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The 2017 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
with Abdul Bello-Malabu
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EXECUTIVE SUMMARY

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

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

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

For racial hiring practices, the MLS earned an **A+** for the League Office and players, an A- for assistant coaches, a **B+** for team professional administration, and a B for head coaches and general managers. However, MLS received **D** for team senior administration which decreased significantly from the B in 2016.

For gender hiring practices, the MLS received a **B+** for league office employees while team professional administration received a C+. There was a significant drop for gender in senior team administration where the MLS dropped from a **C-** in 2016 to a **D+** in 2017.

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

Richard Lapchick, principal author of the study and director of TIDES, said, "Major League Soccer's 2017 Racial and Gender Report Card displays strong performance regarding racial and gender hiring practices overall. Although MLS's gender grade dropped it is a result of our new grading scale as the percentage of

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women in the league office, team senior administration and professional administration positions improved. Also, the league scored well for racial hiring practices falling only 0.3 percentage points despite our new grading scale. The League's weakest area with great need for improvement is in team senior administrative positions where MLS teams earned a **D** for race and and **D+** for gender hiring.

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

Using data from the 2017 season, TIDES conducted an analysis of the racial composition of teams and coaches. In addition, The Report Card included a racial and gender breakdown of management in the MLS League Office and at various levels within each MLS franchise such as: top management, team senior administration, team professional administration, physicians, and athletic trainers. The listing of owners, head coaches, and general managers for the 2017 Report Card is updated through November 3, 2017. All numerical data and the grades reflected information published in official team literature at the beginning of the 2017 season. The League Office provided all data pertaining to the MLS League Office.

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 Abdul Bello-Malabu.

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.

It should be made clear that TIDES has officially changed the grading scale for the first time in the nearly 20 years of the Report Card because of America's changing demographics. Please note the changes in the section at the end of the report for "How Grades Are Calculated." The result is that the 2017 grades for the 2017 MLS Racial and Gender Report have been calculated at a higher standard than in previous reports. The increase was actually only a partial increase from our previous standards to current census data and in the coming years we will increase the requirements to fully reflect census data.

REPORT HIGHLIGHTS

- The MLS League Office continued to be the standard-bearer for the entire league with people of color comprising 36.7 percent of all professional positions, while women filled 39.0 percent of these positions. The percent of people of color increased by 0.3 of a percentage point from 36.4 percent in 2016. Women in professional positions at the League Office increased by two percentage points from 37 in the 2016 MLS RGRC.
- People of color holding head coach positions decreased from 20 percent in 2016 to 18.2 percent in 2017. The MLS teams led by coaches of color are Atlanta United, Houston Dynamo, New York City FC and FC Dallas.

- Assistant coaches of color increased dramatically by 12.3 percentage points from 13.6 percent in 2016 to 25.9 percent in 2017.
- Alex Leitaó with Orlando City Soccer was the only person of color holding the position of CEO/President.
- There were four general managers of color in 2017. Earnie Stewart, of the Philadelphia Union, was the first African-American GM in MLS since its inception.
- While Major League Soccer teams have historically had the worst record in professional sport for hiring people of color as team vice presidents, there was an improvement this year with an increase in vice presidents who were people of color in the 2017 season from 4.0 percent in 2016 to 8.4 percent in 2017. During the 2017 season, women held 22.1 percent of all vice president positions, a significant increase from 16.7 percent in 2016.
- People of color held 11.4 percent of all team senior administration positions. This was a decrease of 3.3 percentage points from the 14.7 percent recorded in 2016. Women held 26.2 percent of team senior administration positions, an increase from 25 percent in 2016. This was the second consecutive year that the percent of women in team senior administration positions increased.
- The same was true regarding the percent of people of color in team professional administration positions which increased by 3.5 percentage points to 21.1 percent in 2017. The percent of women in team professional administration positions increased by 3.7 percentage points to 32.4 percent in 2017.

TABLEAU VISUALIZATIONS

In this year's MLS Racial and Gender Report Card we have added two Tableau Visualizations that are meant to help enhance the presentation of the data included in our Racial and Gender Report Cards. This is the second report in which we have included these visualizations.

The first visual presents a comparison between US Census racial demographics and the racial demographics of key MLS positions of players, head coaches, owners, league office staff and team CEO and President. Additionally this visual displays racial demographic comparisons over the last five years. The second visual focus on gender and compares US Census gender demographics to the gender demographics of key MLS positions of team senior administrators, team professional administrators, league office staff and Vice Presidents. Additionally this visual displays gender demographic comparisons over the last five years.

These visuals are important because they emphasize the overall goal of the Racial and Gender Report Cards which is to demonstrate how the demographics of professional leagues compare to society's demographics.



