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The 2016 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
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EXECUTIVE SUMMARY

Orlando, FL – December 14, 2016... There was improvement for Major League Soccer for both their racial and gender hiring practices resulting in a **B+** overall grade. This was the result in the 2016 MLS Racial and Gender Report Card (RGRC) issued by the Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida.

MLS earned 81.0 points, up from 80.1 points in 2015 for gender hiring practices resulting in a **B**, the same letter grade as in 2015. MLS remains the only other men's professional league with a **B** for gender besides the NBA.

For its racial hiring practices, MLS earned 88.5 points, up a substantial 2.1 percentage points from 86.3 in 2015. This resulted in a **B+**, the same letter grade as in 2015.

MLS earned a combined grade of a **B+** with 84.7 points in 2016, up by 1.5 percentage points, from the 2015 MLS RGRC overall grade.

For racial hiring practices, the MLS earned an **A+** for the League Office and players, an **A-** for head coaches, a **B+** for team professional administration, and a **B** for team senior administration and assistant coaches. There was improvement in the general manager position, where the MLS improved from an **F** in 2015 to a **B+** in 2016.

For gender hiring practices, the MLS received an **A-** grade for league office employees while team senior administration received a **C-**. Team professional administration received a **C+**. There was a major improvement for gender in senior administration where the MLS jumped from an **F** in 2015 to a **C-** in 2016.

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

Richard Lapchick, principal author of the study and director of TIDES, said, “Major League Soccer’s grade for gender hiring practices, along with the NBA, has the only gender grades of **B** or better. Although it improved, the percentage of women in senior team positions remains a serious concern. There was continued improvement for racial hiring practices with breakthrough in the ranks of head coaches and general managers.

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

Using data from the 2016 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 head trainers. The listing of owners, head coaches, and general managers for the 2016 Report Card is updated through October 1, 2016. All numerical data and the grades reflected information published in official team literature at the beginning of the 2016 season. The League Office provided all data pertaining to the MLS League Office.

Tables containing historical data for the Report are included in Appendix I. Appendix II contains detailed descriptions of MLS diversity initiatives. The co-author of this report was Soraya Toppin-Herbert.

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 MLS League Office continued to be the standard-bearer for the entire league with people of color comprising 36.4 percent of all professional positions, while women filled 37.0 percent of these positions. The percent of people of color decreased by 2.1 percentage points from 38.5 percent in 2015. Women in professional positions at the League Office decreased by 0.7 of a percentage point from 37.7 in the 2015 MLS RGRC.
- People of color holding head coach positions increased from 10 percent in 2015 to 20 percent in 2016. The Colorado Rapids, Houston Dynamo, New York City FC and FC Dallas were the four MLS franchises led by Latinos.
- Assistant coaches of color decreased by 5.2 percentage points from 18.8 percent in 2015 to 13.6 percent in 2016.

- Alex Leitao with Orlando City Soccer was the only person of color holding the position of CEO/President.
- There were four general managers of color in 2016. Earnie Stewart, of the Philadelphia Union, was the first African-American GM in MLS since its inception.
- Major League Soccer teams have the worst record in professional sport for hiring people of color as team vice presidents. There was a decrease in vice presidents who were people of color in the 2016 season from 6.4 percent in 2015 to 4.0 percent in 2016. During the 2016 season, women held 16.2 percent of all vice president positions, a decrease from 16.7 percent in 2015.
- People of color held 14.7 percent of all team senior administration positions. This was an increase of 1.8 percentage points from the 12.9 percent recorded in 2015. Women held 25 percent of team senior administration positions, an increase from 19.1 percent in 2015. This marked the first time in the last six years that the percent of women in team senior administration positions increased.
- For the first time in six years, the percent of people of color in team professional administration positions increased. The percent of people of color in team professional administration positions increased by 1.3 percentage points to 17.6 percent in 2016. The percent of women in team professional administration positions decreased by 3.7 percentage points to 28.7 percent in 2016.

OVERALL GRADES

MLS received a **B+** grade on racial hiring practices in the 2016 MLS RGRC. Its 88.5 points were an improvement of 2.2 points from the 2015 MLS RGRC.

MLS's grade for gender hiring practices remained at a **B** as it increased to 81.0 from 80.1 points in 2015, up 0.9 of a percentage point.

MLS received an **A+** for racial diversity in the category of players and for the League Office, an **A** for team head coaches, a **B+** for team professional administration and general managers, and a **B** for team senior administration and assistant coaches.

Gender hiring practices in MLS during the 2016 season received an **A-** grade for league office employees, a **C-** for team senior administration and a **C+** for professional administration.

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

MLS earned a combined grade of a **B+** with 84.7 points in 2016, up 1.5 percentage points from 83.2 points (**B**) in the 2015 MLS RGRC.

GRADES BY CATEGORY

Players

During the 2016 season, the percent of white players increased by 0.5 of a percentage point from 47.5 percent in 2015 to 48 percent. The percent of Latino players in MLS increased by 3.9 percentage points from 20.9 percent in 2015 to 24.8 percent in 2016. The percent of African-American players decreased by 0.7 of a percentage point from 12.5 percent in 2015 to 11.8 percent in 2016. The percent of Asian-American players increased by 0.2 of a percentage point, from 0.5 percent in 2015 to 0.7 percent in 2016. The players classified as "other" decreased 3.9 percentage points from 18.6 percent in 2014 to 14.7 percent in 2016. As of the 2013 MLS RGRC, an international player who is Black was counted as "other."

There was a decrease in international players in the 2016 MLS season going from 45.8 percent in 2015 to 43.3 percent. The all-time high for international player representation was 48 percent in 2012. The MLS has the highest percentage of international players among all the leagues covered in the Racial and Gender Report Cards.

MLS Grade for Players Race: A+ 52.0 percent

See Table 1.

MLS League Office

Although the MLS League Office once again set the standard for teams for both racial and gender hiring practices, the percentage of people of color and women both declined slightly. The MLS League Office data represents professional employees, which include executives, directors, and managers.

Diversity within the League Office professional employees in 2016 declined slightly from the 2015 season. White employees comprised 63.6 percent of all professional employees, up 2.6 percentage points from 2015. Latinos were the second-most represented group totaling 25.3 percent, down 4.2 percentage points from 29.5 percent in 2015. African-Americans represented 4.5 percent, up 0.4 percent from 2015; Asian-Americans represented 4.6 percent, up 1.3 percentage points from 2015. Those classified as “other” remained the same at two percent. The total percent of people of color who were professional employees therefore decreased by 2.7 percentage points, from 39.1 percent in 2015 to 36.4 percent in 2016.

The percent of women in professional positions decreased by 0.7 of a percentage point from 37.7 percent in 2015 to 37.0 percent in 2016.

The five League Office vice presidents of color were:

- Samir Gole, Vice President, Digital Products
- Camilo Durana, Vice President, Integrated Marketing & Property
- Marisabel Munoz, Vice President, Communications
- Ramin Tabib, Vice President, Strategic Planning and Research
- Jennifer Cramer, Vice President, Partnership Marketing

The ten League Office women who held a vice president title or higher were:

- 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, Events
- Emily Unruh, Vice President, Retail Development
- Marisabel Munoz, Vice President, Communications
- Jan Greenberg, Vice President Community Relations
- Jennifer Cramer, Vice President, Partnership Marketing
- Amanda Vandervort, Vice President, Social Media & CRM

MLS Grade for League Central Office:

| | | |
|----------------|-----------|---------------------|
| Race: | A+ | 36.4 percent |
| Gender: | A- | 37.0 percent |

See Table 2.

Ownership

As of the beginning of the 2016 MLS season, 89.5 percent of all owners were white. The 10.5 percent of people of color owners consisted of 5.25 percent Latino and 5.25 percent Asian-American. In MLS, four 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 is owned by Anschutz Entertainment Group (AEG), the Houston Dynamo is co-owned by AEG and Golden Boy Entertainment, and Toronto FC is owned by Maple Leaf Sports & Entertainment Ltd (MLSE). In order to include their ownership in this study, the principle investor for each company was listed as the primary owner. For Red Bull GmbH, Deitrich Mateschitz was listed as the primary owner; for AEG, Phil Anschutz was listed as the primary owner, Oscar De La Hoya was listed as the primary owner and founder for Golden Boy Entertainment and Larry Tanenbaum was listed as the primary owner of MLSE

Erick Thohir is an Indonesian entrepreneur and was the managing partner listed for D.C. United.

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.

Announced in October 2015, a new team, the Los Angeles Football Club was formed and will take the field in 2018. Atlanta United FC and Minnesota FC are both new teams that will join MLS in 2017. Arthur Blank is the owner of Atlanta United FC and Dr. Bill McGuire is the owner of Minnesota United FC. The Los Angeles Football Club, Atlanta United FC and Minnesota United FC were not included in this year’s report.

See Table 3.

