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The 2012 Racial and Gender Report Card: Major League Soccer

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EXECUTIVE SUMMARY

Orlando, FL – November 8, 2012... The grades for Major League Soccer (MLS) increased for both racial and gender hiring practices in the 2012 MLS Racial and Gender Report Card (MLS RGRC). The MLS RGRC was issued by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida.

MLS earned a **B+/A-** grade on its racial hiring practices in the 2012 MLS RGRC with 88.6 points, down from 90 points in the 2011 MLS RGRC. MLS's grade for gender hiring practices rose significantly from a **C+** to a **B** with 80.5 points up from 76 in 2011.

The MLS received its highest grades for racial diversity in the categories of players and league office employees, both receiving an **A+** for the 2012 season. The only other position to receive an **A** was the team professional administration category. Assistant coaches and senior administration both earned a **B+/A-**. The team top executive category, which includes chief executive officers and presidents, fell from a **B** in 2011 to a **C+** in 2012. General managers and head coaches received grades of **B-** and **C+** respectively. This was an improvement from the **D** received for general managers for the 2011 season. However, it was a decrease for head coaches which dropped from a **B** to a **C+** for the 2012 season.

Gender hiring practices in the MLS during the 2012 season were comprised of an **A** grade for league office employees, a **B** for team professional administration positions, and a failing grade senior administration.

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

MLS earned a combined grade of a **B+** with 84.55 points, up from a **B** with 83 points in the 2011 MLS RGRC.

Richard Lapchick, principal author of the study and director of TIDES, said, “Major League Soccer made positive strides in two of the three grades in the 2012 RGRC. Its combined **B+** with a **B+/A-** for racial hiring and a **B** for gender hiring practices make a strong statement of where MLS stands in pro sports on these issues. Commissioner Don Garber continues to lead the entire MLS by example through his commitment to diverse hiring practices as evidenced by league office employees once again receiving an **A+** in racial hiring and an **A** in gender hiring.”

While individual teams continue to improve, more growth is needed in the area of gender hiring practices for senior team executives and also for team professional positions. The MLS is like the other leagues which all experience similar discrepancies between league office employees and individual teams.”

Using data from the 2012 season, TIDES conducted an analysis of the racial composition of teams and coaches. In addition, The Report Card includes a racial and gender breakdown of management in the MLS league office and at various levels within each MLS franchise such as: top management, senior administration, professional administration, physicians, head trainers, and radio and television broadcasters. The listing of owners, head coaches, and general managers for the 2012 Report Card is updated through September 25, 2012. All numerical data and the grades reflect information published in official team literature at the beginning of the 2012 season.

Tables which contain historical data for the Report are included in Appendix I. Appendix II contains detailed descriptions of the MLS diversity initiatives. The co-authors of the report were Orlando Gunn and Aaron Trigg.

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. Each year, the MLS has made progress in almost all categories examined for both race and gender.

REPORT HIGHLIGHTS

- The percentage of minority players in MLS continues to increase. The percent of minority players rose from 48 percent to 51 percent for the 2012 season. This is the fifth consecutive year in which the MLS has set a record in the racial diversity of its players. This season marks the first time minorities represent a greater percentage of MLS players than white athletes. It also marked the largest percentage of international players in league history at 48 percent.
- The MLS league office continued to be the standard bearer for the entire league with minorities comprising 40 percent of all professional positions, while women comprised 42 percent of these positions. The latter is the highest percentage for women as professionals since the 2008 season.
- Only Chivas USA and the Colorado Rapids are currently led by minority head coaches.
- Minority assistant coaches increased from 18 percent in 2011 to 19 percent in 2012.
- The percentage of team CEOs/ presidents who are minorities fell from 17 percent in 2011 to 10 percent in 2012. There are currently no women holding any CEOs/Presidents positions for MLS teams.
- The percentage of minority general managers increased for the second consecutive year to 11 percent of all MLS general managers.
- Although the percentages are still low, team vice presidents experienced the greatest growth of all positions in both racial and gender hiring practices. Minorities now represent 14 percent of all team vice presidents, up from nine percent in 2011. During the 2012 season women comprised 13 percent of all vice president positions, an increase from six percent in 2011.
- Senior administration positions were the second most racially diverse category among team positions with minorities holding 19 percent of all positions. Women held 21 percent of senior administration positions.
- Professional administration positions are the most racially and gender diverse positions in the MLS with the exception of the league office category. Minorities comprise 24 percent of all professional administration positions while women hold 31 percent of all similar positions. For women, that is the highest percentage since 2004.
- The Canadian teams have not been included in this report because the Canadian Human Rights Code prohibits teams from reporting the racial or ethnic composition of members of their organization, as confirmed by Wendy Wait, Office Administrator with the Vancouver Whitecaps; Craig Mongo from Toronto FC, and Susie DeFrancis, Senior Director, Employee Relations and Human Resources at MLS.

OVERALL GRADES

Major League Soccer earned a **B+/A-** grade on its racial hiring practices in the 2012 Report Card. The 88.6 points were down from 90 points in the 2011 MLS RGRC.

MLS's grade for gender hiring practices rose significantly from a **C+** to a **B** with 80.5 points up from 76 in 2011.

MLS earned a **B+/A-** grade for race after achieving **A+'s** in the categories of players and league office. Team professional administration received an **A** while senior administration and assistant coaches earned a **B+/A-**. MLS earned a **B-** for general managers and a **C+** for head coaches and president/CEOs.

MLS's **B** grade for gender hiring practices was earned as a result of an **A** in the league office, a **B** for professional administration and a failing grade for senior administration.

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

MLS earned a combined grade of a **B+** with 84.55 points, up from a **B** with 83 points in the 2011 MLS RGRC.

