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The 2014 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick

with Juan Dominguez, Lizzie Haldane, Erika Loomer, and Jonathan Pelts
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EXECUTIVE SUMMARY

Orlando, FL - December 2, 2014... The grades for Major League Soccer (MLS) declined for both gender hiring practices and overall hiring practices while remaining the same for racial hiring practices in the 2014 MLS Racial and Gender Report Card (RGRC). In the case of gender, the decline was significant. The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida issued the MLS RGRC.

MLS received the same **B+** grade for its racial hiring practices in the 2014 MLS RGRC with 86.3 points but there was a decline in points from 87.3 points in the 2013 MLS RGRC. MLS's grade for gender hiring practices decreased to a **C+** with 75.7 points, down a substantial 7.8 percentage points from 83.5 in 2013.

MLS earned a combined grade of a **B** with 81 points in 2014, down 4.4 percentage points from 85.4 points (**B+**) in the 2013 MLS RGRC.

The MLS earned an **A+** for the League Office racial hiring practices, a **B+** for team professional administration and assistant coaches, and a **B** for team senior administration. For the general manager and head coach, MLS received grades of **F** and **C+**, respectively. MLS received an **A+** for racial diversity in the category of players for the 2014 season.

Gender hiring practices in MLS during the 2014 season received an **A-** grade for league office employees, an **F** for team senior administration, and a **C-** professional administration.

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

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~MAKING WAVES OF CHANGE~

Richard Lapchick, principal author of the study and director of TIDES, said, “It is disappointing that Major League Soccer’s grade for gender hiring practices fell so far that they joined the NFL and Major League Baseball with gender grades below a **B**, with a **C+** in the category.

The MLS League Office remained as the pacesetter with an **A+** in racial hiring and an **A-** in gender hiring as Commissioner Don Garber’s office continued to lead the entire MLS by example. Results at the team level were alarming.”

Using data from the 2014 season, TIDES conducted an analysis of the racial composition of teams and coaches. In addition, The Report Card included a racial and gender breakdown of management in the MLS League Office and at various levels within each MLS franchise such as: top management, team senior administration, team professional administration, physicians, head trainers, and radio and television broadcasters. The listing of owners, head coaches, and general managers for the 2014 Report Card is updated through August 3, 2014. All numerical data and the grades reflected information published in official team literature at the beginning of the 2014 season.

Tables containing historical data for the Report are included in Appendix I. Appendix II contains detailed descriptions of MLS diversity initiatives. The co-authors of the report were Juan Dominguez, Lizzie Haldane, Erika Loomer, and Jonathan Pelts.

The Report Card asks, “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a goal or operate the business of professional soccer?”

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida publishes the **Racial and Gender Report Card** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and collegiate athletics department positions.

REPORT HIGHLIGHTS

- The MLS League Office continued to be the standard bearer for the entire league with minorities comprising 39.1 percent of all professional positions, while women filled 37.4 percent of these positions. The percent of women in professional positions at the league office decreased by slightly less than one percentage point from 38.3 percent, while minorities increased by 0.8 percentage point from 38.3 percent in 2014.
- Chivas USA and FC Dallas were the only MLS franchises led by head coaches who are minorities.
- Minorities holding assistant coach positions decreased from 20.6 percent in 2013 to 16.7 percent in 2014.
- The percentage of team CEO/Presidents who are minorities, increased from 5.9 percent in 2013 to 6.3 percent in 2014. Nelson Rodriguez of Chivas USA was the only person of color holding a CEO/President position on an MLS team.

- There were no general managers who were minorities in 2014. There was a Latino GM in 2013.
- There was a decrease in vice presidents who were minorities in the 2014 season, from 8.2 percent in 2013 to 7.1 percent in 2014. During the 2014 season women comprised 14.3 percent of all vice president positions, an increase from 12.3 percent in 2013.
- Minorities held 12.1 percent of all team senior administration positions. This was a significant decrease of six percentage points from 2013. Women held 19.5 percent of team senior administration positions, a decrease from 20.4 percent in 2013. The percentage of minorities and women in team professional administration positions decreased by 5.6 percentage points to 18 percent, and by 10.3 percentage points to 25 percent, respectively.
- After five consecutive years in which the MLS had set a record for the diversity of its players, the percent of players of color fell from 52.3 percent in 2013 to 48.9 percent for the 2014 season.

OVERALL GRADES

MLS repeated its **B+** grade on racial hiring practices in the 2014 MLS RGRC. Its 86.3 points was down from 87.3 points in the 2013 MLS RGRC.

MLS's grade for gender hiring practices decreased to a **C+** with 75.7 points in 2014, down a significant 7.8 percentage points from 83.5 in 2013.

MLS received an **A+** for racial diversity in the category of players and for the League Office, a **B+** for team professional administration and assistant coaches, and a **B** for team senior administration. For the head coach and general manager, MLS received grades of **C+** and **F**, respectively.

Gender hiring practices in MLS during the 2014 season received an **A-** grade for league office employees, a failing grade for team senior administration and a **C**-professional administration.

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

MLS earned a combined grade of a **B** with 81 points in 2014, down 4.4 percentage points from 85.4 points (**B+**) in the 2013 MLS RGRC.

GRADES BY CATEGORY

Players

During the 2014 season, the percentage of white players increased by 3.4 percentage points from 47.7 percent in 2013 to 51.1 percent. The percentage of white players had steadily decreased since 2008, when 62 percent of the league was comprised of white players until this year. The percent of Latino players in MLS decreased by 7.1 percentage points from 24.1 percent in 2013 to 17 percent in 2014. The percentage of African-American players increased by 0.7 percentage point from 10.6 percent in 2013 to 11.3 percent in 2014. The percentage of Asian players decreased by 0.6 percentage point from 1.3 percent in 2013 to 0.7 percent in 2014. The players classified as "other" increased 3.5 percentage points from 16.3 percent in 2013 to 19.8 percent in 2014. As of the 2013 MLS RGRC, an international player who is Black was counted as "other."

International players showed a decrease in the 2014 MLS season going from 42.8 percent in 2013 to 41.9 percent. International player representation was at an all-time high in 2012.

MLS Grade for Players Race: A+ 48.9 percent

See Table 1.

MLS League Office

The MLS League Office once again set the standard for teams for both racial and gender hiring practices. Professional employees at the MLS League Office included executives, directors, managers, and account executives. Diversity within league office professional employees remained relatively constant from the 2013 season. White employees decreased by 0.7 percentage point from 61.7 percent in 2013 to 61 percent in 2014. Latinos and Asians both increased by 1.4 percentage points and 0.7 percentage point in 2014, respectively. African-Americans decreased 0.2 percentage point to 4.1 percent and those classified as “other” decreased by one percentage point to 1.6 percent. The total percentage for minority professionals was 39.1 percent, which increased by 0.8 percentage point from 38.3 percent in 2013.

