.8 of a percentage point, they were by far the best in men's professional sport. Additionally, people of color held 19.5 percent of team NBA vice president positions, which increased from the 18.2 percent recorded in the 2015-2016 season and was an all-time high for people of color.

In 2017 the National Football League achieved its eighth consecutive A for racial hiring practices. The NFL's score for race was a 90.7 percent, only 2.4 percentage points lower than the league's all-time high score of 93.1 in 2015. The score for gender was 74 percent, a decrease from 76 percent in 2016, and the overall grade for the NFL slightly decreased from 83.6 percent in 2016 to 82.5 percent in 2017, resulting in a B. While the overall score for gender hiring decreased, the percentage of women in professional positions at the team level was the highest it had ever been (35.9%) and there were more women working at the league office (322) than ever before. The decrease in the overall gender grade can be attributed, in part, to the change in the standards for grading.

The Women's National Basketball Association (WNBA) continued to display an exemplary record on racial and gender hiring practices. The WNBA received a combined grade of an A for race and gender after earning an A+ for race and an A for gender in the 2017 WNBA Racial and Gender Report Card. The league recorded 93.7 points overall. This marked the 13th consecutive year that the WNBA has received at least A's for their overall race, gender and combined grades.

Despite the league's outstanding record and long-term high grades, there were some notable declines including the decrease of women in professional level staff positions for the second consecutive year decreasing from 69.6 percent in 2016 to 54 percent in 2017. In contrast, the percentage of people of color holding professional level staff positions in the WNBA League Office increased significantly by 25.1 percentage points to 51.2 percent in 2017, up from 26.1 percent.

While there were only two categories in gender that received a grade below an A- in the 2016 WNBA RGRC, this year the League experienced wide variations on the grading scale regarding gender hiring practices. In addition to the grades mentioned above for professional team administrators, grades below an A- for gender were a C- for vice presidents and a D+ for senior team administrators. Although there were 39 women (29.5 percent) holding team vice president positions in 2017, which was an increase of 2.9 percentage points from 2016, vice presidents still received a D+ for race.

The grades for Major League Soccer (MLS) in 2017 declined for both their racial and gender hiring practices resulting in a B overall grade. MLS earned 78.8 points, down from 81.0 points in 2016 for gender hiring practices, resulting in a C+. For its racial hiring practices, MLS earned 88.2 points, decreasing 0.3 percentage points from 88.5 in 2016 resulting in a B+. MLS earned a combined grade of a B with 83.5 points in 2017, decreasing by 1.2 percentage points from 84.7 in 2016 when the MLS RGRC overall grade was a B+.

The MLS League Office continued to be the standard-bearer for the entire league with people of color comprising 36.7 percent of all professional positions and having the highest percentage of women at 39.0 percent. The percentage of vice presidents who were people of color in the 2017 season increased from 4.0 percent in 2016 to 8.4 percent in 2017. Also, there was an increase of women at the vice president position, increasing from 16.7 percent in 2016 to 22.1 percent in 2017.

College Sport received a C+ for racial hiring practices by earning 78.3 points, a decrease from 78.5 points in the 2016 SRGRC. While there was a decrease in points, the number of athletics directors of color at FBS

schools increased from 18 in 2016 to 22 in 2017. There were also two women of color in this position, for the first time ever. College Sport received a C+ for gender hiring practices by earning 75.1 points, up from 73.5 points in the 2016 CSRGRC. The combined grade for the 2016 CSRGRC was a C+ with 76.7 points, up from an overall C+ with 76.0 points in 2016. This was the lowest combined grade of all the Racial and Gender Report Cards for the second consecutive year. College sport was the only area covered to have below a B for racial hiring practices.

Dr. Richard Lapchick noted that, “While there was some improvement for women as athletic administrators in all three Divisions, it was negatively balanced by the fact that 46 years after the passage of Title IX, more than 60 percent of all women’s teams are still coached by men.”

Opportunity for African-Americans as head coaches in Division I continued to be poor in 2016-17. African-Americans held 7.6 percent, 4.4 percent, and 5.0 percent of the men’s head coaching positions in Divisions I, II, and III, respectively. African-Americans were so unrepresented as head coaches in Division III that the percentage of women coaching men’s teams was actually higher than the percentage of African-Americans coaching men’s team (6.2 percent versus 5.0 percent).

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.

For years, the RGRC has asked: 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? While there have been some positive increases and some discouraging declines in 2017 I have an optimistic outlook that our professional and college sports have leaders who are committed to diversity and inclusion and who will do what is right to provide opportunities for all people to play and work in sport.

The 2017 Racial and Gender Report Card: Major League Baseball

by Dr. Richard Lapchick
with Mark Mueller, Todd Currie and Destini Orr
Published April 18, 2017

EXECUTIVE SUMMARY

The 2017 Major League Baseball Racial and Gender Report Card (RGRC) was released on April 18, 2017 and showed decreases in both racial and gender hiring practices. Major League Baseball had a **B** on the issue of racial hiring practices, a **C** for gender hiring practices, and an overall grade of **C+** in the 2017 MLB Racial and Gender Report Card (MLB RGRC). The report was released in conjunction with the 70th anniversary of Jackie Robinson breaking MLB's color barrier.

MLB reached a score of 82 for racial hiring practices, down from 90.5 in 2016. MLB's grade for gender hiring practices was 70 points, down from 74.3 in 2016. Finally, MLB achieved a combined grade of a **C+** with 76 points, which is down from the 82.4 score as in the 2016 report. The decreases were, in part, a result of a new grading scale that better represented America's changing demographics.

The Racial and Gender Report Card annually asks, "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to play or to operate a team?"

Dr. Richard Lapchick, the primary author of the study and the director of The Institute for Diversity and Ethics in Sport (TIDES or the Institute) at the University of Central Florida (UCF) said, "In the years after Jackie Robinson broke the color barrier in 1947, his vision was to see diverse players on the field reflecting diverse coaches and those in the front office. The 2017 Major League Baseball Racial and Gender Report Card shows there is still a long way to go to achieve those goals."

