



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

**MAKING WAVES OF CHANGE**

## The 2022 Racial and Gender Report Card<sup>TM</sup>

### Major League Soccer

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Presented by:

The Institute for Diversity and Ethics in Sport<sup>TM</sup>  
with the DeVos Sport Business Management Program  
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# ***THE 2022 RACIAL AND GENDER REPORT CARD:***

## **Major League Soccer**

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## **Executive Summary**

### **Orlando, FL - January 12, 2023**

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. Today, 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

### ***Overall Grade***



**B+**

### ***Racial Hiring***



**A**

### ***Gender Hiring***



**B**

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, 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.

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

## MLS Racial and Gender Report Card at a Glance

### *Racial Hiring Grade for Head Coaches*

**C**  **35.7%**  
People of Color

### *Racial Hiring Grade for Assistant Coaches*

**A+**  **32.1%**  
People of Color

### *Racial Diversity Grade for Team Owners*

**D** **9.4%**  
People of Color

### *Gender Diversity Grade for Team Owners*

**F** **6.3%**  
Women



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 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 coaches and family engagement.

## MLS Racial and Gender Report Card at a Glance

### *Racial Hiring Grade for League Office*

**A+**  **43.4%**  
People of Color

### *Gender Hiring Grade for League Office*

**A-**  **40.5%**  
Women

### *Racial Hiring Grade for Team Vice Presidents*

**B-**  **23.4%**  
People of Color

### *Gender Hiring Grade for Team Vice Presidents*

**C**  **28.7%**  
Women

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 Institute for Diversity and Ethics in Sport (TIDES), located at the University of Central Florida (UCF) publishes The Racial and Gender Report Card annually to indicate areas of improvement, stagnation, and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletic department positions. The publication of the 2022 MLS Racial and Gender Report Card follows the publication of the Report Cards on Major League Baseball (MLB), the National Basketball Association (NBA), the National Football Association (NFL), and the Women's National Basketball Association (WNBA). It will be followed by the Report Card on College Sport.

## MLS Racial and Gender Report Card at a Glance

### *Racial Hiring Grade for Senior Administration*

**C-**  **15.9%**  
People of Color

### *Gender Hiring Grade for Senior Administration*

**C**  **28.2%**  
Women

### *Racial Hiring Grade for Professional Administration*

**A-**  **32.3%**  
People of Color

### *Gender Hiring Grade for Professional Administration*

**B**  **37.1%**  
Women

## Report Card Highlights

- The MLS received an A for racial hiring grade with a grade of **90.8** percent. For gender hiring, MLS received an **81.2** percent. Their overall grade for racial and gender hiring was an **86.0** percent.
- The MLS League Office continues to have an outstanding record for people of color in men's professional sport at **43.4** percent. Women held **40.5** percent of the MLS League Office positions. Additionally, **19.1** percent of League Office employees were women of color, an increase from **18.2** percent in 2021.
- Assistant coaches of color decreased for the second straight year from **34.2** percent to **32.1** percent in 2022.
- In 2022, **90.6** percent of all Majority Owners/Investors were white. The **9.4** percent of Majority Owners/investors of color included **6.3** percent Hispanic or Latino and **3.1** percent Asian. Women represented **6.3** percent of majority ownership for the third consecutive year.
- In 2022, there were five people of color (**19.2** percent) holding the position of CEO/President, an increase of **5.3** percentage points from 2021. This included two Hispanic or Latino CEO/presidents, one Asian, and one Black or African-American, as well as one who identified as other.
- Of all team C-suite positions, people of color increased slightly from **23.3** percent in 2021 to **23.5** percent in 2022. Women held **34.6** percent of all C-suite positions, a significant increase of **5.8** percentage points from **28.8** percent in 2021.
- The percentage of general managers of color increased from **18.8** percent in 2021 to **20.0** percent in 2022. This included **16.7** percent Hispanic or Latino general managers and **3.3** percent who were Black or African-American.
- The percentage of team vice presidents of color increased significantly from **19.4** percent in 2021 to **23.4** percent, an all-time high for MLS in 2022.
- In 2021, people of color who held team senior administration positions in the MLS decreased slightly to **15.9** percent from **17.0** percent in 2021. The percentage of women holding team senior administration positions increased by **4.1** percentage points from **24.1** percent in the 2021 season to **28.2** percent in 2022. Women of color held **6.5** percent of these positions.
- People of color represented **36.7** percent of athletic trainers in 2022, an increase of **8.6** percentage points from **28.1** percent in 2021. Women represented **13.9** percent of athletic trainers.
- For the second year, TIDES analyzed the referee/official category in the MLS Report Card. People of color represented **26.1** percent of referees, with Black or African-Americans representing **2.1** percent and Hispanic or Latino representing **18.8** percent. Women comprised **7.3** percent of referees/officials.

## Overall Grades

Major League Soccer received an **A** grade for racial hiring practices and a **B** for gender hiring practices in the 2022 MLS Racial and Gender Report Card. The MLS earned a combined grade of a **B+**.

The MLS's score for race was **90.8** percent, a slight decrease of **0.9** points from **91.7** in 2021. The score for gender was **81.2** percent, a **6.5** percentage point increase from **74.7** points in 2021. The overall grade for the MLS improved from **83.2** percent in 2021 to **86.0** percent in 2022.

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, 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**. Team vice presidents and senior administration earned a **C**. MLS scored a **F** for the remaining categories Majority Owners/Investors, and Team CEO/presidents.

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

This was the second year that grades for Majority Owners/Investors were included in the overall grade. The MLS received a **D** for race and an **F** for gender in this category.

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 **35.1** percent of the employees are people of color, **B** for **26.1** percent, **C** for **17.1** percent, **D** for **9.1** percent and **F** for anything at **9.0** percent or below. For issues of gender, an **A** will be earned if **42.5** percent of the employees are women, **B** for **34.0** percent, **C** for **26.5** percent, **D** for **20.0** percent and **F** for anything **19.9** percent and below.

If the previous grading scale were to be used, MLS would have earned an **A** for racial hiring practices with a score of **92.2** points. MLS would have earned a **C+** for gender hiring practices with **76.8** points. The overall grade for MLS would have been a **B** with **84.5** points.

### OVERALL GRADE AND SCORE

**B+**  **86.0**

### *Racial Hiring Grade and Score*

**B+**  **90.8**

### *Gender Hiring Grade and Score*

**B**  **81.2**



## Grades by Category

### MLS PLAYERS

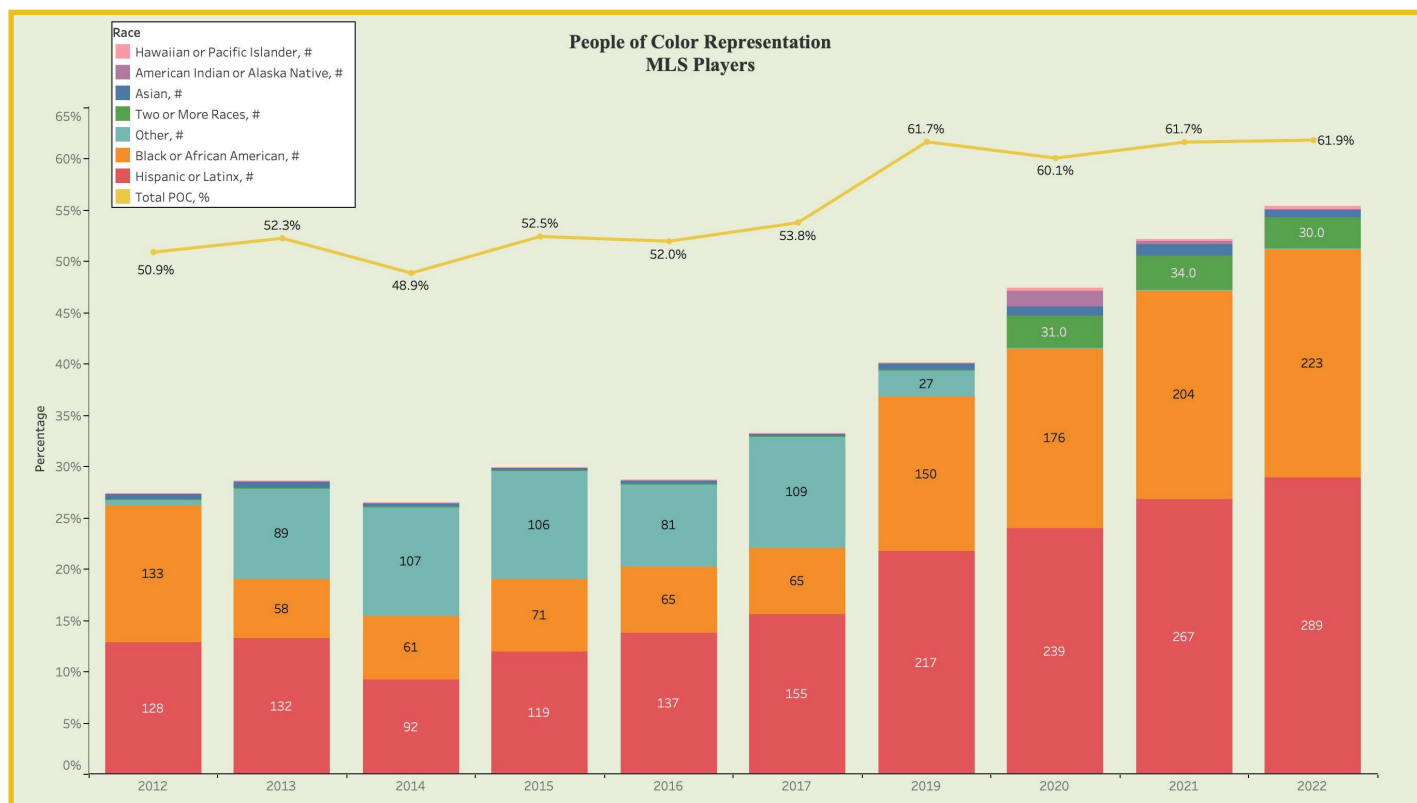
The percentage of players who are people of color increased from **61.7** in 2021 to **61.9** percent in 2022. The percentage of white players slightly decreased **0.2** percentage points from **38.3** in 2021 to **38.1** percentage points in 2022. The percentage of Hispanic or Latino players in MLS increased by **0.7** percentage points from **31.6** percent to **32.3** percent. The percentage of Black or African-American players increased **0.8** percentage points from **24.1** percent in 2021 to **24.9** percent in 2022. The percentage of Asian players decreased from **1.3** percent in 2021 to **0.8** percent in 2022. Players that identified as Hawaiian or Pacific Islander slightly increased from **0.2** percent in 2021 to **0.3** percent in 2022 while American Indian or Alaskan Natives decreased from **0.4** percent to **0.1** percent. Those identifying as Two or More Races made up **3.4** percent, a **0.6** percentage point decrease from 2021. No players identified as “Other,” remaining the same as in 2021.

### *Racial Diversity Grade for MLS Players*

**A+ ↑ 61.9**

*See Table 1.*

*\*One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*



## MLS COACHES

### Head Coaches

The percentage of coaches of color in the MLS decreased from **42.9** percent in 2021 to **35.7** percent in 2022. The percentage of white coaches was **64.3** percent, a **10.7** percentage point increase from 2021, while **21.4** percent were Hispanic or Latino, a **10.7** percentage point decrease from 2021. A total of **10.7** percent of coaches were Black or African-American, an increase of **3.6** percentage points from 2021 and **3.6** percent were classified as Two or More Races. There were **10** coaches of color during the 2022 season. There still were no Asian, Hawaiian or Pacific Islander, nor American Indian or Alaskan Native head coaches in MLS.

The three Black or African-American coaches were:

- Robin Fraser, Colorado Rapids
- Ezra Hendrickson, Chicago Fire
- Wilfried Nancy, CF Montreal

The six Hispanic or Latino coaches were:

- Alex Covelo, San Jose Earthquakes
- Nico Estevez, FC Dallas
- Pablo Mastroeni, Real Salt Lake
- Paulo Nagamura, Houston Dynamo†
- Oscar Pareja, Orlando City SC
- Gonzalo Pineda, Atlanta United

The coach who identified as Two or More Races was:

- Giovanni Savarese, Portland Timbers

†Paulo Nagamura departed as head coach of Houston Dynamo on September 5, 2022.

## Racial Hiring Grade for Head Coaches



See Table 2.

*\*One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*

### ***Assistant Coaches***

The assistant coaches category consists of titles such as assistant coach, first assistant coach, second assistant coach, and goalkeeper coach, etc. This section primarily highlights team personnel that are directly involved in player development, game plan and tactics preparation and execution. Overall, assistant coaches of color decreased by **3.7** percentage points from **34.2** percent in 2021 to **32.1** percent this year. In 2022, **67.9** percent of all assistant coaches were white, an increase of **2.1** percentage points from **65.8** percent in 2021. The assistant coaches classified as Hispanic or Latino represented the largest group of assistant coaches of color in this category with **19.4** percent, a decrease of **6.0** percentage points from 2021, followed by Black or African-American assistant coaches at **6.7** percent, a slight decrease of **0.3** percentage points from 2021. Those classified as Two or More Races were **1.5** percent, a decrease from **0.3** percent in 2021.

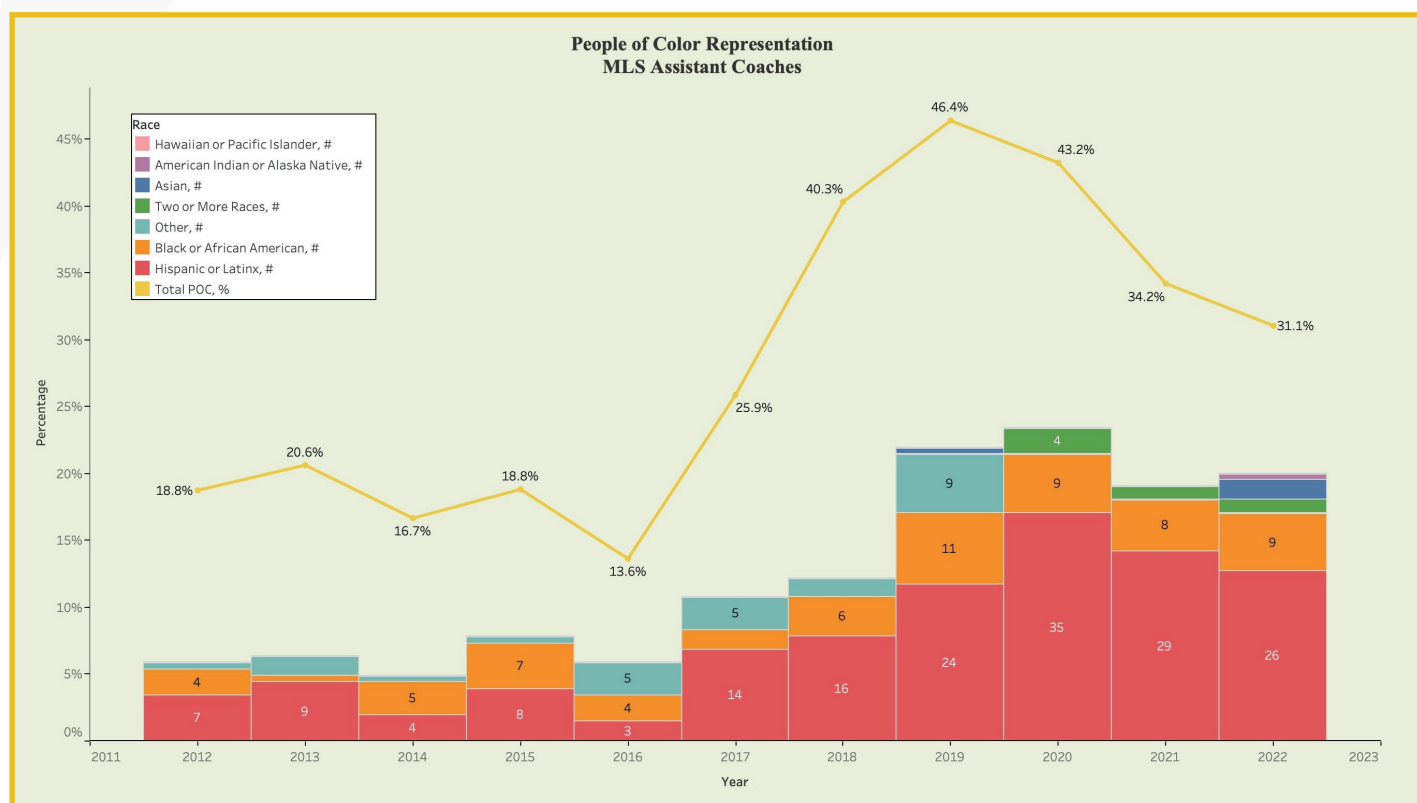
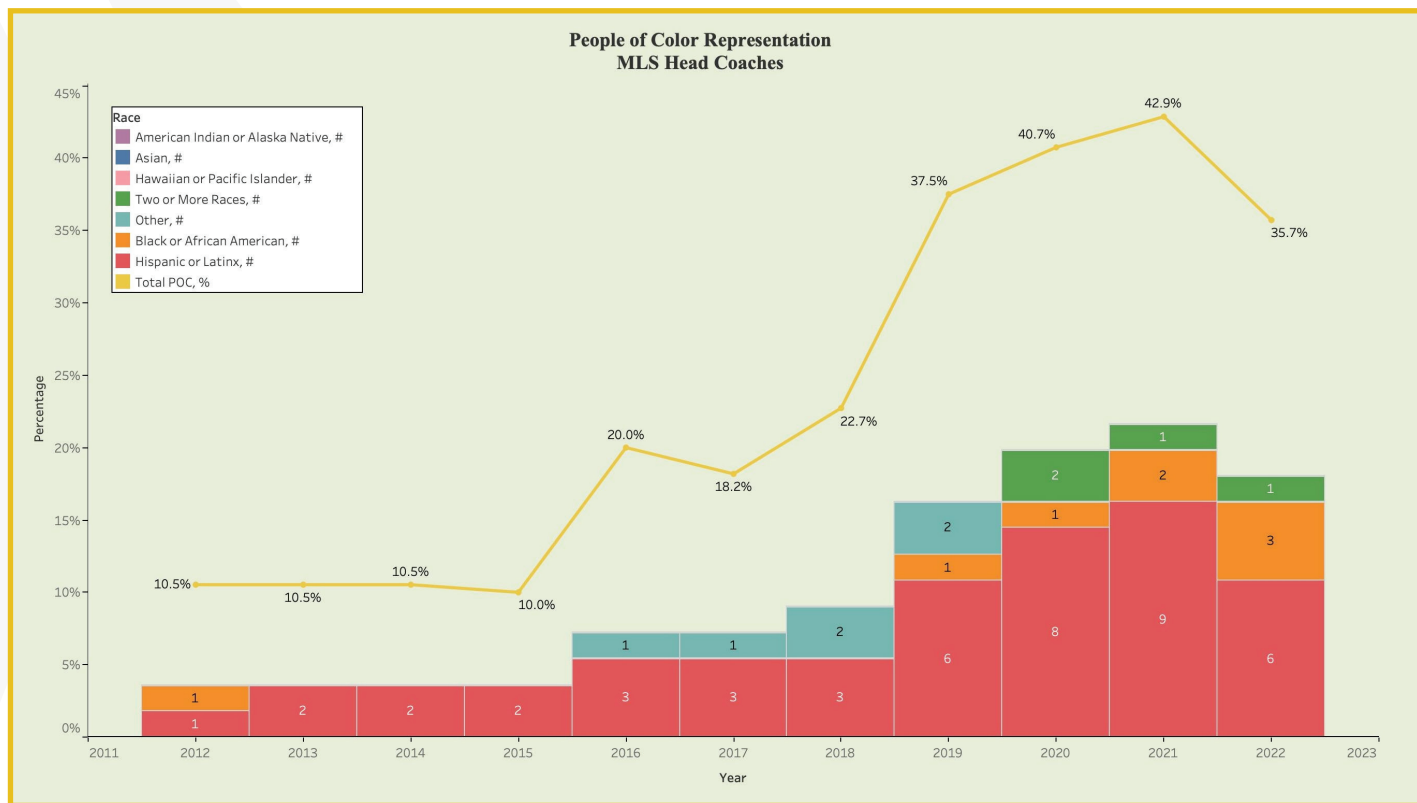
### ***Racial Hiring Grade for Assistant Coaches***

