



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2021 Racial and Gender Report CardTM

Major League Soccer

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THE 2021 RACIAL AND GENDER REPORT CARD:

Major League Soccer

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Executive Summary

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As the nation draws closer to the end of the landmark year of 2021, a year dominated by the ongoing pandemic recovery efforts and the racial reckoning after the murder of George Floyd in 2020, there were many racial and gender hiring achievements across sport. Today, The Institute for Diversity and Ethics in Sport (TIDES) released **The 2021 Major League Soccer (MLS) Racial and Gender Report Card** (RGRC).

MLS earned an **A** for racial hiring practices with a score of 91.7, an increase from last year's 90.7 points. MLS earned a **C** for gender hiring practices with 74.7 points, a notable increase from 69.9 points in 2020 and their highest gender percentage since 2018. The overall grade for MLS was a **B** with 83.2 points, a 2.9 percentage point improvement from 80.3 points last year.

The Report Card is being released prior to the MLS Cup following the conclusion of a successful, first full season following their pandemic-altered 2020 season. It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Owners/Investors 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.

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

Overall Grade



B

Racial Hiring



A

Gender Hiring



C

and hiring milestones. Among the hiring milestones were Carolyn Kindle Betz becoming the majority owner of St. Louis SC, making the team the first majority-female-owned club in MLS history, the MLS League Office naming Sola Winley as their first Chief Diversity Officer and Tori Penso becoming the first female head referee in an MLS game.

Among the crucial social justice initiatives was the establishment of the first diversity, equity and inclusion committee in MLS history, which is one of four board level standing committees and the only committee to have a staff member (Sola Winley as its Co-Chair) and includes members of Black Players for Change, SCORE, Equity Action Committee, and Pitch Black ERG. Additionally, MLS established the Soccer Upward Mobility initiative with the purpose of providing access, exposure, and clearly defined career paths in soccer for underrepresented groups.

For racial hiring practices, MLS earned an A+ for players, head coaches, assistant coaches and League Office employees; B+ for team c-suite executive and team professional administration; and a B for general managers, team vice presidents and team senior administration. MLS earned a C- for team CEO/presidents and an F for majority owners/investors.

For gender hiring practices, MLS earned a B+ for League Office employees while team professional administration received a C and both team vice presidents and team c-suite executive earned a C-. MLS scored a D for team senior administration and an F for the remaining categories of majority owners/investors and team CEO/presidents.

MLS earned an A+ for its outstanding diversity and inclusion initiatives.

“Major League Soccer scored big this year with progress in both racial and gender categories across the League Office and team levels,” said Richard Lapchick, principal author of the study and director of TIDES, “The League Office, though, led by Commissioner Don Garber, once again proved that it remains farther along racial

MLS RGRC at a Glance

Racial Hiring Grade for MLS League Office

A+  **40.3%**
People of Color

Gender Hiring Grade for MLS League Office

B+  **40.7%**
Women

Racial Hiring Grade for Team Vice Presidents

B  **19.4%**
People of Color

Gender Hiring Grade for Team Vice Presidents

C-  **27.8%**
Women

Racial Hiring Grade for Team CEO/Presidents

C-  **13.8%**
People of Color

and gender hiring efforts than their team counterparts, earning high marks. Some teams need to do better.”

Lapchick continued, “Important on-field positions like assistant coaches and head coaches continued to hold the highest percentage of persons of color among all team positions. When it comes to crucial off-field positions, key decision-making roles of team vice presidents and c-suite executives had notable improvements in diverse representation. I commend MLS for having four women in president/CEO positions, the most in the league’s history.”

After four years of consecutive decreases in their overall gender percentage, MLS saw a substantial increase of 4.8 percentage points. This brought the MLS gender percentage of 74.7 percent to its highest mark since 2018, when it was 76.8 percent.

Using data from the 2021 season, TIDES conducted an analysis of the racial composition of team general managers, players and coaches. In addition, the Report Card included a racial and gender breakdown of management in the MLS League Office and at various levels within each MLS franchise, to include: the c-suite personnel, team senior administration, team professional administration, and athletic trainers. **The data for the 2021 Report Card is updated through July 19, 2021. The League Office provided all data pertaining to the MLS League Office and the aggregate team data.**

With the publication of the 2020 Census, TIDES will increase the grading standards to fully reflect the new data. The change to match America’s changing demographics will take place in the 2022 Racial and Gender Report Cards. In the meantime, if they were in effect in 2021, MLS would have earned a B+ for racial hiring practices with a score of 86.9 points. MLS would have earned a C for gender hiring practices with 70.5 points. The overall grade for MLS would have been a C+ with 78.7 points.

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida publishes The Racial and Gender Report Card to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college

sports personnel and to contribute to the improvement of integration in front office and collegiate athletics department positions. TIDES has previously published the 2021 Racial and Gender Report Cards for MLB and the NBA. The 2021 Major League Soccer Racial and Gender Report Card will be followed by the 2021 Racial and Gender Report Cards for WNBA, NFL, and College Sport.

