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The 2013 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
with Andrew Hippert and Cory Bernstine
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EXECUTIVE SUMMARY

Orlando, FL – November 21, 2013... The overall grade for Major League Soccer (MLS) rose slightly for racial and gender hiring practices while the grade dropped slightly for racial hiring practices and rose for gender hiring practices in the 2013 MLS Racial and Gender Report Card (RGRC). The MLS RGRC was issued by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida.

MLS earned a **B+** grade on its racial hiring practices in the 2013 MLS RGRC with 87.3 points, down from 88.6 points in the 2012 MLS RGRC. MLS's grade for gender hiring practices remained a **B** with 83.5 points, up a significant three percentage points from 80.5 in 2012.

MLS earned a combined grade of a **B+** with 85.4 points in 2013, up almost one percentage point from 84.6 points (**B+**) in the 2012 MLS RGRC.

MLS received an **A+** for racial diversity in the categories of players and league office employees for the 2013 season. MLS earned an **A** for the team professional administration category, an **A-** for assistant coaches and a **B+** for team senior administration. For the general manager and head coach, MLS received grades of **D** and **C+**, respectively. This was a decrease from the 2012 season where general managers received a **B-**.

Gender hiring practices in MLS during the 2013 season were comprised of an **A-** grade for both league office employees and team professional administration positions and a failing grade for team senior administration.

MLS earned an **A+** for its outstanding diversity initiatives.

Richard Lapchick, principal author of the study and director of TIDES, said, “Major League Soccer improved in two of the three grades in the 2013 RGRC. Its combined **B+** with a **B+** for racial hiring and a **B** for gender hiring practices make a strong statement of where MLS stands in pro sports on these issues. The fact that the League Office again received an **A+** in racial hiring and an **A** in gender hiring demonstrates that Commissioner Don Garber continues to lead the entire MLS by example through his commitment to diverse hiring practices. .”

Lapchick also noted, “The individual MLS still lag behind the League Office and there is significant room for improvement, especially at the level of senior team executives.”

Using data from the 2013 season, TIDES conducted an analysis of the racial composition of teams and coaches. In addition, The Report Card includes a racial and gender breakdown of management in MLS league office and at various levels within each MLS franchise such as: top management, team senior administration, team professional administration, physicians, head trainers, and radio and television broadcasters. The listing of owners, head coaches, and general managers for the 2013 Report Card is updated through August 30, 2013. All numerical data and the grades reflect information published in official team literature at the beginning of the 2013 season.

Tables which contain historical data for the Report are included in Appendix I. Appendix II contains detailed descriptions of MLS diversity initiatives. The co-authors of the report were Cory Bernstine and Andrew Hippert.

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 Institute for Diversity and Ethics in Sport (TIDES) 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 collegiate athletics department positions.

REPORT HIGHLIGHTS

- The percent of players of color rose from 50.9 percent to 52.3 percent for the 2013 season. This is the fifth consecutive year in which MLS has set a record for the racial diversity of its players. This season also marked the second time minorities represented a greater percentage of MLS players than white athletes.
- MLS league office continued to be the standard bearer for the entire league with minorities comprising 38.3 percent of all professional positions, while women comprised 38.3 percent of these positions. The percent of women in professional positions at the league office level decreased by four percentage points from 42.4 percent in 2012.
- Only Chivas USA and the Colorado Rapids are currently led by head coaches who are minorities.
- Minorities holding assistant coach positions increased from 18.8 percent in 2012 to 20.6 percent in 2013.

- The percentage of team CEO/Presidents who are minorities decreased from 9.5 percent in 2012 to 5.9 percent in 2013. Jody Allen of the Seattle Sounders is the only woman holding a CEO/President position on an MLS team while Jose David of Chivas USA is the only person of color holding a similar position.
- The percentage of general managers who are minorities decreased for the first time since 2010 from 10.5 percent to 6.3 percent in 2013.
- There was a significant decrease in vice presidents who are minorities in the 2013 season, from 14.6 percent in 2012 to 8.2 percent. During the 2013 season women comprised 12.3 percent of all vice president positions, a decrease from 12.5 percent in 2012.
- Minorities held 18.1 percent of all team senior administration positions. This was a decrease of 1.3 percentage points from 2012. Women held 20.4 percent of team senior administration positions, a slight decrease from 20.7 in 2012.
- Team professional administration positions are the most racially and gender diverse positions in MLS with the exception of the league office category. Minorities comprise 23.6 percent of all team professional administration positions while women hold 35.3 percent of all similar positions. This is the highest percentage of women team professional administrators since 2004.

OVERALL GRADES

Major League Soccer earned a **B+** grade on its racial hiring practices in the 2013 Report Card. The 87.3 points were down from 88.6 points in the 2012 MLS RGRC.

MLS's grade for gender hiring practices remained a **B** with 83.5 points up from 80.5 in 2012.

MLS earned a **B+** grade for race after achieving **A+'s** in the categories of players and league office. Team professional administration received an **A** while assistant coaches earned an **A-** and senior administration received a **B+**. MLS earned a **D** for general managers, and a **C+** for head coaches.

MLS's **B** grade for gender hiring practices was earned as a result of an **A-** in both the league office and team professional administration and failing grade for team senior administration.

MLS earned an **A+** for its outstanding diversity initiatives.

MLS earned a combined grade of a **B+** with 85.4 points, up a little over one percentage point from 84.6 points in the 2012 MLS RGRC.

GRADES BY CATEGORY

Players

The 2013 MLS Season marked the second time minorities represented a greater percentage of MLS players than white athletes. The percentage of white players decreased from 49.1 percent in 2012 to 47.7 percent as of the beginning of the 2013 season. The percentage of white players has steadily decreased since 2008 when 62 percent of the league was comprised of white players. The percent of Latino players in MLS increased to 24.1 percent during the 2013 season from 23.8 in 2012. The percentage of African-American players decreased by 14.1 percentage points from 24.7 percent in 2012 to 10.6 percent in 2013. Asian players continue to comprise only 1.3 percent of total MLS players. The minorities classified as "other" increased 15.2 percentage points in 2013 from 1.1 percent in 2012 to 16.3 percent in 2013. This dramatic change is because in the previous RGRC an international player who was Black was counted as an African-American.

International players showed a significant decrease in the 2013 MLS season going from 48 percent in 2012 to 42.8 percent. International player representation was at an all-time high in 2012.

Additionally, the 2013 season marked the highest percentage of players of color within MLS since the establishment of the MLS Racial and Gender Report Card in 1998.

MLS Grade for Players Race: A+ 53.3 percent

See Table 1

MLS League Office

Professional employees at MLS league office include executives, directors, managers, and account executives. Diversity within league office professional employees experienced some changes from the 2012 season to the 2013 season. White employees increased from 59.6 percent to 61.7 percent of all professional employees, while the remaining employees were represented by Latinos with 28.7 percent, African-Americans with 4.3 percent, Asian Americans with 2.6 percent, and those classified as “other” with 2.6 percent of all professional employees making the total percentage 38.3 percent for minority professionals

The percentage of women in professional positions was 38.3 percent, down from 42.4 percent in 2012.

