



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

**MAKING WAVES OF CHANGE**

## The 2021 Racial and Gender Report Card<sup>TM</sup>

### Major League Baseball

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# ***THE 2021 RACIAL AND GENDER REPORT CARD:***

# **MAJOR LEAGUE BASEBALL**

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## **Executive Summary**

**Orlando, FL - April 15, 2021**

On April 1, 2021, Major League Baseball surged back with perhaps one of the most historic traditions of America's pastime: Opening Day. This year it was much bigger than baseball. It was a reassuring indicator that American life is returning to normal after an unprecedented global health crisis that has unnerved our world for more than a year.

And just as the season started, Major League Baseball Commissioner Rob Manfred announced that the All-Star Game would be moved out of Atlanta because of the law passed in Georgia that would result in voter suppression. MLB's unprecedented move reflected the second major outcome of 2020-21: the racial reckoning that started with the killing of George Floyd.

In this climate and in conjunction with the anniversary of Jackie Robinson breaking MLB's color barrier on this day in 1947, the Institute for Diversity and Ethics in Sport (TIDES) released the 2021 Major League Baseball Racial and Gender Report Card (RGRC).

Major League Baseball earned a **B+** on the issue of racial hiring and a **C** for gender hiring practices, bringing the overall grade to a **C+** in the 2021 MLB RGRC.

## ***Overall Grade***

**C+**

## ***Racial Hiring***

**B+**

## ***Gender Hiring***

**C**

Major League Baseball saw a decrease in its racial hiring grade from 88.7 percentage points in 2020 to 86.8 percentage points in 2021. For gender, MLB's hiring grade also decreased, falling from 72.7 percentage points in 2020 to 70.7 percent in 2021. The combined grade of 78.8 was a decrease of 1.9 percentage points from last year.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2021 Report Cards. The 86.8 points for racial hiring practices represented a decrease from 88.7 in the 2020 MLB RGRC and the difference is partially attributable to adding the graded ownership category in 2021. The 70.7 points for gender hiring practices was a decrease from 72.7 in 2020 and the difference is partially attributable to adding the graded ownership category. The same was true for the overall grade of 78.8 points, down from 80.7 in the 2020 MLB RGRC.

Also, beginning in the 2021 RGRC series, TIDES will be awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. MLB has achieved monumental milestones since the 2020 Report. In addition to removing the All-Star game from Georgia, the milestones include the hiring of Kim Ng as the first female general manager in MLB history, officially designating the Negro League as "Major League," and there being 22 women who held on-field coaching or player development roles. Of note, the Boston Red Sox hired Bianca Smith as a Player Development Coach, making her the first Black woman to serve as a coach in the history of professional baseball. All of these were breakthroughs that contributed to MLB's overall grade.

Dr. Richard Lapchick, the primary author of the

## MLB RGRC at a Glance

### *Grade for Race of MLB Players*

**A+**  **37.6%**  
People of Color

### *Racial Hiring Grade for MLB Central Office*

**A-**  **28.5%**  
People of Color

### *Gender Hiring Grade for MLB Central Office*

**C-**  **29.1%**  
Women

### *Racial Hiring Grade for MLB Team Managers*

**B+** **20.0%**  
People of Color

### *Racial Hiring Grade for MLB Team Coaches*

**A+**  **40.5%**  
People of Color



study and the Director of TIDES at the University of Central Florida (UCF) said, “We don’t anticipate Leagues scoring well when it comes to Ownership. But this is a crucial racial and gender category that needs to be addressed. The owner is the final authority on every team and is a key to hiring more people of color and women in the most pivotal roles in sport. The owners must be accountable in their team’s diversity, equity and inclusion efforts.”

Another notable change affecting MLB was their League Office increasing its staff from 419 in 2020 to 1,296 in 2021 after opening their new headquarters. The office almost tripling-in-size resulted in a significant drop in their Central Office racial and gender grade.

Lapchick added “Jackie Robinson continues to have an impact on baseball and sport as a whole, even 74 years after he broke the color barrier. He played for something far bigger than himself. Jackie played for the future of baseball, a future where all people can participate on and off the field and not experience the racism and backlash that he too often faced while playing. The 2021 Major League Baseball Racial and Gender Report Card revealed that baseball must improve, but I am confident that the policy changes and notable hires over the past few months will move toward Jackie’s vision.”

Major League Baseball continues to have a diverse group of players with 37.6 percent being players of color. It should be noted, however, that is down from 39.8 percent in the 2020 Report. The number of Black or African-American players on Opening Day rosters was at 7.6 percent, a slight increase from last year.

Additionally, the MLB Draft continues to show promising signs for a future increase in Black or African-American players. Between 2012 and 2020, the first round of the MLB Draft featured 51 Black or African-American players out of 289 selections (17.6 percent), including a large percentage of

## MLB RGRC at a Glance

### *Racial Hiring Grade for President of Baseball Ops/GMs*

**C-** **13.3%**  
People of Color

### *Racial Hiring Grade for Senior Administration*

**B+**  **19.8%**  
People of Color

### *Gender Hiring Grade for Senior Administration*

**C-**  **28.5%**  
Women

### *Racial Hiring Grade for Professional Administration*

**B+**  **24.4%**  
People of Color

### *Gender Hiring Grade for Professional Administration*

**D+**  **25.5%**  
Women

alumni from MLB-led youth and amateur baseball development programs.

Commissioner Rob Manfred's newly expanded Central Office received an A- for racial hiring and a C- for gender hiring practices. People of color comprised 28.5 percent and women comprised 29.1 percent of the total Central Office professional staff. There were 18 people of color and 27 women in positions of vice president or higher at the League Office.

Much more work is necessary at the club level. Of the nine grades for race at the team level, the only A grade or better was for coaches at 40.5 percent people of color. MLB received a B+ for racial hiring for senior administration, professional administration, and team managers, but a C+ for vice presidents, a C- for general managers and a D+ for C-suite executives. MLB received F's for owners and CEO/presidents. The grade of C- for general manager remained the same as there was no change with only four people of color serving in that role. Of the four general managers of color, Kim Ng was hired by the Miami Marlins in November 2020, as noted above, shattering barriers after becoming the first woman to serve as a general manager of an MLB team, and the first among any major league professional men's team in North American Sports since Lynne Meterparel was hired in 1999 as GM by the San Jose Clash in the MLS. Ng's hiring may be the most important diversity hire in recent MLB history.

Lapchick commented, "Following the racial reckoning that occurred over the summer of 2020, Major League Baseball began making additional commitments to making their hiring practices more inclusive. This began with the important hirings of Michele Meyer-Shipp as Chief People and Culture officer and Justin Reyes as Vice President of Diversity, Equity & Inclusion. Both have overhauled MLB's diversity, equity and inclusion strategy and have already created substantial results."

Lapchick continued, "Major League Baseball teams must continue efforts to grow the game in communities which continue to lack access to the game with the intent of growing and diversifying the player pool. Over the past five years, there have been positive signs of growth in the percentage of managers of color, but the lack of diversity in this key position throughout MLB is glaring, especially when looking at the level of diversity among the players. In fact, the 2021 season opened with six managers of color, which, while an improvement from three in 2016, remains too far below the all-time high of 10 reached in 2002 and 2009."

Commissioner Manfred's Central Office has implemented a number of diversity initiatives in recent years to address this diversity and inclusion issue. These initiatives are elaborated on in Appendix I. They include the Diversity Pipeline Program, which seeks to identify, develop, and grow the pool of qualified minority and female candidates for on-field and baseball operations positions; the MLB Diversity Fellowship which provides the opportunity for young, diverse professionals to experience front office positions that have been traditionally influential in baseball operations decisions; The Diverse Business Partners program which has cultivated new and existing partnerships with minority and women-owned businesses, including veteran-owned, LGBT-owned and other underrepresented small businesses; as well as a number of other initiatives to engage people of all sexual-orientations, ages, abilities, and faiths.

All data was collected by the MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program. Using data as of January 1, 2021, TIDES conducted an analysis of the racial breakdown of the MLB players, managers, and coaches. This MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office and at the club level, top team

management, team senior administration, and team professional administration. An overview of player opportunities is also included. Listings of majority owners, general managers, and team managers were updated as of the start of the 2021 season. It should be noted that previous MLB Report Cards used data from the prior season while this is the second year that the Report Card features data from the current season. The MLB player demographics for the 2021 Opening Day rosters are also included. Tables for the report are included in Appendix III. The MLB's diversity initiatives are listed in Appendix I.

The Racial and Gender Report Card asks, "Are all sports leagues playing fair when it comes to racial and gender hiring? How can the data presented help leaders and management within these leagues make diverse and inclusive hiring decisions?"

It is imperative that teams play the best athletes they have available to win games. TIDES strives to emphasize the business value of diversity to sports organizations when they choose their team on the field and in the office. Diversity initiatives, like diversity and inclusion management training, can help change attitudes and increase the applicant pool for open positions. It is obviously the choice of the organization regarding which applicant is the best fit for their ball club, but the Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender because they can provide a different perspective, and possibly a competitive advantage for a win in the boardroom as well as on the field.

The Institute for Diversity and Ethics in Sport 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 collegiate sports personnel and to contribute to the expansion of diversity and inclusion in front office and college athletics department positions.

## Report Card Highlights

- On 2021 Opening Day, 37.6 percent of players on active rosters were players of color. Hispanics or Latinx comprised 28.1 percent, Black or African-Americans comprised 7.6 percent and Asian was 1.4 percent.
- The Texas Rangers (10) and Seattle Mariners (8) led Clubs in Black or African-American players on their Opening Day and Alternate site rosters.
- The MLB Draft continues to show promising signs for a future increase in Black or African-American players. Between 2012 and 2020, the first round of the MLB Draft featured 51 Black or African-American players out of 289 selections (17.6 percent), including a large percentage of alumni from MLB-led youth and amateur baseball development programs. In the 2020 Draft, 16 of the first 73 selections (21.9 percent) were people of color including Black or African-Americans, Hispanics or Latinx, Asians, and Pacific Islanders. Of those, nine were Black or African-American players, accounting for 12.3 percent of the first 73 selections.
- The 2021 MLB season began with six Managers of color, representing 20 percent of all Managers. This includes four Hispanics or Latinx, one Black or African-American, and one Manager of two or more races (Black/African-American & Asian).
- As of January 1, 2021, the percentage of people of color holding coaching positions was 40.5 percent, a decrease from 41.8 percent in 2020. This included 5.7 percent Black or African-American and 31.8 percent Hispanic or Latinx.
- As of January 1, 2021, there were 22 women who held on-field coaching or player development roles. Notably, the Boston Red Sox hired Bianca

Smith as a Player Development Coach, making her the first Black woman to serve as a coach in the history of professional baseball.

- In January 2020, MLB's Office of the Commissioner (BOC) opened its new headquarters at 1271 Avenue of the Americas in Manhattan, NY. In doing so, the League office combined its previous BOC workforce with that of the former Advanced Media operations (BAM) – notably those in its technology, sponsorship, consumer products, video review and instant replay functions. As a result, the overall workforce of MLB Central Office has increased nearly 210 percent from 419 in 2019 to 1,296 as of January 1, 2021. The Central Office comparisons throughout this Report should be considered as atypical because of this dramatic increase at the League Office.
- Of all MLB Central Office professional staff, 69.6 percent of employees were white, and 28.5 percent were people of color, including 6.0 percent Black or African-American, 11.5 percent Hispanic or Latinx, 8.3 percent Asian, and 2.5 percent of two or more races. Women made up 29.1 percent of MLB Central Office professional staff.
- In the MLB Central Office, people of color represented 17.6 percent of those holding positions at the senior executive level (Vice President or above). Women held 26.5 percent of these roles.
- In 2020, Tony Reagins was promoted to Chief Baseball Development Officer and MLB hired several people of color in executive positions:
  - Michele Meyer-Shipp, Chief People & Culture Officer (woman & Black/African American)
  - Justin Reyes, Vice President, Diversity, Equity & Inclusion (Latinx)
  - Karri Zaremba, Senior Vice President, Ballpark Experience & Ticketing (woman)

## *Players of Color*

39.8%  
2020

↓

37.6%  
2021

## *Black Players*

7.5%  
2020

↑

7.6%  
2021

## *Managers of Color*

20.0%  
2020

20.0%  
2021

## *Coaches of Color*

41.8%  
2020

↓

40.5%  
2021

## *Vice Presidents of Color*

14.9%  
2020

↑

15.3%  
2021



- Additionally, in February of 2021, MLB hired Michael Hill, Senior Vice President, On-Field Operations, Baseball Operations (Black & Latinx), Raul Ibanez, Senior Vice President, On-Field Operations, Baseball Operations (Latinx) and Ken Griffey Jr. as Senior Advisor to the Commissioner (Black). These senior executive level hires represent a three percent increase in people of color in senior leadership positions, not reflected in the headcount detail which was as of January 1.
- Of all MLB Central Office employees at the Director and Managerial level, people of color represented 28.2 percent as of January 1, 2021. Women held 24.1 percent of these roles.
- Of the 40 majority team owners across MLB, 39 were white (97.5 percent). Arturo Moreno of the Los Angeles Angels is the only Hispanic or Latinx majority owner in American professional sports. He has owned the team since 2003.
- Earvin “Magic” Johnson is a minority owner of the Los Angeles Dodgers along with Billie Jean King and Ilana Kloss, who both joined the Dodgers ownership group in September 2018. Patrick Mahomes along with Karen Daniel, an African-American woman, became a minority owner of the Kansas City Royals in 2020. Several women, including Linda Alvarado (Colorado Rockies), Marla Tanenbaum (Washington Nationals), and several members of the Steinbrenner family (New York Yankees) serve as co-owners.
- As of the start of the 2021 season, there were four (13.3 percent) people of color holding the position of either General Manager, President of Baseball Operations or the equivalent for an MLB Club. This included one Black or African-American, one Hispanic or Latinx, and two Asians.
- In what may be the most important diversity hire in recent MLB history, Kim Ng became the first woman to serve as general manager of an MLB team when she was hired by the Miami Marlins. Lynne Meterparel was hired in 1999 as general manager by the San Jose Clash in the MLS. Betty D’Anjolell was interim general manager of the Miami Fusion in 1998. Ng is the highest-ranking woman in baseball operations.
- As of January 1, 2021, people of color held 15.3 percent of team vice president positions, increasing from last year’s 14.9 percent and becoming the highest since the 2009 season. This included 5.6 percent Black or African-American, 6.6 percent Hispanic or Latinx, and 1.3 percent Asian. White employees held 83.6 percent of vice president roles, a decrease from 84.2 percent in 2020
- Women held 22.0 percent of all team vice president positions, which was an increase of 2.0 percent from 20.0 percent in 2020. This is the highest percentage recorded in MLB Report Card history in this category. Eighteen of the 86 women vice presidents (20.9 percent) were women of color.
- As of January 1, 2021, 19.8 percent of team senior administration positions were held by people of color, an increase from 19.4 percent last year. This included 5.2 percent Black or African-American, 9.9 percent Hispanic or Latinx, 2.7 percent Asian, and 1.6 percent of two or more races. White employees held 79.0 percent of these positions, a 0.9 percent decrease from 79.9 percent in 2020.
- Of all team senior administration positions, women represented 28.5 percent, which was a slight decrease from 28.8 percent in 2020.
- As of January 1, 2021, the percent of people

of color in team professional administration positions was 24.4 percent, which included 6.1 percent Black or African-American, 10.9 percent Hispanic or Latinx, 4.7 percent Asian, and 2.3 percent of two or more races. This is the highest percentage in MLB Report Card history in this category white employees held 74.2 percent of team professional administration positions, down from 74.8 percent in 2020.

- Women held 25.5 percent of team professional administration positions, an increase from 25.3 percent in 2020.



## Overall Grades

MLB received a combined grade of a **C+** after earning a **B+** for race and a **C** for gender in the 2021 MLB Racial and Gender Report Card. The 78.8 points accumulated for the combined grade was 1.9 percentage points below the 2020 MLB RGRC results.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2021 Report Cards. The **86.8** points for racial hiring practices represented a decrease from **88.7** in the 2020 MLB RGRC and the difference is partially attributable to adding the graded ownership category in 2021. The **70.7** points for gender hiring practices was a decrease from **72.7** in 2020 and the difference is partially attributable to adding the graded ownership category.. The same was true for the overall grade of **78.8** points, down from **80.7** in the 2020 MLB RGRC.

In addition, beginning in the 2021 RGRC series, TIDES will be awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. In the case of MLB, the social justice milestones that awarded points were the designation of the Negro League as “Major League” and the removal of the All-Star game from Atlanta, Georgia, in protest of a new Georgia voter law. For milestone hires, the Miami Marlins hired Kim Ng as its general manager, the first woman to hold such a role in MLB history. Also, MLB had 22 women who held on-field coaching or player development roles.

For race, MLB received an A+ for players and assistant coaches, an A- for Central Office, a B+ for team professional administration, team senior administration and team managers, a C+ for team vice presidents, a C- for team general manager/president of baseball operations and an F for team CEO/Presidents and majority ownership.

For gender hiring practices, MLB received a C- for Central Office and team senior administration, a D+ team professional administration and an F for the remaining categories.


Another notable change affecting MLB was their League Office increasing its staff from 419 in 2020 to 1,296 in 2021 after opening their new headquarters. The office almost tripling-in-size resulted in a significant drop in their Central Office racial and gender grade.

The grades for C-Suite executives and umpires were not used in the calculation of the final grade, but MLB received a D+ for racial hiring practices and an F for gender hiring practices in the C-Suite category. Similarly, it received a C for racial hiring practices for umpires and an F for gender hiring practices.

### ***Racial Hiring:***

<b>88.7</b>		<b>86.8</b>
<b>2020</b>		<b>2021</b>

### ***Gender Hiring:***

<b>72.7</b>		<b>70.7</b>
<b>2020</b>		<b>2021</b>

### ***Overall Score:***

<b>80.7</b>		<b>78.8</b>
<b>2020</b>		<b>2021</b>

## Grades by Category

### *MLB Players*

The percentage of Black or African-American players on 2021 Opening Day rosters (including IL, restricted and suspended players) was 7.6 percent, which remained generally consistent with 2019 and 2020 Opening Day rosters. Overall, the diversity of all players on Opening Day rosters (906 players in total) was 37.6 percent, down from 39.8 percent in 2020.

### 2021 Opening Day Rosters

- The percentage of Black or African-American players on Opening Day Major League rosters was 7.6 percent, an increase of 0.1 percent since 2020.
- The percentage of Hispanic or Latinx players saw a decrease from 29.9 percent in 2020 to 28.1 percent on 2021 Opening Day rosters.
- The percentage of Asian players was 1.4 percent in 2021, a decrease from 1.9 percent in 2020.
- Hawaiians or other Pacific Islanders and American Indians or Alaskan Natives represented 0.4 percent and 0.1 percent of players on 2021 Opening Day rosters, respectively.

Under MLB protocols for the 2021 season, each MLB Club has designated players at Alternate Training sites who will train and practice at locations near MLB ballparks. There were an additional 56 Black or African-American players, which meant the overall diversity of MLB Alternate Sites was 39.4 percent.

With the 125 Black or African-American players at the Major League/Alternate Site levels to start the 2021 Season, there is tremendous future potential in

representation of players on the field.

The Texas Rangers (10) and Seattle Mariners (8) led Clubs in Black or African-American players on their Opening Day and Alternate site rosters.

### *MLB Grade for Race of Players*

**A+**  **37.6%**  
Players of Color

### MLB Draft Results

The MLB Draft continues to show promising signs for a future increase in Black or African-American players.

- Between 2012 and 2020, the first round of the MLB Draft featured 51 Black or African-American players out of 289 selections (17.6 percent), including a large percentage of alumni from MLB-led youth & amateur baseball development programs. This bodes well for the future of Black and African-American participation in baseball.

In 2020:

- Sixteen of the first 73 selections (21.9 percent) were people of color including Black or African-Americans, Hispanics or Latinos, Asians, and Hawaiian or Pacific Islanders.
- Of those selections, nine were Black or African-American players, accounting for 12.3 percent of the first 73 selections.
- Additionally, Black or African-American amateur players continue to rank high on prospective lists ahead of the 2021 MLB Draft.

In 2019:

- Seven of the first 33 selections (21.2 percent) and 19 of the opening night's 78 picks (24.4 percent) were people of color.
- With the selections of Riley Greene (5th overall, DET) and C.J. Abrams (6th overall, SD), it



marked the second time in three years that two Black or African-American players were selected within the top six picks (also 2017 with top overall pick Royce Lewis and second overall pick Hunter Greene).

- Overall, 12 of the first night's 78 selections were Black or African-American (15.4 percent).

In 2018:

- Six of the 30 first round selections (20.0 percent), and 18 of the 78 picks on the opening night of the Draft (23.1 percent), come from diverse backgrounds.
- Additionally, 13 of the first 78 picks (16.7 percent) were African-American/Black/African-Canadian.