**A-**  **32.1%**  
People of Color

See Table 3.

*\*One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*





## MLS LEAGUE OFFICE

The MLS League Office had **43.4** percent people of color, an increase of **3.1** percentage points from the **40.3** percent recorded in 2021. Hispanics and Latinos(as) have the highest percentage of people of color at **23.2** percent, followed by Black or African-Americans at **8.5** percent, Asians at **7.0** percent, those identifying as Two or More Races at **4.1** percent, and those classified as Hawaiian or Pacific Islander and American Indian or Alaskan Native each at **0.3** percent.

Overall, **40.5** percent of MLS league office employees were women, representing a decrease of **0.2** percentage points from **40.7** percent in 2021. Women of color represented **19.1** percent of all league office employees. Notably, JoAnn Neale, President and Chief Administrative Officer for MLS, is one of the highest-ranking women in men's professional sports.

The **24** people of color in the League Office who held a vice president title or higher were:

- **Gem Benedict**, Vice President, Content Distribution
- **Crystal Chen**, Vice President, Media
- **Elizabeth Lee Cohen**, Senior Vice President, Strategy & Business Intelligence
- **Jennifer Cramer**, Executive Vice President, Partnership Marketing
- **Ali Curtis**, Senior Vice President, Competition and Operations
- **Brent Delgado**, Vice President, Operations
- **Camilo Durana**, Executive Vice President, Club Services & Fan Development
- **Brook Gardiner**, Senior Vice President, General Counsel
- **Francisco Ortiz Gonzalez**, Vice President, Partnership Marketing
- **Rachel Hoagland**, Senior Vice President, Consumer Products
- **Akash Jain**, Vice President, Strategy
- **Jovina Johnson**, Vice President, Human Resources
- **Absikar Mitra**, Vice President, Business Affairs
- **Diego Moratorio**, General Manager, Canada

- **Marisabel Munoz**, Senior Vice President, Communications
- **Jamil Northcutt**, Senior Vice President, Player & League Advancement
- **Tunde Oguntimein**, Vice President, Commissioner's Office
- **Mallika Pereira**, Vice President, Partnership Marketing
- **Hugo Pimienta**, Vice President, Brand Alliances
- **Anupama Raghavan**, Vice President, Tax
- **Nelson Rodriguez**, Chief of Staff
- **Sana Shuaib**, Vice President, Partnership Marketing
- **Sola Winley**, Executive Vice President, Chief DEI Officer
- **Pablo Zarate**, Vice President, Properties

The **23** women in the League Office who held a vice president title or higher were:

- **Adrienne Barber**, Vice President, Properties
- **Gem Benedict**, Vice President, Content Distribution
- **Jennifer Carroll**, Senior Vice President, Talent & Culture
- **Tammy Castadot**, Vice President, Talent Acquisition
- **Crystal Chen**, Vice President, Media
- **Elizabeth Lee Cohen**, Executive Vice President, Strategy & Business Intelligence
- **Jennifer Cramer**, Executive Vice President, Partnership Marketing
- **Jacqueline Russo Curtin**, Vice President, Legal
- **Bari Greenfield**, Vice President, Enterprise Partnership
- **Lauren Hayes**, Vice President, Communications
- **Rachel Hoagland**, Senior Vice President, Consumer Products
- **Jovina Johnson**, Vice President, Human Resources
- **Christina LaBrie**, Vice President, Player Relations
- **Gabriella Liotta**, Vice President, Licensing
- **Elizabeth McGuire**, Vice President, Brand Alliances
- **Jan Mirman**, Vice President, Social Responsibility
- **Marisabel Munoz**, Senior Vice President, Communications
- **JoAnn Neale**, President & Chief Administrative

Officer

- **Mallika Pereira**, Vice President, Partnership Marketing
- **Anupama Raghavan**, Vice President, Tax
- **Anastasia Danias Schmidt**, Executive Vice President, Legal & General Counsel
- **Sana Shuaib**, Vice President, Partnership Marketing
- **Emily Unruh**, Vice President, Retail Development

The **10** women of color in the League Office who held a vice president title or higher were:

- **Gem Benedict**, Vice President, Content Distribution
- **Crystal Chen**, Vice President, Media
- **Elizabeth Lee Cohen**, Senior Vice President, Strategic Planning
- **Jennifer Cramer**, Executive Vice President, Partnership Marketing
- **Rachel Hoagland**, Senior Vice President, Consumer Products
- **Jovina Johnson**, Vice President, Human Resources
- **Marisabel Munoz**, Senior Vice President, Communications
- **Mallika Pereira**, Vice President, Partnership Marketing
- **Anupama Raghavan**, Vice President, Tax
- **Sana Shuaib**, Vice President, Partnership Marketing

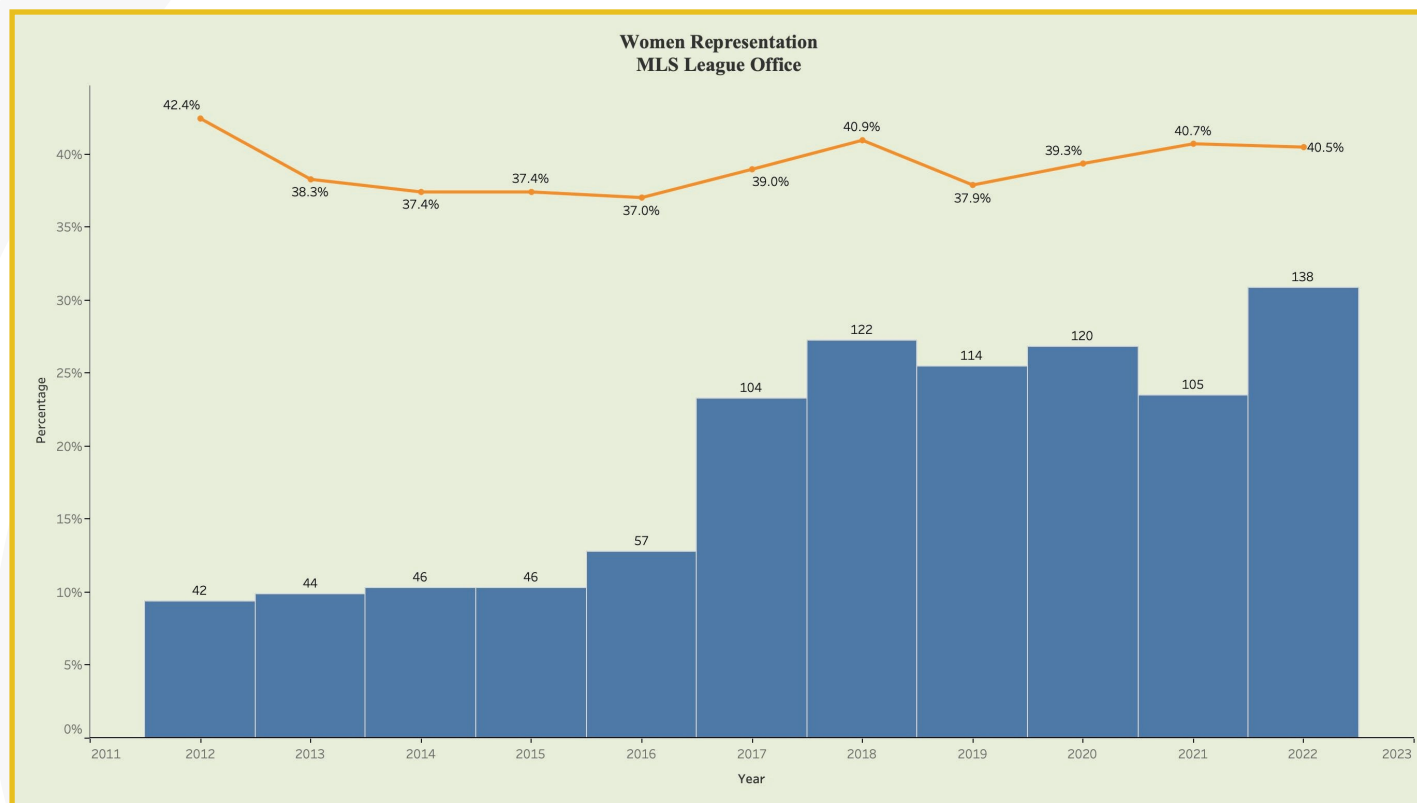
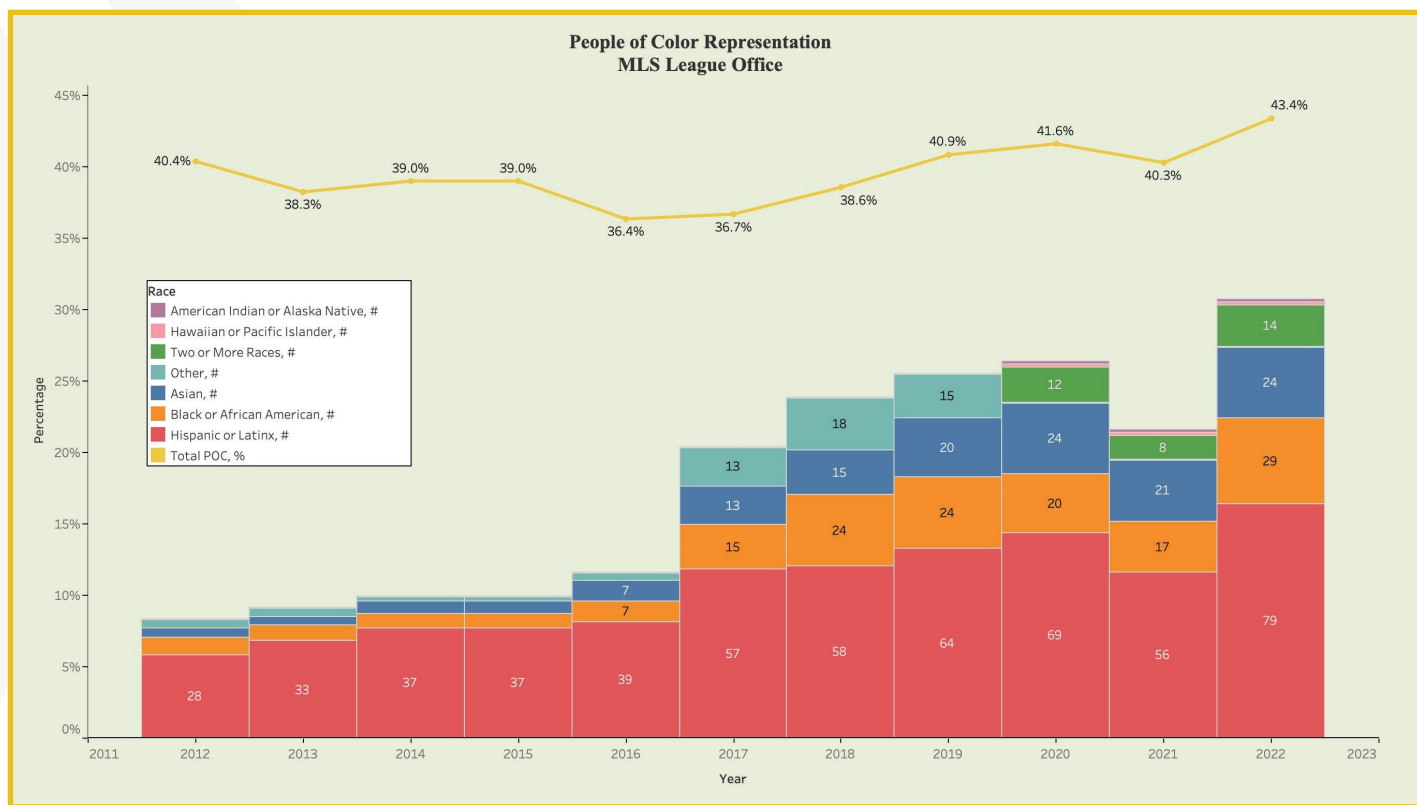
### *Racial Hiring Grade for League Office*

**A+**  **43.4%**  
People of Color

### *Gender Hiring Grade for League Office*

**A-**  **40.5%**  
Women

*See Table 4 and 5.*





## TEAM FRONT OFFICES

### *Ownership*

In 2022, **90.6** percent of all Majority Owners/investors were white. The **9.4** percent of Majority Owners/investors of color included **6.3** percent Hispanic or Latino and **3.1** percent Asian. Also, **6.3** percent of Majority Owners/Investors were women. It should be noted that there are two women Majority Owners, the same number as 2021. There were no women of color who were Majority Owners. 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 Abu Dubai United Group, the LA Galaxy is owned by Anschutz Entertainment Group (AEG), and Toronto FC is owned by Maple Leaf Sports & Entertainment Ltd (MLSE). To include their ownership in this study, the principal investor for each company was listed as the primary owner. For Red Bull GmbH, Deitrich Mateschitz was listed as the primary owner; and Larry Tanenbaum was listed as the primary owner of MLSE. Sheikh Mansour of the New York City FC, Jorge Mas of Inter Miami CF, and Marcelo Claure on Inter Miami CF were listed as owners of color. Susan Dee Haslam of Columbus Crew SC and Carolyn Kindle Betz of St. Louis City SC were listed as female investor-operators.

Susan Dee Haslam of Columbus Crew SC and Carolyn Kindle Betz of St. Louis City SC are the only two women who are majority owners in MLS. There are nine women of color who are minority owners in the MLS.

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.

## *Racial Diversity Grade for Team Owners*

# D

**9.4%**  
People of Color

## *Gender Diversity Grade for Team Owners*

# F

**6.3%**  
Women

*See Table 5.*

### Team CEOs/Presidents

The team CEO/president position includes the principal in charge of team business operations and is typically identified as the team president and/or chief executive officer.

In 2022, there were five people of color (17.9 percent) holding the position of CEO/president, an increase of 5.4 percentage points from 2021. This included one Black or African-American, two Hispanic or Latinos, one Asian, and one person that identified as Other. In 2022, there were four women (14.3 percent) holding the position of CEO/president.

The two Hispanic or Latino CEOs/presidents were:

- **Jarrod Dillon**, Orlando City SC
- **Jorge Mas**, Inter Miami CF

The one Asian CEO/president was:

- **Peter Tomozawa**, Seattle Sounders FC

The one Black or African-American CEO/president who was also the only woman of color in this position was:

- **Danita Johnson**, DC United

The four women CEO/presidents were:

- **Ishwara Glassman Chrein**, Chicago Fire
- **Danita Johnson**, DC United
- **Shari Ballard**, Minnesota United
- **Kristen Bernert**, Columbus Crew

### Racial Hiring Grade for Team CEO/Presidents

**C**  **17.9%**  
People of Color

### Gender Hiring Grade for Team CEO/Presidents

**F**  **14.3%**  
Women

See Table 6.