Gender And The MLS

2017 Gender Comparison of MLS Positions to US Census Demographics

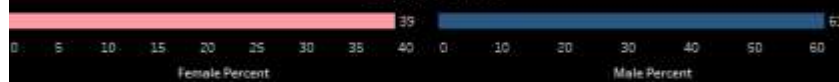
US Census Gender Demographics



Senior Administrators



League Office



Professional Administrators

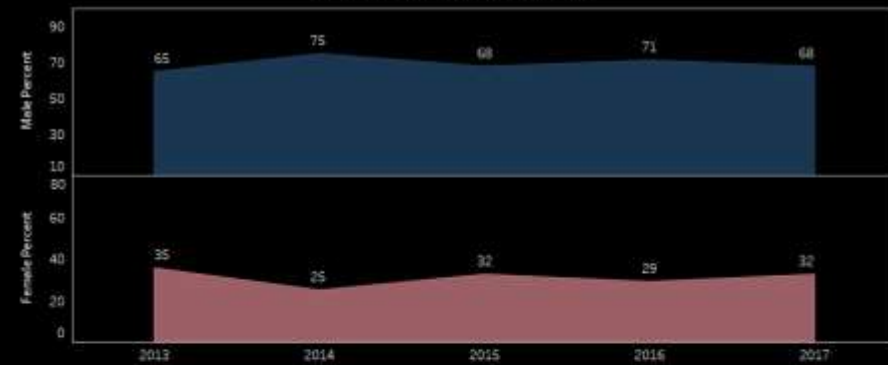


Vice Presidents

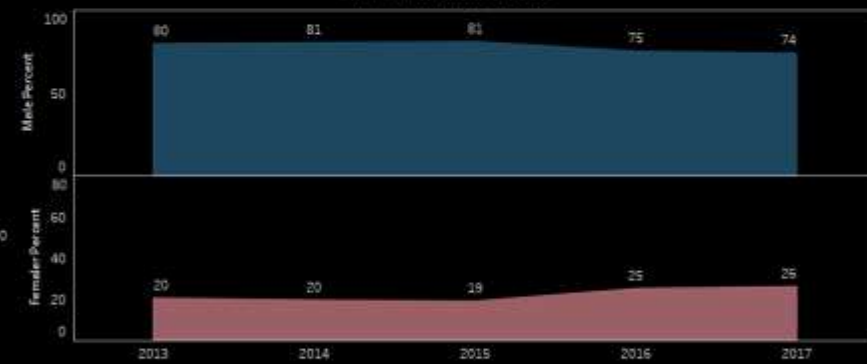


Demographic Comparison Over The Past 5 Years

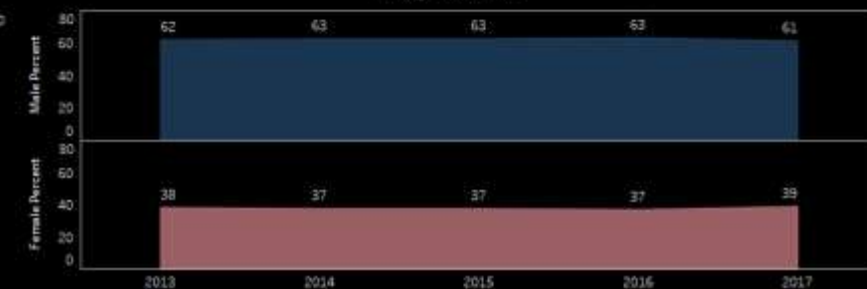
Professional Administrators



Senior Administrators



League Office



OVERALL GRADES

MLS received a **B+** grade on racial hiring practices in the 2017 MLS RGRC. Its 88.2 points was a decrease of 0.3 points from the 2016 MLS RGRC.

MLS's grade for gender hiring practices decreased to C+ as it fell to 78.8 in 2017 from 81.0 points in 2016, down 2.2 points.

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

Gender hiring practices in MLS during the 2017 season received a **B+** grade for league office employees, a **C+** for professional administration, and a **D+** for team senior administration.

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

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

The decreases were largely a result of a new grading scale that better represented America's changing demographics.

GRADES BY CATEGORY

Players

During the 2017 season, the percent of white players decreased by 1.8 percentage points from 48 percent in 2016 to 46.2 percent in 2017. The percent of Latino players in MLS increased by 0.3 percentage points from 24.8 percent in 2016 to 25.1 percent in 2017. The percent of African-American players decreased by 1.3 of a percentage point from 11.8 percent in 2016 to 10.5 in 2017. The percent of Asian-American players decreased by 0.2 of a percentage point, from 0.7 percent in 2016 to 0.5 percent in 2017. The players classified as "other" increased three percentage points from 14.7 percent in 2016 to 17.7 percent in 2017. As of the 2013 MLS RGRC, an international player who is Black was counted as "other."

There was an increase in international players in the 2017 MLS season going from 43.3 percent in 2016 to 46.2 percent in 2017. 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+** 53.8 percent

See Table 1.

MLS League Office

Diversity within league office employees remained relatively constant from the 2016 season. White employees comprise 63% of all employees, while the remaining employees were represented by Latinos with 21.4%, African-Americans with 5.6%, Asian Americans with 4.9%, and those classified as “Other” with 4.9% of all employees.

The percentage of women increased to 39 percent from 37percent in 2016.

There were seven minority league office vice presidents:

- Jennifer Cramer, Vice President, Partnership Marketing
- Camilo Durana, Vice President, Property & Commercial Development
- Samir Gole, Vice President, Digital Products
- Marisabel Munoz, Vice President, Communications
- Charlie Shin, Vice President, CRM & Analytics
- Ramin Tabib, Vice President, Strategic Planning and Research
- Karine Travieso, Vice President, Integrated Media Solutions

The 11 league office women who hold a vice president title or higher were:

- Kathy Carter, President of Soccer United Marketing
- JoAnn Neale, Chief Administrative & Social Responsibility Officer
- Maribeth Towers, Senior Vice President, Consumer Products & Licensing
- Rachel Leber, Vice President, Consumer Products Marketing
- Jennifer Maurillo, Vice President, Events
- Emily Unruh, Vice President, Retail Development
- Marisabel Munoz, Vice President, Communications
- Jan Greenberg, Vice President, Social Responsibility
- Jennifer Cramer, Vice President, Partnership Marketing
- Amanda Vandervort, Vice President, Social Media & CRM
- Karine Travieso, Vice President, Integrated Media Solutions

MLS Grade for League Central Office:

Race: A+ 36.7 percent
Gender: B+ 39.0 percent

See Table 2.

Ownership

As of the beginning of the 2017 MLS season, 89.2 percent of all owners were white. The 10.8 percent of people of color owners were 8.1 percent Latino and 2.7 percent Asian-American. In MLS, five 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, New York City FC is owned by the Dubai United Group, 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. The majority owner of the New York City FC is City Football Group which is a subsidiary company under the Dubai United Group owned by Mansour bin Zayed Al Nahyan.

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. It is not included in this report.

See Table 3.

Head Coaches

At the beginning of the 2017 MLS season, 81.8 percent of all MLS head coaches were white and 13.6 percent were Latino. The head coaches classified as “other” represented 4.5 percent of head coaches. In comparison to the 2016 season, this reflects an increase of 1.8 percentage points in white coaches and a decrease of 1.8 percentage points for the coaches of color. There were no African-American or Asian-American head coaches in the MLS.

The four head coaches of color as of the writing of this report were:

- Wilmer Cabrera, Houston Dynamo
- Oscar Pareja, FC Dallas
- Patrick Viera, New York City FC
- Gerardo Martino, Atlanta United FC

Pablo Mastroeni coached the Colorado Rapids until he was fired in August 2017.

In the 2016 season, the head coaches of color 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: B 18.2 percent***See Table 4.***Assistant Coaches**

At the beginning of the 2017 MLS season, 74.1 percent of all assistant coaches were white, a decrease of 12.3 percentage points from 2016 when it was 86.4 percent. The assistant coaches classified as Latinos represented the largest group of assistant coaches of color with 16.5 percent, followed by “other” assistant coaches of color with 5.9 percent, and African-Americans with 3.53 percent. Overall, assistant coaches of color increased by 12.3 percentage points from 13.6 percent in 2016 to 25.9 percent. The percentage of Latino assistant coaches increased significantly by 13.1 percentage points from 3.4 percent in 2016 to 16.5 percent in 2017. African-American assistant coaches decreased by one percentage point from 4.5 percent in 2016 to 3.5 percent in 2017. The assistant coaches classified as “other” increased by 0.2 from 5.7 percent in 2016 to 5.9 percent in 2017.

MLS Grade for Assistant Coaches**Race: A- 25.9 percent***See Table 5.***Top Management**

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

CEO/President

In 2017, there was one CEO/President of color representing an MLS team. Alex Leita, who is Latino, served as the CEO of Orlando City SC.

*See Table 6.***General Manager**

As of the beginning of the 2017 MLS season, the percent of white general manager positions increased to 81.8 percent. This was the second 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 are listed below. These are the same individuals included as general manager of color in the 2016 report.