In 2017:

- Eight of the top 26 selections (30.8 percent) identified as Black or African-American or identified as Hispanic or Latinx.
- 2017 also marked just the fourth time ever in the history of the MLB Draft that the first two picks were Black or African-American players (1-Royce Lewis, 2-Hunter Greene).
- This was also the third consecutive year that an alumnus of the Reviving Baseball in Inner Cities (RBI) program was selected within the top five picks (2017, Greene - #2; 2016, Corey Ray - #5; 2015, Dillon Tate - #4).

In 2016:

- Ten of the top 41 selections (24.4 percent) and 17 of the first night's 77 selections (22.1 percent) were Black or African-American or Hispanic or Latinx.

In 2015:

- The first round featured the selection of nine Black or African-American players (25 percent, nine of 36).
- On a percentage basis, this represented the highest total number of Black or African-American players in the first round since

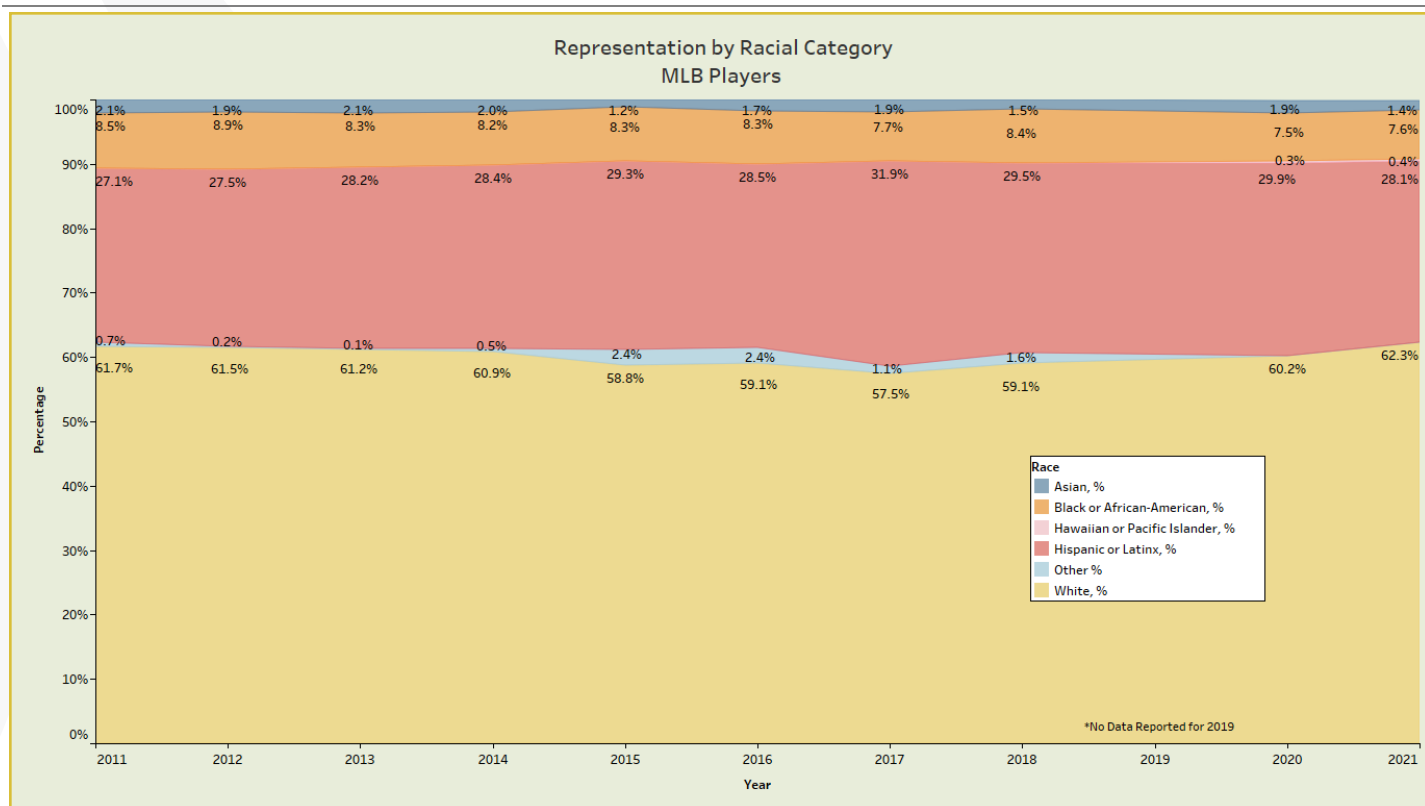
1992, eclipsing the recent previous high of 22.6 percent (seven of 31) in 2012.

- 20 Black or African-American players were selected in the first rounds of the 2012, 2013 and 2014 Drafts.

In the 2020 Draft, which had five total rounds, 16 of the first 73 selections (21.9 percent) were people of color. Those 16 included Austin Martin (5th overall, TOR); Nick Gonzales (7th overall, PIT); Ed Howard (16th overall, CHI); Jordan Walker (21st overall, STL); Carson Tucker (23rd overall, CLE); Alika Williams (CB-A, TB); Ben Hernandez (2nd round, KC); Christian Roa (2nd round, CIN); Freddy Zamora (2nd round, MIL); Masyn Winn (2nd round, STL); Alerick Soularie (2nd Round, MIN); Tink Hince (CB-B, STL); Isaiah Greene (2-C, NYM); Sammy Infante (2-C, WSH); Alex Santos (2-C, HOU); and Trei Cruz (3rd round, DET).

As of the results seen in the *Annual Sports and Fitness Industry Association Participation Report* released in 2019, MLB has been encouraged by a potential future increase in overall participation in baseball. Some of the findings include:

- Baseball has grown 20 percent in participation since 2014 (the year prior to the launch of 'PLAY BALL'), which more than doubles the growth percentage of the second closest sport (basketball at 8 percent).
- In that same timeframe, casual participation in baseball has risen **55%**.
- For the fourth consecutive year, baseball and softball combined to rank as the most participated team sports in the United States in 2019 with 25.1 million participants.



### ***MLB Managers***

The 2021 Major League Baseball season began with six managers of color. Overall, people of color represented 20.0 percent of all MLB managers. Black or African-Americans represented 3.3 percent of all managers, Hispanics or Latinx represented 13.3 percent, and Two or More Races (Black or African-American and Asian) represented 3.3 percent.

In 2020, Dave Roberts, who is biracial, became the first team manager of Asian descent to win the World Series. Roberts also became the second Black or African-American to win the World Series, joining Cito Gaston who won the 1992 and 1993 World Series with Toronto.

There are six managers of color at the start of the 2021 MLB season:

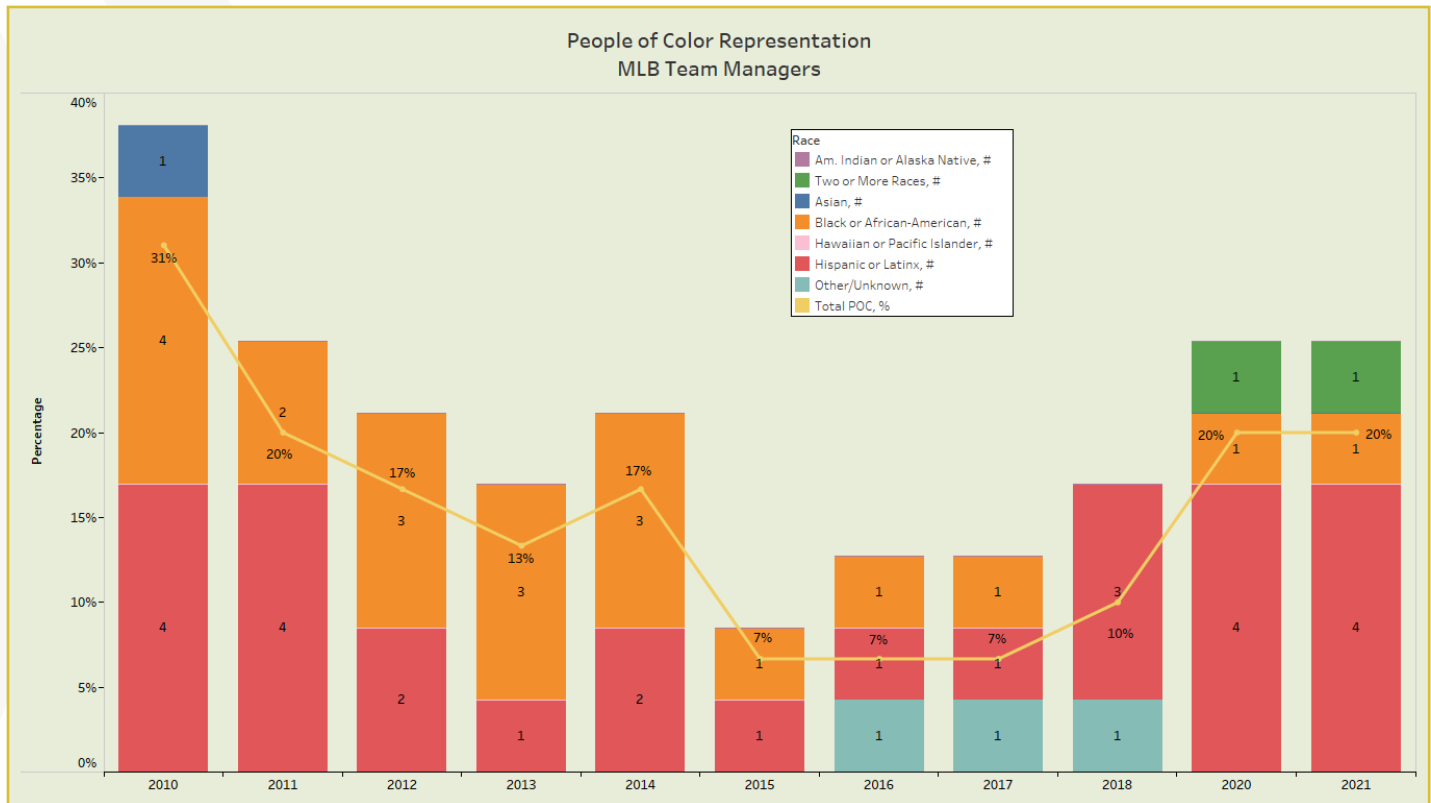
- Dusty Baker, Houston Astros (Black or African-American)
- Alex Cora, Boston Red Sox (Hispanic or Latino)

- Dave Martinez, Washington Nationals (Hispanic or Latino)
- Charlie Montoyo, Toronto Blue Jays (Hispanic or Latino)
- Dave Roberts, Los Angeles Dodgers (Black or African-American and Asian)
- Luis Rojas, New York Mets (Hispanic or Latino)

The four Hispanic or Latinx managers matches the most at any given point in an MLB season. In 2021, there are four Latinx MLB managers. The record of four was previously reached in 2004, 2011, 2019 and 2020.

The six managers of color at the end of the 2020 season included:

- Dusty Baker, Houston Astros (Black or African-American)
- Dave Martinez, Washington Nationals (Hispanic or Latino)
- Charlie Montoyo, Toronto Blue Jays (Hispanic or Latino)



- Rick Renteria, Chicago White Sox (Hispanic or Latino)
- Dave Roberts, Los Angeles Dodgers (Two or More Races)
- Luis Rojas, New York Mets (Hispanic or Latino)

### ***Racial Hiring Grade for MLB Managers***

**B+** **20.0%**  
People of Color  
***MLB Coaches***

As of January 1, 2021, the percentage of people of color holding coaching positions was 40.5 percent, a 1.3 percent decrease from 2020. Black or African-Americans held 5.7 percent of coaching positions, a decrease from 6.3 percent in 2020. Hispanics or Latinx held 31.8 percent of coaching positions, a decrease of 1.0 percentage point from 2020. All other

people of color occupied 3.0 percent of coaching positions.

MLB has been a leader for women coaching MLB teams. As of January 1, there were 22 women who had either on-field coaching or player development roles.

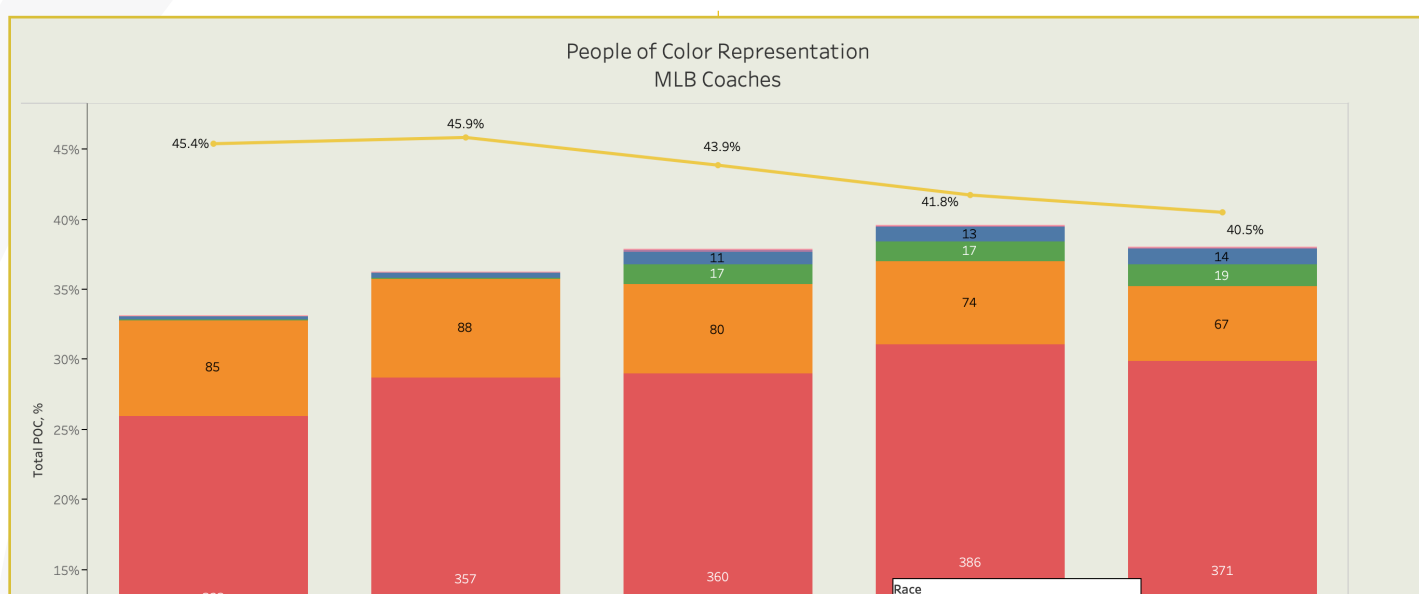
- Lauren Abarca, Coordinator, Mental Conditioning, New York Yankees
- Rachel Balkovec, Tampa Complex Hitting Instructor, New York Yankees
- Frances Cardenas, Mental Skills Coach, Philadelphia Phillies
- Rachel Folden, Minor League Hitting Coach, Chicago Cubs
- Samantha Gilmore, Mental Skills Coach, New York Mets
- Vanessa Gomez, Strength & Conditioning Coach, Philadelphia Phillies
- Jacqueline Gover, Strength & Conditioning Coach, St. Louis Cardinals

- Holly Hansing, Minor League Strength and Conditioning Coach, Philadelphia Phillies
- Dehra Harris, Assistant Director of High Performance Operations, Toronto Blue Jays
- Andrea Hayden, Major League Strength and Conditioning Coach, Minnesota Twins
- Hannah Huesman, Performance Coach, Philadelphia Phillies
- Sydney Masters, Mental Skills Coach, Arizona Diamondbacks
- Alyssa Nakken, Coach, San Francisco Giants
- Andrea Nuñez-Garcia, Minor League Strength and Conditioning Coach, Los Angeles Angels of Anaheim
- Liz Pardo, Strength & Conditioning Coach, Baltimore Orioles
- Daniella Rodriguez, Mental Skills Coach, New York Mets
- Kathryn Rowe, Mental Skills Coordinator, Baltimore Orioles
- Amanda Sartoris, Minor League Strength & Conditioning Coach, Miami Marlins

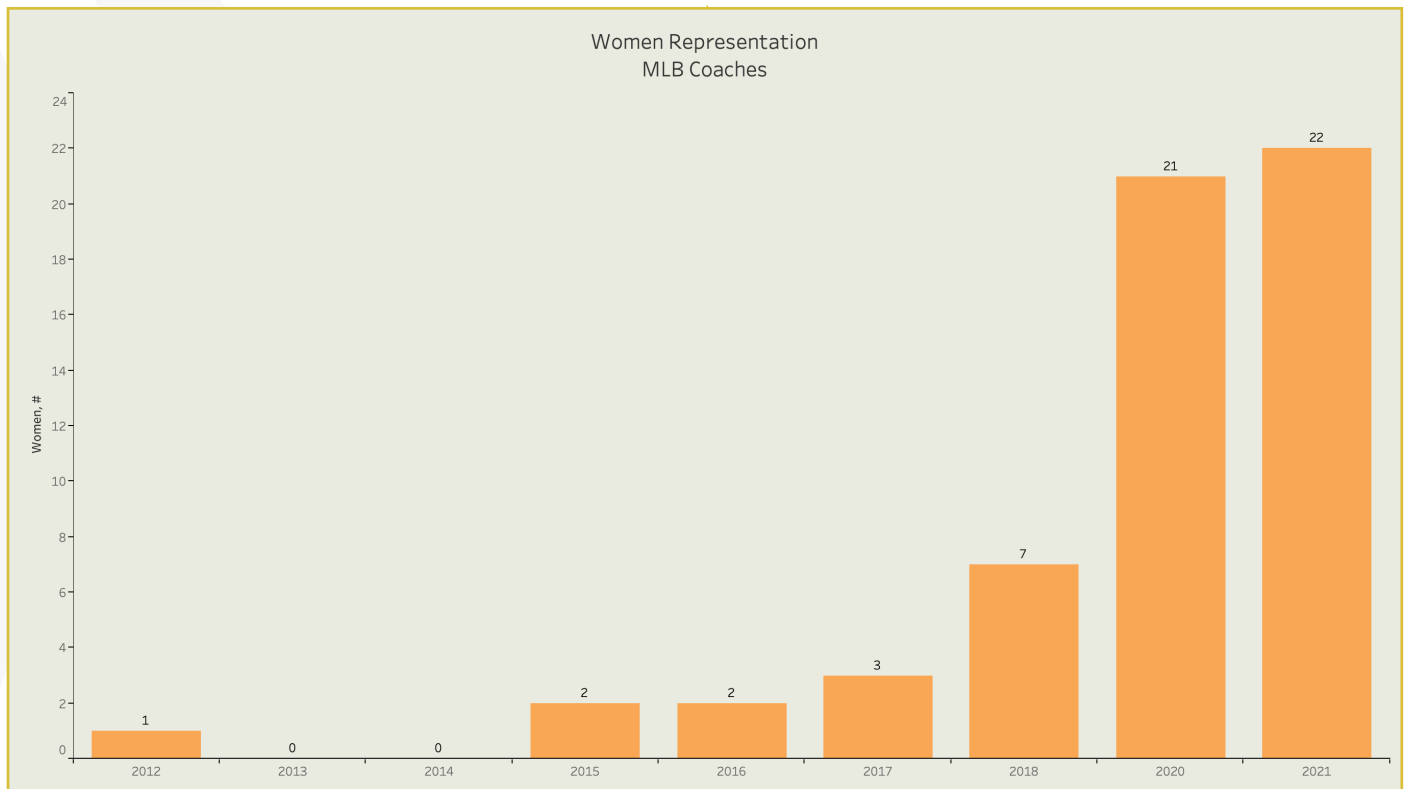
- Bianca Smith, Player Development Coach, Boston Red Sox
- Carrie Steward, Mental Skills Coach, St. Louis Cardinals
- Christina Whitlock, 4th Coach & Scout, St. Louis Cardinals\*
- Brittany Wiebe, Minor League Strength & Conditioning Coach, Houston Astros

Bianca Smith, a Player Development Coach for the Boston Red Sox, became the first Black or African-American woman named as a professional baseball coach.

*\*Christina Whitlock is a seasonal employee, but was scheduled to work the entirety of the 2020 Minor League Baseball season*







### ***Racial Hiring Grade for MLB Coaches***

**A+**  **40.5%**  
People of Color

### ***MLB Central Office***

It should be noted that in January 2020, MLB's Office of the Commissioner (BOC) opened its new headquarters at 1271 Avenue of the Americas in Manhattan, NY. In doing so, the League office combined its previous baseball Office of the Commissioner workforce with that of the former Advanced Media operations (BAM) – notably those in its technology, sponsorship, consumer products, video review and instant replay functions. As a result, the overall workforce of MLB Central Office has increased nearly 210 percent from 419 in 2019 to

1,296 as of January 1, 2021. Due to this significant change, the Central Office comparisons throughout this report should be considered as atypical because of this dramatic increase at the League Office. This had a large impact on the gender hiring grade.

**As of January 1, 2021**, people of color comprised 28.5 percent of the Central Office professional staff, including 6.0 percent who were Black or African-American, 11.5 percent Hispanic or Latinx, 8.3 percent Asian, 2.5 percent two or more races, 0.2 percent Native Hawaiian or Other Pacific Islander, 0.1 percent American Indian or Alaskan Native. This 28.5 percent represents a significant decrease from 37.5 percent in 2020.