MLS RGRC at a Glance

Racial Hiring Grade for Senior Administration

B  **17.0%**
People of Color

Gender Hiring Grade for Senior Administration

D  **24.1%**
Women

Racial Hiring Grade for Professional Administration

B+  **23.6%**
People of Color

Gender Hiring Grade for Professional Administration

C  **30.6%**
Women

Report Card Highlights

- MLS retained its A grade for racial hiring after improving from 90.7 percent in 2020 to 91.7 percent in 2021. The league also saw substantial improvement in its gender hiring score, going from 69.9 percent in 2020 to 74.7 percent in 2021. This breaks a streak of four consecutive years that the gender hiring score had declined with its highest score since 2018.
- The MLS League Office continues to have an outstanding record for people of color in men's professional sport at 40.3 percent, trailing only the NBA. Women held 40.7 percent of the MLS League Office positions. The percentage of people of color decreased by 0.9 percentage points from 41.6 percent in 2020. Women in professional positions at the League Office increased by 1.4 percentage points from 39.3 percent in the 2020 MLS RGRC. Additionally, 18.2 percent of League Office employees were women of color, an increase from 17.0 percent in 2020.
- MLS had the highest percentage of head coaches of color of any men's professional sport at 42.9 percent, a 2.2 percentage point increase from 2020.
- Assistant coaches of color decreased by 9.0 percentage points from 43.2 percent to 34.2 percent.
- In 2021, 90.6 percent of all majority owners/investors were white. The 9.4 percent of owners/investors of color included 6.3 percent Hispanic or Latino and 3.1 percent Asian. Women represented 6.3 percent of majority ownership for the second consecutive year.
- In 2021, there were four people of color (13.8 percent) holding the position of CEO/President, a decrease of 3.6 percentage points from 2020. This included two Hispanic or Latino CEO/presidents, one Asian, and one Black or African-American.
- In 2021, there were four women (13.8 percent) holding the position of CEO/President, increasing from zero in 2020 and marking the highest point in league history. The four women included: Ishwara Glassman Chrein (Chicago Fire), Danita Johnson

Players of Color

60.1%  61.7%


2020 2021

Head Coaches of Color

40.7%  42.9%

2020 2021

Assistant Coaches of Color

43.2%  34.2%

2020 2021


Women Team Vice Presidents


23.3%  27.8%


2020 2021


(DC United), Shari Ballard (Minnesota United) and Carolyn Kindle Betz (St. Louis City SC).

- Of all team c-suite positions, people of color increased substantially by 7.4 percentage points from 15.9 percent in 2020 to 23.3 percent in 2021. Similarly, women held 28.8 percent of all c-suite positions, an increase of 4.2 percentage points from 24.6 percent in 2020.
- The percentage of general managers of color was 18.8 percent in 2021, a decrease from 21.4 percent in 2020. This included 12.5 percent Hispanic or Latino general managers and 6.3 percent who were Black or African-American.
- The percentage of team vice presidents of color increased significantly from 13.5 percent in 2020 to 19.4 percent, an all-time high for MLS.
- In 2021, people of color who held team senior administration positions in the MLS decreased slightly to 17.0 percent from 17.1 percent in 2020. The percentage of women holding team senior administration positions increased by 0.5 percentage points from 23.6 percent in the 2020 season to 24.1 percent in 2021. Women of color held just 3.5 percent of these positions.
- The percentage of people of color in team professional administration roles decreased for the second consecutive year, dropping from 24.9 percent in 2020 to 23.6 percent in 2021. Women holding team professional administration positions increased 0.7 percentage points from 29.9 in 2020 to 30.6 percent in 2021.
- People of color represented 28.1 percent of athletic trainers in 2021, a decrease of 3.5 percentage points from 31.6 percent in 2020. Women represented 14.1 percent of athletic trainers.
- This is the first year that TIDES has analyzed the referee/official category in the MLS Report Card. People of color represented 28.0 percent of referees, with Black or African-Americans representing 4.0 percent and Hispanic or Latino representing 18.0 percent. Women comprised 8.0 percent of referees/officials.

Women
MLS League Office
39.3%  **40.7%**
2020 2021

General Managers
of Color
21.4%  **18.8%**
2020 2021

Team C-Suite Executives
of Color
15.9%  **23.3%**
2020 2021

Women
Team C-Suite Executives
24.6%  **28.8%**
2020 2021

Overall Grades

MLS received an A grade for racial hiring practices in the 2021 MLS RGRC. Its 91.7 points was an increase of 1.0 points from 90.7 points in the 2020 MLS RGRC.

MLS's grade for gender hiring practices improved to a C with 74.7 points in 2021, up from 69.9 points in 2020. MLS earned a combined grade of a B with 83.2 points in 2021, increasing 2.9 percentage points from 80.3 in the 2020 MLS RGRC.

For racial hiring practices, MLS earned an A+ for players, head coaches, assistant coaches and League Office employees; B+ for team c-suite executive and team professional administration; and a B for general managers, team vice presidents and team senior administration. MLS earned a C- for team CEO/presidents and an F for majority owners/investors.

For gender hiring practices, MLS earned a B+ for League Office employees while team professional administration received a C and both team vice presidents and team c-suite executive earned a C-. MLS scored a D for team senior administration and an F for the remaining categories of majority owners/investors and team CEO/presidents.