Commissioner Rob Manfred's League Office maintained the good grade achieved in 2016 for racial hiring practices as it received an **A-** for hiring people of color. However, it dropped to a **C-** for gender hiring practices. People of color comprise 28.1 percent of the Central Office professional staff. Women comprise 29.3 percent of the total Central Office professional employees. Fifteen executives (Vice President or higher) who work at the Commissioner's Office, MLB Advanced Media and the MLB Network are persons of color. 20 female employees hold executive positions in central baseball.

The team levels remain far behind the League Office. Of the six grades for race at the team level, the only **A** grade was for coaches. The teams received a **B+** for Senior Administration and Professional Administration. They received an **F** for the key position of manager with only three managers of color and a **C** for general manager with four people of color, both below their all-time highs.

In terms of gender, senior team administration received a **D+** while professional administration received a **C-**. "The team front offices need to have more open hiring practices, so they will look more like the residents of their community and of America," Lapchick said.

Lapchick continued, “Although the total percentage of players of color has reached an all-time high at 42.5 percent, there has been a concern in Major League Baseball about the relatively small and declining percentage of African-American players which dropped to 7.7 percent on Opening Day 2017, the lowest in the years TIDES has been tracking this. In 1991, 18 percent of all players were African-American and 14 percent were Latino, a notable difference in comparison to the current demographics of MLB rosters. At the same time, on the first day of the 2016 First Year Player Draft, African-American players constituted a promising shift 17 of the 75 selections (22.7%). Over the last five years (2012-16), the first round has featured 34 African-American players out of 168 total selections (20.2%). But increasing the percentage of African-American players overall will continue to be a very slow.

“The dearth of managers of color in MLB has been a growing concern in the past few years. The 2017 Major League Baseball season began with only three managers of color, seven below the high of 10 managers of color reached in both 2002 and 2009. The position of general manager has been another area of concern. In 2017 there were four people of color serving as general managers. MLB had the largest number of GMs of color in 2009 and 2010 when there were five people of color.”

Lapchick added, “Major League Baseball has some of the most important diversity initiatives in sport under Commissioner Manfred.” Those initiatives are elaborated on in the Report Card Highlights. The programs include the Diverse Business Partners Program, led by Corey Smith, Senior Director, Supplier Diversity for DBP, which is one of the most successful diverse business initiatives in all of sport; the Diversity Pipeline Program, led by Renee E. Tirado, Vice President of Talent and Diversity & Inclusion, Tyrone Brooks, Senior Director of MLB’s Front Office & Field Staff; a major program on inclusion particularly with respect to an individual’s sexual orientation headed up by Billy Bean, Vice President and Special Assistant to the Commissioner.; a significant program for Inclusion for persons with disabilities led by Curtis Pride, MLB’s Ambassador for Inclusion for persons with disabilities; programs to get more youth from inner cities into the game led by Tony Reagins, Senior Vice President of Youth Programs; and multiple initiatives to engage more women in baseball on and off the field.

All data was collected by the MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida’s DeVos Sport Business Management Graduate Program. TIDES was able to do this because of the in-depth human resource record-keeping being done by MLB. Using data from the 2016 season, TIDES conducted an analysis of the racial breakdown of the MLB players, managers and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office as well as the team level, top team management, team senior administration, team professional administration, physicians, and head trainers. An overview of player positions is also included. Listings of professional owners, general managers, and managers were updated as of April 1, 2017. The MLB player demographics for the 2017 Opening Day rosters are also included. Tables for the report are included in Appendix I. The MLB’s extensive diversity initiatives are listed in Appendix II.

It is imperative that sport teams play the best athletes they have available to win games. The Institute strives to emphasize the business value of diversity to sports organizations when they choose their team on the field and in the office. Diversity initiatives, like diversity and inclusion management training, can help change attitudes and increase the applicant pool for open positions. It is obviously the choice of the

organization regarding which applicant is the best fit for their ball club, but the Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender because it can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the field.

The 2017 MLB Racial and Gender Report Card Statistics			
Overall Grade: C+			
	League Offices	President's/CEO's	Head Coaches (MGR)
white	71.50%	100%	90%
African-American	12.10%	0%	3.30%
Latino	10.20%	0%	3.30%
Asian	4.30%	0%	0%
Other	2.00%	0%	3.30%
Total Ppl of Color	28.10%	0%	10%
Women	29.30%	0%	0%
	Assistant Coaches	GMs	VPs
white	53.60%	86.70%	88.30%
African-American	8.80%	6.70%	5.60%
Latino	33.50%	3.30%	4.60%
Asian	0.40%	3.30%	1.00%
Other	3.60%	0%	0.60%
Total Ppl of Color	44.30%	13.30%	11.70%
Women	0.20%	0%	16.30%
	Sr. Admin	Prof. Admin	Players
white	80.10%	77.10%	57.50%
African-American	5.50%	8.00%	7.70%
Latino	10.00%	9.30%	31.90%
Asian	2.60%	3.90%	1.90%
Other	1.80%	1.30%	1.10%
Total Ppl of Color	19.60%	22.50%	42.60%
Women	27.00%	27.00%	0.00%

Table 1: The 2017 MLB Racial and Gender Report Card Statistics

The 2017 MLB Racial and Gender Report Card Grades				
	League Office	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	28.10%	11.70%	19.60%	21.90%
Grade	A-	D	B+	B+
Women	29.30%	16.30%	27%	28.10%
Grade	C-	F	D+	C-
	GMs	Head Coaches (Mgr)	Assistant Coaches	Players
Total Ppl of Color	13.30%	10%	44.30%	42.60%
Grade	C-	F	A+	A+

Table 2: The 2017 MLB Racial and Gender Report Card Grades

The 2017 Racial and Gender Report Card: National Basketball Association

by Richard Lapchick
with Bharath Balasundaram
Published on June 29, 2017

EXECUTIVE SUMMARY

The 2017 National Basketball Association Racial and Gender Report Card (RGRC) was released on June 29, 2017 and it confirmed the League's continued leadership position in the sports industry with its commitment to and record for racial and gender hiring practices during the 2016-2017 NBA season. The 2017 Report Card was based on a new grading scale that better represented America's changing demographics.