- 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 18.2 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. However, as of the beginning of the 2017 MLS season, people of color holding team vice president positions experienced a 4.4 percentage point increase from 4.0 percent in 2016 to 8.4 percent in 2017. There was a 2.3 percentage point increase for African-Americans from 0 percent in 2016 to 2.3 percent in 2017. There was a 1.8 of a percentage point increase for Latino team vice presidents from 2.0 percent in 2016 to 3.8 percent in 2017. Asian-American team vice presidents increased by 0.5 percentage points from 1.0 percent in 2016 to 1.5 percent in 2017.

There was 6.8 percentage point increase for women holding vice president positions from 15.3 percent in 2016 to 22.1 percent in 2017.

Women holding vice president positions were:

- Mellissa Janetta, Vice President of Business Development, FC Dallas
- Megan Miller, Vice President Partnership Marketing, FC Dallas
- Gina Miller, Vice President Media & Communications, FC Dallas
- Evie Baker, Vice President, HR and Admin, FC Dallas
- Sara Daggett, Senior Vice President, HR and Legal Affairs, Minnesota United
- Maureen Smith, Senior Vice President, Finance, Minnesota United
- Ann Rodriguez, Vice President, Business Operations, Atlanta United FC
- Lisa Chang, Senior Vice President Human Resources, Atlanta United FC
- Catie Griggs Vice President of Business Operations, Atlanta United FC
- Jessica Yavitz, Vice Presideent of Community Relations, Chicago Fire
- Emily Maguire Vice President Ticket sales & Service, Colorado Rapids
- Camille Hammond, Vice President Partnership Marketing & Media Sales, Colorado Rapids
- Alison Roscoe, Vice President, Corporate Partnerships, Columbus Crew SC

- Arica Kress, Vice President Marketing and Communications, Columbus Crew SC
- Kristel Wissel, Vice President Community Relations, Portland Timbers
- Ashley Highsmith, Vice President Guest Services and event sales, Portland Timbers
- Amy Ziskin, Vice President Partnership, Marketing, Suites, Portland Timbers
- Tara Silcox, Vice President of finance, Real Salt Lake
- Jessica Smith, Vice President Sponsorship Sales, San Jose Earthquakes
- Amanda Farina, Vice President of Marketing, San Jose Earthquakes
- Erin Vagley, Vice President of Administration, Seattle Sounders
- Betsy Maxfield, Vice President of Youth Soccer and Player Affairs, Sporting KC
- Andrea Kimball, Vice President and General Counsel, Sporting KC
- Shannon Hosford, Senior Vice President, Marketing and Communications, Toronto FC
- Kim Carter, Vice President, Human Resources, Toronto FC
- Christina Mora, Vice President, Partnerships, New York City FC
- Kay Rawlins, Vice President of Community Relations & Foundation President, Orlando City
- Teresa Tatlonghari Vice President of Marketing, Orlando City

The Atlanta United, Minnesota United Portland Timbers, Colorado Rapids, FC Dallas, Orlando City, San Jose Earthquakes, Sporting Kansas City, Columbus Crew SC and Toronto FC were the MLS teams with two female vice presidents.

Latinos holding vice president positions were:

- Ann Rodriguez, Vice President, Business Operations, Atlanta United FC
- Carlos Bocanegra, Vice President & Technical Director Atlanta United
- Diogo Kotscho, Vice President of Communications, Orlando City
- Carlos Osorio, Chief Financial Officer, Orlando City
- Urel Martinez, Vice President, Sales, LA Galaxy

Asian-Americans holding vice president positions were:

- Evie Baker, Vice President of Human Resources and Administration, FC Dallas
- Lisa Chang, Senior Vice President Human Resources, Atlanta United FC

African American holding vice president positions were:

- Camille Hammond, Vice President, Partnership Marketing & Media Sales, Colorado Rapids
- Robert Davis II, Vice President of Ticket Sales, San Jose Earthquakes
- Theo Hodges, Vice President of Ticket Sales, Seattle Sounders

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 2017 season, people of color who held team senior administration positions in the MLS decreased from 14.7 percent in 2016 to 11.4 percent in 2017. In 2017, Latinos held 6.6 percent (down 3.2 percentage points from 2016) of all team senior administration positions. African-Americans and Asian-Americans both held 1.5 percent of senior team administration positions in 2017. In comparison to 2016, African-Americans decreased by 1.4 of a percentage points and Asian-Americans increased by 0.5 of a percentage point. The remaining 1.8 percent of team senior administration positions were held by those classified as “other,” up 0.8 of a percentage point from 2016.

The percentage of women holding team senior administration positions increased by 1.2 percentage points from 25 percent in the 2016 season to 26.2 percent in 2017.

MLS Grade for Team Senior Administration

Race:	D	11.4 percent
Gender:	D+	26.2 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 second consecutive year, the percent of people of color in team professional administration positions increased. As of the beginning of the 2017 season, 21.1 percent of all team professional administration positions were held by people of color, up from 17.6 percent in 2016. Latinos holding these positions increased by 3.6 percentage points, from 10.2 percent in 2016 to 13.8 percent in 2017. The percent of African-Americans increased by 0.5 percentage points from 3.4 percent in 2016 to 3.9 percent in 2017, while Asian-Americans decreased by 0.8 percentage points from 2.6 percent in 2016 to 1.8 percent in 2017. In 2017 those classified as “other” decreased by 0.3 of a percentage point from 1.3 in 2016 to 1.6 percent in 2017.

As of the beginning of the 2017 season, women holding team professional administration positions experienced a 3.7 percentage point increase from 28.7 percent in 2016, to 32.4 percent in 2017.

MLS Grade for Team Professional Administration:

Race:	B+	21.1 percent
Gender:	C+	32.4 percent

See Table 10.

Physicians

As of the beginning of the 2017 season, MLS team physician positions held by people of color experienced a four percentage point decrease from 11.8 percent in 2016 to 7.8 percent in 2017. The percent of white team physicians was 92.2 percent. Asian-Americans decreased by 2.8 percentage points from 5.9 percent in 2016 to 3.1 percent in 2017. African-Americans held 1.6 percent of the positions, and Latinos held 3.1 percent. African-Americans experienced a decrease of 1.34 of a percentage point in 2017. Latinos increased significantly by 1.6 percentage points 2017. Those categorized as “other” were at zero 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. In 2017 this number increased by 4.9 percentage points to 7.8 percent.

See Table 11.

Athletic Trainers

Positions categorized as athletic trainers included all employees listed as, but not exclusively limited to, head athletic trainers, assistant athletic trainers, and directors of sport science.