The three minority league office vice presidents include:

- Nelson Rodriguez, Executive Vice President, Competition, Technical and Game Ops
- Nelson Castro, Vice President of Programming, Executive Producer for MLS
- Ramin Tabib, Vice President, Strategic Planning and Research

The six league office women who hold a vice president title or higher include:

- Kathryn Carter, President of Soccer United Marketing
- JoAnn Neale, Chief Administrative Officer
- Maribeth Towers, Senior Vice President, Consumer Products & Licensing
- Rachel Leber, Vice President, Consumer Products
- Jennifer Maurillo, Vice President, Special Events
- Emily Unruh, Vice President, Retail Development

MLS Grade for League Central Office:

Race:	A+	38.3 percent
Gender:	A-	38.3 percent

See Table 2

Ownership

As of the beginning of the 2013 MLS season, 85.3 percent of all owners were white, while 14.7 percent of owners were minorities comprised of 8.8 percent Latinos and 5.9 percent Asians. In MLS three teams are listed as being subsidiaries of larger private companies. The New York Red Bulls are listed as being owned by Red Bull GmbH, the Austrian beverage producer, while the LA Galaxy are owned by Anschutz Entertainment Group (AEG), and the Houston Dynamo are co-owned by AEG and Golden Boy Entertainment. In order to include their ownership in this study, the principle investor for each company was listed as the primary owner. For AEG, Phil Anschutz was listed as the primary owner, Golden Boy

Entertainment was founded by Oscar De La Hoya, and Red Bull GmbH is currently owned by Deitrich Mateschitz.

It is worth noting that MLS ownership structure differs greatly from other professional leagues. The “owners” are all investors in the single entity of MLS. Owners are given a great deal of autonomy in the management of their clubs, however ultimately the owners are investors in the league as a whole, not simply one club.

See Table 3

Head Coaches

Currently 89.5 percent of all MLS head coaches are white and 10.5 percent are coaches of color. There was no change in percentage points from the 2012 season. However, there are currently no African American head coaches in MLS. Jose Luis Real replaced Robin Fraser, the only African-American head coach in MLS in 2012, as the head coach for Chivas USA. For the fifth consecutive year, only two MLS clubs had head coaches who were minorities.

The two minority head coaches during the 2013 season were:

- Oscar Pareja, Colorado Rapids
- Jose Luis Real, Chivas USA

MLS Grade for Head Coaches Race: C+ 10.5 percent

See Table 4

Assistant Coaches

As of the beginning of the 2013 MLS season, 79.4 percent of all assistant coaches were white, decreasing by 1.9 percentage points from 2012 when it was 81.3 percent. Latinos represent the largest group of minority assistant coaches with 14.3 percent, followed by those classified as “other” with 4.8 percent and African-Americans with 1.6 percent. Overall, assistant coaches who are minorities grew in 2013 from 18.8 percent in 2012 to 20.6 percent as of the beginning of the 2013 season. This season marked an increase in the percentage of Latino assistant coaches from 2012 by 3.4 percentage points from 10.9 percent in 2012 to 14.3 percent in 2013.

MLS Grade for Assistant Coaches Race: A- 20.6 percent

See Table 5

Top Management

This category includes team CEOs/Presidents, General Managers and Vice Presidents.

CEO/President

For the 2013 MLS season, 94.1 percent of all MLS CEOs/Presidents were white, which was a 3.6 percentage point increase from 2012 when it was 90.5 percent. The percentage of CEO/President positions held by minorities decreased from 9.5 percent in 2012 to 5.9 percent in 2013. In the 2013 MLS season, there is one female and one person of color holding CEO/President positions of an MLS club.

The minority and female top executives are:

- Jose David, President and CBO, Chivas USA
- Jody Allen, President & CEO, Seattle Sounders

See Table 6

General Manager

As of the beginning of the 2013 MLS season, 93.8 percent of general manager positions were held by whites, which is an increase of 4.3 percentage points from 89.5 percent in 2012. The number of general managers of color decreased from 10.5 percent in 2012 to 6.3 percent in 2013. This is the first time since 2010 that the percentage of general managers who are minorities decreased.

There are currently no African-American, Asian, or female general managers or top player personnel executives, nor has there been any African-American or Asian general managers since the inception of the MLS RGRC. There have been two female general managers in the history of MLS, most recently in 1999 when Lynne Meterparel was named general manager of the then San Jose Clash. Betty D'Anjolell was interim general manager of the Miami Fusion in 1998.

The current minority general manager is:

- Guillermo Petrei, Vice President of Soccer Operations, Chicago Fire

MLS Grade for General Managers Race: D 6.3 percent

See Table 7.

Team Vice Presidents

Within MLS, minorities holding team vice president positions experienced a significant 6.4 percentage point decrease as of the beginning of the 2013 season, declining from 14.6 percent in 2012 to 8.2 percent in 2013. There was a 2 percentage point decrease for African-Americans holding these positions from 6.3 percent in 2012 to 4.1 percent in 2013 while the percentage of Latinos decreased from 7.3 percent in 2012 to 2.7 percent in 2013. The number of Asian vice presidents remained the same at one. Females holding vice president positions decreased slightly from 12.5 percent in 2012 to 12.3 percent in 2013.

The Seattle Sounders and Toronto FC are the only MLS teams with two female vice presidents.

Women holding vice president positions are as follows:

- Kelly Weller, Vice President of Marketing and Communications, FC Dallas
- Jennifer Ferron, Senior Vice President of Kraft Sports Group, New England Revolution
- Cara Joftis, Vice President of Marketing and Communications, Philadelphia Union
- Cindy Kelley, Vice President of Human Resources and Administration, Seattle Sounders
- Kathy Jennings, Vice President of Finance and Administration, Portland Timbers
- Tara Silcox, Vice President of Finance, Real Salt Lake
- Karen Beckman, CFO and Vice President of Finance, Seattle Sounders
- Beth Robertson, Senior Vice President of Ticket Sales and Service, Toronto FC
- Mardi Walker, Senior Vice President of People, Toronto FC

Philadelphia Union and Toronto FC each have two vice presidents of color.

Latinos holding vice president positions are as follows:

- Mike Quarino, Vice President of Ticket Sales and Fan Services, Philadelphia Union
- Alex Gallegos, Vice President of Sales and Marketing, Chivas USA

African-Americans holding vice president positions are as follows:

- John Moncke, Vice President, Stadium Brand Revenues, Sporting KC
- Rob Smith, Vice President of Soccer Development and Relations, Philadelphia Union
- Ian Clarke, Executive Vice President and CFO of Business Development, Toronto FC

Asians holding vice president positions are as follows:

- Kevin Nonomura, Senior Vice President of Finance, Toronto FC

See Table 8

Team Senior Administration

This category includes the following titles but is not restricted to: senior directors, directors, assistant general managers, chief legal counsels, public relations directors and directors of community relations.

Minorities holding team senior administration positions in MLS decreased to 18.1 percent as of the beginning of the 2013 season from 19.4 percent during the 2012 season. In 2013 Latinos held 10.6 percent (down 2.6 percentage points) of all team senior administration positions, while African-Americans and Asians held 1.4 percent (down 1.9 percentage points) and 1.9 percent (down 2.5 percentage points) of similar positions, respectively. The remaining 4.2 percent of team senior administration positions were held by those classified as “other,” up 3.8 percentage points from 2012.

