



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

2022

Racial and Gender Report CardTM

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

by Richard E. Lapchick

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THE 2022 COMPLETE SPORT RACIAL AND GENDER REPORT CARD:

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

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Executive Summary

Orlando, FL - May 25, 2023

The impact of the racial reckoning on American society in 2020 has been enormous and still prevalent today. College and professional sport leagues are moving in the right direction becoming more diverse, equitable, and inclusive. All leagues have reached notable hiring milestones while implementing innovative social justice initiatives. This is reflected in the 2022 Complete Racial and Gender Report Card. What follows is a comprehensive review and analysis of the hiring practices of Major League Baseball, the National Basketball Association, the Women's National Basketball Association, the National Football League, Major League Soccer and College Sport.

Both the Women's National Basketball Association (WNBA) and National Basketball Association (NBA) received an **A** or better in the overall grade in the 2022 Racial and Gender Report Card, earning an **A**. The Major League Soccer (MLS) followed with a **B+**. The National Football League (NFL) earned a **B** while Major League Baseball (MLB) followed with a **B-**. College Sport was again the lowest with a **C**. While there were no huge shifts in the overall grades, four of the six Reports showed an increase of between **0.3** and **3.5** points. The only decrease was in the College Sport grade with a decrease of **2.1** percent.

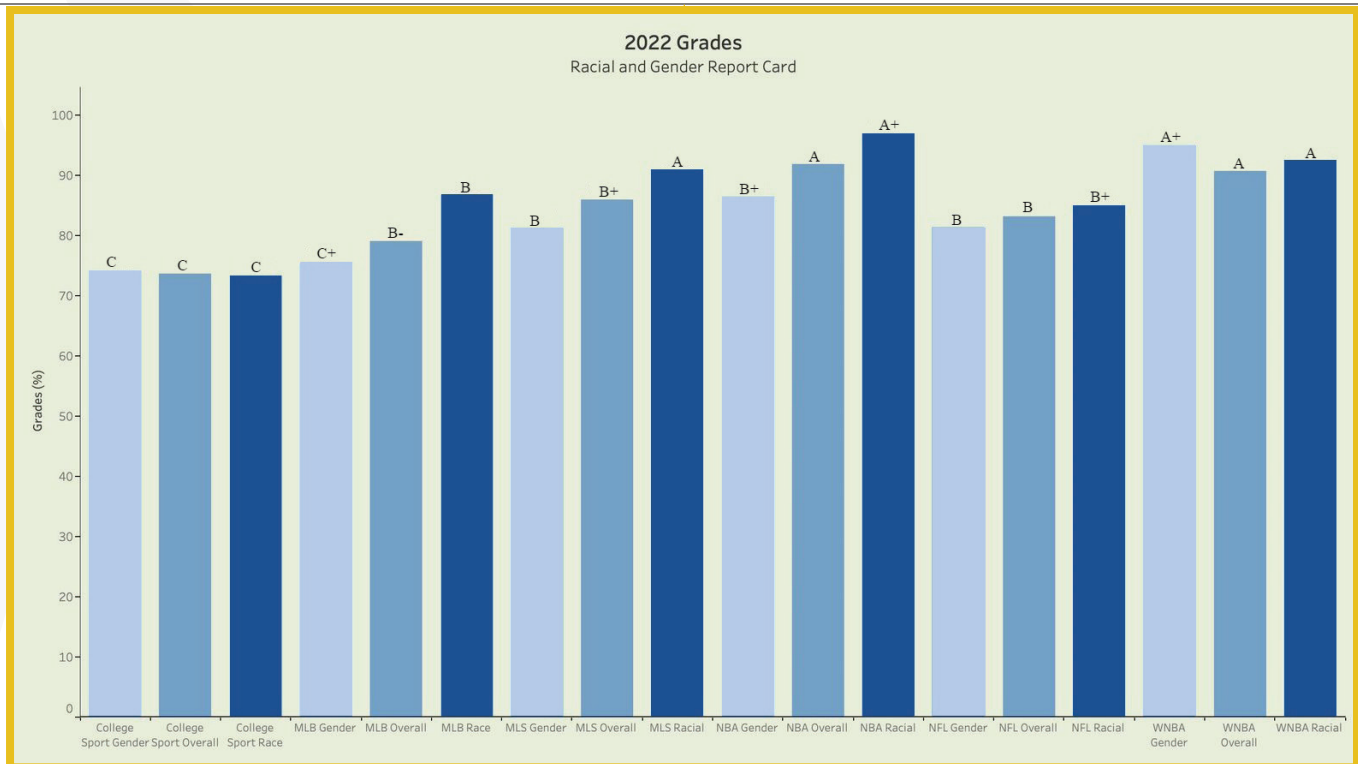
For racial hiring practices, the WNBA and NBA received an **A+** and the MLS earned an **A**. The NFL earned a

B+, while the MLB received a **B**. College Sport earned a **C**. The MLB and NBA increased by **3.8** percent and **2.2** percent, respectively. Conversely, WNBA, NFL, MLS, and College Sport decreased **5.7** percent, **3.5** percent and **0.9** percent, and **1.1** percent respectively.

While gender hiring practices generally were behind racial hiring, they were significantly better than the 2021 RGRC. The WNBA, NBA, MLS, and NFL earned grades above a **C+**, receiving an **A**, **B+**, and **B** for the NFL and MLS respectively. The MLB received a **C+**, and College Sport received the lowest grade of **C**.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/ Presidents was calculated into the final grades. In 2021, a grade was issued for the owners. Based on previous Report Cards, this resulted in slightly reduced overall grades for race and gender across all 2021 Report Cards. In 2021, bonus points were added for Hiring Milestones and special social justice initiatives.

For racial hiring practices, the largest increase was secured by the MLB after increasing **3.8** percentage points to **86.8** percent in racial hiring practices. Both the NFL and MLS had significant improvements for their gender hiring practices with increases of **6.4** percent and **6.5** percent respectively. For overall grades, the NBA and MLS increased the most at **3.5** percent and **2.8** percent respectively.



The Institute for Diversity and Ethics in Sport (TIDES) firmly believes that diversity, equity and inclusion both on the playing field and off are vital to the sustainable growth of sport not just in America, but around the globe. With the release of each Racial and Gender Report Card and the collection of all Report Cards, TIDES continues to embrace the value of diverse and inclusive hiring practices and promote their value across all professional leagues and college sport.

Diversity and inclusion are paramount. This is true for both the business operations and sports operations side of the front office/athletic department. Generally, aside from head coaches, general managers, team presidents and college athletic directors, the key decision makers within this space are less visible to the public eye yet they help influence trends within the industry. It is, therefore, critical that professional leagues and the NCAA increase diverse and inclusive hiring practices when hiring league employees, front office and team professionals, and university administrators. Moreover, it is the responsibility of leagues, teams, colleges and universities to have meaningful diversity initiatives and sustainable programs put in place to help promote and

create this growth – and ultimately shatter the barriers to upward mobility.

Notably, the grades for the professional leagues are raised substantially because of the weight paid to the record of the league offices (and the NCAA office) and player opportunities. All five league offices received a **B** or better for racial hiring practices with the MLB receiving a **B**, the NBA and WNBA receiving an **A+**, and the MLS receiving an **A**. The NFL received a **B+**, while College Sport received a **C**. However, the public spotlight has consistently shined on a few categories including head coach, general manager and president. Of course, based on the records of their teams, this is where leagues do not do as well. The grade for head coaches of color for the WNBA and NBA was an **A+** with **50.0** and **50.0** percent coaches of color, respectively. The MLS earned an **A** with **35.7** percent. The grades decreased for MLB coaches with an **C+** at **20.0** percent. Trailing behind is the NFL with a **C** at **18.8** percent. The Rooney Rule was overhauled with new extensions and new policies were adopted late in 2020.

For general manager of color, the NFL earned a **B-** with

25.0 percent while MLB earned a **D+** at **13.3** percent. The NBA (**A+** at **50.0** percent), WNBA (**A+** at **58.3** percent) and MLS (**C** at **20.0** percent) all did well.

The NFL **C** (**18.8** percent), MLS **C** (**17.9** percent), and WNBA **C-** (**16.7** percent) did relatively well in comparison to the MLB **F** (**3.8** percent) and the NBA **F** (**7.0** percent) in their racial hiring practices earning.

The NBA and WNBA continue to set the standard for other professional counterparts across America as they remain leaders in diverse, equitable and inclusive hiring practices. Both the WNBA and NBA received a combined grade of an **A**. Of all professional leagues and college sport, the WNBA earned the highest overall grade. On the men's side, the NBA continues to be the only men's professional league with an overall **A** grade or higher.

College Sport received a **C** for racial hiring practices by earning **73.3** points, down from **75.6** points in the 2020-2021 College Sport Racial and Gender Report Card. College Sport received a **C** for gender hiring practices by earning **74.1** points, an increase from the **73.8** points earned in the 2020-2021 College Sport Racial and Gender Report Card. The combined grade for the 2022 College Sport Racial and Gender Report Card was a **C** with **73.7** points decreasing from the overall **C** with **74.7** points in 2020.

Opportunities for women and people of color among men's and women's head coaching positions have hardly improved over the span of a decade. For the 2022 season, **84.1** percent of Division I, **85.2** percent of Division II, and **89.0** percent of Division III men's coaches were white. Across all divisions, men continue to hold a majority of head coaching positions for women's teams, 50 years since the passage of Title IX. That remains one of the worst diversity statistics in sport.

As if that is all not bad enough, this is how glacial progress has been in college sport:

Today, **76.7** percent of conference commissioners are white in all of Division I. In 2007-08, **86.5** percent were white.

In 2006-2007, **25.0** percent of men's D1 basketball head coaches were Black or African-American. This is deeply concerning as **24.8** percent were Black or African-American in 2021-2022. Similarly, in 2009-2010, **6.9** percent of DI head football coaches were Black or African-American versus only **27.3** percent in 2021-2022.

In 2010-2011, women held **39.5** percent of the head coaching positions for women's teams in Division I. A decade later they only hold **42.1** percent. Of women's teams! Across all three divisions!

Twenty-two years ago, **2.4** percent of the athletic directors in DI were Black or African-American, ten years ago, it was at **6.0** percent and now, it is only **12.2** percent. In DII, 10 years ago, Black or African-Americans held **4.0** percent of the athletic director roles. Now, they hold only **4.3** percent. DIII is just as concerning as Black or African-Americans held **2.7** percent of athletic director positions ten years ago. Now, they hold just **3.6** percent. If DII and DIII are pipelines, the future remains white.

The MLB Racial and Gender Report Card showed a slight increase in gender and racial hiring practices. MLB earned a **B** on the issue of racial hiring, a **C+** for gender hiring practices, and an overall grade of **B-** in the 2022 Racial and Gender Report Card. MLB earned **79.1** points overall in 2022, a slight increase from **78.7** in 2021. They received **83.0** percentage points for their racial hiring practices and **75.3** percentage points for their gender hiring practices. MLB scored a **C+** for managers of color at **20.0** percent, while general managers earned a **D+** at **13.3** percent for the fourth consecutive year.

The NBA continues to set the pace the other three men's sports leagues for racial and gender hiring practices. Its racial hiring grade and gender hiring grade both increased from **94.8** to **97.0** percent and **81.9** to **86.5** percent respectively. The NBA scored an **A+** for head coaches of color at **50.0** percent, which increased from 2021, and an **A+** for general managers at an all-time high of **50.0** percent which broke last year's previous high of **40.0** percent. However, it again received an **F** for team CEO/Presidents of color at **7.0** percentage points.

In 2022, the NFL received a **B+** for racial hiring practices, remaining the same as 2021. The NFL's score for race was **85.0** percent, **3.5** percentage points lower than last year.. The score for gender was **81.4** percent, a **6.4** percentage point increase from last year's report. The overall grade for the NFL was **83.2** percent in 2022, a **1.4** percent increase from 2021. The NFL scored a **18.8** percent for head coaches of color, a **3.2** increase from last year's score of **15.6** percentage points. The grade for general managers for people of color was **25.0** percent, increasing by **9.4** percentage points from 2021.