As of the beginning of the 2017 season, MLS athletic trainer positions held by people of color experienced an increase of 3.8 percentage points from 25.6 percent in 2016 to 29.4 percent in 2017. The percent of white head trainers decreased by 3.8 percentage points from 74.4 percent in 2016 to 70.6 in 2017. There was one Asian-American athletic trainer in 2016, and this increased in 2017 to eight head trainers and 15.7 percent. Latino head trainers decreased by 7.6 percentage points from 15.4 percent in 2016 to 7.8 percent in 2017. This is the second time there has been more than one African-American head trainer. The two African-American head trainers are with the San Jose Earthquakes and Colorado Rapids. There have been no women head trainers since the 2006 MLS season, but there is one female assistant athletic trainer

See Table 12.

MLS Diversity Initiatives

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

HOW GRADES WERE CALCULATED

As in previous reports, the 2017 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 the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an A was achieved if 24 percent of the positions were held by people of color, B if 12 percent of the positions were held by people of color, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

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

Race		Gender	
A+	>30	A+	>45
A	29-30	A	45
A-	25-28.5	A-	42-44
B+	20-24.5	B+	39-41.5
B	17-19.5	B	38
B-	16	B-	35-37.5
C+	15	C+	32-34.5
C	14	C	31
C-	13	C-	28-30.5
D+	12	D+	25-27.5
D	11	D	24
F	<11	F	<24

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 2017 season for Major League Soccer. Listings of owners, general managers and head coaches were updated as of November 3, 2017.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 25th 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 12th 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 2017 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2017 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, Abdul Bello-Malabu 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					
	%	#		%	#
2017			2008		
White	46.2%	285	White	62.0%	204
African-American	10.5%	65	African-American	19.5%	64
Latino	25.1%	155	Latino	16.4%	54
Asian	0.5%	3	Asian	1.2%	4
Other	17.7%	109	Other	0.9%	3
Total People of Color	53.8%	332	Total People of Color	38.0%	125
International	46.2%	285	International	30.4%	100
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	52.0%	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	15.0%	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	17.0%	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	41.90	226	International	27.8%	87
2013			2004		
White	47.7%	261	White	62.6%	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%	
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
			Total People of Color	35.0%	x
			International	Data Not Collected	

x=Data not recorded

**Information submitted by the MLS League Office

TABLE 1

League Office: Professional Employees					
	%	#		%	#
2017			2008		
White	63.3%	169	White	57.0%	53
African-American	5.6%	15	African-American	8.6%	8
Latino	21.3%	57	Latino	26.9%	25
Asian	4.9%	13	Asian	4.3%	4
Other	4.9%	13	Other	3.2%	3
Total People of Color	36.7%	98	Total People of Color	43.0%	40
Women	38.95%	104	Women	41.9%	39
2016			2007		
White	63.6%	98	White	68.6%	35
African-American	4.5%	7	African-American	5.9%	3
Latino	25.3%	39	Latino	19.6%	10
Asian	4.6%	7	Asian	3.9%	2
Other	2.0%	3	Other	2.0%	1
Total People of Color	36.4%	56	Total People of Color	31.4%	16
Women	37	57	Women	25.5%	13
2015			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
2014			2005		
White	61.0%	75	White	75.8%	25
African-American	4.1%	5	African-American	6.1%	2
Latino	30.1%	37	Latino	15.2%	5
Asian	3.3%	4	Asian	3.0%	1
Other	1.6%	2	Other	0.0%	0
Total People of Color	39.1%	48	Total People of Color	24.2%	8
Women	37.4%	46	Women	2120.0%	7
2013			2004		
White	61.7%	71	White	Data not Collected	
African-American	4.3%	5	African-American	Data not Collected	
Latino	28.7%	33	Latino	Data not Collected	
Asian	2.6%	3	Asian	Data not Collected	
Other	2.6%	3	Other	Data not Collected	
Total People of Color	38.3%	44	Total People of Color	Data not Collected	
Women	38.3%	44	Women	Data not Collected	
2012			2003		
White	59.6%	59	Data not Collected		
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	1670.0%	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	37.8%	28	Asian	2.3%	1
Women	36.5%	27	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					

Majority Owners							
		%	#			%	#
2017				2010			
	White	89.2%	33		White	87.5%	
	African-American	0.0%	0		African-American	0.0%	
	Latino	8.1%	3		Latino	12.5%	
	Asian	2.7%	1		Asian	0.0%	
	Other	0.0%	0		Other		
	Total People of Color	10.8%	4		Total People of Color	12.5%	
	Women	0.0%	0		Women	0.0%	
2016				2009			
	White	89.5%	34		White	86.7%	13
	African-American	0.0%	0		African-American	6.7%	1
	Latino	5.3%	2		Latino	6.7%	1
	Asian	5.3%	2		Asian	0.0%	0
	Other	0.0%	0		Other		
	Total People of Color	10.5%	4		Total People of Color	13.3%	2
	Women	2.6%	1		Women	0.0%	0
2015				2008			
	White	89.7%	35		White	69.2%	9
	African-American	0.0%	0		African-American	7.7%	1
	Latino	5.1%	2		Latino	23.1%	3
	Asian	5.1%	2		Asian	0.0%	0
	Other	0.0%	0		Other		
	Total People of Color	10.3%	4		Total People of Color	30.8%	4
	Women	0.0%	0		Women	0.0%	0
2014				2007			
	White	93.3%	28		White	92.3%	12
	African-American	0.0%	0		African-American	0.0%	0
	Latino	3.3%	1		Latino	7.7%	1
	Asian	3.3%	1		Asian	0.0%	0
	Other	0.0%	0		Other		
	Total People of Color	6.7%	2		Total People of Color	7.7%	1
	Women	0.0%	0		Women	0.0%	0
2013				2006			
	White	85.3%	29		White	90.9%	10
	African-American	0.0%	0		African-American	0.0%	0
	Latino	8.8%	3		Latino	9.1%	1
	Asian	5.9%	2		Asian	0.0%	0
	Other	0.0%	0		Other		
	Total People of Color	14.7%	5		Total People of Color	9.1%	1
	Women	0.0%	0		Women	0.0%	0
2012				2005			
	White	89.7%	35		White	91.7%	11
	African-American	0.0%	0		African-American	0.0%	0
	Latino	7.7%	3		Latino	8.3%	1
	Asian	2.6%	1		Asian	0.0%	0
	Other	0.0%	0		Other		
	Total People of Color	10.3%	4		Total People of Color	8.3%	1
	Women	0.0%	0		Women	0.0%	0
2011				2004			
	White	89.3%	25		White	100.0%	9
	African-American	0.0%	0		African-American	0.0%	0
	Latino	7.1%	2		Latino	0.0%	0
	Asian	3.6%	1		Asian	0.0%	0
	Other	0.0%	0		Other		
	Total People of Color	10.7%	3		Total People of Color	0.0%	0
	Women	0.0%	0		Women	0.0%	0
TABLE 3							