Head Coaches

At the beginning of the 2016 MLS season, 80 percent of all MLS head coaches were white and 15 percent were Latino. The head coaches classified as “other” represented 5 percent of head coaches. In comparison to the 2015 season, this reflects a decrease of 10 percentage points in white coaches and an increase of the same percentage for the coaches of color. There were no African-American or Asian-American head coaches in the MLS.

The four head coaches of color during the 2016 season were:

- Wilmer Cabrera, Houston Dynamo
- Pablo Mastroeni, Colorado Rapids
- Oscar Pareja, FC Dallas
- Patrick Viera, New York City FC

MLS Grade for Head Coaches Race: A- 20.0 percent

See Table 4.

Assistant Coaches

At the beginning of the 2016 MLS season, 86.4 percent of all assistant coaches were white, an increase of 5.2 percentage points from 2015 when it was 81.2 percent. The assistant coaches classified as “other” represented the largest group of assistant coaches of color with 5.7 percent, followed by African-Americans and Latinos with 4.5 and 3.4 percent, respectively. Overall, assistant coaches of color decreased by 5.2 percentage points from 18.8 percent in 2015 to 13.6 percent in 2016. The percentage of Latino assistant coaches decreased significantly by 6 percentage points from 9.4 percent in 2015 to 3.4 percent in 2016. African-American assistant coaches decreased by 3.0 percentage points from 8.2 percent in 2015 to 5.2 percent in 2016. The assistant coaches classified as “other” increased by 4.5 from 1.2 percent in 2015 to 5.7 percent in 2016.

MLS Grade for Assistant Coaches Race: B 13.6 percent

See Table 5.

Top Management

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

CEO/President

In 2016, there was one CEO/President of color representing an MLS team. Alex Leitao, who is Latino, served as the CEO of Orlando City SC.

See Table 6.

General Manager

As of the beginning of the 2016 MLS season, the percent of white general manager positions decreased to 81 percent. This was the first year that technical director, sporting director and chief soccer officer positions were included in the general manager data.

Earnie Stewart became the first African-American since the inception of the MLS RGRC to hold the position of general manager or the equivalent.

The four General Managers of color were:

- Fernando Clavijo, Technical Director, FC Dallas
- Earnie Stewart, Sporting Director, Philadelphia Union
- Claudio Reyna, Sporting Director, New York City FC
- Nelson Rodriguez, General Manager, Chicago Fire

Since the inception of the MLS RGRC, there have been no Asian-American general managers. 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.

MLS Grade for General Managers Race: B+ 19.0 percent

See Table 7.

Team Vice Presidents

Major League Soccer teams have the worst record in professional sport for hiring people of color as team vice presidents. As of the beginning of the 2016 MLS season, people of color holding team vice president positions experienced a 1.7 percentage point decrease from 5.7 percent in 2015 to 4.0 percent in 2016. There was a 1.3 percentage point decrease for African-Americans from 1.3 percent in 2015 to 0 percent in 2016. There was a 0.6 of a percentage point decrease for Latino team vice presidents from 2.6 percent in 2015 to 2.0 percent in 2016. Asian-American team vice presidents decreased by 1.6 percentage points from 2.6 percent in 2015 to 1.0 percent in 2016.

There was a 1.4 percentage point decrease for women holding vice president positions from 16.7 percent in 2015 to 15.3 percent in 2016.

Women holding vice president positions were:

- Jessica Worley, Vice President of Corporate Partnerships, Chicago Fire
- Jessica Yavitz, Vice President of Community Relations, Chicago Fire
- Lori McKirnan, Vice President of Finance and Business Planning, Columbus Crew SC
- Arica Kress, Vice President of Marketing & Communications, Columbus Crew SC
- Evie Baker, Vice President of Human Resources and Administration, FC Dallas
- Marcia Steinberg, Vice President, Marketing, Media and FRM, New York City FC
- Teresa Tatlonghari, Vice President of Marketing, Orlando City SC
- Kay Rawlins, Vice President of Community Relations & Foundation President, Orlando City SC
- Kathy Jennings, Vice President of Finance and Administration, Portland Timbers
- Ashley Highsmith, Vice President, Guest Services and Event Sales, Portland Timbers
- Andrea Kimball, Vice President and General Counsel, Sporting Kansas City
- Shannon Hosford, Vice President, Marketing and Communication, Toronto FC
- Kim Carter, Vice President, Human Resources, Toronto FC
- Emily Maguire, Vice President, Ticket Sales & Service, Colorado Rapids
- Erin Vagley, Vice President of Administration, Seattle Sounders FC

The Portland Timbers, Chicago Fire, Orlando City, Sporting Kansas City, Columbus Crew SC and Toronto FC were the only MLS teams with two female vice presidents.

Latinos holding vice president positions were:

- Diogo Kotscho, Vice President of Player & Team Communications, Orlando City SC

- Decio Lopes, Vice President of Content, Orlando City SC

Asian-Americans holding vice president positions were:

- Evie Baker, Vice President of Human Resources and Administration, FC Dallas

See Table 8.

Team Senior Administration

Positions categorized as team senior administration included, but were not limited to: senior directors, directors, assistant general managers, chief legal counsels, public relations directors and directors of community relations.

As of the beginning of the 2016 season, people of color who held team senior administration positions in the MLS increased from 12.9 percent in 2015 to 14.7 percent in 2016. In 2016, Latinos held 9.8 percent (up 2 percentage points) of all team senior administration positions. African-Americans and Asian-Americans held 2.9 percent and 1 percent, respectively, in 2016. In comparison to 2015, African-Americans increased by 0.6 of a percentage point and Asian-Americans decreased by 0.2 of a percentage point. The remaining 1 percent of team senior administration positions were held by those classified as “other,” down 0.6 of a percentage point from 2015.

The percentage of women holding team senior administration positions increased by 4.9 percentage points from 19.1 percent in the 2015 season to 25 percent in 2016.

MLS Grade for Team Senior Administration

| | | |
|----------------|-----------|---------------------|
| Race: | B | 14.7 percent |
| Gender: | C- | 25 percent |

See Table 9.

Team Professional Administration

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

For the first time in six years, the percent of people of color in team professional administration positions increased. As of the beginning of the 2016 season, 17.6 percent of all team professional administration positions were held by people of color, up from 16.3 percent in 2015. Latinos holding these positions increased by 1.8 percentage points, from 8.4 percent in 2015 to 10.2 percent in 2016. The percent of African-Americans decreased by 1.3 percentage points from 4.7 percent in 2015 to 3.4 percent in 2016, while Asian-Americans increased by 1.1 percentage points from 1.5 percent in 2015 to 2.6 percent in 2016.

In 2016 those classified as “other” decreased by 0.4 of a percentage point from 1.7 in 2015 to 1.3 percent in 2016.

As of the beginning of the 2016 season, women holding team professional administration positions experienced a 3.7 percentage point decrease from 32.4 percent in 2015, to 28.7 percent.

MLS Grade for Team Professional Administration:

| | | |
|----------------|-----------|---------------------|
| Race: | B+ | 17.6 percent |
| Gender: | C+ | 28.7 percent |

See Table 10.

Physicians

As of the beginning of the 2016 season, MLS team physician positions held by people of color experienced a 1.2 percentage point decrease from 13 percent in 2015 to 11.8 percent in 2016. The percent of white team physicians was 88.2 percent. Asian-Americans increased by 3.2 percentage points from 2.6 percent in 2015 to 5.8 percent in 2016. African-Americans held 2.9 percent of the positions, and Latinos held 1.5 percent. African-Americans experienced a decrease of 0.3 of a percentage point in 2016. Latinos decreased significantly by 4.6 percentage points from 6.1 percent in 2015 to 1.5 percent in 2016. Those categorized as “other” were at 1.5 percent.

In the 2014 RGRC there was just one woman holding a team physician position; in 2013 there were none. However, as many teams expanded their staff in this area, at the beginning of the 2015 season, there were 13 women in a team physician position that resulted in an eight percentage point increase to 11.3 percent. In 2016, the number of women in a team physician position decreased significantly by 8.4 percentage points from 11.3 percent in 2015 to 2.9 percent in 2016.

See Table 11.

Head Trainers

Positions categorized as head trainers included all employees listed as, but not exclusively limited to, head athletic trainers and strength and conditioning coaches.

As of the beginning of the 2016 season, MLS head trainer positions held by people of color experienced an increase of 4.2 percentage points from 21.4 percent in 2015 to 25.6 percent in 2016. The percent of white head trainers decreased by 4.2 percentage points from 78.6 percent in 2015 to 74.4 in 2016. There was one Asian-American head trainer in 2015, and this remained the same in 2016. Latino head trainers increased by 8.3 percentage points from 7.1 percent in 2015 to 15.4 percent in 2016. This is the first time there has been more than one African-American head trainer. The two African-American head trainers are with the San Jose Earthquakes and Toronto FC. There have been no women head trainers since the 2006 MLS season.