The NBA received an **A** for racial hiring practices with a score of 94 points and a **B** for gender hiring practices with 82.9 points. The overall grade was an **A-** with 88.5 points. The actual record for all remained significantly above the other men's professional sports and the declines noted at the end of the Executive Summary were almost totally attributed to the new grading scale. The NBA actually improved in many areas covered in the Report Card.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the report, stated, "In 2017, no other men's league reaches the same points for race, gender or the combined score. The NBA remains the industry leader among men's sports for racial and gender hiring practices. This year's percentages showed increases in many areas and the grades were remarkable especially because TIDES increased the standards for the grades. There is still an issue that women were not well represented at the senior team levels. However, there was improvement for gender for women as team vice-presidents and in team professional positions. Overall, Commissioner Silver and the NBA are the industry leaders.

The NBA has the most diverse league office in men's sport with 35.1 percent of the professional positions held by people of color and 38.8 percent held by women. While both figures represented slight decreases of 0.2 and 0.8 of a percentage point, respectively, they were by far the best in men's professional sport. There were 58 women serving as vice presidents at the NBA League Office in the 2016-2017 season, up from 50 during the 2015-2016 season.

The NBA was the first league to have three owners of color leading its teams. Also, there were six women who served as team presidents/CEOs during the 2016-2017 season, the highest in men's professional sports.

At the team level, there was an increase in the percentage of people of color as vice-presidents and team professional administrators. However, there was a decrease in the percentage of people of color in team senior administration positions. The percentage of people of color in team vice-president positions increased from 18.2 percent in 2015-2016 to 19.5 percent in 2016-2017. In addition, the percentage of people of color in team professional administration positions increased from 32.1 percent in 2015-2016 to

32.6 percent in 2016-2017. The percentage of people of color in team senior administration positions decreased slightly from 23.5 percent in 2015-2016 to 23.4 percent in 2016-2017.

The percentage of women increased in all three of the previous categories. Women who held team vice-president positions increased by 2.7 percentage points from 21.5 percent in 2015-2016 to 24.2 percent in 2016-2017. Similarly, the percentage of women in team senior administration positions increased by 5.7 percentage points from 23.6 in 2015-2016 to 29.3 percent in 2016-2017. Although there was improvement, women are still underrepresented in these categories. The best category for the representation of women is team professional administration positions where they increased by four percentage points from 36.1 percent in 2015-2016 to 40.1 percent in 2016-2017.

In arguably the two most closely watched positions, there was a decline for people of color among general managers while head coaches remained the same as in 2015-2016. At the beginning of this season, 30 percent of all head coaches were coaches of color, which was the same as in 2015-2016 season and was the best in men's professional sports. NBA general managers of color decreased from four to three (10 percent) in the 2016-2017 season. That decrease resulted from the promotion of Toronto's 2016 general manager to President which resulted in an increase in the number of team presidents/CEOs of color from 5.3 percent (three) in 2015-2016 to 6.9 percent (four) in 2016-2017.

Using data from the 2016 - 2017 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise such as top management, team senior administration, team professional administration, physicians, head trainers and broadcasters. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES which then analyzed the data. The listing of owners, head coaches, team presidents and general managers of color for the 2017 Report Card was then updated to reflect changes through the end of the 2017 playoffs. The 2017 Report also has the extensive list of NBA diversity initiatives, which are in Appendix II. Tables for the Report are included in Appendix I. The coauthor of the report was Bharath Balasundaram.

The 94 points for racial hiring practices represented a decrease from 97.2 in the previous NBA Racial and Gender Report Card but the entire difference was attributable to increased standards described above and, in more detail, later in the report. The 82.9 points for gender hiring practices was down from 83.6 in 2016 and the entire difference was also attributable to increased standards described above and, in more detail, later in the report. The same was true for the overall grade of 88.5 points, down from 90.4 in the 2016 RGRC.

The 2017 NBA Racial and Gender Report Card Statistics			
Overall Grade: A-			
	League Offices	President's/CEO's	Head Coaches
white	64.9%	93.1%	70.0%
African-American	16.4%	6.9%	20.0%
Latino	6.6%	0.0%	3.3%
Asian	9.7%	0.0%	3.3%
Other	2.3%	0.0%	3.3%
Total Ppl of Color	35.1%	6.9%	30.0%
Women	38.8%	10.3%	0.0%
	Assistant Coaches	GMs	VPs
white	54.6%	90.0%	80.5%
African-American	41.7%	6.7%	13.3%
Latino	3.1%	0.0%	3.8%
Asian	0.6%	3.3%	1.8%
Other	0.0%	0.0%	0.5%
Total Ppl of Color	45.4%	10.0%	19.5%
Women	1.2%	0.0%	24.2%
	Sr. Admin	Prof. Admin	Players
white	76.6%	67.7%	19.10%
African-American	12.2%	17.1%	74.40%
Latino	5.5%	9.5%	4.90%
Asian	4.0%	3.8%	0.70%
Other	1.6%	2.2%	0.90%
Total Ppl of Color	23.4%	32.6%	80.9%
Women	29.3%	40.1%	-

Table 3: The 2017 NBA Racial and Gender Report Card Statistics

The 2017 NBA Racial and Gender Report Card Grades				
	League Office	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	35.10%	19.5%	23.4%	32.6%
Grade	A+	B	B+	A+
Women	38.8%	24.2%	29.3%	40.1%
Grade	B+	D	C-	B+
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	10.00%	30%	45.40%	40.10%
Grade	F	A	A+	B+

Table 4: The 2017 NBA Racial and Gender Report Card Grades

The 2017 Racial and Gender Report Card: National Football League

by Richard Lapchick
with Saahil Marfatia
Published October 18, 2017

EXECUTIVE SUMMARY

The National Football League achieved an **A** for racial hiring practices and a **C** for gender hiring practices in the 2017 NFL Racial and Gender Report Card which was released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF) on October 18, 2017. This gave the NFL a combined **B** grade.