GRADES BY CATEGORY

Players

The 2012 MLS Season marked the first time that minorities represented a greater percentage of MLS players than white athletes. The percentage of white players decreased from 52 percent of all players in 2011 to 49 percent as of the beginning of the 2012 season. The percentage of white players has steadily decreased since 2008 when 62 percent of the league was comprised of white players. The percent of Latino players in the MLS grew to 24 percent during the 2012 season from 20 percent in 2011. The percentage of African-American players decreased by one percent from 26 percent in 2011 to 25 percent in 2012. Asian players continue to comprise only one percent of total MLS players, remaining constant since 2007 as do players classified as other races, which comprised the remaining one percent of all players.

International players showed the greatest increase in percentage of players in the MLS during the 2012 season, rising to 48 percent of all players from 38 percent in 2011. This was an all-time high.

Additionally, the 2012 season marked the highest percentage of minority players within the MLS since the establishment of the MLS Racial and Gender Report Card in 1998.

MLS Grade for Players:

Race: A+

See Table 1.

MLS League Office

The MLS league office data is divided between two classifications: professional employees and support staff. Professional employees include executives, directors, managers, and account executives.

Diversity within league office professional employees remained constant from the 2011 season in all categories with the exception of Latinos, which decreased one percentage point from 29 percent in 2011 to 28 percent in 2012. White employees continued to comprise 60 percent of all professional employees, while the remaining employees were represented by African-Americans with six percent, Asian Americans with three percent, and those classified as “other” with three percent of all professional employees making the total percentage 40 percent for minority professionals

The percentage of women in professional positions was 42 percent, the highest level since 2008 and up by 6 percentage points from 2011.

MLS support staff was comprised of 43 percent white employees during the 2012 season, up five percent from 38 percent in 2011. Minority employees comprised the remaining 57 percent of all MLS league office support staff. Latinos comprised 43 percent of all support staff employees, down two percentage points from the 2011 season, while African-Americans represented seven percent of support staff positions in 2012, down from 10 percent in 2011. Asian Americans experienced a similar decline to other minority groups in support staff positions, decreasing from seven percent in 2011 to five percent in 2012. Those classified as “other” represented the remaining two percent of support staff personnel.

The combined percentages of all league office employees are as follows: The percentage of white employees increased during the 2012 season to 54 percent of all employees, a two percentage point increase from 2011. Latino employees remained constant in the league office during 2012 comprising 34 percent of all employees, as did Asian American employees who represented four percent of all league office employees. African-American employees decreased one percentage point overall in league office employees from seven percent in 2011 to six percent in 2012 while those classified as “other” increased from two percent in 2011 to three percent in 2012.

The combined percentage of female professional employees and support staff remained constant during the 2012 season, as women comprised 48 percent of all league office employees. The combined percentage represented a six percentage point increase in female professional employees from 36 percent in 2011 to 42 percent in 2012. Despite the increase in female professional employees, women who served as support staff personnel experienced a 12 percentage point decrease during the 2012 season from 71 percent in 2011 to 59 percent in 2012.

Kathy Carter was the Executive Vice President of Soccer United Marketing and got promoted in 2011 to President of Soccer United Marketing. Nelson Rodriguez is the Executive Vice President of Competition, Technical and Game Ops.

The two minority league office vice presidents are:

- Nelson Rodriguez, Executive Vice President, Competition, Technical and Game Ops
- Ramin Tabib, Vice President, Strategic Planning and Research

The six league office women president or vice presidents are:

- Maribeth Towers, Senior Vice President, Consumer Products & Licensing
- Rachel Leber, Vice President, Consumer Products
- Emily Unruh, Vice President, Retail Development
- Jennifer Maurillo, Vice President, Special Events
- JoAnn Neale, Executive Vice President, HR, Administration & Social Responsibility
- Kathryn Carter, President of Soccer United Marketing

MLS Grade for League Central Offices:

Race: A+

Gender: A

See Tables 2, 3 and 4.

Ownership

As of the beginning of the 2012 MLS season, 90 percent of all owners were white, while the remaining 10 percent of owners were minorities. The 10 percent of minority owners were comprised by less than eight percent Latinos and about three percent Asians. In the 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 are owned by Anschutz Entertainment Group (AEG), and the Houston Dynamo are 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 AEG, Phil Anschutz was listed as the primary owner, Golden Boy Entertainment was founded by Oscar De La Hoya, and Red Bull GmbH is currently owned by Deitrich Mateschitz.

It is worth noting that MLS ownership structure differs greatly from other professional leagues. The “owners” are all investors in the single entity of the 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.

Head Coaches

Currently 89 percent of all MLS head coaches are white, while only about 11 percent are minorities. This was a one percentage point decrease from the 2011 season where about 12 percent of all MLS coaches were minorities. For the fourth consecutive year, minorities led only two MLS clubs. While the number of minority coaches remains the same from 2011, the MLS replaced its only Latino head coach, Carlos De Los Cobos of the Chicago Fire, with first time Latino head coach Oscar Pareja, who was hired by the Colorado Rapids in January. Robin Fraser of Chivas USA remains the only African-American head coach in the MLS.

The two minority head coaches during the 2012 season were:

- Oscar Pareja, Colorado Rapids
- Robin Fraser, Chivas USA

MLS Grade for Head Coaches:**Race: C+**

See Table 5.

Assistant Coaches

As of the beginning of the 2012 MLS season, 81 percent of all assistant coaches were white, remaining constant for the second consecutive season. Latinos represent the largest group of minority assistant coaches with 11 percent of all MLS assistant coach positions, followed by African-Americans with six percent and those classified as "other" with two percent. Overall minority representation of assistant coaches grew in 2012 from 18 percent in 2011 to 19 percent as of the beginning of the 2012 season. This season marked a decrease in the percentage of Latino assistant coaches for the first time since 2009, while the percentage of African-Americans assistant coaches grew two percentage points from the 2011 season.

MLS Grade for Assistant Coaches:**Race: B+/A-**

See Table 6.