Women made up 29.1 percent of the total MLB Central Office professional employees, a substantial decrease from 40.1 percent in 2020.

There were 10 employees in senior executive level positions as of **January 1, 2021**. There were 18 people of color and 27 women in these roles.

There were 582 employees at the director and managerial level. People of color represented 28.2 percent; women represented 24.1 percent.

In 2020, Tony Reagins was promoted to Chief Baseball Development Officer and MLB hired several people of color and women in executive league office positions including Michele Meyer-Shipp as Chief People & Culture Officer, Justin Reyes as Vice President, Diversity, Equity & Inclusion and Karri Zaremba as Senior Vice President, Ballpark Experience & Ticketing.

Additionally, in February of 2021, MLB hired Michael Hill, Senior Vice President, On-Field Operations, Baseball Operations, Raul Ibanez, Senior Vice President, On-Field Operations, Baseball Operations, and Ken Griffey Jr. as Senior Advisor to the Commissioner. These senior executive level hires represent a three percentage point increase in people of color in senior leadership positions but are not reflected in this 2021 Report Card which was as of January 1.

**The following people of color are Senior Vice Presidents or above in MLB's Central Office:**

- Steven Gonzalez, Senior Vice President and & Chief Employment Counsel, Baseball Administration & Legal
- Michele Meyer-Shipp, Chief People & Culture Officer
- Tony Reagins, Chief Baseball Development Officer
- Jorge Perez-Diaz, Senior Vice President, Litigations & International Affairs
- Vasanth Williams, Executive Vice President, Chief Product Officer
- Peter Woodfork, Senior Vice President, Minor League Operations & Development

**The following women are Senior Vice Presidents or above in MLB's Central Office:**

- Mary Beck, Senior Vice President, Marketing & Promotions MLB Network
- Kimberly Hausmann, Senior Vice President & Controller
- Sarah Horvitz, Senior Vice President & Head Business and Technology Counsel
- Bernadette McDonald, Senior Vice President, Broadcasting
- Barbara McHugh, Senior Vice President, Marketing
- Michele Meyer-Shipp, Chief People & Culture Officer
- Marla Miller, Senior Vice President, Special Events
- Lara Pitaro-Wisch, Executive Vice President & General Counsel
- Kathleen Torres, Executive Vice President, Finance
- Karri Zaremba, Senior Vice President, Ballpark Experience & Ticketing

**The following people of color are Vice Presidents in MLB's Central Office:**

- Ethel Brual, Vice President, Digital Marketing & Media
- Christopher Brumm, Vice President & Deputy General Counsel, Corporate and Finance
- David James, Vice President, Baseball & Softball Development
- Kunal Joshi, Vice President, Product-Dara Platform
- Melanie LeGrande, Vice President, Social Responsibility
- Del Matthews, Vice President, Baseball Development
- Darrell Miller, Vice President, Youth & Facility Development
- Arturo Pardavila, Vice President, Content Operations
- Radesh Rao, Vice President, Engineering
- Uzma Rawn, Group Director & Vice President, Sponsorship Sales

- Justin Reyes, Vice President, Diversity, Equity & Inclusion
- Ariana Talai, Vice President, Ballpark Infrastructure Operations

**The following women are Vice Presidents in MLB's Central Office:**

- Marianne Boak, Vice President, Enterprise Products
- Diana Braverman, Vice President, Controller
- Ethel Brual, Vice President, Digital Marketing & Media
- Courtney Coppotelli, Vice President, Account Services
- Diane Cuddy, Vice President, Human Resources
- Daria L. DeBuono, Vice President, Product, Digital Content
- Mary Lawless, Vice President, Legal & Business Affairs
- Melanie LeGrande, Vice President, Social Responsibility
- Tanya Fickenscher Leonard, Vice President & Deputy General Counsel
- Donna Hoder, Vice President, Office Operations
- Katie Meyers, Vice President, Talent Management
- Alicia Mullin, Vice President, New Media & Content Marketing
- Uzma Rawn, Group Director & Vice President, Sponsorship Sales
- Jennifer Shaw, Group Director & Vice President, Integrated Marketing
- Ariana Talai, Vice President, Ballpark Infrastructure Operations
- Moira Weinberg, Vice President, Investigations & Deputy General Counsel
- Amanda Whichard, Vice President, Product Development

**Diverse Leadership Promotions at MLB's Office of the Commissioner**

Diverse leadership promotions in as of January 1, 2021 included:

- Tony Reagins, Chief Baseball Development Officer

New senior level diverse hires as of January 1, 2021 included:

- Michele Meyer-Shipp, Chief People & Culture Officer
- Justin Reyes, Vice President, Diversity, Equity & Inclusion
- Karri Zaremba, Senior Vice President, Ballpark Experience & Ticketing

***MLB Team Front Office***

**Ownership**

Arturo Moreno, who owns the Los Angeles Angels, is the only Hispanic or Latinx majority owner in professional sports and is the only majority owner of color for an MLB team.

Derek Jeter, who is part of the Miami Marlins ownership group, also serves as the Club's Chief Executive Officer.

Earvin "Magic" Johnson is a minority owner of the Los Angeles Dodgers along with Billie Jean King and Ilana Kloss, both of whom joined the Dodgers ownership group in September 2018. Patrick Mahomes became a minority owner of the Kansas City Royals in July 2020. Karen Daniel, an African-American woman, joined the Kansas City Royals ownership group in November of 2020. Daniel was Executive Director, Chief Financial Officer and President of the Global Finance & Technology Division. She joins Mahomes as part of their ownership group. Several women, including Linda Alvarado (Colorado Rockies), Marla Tanenbaum (Washington Nationals), and several members of the Steinbrenner family (New York Yankees) serve as co-owners.

### ***Racial Hiring Grade for MLB Central Office***

**A-**  **28.5%**  
People of Color

### ***Gender Hiring Grade for MLB Central Office***

**C-**  **29.1%**  
Women

#### **Presidents/Chief Executive Officers**

In September 2017, Major League Baseball approved the purchase of the Derek Jeter-led ownership group for the Miami Marlins, making Jeter the club's Chief Executive Officer. Jeter is the only club President or CEO who is a person of color in the league.

### ***Racial Hiring Grade for CEOs/Presidents***

**F** **3.3%**  
People of Color

### ***Gender Hiring Grade for CEOs/Presidents***

**F** **0.0%**  
Women

#### **Head of Baseball Operations/General Managers**

In 2021, there were four (13.3 percent) people of color who held the position of the President of Baseball Operations or the General Manager. This included one Black or African-American, one Hispanic or Latino, and two Asians. People of color are very

underrepresented as president of baseball operations or the general manager.

Black or African-American Presidents of Baseball Operations (3.3 percent):

- Kenny Williams, Executive Vice President for the Chicago White Sox, and is the Club's top baseball operations official

Asian President of Baseball Operations/General Manager (6.7 percent):

- Kim Ng, General Manager, Miami Marlins
- Farhan Zaidi, President of Baseball Operations, San Francisco Giants

Hispanic or Latinx General Manager (3.3 percent):

- Al Avila, Executive Vice President, Baseball Operations/General Manager, Detroit Tigers

Kim Ng is the first woman to serve as general manager of an MLB team, becoming the highest-ranking woman in baseball operations across MLB. In 1999, Lynne Meterparel was named general manager of the then San Jose Clash in Major League Soccer. Betty D'Anjolell was interim general manager of the Miami Fusion in 1998.

### ***Racial Hiring Grade for Head of Baseball Ops/GMs***

**C-** **13.3%**  
People of Color

#### **Team C-Suite Executives**

This was the first year that TIDES has analyzed C-Suite as a separate category. "C-Suite" refers to executive-level managers, such as chief financial officers, chief operating officers, and chief information officers. These are among the most influential personnel who are responsible for developing and executing the overall strategy and business operations of the club. Chief executive officers are not included because they are accounted for in the CEOs/Presidents category.



The percentage of people of color in C-Suite positions was 12.9 percent. The percentage of white people holding these positions in 2021 was 87.1 percent. Women held 22.6 percent of all C-Suite positions. Women and people of color are seriously underrepresented in team C-Suite executive positions.

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

# D+

**12.9%**  
People of Color

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

# F

**22.6%**  
Women

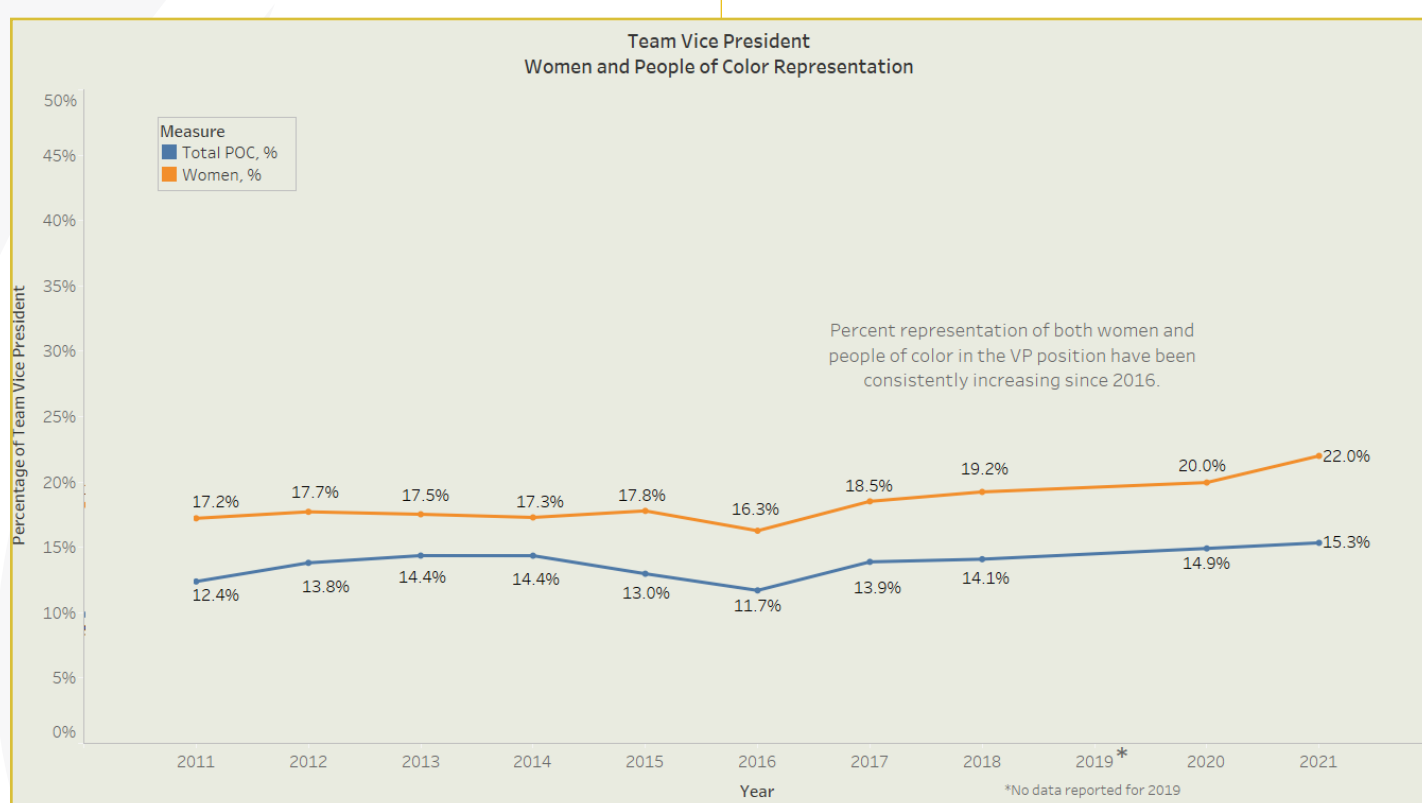
### Team Vice Presidents

As of January 1, 2021, the percentage of people of color holding team vice president positions was 15.3 percent, an increase from last year's 14.9 percent and the highest since the 2009 season. The percentage of women was 22.0 percent.

White employees held 83.6 percent of vice president roles, a decrease from 84.2 percent in 2020.

Of the 2021 total of 60 people of color who were team vice presidents, Black or African-Americans were 5.6 percent, Hispanics or Latinx 6.6 percent, Asians 1.3 percent, with all other people of color representing 1.9 percent.

There was a total of 86 women holding team Executive Vice President, Senior Vice President and vice president positions on MLB teams, representing 22.0 percent. Women are seriously underrepresented in team vice president positions.



A list of team vice president and above who were women and/or people of color can be found in Appendix II.

### *Racial Hiring Grade for Vice Presidents*

**C+**  **15.3%**  
People of Color

### *Gender Hiring Grade for Vice Presidents*

**F**  **22.0%**  
Women

#### **Senior Administration\***

This category includes the following titles, but is not restricted to: directors, managers, assistant general managers, senior managers, general counsel, legal counsel, senior advisors, and assistant vice presidents.

As of January 1, 2021, people of color held 19.8 percent of team senior administration positions, a 0.4 percentage increase from 2020. Black or African-Americans held 5.2 percent, Hispanics or Latinx 9.9 percent, Asians 2.7 percent. All other people of color represented 1.9 percent.

Women held 28.5 percent of team senior administration positions, a 0.3 percentage point decrease from 2020. Women remain seriously underrepresented.

*\*Data includes teams only. It does not include MLB Central Office or MLB Network.*

### *Racial Hiring Grade for Senior Administration*

**B+**  **19.8%**  
People of Color

### *Gender Hiring Grade for Senior Administration*

**C-**  **28.5%**  
Women

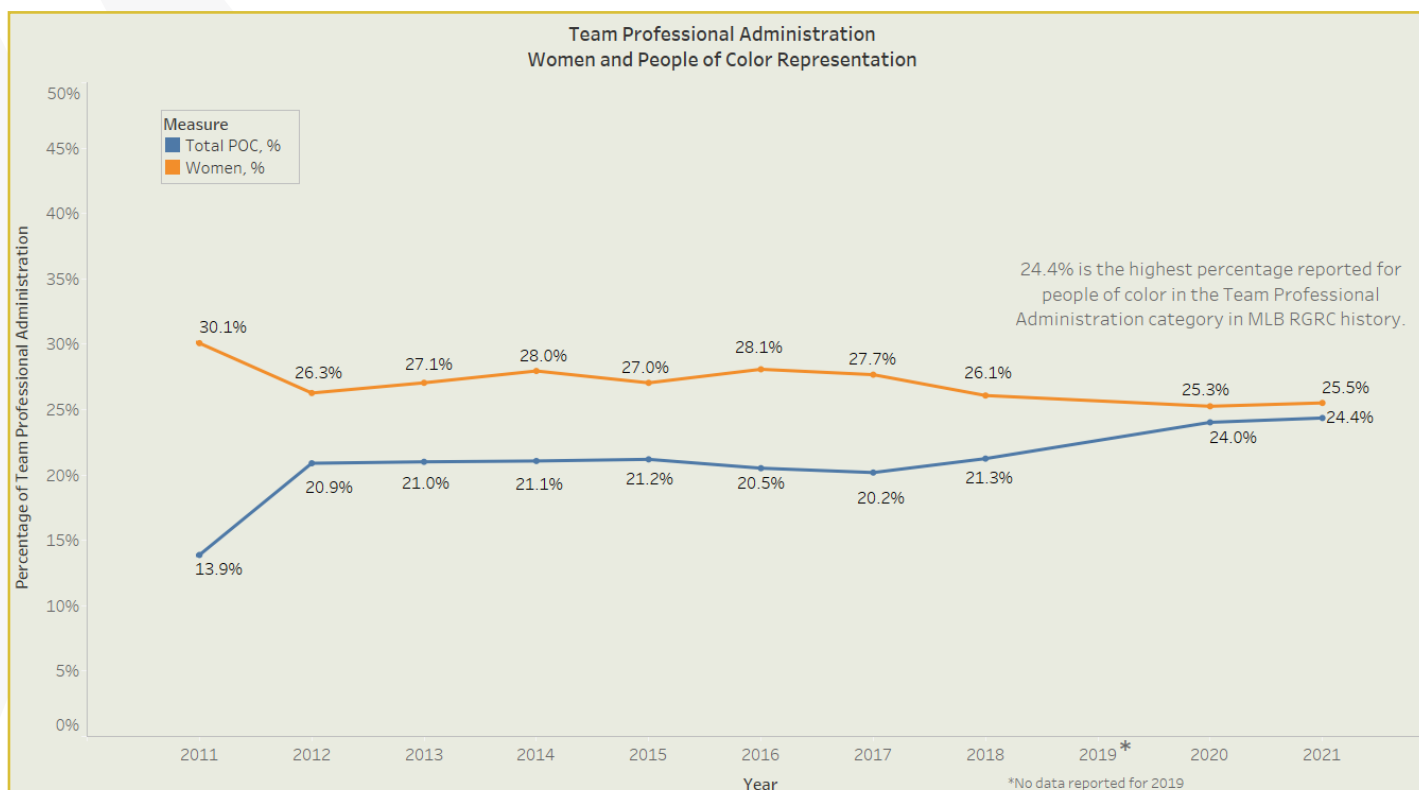
#### **Team Professional Administration\***

Positions categorized as team professional administration include, but are not limited to specialists, technicians, supervisors, analytics, and programmers. The category excludes the traditional support staff positions such as secretaries, receptionists, administrative assistants, and staff assistants.

As of January 1, 2021, the percentage of people of color in team professional administration positions was 24.4 percent, which included 6.1 percent Black or African-American, 10.9 percent Hispanic or Latinx, 4.7 percent Asian, and 2.3 percent of two or more races. This mark of 24.4 was an increase of 0.4 percentage points from last year and is the highest percentage in MLB Report Card history in this racial category. White employees held 74.2 percent of team professional administration positions, down from 74.8 percent in 2020.

Women held 25.5 percent of team professional administration positions, an increase from 25.3 percent in 2020. As in senior administrative positions, women remain seriously underrepresented as team professional administrators.

*\*Data includes teams only. It does not include MLB Central Office or MLB Network.*



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

**B+**  **24.4%**  
People of Color

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

**D+**  **25.5%**  
Women

### **MLB Umpires**

This is the first year that TIDES analyzed the umpire category. As of January 1, 2021, there were eleven (14.7 percent) people of color in the umpire position. White umpires comprised 84.0 percent, while Black or African - American and Hispanic or Latinx comprised 5.3 percent and 9.3 percent of umpires, respectively.

There were no women umpires as of January 1, 2021.

### ***Racial Hiring Grade for Umpires***

**C** **14.7%**  
People of Color

### ***MLB Diversity and Inclusion Initiatives***

MLB had an excellent array of diversity initiatives impacting numerous areas that serve a wide variety of people and include events such as supplier diversity, scholarship funds, diversity fellowship programs, awareness events, and many more. The MLB diversity and inclusion initiatives are outlined in Appendix I.

### ***MLB Grade for Diversity Initiatives***

# A+





## How Grades Were Calculated

As in previous Report Cards, the 2021 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an A was achieved if 24 percent of the positions were held by people of color, B if 12 percent of the positions were held by people of color, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

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

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2021 Report Cards. The 86.8 points for racial hiring practices represented a decrease from 88.7 in the 2020 MLB RGRC and the difference is partially attributable to adding the graded ownership category in 2021. The 70.7 points for gender hiring practices was a decrease from 72.7 in 2020 and the difference is partially attributable to adding the graded ownership category. The same was true for the overall grade of 78.8 points, down from 80.7 in the 2020 MLB RGRC.

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

## Methodology

All data was collected by the MLB Central Office and passed on to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos Sport Business Management Graduate Program.

The data was placed into spreadsheets and compared to data from previous years. After evaluating the data, the Report Card text was drafted; it references changes in statistics from previous years.

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

The Report Card covers the 2021 season for Major League Baseball. All categories were updated as of January 1, 2021. Listings of owners, general managers, and team managers were updated as of Opening Day on April 1, 2021. Active player rosters were also updated as of Opening Day. Grades were calculated according to the reporting periods noted herein. Please note that at some positions, multiple individuals declined to disclose their race. These numbers are provided in the data tables within Appendix III.

## About the Racial and Gender Report Card

The Racial and Gender Report Card (RGRC) is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The Report Card considers the composition –

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

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport, a part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all Report Cards, first at Northeastern University and now at UCF. (Until 1998, the Report Card was known as the Racial Report Card.) In addition to Lapchick, Daniel Bowman, David Eichenberger, Spencer Ewing, A.J. Forbes, Alayshia Green, Brian Jackson, Brady Johnson-Schmeltzer, Amanda Kiernan, Taylor Middleton, Devon Miller and Kyle Richardson contributed greatly to the completion of the 2021 MLB Racial and Gender Report Card.

## **The Institute for Diversity and Ethics in Sport (TIDES)**

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

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Dr. Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where

The Institute is located. In addition, Dr. Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), a group of more than 280 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. It was formerly known as the National Consortium for Academics and Sports (NCAS).

## **DeVos Sport Business Management Program**

*College of Business Administration, University of Central Florida*

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



UCF

## **DeVos Sport Business Management Program**

UNIVERSITY OF CENTRAL FLORIDA



## Appendix I

Major League Baseball continues to be at the forefront in promoting diversity, equity and inclusion.