*\*One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*

### ***General Manager***

The general manager position at each club is the principal in charge of the team's soccer operations.

The percentage of general managers of color was **20.0** percent in 2022, representing an increase from **18.8** percent in 2021. This included **16.7** percent Hispanic or Latino general managers and **2.8** percent who were Black or African-American.

The five Hispanic or Latino general managers were:

- **Carlos Bocanegra**, General Manager Atlanta United
- **Manny Lagos**, Chief Soccer Officer, Minnesota United FC
- **Claudio Reyna**, Sporting Director, Austin FC
- **Andre Zanotta**, General Manager, FC Dallas
- **Luiz Muzzi**, EVP of Soccer Operations & General Manager, Orlando City SC

The one Black or African-American general manager was:

- **Denis Hamlett**, Sporting Director, New York Red Bulls

Lucy Rushton of DC United was the only female general manager in 2022. Rushton is the first female General Manager since 2000. There have been three women holding general manager positions in the history of MLS. In 1999, Lynne Meterparel was named general manager of the then San Jose Clash. Betty D'Anjolell was the interim general manager of the Miami Fusion in 1998. Except for Major League Baseball, no other major men's professional league has had a woman as a GM.

*See Table 7.*

*\*New York Red Bulls and DC United have two people for this category. One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore 28 of 29 clubs were represented in this category.*

### ***Racial Hiring Grade for General Managers***

**C**  **20.0%**  
People of Color

### ***C-Suite Personnel***

This is the fourth year that TIDES has analyzed C-suite personnel as a separate category. “C-Suite” refers to executive-level managers, such as chief financial officers, chief operating officers, chief information officers and team general counsel. These are among the most influential personnel that are ultimately responsible for developing and executing the overall strategy and business operations of the club. Chief Executive Officers and Presidents are not included within this analysis because they are accounted for in the CEOs/Presidents category.

The percentage of people of color in C-suite positions increased by **0.2** percentage point from **23.3** percent in 2021 to **23.5** percent in 2022. Black or African American individuals had the largest percentage of people of color in a C-suite position at **8.6**, followed by Hispanic or Latinx Individuals with **7.4** percent, Asians with **3.7** percent and those of Two or More Races with **2.5** percent.

Women held **34.6** percent of all C-suite positions, an increase of **5.8** percentage points from **28.8** percent in 2021, while women of color represented only **7.4** percent.

The **18** C-suite personnel of color as of were:

- Xavier Asensi, Chief Business Officer, Inter Miami CF
- Pablo Alvarez, General Counsel, Inter Miami CF
- D’Lonra Ellis, Chief Legal Officer, San Jose Earthquakes
- Manav Deol, General Counsel, Vancouver Whitecaps FC
- Luis Miguel Garcia Vazquez, CFO, New York Red Bulls
- Timothy Goodly, Senior Vice President & Chief Human Resources Officer, Atlanta United FC
- Joe Kennedy, General Counsel, Nashville SC
- Christian Lau, Chief Technology Officer, Los Angeles FC
- Caesar Lopez, CAO, Orlando City SC

- Maya Mendoza-Exstrom, Chief Operating Officer Seattle Founders FC
- Rich Orosco, Chief Brand Officer, Los Angeles FC
- Carlos Osorio, CFO, Orlando City SC
- Joseph Pierce, SVP & General Counsel, Atlanta United FC
- Alice Shing, EVP& Chief of Staff, Los Angeles FC
- James Smith, COO/CFO, FC Dallas
- Kakisha Smith, Chief People Officer & SVP, Charlotte FC
- Dionna Widder, Chief Revenue Officer, Houston Dynamo
- Jessica Wright, General Counsel, DC United

The **28** C-suite personnel who were women were:

- Kristen Bernert, Chief Business Officer, Columbus Crew
- Robin Boudreau, Senior Vice President, Human Resources, New England Revolution
- Samia Chebeir, Chief Marketing Officer, CF Montreal
- Ishwara Glassman Chrein, President, Chicago Fire
- Kari Cohen, General Counsel, New York Red Bulls
- Tara Cupello, CFO, Real Salt Lake
- Sara Daggett, General Counsel, Minnesota United FC
- Heather Davis, General Counsel, Portland Timbers
- Heidi Dettmer, Chief Marketing Officer, Columbus Crew
- D’Lonra Ellis, Chief Legal Officer, San Jose Earthquakes
- Jen Ferron, Chief Marketing Officer, New England Revolution
- Michelle Hynick, General Counsel, Real Salt Lake
- Stacey Johns, EVP & Chief Financial Officer, Los Angeles FC
- Sarah Keane, Chief Financial Officer, Portland Timbers
- Andrea Kimball, General Counsel, Sporting Kansas City
- Lindsey Paola, Chief of Staff, Nashville SC
- Jennifer Pogorelec, Chief Operating Officer & Chief Legal and Administrative Officer
- Maya Mendoza-Exstrom, Chief Operating Officer, Seattle Sounders FC



- Amy Minniti, Senior Vice President & General Counsel, Philadelphia Union
- Kay Rawlins, Founder, Senior Vice President of Community Relations, Orlando City SC
- Alice Shing, EVP & Chief of Staff, Los Angeles FC
- Maureen Smith, Executive Vice President, Chief Operating Officer, Minnesota United FC
- Kakisha Smith, Chief People Officer & Senior Vice President, Charlotte FC
- Erin Vagley, Senior Vice President of Human Resources & Administration, Seattle Sounders FC
- Amy Vaillancourt, Chief Human Resources Officer, CF Montreal
- Laura Warren, SVP & General Counsel, Chicago Fire
- Dionna Widder, Chief Revenue Officer, Houston Dynamo
- Jessica Wright, General Counsel, DC United

The six C-suite personnel who were women of color as of were:

- D'Lonra Ellis, Chief Legal Officer, San Jose Earthquakes
- Maya Mendoza-Exstrom, Chief Operating Officer
- Kakisha Smith, Chief People Officer & Senior Vice President
- Alice Shing, Executive Vice President & Chief of Staff, Los Angeles FC
- Dionna Widder, Chief Revenue Officer, Houston Dynamo
- Jessica Wright, General Counsel, DC United

### ***Racial Hiring Grade for C-Suite Personnel***

**B-**  **23.5%\*\***  
People of Color

### ***Gender Hiring Grade for C-Suite Personnel***

**B**  **34.6%\*\***  
Women

*\* One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*

*\*\*C-suite grades are not factored into the final grades for the Report Card.*

*See Table 8.*

***Team Vice Presidents***

Club vice presidents include both club and business operations personnel in positions that include vice president, executive vice president, and senior vice president.

The percentage of team vice presidents of color increased from **19.4** percent in 2021 to **23.4** percent, an all-time high for MLS. Black or African-American team vice presidents decreased from **7.6** percent in 2021 to **6.6** percent in the 2022 Report. Hispanic or Latino(a) representation among team vice presidents increased significantly to **8.4** percent in 2022 from **5.6** in 2021. Additionally, there was an increase of **1.8** percentage points for Asian team vice presidents from **4.9** percent in 2021 to **6.0** percent for the 2022 season. Lastly, there was three vice president who identified as Two or More Races.

Women holding vice president positions increased **0.9** percentage points from **27.8** percent in 2021 to **28.7** percent in 2022. In 2022, there were **7.8** percent women of color working as team vice presidents.

Appendix II contains a list of women vice presidents, vice presidents of color, and women of color who were vice presidents at the team level.

***Racial Hiring Grade for Team Vice Presidents***

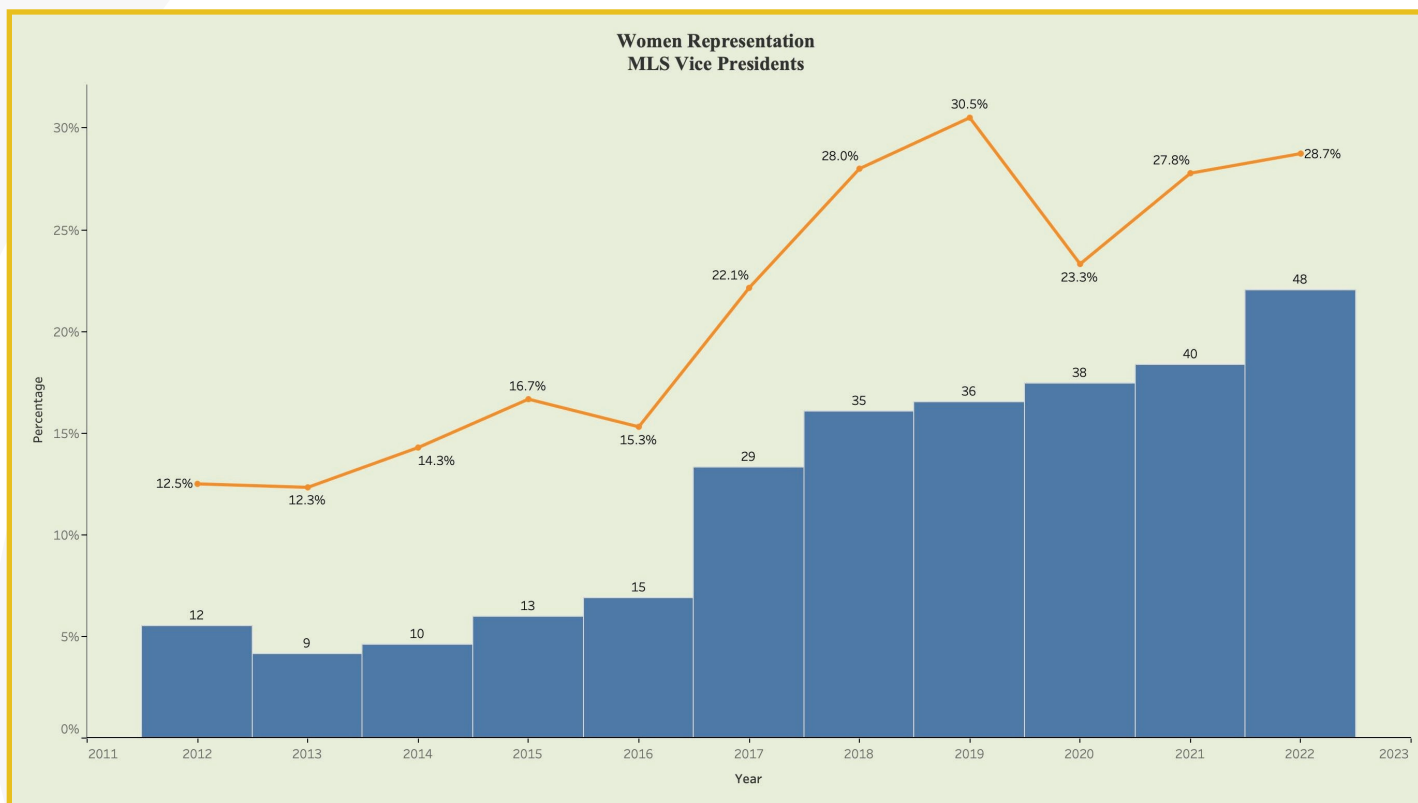
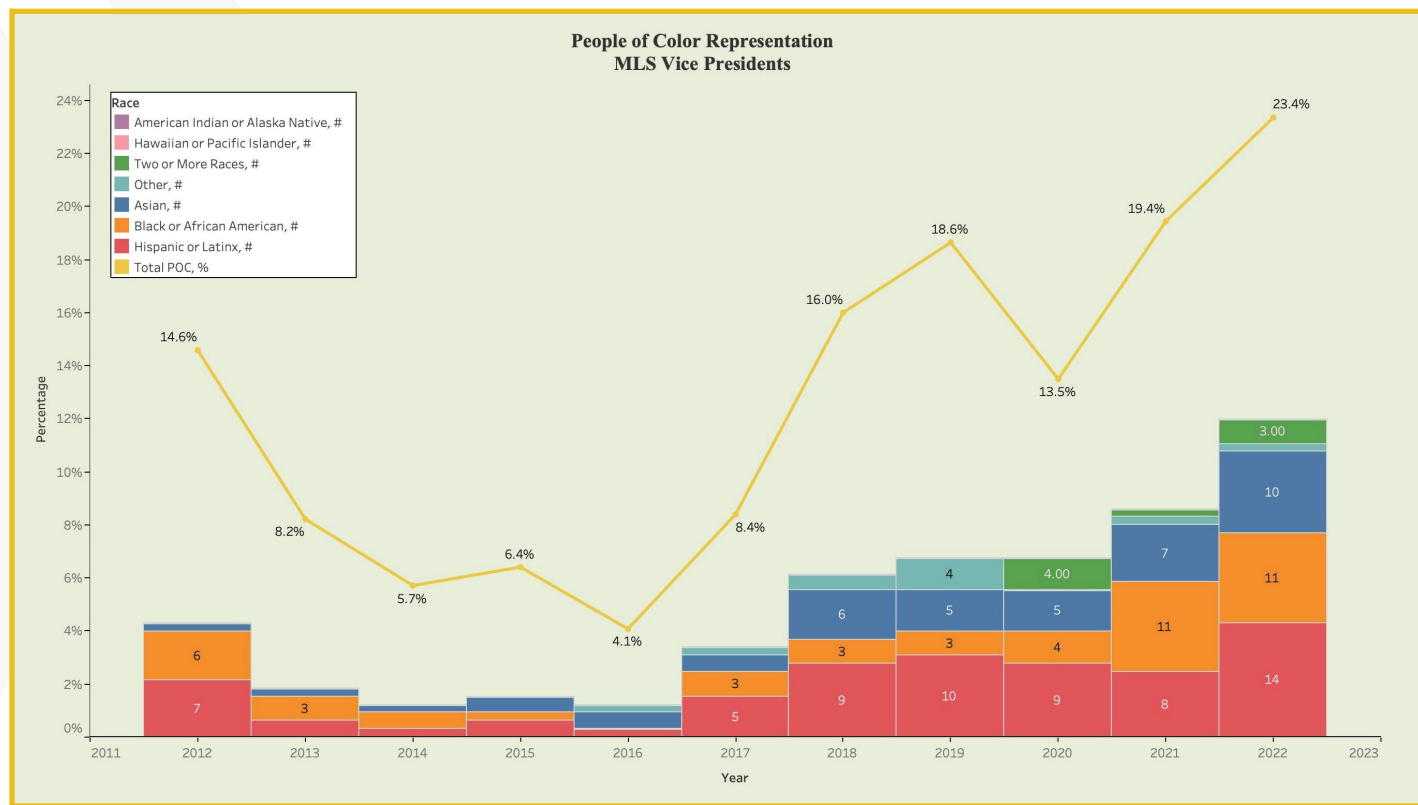
**B-**  **23.4%**  
People of Color

***Gender Hiring Grade for Team Vice Presidents***

**C**  **28.7%**  
Women

See Table 9.

*\*One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*



### ***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.

In 2022, people of color who held team senior administration positions in the MLS decreased to **15.9** percent from **17.0** percent in 2021. In 2022, Hispanics and Latinos(as) held **4.4** percent of all team senior administration positions, decreasing by **4.5** percentage points from 2021. The percentage of Black or African-Americans holding these positions increased, totaling **4.7** percent in 2022. Asians held **2.5** percent of senior team administration positions in 2021, increasing to **5.0** percent in 2022. Additionally, **1.5** percent of team senior administration positions were held by those classified as Two or More Races and **0.3** percent of team senior administration positions were held by Native Hawaiians or Pacific Islanders.

The percentage of women holding team senior administration positions increased by **4.1** percentage points from **24.1** percent in the 2021 season to **28.2** percent in 2022. Women of color held **6.5** percent of these roles, a **3.0** percentage point increase from 2021.

### ***Racial Hiring Grade for Team Senior Administration***

**C-**  **15.9%**  
People of Color

### ***Gender Hiring Grade for Team Senior Administration***

**C**  **28.2%**  
Women

*See Table 10.*

*\*One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*



### ***Team Professional Administration***

Positions categorized as team professional administration included, but were not limited to titles like 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.

The percentage of people of color in team professional administration roles has finally increased to **32.3** percent after decreasing for the past two years. In 2021, **23.6** percent of all team professional administration positions were held by people of color, decreasing from **24.9** percent in 2020. Hispanic and Latino(a) individuals holding these positions decreased again this year to **12.6**, from **15.5** percent in 2020 and **14.8** percent in 2021. The percentage of Black or African-Americans increased by **1.5** percentage points from **4.3** percent in 2021 to **6.6** percent in 2022, while Asians increased significantly by **5.6** percentage points from **3.4** percent in 2021 to **9.0** percent in 2022. Those identifying as Hawaiian or other Pacific Islander, American Indian or Alaskan Native, and Two or More Races represented **0.0** percent, **0.2** percent, and **2.3** percent of team professional administrators, respectively.

In the 2022 season, women holding team professional administration positions experienced an increase of **6.5** percentage points from the 2021 season from **30.6** percent to **37.1** percent in 2022. Women of color held **10.9** percent of team professional administration roles.