The NFL's score for race was a 90.7 percent, 0.4 percentage points lower than last year's score of 91.1 in 2016. The score for gender was 74 percent, a decrease from 76 percent in 2016. The overall grade for the NFL slightly decreased from 83.6 percent in 2016 to 82.5 percent in 2017, resulting in a **B**. The decreases were largely a result of a new grading scale that better represented America's changing demographics.

Richard Lapchick, Director of TIDES and the primary author of the study, said, "The NFL had significant gains for people of color as head coaches and general managers, the two positions most closely watched in the report card.

The decline in the overall gender grade this year is largely due to the change in the standards for grading. The number of women in significant decision-making positions in the League Office continued to grow. However, at the team level they are still poorly represented at the senior positions. The good news on the teams is that women hit an all-time high in professional positions".

Using data from the 2017 season, which was provided by the NFL League Office, the Institute conducted an analysis of the racial and gender breakdown of general managers, coaches, top team management, senior administration, professional administration, and head trainers. This year, the NFL Player Personnel Department has taken a different approach to collecting the player demographic information. They have created a "Player Information Form," which went to every player, for them to self-identify their demographic information. The Player Personnel Department has indicated that they do not yet have the completed forms back so they cannot update the demographics for this report card. Therefore, we will use the player data from the 2016 NFL RGRC. The percentage of players of color is so high that any slight change would not affect the grade. We will update the report card on the website as soon as we get the new data.

Lapchick continued, "The NFL continued to have good results on racial hiring practices and improvement in gender hiring at the senior level in the League Office where the number of women and people of color at or above the vice president level continued to increase. In 2015, there were 21 people of color at or above the VP level. In 2016, there were 24 and in 2017, that number jumped to 31 people of color. Similarly, the number of women at or above the VP level increased from 35 to 45 in 2017. The example was being set at

the League Office for the teams by continuing to make improvements in the hiring of women in senior positions.”

The percent of women at the management level in the League Office increased to 35.4 percent in 2017 from 31.6 percent in 2016, becoming the highest percent in the report’s history. The percent of diverse employees at the management level increased by 1.5 percentage points, from 26.9 percent in 2016 to 28.4 percent in 2017. The NFL League Office still earned an A for racial hiring practices, proving that the diversity initiatives of Commissioner Roger Goodell and Executive Vice President for Human Resources and Chief Diversity Officer, Robert Gulliver, have continued to bring good results for the NFL at the League level.

Lapchick continued, “The NFL has tied its all-time high of eight coaches of color in 2017 and that is very good news. There had been considerable concern among NFL officials and advocates for increased head coaching opportunities for people of color for several years going back to 2014 when there were only five people of color in head coaching positions. There were six coaches of color in 2015 and 2016. The all-time record was eight coaches of color in 2011 and now has been reached again.

At the start of the 2017 season, there were six people of color who were general managers or performing the role of GM, an increase from five in 2016.

“I am concerned that the percentages decreased for women and people of color on NFL teams at the vice president level and in senior administrator positions. Teams need to follow the example set by the League Office, as percentages for women at the team level remain significantly below those at the league level.”

The Report Card asks, “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a touchdown or operate the business of professional football?” The answer is yes for racial hiring practices and not yet for gender hiring practices.

The 2017 NFL Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Offices	CEO/President	Head Coaches
white	67%	100%	75%
African-American	8.90%	0%	21.9%
Latino	7.50%	0%	0%
Asian	8.60%	0%	3.1%
Other	1.40%	0%	0%
Total Ppl of Color	26.60%	0%	25%
Women	35.40%	0%	0%
	Assistant Coaches	GMs	VPs
white	68.70%	81.20%	89.50%
African-American	28.20%	18.80%	6.90%
Latino	1.10%	0.00%	1.30%
Asian	0.70%	0.00%	1.90%
Other	1.40%	0%	0.60%
Total Ppl of Color	31.30%	18.80%	10.70%
Women	0.10%	0%	20.00%
	Sr. Admin	Prof. Admin	Players
white	81.80%	72.70%	27.40%
African-American	11.30%	10.10%	69.70%
Latino	3.80%	8.90%	0.80%
Asian	2.30%	4.40%	1.90%
Other	0.80%	3.40%	0.20%
Total Ppl of Color	18.20%	26.80%	72.60%
Women	20.00%	35.90%	0.00%

Table 5: The 2017 NFL Racial and Gender Report Card Statistics

The 2017 NFL Racial and Gender Report Card Grades				
	League Office	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	28.40%	10.80%	18.20%	27.30%
Grade	A-	F	B	A-
Women	35.40%	20.00%	20%	35.90%
Grade	B-	F	F	B-
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	18.80%	25%	31.30%	72.60%
Grade	B	A-	A+	A+

Table 6: The 2017 NFL Racial and Gender Report Card Grades

The 2017 Women's National Basketball Association Racial and Gender Report Card

by Richard Lapchick
with Tynelle Taylor-Chase
published on November 15, 2017

EXECUTIVE SUMMARY

The WNBA has been the industry leader for racial and gender hiring practices. Since the WNBA's inaugural season, it has held that position throughout the history of the Racial and Gender Report Cards (RGRC). In the 2017 Report, the WNBA accumulated 93.7 points for a combined grade of an **A** for race and gender. The WNBA earned an **A+** for race and an **A** for gender in the 2017 WNBA Racial and Gender Report Card issued on November 15, 2017 by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida.