TABLE 3

Head Coaches					
	%	#		%	#
2017			2007		
White	81.8%	18	White	92.3%	12
African-American	0.0%	0	African-American	0.0%	0
Latino	13.6%	3	Asian	0.0%	1
Asian	0.0%	0	Latino	7.7%	0
Other	4.5%	1	Total People of Color	7.7%	1
Total People of Color	18.2%	4	Women	0.0%	0
Women	0.0%	0			
2016			2006		
White	80.0%	16	White	90.9%	10
African-American	0.0%	0	African-American	0.0%	0
Latino	15.0%	3	Asian	0.0%	0
Asian	0.0%	0	Latino	9.1%	1
Other	5.0%	1	Total People of Color	9.1%	1
Total People of Color	20.0%	4	Women	0.0%	0
Women	0.0%	0			
2015			2005		
White	90.0%	18	White	91.7%	11
African-American	0.0%	0	African-American	0.0%	0
Latino	10.0%	2	Asian	0.0%	0
Asian	0.0%	0	Latino	8.3%	1
Total People of Color	10.0%	2	Total People of Color	8.3%	1
Women	0.0%	0	Women	0.0%	0
2014			2004		
White	89.5%	17	White	100.0%	9
African-American	0.0%	0	African-American	0.0%	0
Asian	10.5%	2	Asian	0.0%	0
Latino	0.0%	0	Latino	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
2013			2003		
White	89.5%	17	Data Not Collected		
African-American	0.0%	0	2002		
Latino	10.5%	2	White	80.0%	8
Asian	0.0%	0	African-American	0.0%	0
Total People of Color	10.5%	2	Asian	0.0%	0
Women	0.0%	0	Latino	20.0%	2
2012			Total People of Color	20.0%	2
White	89.5%	17	Women	0.0%	0
African-American	5.3%	1	2001		
Latino	5.3%	1	White	75.0%	9
Asian	0.0%	0	African-American	0.0%	0
Total People of Color	10.5%	2	Asian	0.0%	0
Women	0.0%	0	Latino	25.0%	3
2011			Total People of Color	25.0%	3
White	87.5%	14	Women	0.0%	0
African-American	6.3%	1	2000		
Asian	0.0%	0	White	83.3%	10
Latino	6.3%	1	African-American	0.0%	0
Total People of Color	12.5%	2	Asian	0.0%	0
Women	0.0%	0	Latino	16.7%	2
2010			Total People of Color	16.7%	2
White	87.5%	14	Women	0.0%	0
African-American	0.0%	0	1999		
Asian	0.0%	0	White	83.3%	10
Latino	12.5%	2	African-American	0.0%	0
Total People of Color	12.5%	2	Asian	0.0%	0
Women	0.0%	0	Latino	16.7%	2
2009			Total People of Color	16.7%	2
White	86.7%	13	Women	0.0%	0
African-American	6.7%	1			
Asian	0.0%	0			
Latino	6.7%	1			
Total People of Color	13.3%	2			
Women	0.0%	0			
2008					
White	69.2%	9			
African-American	7.7%	1			
Asian	0.0%	0			
Latino	23.1%	3			
Total People of Color	30.8%	4			
Women	0.0%	0			

TABLE 4

Assistant Coaches					
	%	#		%	#
2017			2008		
White	74.1%	63	White	90.5%	38
African-American	3.5%	3	African-American	2.4%	1
Latino	16.5%	14	Latino	7.1%	3
Asian	0.0%	0	Asian	0.0%	0
Other	5.9%	5	Other	0.0%	0
Total People of Color	25.9%	22	Total People of Color	9.5%	4
Women	0.0%	0	Women	0.0%	0
2016			2007		
White	86.4%	76	White	82.9%	34
African-American	4.5%	4	African-American	2.4%	1
Latino	3.4%	3	Latino	12.2%	5
Asian	0.0%	0	Asian	0.0%	0
Other	5.7%	5	Other	2.4%	1
Total People of Color	13.6%	12	Total People of Color	17.1%	7
Women	0.0%	0	Women	0.0%	0
2015			2006		
White	81.2%	69	White	76.5%	26
African-American	8.2%	7	African-American	2.9%	1
Latino	9.4%	8	Latino	17.6%	6
Asian	0.0%	0	Asian	0.0%	0
Other	1.2%	1	Other	2.9%	1
Total People of Color	18.8%	16	Total People of Color	23.5%	8
Women	0.0%	0	Women	0.0%	0
2014			2005		
White	83.3%	50	White	72.7%	24
African-American	8.3%	5	African-American	6.1%	2
Latino	6.7%	4	Latino	18.2%	6
Asian	0.0%	0	Asian	0.0%	0
Other	1.7%	1	Other	3.0%	1
Total People of Color	16.7%	10	Total People of Color	27.3%	9
Women	0.0%	0	Women	0.0%	0
2013			2004		
White	79.4%	50	White	71.0%	98
African-American	1.6%	1	African-American	29.0%	40
Latino	14.3%	9	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	4.8%	3	Other	0.0%	0
Total People of Color	20.6%	13	Total People of Color	29.0%	40
Women	0.0%	0	Women	0.0%	0
2012			2003	Data Not	
White	81.3%	52	2002		
African-American	6.3%	4	White	75.9%	22
Latino	10.9%	7	African-American	10.3%	3
Asian	0.0%	0	Latino	10.3%	3
Other	1.6%	1	Asian	0.0%	0
Total People of Color	18.8%	12	Other	3.4%	1
Women	0.0%	0	Total People of Color	24.1%	7
2011			Women	0.0%	0
White	81.6%	40	2001	Data Not	
African-American	4.1%	2	2000		
Latino	14.3%	7	White	68.8%	22
Asian	0.0%	0	African-American	0.0%	0
Other	0.0%	0	Latino	28.1%	9
Total People of Color	18.4%	9	Asian	0.0%	0
Women	0.0%	0	Other	3.1%	1
2010			Total People of Color	31.3%	10
White	80.4%	41	Women	0.0%	0
African-American	5.9%	3	1999		
Latino	13.7%	7	White	69.0%	20
Asian	0.0%	0	African-American	0.0%	0
Other	0.0%	0	Latino	27.6%	8
Total People of Color	18.6%	10	Asian	3.4%	1
Women	0.0%	0	Other	0.0%	0
2009			Total People of Color	31.0%	9
White	84.8%	39	Women	0.0%	0
African-American	6.5%	3			
Latino	6.5%	3			
Asian	0.0%	0			
Other	2.2%	1			
Total People of Color	15.2%	7			
Women	0.0%	0			