### ***Racial Hiring Grade for Team Professional Administration***

**A-**  **32.3%**  
People of Color

### ***Gender Hiring Grade for Team Professional Administration***

**B**  **37.1%**  
Women

*See Table 11.*

*\*One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*

### ***Athletic Trainers***

Employees listed as, but not exclusively limited to, head athletic trainers, assistant athletic trainers, and directors of sport science.

As of August 22, 2022, white athletic trainers held **63.4** percentage points compared to **71.9** percent in 2021. People of color represented **36.6** percent of athletic trainers in 2022, an increase of **8.5** percentage points from 28.1 percent in 2021. The percentage of Black or African-Americans in these roles decreased from **6.3** percent to **5.0** percent, while Hispanic or Latinx individuals increased from **12.5** percent to **20.8** percent. Asians decreased slightly from **7.8** percent to **6.9** percent. The percentage of people identifying as Two or More Races was **2.0** percent in 2022.

There were **14** women athletic trainers, or **13.9** percent, at the beginning of the 2022 MLS season. This included just **4.0** percent of athletic trainers who were women of color.


*\*One MLS expansion team, St. Louis City SC, is not scheduled to begin their first season until 2023. Therefore, 28 of 29 clubs were represented in this category.*

*\*Not calculated as part of the final grade.*

### ***Racial Hiring Grade for Athletic Trainers***

**A**  **36.6%\*\***  
People of Color

### ***Gender Hiring Grade for Athletic Trainers***

**F**  **13.9%\*\***  
Women

See Table 12.

***Referees/Officials***

Positions categorized as athletic trainers included all As of August 22, 2022 , white individuals comprised **74.0** percent of referees. People of color represented **26.0** percent of referees, with Black or African-Americans representing **2.1** percent, Hispanic or Latino representing **18.8** percent, and Asians **1.0** percent. Additionally, **4.2** percent of referees were classified as Two or More races.

There were seven female referees in 2022, representing **7.3** percent.

***Racial Hiring Grade for  
Referees/Officials***

**B-**  **26.0%\***  
People of Color

See Table 13.

*\*Not calculated as part of the final grade.*

## MLS DIVERSITY AND INCLUSION INITIATIVES

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

### *Grade for Diversity Initiatives*

# A+





## How Grades Were Calculated

As in previous Report Cards, 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 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 2022 Racial and Gender Report Card series is the first year TIDES will use 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 **35.1** percent of the employees are people of color, **B** for **26.1** percent, **C** for **17.1** percent, **D** for **9.1** percent and **F** for anything at **9.0** percent or below. For issues of gender, an **A** will be earned if **42.5** percent of the employees are women, **B** for **34.0** percent, **C** for **26.5** percent, **D** for **20.0** percent and **F** for anything **19.9** percent and below.

Race	Percentage	Gender	Percentage
A+	40.0 & above	A+	46.0 & above
A	35.1-39.9	A	42.5-45.9
A-	32.1-35.0	A-	40.1-42.4
B+	29.1-32.0	B+	37.5-40.0
B	26.1-29.0	B	34.0-37.4
B-	23.1-26.0	B-	31.5-33.9
C+	20.1-23.0	C+	29.0-31.4
C	17.1-20.0	C	26.5-28.9
C-	14.1-17.0	C-	24.0-26.4
D+	11.1-14.0	D+	21.5-23.9
D	9.1-11.0	D	20.0-21.4
F	9.0 & below	F	19.9 and below

The change in the nation's demographics has been dramatic with the 2020 census with **42.2** percent of the population being people of color and minorities. The chart below shows the previous scale used for Racial and Gender Report Cards. For issues of race, an **A+** would be earned if **30.1** percent of the employees were people of color, **B+** for **19.6** percent, **C+** for **15.0** percent, **D+** for **12.0** percent, and **F** for anything below **11.0** percent. For issues of gender, an **A+** would be earned if **45.0** percent the employees were women, **B+** for **39.0** percent, **C+** for **32.0** percent, **D+** for **25.0** percent and **F** for anything below **24.0** percent. If this grading scale was used for this year's data, MLS would have earned an **A** (**92.2** percent) for race, and a **C+** (**76.8** percent) for gender.

Race	Percentage	Gender	Percentage
A+	30.1 and above	A+	45.1 and above
A	28.6-30.0	A	44.1 - 45.0
A-	24.6 - 28.5	A-	41.6 - 44.0
B+	19.6 - 24.5	B+	39.0 - 41.5
B	17.0 - 19.5	B	37.6 - 38.9
B-	16.0 - 16.9	B-	34.6 - 37.5
C+	15.0 - 15.9	C+	32.0 - 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+	25.0 - 27.5
D	11.0 - 11.9	D	24.0 - 24.9
F	10.9 and below	F	23.9 and below

It is important to note that starting last year 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. Team ownership positions have been predominately held by white men. TIDES believes that by grading this position it will make the teams be more accountable in finding ways to increase diversity within these key positions that are ultimately responsible for developing and executing the overall strategy and operations of the teams within each league.

## Methodology

The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program worked with representatives from the MLS League Office to collect data from the MLS's organizations.

MLS has one expansion teams that has yet to start play, St. Louis City SC. As a result, they have been included in categories/roles they have filled and omitted in categories/roles that they have yet to fill.

In addition to team data, 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 Card text was drafted; it references changes to statistics from previous years.

The draft Report Card was sent to the MLS League Office to be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during the season. The MLS responded with updates and corrections that were then incorporated into the final Report Card.

**The information for the league office is up to date as of August 22, 2022. The information for players, owners, CEO/presidents, C-suite, general managers, head coaches, assistant coaches, vice presidents, senior administration positions, and professional staff positions, were up to date as of August 22, 2022, except for players which were finalized with Opening Day rosters on February 26, 2022.**

## 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 full Report Card 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.

TIDES has previously published the 2022 Racial and Gender Report Cards for MLB, NBA, NFL, and WNBA. The 2022 Major League Soccer Racial and Gender Report Card will be followed by the 2022 Racial and Gender Report Card for College Sport. The Complete Racial and Gender Report Card, including all the leagues, will be issued after the release of the College Sport Racial and Gender Report Card in the Spring of 2022.

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 Report Cards, first at Northeastern University and now at UCF (until 1998, the Report Card 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 and David Zimmerman made significant contributions to this 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, is 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 stepped down as Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF after 20 years in 2021. He remains as the Director of TIDES which is part of the DeVos Program at UCF. In addition, Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ) which uses the power by educating, empowering, and inspiring individuals, organizations, and the global community to live their values in standing up for equity, inclusion, and social justice through its highly acclaimed training programs on issues such as diversity, 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.



## DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA



# Appendix I

## *2022 MLS Diversity and Inclusion Initiatives*

### **Historic Nationwide Partnership with National Black Bank Foundation**

Major League Soccer 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 Diversity, Equity, and Inclusion space.

This transaction, coupled with the league's strong credit rating, will help grow the banks' capital cushion through fees and interest earned, creating additional capacity for new lines of credit for home and small business loans in communities of color across the country, making significant steps toward lowering the wealth gap in America. In facilitating the loan, the NBBF organized a syndication team led by Atlanta-based Citizens Trust Bank and New York-based Carver Federal Savings Bank. Additional members of the syndicate include Alamerica Bank (Birmingham, Ala.), Carver State Bank (Savannah, Ga.), Columbia Savings & Loans (Milwaukee, Wis.), Mechanics & Farmers Bank (Durham, N.C.) and Unity National Bank (Houston, Tx).

Transaction educated the public and raised awareness about Black banks and led to additional similar transactions including, financing arena construction for the Baltimore Arena. As part of the partnership, MLS continues to work with the National Black Bank Foundation to educate our constituents and members on the importance of economic empowerment, including a presentation at MLS' annual CFO meeting and hosting the keynote panel at the firm annual Black Sports Business Symposium with Dr. Bernice A. King, MLS CFO Sean Prendergast, NFL CFO Joe Siclare,

and NBBF Co-Founders Brandon Corner and Ashley Bell.

### [MLS Good Morning America Feature](#)

The NFL is intensely focused on increasing opportunities for the identification, growth, development, and advancement of people of color and women across all facets of the League and teams. These efforts extend to both football and non-football personnel with emphasis on:

1. Pipeline Development
2. Talent Identification and Recruitment
3. Structure and Strategy with Accountability
4. Education
5. Diverse Community Engagement
6. Inclusive Culture

### **MLS BOG Diversity, Equity, and Inclusion Committee**

MLS has a first-of-its-kind 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. No other sports league has a Board of Governors committee with these group of representatives. 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.

### **MLS WORKS**

Major League Soccer is dedicated to addressing important social issues and improving communities where we live and play our games. Through MLS

WORKS, the League's social responsibility platform, Major League Soccer and its clubs seek to enrich lives through sport across the United States and Canada.

### **Soccer For All**

Major League Soccer is dedicated 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.

Soccer For All signifies that everyone is welcome to MLS, regardless of race, color, religion, national origin, gender, gender identity, disability, sexual orientation, or socioeconomic status, and emphasizes Major League Soccer's commitment to drive positive social change, foster more inclusive and equitable communities and end discrimination. 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/programs include:

- **100 Black Men of America**

Recognized as the nation's top African American led mentoring organization, the 100's mission is to improve the quality of life within our communities and enhance educational and economic opportunities for all African Americans and is committed to the intellectual development of youth and the economic empowerment of the African American community.

- **Actions Matter**

An extension of Soccer For All, Actions Matter is a digital education program that focuses on leadership development and uses bullying prevention as a tool to end discrimination. Implemented in 120 schools in MLS markets, Actions Matter seeks to reduce the incidents of bullying by providing students in grades 8-12 with online tools designed to train them how to create a positive, inclusive environment and affect changes in behavior in-school, on social media and throughout their community.

- **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 on urban communities.

- **Amputee Soccer**

The American Amputee Soccer Association has dual missions. One mission is to promote and develop the sport for the benefit of participants with limb differences. We look to grow the sport for juniors and adults and for women and men. We look to accomplish this through outreach programs at the local levels to help interested players become introduced to the sport, maximize their proficiency, build self-confidence, learn the power of teamwork, and build a strong social network. Our second mission is to select, develop, and train the elite amputee soccer athlete to represent the United States in international competition.

- **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.

- **Capitanes del Futuro**

As part of a shared commitment to advance Hispanic



progress in the United States, MLS and P7G are joining forces with Hispanic Star to develop the next generation of Hispanic business leaders. The Capitanes del Futuro program provides participating youth with exclusive in-person and digital experiences that connect them to role models, expose them to Hispanic leaders, potential career paths, and deliver enrichment opportunities.

- **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.

- **Kulture City**

The nation's leading non-profit on sensory accessibility and acceptance for those with invisible disabilities.

- **National Coalition of 100 Black Women**

The mission of the National Coalition of 100 Black Women is to advocate on behalf of Black women and girls to promote leadership development and gender equality in the areas of health, education, and economic empowerment. MLS and NCBW have conducted national workforce development webinars focused on educating NCBW mentees and staff about the opportunities available within MLS and the soccer industry.

- **Power Soccer**

The first competitive team sport designed and developed specifically for power wheelchair users. The United States Power Soccer Association (USPSA) governs the sport of power soccer in the U.S. USPSA promotes the sport on a national and international level through tournament play, referee certification, training and growth. It is the mission and hope of the USPSA that all persons who use power wheelchairs will have the opportunity to play and experience power soccer.

- **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 Soccer 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.

- **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

- **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.

- **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.

- **Every Save Makes a Difference**

MLS WORKS has partnered with Univision and Allstate to donate soccer equipment to underserved children in local Hispanic communities. For every save made by MLS goalkeepers during TUDN broadcasts, soccer equipment is donated to youth from local Hispanic-facing community organizations. Delivered by MLS players and coaches, children also receive a clinic

and players speak to the importance of living a healthy, active lifestyles.

- **Hispanic Star Coalition**

Hispanic Star is a platform whose purpose is to elevate Hispanic collaboration, perception, and representation, celebrate and recognize Hispanic contributions and mobilize corporate America to leverage the huge Hispanic opportunity. MLS will continue to explore opportunities to amplify the long partnership the League has had with the Hispanic community, while developing new opportunities in conjunction with our clubs and partners.

- **MLS Leadership Development Program**

In March MLS/Sum launched a pilot Leadership Development program. This program focused on four areas; Leading Self, Leading Others, Leading the Organization and Leading Change and ran for six months. Eight diverse participants completed the program which consisted of leadership development workshops, an EQ-i 2.0 assessment a 360 Feedback Assessment, coaching and the creation of a personal development plan. There is a focus to ensure that women as well as a diverse demographics continue to be represented in each cohort.

- **Employee Resource Groups**

**Over the course of the past year, the MLS has** committed to amplifying and creating a robust set of Employee Resource Groups that capture the diverse MLS workforce. Currently, there are seven ERGs at the MLS League Office: Pitch Black, MLS Pride, Asians in MLS (AIM), Women at MLS, Somos MLS, Parents at MLS, and Interfaith ERG. The ERG's have helped develop programming for the "Soccer For All Speaker Series" as well as play a crucial role in shaping League-wide diversity efforts such as MLS' Juneteenth initiative, trainings and public facing messaging. The leaders from each ERG sit on an ERG Council that meets with the League's Chief DEI Officer monthly.

- **Pitch Black**

The mission of Pitch Black is to enhance MLS in its commitment to diversity, equity, and inclusion for Black staff within MLS and within the soccer community. The group focuses on networking, education and events that promote cultural awareness, such as programming around social justice, being

Black in Soccer, Black History Month and Juneteenth.

- **Pride**

MLS Pride aims to bring together LGBTQ+ employees and allies to create a more inclusive workplace celebrating and empowering members of the LGBTQ+ community on and off the field.

- **Parents**

Parents of MLS provides a platform to share experiences and information while offering support and resources to both Moms and Dads on staff through all stages of parenting. The group works to ensure a positive work/life balance by improving overall working conditions for parents on staff.

- **Asians in MLS (AIM)**

AIM is committed to contributing to the growth, success, and diversity of the League both on and off the field by empowering Asian professionals in MLS and sharing and promoting the Asian narrative within the broader MLS community through celebration of the differences across Asian cultures.

- **Women at MLS**

The mission of Women at MLS is to champion and empower women in the MLS community to foster personal and professional development opportunities on and off the pitch. The goals of the ERG are to create a safe space for women to connect and support each other at the League, make the culture more accessible and attractive for women to work in soccer, develop skills for women across the Enterprise to further their careers, and fostering dialogue on including more women on the pitch in technical roles.

- **Somos at MLS**

Somos MLS serves to recognize, celebrate, and share the rich culture, heritage, and language of our Hispanic/Latinx professionals within and outside of MLS.

- **Black Players for Change**

Black Players for Change (BPC) is an independent organization consisting of over 170+ players, coaches, and staff of MLS, working to bridge the racial equality gap that exists in society. BPC is committed to tackling the racial injustices that have limited Black people from having an equitable stake in the game of soccer and society. Among the many goals the organization strives to advance the attention on human right inequalities from protest to programs, partnerships and policies that

address systemic racism.

The League (MLS) has supported and collaborated with BPC since its inception to make change within our society. Examples of these projects include financial contribution to BPC, solidarity demonstration for social justice at MLS is Back Tournament, Juneteenth Initiatives, MLS Unites to Vote, MLS All-Star Barbershop Forum, MLS All-Star Hometown Heroes, and Partnership with the National Black Bank Foundation.

### **SCORE (Soccer Collective on Racial Equality)**

Soccer Collective on Racial Equality (SCORE) is a collective of men and women composed of former players, broadcasters, and administrators. The founders of SCORE organized around their collective Black experience and exclusion from aspects of the game upon retirement. SCORE's mission is to increase the representation of Black and Brown men and women in soccer and create equitable access for all people regardless of color, ethnicity, religion, and sexual orientation.

The League (MLS) has supported and collaborated with SCORE since its inception to make change within our society. Examples of these projects include Leadership development workshops and programs, internship programs, MLS BOG DEI Committee, and training and educational workshops.

### **MLS NEXT Equity Action Committee (EAC)**

The MLS NEXT Equity Action Committee (EAC) is the diversity, equity, and inclusion arm of MLS' player development platform. The committee consists of MLS NEXT Coaches, Directors and Girls Academy Leaders. The committee guides MLS NEXT to facilitate positive change for an aware, equitable, just, and responsible soccer community. The EAC hosts educational seminars, collaborates and recommends strategies and policy enhancements.

### **MLS Internship Program**

One of the strategies MLS utilizes to increase opportunities for women and minorities is its summer internship program at the League Office. The Talent Acquisition team will be leveraging the league relationships with Make a Play Foundation, SEEN, WISE and the HBCU network to advertise our opportunities.

### **Make A Play Foundation Rising Leaders Program**

Make A Play Foundation (MAP) is a not-for-profit organization founded in 2019 to prepare underrepresented athletes for executive careers in competitive industries, including fortune 500 companies. MLS partnered with Make a Play Foundation to hire several Division 1 athletes into MLS Summer internship program.

### **Recruiting Female Athletes Committee**

The Recruiting Female Athletes Committee focuses 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.

### **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. In addition, women leaders from MLS participate in the WISE Emerging Leaders Certificate Program and the WISE Power of Choice for Emerging Leaders of Color, which are leadership programs tailored and designed to expand the leadership skills and opportunities for women.

### **Game Changers**



Hosted by Street & Smith's Sports Business 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.