This was the first year that team owners/investors was accounted for in the racial and gender hiring grades.

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. Among the hiring milestones were Tori Penso becoming the first female head referee in an MLS game in September 2020 and Sola Winley becoming the league's first Chief Diversity Officer in February 2021. Carolyn Kindle Betz became an owner of St. Louis FC, making the club the first majority-female-owned team in MLS history.

For social justice initiatives, MLS established the first Diversity, Equity, and Inclusion committee in the league's history. It also created the Soccer Upward Mobility initiative, providing access, exposure and varying career paths to underrepresented groups. The initiative includes developing clearly defined pathways for increasing Black representation in executive and sporting positions within MLS clubs and front office.

MLS earned an A+ for its outstanding diversity initiatives.


Racial Hiring:

90.7  91.7
-2020- -2021-

Gender Hiring:

69.9  74.7
-2020- -2021-

Overall Score:

80.3  83.2
-2020- -2021-

Grades by Category

MLS Players

The percentage of white players decreased 1.6 percentage points from 39.9 in 2020 to 38.3 percentage points in 2021. The percentage of Hispanic or Latino players in MLS increased by 1.2 percentage points from 30.4 percent to 31.6 percent. The percentage of Black or African-American players increased 1.7 percentage points from 22.4 percent in 2020 to 24.1 percent in 2021. The percentage of Asian players slightly increased from 1.1 percent in 2020 to 1.3 percent in 2021. Players that identified as Hawaiian or other Pacific Islander slightly decreased from 0.4 percent in 2020 to 0.2 percent in 2021 while American Indian or Alaskan Natives decreased from 1.9 percent to 0.4 percent. Those identifying as Two or More Races made up 4.0 percent, a 0.1 percentage point increase from 2020. Zero players identified as “Other,” remaining the same from 2020.

MLS Grade for Race of Players

A+  **61.7%**
People of Color

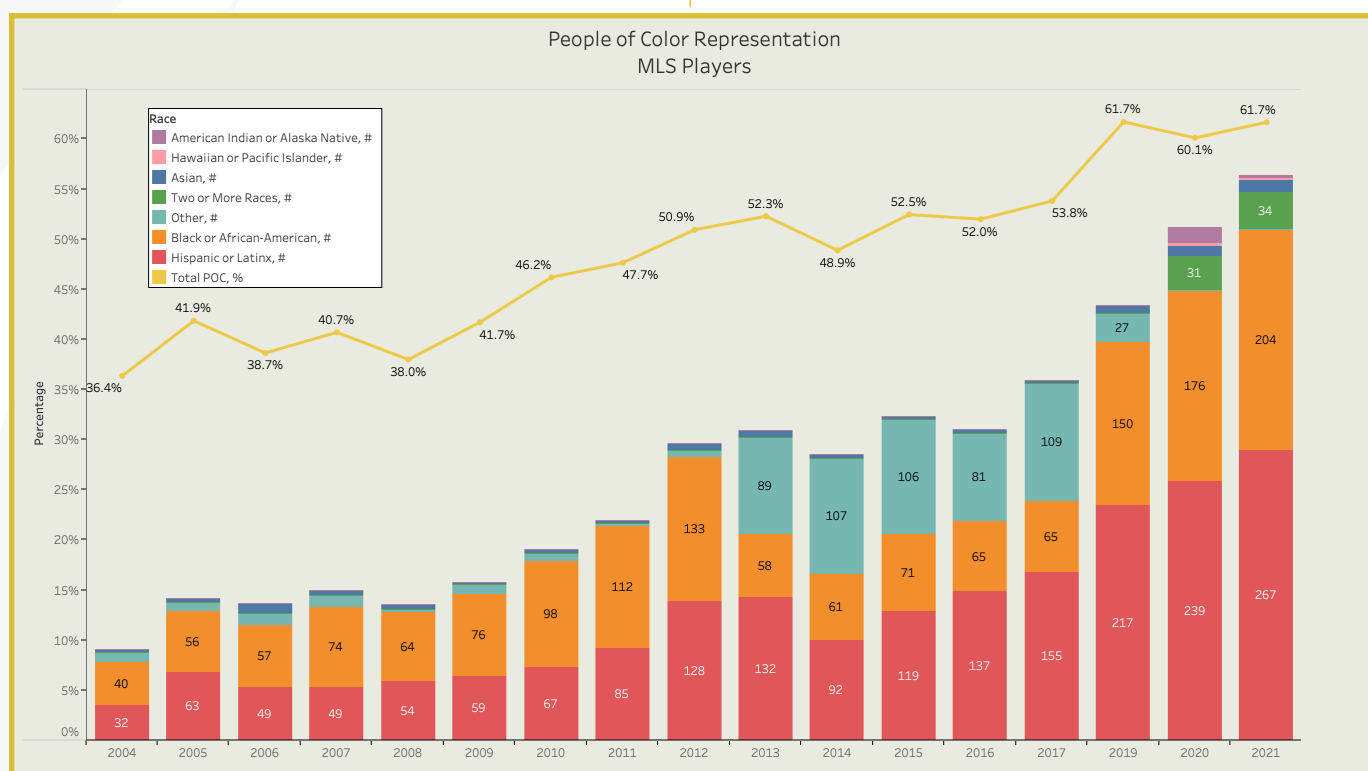
See Table 1.