In 2020, Michele Meyer-Shipp, Chief People & Culture Officer in the Office of the Commissioner launched a refreshed Diversity, Equity and Inclusion mission, vision and strategy. DEI's vision is to be a great place to work for our employees, the sport of choice for a growing fan base, and a responsible steward of our communities. The mission is to create and nurture a diverse and inclusive culture, on and off the field, wherein the power of our collective creates meaningful impact for our people, our fans, and our communities.

The DEI strategy is focused on three key pillars – People, Culture and Community.

- **People:** We believe our success is tied to the diversity of our talent, and our own ability to empower our diversity of perspective through inclusive leadership.
- **Culture:** We are committed to empowering our leaders to lead and engage inclusively, and to engaging all of our employees as participants in advancing DEI.
- **Community:** We are committed to supporting and advancing DEI within our local communities as well as with our external partners and suppliers.

All DEI activities support these strategic areas of focus.

### **Diversity & Inclusion Committee:**

The mission of the Commissioner's Diversity & Inclusion Committee is to support the continuation and advancement of diversity and inclusion that promotes social responsibility and competitive advantage throughout our industry. Committee members support the management and implementation of a development strategy to reflect equitable representation of all people within Major League Baseball and its member

affiliates. Representation will be evident on the field as well as throughout the workforce, business procurement, fan base, and partnerships.

### **Commissioner's Diversity & Inclusion Committee Members:**

- Robert D. Manfred, Jr., Commissioner of Baseball
- Dan Halem, Deputy Commissioner, Baseball Administration & Chief Legal Officer, Office of the Commissioner
- Billy Bean, Vice President & Special Assistant to the Commissioner, Office of the Commissioner
- Jim Buck, Owner, Philadelphia Phillies
- Phil Castellini, President and Chief Operating Officer, Cincinnati Reds
- Pat Courtney, Chief Communications Officer, Office of the Commissioner
- Paul Dolan, Chairman and Chief Executive Officer, Cleveland Indians
- Derrick Hall, President and Chief Executive Officer, Arizona Diamondbacks
- Marla Lerner Tanenbaum, Principal Owner, Washington Nationals
- Neil Liebman, Chief Operating Officer & Committee Chair, Texas Rangers
- Michele Meyer-Shipp, Chief People and Culture Officer, Major League Baseball
- Bob Nutting, Owner and Chairman of the Board, Pittsburgh Pirates
- Justin Reyes, Vice President, Diversity, Equity & Inclusion, Office of the Commissioner
- Derek Schiller, President and Chief Executive Officer, Atlanta Braves
- Stuart Sternberg, Principal Owner, Tampa Bay Rays
- Ken Williams, Executive Vice President, Chicago White Sox

### **Employment & Diversity Pipeline:**

**The Diversity Pipeline Program:** The Diversity Pipeline Program (DPP) seeks to identify, develop, and grow the pool of qualified underrepresented and female



candidates for on-field and baseball operations roles. The DPP is spearheaded by Tyrone Brooks, Senior Director of Front Office and Field Staff Diversity Pipeline Program, and is overseen by a committee of diverse League & Club officials.

As of January 1, 2021, there were 215 DPP assisted hires. 73 were full-time, 23 part-time and 119 were internship positions. These DPP assisted hires included 60 hires during the 2019-2020 hiring cycle, of which 22 percent were women, 40 percent African-American or Black, 37 percent Latinx and 5 percent Asian.

Not reflected in the total headcount are the 38 hires made through the DPP in 2021, during which 16 percent were women, 53 percent Black or African-American, 29 percent Latinx and 5 percent Asian.

#### **Diversity Pipeline Program Advisory Council:**

- Jean Afterman, Senior Vice President & Assistant General Manager, New York Yankees
- Billy Bean, Vice President & Special Assistant to the Commissioner, Office of the Commissioner
- Craig Counsell, Manager, Milwaukee Brewers
- Pat Courtney, Chief Communications Officer, Office of the Commissioner
- Steven Gonzalez, Senior Vice President & Deputy General Counsel, Labor Relations & Human Resources, Office of the Commissioner
- Quinton McCracken, Minor League Coach, Tampa Bay Rays
- Paul Mifsud, VP, Head Baseball Operations Counsel, Office of the Commissioner
- Michele Meyer-Shipp, Chief People & Culture Officer, Office of the Commissioner
- Kim Ng, General Manager, Miami Marlins
- Katie Pothier, Executive VP/General Counsel, Texas Rangers
- Tony Reagins, Chief Baseball Development Officer, Office of the Commissioner
- Justin Reyes, Vice President, Diversity, Equity & Inclusion, Office of the Commissioner
- Dave Roberts, Manager, Los Angeles Dodgers

- Moises Rodriguez, Assistant General Manager, St. Louis Cardinals
- De Jon Watson, Special Assistant to the President General Manager, Washington Nationals
- Peter Woodfork, Senior Vice President, Minor League Operations, Office of the Commissioner

**MLB Diversity Fellowship Program:** In June 2018, Major League Baseball launched the Diversity Fellowship Program, a recruitment and talent pipeline for front office roles in baseball operations and league economics. The program is designed to identify talented and diverse professionals for opportunities at MLB Clubs or MLB's Central Office. 19 of the 22 Fellows selected in the first class, two of which were placed in MLB Central's Office with others placed across 18 Clubs, remained in the industry in 2020, with most (17) transitioning into full-time roles. Candidates not retained have been assisted in their respective job searches by the Front Office & On-Field Diversity Pipeline Program.

The MLB Central Office Fellows rotate in an 18-month process that includes roles across International Operations, Umpiring and On-field Rules & Regulations, and League Economics. The Club-based program consists of an 18-24-month commitment in a front office or baseball operations role.

The current class of 18 Fellows is 50 percent women and 56 percent people of color, with one selected and placed in MLB's Central Office while the remainder were placed across 19 Clubs.

While many Clubs will participate in the MLB Fellowship, others have formed their own:

- The Atlanta Braves launched the Henry Aaron Fellowship, a 12 month program designed to support the pipeline of candidates who are interested in becoming a senior-level executive of a Major League Baseball club. This Fellow works closely with the President and Chief Executive Officer of the Atlanta Braves, while also being involved with day-to-day operations of various



departments within the organization. The Henry Aaron Fellow is provided an overview and in-office experience of executive leadership, which allows for the development of tools necessary for leading and operating the various lines of business within a Major League franchise.

- The New York Yankees expanded their Sport Management Mentorship Initiative to include students from the City University of New York (CUNY). CUNY is the largest urban university system in the United States, comprising 25 campuses (including senior colleges, community colleges, and post-graduate institutions), enrollment of over 275,000 degree-seeking students, and over 225,000 adult and continuing education students. This six-week course will grant students access to leaders across Community Relations, Finance, Sales, Legal, Human Resources, Baseball Operations, Scoreboard Operations and Social Media.
- The Texas Rangers announced the Charley Pride Fellowship Program, a 10-week rotation for 5 fellows across three front office departments.

The Seattle Mariners are founding partners of a new diversity program at Seattle University's Albers School of Business and Economics, offering fellowship and job opportunities for candidates enrolled in the university's new MBA in Sport and Entertainment Management. Roles will be available in such areas as communications, finance, legal, Information Technology and athletic training. The Mariners are joined in this effort by the Seattle Kraken, Seattle Storm, Seattle Sounders FC, Seattle Seahawks, Oak View Group and Climate Pledge Arena.

**Former Player Internship Program:** In April of 2019, Major League Baseball launched the Former Player Internship Program, a joint initiative between the Diversity Pipeline Program and the Player Programs department at the Office of the Commissioner. The program aims to provide diverse former players with the opportunity to gain six months of practical experience working in front office and/or on-field

roles within baseball operations.

11 Clubs participated in the program in 2020 despite a shortened Major League season. Several notable former players with Major League experience were selected to participate in the program, including Eric Patterson (CHI) and Derrick Robinson (KC). Four former players, including Patterson and Robinson along with Malcolm Holland (BAL) and Navey Moore (MIN), were hired into full-time roles beyond the program. Those selected were given the opportunity to attend a day-long professional development session hosted by the Office of the Commissioner at the 2019 Baseball Winter Meetings. The session featured former players and executives who discussed transitioning into front office and on-field careers, which included Chris Young (the then Senior VP, On-Field Operations, MLB), Jerry DiPoto (Executive VP/GM, Seattle Mariners), Dave Roberts (manager, Los Angeles Dodgers), and Joe Torre (Special Advisor to the Commissioner, MLB).

#### **Society for American Baseball Research (SABR)**

**Analytics Conference:** In March 2020, MLB granted scholarships to 25 students to attend the Society for American Baseball Research (SABR) Analytics Conference. Students were asked to submit their resumes and write an essay. They were then chosen based on their experiences and interest in baseball operations. These students had the opportunity to meet with MLB Club executives and panelists during the conference and participate in virtual and in-person panel discussions. Since the inception of this opportunity to attend the conference, over 80 students have been sponsored to attend with over 30 percent of the attendees able to gain opportunities in the game following the experience. In 2021, MLB increased its partnership to 40 seats for the conference.

#### **Buck O'Neil Professional Baseball Scouts and Coaches Association:**

In November 2020, the Buck O'Neil Professional Baseball Scouts and Coaches Association, a group designed to develop underrepresented scouts and coaches, held their three-

day conference virtually, which was co-hosted by the Office of the Commissioner for over 200 attendees. Tony Reagins, Chief Baseball Development Officer, and Michele Meyer-Shipp, Chief People & Culture Officer, were featured in presentations and fireside chats to discuss the current state of the game and upcoming initiatives. Members also participated in various continuing education sessions, discussions with top baseball operations executives from across the league, and skill development sessions hosted by the Diversity Pipeline Program.

In March of 2021, MLB launched “MLB On Deck,” a sales training program designed to provide participants a jumpstart in their sales careers through a series of training sessions and consideration for entry-level opportunities across Major League Baseball and Minor League Baseball entities. This eight-week pilot program will focus on engaging candidates from historically underrepresented communities as MLB aims to grow its diversity and the visibility of these groups within the industry. Participants who successfully complete this program will directly enter hiring pipelines with Clubs.

### **Professional Development:**

In 2017, MLB introduced Business Resource Groups (BRGs). These employee networks are not just social networks but impact groups that share in the commitment to diversity, equity & inclusion in the areas including but not limited to ethnic heritage, generation, gender, gender identity, disability, sexual orientation, parental status and military & veteran status, or any other protected classes. In 2019, MLB created its 9th BRG for Military Veteran Professionals (MVP) and allies. The BRGs include: Athletes to Executives, Asian BRG, Baseball’s Black Professionals, Home Base BRG, MLB H.Y.P.E., MLB Pride, MLB Women, SOMOS BRG, and MVP BRG.

- Athletes to Executives: The mission of Athletes to Executives is to provide a platform and resource

for former athletes to gain access, sustain value and navigate advancement within Major League Baseball and the sports business realm.

- Asian BRG: The mission of the Asian BRG at Major League Baseball is to establish and grow a community of individuals who (1) identify with or are interested in Asian and/or Asian-American culture, (2) are interested in baseball/softball activities, and (3) want to increase support, mentoring opportunities and baseball/softball awareness and education for all participants.
- Baseball’s Black Professionals: The mission of Baseball’s Black Professionals BRG is to foster dialogue and action around cultural issues impacting the Black community within MLB and beyond to create a culture of inclusivity and drive business results for Baseball.
- MLB Home Base (Working Parents) BRG: The mission of MLB Home Base BRG is to establish Major League Baseball as an industry leader with respect to company policies and activities that positively affect the work-life balance and facilitate the success of all employees.
- MLB H.Y.P.E. (High-Potential Young Professional Employees): The mission of MLB H.Y.P.E. is to provide a platform for young professionals to grow in the baseball industry and form inter-generational dialogue to create an outlet for Major League Baseball to review initiatives engaging young and diverse audiences.
- MLB Pride (LGBTQ Employees and Allies): The mission of MLB PRIDE is to foster a network to support LGBT employees and allies, to enhance relationships with LGBT business and community partners, and to advance initiatives key to the success of Major League Baseball.
- MLB Women BRG: The mission of MLB Women BRG is to cultivate an inclusive environment that inspires women to advance their skill set and leadership potential through networking, mentorship and collaboration.
- SOMOS BRG: The mission of SOMOS BRG is to enhance MLB’s efforts in the Latinx community by providing opportunities for employee engagement,

professional development, and community involvement.

- **MVP BRG:** The mission of the Military Veteran Professionals BRG is to cultivate a community centered around those who have served in the US military, as well as any MLB employees who have family and/or friends who have served, or a general appreciation of the service military veterans have provided and consider themselves allies.

### Talent Acquisition & Management

MLB is actively pursuing new, innovative approaches as well as evaluating the hiring process to improve talent acquisition efforts. Measures include direct recruitment at Historically Black Colleges & Universities and new partnerships with recruitment and career development platforms, including:

- **Step up to the Plate** – A dedicated series recruitment events, featuring diverse group of employees sharing “A day in the life” at MLB.
- **Built In** – A tech recruiting and media company that features MLB content and profiles highlighting MLB’s tech employer brand shift.
- **The Muse** – An online career platform, focusing on the “next gen workforce,” that features content and profiles that highlight MLB as an overall workplace. Key areas of focus are for job seekers, current professionals (professional advancement and skills-building), and organizations (using the platform to attract and hire talent by highlighting company culture, workplace and values).

Early talent pipeline partnerships for roles across the Office of the Commissioner include:

- **The T. Howard Foundation** – The mission is to promote diversity in media and entertainment by increasing the number of diverse and underrepresented groups and underserved communities within the industry.
- **Jackie Robinson Foundation Scholars** – Providing career opportunities to eligible JRF Scholars, through the Jackie Robinson Foundation Scholarship Program.

- **Trey Duffy Foundation** – Providing internship opportunities in honor of lifelong Atlanta Braves fan, Trey Duffy, who died in December 2007. Interns are chosen from a select group of applicants from the DREAM program.
- **Katy Feeney Memorial Scholarship** – Providing career opportunities for eligible female candidates pursuing a career in sports management and demonstrate a financial need to attain an advanced degree.

In 2017, MLB launched “MLB Select,” a candidate sourcing tool available to all 30 Clubs and Office of the Commissioner. Candidates are sourced or referred by Club employees for consideration for front office baseball operations and business operations roles. The platform allows each candidate to attach a resume, cover letter and any relevant projects. From March 2020 through January 2021, the candidate pool grew to 233 individuals, a 339% increase.

In 2020, MLB’s Talent Management team also launched “MLB Academy,” the League’s first formal internal learning and leadership development function to offer employees resources and content to help them grow and develop professionally.

### Supplier Diversity:

Major League Baseball continues to be an industry leader of economic inclusivity within professional sports. The Diverse Business Partners (DBP) program has cultivated new and existing partnerships with underrepresented businesses, including women-owned, veteran-owned, LGBT-owned and other underrepresented small businesses. This program increases opportunities for women-owned or minority-owned business enterprises (MWBs) to participate in procurement activities of MLB entities and MLB Clubs. Since the formation of this program in 1998, MLB and its Clubs have spent nearly \$2 billion with diverse-owned businesses.

MLB sponsorships include the National LGBT



Chamber of Commerce, the Women's Business Enterprise National Council (WBENC), the National Minority Supplier Development Council (NMSDC), and the US Pan Asian American Chamber of Commerce Education Foundation (USPAACC).

In February, for Black History Month, the Diverse Business Partner programs sponsored a series of workshops for over 150 Black-owned businesses and Club procurement representatives. Topics included amplifying, building, and improving business practices during the pandemic.

Supplier Diversity efforts also expanded to include provide MLB Diverse Business partner with pro bono banner-ad space on MLB.com and billboards on MLB Network. To date, MLB has sponsored over \$300k in marketing spend, inclusive of Black-owned businesses during Black History Month and Women-owned businesses during Women's History Month. AAPI, LGBTQIA+, Hispanic, disability and veteran owned businesses will be recognized throughout the year.

Now in its fifth year, MLB and its Clubs recognize partners who have gone above and beyond with the annual "Jackie Robinson Most Valuable Diverse Business Partner Award." This award is presented in recognition of the extraordinary contributions of Jackie Robinson and awarded to the Diverse Business Partners that reflect the character and commitment to excellence of Jackie Robinson. The Award is presented by corresponding Clubs on the field during Jackie Robinson Day celebrations (April 15 & 16).

### Special Efforts During COVID-19 Pandemic

Throughout 2020, MLB and Clubs engaged in a variety of efforts to assist its communities and blunt the wide-ranging impact of the national emergency resulting from the global coronavirus pandemic.

All told, the financial response toward various communities from the entire baseball industry, which includes donations from Clubs, Players, Club auctions, sales from the sale of team-branded face

coverings and in-kind contributions, totals more than \$75 million.

This includes the following:

- **Player Generosity:** Combining efforts to provide meals and PPE equipment, supporting families affected by cancer, supporting frontline workers, and much more, more than 150 players and Managers contributed more than \$10 million in financial and in-kind support toward various causes.
  - **Ballpark Workers:** MLB launched a 30-Club, \$30 million effort to support ballpark workers who were impacted by the void of games.
- Clubs instituted additional levels of financial support to ballpark workers who are employees of food service corporations (e.g., Aramark and Delaware North).
- **Food Assistance for Children and the Elderly:** MLB and the MLBPA provided a joint \$1 million fund to speed food assistance to those impacted by the crisis. This effort addressed food insecurity for Meals on Wheels (the elderly) and Feeding America (school children).
  - **From Uniforms to PPE:** Fanatics and MLB donated more than 1 million masks and gowns made at the Fanatics factory with raw materials normally used to make Major League Baseball uniforms.

**Chicago White Sox:** After learning that a popular bridal shop in Little Village pivoted to aiding the community by making face masks, Outfielder Eloy Jimenez and the Chicago White Sox surprised employees with gift cards and \$500 for their service. The Sox also donated jerseys to be turned into face masks, which will be donated to first responders in the Little Village neighborhood.

**Miami Marlins:** #WRECaes announced a partnership with the Marlins to assist in safety measure efforts to combat COVID-19. The Marlins donated nearly 1,000 jerseys, uniform pants and T-shirts to be utilized as masks. As a result, this donation will help fabricate over 7,500 more masks that will be distributed to facilities including the City of Miami Police Department and the University of Miami Health System.



**Minnesota Twins:** The Twins' excess inventory from 2019 were transformed into cotton face coverings to be delivered to healthcare systems, grocery workers and nonprofits during the COVID-19 pandemic.

- **Ballpark Assistance for Testing, Food Donation & Blood Drive:** Various MLB Clubs are working with local municipalities to have ballparks and Spring Training facilities used as testing sites. Additionally, several other Clubs are using their ballparks as both food donation collection and blood drive locations.
- **Home Plate Project:** Players from each of the 30 MLB Clubs partnered with St. Louis Cardinals pitcher Adam Wainwright's foundation, Big League Impact, and musician Garth Brooks' Teammates for Kids to fundraise nearly \$1 million and deliver over 4 million meals to kids in every MLB market.
- **Helping Dominican Republic:** Dozens of current and former Major Leaguers, MLB, the MLBPA and the Players Trust donated nearly \$1 million to support COVID-19 relief efforts in the Dominican Republic, specifically to address medical equipment needs and food insecurity.
- **National Nurses Week:** During "National Nurses Week," which is celebrated in the U.S. and worldwide to recognize and pay tribute to the largest group of professionals within the healthcare industry, MLB launched an employee initiative to create personal tributes to healthcare workers on their social media channels. As an extension of these efforts, MLB sent thank you notes to nurses serving the NYC area during National Nurses Week. Major League Baseball participated in a first-of-its-kind initiative – Sports United (#TheRealHeroes) – bringing together leagues and athletes from the world of sports to recognize and celebrate those on the frontlines of the COVID-19 pandemic. MLB All-Stars Aaron Judge and Christian Yelich were featured in a PSA campaign, alongside 30+ professional athletes, in which they wrote in the name of a healthcare hero on the back of their jersey to honor those on the

front lines.

- **Baseball Assistance Team:** The Baseball Assistance Team (B.A.T.) continues to respond to thousands of inquiries for assistance from current and former on-field Major & Minor League personnel (players, managers, coaches) as well as scouts, umpires, athletic trainers, Major & Minor League full-time employees, Negro Leagues players, and players from the All-American Girls Professional Baseball League.  
B.A.T.'s coverage also extends to widow, widowers and children, ages 23 and under, of the above groups. To date in 2020, B.A.T. has assisted over 1,800 individuals with \$6.6 million dollars. In 2019, B.A.T. assisted 620 people with \$5.3 million.
- **Compensation for Minor Leaguers:** MLB Clubs created new levels of industry-wide compensation for Minor League players during 2020, whose season was canceled.
- **MLB Urges Safety:** MLB created a hub on MLB.com that features best practices urged by the CDC: <https://www.mlb.com/covid19resources>
- MLB players also came together for this video: <https://www.mlb.com/video/keep-flattening-the-curve>
- **Esports League for Boys & Girls Clubs:** MLB partnered with the MLBPA and Sony Interactive Entertainment to create the MLB The Show Players League, the first-ever competitive eSports league comprised solely of Major Leaguers, donating \$175,000 to Boys & Girls Clubs on behalf of the participants. One player representing each of the 30 MLB Clubs competed over the three-week period, streaming their games online for fans to watch and engage with them via Twitch, YouTube and other social media platforms. ESPN aired the final matchup between All-Star pitchers Blake Snell and Lucas Giolito, which was hosted by MLB's Robert Flores.
- **Summer Slugger:** Major League Baseball and EVERFI, the leading social impact education company and Official Education Partner of MLB, announced the widespread availability of the "Summer Slugger" digital education platform to

assist some of the 39 million students learning at home in the United States and Canada. Parents, legal guardians and teachers can access the program for students at SummerSlugger.com. EVERFI worked closely with MLB Clubs on the direct-to-fan and school & community engagement for the Summer Slugger program.