This was the 13th consecutive year that the WNBA has received at least **As** for its overall race, gender and combined grades. The WNBA had 95.1 points for racial hiring practices and 92.4 points for gender hiring practices in 2017.

The WNBA received an **A+** for gender in five categories including head coaches, assistant coaches, general managers, head trainers and the WNBA League Office. The professional team administrators' category followed closely with a grade of **B+**, while the WNBA received a grade of **C-** in both team vice presidents and team senior administration. The WNBA received at least an **A-** for race in all categories except for team vice presidents, and senior team administrators.

Richard Lapchick, the director of TIDES and primary author of the report, said, "The WNBA continues to lead the way in terms of racial and gender diversity amongst all professional leagues. The WNBA again received the highest number of **A**'s as well as the lowest number of grades below an **A** in all categories compared to men's professional leagues. The NBA was the only men's league that was comparable with an **A** for racial hiring practices and a **B** for gender hiring practices in the 2017 NBA RGRC. More specifically, the WNBA experienced increases in a large majority of the categories, with the most notable increases occurring in the racial hiring of head coaches and staff at the WNBA League Office. The percentage of women with majority ownership of WNBA teams also experienced an increase.

Furthermore, despite a steady decline in the percentage of women in senior team administrator positions in previous years, the category experienced its first increase since 2012 with women occupying 27.7 percent of these positions, up 4 percent from last year.

However, in spite of the continued success with long-term high grades, there were some notable declines, including the significant decrease in the percentage of women employed in WNBA League Office positions by 15.6 percentage points. Despite this decline, the WNBA League Office category received an **A+** for having 51.2% people of color occupying positions at this level. The WNBA also experienced a decline in

the percentage of professional team administrators falling 7.1 percentage points below the findings of 2016.”

Annually, 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 was a resounding “yes” and continues to be the best record in professional sports.

The WNBA closely followed by the NBA is the most diverse league in professional sports with 38.8 percent of all professional positions being held by women and 26.1 percent of all positions being held by people of color. There are 39 women and 16 people of color serving as vice presidents in the WNBA team front offices. Assistant coaches accounted for the highest percentage of any major category in the Report Card of women at 61.5 percent and people of color at 54 percent, an increase of 5 percent and 6 percent from 2016, respectively.

Using data from the 2017 season provided by the WNBA, the Institute conducted an analysis of the racial breakdown of the players. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, senior team administration, professional team administration, physicians and head trainers.

The WNBA Racial and Gender Report Card is the fourth report issued in 2017 after the releases of the reports on Major League Baseball, National Basketball Association, and National Football League. Listing of professional owners, general managers and head coaches were updated as of May 13, 2017, the beginning of the 2017 season. Other entries and listings were updated as of November 1, 2017. Grades were calculated according to the reporting periods noted herein.

The 2017 WNBA Racial and Gender Report Card Statistics			
Overall Grade: A			
	League Offices	President's/CEO's	Head Coaches
white	49%	81.3%	58.3%
African-American	36%	18.8%	41.7%
Latino	8%	0.0%	0%
Asian	0%	0.0%	0%
Other	8%	0.0%	0%
Total Ppl of Color	52%	18.8%	41.7%
Women	54%	31.3%	50.0%
	Assistant Coaches	GMs	VPs
white	46.2%	72.7%	87.9%
African-American	53.8%	27.3%	10.7%
Latino	0.0%	0.0%	0.8%
Asian	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%
Total Ppl of Color	53.8%	27.3%	11.5%
Women	61.5%	54.5%	29.5%
	Sr. Admin	Prof. Admin	Players
white	76.2%	73.3%	14.6%
African-American	20.0%	15.0%	76.4%
Latino	2.3%	7.0%	2.8%
Asian	0.8%	4.4%	0.7%
Other	0.8%	0.4%	5.6%
Total Ppl of Color	23.9%	26.8%	85.5%
Women	27.7%	41.2%	100.00%

Table 7: The 2017 WNBA Racial and Gender Report Card Statistics

The 2017 WNBA Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	52%	11.5%	23.9%	26.8%
Grade	A+	D+	B+	A-
Women	54%	29.5%	27.7%	41.2%
Grade	A+	C-	D+	B+
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	27.3%	41.7%	53.8%	85.5%
Grade	A-	A+	A+	A+

Table 8: The 2017 WNBA Racial and Gender Report Card Grades

The 2017 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
with Abdul Bello-Malabu
published December 14th, 2017

EXECUTIVE SUMMARY

Orlando, FL –December 14th, 2017 Major League Soccer earned a **B+** for racial hiring practices and a **C+** for gender hiring practices in the 2017 MLS Racial and Gender Report Card (RGRC) issued on December 14, 2017 by the Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida This represented a slight decline from the previous year for MLS both their racial and gender hiring practices resulting in a **B** overall grade. The decreases were largely a result of a new grading scale that better represented America’s changing demographics.

For its racial hiring practices, MLS earned 88.2 points, decreasing 0.3 percentage points from 88.5 in 2016. In 2017 MLS earned 78.8 points down from 81.0 points in 2016 for gender hiring practices. The **B+** was the same letter grade as in 2016 for racial hiring practices.

MLS earned a combined grade of a **B** with 83.5 points in 2017, decreasing by 1.2 percentage points from 84.7 in 2016 when the MLS RGRC overall grade was a **B+**.

For racial hiring practices, the MLS earned an **A+** for the League Office and players, an **A-** for assistant coaches, a **B+** for team professional administration, and a **B** for head coaches and general managers. However, MLS received **D** for team senior administration which decreased significantly from the **B** in 2016. For gender hiring practices, the MLS received a **B+** for league office employees while team professional administration received a **C+**. There was a significant drop for gender in senior team administration where the MLS dropped from a **C-** in 2016 to a **D+** in 2017.