**Two MLS expansion teams, Charlotte and St. Louis City SC, are not playing yet and thus do not have players. Therefore, 27 of 29 clubs were represented in this category.*

MLS Coaches

Head Coaches

MLS had the highest percentage of coaches of color of any men's professional sport at 42.9 percent, which increased by 2.2 percentage points from 2020. The percentage of white head coaches was 53.6 percent, a 5.7 percentage point decrease from



2020, while 32.1 percent were Hispanic or Latino. A total of 7.1 percent of head coaches were Black or African-American, which was an increase of 3.4 percentage points from 2020; 3.6 percent were classified as Two or More Races. There were 11 head coaches of color during the 2021 season. There still were no Asian, Hawaiian or Pacific Islander, nor American Indian or Alaskan Native head coaches in MLS.

Miguel Angel Ramirez was hired July 6, 2021 to be the head coach of Charlotte FC which will play its inaugural season in 2022, bringing the total number of head coaches of color to 12.

The two Black or African-American head coaches as of July 19, 2021 were:

- **Robin Fraser**, Colorado Rapids
- **Wilfried Nancy**, CF Montreal

The nine Hispanic or Latino head coaches as of July 19, 2021 were:

- **Hernan Losado**, D.C. United

- **Matias Almeyda**, San Jose Earthquakes
- **Javier Perez**, Toronto FC
- **Luchi Gonzalez**, FC Dallas*
- **Frederico Juarez**, Real Salt Lake**
- **Oscar Pareja**, Orlando City SC
- **Tab Ramos**, Houston Dynamo***
- **Gabriel Heinze**, Atlanta United****
- **Miguel Angel Ramirez**, Charlotte FC

The only head coach who identified as Two or More Races as of July 19, 2021 was:

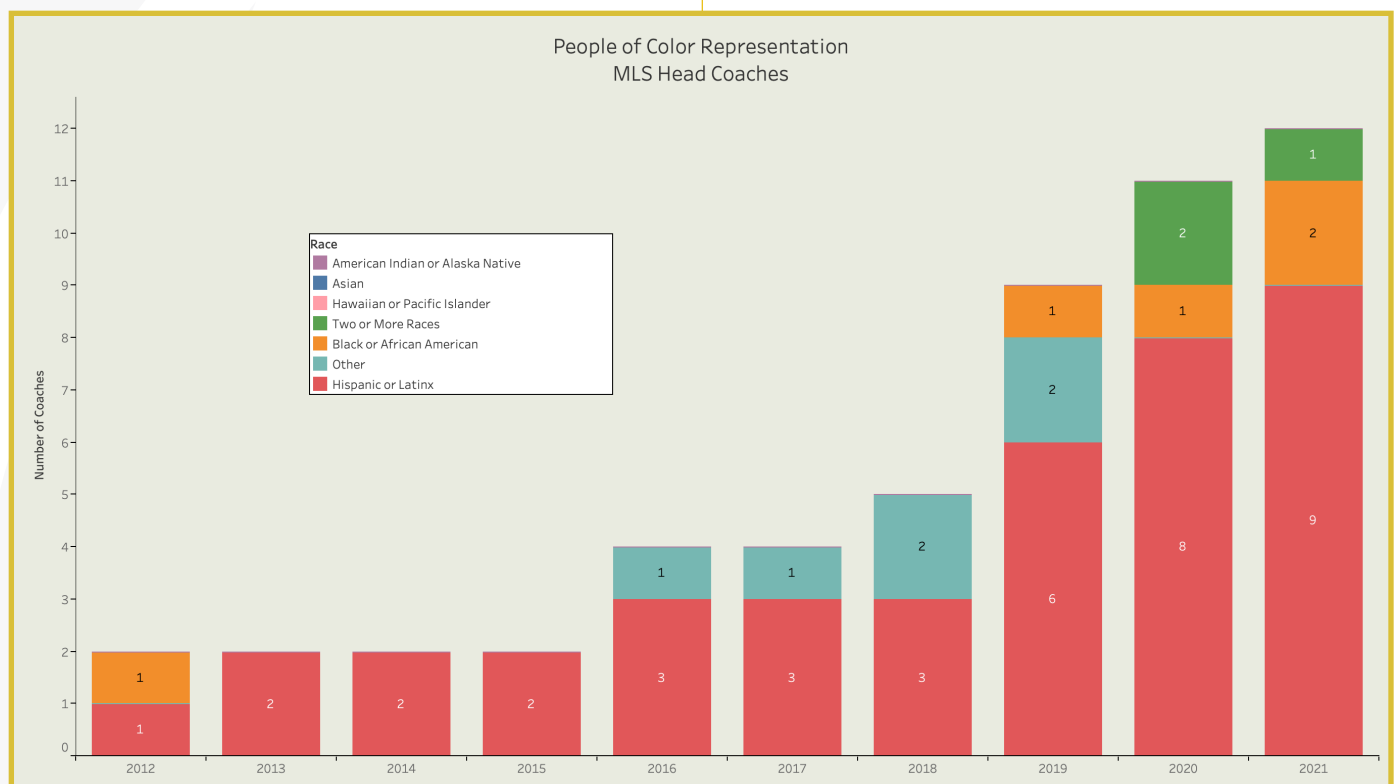
- **Giovanni Savarese**, Portland Timbers

*Luchi Gonzalez departed as head coach of FC Dallas on September 19, 2021.