See Table 12.

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 2016 Racial and Gender Report Card data showed that professional sport's front offices' hiring practices did not reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issued the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, and **C** if it had only 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** was 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 was also taken from the federal affirmative action standards. The Institute once again acknowledged that even those sports where grades were low generally had 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, the 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 the 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 covered the 2016 season for Major League Soccer. Listings of owners, general managers and head coaches were updated as of October 1, 2016.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 24th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The 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 Major League Soccer (MLS), the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), and Women’s National Basketball Association (WNBA), as well as collegiate athletic departments.

This marks the 11th 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 2016 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2016 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, Soraya Toppin-Herbert served as co-author 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. 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 | | | | | |
|-----------------------|------|-----|-----------------------|--------------------|--------------------|
| | % | # | | % | # |
| 2016 | | | 2007 | | |
| White | 48.0 | 265 | White | 59.3 | 201 |
| African-American | 11.8 | 65 | African-American | 21.8 | 74 |
| Latino | 24.8 | 137 | Latino | 14.5 | 49 |
| Asian | 0.7 | 4 | Asian | 1.2 | 4 |
| Other | 14.7 | 81 | Other | 3.2 | 11 |
| Total People of Color | 52 | 287 | Total People of Color | 40.7 | 138 |
| International | 43.3 | 239 | International | 31.3 | 106 |
| 2015 | | | 2006 | | |
| White | 47.5 | 271 | White | 61.3 | 200 |
| African-American | 12.5 | 71 | African-American | 17.5 | 57 |
| Latino | 20.9 | 119 | Latino | 15 | 49 |
| Asian | 0.5 | 3 | Asian | 2.8 | 9 |
| Other | 18.6 | 106 | Other | 3.4 | 11 |
| Total People of Color | 52.5 | 299 | Total People of Color | 38.7 | 126 |
| International | 45.8 | 261 | International | 20.9 | 68 |
| 2014 | | | 2005 | | |
| White | 51.1 | 276 | White | 58.1 | 182 |
| African-American | 11.3 | 61 | African-American | 17.9 | 56 |
| Latino | 17 | 92 | Latino | 20.1 | 63 |
| Asian | 0.7 | 4 | Asian | 1.3 | 4 |
| Other | 19.8 | 107 | Other | 2.6 | 8 |
| Total People of Color | 48.9 | 264 | Total People of Color | 41.9 | 131 |
| International | 41.9 | 226 | International | 27.8 | 87 |
| 2013 | | | 2004 | | |
| White | 47.7 | 261 | White | 63.6 | 147 |
| African-American | 10.6 | 58 | African-American | 17.3 | 40 |
| Latino | 24.1 | 132 | Latino | 13.9 | 32 |
| Asian | 1.3 | 7 | Asian | 1.3 | 3 |
| Other | 16.3 | 89 | Other | 3.9 | 9 |
| Total People of Color | 52.3 | 286 | Total People of Color | 36.4 | Data Not Collected |
| International | 42.8 | 234 | International | Data Not Collected | |
| 2012 | | | 2003 | | |
| White | 49.1 | 264 | | Data Not Collected | |
| African-American | 24.7 | 133 | 2002 | | |
| Latino | 23.8 | 128 | White | 60.0 | x |
| Asian | 1.3 | 7 | African-American | 16.0 | x |
| Other | 1.1 | 6 | Latino | 22.0 | x |
| Total People of Color | 50.9 | 274 | Asian | 1.0 | x |
| International | 48.0 | 258 | Other | 1.0 | x |
| 2011 | | | Total People of Color | 40.0 | x |
| White | 52.3 | 223 | International | Data Not Collected | |
| African-American | 26.3 | 112 | 2001 | | |
| Latino | 20.0 | 85 | White | 59.0 | x |
| Asian | 0.7 | 3 | African-American | 19.0 | x |
| Other | 0.7 | 3 | Latino | 20.0 | x |
| Total People of Color | 47.7 | 203 | Asian | Data Not Collected | |
| International | 38.5 | 164 | Other | 1.0 | x |
| 2010 | | | Total People of Color | 40.0 | x |
| White | 53.8 | 205 | International | Data Not Collected | |
| African-American | 25.7 | 98 | 2000 | | |
| Latino | 17.6 | 67 | White | 63.0 | x |
| Asian | 1.0 | 4 | African-American | 15.0 | x |
| Other | 1.8 | 7 | Latino | 21.0 | x |
| Total People of Color | 46.2 | 176 | Asian | Data Not Collected | |
| International | 37.3 | 142 | Other | 1.0 | x |
| 2009 | | | Total People of Color | 37.0 | x |
| White | 58.3 | 204 | International | Data Not Collected | |
| African-American | 21.7 | 76 | 1999 | | |
| Latino | 16.9 | 59 | White | 65.0 | x |
| Asian | 0.6 | 2 | African-American | 16.0 | x |
| Other | 2.6 | 9 | Latino | 18.0 | x |
| Total People of Color | 41.7 | 146 | Asian | Data Not Collected | |
| International | 35.4 | 124 | Other | 1.0 | x |
| 2008 | | | Total People of Color | 35.0 | x |
| White | 62.0 | 204 | International | Data Not Collected | |
| African-American | 19.5 | 64 | 1998 | | |
| Latino | 16.4 | 54 | White | 62.0 | x |
| Asian | 1.2 | 4 | African-American | 16.0 | x |
| Other | 0.9 | 3 | Latino | 21.0 | x |
| Total People of Color | 38.0 | 125 | Asian | Data Not Collected | |
| International | 30.4 | 100 | Other | 1.0 | x |
| | | | Total People of Color | 38.0 | x |
| | | | International | Data Not Collected | |

x=Data not recorded

**Information submitted by the WNBA League Office

TABLE 1

| League Office: Professional Employees | | | | | | | |
|---------------------------------------|-----------------------|------|----|---|-----------------------|-------------|----|
| | | | % | # | | | |
| 2016 | | | | | | 2008 | |
| | White | 63.6 | 98 | | White | 57.0 | 53 |
| | African-American | 4.5 | 7 | | African-American | 8.6 | 8 |
| | Latino | 25.3 | 39 | | Latino | 26.9 | 25 |
| | Asian | 4.6 | 7 | | Asian | 4.3 | 4 |
| | Other | 2.0 | 3 | | Other | 3.2 | 3 |
| | Total People of Color | 36.4 | 56 | | Total People of Color | 43.0 | 40 |
| | Women | 37.0 | 57 | | Women | 41.9 | 39 |
| 2015 | | | | | | 2007 | |
| | White | 61.0 | 75 | | White | 68.6 | 35 |
| | African-American | 4.1 | 5 | | African-American | 5.9 | 3 |
| | Latino | 30.1 | 37 | | Latino | 19.6 | 10 |
| | Asian | 3.3 | 4 | | Asian | 3.9 | 2 |
| | Other | 1.6 | 2 | | Other | 2.0 | 1 |
| | Total People of Color | 39.1 | 48 | | Total People of Color | 31.4 | 16 |
| | Women | 37.4 | 46 | | Women | 25.5 | 13 |
| 2014 | | | | | | 2006 | |
| | White | 61.0 | 75 | | White | 65.3 | 32 |
| | African-American | 4.1 | 5 | | African-American | 6.1 | 3 |
| | Latino | 30.1 | 37 | | Latino | 22.4 | 11 |
| | Asian | 3.3 | 4 | | Asian | 2.0 | 1 |
| | Other | 1.6 | 2 | | Other | 4.1 | 2 |
| | Total People of Color | 39.1 | 48 | | Total People of Color | 34.7 | 17 |
| | Women | 37.4 | 46 | | Women | 24.5 | 12 |
| 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 | | | | | | 2004 | |
| | White | 59.6 | 59 | | Data not Collected | | |
| | African-American | 6.1 | 6 | | 2003 | | |
| | Latino | 28.3 | 28 | | Data not Collected | | |
| | Asian | 3.0 | 3 | | 2002 | | |
| | Other | 3.0 | 3 | | White | 79.2 | 19 |
| | Total People of Color | 40.4 | 40 | | African-American | 8.3 | 2 |
| | Women | 42.4 | 42 | | Latino | 12.5 | 3 |
| 2011 | | | | | | | |
| | White | 60.0 | 48 | | Asian | 0.0 | 0 |
| | African-American | 6.3 | 5 | | Other | 0.0 | 0 |
| | Latino | 28.8 | 23 | | Total People of Color | 20.8 | 5 |
| | Asian | 2.5 | 2 | | Women | 16.7 | 4 |
| | Other | 2.5 | 2 | | 2001 | | |
| | Total People of Color | 40.0 | 32 | | White | x | x |
| | Women | 36.3 | 29 | | African-American | x | x |
| 2010 | | | | | | | |
| | White | 62.2 | 46 | | Latino | x | x |
| | African-American | 6.8 | 5 | | Asian | x | x |
| | Latino | 25.7 | 19 | | Other | x | x |
| | Asian | 2.7 | 2 | | Total People of Color | x | x |
| | Other | 2.7 | 2 | | Women | x | x |
| | Total People of Color | 37.8 | 28 | | 2000 | | |
| | Women | 36.5 | 27 | | White | 73.7 | 42 |
| 2009 | | | | | | | |
| | White | 61.1 | 44 | | African-American | 5.3 | 3 |
| | African-American | 6.9 | 5 | | Latino | 19.3 | 11 |
| | Latino | 25.0 | 18 | | Asian | 1.8 | 1 |
| | Asian | 2.8 | 2 | | Other | 0.0 | 0 |
| | Other | 4.2 | 3 | | Total People of Color | 26.3 | 15 |
| | Total People of Color | 37.8 | 28 | | Women | 29.8 | 17 |
| | Women | 36.5 | 27 | | 1999 | | |
| | | | | | White | 83.7 | 36 |
| | | | | | African-American | 0.0 | 0 |
| | | | | | Latino | 14.0 | 6 |
| | | | | | Asian | 2.3 | 1 |
| | | | | | Other | 0.0 | 0 |
| | | | | | Total People of Color | 16.3 | 7 |
| | | | | | Women | 39.5 | 17 |