The percentage of women in professional positions decreased by 0.9 percentage point from 38.3 percent in 2013 to 37.4 percent in 2014.

The two minority league office vice presidents were:

- Nelson Castro, Vice President of Programming, Executive Producer for MLS
- Ramin Tabib, Vice President, Strategic Planning and Research

The seven league office women who held a vice president title or higher were:

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

MLS Grade for League Central Office:

Race:	A+	39.1 percent
Gender:	A-	37.4 percent

See Table 2.

Ownership

As of the beginning of the 2014 MLS season, 93.3 percent of all owners were white. The 6.7 percent of minority owners consisted of 3.3 percent Latino and 3.3 percent Asian. In MLS, three teams are listed as being subsidiaries of larger private companies. The New York Red Bulls are listed as being owned by Red Bull GmbH, the Austrian beverage producer, while the LA Galaxy is owned by Anschutz Entertainment Group (AEG), and the Houston Dynamo is co-owned by AEG and Golden Boy Entertainment. In order to include their ownership in this study, the principle investor for each company was listed as the primary owner. For Red Bull GmbH Deitrich Mateschitz was listed as the primary owner; for AEG, Phil Anschutz was listed as the primary owner, and Oscar De La Hoya was listed as the primary owner and founder for Golden Boy Entertainment.

The club, Chivas USA, was not owned by an individual but was owned by the MLS, which ceased team operations on October 27, 2014.

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

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

Announced in October, a new team, the Los Angeles Football Club was formed and will take field in 2017. Vietnamese businessman Henry Nguyen will be the majority owner. The Los Angeles Football Club was not included in this year’s report.

See Table 3.

Head Coaches

As of the beginning of the 2014 MLS season, 89.5 percent of all MLS head coaches were white and 10.5 percent were coaches of color. There was no change from the 2013 season. There were no African-American or Asian head coaches in MLS. For the fifth consecutive year, only two MLS clubs had head coaches who were minorities and they were both Latino.

The two minority head coaches during the 2014 season were:

- Wilmer Cabrera, Chivas USA
- Oscar Pareja, FC Dallas

MLS Grade for Head Coaches Race: C+ 10.5 percent

See Table 4.

Assistant Coaches

As of the beginning of the 2014 MLS season, 83.3 percent of all assistant coaches were white, increasing by 3.9 percentage points from 2013 when it was 79.4 percent. African-Americans represented the largest group of minority assistant coaches with 8.3 percent, followed by Latinos with 6.7 percent and those classified as “other” with 1.7 percent. Overall, assistant coaches who were minorities decreased by 3.9 percentage points from 20.6 percent in 2013 to 16.7 percent in 2014. This season marked a significant decrease in the percentage of Latino assistant coaches from 2013 by 7.6 percentage points from 14.3 percent in 2013 to 6.7 percent in 2014. African-Americans increased significantly by 6.7 percentage points from 1.6 percent in 2013 to 8.3 percent in 2014.

MLS Grade for Assistant Coaches Race: B+ 16.7 percent

See Table 5.

Top Management

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

CEO/President

For the second consecutive year, there was only one minority CEO/President of an MLS team. Nelson Rodriguez, who is Latino, led Chivas USA.

See Table 6.

General Manager

As of the beginning of the 2014 MLS season, the percentage of white general manager positions increased by 6.2 percentage points from 93.8 in 2013 to 100 percent in 2014. There were no Latino, African-American, Asian, or female general managers or top player personnel executives in 2014. Guillermo Petrei, who is Latino, had been a general manager in 2013.

Since the inception of the MLS RGRC, there have been no African-American or Asian general managers. There have been two female general managers in the history of MLS, most recently in 1999, when Lynne Meterparel was named general manager of the then-San Jose Clash. Betty D'Anjolell was interim general manager of the Miami Fusion in 1998.

MLS Grade for General Managers Race: F 0 percent

See Table 7.

Team Vice Presidents

As of the beginning of the 2014 MLS season, minorities holding team vice president positions experienced a 2.5 percentage point decrease from 8.2 percent in 2013 to 5.7 percent in 2014. There was a 1.2 percentage point decrease for African-Americans from 4.1 percent in 2013 to 2.9 percent in 2014 and a 1.3 percentage point decrease for Latinos from 2.7 percent in 2013 to 1.4 percent in 2014. The percent of Asian vice presidents remained the same in 2014 at 1.4 percent.

There was a 2 percentage point increase for women holding vice president positions from 12.3 percent in 2013 to 14.3 percent in 2014.

Women holding vice president positions were:

- Jessica Worley, Vice President of Corporate Partnerships, Chicago Fire
- Lori McKirnan, Vice President of Finance and Business Planning, Columbus Crew
- Kelly Weller, Vice President of Marketing and Communications, FC Dallas

- Sabrina Higdon, Vice President of Partnership Sales, Los Angeles Galaxy
- Kathy Jennings, Vice President of Finance and Administration, Portland Timbers
- Karen Beckman, Chief Financial Officer and Vice President of Finance Seahawks, Sounders FC, and First and Goal, Inc., Seattle Sounders
- Cindy Kelley, Vice President, Human Resources and Administration, Seattle Sounders
- Betsy Maxfield, Vice President, Soccer Projects, Sporting Kansas City
- Shannon Hosford, Vice President, Marketing and Communication, Toronto FC
- Justina Klein, Vice President, Facilities and Live Entertainment, Toronto FC

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

The only Latino holding a vice president position was:

- Alex Gallegos, Vice President of Sales and Marketing and Sales, Chivas USA

African-Americans holding vice president positions were:

- John Moncke, Vice President, Stadium Brand Revenues, Sporting Kansas City
- Rob Smith, Vice President of Soccer Development, Philadelphia Union

Asians holding vice president positions were:

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

See Table 8.

Team Senior Administration

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

As of the beginning of the 2014 season, minorities who held team senior administration positions in MLS decreased significantly to 12.1 percent from 18.1 percent in the 2013 season. In 2014, Latinos held 7.9 percent (down 2.7 percentage points) of all team senior administration positions. African-Americans and Asians held 1.4 percent and 1.9 percent, respectively, in 2014. Both remained the same as in 2013. The remaining 0.9 percent of team senior administration positions were held by those classified as "other," down 3.3 percentage points from 2013.

The percentage of women holding team senior administration positions decreased 0.9 percentage point from 20.4 percent in the 2013 season to 19.5 percent in 2014.

MLS Grade for Team Senior Administration

Race:	B	12.1 percent
Gender:	F	19.5 percent

See Table 9.