The percentage of women holding team senior administration positions decreased slightly from 20.7 percent in the 2012 season to 20.4 percent as of the beginning of the 2013 season.

MLS Grade for Team Senior Administration

Race:	B+	18.1 percent
Gender:	F	20.4 percent

See Table 9

Team Professional Administration

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

For the fourth consecutive year, the percentage of minorities in team professional administration positions decreased. As of the beginning of the 2013 season, 23.6 percent of all team professional administration positions were held by minorities, down from 24.4 percent in 2012. The decrease is partially a result of a 3.7 percentage point decrease in the percentage of Latinos holding these positions, down from 18.3 percent in 2012 to 14.6 percent in 2013. The percentage of African-Americans increased from 2.8 percent in 2012 to 3.1 percent in 2013, while Asians increased by 2 percentage points from 2.3 percent in 2012 to 4.4 percent in 2013. Those classified as "other" increased from less than 1 percent in 2012 to 1.5 percent in 2013.

At the start of the 2013 MLS season women held 35.3 percent of all team professional administration positions, an increase of 4 percentage points from 31.1 percent in 2012. This was the highest percentage of females holding team professional administration positions since the 2004 season.

MLS Grade for Team Professional Administration:

Race:	A	23.6 percent
Gender:	A-	35.3 percent

See Table 10

Physicians

The diversity among MLS team physician positions increased slightly for the 2013 MLS season as minorities held 15.4 percent, up from 15.2 percent in 2012. As of the beginning of the 2013 season, 84.6 percent of all team physicians were white, 7.7 percent Asian, 3.8 percent African-American, and 3.8 percent Latino. Asians and African-Americans experienced a decrease of 1 and 1.5 percentage points, respectively. Latinos experienced a 1.6 percentage point increase in 2013.

For the second consecutive year, the percentage of women holding team physician positions decreased, falling from 2.2 percent in 2012 to zero percent in 2013.

See Table 11

Head Trainers

This category includes all employees listed as, but not exclusively limited to head athletic trainers and strength and conditioning coaches.

Opportunities for head trainers who are minorities increased as of the beginning of the 2013 MLS season. Minorities held 12 percent of all head trainer positions, up from 6.3 percent in 2012 while 88 percent of head trainer positions were held by whites, a 6 percentage point decrease from 2012. There are two Latinos and one Asian head trainer. There have been no African-American head trainers since 2008.

There have been no women head trainers since the 2007 MLS season.

See Table 12

Radio/TV Announcers

The Institute recognizes the power of media to influence public perception of athletes and sport leading to the inclusion of Radio and TV broadcasters in the MLS RGRC. Given the diversity of the players in MLS and its fans, it is important that those announcing the sport are as diverse as its key constituents.

As of the beginning of the 2013 MLS season, 18.7 percent of all radio and TV announcers were minorities. This was a 12.3 percent decrease from the 2012 season. Latinos experienced the greatest decrease, from 29 percent in 2012 to 16.5 percent in 2013. African-Americans increased from 2 percent of all MLS radio and TV announcers in 2012 to 2.2 percent in 2013. There have not been any Asian announcers or those classified as “other” since 2005.

The percentage of women holding radio and TV announcing positions increase 2.6 percentage points from 4 percent in 2012 to 6.6 percent in 2013. This, however, is still significantly lower than the all-time high of 10 percent in 2009.

See Table 13

MLS Diversity Initiatives

MLS has an extensive program of diversity initiatives as outlined in Appendix II.

MLS Grade for Diversity Initiatives: A+

HOW GRADES WERE CALCULATED

As in previous reports, the 2013 Racial and Gender Report Card data shows that professional sport's front offices' hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being minorities, an **A** was achieved if 24 percent of the positions were held by minorities, **B** if 12 percent of the positions were held by minorities, and **C** if it had only 9 percent. Grades for race below this level were assigned a **D** for 6 percent or **F** for any percent equal to or below 5 percent. The category of players was weighted at 20 percent, League Office at 20 percent, head and assistant coaches at 15 and 5 percent, respectively, general managers at 10 percent, team senior administration at 10 percent and team professional administrators at 15 percent for race.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole. The category of League Office was weighted at 40 percent, team senior administration at 15 percent, and team professional administration at 40 percent for gender.

METHODOLOGY

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

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

In addition, MLS League Office provided data on its own personnel. The findings were put into spreadsheets and compared to data from previous years. After evaluating the data, the report text was drafted; it references changes to statistics from previous years.

The report draft was sent to MLS League Office, so the draft could be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during or after the seasons being reported. MLS responded with updates and corrections that were then incorporated into the final report.

The report covers the 2013 season for Major League Soccer. Listings of owners, general managers and head coaches were updated as of August 30, 2013.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 21st issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and minorities in most of the leading professional and amateur sports and sporting organizations in the United States. The full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as collegiate athletic departments.

This marks the ninth time the Report Card is being issued sport-by-sport; the reports for the MLB, the NBA, the WNBA and the NFL have already been released. The complete 2013 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2013 College Sport Racial and Gender Report Card.

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the *Racial Report Card*.) In addition to Lapchick, Cory Bernstine and Andrew Hippert served as co-authors of this report.

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. Additionally, the Institute conducts diversity management training in conjunction with the National Consortium for Academics and Sports. 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 National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and 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.

APPENDIX I

Players					
	%	#		%	#
2013			2005		
White	47.7	261	White	58.1	182
African-American	10.6	58	African-American	17.9	56
Latino	24.1	132	Latino	20.1	63
Asian	1.3	7	Asian	1.3	4
Other	16.3	89	Other	2.6	8
Total People of Color	52.3	286	Total People of Color	41.9	131
International	42.8	234	International	27.8	87
2012			2004		
White	49.1	264	White	63.6	147
African-American	24.7	133	African-American	17.3	40
Latino	23.8	128	Latino	13.9	32
Asian	1.3	7	Asian	1.3	3
Other	1.1	6	Other	3.9	9
Total People of Color	50.9	274	Total People of Color	36.4	84
International	48.0	258	2003	Data Not Recorded	
2011			2002		
White	52.3	223	White	60.0	x
African-American	26.3	112	African-American	16.0	x
Latino	20.0	85	Latino	22.0	x
Asian	0.7	3	Asian	1.0	x
Other	0.7	3	Other	1.0	x
Total People of Color	47.7	203	Total People of Color	40.0	x
International	38.5	164	2001		
2010			White	59.0	x
White	53.8	205	African-American	19.0	x
African-American	25.7	98	Latino	20.0	x
Latino	17.6	67	Other	2.0	x
Asian	1.0	4	Total People of Color	41.0	x
Other	1.8	7	2000		
Total People of Color	46.2	176	White	63.0	x
International	37.3	142	African-American	15.0	x
2009			Latino	21.0	x
White	58.3	204	Other	1.0	x
African-American	21.7	76	Total People of Color	37.0	x
Latino	16.9	59	1999		
Asian	0.6	2	White	65.0	x
Other	2.6	9	African-American	16.0	x
Total People of Color	41.7	146	Latino	18.0	x
International	35.4	124	Other	1.0	x
2008			Total People of Color	35.0	x
White	62.0	204	1998		
African-American	19.5	64	White	62.0	x
Latino	16.4	54	African-American	16.0	x
Asian	1.2	4	Latino	21.0	x
Other	0.9	3	Other	1.0	x
Total People of Color	38.0	125	2007		
International	30.4	100	White	59.3	201
2007			African-American	21.8	74
White	59.3	201	Latino	14.5	49
African-American	21.8	74	Asian	1.2	4
Latino	14.5	49	Other	3.2	11
Asian	1.2	4	Total People of Color	40.7	138
Other	3.2	11	International	31.3	106
Total People of Color	40.7	138	2006		
International	31.3	106	White	61.3	200
2006			African-American	17.5	57
White	61.3	200	Latino	15.0	49
African-American	17.5	57	Asian	2.8	9
Latino	15.0	49	Other	3.4	11
Asian	2.8	9	Total People of Color	38.7	126
Other	3.4	11	International	20.9	68
Total People of Color	38.7	126			
International	20.9	68			