Top Management

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

CEO/President

For the 2012 MLS season 90 percent of all MLS CEOs/Presidents were white, which was a seven percent increase in from 2011. This increase was due to a growth in the number of white top executives from a total of 15 in 2011 to 19 in 2012. The seven percentage point decrease in minority CEOs/Presidents was the result of the loss of one minority top executive, Sunil Gulati, former New England Revolution President who accepted a senior advisory role with the Kraft group. Latinos comprise the entirety of the 10 percent of minority top executives. There are currently no African-American, Asian, or female CEOs/Presidents in the MLS. Additionally, no MLS club has had a CEO or President who was either an African American or female since the inception of the MLS RGRC.

The two remaining minority top executives are:

- Julian Posada, President, Chicago Fire
- Antonio Cue Sanchez-Navarro, Investor/Owner, President, Chivas USA

MLS Grade for CEO/President:**Race: C+**

See Table 7.

General Manager

As of the beginning of the 2012 MLS season, 89 percent of top player personnel executive positions were held by whites, while Latinos held the remaining 11 percent of these positions. This season marked the second consecutive year in which the percentage and total number of minorities in top player personnel executive positions grew. The percentage of Latinos grew from seven percent in 2011 to 11 percent in 2012, which resulted in a decrease from 93 percent of white player personnel executives in 2011 to 89 percent in 2012.

There are currently no African-American, Asian, or female general managers or top player personnel executives, nor has there been any African-American or Asian general managers since the inception of the MLS RGRC. There have been two female general managers in the history of MLS, most recently in 1999 when Lynne Meterparel was named GM of the then San Jose Clash. Betty D'Anjolell was interim general manager of the Miami Fusion in 1998.

The current minority general managers and top player personnel executives are as follows:

- Guillermo Petrei, Vice President of Soccer Operations, Chicago Fire
- Jose Domene, General Manager, Chivas USA

MLS Grade for General Managers:

Race: B-

See Table 8.

Vice Presidents

Within the MLS, minorities holding vice president positions experienced a five percentage point increase as of the beginning of the 2012 season, rising from nine percent in 2011 to 14 percent in 2012. The majority of the growth in the minority vice president positions was a result of a six percentage point increase for African-Americans holding these positions. The percentage of Latinos decreased from eight percent in 2011 to seven percent in 2012. The number of Asian vice presidents remained the same at one. Females holding vice president positions grew significantly as of the beginning of the 2012 season from six percent in 2011 to 13 percent in 2012 which was the highest in the history of the MLS Report Card.

The Seattle Sounders and Toronto FC are the only MLS teams with multiple female vice presidents. Toronto leads the MLS in gender diversity in these positions with four female vice presidents as listed below.

Women holding vice president positions are as follows:

- Deb Dowling-Canino, Vice President, Community Relations and Fan Development, Colorado Rapids
- Dawn Ridley, Vice President of Business Development, D.C. United
- Kelley Weller, Vice President of Marketing & Communications, FC Dallas
- Jennifer Ferron, Senior Vice President of Kraft Sports Group, New England Revolution
- Cara Joftis, Vice President of Marketing and Communications, Philadelphia Union

- Susan Darrington, Vice President of Facility Operations and Services, Seattle Sounders
- Cindy Kelley, Vice President of Human Resources, Seattle Sounders
- Robin Brudner, Senior Vice President, General Counsel and Corporate Secretary, Toronto FC
- Beth Robertson, Senior Vice President, Ticket Sales and Service, Toronto FC
- Patti-Anne Tarlton, Vice President, Live Entertainment, Toronto FC
- Mardi Walker, Senior Vice President, People, Toronto FC
- Kim Jackman, Vice President of Partnerships, Vancouver Whitecaps

Note: Dawn Ridley is the only minority female vice president in the MLS

The Chicago Fire, Chivas USA, New York Red Bulls, Philadelphia Union, and Toronto FC each have multiple minority vice presidents. The New York Red Bulls lead the MLS in the diversity of their vice presidents with the three minorities listed below holding vice president positions.

Latinos holding vice president positions are as follows:

- Emigdio Gamboa, Vice President, Marketing and Communications, Chicago Fire
- Guillermo Petrei, Vice President of Soccer Operations, Chicago Fire
- Francisco Suinaga, Vice President of Global Business, Chivas USA
- Rodrigo Morales, Vice President of Marketing and Sponsorship, Chivas USA
- Jurgen Mainka, Vice President, Communications and Community Relations, New York Red Bulls
- Craig Tornberg, Vice President, Business Development, New England Revolution
- Mike Quarino, Vice President of Ticket Sales, Philadelphia Union

African-Americans holding vice president positions are as follows:

- Dawn Ridley, Vice President, Business Development, D.C. United
- John Moncke, Vice President, Stadium Revenues, Sporting KC
- Mika Ohiorhenuar, Vice President, Business Development, New York Red Bulls
- Terence Davis, Vice President, Business Development, New York Red Bulls
- Rob Smith, Vice President of Soccer Development and Relations, Philadelphia Union
- Ian Clarke, Executive Vice President and CFO Business Development, Toronto FC

Asians holding vice president positions are as follows:

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

See Table 9.

Senior Administration

This category includes the following titles but is not restricted to: senior directors, directors, assistant general managers, chief legal counsels, public relations directors and directors of community relations.

Minority representation within senior administration positions in the MLS increased to 19 percent as of the beginning of the 2012 season from 18 percent during the 2011 season. As of the beginning of the 2012 season, Latinos held 13 percent of all senior administration positions, while African-Americans and Asians held three percent and two percent of similar positions, respectively. The remaining one percent

of senior administration positions was held by those classified as “other.” The increase in minorities was the result of a combined one percentage point increase in both Asian and those classified as “other” in senior administration positions from 2011. The percentage of African-Americans remained constant at three percentage points in both 2011 and 2012.