Team Professional Administration

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

For the fifth consecutive year, the percentage of minorities in team professional administration positions decreased. As of the beginning of the 2014 season, 18 percent of all team professional administration positions were held by minorities, down from 23.6 percent in 2013. The decrease was partially a result of a 4.6 percentage points decrease in Latinos holding these positions, down from 14.6 percent in 2013 to 10 percent in 2014. The percentage of African-Americans increased by one percentage point from 3.1 percent in 2013 to 4.1 percent in 2014, while Asians decreased by 2.1 percentage points from 4.4 percent in 2013 to 2.3 percent in 2014. In 2014 those classified as “other” remained the same as 2013 at 1.5 percent.

As of the beginning of the 2014 season, women holding team professional administration positions experienced a significant 10.3 percentage points decrease from 35.3 percent in 2013, to 25 percent. This was the lowest percentage of women holding team professional administration positions since the 2008 season.

MLS Grade for Team Professional Administration:

Race:	B+	18 percent
Gender:	C-	25 percent

See Table 10.

Physicians

As of the beginning of the 2014 season, MLS team physician positions held by minorities experienced a 5.4 percentage points decrease from 15.4 percent in 2013 to 10 percent. The percent of white team physicians was 90 percent, Asian was 3.3 percent, African-American was 3.3 percent, and Latino was 3.3 percent. Asians, African-Americans, and Latinos all experienced a decrease of 4.4, 0.5, and 0.5 percentage point in 2014, respectively.

There was one woman holding a team physician positions in 2014. There were none in 2013.

See Table 11.

Head Trainers

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

As of the beginning of the 2014 season, MLS head trainer positions held by minorities experienced a 0.5 percentage point increase from 12 percent in 2013 to 12.5 percent. The percent of white head trainers decreased by 0.5 percentage point from 88.0 percent in 2013 to 87.5 to 2014. There was one Latino and one Asian head trainer. There have been no African-American head trainers since 2008. There have been no women head trainers since the 2006 MLS season.

See Table 12.

Radio/TV Announcers

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

As of the beginning of the 2014 MLS season, minorities experienced a 1.1 percentage point decrease from 18.7 percent in 2013 to 17.6 percent. Latinos experienced an increase of 1.1 percentage point from 16.5 percent in 2013 to 17.6 percent in 2014. African-Americans decreased from 2.2 percent in 2013 to zero percent in 2014. There have not been any Asian announcers since 2004.

The percentage of women holding radio and TV announcing positions increased significantly by 11 percentage points from 6.6 percent in 2013 to 17.6 percent in 2014. This was the all time high for women in radio and TV announcing positions.

See Table 13.

MLS Diversity Initiatives

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

MLS Grade for Diversity Initiatives: A+

HOW GRADES WERE CALCULATED

As in previous reports, the 2014 Racial and Gender Report Card data showed that professional sport's front offices' hiring practices did not reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issued the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being minorities, an **A** was achieved if 24 percent of the positions were held by minorities, **B** if 12 percent of the positions were held by minorities, and **C** if it had only 9 percent. Grades for race below this level were assigned a **D** for 6 percent or **F** for any percent equal to or below 5 percent. The category of players was weighted at 20 percent, League Office at 20 percent, head and assistant coaches at 15 and 5 percent, respectively, general managers at 10 percent, team senior administration at 10 percent and team professional administrators at 15 percent for race.

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

METHODOLOGY

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

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

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

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

The report covered the 2014 season for Major League Soccer. Listings of owners, general managers and head coaches were updated as of August 3, 2014.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 22nd issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and minorities in most of the leading professional and amateur sports and sporting organizations in the United States. The full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), and Women's National Basketball Association (WNBA), as well as collegiate athletic departments.

This marks the tenth time the Report Card is being issued sport-by-sport; the reports for the MLB, the NBA, the WNBA and the NFL have already been released. The complete 2014 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2014 College Sport Racial and Gender Report Card.

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

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport ("TIDES" or the "Institute") serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sport as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices in professional and college sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

APPENDIX I

Players					
	%	#		%	#
2014			2006		
White	51.1	276	White	61.3	200
African-American	11.3	61	African-American	17.5	57
Latino	17.0	92	Latino	15.0	49
Asian	0.7	4	Asian	2.8	9
Other	19.8	107	Other	3.4	11
Total People of Color	48.9	264	Total People of Color	38.7	126
International	41.9	226	International	20.9	68
2013			2005		
White	47.7	261	White	58.1	182
African-American	10.6	58	African-American	17.9	56
Latino	24.1	132	Latino	20.1	63
Asian	1.3	7	Asian	1.3	4
Other	16.3	89	Other	2.6	8
Total People of Color	52.3	286	Total People of Color	41.9	131
International	42.8	234	International	27.8	87
2012			2004		
White	49.1	264	White	63.6	147
African-American	24.7	133	African-American	17.3	40
Latino	23.8	128	Latino	13.9	32
Asian	1.3	7	Asian	1.3	3
Other	1.1	6	Other	3.9	9
Total People of Color	50.9	274	Total People of Color	36.4	84
International	48.0	258			
2011			2003		
White	52.3	223	Data Not Recorded		
African-American	26.3	112			
Latino	20.0	85	2002		
Asian	0.7	3	White	60.0	x
Other	0.7	3	African-American	16.0	x
Total People of Color	47.7	203	Latino	22.0	x
International	38.5	164	Asian	1.0	x
2010			Total People of Color	1.0	x
White	53.8	205	Total People of Color	40.0	x
African-American	25.7	98	2001		
Latino	17.6	67	White	59.0	x
Asian	1.0	4	African-American	19.0	x
Other	1.8	7	Latino	20.0	x
Total People of Color	46.2	176	Other	2.0	x
International	37.3	142	Total People of Color	41.0	x
2009			2000		
White	58.3	204	White	63.0	x
African-American	21.7	76	African-American	15.0	x
Latino	16.9	59	Latino	21.0	x
Asian	0.6	2	Other	1.0	x
Other	2.6	9	Total People of Color	37.0	x
Total People of Color	41.7	146	1999		
International	35.4	124	White	65.0	x
2008			African-American	16.0	x
White	62.0	204	Latino	18.0	x
African-American	19.5	64	Other	1.0	x
Latino	16.4	54	Total People of Color	35.0	x
Asian	1.2	4	1998		
Other	0.9	3	White	62.0	x
Total People of Color	38.0	125	African-American	16.0	x
International	30.4	100	Latino	21.0	x
2007			Other	1.0	x
White	59.3	201			
African-American	21.8	74			
Latino	14.5	49			
Asian	1.2	4			
Other	3.2	11			
Total People of Color	40.7	138			
International	31.3	106			