Table 1

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

League Office: Professional Employees					
	%	#		%	#
2013			2005		
White	61.7	71	White	75.8	25
African-American	4.3	5	African-American	6.1	2
Latino	28.7	33	Latino	15.2	5
Asian	2.6	3	Asian	3.0	1
Other	2.6	3	Other	0.0	0
Total People of Color	38.3	44	Total People of Color	24.2	8
Women	38.3	44	Women	21.2	7
2012			2003		
White	59.6	59	Data Not Recorded		
African-American	6.1	6	2002		
Latino	28.3	28	White	79.2	19
Asian	3.0	3	African-American	8.3	2
Other	3.0	3	Latino	12.5	3
Total People of Color	40.4	40	Asian	0.0	0
Women	42.4	42	Other	0.0	0
2011			Total People of Color	20.8	5
White	60.0	48	Women	16.7	4
African-American	6.3	5	2001		
Latino	28.8	23	White	x	x
Asian	2.5	2	African-American	x	x
Other	2.5	2	Latino	x	x
Total People of Color	40.0	32	Asian	x	x
Women	36.3	29	Other	x	x
2010			Total People of Color	x	x
White	62.2	46	Women	x	x
African-American	6.8	5	2000		
Latino	25.7	19	White	73.7	42
Asian	2.7	2	African-American	5.3	3
Other	2.7	2	Latino	19.3	11
Total People of Color	37.8	28	Asian	1.8	1
Women	36.5	27	Other	0.0	0
2009			Total People of Color	26.3	15
White	61.1	44	Women	29.8	17
African-American	6.9	5	1999		
Latino	25.0	18	White	83.7	36
Asian	2.8	2	African-American	0.0	0
Other	4.2	3	Latino	14.0	6
Total People of Color	38.9	28	Asian	2.3	1
Women	37.5	27	Other	0.0	0
2008			Total People of Color	16.3	7
White	57.0	53	Women	39.5	17
African-American	8.6	8	1998		
Latino	26.9	25	White	81.1	43
Asian	4.3	4	African-American	0.0	0
Other	3.2	3	Latino	17.0	9
Total People of Color	43.0	40	Asian	1.9	1
Women	41.9	39	Other	0.0	0
2007			Total People of Color	18.9	10
White	68.6	35	Women	47.2	25
African-American	5.9	3			
Latino	19.6	10			
Asian	3.9	2			
Other	2.0	1			
Total People of Color	31.4	16			
Women	25.5	13			
2006					
White	65.3	32			
African-American	6.1	3			
Latino	22.4	11			
Asian	2.0	1			
Other	4.1	2			
Total People of Color	34.7	17			
Women	24.5	12			

Table 2

Majority Owners						
			%	#		
2013					2005	
	White	85.3	29		White	91.7 11
	African-American	0.0	0		African-American	0.0 0
	Latino	8.8	3		Latino	8.3 1
	Asian	5.9	2		Asian	0.0 0
	Other	0.0	0		Total People of Color	8.3 1
	Total People of Color	14.7	5		Women	0.0 0
	Women	0.0	0	2004		
2012					White	100 9
	White	89.7	35		African-American	0 0
	African-American	0.0	0		Latino	0 0
	Latino	7.7	3		Asian	0 0
	Asian	2.6	1		Other	0 0
	Other	0.0	0		Total People of Color	0 0
	Total People of Color	10.3	4	2003		
	Women	0.0	0		Data Not Recorded	
2011				2002		
	White	89.3	25		White	100 x
	African-American	0.0	0		African-American	0 x
	Latino	7.1	2		Latino	0 x
	Asian	3.6	1		Asian	0 x
	Other	0.0	0		Total People of Color	0 x
	Total People of Color	10.7	3	2001		
	Women	0.0	0		White	100 x
2010					African-American	0 x
	White	87.5	14		Latino	0 x
	African-American	0.0	0		Other	0 x
	Latino	12.5	2		Total People of Color	0 x
	Asian	0.0	0	2000		
	Total People of Color	12.5	2		White	100 x
	Women	0.0	0		African-American	0 x
2009					Latino	0 x
	White	86.7	13		Other	0 x
	African-American	6.7	1		Total People of Color	0 x
	Latino	6.7	1	1999		
	Asian	0.0	0		White	100 x
	Total People of Color	13.3	2		African-American	0 x
	Women	0.0	0		Latino	0 x
2008					Other	0 x
	White	69.2	9		Total People of Color	0 x
	African-American	7.7	1	1998		
	Latino	23.1	3		White	100 x
	Asian	0.0	0		African-American	0 x
	Total People of Color	30.8	4		Latino	0 x
	Women	0.0	0		Other	0 x
2007						
	White	92.3	12			
	African-American	0.0	0			
	Latino	7.7	1			
	Asian	0.0	0			
	Total People of Color	7.7	1			
	Women	0.0	0			
2006						
	White	90.9	10			
	African-American	0.0	0			
	Latino	9.1	1			
	Asian	0.0	0			
	Total People of Color	9.1	1			
	Women	0.0	0			