x=Data not recorded

**Information submitted by the WNBA League Office

TABLE 2

| Head Coaches | | | | | | | | |
|--------------|-----------------------|------|----|-------------|-----------------------|-----------------------|------|---|
| | | | % | # | | | | |
| 2016 | | | | | 2007 | | | |
| | White | 80.0 | 16 | | White | 92.3 | 12 | |
| | African-American | 0.0 | 0 | | African-American | 0.0 | 0 | |
| | Latino | 15.0 | 3 | | Latino | 7.7 | 1 | |
| | Asian | 0.0 | 0 | | Asian | 0.0 | 0 | |
| | Other | 5.0 | 1 | | Total People of Color | 7.7 | 1 | |
| | Total People of Color | 20.0 | 4 | | Women | 0.0 | 0 | |
| | Women | 0.0 | 0 | 2006 | | | | |
| 2015 | | | | | | | | |
| | White | 90.0 | 18 | | White | 90.9 | 10 | |
| | African-American | 0.0 | 0 | | African-American | 0.0 | 0 | |
| | Latino | 10.0 | 2 | | Latino | 9.1 | 1 | |
| | Asian | 0.0 | 0 | | Asian | 0.0 | 0 | |
| | Total People of Color | 10.0 | 2 | | Total People of Color | 9.1 | 1 | |
| | Women | 0.0 | 0 | | Women | 0.0 | 0 | |
| 2014 | | | | | 2005 | | | |
| | White | 89.5 | 17 | | White | 91.7 | 11 | |
| | African-American | 0.0 | 0 | | African-American | 0.0 | 0 | |
| | Asian | 10.5 | 2 | | Latino | 8.3 | 1 | |
| | Latino | 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 | |
| 2013 | | | | | 2004 | | | |
| | White | 89.5 | 17 | | White | 100.0 | 9 | |
| | African-American | 0.0 | 0 | | African-American | 0.0 | 0 | |
| | Latino | 10.5 | 2 | | Latino | 0.0 | 0 | |
| | Asian | 0.0 | 0 | | Asian | 0.0 | 0 | |
| | Total People of Color | 10.5 | 2 | | Total People of Color | 0.0 | 0 | |
| | Women | 0.0 | 0 | | Women | 0.0 | 0 | |
| 2012 | | | | | 2003 | | | |
| | White | 89.5 | 17 | | Data Not Collected | | | |
| | African-American | 5.3 | 1 | 2002 | | | | |
| | Latino | 5.3 | 1 | | White | 80.0 | 8 | |
| | Asian | 0.0 | 0 | | African-American | 0.0 | 0 | |
| | Total People of Color | 10.5 | 2 | | Latino | 20.0 | 2 | |
| | Women | 0.0 | 0 | | Asian | 0.0 | 0 | |
| 2011 | | | | | | Total People of Color | 20.0 | 2 |
| | White | 87.5 | 14 | | | Women | 0.0 | 0 |
| | African-American | 6.3 | 1 | 2001 | | | | |
| | Latino | 6.3 | 1 | | White | 75.0 | 9 | |
| | Asian | 0.0 | 0 | | African-American | 0.0 | 0 | |
| | Total People of Color | 12.5 | 2 | | Latino | 25.0 | 3 | |
| | Women | 0.0 | 0 | | Asian | 0.0 | 0 | |
| 2010 | | | | | | Total People of Color | 25.0 | 3 |
| | White | 87.5 | 14 | | | Women | 0.0 | 0 |
| | African-American | 0.0 | 0 | 2000 | | | | |
| | Latino | 12.5 | 2 | | White | 83.3 | 10 | |
| | Asian | 0.0 | 0 | | African-American | 0.0 | 0 | |
| | Total People of Color | 12.5 | 2 | | Latino | 16.7 | 2 | |
| | Women | 0.0 | 0 | | Asian | 0.0 | 0 | |
| 2009 | | | | | | Total People of Color | 16.7 | 2 |
| | White | 86.7 | 13 | | | Women | 0.0 | 0 |
| | African-American | 6.7 | 1 | 1999 | | | | |
| | 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 | | | | | |
| | Latino | 23.1 | 3 | | | | | |
| | Asian | 0.0 | 0 | | | | | |
| | Total People of Color | 30.8 | 4 | | | | | |
| | Women | 0.0 | 0 | | | | | |

TABLE 4

| Assistant Coaches | | | | | | | |
|-------------------|-----------------------|------|------|---|-----------------------|------|------|
| | | | % | # | | | |
| 2016 | | | | | 2008 | | |
| | White | 86.4 | 76 | | White | 90.5 | 38 |
| | African-American | 4.5 | 4 | | African-American | 2.4 | 1 |
| | Latino | 3.4 | 3 | | Latino | 7.1 | 3 |
| | Asian | 0.0 | 0 | | Asian | 0.0 | 0 |
| | Other | 5.7 | 5.0 | | Other | 0.0 | 0 |
| | Total People of Color | 13.6 | 12 | | Total People of Color | 9.5 | 4.0 |
| | Women | 0.0 | 0 | | Women | 0.0 | 0 |
| 2015 | | | | | 2007 | | |
| | White | 81.2 | 69 | | White | 82.9 | 34 |
| | African-American | 8.2 | 7 | | African-American | 2.4 | 1 |
| | Latino | 9.4 | 8 | | Latino | 12.2 | 5 |
| | Asian | 0.0 | 0 | | Asian | 0.0 | 0 |
| | Other | 1.2 | 1 | | Other | 2.4 | 1 |
| | Total People of Color | 18.8 | 16.0 | | Total People of Color | 17.1 | 7.0 |
| | Women | 0.0 | 0 | | Women | 0.0 | 0 |
| 2014 | | | | | 2006 | | |
| | White | 83.3 | 50 | | White | 76.5 | 26 |
| | African-American | 8.3 | 5 | | African-American | 2.9 | 1 |
| | Latino | 6.7 | 4 | | Latino | 17.6 | 6 |
| | Asian | 0.0 | 0 | | Asian | 0.0 | 0 |
| | Other | 1.7 | 1 | | Other | 2.9 | 1 |
| | Total People of Color | 16.7 | 10.0 | | Total People of Color | 23.5 | 8.0 |
| | Women | 0.0 | 0.0 | | Women | 0.0 | 0 |
| 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 | 9.0 |
| | Women | 0.0 | 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 | 40.0 |
| | Women | 0.0 | 0 | | Women | 0.0 | 0.0 |
| 2011 | | | | | 2003 | | |
| | White | 81.6 | 40 | | Data Not Collected | | |
| | 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 | 0.0 |
| | African-American | 5.9 | 3 | | 2001 | | |
| | Latino | 13.7 | 7 | | Data Not Collected | | |
| | 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 |
| | | | | | Asian | 3.4 | 1 |
| | | | | | Other | 0.0 | 0 |
| | | | | | Total People of Color | 31.0 | 9 |
| | | | | | Women | 0.0 | 0 |