Table 1

League Office: Professional Employees					
	%	#		%	#
2014			2006		
White	61.0	75	White	65.3	32
African-American	4.1	5	African-American	6.1	3
Latino	30.1	37	Latino	22.4	11
Asian	3.3	4	Asian	2.0	1
Other	1.6	2	Other	4.1	2
Total People of Color	39.1	48	Total People of Color	34.7	17
Women	37.4	46	Women	24.5	12
2013			2005		
White	61.7	71	White	75.8	25
African-American	4.3	5	African-American	6.1	2
Latino	28.7	33	Latino	15.2	5
Asian	2.6	3	Asian	3.0	1
Other	2.6	3	Other	0.0	0
Total People of Color	38.3	44	Total People of Color	24.2	8
Women	38.3	44	Women	21.2	7
2012			2003		
White	59.6	59		Data Not Recorded	
African-American	6.1	6	2002		
Latino	28.3	28	White	79.2	19
Asian	3.0	3	African-American	8.3	2
Other	3.0	3	Latino	12.5	3
Total People of Color	40.4	40	Asian	0.0	0
Women	42.4	42	Other	0.0	0
2011			Total People of Color	20.8	5
White	60.0	48	Women	16.7	4
African-American	6.3	5	2001		
Latino	28.8	23	White	x	x
Asian	2.5	2	African-American	x	x
Other	2.5	2	Latino	x	x
Total People of Color	40.0	32	Asian	x	x
Women	36.3	29	Other	x	x
2010			Total People of Color	x	x
White	62.2	46	Women	x	x
African-American	6.8	5	2000		
Latino	25.7	19	White	73.7	42
Asian	2.7	2	African-American	5.3	3
Other	2.7	2	Latino	19.3	11
Total People of Color	37.8	28	Asian	1.8	1
Women	36.5	27	Other	0.0	0
2009			Total People of Color	26.3	15
White	61.1	44	Women	29.8	17
African-American	6.9	5	1999		
Latino	25.0	18	White	83.7	36
Asian	2.8	2	African-American	0.0	0
Other	4.2	3	Latino	14.0	6
Total People of Color	38.9	28	Asian	2.3	1
Women	37.5	27	Other	0.0	0
2008			Total People of Color	16.3	7
White	57.0	53	Women	39.5	17
African-American	8.6	8	1998		
Latino	26.9	25	White	81.1	43
Asian	4.3	4	African-American	0.0	0
Other	3.2	3	Latino	17.0	9
Total People of Color	43.0	40	Asian	1.9	1
Women	41.9	39	Other	0.0	0
2007			Total People of Color	18.9	10
White	68.6	35	Women	47.2	25
African-American	5.9	3			
Latino	19.6	10			
Asian	3.9	2			
Other	2.0	1			
Total People of Color	31.4	16			
Women	25.5	13			

Table 2

Majority Owners					
	%	#		%	#
2014			2006		
White	93.3	28	White	90.9	10
African-American	0.0	0	African-American	0.0	0
Latino	3.3	1	Latino	9.1	1
Asian	3.3	1	Asian	0.0	0
Other	0.0	0	Total People of Color	9.1	1
Total People of Color	6.7	2	Women	0.0	0
Women	0.0	0			
2013			2005		
White	85.3	29	White	91.7	11
African-American	0.0	0	African-American	0.0	0
Latino	8.8	3	Latino	8.3	1
Asian	5.9	2	Asian	0.0	0
Other	0.0	0	Total People of Color	8.3	1
Total People of Color	14.7	5	Women	0.0	0
Women	0.0	0			
2012			2004		
White	89.7	35	White	100	9
African-American	0.0	0	African-American	0	0
Latino	7.7	3	Latino	0	0
Asian	2.6	1	Asian	0	0
Other	0.0	0	Other	0	0
Total People of Color	10.3	4	Total People of Color	0	0
Women	0.0	0			
2011			2003		
White	89.3	25	Data Not Recorded		
African-American	0.0	0	2002		
Latino	7.1	2	White	100	x
Asian	3.6	1	African-American	0	x
Other	0.0	0	Latino	0	x
Total People of Color	10.7	3	Asian	0	x
Women	0.0	0	Total People of Color	0	x
2010			2001		
White	87.5	14	White	100	x
African-American	0.0	0	African-American	0	x
Latino	12.5	2	Latino	0	x
Asian	0.0	0	Other	0	x
Total People of Color	12.5	2	Total People of Color	0	x
Women	0.0	0			
2009			2000		
White	86.7	13	White	100	x
African-American	6.7	1	African-American	0	x
Latino	6.7	1	Latino	0	x
Asian	0.0	0	Other	0	x
Total People of Color	13.3	2	Total People of Color	0	x
Women	0.0	0			
2008			1999		
White	69.2	9	White	100	x
African-American	7.7	1	African-American	0	x
Latino	23.1	3	Latino	0	x
Asian	0.0	0	Other	0	x
Total People of Color	30.8	4	Total People of Color	0	x
Women	0.0	0			
2007			1998		
White	92.3	12	White	100	x
African-American	0.0	0	African-American	0	x
Latino	7.7	1	Latino	0	x
Asian	0.0	0	Other	0	x
Total People of Color	7.7	1			
Women	0.0	0			

Table 3

Head Coaches					
	%	#		%	#
2014			2006		
White	89.5	17	White	90.9	10
African-American	0.0	0	African-American	0.0	0
Latino	10.5	2	Latino	9.1	1
Asian	0.0	0	Asian	0.0	0
Total People of Color	10.5	2	Total People of Color	9.1	1
Women	0.0	0	Women	0.0	0
2013			2005		
White	89.5	17	White	91.7	11
African-American	0.0	0	African-American	0.0	0
Latino	10.5	2	Latino	8.3	1
Asian	0.0	0	Asian	0.0	0
Total People of Color	10.5	2	Total People of Color	8.3	1
Women	0.0	0	Women	0.0	0
2012			2004		
White	89.5	17	White	100	9
African-American	5.3	1	African-American	0	0
Latino	5.3	1	Latino	0	0
Asian	0.0	0	Asian	0	0
Total People of Color	10.5	2	Total People of Color	0	0
Women	0.0	0	Women	0	0
2011			2003		
White	87.5	14	Data Not Recorded		
African-American	6.3	1	2002		
Latino	6.3	1	White	80	8
Asian	0.0	0	African-American	0	0
Total People of Color	12.5	2	Latino	20	2
Women	0.0	0	Asian	0	0
2010			Total People of Color	20	2
White	87.5	14	Women	0	0
African-American	0.0	0	2001		
Latino	12.5	2	White	75	9
Asian	0.0	0	African-American	0	0
Total People of Color	12.5	2	Latino	25	3
Women	0.0	0	Other	0	0
2009			Total People of Color	25	3
White	86.7	13	Women	0	0
African-American	6.7	1	2000		
Latino	6.7	1	White	83.3	10
Asian	0.0	0	African-American	0.0	0
Total People of Color	13.3	2	Latino	16.7	2
Women	0.0	0	Asian	0.0	0
2008			Total People of Color	16.7	2
White	69.2	9	Women	0.0	0
African-American	7.7	1	1999		
Latino	23.1	3	White	83.3	10
Asian	0.0	0	African-American	0.0	0
Total People of Color	30.8	4	Latino	16.7	2
Women	0.0	0	Asian	0.0	0
2007			Total People of Color	16.7	2
White	92.3	12	Women	0.0	0
African-American	0.0	0	1998		
Latino	7.7	1	White	66.7	8
Asian	0.0	0	African-American	0.0	0
Total People of Color	7.7	1	Latino	33.3	4
Women	0.0	0	Asian	0.0	0
			Total People of Color	33.3	4
			Women	0.0	0