The WNBA continued its outstanding record for both racial and gender hiring practices. The WNBA received an **A+** for race and an **A** for gender hiring in 2022. The league recorded a score of **90.7** points overall, decreasing from the all-time mark of **97.6** percent in 2018 and 2021. This marked the 18th consecutive year that the WNBA has received at least **As** for their overall race, gender and combined grades. For the first time in the past five years, the number of women holding WNBA league office positions increased, improving from **65.4** percent in 2021 to **69.4** percent in 2022. The WNBA scored an **A+** for women CEO/Presidents which at **75.0** percent was the third time a majority of positions were held by women. Women held **66.7** percent of CEO/Presidents positions in 2021 and **58.3** percent in 2020. The WNBA received an **A+** for head coaches of color at **50.0** percent. They received an **A+** for head coaches who were women at **58.3** percent. The only significantly low grade was a **C-** given for the racial hiring of President/CEO at **16.7** percent.

MLS maintained an **A** for racial hiring practices. MLS received a combined grade of a **B+** with **90.8** points for race and a **B** for gender hiring earning just **81.2** points. This was a sizeable increase of **6.5** percentage points from 2021 for gender hiring. MLS earned at least an **A** for racial hiring in the League Office, players, and head coaches. The grade for racial hiring for general managers decreased to a **C**. As for gender hiring practices, which significantly lagged behind racial hiring throughout the league, the MLS received a **A-** for league office employees while team professional administration received a **B** and senior team administration earned a **C**.

MLS scored an **F** in CEO/Presidents.

Every year, the TIDES team asks participating organizations in the Racial and Gender Report Card process: "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team?" While there have been some discouraging declines in 2021, TIDES believes that the leaders in both professional and collegiate sports are committed to diversity and inclusion and will continue to look for ways to provide opportunities for individuals from all walks of life to play and work within sports.



The 2022 Racial and Gender Report Card: National Basketball Association

August 10, 2022 - By Richard Lapchick

Contributing editors: Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O'Halloran, Alan Owens, and Darnell Theriot Jr

Executive Summary - The Institute for Diversity and Ethics in Sport (TIDES) released the 2022 National Basketball Association (NBA) Racial and Gender Report Card (RGRC) on August 10, 2022. It showed enormous progress in both racial and gender hiring results.

The NBA received an **A+** for racial hiring practices with a score of **97.0** points and a **B+** for gender hiring practices with **86.5** points. The NBA saw increases in most categories within this year's report card and remains an example for the other men's leagues. The overall grade was an **A** with **91.8** points. This increased significantly from **88.3** points last year when we changed the grading scale to reflect the 2020 Census.

Using data from a snapshot within the 2021-2022 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. The majority of the data for this Report is from June 1, 2022. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office, as well as at various levels within each NBA franchise including top management, team managers, team professional staff, head trainers and broadcasters and referees. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES, which then analyzed the data.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership was calculated into the final grades. Based on previous Report Cards, this resulted in slightly reduced overall grades for race and gender across all 2022 Report Cards.

The **97.0** points for racial hiring practices represented a substantial increase from **94.8** in the 2021 NBA RGRC.

Overall Grade



A

Racial Hiring

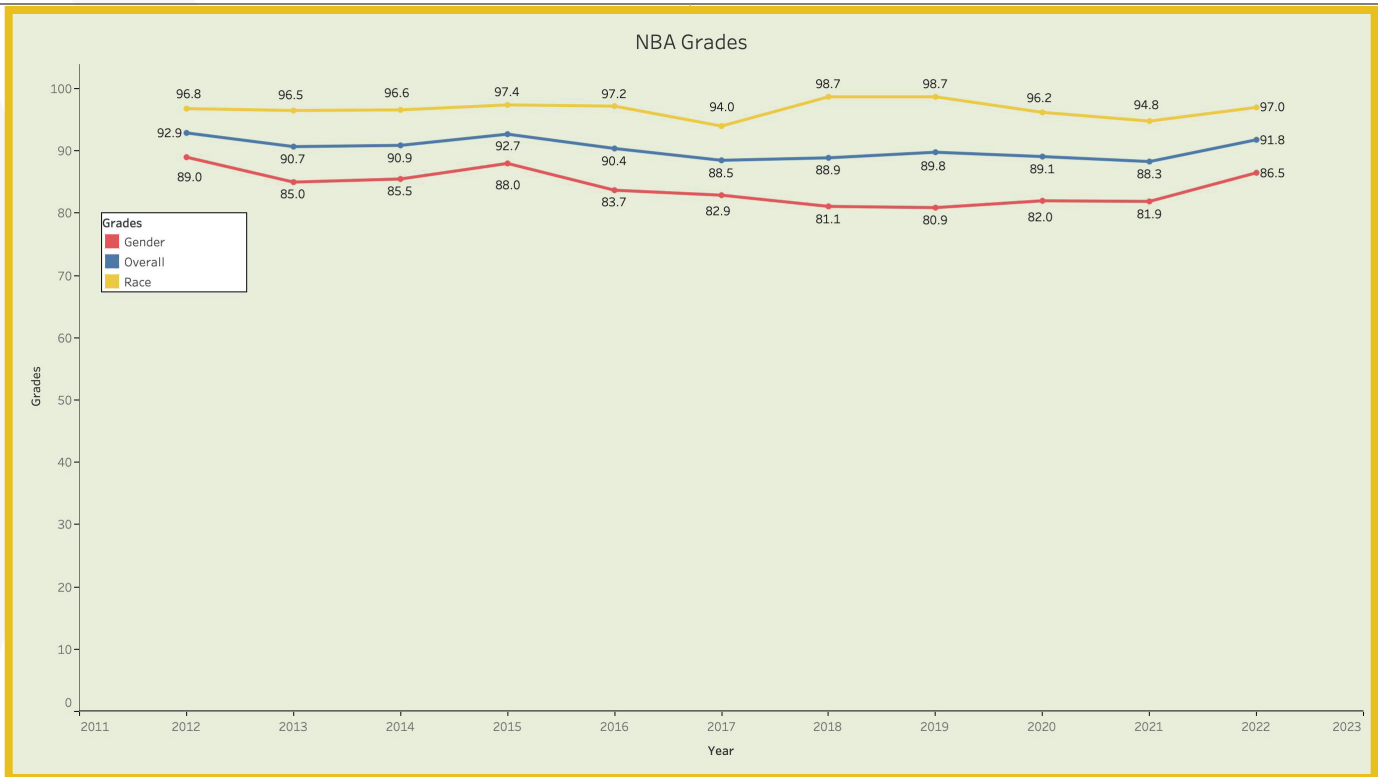


A+

Gender Hiring



B+



The **86.5** points for gender hiring practices was an even larger increase from **81.9** in 2021. There was an accompanying very substantial increase in the overall grade to **91.8** points, up from **88.3** in 2021 NBA RGRC.

Also, beginning in the 2021 RGRC series, TIDES began to award bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. Among the hiring milestones was that the hiring cycle at the end of the 2020-21 season resulted in **seven** of the **eight** head coaching vacancies being filled by Black or African American candidates. As of June 1st, there are **15** head coaches of color, just one shy of the NBA's all-time high of **16** head coaches of color in the 2011-12 season. The **12** general managers of color, totals the same as the previous year. The percentage of assistant coaches of color this year is **50.0** percent.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the Report Card, stated, "The NBA has long established its leadership as being the best among men's professional sports leagues when it comes to diverse and inclusive

hiring. After a one-year slip to a **B+** overall grade, the NBA had dramatic results in the 2021-22 season that resulted in receiving an overall **A** for the 2022 NBA RGRC."

Lapchick continued, "There was once again a very positive trend for women at both the team and league office. The NBA League Office reached its highest percentage of women in professional staff roles in over a decade with **43.4** percent. Both team vice president and team senior management categories saw increases as well, reaching **30.0** percent and **39.0** percent, respectively.

The NBA continues to make significant gender initiatives. An example is NBA ASCEND (Access, Support, Coaching, Exposure, Networking and Development) which is a formalized sponsorship program launched in partnership with Korn Ferry. NBA ASCEND matches talented women across the organization with executive sponsors. The initiative, which targets senior women with a focus on women of color, is designed to cultivate a culture of sponsorship across the NBA that will benefit not only the program participants, but underrepresented talent across the organization more broadly.

In the 2021-22 season, **82.4** percent of players were people of color.

In addition to the milestone hires for head coaches and general managers, the percentage of people of color in team c-suite positions was **26.7** percent in 2021-2022, up from **24.0** percent last year. The percentage of people of color in team vice president positions was slightly higher at **26.1**, up from **25.5** in 2020-21. In the team senior management category, the percentage of people of color increased from **31.3** percent to **32.5** percent and increased substantially from **41.9** percent to **45.7** percent in the team professional staff category.”

The best category for the representation of women is in the NBA League Office with professional employees at **43.4** percent, an increase of **1.4** percentage points from the previous year. This was the highest percentage since the 2009-10 Report Card when the percentage of women was **43.6** percent.

Lapchick added, “Traditionally, the two positions on NBA teams under the greatest scrutiny are general manager and head coach. The percentage of people of color among general managers increased dramatically from **40.0** percent in the 2020-2021 season to **50.0** percent this past season. As of the beginning of the 2021-2022 season, there were **12** general managers of color. The NBA leads all men’s professional leagues in this position. People of color also had **50.0** percent of the head coaching positions after seven of the eight head coaching vacancies during the 2020-2021 off-season were filled by Black or African American men.

It should also be noted that the 2021 NBA Racial and Gender Report Card used a grading scale based on the 2010 Census results. Starting with the 2022 Racial and Gender Report Card series, TIDES is using the 2020 Census data. According to the data, racial ethnic minorities totaled **42.2** percent. The result is that the grades for the 2022 Racial and Gender Report Cards are calculated at a higher standard. If the previous grading scale would have been used in 2022, the NBA would have earned an **A+** for racial hiring practices with a score of **98.7** points and it would have earned a **B** for gender

hiring practices with **82.9** points. The overall grade for the NBA would have been an **A** with **90.8** points.

The 2022 NBA Racial and Gender Report Card Statistics

Overall Grade: A

	League Offices	President/CEO	Head Coaches
White	56.3%	93.0%	50.0%
Black or African-American	17.9%	7.0%	46.7%
Hispanic/Latino	8.9%	0.0%	0.0%
Asian	12.6%	0.0%	3.3%
Hawaiian/Pacific Islander	0.2%	0.0%	0.0%
Two or More Races/Other	4.1%	0.0%	0.0%
Total People of Color	43.7%	7.0%	50.0%
Women	43.4%	10.5%	0.0%
	Assistant Coaches	GMs	Team VPs
White	49.5%	50.0%	73.6%
Black or African-American	42.7%	33.3%	16.3%
Hispanic/Latino	4.2%	0.0%	3.5%
Asian/Pacific Islander	0.5%	4.2%	3.8%
Am. Indian or Alaska Native	0.0%	0.0%	0.9%
Two or More Races/Other	2.6%	12.5%	1.7%
Total People of Color	50.0%	50.0%	26.1%
Women	3.6%	0.0%	30.0%
	Team Management	Prof. Admin	Players
White	66.3%	52.6%	17.4%
Black or African-American	15.0%	22.0%	71.8%
Hispanic/Latino	9.1%	13.0%	2.4%
Asian/Pacific Islander	5.6%	6.8%	0.2%
Am. Indian or Alaska Native	0.5%	0.3%	0.0%
Two or More Races/Other	2.4%	3.6%	8.0%
Total People of Color	32.5%	45.7%	82.4%
Women	39.0%	34.2%	-

Table 1: The 2022 NBA Racial and Gender Report Card Statistics

The 2022 NBA Racial and Gender Report Card Grades

	League Office	VPs	Team Management	Prof. Admin	CEO/President
Total People of Color	43.7%	26.1%	32.5%	45.7%	7.0%
Grade	A+	B	A-	A+	F
Women	43.4%	30.0%	39.0%	34.2%	10.5%
Grade	A	C+	B+	B	F
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	50.0%	50.0%	50.0%	82.4%	
Grade	A+	A+	A+	A+	

Table 2: The 2022 NBA Racial and Gender Report Card Statistics

The 2022 Racial and Gender Report Card: Major League Baseball

May 18, 2022 - By Richard Lapchick

Contributing editors: Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O'Halloran, Alan Owens, Brianna Patton, and Darnell Theriot, Jr.