### **Women in Tech**

Founded in 2012 in Philadelphia, The Women in Tech Summit is a series of events that inspire, educate, and connect women in the technology industry. Their mission is to support the community of women currently working in technology and to help pave the way for women and young women who want to enter the industry. The Women in Tech Summit brings together women in many different types of careers in tech and at every level from students to senior executives. We have engaged Women in Tech and will continue to explore sponsorship opportunities for 2022.

### **Blacks in Technology**

Blacks in Technology is a global platform for Black women and men in technology, and serves members through community, media, and mentorship. They provide resources, guidance, and challenge members to establish new standards of innovation. Blacks in Technology is a tech focused community that is dedicated to increasing the representation

and participation of black women and men in the technology industry. MLS has engaged with the New York Chapter and is exploring opportunities for 2022

### **HBCU Connect**

HBCU CONNECT is the largest organization of students and alumni from Historically Black Colleges & Universities, anchored by their website, HBCUConnect.com, which was launched in 1999 as the first online social network for African American professionals. For the past few years, we have promoted internship opportunities through the extended HBCU CONNECT website network.

### **McKinsey Leadership Academy**

The McKinsey Leadership Academy is a leadership development program intended to accelerate the progression of diverse leaders within organizations. The leadership academy has three main programs: The Black Leadership Academy, The Hispanic and Latino Leadership Academy, and the Asian Leadership Academy. Within these academies, there are two different programs, the Executive Leadership Program, and the Management Accelerator Program and thus far over 100 MLS Staff (League, clubs, former players) have been enrolled in these programs.

### **MLS Juneteenth Initiative**

Annually, to educate our community, celebrate members of our ecosystem and foster more inclusive and equitable communities, MLS commemorates, honors, and celebrates Juneteenth, a longstanding holiday in the Black community through various initiatives. In 2020, MLS hosted a league-wide educational webinar with Dr. Charles Ross (Professor of History and African American Studies at Ole Miss) and Justin Morrow (Executive Director, BPC). In 2021 and 2022, MLS collaborated with its clubs and BPC, to commemorate Juneteenth through activations in its local markets and a Juneteenth-inspired commemorative jersey and jersey-box designed by Israel Solomon (2021) and Judah Middleton (2022). The jerseys were worn by all players

in matches from June 18th-20th and were auctioned off following the matches, with all proceeds (\$150K-2021 and \$150K-2022) going to organizations (27 in 2021, 28 in 2022) that support the Black community in each local market.

### **Sports & Entertainment Equity Network**

Sports & Entertainment Equity Network is a non-profit striving to close the diversity, equity, and inclusion (DEI) gap prevalent in the business of sports & entertainment. SEEN's goals are to provide Black and Brown professionals with opportunities to advance themselves professionally and personally, build authentic relationships with a community of peers, and give back to support the next generation of young leaders. MLS partnered with SEEN for its 2nd annual Career Showcase, which connects Black and Brown professionals with Sports and Entertainment organizations.

### **Black Sports Business Symposium**

MLS served as one of the lead partners in the inaugural Black Sports Business Symposium (BSBS), a disruptive, invitation-only, annual event that unites, cultivates, illuminates and celebrates Black professionals and students in the sports business industry. BSBS serves as ground zero for Black talent acquisition, engagement, and development within professional sports, spanning leagues, teams, agencies, and beyond, for all career levels

MLS hosted the keynote panel Inclusion, Innovation, and Impact Spotlight: A Wealth Equity Gameplan for Leagues, Teams, and Businesses. This panel focused on MLS' historic partnership with the National Black Bank Foundation and how other Leagues and Teams can get involved in creating Wealth Equity for communities of color. Participants of the panel included Dr. Bernice A. King, MLS CFO Sean Prendergast, NFL CFO Joe Siclare, and NBBF Co-Founders Ashley Bell and Brandon Comer. In addition, MLS sponsored 5 students from Historically Black Universities to attend the symposium.

### **MLS Unites to Vote**

MLS in partnership with Black Players for Change (BPC) and the MLS Players Association (MLSPA) to launch a league-wide, non-partisan initiative to help players, staff and fans register to vote. The initiative aims to educate the MLS community on the voting process, driver voter registration, encourage volunteerism on Election Day and showcase the efforts of MLS clubs and players.

### **PRO Outreach Academy**

MLS and Professional Referee Organization (PRO) collaborated to develop the PRO outreach academy, which provides underserved diverse referee candidates the opportunity for development, mentorship, and growth. The program selects and pays for 15 diverse referee candidates to referee at MLS-sanctioned events (MLS NEXT tournament, Generation Adidas Cup). At these events the referees are scouted and receive evaluations and mentorship. Following the tournaments, referees that perform well are elevated into the PRO2 Assigning pools and will continue their development into the top ranks.

### **League-Wide DEI Strategic Commitments**

The league developed the following league-wide DEI Strategic Commitments:

#### **Diversity – We commit to fostering an environment of diversity and belonging defined as:**

- Diverse Workforce: Recruiting, valuing, and retaining a diverse workforce
- Diverse Players: Attracting, developing, and inspiring a diverse player pool
- Diverse Fans: Expanding, celebrating, and amplifying a diverse and fervent fan base

#### **Equity – We commit to equitable representation and Economic opportunity defined as:**

- Institutionalizing Policies: Institutionalizing policies that increase diverse ownership and representation at technical and senior levels
- Implementing Practices: Implementing practices



that increase investment in diverse businesses and communities

- **Ensuring Pay Equity:** Ensuring pay equity and advancement opportunities without bias or discrimination

**Inclusion – We commit to maintaining an inclusive culture and the well-being of consultants defined as:**

- **Innovative Training:** Provide innovative training, education, and wellness support for all within our ecosystem
- **Cultivating Alliances:** Cultivating networks, partnerships, and non-traditional alliances
- **Reinforcing Actions:** Reinforcing actions that affirmatively impact racial, social and/or economic justice

**Diversity Hiring Initiative Working Group**

As part of its ongoing commitment to Diversity, Equity, and Inclusion, MLS convened a Diversity Initiative working group to review and update the League's diversity initiative policy. The working group is made up internal League office staff, including the Commissioner and Chief DEI Officer, Coaches, Players, Former Players, Club Soccer Officers, and Club Business Officers. The working group's mandate is to make a set of enhancements to the Diversity Initiative policy and share its recommendations to the MLS Board of Governors (BOG) and Diversity, Equity, and Inclusion Committee. The policy was updated for the 2022 MLS season and is updated annually, as needed. [Updated Diversity Hiring Policy](#)

**MLS All-Star Hometown Heroe**

MLS continues its Inclusion and Equity strategy of bridging the wealth equity gap by showcasing and supporting diverse community leaders from St. Paul and Minneapolis in its inaugural MLS All-Star Hometown Heroes Showcase.

The Hometown Heroes Showcase recognizes and celebrated a selection of innovative, inclusive and impactful leaders making positive change in one of four focus areas: education, mental health, food

security and social justice. These leaders and their organizations received a suite of All-Star assets to amplify their impact and culminated with a live panel Showcase to highlight their mission and work.

**MLS Next**

MLS Next is MLS' youth soccer platform. It features the best 11,000 youth soccer players in the United States and Canada, made up of U13-U19 age groups, 133 clubs, 598 teams, and 90% of US & Canada National Teams.

**Culture Coordinator Program**

This is a Coaching Education program that supplies the necessary tools to have informed conversations around Diversity, Equity and Inclusion with 13k players, parents and club staff. The curriculum has been developed in partnership with the Sanneh Foundation and features virtual learning and in-person workshops. Thus far, we certified 95 coaches in the first class of the program at NEXT Cup in June and are projecting 150 in the second class at NEXT Fest in December.

**Wealth Equity Strategy**

Closing the racial wealth gap is an MLS DEI priority for 2021 and beyond. Thus far we have executed on the following key elements:

- **All-Star Barbershop Forum** – At this year's All-Star week, MLS hosted a DEI Panel in collaboration with 100 Black Men of America and Black Players for Change. The conversation focused on the importance of building and sustaining wealth equity within the Black community through education, mentorship, ownership, entrepreneurship, and economic development. Future All-Star events will include representation from the broader BIPOC and LGBTQ+ communities
- **Supplier Diversity** – 100% of DEI All-Star budget will be spent with BIPOC/LGBTQ+ Vendors

**DEI Trainings**

**The league has conducted numerous DEI training**

**courses for our ecosystem over the past year, including:**

- PRO DEI Training led by Dr. Sonja Robinson (Director of Business Innovation and Senior Consultant with 122 Consulting Group)
- MLS has engaged DEI partner Kaleidoscope Group to develop and deliver DEI training for all League Office
- LGBTQ+ Awareness trainings for players led by Athlete Ally

**Additional Initiatives and Actions**

- The league took the following additional steps to ensure a diverse, equitable, and inclusive community:
- Contracted with a Black-owned recruiting firm to assist with recruiting diverse candidates for open roles.
- Have implemented Textio, a software platform that provides guidance on writing and posting job descriptions using inclusive language.
- Participated in 2022 career fairs with SEEN and the NMBBAA. Forging relationships with organizations to form a pipeline of talent for early and mid-career opportunities.

## Appendix II

### WOMEN, PEOPLE OF COLOR, WOMEN OF COLOR VICE PRESIDENTS

#### Atlanta United FC (3)

- Georgia O'Donoghue, Vice President, Business Operations
- Latonda Henderson, Vice President, DEI
- Mike Summers, Head of Marketing

#### Austin FC (4)

- Allison Roscoe, Vice President, Corporate Partnerships
- Avin Assomull, Vice President, Sales & Services
- Harrison Kim, Vice President, Business Intelligence
- Jinny Reif, Vice President, Finance
- Kaitlin Mauro, Vice President, Community Impact
- Susana Wolfe, Vice President, Human Resources

#### Charlotte (1)

- Mike Brown, Vice President, Ticket Sales & Services

#### Chicago Fire (5)

- Alex Munoz, Vice President, Partnership Sales
- Evan Whitfield, Vice President, Alumni Relations and Engagement
- Jessica Yavitz, Vice President, Community Relations Executive Director
- Megan Cantwell, Vice President, Integrated Marketing
- Todd Albright, Vice President, Matchday Experience

#### Colorado Rapids (N/A)

#### Columbus Crew SC (2)

- Issa Tall, Assistant GM, Player Personnel and Strategy
- Jaime McMillan, Vice President, Soccer Administration & Operations

#### FC Cincinnati (2)

- Katie Solomon, Vice President, Community Relations and Executive Director
- Paula Boggs Muething, Vice President, Legal Affairs

#### FC Dallas (5)

- Gina Miller, Vice President, Media & Communications
- Jerome Elenez, Vice President, Marketing
- Megan Miller, Vice President, Partnership Marketing
- Melissa Jannetta, Vice President, Business Development

#### Inter Miami CF (N/A)

#### LA Galaxy (2)

- Ashley Hall, Vice President, Ticket Sales and Services
- Linda Chau, Vice President, Finance

#### Los Angeles FC (8)

- Benny Tran, EVP, Corporate Strategy & Development
- Kristen Kuhn, SVP, Corporate Partnerships
- Marcus McDougald, VP, Creative and Branded Content
- Michelle Dernott, EVP, Brand and Community
- Rich Orosco, EVP, Brand and Community
- Ryan Bishara, EVP, Revenue & Strategy
- Sandy Lim, SVP, Human Resources
- Will Kuntz, SVP & Assistant General Manager, Soccer Operations

#### Minnesota United FC (2)

- Megan Gunderson, Vice President, Marketing
- Sarah Korpi, Vice President, Content Strategy and Production

**Nashville SC (2)**

- Cristina Maillo Belda, Vice President of Communications
- Teresa Tatlonghari, Vice President, Marketing

**New York City FC (2)**

- Andres Gonzalez Carvajal, Vice President, Partnerships
- Christina Giunta-Quarino, Vice President, Marketing and communications

**Orlando City SC (3)**

- Diogo Kotscho, Senior Vice President, Communications
- Jessica West, Vice President, Facilities and Operations
- Marcos Marin Peres, Vice President, Communications and Broadcast
- Pedro Araujo, Senior Vice President, Marketing & Brand, Marketing & Merchandise

**Philadelphia Union (2)**

- Amanda Young Curtis, Vice President, Marketing and Communications
- Nicole Fancher, Vice President, Finance and Accounting

**Portland Timbers (4)**

- Ashley Highsmith, Senior Vice President, Fan Experience and Events
- Dr. Robin Beavers, Vice President, Community and Social Impact
- Mark Jacobs, Vice President, Marketing
- Sara Lockwood-Morales, Vice President, Partnership Marketing

**Real Salt Lake (3)**

- John Genna, Vice President, Communications
- Lita Quero, Vice President, Human Resources
- Thomas Vuong, Vice President, Finance

**San Jose Earthquakes (5)**

- Kashmira Bhatena, Vice President, Finance
- Peggy O'Halloran, Vice President, Human Resources & Payroll
- Robert Davis, Vice President, Ticket Sales & Service
- Trino Martinez, Vice President, Operations
- Tutul Rahman, Vice President, Marketing

**Seattle Sounders FC (13)**

- Ashley Fosberg, Executive Director of RAVE Foundation & VP of Philanthropy
- Bridget Griffith, Vice President, Corporate Partnership Sales
- Christine Irving, Vice President, Partnership Marketing
- Emily Schultz, Vice President, Premium Hospitality
- Erin Vagley, Senior Vice President, People and Culture
- Frank Moreno, Vice President, Ticket Sales and Service
- Joe Kennedy, General Counsel
- Kaitlin Bailey, Vice President, Business Strategy and Analytics
- Kimberly Aigner, Vice President, Social Impact
- Mikaela Purvis, Vice President, Business Operations
- Paulette Harris, Vice President, Controller
- Sean Muldoon, Vice President, Performance
- Tramayne Russell, Vice President, Ticketing

**Sporting Kansas City (1)**

- Nikki Romolo, Vice President, Events

**St. Louis City SC (N/A)**

# Appendix III

PLAYERS								
	%	#		%	#		%	#
2022			2013			2006		
White	38.1%	341	White	47.7%	261	White	61.3%	200
Black or African American	24.9%	223	African-American	10.6%	58	African-American	17.5%	57
Hispanic or Latino(a)	32.3%	289	Latino	24.1%	132	Latino	15.0%	49
Asian	0.8%	7	Asian	1.3%	7	Asian	2.8%	9
Hawaiian or Pac. Islander	0.3%	3	Other	16.3%	89	Other	3.4%	11
Am. Indian or Alaska Native	0.1%	1	Total People of Color	52.3%	286	Total People of Color	38.7%	126
Two or More Races	3.4%	30	International	42.8%	234	International	20.9%	68
Other	0.0%	0						
Total	100.0%	894						
2021			2012			2005		
White	38.3%	324	White	49.1%	264	White	58.1%	182
Black or African American	24.1%	204	African-American	24.7%	133	African-American	17.9%	56
Hispanic or Latino(a)	31.6%	267	Latino	23.8%	128	Latino	20.1%	63
Asian	1.3%	11	Asian	1.3%	7	Asian	1.3%	4
Hawaiian or Pac. Islander	0.2%	2	Other	1.1%	6	Other	2.6%	8
Am. Indian or Alaska Native	0.4%	3	Total People of Color	50.9%	274	Total People of Color	41.9%	131
Two or More Races	4.0%	34	International	48.0%	258	International	27.8%	87
Total	100.0%	845						
International	x	x						
2020			2011			2004		
White	39.9%	314	White	52.3%	223	White	62.6%	147
Black or African American	22.4%	176	African-American	26.3%	112	African-American	17.3%	40
Hispanic or Latino(a)	30.4%	239	Latino	20.0%	85	Latino	13.9%	32
Asian	1.1%	9	Asian	0.7%	3	Asian	1.3%	3
Hawaiian or Pac. Islander	0.4%	3	Other	0.7%	3	Other	3.9%	9
Am. Indian or Alaska Native	1.9%	15	Total People of Color	47.7%	203	Total People of Color	36.4%	x
Two or More Races	3.9%	31	International	38.5%	164	International	x	x
Total	100.0%	787						
International	44.3%	349						
2019			2010			2003		
White	38.3%	249	White	53.8%	205	White	60.0%	x
African-American	23.1%	150	African-American	25.7%	98	African-American	16.0%	x
Latino	33.4%	217	Latino	17.6%	67	Latino	22.0%	x
Asian	1.1%	7	Asian	1.0%	4	Asian	1.0%	x
Other	4.2%	27	Other	1.8%	7	Other	1.0%	x
Total People of Color	61.7%	401	Total People of Color	46.2%	176	Total People of Color	40.0%	x
International	55.4%	360	International	37.3%	142	International	x	x
2017			2009			2001		
White	46.2%	285	White	58.3%	204	White	59.0%	x
African-American	10.5%	65	African-American	21.7%	76	African-American	19.0%	x
Latino	25.1%	155	Latino	16.9%	59	Latino	20.0%	x
Asian	0.5%	3	Asian	0.6%	2	Asian	x	x
Other	17.7%	109	Other	2.6%	9	Other	1.0%	x
Total People of Color	53.8%	332	Total People of Color	41.7%	146	Total People of Color	40.0%	x
International	46.2%	285	International	35.4%	124	International	x	x
2016			2008			2000		
White	48.0%	265	White	62.0%	204	White	63.0%	x
African-American	11.8%	65	African-American	19.5%	64	African-American	15.0%	x
Latino	24.8%	137	Latino	16.4%	54	Latino	21.0%	x
Asian	0.7%	4	Asian	1.2%	4	Asian	x	x
Other	14.7%	81	Other	0.9%	3	Other	1.0%	x
Total People of Color	52.0%	287	Total People of Color	38.0%	125	Total People of Color	37.0%	x
International	43.3%	239	International	30.4%	100	International	x	x
2015			2007			1999		
White	47.5%	271	White	59.3%	201	White	65.0%	x
African-American	12.5%	71	African-American	21.8%	74	African-American	16.0%	x
Latino	20.9%	119	Latino	14.5%	49	Latino	18.0%	x
Asian	0.5%	3	Asian	1.2%	4	Asian	x	x
Other	18.6%	106	Other	3.2%	11	Other	1.0%	x
Total People of Color	52.5%	299	Total People of Color	40.7%	138	Total People of Color	35.0%	x
International	45.8%	261	International	31.3%	106	International	x	x
2014								
White	51.1%	276						
African-American	11.3%	61						
Latino	17.0%	92						
Asian	0.7%	4						
Other	19.8%	107						
Total People of Color	48.9%	264						
International	41.0%	226						