Table 4

Assistant Coaches					
	%	#		%	#
2014			2006		
White	83.3	50	White	76.5	26
African-American	8.3	5	African-American	2.9	1
Latino	6.7	4	Latino	17.6	6
Asian	0.0	0	Asian	0.0	0
Other	1.7	1	Other	2.9	1
Total People of Color	16.7	10	Total People of Color	23.5	8
Women	0.0	0	Women	0.0	0
2013			2005		
White	79.4	50	White	72.7	24
African-American	1.6	1	African-American	6.1	2
Latino	14.3	9	Latino	18.2	6
Asian	0.0	0	Asian	0.0	0
Other	4.8	3	Other	3.0	1
Total People of Color	20.6	13	Total People of Color	27.3	9
Women	0.0	0	Women	0.0	0
2012			2004		
White	81.3	52	White	71.0	98
African-American	6.3	4	African-American	29.0	40
Latino	10.9	7	Latino	0.0	0
Asian	0.0	0	Asian	0.0	0
Other	1.6	1	Other	0.0	0
Total People of Color	18.8	12	Total People of Color	29.0	40
Women	0.0	0	Women	0.0	0
2011			2003		
White	81.6	40	Data Not Recorded		
African-American	4.1	2	2002		
Latino	14.3	7	White	75.9	22
Asian	0.0	0	African-American	10.3	3
Other	0.0	0	Latino	10.3	3
Total People of Color	18.4	9	Asian	0.0	0
Women	0.0	0	Other	3.4	1
2010			Total People of Color	24.1	7
White	80.4	41	Women	0.0	0
African-American	5.9	3	2001		
Latino	13.7	7	Data Not Recorded		
Asian	0.0	0	2000		
Other	0.0	0	White	68.8	22
Total People of Color	19.6	10	African-American	0.0	0
Women	0.0	0	Latino	28.1	9
2009			Asian	0.0	0
White	84.8	39	Other	3.1	1
African-American	6.5	3	Total People of Color	31.3	10
Latino	6.5	3	Women	0.0	0
Asian	0.0	0	1999		
Other	2.2	1	White	69.0	20
Total People of Color	15.2	7	African-American	0.0	0
Women	0.0	0	Latino	27.6	8
2008			Asian	3.4	1
White	90.5	38	Other	0.0	0
African-American	2.4	1	Total People of Color	31.0	9
Latino	7.1	3	Women	0.0	0
Asian	0.0	0	1998		
Other	0.0	0	White	58.3	14
Total People of Color	9.5	4	African-American	12.5	3
Women	0.0	0	Latino	29.2	7
2007			Asian	0.0	0
White	82.9	34	Other	0.0	0
African-American	2.4	1	Total People of Color	41.7	10
Latino	12.2	5	Women	0.0	0
Asian	0.0	0			
Other	2.4	1			
Total People of Color	17.1	7			
Women	0.0	0			

Table 5

CEO/President					
	%	#		%	#
2014			2006		
White	93.8	15	White	70.0	7
African-American	0.0	0	African-American	0.0	0
Latino	6.3	1	Latino	20.0	2
Asian	0.0	0	Asian	10.0	1
Other	0.0	0	Total People of Color	30.0	3
Total People of Color	6.3	1	Women	0.0	0
Women	0.0	0	2005		
2013			White	76.9	10
White	94.1	16	African-American	0.0	0
African-American	0.0	0	Latino	15.4	2
Latino	5.9	1	Asian	7.7	1
Asian	0.0	0	Total People of Color	23.1	3
Other	0.0	0	Women	7.7	1
Total People of Color	5.9	1	2004		
Women	5.9	1	White	100	7
2012			African-American	0	0
White	90.5	19	Latino	0	0
African-American	0.0	0	Asian	0	0
Latino	9.5	2	Other	0	0
Asian	0.0	0	Total People of Color	0	0
Other	0.0	0	Women	0	0
Total People of Color	9.5	2	2003		
Women	0.0	0	Data Not Recorded		
2011			2002		
White	83.3	15	White	100	x
African-American	0.0	0	African-American	0	x
Latino	11.1	2	Latino	0	x
Asian	5.6	1	Asian	0	x
Total People of Color	16.7	3	Total People of Color	0	x
Women	0.0	0	Women	0	x
2010			2001		
White	86.7	13	White	100	x
African-American	0.0	0	African-American	0	x
Latino	6.7	1	Latino	0	x
Asian	6.7	1	Other	0	x
Total People of Color	13.3	2	Total People of Color	0	x
Women	0.0	0	Women	0	x
2009			2000		
White	86.7	13	White	100	x
African-American	0.0	0	African-American	0	x
Latino	6.7	1	Latino	0	x
Asian	6.7	1	Other	0	x
Total People of Color	13.3	2	Total People of Color	0	x
Women	0.0	0	Women	0	x
2008			1999		
White	75.0	9	White	100	x
African-American	0.0	0	African-American	0	x
Latino	16.7	2	Latino	0	x
Asian	8.3	1	Asian	0	x
Total People of Color	25.0	3	Total People of Color	0	x
Women	0.0	0	Women	0	x
2007			1998		
White	75.0	9	White	100	x
African-American	0.0	0	African-American	0	x
Latino	16.7	2	Latino	0	x
Asian	8.3	1	Asian	0	x
Total People of Color	25.0	3	Total People of Color	0	x
Women	0.0	0	Women	0	x