** Frederico Juarez departed as head coach of Real Salt Lake on September 1, 2021

***Tab Ramos departed as head coach of Houston Dynamo on November 4, 2021.

****Gabriel Heinze departed as head coach of Atlanta United on July 18, 2021. Gonzalo Pineda was hired as head coach of Atlanta United on August 12, 2021.



Racial Hiring Grade for MLS Head Coaches

A+  **42.9%**
People of Color

See Table 2.

**One MLS expansion team – St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2021 season. Therefore, 28 of 29 clubs were represented in this category.*

Assistant Coaches

Overall, assistant coaches of color decreased by 9.0 percentage points from 43.2 percent in 2020 to 34.2 percent this year. In 2021, 65.8 percent of all assistant coaches were white, an increase of 9.0 percentage points from 56.8 percent in 2020. The assistant coaches classified as Hispanic or Latino represented the largest group of assistant coaches of

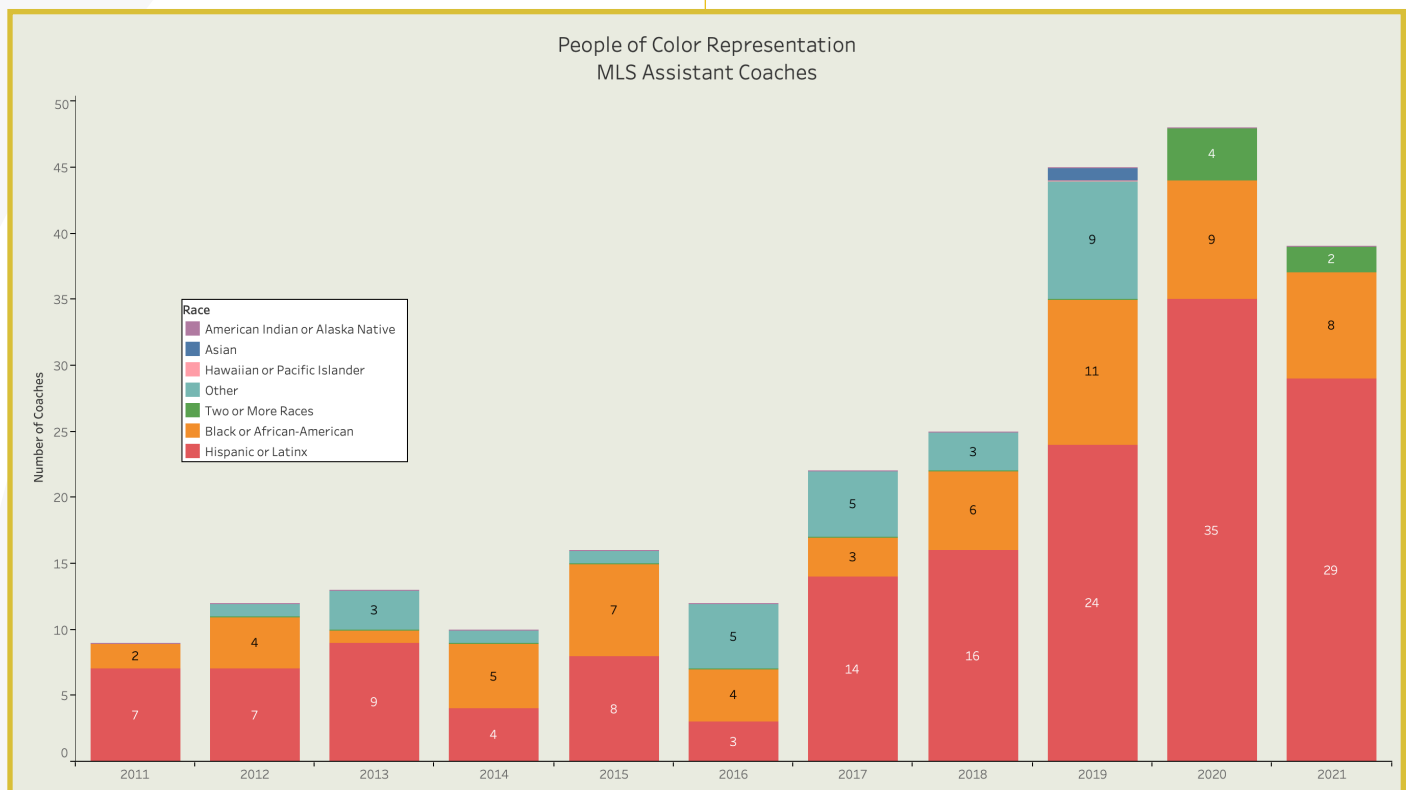
color in this category with 25.4 percent, a decrease of 6.1 percentage points from 2020, followed by Black or African-American assistant coaches with 7.0 percent, a decrease of 1.1 percentage points from 2020. Those classified as Two or More Races were 1.8 percent, a decrease from 3.6 percent in 2020.