TABLE 5

CEO/President					
	%	#		%	#
2017			2008		
White	96.8%	30	White	75.0%	9
African-American	0.0%	0	African-American	0.0%	0
Latino	3.2%	1	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	3.2%	1	Women	0.0%	0
Women	0.0%	0			
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			
2015			2006		
White	94.7%	18	White	70.0%	7
African-American	0.0%	0	African-American	0.0%	0
Latino	5.3%	1	Latino	20.0%	2
Asian	0.0%	0	Asian	10.0%	1
Other	0.0%	0	Total People of Color	30.0%	3
Total People of Color	0.0%	1	Women	0.0%	0
Women	0.0%	0			
2014			2005		
White	93.8%	15	White	76.9%	10
African-American	0.0%	0	African-American	0.0%	0
Latino	6.3%	1	Latino	15.4%	2
Asian	0.0%	0	Asian	7.7%	1
Total People of Color	0.0%	0	Total People of Color	23.1%	3
Other	6.3%	1	Women	7.7%	1
Women	0.0%	0			
2013			2004		
White	94.1%	16	White	100.0%	7
African-American	0.0%	0	African-American	0.0%	0
Latino	5.9%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Total People of Color	0.0%	0
Total People of Color	5.9%	1	Women	0.0%	0
Women	5.9%	1			
2012			2003		
White	90.5%	19	Data not collected		
African-American	0.0%	0			
Latino	9.5%	2	2002		
Asian	0.0%	0	White	100.0%	x
Other	0.0%	0	African-American	0.0%	x
Total People of Color	9.5%	2	Latino	0.0%	x
Women	0.0%	0	Asian	0.0%	x
			Total People of Color	0.0%	x
2011			Women	0.0%	x
White	83.3%	15			
African-American	0.0%	0	2001		
Latino	16.7%	3	White	100.0%	x
Asian	0.0%	0	African-American	0.0%	x
Total People of Color	16.7%	3	Latino	0.0%	x
Women	0.0%	0	Asian	0.0%	x
			Total People of Color	0.0%	x
2010			Women	0.0%	x
White	86.7%	13			
African-American	0.0%	0	2000		
Latino	6.7%	1	White	100.0%	x
Asian	6.7%	1	African-American	0.0%	x
Total People of Color	13.3%	2	Latino	0.0%	x
Women	0.0%	0	Asian	0.0%	x
			Total People of Color	0.0%	x
2009			Women	0.0%	x
White	86.7%	13			
African-American	0.0%	0	1999		
Latino	6.7%	1	White	100.0%	x
Asian	6.7%	1	African-American	0.0%	x
Total People of Color	13.3%	2	Latino	0.0%	x
Women	0.0%	0	Asian	0.0%	x
			Total People of Color	0.0%	x
			Women	0.0%	x

TABLE 6

General Manager					
	%	#		%	#
2017			2008		
White	81.8%	18	White	75.0%	9
African-American	4.5%	1	African-American	0.0%	0
Latino	13.6%	3	Latino	16.7%	2
Asian	0.0%	0	Asian	8.3%	1
Other	0.0%	0	Other	25.0%	3
Total People of Color	18.2%	4	Women	0.0%	0
Women	0.0%	0			
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	Other	25.0%	3
Total People of Color	19.0%	4	Women	0.0%	0
Women	0.0%	0			
2015			2006		
White	94.7%	18	White	70.0%	7
African-American	0.0%	0	African-American	0.0%	0
Latino	5.3%	1	Latino	20.0%	2
Asian	0.0%	0	Asian	10.0%	1
Other	0.0%	0	Other	30.0%	3
Total People of Color	5.3%	1	Women	0.0%	0
Women	0.0%	0			
2014			2005		
White	93.9%	15	White	76.9%	10
African-American	0.0%	0	African-American	0.0%	0
Latino	6.3%	1	Latino	15.4%	2
Asian	0.0%	0	Asian	7.7%	1
Other	0.0%	0	Other	23.1%	3
Total People of Color	6.3%	1	Women	7.7%	1
Women	0.0%	0			
2013			2004		
White	94.1%	16	White	100.0%	7
African-American	0.0%	0	African-American	0.0%	0
Latino	5.9%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	5.9%	1	Women	0.0%	0
Women	5.9%	1			
2012			2003		
White	90.5%	19	White	Data not collected	
African-American	0.0%	0			
Latino	9.5%	2	2002		
Asian	0.0%	0	White	100.0%	x
Other	0.0%	0	African-American	0.0%	x
Total People of Color	9.5%	2	Latino	0.0%	x
Women	0.0%	0	Asian	0.0%	x
			Other	0.0%	x
2011			Women	0.0%	x
White	83.3%	15			
African-American	0.0%	0	2001		
Latino	16.7%	3	White	100.0%	x
Asian	0.0%	0	African-American	0.0%	x
Other	16.7%	3	Latino	0.0%	x
Women	0.0%	0	Asian	0.0%	x
			Other	0.0%	x
2010			Women	0.0%	x
White	86.7%	13			
African-American	0.0%	0	2000		
Latino	6.7%	1	White	100.0%	x
Asian	6.7%	1	African-American	0.0%	x
Other	13.3%	2	Latino	0.0%	x
Women	0.0%	0	Asian	0.0%	x
			Other	0.0%	x
2009			Women	0.0%	x
White	86.7%	13			
African-American	0.0%	0	1999		
Latino	6.7%	1	White	100.0%	x
Asian	6.7%	1	African-American	0.0%	x
Other	13.3%	2	Latino	0.0%	x
Women	0.0%	0	Asian	0.0%	x
			Other	0.0%	x
			Women	0.0%	x

Table 7

Vice Presidents					
	%	#		%	#
2017			2008		
White	91.6%	120	White	95.2%	40
African-American	2.3%	3	African-American	0.0%	0
Latino	3.8%	5	Latino	4.8%	2
Asian	1.5%	2	Asian	0.0%	0
Other	0.8%	1	Other	0.0%	0
Total People of Color	8.4%	11	Total People of Color	4.8%	2
Women	22.1%	29	Women	7.1%	3
2016			2007		
White	96.0%	94	White	96.7%	29
African-American	0.0%	0	African-American	0.0%	0
Latino	2.0%	1	Latino	3.3%	1
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	3.3%	1
Women	15.3%	15	Women	6.7%	2
2015			2006		
White	93.6%	73	White	100.0%	28
African-American	1.3%	1	African-American	0.0%	0
Latino	2.6%	2	Latino	0.0%	0
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	0.0%	0
Women	16.7%	13	Women	7.1%	2
2014			2005		
White	94.3%	66	White	100.0%	24
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	8.3%	2
2013			2004		
White	91.8%	67	White	100.0%	14
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	0.0%	0
2012			2003		
White	85.4%	82	Data Not Collected		
African-American	6.3%	6	2002		
Latino	7.3%	7	White	91.3%	21
Asian	1.0%	1	African-American	8.7%	2
Other	0.0%	0	Latino	0.0%	0
Total People of Color	14.6%	14	Asian	0.0%	0
Women	12.5%	12	Other	0.0%	0
2011			Total People of Color	8.7%	2
White	90.8%	59	Women	0.0%	0
African-American	0.0%	0	2001		
Latino	7.7%	5	Data Not Collected		
Asian	1.5%	1	2000		
Other	0.0%	0	White	77.8%	14
Total People of Color	9.2%	6	African-American	11.1%	2
Women	6.2%	4	Latino	11.1%	2
2010			Asian	0.0%	0
White	98.0%	48	Other	0.0%	0
African-American	0.0%	0	Total People of Color	22.2%	4
Latino	0.0%	0	Women	0.0%	0
Asian	2.0%	1	1999		
Other	0.0%	0	White	90.5%	19
Total People of Color	2.0%	1	African-American	4.8%	1
Women	12.2%	6	Latino	0.0%	0
2009			Asian	4.8%	1
White	100.0%	53	Other	0.0%	0
African-American	0.0%	0	Total People of Color	9.5%	2
Latino	0.0%	0	Women	4.8%	1
Asian	0.0%	0			
Other	0.0%	0			
Total People of Color	0.0%	0			
Women	7.1%	4			