TABLE 5

| CEO/President | | | | | |
|-----------------------|------|----|-----------------------|-------|----|
| | % | # | | % | # |
| 2016 | | | 2007 | | |
| White | 94.1 | 32 | White | 75.0 | 9 |
| African-American | 0.0 | 0 | African-American | 0.0 | 0 |
| Latino | 2.9 | 1 | Latino | 16.7 | 2 |
| Asian | 0.0 | 0 | Asian | 8.3 | 1 |
| Other | 2.9 | 1 | Total People of Color | 25.0 | 3 |
| Total People of Color | 5.8 | 1 | Women | 0.0 | 0 |
| Women | 5.9 | 2 | 2006 | | |
| 2015 | | | White | 70.0 | 7 |
| White | 94.7 | 18 | African-American | 0.0 | 0 |
| African-American | 0.0 | 0 | Latino | 20.0 | 2 |
| Latino | 5.3 | 1 | Asian | 10.0 | 1 |
| Asian | 0.0 | 0 | Total People of Color | 30.0 | 3 |
| Other | 0.0 | 0 | Women | 0.0 | 0 |
| Total People of Color | 0.0 | 1 | 2005 | | |
| Women | 0.0 | 0 | White | 76.9 | 10 |
| 2014 | | | African-American | 0.0 | 0 |
| White | 93.8 | 15 | Latino | 15.4 | 2 |
| African-American | 0.0 | 0 | Asian | 7.7 | 1 |
| Latino | 6.3 | 1 | Total People of Color | 23.1 | 3 |
| Asian | 0.0 | 0 | Women | 7.7 | 1 |
| Total People of Color | 0.0 | 0 | 2004 | | |
| Other | 6.3 | 1 | White | 100.0 | 7 |
| Women | 0.0 | 0 | African-American | 0.0 | 0 |
| 2013 | | | Latino | 0.0 | 0 |
| White | 94.1 | 16 | Asian | 0.0 | 0 |
| African-American | 0.0 | 0 | Total People of Color | 0.0 | 0 |
| Latino | 5.9 | 1 | Women | 0.0 | 0 |
| Asian | 0.0 | 0 | 2003 | | |
| Other | 0.0 | 0 | Data not collected | | |
| Total People of Color | 5.9 | 1 | 2002 | | |
| Women | 5.9 | 1 | White | 100.0 | x |
| 2012 | | | African-American | 0.0 | x |
| White | 90.5 | 19 | Latino | 0.0 | x |
| African-American | 0.0 | 0 | Asian | 0.0 | x |
| Latino | 9.5 | 2 | Total People of Color | 0.0 | x |
| Asian | 0.0 | 0 | Women | 0.0 | x |
| Other | 0.0 | 0 | 2001 | | |
| Total People of Color | 9.5 | 2 | White | 100.0 | x |
| Women | 0.0 | 0 | African-American | 0.0 | x |
| 2011 | | | Latino | 0.0 | x |
| White | 83.3 | 15 | Asian | 0.0 | x |
| African-American | 0.0 | 0 | Total People of Color | 0.0 | x |
| Latino | 16.7 | 3 | Women | 0.0 | x |
| Asian | 0.0 | 0 | 2000 | | |
| Total People of Color | 16.7 | 3 | White | 100.0 | x |
| Women | 0.0 | 0 | African-American | 0.0 | x |
| 2010 | | | Latino | 0.0 | x |
| White | 86.7 | 13 | Asian | 0.0 | x |
| African-American | 0.0 | 0 | Total People of Color | 0.0 | x |
| Latino | 6.7 | 1 | Women | 0.0 | x |
| Asian | 6.7 | 1 | 1999 | | |
| Total People of Color | 13.3 | 2 | White | 100.0 | x |
| Women | 0.0 | 0 | African-American | 0.0 | x |
| 2009 | | | Latino | 0.0 | x |
| White | 86.7 | 13 | Asian | 0.0 | x |
| African-American | 0.0 | 0 | Total People of Color | 0.0 | x |
| Latino | 6.7 | 1 | Women | 0.0 | x |
| Asian | 6.7 | 1 | 2008 | | |
| Total People of Color | 13.3 | 2 | White | 75.0 | 9 |
| Women | 0.0 | 0 | African-American | 0.0 | 0 |
| 2008 | | | Latino | 16.7 | 2 |
| White | 75.0 | 9 | Asian | 8.3 | 1 |
| African-American | 0.0 | 0 | Total People of Color | 25.0 | 3 |
| Latino | 16.7 | 2 | Women | 0.0 | 0 |
| Asian | 8.3 | 1 | | | |
| Total People of Color | 25.0 | 3 | | | |
| Women | 0.0 | 0 | | | |

TABLE 6

| General Manager | | | | | |
|-----------------------|------|----|-----------------------|--------------------|----|
| | % | # | | % | # |
| 2016 | | | 2007 | | |
| White | 81.0 | 17 | White | 75.0 | 9 |
| African-American | 4.8 | 1 | African-American | 0.0 | 0 |
| Latino | 14.3 | 3 | Latino | 16.7 | 2 |
| Asian | 0.0 | 0 | Asian | 8.3 | 1 |
| Other | 0.0 | 0 | Total People of Color | 25.0 | 3 |
| Total People of Color | 19.0 | 4 | Women | 0.0 | 0 |
| Women | 0.0 | 0 | 2006 | | |
| 2015 | | | White | 70.0 | 7 |
| White | 94.7 | 18 | African-American | 0.0 | 0 |
| African-American | 0.0 | 0 | Latino | 20.0 | 2 |
| Latino | 5.3 | 1 | Asian | 10.0 | 1 |
| Asian | 0.0 | 0 | Total People of Color | 30.0 | 3 |
| Other | 0.0 | 0 | Women | 0.0 | 0 |
| Total People of Color | 5.3 | 1 | 2005 | | |
| Women | 0.0 | 0 | White | 76.9 | 10 |
| 2014 | | | African-American | 0.0 | 0 |
| White | 93.9 | 15 | Latino | 15.4 | 2 |
| African-American | 0.0 | 0 | Asian | 7.7 | 1 |
| Latino | 6.3 | 1 | Total People of Color | 23.1 | 3 |
| Asian | 0.0 | 0 | Women | 7.7 | 1 |
| Other | 0.0 | 0 | 2004 | | |
| Total People of Color | 6.3 | 1 | White | 100.0 | 7 |
| Women | 0.0 | 0 | African-American | 0.0 | 0 |
| 2013 | | | Latino | 0.0 | 0 |
| White | 94.1 | 16 | Asian | 0.0 | 0 |
| African-American | 0.0 | 0 | Total People of Color | 0.0 | 0 |
| Latino | 5.9 | 1 | Women | 0.0 | 0 |
| Asian | 0.0 | 0 | 2003 | | |
| Other | 0.0 | 0 | White | Data not collected | |
| Total People of Color | 5.9 | 1 | 2002 | | |
| Women | 5.9 | 1 | White | 100.0 | x |
| 2012 | | | African-American | 0.0 | x |
| White | 90.5 | 19 | Latino | 0.0 | x |
| African-American | 0.0 | 0 | Asian | 0.0 | x |
| Latino | 9.5 | 2 | Total People of Color | 0.0 | x |
| Asian | 0.0 | 0 | Women | 0.0 | x |
| Other | 0.0 | 0 | 2001 | | |
| Total People of Color | 9.5 | 2 | White | 100.0 | x |
| Women | 0.0 | 0 | African-American | 0.0 | x |
| 2011 | | | Latino | 0.0 | x |
| White | 83.3 | 15 | Asian | 0.0 | x |
| African-American | 0.0 | 0 | Total People of Color | 0.0 | x |
| Latino | 16.7 | 3 | Women | 0.0 | x |
| Asian | 0.0 | 0 | 2000 | | |
| Total People of Color | 16.7 | 3 | White | 100.0 | x |
| Women | 0.0 | 0 | African-American | 0.0 | x |
| 2010 | | | Latino | 0.0 | x |
| White | 86.7 | 13 | Asian | 0.0 | x |
| African-American | 0.0 | 0 | Total People of Color | 0.0 | x |
| Latino | 6.7 | 1 | Women | 0.0 | x |
| Asian | 6.7 | 1 | 1999 | | |
| Total People of Color | 13.3 | 2 | White | 100.0 | x |
| Women | 0.0 | 0 | African-American | 0.0 | x |
| 2009 | | | Latino | 0.0 | x |
| White | 86.7 | 13 | Asian | 0.0 | x |
| African-American | 0.0 | 0 | Total People of Color | 0.0 | x |
| Latino | 6.7 | 1 | Women | 0.0 | x |
| Asian | 6.7 | 1 | 2008 | | |
| Total People of Color | 13.3 | 2 | White | 75.0 | 9 |
| Women | 0.0 | 0 | African-American | 0.0 | 0 |
| 2008 | | | Latino | 16.7 | 2 |
| White | 75.0 | 9 | Asian | 8.3 | 1 |
| African-American | 0.0 | 0 | Total People of Color | 25.0 | 3 |
| Latino | 16.7 | 2 | Women | 0.0 | 0 |
| Asian | 8.3 | 1 | | | |
| Total People of Color | 25.0 | 3 | | | |
| Women | 0.0 | 0 | | | |