Table 6

General Manager					
	%	#		%	#
2013			2006		
White	100.0	18	White	100	10
African-American	0.0	0	African-American	0	0
Latino	0.0	0	Latino	0	0
Asian	0.0	0	Asian	0	0
Other	0.0	0	Total People of Color	0	0
Total People of Color	0.0	0	Women	0	0
Women	0.0	0	2005		
2013			White	100	11
White	93.8	15	African-American	0	0
African-American	0.0	0	Latino	0	0
Latino	6.3	1	Asian	0	0
Asian	0.0	0	Total People of Color	0	0
Other	0.0	0	Women	0	0
Total People of Color	6.3	1	2004		
Women	0.0	0	White	100	12
2012			African-American	0	0
White	89.5	17	Latino	0	0
African-American	0.0	0	Asian	0	0
Latino	10.5	2	Total People of Color	0	0
Asian	0.0	0	Women	0	0
Other	0.0	0	2003		
Total People of Color	10.5	2	Data Not Recorded		
Women	0.0	0	2002		
2011			White	91.7	11
White	89.5	17	African-American	0.0	0
African-American	0.0	0	Latino	8.3	1
Latino	5.3	1	Asian	0.0	0
Asian	5.3	1	Total People of Color	8.3	1
Total People of Color	10.5	2	Women	0.0	0
Women	0.0	0	2001		
2010			White	91.7	11
White	100	11	African-American	0.0	0
African-American	0	0	Latino	8.3	1
Latino	0	0	Asian	0.0	0
Asian	0	0	Total People of Color	8.3	1
Total People of Color	0	0	Women	0.0	0
Women	0	0	2000		
2009			White	100	12
White	100	9	African-American	0	0
African-American	0	0	Latino	0	0
Latino	0	0	Other	0	0
Asian	0	0	Total People of Color	0	0
Total People of Color	0	0	Women	0	0
Women	0	0	1999		
2008			White	91.7	11
White	91.7	11	African-American	0.0	0
African-American	0.0	0	Latino	8.3	1
Latino	8.3	1	Asian	0.0	0
Asian	0.0	0	Total People of Color	8.3	1
Total People of Color	8.3	1	Women	8.3	1
Women	0.0	0	1998		
2007			White	91.7	11
White	90.0	9	African-American	0.0	0
African-American	0.0	0	Latino	8.3	1
Latino	10.0	1	Asian	0.0	0
Asian	0.0	0	Total People of Color	8.3	1
Total People of Color	10.0	1	Women	0.0	0
Women	0.0	0			

Table 7

Vice President					
	%	#		%	#
2014			2006		
White	94.3	66	White	100	28
African-American	2.9	2	African-American	0	0
Latino	1.4	1	Latino	0	0
Asian	1.4	1	Asian	0	0
Other	0.0	0	Other	0	0
Total People of Color	5.7	4	Total People of Color	0	0
Women	14.3	10	Women	7.1	2
2013			2005		
White	91.8	67	White	100	24
African-American	4.1	3	African-American	0	0
Latino	2.7	2	Latino	0	0
Asian	1.4	1	Asian	0	0
Other	0.0	0	Other	0	0
Total People of Color	8.2	6	Total People of Color	0	0
Women	12.3	9	Women	8.3	2
2012			2004		
White	85.4	82	White	100	14
African-American	6.3	6	African-American	0	0
Latino	7.3	7	Latino	0	0
Asian	1.0	1	Asian	0	0
Other	0.0	0	Other	0	0
Total People of Color	14.6	14	Total People of Color	0	0
Women	12.5	12	Women	0	0
2011			2003		
White	90.8	59		Data Not Recorded	
African-American	0.0	0	2002		
Latino	7.7	5	White	91.3	21
Asian	1.5	1	African-American	8.7	2
Other	0.0	0	Latino	0.0	0
Total People of Color	9.2	6	Asian	0.0	0
Women	6.2	4	Other	0.0	0
2010			Total People of Color	8.7	2
White	98.0	48	Women	0.0	0
African-American	0.0	0	2001		
Latino	0.0	0		Data Not Recorded	
Asian	2.0	1	2000		
Other	0.0	0	White	77.8	14
Total People of Color	2.0	1	African-American	11.1	2
Women	12.2	6	Latino	11.1	2
2009			Asian	0.0	0
White	100	53	Other	0.0	0
African-American	0	0	Total People of Color	22.2	4
Latino	0	0	Women	0.0	0
Asian	0	0	1999		
Other	0	0	White	90.5	19
Total People of Color	0	0	African-American	4.8	1
Women	7.5	4	Latino	0.0	0
2008			Asian	4.8	1
White	95.2	40	Other	0.0	0
African-American	0.0	0	Total People of Color	9.5	2
Latino	4.8	2	Women	4.8	1
Asian	0.0	0	1998		
Other	0.0	0	White	88.9	16
Total People of Color	4.8	2	African-American	5.6	1
Women	7.1	3	Latino	5.6	1
2007			Asian	0.0	0
White	96.7	29	Other	0.0	0
African-American	0.0	0	Total People of Color	11.1	2
Latino	3.3	1	Women	16.7	3
Asian	0.0	0			
Other	0.0	0			
Total People of Color	3.3	1			
Women	6.7	2			

Table 8

Team Senior Administration							
			%	#			
2014					2007		
	White	87.9	189		White	79.6	74
	African-American	1.4	3		African-American	2.2	2
	Latino	7.9	17		Latino	16.1	15
	Asian	1.9	4		Asian	0.0	0
	Other	0.9	2		Other	2.2	2
	Total People of Color	12.1	26		Total People of Color	20.4	19
	Women	19.5	42		Women	20.4	19
2013					2006		
	White	81.9	177		White	81.9	77
	African-American	1.4	3		African-American	1.1	1
	Latino	10.6	23		Latino	14.9	14
	Asian	1.9	4		Asian	1.1	1
	Other	4.2	9		Other	1.1	1
	Total People of Color	18.1	39		Total People of Color	18.1	17
	Women	20.4	44		Women	18.1	17
2012					2005		
	White	80.6	195		White	85.7	54
	African-American	3.3	8		African-American	0.0	0
	Latino	13.2	32		Latino	12.7	8
	Asian	2.5	6		Asian	1.6	1
	Other	0.4	1		Other	0.0	0
	Total People of Color	19.4	47		Total People of Color	14.3	9
	Women	20.7	50		Women	20.6	13
2011					2004		
	White	82.0	123		White	85.0	283
	African-American	2.7	4		African-American	12.6	42
	Latino	14.0	21		Latino	1.2	4
	Asian	1.3	2		Asian	1.2	4
	Other	0.0	0		Other	0.0	0
	Total People of Color	18.0	27		Total People of Color	15.0	50
	Women	20.7	31		Women	25.2	84
2010					2003		
	White	80.7	96		Data Not Recorded		
	African-American	1.7	2		2002		
	Latino	17.6	21		Data Not Recorded		
	Asian	0.0	0		2001		
	Other	0.0	0		White	86.0	x
	Total People of Color	19.3	23		African-American	3.0	x
	Women	16.0	19		Latino	9.0	x
2009					Asian	1.0	x
	White	79.5	89		Total People of Color	13.0	x
	African-American	3.6	4		Women	24.0	x
	Latino	14.3	16		2000		
	Asian	1.8	2		White	80.0	x
	Other	0.9	1		African-American	4.0	x
	Total People of Color	20.5	23		Latino	14.0	x
	Women	25.0	28		Asian	2.0	x
2008					Total People of Color	20.0	x
	White	81.2	82		Women	21.0	x
	African-American	2.0	2		1999		
	Latino	13.9	14		White	80.0	x
	Asian	1.0	1		African-American	5.0	x
	Other	2.0	2		Latino	14.0	x
	Total People of Color	18.8	19		Asian	1.0	x
	Women	24.8	25		Total People of Color	20.0	x
					Women	22.0	x