The percentage of women holding senior administration positions remained constant from the 2011 season at 21 percent as of the beginning of the 2012 season. This marked the second consecutive season where over 20 percent of these positions were held by women, which followed a decrease of 16 percent in 2010.

MLS Grade for Senior Administration

Race: B+/A-

Gender: F

See Table 10.

Professional Administration

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

For the second consecutive year, the percentage of minorities in professional administration positions decreased. As of the beginning of the 2012 season, 24 percent of all professional administration positions were held by minorities, a five percentage point decrease from the 2011 season. The decrease is partially a result of a six percentage point decrease in the percentage of Latinos holding these positions, down from 24 percent in 2011 to 18 percent in 2012. The percentage of African-Americans holding professional administration positions remained constant at three percent in 2012, while Asians increased by one percentage point from one percent in 2011 to two percent in 2012. Those classified as “other” also remained constant, holding one percent of all professional administration positions.

Women experienced a three percentage point increase as of the beginning of the 2012 season. During the 2011 season 28 percent of all similar positions were held by women, a percentage which now stands at 31 percent as of the 2012 MLS season. This was their highest level since the 2004 season.

MLS Grade for Professional Administration:

Race: A

Gender: B

See Table 11.

Physicians

The diversity among MLS team physician positions increased for the 2012 MLS season as minorities held 18 percent of all positions. As of the beginning of the 2012 season, 82 percent of all team physicians

were white, followed by 10 percent Asian, five percent African-American, and three percent Latino. Asians and African-Americans both experienced a five percent increase in the percentage of team physicians while Latinos experienced a two percentage point decrease in 2012.

Women experienced a large decrease in the number of team physicians as of the beginning of the 2012 season falling from 16 percent in 2011 to just three percent in 2012. Women had experienced a 16 percent increase in 2011 from having no women in team physician roles during the 2010 season.

See Table 12.

Head Trainers

This category includes all employees listed as, but not exclusively limited to head athletic trainers and strength and conditioning coaches.

Opportunities for minority head trainers decreased as of the beginning of the 2012 MLS season, as minorities held only six percent of all head trainer positions. Consequently, 94 percent of all positions were held by white head trainers, a three percent increase from 2011. Latinos currently hold the only minority positions in the MLS representing the entirety of the six percent of minority head trainers. There have been no African-American head trainers since 2008 and no Asian head trainers since 2005.

Additionally, there were no women head trainers during the 2012 MLS season, continuing the trend, which began in 2007.

See Table 13.

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 in the MLS and its fans, it is important that those announcing the sport are as diverse as its key constituents.

As of the beginning of the 2012 MLS season, 31 percent of all radio and TV announcers were minorities. This is a nine percent decrease from the 2011 season. Latinos experience the greatest decrease, from 37 percent in 2011 to 29 percent in 2012. African-Americans continued to represent two percent of all MLS radio and TV announcers in 2012. There has been no representation from Asian announcers or those classified as other races since 2005.

The percentage of women holding radio and TV announcing positions increased to four percent in 2012, up two percent from 2011. This, however, is still significantly lower than the all-time high of 10 percent in 2009.

See Table 14.

MLS Diversity Initiatives

The 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 2012 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 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 15 percent, head and assistant coaches at 20 and 5 percent, respectively, general managers and CEOs at 10 percent, senior administration at 15 percent and professional administrators at 15 percent for race.

For issues of gender, an **A** would be 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 is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

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 covers the 2012 season for Major League Soccer. Listings of owners, general managers and head coaches were updated as of September 25, 2012.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 20th 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), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as collegiate athletic departments.

This marks the eighth 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 2012 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2012 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 Dr. Lapchick, Aaron Trigg and Orlando Gunn 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. Additionally, the Institute conducts diversity management training in conjunction with the National Consortium for Academics and Sports. 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					
	%	#		%	#
2012			2005		
White	49%	264	White	58%	182
African-American	25%	133	African-American	18%	56
Latino	24%	128	Latino	20%	63
Asian	1%	7	Asian	1	4
Other	1%	6	Other	3%	8
International	48%	258	International	28%	87
2011			2004		
White	52%	223	White	64%	147
African-American	26%	112	African-American	17%	40
Latino	20%	85	Latino	14%	32
Asian	1%	3	Asian	1	3
Other	1%	3	Other	4%	9
International	38%	164	2003	Data Not Recorded	
2010			2002		
White	54%	205	White	60%	x
African-American	26%	98	African-American	16%	x
Latino	17%	67	Latino	22%	x
Asian	1%	4	Asian	1%	x
Other	2%	7	Other	1%	x
International	37%	142	2001		
2009			White	59%	x
White	58%	204	African-American	19%	x
African-American	22%	76	Latino	20%	x
Latino	17%	59	Other	2%	x
Asian	1%	2	2000		
Other	3%	9	White	63%	x
International	35%	124	African-American	15%	x
2008			Latino	21%	x
White	62%	204	Other	1%	x
African-American	20%	64	1999		
Latino	16%	54	White	65%	x
Asian	1%	4	African-American	16%	x
Other	1%	3	Latino	18%	x
International		100	Other	1%	x
2007			1998		
White	59%	201	White	62%	x
African-American	22%	74	African-American	16%	x
Latino	14%	49	Latino	21%	x
Asian	1	4	Other	1%	x
Other	3%	11			
International	31%	106			
2006					
White	61%	200			
African-American	17%	57			
Latino	15%	49			
Asian	3	9			
Other	3%	11			
International	21%	68			