TABLE 8

Team Senior Administration							
		%	#			%	#
2017				2009			
	White	88.6%	240		White	79.5%	89
	African-American	1.5%	4		African-American	3.6%	4
	Latino	6.6%	18		Latino	14.3%	16
	Asian	1.5%	4		Asian	1.8%	2
	Other	1.8%	5		Other	0.9%	1
	Total People of Color	11.4%	31		Total People of Color	20.5%	23
	Women	26.2%	71		Women	25.0%	28
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%	2		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
					Total People of Color	20.0%	x
					Women	21.0%	x

TABLE 9

Professional Team Administration					
	%	#		%	#
2017			2008		
White	78.9%	302	White	73.6%	173
African-American	3.9%	15	African-American	3.4%	8
Latino	13.8%	53	Latino	22.1%	52
Asian	1.8%	7	Asian	0.4%	1
Other	1.6%	6	Other	0.4%	1
Total People of Color	21.1%	81	Total People of Color	26.4%	62
Women	32.4%	124	Women	22.1%	52
2016			2007		
White	82.4%	436	White	67.5%	131
African-American	3.4%	18	African-American	3.6%	7
Latino	10.2%	54	Latino	26.3%	51
Asian	2.6%	14	Asian	1.5%	3
Other	1.3%	7	Other	1.0%	2
Total People of Color	17.6%	93	Total People of Color	32.5%	63
Women	28.7%	152	Women	27.3%	53
2015			2006		
White	83.7%	656	White	71.2%	178
African-American	4.7%	37	African-American	4.0%	10
Latino	8.4%	66	Latino	22.4%	56
Asian	1.5%	12	Asian	1.2%	3
Other	1.7%	13	Other	1.2%	3
Total People of Color	16.3%	128	Total People of Color	28.8%	72
Women	32.4%	254	Women	26.8%	67
2014			2005		
White	82.0%	639	White	66.0%	76
African-American	4.1%	32	African-American	4.0%	5
Latino	10.0%	78	Latino	30.0%	34
Asian	2.3%	18	Asian	0.0%	0
Other	1.5%	12	Other	0.0%	0
Total People of Color	18.0%	140	Total People of Color	34.0%	39
Women	25.0%	195	Women	28.0%	32
2013			2004		
White	76.4%	346	White	90.0%	75
African-American	3.1%	13	African-American	1.0%	1
Latino	14.6%	66	Latino	5.0%	4
Asian	4.4%	20	Asian	2.0%	2
Other	1.5%	7	Other	1.0%	1
Total People of Color	23.6%	107	Total People of Color	9.0%	8
Women	35.3%	160	Women	42.0%	35
2012			2003		
White	75.6%	326	Data Not Collected		
African-American	2.8%	12	2002		
Latino	18.3%	79	White	77%	x
Asian	2.3%	10	African-American	3%	x
Other	0.9%	4	Latino	17%	x
Total People of Color	24.4%	105	Asian	2%	x
Women	31.1%	134	Other	1%	x
2011			Total People of Color	23%	x
White	71.2%	163	Women	22%	2
African-American	3.1%	7	2001		
Latino	23.6%	54	Data Not Collected		
Asian	1.3%	3	2000		
Other	0.9%	2	White	81.0%	x
Total People of Color	28.8%	66	African-American	7.0%	x
Women	27.5%	63	Latino	0.0%	x
2010			Asian	2.0%	x
White	69.5%	139	Total People of Color	18.0%	x
African-American	4.0%	8	Women	32.0%	x
Latino	22.0%	44	1999		
Asian	3.5%	7	White	74.0%	x
Other	1.0%	2	African-American	7.0%	x
Total People of Color	30.5%	61	Latino	17.0%	x
Women	29.0%	58	Asian	2.0%	x
2009			Total People of Color	26.0%	x
White	69.4%	168	Women	15.0%	x
African-American	4.1%	10	1998		
Latino	23.0%	56	White	78.0%	x
Asian	2.9%	7	African-American	4.0%	x
Other	0.4%	1	Latino	18.0%	x
Total People of Color	30.6%	74	Asian	0.0%	x
Women	28.1%	68			

TABLE 10

Physicians					
	%	#		%	#
2017			2008		
White	92.2%	59	White	83.3%	5
African-American	1.6%	1	African-American	0.0%	0
Latino	3.1%	2	Latino	16.7%	1
Asian	3.1%	2	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	7.8%	5	Total People of Color	16.7%	1
Women	7.8%	5	Women	0.0%	0
2016			2007		
White	88.2%	60	White	88.9%	8
African-American	2.9%	2	African-American	0.0%	0
Latino	1.5%	1	Latino	11.1%	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	11.1%	1
Women	2.9%	2	Women	0.0%	0
2015			2006		
White	87.0%	100	White	66.7%	6
African-American	2.6%	3	African-American	0.0%	0
Latino	6.1%	7	Latino	22.2%	2
Asian	2.6%	3	Asian	0.0%	0
Other	1.7%	2	Other	11.1%	1
Total People of Color	13.0%	15	Total People of Color	33.3%	3
Women	11.3%	13	Women	0.0%	0
2014			2005		
White	90.0%	27	White	81.8%	9
African-American	3.3%	1	African-American	0.0%	0
Latino	3.3%	1	Latino	9.1%	1
Asian	3.3%	1	Asian	9.1%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	10.0%	3	Total People of Color	18.2%	2
Women	3.3%	1	Women	0.0%	0
2013			2004		
White	84.6%	22	White	85.7%	12
African-American	3.8%	1	African-American	9.0%	0
Latino	3.8%	1	Latino	7.1%	1
Asian	7.7%	2	Asian	7.1%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	15.4%	4	Total People of Color	4.7%	2
Women	0.0%	0	Women	0.0%	0
2012			2003	Data Not	
White	84.8%	39	2002		
African-American	4.3%	2	White	66.7%	6
Latino	2.2%	1	African-American	0.0%	0
Asian	8.7%	4	Latino	22.2%	2
Other	0.0%	0	Asian	0.0%	0
Total People of Color	15.2%	7	Other	11.1%	1
Women	2.2%	1	Total People of Color	33.3%	3
2011			Women	11.1%	1
White	89.5%	17	2001	Data Not	
African-American	0.0%	0	2000		
Latino	5.3%	1	White	100.0%	10
Asian	5.3%	1	African-American	0.0%	0
Other	0.0%	0	Latino	0.0%	0
Total People of Color	10.5%	2	Asian	0.0%	0
Women	15.8%	3	Total People of Color	0.0%	0
2010			Women	0.0%	0
White	71.4%	10	1999		
African-American	0.0%	0	White	78.6%	11
Latino	21.4%	3	African-American	0.0%	0
Asian	7.1%	1	Latino	0.0%	0
Other	0.0%	0	Asian	21.4%	3
Total People of Color	28.6%	4	Total People of Color	21.4%	3
Women	0.0%	0	Women	0.0%	0
2009					
White	77.8%	7			
African-American	0.0%	0			
Latino	11.1%	1			
Asian	11.1%	1			
Other	0.0%	0			
Total People of Color	22.2%	2			
Women	0.0%	0			