Table 7

| Vice Presidents | | | | | | | |
|-----------------|-----------------------|-------|-----|-------------|-----------------------|-------|----|
| | | % | # | | | | |
| 2016 | | | | 2008 | | | |
| | White | 96.0 | 94 | | White | 95.2 | 40 |
| | African-American | 0.0 | | | African-American | 0.0 | 0 |
| | Latino | 2.0 | 1 | | Latino | 4.8 | 2 |
| | Asian | 1.0 | 2 | | Asian | 0.0 | 0 |
| | Other | 1.0 | 1 | | Other | 0.0 | 0 |
| | Total People of Color | 4.0 | 4 | | Total People of Color | 4.8 | 2 |
| | Women | 15.3 | 15 | | Women | 7.1 | 3 |
| 2015 | | | | 2007 | | | |
| | White | 93.6 | 73 | | White | 96.7 | 29 |
| | African-American | 1.3 | 1 | | African-American | 0.0 | 0 |
| | Latino | 2.6 | 2 | | Latino | 3.3 | 1 |
| | Asian | 2.6 | 2 | | Asian | 0.0 | 0 |
| | Other | 0.0 | 0 | | Other | 0.0 | 0 |
| | Total People of Color | 6.4 | 5 | | Total People of Color | 3.3 | 1 |
| | Women | 16.7 | 13 | | Women | 6.7 | 2 |
| 2014 | | | | 2006 | | | |
| | White | 94.3 | 66 | | White | 100.0 | 28 |
| | African-American | 2.9 | 2 | | African-American | 0.0 | 0 |
| | Latino | 1.4 | 1 | | Latino | 0.0 | 0 |
| | Asian | 1.4 | 1 | | Asian | 0.0 | 0 |
| | Other | 0.0 | 0 | | Other | 0.0 | 0 |
| | Total People of Color | 5.7 | 4 | | Total People of Color | 0.0 | 0 |
| | Women | 14.3 | 10 | | Women | 7.1 | 2 |
| 2013 | | | | 2005 | | | |
| | White | 91.8 | 67 | | White | 100.0 | 24 |
| | African-American | 4.1 | 4 | | African-American | 0.0 | 0 |
| | Latino | 2.7 | 2 | | Latino | 0.0 | 0 |
| | Asian | 1.4 | 1 | | Asian | 0.0 | 0 |
| | Other | 0.0 | 0 | | Other | 0.0 | 0 |
| | Total People of Color | 8.2 | 6 | | Total People of Color | 0.0 | 0 |
| | Women | 12.3 | 9 | | Women | 8.3 | 2 |
| 2012 | | | | 2004 | | | |
| | White | 85.4 | 82 | | White | 100.0 | 14 |
| | African-American | 6.3 | 6 | | African-American | 0.0 | 0 |
| | Latino | 7.3 | 7 | | Latino | 0.0 | 0 |
| | Asian | 1.0 | 1 | | Asian | 0.0 | 0 |
| | Other | 0.0 | 0 | | Other | 0.0 | 0 |
| | Total People of Color | 14.6 | 14 | | Total People of Color | 0.0 | 0 |
| | Women | 12.5 | 12 | | Women | 0.0 | 0 |
| 2011 | | | | 2003 | | | |
| | White | 90.8 | 59 | | Data Not Collected | | |
| | 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 |
| | | | | | Total People of Color | 8.7 | 2 |
| | | | | | Women | 0.0 | 0 |
| 2010 | | | | 2001 | | | |
| | White | 98.0 | 48 | | Data Not Collected | | |
| | African-American | 0.0 | 0 | | 2000 | | |
| | Latino | 0.0 | 0 | | White | 77.8 | 14 |
| | Asian | 2.0 | 1 | | African-American | 11.1 | 2 |
| | Other | 0.0 | 0 | | Latino | 11.1 | 2 |
| | Total People of Color | 2.0 | 1 | | Asian | 0.0 | 0 |
| | Women | 12.2 | 6 | | Other | 0.0 | 0 |
| | | | | | Total People of Color | 22.2 | 4 |
| | | | | | Women | 0.0 | 0 |
| 2009 | | | | 1999 | | | |
| | White | 100.0 | 53 | | White | 90.5 | 19 |
| | African-American | 0.0 | 0 | | African-American | 4.8 | 1 |
| | Latino | 0.0 | 0 | | Latino | 0.0 | 0 |
| | Asian | 0.0 | 0 | | Asian | 4.8 | 1 |
| | Other | 0.0 | 0 | | Other | 0.0 | 0 |
| | Total People of Color | 0.0 | 0.0 | | Total People of Color | 9.5 | 2 |
| | Women | 7.1 | 4.0 | | Women | 4.8 | 1 |

TABLE 8

| Team Senior Administration | | | | | |
|----------------------------|------|-----|-----------------------|------|-----|
| | % | # | | % | # |
| 2016 | | | 2008 | | |
| White | 85.3 | 174 | White | 81.2 | 82 |
| African-American | 2.9 | 6 | African-American | 2.0 | 2 |
| Latino | 9.8 | 20 | Latino | 13.9 | 14 |
| Asian | 1.0 | 2 | Asian | 1.0 | 1 |
| Other | 1.0 | 2 | Other | 2.0 | 2 |
| Total People of Color | 14.7 | 30 | Total People of Color | 18.8 | 19 |
| Women | 25.0 | 51 | Women | 23.8 | 25 |
| 2015 | | | 2007 | | |
| White | 87.1 | 223 | White | 79.6 | 74 |
| African-American | 2.3 | 6 | African-American | 2.2 | 2 |
| Latino | 7.8 | 20 | Latino | 16.1 | 15 |
| Asian | 1.2 | 3 | Asian | 0.0 | 0 |
| Other | 1.6 | 4 | Other | 2.2 | 2 |
| Total People of Color | 12.9 | 33 | Total People of Color | 20.4 | 19 |
| Women | 19.1 | 49 | Women | 20.4 | 19 |
| 2014 | | | 2006 | | |
| White | 87.6 | 189 | White | 81.9 | 77 |
| African-American | 1.4 | 3 | African-American | 1.1 | 1 |
| Latino | 7.9 | 17 | Latino | 14.9 | 14 |
| Asian | 1.9 | 4 | Asian | 1.1 | 1 |
| Other | 0.9 | 2 | Other | 1.1 | 1 |
| Total People of Color | 12.1 | 26 | Total People of Color | 18.1 | 17 |
| Women | 19.5 | 42 | Women | 18.1 | 17 |
| 2013 | | | 2005 | | |
| White | 81.9 | 177 | White | 85.7 | 54 |
| African-American | 1.4 | 3 | African-American | 0.0 | 0 |
| Latino | 10.6 | 23 | Latino | 12.7 | 8 |
| Asian | 1.9 | 4 | Asian | 1.6 | 1 |
| Other | 4.2 | 9 | Other | 0.0 | 0 |
| Total People of Color | 18.1 | 39 | Total People of Color | 14.3 | 9 |
| Women | 20.4 | 44 | Women | 20.6 | 13 |
| 2012 | | | 2004 | | |
| White | 80.6 | 195 | White | 85.0 | 283 |
| African-American | 3.3 | 8 | African-American | 12.6 | 42 |
| Latino | 13.2 | 32 | Latino | 1.2 | 4 |
| Asian | 2.5 | 6 | Asian | 1.2 | 4 |
| Other | 0.4 | 1 | Other | 0.0 | 0 |
| Total People of Color | 19.4 | 47 | Total People of Color | 15.0 | 50 |
| Women | 20.7 | 50 | Women | 25.2 | 84 |
| 2011 | | | 2003 | | |
| White | 82.0 | 123 | Data Not Collected | | |
| African-American | 2.7 | 4 | 2002 | | |
| Latino | 14.0 | 21 | Data Not Collected | | |
| Asian | 1.3 | 2 | 2001 | | |
| Other | 0.0 | 0 | White | 86.0 | x |
| Total People of Color | 18.0 | 27 | African-American | 3.0 | x |
| Women | 20.7 | 31 | Latino | 9.0 | x |
| 2010 | | | Asian | 1.0 | x |
| White | 80.7 | 96 | Total People of Color | 13.0 | x |
| African-American | 1.7 | 2 | Women | 24.0 | x |
| Latino | 17.6 | 21 | 2000 | | |
| Asian | 0.0 | 0 | White | 80.0 | x |
| Other | 0.0 | 0 | African-American | 4.0 | x |
| Total People of Color | 19.3 | 23 | Latino | 14.0 | x |
| Women | 16.0 | 19 | Asian | 2.0 | x |
| 2009 | | | Total People of Color | 20.0 | x |
| White | 79.5 | 89 | Women | 21.0 | x |
| African-American | 3.6 | 4 | | | |
| Latino | 14.3 | 16 | | | |
| Asian | 1.8 | 2 | | | |
| Other | 0.9 | 1 | | | |
| Total People of Color | 20.5 | 23 | | | |
| Women | 25.0 | 28 | | | |