x= Data not recorded

TABLE 1

League Office: Professional Employees					
	%	#		%	#
2012			2005		
White	60%	59	White	76%	25
African-American	6%	6	African-American	6%	2
Latino	28%	28	Latino	15%	5
Asian	3%	3	Asian	3%	1
Other	3%	3	Other	0%	0
Women	42%	42	Women	21%	7
2011			2003		
White	60%	48	White	x	x
African-American	6%	5	African-American	x	x
Latino	29%	23	Latino	x	x
Asian	3%	2	Asian	x	x
Other	3%	2	Other	x	x
Women	36%	29	Women	x	x
2010			2002		
White	62%	46	White	79%	19
African-American	7%	5	African-American	8%	2
Latino	26%	19	Latino	13%	3
Asian	3%	2	Asian	0%	0
Other	3%	2	Other	0%	0
Women	36%	27	Women	17%	4
2009			2001		
White	61%	44	White	x	x
African-American	7%	5	African-American	x	x
Latino	25%	18	Latino	x	x
Asian	3%	2	Asian	x	x
Other	4%	3	Other	x	x
Women	38%	27	Women	x	x
2008			2000		
White	57%	53	White	74%	42
African-American	9%	8	African-American	5%	3
Latino	27%	25	Latino	19%	11
Asian	4%	4	Asian	2%	1
Other	3%	3	Other	0%	0
Women	42%	39	Women	30%	17
2007			1999		
White	69%	35	White	84%	36
African-American	6%	3	African-American	0%	0
Latino	20%	10	Latino	14%	6
Asian	4%	2	Asian	2%	1
Other	2%	1	Other	0%	0
Women	26%	13	Women	40%	17
2006			1998		
White	65%	32	White	81%	43
African-American	6%	3	African-American	0%	0
Latino	22%	11	Latino	17	9
Asian	2%	1	Asian	2%	1
Other	4%	2	Other	0%	0
Women	24%	12	Women	47%	25

x= Data not recorded

TABLE 2

League Office: Support Staff Personnel		
	%	#
2012		
White	43%	25
African-American	7%	4
Latino	43%	25
Asian	5%	3
Other	2%	1
Women	59%	34
2011		
White	38%	16
African-American	10%	4
Latino	45%	19
Asian	7%	3
Other	0%	0
Women	71%	30
2010		
White	35%	12
African-American	12%	4
Latino	44%	15
Asian	9%	3
Other	0%	0
Women	74%	25
2009		
White	41%	9
African-American	14%	3
Latino	36%	8
Asian	9%	2
Other	0%	0
Women	82%	18

TABLE 3

League Office Totals		
	%	#
2012		
White	54%	84
African-American	6%	10
Latino	34%	53
Asian	4%	6
Other	3%	4
International	48%	76
2011		
White	52%	64
African-American	7%	9
Latino	34%	42
Asian	4%	5
Other	2%	2
International	48%	59
2010		
White	55%	58
African-American	8%	9
Latino	32%	34
Asian	5%	5
Other	2%	2
International	49%	52
2009		
White	56%	53
African-American	9%	8
Latino	28%	26
Asian	4%	4
Other	3%	3
International	48%	45

TABLE 4

Head Coaches					
	%	#		%	#
2012			2005		
White	89%	17	White	92%	11
African-American	5%	1	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	5%	1	Latino	8%	1
Women	0%	0	Women	0%	0
2011			2004		
White	88%	14	White	100%	9
African-American	6%	1	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	6%	1	Latino	0%	0
Women	0%	0	Women	0%	0
2010			2003		
White	87.5%	14	Data Not Recorded		
African-American	0%	0	2002		
Asian	0%	0	White	80%	8
Latino	12.5%	2	African-American	0%	0
Women	0%	0	Asian	0%	0
2009			Latino	20%	2
White	86.7%	13	Women	0%	0
African-American	6.7%	1	2001		
Asian	0%	0	White	75%	9
Latino	6.7%	1	African-American	0%	0
Women	0%	0	Asian	0%	0
2008			Latino	25%	3
White	69.2%	9	Women	0%	0
African-American	7.7%	1	2000		
Asian	0%	0	White	83%	10
Latino	23.1%	3	African-American	0%	0
Women	0%	0	Asian	0%	0
2007			Latino	17%	2
White	92.3%	12	Women	0%	0
African-American	0%	0	1999		
Asian	0%	0	White	83%	10
Latino	7.7%	1	African-American	0%	0
Women	0%	0	Asian	0%	0
2006			Latino	17%	2
White	91%	10	Women	0%	0
African-American	37%	0	1998		
Asian	0%	0	White	67%	8
Latino	9%	1	African-American	0%	0
Women	0%	0	Latino	0%	0
x= Data not recorded					
TABLE 5					

Assistant Coaches								
		%	#					
2012	White	81.0%	52	2005	White	73%	24	
	African-American	6.0%	4		African-American	6%	2	
	Latino	11.0%	7		Latino	18%	6	
	Asian	0%	0		Asian	0%	0	
	Other	2%	1		Other	3%	1	
	Women	0%	0		Women	0%	0	
2011	White	81.6%	40	2004	White	71%	98	
	African-American	4.1%	2		African-American	29%	40	
	Latino	14.3%	7		Latino	0%	0	
	Asian	0%	0		Asian	0%	0	
	Other	0%	0		Other	0%	0	
	Women	0%	0		Women	0%	0	
2010	White	80.4%	41	2003	Data Not Recorded			
	African-American	5.9%	3		2002	White	76%	22
	Latino	13.7%	7			African-American	10%	3
	Asian	0%	0			Latino	10%	3
	Other	0%	0			Asian	0%	0
	Women	0%	0			Other	4%	1
2009	White	84.8%	39	2001		Data Not Recorded		
	African-American	6.5%	3		2000	White	69%	22
	Latino	6.5%	3			African-American	0%	0
	Asian	0%	0			Latino	28%	9
	Other	2.2%	1			Asian	0%	0
	Women	0%	0			Other	3%	1
2008	White	90.5%	38	1999		Women	0%	0
	African-American	2.4%	1		White	69%	20	
	Latino	7.1%	3		African-American	0%	0	
	Asian	0%	0		Latino	28%	8	
	Other	0%	0		Asian	3%	1	
	Women	0%	0		Other	0%	0	
2007	White	82.9%	34	1998	Women	0%	0	
	African-American	2.4%	1		White	58%	14	
	Latino	12.2%	5		African-American	13%	3	
	Asian	0%	0		Latino	29%	7	
	Other	2.4%	1		Asian	0%	0	
	Women	0%	0		Other	0%	0	
2006	White	76%	26	1997	Women	0%	0	
	African-American	3%	1		White	58%	14	
	Latino	18%	6		African-American	13%	3	
	Asian	0%	0		Latino	29%	7	
	Other	1%	1		Asian	0%	0	
	Women	0%	0		Other	0%	0	