Table 3

Head Coaches					
	%	#		%	#
2013			2005		
White	89.5	17	White	91.7	11
African-American	0.0	0	African-American	0.0	0
Latino	10.5	2	Latino	8.3	1
Asian	0.0	0	Asian	0.0	0
Total People of Color	10.5	2	Total People of Color	8.3	1
Women	0.0	0	Women	0.0	0
2012			2004		
White	89.5	17	White	100	9
African-American	5.3	1	African-American	0	0
Latino	5.3	1	Latino	0	0
Asian	0.0	0	Asian	0	0
Total People of Color	10.5	2	Total People of Color	0	0
Women	0.0	0	Women	0	0
2011			2003		
White	87.5	14	Data Not Recorded		
African-American	6.3	1	2002		
Latino	6.3	1	White	80	8
Asian	0.0	0	African-American	0	0
Total People of Color	12.5	2	Latino	20	2
Women	0.0	0	Asian	0	0
2010			Total People of Color	20	2
White	87.5	14	Women	0	0
African-American	0.0	0	2001		
Latino	12.5	2	White	75	9
Asian	0.0	0	African-American	0	0
Total People of Color	12.5	2	Latino	25	3
Women	0.0	0	Other	0	0
2009			Total People of Color	25	3
White	86.7	13	Women	0	0
African-American	6.7	1	2000		
Latino	6.7	1	White	83.3	10
Asian	0.0	0	African-American	0.0	0
Total People of Color	13.3	2	Latino	16.7	2
Women	0.0	0	Asian	0.0	0
2008			Total People of Color	16.7	2
White	69.2	9	Women	0.0	0
African-American	7.7	1	1999		
Latino	23.1	3	White	83.3	10
Asian	0.0	0	African-American	0.0	0
Total People of Color	30.8	4	Latino	16.7	2
Women	0.0	0	Asian	0.0	0
2007			Total People of Color	16.7	2
White	92.3	12	Women	0.0	0
African-American	0.0	0	1998		
Latino	7.7	1	White	66.7	8
Asian	0.0	0	African-American	0.0	0
Total People of Color	7.7	1	Latino	33.3	4
Women	0.0	0	Asian	0.0	0
2006			Total People of Color	33.3	4
White	90.9	10	Women	0.0	0
African-American	0.0	0			
Latino	9.1	1			
Asian	0.0	0			
Total People of Color	9.1	1			
Women	0.0	0			

Table 4

Assistant Coaches					
	%	#		%	#
2013			2005		
White	79.4	50	White	72.7	24
African-American	1.6	1	African-American	6.1	2
Latino	14.3	9	Latino	18.2	6
Asian	0.0	0	Asian	0.0	0
Other	4.8	3	Other	3.0	1
Total People of Color	20.6	13	Total People of Color	27.3	9
Women	0.0	0	Women	0.0	0
2012			2004		
White	81.3	52	White	71.0	98
African-American	6.3	4	African-American	29.0	40
Latino	10.9	7	Latino	0.0	0
Asian	0.0	0	Asian	0.0	0
Other	1.6	1	Other	0.0	0
Total People of Color	18.8	12	Total People of Color	29.0	40
Women	0.0	0	Women	0.0	0
2011			2003		
White	81.6	40	Data Not Recorded		
African-American	4.1	2	2002		
Latino	14.3	7	White	75.9	22
Asian	0.0	0	African-American	10.3	3
Other	0.0	0	Latino	10.3	3
Total People of Color	18.4	9	Asian	0.0	0
Women	0.0	0	Other	3.4	1
2010			Total People of Color	24.1	7
White	80.4	41	Women	0.0	0
African-American	5.9	3	2001		
Latino	13.7	7	White	Data Not Recorded	
Asian	0.0	0	2000		
Other	0.0	0	White	68.8	22
Total People of Color	19.6	10	African-American	0.0	0
Women	0.0	0	Latino	28.1	9
2009			Asian	0.0	0
White	84.8	39	Other	3.1	1
African-American	6.5	3	Total People of Color	31.3	10
Latino	6.5	3	Women	0.0	0
Asian	0.0	0	1999		
Other	2.2	1	White	69.0	20
Total People of Color	15.2	7	African-American	0.0	0
Women	0.0	0	Latino	27.6	8
2008			Asian	3.4	1
White	90.5	38	Other	0.0	0
African-American	2.4	1	Total People of Color	31.0	9
Latino	7.1	3	Women	0.0	0
Asian	0.0	0	1998		
Other	0.0	0	White	58.3	14
Total People of Color	9.5	4	African-American	12.5	3
Women	0.0	0	Latino	29.2	7
2007			Asian	0.0	0
White	82.9	34	Other	0.0	0
African-American	2.4	1	Total People of Color	41.7	10
Latino	12.2	5	Women	0.0	0
Asian	0.0	0			
Other	2.4	1			
Total People of Color	17.1	7			
Women	0.0	0			
2006					
White	76.5	26			
African-American	2.9	1			
Latino	17.6	6			
Asian	0.0	0			
Other	2.9	1			
Total People of Color	23.5	8			
Women	0.0	0			

Table 5

CEO/President					
	%	#		%	#
2013			2005		
White	94.1	16	White	76.9	10
African-American	0.0	0	African-American	0.0	0
Latino	5.9	1	Latino	15.4	2
Asian	0.0	0	Asian	7.7	1
Other	0.0	0	Total People of Color	23.1	3
Total People of Color	5.9	1	Women	7.7	1
Women	5.9	1	2004		
2012			White	100	7
White	90.5	19	African-American	0	0
African-American	0.0	0	Latino	0	0
Latino	9.5	2	Asian	0	0
Asian	0.0	0	Other	0	0
Other	0.0	0	Total People of Color	0	0
Total People of Color	9.5	2	Women	0	0
Women	0.0	0	2003		
2011			Data Not Recorded		
White	83.3	15	2002		
African-American	0.0	0	White	100	x
Latino	11.1	2	African-American	0	x
Asian	5.6	1	Latino	0	x
Total People of Color	16.7	3	Asian	0	x
Women	0.0	0	Total People of Color	0	x
2010			Women	0	x
White	86.7	13	2001		
African-American	0.0	0	White	100	x
Latino	6.7	1	African-American	0	x
Asian	6.7	1	Latino	0	x
Total People of Color	13.3	2	Other	0	x
Women	0.0	0	Total People of Color	0	x
2009			Women	0	x
White	86.7	13	2000		
African-American	0.0	0	White	100	x
Latino	6.7	1	African-American	0	x
Asian	6.7	1	Latino	0	x
Total People of Color	13.3	2	Other	0	x
Women	0.0	0	Total People of Color	0	x
2008			Women	0	x
White	75.0	9	1999		
African-American	0.0	0	White	100	x
Latino	16.7	2	African-American	0	x
Asian	8.3	1	Latino	0	x
Total People of Color	25.0	3	Asian	0	x
Women	0.0	0	Total People of Color	0	x
2007			Women	0	x
White	75.0	9	1998		
African-American	0.0	0	White	100	x
Latino	16.7	2	African-American	0	x
Asian	8.3	1	Latino	0	x
Total People of Color	25.0	3	Asian	0	x
Women	0.0	0	Total People of Color	0	x
2006			Women	0	x
White	70.0	7			
African-American	0.0	0			
Latino	20.0	2			
Asian	10.0	1			
Total People of Color	30.0	3			
Women	0.0	0			