TABLE 9

| Professional Team Administration | | | | | | | |
|----------------------------------|-----------------------|------|-----|-------------|-----------------------|--------------------|-----|
| | | % | # | | | % | # |
| 2016 | | | | 2008 | | | |
| | White | 82.4 | 436 | | White | 73.6 | 173 |
| | African-American | 3.4 | 18 | | African-American | 3.4 | 8 |
| | Latino | 10.2 | 54 | | Latino | 22.1 | 52 |
| | Asian | 2.6 | 14 | | Asian | 0.4 | 1 |
| | Other | 1.3 | 7 | | Other | 0.4 | 1 |
| | Total People of Color | 17.6 | 93 | | Total People of Color | 26.4 | 62 |
| | Women | 28.7 | 152 | | Women | 22.1 | 52 |
| 2015 | | | | 2007 | | | |
| | White | 83.7 | 656 | | White | 67.5 | 131 |
| | African-American | 4.7 | 37 | | African-American | 3.6 | 7 |
| | Latino | 8.4 | 66 | | Latino | 26.3 | 51 |
| | Asian | 1.5 | 12 | | Asian | 1.5 | 3 |
| | Other | 1.7 | 13 | | Other | 1.0 | 2 |
| | Total People of Color | 16.3 | 128 | | Total People of Color | 32.5 | 63 |
| | Women | 32.4 | 254 | | Women | 27.3 | 53 |
| 2014 | | | | 2006 | | | |
| | White | 82.0 | 639 | | White | 71.2 | 178 |
| | African-American | 4.1 | 32 | | African-American | 4.0 | 10 |
| | Latino | 10.0 | 78 | | Latino | 22.4 | 56 |
| | Asian | 2.3 | 18 | | Asian | 1.2 | 3 |
| | Other | 1.5 | 12 | | Other | 1.2 | 3 |
| | Total People of Color | 18.0 | 140 | | Total People of Color | 28.8 | 72 |
| | Women | 25.0 | 195 | | Women | 26.8 | 67 |
| 2013 | | | | 2005 | | | |
| | White | 76.4 | 346 | | White | 66.0 | 76 |
| | African-American | 3.1 | 13 | | 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 | | Data Not Collected | |
| | White | 71.2 | 163 | 2002 | | Data Not Collected | |
| | African-American | 3.1 | 7 | | White | 77.0 | x |
| | Latino | 23.6 | 54 | | African-American | 3.0 | x |
| | Asian | 1.3 | 3 | | Latino | 17.0 | x |
| | Other | 0.9 | 2 | | Asian | 2.0 | x |
| | Total People of Color | 28.8 | 66 | | Other | 1.0 | x |
| | Women | 27.5 | 63 | | Total People of Color | 23.0 | x |
| 2010 | | | | | Women | 22.0 | 2 |
| 2009 | | | | 2001 | | Data Not Collected | |
| | White | 69.5 | 139 | 2000 | | Data Not Collected | |
| | African-American | 4.0 | 8 | | White | 81.0 | x |
| | Latino | 22.0 | 44 | | African-American | 7.0 | x |
| | Asian | 3.5 | 7 | | Latino | 9.0 | x |
| | Other | 1.0 | 2 | | Asian | 2.0 | x |
| | Total People of Color | 30.5 | 61 | | Total People of Color | 18.0 | x |
| | Women | 29.0 | 58 | | Women | 32.0 | x |
| 2008 | | | | 1999 | | | |
| | White | 69.4 | 168 | | White | 74.0 | x |
| | African-American | 4.1 | 10 | | African-American | 7.0 | x |
| | Latino | 23.0 | 56 | | Latino | 17.0 | x |
| | Asian | 2.9 | 7 | | Asian | 2.0 | x |
| | Other | 0.4 | 1 | | Total People of Color | 26.0 | x |
| | Total People of Color | 30.6 | 74 | | Women | 15.0 | x |
| | Women | 28.1 | 68 | 1998 | | | |
| | White | 78.0 | x | | White | 78.0 | x |
| | African-American | 4.0 | x | | African-American | 4.0 | x |
| | Latino | 18.0 | x | | Latino | 18.0 | x |
| | Asian | 0.0 | x | | Asian | 0.0 | x |

TABLE 10

| Physicians | | | | | | | |
|-------------|-----------------------|------|-----|---|-----------------------|-------|----|
| | | | % | # | | | |
| 2016 | | | | | 2008 | | |
| | White | 88.2 | 60 | | White | 83.3 | 5 |
| | African-American | 2.9 | 2 | | African-American | 0.0 | 0 |
| | Latino | 1.5 | 1 | | Latino | 16.7 | 1 |
| | Asian | 5.9 | 4 | | Asian | 0.0 | 0 |
| | Other | 1.5 | 1 | | Other | 0.0 | 0 |
| | Total People of Color | 11.8 | 8 | | Total People of Color | 16.7 | 1 |
| | Women | 2.9 | 2 | | Women | 0.0 | 0 |
| 2015 | | | | | 2007 | | |
| | White | 87.0 | 100 | | White | 88.9 | 8 |
| | African-American | 2.6 | 3 | | African-American | 0.0 | 0 |
| | Latino | 6.1 | 7 | | Latino | 11.1 | 1 |
| | Asian | 2.6 | 3 | | Asian | 0.0 | 0 |
| | Other | 1.7 | 2 | | Other | 0.0 | 0 |
| | Total People of Color | 13.0 | 15 | | Total People of Color | 11.1 | 1 |
| | Women | 11.3 | 13 | | Women | 0.0 | 0 |
| 2014 | | | | | 2006 | | |
| | White | 90.0 | 27 | | White | 66.7 | 6 |
| | African-American | 3.3 | 1 | | African-American | 0.0 | 0 |
| | Latino | 3.3 | 1 | | Latino | 22.2 | 2 |
| | Asian | 3.3 | 1 | | Asian | 0.0 | 0 |
| | Other | 0.0 | 0 | | Other | 11.1 | 1 |
| | Total People of Color | 10.0 | 3 | | Total People of Color | 33.3 | 3 |
| | Women | 3.3 | 1 | | Women | 0.0 | 0 |
| 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 | 4.7 | 2 |
| | Women | 2.2 | 1 | | Women | 0.0 | 0 |
| 2011 | | | | | 2003 | | |
| | White | 89.5 | 17 | | Data Not Collected | | |
| | 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 |
| | | | | | Total People of Color | 33.3 | 3 |
| | | | | | Women | 11.1 | 1 |
| 2010 | | | | | 2001 | | |
| | White | 71.4 | 10 | | Data Not Collected | | |
| | African-American | 0.0 | 0 | | 2000 | | |
| | Latino | 21.4 | 3 | | White | 100.0 | 10 |
| | Asian | 7.1 | 1 | | African-American | 0.0 | 0 |
| | Other | 0.0 | 0 | | Latino | 0.0 | 0 |
| | Total People of Color | 28.6 | 4 | | Asian | 0.0 | 0 |
| | Women | 0.0 | 0 | | Total People of Color | 0.0 | 0 |
| | | | | | Women | 0.0 | 0 |
| 2009 | | | | | 1999 | | |
| | White | 77.8 | 7 | | White | 78.6 | 11 |
| | African-American | 0.0 | 0 | | African-American | 0.0 | 0 |
| | Latino | 11.1 | 1 | | Latino | 0.0 | 0 |
| | Asian | 11.1 | 1 | | Asian | 21.4 | 3 |
| | Other | 0.0 | 0 | | Total People of Color | 21.4 | 3 |
| | Total People of Color | 22.2 | 2 | | Women | 0.0 | 0 |
| | Women | 0.0 | 0 | | | | |