x= Data not recorded

TABLE 6

CEO/President					
		%	#		
2012			2005		
White	90%	19	White	77%	10
African-American	0%	0	African-American	0%	0
Latino	10%	2	Latino	15%	2
Asian	0%	0	Asian	8%	1
Other	0%	0	Women	0%	1
Women	0%	0			
2011			2004		
White	83%	15	White	100%	7
African-American	0%	0	African-American	0%	0
Latino	11%	2	Latino	0%	0
Asian	6%	1	Asian	0%	0
Other	0%	0	Women	0%	0
Women	0%	0			
2010			2003		
White	87%	13	Data Not Recorded		
African-American	0%	0			
Latino	7%	1			
Asian	7%	1			
Other	0%	0			
Women	0%	0			
2009			2002		
White	87%	13	White	100%	x
African-American	0%	0	African-American	0%	x
Latino	7%	1	Latino	0%	x
Asian	7%	1	Asian	0%	x
Other	0%	0	Women	0%	x
Women	0%	0			
2008			2001		
White	75%	9	White	100%	x
African-American	0%	0	African-American	0%	x
Latino	17%	2	Latino	0%	x
Asian	8%	1	Asian	0%	x
Women	0%	0	Women	0%	x
2007			2000		
White	75%	9	White	100%	x
African-American	0%	0	African-American	0%	x
Latino	17%	2	Latino	0%	x
Asian	8%	1	Asian	0%	x
Women	0%	0	Women	0%	x
2006			1999		
White	70%	7	White	100%	x
African-American	0%	0	African-American	0%	x
Latino	20%	2	Latino	0%	x
Asian	10%	1	Asian	0%	x
Women	0%	0	Women	0%	x
			1998		
White	93%	x			
African-American	0%	x			
Latino	7%	x			
Other	0%	x			
Women	0%	x			

x= Data not recorded

TABLE 7

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

General Manager					
		%	#		
2012			2005		
White	89%	17	White	100%	11
African-American	0%	0	African-American	0%	0
Latino	11%	2	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Women	0%	0
Women	0%	0			
2011			2004		
White	93%	14	White	100%	12
African-American	0%	0	African-American	0%	0
Latino	7%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Women	0%	0
Women	0%	0			
2010			2003		
White	100%	11	Data Not Recorded		
African-American	0%	0			
Latino	0%	0			
Asian	0%	0			
Other	0%	0			
Women	0%	0			
2009			2002		
White	100%	9	White	92%	11
African-American	0%	0	African-American	0%	0
Latino	0%	0	Latino	8%	1
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2008			2001		
White	92%	11	White	92%	11
African-American	0%	0	African-American	0%	0
Latino	8%	1	Latino	8%	1
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2007			2000		
White	90%	9	White	100%	12
African-American	0%	0	African-American	0%	0
Latino	10%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2006			1999		
White	100%	10	White	92%	11
African-American	0%	0	African-American	0%	0
Latino	0%	0	Latino	8%	1
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	8%	1
2006			1998		
White	100%	10	White	92%	11
African-American	0%	0	African-American	0%	0
Latino	0%	0	Latino	8%	1
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0

x= Data not recorded

TABLE 8

Vice Presidents					
	%	#		%	#
2012			2005		
White	85.0%	82	White	100%	24
African-American	6%	6	African-American	0%	0
Latino	7.0%	7	Latino	0%	0
Asian	1.0%	1	Asian	0%	0
Other	0%	0	Other	0%	0
Women	13.0%	12	Women	8%	2
2011			2004		
White	90.8%	59	White	100%	14
African-American	0%	0	African-American	0%	0
Latino	7.7%	5	Latino	0%	0
Asian	1.5%	1	Asian	0%	0
Other	0%	0	Other	0%	0
Women	6.2%	4	Women	0%	0
2010			2003		
White	98%	48	Data Not Recorded		
African-American	0%	0	2002		
Latino	0%	0	White	91%	21
Asian	2%	1	African-American	9%	2
Other	0%	0	Latino	0%	0
Women	12%	6	Asian	0%	0
2009			Other	0%	0
White	100%	53	Women	0%	0
African-American	0%	0	2001		
Latino	0%	0	Data Not Recorded		
Asian	0%	0	2000		
Other	0%	0	White	76%	14
Women	8%	4	African-American	12%	2
2008			Latino	12%	2
White	95%	40	Asian	0%	0
African-American	0%	0	Other	0%	0
Latino	5%	2	Women	0%	0
Asian	0%	0	1999		
Other	0%	0	White	90%	19
Women	7%	3	African-American	5%	1
2007			Latino	0%	0
White	97%	29	Asian	5%	1
African-American	0%	0	Other	0%	0
Latino	3%	1	Women	5%	1
Asian	0%	0	1998		
Other	0%	0	White	92%	16
Women	7%	2	African-American	8%	1
2006			Latino	0%	1
White	100%	28	Asian	0%	0
African-American	0%	0	Other	0%	0
Latino	0%	0	Women	7%	3
Asian	0%	0			
Other	0%	0			
Women	7%	2			