- **Distance Learning:** Major League Baseball and more than two dozen Clubs promoted baseball-themed fun and educational at-home activities to support distance learning. More information on individual on Club-specific activities can be found at: <https://www.mlb.com/covid19resources#resources>.
- **Employer Generosity:** Employees at the Commissioner's Office joined to support kitchen and office staff during the pandemic, raising a total of \$25K.
- **Covid-19 Ballpark Response:**

Several ballparks were used for coronavirus testing during the height of the pandemic while others were used as food donation and sorting sites for local communities in need.

Presently, nearly a dozen ballparks are being utilized as COVID-19 vaccination sites.

### Community Affairs & Social Responsibility:

**Charitable Investments:** Following the murder of George Floyd, the heads of baseball operations from all 30 MLB Clubs, led an effort as part of the 2020 MLB Draft to donate more than \$1 million across: Campaign Zero, Color of Change, Equal Justice Initiative, Jackie Robinson Foundation, and the NAACP Legal Defense and Educational Fund. The commitment was comprised of donations from each of the 30 Club leaders as well as matching funds from MLB and individual Club owners.

**Players Alliance Partnership:** In partnership with The Players Alliance, a nonprofit organization comprised of active and former Major League Players, Major League Baseball and the Major League Baseball

Players Association committed \$10 million to help fund innovative programs designed by The Players Alliance to improve representation of Black Americans in all levels of baseball. These efforts are intended to improve access to the sport, both externally in the Black community, inclusive of youth participation, and in front office career opportunities. Additionally, MLB donated \$1 million worth of youth baseball and personal protection equipment to The Players Alliance for their "Pull Up Neighbor" tour, which traveled to Black communities all across the country to deliver this equipment and establish connections between Black players and youth.

### MLB's Centennial Celebration of the Founding of the Negro Leagues:

Major League Baseball, Players and MLB Clubs celebrated the 100th anniversary of the founding of the Negro Leagues in 2020. Notably in February 2020, MLB and the Major League Baseball Players Association (MLBPA) made a joint donation of \$1 million to the **Negro Leagues Baseball Museum** ([www.NLBM.com](http://www.NLBM.com)) to complement efforts to educate and raise awareness of the impact the Negro Leagues and its players had on the sport and society. On August 16, all of MLB formally celebrated the centennial during games with all on-field personnel, including players, wearing a special Negro Leagues 100 patch that was designed by the Negro Leagues Baseball Museum as well as Clubs activating special commemorations among their fans.

In December, MLB corrected a longtime oversight in the game's history by officially designating the Negro Leagues to "Major League" status. During this year's centennial celebration of the founding of the Negro Leagues, MLB was proud to highlight the contributions of the pioneers who played in these seven distinct leagues from 1920-1948. With this action, MLB seeks to ensure that future generations will remember the approximately 3,400 players of the Negro Leagues during this time period as Major League-caliber ballplayers. Accordingly, the statistics

and records of these players will become a part of Major League Baseball's history. This long overdue recognition is the product of evaluation throughout the past year. MLB credits all of the baseball research community for discovering additional facts, statistics, and context that exceed the criteria used by the Special Committee on Baseball Records in 1969 to identify six "Major Leagues" since 1876. It is MLB's view that the Committee's 1969 omission of the Negro Leagues from consideration was clearly an error that demands this designation.

**Jackie Robinson Day:** Major League Baseball and its 30 Clubs commemorated the legacy of Hall of Famer, Jackie Robinson, both virtually and on-field during 2020. On Wednesday, April 15th, Jackie Robinson Day centered on social media and online platforms to underscore the importance of staying safe and healthy at home. Designed to engage and educate fans about Robinson's enduring legacy, efforts incorporated MLB partners, MLB Clubs, Major League players, and youth baseball & softball players. These ranged from educational programs with the Jackie Robinson Foundation, Jackie-inspired social media content, archived footage, special broadcasts on MLB Network, and a celebrity DJ set.

The in-season Jackie Robinson Day was formally commemorated on Friday, August 28th, focusing on Robinson's activism and impact on civil rights in society during and following his playing career. August 28th was the anniversary of the March on Washington for Jobs and Freedom in 1963, which the Robinson family (Jackie, Rachel and children) attended. It is also the date in 1945 when Robinson and Branch Rickey met to discuss his future as a member of the Brooklyn Dodgers. Customary to the annual in-season Jackie Robinson Day celebration, all players, managers, coaches, umpires and other on-field personnel wore Jackie's Number 42 to honor the historic significance in Jackie ushering in necessary changes to Major League Baseball by breaking the color barrier in 1947.

**Jackie Robinson Foundation:** Major League Baseball and its Clubs continue to support more than 30 four-year Jackie Robinson Foundation (JRF) scholarships annually and engages JRF Scholars during the annual JRF Mentoring and Leadership Conference as well as at MLB jewel events. JRF provides financial assistance and direct program services to highly motivated students from diverse backgrounds attending colleges and universities across the country. The Foundation's unique hands-on approach has resulted in a consistent, nearly 100 percent graduation rate. In August, Major League Baseball and the Jackie Robinson Foundation (JRF) announced a partnership extension through 2023, which includes \$3.5 million to support JRF's Scholarship Program, the Jackie Robinson Museum and the annual JRF ROBIE Awards. The majority of funding benefits the Jackie Robinson Foundation's Scholarship Program from the 2020-2021 academic year through 2023-2024. Additionally, MLB and JRF will place a specific emphasis on offering JRF Scholars the opportunity to participate in an eight-week internship program at the Commissioner's Office, with a minimum goal of three JRF Scholar internships per year. Additional support will go toward the Jackie Robinson Museum in New York City. To date, Major League Baseball has committed \$2 million to the Museum. MLB also will continue to sponsor the annual ROBIE Awards, which pays tribute to individuals who embrace the humanitarian ideals of Jackie Robinson while raising funds for the Jackie Robinson Foundation.

**Roberto Clemente Day:** Since 2002, Major League Baseball has commemorated Roberto Clemente Day each September in recognition of the humanitarian Hall of Famer and 15-time All-Star who died in a plane crash on New Year's Eve 1972 while attempting to deliver supplies to earthquake victims in Nicaragua. The Roberto Clemente Award is the highest honor awarded to the League player who best represents the game of Baseball through astonishing character, community involvement, philanthropy, and positive contributions, both on and off the field. Every year,



each Club nominates one player to be considered for the Award. The 2020 Roberto Clemente Award Recipient was All-Star pitcher Adam Wainwright of the St. Louis Cardinals for his outstanding philanthropic work around the world through Big League Impact.

#### **Scotts Field Refurbishment Program Grants:**

MLB and Scotts, a long-time league sponsor, began the Scotts® Field Refurbishment Program in 2016 to provide youth with modern, playable ball fields in communities around the U.S. Not only is the Scotts® Field Refurbishment Program part of the company's larger GroMoreGood initiative to improve children's health and well-being through increased connection to greenspaces, but Scotts is also an official partner of MLB's PLAY BALL initiative, a collective effort to encourage young people and communities to participate in baseball- or softball-related activities, including formal leagues, events and casual forms of play. Through 2020, the Scotts® Field Refurbishment Program will have renovated two dozen fields with nearly \$1.75 million of support. Driven by a purpose to GroMoreGood, The Scotts Refurbishment Program is part of an enterprise-wide commitment from Scotts Miracle-Gro to connect 10 million children to gardening and outdoor play in communities across the U.S.

**Boys & Girls Clubs of America:** Each year, Major League Baseball and Boys & Girls Clubs of America work together to create unique opportunities. They work hand-in-hand to fulfill the mission of the 4,700 Boys & Girls Clubs that serve over 4 million youth in all 50 states, Puerto Rico, the Virgin Islands and on U.S. military bases around the world, with the support of over 500,000 Club staff, volunteers and board members doing whatever it takes to close the opportunity gap for them.

Since 2016 over \$1 million in grants have been distributed to Boys & Girls Clubs across the country to get kids playing ball through the PLAY BALL initiative and Reviving Baseball in Inner Cities (RBI). MLB pledged to renovate one Boys & Girls Club in each

MLB market between 2016 and 2020. The projects will primarily focus on teen centers, playing fields and other facilities connected to the Clubs.

As the official charity of MLB, Boys & Girls Clubs annually receives significant financial and in-kind contributions, including public service announcements, advertising, player appearances, game day events and MLB game tickets.

#### **Voting & Civic Duty Initiatives:**

**Civic Alliance:** Major League Baseball joined the Civic Alliance, a non-partisan group of businesses working together to build a future where everyone participates in shaping the United States. Founded by the CAA Foundation and Democracy Works, the Civic Alliance cultivates a community of companies united by a shared belief that an active democracy is good for business, and an engaged business community is good for democracy. Through this partnership, MLB is the first professional sports league to have joined this non-partisan group.

**Time to Vote:** MLB also committed to Time To Vote ([www.maketimetovote.org](http://www.maketimetovote.org)), a business-led initiative to help ensure employees have access to and information about early voting or vote-by-mail options, updating policies to ensure paid time off on Election Day, and supporting employee efforts to volunteer as poll or election workers during the election cycle.

#### **MLB & Clubs Involvement:**

Eight Clubs, inclusive of nine sites – including two MLB Youth Academies – served as polling locations, voting centers, ballot drop-off or ballot processing sites:

- Baltimore Orioles/Camden Yards: early voting and voting center
- Boston Red Sox/Fenway Park: early voting
- Chicago Cubs/Wrigley Field: ballot drop off location
- Kansas City Royals/Urban Youth Academy: polling location
- Los Angeles Dodgers/Dodger Stadium: voting



center

- Oakland Athletics/Oakland Coliseum: voting center
- Washington Nationals/Nationals Park: voting center
- Washington Nationals/Youth Academy: voting center

**\*\*Additional Clubs offered up their ballparks or facilities but were ultimately not needed during the election process.**

#### **Additionally:**

- There were 19 Club-specific education & resource landing pages on the voting and election process.
- Two Clubs – the Milwaukee Brewers and San Francisco Giants – held voter registration and education events at their ballparks
- Several other Clubs have held voter registration and education events at their Youth Academy, including the Kansas City Royals, Cincinnati Reds, Houston Astros, and Texas Rangers (x2)
- Other efforts by Clubs include employee education, joining local alliances with fellow professional sports teams, fan outreach and player participation in voter education.

MLB Clubs and Players were featured in the More Than a Vote PSA, which was in rotation across broadcast networks including MLB Network

MLB Business Resource Groups (BRGs) have hosted several virtual events promoting voter education and civic engagement for MLB employees, including:

HYPE BRG (MLB Young Professionals) held an event on voter registration and creating your voting plan.

SOMOS MLB hosted a voter registration text banking initiative with Voto Latino Foundation.

Home Base BRG shared great resources for working parents to engage children in the process.

MLB Women hosted a session with Power the Polls.

MLB Black Professionals welcomed Judith Browne Dianis (Advancement Project) for an important conversation on voter access

- MLB and Clubs held either Election Day of Service or office closures to participate in the election

process on Nov. 3

- On-field personnel wore Nike ‘VOTE!’ BP shirts during the 2020 Postseason.

#### **Domestic Violence & Anti-Harassment Policies:**

Major League Baseball leads the industry with strong policies against domestic violence, sexual assault, and child abuse, in addition to a workplace code of conduct for Major League players and all League & Club staff that encourages a safe, harassment-free and inclusive environment. To further support efforts related to the care of victims of domestic violence and their families, MLB partners with the National Network to End Domestic Violence, It's On Us and The Joe Torre Safe at Home Foundation, three nationally recognized nonprofit organizations that focus on ending the cycle of violence.

In February, the Office of the Commissioner updated its workplace Code of Conduct, particularly to address issues on sexual harassment and discrimination, and also unveiled “MLB Speak Up,” a new anonymous, third-party hotline to allow anyone working in or around the game to report issues of harassment or discrimination safely and directly. Additionally, MLB has required anti-harassment and discrimination training for Club executives, inclusive of the five most senior staff in each of baseball and business operations.

Throughout 2020, MLB and the MLBPA supported 40 nonprofit organizations with nearly \$2 million in grants through the joint “Healthy Relationships Community Grant” program. The focus areas of the organizations that have received funding include support for survivors of domestic violence, mental health resiliency, and developing positive relationship skills in youth as a preventive measure to breaking the cycle of violence.

#### **Baseball & Softball Development and Youth Outreach:**

Baseball & Softball Development initiatives led by

MLB are designed to improve access to, and foster growth of diversity within the youth and amateur levels of the sport. In 2020, these efforts were, in large part, held virtually in order to maintain connections with youth and families who were not able to enjoy playing the games at the same levels, the same frequency, or at all throughout shutdowns caused by the coronavirus pandemic. .

**DREAM Series:** The fourth annual DREAM Series took place in January 2020. The DREAM Series is an initiative from Major League Baseball and USA Baseball that features a diverse group of some of the nation's top high school pitchers and catchers that runs in connection with Martin Luther King Jr. Day. This annual event, which launches the calendar of Baseball/Softball development experiences each year, is focused on assisting high school players of color as they pursue advancement to the next levels of the sport. MLB and USA Baseball utilizes former Major League players, current Players as well as former & current Major Leagues managers/coaches in pursuit of this goal. Appx. 95% of all DREAM Series alumni who have already graduated high school are playing baseball at either the college or professional levels.

**Andrew Dawson Classic:** Named after the Hall of Famer & HBCU alumnus, the 2020 Andre Dawson Classic is the annual college showcase event hosted by MLB to highlight Historically Black Colleges & Universities (HBCUs) and their baseball programs. The 2020 event took place in February at the New Orleans MLB Youth Academy and featured six teams from HBCUs as well as the University of New Orleans.

**MLB RBI Northeast Invitational Tournament:** In lieu of being able to host its usual RBI Regional tournament leading up to the international RBI World Series championship tournament, MLB hosted a baseball and softball tournament for six New York/New Jersey area RBI leagues on October 10 – 11th. Deploying best practices in a comprehensive health

and safety procedure for COVID mitigation, this invitational engaged 209 program participants during the season's only in person, MLB Baseball & Softball Development-operated tournament.

**PLAY BALL at Home:** MLB along with Scotts, rolled out a campaign called “PLAY BALL at Home,” to share ways with kids & families to engage, play and connect with the games of baseball & softball while staying at home amid the pandemic.

**Drive-Thru PLAY BALL Events Black Churches:** In an ongoing effort to build tangible connections with the Black community, MLB partnered with Black churches around the country to host safe, socially-distanced Drive Thru PLAY BALL events in 2020. Over 20,000 PLAY BALL bats and ball sets were distributed to children and families for them to enjoy at home, in playgrounds and in their neighborhoods.

**RBI Mound Visits:** Starting in July of 2020, MLB hosted RBI Mound Visits, a semi-regular webinar featuring current/former Major Leaguers, youth programming partners, and educational resources for RBI administrators and participants. Special guests included Taylor Hearn (Texas Rangers), Lucius Fox (Kansas City Royals), Todd Isaacs (Grand Junction Rockies).

**MLB GRIT: Girls ID Tour:** This program is designed specifically for female athletes (18 and under) to showcase their talent and ability as baseball players. There were 186 registered participants across five cities (San Francisco, CA, Compton, CA, Vero Beach, FL, Port Chester, NY and, Chicago, IL) in January/February 2020.

**Digital Programming:** To adapt to the Covid-19 pandemic, MLB continued to provide programming opportunities for female baseball players:

- **Trailblazer Series:** MLB hosted a two-part digital event for female baseball players ages 11 – 13. Part one was a discussion with Bob Kendrick, President of the Negro Leagues Baseball Museum

and Sharon Robinson, Vice Chair of the Jackie Robinson Foundation and MLB Consultant. The second part was a panel featuring USA Baseball Women's National Team members.

- **Elite Development Invitational:** The 2020 virtual Girls Baseball Elite Development Invitational took place as a digital development series featuring sessions on position-specific work, strength and conditioning, mental performance, and other topics. Special guest speakers as well as USA Baseball Women's National Team players, coaches, and alumnae served as instructors for this event.
- **Virtual Series: The Culture & Journey of The Black Baseball Player:** MLB hosted a roundtable discussion featuring Jerry Manuel (MLB Baseball Development Consultant), Dominic Smith (Outfielder, New York Mets), Justin Dunn (Pitcher, Seattle Mariners), Kyle Lewis (Outfielder, Seattle Mariners). The discussion was moderated by Seattle Mariners play-by-play announcer Dave Sims as they spoke about their challenges and triumphs as Black men in both baseball and America.

### **Sustainability:**

**Club Initiatives:** Major League Baseball was the first professional sports league to have all 30 Clubs as members of the Green Sports Alliance, which promotes healthy, sustainable communities in sports. All 30 Clubs continue to demonstrate their commitment to environmental stewardship. Efforts focused on energy efficiency include 20 ballparks having LED field lighting, 10 ballparks utilizing solar panels, and 11 ballparks (across MLB and MiLB) having LEED Certification. In addition, 12 ballparks currently utilize on-site gardens and seven Clubs have permanently eliminated plastic straws from their ballparks. Other ballpark initiatives include minimizing food waste by donating to local food banks/organizations, reducing water consumption through infrastructure enhancements, planting trees,

and transitioning to eco-friendly and compostable service ware.

**Green Teams:** 9 Clubs utilize Regular Season Green Teams and MLB activates Green Teams during MLB All-Star Week as well as the Postseason. Green Teams consist of community organizations or local university students, who collect recyclables in between innings at the ballparks. During MLB All-Star Week the Green Team also educates fans on positive environmental practices, helps with volunteer and community events, and are rewarded with an invitation to a Career Night hosted by MLB.

**Data Tracking and Green Glove Award:** Through Measurabl, MLB provided Clubs with an ESG tool to track waste output and diversion as well as water and energy usage. Measurabl can also be used to document efficiency projects and track estimated cost and energy/water savings. Measurabl is also used to determine the recipient of the Green Glove Award. The Green Glove Award is given annually to the MLB Club leader in recycling and general sustainability initiatives, in addition to maintaining the highest diversion rate (the amount of waste material diverted from landfills for recycling and composting). The 2020 Green Glove Award division finalists include: Toronto Blue Jays (AL East), Chicago White Sox (AL Central), Seattle Mariners (AL West), Washington Nationals (NL East), Pittsburgh Pirates (NL Central), and San Francisco Giants (NL West).

**MLB Jeweland International Events:** MLB promotes sustainability initiatives and efforts throughout both Jewel and International Events. Greening efforts are broadcasted at the ballparks and promoted throughout the events to educate fans. In addition, to encourage other forms of transportation, MLB promotes walking paths between popular locations during the events throughout All-Star Week. Through Bonneville Environmental Foundation, MLB offsets the footprint of water and energy used by purchasing Renewable Energy Certificates (RECs) and Water Restoration Certificates (WRCs). MLB also offsets all carbon



emissions associated with ballpark electricity usage and player travel through purchasing RECs. For the 2020 Postseason, MLB purchased RECs to offset over three million kwh of energy and WRCs of over 3.5 million gallons of water. MLB utilizes water filtration systems in various ballpark locations and supplies refillable water bottles, minimizing the use of single use water bottles. For the 2020 Postseason, MLB also collaborated with TerraCycle to recycle and transform disposable masks, gloves, gowns and more into new products at all four neutral sites.

**Greening Partnerships:** MLB has partnered with multiple educational programs across the US to help inform students of all ages on sustainable initiatives. FOX Sports U and Discovery Education are two educational programs MLB has recently collaborated with to teach students how they can make a difference in the environment. MLB and FOX Sports have partnered up with different colleges to provide educational opportunities around sustainability and public relations. Students create hypothetical campaigns targeted around the League's sustainability efforts and are encouraged to practice greening efforts as part of the course. These campaigns are then presented to FOX Sports and MLB, with the winning group invited to participate on the Green Team for the All-Star Game. FOX Sports U and MLB are currently working with University of Florida, but most recently collaborated with the New York University and Creighton University. Other university partners include the University of North Carolina, University of Pittsburgh, Syracuse University, and DePaul University. MLB partnered with Discovery Education, the leading providers of standards-aligned digital curriculum resources, engaging content and professional learning for K-12 classrooms to launch baseball and sustainability-focused content in schools throughout the country. In 2019, a special event debuted featuring educational videos for classrooms across the U.S. with representatives from several Clubs addressing their sustainability practices and how their ballparks are environmentally conscious. In 2020, Discovery Education and MLB worked together

to provide “50 Ways to Celebrate Earth Day” which featured an online learning curriculum featuring Club and MLB representatives.