TABLE 1

x= Data not recorded

\*\*Information submitted by the MLS League Office

The Institute for Diversity and Ethics in Sport™

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“MAKING WAVES OF CHANGE”



Head Coaches								
	%	#		%	#		%	#
2022			2015			2006		
White	64.3%	18	White	90.0%	18	White	90.9%	10
Black or African American	10.7%	3	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	21.4%	6	Latino	10.0%	2	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	9.1%	1
Hawaiian or Pac. Islander	0.0%	0	Total People of Color	10.0%	2	Total People of Color	9.1%	1
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Two or More Races	3.6%	1	2014			2005		
Non-Resident Alien	0.0%	0	White	89.5%	17	White	91.7%	11
Other	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Total	100.0%	28	Asian	10.5%	2	Asian	0.0%	0
Women	0.0%	0	Latino	0.0%	0	Latino	8.3%	1
Women of Color	0.0%	0	Total People of Color	10.5%	2	Total People of Color	8.3%	1
2021			Women	0.0%	0	Women	0.0%	0
2020			2013			2004		
White	53.6%	15	White	89.5%	17	White	100.0%	9
Black or African American	7.1%	2	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	32.1%	9	Latino	10.5%	2	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total People of Color	10.5%	2	Total People of Color	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Two or More Races	3.6%	1	2012			2003		
Non-Resident Alien	3.6%	1	White	89.5%	17	2002		
Total	100.0%	28	African-American	5.3%	1	White	80.0%	8
Women	0.0%	0	Latino	5.3%	1	African-American	0.0%	0
Women of Color	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
2019			Total People of Color	10.5%	2	Latino	20.0%	2
2018			Women	0.0%	0	Total People of Color	20.0%	2
2017			2011			Women	0.0%	0
White	59.3%	16	White	87.5%	14	2001		
Black or African American	3.7%	1	African-American	6.3%	1	White	75.0%	9
Hispanic or Latino(a)	29.6%	8	Asian	0.0%	0	African-American	0.0%	0
Asian	0.0%	0	Latino	6.3%	1	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total People of Color	12.5%	2	Latino	25.0%	3
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Total People of Color	25.0%	3
Two or More Races	7.4%	2	2010			Women	0.0%	0
Total	100.0%	27	White	87.5%	14	2000		
Women	0.0%	0	African-American	0.0%	0	White	83.3%	10
Women of Color	0.0%	0	Asian	0.0%	0	African-American	0.0%	0
2016			Latino	12.5%	2	Asian	0.0%	0
2015			Total People of Color	12.5%	2	Latino	16.7%	2
2014			Women	0.0%	0	Total People of Color	16.7%	2
2013			2009			2001		
White	62.5%	15	White	86.7%	13	White	75.0%	9
African-American	4.2%	1	African-American	6.7%	1	African-American	0.0%	0
Latino	25.0%	6	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	6.7%	1	Latino	25.0%	3
Other	8.3%	2	Total People of Color	13.3%	2	Total People of Color	25.0%	3
Total People of Color	37.5%	9	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0	2008			2000		
2012			White	69.2%	9	White	83.3%	10
2011			African-American	7.7%	1	African-American	0.0%	0
White	77.3%	17	Asian	0.0%	0	Asian	0.0%	0
African-American	0.0%	0	Latino	23.1%	3	Latino	16.7%	2
Latino	13.6%	3	Total People of Color	30.8%	4	Total People of Color	16.7%	2
Asian	0.0%	0	Women	0.0%	0	Women	0.0%	0
Other	9.1%	2	2007			1999		
Total People of Color	22.7%	5	White	92.3%	12	White	83.3%	10
Women	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
2010			Asian	0.0%	1	Asian	0.0%	0
2009			Latino	7.7%	0	Latino	16.7%	2
White	81.8%	18	Total People of Color	7.7%	1	Total People of Color	16.7%	2
African-American	0.0%	0	Women	0.0%	0	Women	0.0%	0
Latino	13.6%	3	2006			1998		
Asian	0.0%	0	White	90.0%	18	White	83.3%	10
Other	4.5%	1	African-American	0.0%	0	African-American	0.0%	0
Total People of Color	18.2%	4	Asian	10.0%	2	Asian	0.0%	0
Women	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
2008			Total People of Color	10.0%	2	Total People of Color	0.0%	0
2007			Women	0.0%	0	Women	0.0%	0
2006			2005			1997		
White	80.0%	16	White	89.5%	17	White	80.0%	8
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	15.0%	3	Asian	10.5%	2	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	8.3%	1
Other	5.0%	1	Total People of Color	10.5%	2	Total People of Color	8.3%	1
Total People of Color	20.0%	4	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0	2004			1996		
Women of Color	0.0%	0	2003			1995		
2005			2002			1994		
2004			2001			1993		
2003			2000			1992		
2002			1999			1991		
2001			1998			1990		
2000			1997			1989		
1999			1996			1988		
1998			1995			1987		
1997			1994			1986		
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1992			1989			1981		
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1986			1983			1975		
1985			1982			1974		
1984			1981			1973		
1983			1980			1972		
1982			1979			1971		
1981			1978			1970		
1980			1977			1969		
1979			1976			1968		
1978			1975			1967		
1977			1974			1966		
1976			1973			1965		
1975			1972			1964		
1974			1971			1963		
1973			1970			1962		
1972			1969			1961		
1971			1968			1960		
1970			1967			1959		
1969			1966			1958		
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1967			1964			1956		
1966			1963			1955		
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1955			1952			1944		
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1950			1947			1939		
1949			1946			1938		
1948			1945			1937		
1947			1944			1936		
1946			1943			1935		
1945			1942			1934		
1944			1941			1933		
1943			1940			1932		
1942			1939			1931		
1941			1938			1930		
1940			1937			1929		
1939			1936			1928		
1938			1935			1927		
1937			1934			1926		
1936			1933			1925		
1935			1932			1924		
1934			1931			1923		
1933			1930			1922		
1932			1929			1921		
1931			1928			1920		
1930			1927			1919		
1929			1926			1918		
1928			1925			1917		
1927			1924			1916		
1926			1923			1915		
1925			1922			1914		
1924			1921			1913		
1923			1920			1912		
1922			1919			1911		
1921			1918			1910		
1920			1917			1909		
1919			1916			1908		
1918			1915			1907		
1917			1914			1906		
1916			1913			1905		
1915			1912			1904		
1914			1911			1903		
1913			1910			1902		
1912			1909			1901		
1911			1908			1900		
1910			1907			1899		
1909			1906			1898		
1908			1905			1897		
1907			1904			1896		
1906			1903			1895		
1905			1902			1894		
1904			1901			1893		
1903			1900			1892		
1902			1899			1891		
1901			1898			1890		
1900			1897			1889		
1899			1896			1888		
1898			1895			1887		
1897			1894			1886		
1896			1893			1885		
1895			1892			1884		
1894			1891			1883		
1893			1890			1882		
1892			1889			1881		
1891			1888			1880		
1890			1887			1879		
1889			1886			1878		
1888			1885			1877		
1887			1884			1876		
1886			1883			1875		
1885			1882			1874		
1884			1881			1873		
1883			1880			1872		
1882			1879			1871		
1881			1878			1870		
1880			1877			1869		
1879			1876			1868		
1878			1875			1867		
1877			1874			1866		
1876			1873			1865		
1875			1872			1864		
1874			1871			1863		
1873			1870			1862		
1872			1869			1861		
1871			1868			1860		
1870			1867			1859		
1869			1866			1858		
1868			1865			1857		
1867			1864			1856		
1866			1863			1855		
1865			1862			1854		
1864			1861			1853		
1863			1860			1852		
1862			1859			1851		
1861			1858			1850		
1860			1857			1849		
1859			1856			1848		
1858			1855			1847		
1857			1854			1846		
1856			1853			1845		
1855			1852			1844		
1854			1851			1843		
1853			1850			1842		
1852			1849			1841		
1851			1848			1840		
1850			1847			1839		
1849			1846			1838		
1848			1845			1837		
1847			1844			1836		
1846			1843			1835		
1845			1842			1834		
1844			1841			1833		
1843			1840			1832		
1842			1839			1831		
1841			1838			1830		
1840			1837			1829		
1839			1836			1828		
1838			1835			1827		
1								

Assistant Coaches								
	%	#		%	#		%	#
<b>2022</b>			<b>2014</b>			<b>2007</b>		
White	67.9%	91	White	83.3%	50	White	82.9%	34
Black or African American	6.7%	9	African-American	8.3%	5	African-American	2.4%	1
Hispanic or Latino(a)	19.4%	26	Latino	6.7%	4	Latino	12.2%	5
Asian	2.2%	3	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	1.7%	1	Other	2.4%	1
Am. Indian or Alaska Native	0.7%	1	Total People of Color	16.7%	10	Total People of Color	17.1%	7
Two or More Races	1.5%	2	Women	0.0%	0	Women	0.0%	0
Non-Resident Alien	0.0%	0						
Other	0.0%	0						
Total	100.0%	134						
Women	0.0%	0						
Women of Color	0.0%	0						
<b>2021</b>			<b>2013</b>			<b>2006</b>		
White	65.8%	75	White	79.4%	50	White	76.5%	26
Black or African American	7.0%	8	African-American	1.6%	1	African-American	2.9%	1
Hispanic or Latino(a)	25.4%	29	Latino	14.3%	9	Latino	17.6%	6
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	4.8%	3	Other	2.9%	1
Am. Indian or Alaska Native	0.0%	0	Total People of Color	20.6%	13	Total People of Color	23.5%	8
Two or More Races	1.8%	2	Women	0.0%	0	Women	0.0%	0
Non-Resident Alien	0.0%	0						
Total	100.0%	114						
Women	0.9%	1						
Women of Color	0.0%	0						
<b>2020</b>			<b>2012</b>			<b>2005</b>		
White	56.8%	63	White	81.3%	52	White	72.7%	24
Black or African American	8.1%	9	African-American	6.3%	4	African-American	6.1%	2
Hispanic or Latino(a)	31.5%	35	Latino	10.9%	7	Latino	18.2%	6
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	1.6%	1	Other	3.0%	1
Am. Indian or Alaska Native	0.0%	0	Total People of Color	18.8%	12	Total People of Color	27.3%	9
Two or More Races	3.6%	4	Women	0.0%	0	Women	0.0%	0
Total	100.0%	111						
Women	0.9%	1						
Women of Color	0.0%	0						
<b>2019</b>			<b>2011</b>			<b>2004</b>		
White	53.6%	52	White	81.6%	40	White	71.0%	98
African-American	11.3%	11	African-American	4.1%	2	African-American	29.0%	40
Latino	24.7%	24	Latino	14.3%	7	Latino	0.0%	0
Asian	1.0%	1	Asian	0.0%	0	Asian	0.0%	0
Other	9.3%	9	Other	0.0%	0	Other	0.0%	0
Total People of Color	46.4%	45	Total People of Color	18.4%	9	Total People of Color	29.0%	40
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
<b>2018</b>			<b>2010</b>			<b>2003</b>		
White	59.7%	37	White	80.4%	41	White	75.9%	22
African-American	9.7%	6	African-American	5.9%	3	African-American	10.3%	3
Latino	25.8%	16	Latino	13.7%	7	Latino	10.3%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	4.8%	3	Other	0.0%	0	Other	3.4%	1
Total People of Color	40.3%	25	Total People of Color	18.6%	10	Total People of Color	24.1%	7
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
<b>2017</b>			<b>2009</b>			<b>2002</b>		
White	74.1%	63	White	84.8%	39	White	68.8%	22
African-American	3.5%	3	African-American	6.5%	3	African-American	0.0%	0
Latino	16.5%	14	Latino	6.5%	3	Latino	28.1%	9
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	5.9%	5	Other	2.2%	1	Other	3.1%	1
Total People of Color	25.9%	22	Total People of Color	15.2%	7	Total People of Color	31.3%	10
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
<b>2016</b>			<b>2008</b>			<b>1999</b>		
White	86.4%	76	White	90.5%	38	White	69.0%	20
African-American	4.5%	4	African-American	2.4%	1	African-American	0.0%	0
Latino	3.4%	3	Latino	7.1%	3	Latino	27.6%	8
Asian	0.0%	0	Asian	0.0%	0	Asian	3.4%	1
Other	5.7%	5	Other	0.0%	0	Other	0.0%	0
Total People of Color	13.6%	12	Total People of Color	9.5%	4	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
<b>2015</b>			<b>2007</b>					
White	81.2%	69	White	82.9%	34			
African-American	8.2%	7	African-American	2.4%	1			
Latino	9.4%	8	Latino	12.2%	5			
Asian	0.0%	0	Asian	0.0%	0			
Other	1.2%	1	Other	2.4%	1			
Total People of Color	18.8%	16	Total People of Color	17.1%	7			
Women	0.0%	0	Women	0.0%	0			

TABLE 3

x= Data not recorded

\*\*Information submitted by the MLS League Office

The Institute for Diversity and Ethics in Sport™

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“MAKING WAVES OF CHANGE”

League Office: Professional Employees								
	%	#		%	#		%	#
<b>2022</b>			<b>2014</b>			<b>2008</b>		
White	56.6%	193	White	61.0%	75	White	57.0%	53
Black or African American	8.5%	29	African-American	4.1%	5	African-American	8.6%	8
Hispanic or Latino(a)	23.2%	79	Latino	30.1%	37	Latino	26.9%	25
Asian	7.0%	24	Asian	3.3%	4	Asian	4.3%	4
Hawaiian or Pac. Islander	0.3%	1	Other	1.6%	2	Other	3.2%	3
Am. Indian or Alaska Native	0.3%	1	Total People of Color	39.1%	48	Total People of Color	43.0%	40
Two or More Races	4.1%	14	Women	37.4%	46	Women	41.9%	39
Non-Resident Alien	0.0%	0						
Other	0.0%	0						
Total	100.0%	341						
Women	40.5%	138						
Women of Color	19.1%	65						
<b>2021</b>			<b>2013</b>			<b>2007</b>		
White	59.7%	154	White	61.7%	71	White	68.6%	35
Black or African American	6.6%	17	African-American	4.3%	5	African-American	5.9%	3
Hispanic or Latino(a)	21.7%	56	Latino	28.7%	33	Latino	19.6%	10
Asian	8.1%	21	Asian	2.6%	3	Asian	3.9%	2
Hawaiian or Pac. Islander	0.4%	1	Other	2.6%	3	Other	2.0%	1
Am. Indian or Alaska Native	0.4%	1	Total People of Color	38.3%	44	Total People of Color	31.4%	16
Two or More Races	3.1%	8	Women	38.3%	44	Women	25.5%	13
Non-Resident Alien	0.0%	0						
Total	100.0%	258						
Women	40.7%	105						
Women of Color	18.2%	47						
<b>2020</b>			<b>2012</b>			<b>2006</b>		
White	58.4%	178	White	59.6%	59	White	65.3%	32
Black or African American	6.6%	20	African-American	6.1%	6	African-American	6.1%	3
Hispanic or Latino(a)	22.6%	69	Latino	28.3%	28	Latino	22.4%	11
Asian	7.9%	24	Asian	3.0%	3	Asian	2.0%	1
Hawaiian or Pac. Islander	0.3%	1	Other	3.0%	3	Other	4.1%	2
Am. Indian or Alaska Native	0.3%	1	Total People of Color	40.4%	40	Total People of Color	34.7%	17
Two or More Races	3.9%	12	Women	42.4%	42	Women	24.5%	12
Total	100.0%	305						
Women	39.3%	120						
Women of Color	17.0%	52						
<b>2019</b>			<b>2011</b>			<b>2005</b>		
White	59.1%	178	White	60.0%	48	White	75.8%	25
African-American	8.0%	24	African-American	6.3%	5	African-American	6.1%	2
Latino	21.3%	64	Latino	28.8%	23	Latino	15.2%	5
Asian	6.7%	20	Asian	2.5%	2	Asian	3.0%	1
Other	5.0%	15	Other	2.5%	2	Other	0.0%	0
Total People of Color	40.9%	123	Total People of Color	40.0%	32	Total People of Color	24.2%	8
Women	37.9%	114	Women	36.3%	29	Women	21.2%	7
<b>2018</b>			<b>2010</b>			<b>2004</b>		
White	61.4%	183	White	62.2%	46	<b>2003</b>		
African-American	8.1%	24	African-American	6.8%	5	<b>2002</b>		
Latino	19.5%	58	Latino	25.7%	19	White	79.2%	19
Asian	5.0%	15	Asian	2.7%	2	African-American	8.3%	2
Other	6.0%	18	Other	2.7%	2	Latino	12.5%	3
Total People of Color	38.6%	115	Total People of Color	37.8%	28	Asian	0.0%	0
Women	40.9%	122	Women	36.5%	27	Other	0.0%	0
						Total People of Color	20.8%	5
<b>2017</b>			<b>2010</b>			<b>2001</b>		
White	63.3%	169	White	62.2%	46	<b>2000</b>		
African-American	5.6%	15	African-American	6.8%	5	White	73.7%	42
Latino	21.3%	57	Latino	25.7%	19	African-American	5.3%	3
Asian	4.9%	13	Asian	2.7%	2	Latino	19.3%	11
Other	4.9%	13	Other	2.7%	2	Asian	1.8%	1
Total People of Color	36.7%	98	Total People of Color	37.8%	28	Other	0.0%	0
Women	39.0%	104	Women	36.5%	27	Total People of Color	26.3%	15
						Women	29.8%	17
<b>2016</b>			<b>2009</b>			<b>1999</b>		
White	63.6%	98	White	61.1%	44	White	83.7%	36
African-American	4.5%	7	African-American	6.9%	5	African-American	0.0%	0
Latino	25.3%	39	Latino	25.0%	18	Latino	14.0%	6
Asian	4.6%	7	Asian	2.8%	2	Asian	2.3%	1
Other	2.0%	3	Other	4.2%	3	Other	0.0%	0
Total People of Color	36.4%	56	Total People of Color	37.8%	28	Total People of Color	16.3%	7
Women	37.0%	57	Women	36.5%	27	Women	39.5%	17
<b>2015</b>								
White	61.0%	75						
African-American	4.1%	5						
Latino	30.1%	37						
Asian	3.3%	4						
Other	1.6%	2						
Total People of Color	39.1%	48						
Women	37.4%	46						