TABLE 9

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

Senior Administration					
	%	#		%	#
2012			2006		
White	81.0%	195	White	82%	77
African-American	3.0%	8	African-American	1%	1
Latino	13.0%	32	Latino	15%	14
Asian	2.0%	6	Asian	1%	1
Other	1%	1	Other	1%	1
Women	21.0%	50	Women	18%	17
2011			2005		
White	82.0%	123	White	85%	54
African-American	2.7%	4	African-American	0%	0
Latino	14.0%	21	Latino	13%	8
Asian	1.3%	2	Asian	2%	1
Other	0%	0	Other	0%	0
Women	20.7%	31	Women	21%	13
2010			2004		
White	80.7%	96	White	86%	283
African-American	1.7%	2	African-American	1%	42
Latino	17.6%	21	Latino	12%	4
Asian	0%	0	Asian	1	4
Other	0%	0	Other	0%	0
Women	16%	19	Women	24%	84
2009			2003		
White	79.5%	89	Data Not Recorded		
African-American	3.6%	4	2002		
Latino	14.3%	16	Data Not Recorded		
Asian	1.8%	2	2001		
Other	0.9%	1	White	86%	x
Women	25%	28	African-American	3%	x
2008			Latino	9%	x
White	81.2%	82	Asian	1%	x
African-American	2%	2	Women	24%	x
Latino	13.9%	14	2000		
Asian	1%	1	White	80%	x
Other	2%	2	African-American	4%	x
Women	24.8%	25	Latino	14	x
2007			Asian	2	x
White	79.6%	74	Women	21%	x
African-American	2.2%	2	1999		
Latino	16.1%	15	White	80%	x
Asian	0%	0	African-American	5%	x
Other	2.2%	2	Latino	14%	x
Women	20.4%	19	Asian	1%	x
			Women	22%	x

x=Data not recorded

TABLE 10

Professional Administration					
		%	#		
2012			2005		
White	76.0%	326	White	66%	76
African-American	3.0%	12	African-American	4%	5
Latino	18.0%	79	Latino	30%	34
Asian	2.0%	10	Asian	0%	0
Other	1.0%	4	Other	0%	0
Women	31.0%	134	Women	28%	32
2011			2004		
White	71.2%	163	White	90%	75
African-American	3.1%	7	African-American	1%	1
Latino	23.6%	54	Latino	5%	4
Asian	1.3%	3	Asian	2%	2
Other	0.9%	2	Other	1%	1
Women	27.5%	63	Women	42%	35
2010			2003		
White	69.5%	139	Data Not Recorded		
African-American	4%	8	2002		
Latino	22%	44	White	77%	x
Asian	3.5%	7	African-American	3%	x
Other	1%	2	Latino	17%	x
Women	29%	58	Asian	2%	x
2009			2001		
White	69.4%	168	Data Not Recorded		
African-American	4.1%	10	2000		
Latino	23.1%	56	White	81%	x
Asian	2.9%	7	African-American	7%	x
Other	40.0%	1	Latino	9%	x
Women	28.1%	68	Asian	2%	x
2008			1999		
White	73.6%	173	Women	32%	x
African-American	3.4%	8	1998		
Latino	22.1%	52	White	78%	x
Asian	0.4%	1	African-American	4%	x
Other	0.4%	1	Latino	18%	x
Women	22.1%	52	Asian	0	x
2007			2006		
White	67.5%	131	White	71%	178
African-American	3.6%	7	African-American	4%	10
Latino	26.3%	51	Latino	22%	56
Asian	1.5%	3	Asian	1%	3
Other	1%	2	Other	1%	3
Women	27.3%	53	Women	27%	67
2006					
White	71%	178			
African-American	4%	10			
Latino	22%	56			
Asian	1%	3			
Other	1%	3			
Women	27%	67			

x=Data not recorded

TABLE 11

Physicians						
		%	#		%	#
2012			2005			
White	82%	39	White	82%	9	
African-American	5%	2	African-American	0%	0	
Latino	3%	1	Latino	9%	1	
Asian	10%	4	Asian	9%	1	
Other	0%	0	Other	0%	0	
Women	3%	1	Women	0%	0	
2011			2004*			
White	89%	17	White	75%	12	
African-American	0%	0	African-American	0%	0	
Latino	5%	1	Latino	6%	1	
Asian	5%	1	Asian	6%	1	
Other	0%	0	Other	13%	2	
Women	16%	3	Women	0%	0	
2010			2003			
White	71%	10	Data Not Recorded			
African-American	0%	0	2002			
Latino	22%	3	White	67%	6	
Asian	7%	1	African-American	0%	0	
Other	0%	0	Latino	22%	2	
Women	0%	0	Asian	0%	0	
2009			2001			
White	78%	7	Data Not Recorded			
African-American	0%	0	2000			
Latino	11%	1	White	100%	10	
Asian	11%	1	African-American	0%	0	
Other	0%	0	Latino	0%	0	
Women	0%	0	Asian	0%	0	
2008			1999			
White	83%	5	White	100%	11	
African-American	0%	0	African-American	0%	0	
Latino	17%	1	Latino	0%	0	
Asian	0%	0	Asian	0%	3	
Other	0%	0	Women	0%	0	
Women	0%	0	1998			
2007			White			
White	89%	8	92%	13		
African-American	0%	0	African-American	0%	0	
Latino	11%	1	Latino	8%	1	
Asian	0%	0	Asian	0%	0	
Other	0%	0	Women	0%	0	
Women	0%	0	2006			
White			67%			
White	67%	6	African-American	0%	0	
African-American	0%	0	Latino	22%	2	
Latino	22%	2	Asian	0%	0	
Asian	0%	0	Other	11%	1	
Other	11%	1	Women	0%	0	
Women	0%	0				