MLS earned an **A+** for its outstanding diversity initiatives for the ninth consecutive season.

Richard Lapchick, principal author of the study and director of TIDES, said, “Major League Soccer’s 2017 Racial and Gender Report Card displays strong performance regarding racial and gender hiring practices overall. Although MLS’s gender grade dropped it is a result of our new grading scale as the percentage of women in the league office, team senior administration and professional administration positions improved. Also, the league scored well for racial hiring practices falling only 0.3 percentage points despite our new grading scale. The League’s weakest area with great need for improvement is in team senior administrative positions where MLS teams earned a **D** for race and a **D+** for gender hiring.

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

Using data from the 2017 season, TIDES conducted an analysis of the racial composition of teams and coaches. In addition, The Report Card included a racial and gender breakdown of management in the MLS

League Office and at various levels within each MLS franchise such as: top management, team senior administration, team professional administration, physicians, and athletic trainers. The listing of owners, head coaches, and general managers for the 2017 Report Card is updated through November 3, 2017. All numerical data and the grades reflected information published in official team literature at the beginning of the 2017 season. The League Office provided all data pertaining to the MLS League Office.

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

The 2017 MLS Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Offices	President's/CEO's	Head Coaches
white	63.3%	96.8%	81.8%
African-American	5.6%	0.0%	0.0%
Latino	21.3%	3.2%	13.6%
Asian	4.9%	0.0%	0.0%
Other	4.9%	0.0%	4.5%
Total Ppl of Color	36.7%	3.2%	18.2%
Women	39.0%	0.0%	0.0%
	Assistant Coaches	GMs	VPs
white	74.1%	81.8%	91.6%
African-American	3.5%	4.5%	2.3%
Latino	16.5%	13.6%	3.8%
Asian	0.0%	0.0%	1.5%
Other	5.9%	0.0%	0.8%
Total Ppl of Color	25.9%	18.2%	8.4%
Women	0.0%	0.0%	22.1%
	Sr. Admin	Prof. Admin	Players
white	88.6%	78.9%	46.2%
African-American	1.5%	3.9%	10.5%
Latino	6.6%	13.8%	25.1%
Asian	1.5%	1.8%	0.5%
Other	1.8%	1.6%	17.7%
Total Ppl of Color	11.4%	21.1%	53.8%
Women	26.2%	32.4%	46.2%

Table 9: The 2017 MLS Racial and Gender Report Card Statistics

The 2017 MLS Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	36.7%	8.4%	11.4%	21.1%
Grade	A+	F	D	B+
Women	39.00%	22.1%	26%	32.40%
Grade	B+	F	D+	C+
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	18.2%	18.2%	25.9%	53.8%
Grade	B	B	A-	A+

Table 10: The 2017 MLS Racial and Gender Report Card Grades

The 2017 Racial and Gender Report Card: College Sport

by Richard Lapchick

with Alexis Feller, Ashleigh Boyd, Brett Estrella, Chevelle Lee, and Nataliya Bredikhina

Published February 28, 2018

EXECUTIVE SUMMARY

The 2017 College Sport Racial and Gender Report Card (CSRGRC) was issued on February 28, 2018 by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). The report showed the record of the National Collegiate Athletic Association and its member institutions for gender hiring practices, racial hiring practices, and the combined grade.

College Sport received a **C+** for racial hiring practices by earning 78.3 points, a decrease from 78.5 points in the 2016 CSRGRC. College Sport received a **C+** for gender hiring practices by earning 75.1 points, up from 73.5 points in the 2016 CSRGRC. The combined grade for the 2017 CSRGRC was a **C+** with 76.7 points, up from an overall **C+** with 76.0 points in 2016. This was the lowest combined grade of all the Racial and Gender Report Cards for the second year in a row. College sport was the only area covered to have below a **B** for racial hiring practices.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRC, said, “College Sport, which has had difficulty increasing opportunities for women and people of color, faced further challenges in this reporting period as it experienced a decrease in racial hiring. College sport still had the lowest grade for racial hiring practices and gender hiring practices among all of the college and professional sports covered by the respective Racial and Gender Report Cards. The only area covered in the RGRC which had high grades was the NCAA Headquarters. The NCAA had a **B+** for race in senior leadership in 2017 which is up from a **B** in 2016. The grade for race in professional positions remained at a **B**. The organization also received an **A+** for gender in both of those respective areas which marked a large improvement as gender for senior positions jumped from an **A-** in 2016. Our athletic departments need to catch up to the NCAA. It is hardly perfect (for race, less than 20 percent of the two categories for race were people of color) but it is far ahead of its member institutions.”

Last year, in 2016, the grading scale changed as indicated at the end of this section. Lapchick added that, “While there was some improvement for women as athletic administrators in all three Divisions, it was negatively balanced by the fact that in the 46th year after the passage of Title IX, more than 60 percent of all women’s teams are still coached by men.”

Lapchick noted, “Opportunities for coaches of color continued to be a significant area of concern in all divisions. For the 2017 season, 86.5 percent of Division I, 87.8 percent of Division II and 91.6 percent of Division III men’s coaches were white. On the women’s side, whites held 84.5 percent, 86.8 percent and 91.0 percent in Divisions I, II, and III, respectively.

Opportunity for African-Americans as head coaches in Division I continued to be poor in 2016-17. African-Americans held 7.6 percent, 4.4 percent, and 5.0 percent of the men’s head coaching positions in Divisions I, II, and III, respectively. Comparing those figures to 2015-2016, African-Americans coaching men’s

teams decreased by 0.1 percentage point in Division I, increased by 0.1 percentage in Division II, and increased by 0.3 percentage point in Division III.

whites made up 84.2 percent, 91.4 percent, and 94.5 percent of basketball, football, and baseball head coaching positions, respectively, in all divisions combined during 2016-2017.