TABLE 4

x= Data not recorded

\*\*Information submitted by the MLS League Office

The Institute for Diversity and Ethics in Sport™

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“MAKING WAVES OF CHANGE”

Majority Owners								
	%	#		%	#		%	#
<b>2022</b>			<b>2015</b>			<b>2009</b>		
White	90.6%	29	White	89.7%	35	White	79.6%	39
Black or African American	0.0%	0	African-American	0.0%	0	African-American	4.1%	2
Hispanic or Latino(a)	6.3%	2	Latino	5.1%	2	Latino	10.2%	5
Asian	3.1%	1	Asian	5.1%	2	Asian	6.1%	3
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	x	x
Am. Indian or Alaska Native	0.0%	0	Total People of Color	10.3%	4	Total People of Color	20.4%	10
Two or More Races	0.0%	0	Women	0.0%	0	Women	0.0%	0
Other	0.0%	0						
Total	100.0%	32						
Women	6.3%	2						
Women of Color	0.0%	0						
<b>2021</b>			<b>2014</b>			<b>2008</b>		
White	90.6%	29	White	93.3%	28	White	81.6%	40
Black or African American	0.0%	0	African-American	0.0%	0	African-American	4.1%	2
Hispanic or Latino(a)	6.3%	2	Latino	3.3%	1	Latino	8.2%	4
Asian	3.1%	1	Asian	3.3%	1	Asian	6.1%	3
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	x	x
Am. Indian or Alaska Native	0.0%	0	Total People of Color	6.7%	2	Total People of Color	18.4%	9
Two or More Races	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total	100.0%	32						
Women	6.3%	2						
Women of Color	0.0%	0						
<b>2020</b>			<b>2013</b>			<b>2007</b>		
White	86.7%	26	White	85.3%	29	White	x	x
Black or African American	0.0%	0	African-American	0.0%	0	African-American	x	x
Hispanic or Latino(a)	10.0%	3	Latino	8.8%	3	Latino	x	x
Asian	3.3%	1	Asian	5.9%	2	Asian	x	x
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	x	x
Am. Indian or Alaska Native	0.0%	0	Total People of Color	14.7%	5	Total People of Color	x	x
Two or More Races	0.0%	0	Women	0.0%	0	Women	x	x
Total	100.0%	30						
Women	6.7%	2						
Women of Color	0.0%	0						
<b>2019</b>			<b>2012</b>			<b>2006</b>		
White	85.7%	24	White	89.7%	35	White	84.2%	32
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	10.7%	3	Latino	7.7%	3	Latino	10.5%	4
Asian	3.6%	1	Asian	2.6%	1	Asian	5.3%	2
Other	0.0%	0	Other	0.0%	0	Other	x	x
Total People of Color	14.3%	4	Total People of Color	10.3%	4	Total People of Color	15.8%	6
Women	7.1%	2	Women	0.0%	0	Women	0.0%	0
<b>2018</b>			<b>2011</b>			<b>2005</b>		
White	84.6%	22	White	89.3%	25	White	x	x
African-American	0.0%	0	African-American	0.0%	0	African-American	x	x
Latino	11.5%	3	Latino	7.1%	2	Latino	x	x
Asian	3.8%	1	Asian	3.6%	1	Asian	x	x
Other	0.0%	0	Other	0.0%	0	Other	x	x
Total People of Color	15.3%	4	Total People of Color	10.7%	3	Total People of Color	x	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
<b>2017</b>			<b>2010</b>			<b>2004</b>		
White	89.2%	33	White	87.5%	x	White	x	x
African-American	0.0%	0	African-American	0.0%	x	African-American	x	x
Latino	8.1%	3	Latino	12.5%	x	Latino	x	x
Asian	2.7%	1	Asian	0.0%	x	Asian	x	x
Other	0.0%	0	Other	x	x	Other	x	x
Total People of Color	10.8%	4	Total People of Color	12.5%	x	Total People of Color	x	2
Women	0.0%	0	Women	0.0%	x	Women	0.0%	0
<b>2016</b>								
White	89.5%	34						
African-American	0.0%	0						
Latino	5.3%	2						
Asian	5.3%	2						
Other	0.0%	0						
Total People of Color	10.5%	4						
Women	2.6%	1						

TABLE 5

x= Data not recorded

\*\*Information submitted by the MLS League Office

CEO/President								
	%	#		%	#		%	#
2022			2014			2007		
White	82.1%	23	White	93.8%	15	White	75.0%	9
Black or African American	3.6%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	7.1%	2	Latino	6.3%	1	Latino	16.7%	2
Asian	3.6%	1	Asian	0.0%	0	Asian	8.3%	1
Hawaiian or Pac. Islander	0.0%	0	Total People of Color	0.0%	0	Total People of Color	25.0%	3
Am. Indian or Alaska Native	0.0%	0	Other	6.3%	1	Women	0.0%	0
Two or More Races	0.0%	0	Women	0.0%	0			
Non-Resident Alien	0.0%	0						
Other	3.6%	1						
Total	100.0%	28						
Women	14.3%	4						
Women of Color	3.6%	1						
2021			2013			2006		
White	86.2%	25	White	94.1%	16	White	70.0%	7
Black or African American	3.4%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	6.9%	2	Latino	5.9%	1	Latino	20.0%	2
Asian	3.4%	1	Asian	0.0%	0	Asian	10.0%	1
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Total People of Color	30.0%	3
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.9%	1	Women	0.0%	0
Two or More Races	0.0%	0	Women	5.9%	1			
Non-Resident Alien	0.0%	0						
Total	100.0%	29						
Women	13.8%	4						
Women of Color	3.4%	1						
2020			2013			2005		
White	82.6%	19	White	94.1%	16	White	76.9%	10
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	13.0%	3	Latino	5.9%	1	Latino	15.4%	2
Asian	4.3%	1	Asian	0.0%	0	Asian	7.7%	1
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Total People of Color	23.1%	3
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.9%	1	Women	7.7%	1
Two or More Races	0.0%	0	Women	5.9%	1			
Total	100.0%	23						
Women	0.0%	0						
Women of Color	0.0%	0						
2019			2012			2004		
White	82.6%	19	White	90.5%	19	White	100.0%	7
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	13.0%	3	Latino	9.5%	2	Latino	0.0%	0
Asian	4.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Total People of Color	0.0%	0
Total People of Color	17.3%	4	Total People of Color	9.5%	2	Women	0.0%	0
Women	0.0%	0	Women	0.0%	0			
2018			2011			2003		
White	95.8%	23	White	83.3%	15	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	4.2%	1	Latino	16.7%	3	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Total People of Color	16.7%	3	Total People of Color	0.0%	x
Total People of Color	4.2%	1	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
2017			2010			2001		
White	96.8%	30	White	86.7%	13	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	3.2%	1	Latino	6.7%	1	Latino	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Asian	0.0%	x
Other	0.0%	0	Total People of Color	13.3%	2	Total People of Color	0.0%	x
Total People of Color	3.2%	1	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
2016			2009			2000		
White	94.1%	32	White	86.7%	13	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	2.9%	1	Latino	6.7%	1	Latino	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Asian	0.0%	x
Other	2.9%	1	Total People of Color	13.3%	2	Total People of Color	0.0%	x
Total People of Color	5.8%	1	Women	0.0%	0	Women	0.0%	x
Women	5.9%	2						
2015			2008			1999		
White	94.7%	18	White	75.0%	9	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	5.3%	1	Latino	16.7%	2	Latino	0.0%	x
Asian	0.0%	0	Asian	8.3%	1	Asian	0.0%	x
Other	0.0%	0	Total People of Color	25.0%	3	Total People of Color	0.0%	x
Total People of Color	0.0%	1	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						

TABLE 6

x= Data not recorded

\*\*Information submitted by the MLS League Office



General Manager								
	%	#		%	#		%	#
2022			2015			2008		
White	80.0%	24	White	94.7%	18	White	75.0%	9
Black or African American	3.3%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	16.7%	5	Latino	5.3%	1	Latino	16.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	8.3%	1
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	25.0%	3
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.3%	1	Women	0.0%	0
Two or More Races	0.0%	0	Women	0.0%	0			
Non-Resident Alien	5.6%	2				2007		
Other	0.0%	0				White	75.0%	9
Unknown/ Did Not Disclose	0.0%	0				African-American	0.0%	0
Total	100.0%	36				Latino	16.7%	2
Women	2.8%	1				Asian	8.3%	1
Women of Color	0.0%	0				Other	25.0%	3
						Women	0.0%	0
2021			2014			2006		
White	78.1%	25	White	93.8%	15	White	70.0%	7
Black or African American	6.3%	2	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	12.5%	4	Latino	6.3%	1	Latino	20.0%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	10.0%	1
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	30.0%	3
Am. Indian or Alaska Native	0.0%	0	Total People of Color	6.3%	1	Women	0.0%	0
Two or More Races	0.0%	0	Women	0.0%	0			
Non-Resident Alien	0.0%	0				2005		
Other	0.0%	0				White	76.9%	10
Unknown/ Did Not Disclose	3.1%	1				African-American	0.0%	0
Total	100.0%	32				Latino	15.4%	2
Women	3.1%	1				Asian	7.7%	1
Women of Color	0.0%	0				Other	23.1%	3
						Women	7.7%	1
2020			2013			2004		
White	78.6%	22	White	94.1%	16	White	100.0%	7
Black or African American	3.6%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	17.9%	5	Latino	5.9%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.9%	1	Women	0.0%	0
Two or More Races	0.0%	0	Women	5.9%	1			
Total	100.0%	28						
Women	0.0%	0						
Women of Color	0.0%	0						
2019			2012			2002		
White	66.7%	16	White	90.5%	19	White	100.0%	x
African-American	4.2%	1	African-American	0.0%	0	African-American	0.0%	x
Latino	25.0%	6	Latino	9.5%	2	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	4.2%	1	Other	0.0%	0	Other	0.0%	x
Total People of Color	33.3%	8	Total People of Color	9.5%	2	Women	0.0%	x
Women	0.0%	0	Women	0.0%	0			
2018			2011			2001		
White	70.8%	17	White	83.3%	15	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	20.8%	5	Latino	16.7%	3	Latino	0.0%	x
Asian	4.2%	1	Asian	0.0%	0	Asian	0.0%	x
Other	4.2%	1	Other	16.7%	3	Other	0.0%	x
Total People of Color	29.2%	7	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
2017			2010			2000		
White	81.8%	18	White	86.7%	13	White	100.0%	x
African-American	4.5%	1	African-American	0.0%	0	African-American	0.0%	x
Latino	13.6%	3	Latino	6.7%	1	Latino	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Asian	0.0%	x
Other	0.0%	0	Other	13.3%	2	Other	0.0%	x
Total People of Color	18.2%	4	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
2016			2009			1999		
White	81.0%	17	White	86.7%	13	White	100.0%	x
African-American	4.8%	1	African-American	0.0%	0	African-American	0.0%	x
Latino	14.3%	3	Latino	6.7%	1	Latino	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Asian	0.0%	x
Other	0.0%	0	Other	13.3%	2	Other	0.0%	x
Total People of Color	19.0%	4	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						

TABLE 7

x= Data not recorded

\*\*Information submitted by the MLS League Office

C-suite								
	%	#		%	#			
2022			2020			2019		
White	76.5%	62	White	84.1%	58	White	83.0%	44
Black or African American	8.6%	7	Black or African American	2.9%	2	Black or African American	3.8%	2
Hispanic or Latino(a)	7.4%	6	Hispanic or Latino(a)	5.8%	4	Hispanic or Latino(a)	7.5%	4
Asian	3.7%	3	Asian	2.9%	2	Asian	1.9%	1
Hawaiian or Pac. Islander	0.0%	0	Hawaiian or Pac. Islander	0.0%	0	Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Am. Indian or Alaska Native	0.0%	0	Am. Indian or Alaska Native	0.0%	0
Two or More Races	2.5%	2	Two or More Races	4.3%	3	Two or More Races	0.0%	0
Non-Resident Alien	0.0%	0	Total	100.0%	69	Other	3.8%	2
Other	1.2%	1	Women	24.6%	17	Total	100.0%	53
Total	100.0%	81	Women of Color	2.9%	2	Women	20.8%	11
Women	34.6%	28				Women of Color	X	X
Women of Color	7.4%	6						
2021								
White	74.0%	54						
Black or African American	6.8%	5						
Hispanic or Latino(a)	9.6%	7						
Asian	4.1%	3						
Hawaiian or Pac. Islander	0.0%	0						
Am. Indian or Alaska Native	0.0%	0						
Two or More Races	2.7%	2						
Non-Resident Alien	2.7%	2						
Total	100.0%	73						
Women	28.8%	21						
Women of Color	6.8%	5						

TABLE 8

x= Data not recorded

\*\*Information submitted by the MLS League Office

Vice Presidents								
	%	#		%	#		%	#
<b>2022</b>			<b>2016</b>			<b>2008</b>		
White	76.6%	128	White	96.0%	94	White	95.2%	40
Black or African American	6.6%	11	African-American	0.0%		African-American	0.0%	0
Hispanic or Latino(a)	8.4%	14	Latino	2.0%	1	Latino	4.8%	2
Asian	6.0%	10	Asian	1.0%	2	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	1.0%	1	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	4.0%	4	Total People of Color	4.8%	2
Two or More Races	1.8%	3	Women	15.3%	15	Women	7.1%	3
Non-Resident Alien	0.0%	0						
Other	0.6%	1	<b>2015</b>			<b>2007</b>		
Total	100.0%	167	White	93.6%	73	White	96.7%	29
Women	28.7%	48	African-American	1.3%	1	African-American	0.0%	0
Women of Color	7.8%	13	Latino	2.6%	2	Latino	3.3%	1
			Asian	2.6%	2	Asian	0.0%	0
			Other	0.0%	0	Other	0.0%	0
			Total People of Color	6.4%	5	Total People of Color	3.3%	1
			Women	16.7%	13	Women	6.7%	2
<b>2021</b>			<b>2014</b>			<b>2006</b>		
White	80.6%	116	White	94.3%	66	White	100.0%	28
Black or African American	7.6%	11	African-American	2.9%	2	African-American	0.0%	0
Hispanic or Latino(a)	5.6%	8	Latino	1.4%	1	Latino	0.0%	0
Asian	4.9%	7	Asian	1.4%	1	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.7%	4	Total People of Color	0.0%	0
Two or More Races	0.7%	1	Women	14.3%	10	Women	7.1%	2
Non-Resident Alien	0.0%	0						
Other	0.7%	1	<b>2013</b>			<b>2005</b>		
Total	100.0%	144	White	91.8%	67	White	100.0%	24
Women	27.8%	40	African-American	4.1%	4	African-American	0.0%	0
Women of Color	6.3%	9	Latino	2.7%	2	Latino	0.0%	0
			Asian	1.4%	1	Asian	0.0%	0
			Other	0.0%	0	Other	0.0%	0
			Total People of Color	8.2%	6	Total People of Color	0.0%	0
			Women	12.3%	9	Women	8.3%	2
<b>2020</b>			<b>2012</b>			<b>2004</b>		
White	86.5%	141	White	85.4%	82	White	100.0%	14
Black or African American	2.5%	4	African-American	6.3%	6	African-American	0.0%	0
Hispanic or Latino(a)	5.5%	9	Latino	7.3%	7	Latino	0.0%	0
Asian	3.1%	5	Asian	1.0%	1	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	14.6%	14	Total People of Color	0.0%	0
Two or More Races	2.5%	4	Women	12.5%	12	Women	0.0%	0
Total	100.0%	163						
Women	23.3%	38						
Women of Color	6.1%	10						
<b>2019</b>			<b>2011</b>			<b>2003</b>		
White	81.4%	96	White	90.8%	59	White	91.3%	21
African-American	2.5%	3	African-American	0.0%	0	African-American	8.7%	2
Latino	8.5%	10	Latino	7.7%	5	Latino	0.0%	0
Asian	4.2%	5	Asian	1.5%	1	Asian	0.0%	0
Other	3.4%	4	Other	0.0%	0	Other	0.0%	0
Total People of Color	18.6%	22	Total People of Color	9.2%	6	Total People of Color	8.7%	2
Women	30.5%	36	Women	6.2%	4	Women	0.0%	0
<b>2018</b>			<b>2010</b>			<b>2002</b>		
White	84.0%	105	White	98.0%	48	White	91.3%	21
African-American	2.4%	3	African-American	0.0%	0	African-American	8.7%	2
Latino	7.2%	9	Latino	0.0%	0	Latino	0.0%	0
Asian	4.8%	6	Asian	2.0%	1	Asian	0.0%	0
Other	1.6%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	16.0%	20	Total People of Color	2.0%	1	Total People of Color	8.7%	2
Women	28.0%	35	Women	12.2%	6	Women	0.0%	0
<b>2017</b>			<b>2009</b>			<b>2000</b>		
White	91.6%	120	White	100.0%	53	White	77.8%	14
African-American	2.3%	3	African-American	0.0%	0	African-American	11.1%	2
Latino	3.8%	5	Latino	0.0%	0	Latino	11.1%	2
Asian	1.5%	2	Asian	0.0%	0	Asian	0.0%	0
Other	0.8%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	8.4%	11	Total People of Color	0.0%	0	Total People of Color	22.2%	4
Women	22.1%	29	Women	7.1%	4	Women	0.0%	0
<b>1999</b>								
White	90.5%	19				White	90.5%	19
African-American	4.8%	1				African-American	4.8%	1
Latino	0.0%	0				Latino	0.0%	0
Asian	4.8%	1				Asian	4.8%	1
Other	0.0%	0				Other	0.0%	0
Total People of Color	9.5%	2				Total People of Color	9.5%	2
Women	4.8%	1				Women	4.8%	1