**Earth Day:** The 2020 Earth Day celebration included an MLB Green social media takeover, a relaunch of MLB.com/green, a partnership with Discovery Education, and various Club activations such as a virtual cooking class, environmental tips at home, and education in the sustainability space. In previous years, MLB and the front office staff have volunteered in clean-ups, building restoration projects, and tree planting initiatives.

### 2020 Winter Meetings:

**Take the Field:** For the third consecutive year, MLB hosted Take The Field, a program specifically designed to provide women who are interested in baseball careers in coaching, scouting and player development with the opportunity for education and engagement with Club personnel through panels, breakout sessions, and networking opportunities. Added focuses this year had been programming specifically designed to support women currently working with Clubs and the Commissioner's Office in these baseball operations and on-field roles. This year's virtual event, intended for those who have an existing connection through baseball or softball, featured more than 260 women listening to sessions led by coaches, scouts, and front office personnel (League & Clubs) who provided insight on a variety of topics to prepare attendees for these roles. Additionally, attendees participated in professional development sessions, including mock interviews. Notable baseball representatives leading discussions and breakout sessions included Michele Meyer-Shipp, Jean Afterman (SVP and Assistant General Manager, NY Yankees), Eve Rosenbaum (Director of Baseball Development, Baltimore Orioles), Nichol Whiteman (CEO, Dodgers Foundation) and many more. Notable previous attendees of Take the Field include Alyssa Nakken (Asst. Coach, San Francisco Giants), Rachel Folden (AZL Lead Lab Tech & 4th/



Hitting Coach, Chicago Cubs), and Veronica Alvarez (Spring Training Catching Coach, Oakland A's).

**Katherine Feeney Leadership Symposium:** Diversity, Equity & Inclusion hosted its fourth annual Katherine Feeney Leadership Symposium virtually in December 2020. Each Club nominated one female employee that embodies the professionalism, integrity and leadership qualities that Katy exemplified throughout her illustrious career. A full day of programming focused on skill development and leadership training was led by Stanford University, Graduate School of Business – Executive Education. Since its inception, more than 140 women have participated in this program.

**Women On Deck:** Formerly known as the Women @ MLB Reception, Diversity, Equity & Inclusion hosted Women on Deck, a space designed for conversations around the impact women are making in the sport. The panel featured a diverse group of women across Baseball Operations with panelists Raquel Ferreira (EVP & Asst. General Manager, Boston Red Sox), Caroline O'Connor (COO, Miami Marlins), Andy Acosta (Senior Developer, Baseball Systems, Milwaukee Brewers), Bianca Smith (Player Development Coach, Boston Red Sox), and moderated by Tyrone Brooks (Sr. Director, Front Office & Field Staff Diversity Pipeline Program, MLB).

**Supplier Diversity Summit:** The Supplier Diversity Summit was held for the fifth consecutive year during MLB's offseason. The Summit included several virtual panel discussions, such as the impact of the COVID-19 pandemic on diverse businesses and a discussion on doing business with baseball. The Summit also included speed networking rounds providing diverse-owned businesses (inclusive of those owned by people of color, women, veterans, members of the LGBTQ+ community, and people with disabilities) the opportunity to pitch their businesses to representatives from MLB, MLB Clubs and MLB Partners.

**UNFILTERED:** UNFILTERED is a featured speaker series of diversity, equity and inclusion focused topics designed to bring awareness and insights on key, meaningful issues within our sport through candid conversations. Diversity, Equity & Inclusion streamed featured conversations with MLB Chief Baseball Development Officer, and former Los Angeles Angels General Manager, Tony Reagins, as well as leadership from The Players Alliance, including Curtis Granderson, Chris Dickerson and Chris Young.

In February, for Black History Month, MLB DEI hosted an "Unfiltered" conversation addressing head-on the need for efforts behind increasing Black representation on and off the field. Moderated by MLB Network's Fran Charles, the panel included Marlins outfielder Lewis Brinson, Dodgers manager Dave Roberts, former manager and MLB consultant Bo Porter, MLB Chief People & Culture Officer Michele Meyer-Shipp, and Red Sox Player Development Coach Bianca Smith. Smith is the first Black woman to coach in professional baseball.

In March for Women's History Month, the "Unfiltered" discussion focused on how to attract, recruit and retain women in senior leadership across Baseball. Moderated by MLB Network's Lauren Shehadi, the panel included Michele Meyer-Shipp; Nona Lee, Executive Vice President and Chief Legal Officer of the D-backs; Chaitali Gala, Chief Operating Officer of the Los Angeles Dodgers Foundation; Laura Day, Executive Vice President of the Twins; and Jill Robinson, the Chief Financial officer of the Braves.

## Appendix II

### EXECUTIVE MANAGEMENT C-SUITE

#### 4 Chief Executives are Black or African American

- Robert Brown, Vice President & Chief Financial Officer, New York Yankees
- Robert Frost, Senior Vice President, Chief People Officer, Washington Nationals
- Gilbert Hight, Senior Vice President, Chief Security Officer, New York Yankees
- Nona Lee, Executive Vice President, Chief Legal Officer, Arizona Diamondbacks

#### 1 Chief Executive is Hispanic or of Latinx descent:

- Jose Martin, Senior Vice President, Chief People Officer, San Francisco Giants

#### 3 Chief Executives are Asian or of Asian descent:

- Chiatali Gala, Chief Operating Officer, LA Foundation, Los Angeles Dodgers
- Jonathan Gilula, Executive Vice President, Chief Operating Officer, Boston Red Sox
- Timothy Zue, Executive Vice President, Chief Financial Officer, Boston Red Sox

#### 14 women hold Chief titles for MLB Clubs:

- Laura Day, Executive Vice President, Chief Business Officer, Minnesota Twins
- Beth Elletson, Chief People Officer, Miami Marlins
- Kellie Fischer, Executive Vice President & Chief Financial Officer, Texas Rangers
- Chiatali Gala, Chief Operating Officer, LA Foundation, Los Angeles Dodgers
- Jennifer Giglio, Senior Vice President, Chief Communications Officer, Washington Nationals
- Kelly Kaufman, Chief Financial Officer, Executive Vice President, Business Operations
- Nona Lee, Executive Vice President, Chief Legal Officer, Arizona Diamondbacks
- Sara Lehrke, Vice President, Human Resources & Chief Diversity Officer, Cleveland Indians

- Melanie Lenz, Chief Development Officer, Tampa Bay Rays
- Caroline O'Connor, Chief Operating Officer, Miami Marlins
- Elizabeth Pantages, Senior Vice President, Chief Financial Officer, San Francisco Giants
- Jill Robinson, Executive Vice President & Chief Financial Officer, Atlanta Braves
- Ronda Sedillo, Senior Vice President, Chief Financial Officer, San Diego Padres
- Amy Waryas, Executive Vice President, Chief Human Resources Officer, Boston Red Sox

#### 21 Executive Vice-Presidents, Senior Vice Presidents and Vice Presidents were Black or African-American, including:

- Jared Banner, Special Projects, Chicago Cubs
- Dana A Brown, Vice President, Scouting, Atlanta Braves
- Jacqueline Coleman, Senior Vice President, Broadcasting & Marketing, Washington Nationals
- Eugene Dias, Vice President, Communications, Houston Astros
- Julian Green, Vice President, Communications & Community Affairs, Chicago Cubs
- Michael Hall, Vice President Cardinals Care and Community Relations, St. Louis Cardinals
- Marian Harper, Vice President, Community & Foundation, Houston Astros
- Brian Keys, Vice President, Information Technology, Cincinnati Reds
- William A. Luck, Vice President, Season Ticket Sales & Services, Miami Marlins
- Robert McDonald, Vice President, Clubhouse Operations and Team Travel, Washington Nationals
- Barry Newell, Vice President, Business Operations & Analytics, Tampa Bay Rays
- DeRetta Rhodes, Senior Vice President, People Capital, Atlanta Braves
- Katina Shaw, Vice President, Community Relations, Milwaukee Brewers
- Michael Shaw, Vice President, Head of Experience & Innovation, Miami Marlins
- Brian Smith, Senior Vice President, Corporate/Community Relations, New York Yankees

- Elaine Steward, Vice President, Senior Club Counsel, Boston Red Sox
- Taj Tashombe, Vice President External Affairs, Oakland Athletics
- Marcita Thompson, Vice President, Fenway Park Tours, Boston Red Sox
- Kenneth Williams, Executive Vice President, Baseball Operations, Chicago White Sox
- Ellen Zeringue, Vice President, Marketing, Detroit Tigers

**26 Senior Vice-Presidents and Vice Presidents are Hispanic or of Latinx descent, including:**

- Russell Amaral, Vice President, Facilities, Arizona Diamondbacks
- Diann Blanco, Vice President, Administration, New York Yankees
- Octavio Castro, Vice President, Human Resources, Milwaukee Brewers
- Jorge Costa, Senior Vice President, Operations and Facilities, San Francisco Giants
- Marilyn Davis, Vice President, Human Resources, Los Angeles Dodgers
- Johnny DiPuglia, Vice President, International Operations, Washington Nationals
- Ralph Esquibel, Vice President, Information Technology, Los Angeles Dodgers
- Rolando Fernandez, Vice President, International Scouting and Development, Colorado Rockies
- Santiago Fernandez, Senior Vice President and General Counsel, Los Angeles Dodgers
- Rafaela Fink, Vice President, Public Relations, Tampa Bay Rays
- Cesar Geronimo, Vice President, Latin America Scouting & Player Development, Arizona Diamondbacks
- Eric Hernandez, Vice President, Finance, Los Angeles Dodgers
- Sigurd Mejdal, Vice President, Assistant General Manager, Baseball Analytics, Baltimore Orioles
- Alfredo Mesa, Vice President Public Affairs, Miami Marlins
- Milciades Junior Noboa, Vice President, Latin Operations, Arizona Diamondbacks

- Kevin Martinez, Senior Vice President, Marketing and Communications, Seattle Mariners
- Eric Perestuk, Senior Vice President, Facility Operations, Atlanta Braves
- Sergio del Prado, Senior Vice President, Corporate Partnerships, San Diego Padres
- Juan Ramirez, Vice President, Information Technology, Tampa Bay Rays
- Frederick Rivera, Executive Vice President, Legal and General Counsel, Seattle Mariners
- Naomi Rodriguez, Vice President, External Affairs and Community Relations, Los Angeles Dodgers
- Carlos Rodriguez, Vice President, Player Development & International Scouting, Tampa Bay Rays
- Edgardo Romero, Jr., Senior Vice President, Assistant General Manager, Boston Red Sox
- Leticia Silva, Vice President, Human Resources, Minnesota Twins
- Elizabeth Stecklein, Vice President, Human Resources, Colorado Rockies
- Miguel Duarte, Chief of Staff, Oakland Athletics

**5 Senior Vice Presidents and Vice Presidents were Asian or of Asian descent, including:**

- Ray Chan, Vice President, Information Technology, San Diego Padres
- Alan Chang, Vice President, Legal Affairs and Deputy General Counsel, New York Yankees
- Ashwin Krishnan, Vice President, General Counsel, Miami Marlins
- Jason Lee, Vice President, Business Strategy & Analytics, Minnesota Twins
- Amilyn Pierce, Vice President, Government Affairs, Arizona Diamondbacks

**3 Native Hawaiian team Senior Vice Presidents and Vice Presidents in MLB were:**

- Robert McLeod, Senior Vice President, Scouting and Player Development, Chicago Cubs
- Anita Sehgal, Senior Vice President, Marketing, Houston Astros
- Creighton Kahoalii, Vice President, Corporate Partnerships, Houston Astros



**3 Vice Presidents are of two or more races, including:**

- Jason Domir, Vice President & Deputy General Counsel, Atlanta Braves
- Kevin Gregg, Vice President, Media Relations, Boston Red Sox
- Jaclyn Lash, Vice President, Special Events, San Diego Padres

**There is one American Indian or Alaskan Native Vice President on an MLB team:**

- Ann Seeney, Vice President, Human Resources, St. Louis Cardinals

**86 women held team Executive Vice President, Senior Vice President and Vice President Positions on MLB teams:**

- Jean Afterman, Senior Vice President & Assistant General Manager, New York Yankees
- Catherine Aker, Vice President, Communications & Community Relations, Oakland Athletics
- Hannah Basinger, Vice President, Guest Operations & Strategy, Atlanta Braves
- Marcell Bhangoo, Senior Vice President, Client Services, Boston Red Sox
- Diann Blanco, Vice President, Administration, New York Yankees
- Victoria Bryant, Vice President, Event Services, St. Louis Cardinals
- Naomi Calder, Senior Vice President, Ticket Services & Operations, Boston Red Sox
- Jill Campbell, Vice President, Communications & Marketing, Colorado Rockies
- Carrie Campbell, Senior Vice President, Fenway Park Events, Boston Red Sox
- Twila Carter, Senior Vice President, Community and Foundation, Houston Astros
- Deborah Castaldo, Senior Vice President, Corporate & Community Impact, Arizona Diamondbacks
- Kimberly A. Childress, Senior Vice President & Controller, Atlanta Braves
- Bonnie Clark, Vice President, Communications, Philadelphia Phillies
- Jacqueline Coleman, Senior Vice President,

- Broadcasting & Marketing, Washington Nationals
- Heather Collamore, Vice President, Metropolitan Hospitality, New York Mets
- Jackie Cuddeback, Vice President, Advertising Sales & Corporate Marketing, Philadelphia Phillies
- Zineb Curran, Vice President, Corporate Communications, Boston Red Sox
- Lisa Czop, Vice President, Event Operations, Washington Nationals
- Shana W Daum, Vice President of Public Affairs & Community Relations, San Francisco Giants
- Marilyn Davis, Vice President, Human Resources, Los Angeles Dodgers
- Nancy Donati, Vice President, Creative Services and Visual Identify, San Francisco Giants
- Robyn Farmer, Vice President & Deputy General Counsel, Atlanta Braves
- Paige Farragut, Senior Vice President, Ticket Sales & Services, Texas Rangers
- Raquel Ferreira, Executive Vice President & Assistant General Manager, Boston Red Sox
- Rafaela Fink, Vice President, Public Affairs, Tampa Bay Rays
- Karen Forgas, Senior Vice President, Business Operations, Cincinnati Reds
- Moira Foy, Vice President, Human Resources and Risk Management, Chicago White Sox
- Lauren Fritts, Vice President, Marketing, Chicago Cubs
- Shannon Gabriel, Vice President & Controller, Atlanta Braves
- Mary Giesler, Senior Vice President & General Counsel, Minnesota Twins
- Sara Greenspan, Vice President, Human Resources, San Diego Padres
- Stephanie Gregg, Vice President, Fan Services and Entertainment, Boston Red Sox
- Jennifer Grondahl, Senior Vice President, Community Development, Baltimore Orioles
- Starr Gullede, Vice President & Controller, Texas Rangers
- Emily Hamel, Vice President, Events & Brand



- Experiences, New York Yankees
- Marian Harper, Vice President, Community and Foundation, Houston Astros
- Elise Holman, Senior Vice President, Washington Nationals
- Molly Jolly, Senior Vice President, Finance and Administration, Los Angeles Angels of Anaheim
- Pamela Kenn, Senior Vice President, Community, Alumni & Player Relations, Boston Red Sox
- Kathy Killian, Vice President, Administration, Philadelphia Phillies
- Jaclyn Lash, Vice President, Special Events, San Diego Padres
- Holly Lindvall, Senior Vice President, Human Resources & Diversity, New York Mets
- Suzanne Lucchi, Vice President, Ballpark Operations, New York Mets
- Samia Mahjub, Vice President, Business Analytics & Strategic Support, Milwaukee Brewers
- Elizabeth Marshall, Vice President, Communications, Atlanta Braves
- Sue Ann McClaren, Vice President, Ticket Operations and Sales, Colorado Rockies
- Marcy McGovern, Vice President, People and Culture, Pittsburgh Pirates
- Sarah McKenna, Senior Vice President, Fan Services & Entertainment, Boston Red Sox
- Sharon McNally, Vice President, Marketing, Milwaukee Brewers
- Caroline Morgan, Vice President, Digital Strategy, Los Angeles Dodgers
- Nancy O'Brien, Vice President, Community Engagement, Minnesota Twins
- Christine O'Reilly, Vice President Community Relations & White Sox Charities, Chicago White Sox
- Caroline Perry, Senior Vice President & General Counsel, San Diego Padres
- Amilyn Pierce, Vice President, Government Affairs, Arizona Diamondbacks
- Roxanne Porch, Vice President, Finance, Atlanta Braves
- Katherine Pothier, Executive Vice President & General Counsel, Texas Rangers
- Katherine Pratt, Vice President, Global Partnership Sales, Boston Red Sox
- DeRetta Rhodes, Senior Vice President, People Capital, Atlanta Braves
- Melissa Robertson, Vice President & General Deputy Counsel, Seattle Mariners
- Nicole Schmidt, Vice President, Brand, Strategy and Analytics, Cleveland Indians
- Sara Schultz, Senior Vice President, Human Resources, Chicago Cubs
- Ann Seeney, Vice President, Human Resources, St. Louis Cardinals
- Anita Sehgal, Senior Vice President, Marketing, Houston Astros
- Katina Shaw, Vice President, Community Relations, Milwaukee Brewers
- Melissa Shields, Vice President & Controller, Chicago Cubs
- Leticia Silva, Vice President, Human Resources, Minnesota Twins
- Staci Slaughter, Executive Vice President, Communications and Senior Advisor to the CEO, San Francisco Giants
- Janet Marie Smith, Senior Vice President, Planning and Development, Los Angeles Dodgers
- Aryn Sobo, Vice President, Human Resources, New York Yankees
- Elizabeth Stecklein, Vice President, Human Resources, Colorado Rockies
- Stephanie Stegall, Vice President, Events, Houston Astros
- Elaine Steward, Vice President & Senior Club Counsel, Boston Red Sox
- Angela Swint, Vice President, Broadcast & Communications, Texas Rangers
- Taunee Taylor, Assistant Vice President, Player & Alumni Relations, Texas Rangers
- Marcita Thompson, Vice President, Fenway Park Tours, Boston Red Sox
- Lisa Tolson, Senior Vice President, Human Resources, Baltimore Orioles
- Amy Tovar, Vice President & Deputy General Counsel, San Francisco Giants
- Frances Traisman, Vice President, Executive

- Offices, Seattle Mariners
- Jennifer Tran, Vice President, Human Resources & Org Engagement, Tampa Bay Rays
- Deborah Tymon, Senior Vice President, Marketing, New York Yankees
- Bryant Victoria, Vice President, Event Services Merchandising, St. Louis Cardinals
- Frances Weld, Senior Vice President, Strategy & Development, San Francisco Giants
- Lisa Winsby, Senior Vice President, People & Culture, Seattle Mariners
- Marti Wronski, General Counsel and Senior Vice President, Milwaukee Brewers
- Ellen Zeringue, Vice President Marketing, Detroit Tigers
- D'Lonra Ellis, Vice Present and General Counsel, Oakland Athletics

**18 of the women holding Vice President positions and above were people of color, including:**

- Diann Blanco, Vice President, Administration, New York Yankees
- Jacqueline Coleman, Senior Vice President, Broadcasting and Game Presentation, Washington Nationals
- Marilyn Davis, Vice President, Human Resources, Los Angeles Dodgers
- Rafaela Fink, Vice President, Public Affairs, Tampa Bay Rays
- Marian Harper, Vice President Community and Foundation, Houston Astros
- Jaclyn Lash, Vice President, Special Events, San Diego Padres
- Amilyn Pierce, Vice President, Government Affairs, Arizona Diamondbacks
- DeRhetta Rhodes, Senior Vice President, People Capital, Atlanta Braves
- Ann Seeney, Vice President, Human Resources, St. Louis Cardinals
- Anita Sehgal, Senior Vice President, Marketing and Communications, Houston Astros
- Katina Shaw, Vice President, Community Relations, Milwaukee Brewers

- Leticia Silva, Vice President, Human Resources, Minnesota Twins
- Elizabeth Stecklein, Vice President, Human Resources, Colorado Rockies
- Elaine Steward, Vice President, Senior Club Counsel, Boston Red Sox
- Taunee Taylor, Assistant Vice President, Player & Alumni Relations, Texas Rangers
- Marcita Thompson, Vice President, Fenway Park Tours, Boston Red Sox
- Ellen Zeringue, Vice President, Marketing, Detroit Tigers
- D'Lonra Ellis, Vice Present and General Counsel, Oakland Athletics