Executive Summary - On May 18, 2022, the Institute for Diversity and Ethics in Sport (TIDES) released the 2022 Major League Baseball Racial and Gender Report Card (RGRC).

Major League Baseball earned a **B** on the issue of racial hiring and a **C+** for gender hiring practices, bringing the overall grade to a **B-** in the 2022 MLB RGRC.

The **83.0** points for racial hiring practices represented a decrease from **86.8** in the 2021 MLB RGRC. The **75.3** points for gender hiring practices was an increase from **70.7** in 2021. The overall grade of **79.1** points, increased from **78.8** in the 2021 MLB RGRC.

As noted in the 2021 MLB RGRC, a racial and gender hiring grade for Team Ownership is calculated into the final grades. Also noted in the 2021 MLB RGRC, TIDES is awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. MLB has achieved monumental milestones, many of which were acknowledged in the 2021 Major League Baseball Racial and Gender Report Card. At the 2021 All-Star Game, MLB announced a 10-year partnership with a historic financial commitment of up to \$150 million to The Players Alliance, beginning in 2023. This pledge represents the largest financial commitment in MLB history toward the specific goal of improving Black diversity on the field, in managerial and coaching positions, and in front office leadership. As of the start of the 2022 season, there were **33** women who have some level of coaching role at the Major or Minor League levels. That is the most in the Major and Minor Leagues in Baseball History.

There were more MLB breakthroughs. Among them was

Overall Grade



B-

Racial Hiring

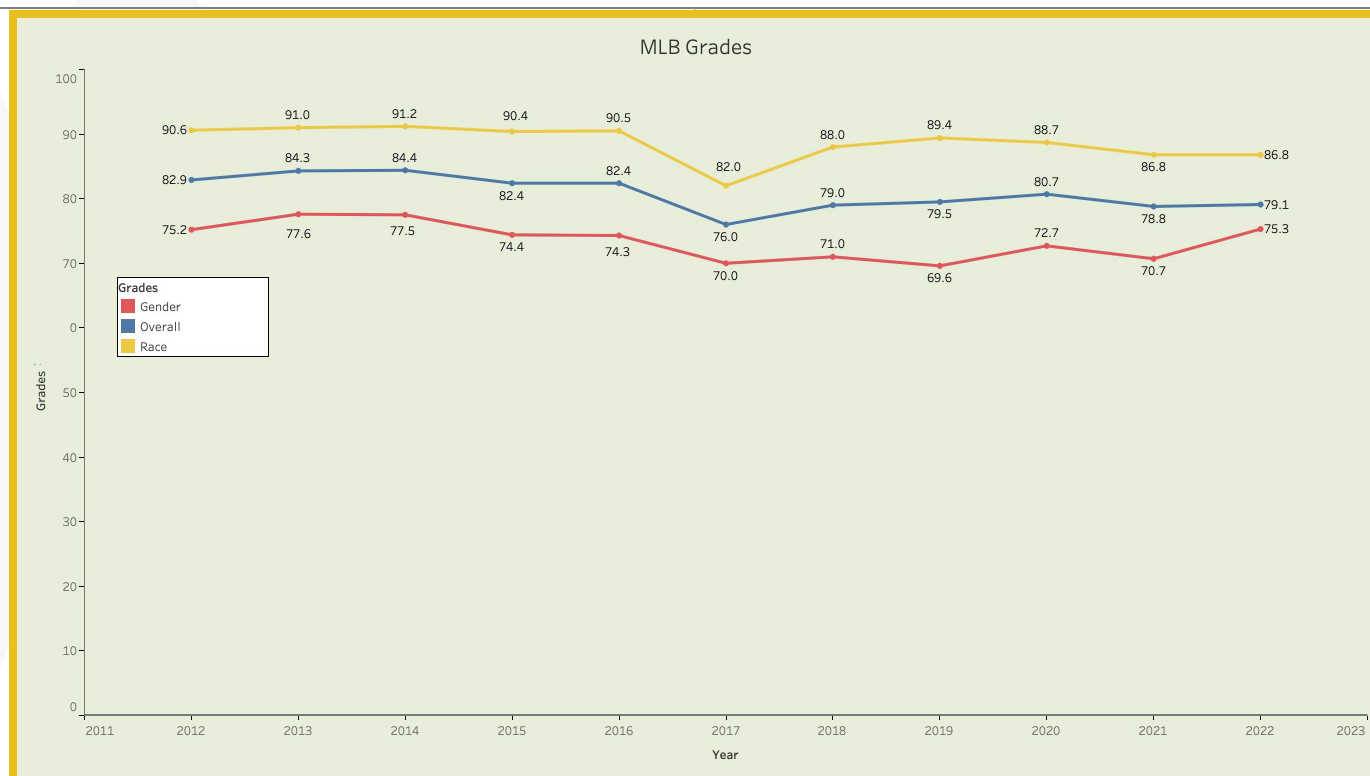


B

Gender Hiring



C+



Rachel Balkovec who was hired as the new manager of the Yankee's Low-A Tampa Tarpons. She is the first woman to be named a manager in affiliated baseball. All these breakthroughs contributed to MLB's overall grade with bonus points. Furthermore, the social justice initiatives that were implemented by the MLB will also contribute as bonus points to the MLB's overall grade.

It should also be noted that the 2021 MLB Racial and Gender Report Card used a grading scale based on the 2010 Census results. Starting with the 2022 Racial and Gender Report Card series, TIDES is using the 2020 Census data. According to the data, racial ethnic minorities totaled **42.2** percent. If the previous grading scale would have been used in 2022, MLB would have earned a **B+** for racial hiring practices with a score of **88.4** points. MLB would have earned a **D** for gender hiring practices with **63.3** points. The overall grade for MLB would have been a **C+** with **75.9** points.

Dr. Richard Lapchick, the primary author of the study and the Director of TIDES at the University of Central Florida (UCF) said, "This marks the 75th anniversary of Jackie Robinson breaking the color barrier in MLB. His

actions continue to have an impact not only on baseball but on America as a whole. One of Robinson's most famous quotes was: "A life is not important except in the impact it has on other lives." His life did and does continue to have an impact. In MLB, he wanted to be sure Black people played on an equal playing field and that they also led the team in the front office and as managers. The 2022 Major League Baseball Racial and Gender Report Card shows that baseball has improved in some areas but must improve across all categories and hasten the pace of change.

In 2022, **38.0** percent of the Major League Baseball players are players of color, up from **37.6** percent. Of great significance, the percentage of Black or African American players on Opening Day rosters for 2022 was at **7.2** percent, a decrease of **0.4** percent from 2021. This is the lowest percentage since the Racial and Gender Report Card data started being collected in in 1991 when **18** percent of the MLB players were Black or African American. In 1995, **19.0** percent of Major League Baseball players were African American. The low percentage of Black MLB players has been a critical concern for many years.

Over the last decade, the MLB Draft showed signs of hope in opportunities for Black or African American players, despite current player demographics. The 2022 MLB draft will be held in July.

Between 2012 and 2021, the first round of the MLB Draft has featured **56** Black or African American players out of **319** total selections (**17.5** percent), including a sizable percentage of alumni from MLB-led youth and amateur baseball development programs.

The MLB Central Office received a **B** for racial hiring and a **C+** for gender hiring practices. People of color comprised **28.7** percent and women comprised **29.2** percent of the total Central Office professional staff. There were **24** people of color and **33** women in vice president positions at the League Office.

Much more work is also necessary at the club level. Of the nine grades for race at the team level, the only **A** grade or better was for assistant coaches at **40.4** percent people of color. MLB received a **C** for racial hiring for team managers, a **B** for Central Office, a **C+** for senior administration, a **B-** for professional administration and a **C** in C-suite executives. MLB received a **C-** for racial hiring for vice presidents and a **D+** for general managers and received an **F** for chief executive officers. MLB received an **F** for owners. The record for gender hiring at the club level is also poor with **C** grades for the senior and professional administration, a **C-** for C-Suite executives and **F**s for vice presidents and CEO's.

Lapchick commented, "In the wake of the Racial Reckoning that started after the murder of George Floyd, discussion of and decisions regarding diversity, equity, and inclusion, have increased dramatically. This also impacted MLB. In 2021, teams hired or promoted eight directors of Diversity, Equity, and Inclusion. This is a positive step." Lapchick continued, "However, it is discouraging to see such low grades in general managers and owner's categories. For MLB to be truly inclusive, there needs to be more people of color and women in these key positions."

Commissioner Manfred's Central Office implemented several diversity initiatives in recent years to address issues of diversity and inclusion. They include the Diversity Pipeline Program, which identifies, develops, and cultivates the pool of qualified minority and female candidates for on-field and baseball operations positions; the MLB Diversity Fellowship, which provides the opportunity for young, diverse professionals to gain experience in front office positions that have been traditionally influential in baseball operations decisions; the Diversity Pipeline Scout Development Program, was held during the Arizona Fall League as an opportunity to provide hands-on experience for persons of color and women looking to explore careers as future scouts as well as for diverse Club personnel to gain greater access and knowledge of scouting for their present roles.

All data was collected by the MLB Central Office and transmitted to the 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. Using data as of April 7, 2022, TIDES conducted an analysis of the racial breakdown of the MLB players, managers, and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office and at the club level, top team management, team senior administration, and team professional administration. An overview of player opportunities is also included. Listings of majority owners, general managers, and team managers were updated as of the start of the 2022 season.

It should be noted that previous MLB Report Cards used data from the prior season while this is the third year that the Report Card features data from the current season. The MLB player demographics for the 2022 Opening Day rosters are also included.

The 2022 MLB Racial and Gender Report Card Statistics

Overall Grade: B-

	Central Office	Presidents/CEOs	Head Coaches (MGR)
White	68.8%	92.3%	80.0%
Black or African-American	6.1%	3.8%	3.3%
Hispanic/Latino	11.9%	0.0%	13.3%
Asian	8.3%	0.0%	0.0%
Am. Indian or Alaska Native	2.2%	0.0%	0.0%
Hawaiian/Pacific Islander	2.5%	0.0%	0.0%
Two or More Races	0.1%	0.0%	3.3%
Other	0.1%	0.0%	0.0%
Voluntary Non-Disclosure	0.0%	3.8%	0.0%
Total People of Color	28.7%	3.8%	20.0%
Women	29.2%	3.8%	0.0%
	Assistant Coaches	GMs	Team VPs
White	54.9%	86.7%	82.8%
Black or African-American	5.4%	3.3%	6.5%
Hispanic/Latino	31.9%	3.3%	7.5%
Asian	1.3%	6.7%	1.1%
Am. Indian or Alaska Native	0.2%	0.0%	0.3%
Hawaiian/Pacific Islander	0.0%	0.0%	0.8%
Two or More Races	1.6%	0.0%	0.0%
Other	0.0%	0.0%	1.0%
Voluntary Non-Disclosure	4.5%	0.0%	1.0%
Total People of Color	40.4%	13.3%	16.1%
Women	1.3%	3.3%	18.3%
	Sr. Admin	Prof. Admin	Players
White	77.9%	74.2%	62.0%
Black or African-American	5.6%	6.1%	7.2%
Hispanic/Latino	10.4%	10.9%	28.5%
Asian	3.1%	4.7%	1.9%
Am. Indian or Alaska Native	1.6%	0.2%	0.1%
Hawaiian/Pacific Islander	0.1%	0.1%	0.3%
Two or More Races	0.2%	2.3%	0.0%
Other	0.0%	0.0%	0.0%
Voluntary Non-Disclosure	1.0%	1.5%	0.0%
Total People of Color	21.1%	24.6%	38.0%
Women	27.4%	26.9%	0.0%

Table 3: The 2022 MLB Racial and Gender Report Card Statistics

The 2022 MLB Racial and Gender Report Card Grades

	Central Office	Team VPs	Sr. Admin	Prof. Admin	CEO/President
Total People of Color	28.5%	15.3%	19.8%	24.4%	3.3%
Grade	B	C-	C	B-	F
Women	29.1%	22.0%	28.5%	25.5%	0.0%
Grade	C+	D	C	C-	F
	GMs	Head Coaches (Mgr)	Assistant Coaches	Players	
Total People of Color	13.3%	20.0%	40.5%	37.6%	
Grade	D+	C	A+	A	

Table 4: The 2022 MLB Racial and Gender Report Card Statistics

The Institute for Diversity and Ethics in Sport™

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“MAKING WAVES OF CHANGE”

The 2022 Racial and Gender Report Card: Major League Soccer

January 12, 2023 - By Richard Lapchick

Contributing editors: Asia Ervin, Lydia Franks, Dara Gregory, Jatasia Johnson, Allison Kula, Kennady Oliver, Zakary Smiley, Andy Smith, Abraham Wade and David Zimmerman

Executive Summary - Sports has a unique way of uniting people of various backgrounds. Millions of people from around the world watched the FIFA World Cup taking place in Qatar. On January 12, 2023, the Institute for Diversity and Ethics in Sport (TIDES) released the 2022 Major League Soccer (MLS) Racial and Gender Report Card (RGRC).