Racial Hiring Grade for MLS Assistant Coaches

A+  **34.2%**
People of Color

See Table 3.

**One MLS expansion team – St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2021 season. Therefore, 28 of 29 clubs were represented in this category.*



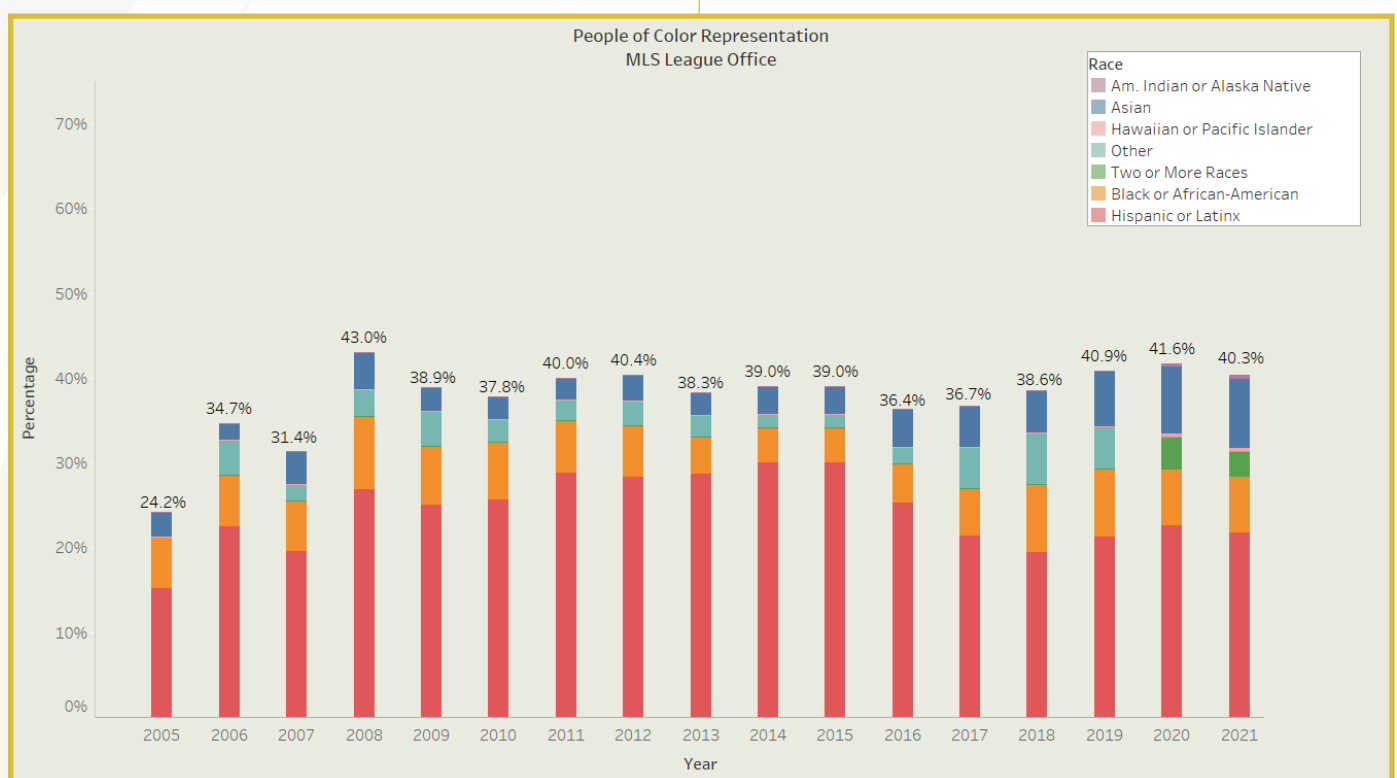
MLS League Office

The MLS League Office had 40.3 percent people of color, a decrease of 1.3 percentage points from the 41.6 percent recorded in 2020. Hispanics and Latinos(as) have the highest percentage of people of color at 21.7 percent, followed by Asians with 8.1 percent, Black or African-Americans with 6.6 percent, those identifying as Two or More Races with 3.1 percent, and those classified as Hawaiian or Pacific Islander and American Indian or Alaska Native each with 0.4 percent.

Overall, 40.7 percent of MLS league office employees were women, representing an increase of 1.4 percentage points from 39.3 percent in 2020. Women of color represented 18.2 percent of all league office employees. Notably, JoAnn Neale, President and Chief Administrative Officer for MLS, is one of the highest-ranking women in men's professional sports.