In men's Division I basketball, 22.3 percent of all head coaches were African-American, which was up 1.5 percentage points from the 20.8 percent reported in the 2015-2016 season. That is down 2.9 percentage points from the all-time high of 25.2 percent reported in the 2005-2006 season. In all, 25.0 percent of the Division I men's basketball coaches were coaches of color which is 1.8 percent more than in 2016. This remains a major area of concern when reviewing the Racial and Gender Report Card.

For Division I women's basketball, African-American women head coaches held 11.4 percent of the positions in 2016-2017 and African-American men held 4.6 percent of the positions in 2016-2017 for a combined percentage of 16.0 percent. This was a decrease from the 16.8 percent reported in 2015-2016. As in other sports, the 11.4 percent African-American women head coaches stood in stark contrast to the 43.4 percent of the African-American women student-athletes who played basketball.

Only 7.2 percent of Division I head baseball coaches were people of color.

African-Americans were so unrepresented as head coaches in Division III, that the percentage of women coaching men's teams was higher than the percentage of African-Americans coaching men's teams (6.2 percent vs. 5.0 percent)."

The number of head football coaches of color at the FBS level increased from 17 in 2016 to 18 in 2017. 86.9 percent of head coaches were white men.

The 2013 report was the first to include a gender grade for all Division I head coaches for men's teams and Division I head coaches for men's basketball. While it has been common practice for men to coach women's teams, it is rare for a woman to coach a men's team. This was accounted for in the grades for coaching for the first time in the CSRGRC after feedback on our reports in 2013 from scholar and activist Molly Arenberg.

Women held only 39.8 percent of the head coaching jobs of women's teams in Division I, 35.3 percent in Division II and 44.4 percent in Division III. Women held 46.3 percent, 48.4 percent, and 51.8 percent of assistant coaching positions of women's teams in Divisions I, II, and III, respectively.

whites held the overwhelming percent of the decision-making athletics director positions during the 2016-2017 year at 86.1 percent, 87.4 percent, and 93.4 percent in Divisions I, II, and III, respectively. Women made up only 11.2 percent of Division I athletics directors, an increase from 9.8 in 2015-2016.

The 2017 report notes ten women and two people of color as conference commissioners in all of Division I. This indicates some progress for gender hiring in this male-dominated position. However, there was only one female commissioner and no commissioners of color in the FBS.

Every year, the NCAA releases a new NCAA Race and Gender Demographics of NCAA Member Conferences Personnel Report and NCAA Race and Gender Demographics of NCAA Member Institutions Athletic Personnel Report. These reports were used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fundraising, facilities, marketing, ticket sales, media relations and an array of assistants and support staff.

The 2017 Report Card featured updated racial and gender personnel data at the NCAA headquarters as well as for university presidents, athletics directors, head football coaches, football coordinators and faculty athletics representatives at the 130 institutions in the Division I Football Bowl Subdivision (FBS). In addition, this year's report card updated the sections pertaining to conference commissioners and NCAA student-athletes throughout all athletic divisions. The data utilized to update the 2017 Report Card sections were collected from several sources, including the NCAA website's Race and Gender Demographics Search Database, the Division I Campus Leadership Study published by TIDES in November 2017 titled *The 2017 DI FBS Leadership College Racial and Gender Report Card: Collegiate Athletic Leadership Gets a D+ as it is Still Dominated by White Men*, self-reported demographic data on NCAA Headquarters personnel for the fiscal year 2016-2017, and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2017 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCUs).

Lapchick noted that, "There are far more career prospects in college sport than professional sport. There are more jobs. Thus, it is even more important for us to create expanded opportunities in college sport for women and people of color. We need new ways to open the hiring process for women and people of color."

The 2017 College Sport Racial and Gender Report Card Statistics						
Overall Grade: C+						
	D1 Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches D1 Mens Teams	Head Coaches D1 Women's	Head Coaches D1 Football
white	66.6%	75.0%	80.9%	86.5%	84.5%	88.0%
African-American	3.3%	25.0%	13.1%	7.6%	7.5%	7.7%
Latino	0.0%	0.0%	1.9%	2.0%	2.3%	0.4%
Asian	3.3%	0.0%	2.2%	0.8%	1.8%	0.9%
Other	0.0%	0.0%	1.9%	3.1%	3.8%	0.9%
Total Ppl of Color	6.6%	25.0%	19.1%	13.5%	15.4%	12.1%
Women	26.6%	31.3%	50.6%	3.7%	39.8%	0.0%
	Head Coaches D1 Men's Basketball	Head Coaches D1 Women's Basketball	Asst. Coaches D1 Men's Teams	Asst. Coaches D1 Women's Teams	D1 Athletic Directors	D1 Associate Athletic Directors
white	74.9%	81.2%	70.7%	73.1%	86.1%	86.2%
African-American	22.3%	16.0%	20.0%	14.9%	9.4%	9.5%
Latino	0.6%	0.9%	2.1%	2.6%	2.1%	1.7%
Asian	0%	0.3%	1.5%	2.0%	0.9%	0.8%
Other	1.5%	1.5%	5.7%	7.4%	0.0%	0.2%
Total Ppl of Color	25%	18.7%	29.3%	26.9%	12.4%	12.2%
Women	0%	59.0%	9.4%	46.3%	11.2%	29.2%
	D1 Sr. Woman Administrators	D1 Faculty Athletic Representative	D1 Sports Info Directors	D1 Professional Administration	Student Athlete Participation in all Divisions	
white	81.90%	85.4%	81.8%	53.8%	63.7%	
African-American	13.80%	10.2%	0.9%	5.9%	17.6%	
Latino	2.50%	2.9%	0.7%	1.9%	5.7%	
Asian	0.90%	1.5%	0.5%	1.1%	1.8%	
Other	0.90%	0.0%	0.1%	2.1%	0.4%	
Total Ppl of Color	18.10%	14.6%	2.2%	11.0%	25.5%	
Women	0%	31.4%	15.1%	35.2%	43.9%	