*= Received from EEO MLS self report

x=Data not recorded

TABLE 12

Head Athletic Trainers							
		%	#				
2012	White	94%	30	2005	White	75%	12
	African-American	0%	0		African-American	0%	0
	Latino	6%	2		Latino	19%	3
	Asian	0%	0		Asian	6%	1
	Other	0%	0		Other	0%	0
	Women	0%	0		Women	0%	0
2011	White	91%	20	2004	White	100%	7
	African-American	0%	0		African-American	0%	5
	Latino	9%	2		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	0%	0		Women	0%	0
2010	White	90%	19	2003	Data Not Recorded		
	African-American	0%	0	2002	White	100%	10
	Latino	20%	2		African-American	0%	0
	Asian	0%	0		Latino	0%	0
	Other	0%	0		Asian	0%	0
	Women	0%	0		Other	0%	0
2009	White	88%	15	2001	Data Not Recorded		
	African-American	0%	0	2000	White	92%	25
	Latino	12%	5		African-American	0%	0
	Asian	0%	0		Latino	8%	1
	Other	0%	0		Other	0%	0
	Women	0%	0		Asian	0%	0
2008	White	83%	10		Women	17%	2
	African-American	8%	1	1999	White	92%	11
	Latino	8%	1		African-American	0%	0
	Asian	0%	0		Latino	8%	1
	Other	0%	0		Asian	0%	0
	Women	0%	0		Other	0%	0
2007	White	92%	12		Women	17%	2
	African-American	0%	0	1998	White	76%	8
	Latino	8%	1		African-American	0%	0
	Asian	2%	0		Latino	33%	4
	Other	0%	0		Asian	0%	0
	Women	0%	0		Other	0%	0
2006	White	92%	11		Women	17%	2
	African-American	0%	0				
	Latino	8%	1				
	Asian	0%	0				
	Other	0%	0				
	Women	2%	1				

x=Data not recorded

TABLE 13

Radio and TV Announcers				
		%		%
2012			2007	
White		69.0%	White	46.4%
African-American		2.0%	African-American	7.1%
Latino		29.0%	Latino	46.4%
Asian		0%	Asian	0%
Other		0%	Other	0%
Women		4.0%	Women	3.6%
2011			2006	
White		60.5%	White	45%
African-American		2.3%	African-American	9%
Latino		37.2%	Latino	45%
Asian		0%	Asian	0%
Other		0%	Other	0%
Women		2.3%	Women	0%
2010			2005	
White		69.2%	White	64%
African-American		0%	African-American	9%
Latino		30.8%	Latino	27%
Asian		0%	Asian	0%
Other		0%	Other	0%
Women		7.7%	Women	0%
2009			2004	
White		76.2%	White	47%
African-American		0%	African-American	2%
Latino		23.8%	Latino	44%
Asian		0%	Asian	4%
Other		0%	Other	2%
Women		9.5%	Women	4%
2008				
White		54.8%		
African-American		2.4%		
Latino		42.9%		
Asian		0%		
Other		0%		
Women		2.4%		

x=Data not recorded

TABLE 14

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

MLS League Office

Nelson Rodriguez, a Latino, remains Executive Vice President, Competition. Ramin Tabib, a Latino, was hired in 2012 as Vice President, Strategic Planning and Research. MLS hired three female Vice Presidents in 2012 –Maribeth Towers, Senior Vice President, Consumer Products & Licensing, Rachel Leber, Vice President, Consumer Products and Emily Unruh, Vice President, Retail Development. Maribeth Towers, Rachel Leber, Emily Unruh, Jennifer Maurillo, Vice President, Special Events, JoAnn Neale, Executive Vice President, HR, Administration & Social Responsibility, and Kathryn Carter, President of Soccer United Marketing are the six female Vice Presidents in MLS. The MLS League Office has a total of 20 Vice Presidents including two Senior Vice President and four Executive Vice Presidents.

One of the strategies MLS utilizes to increase opportunities for women and minorities is its internship program. During the summer of 2012, MLS recruited women or people of color into 20 of their 33 available positions. There were 11 women, one Asian, one Indian, three Black, four Latinos and three Latinas.

Diversity Education

In early 2012, MLS conducted sexual harassment and diversity awareness training for all the teams as well-as the League Office.

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. 2012 is on pace to again set an all-time MLS ¡Futbolito! record in average attendance. A staple of the grassroots soccer landscape as Major League Soccer's official 4v4 tournament, MLS ¡Futbolito! celebrates its 10-year anniversary as it tours 8 markets in 2012 with over 90 percent of participants of Hispanic descent.

Socio MLS

Socio MLS is a unique membership program created by Major League Soccer to serve Hispanic soccer leagues. Participating Socio MLS leagues are engaged at all levels of the soccer community and receive benefits that range from addressing the most fundamental needs, such as providing new soccer balls and uniforms, to the empowering education of coaching and referee programs. In 2012, Socio MLS will reach 40,000 Hispanic soccer players and their families.

Sueño MLS

Sueño MLS completed its sixth year in 2012 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. In last year's edition, over 1,200 players between the ages of 14 and 18 tried out, representing more than 20 countries, and with 95 percent of the participants being of Hispanic descent.

MLS W.O.R.K.S.

MLS W.O.R.K.S. 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 W.O.R.K.S. seeks to establish Major League Soccer as a leader for improving the lives of people through sport.

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 W.O.R.K.S. partners with America SCORES to promote the importance of education, service learning and physical activity through soccer-related resources focused in urban communities.

FC Harlem

MLS W.O.R.K.S. continues to support FC Harlem, a youth development organization making a positive impact on the lives of young people, and helped to raise funds to build a field and implement community-based soccer and leadership programming for at-risk youth by hosting the Streets to Fields Gala.

Footprint Fields

MLS W.O.R.K.S. has partnered with the U.S. Soccer Foundation, Adidas and Field Turf to build fields in underprivileged areas, with a focus on MLS markets. In 2010, grants were awarded for refurbishments in Chicago and Portland.

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 participated in the New York City Cristo Ray High School Program during the summer of 2012. 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 2012 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. This year we continued a speaker series where key females within the Sports and Entertainment industry came to the MLS League Office to address our female employees and share their experiences working within the field.