Table 9

Team Professional Administration					
	%	#		%	#
2014			2006		
White	82.0	639	White	71.2	178
African-American	4.1	32	African-American	4.0	10
Latino	10.0	78	Latino	22.4	56
Asian	2.3	18	Asian	1.2	3
Other	1.5	12	Other	1.2	3
Total People of Color	18.0	140	Total People of Color	28.8	72
Women	25.0	195	Women	26.8	67
2013			2005		
White	76.4	346	White	66.0	76
African-American	3.1	14	African-American	4.0	5
Latino	14.6	66	Latino	30.0	34
Asian	4.4	20	Asian	0.0	0
Other	1.5	7	Other	0.0	0
Total People of Color	23.6	107	Total People of Color	34.0	39
Women	35.3	160	Women	28.0	32
2012			2004		
White	75.6	326	White	90.0	75
African-American	2.8	12	African-American	1.0	1
Latino	18.3	79	Latino	5.0	4
Asian	2.3	10	Asian	2.0	2
Other	0.9	4	Other	1.0	1
Total People of Color	24.4	105	Total People of Color	9.0	8
Women	31.1	134	Women	42.0	35
2011			2003		
White	71.2	163	Data Not Recorded		
African-American	3.1	7	2002		
Latino	23.6	54	White	77.0	x
Asian	1.3	3	African-American	3.0	x
Other	0.9	2	Latino	17.0	x
Total People of Color	28.8	66	Asian	2.0	x
Women	27.5	63	Other	1.0	x
2010			Total People of Color	23.0	x
White	69.5	139	Women	22.0	2
African-American	4.0	8	2001		
Latino	22.0	44	Data Not Recorded		
Asian	3.5	7	2000		
Other	1.0	2	White	81.0	x
Total People of Color	30.5	61	African-American	7.0	x
Women	29.0	58	Latino	9.0	x
2009			Asian	2.0	x
White	69.4	168	Total People of Color	18.0	x
African-American	4.1	10	Women	32.0	x
Latino	23.1	56	1999		
Asian	2.9	7	White	74.0	x
Other	0.4	1	African-American	7.0	x
Total People of Color	30.6	74	Latino	17.0	x
Women	28.1	68	Asian	2.0	x
2008			Total People of Color	26.0	x
White	73.6	173	Women	15.0	x
African-American	3.4	8	1998		
Latino	22.1	52	White	78.0	x
Asian	0.4	1	African-American	4.0	x
Other	0.4	1	Latino	18.0	x
Total People of Color	26.4	62	Asian	0.0	x
Women	22.1	52			
2007					
White	67.5	131			
African-American	3.6	7			
Latino	26.3	51			
Asian	1.5	3			
Other	1.0	2			
Total People of Color	32.5	63			
Women	27.3	53			

Table 10

Physicians							
			%	#			
			%	#			
2014	White	90.0	27	2006	White	66.7	6
	African-American	3.3	1		African-American	0.0	0
	Latino	3.3	1		Latino	22.2	2
	Asian	3.3	1		Asian	0.0	0
	Other	0.0	0		Other	11.1	1
	Total People of Color	10.0	3		Total People of Color	33.3	3
	Women	3.3	1		Women	0.0	0
2013	White	84.6	22	2005	White	81.8	9
	African-American	3.8	1		African-American	0.0	0
	Latino	3.8	1		Latino	9.1	1
	Asian	7.7	2		Asian	9.1	1
	Other	0.0	0		Other	0.0	0
	Total People of Color	15.4	4		Total People of Color	18.2	2
	Women	0.0	0		Women	0.0	0
2012	White	84.8	39	2004	White	85.7	12
	African-American	4.3	2		African-American	0.0	0
	Latino	2.2	1		Latino	7.1	1
	Asian	8.7	4		Asian	7.1	1
	Other	0.0	0		Other	0.0	0
	Total People of Color	15.2	7		Total People of Color	14.3	2
	Women	2.2	1		Women	0.0	0
2011	White	89.5	17	2003	Data Not Recorded		
	African-American	0.0	0	2002	White	66.7	6
	Latino	5.3	1		African-American	0.0	0
	Asian	5.3	1		Latino	22.2	2
	Other	0.0	0		Asian	0.0	0
	Total People of Color	10.5	2		Other	11.1	1
	Women	15.8	3		Total People of Color	33.3	3
2010	White	71.4	10		Women	11.1	1
	African-American	0.0	0	2001	Data Not Recorded		
	Latino	21.4	3	2000	White	100	10
	Asian	7.1	1		African-American	0	0
	Other	0.0	0		Latino	0	0
	Total People of Color	28.6	4		Asian	0	0
	Women	0.0	0		Total People of Color	0	0
2009	White	77.8	7		Women	0	0
	African-American	0.0	0	1999	White	78.6	11
	Latino	11.1	1		African-American	0.0	0
	Asian	11.1	1		Latino	0.0	0
	Other	0.0	0		Asian	21.4	3
	Total People of Color	22.2	2		Total People of Color	21.4	3
	Women	0.0	0		Women	0.0	0
2008	White	83.3	5	1998	White	92.9	13
	African-American	0.0	0		African-American	0.0	0
	Latino	16.7	1		Latino	7.1	1
	Asian	0.0	0		Asian	0.0	0
	Other	0.0	0		Total People of Color	7.1	1
	Total People of Color	16.7	1		Women	0.0	0
	Women	0.0	0	2007	White	88.9	8
	White	88.9	8		African-American	0.0	0
	African-American	0.0	0		Latino	11.1	1
	Latino	11.1	1		Asian	0.0	0
	Asian	0.0	0		Other	0.0	0
	Other	0.0	0		Total People of Color	11.1	1
	Total People of Color	11.1	1		Women	0.0	0
	Women	0.0	0				