Table 6

General Manager							
			%	#			
2013					2005		
	White	93.8	15		White	100	11
	African-American	0.0	0		African-American	0	0
	Latino	6.3	1		Latino	0	0
	Asian	0.0	0		Asian	0	0
	Other	0.0	0		Total People of Color	0	0
	Total People of Color	6.3	1		Women	0	0
	Women	0.0	0	2004			
2012					White	100	12
	White	89.5	17		African-American	0	0
	African-American	0.0	0		Latino	0	0
	Latino	10.5	2		Asian	0	0
	Asian	0.0	0		Total People of Color	0	0
	Other	0.0	0		Women	0	0
	Total People of Color	10.5	2	2003			
	Women	0.0	0	Data Not Recorded			
2011					2002		
	White	89.5	17		White	91.7	11
	African-American	0.0	0		African-American	0.0	0
	Latino	5.3	1		Latino	8.3	1
	Asian	5.3	1		Asian	0.0	0
	Total People of Color	10.5	2		Total People of Color	8.3	1
	Women	0.0	0		Women	0.0	0
2010					2001		
	White	100	11		White	91.7	11
	African-American	0	0		African-American	0.0	0
	Latino	0	0		Latino	8.3	1
	Asian	0	0		Asian	0.0	0
	Total People of Color	0	0		Total People of Color	8.3	1
	Women	0	0		Women	0.0	0
2009					2000		
	White	100	9		White	100	12
	African-American	0	0		African-American	0	0
	Latino	0	0		Latino	0	0
	Asian	0	0		Other	0	0
	Total People of Color	0	0		Total People of Color	0	0
	Women	0	0		Women	0	0
2008					1999		
	White	91.7	11		White	91.7	11
	African-American	0.0	0		African-American	0.0	0
	Latino	8.3	1		Latino	8.3	1
	Asian	0.0	0		Asian	0.0	0
	Total People of Color	8.3	1		Total People of Color	8.3	1
	Women	0.0	0		Women	8.3	1
2007					1998		
	White	90.0	9		White	91.7	11
	African-American	0.0	0		African-American	0.0	0
	Latino	10.0	1		Latino	8.3	1
	Asian	0.0	0		Asian	0.0	0
	Total People of Color	10.0	1		Total People of Color	8.3	1
	Women	0.0	0		Women	0.0	0
2006							
	White	100	10				
	African-American	0	0				
	Latino	0	0				
	Asian	0	0				
	Total People of Color	0	0				
	Women	0	0				

Table 7

Vice President						
	%	#		%	#	
2013			2005			
White	91.8	67	White	100	24	
African-American	4.1	3	African-American	0	0	
Latino	2.7	2	Latino	0	0	
Asian	1.4	1	Asian	0	0	
Other	0.0	0	Other	0	0	
Total People of Color	8.2	6	Total People of Color	0	0	
Women	12.3	9	Women	8.3	2	
2012			2004			
White	85.4	82	White	100	14	
African-American	6.3	6	African-American	0	0	
Latino	7.3	7	Latino	0	0	
Asian	1.0	1	Asian	0	0	
Other	0.0	0	Other	0	0	
Total People of Color	14.6	14	Total People of Color	0	0	
Women	12.5	12	Women	0	0	
2011			2003			
White	90.8	59				Data Not Recorded
African-American	0.0	0	2002			
Latino	7.7	5	White	91.3	21	
Asian	1.5	1	African-American	8.7	2	
Other	0.0	0	Latino	0.0	0	
Total People of Color	9.2	6	Asian	0.0	0	
Women	6.2	4	Other	0.0	0	
2010			Total People of Color	8.7	2	
White	98.0	48	Women	0.0	0	
African-American	0.0	0	2001			Data Not Recorded
Latino	0.0	0	2000			
Asian	2.0	1	White	77.8	14	
Other	0.0	0	African-American	11.1	2	
Total People of Color	2.0	1	Latino	11.1	2	
Women	12.2	6	Asian	0.0	0	
2009			Other	0.0	0	
White	100	53	Total People of Color	22.2	4	
African-American	0	0	Women	0.0	0	
Latino	0	0	1999			
Asian	0	0	White	90.5	19	
Other	0	0	African-American	4.8	1	
Total People of Color	0	0	Latino	0.0	0	
Women	7.5	4	Asian	4.8	1	
2008			Other	0.0	0	
White	95.2	40	Total People of Color	9.5	2	
African-American	0.0	0	Women	4.8	1	
Latino	4.8	2	1998			
Asian	0.0	0	White	88.9	16	
Other	0.0	0	African-American	5.6	1	
Total People of Color	4.8	2	Latino	5.6	1	
Women	7.1	3	Asian	0.0	0	
2007			Other	0.0	0	
White	96.7	29	Total People of Color	11.1	2	
African-American	0.0	0	Women	16.7	3	
Latino	3.3	1				
Asian	0.0	0				
Other	0.0	0				
Total People of Color	3.3	1				
Women	6.7	2				
2006						
White	100	28				
African-American	0	0				
Latino	0	0				
Asian	0	0				
Other	0	0				
Total People of Color	0	0				
Women	7.1	2				

Table 8

Team Senior Administration					
	%	#		%	#
2013			2006		
White	81.9	177	White	81.9	77
African-American	1.4	3	African-American	1.1	1
Latino	10.6	23	Latino	14.9	14
Asian	1.9	4	Asian	1.1	1
Other	4.2	9	Other	1.1	1
Total People of Color	18.1	39	Total People of Color	18.1	17
Women	20.4	44	Women	18.1	17
2012			2005		
White	80.6	195	White	85.7	54
African-American	3.3	8	African-American	0.0	0
Latino	13.2	32	Latino	12.7	8
Asian	2.5	6	Asian	1.6	1
Other	0.4	1	Other	0.0	0
Total People of Color	19.4	47	Total People of Color	14.3	9
Women	20.7	50	Women	20.6	13
2011			2004		
White	82.0	123	White	85.0	283
African-American	2.7	4	African-American	12.6	42
Latino	14.0	21	Latino	1.2	4
Asian	1.3	2	Asian	1.2	4
Other	0.0	0	Other	0.0	0
Total People of Color	18.0	27	Total People of Color	15.0	50
Women	20.7	31	Women	25.2	84
2010			2003		
White	80.7	96			Data Not Recorded
African-American	1.7	2	2002		Data Not Recorded
Latino	17.6	21	2001		
Asian	0.0	0	White	86.0	x
Other	0.0	0	African-American	3.0	x
Total People of Color	19.3	23	Latino	9.0	x
Women	16.0	19	Asian	1.0	x
2009			Total People of Color	13.0	x
White	79.5	89	Women	24.0	x
African-American	3.6	4	2000		
Latino	14.3	16	White	80.0	x
Asian	1.8	2	African-American	4.0	x
Other	0.9	1	Latino	14.0	x
Total People of Color	20.5	23	Asian	2.0	x
Women	25.0	28	Total People of Color	20.0	x
2008			Women	21.0	x
White	81.2	82	1999		
African-American	2.0	2	White	80.0	x
Latino	13.9	14	African-American	5.0	x
Asian	1.0	1	Latino	14.0	x
Other	2.0	2	Asian	1.0	x
Total People of Color	18.8	19	Total People of Color	20.0	x
Women	24.8	25	Women	22.0	x
2007					
White	79.6	74			
African-American	2.2	2			
Latino	16.1	15			
Asian	0.0	0			
Other	2.2	2			
Total People of Color	20.4	19			
Women	20.4	19			