Using data from the 2022 season, TIDES conducted an analysis of the racial composition of team general managers, players, 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, including C-suite personnel, team senior administration, team professional administration, athletic trainers, and game officials. The data for the 2021 Report Card is updated through August 22, 2022. The League Office provided all data pertaining to the MLS League Office and the aggregate team data.

MLS earned an **A** for racial hiring practices with a score of **90.8**, a slight decrease from last year's **91.7** points. MLS earned a **B** for gender hiring practices with **81.2** points, a significant increase from **74.7** points in 2021 and their highest gender percentage since 2018. The overall grade for MLS was a **B+** with **86.0** points, a **2.8** percentage point improvement from **83.2** points last year.

Starting with the 2022 Racial and Gender Report Card series, TIDES updated their grading scale to reflect the 2020 Census data. According to the data, racial ethnic minorities totaled **42.2** percent. If the previous grading scale would have been used in 2022, MLS would have earned an **A** for racial hiring practices with a score of **92.2** points, a **C+** for gender hiring practices with **76.8** points and the overall grade for MLS would have been a **B** with **84.5** points.

Overall Grade



B+

Racial Hiring

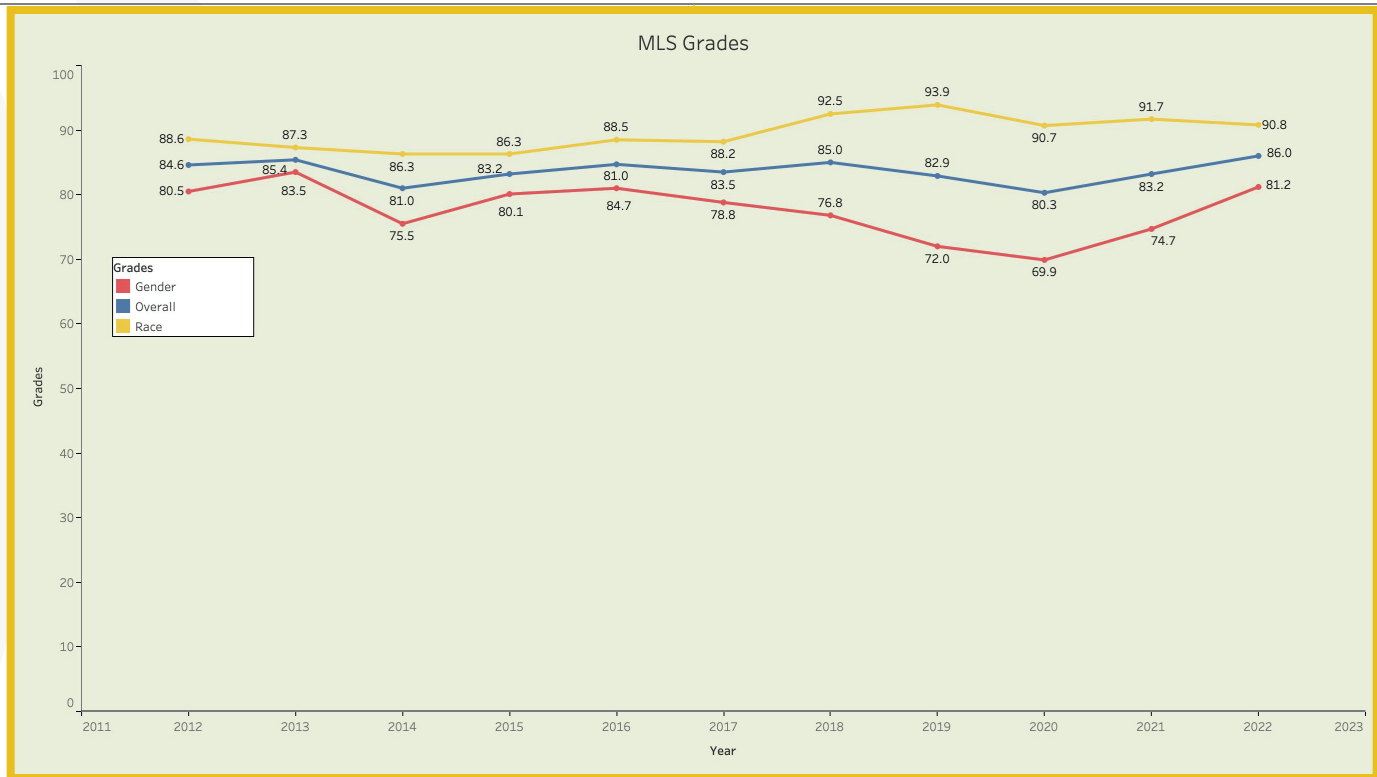


A

Gender Hiring



B



For racial hiring practices, MLS earned an **A+** for players and League Office employees; **A** for head coaches; **A** for professional administration and assistant coaches; **B-** for C-suite executives and vice presidents; **C** for team CEO/presidents and general managers; **C-** for senior administration; and a **D** for Majority Owners/investors. For gender hiring practices, MLS earned an **A-** for League Office employees while C-suite executives and professional administration received a **B** and both team vice presidents and senior administration earned a **C**. MLS scored an **F** for Majority Owners/Investors, and Team CEO/presidents.

“Major League Soccer continued to improve in both racial and gender categories across the League Office and team levels,” said Richard Lapchick, principal author of the study and director of TIDES, “The League Office, led by Commissioner Don Garber, once again earned high marks and represented the growth the league wishes to see in racial and gender hiring efforts in comparison to their team counterparts.”

Lapchick continued, “On-field positions like assistant coaches and head coaches continued to hold the highest percentage of persons of color among all team positions. When it comes to crucial off-field positions, key decision-making roles of team vice presidents and C-suite executives had notable improvements in diverse representation. I applaud MLS for having five people of color holding the position of president/CEO positions.

Beginning in the 2021 RGRC series, TIDES started to award bonus points for crucial social justice initiatives and hiring milestones. Susan Dee Haslam of Columbus Crew SC and Carolyn Kindle Betz of St. Louis SC remain as the only women majority owners. It is worth noting that the MLS has nine women of color as minority owners. Another milestone this season was Lucy Rushton of DC United becoming the first female General Manager since 2000. Only three women have held this position in the history of MLS. Except for Major League Baseball, no other major men’s professional league has had a woman as a GM. In January of 2022 Kristen Bernert of Columbus Crew was hired as president of business operations, which brought the total to four women holding the title

of President/ CEO. Additionally, the MLS League Office named Sola Winley as their first Chief Diversity Officer and Tori Penso became the first female head referee in an MLS game. This is the second year the MLS saw substantial improvements in their overall gender percentage, with an increase of **4.0** percentage points. This brought the MLS gender percentage of **81.2** percent to its highest mark since 2018, when it was **76.8** percent.

This year, MLS developed a Board of Governors DEI Committee focused on providing strategic support for the League-wide plan to advance DEI. The Committee is made up of club owners, league executives, current players, former players, and youth leaders. The Committee's area of emphasis is on developing programs and initiatives to increase access, engagement, representation, opportunity, and participation for diverse communities at the League and Clubs as well as the broader sport of soccer. The committee is a standing MLS Board of Governors committee and meets in conjunction with regularly scheduled MLS BOG meetings. The Committee is Co-Chaired by the League's Chief DEI Officer, the only League Committee to have an MLS staff member as a Co-Chair.

Among the crucial social justice initiatives is MLS WORKS, a partnership 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 afterschool 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.

In addition, MLS leveraged a historic \$25 million loan from a syndicate of Black banks, marking the first time any sports league has participated in a major commercial transaction exclusively with Black banks. Facilitated by the nonprofit National Black Bank Foundation (NBBF), the partnership was the latest significant step in a series of ongoing efforts by MLS in the Diversity, Equity, and Inclusion space.

The 2022 MLS Racial and Gender Report Card Statistics

Overall Grade: B+

	League Office	Presidents/CEOs	Head Coaches
White	56.6%	82.1%	64.3%
Black or African-American	8.5%	3.6%	10.7%
Hispanic/Latino	23.2%	7.1%	21.4%
Asian	7.0%	3.6%	0.0%
Hawaiian or Pac. Islander	0.3%	0.0%	0.0%
Am. Indian or Alaska Native	0.3%	0.0%	0.0%
Two or More Races	4.1%	0.0%	3.6%
Total People of Color	43.4%	14.3%	35.7%
Women	40.5%	14.3%	0.0%
	Assistant Coaches	GMs	Team VPs
White	67.9%	80.0%	76.6%
Black or African-American	6.7%	3.3%	6.6%
Hispanic/Latino	19.4%	16.7%	8.4%
Asian	2.2%	0.0%	6.0%
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	0.7%	0.0%	0.0%
Two or More Races	1.5%	0.0%	1.8%
Total People of Color	30.5%	20.0%	22.8%
Women	0.0%	2.8%	28.7%
	Sr. Admin	Prof. Admin	Players
White	65.3%	59.8%	38.1%
Black or African-American	4.7%	6.6%	24.9%
Hispanic/Latino	4.4%	12.6%	32.3%
Asian	5.0%	9.0%	0.8%
Hawaiian or Pac. Islander	0.0%	0.0%	0.3%
Am. Indian or Alaska Native	0.3%	0.2%	0.1%
Two or More Races	1.5%	2.3%	3.4%
Total People of Color	15.9%	30.7%	61.8%
Women	28.2%	37.1%	-

Table 5: The 2022 MLS Racial and Gender Report Card Statistics

The 2022 MLS Racial and Gender Report Card Grades

	League Office	Team VPs	Sr. Admin	Prof. Admin	CEO/President
Total People of Color	43.4%	22.8%	15.9%	30.7%	14.3%
Grade	A+	C-	B	B+	C-
Women	40.5%	28.7%	28.2%	37.1%	14.3%
Grade	A-	C-	D	C	F
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	20.0%	35.7%	30.5%	61.8%	
Grade	B	A+	A+	A+	

Table 6: The 2022 MLS Racial and Gender Report Card Statistics

The 2022 Racial and Gender Report Card: National Football League

November 10, 2022 - By Richard Lapchick

Contributing editors: Asia Ervin, Lydia Franks, Dara Gregory, Jatasia Johnson, Allison Kula, Kennady Oliver, Zakary Smiley, Andy Smith, Abraham Wade and David Zimmerman

Executive Summary - The National Football League (NFL) received a **B+** for racial hiring practices and a **B** for gender hiring practices in the 2022 NFL Racial and Gender Report Card released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF) on November 10, 2022. The NFL earned a combined grade of a **B**.