# Appendix III

Players								
As of April 1, 2021								
	%	#		%	#		%	#
2021			2010			1999		
White	62.3%	564	White	59.8%	712	White	60.0%	x
Black or African American	7.6%	69	African-American	9.1%	119	African-American	13.0%	x
Hispanic or Latino	28.1%	255	Latino	28.3%	339	Latino	26.0%	x
Asian	1.4%	13	Asian	2.4%	23	Other	<1%	x
Two or More Races	0.0%	0	Other	0.4%	2			
Hawaiian or Pac. Islander	0.4%	4	International	27.7%	360			
Am. Indian or Alaska Native	0.1%	1	Total		1195			
Voluntary Nondisclosure	0.0%	0						
Total		906						
2020			2009			1998		
White	60.2%	539	White	61.6%	758	White	59.0%	x
Black or African American	7.5%	67	African-American	9.0%	111	African-American	15.0%	x
Hispanic or Latino	29.9%	268	Latino	27.0%	332	Latino	25.0%	x
Asian	1.9%	17	Asian	2.3%	28	Other	1.0%	x
Two or More Races	0.0%	0	Other	0.0%	0			
Hawaiian or Pac. Islander	0.3%	3	International	28.2%	347			
Am. Indian or Alaska Native	0.2%	2	Total		1229			
Voluntary Nondisclosure	0.0%	0						
Total		896						
2018			2008			1997		
White	59.0%	443	White	60.4%	719	White	58.0%	x
African-American	8.4%	63	African-American	10.2%	121	African-American	17.0%	x
Latino	29.5%	221	Latino	27.0%	322	Latino	24.0%	x
Asian	1.5%	11	Asian	2.4%	29	Other	1.0%	x
Other	1.6%	12	Other	0.0%	0			
Voluntary Nondisclosure	0.0%	0	International	28.7%	342			
Total		750	Total		1191			
2017			2007			1996		
White	57.5%	431	White	59.8%	714	White	62.0%	x
African-American	7.7%	58	African-American	8.2%	98	African-American	17.0%	x
Latino	31.9%	239	Latino	29.1%	348	Latino	20.0%	x
Asian	1.9%	14	Asian	2.8%	34	Other	1.0%	x
Other	1.1%	8	Other	0.0%	0			
Total		750	International	31.0%	370			
			Total		1194			
2016			2006			1995		
White	59.0%	443	White	59.5%	707	White	62.0%	x
African-American	8.3%	62	African-American	8.4%	98	African-American	19.0%	x
Latino	28.5%	214	Latino	29.4%	348	Latino	19.0%	x
Asian	1.7%	13	Asian	2.4%	34	Other	0.0%	x
Other	2.4%	18	Other	0.3%	0			
Total		750	International	31.0%	370			
			Total		1187			
2015			2005			1994		
White	58.8%	441	White	60.0%	709	White	64.0%	x
African-American	8.3%	62	African-American	9.0%	101	African-American	18.0%	x
Latino	29.3%	220	Latino	29.0%	339	Latino	18.0%	x
Asian	1.2%	9	Asian	3.0%	30			
Other	2.4%	18	Other	0.0%	4			
Total		750	International	30.0%	358			
			Total					
2014			2004			1993		
White	60.9%	459	White	63.0%	789	White	67.0%	x
African-American	8.2%	62	African-American	9.0%	111	African-American	16.0%	x
Latino	28.4%	214	Latino	26.0%	326	Latino	16.0%	x
Asian	2.0%	15	Asian	2.0%	26	Other	<1%	x
Other	0.5%	4	Other	0.0%	1			
Total		754	International	27.0%	338			
			Total		1253			
2013			2002			1992		
White	61.2%	456	White	60.0%	x	White	68.0%	x
African-American	8.3%	62	African-American	10.0%	x	African-American	17.0%	x
Latino	28.2%	210	Latino	28.0%	x	Latino	14.0%	x
Asian	2.1%	16	Asian	2.0%	x			
Other	0.1%	1	Other	0.0%	x			
Total		745	International	25.0%	x			
			Total		x			
2012			2001			1991		
White	61.5%	734	White	59.0%	x	White	68.0%	x
African-American	8.9%	106	African-American	13.0%	x	African-American	18.0%	x
Latino	27.5%	328	Latino	26.0%	x	Latino	14.0%	x
Asian	1.9%	23	Other	1.0%	x			
Other	0.2%	2						
International	28.6%	341						
Total		1193						
2011			2000			Table 1		
White	61.5%	738	White	60.0%	x			
African-American	8.5%	102	African-American	13.0%	x			
Latino	27.0%	324	Latino	26.0%	x			
Asian	2.1%	25	Other	1.0%	x			
Other	0.7%	8						
International	27.7%	332						
Total		1197						

MLB Central Office Staff								
As of January 1, 2021								
	%	#		%	#		%	#
2021			2013			2006		
White	69.6%	902	White	72.1%	380	White	72.6%	340
Black or African American	6.0%	78	African-American	9.3%	49	African-American	10.7%	50
Hispanic or Latino	11.5%	149	Asian	3.0%	16	Asian	3.0%	14
Asian	8.3%	107	Latino	12.9%	68	Latino	13.2%	62
Two or More Races	2.5%	32	Other	2.7%	14	Native American	0.4%	2
Hawaiian or Pac. Islander	0.1%	2	Total		527	Total		468
Am. Indian or Alaska Native	1.0%	1	Women	29.8%	157	Women	42.9%	201
Voluntary Nondisclosure	1.9%	25						
Total		1296	2012			2005		
Women	29.1%	377	White	69.2%	301	White	72.7%	336
2020			African-American	9.7%	42	African-American	10.4%	48
White	61.8%	259	Asian	3.4%	15	Asian	3.0%	14
Black or African American	10.5%	44	Latino	14.7%	64	Latino	13.2%	61
Hispanic or Latino	16.9%	71	Other	3.0%	13	Native American	0.4%	2
Asian	6.0%	25	Total		435	Total		462
Two or More Races	3.6%	15	Women	35.6%	155	Women	34.0%	157
Hawaiian or Pac. Islander	0.2%	1						
Am. Indian or Alaska Native	0.2%	1	2011			2004		
Voluntary Nondisclosure	0.7%	3	White	68.3%	x	White	70.8%	252
Total		419	African-American	9.4%	x	African-American	11.2%	40
Women	40.1%	168	Asian	3.5%	x	Asian	3.9%	14
2018			Latino	15.7%	x	Latino	13.5%	48
White	66.0%	309	Native American	3.1%	x	Native American	0.6%	2
African-American	9.8%	46	Total		426	Total		356
Asian	5.6%	26	Women	37.6%	x	Women	40.4%	144
Latino	14.7%	69						
Native American	0.2%	1	2010			2003		
Voluntary Nondisclosure	3.6%	17	White	67.0%	x	White	Data Not Recorded	
Total		468	African-American	10.0%	x	African-American	13.0%	48
Women	30.8%	144	Asian	4.0%	x	Latino	4.1%	15
2017			Latino	17.0%	x	Asian	14.7%	54
White	65.6%	299	Native American	3.0%	x	Native American	0.3%	1
African-American	10.1%	46	Total		417	Total		118
Asian	14.9%	68	Women	38.0%	x	Women	45.9%	169
Latino	5.7%	26						
Other	3.1%	14	2009			2000		
Voluntary Non-Disclosure	0.7%	3	White	66.0%	x	White	74.0%	x
Total		456	African-American	10.0%	x	African-American	14.0%	x
Women	31.8%	145	Asian	4.0%	x	Asian	2.0%	x
2016			Latino	17.0%	x	Latino	14.0%	x
White	71.2%	183	Native American	<1%	x	Native American	1.0%	x
African-American	12.1%	31	Total		416	Total		314
Asian	10.1%	26	Women	39.0%	x	Women	47.0%	x
Latino	4.3%	11						
Other	1.9%	5	2008			1997		
Voluntary Non-Disclosure	0.4%	1	White	66.0%	x	White	78.0%	x
Total		257	African-American	12.0%	x	African-American	13.0%	x
Women	29.2%	75	Asian	3.0%	x	Asian	1.0%	x
2015			Latino	16.0%	x	Latino	8.0%	x
White	71.1%	187	Native American	<1%	x	Total		215
African-American	10.3%	27	Total		385	Women	53.0%	x
Asian	4.6%	12	Women	40.0%	x			
Latino	11.8%	31						
Other	2.3%	6	2007			1995		
Total		263	White	72.2%	342	White	72.0%	x
Women	28.9%	76	African-American	11.2%	53	African-American	18.0%	x
2014			Asian	3.2%	15	Asian	1.0%	x
White	72.3%	389	Latino	13.1%	62	Latino	9.0%	x
African-American	9.5%	51	Native American	0.4%	2	Total		141
Asian	3.2%	17	Total		474	Women	54.0%	x
Latino	12.8%	69	Women	42.0%	199			
Other	2.2%	12						
Total		538	2006			1994		
Women	29.4%	158	White	72.6%	340	White	78.0%	x
			African-American	10.7%	50	African-American	16.0%	x
			Asian	3.0%	14	Asian	0.0%	x
			Latino	13.2%	62	Latino	6.0%	x
			Native American	0.4%	2	Total		188
			Total		468	Women	56.0%	x
			Women	42.9%	201			

Table 2



Majority Owners								
As of April 1, 2021								
	%	#		%	#		%	#
2021			2015			2010		
White	97.5%	39	White	98.0%	48	White	98.0%	49
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	2.0%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		50
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	6.0%	3
Voluntary Nondisclosure	0.0%	0	2014			2009		
Total		40	White	98.0%	48	White	96.7%	29
Women	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
2020			Latino	2.0%	1	Latino	3.3%	1
White	97.5%	39	Asian	0.0%	0	Asian	0.0%	0
Black or African American	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hispanic or Latino	2.5%	1	Total		49	Total		30
Asian	0.0%	0	Women	16.3%	8	Women	0.0%	0
Two or More Races	0.0%	0	2013			2008		
Hawaiian or Pac. Islander	0.0%	0	White	98.0%	48	White	96.7%	29
Am. Indian or Alaska Native	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Voluntary Nondisclosure	0.0%	0	Latino	2.0%	1	Latino	3.3%	1
Total		40	Asian	0.0%	0	Asian	0.0%	0
Women	0.0%	0	Other	0.0%	0	Other	0.0%	0
2018			Total		49	Total		30
White	97.5%	39	Women	16.3%	8	Women	0.0%	0
African-American	0.0%	0	2012			2007		
Latino	2.5%	1	White	96.4%	53	White	96.8%	30
Asian	0.0%	0	African-American	1.8%	1	African-American	0.0%	0
Other	0.0%	0	Latino	1.8%	1	Latino	3.2%	1
Voluntary Nondisclosure	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Total		40	Other	0.0%	0	Other	0.0%	0
Women	0.0%	0	Total		55	Total		31
2017			Women	12.7%	7	Women	0.0%	0
White	97.5%	39	2011			2006		
African-American	0.0%	0	White	97.5%	39	White	96.4%	27
Latino	2.5%	1	African-American	0.0%	0	African-American	0.0%	0
Asian	0.0%	0	Latino	2.5%	1	Latino	3.6%	1
Other	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Total		40	Other	0.0%	0	Other	0.0%	0
Women	0.0%	0	Total		40	Total		28
2016			Women	7.5%	3	Women	0.0%	0
White	98.0%	48	<p>Note: Percentages may not equal 100 percent due to rounding.</p> <p><b>Table 3</b></p>					
African-American	0.0%	0						
Latino	2.0%	1						
Asian	0.0%	0						
Other	0.0%	0						
Total		49						
Women	16.3%	8						

Managers									
As of April 1, 2021									
	%	#		%	#		%	#	
2021			2011			2000			
White	80.0%	24	White	80.0%	24	White	83.3%	25	
Black or African American	3.3%	1	African-American	6.7%	2	African-American	13.3%	4	
Hispanic or Latino	13.3%	4	Asian	0.0%	0	Asian	0.0%	0	
Asian	0.0%	0	Latino	13.3%	4	Latino	3.3%	1	
Two or More Races	3.3%	1	Total		30	Total		30	
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Am. Indian or Alaska Native	0.0%	0							
Voluntary Nondisclosure	0.0%	0	2010			1999			
Total		30	White	69.0%	20	White	90.0%	27	
Women	0.0%	0	African-American	13.8%	4	African-American	6.7%	2	
			Asian	3.4%	1	Asian	0.0%	0	
			Latino	13.8%	4	Latino	3.3%	1	
			Total		29	Total		30	
			Women	0.0%	0	Women	0.0%	0	
2020			2009			1998			
White	80.0%	24	White	66.7%	20	White	86.7%	26	
Black or African American	3.3%	1	African-American	16.7%	5	African-American	10.0%	3	
Hispanic or Latino	13.3%	4	Asian	3.3%	1	Asian	0.0%	0	
Asian	0.0%	0	Latino	13.3%	4	Latino	3.3%	1	
Two or More Races	3.3%	1	Total		30	Total		30	
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Am. Indian or Alaska Native	0.0%	0							
Voluntary Nondisclosure	0.0%	0	2008			1997			
Total		30	White	73.3%	22	White	85.7%	24	
Women	0.0%	0	African-American	13.3%	4	African-American	10.7%	3	
			Asian	0.0%	0	Asian	0.0%	0	
			Latino	13.3%	4	Latino	3.6%	1	
			Total		30	Total		28	
			Women	0.0%	0	Women	0.0%	0	
2018			2007			1996			
White	86.7%	26	White	80.0%	24	White	85.7%	24	
African-American	0.0%	0	African-American	6.7%	2	African-American	10.7%	3	
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0	
Latino	10.0%	3	Latino	13.3%	4	Latino	3.6%	1	
Other	3.3%	1	Total		30	Total		28	
Voluntary Nondisclosure	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30							
Women	0.0%	0	2006			1995			
			White	80.0%	24	White	85.7%	24	
2017			African-American	6.7%	2	African-American	10.7%	3	
White	90.0%	27	Asian	0.0%	0	Asian	0.0%	0	
African-American	3.3%	1	Latino	13.3%	4	Latino	3.6%	1	
Asian	0.0%	0	Total		30	Total		28	
Latino	3.3%	1	Women	0.0%	0	Women	0.0%	0	
Other	3.3%	1							
Total		30	2005			1994			
Women	0.0%	0	White	76.7%	23	White	82.1%	23	
			African-American	13.3%	4	African-American	14.3%	4	
2016			Asian	0.0%	0	Asian	0.0%	0	
White	90.0%	27	Latino	10.0%	3	Latino	3.6%	1	
African-American	3.3%	1	Total		30	Total		28	
Asian	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Latino	3.3%	1							
Other	3.3%	1	2004			1993			
Total		30	White	76.7%	23	White	78.6%	22	
Women	0.0%	0	African-American	10.0%	3	African-American	14.3%	4	
			Asian	0.0%	0	Asian	0.0%	0	
2015			Latino	13.3%	4	Latino	7.1%	2	
White	93.3%	28	Total		30	Total		28	
African-American	3.3%	1	Women	0.0%	0	Women	0.0%	0	
Asian	0.0%	0							
Latino	3.3%	1	2003			1992			
Total		30	White	67.7%	21	White	88.5%	23	
Women	0.0%	0	African-American	25.8%	8	African-American	7.7%	2	
			Asian	0.0%	0	Asian	0.0%	0	
2014			Latino	6.5%	2	Latino	3.8%	1	
White	83.3%	25	Total		31	Total		26	
African-American	10.0%	3	Women	0.0%	0	Women	0.0%	0	
Asian	0.0%	0							
Latino	6.7%	2	2002			1991			
Total		30	White	78.1%	25	White	88.5%	23	
Women	0.0%	0	African-American	18.8%	6	African-American	7.7%	2	
			Asian	0.0%	0	Asian	0.0%	0	
2013			Latino	3.1%	1	Latino	3.8%	1	
White	86.7%	26	Total		32	Total		26	
African-American	10.0%	3	Women	0.0%	0	Women	0.0%	0	
Asian	0.0%	0							
Latino	3.3%	1							
Total		30							
Women	0.0%	0							
2012									
White	83.3%	25							
African-American	6.7%	2							
Asian	0.0%	0							
Latino	10.0%	3							
Total		30							
Women	0.0%	0							

Note: Percentages may not equal 100 percent due to rounding.

Table 4

Historical Listing of Managers of Color Major League Baseball			
Records as of 2021 Opening Day (35 managers)			
	Team	Year(s)	Record
Manny Acta	Washington Nationals	2007-2009	158-252
	Cleveland Indians	2010-2012	214-266
Felipe Alou	Montreal Expos	1992-01	691-717
	San Francisco Giants	2003-2006	342-304
Dusty Baker	San Francisco Giants	1993-02	840-715
	Chicago Cubs	2003-2006	322-326
	Cincinnati Reds	2008-2013	509-463
	Washington Nationals	2016-2017	192-132
	Houston Astros	2020-present	29-31
Don Baylor	Colorado Rockies	1993-98	440-469
	Chicago Cubs	2000-02	187-220
Cecil Cooper	Houston Astros	2007-2009	171-170
Alex Cora	Boston Red Sox	2018-2019	192-132
Larry Doby	Chicago White Sox	1978	37-50
Cito Gaston	Toronto Blue Jays	1989-97	683-636
	Toronto Blue Jays	2008-2010	211-201
Preston Gomez	San Diego Padres	1969-72	180-316
	Houston Astros	1974-75	128-161
	Chicago Cubs	1980	38-52
Fred Gonzalez	Florida Marlins	2007-2010	276-279
	Atlanta Braves	2011-2016	434-413
Mike Gonzalez	St. Louis Cardinals	1938, 1940	9-13-1
Ozzie Guillen	Chicago White Sox	2004-2011	678-617
	Miami Marlins	2012	69-93
Davey Lopes	Milwaukee Brewers	2000-2002	144-195
Jerry Manuel	Chicago White Sox	1998-2003	500-471
	New York Mets	2008-2010	204-213
Dave Martinez	Washington Nationals	2018-present	201-183
Lloyd McClendon	Pittsburgh Pirates	2001-2005	336-446
	Seattle Mariners	2014-2015	163-161
	Detroit Tigers	2020	2-6
Hal McRae	Kansas City Royals	1991-94	286-277
	Tampa Bay Devil Rays	2001-02	113-196
Charlie Montoyo	Toronto Blue Jays	2019-present	99-123
Tony Pena	Kansas City Royals	2002-2005	198-285
Tony Perez	Cincinnati Reds	1993	20-24
	Florida Marlins	2001	54-60
Lou Piniella	New York Yankees	1986-1988	224-193
	Cincinnati Reds	1990-1992	255-231
	Seattle Mariners	1993-2002	840-711
	Tampa Bay Devil Rays	2003-2005	200-285
	Chicago Cubs	2007-2010	316-293
Bo Porter	Houston Astros	2013-2014	110-190
Luis Pujols	Detroit Tigers	2002	55-100
Willie Randolph	New York Mets	2005-2008	302-253
Frank Robinson	Cleveland Indians	1975-1977	186-189
	San Francisco Giants	1981-1984	264-277
	Baltimore Orioles	1988-1991	230-285
	Montreal Expos	2002-2004	230-253
	Washington Nationals	2005-2006	152-172
Rick Renteria	Chicago Cubs	2014	73-89
	Chicago White Sox	2017-present	236-309
Dave Roberts	San Diego Padres	2015	0-1
	Los Angeles Dodgers	2016-present	436-273
Edwin Rodriguez	Florida Marlins	2010-2011	78-85
Cookie Rojas	California Angels	1988	75-79
	Florida Marlins	1996	1-0
Luis Rojas	New York Mets	2020-present	26-34
Jerry Royster	Milwaukee Brewers	2002	53-94
Carlos Tosca	Toronto Blue Jays	2002-04	191-191
Don Wakamatsu	Seattle Mariners	2009-2010	127-147
	Texas Rangers	2018	3-7
Ron Washington	Texas Rangers	2007-2014	664-611
Maury Wills	Seattle Mariners	1980-1981	26-56-1