The 14 people of color in the League Office who held a vice president title or higher as of July 19, 2021 include:

- **Jennifer Cramer**, Senior Vice President, Partnership Marketing
- **Camilo Durana**, Senior Vice President, Properties & Events
- **Diego Moratorio**, General Manager, Canada
- **Elizabeth Lee Cohen**, Vice President, Strategy & Business Intelligence
- **Brent Delgado**, Vice President, Operations
- **Judy Matthew**, Vice President, Owned Platforms
- **Marisabel Munoz**, Vice President, Communications
- **Jamil Northcutt**, Vice President, Player Engagement
- **Mallika Pereira**, Vice President, Partnership Marketing
- **Sana Shuaib**, Vice President, Partnership Marketing
- **Camille Schenkel**, Vice President, Engineering
- **Sola Winley**, Executive Vice President, Commissioner's Office & Chief DEI Officer
- **Akash Jain**, Vice President, Strategy
- **Pablo Zarate**, Vice President, International Properties





The 16 women in the League Office who held vice president or above titles included:

- **JoAnn Neale**, President & Chief Administrative Officer
- **Anastasia Danias Schmidt**, Executive Vice President, Legal & General Counsel
- **Jennifer Carroll**, Senior Vice President, Talent & Culture
- **Jennifer Cramer**, Senior Vice President, Partnership Marketing
- **Jennifer Maurillo**, Senior Vice President, Events
- **Adrienne Barber**, Vice President, Properties
- **Elizabeth Lee Cohen**, Vice President, Strategy & Business Intelligence
- **Judy Matthew**, Vice President, Owned Platforms
- **Jan Mirman**, Vice President, Social Responsibility
- **Marisabel Munoz**, Vice President, Communications
- **Mallika Pereira**, Vice President, Partnership Marketing
- **Jacqueline Russo Curtin**, Vice President, Legal
- **Sana Shuaib**, Vice President, Partnership Marketing

- **Camille Schenkel**, Vice President, Data & Engineering
- **Emily Unruh**, Vice President, Retail Development
- **Tammy West Bennet**, Vice President, Talent Acquisition

The seven League Office women of color who hold a vice president title or higher as of July 19, 2021 include:

- **Jennifer Cramer**, Senior Vice President, Partnership Marketing
- **Elizabeth Lee Cohen**, Vice President, Strategy & Business Intelligence
- **Judy Matthew**, Vice President, Owned Platforms
- **Marisabel Munoz**, Vice President, Communications
- **Mallika Pereira**, Vice President, Partnership Marketing
- **Sana Shuaib**, Vice President, Partnership Marketing
- **Camille Schenkel**, Vice President, Data & Engineering

Racial Hiring Grade for MLS League Office

A+  **40.3%**
People of Color

Gender Hiring Grade for MLS League Office

B+  **40.7%**
Women

See Table 4.

MLS Team Front Offices

Owners

In 2021, 90.6 percent of all majority owners/investors were white. The 9.4 percent of owners/investors of color included 6.3 percent Hispanic or Latino and 3.1 percent Asian. Also, 6.3 percent of owners/investors were women, it should be noted that there are two women majority owners, the same number as 2020. There were no women of color who were majority owners. In MLS, five teams are listed as being subsidiaries of larger private companies. The New York Red Bulls are listed as being owned by Red Bull GmbH, the Austrian beverage producer, New York City FC is owned by the Abu Dubai United Group, the LA Galaxy is owned by Anschutz Entertainment Group (AEG), and Toronto FC is owned by Maple Leaf Sports & Entertainment Ltd (MLSE). In order to include their ownership in this study, the principle investor for each company was listed as the primary owner. For Red Bull GmbH, Deitrich Mateschitz was listed as the primary owner; and Larry Tanenbaum was listed as the primary owner of MLSE. Sheikh Mansour of the New York City FC, Jorge Mas of Inter Miami CF, and Marcelo Claure on Inter Miami CF were listed as owners of color. Susan Dee Haslam of Columbus Crew SC and Carolyn Kindle Betz of St. Louis City SC were listed as female investor-operators.

There are two women who are majority owners in MLS: Susan Dee Haslam of Columbus Crew SC and Carolyn Kindle Betz of St. Louis City SC. Lastly, there are nine women of color who are minority owners in the MLS. It is worth noting that MLS ownership structure differs greatly from other professional leagues. The “owners” are all investors in the single entity of MLS. Owners are given a great deal of autonomy in the management of their clubs. However, ultimately the owners are investors in the League as a whole, not simply one club.

The following list is a sampling of Major League Soccer minority team owners who are people of color as of July 19, 2021:

Austin FC

- Eddie Margain
- Lorenzo Junco De la Vega
- Camila Alves McConaughey

D.C. United

- Romie Chaudhari

Houston Dynamo

- Oscar De La Hoya
- James Harden
- Gabriel Brener

LAFC

- Henry Nguyen
- Ruben Gnanalingam
- Nomar Garciaparra
- Earvin “Magic” Johnson
- Goodwin Gaw
- Joseph C. Tsai
- Harry Tsao
- Clara Ming-Hua Wu
- Carol Chen

Inter Miami CF

- Masayoshi Son

New York F.C.

- Ruigang Li
- Khaldoon Khalifa Al Mubarak

Philadelphia Union

- Kevin Durant

Seattle Sounders FC

- Ciara Wilson
- Russell Wilson
- Satya Nadella
- Anu Nadella
- Sivaramakichenane Somasegar
- Akila Somasegar
- Peter Tomozawa
- Satya Nadella
- George Kenneth Griffey, Jr.