Table 11

Head Athletic Trainers						
	%	#		%	#	
2014			2006			
White	87.5	14	White	91.7	11	
African-American	0.0	0	African-American	0.0	0	
Latino	6.3	1	Latino	8.3	1	
Asian	6.3	1	Asian	0.0	0	
Other	0.0	0	Other	0.0	0	
Total People of Color	12.5	2	Total People of Color	8.3	1	
Women	0.0	0	Women	8.3	1	
2013			2005			
White	88.0	22	White	75.0	12	
African-American	0.0	0	African-American	0.0	0	
Latino	8.0	2	Latino	18.8	3	
Asian	4.0	1	Asian	6.3	1	
Other	0.0	0	Other	0.0	0	
Total People of Color	12.0	3	Total People of Color	25.0	4	
Women	0.0	0	Women	0.0	0	
2012			2004			
White	93.8	30	White	58.3	7	
African-American	0.0	0	African-American	41.7	5	
Latino	6.3	2	Latino	0.0	0	
Asian	0.0	0	Asian	0.0	0	
Other	0.0	0	Other	0.0	0	
Total People of Color	6.3	2	Total People of Color	41.7	5	
Women	0.0	0	Women	0.0	0	
2011			2003			
White	90.9	20	Data Not Recorded			
African-American	0.0	0	2002			
Latino	9.1	2	White	100	10	
Asian	0.0	0	African-American	0	0	
Other	0.0	0	Latino	0	0	
Total People of Color	9.1	2	Asian	0	0	
Women	0.0	0	Other	0	0	
2010			Total People of Color	0	0	
White	90.5	19	Women	0	0	
African-American	0.0	0	2001			
Latino	9.5	2	Data Not Recorded			
Asian	0.0	0	2000			
Other	0.0	0	White	96.2	25	
Total People of Color	9.5	2	African-American	0.0	0	
Women	0.0	0	Latino	3.8	1	
2009			Asian	0.0	0	
White	75.0	15	Total People of Color	3.8	1	
African-American	0.0	0	Women	7.7	2	
Latino	25.0	5	1999			
Asian	0.0	0	White	91.7	11	
Other	0.0	0	African-American	0.0	0	
Total People of Color	25.0	5	Latino	8.3	1	
Women	0.0	0	Asian	0.0	0	
2008			Total People of Color	8.3	1	
White	83.3	10	Women	16.7	2	
African-American	8.3	1	1998			
Latino	8.3	1	White	66.7	8	
Asian	0.0	0	African-American	0.0	0	
Other	0.0	0	Latino	33.3	4	
Total People of Color	16.7	2	Asian	0.0	0	
Women	0.0	0	Total People of Color	33.3	4	
2007			Women	16.7	2	
White	92.3	12				
African-American	0.0	0				
Latino	7.7	1				
Asian	0.0	0				
Other	0.0	0				
Total People of Color	7.7	1				
Women	0.0	0				

Table 12

Radio and TV Announcers			
	%		%
2014		2008	
White	82.4	White	54.8
African-American	0.0	African-American	2.4
Latino	17.6	Latino	42.9
Asian	0.0	Asian	0.0
Other	0.0	Other	0.0
Total People of Color	17.6	Total People of Color	45.3
Women	17.6	Women	2.4
2013		2007	
White	81.3	White	46.4
African-American	2.2	African-American	7.1
Latino	16.5	Latino	46.4
Asian	0.0	Asian	0.0
Other	0.0	Other	0.0
Total People of Color	18.7	Total People of Color	53.5
Women	6.6	Women	3.6
2012		2006	
White	69.0	White	45.0
African-American	2.0	African-American	9.0
Latino	29.0	Latino	45.0
Asian	0.0	Asian	0.0
Other	0.0	Other	0.0
Total People of Color	31.0	Total People of Color	45.0
Women	4.0	Women	0.0
2011		2005	
White	60.5	White	64.0
African-American	2.3	African-American	9.0
Latino	37.2	Latino	27.0
Asian	0.0	Asian	0.0
Other	0.0	Other	0.0
Total People of Color	39.5	Total People of Color	36.0
Women	2.3	Women	0.0
2010		2004	
White	69.2	White	47.0
African-American	0.0	African-American	2.0
Latino	30.8	Latino	44.0
Asian	0.0	Asian	4.0
Other	0.0	Other	2.0
Total People of Color	30.8	Total People of Color	52.0
Women	7.7	Women	4.0
2009			
White	76.2		
African-American	0.0		
Latino	23.8		
Asian	0.0		
Other	0.0		
Total People of Color	23.8		
Women	9.5		

Table 13

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

MLS League Office

One of the strategies MLS utilizes to increase opportunities for women and minorities is its internship program. For the 2014 internship program, MLS recruited women or minorities into 14 of their 27 available positions.

Diversity Education

In early 2014, MLS conducted sexual harassment and diversity awareness training for all 19 clubs.

MLS Diversity Programs

MLS ¡Futbolito!

MLS ¡Futbolito! is the largest touring Hispanic grassroots initiative of its kind hosted by a professional U.S. sports league. As the official 4v4 tournament of Major League Soccer, MLS ¡Futbolito! brings fast-paced soccer action to communities across the country.

Sueño MLS

Sueño MLS completed its eighth year in 2014 as Major League Soccer's televised search for the best undiscovered amateur soccer talent in the nation. The drama of the competition is captured in reality format on Univision's *Republica Deportiva*, the highest rated Spanish-language sports show in the U.S. Past winners include Chivas USA's Jorge Villafaña and Argentine club River Plate's Gabriel Funes.

MLS WORKS

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

Don't Cross the Line

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

Don't Cross the Line promotes unity, respect, fair play, equality and acceptance throughout the soccer community. As part of the Don't Cross the Line campaign, MLS WORKS partners with various organizations dedicated to providing opportunities for equality and acceptance. Featured organizations include:

- **You Can Play**

You Can Play is dedicated to ensuring equality, respect and safety for all athletes, without regard to sexual orientation or gender identity. You Can Play works to guarantee that athletes are given

a fair opportunity to compete, judged by other athletes and fans alike, only by what they contribute to the sport or their team's success.

- **Special Olympics**

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

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

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

America SCORES

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

FC Harlem

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

Footprint Fields

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

Street Soccer USA

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

WISE

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

Cristo Ray Program

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

Ladders for Leaders

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

Recruiting Female Athletes Committee

During 2014, the Recruiting Female Athletes Committee continued to focus on recruiting female candidates for positions within the League Office. The Committee consists of female employees of all levels who have an interest in trying to recruit other females to the League Office.

Game Changers

Hosted by the 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.