Table 9

Team Professional Administration					
	%	#		%	#
2013			2005		
White	76.4	346	White	66.0	76
African-American	3.1	14	African-American	4.0	5
Latino	14.6	66	Latino	30.0	34
Asian	4.4	20	Asian	0.0	0
Other	1.5	7	Other	0.0	0
Total People of Color	23.6	107	Total People of Color	34.0	39
Women	35.3	160	Women	28.0	32
2012			2004		
White	75.6	326	White	90.0	75
African-American	2.8	12	African-American	1.0	1
Latino	18.3	79	Latino	5.0	4
Asian	2.3	10	Asian	2.0	2
Other	0.9	4	Other	1.0	1
Total People of Color	24.4	105	Total People of Color	9.0	8
Women	31.1	134	Women	42.0	35
2011			2003		
White	71.2	163	Data Not Recorded		
African-American	3.1	7	2002		
Latino	23.6	54	White	77.0	x
Asian	1.3	3	African-American	3.0	x
Other	0.9	2	Latino	17.0	x
Total People of Color	28.8	66	Asian	2.0	x
Women	27.5	63	Other	1.0	x
2010			Total People of Color	23.0	x
White	69.5	139	Women	22.0	2
African-American	4.0	8	2001		
Latino	22.0	44	Data Not Recorded		
Asian	3.5	7	2000		
Other	1.0	2	White	81.0	x
Total People of Color	30.5	61	African-American	7.0	x
Women	29.0	58	Latino	9.0	x
2009			Asian	2.0	x
White	69.4	168	Total People of Color	18.0	x
African-American	4.1	10	Women	32.0	x
Latino	23.1	56	1999		
Asian	2.9	7	White	74.0	x
Other	0.4	1	African-American	7.0	x
Total People of Color	30.6	74	Latino	17.0	x
Women	28.1	68	Asian	2.0	x
2008			Total People of Color	26.0	x
White	73.6	173	Women	15.0	x
African-American	3.4	8	1998		
Latino	22.1	52	White	78.0	x
Asian	0.4	1	African-American	4.0	x
Other	0.4	1	Latino	18.0	x
Total People of Color	26.4	62	Asian	0.0	x
Women	22.1	52	1997		
2007			1996		
White	67.5	131	1995		
African-American	3.6	7	1994		
Latino	26.3	51	1993		
Asian	1.5	3	1992		
Other	1.0	2	1991		
Total People of Color	32.5	63	1990		
Women	27.3	53	1989		
2006			1988		
White	71.2	178	1987		
African-American	4.0	10	1986		
Latino	22.4	56	1985		
Asian	1.2	3	1984		
Other	1.2	3	1983		
Total People of Color	28.8	72	1982		
Women	26.8	67	1981		

Table 10

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

Physicians					
	%	#		%	#
2013			2005		
White	84.6	22	White	81.8	9
African-American	3.8	1	African-American	0.0	0
Latino	3.8	1	Latino	9.1	1
Asian	7.7	2	Asian	9.1	1
Other	0.0	0	Other	0.0	0
Total People of Color	15.4	4	Total People of Color	18.2	2
Women	0.0	0	Women	0.0	0
2012			2004		
White	84.8	39	White	85.7	12
African-American	4.3	2	African-American	0.0	0
Latino	2.2	1	Latino	7.1	1
Asian	8.7	4	Asian	7.1	1
Other	0.0	0	Other	0.0	0
Total People of Color	15.2	7	Total People of Color	14.3	2
Women	2.2	1	Women	0.0	0
2011			2003		
White	89.5	17	Data Not Recorded		
African-American	0.0	0	2002		
Latino	5.3	1	White	66.7	6
Asian	5.3	1	African-American	0.0	0
Other	0.0	0	Latino	22.2	2
Total People of Color	10.5	2	Asian	0.0	0
Women	15.8	3	Other	11.1	1
2010			Total People of Color	33.3	3
White	71.4	10	Women	11.1	1
African-American	0.0	0	2001		
Latino	21.4	3	Data Not Recorded		
Asian	7.1	1	2000		
Other	0.0	0	White	100	10
Total People of Color	28.6	4	African-American	0	0
Women	0.0	0	Latino	0	0
2009			Asian	0	0
White	77.8	7	Total People of Color	0	0
African-American	0.0	0	Women	0	0
Latino	11.1	1	1999		
Asian	11.1	1	White	78.6	11
Other	0.0	0	African-American	0.0	0
Total People of Color	22.2	2	Latino	0.0	0
Women	0.0	0	Asian	21.4	3
2008			Total People of Color	21.4	3
White	83.3	5	Women	0.0	0
African-American	0.0	0	1998		
Latino	16.7	1	White	92.9	13
Asian	0.0	0	African-American	0.0	0
Other	0.0	0	Latino	7.1	1
Total People of Color	16.7	1	Asian	0.0	0
Women	0.0	0	Total People of Color	7.1	1
2007			Women	0.0	0
White	88.9	8			
African-American	0.0	0			
Latino	11.1	1			
Asian	0.0	0			
Other	0.0	0			
Total People of Color	11.1	1			
Women	0.0	0			
2006					
White	66.7	6			
African-American	0.0	0			
Latino	22.2	2			
Asian	0.0	0			
Other	11.1	1			
Total People of Color	33.3	3			
Women	0.0	0			

Table 11

Head Athletic Trainers							
			%	#			
2013					2005		
	White	88.0	22		White	75.0	12
	African-American	0.0	0		African-American	0.0	0
	Latino	8.0	2		Latino	18.8	3
	Asian	4.0	1		Asian	6.3	1
	Other	0.0	0		Other	0.0	0
	Total People of Color	12.0	3		Total People of Color	25.0	4
	Women	0.0	0		Women	0.0	0
2012					2004		
	White	93.8	30		White	58.3	7
	African-American	0.0	0		African-American	41.7	5
	Latino	6.3	2		Latino	0.0	0
	Asian	0.0	0		Asian	0.0	0
	Other	0.0	0		Other	0.0	0
	Total People of Color	6.3	2		Total People of Color	41.7	5
	Women	0.0	0		Women	0.0	0
2011					2003		
	White	90.9	20		Data Not Recorded		
	African-American	0.0	0		2002		
	Latino	9.1	2		White	100	10
	Asian	0.0	0		African-American	0	0
	Other	0.0	0		Latino	0	0
	Total People of Color	9.1	2		Asian	0	0
	Women	0.0	0		Other	0	0
					Total People of Color	0	0
2010					Women	0	0
	White	90.5	19		2001		
	African-American	0.0	0		Data Not Recorded		
	Latino	9.5	2		2000		
	Asian	0.0	0		White	96.2	25
	Other	0.0	0		African-American	0.0	0
	Total People of Color	9.5	2		Latino	3.8	1
	Women	0.0	0		Asian	0.0	0
2009					Total People of Color	3.8	1
	White	75.0	15		Women	7.7	2
	African-American	0.0	0		1999		
	Latino	25.0	5		White	91.7	11
	Asian	0.0	0		African-American	0.0	0
	Other	0.0	0		Latino	8.3	1
	Total People of Color	25.0	5		Asian	0.0	0
	Women	0.0	0		Total People of Color	8.3	1
2008					Women	16.7	2
	White	83.3	10		1998		
	African-American	8.3	1		White	66.7	8
	Latino	8.3	1		African-American	0.0	0
	Asian	0.0	0		Latino	33.3	4
	Other	0.0	0		Asian	0.0	0
	Total People of Color	16.7	2		Total People of Color	33.3	4
	Women	0.0	0		Women	16.7	2
2007							
	White	92.3	12				
	African-American	0.0	0				
	Latino	7.7	1				
	Asian	0.0	0				
	Other	0.0	0				
	Total People of Color	7.7	1				
	Women	0.0	0				
2006							
	White	91.7	11				
	African-American	0.0	0				
	Latino	8.3	1				
	Asian	0.0	0				
	Other	0.0	0				
	Total People of Color	8.3	1				
	Women	8.3	1				