Table 11: The 2017 College Sport Racial and Gender Report Card Statistics

The 2017 College Sport Racial and Gender Report Card Grades				
	D1 Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of D1 Men's Teams
Total Ppl of Color	6.60%	18.10%	19.30%	13.80%
Grade	F	B	B	C
Women	33.30%	42.90%	51%	3.50%
Grade	C+	A-	A+	F
	Head Coaches of D1 Women's Teams	Head Coaches of D1 Football	Head Coaches of D1 Men's Basketball	Head Coaches of D1 Women's Basketball
Total Ppl of Color	15.50%	11.60%	23.70%	20.40%
Grade	B-	D+	B+	B+
Women	38.80%	N/A	0%	55.90%
Grade	B	N/A	F	B+
	Assistant Coaches of D1 Men's Teams	Assistant Coaches of D1 Women's Teams	D1 Athletic Directors	D1 Associate Athletic Directors
Total Ppl of Color	27.30%	25.90%	12.90%	13.30%
Grade	A-	A-	C-	C-
Women	9.50%	47.50%	9.8%	29.90%
Grade	F	C+	F	C-
	D1 Faculty Athletic Representative	D1 Sports Information Directors	D1 Professional Administration	Student Athlete Participation in all Divisions
Total Ppl of Color	11.30%	4.90%	17.90%	32%
Grade	D	F	B	A+
Women	35.40%	13.40%	34.7%	43.60%
Grade	B-	F	B-	B-
	D1 Senior Women Administrator			
Total Ppl of Color	15.90%			
Grade	B-			

Table 12: The 2017 College Sport Racial and Gender Report Card Grades

CONCLUSION

The 2017 Racial and Gender Report Card issues a grade for race and gender for MLB, NBA, NFL, MLS, WNBA, and College Sport.

TIDES strives to emphasize the value of diversity to league offices, individual franchises and athletic departments when they choose their teams on the court and in the front office. Diversity initiatives such as diversity and inclusion management training can help change attitudes and increase the applicant pool for open positions. With each league publicizing its diversity initiatives and the NCAA establishing an Office of Diversity and Inclusion, TIDES is hopeful about the future regarding the emphasis on diversity and inclusion among the leadership in each sport.

The 2017 WNBA Racial and Gender Report Card showed that the Women's National Basketball Association continues to lead professional sports in race and gender hiring practices. As it has had before, the WNBA once again had the highest number of A+ and the lowest number of grades below an A- in all categories compared to the other professional leagues. Earning an A+ for race and an A for gender, their overall grade of an A is the highest of all the professional leagues.

The NBA continues to have the best combined racial and gender hiring practice amongst men's professional sports leagues according to the 2017 NBA Racial and Gender Report Card. They received an overall grade of an A- with 88.5 points, the highest total score amongst men's professional leagues. In 2017, the NBA made strides in their gender hiring practices. The percentage of women who held team vice president positions and team professional administration positions increased by 2.7 percent and 4 percent respectively.

Major League Baseball finished with a C+ grade overall, which is a decrease from the overall grade of a B they earned in the 2016 MLB Racial and Gender Report Card. While the League Office maintained their strong grade of an A- in racial hiring, their grade for gender hiring practices dropped to a C-. In comparison, the team levels remain far behind the league office. Of the six grades for race at the team level, the only A grade was for coaches. The teams received a B+ for Senior Administration and Professional Administration. They received an F for the key position of manager with only three managers of color and a C for general manager with four people of color, both below their all-time highs.

The NFL received an A grade for the eighth year in a row for their racial hiring practices in the 2017 NFL Racial and Gender Report Card. While earning a C for gender hiring practices, the NFL saw growth in their hiring at the League Office. The percentage of women at the management level in the League Office increased to 35.4 percent in 2017 from 31.6 percent in 2016, becoming the highest percent in the report's history, and the number of women at or above the VP level increased from 35 to 45 in 2017.

The 2017 MLS Racial and Gender Report Card showed that the MLS has slightly declined in their racial hiring practices, gender hiring practices, and overall grade. Their 88.2 points for racial hiring, and 78.8 points for gender hiring were both down from the previous year, leading to an overall grade of a B. The MLS League Office performed strongly with an A+ in racial hiring and a B+ in gender hiring. In comparison, the teams should follow the league more closely as the team senior administrative positions earned a D for race and a D+ for gender hiring.

The 2017 College Sport Racial and Gender Report Card showed that college sport continued to have one of the lowest combined grades for gender and racial hiring practices. In 2017, they received a C+ for racial hiring practices and a C+ for gender hiring practices. While maintaining a share of the lowest overall grade for the second year in a row, college sport did see a slight increase in overall points with 76.7, up from 76.0 points last year. It is also important to note that while their gender hiring practices increased from a C to a C+, college sport was the only area covered to have less than a B for racial hiring practices.

The two greatest areas of concern in this year's Racial and Gender Report Cards are seen within Major League Baseball and college sport. It is especially important for college sport to continuously ask the question "Does everyone, regardless of race or gender, have a chance to play or to operate a team?" With such continued poor performance, college sport should make more of an effort to improve their gender and racial hiring practices and increase diversity within college athletics departments. There are many more career opportunities within college sport compared to professional sports and, therefore, creating an environment where there is equal opportunity for everyone is especially important. Additionally, this was a down year for Major League Baseball in terms of their overall grade, and while there is a strong level of commitment for racial hiring practices at the league office, there is work still to be done at the team level. It is imperative that professional leagues strive to improve their racial and gender representation not only at the league offices, but also at the team level (coaches, assistant coaches, managers, etc.) for the world to see.

This year's Racial and Gender Report Cards show some positive results throughout, but at the professional team and individual college levels, white men still control most of the operations. 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 and inclusion in the league offices of the NBA, NFL, MLB, MLS, WNBA and at the NCAA. They need to assert that leadership wherever there are areas for improvement.