The NFL's score for race decreased to **85.0** percent, **3.5** percentage points lower than last year's score of **88.5** percent. The score for gender increased significantly to **81.4** percent, **6.4** percentage points higher than last year's score of **75.0** percent. The NFL's overall grade increased from **81.8** percent in 2021 to **83.2** percent in 2022.

Using data from the 2022 season, provided by the NFL League Office, the Institute conducted an analysis of the racial and gender breakdown of head coaches, assistant coaches, general managers, executive leadership, senior management, senior administration, and professional staff within the NFL League office and at the club level.

Richard Lapchick, Director of TIDES and the primary author of the study, said, "Part of the decline is related to the adjustment of grading scale to reflect the 2020 census. However, the NFL has continued to make progress in the hiring practices within the League Office. In contrast, there is still room for improvement in the disparities in the racial and gender hiring practices between the NFL League Office and the 32 teams."

Lapchick continued, "An impressive **29.0** percent of the vice presidents and above are people of color in the League Office, up from **26.5** percent in 2021. At the team level, **15.9** percent of the vice presidents are people of color, an increase from **13.7** percent last year. Nonetheless, there is still significant room for improvement."

Overall Grade



B

Racial Hiring

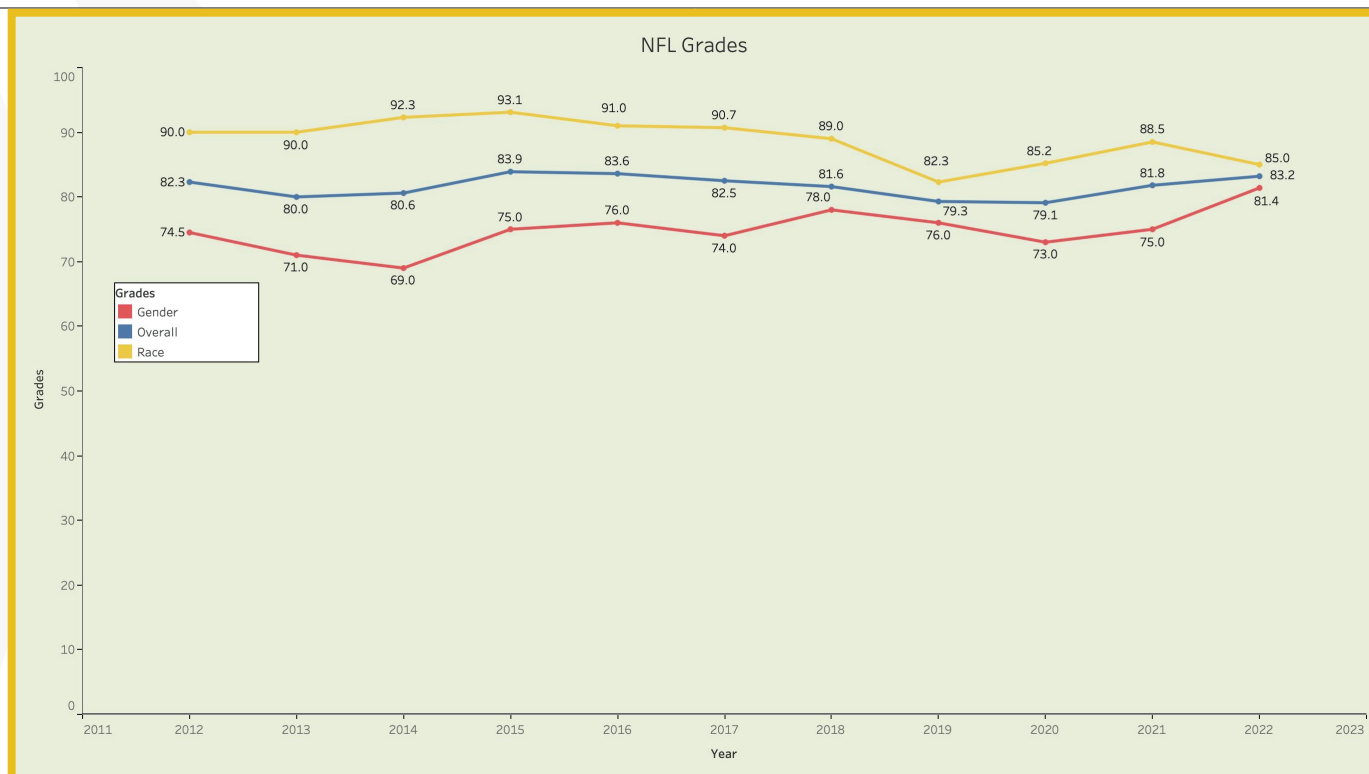


B+

Gender Hiring



B



“The NFL’s League Office continues in their advancement to efficiently identify and hire women and people of color. Dasha Smith, Jonathan Beane, Sam Rappoport, Belynda Gardner and Josephine Martinez lead the NFL in creating innovative methods in building a more inclusive environment. Their combined focus on improving diversity is reflected in this Report Card where the NFL has improved in all but a few categories.” This year the NFL reached multiple “all-time highs” including: **eight** people of color as general managers, **27** people of color and **five** women as game officials, **six** women of color in coaching positions, **three** women as club presidents, and **six** people of color as club presidents. At the beginning of the 2022 season, the NFL had **15** women in coaching roles which is the most ever in any professional men’s league covered in the Racial and Gender Report Card series.

Lapchick continued, “There were two first-time head coaches of color hired in 2021, Robert Saleh (NYJ) and David Culley (HOU). This year the NFL has a total of **seven** head coaches of color which is just one less than the highest recorded number of **eight** in 2011, 2017, and 2018.

This year, the NFL announced the creation of the NFL Diversity Advisory Committee, following its pledge in February to retain outside experts to review the league’s diversity policies and practices. The six-member committee is lending its expertise, external perspective on industry best practices and is evaluating league and club diversity, equity and including (DEI) strategies and initiatives.

In May 2022, the NFL made an additional update to the Rooney Rule, requiring teams to have outside interviews with a minority and/or female candidate for vacant quarterback coach positions. This adjustment was made to provide a jumpstart for the careers of people of color to become prospective head coaches since many start their careers in the quarterback room.

It is important to note that beginning in the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for team ownership was calculated into the final grades. The grade would have been higher if not for the change in the grade calculation.

Also, beginning in the 2021 RGRC series, TIDES started to award bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. The NFL had many social justice initiatives and hiring milestones that qualified for bonus points. Those initiatives and milestones included NFL Inspire Change where over \$160 million was contributed to local communities and social justice initiatives with assistance from the NFL owners, players, working groups, NFL Foundation, and the financial commitment to the Players Coalition.

In addition to the NFL social justice initiatives, the NFL hosted Historically Black College or Universities (HBCU) NFL Experienceship, a program that connects collegiate candidates interested in a career in sports and entertainment with opportunities to develop and learn about the business through practical learning and shadowing experiences. The initiative has since expanded and now includes the opportunity to gain experience in other NFL departments. This five-month program included over **22** HBCU programs and over **100** participants. The NFL also had some hiring milestones that included two major team positions that were filled by women since last year's Report Card. The Cleveland Browns hired Catherine Raiche as the first woman in an assistant general manager role. Additionally, the Denver Broncos hired Kelly Kleine as Executive Director of Football Operations.

Starting with the 2022 Racial and Gender Report Card series, TIDES updated their grading scale to better reflect the 2020 Census data. According to the data, racial ethnic minorities totaled **42.2** percent. If the previous grading scale would have been used in 2022, the NFL would have earned a **B+** for racial hiring practices with a score of **87.2** points. The NFL would have earned a **C+** for gender hiring practices with **77.3** points. The overall grade for the NFL would have been a **B** with **82.3** points.

The 2022 NFL Racial and Gender Report Card Statistics

Overall Grade: B

	League Office	CEO/President	Head Coaches
White	63.3%	81.3%	81.2%
Black or African-American	11.9%	12.5%	9.4%
Hispanic or Latino	6.0%	3.1%	6.3%
Asian	10.9%	3.1%	0.0%
Hawaiian or Pac. Islander	0.1%	0.0%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%
Two or More Races	4.8%	0.0%	3.1%
Not Disclosed	3.0%	0.0%	0.0%
Total People of Color	33.7%	18.7%	18.8%
Women	41.3%	9.4%	0.0%
	Assistant Coaches	GMs	Team VPs
White	55.1%	71.9%	80.1%
Black or African-American	36.3%	21.9%	9.6%
Hispanic or Latino	2.5%	3.1%	3.7%
Asian	0.5%	0.0%	3.3%
Hawaiian or Pac. Islander	0.8%	0.0%	0.0%
Am. Indian or Alaska Native	0.1%	0.0%	0.2%
Two or More Races	2.7%	0.0%	1.1%
Not Disclosed	2.0%	3.1%	2.0%
Total People of Color	42.9%	25.0%	18.0%
Women	1.9%	0.0%	23.4%
	Sr. Admin	Prof. Admin	Players
White	78.0%	69.0%	24.9%
Black or African-American	10.3%	15.0%	56.4%
Hispanic or Latino	4.2%	7.2%	0.4%
Asian	3.0%	3.6%	0.1%
Hawaiian or Pac. Islander	0.3%	0.4%	1.5%
Am. Indian or Alaska Native	0.1%	0.3%	0.2%
Two or More Races	2.4%	2.6%	10.5%
Not Disclosed	1.6%	1.8%	5.7%
Total People of Color	20.4%	28.7%	69.3%
Women	28.4%	32.2%	0.0%
	Executive Leadership		
White	77.6%		
Black or African-American	11.5%		
Hispanic or Latino	2.9%		
Asian	3.5%		
Hawaiian or Pac. Islander	0.3%		
Am. Indian or Alaska Native	0.3%		
Two or More Races	1.3%		
Not Disclosed	2.6%		
Total People of Color	19.8%		
Women	24.3%		

Table 7: The 2022 NFL Racial and Gender Report Card Statistics

The 2022 NFL Racial and Gender Report Card Grades				
	League Office	Team VPs	Sr. Admin	Prof. Admin
Total People of Color	33.7%	18.0%	20.4%	28.7%
Grade	A-	C	C+	B
Women	41.3%	23.4%	28.4%	32.2%
Grade	A-	D+	C	B-
	GMs	Head Coaches	Assistant Coaches	Players
Total People of Color	25.0%	18.8%	42.9%	69.3%
Grade	B-	C	A+	A+
	C-Suite	CEO/President		
Total People of Color	19.8%	18.7%		
Grade	C	C		
Women	24.3%	9.4%		
Grade	C-	F		

Table 8: The 2022 NFL Racial and Gender Report Card Statistics

The 2022 Racial and Gender Report Card: Women's National Basketball Association

December 14, 2022 - By Richard Lapchick

Contributing editors: Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O'Halloran, Alan Owens, Darnell Theriot, Jr., and Inigo Velasco Elordi

Executive Summary - The 2022 Women's National Basketball Association Racial and Gender Report Card (RGRC) was released on December 14, 2022, and confirmed that the WNBA continues to be a leader in the industry among other professional leagues in terms of racial and gender hiring practices. The WNBA has held the top position in the Racial and Gender Report Cards (RGRC) since its inaugural season. The WNBA earned **93.2** points for a combined grade of an **A**. The WNBA earned an **A+** for race and an **A** for gender in the 2022 WNBA Racial and Gender Report Card issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. The WNBA sets the standard for powerful and inclusive representation across their organization in terms of players, coaches, staff, and administration.

This was the 18th consecutive year that the WNBA has received at least an **A** for its overall race, gender, and combined grades. The WNBA scored **95** points for racial hiring practices and **91.5** points for gender hiring practices in 2022.

The WNBA earned an **A+** racial score in the following categories: players, head coaches, assistant coaches, WNBA League Office, and professional team staff. The WNBA earned their lowest racial hiring grade for team presidents earning a **C-**.