Table 12

Radio and TV Announcers			
	%		%
2013		2007	
White	81.3	White	46.4
African-American	2.2	African-American	7.1
Latino	16.5	Latino	46.4
Asian	0.0	Asian	0.0
Other	0.0	Other	0.0
Total People of Color	18.7	Total People of Color	53.5
Women	6.6	Women	3.6
2012		2006	
White	69.0	White	45.0
African-American	2.0	African-American	9.0
Latino	29.0	Latino	45.0
Asian	0.0	Asian	0.0
Other	0.0	Other	0.0
Total People of Color	31.0	Total People of Color	45.0
Women	4.0	Women	0.0
2011		2005	
White	60.5	White	64.0
African-American	2.3	African-American	9.0
Latino	37.2	Latino	27.0
Asian	0.0	Asian	0.0
Other	0.0	Other	0.0
Total People of Color	39.5	Total People of Color	36.0
Women	2.3	Women	0.0
2010		2004	
White	69.2	White	47.0
African-American	0.0	African-American	2.0
Latino	30.8	Latino	44.0
Asian	0.0	Asian	4.0
Other	0.0	Other	2.0
Total People of Color	30.8	Total People of Color	52.0
Women	7.7	Women	4.0
2009			
White	76.2		
African-American	0.0		
Latino	23.8		
Asian	0.0		
Other	0.0		
Total People of Color	23.8		
Women	9.5		
2008			
White	54.8		
African-American	2.4		
Latino	42.9		
Asian	0.0		
Other	0.0		
Total People of Color	45.3		
Women	2.4		

Table 13

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

MLS League Office

One of the strategies MLS utilizes to increase opportunities for women and minorities is its internship program. During the summer of 2013, MLS recruited women or minorities into 25 of their 49 available positions. There were fifteen women, two Asians, three Latinas, three Black, four Latinos and two other.

Diversity Education

In early 2013, MLS conducted sexual harassment and diversity awareness training for all 19 clubs and the League Office.

MLS Diversity Programs

MLS ¡Futbolito!

MLS ¡Futbolito! is the largest touring Hispanic grassroots initiative of its kind hosted by a professional U.S. sports league. A staple of the grassroots soccer landscape as Major League Soccer's official 4v4 tournament, MLS ¡Futbolito! celebrates its 10-year anniversary as it tours 8 out of the 25 top Hispanic markets in 2012 with approximately 32,000 participants, with 90 percent of participants being of Hispanic descent.

Sueño MLS

Sueño MLS completed its seventh year in 2013 as Major League Soccer's televised search for the best undiscovered amateur soccer talent in the nation. The drama of the competition is captured in reality format on Univision's *Republica Deportiva*, the highest rated Spanish-language sports show in the U.S. Past winners include Chivas USA's Jorge Villafaña and Argentine club River Plate's Gabriel Funes. In last year's edition, roughly 3,000 players between the ages of 14 and 18 tried out, representing more than 20 countries, and with 95 percent of the participants being of Hispanic descent.

MLS WORKS

MLS WORKS is Major League Soccer's community outreach initiative dedicated to addressing important social issues and serves as a platform for both League and club philanthropic programs. MLS WORKS seeks to establish Major League Soccer as a leader for improving the lives of people through sport.

Don't Cross the Line

Major League Soccer is committed to supporting the communities where we live and play our games, and to providing an environment in which our staff, clubs, players, partners and supporters are treated with dignity and respect. We will not tolerate discrimination, bias, prejudice or harassment of any kind.

Don't Cross the Line promotes unity, respect, fair play, equality and acceptance throughout the soccer community. As part of the Don't Cross the Line campaign, MLS WORKS partners with various

organizations dedicated to providing opportunities for equality and acceptance. Featured organizations include:

- **You Can Play**

You Can Play is dedicated to ensuring equality, respect and safety for all athletes, without regard to sexual orientation or gender identity. You Can Play works to guarantee that athletes are given a fair opportunity to compete, judged by other athletes and fans alike, only by what they contribute to the sport or their team's success.

- **Special Olympics**

Special Olympics is an international organization that changes lives through the power of sport by encouraging and empowering people with intellectual disabilities, promoting acceptance for all, and fostering communities of understanding and respect worldwide.

- **Jed Foundation/Love is Louder Campaign**

The Love is Louder movement works online, through the media and in communities to strengthen emotional health for college-aged students by building resiliency, creating connectedness, promoting acceptance and empowering others to support their peers. The movement addresses issues like bullying, negative self-image, discrimination, loneliness and depression.

America SCORES

America SCORES is a national non-profit organization dedicated to developing programs that use soccer to energize and inspire public school students. MLS WORKS and MLS Clubs support America SCORES to promote the importance of education, service learning and physical activity through soccer-related resources focused in urban communities.

FC Harlem

MLS WORKS supports FC Harlem, a youth development organization making a positive impact on the lives of young people, and helped raise funds to build a field and implement community-based soccer and leadership programming for at-risk youth.

Footprint Fields

MLS WORKS has partnered with the U.S. Soccer Foundation, adidas and FieldTurf to build fields in underprivileged areas, with a focus on MLS markets.

Street Soccer USA

Street Soccer USA's mission is to use soccer as a tool for social change, aiming to get homeless men, women and children off the streets. Street Soccer USA provides clinical services, sports programming, education and job opportunities for the under and least served members of the population.

WISE

The WISE (Women in Sports and Events) mission is to create and support programs that enhance the success and growth of women in the sports and events industries. The organization strives to be the definitive source for businesswomen seeking information about issues, challenges and opportunities impacting all stages of their career – from entry level to senior management and those in transition.

Cristo Ray Program

The MLS League Office participated in the New York City Cristo Ray High School Program during the summer of 2013. The Cristo Ray Program is a public-private collaboration to connect young people with strong work skills to private sector jobs. Cristo Ray introduces private sector employees to young talent from the outstanding Cristo Ray High School of New York City, and sets youth on a course of achievement and self-sufficiency.

Ladders for Leaders

NYC Ladders for Leaders launched by Mayor Michael R. Bloomberg in 2006, was created to expose motivated high school and college students to professional career opportunities while providing them with the resources they need to achieve and complete a college education. Permanent residents of New York City between the ages of 16-21 who are currently high school juniors or seniors or college freshman or sophomores are eligible for the program.

Recruiting Female Athletes Committee

During 2013 the Recruiting Female Athletes Committee continued to focus on recruiting female candidates for positions within the League Office. The Committee consists of female employees of all levels who have an interest in trying to recruit other females to the League Office. This year we continued a speaker series where key females within the Sports and Entertainment industry came to the MLS League Office to address our female employees and share their experiences working within the field.