TABLE 9

x= Data not recorded

\*\*Information submitted by the MLS League Office

Team Senior Administration								
	%	#		%	#		%	#
2022			2016			2008		
White	65.3%	402	White	85.3%	174	White	81.2%	82
Black or African American	4.7%	29	African-American	2.9%	6	African-American	2.0%	2
Hispanic or Latino(a)	4.4%	27	Latino	9.8%	20	Latino	13.9%	14
Asian	5.0%	31	Asian	1.0%	2	Asian	1.0%	1
Hawaiian or Pac. Islander	0.0%	0	Other	1.0%	2	Other	2.0%	2
Am. Indian or Alaska Native	0.3%	2	Total People of Color	14.7%	30	Total People of Color	18.8%	19
Two or More Races	1.5%	9	Women	25.0%	51	Women	23.8%	25
Non-Resident Alien	0.0%	0	2015			2007		
Other	0.0%	0	White	87.1%	223	White	79.6%	74
Unknown/Did Not Disclose	18.8%	116	African-American	2.3%	6	African-American	2.2%	2
Total	100.0%	616	Latino	7.8%	20	Latino	16.1%	15
Women	28.2%	174	Asian	1.2%	3	Asian	0.0%	0
Women of Color	6.5%	40	Other	1.6%	4	Other	2.2%	2
2021			2014			2006		
White	78.8%	380	White	87.6%	189	White	81.9%	77
Black or African American	3.9%	19	African-American	1.4%	3	African-American	1.1%	1
Hispanic or Latino(a)	8.9%	43	Latino	7.9%	17	Latino	14.9%	14
Asian	2.5%	12	Asian	1.9%	4	Asian	1.1%	1
Hawaiian or Pac. Islander	0.4%	2	Other	0.9%	2	Other	1.1%	1
Am. Indian or Alaska Native	0.0%	0	Total People of Color	12.1%	26	Total People of Color	18.1%	17
Two or More Races	1.2%	6	Women	19.5%	42	Women	18.1%	17
Non-Resident Alien	0.8%	4	2013			2005		
Unknown/Did Not Disclose	3.3%	16	White	81.9%	177	White	85.7%	54
Total	100.0%	482	African-American	1.4%	2	African-American	0.0%	0
Women	24.1%	116	Latino	10.6%	23	Latino	12.7%	8
Women of Color	3.5%	17	Asian	1.9%	4	Asian	1.6%	1
2020			2012			2004		
White	82.9%	379	White	80.6%	195	White	85.0%	283
Black or African American	3.9%	18	African-American	3.3%	8	African-American	12.6%	42
Hispanic or Latino(a)	8.1%	37	Latino	13.2%	32	Latino	1.2%	4
Asian	2.6%	12	Asian	2.5%	6	Asian	1.2%	4
Hawaiian or Pac. Islander	0.4%	2	Other	0.4%	1	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	19.4%	47	Total People of Color	15.0%	50
Two or More Races	2.0%	9	Women	20.7%	50	Women	25.2%	84
Total	100.0%	457	2011			2003		
Women	23.6%	108	White	82.0%	123	White	86.0%	x
Women of Color	3.7%	17	African-American	2.7%	4	African-American	3.0%	x
2019			Latino	14.0%	21	Latino	9.0%	x
White	82.8%	264	Asian	1.3%	2	Asian	1.0%	x
African-American	5.6%	18	Other	0.0%	0	Total People of Color	13.0%	x
Latino	7.2%	23	Total People of Color	18.0%	27	Women	24.0%	x
Asian	2.5%	8	Women	20.7%	31	2002		
Other	1.9%	6	2010			2001		
Total People of Color	17.2%	55	White	80.7%	96	White	86.0%	x
Women	22.6%	72	African-American	1.7%	2	African-American	3.0%	x
2018			Latino	17.6%	21	Latino	14.0%	x
White	85.0%	215	Asian	0.0%	0	Asian	2.0%	x
African-American	4.0%	10	Other	0.0%	0	Total People of Color	20.0%	x
Latino	6.3%	16	Total People of Color	19.3%	23	Women	21.0%	x
Asian	2.8%	7	Women	16.0%	19	2000		
Other	2.0%	5	2009			White	80.0%	x
Total People of Color	15.1%	38	White	79.5%	89	African-American	4.0%	x
Women	26.5%	35	African-American	3.6%	4	Latino	14.0%	x
2017			Latino	14.3%	16	Asian	2.0%	x
White	88.6%	240	Asian	1.8%	2	Total People of Color	20.0%	x
African-American	1.5%	4	Other	0.9%	1	Women	21.0%	x
Latino	6.6%	18	Total People of Color	20.5%	23			
Asian	1.5%	4	Women	25.0%	28			
Other	1.8%	5						
Total People of Color	11.4%	31						
Women	26.2%	71						

TABLE 10

x= Data not recorded

\*\*Information submitted by the MLS League Office

Professional Team Administration								
	%	#		%	#		%	#
2022			2015			2007		
White	59.8%	998	White	83.7%	656	White	67.5%	131
Black or African American	6.6%	110	African-American	4.7%	37	African-American	3.6%	7
Hispanic or Latino(a)	12.6%	210	Latino	8.4%	66	Latino	26.3%	51
Asian	9.0%	150	Asian	1.5%	12	Asian	1.5%	3
Hawaiian or Pac. Islander	0.0%	0	Other	1.7%	13	Other	1.0%	2
Am. Indian or Alaska Native	0.2%	3	Total People of Color	16.3%	128	Total People of Color	32.5%	63
Two or More Races	2.3%	39	Women	32.4%	254	Women	27.3%	53
Non-Resident Alien	0.0%	0						
Other	1.6%	27						
Unknown/Did Not Disclose	8.0%	133						
Total	100.0%	1670						
Women	37.1%	620						
Women of Color	10.9%	182						
2021			2014			2006		
White	73.5%	917	White	82.0%	639	White	71.2%	178
Black or African American	4.3%	53	African-American	4.1%	32	African-American	4.0%	10
Hispanic or Latino(a)	14.8%	184	Latino	10.0%	78	Latino	22.4%	56
Asian	3.4%	43	Asian	2.3%	18	Asian	1.2%	3
Hawaiian or Pac. Islander	0.1%	1	Other	1.5%	12	Other	1.2%	3
Am. Indian or Alaska Native	0.1%	1	Total People of Color	18.0%	140	Total People of Color	28.8%	72
Two or More Races	1.0%	12	Women	25.0%	195	Women	26.8%	67
Non-Resident Alien	0.3%	4						
Unknown/Did Not Disclose	2.6%	32						
Total	100.0%	1247						
Women	30.6%	381						
Women of Color	6.6%	82						
2020			2013			2005		
White	75.1%	1104	White	76.4%	346	White	66.0%	76
Black or African American	5.3%	78	African-American	3.1%	13	African-American	4.0%	5
Hispanic or Latino(a)	15.5%	228	Latino	14.6%	66	Latino	30.0%	34
Asian	2.7%	40	Asian	4.4%	20	Asian	0.0%	0
Hawaiian or Pac. Islander	0.1%	1	Other	1.5%	7	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	23.6%	107	Total People of Color	34.0%	39
Two or More Races	1.3%	19	Women	35.3%	160	Women	28.0%	32
Total	100.0%	1470						
Women	29.9%	439						
Women of Color	4.8%	71						
2019			2012			2004		
White	72.3%	716	White	75.6%	326	White	90.0%	75
African-American	5.4%	53	African-American	2.8%	12	African-American	1.0%	1
Latino	16.2%	160	Latino	18.3%	79	Latino	5.0%	4
Asian	4.0%	40	Asian	2.3%	10	Asian	2.0%	2
Other	2.1%	21	Other	0.9%	4	Other	1.0%	1
Total People of Color	27.7%	274	Total People of Color	24.4%	105	Total People of Color	9.0%	8
Women	32.2%	319	Women	31.1%	134	Women	42.0%	35
2018			2011			2003		
White	78.5%	864	White	71.2%	163	White	77.0%	x
African-American	4.3%	47	African-American	3.1%	7	African-American	3.0%	x
Latino	12.1%	133	Latino	23.6%	54	Latino	17.0%	x
Asian	2.1%	23	Asian	1.3%	3	Asian	2.0%	x
Other	3.1%	34	Other	0.9%	2	Other	1.0%	x
Total People of Color	21.6%	237	Total People of Color	28.8%	66	Total People of Color	23.0%	x
Women	31.6%	348	Women	27.5%	63	Women	22.0%	2
2017			2010			2002		
White	78.9%	302	White	69.5%	139	White	81.0%	x
African-American	3.9%	15	African-American	4.0%	8	African-American	7.0%	x
Latino	13.8%	53	Latino	22.0%	44	Latino	0.0%	x
Asian	1.8%	7	Asian	3.5%	7	Asian	2.0%	x
Other	1.6%	6	Other	1.0%	2	Total People of Color	18.0%	x
Total People of Color	21.1%	81	Total People of Color	30.5%	61	Women	32.0%	x
Women	32.4%	124	Women	29.0%	58			
2016			2009			1999		
White	82.4%	436	White	69.4%	168	White	74.0%	x
African-American	3.4%	18	African-American	4.1%	10	African-American	7.0%	x
Latino	10.2%	54	Latino	23.0%	56	Latino	17.0%	x
Asian	2.6%	14	Asian	2.9%	7	Asian	2.0%	x
Other	1.3%	7	Other	0.4%	1	Total People of Color	26.0%	x
Total People of Color	17.6%	93	Total People of Color	30.6%	74	Women	15.0%	x
Women	28.7%	152	Women	28.1%	68			
2015			2008			1998		
White	82.4%	436	White	73.6%	173	White	78.0%	x
African-American	3.4%	18	African-American	3.4%	8	African-American	4.0%	x
Latino	10.2%	54	Latino	22.1%	52	Latino	18.0%	x
Asian	2.6%	14	Asian	0.4%	1	Asian	0.0%	x
Other	1.3%	7	Other	0.4%	1			
Total People of Color	17.6%	93	Total People of Color	26.4%	62			
Women	28.7%	152	Women	22.1%	52			

TABLE 11

x= Data not recorded

\*\*Information submitted by the MLS League Office

The Institute for Diversity and Ethics in Sport™

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“MAKING WAVES OF CHANGE”



Athletic Trainers								
	%	#		%	#		%	#
2022			2016			2008		
White	63.4%	64	White	74.4%	29	White	83.3%	10
Black or African American	5.0%	5	African-American	5.1%	2	African-American	8.3%	1
Hispanic or Latino(a)	20.8%	21	Latino	15.4%	6	Latino	8.3%	1
Asian	6.9%	7	Asian	2.6%	1	Asian	0.0%	0
Hawaiian or Pac. Islander	1.0%	1	Other	2.6%	1	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	25.6%	10	Total People of Color	16.7%	2
Two or More Races	2.0%	2	Women	0.0%	0	Women	0.0%	0
Non-Resident Alien	0.0%	0	2015			2007		
Other	1.0%	1	White	78.6%	11	White	92.3%	12
Unknown/Did Not Disclose	10.9%	11	African-American	7.1%	1	African-American	0.0%	0
Total	100.0%	101	Latino	7.1%	1	Latino	7.7%	1
Women	13.9%	14	Asian	7.1%	1	Asian	0.0%	0
Women of Color	4.0%	4	Other	0.0%	0	Other	0.0%	0
			Total People of Color	21.4%	3	Total People of Color	7.7%	1
			Women	0.0%	0	Women	0.0%	0
2021			2014			2006		
White	71.9%	46	White	87.5%	14	White	91.7%	11
Black or African American	6.3%	4	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	12.5%	8	Latino	6.3%	1	Latino	8.3%	1
Asian	7.8%	5	Asian	6.3%	1	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	12.5%	2	Total People of Color	8.3%	1
Two or More Races	1.6%	1	Women	0.0%	0	Women	8.3%	1
Non-Resident Alien	0.0%	0	2013			2005		
Unknown/Did Not Disclose	0.0%	0	White	88.0%	22	White	75.0%	12
Total	100.0%	64	African-American	0.0%	0	African-American	0.0%	0
Women	14.1%	9	Latino	8.0%	2	Latino	18.8%	3
Women of Color	6.3%	4	Asian	4.0%	1	Asian	6.3%	1
			Other	0.0%	0	Other	0.0%	0
			Total People of Color	12.0%	3	Total People of Color	25.0%	4
			Women	0.0%	0	Women	0.0%	0
2020			2012			2004		
White	68.4%	128	White	93.8%	30	White	58.3%	7
Black or African American	5.9%	11	African-American	0.0%	0	African-American	41.7%	5
Hispanic or Latino(a)	18.7%	35	Latino	6.3%	2	Latino	0.0%	0
Asian	3.2%	6	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	6.3%	2	Total People of Color	41.7%	5
Two or More Races	3.7%	7	Women	0.0%	0	Women	0.0%	0
Total	100.0%	187						
Women	9.6%	18				2003		
Women of Color	1.1%	2				2002		
2019			2011			2001		
White	72.7%	48	White	90.9%	20	White	100.0%	10
African-American	3.0%	2	African-American	0.0%	0	African-American	0.0%	0
Latino	19.7%	13	Latino	9.1%	2	Latino	0.0%	0
Asian	4.5%	3	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	27.2%	18	Total People of Color	9.1%	2	Total People of Color	0.0%	0
Women	9.1%	6	Women	0.0%	0	Women	0.0%	0
2018			2010			2000		
White	65.6%	40	White	90.5%	19	White	96.2%	25
African-American	1.6%	1	African-American	0.0%	0	African-American	0.0%	0
Latino	13.1%	8	Latino	9.5%	2	Latino	3.8%	1
Asian	11.5%	7	Asian	0.0%	0	Asian	0.0%	0
Other	8.2%	5	Other	0.0%	0	Total People of Color	3.8%	1
Total People of Color	34.4%	21	Total People of Color	9.5%	2	Women	7.7%	2
Women	13.1%	8	Women	0.0%	0			
2017			2009			1999		
White	70.6%	36	White	75.0%	15	White	91.7%	11
African-American	3.9%	2	African-American	0.0%	0	African-American	0.0%	0
Latino	7.8%	4	Latino	25.0%	5	Latino	8.3%	1
Asian	15.7%	8	Asian	0.0%	0	Asian	0.0%	0
Other	2.0%	1	Other	0.0%	0	Total People of Color	8.3%	1
Total People of Color	29.4%	15	Total People of Color	25.0%	5	Women	16.7%	2
Women	2.0%	1	Women	0.0%	0			

## Referees and Officials

	%	#		%	#
2022			2021		
White	74.0%	71	White	72.0%	36
Black or African American	2.1%	2	Black or African American	4.0%	2
Hispanic or Latino(a)	18.8%	18	Hispanic or Latino(a)	18.0%	9
Asian	1.0%	1	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Am. Indian or Alaska Native	0.0%	0
Two or More Races	4.2%	4	Two or More Races	4.0%	2
Non-Resident Alien	0.0%	0	Non-Resident Alien	0.0%	0
Other	0.0%	0	Other	2.0%	1
Total	100.0%	96	Total	100.0%	50
Women	7.3%	7	Women	8.0%	4
Women of Color	1.0%	1	Women of Color	0.0%	0

### TABLE 13

*x= Data not recorded*

*\*\*Information submitted by the MLS League Office*