The WNBA received an **A+** for gender in seven categories: head coaches, assistant coaches, WNBA League Office, team presidents, team vice presidents and above, team managers to senior directors, and professional team staff. Their lowest grades were in the team owners and general managers categories.

Overall Grade



A

Racial Hiring

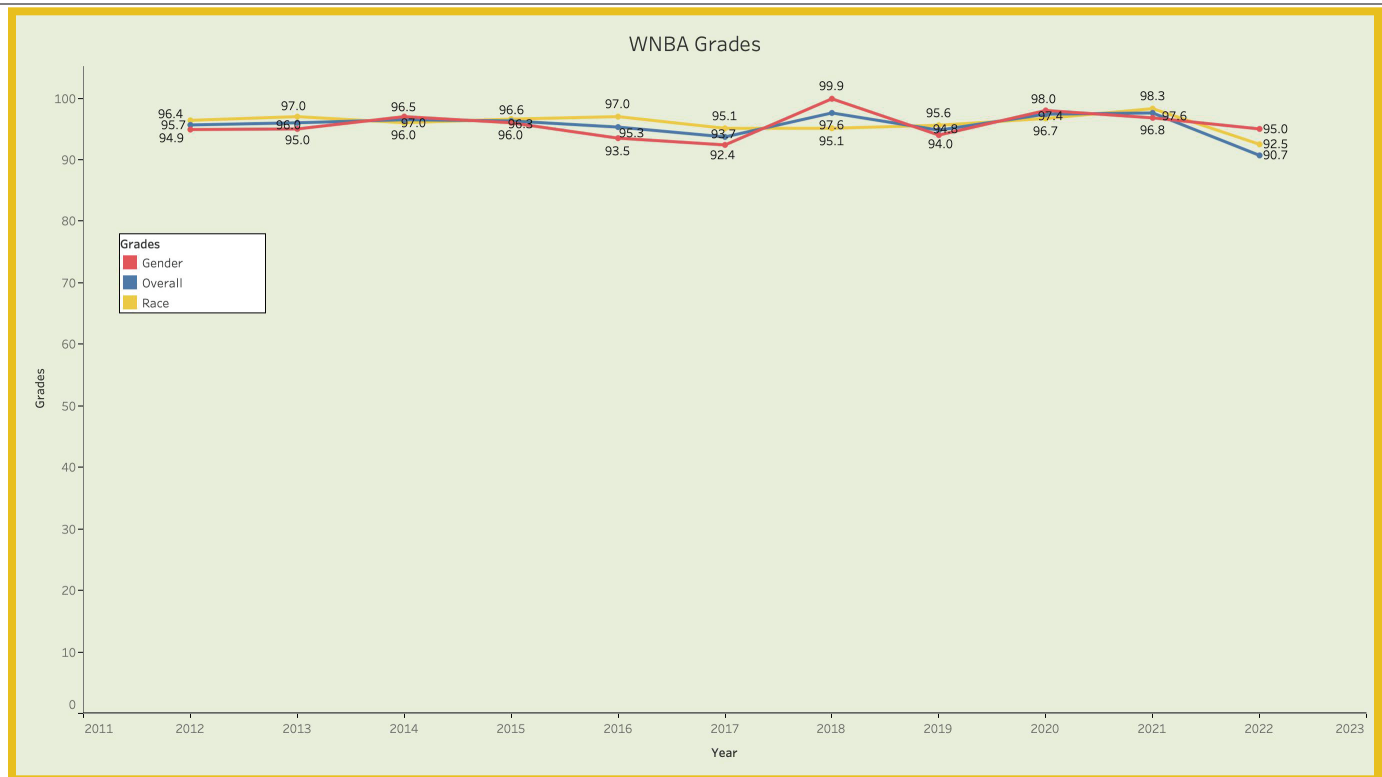


A+

Gender Hiring



A



Richard Lapchick, the Director of TIDES and primary author of the Report, said, “The WNBA continues to lead the way with inclusive racial and gender hiring practices across all professional leagues. While there were some areas that were down from last year, the WNBA still has a combined grade of an **A**.”

The only men’s league close in comparison to the WNBA was the NBA, earning an **A** this year for racial hiring practices. Continuing from years prior, the WNBA received the greatest number of **A**’s, **14**, as well as the least number of grades below an **A**, **five**, in all categories compared to men’s professional leagues. The WNBA’s most noteworthy improvements include the percentage of women head coaches which increased by **16.6** percentage points from **41.7** percent in 2021 to **58.3** percent in 2022. This is the first time since the 2010 WNBA season that women filled more than half of the head coaching positions in the WNBA. The growth of women held positions in the WNBA was evident in the 2022 season as the number of women in League Office, managers to senior directors, and professional staff roles increased from **17** to **25**, **84** to **95**, and **59** to **87**, respectively.

Lapchick continued, “The highest percentage of women in any category is that of team president. That is impressive and augurs well for the future.”

In 2022 the number of women holding WNBA League Office positions increased from **65.4** percent to **69.4** percent.

Annually, the Report Card asks, “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a basket and run the team?” The answer for the WNBA was a resounding “yes” and continues to be the best record in professional sports.

Using data provided by the WNBA, the Institute conducted an analysis of the racial breakdown of the players as well as a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, vice presidents and above, managers to senior directors, professional team staff, and head trainers.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for team ownership is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2021 and later Report Cards. The WNBA had the highest grades for both race (**A-**) and gender (**B-**) for Governors.

Beginning in the 2021 RGRC series, TIDES has been awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. The WNBA launched several new initiatives for the 2022 season that focused on social justice, civic engagement, health equity, food insecurity, combatting anti-Asian hate, and economic inclusion. The WNBA's ongoing league diversity and inclusion initiatives centered on social impact programming, health and wellness, gender equity, and LGBTQ+ advocacy. The WNBA also rolled out Title IX programming to highlight the 50th anniversary milestone of Title IX. The WNBA utilized its Her Time to Play initiative to donate participant kits to 50 community-based organizations. The participation kits were to influence girls to continue to play the game of basketball, and included, amongst other things, girls' sports bras, feminine products, apparel and disinfecting wipes. An extensive list of all the League and team initiatives is in the Appendix. The WNBA's efforts to bolster positive social change and promote gender and racial equality are exemplary. These efforts led to the WNBA receiving the 2022 League Humanitarian Leadership Award at the 2022 ESPYS for the league's use of resources to make a difference in society.

It should also be noted that the 2022 WNBA Racial and Gender Report Card used the current grading scale based on the 2020 Census results. According to the 2020 census, racial ethnic minorities totaled **42.2** percent compared to the 2010 census where racial ethnic minorities totaled **27.6** percent. The TIDES grading scale was updated in 2016 when the total racial ethnic minorities were estimated to be closer to **35** percent.



The 2022 WNBA Racial and Gender Report Card Statistics

Overall Grade: A

	League Offices	Presidents/CEOs	Head Coaches
White	58.3%	83.3%	50.0%
Black or African-American	30.6%	16.6%	50.0%
Latino	2.8%	0.0%	0.0%
Asian	5.6%	0.0%	0.0%
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%
Two or More Races	2.8%	0.0%	0.0%
Other	0.0%	0.0%	0.0%
Total People of Color	41.8%	16.6%	50.0%
Women	69.4%	75.0%	58.3%
	Assistant Coaches	GMs	Team VPs
White	35.3%	66.6%	71.7%
Black or African-American	47.1%	25.0%	21.7%
Latino	2.9%	0.0%	1.7%
Asian	5.9%	0.0%	1.7%
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	2.9%	0.0%	0.0%
Two or More Races	0.0%	0.0%	3.3%
Other	2.9%	8.3%	0.0%
Total People of Color	61.7%	33.3%	28.4%
Women	64.7%	33.3%	48.3%
	Mgrs to Sr. Directors	Pro. Team Staff	Players
White	65.3%	53.1%	18.9%
Black or African-American	20.0%	24.9%	70.3%
Latino	4.7%	11.9%	0.7%
Asian	3.5%	3.4%	2.0%
Hawaiian or Pac. Islander	1.2%	0.6%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%
Two or More Races	4.1%	4.0%	5.4%
Unknown	1.2%	2.3%	0.2%
Total People of Color	33.5%	44.8%	78.4%
Women	55.9%	49.2%	100.0%

Table 9: The 2022 WNBA Racial and Gender Report Card Statistics

The 2022 WNBA Racial and Gender Report Card Grades

	League Office	Team VPs	Mgrs to Sr. Directors	Pro. Team Staff	CEO/President
Total People of Color	41.8%	28.4%	33.5%	44.8%	16.6%
Grade	A+	B	A-	A+	C-
Women	65.4%	48.3%	55.9%	49.2%	75.0%
Grade	A+	A+	A+	A+	A+
	GMs	Head Coaches	Assistant Coaches	Players	
Total People of Color	33.3%	50.0%	61.7%	78.4%	
Grade	A-	A+	A+	A+	
Women	33.3%	58.3%	64.7%	100.0%	
Grade	B-	A-	A+		

Table 10: The 2022 WNBA Racial and Gender Report Card Statistics

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“MAKING WAVES OF CHANGE”

The 2022 Racial and Gender Report Card: College Sport

March 3, 2022 - By Richard Lapchick

Contributing editors: Asia Ervin, Lydia Franks, Dara Gregory, Jatasia Johnson, Allison Kula, Kennady Oliver, Zakary Smiley, Andy Smith, Abraham Wade and David Zimmerman_

Executive Summary -The 2022 College Sport Racial and Gender Report Card (CSRGRC) was issued on March 3, 2022 by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). The Report showed the record of the National Collegiate Athletic Association (NCAA) and its member institutions, excluding Historically Black Colleges and Universities (HBCUs), for gender and racial hiring practices. TIDES also issued a combined grade.

College Sport received a **C** for racial hiring practices by earning **73.3** points, a slight decrease from **74.4** points in the 2021 CSRGRC. College Sport received a **C** for gender hiring practices by earning **74.1** points, an increase from **73.8** points in the 2021 CSRGRC. The combined grade for the 2023 CSRGRC was a **C** with **73.7** points, down from **75.8** points in 2021.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRC, said, “College sport has historically not done well at increasing opportunities for women and people of color. Excluding HBCU institutions, the representation of women and people of color in key decision-making roles within collegiate athletics has been scarce. The 2022 CSRGRC saw a slight improvement in the racial hiring practices and a decrease in the gender hiring practices. Their overall grade also saw another reduction in comparison to 2021. College sport continues to fall short in closing the disparities in leadership in relation to their professional sport-counterparts.”