TABLE 11

| Head Athletic Trainers | | | | | |
|------------------------|------|----|-----------------------|-------------|----|
| | | % | # | | |
| 2016 | | | | 2008 | |
| White | 74.4 | 29 | White | 83.3 | 10 |
| African-American | 5.1 | 2 | African-American | 8.3 | 1 |
| Latino | 15.4 | 6 | Latino | 8.3 | 1 |
| Asian | 2.6 | 1 | Asian | 0.0 | 0 |
| Other | 2.6 | 1 | Other | 0.0 | 0 |
| Total People of Color | 25.6 | 10 | Total People of Color | 16.7 | 2 |
| Women | 0.0 | 0 | Women | 0.0 | 0 |
| 2015 | | | 2007 | | |
| White | 78.6 | 11 | White | 92.3 | 12 |
| African-American | 7.1 | 1 | African-American | 0.0 | 0 |
| Latino | 7.1 | 1 | Latino | 7.7 | 1 |
| Asian | 7.1 | 1 | Asian | 0.0 | 0 |
| Other | 0.0 | 0 | Other | 0.0 | 0 |
| Total People of Color | 21.4 | 3 | Total People of Color | 7.7 | 1 |
| Women | 0.0 | 0 | Women | 0.0 | 0 |
| 2014 | | | 2006 | | |
| White | 87.5 | 14 | White | 91.7 | 11 |
| African-American | 0.0 | 0 | African-American | 0.0 | 0 |
| Latino | 6.3 | 1 | Latino | 8.3 | 1 |
| Asian | 6.3 | 1 | Asian | 0.0 | 0 |
| Other | 0.0 | 0 | Other | 0.0 | 0 |
| Total People of Color | 12.5 | 2 | Total People of Color | 8.3 | 1 |
| Women | 0.0 | 0 | Women | 8.3 | 1 |
| 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 Collected | | |
| African-American | 0.0 | 0 | 2002 | | |
| Latino | 9.1 | 2 | White | 100.0 | 10 |
| Asian | 0.0 | 0 | African-American | 0.0 | 0 |
| Other | 0.0 | 0 | Latino | 0.0 | 0 |
| Total People of Color | 9.1 | 2 | Asian | 0.0 | 0 |
| Women | 0.0 | 0 | Other | 0.0 | 0 |
| 2010 | | | Total People of Color | | |
| White | 90.5 | 19 | 0.0 | 0 | 0 |
| African-American | 0.0 | 0 | Women | 0.0 | 0 |
| Latino | 9.5 | 2 | 2001 | | |
| Asian | 0.0 | 0 | Data Not Collected | | |
| Other | 0.0 | 0 | 2000 | | |
| Total People of Color | 9.5 | 2 | White | 96.2 | 25 |
| Women | 0.0 | 0 | African-American | 0.0 | 0 |
| 2009 | | | Latino | 3.8 | 1 |
| White | 75.0 | 15 | Asian | 0.0 | 0 |
| African-American | 0.0 | 0 | Total People of Color | 3.8 | 1 |
| Latino | 25.0 | 5 | Women | 7.7 | 2 |
| Asian | 0.0 | 0 | 1999 | | |
| Other | 0.0 | 0 | White | 91.7 | 11 |
| Total People of Color | 25.0 | 5 | African-American | 0.0 | 0 |
| Women | 0.0 | 0 | Latino | 8.3 | 1 |
| | | | Asian | 0.0 | 0 |
| | | | Total People of Color | 8.3 | 1 |
| | | | Women | 16.7 | 2 |

TABLE 12

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. For the 2016 internship program, MLS recruited women or minorities into 7 of their 12 available positions.

Diversity Education

In early 2016, MLS conducted sexual harassment and diversity awareness training for all 20 clubs.

MLS Diversity Programs

Sueño MLS

Sueño MLS completed its tenth year in 2016 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 former Portland Timbers midfielder Jorge Villafaña and C.F. Monterrey striker Rogelio Funes Mori.

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 inclusion throughout the soccer community. In support of these efforts, MLS WORKS partners with and grants financial and in-kind donations to various organizations dedicated to providing opportunities for equality and inclusion. Featured organizations include:

- **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.

- **Anti-Defamation League**

The Anti-Defamation League is the nation's premier civil rights/human relations agency, dedicated to fighting anti-Semitism and all forms of bigotry, and protects civil rights for all.

- **Athlete Ally**
Athlete Ally is focused on ending homophobia and transphobia in sports by educating allies in the athletic community. Athlete Ally provides public awareness campaigns, educational programming and tools and resources to foster inclusive sports communities.
- **Autism Speaks**
Autism Speaks is dedicated to promoting solutions for the needs of individuals with autism and their families through advocacy and support, increasing understanding and promoting acceptance.
- **Beyond Sport**
Beyond Sport promotes, supports, and celebrates the use of sport to address social issues in communities around the world. Beyond Sport convenes, supports, and advises the worlds of sport, business, government, and development on how sport can be used as a tool to achieve both social and business objectives.
- **Boys Town DC**
Boys Town DC's mission is to give at-risk children and families the love, support, and education they need to succeed. Regardless of background and circumstance, every child and every family is given an equal opportunity to thrive.
- **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.
- **Global Down Syndrome Foundation**
The Global Down Syndrome Foundation is dedicated to significantly improving the lives of people with down syndrome through research, medical care, education, and advocacy for acceptance and awareness.
- **KEEN (Kids Enjoy Exercise Now)**
KEEN's mission seeks to empower youth with disabilities by providing free, non-competitive one-to-one programs of exercise, fitness and fun, to foster confidence, self-esteem, and community inclusion for youth with disabilities.
- **OneOrlando Fund**
The OneOrlando Fund was established in response to the outpouring of support and generosity for the victims and survivors of the Pulse nightclub shooting in Orlando. The Fund is managed by the OneOrlando Fund Board, which represents a diverse Board representative of Orlando.
- **RISE**
RISE is dedicated to harnessing the unifying power of sports to improve race relations and build a society of understanding, respect, and equality. RISE focuses on a three-pronged approach to raise awareness, inspire dialogue, and drive enduring action.

- **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.
- **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
- **U.S. Soccer Foundation**
The U.S. Soccer Foundation's *Soccer for Success* free after-school program promotes healthy habits, inclusion, and encourages the development of critical life skills through caring coach-mentors and family engagement.
- **Women's Sports Foundation**
Founded in 1974 by tennis legend, Billie Jean King, one of the 20th century's most respected and influential people, who has long been a champion for social justice and equality, the Women's Sports Foundation is dedicated to creating leaders by ensuring all girls with access to sports.
- **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.

20 for 20 Mini-Pitch Initiative

MLS WORKS has partnered with the U.S. Soccer Foundation, Canada Soccer, adidas and Southern New Hampshire University to build mini-pitches in MLS markets. Each mini-pitch will offer children in underserved communities a safe place to play and Soccer for Success free after-school programming that uses soccer as a tool to address health issues and juvenile delinquency.

Unite.Volunteer.Serve. - Community MVP Program

MLS WORKS recognizes and rewards leaders in the community who use soccer as a tool to make a positive impact in the lives of others through social issues focused on inclusion, diversity and equality through the Community MVP Program. MLS fans have the opportunity to nominate themselves or another individual who sets an example as a leader. One Community MVP is selected to represent each of the twenty MLS clubs and is recognized on both the national and local levels.

Every Save Makes a Difference

MLS WORKS has partnered with Univision and Allstate to donate soccer equipment to underserved children in local Hispanic communities. Based on quantity of saves made by MLS goalkeepers during Friday night Univision broadcasts, soccer equipment is delivered to the community organizations by MLS

players and coaches. Children will receive a clinic and players speak to the importance of living a healthy, active lifestyle.

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.

Recruiting Female Athletes Committee

During 2016, 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.

Game Changers

Hosted by Street & Smith's SportsBusiness Journal / SportsBusiness Daily, the Game Changers Conference is a one-day annual event that focuses on the multiple ways in which women intersect with sports. It provides women in sports an opportunity to hear from and network with many of the industry's most senior executives.

Diversity and Inclusion Sports Consortium

MLS is a participant in the Diversity and Inclusion Sports Consortium made up of members from the major sports leagues. The consortium members confer regularly to share diversity and inclusion best practices. To recognize, celebrate and encourage diversification in the world of sport, there is a Sports Diversity & Inclusion Symposium held each year. The symposium provides a forum to discuss, evaluate and create tangible solutions to drive greater diversity and inclusion in today's sports culture.

Leadership Development Program

The Leadership Development Program at the League Office provides leadership coaching and workshops to rising top talent to enhance their leadership skills. There is a focus to ensure that women as well as a diverse demographic are represented in each cohort.

My Brother's Keeper Alliance

My Brother's Keeper Alliance (MBK Alliance) is a nonprofit that engages the private and social sectors to create pathways to success for boys and young men of color (BYMOC). MBK Alliance's efforts are both national and local in scope, with an intense focus on opening doors to opportunities in the workforce.

MBK Alliance directs assistance and resources to lift up best practices in the field from cradle to career while engaging the business community. The White House's MBK Community Challenge has engaged over 250 communities in orienting their work around BYMOC. MBK Alliance is building upon this progress by helping these communities with technical assistance, resources and subject matter expertise.

Après

Après creates professional opportunities for women who chose to temporarily focus on personal responsibilities and/or other priorities but are now ready to return to the workforce. Après is passionate about helping companies tap into to this incredible network of women. Hiring women reentering the workforce is a smart business decision. This highly-skilled, untapped source of talent represents an incredible opportunity for MLS/SUM to add talent and increase gender diversity.

Prep for Prep

Prep for Prep develops leaders through access to superior education and life-changing opportunities. Since 1978, Prep has identified New York City's most promising students of color and prepared them for placement at independent schools in the city and boarding schools throughout the Northeast. These students will also pursue undergraduate and advanced degrees at top colleges and universities. More than 4,500 members of the Prep Community are rapidly assuming leadership positions in a wide variety of endeavors. Prep offers a diverse network of college students and experienced professionals to support diversity recruitment pipeline efforts.