TABLE 11

Athletic Trainers					
		%	#		
2017					
	White	70.6%	36		
	African-American	3.9%	2		
	Latino	7.8%	4		
	Asian	15.7%	8		
	Other	2.0%	1		
	Total People of Color	29.4%	15		
	Women	2.0%	1		
2016					
	White	74.4%	29		
	African-American	5.1%	2		
	Latino	15.4%	6		
	Asian	2.6%	1		
	Other	2.6%	1		
	Total People of Color	25.6%	10		
	Women	0.0%	0		
2015					
	White	78.6%	11		
	African-American	7.1%	1		
	Latino	7.1%	1		
	Asian	7.1%	1		
	Other	0.0%	0		
	Total People of Color	21.4%	3		
	Women	0.0%	0		
2014					
	White	87.5%	14		
	African-American	0.0%	0		
	Latino	6.3%	1		
	Asian	6.3%	1		
	Other	0.0%	0		
	Total People of Color	12.5%	2		
	Women	0.0%	0		
2013					
	White	88.0%	22		
	African-American	0.0%	0		
	Latino	8.0%	2		
	Asian	4.0%	1		
	Other	0.0%	0		
	Total People of Color	12.0%	3		
	Women	0.0%	0		
2012					
	White	93.8%	30		
	African-American	0.0%	0		
	Latino	6.3%	2		
	Asian	0.0%	0		
	Other	0.0%	0		
	Total People of Color	6.3%	2		
	Women	0.0%	0		
2011					
	White	90.9%	20		
	African-American	0.0%	0		
	Latino	9.1%	2		
	Asian	0.0%	0		
	Other	0.0%	0		
	Total People of Color	9.1%	2		
	Women	0.0%	0		
2010					
	White	90.5%	19		
	African-American	0.0%	0		
	Latino	9.5%	2		
	Asian	0.0%	0		
	Other	0.0%	0		
	Total People of Color	9.5%	2		
	Women	0.0%	0		
2009					
	White	75.0%	15		
	African-American	0.0%	0		
	Latino	25.0%	5		
	Asian	0.0%	0		
	Other	0.0%	0		
	Total People of Color	25.0%	5		
	Women	0.0%	0		
2008					
	White	83.3%	10		
	African-American	8.3%	1		
	Latino	8.3%	1		
	Asian	0.0%	0		
	Other	0.0%	0		
	Total People of Color	16.7%	2		
	Women	0.0%	0		
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		
2005					
	White	75.0%	12		
	African-American	0.0%	0		
	Latino	18.8%	3		
	Asian	6.3%	1		
	Other	0.0%	0		
	Total People of Color	25.0%	4		
	Women	0.0%	0		
2004					
	White	58.3%	7		
	African-American	41.7%	5		
	Latino	0.0%	0		
	Asian	0.0%	0		
	Other	0.0%	0		
	Total People of Color	41.7%	5		
	Women	0.0%	0		
2003					
		Data Not Collected			
2002					
	White	100.0%	10		
	African-American	0.0%	0		
	Latino	0.0%	0		
	Asian	0.0%	0		
	Other	0.0%	0		
	Total People of Color	0.0%	0		
	Women	0.0%	0		
2001					
		Data Not Collected			
2000					
	White	96.2%	25		
	African-American	0.0%	0		
	Latino	3.8%	1		
	Asian	0.0%	0		
	Total People of Color	3.8%	1		
	Women	7.7%	2		
1999					
	White	91.7%	11		
	African-American	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 2017 internship program, MLS recruited women or minorities into 8 of their 14 available positions.

Diversity Education

In early 2017, MLS conducted sexual harassment and diversity awareness training for all 22 clubs.

MLS Diversity Programs

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 equality and inclusivity. 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.

- **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.

- **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.

- **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.

- **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.

- **Special Olympics Unified Sports**

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. In partnership with ESPN, MLS WORKS and Special Olympics collaborate to promote social inclusion through the Unified Sports Exchange program - soccer teams comprised of people with and without intellectual disabilities train and compete against their counterparts in other MLS markets providing the Unified players with an authentic first team experience.

U.S Soccer Foundation

MLS WORKS has partnered with the U.S. Soccer Foundation to help build mini-pitches in MLS markets (Safe Places to Play), offering children in underserved communities a safe place to play and supports free after-school programming (Soccer for Success), which uses soccer as a tool to address juvenile delinquency, while promoting healthy habits, inclusion, and encourages the development of critical life skills through caring coach-mentors and family engagement.

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. The Community MVP Program provides MLS fans with the opportunity to nominate themselves or

another individual who sets an example as a leader in their community. 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 Univision broadcasts, soccer equipment is delivered to community organizations in underserved communities by MLS players and coaches. Children will receive a clinic and players speak to the importance of living a healthy, active lifestyle

The Pajama Program

The Pajama Program provides warm pajamas and new books to needy children, many waiting and hoping to be adopted. They are children living in poverty. The Pajama Program's mission supports the idea that every child has the right to a good night, which hopefully leads to good days filled with courage and optimism. The Pajama Program also serves Reading Centers, where a variety of programming is offered for children from preschool through high school.

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. MLS offers company sponsored WISE memberships to all female employees.

Recruiting Female Athletes Committee

During 2017, 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.

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.

Management Leadership for Tomorrow (MLT)

MLT's acclaimed programs are designed to accelerate the careers of high-achieving African-American, Latino and Native-American women and men. MLT prepares talented, diverse individuals to get on and stay on the path to leadership with programs that span the career spectrum – from college (Career Prep) to MBA (MBA Prep and MBA Professional Development) to early to mid-career (Experienced Hire) to the executive level (Career Advancement Program). MLS currently partners with MLT's Experienced Hire program to promote league office employment opportunities.

HBCU Connect

HBCU CONNECT is the largest organization of students and alumni from Historically Black Colleges & Universities, anchored by our website, HBCUConnect.com, launched in 1999 as the first online social network for African American professionals. MLS promotes league office jobs through the extended HBCU CONNECT website network.