As was documented in the 2022 D1 FBS Leadership College Racial and Gender Report Card, the disproportion between campus leadership and student athletes remains a major concern in FBS institutions. The statistics tell the story: **78.6** percent of chancellors and presidents, **78.6** percent of athletic directors, **83.6** percent of faculty athletic representatives, and **80.0** percent of conference

Overall Grade

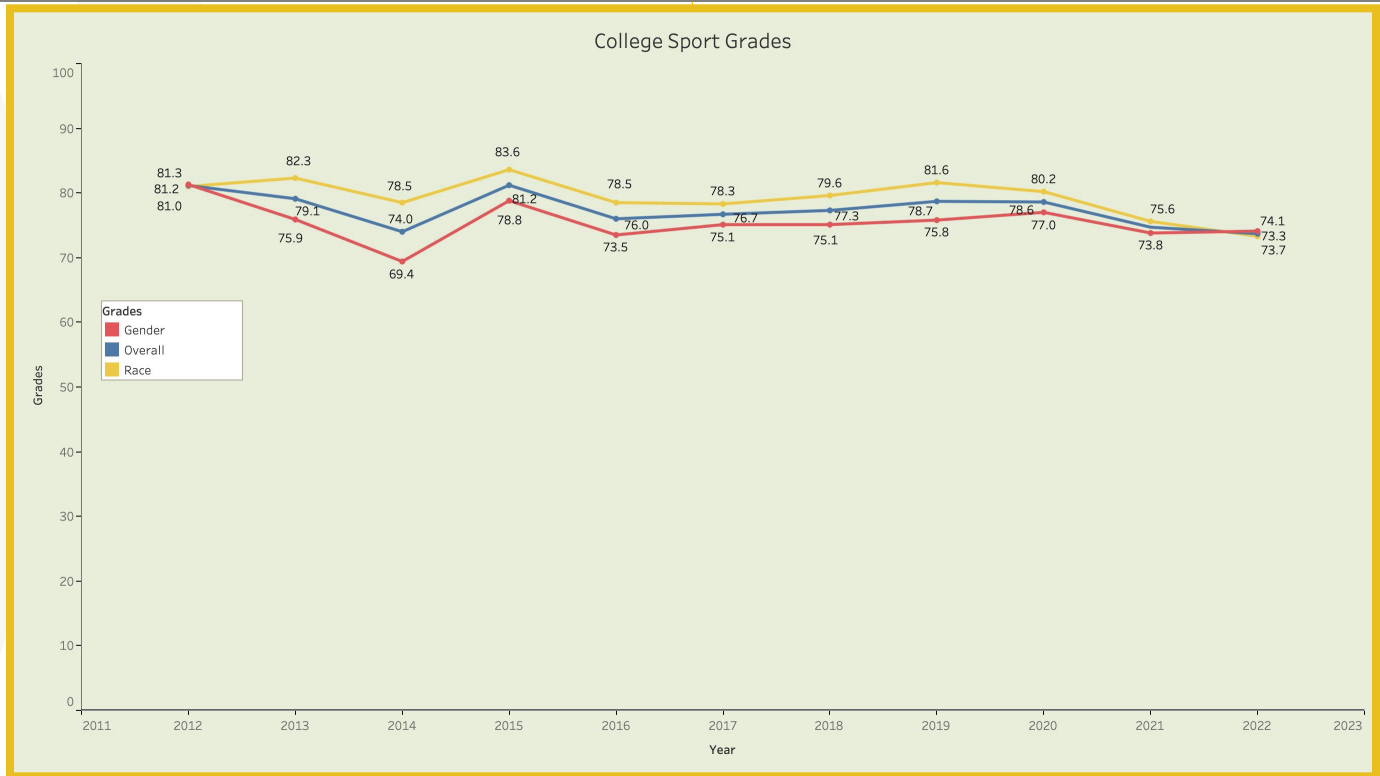
C

Racial Hiring

C

Gender Hiring

C



commissioners were white. That is more than **80** percent of all these key positions. Additionally, **60.3** percent of chancellors and presidents, **67.9** percent of athletic directors, **50.0** percent of faculty athletic representatives, and **70.0** percent of conference commissioners were white men.”

The NCAA National Office had a **B-** for race in both senior leadership and professional positions and **A** and **A+** for gender in senior leadership and professional administration positions, respectively. Lapchick noted that “athletic departments at the Division I, II, and III levels over the past few years have set the standard of meeting their commitment to diversity and inclusion. Many institutions of higher education fail to hire diverse leadership teams in teams in their athletic departments. These are changes that need to be made for leadership positions at higher institutions to reflect the diversity of the student-athlete population to best serve them.”

Lapchick emphasized, “White people still dominate the head coaching ranks, as **84.1** percent of Division I, **85.2** percent of Division II and **89.0** percent of Division III

men’s coaches were white. On the women’s side, white people held **80.6** percent, **84.5** percent and **88.1** percent for head coaching positions in Divisions I, II, and III, respectively. All three divisions saw a slight decrease in white head coaches of men’s and women’s teams.”

The representation of Blacks or African-Americans as head coaches for all sports in Division I in 2021-2022 showed a slight improvement but remains unacceptable. Blacks or African- Americans held **9.9** percent, **6.6** percent, and **6.3** percent of the head coaching positions for men’s teams in Divisions I, II, and III, respectively. Compared to the figures in 2021-2022 Blacks or African-Americans coaching men’s teams increased by **0.9** percent in Division I, while it increased by **0.4** percentage points and **0.4** percentage points in Division II and Division III, respectively.

White people made up **70.6** percent, **86.8** percent, and **92.8** percent of men’s basketball, football, and baseball head coaching positions, respectively, in all divisions combined during the 2021-2022 season.

In men's Division I basketball, **24.8** percent of all head coaches were Black or African American. That is up **0.5** percentage points from last year. This remains **0.4** percentage points short of the all-time high of **25.2** percent reported in 2005-2006.

Overall, **29.4** percent of the Division I men's basketball head coaches were coaches of color which is an increase of **3.6** percentage points from 2020-2021. In 2021-2022, Division I men's basketball Black or African American student-athletes made up **52.4** percent, compared to the **24.8** percent of Black or African American men head coaches, but there are still no women head coaches of men's basketball teams at any NCAA level.

In 2021-2022, Division I women's basketball Black or African American student-athletes made up **39.9** percent of the total, but only **18.5** percent of the head coaches were Black or African American same as last year, and **5.2** percent were Black or African American men, an increase from last year's representation from a coaching standpoint does positively affect the student athlete's success within the classroom and on the court.

Lapchick added, "Collegiate athletics continue to struggle with including more of people of color in leadership positions. For years the demographics of student athletes in comparison to staff has been largely disproportionate. Our institutions of higher learning must improve in prioritizing Diversity, Equity, and Inclusion amongst our campuses."

Leaders should reflect who they lead. Unfortunately, in college sports the overrepresentation of white men in the key leadership positions results in a lack of opportunities for women and people of color. The numbers are not a reflection of the student-athlete body. To provide the best experience and services for student-athletes, individuals in leadership positions need to be able to relate to the student-athlete body. For collegiate athletics to thrive and grow, leaders of these institutions must embrace diversity and inclusion at a higher level. Calling Diversity, Equity, and Inclusion a campus priority is not the same as enacting it in real time.

As analyzed in the 2022 DI FBS Report Card, the number

of head football coaches of color at the FBS level decreased from **23** in 2021 to **22** in 2022, with **13** of those being Black or African American. This is one less than the highest number of Black or African American Racial and Gender Report Card history, which was **14** in 2012. White men represented **109** of the **131** (**83.2** percent) head coaches at the FBS level.

In Division I baseball, white athletes made up **78.1** percent of the student-athletes. Only **3.4** percent of Division I head baseball coaches were people of color, a **1.6** percentage point decrease from the 2021-2022 Report. This consistently low percentage indicates that diverse representation from a coaching standpoint is simply not a priority for collegiate baseball.

Overall, Division III institutions continue to show signs of improvement in terms of race and gender but still have far to go. Blacks or African-Americans continued to be underrepresented as head coaches in Division III. The percentage of women coaching Division III men's teams was higher than the percentage of Blacks or African-American's coaching men's teams (**7.0** percent vs. **6.3** percent).

Lapchick noted that "Women held only **42.0** percent of the head coaching jobs of women's teams in Division I, **35.6** percent in Division II and **43.8** percent in Division III. This marked a **0.7** percent increase, a **0.6** percent increase and a **0.6** decrease in Division I, II and III respectively from 2020-2021- to 2021-2022 Overall, women held **41.2** percent of head coaching positions for women's teams across all three divisions combined.

For assistant coaching positions, women saw slight increases in all three divisions compared to 2021 after comprising **47.4** percent, **49.8** percent, and **53.1** percent of assistant coaching positions of women's teams in Divisions I, II, and III, respectively. Across all three divisions combined, women held **50.3** percent of assistant coaching positions for women's teams.

Lapchick emphasized that "The coaching statistics in women's college sport remain the worst statistics reported by TIDES in all of the report cards we publish each year. It

is appalling that more than 50 years after the passage of Title IX that women struggle to hold only **50** percent of all the assistant coaching positions and only **41.2** percent of the head coaching positions.”

While it has been widespread practice for men to coach women’s teams, it is extremely rare for a woman to coach a men’s team.

The percentage of women head coaches for men’s teams in Division III institutions became closer to its all-time high of **7.2** percent set in 2019-2020 by increasing to **7.0** percent in 2021-2022. That was an increase of **0.2** percent. Noting 281 women coach men’s sports within Division III shows how relatively progressive the Division is in comparison to Division I and II in this regard. Although there have been slight increases from last year, women only held **4.8** percent and **5.0** percent of head coaching positions of men’s teams in Divisions I and II, respectively.

White people dominated the athletic director positions in Divisions I, II, and III holding **78.9** percent, **90.4** percent, and **89.4** percent of positions, respectively. White men occupied **68.2** percent, **67.5** percent, and **60.9** percent in Divisions I, II, and III, respectively. While the numbers remain disproportionately low, women gained ground in Division II and III. For women, they represented **15.0** percent of Division I athletics directors, an increase of **1.0** percent from 2020-2021. Women held **25.0** percent of the athletic director positions in Division II and **33.3** percent in Division III, increasing by **0.8** percent and **0.3** percent, respectively.

The 2021-2022 Report notes **nine** women and **seven** people of color as conference commissioners in all of Division I out of **30** conferences. However, in the FBS there remained only **one** woman serving as commissioner and **two** commissioners of color out of **ten** conferences. The **two** Black or African American FBS commissioners appointed three years ago was a significant breakthrough. However, in January 2023, the Chicago Bears hired Kevin Warren as their President after he had been Commissioner of the Big Ten. Gloria Nevarez was also appointed to be the commissioner of

the Mountain West Conference in November of 2022, making her the first woman of color to hold an FBS Conference Commissioner office.

Every year, the NCAA updates their NCAA Demographics Database which includes self-reported data from active NCAA member schools via the NCAA Sport Sponsorship and Demographic forms given to each school to complete. Once the data is collected, it is then aggregated and filtered into various categories among both professional staff and the student athlete population. This data is used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fundraising, facilities, marketing, ticket sales, media relations and an array of assistants and support staff.

The 2022 College Sport Racial and Gender Report Card featured updated racial and gender personnel data at the NCAA National Office, university presidents, athletics directors, coaching demographics within prominent Division I sports (basketball, football, baseball), administrative staff throughout all athletic divisions, and faculty athletics representatives at the 131 institutions in the Division I Football Bowl Subdivision (FBS). There are also updated sections pertaining to conference commissioners and NCAA student-athletes throughout all divisions. The data utilized to update the 2022 Report Card sections were collected from several sources, including a NCAA Demographics Database provided by the NCAA National Office. The 2022 data represents NCAA national office staff demographics as of October 1, 2022, that included data from the 2021-2022 academic year, the Division I FBS Campus Leadership Study published by TIDES in February 2023 titled The 2022 Racial and Gender Report Card: D1 FBS Leadership, self-reported demographic data from NCAA National Office personnel as of October 1, 2022 and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2022 College Sport Racial and Gender Report Card excluded Historically Black

Colleges and Universities (HBCUs).

It is important to note that the omission of Historically Black Colleges and Universities within this Report is not to further the exclusion of these institutions, but rather to highlight the disproportionate hiring practices reflected across college sports. Notably, HBCU athletic departments have high percentages of both ethnic minorities and women. If these institutions were accounted for within this Report, the data would be skewed—and ultimately misleading and ineffective.

Lapchick noted that, “The number of career opportunities provided to those in college sport is far more than what is offered in the professional sports space. With more jobs available, there is no excuse for the lack of positions currently held by women and people of color. What we have done in the past is simply not good enough. It is vital that we become innovative in our strategies to allow women and people of color the opportunity to flourish within collegiate athletic administrative positions.”

TIDES strives to emphasize the value of diversity within athletic departments when they choose their office leadership teams in their office environments. Initiatives such as diversity and inclusion management training can help change attitudes and increase the applicant pool for open positions. While it is the choice of the institution regarding which applicant is the best fit for their department, TIDES intends to illustrate the importance of having a diverse and inclusive organization with different races and/or genders. This element of diversity can provide a different perspective and ultimately a competitive advantage in the executive offices and on the athletic fields of play.