Table 5

Coaches								
As of January 1, 2021								
	%	#		%	#		%	#
2021			2012			2002		
White	54.9%	641	White	60.9%	143	White	71.8%	150
Black or African American	5.7%	67	African-American	13.2%	31	African-American	16.3%	34
Hispanic or Latino	31.8%	371	Latino	24.7%	58	Latino	11.0%	23
Asian	1.2%	14	Asian	0.4%	1	Asian	1.0%	2
Two or More Races	1.6%	19	Other	0.9%	2	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		235	Total		209
Am. Indian or Alaska Native	0.2%	2	Women	0.4%	1	Women	0.0%	0
Voluntary Nondisclosure	4.5%	53						
Total		1167	2011			2000		
Women	1.3%	15	White	68.8%	161	White	70.2%	139
2020			African-American	13.7%	32	African-American	19.2%	38
White	54.2%	638	Latino	16.7%	39	Latino	10.6%	21
Black or African American	6.3%	74	Asian	0.9%	2	Asian	0.0%	0
Hispanic or Latino	32.8%	386	Other	0.0%	0	Other	0.0%	0
Asian	1.1%	13	Total		234	Total		198
Two or More Races	1.4%	17	Women	0.0%	0	Women	0.0%	0
Hawaiian or Pac. Islander	0.0%	0						
Am. Indian or Alaska Native	0.2%	2	2010			1999		
Voluntary Nondisclosure	4.1%	48	White	71.1%	172	White	70.9%	129
Total		1178	African-American	12.0%	29	African-American	18.1%	33
Women	0.4%	5	Latino	16.5%	40	Latino	10.4%	19
2018			Asian	0.4%	1	Asian	0.5%	1
White	52.5%	563	Other	0.0%	0	Other	0.0%	0
African-American	7.5%	80	Total		242	Total		182
Asian	1.0%	11	Women	0.0%	0	Women	0.0%	0
Latino	33.6%	360						
Native American	0.3%	3	2009			1998		
Voluntary Nondisclosure	5.2%	56	White	68.4%	158	White	74.8%	151
Total		1073	African-American	13.9%	32	African-American	16.8%	34
Women	0.5%	5	Latino	17.3%	40	Latino	7.9%	16
2017			Asian	0.4%	1	Asian	0.5%	1
White	53.0%	527	Other	0.0%	0	Other	0.0%	0
African-American	8.9%	88	Total		231	Total		202
Latino	35.9%	357	Women	0.0%	0	Women	0.0%	0
Asian	0.6%	6						
Other	1.6%	16	2008			1997		
Voluntary Non-Disclosure	2.4%	24	White	67.0%	152	White	74.5%	120
Total		994	African-American	11.9%	27	African-American	14.3%	23
Women	0.3%	3	Latino	20.7%	47	Latino	11.2%	18
2016			Asian	0.4%	1	Asian	0.0%	0
White	53.6%	517	Other	0.0%	0	Other	0.0%	0
African-American	8.8%	85	Total		227	Total		161
Latino	33.5%	323	Women	0.0%	0	Women	0.0%	0
Asian	0.4%	4						
Other	3.6%	35	2007			1996		
Voluntary Non-Disclosure	2.1%	20	White	68.2%	150	White	73.9%	119
Total		964	African-American	13.3%	30	African-American	18.0%	29
Women	0.2%	2	Latino	17.3%	39	Latino	7.5%	12
2015			Asian	0.4%	1	Asian	0.6%	1
White	61.8%	175	Other	0.0%	0	Other	0.0%	0
African-American	10.6%	30	Total		215	Total		158
Latino	25.1%	71	Women	0.0%	0	Women	0.0%	0
Asian	0.0%	0						
Other	2.5%	7	2006			1995		
Total		283	White	69.8%	150	White	72.2%	114
Women	0.7%	2	African-American	15.8%	34	African-American	18.4%	29
2014			Latino	13.5%	29	Latino	8.9%	14
White	63.0%	167	Asian	0.9%	2	Asian	0.0%	0
African-American	9.8%	26	Other	0.0%	0	Other	0.6%	1
Latino	25.7%	68	Total		218	Total		158
Asian	0.0%	0	Women	0.0%	0	Women	0.0%	0
Other	1.5%	4						
Total		265	2005			1994		
Women	0.0%	0	White	70.6%	154	White	77.8%	126
2013			African-American	15.1%	33	African-American	13.6%	22
White	58.8%	147	Latino	13.8%	30	Latino	8.0%	13
African-American	10.0%	25	Asian	0.5%	1	Asian	0.0%	0
Latino	30.0%	75	Other	0.0%	0	Other	0.6%	1
Asian	0.4%	1	Total		226	Total		162
Other	0.8%	2	Women	0.0%	0	Women	0.0%	0
Total		250						
Women	0.0%	0	2004			1993		
			White	73.0%	165	White	79.6%	133
			African-American	12.4%	28	African-American	13.2%	22
			Latino	13.7%	31	Latino	6.0%	10
			Asian	0.9%	2	Asian	0.0%	0
			Other	0.0%	0	Other	1.2%	2
			Total		226	Total		167
			Women	0.0%	0	Women	0.0%	0

Note: Percentages may not equal 100 percent due to rounding.

Table 6



CEO/President								
As of January 1, 2021								
	%	#		%	#		%	#
2021			2013			2006		
White	93.3%	28	White	100.0%	39	White	100.0%	32
Black or African American	3.3%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		39	Total		32
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	6.3%	2
Voluntary Nondisclosure	3.3%	1	2012			2005		
Total		30	White	100.0%	26	White	100.0%	33
Women	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
2020			Latino	0.0%	0	Latino	0.0%	0
White	96.7%	29	Asian	0.0%	0	Asian	0.0%	0
Black or African American	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hispanic or Latino	0.0%	0	Total		26	Total		33
Asian	0.0%	0	Women	0.0%	0	Women	6.1%	2
Two or More Races	3.3%	1	2011			2004		
Hawaiian or Pac. Islander	0.0%	0	White	100.0%	27	White	96.9%	31
Am. Indian or Alaska Native	0.0%	0	African-American	0.0%	0	African-American	3.1%	1
Voluntary Nondisclosure	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Total		0	Asian	0.0%	0	Asian	0.0%	0
Women	0.0%	0	Other	0.0%	0	Other	0.0%	0
2018			Total		27	Total		32
White	100.0%	26	Women	3.7%	1	Women	3.1%	1
African-American	0.0%	0	2010			2002		
Latino	0.0%	0	White	100.0%	31	White	100.0%	x
Asian	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Other	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Voluntary Nondisclosure	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Total		26	Other	0.0%	0	Other	0.0%	x
Women	0.0%	0	Total		31	Total		x
2017			Women	3.2%	1	Women	3.0%	x
White	100.0%	26	2009			2001		
African-American	0.0%	0	White	100.0%	29	White	100.0%	x
Latino	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Other	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Total		26	Other	0.0%	0	Other	0.0%	x
Women	0.0%	0	Total		29	Total		x
2016			Women	3.4%	1	Women	3.0%	x
White	100.0%	26	2008			2000		
African-American	0.0%	0	White	100.0%	29	White	100.0%	x
Latino	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Asian	0.0%	0.0%	Latino	0.0%	0	Latino	0.0%	x
Other	0.0%	0.0%	Asian	0.0%	0	Asian	0.0%	x
Total		26	Other	0.0%	0	Other	0.0%	x
Women	0.0%	0	Total		29	Total		x
2015			Women	6.9%	2	Women	3.0%	x
White	100.0%	26	2007			1999		
African-American	0.0%	0	White	100.0%	26	White	100.0%	x
Latino	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Other	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Total		26	Other	0.0%	0	Other	0.0%	x
Women	0.0%	0	Total		26	Total		x
2014			Women	7.7%	2	Women	3.0%	x
White	100.0%	37	Table 7					
African-American	0.0%	0						
Latino	0.0%	0						
Asian	0.0%	0						
Other	0.0%	0						
Total		37						
Women	0.0%	0						

x = Data not recorded, totals may not equal 100 percent

General Manager/President of Baseball Operations								
As of April 1, 2021								
	%	#		%	#		%	#
2021			2011			2002		
White	86.7%	26	White	85.7%	24	White	93.3%	28
Black or African American	3.3%	1	African-American	10.7%	3	African-American	3.3%	1
Hispanic or Latino	3.3%	1	Latino	3.6%	1	Latino	3.3%	1
Asian	6.7%	2	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		28	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	3.3%	1						
2020			2010			2001		
White	86.7%	26	White	80.6%	21	White	96.7%	29
Black or African American	3.3%	1	African-American	11.5%	3	African-American	3.3%	1
Hispanic or Latino	6.7%	2	Latino	7.7%	2	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		26	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2018			2009			2000		
White	86.7%	26	White	83.3%	25	White	100.0%	30
African-American	0.0%	0	African-American	10.0%	3	African-American	0.0%	0
Latino	10.0%	3	Latino	6.7%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	3.0%	1	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.0%	0	Total		30	Total		30
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2017			2008			1999		
White	86.7%	26	White	86.7%	26	White	100.0%	30
African-American	6.7%	2	African-American	10.0%	3	African-American	0.0%	0
Latino	3.3%	1	Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2016			2007			1998		
White	86.7%	26	White	93.3%	28	White	100.0%	30
African-American	6.7%	2	African-American	3.3%	1	African-American	0.0%	0
Latino	3.3%	1	Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015			2006			1997		
White	90.0%	27	White	93.3%	28	White	96.7%	29
African-American	3.3%	1	African-American	3.3%	1	African-American	3.3%	1
Latino	6.7%	2	Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014			2005			1996		
White	90.0%	27	White	93.3%	28	White	96.4%	27
African-American	3.3%	1	African-American	3.3%	1	African-American	3.6%	1
Latino	6.7%	2	Latino	3.3%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013			2004			1995		
White	90.0%	27	White	93.3%	28	White	96.4%	27
African-American	3.3%	1	African-American	3.3%	1	African-American	3.6%	1
Latino	6.7%	2	Latino	3.3%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012			<p>Note: Percentages may not equal 100 percent due to rounding.</p> <p><b>Table 8</b></p>					
White	90.3%	28						
African-American	6.5%	2						
Latino	3.2%	1						
Asian	0.0%	0						
Other	0.0%	0						
Total		31						
Women	0.0%	0						

Vice Presidents								
As of January 1, 2021								
	%	#		%	#		%	#
2021			2014			2007		
White	83.6%	327	White	85.6%	322	White	90.0%	225
Black or African American	5.6%	22	African-American	6.6%	25	African-American	3.6%	9
Hispanic or Latino	6.6%	26	Latino	5.1%	19	Latino	4.4%	11
Asian	1.3%	5	Asian	1.6%	6	Asian	2.0%	5
Two or More Races	0.8%	3	Native Hawaiian	0.5%	2	Other	0.0%	0
Hawaiian or Pac. Islander	0.8%	3	Two or More Races	0.5%	2	Total		250
Am. Indian or Alaska Native	0.3%	1	Total		376	Women	15.6%	39
Voluntary Nondisclosure	1.0%	4	Women	17.3%	65			
Total		391	2013			2005		
Women	22.0%	86	White	79.3%	298	White	87.5%	223
2020			African-American	6.1%	23	African-American	4.3%	11
White	84.4%	401	Latino	5.1%	19	Latino	5.1%	13
Black or African American	5.9%	28	Asian	1.3%	5	Asian	3.1%	8
Hispanic or Latino	6.3%	30	Native Hawaiian	0.8%	3	Other	0.0%	0
Asian	1.3%	6	Total		348	Total		255
Two or More Races	0.4%	2	Women	17.5%	61	Women	14.5%	37
Hawaiian or Pac. Islander	0.8%	4	2012			2004		
Am. Indian or Alaska Native	0.2%	1	White	86.2%	287	White	87.9%	218
Voluntary Nondisclosure	0.8%	4	African-American	6.0%	20	African-American	4.0%	10
Total		476	Latino	5.7%	19	Latino	4.8%	12
Women	20.0%	95	Asian	1.2%	4	Asian	3.2%	8
2018			Native Hawaiian	0.9%	3	Other	0.0%	0
White	85.2%	381	Total		333	Total		248
African-American	6.3%	28	Women	17.7%	59	Women	12.5%	31
Asian	1.6%	7	2011			2002		
Latino	5.4%	24	White	87.6%	290	White	88.4%	199
Native American	0.9%	4	African-American	5.7%	19	African-American	4.9%	11
Voluntary Nondisclosure	0.6%	3	Latino	4.8%	16	Latino	4.4%	10
Total		447	Asian	1.8%	6	Asian	2.2%	5
Women	19.2%	86	Other	0.0%	0	Other	0.0%	0
2017			Total		331	Total		225
White	85.9%	371	Women	17.2%	57	Women	14.2%	32
African-American	6.5%	28	2010			2000		
Latino	5.1%	22	White	90.1%	247	White	90.4%	170
Asian	1.4%	6	African-American	4.0%	11	African-American	5.3%	10
Other	0.9%	4	Latino	4.0%	11	Latino	3.2%	6
Voluntary Nondisclosure	0.2%	1	Asian	1.8%	5	Asian	1.1%	2
Total		432	Other	0.0%	0	Other	0.0%	0
Women	18.5%	80	Total		274	Total		188
2016			Women	18.2%	50	Women	6.4%	12
2009			1999					
White	88.3%	445	White	83.3%	250	White	91.7%	176
African-American	5.6%	28	African-American	7.7%	23	African-American	4.7%	9
Latino	4.6%	23	Latino	6.7%	20	Latino	2.1%	4
Asian	1.0%	5	Asian	2.3%	7	Asian	1.6%	3
Other	0.6%	3	Other	0.0%	0	Other	0.0%	0
Total		504	Total		300	Total		192
Women	16.3%	82	Women	18.7%	56	Women	8.3%	16
2015			2008			1998		
White	86.1%	358	White	90.4%	246	White	91.8%	123
African-American	6.0%	25	African-American	3.7%	10	African-American	5.2%	7
Latino	5.3%	22	Latino	4.0%	11	Latino	1.5%	2
Asian	1.7%	7	Asian	1.8%	5	Asian	1.5%	2
Other	1.0%	4	Other	0.0%	0	Other	0.0%	0
Total		416	Total		272	Total		134
Women	17.8%	74	Women	16.5%	45	Women	4.5%	6

Note: Percentages may not equal 100 percent due to rounding.

**Table 9**

Senior Administration											
As of January 1, 2021											
	%	#		%	#		%	#			
2021			2014			2008					
White	79.0%	1615	White	80.5%	1370	White	83.0%	323			
Black or African American	5.2%	107	African-American	6.0%	102	African-American	6.7%	26			
Hispanic or Latino	9.9%	203	Latino	10.0%	170	Latino	8.0%	31			
Asian	2.7%	56	Asian	2.2%	37	Asian	2.1%	8			
Two or More Races	1.6%	32	Other	1.3%	22	Other	0.3%	1			
Hawaiian or Pac. Islander	0.1%	2	Total		1701	Total		389			
Am. Indian or Alaska Native	0.2%	5	Women	27.2%	463	Women	18.0%	70			
Voluntary Nondisclosure	1.2%	25	2013			2007					
Total		2045	White	79.7%	1301	White	81.7%	290			
Women	28.5%	582	African-American	6.6%	107	African-American	7.9%	28			
2020			Latino	10.0%	163	Latino	9.0%	32			
White	79.8%	1680	Asian	2.5%	41	Asian	1.1%	4			
Black or African American	5.2%	110	Other	1.2%	20	Other	0.3%	1			
Hispanic or Latino	9.4%	197	Total		1632	Total		355			
Asian	2.8%	58	Women	26.5%	432	Women	18.9%	67			
Two or More Races	1.6%	33	2012			2006					
Hawaiian or Pac. Islander	0.1%	2	White	80.1%	1231	White	84.4%	248			
Am. Indian or Alaska Native	0.3%	6	African-American	6.9%	106	African-American	6.8%	20			
Voluntary Nondisclosure	0.9%	18	Latino	9.2%	142	Latino	7.5%	22			
Total		2104	Asian	2.9%	45	Asian	1.0%	3			
Women	28.8%	607	Other	0.8%	13	Other	0.3%	1			
2018			Total		1537	Total		294			
White	80.0%	1615	Women	26.9%	414	Women	20.1%	59			
African-American	5.3%	107	2011			2005					
Latino	9.7%	195	White	82.8%	328	White	84.2%	246			
Asian	2.7%	55	African-American	5.8%	23	African-American	7.5%	22			
Other	1.3%	27	Latino	9.3%	37	Latino	6.2%	18			
Voluntary Non-Disclosure	0.6%	13	Asian	1.5%	6	Asian	2.1%	6			
Total		2020	Other	0.5%	2	Other	0.0%	0			
Women	28.6%	577	Total		396	Total		292			
2017			Women	17.9%	71	Women	17.8%	52			
White	79.7%	1544	2010			2004					
African-American	5.4%	105	White	85.1%	395	White	83.5%	217			
Latino	10.2%	197	African-American	4.7%	22	African-American	9.6%	25			
Asian	2.7%	53	Latino	7.8%	36	Latino	4.6%	12			
Other	1.7%	32	Asian	1.9%	9	Asian	2.3%	6			
Voluntary Non-Disclosure	0.4%	7	Other	0.4%	2	Other	0.0%	0			
Total		1938	Total		464	Total		260			
Women	27.7%	536	Women	18.1%	84	Women	13.8%	36			
2016			2009			2001					
White	80.1%	1485	White	84.3%	370	White	86.0%	x			
African-American	5.5%	101	African-American	5.0%	22	African-American	10.0%	x			
Latino	10.0%	185	Latino	8.2%	36	Latino	4.0%	x			
Asian	2.6%	48	Asian	2.1%	9	Asian	<1%	x			
Other	1.8%	13	Other	0.5%	2	Women	<15%	x			
Voluntary Non-Disclosure	0.3%	5	Total		439	Note: Percentages may not equal 100 percent due to rounding.					
Total		1853	Women	18.9%	83						
Women	27.0%	500									
2015											
White	80.7%	1469									
African-American	5.4%	99									
Latino	9.8%	178									
Asian	2.4%	44									
Other	1.7%	31									
Total		1821									
Women	27.5%	500									

Table 10



Team Professional Administration								
As of January 1, 2021								
	%	#		%	#		%	#
2021			2014			2008		
White	74.2%	1416	White	77.5%	1115	White	85.7%	407
Black or African American	6.1%	117	African-American	7.7%	111	African-American	7.8%	37
Hispanic or Latino	10.9%	208	Latino	9.4%	135	Latino	4.6%	22
Asian	4.7%	90	Asian	4.0%	57	Asian	1.3%	6
Two or More Races	2.3%	44	Other	1.4%	20	Other	0.6%	3
Hawaiian or Pac. Islander	0.1%	2	Total		1438	Total		475
Am. Indian or Alaska Native	0.2%	4	Women	28.0%	402	Women	28.6%	136
Voluntary Nondisclosure	1.5%	28	2013			2007		
Total		1909	White	77.8%	1081	White	88.6%	357
Women	25.5%	487	African-American	7.0%	97	African-American	5.5%	22
2020			Latino	10.3%	143	Latino	4.2%	17
White	74.8%	1460	Asian	3.7%	52	Asian	1.5%	6
Black or African American	6.1%	120	Other	1.2%	17	Other	0.2%	1
Hispanic or Latino	11.2%	218	Total		1390	Total		403
Asian	4.0%	79	Women	27.1%	376	Women	38.5%	155
Two or More Races	2.4%	46	2012			2006		
Hawaiian or Pac. Islander	0.1%	2	White	78.1%	1061	White	85.0%	273
Am. Indian or Alaska Native	0.2%	4	African-American	6.9%	94	African-American	5.0%	16
Voluntary Nondisclosure	1.2%	23	Latino	10.0%	136	Latino	7.8%	25
Total		1952	Asian	4.0%	54	Asian	1.9%	6
Women	25.3%	493	Other	1.0%	14	Other	0.3%	1
2018			Total		1359	Total		321
White	75.1%	1468	Women	26.3%	357	Women	24.3%	78
African-American	6.0%	118	2011			2005		
Latino	11.0%	215	White	84.3%	510	White	90.0%	243
Asian	4.1%	81	African-American	7.3%	44	African-American	3.7%	10
Other	2.1%	41	Latino	6.0%	36	Latino	5.2%	14
Voluntary Non-Disclosure	1.3%	25	Asian	0.7%	4	Asian	1.1%	3
Total		1955	Other	1.8%	11	Other	0.0%	0
Women	26.0%	508	Total		605	Total		270
2017			Women	30.1%	182	Women	29.6%	80
White	77.1%	1490	2010			2004		
African-American	5.9%	115	White	87.0%	529	White	85.4%	537
Latino	10.6%	205	African-American	5.8%	35	African-American	6.7%	42
Asian	3.7%	71	Latino	5.9%	36	Latino	6.5%	41
Other	1.8%	35	Asian	1.0%	6	Asian	1.4%	9
Voluntary Non-Disclosure	1.0%	21	Other	0.3%	2	Other	0.0%	0
Total		1937	Total		608	Total		629
Women	27.7%	536	Women	32.4%	197	Women	27.7%	174
2016			2009			2002		
White	77.1%	1244	White	85.7%	522	White	87.0%	x
African-American	7.6%	122	African-American	7.6%	46	African-American	7.0%	x
Latino	9.5%	153	Latino	5.4%	33	Latino	4.0%	x
Asian	3.5%	56	Asian	1.0%	6	Asian	1.0%	x
Other	1.4%	22	Other	0.3%	2	Other	1.0%	x
Voluntary Non-Disclosure	1.0%	16	Total		609	Total		x
Total		1613	Women	30.7%	187	Women	22.0%	x
Women	28.1%	453	Note: Percentages may not equal 100 percent due to rounding.					
2015								
White	77.5%	1192						
African-American	8.0%	123						
Latino	9.3%	143						
Asian	3.9%	60						
Other	1.3%	20						
Total		1538						
Women	27.0%	416						

Table 11

Table 11

<b>C-Suite</b>		
As of January 1, 2021		
	<b>%</b>	<b>#</b>
2021		
White	87.1%	54
Black or African American	6.5%	4
Hispanic or Latino	1.6%	1
Asian	4.8%	3
Two or More Races	0.0%	0
Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0
Voluntary Nondisclosure	0.0%	0
Total		62
Women	22.6%	14

<b>Umpires</b>		
As of January 1, 2021		
	<b>%</b>	<b>#</b>
2021		
White	84.0%	63
Black or African American	5.3%	4
Hispanic or Latino	9.3%	7
Asian	0.0%	0
Two or More Races	0.0%	0
Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0
Voluntary Nondisclosure	1.3%	1
Total		75
Women	0%	0