In addition, College sport had these social justice initiatives: Accelerating Academic Success Program, providing opportunities for learning is at the heart of the NCAA’s mission, and the Association holds schools accountable for the academic success of student-athletes by tracking academic progress. Disability Guide, in November 2022 the NCAA office of inclusion released its disability guide, a three-part resource to support student-athletes with disabilities. Featuring sections on

"Defining Disability," "Language Can Impact How Your Athletes Perform" and "Access and Accommodations for Student-Athletes With Disabilities," the disability guide highlights information on what it means for someone to have a disability, the importance and impact of using inclusive language, and guidance on how to ensure student-athletes with disabilities have access and reasonable accommodations to excel academically, athletically and in all aspects of their collegiate experience. Eight-Point Plan To Advance Racial Equity, a train-the-trainer program, Champions of Diversity, Equity, Inclusion and Belonging (DEIB) was created in 2022. The Association engages and recognizes community and social justice efforts through the NCAA Legends and Legacy Awards, hosted during Men’s and Women’s Final Four events.



The 2022 College Sport Racial and Gender Report Card Statistics

Overall Grade: C

	DI Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches DI Men's Teams	Head Coaches DI Women's	Head Coaches DI Football
White	76.7%	76.5%	74.4%	84.1%	80.5%	86.8%
Black or African-American	20.0%	23.5%	16.8%	9.9%	10.2%	8.5%
Hispanic/Latino	3.3%	0.0%	2.2%	1.8%	2.2%	2.1%
Asian	0.0%	0.0%	2.2%	0.7%	1.6%	0.0%
Hawaiian/Pac. Isl.	0.0%	0.0%	1.4%	0.1%	0.3%	1.3%
Am. Indian/Alaska Nat.	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%
Two or More Races	0.0%	0.0%	1.1%	1.1%	1.5%	0.4%
Non-Resident Alien	0.0%	0.0%	0.0%	1.0%	1.8%	0.0%
Unknown	0.0%	0.0%	1.9%	1.2%	1.7%	0.9%
Total People of Color	23.3%	23.5%	23.7%	13.7%	16.0%	12.3%
Women	30.0%	41.2%	57.9%	4.8%	42.1%	0.0%
	Head Coaches DI Men's Basketball	Head Coaches DI Women's Basketball	Asst. Coaches DI Men's Teams	Asst. Coaches DI Women's Teams	DI Athletic Directors	DI Associate Athletic Directors
White	70.6%	72.3%	66.6%	71.0%	78.6%	82.4%
Black or African-American	24.8%	23.7%	21.8%	23.6%	14.3%	11.4%
Hispanic/Latino	1.2%	0.9%	2.1%	2.5%	2.7%	2.7%
Asian	0.3%	0.6%	0.8%	1.0%	0.6%	1.1%
Hawaiian/Pac. Isl.	0.3%	0.0%	0.7%	0.5%	0.0%	0.3%
Am. Indian/Alaska Nat.	0.3%	0.3%	0.1%	0.2%	0.0%	0.2%
Two or More Races	1.5%	0.9%	1.4%	1.4%	1.8%	0.8%
Non-Resident Alien	0.0%	0.3%	1.4%	1.3%	0.3%	0.1%
Unknown	1.2%	0.9%	3.5%	3.0%	1.2%	1.1%
Total People of Color	29.6%	26.4%	26.9%	29.2%	19.4%	16.5%
Women	-	65.8%	8.4%	48.6%	15.0%	32.8%
	DI Sr. Woman Administrators	DI Faculty Athletic Representative	DI Sports Info Directors	DI Professional Administration	M Student-Athlete Participation in all Divisions	F Student-Athlete
White	79.2%	85.0%	90.1%	77.5%	60.5%	68.9%
Black or African-American	15.5%	9.4%	2.2%	10.5%	17.9%	8.9%
Hispanic/Latino	1.8%	1.5%	2.8%	3.9%	6.8%	6.4%
Asian	2.0%	0.9%	1.4%	1.4%	1.8%	2.5%
Hawaiian/Pac. Isl.	0.0%	0.6%	0.0%	0.3%	0.4%	0.3%
Am. Indian/Alaska Nat.	0.0%	0.3%	0.0%	0.2%	0.4%	0.4%
Two or More Races	0.6%	0.6%	1.6%	1.7%	4.8%	5.1%
Non-Resident Alien	0.3%	0.0%	0.4%	0.2%	4.5%	4.8%
Unknown	0.6%	1.8%	1.6%	4.3%	2.9%	2.6%
Total People of Color	19.9%	13.3%	8.0%	7.5%	32.1%	23.6%
Women	99.7%	37.9%	3.0%	34.9%	-	-

Table 11: The 2022 College Sport Racial and Gender Report Card Statistics

The 2022 College Sport Racial and Gender Report Card Grades				
	DI Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of DI Men's Teams
Total People of Color	23.3%	23.5%	23.7%	12.7%
Grade	B-	B-	B-	D+
Women	30.0%	41.2%	57.9%	4.8%
Grade	C+	A-	A+	F
	Head Coaches of DI Women's Teams	Head Coaches of DI Football	Head Coaches of DI Men's Basketball	Head Coaches of DI Women's Basketball
Total People of Color	16.0%	12.3%	29.6%	24.6%
Grade	C-	D+	B+	B-
Women	42.1%	N/A	-	65.8%
Grade	A-	N/A	F	A+
	Assistant Coaches of DI Men's Teams	Assistant Coaches of DI Women's Teams	DI Athletic Directors	DI Associate Athletic Directors
Total People of Color	26.9%	29.2%	19.4%	16.5%
Grade	B	B+	C	C-
Women	8.4%	48.6%	14.0%	32.8%
Grade	F	A+	F	B-
	DI Faculty Athletic Representative	DI Sports Information Directors	DI Professional Administration	Student-Athlete Participation in all Divisions
Total People of Color	13.3%	8.0%	7.5%	28.0%
Grade	D+	F	F	B
Women	37.9%	3.0%	34.9%	44.5%
Grade	B+	F	B	A
DI Senior Women Administrator				
Total People of Color	19.9%			
Grade	C			

Table 12: The 2022 College Sport Racial and Gender Report Card Statistics

Conclusion

The year 2021 was one filled with unique challenges. Just when we thought the COVID-19 pandemic was under control, the Delta variant presented itself and presented with a new set of obstacles for not only the sport industry, but society also. The racial reckoning was still having a tremendous impact on both society and, in the world of sport

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate, and professional sport and the sports media. This 2022 Complete Racial and Gender Report Card is the latest part of more than 30 years of publications of the various Racial and Gender Report Cards.

TIDES firmly believes that diversity, equity and inclusion both on the playing field and off is vital for the sustainable growth of sport not just in America, but also around the globe. With the release of each Racial and Gender Report Card and the collection of all Report Cards, TIDES continues to embrace the value of diverse and inclusive hiring practices while strongly urging creating new ways to value diversity and inclusion throughout all professional and college sport and the media.

Emphasizing diversity, equity and inclusion is important for all organizations. In addition to players/student athletes, head coaches, general managers, team presidents and college athletic directors are the most visible members of the sports community. This is true for both the business side and sports operations side of the front office/athletic department. Generally, aside from the other key decision makers within this space are less visible to the public eye yet they help influence trends within the industry. It is, therefore, critical that professional leagues, the NCAA and all colleges and universities increase diverse and inclusive hiring practices when hiring league employees, front office and team professionals, and university athletic department administrators. Moreover, it is the responsibility of leagues, teams, colleges, and

universities to have powerful diversity initiatives and sustainable programs put in place to help promote and create this growth – and ultimately shatter the barriers to upward mobility.

The grades for the professional leagues are raised significantly because of the weight TIDES attributes to grades of the league offices (and the NCAA office) and player opportunities. In fact, all five league offices received a **B** or above for racial hiring practices.

As noted earlier, the WNBA and NBA received an **A+** and the MLS earned an **A** for racial hiring practices. The NFL and MLB earned a **B+** and a **B** respectively. College Sport earned a **C**. The MLB and NBA increased by **3.8** percent and **2.2** percent, respectively. Conversely, WNBA, NFL, MLS, and College Sport decreased **5.7** percent, **3.5** percent, and **0.9** percent, and **1.1** percent respectively. Only the WNBA received an **A** for gender hiring practices.

While the gender hiring practices lagged far behind racial hiring, TIDES reported increases in all of the six reports. The NBA received a **B+**, the NFL and MLS both received a **B**, while the MLB earned a **C+** and College Sport earned a **C**.

All sports leagues as well as college sport should aim to reach the records established by the WNBA which was the only one of the five leagues to receive at least an **A** in the overall, racial and gender grades. The NBA was close behind as they received an **A** in both racial and overall but a **B+** in gender. It should also be noted that the NBA saw increases in all three grades, overall, racial and gender. Among the men's leagues the NBA by far sets the pace for others to emulate. All leagues and colleges should be improving their overall grades every year. That remained an unmet goal in 2022. The year 2023 needs to set a new pace for diversity and inclusion. Four of the six leagues saw a decrease in their racial hiring practices in 2022.

TIDES believes in the power of sport to change society and bring people together. As reported again in the 2022 Racial and Gender Report Card series, professional leagues and college sport revealed a mix of positive

and negative results. Most of the negative results were in the area of key decision-making roles at both professional team and individual college levels, White men continue to control most of the decision-making jobs. The goal of TIDES in publishing the Racial and Gender Report Card is to help professional and college sport recognize that sport, which is America's most integrated workplace for players and student-athletes, can do better than society as a whole in deciding who to hire in decision-making positions. If they do that, the power of sport can filter down to the rest of the nation as well as the local communities which our pro and college team call home. TIDES has no doubt that sport can help lead America to become a more inclusive and just society

TIDES is convinced that the commissioners and their league office are leading the way as important voices and examples for diversity and inclusion for teams across the NBA, NFL, MLB, MLS, and WNBA, as well as colleges and universities. But we need dramatic changes so that the 2023 report cards will show shining examples of what can be accomplished.

Sport has the capacity to lead the way on diversity, equity, and inclusion. Hopefully it does just that in 2023.



How Grades Were Calculated

As in previous reports, the 2022 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 TIDES 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 TIDES grading scale continues to be updated to reflect the most recent Census data.

The 2022 Racial and Gender Report Card series is the first year TIDES is using the updated grading scale that is reflective of the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. For issues of race, an **A** will be earned if 39.3 percent of the employees are people of color, **B** for 30.6 percent, **C** for 21.9 percent, **D** for 13.2 percent and **F** for anything below 13.2 percent. For issues of gender, an **A** will be earned if 47.5 percent of the employees are women, **B** for 40.0 percent, **C** for 32.5 percent, **D** for 25.0 percent and **F** for anything below 25.0 percent.

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

Methodology

All data for the college sport report was collected by the 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 in the College of Business Administration. All data for the professional sports leagues was collected by the respective professional league offices and passed on to the research team at The Institute for Diversity and Ethics in Sport. The findings were compared to data from previous years. After evaluating the data, the report text was drafted and compared changes to statistics from previous years. The report draft was then sent to the respective organizations to be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during or after the seasons being reported.

This report recaps the 2022 season for the National Basketball Association, Major League Soccer, Women's National Basketball Association, National Football League, Major League Baseball, and the National Collegiate Athletic Association and its member institutions. Grades were calculated according to the reporting periods noted within the respective reports.

About the Racial and Gender Report Card

The *Racial and Gender Report Card (RGRC)* 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 report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

The Complete Racial and Gender Report Card, including all the Leagues and college sport, is issued after the release of individual reports on the NBA and WNBA, NFL, NHL, MLS and College Sport.

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, Asia Ervin, Lydia Franks, Dara Gregory, Jatasia Johnson, Allison Kula, Kennady Oliver, Zakary Smiley, Andy Smith, Abraham Wade contributed greatly to the completion of the 2022 Complete Sport Racial and Gender Report Card.

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,” Dr. Lapchick was the founder of the DeVos Sport Business Management Program in the College of Business Administration

at UCF, where The Institute is located. Dr. Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), which uses the power of sport to affect positive social change while focusing sports organizations and athletes on issues such as diversity, equity and inclusion, conflict resolution and men’s violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).



DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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



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