The following is a list of Major League Soccer minority team owners who are women as of July 19, 2021:

Austin FC

- Loreno Junco De la Vega
- Camila Alves McConaughey

FC Cincinnati

- Meg Whitman
- Tamara Hughes Gustavson
- Carol Van Andel
- Rebecca Scullin
- Amy Joseph
- Brynne Coletti
- Lorraine Sommer
- Linda Mueller
- Margaret Johns
- Elizabeth Berding
- Alexandra Berding

D.C. United

- Shoshana Farb

Sporting Kansas City

- Elizabeth Brownlee Maday

LAFC

- Mia Hamm Garciaparra
- Lynda Guber
- Carol Chen
- Clara Ming-Hua Wu
- Ashley Merrill
- Viveca Paulin

Minnesota United FC

- Wendy Carlson Nelson
- Nadine McGuire
- Chelsea McGuire Larson
- Marissa McGuire D'Agostini
- Patricia Binger
- Erika Binger
- Sandra Lynn Schreier
- Margot Grangaard
- Megan Deignan
- Kathleen MacLennan

Philadelphia Union

- Lisa Roberts

San Jose Earthquakes

- Katie Hall
- Maria Kaval
- Jean Wolff
- Catherine Dean

Seattle Sounders FC

- Ciara Wilson
- Christine Chew
- Akila Somasegar
- Amy Hood
- Anu Nadella

St. Louis City SC

- Jo Ann Taylor Kindle
- Alison Kindle Hogan
- Barbara Taylor
- Christine Taylor
- Patricia Taylor
- Kelly Taylor
- Joann Tate Kavanaugh-Tesson
- Meghan Kavanaugh

Vancouver Whitecaps FC

- Claire Mallet

See Table 5.

CEO/President

In 2021, there were four people of color (13.8 percent) holding the position of CEO/President, a decrease

of 3.6 percentage points from 2020. This included two Hispanic or Latino CEO/presidents, one Asian, and one Black or African-American. As recently as 2015, Alex Leitao of Orlando City Soccer was the only person of color holding the position of CEO/President. In 2021, there were four women (13.8 percent) holding the position of CEO/President, marking the greatest increase and highest point in league history.

The two Hispanic or Latino CEOs/Presidents as of July 19, 2021 were:

- **Alex Leitao**, Orlando City SC**
- **Jorge Mas**, Inter Miami CF

The one Asian CEO/President as of July 19, 2021 was:

- **Peter Tomozawa**, Seattle Sounders FC

The one Black or African-American CEO/President as of July 19, 2021 was:

- **Danita Johnson**, DC United

The four women CEO/Presidents as of July 19, 2021 were:

- **Ishwara Glassman Chrein**, Chicago Fire
- **Danita Johnson**, DC United
- **Shari Ballard**, Minnesota United
- **Carolyn Kindle Betz**, St. Louis City SC

Racial Hiring Grade for CEO/President

C-  **13.8%**
People of Color

Gender Hiring Grade for CEO/President

F  **13.8%**
Women

See Table 6.

***On July 28, 2021, Alex Leitao resigned from his position as CEO of Orlando City SC.*

General Managers

The percentage of general managers of color was 18.8 percent in 2021, representing a decrease from 21.4 percent in 2020. This included 12.5 percent Hispanic or Latino general managers and 6.3 percent who were Black or African-American.

The four Hispanic or Latino general managers as of July 19, 2021 were:

- **Carlos Bocanegra**, Vice President & Technical Director, Atlanta United
- **Manny Lagos**, Chief Soccer Officer, Minnesota United FC
- **Claudio Reyna**, Sporting Director, Austin FC
- **Andre Zanotta**, Sporting Director, FC Dallas

The two Black or African-American general managers as of July 19, 2021 were:

- **Ali Curtis**, General Manager and Vice President Soccer Operations, Toronto FC
- **Denis Hamlett**, Sporting Director, New York Red Bulls

There was one female general manager in 2021, marking the first time since 2000 that a woman has held the position after the hiring of Lucy Rushton as General Manager of DC United. Lucy Rushton was hired as the general manager of DC United. There have been three women holding general manager positions in the history of MLS. In 1999, Lynne Meterparel was named general manager of the then San Jose Clash. Betty D'Anjolell was the interim general manager of the Miami Fusion in 1998.

Racial Hiring Grade for General Managers

B  **18.8%**
People of Color

See Table 7.

C-Suite Personnel

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

The percentage of people of color in c-suite positions increased by 7.4 percentage points from 15.9 percent in 2020 to 23.3 percent in 2021. Hispanics or Latinx individuals had the largest percentage of people of color in a c-suite position at 9.6 percent, followed by Black or African-Americans with 6.8 percent, Asians with 4.1 percent, and those of Two or More Races with 2.7 percent.

Women held 28.8 percent of all c-suite positions, an increase of 4.2 percentage points from 24.6 percent in 2020, while women of color represented only 6.8 percent.

The 17 c-suite personnel of color as of July 19, 2021 were:

- **Luis Miguel Garcia Vazquez**, CFO, New York Red Bulls
- **Timothy Goodly**, Senior Vice President & Chief Human Resources Officer, Atlanta United FC
- **Christian Lau**, Chief Technology Officer, Los Angeles FC
- **Caesar Lopez**, CAO, Orlando City SC
- **Carlos Osorio**, CFO, Orlando City SC
- **Fred Pollastri**, COO, Orlando City SC
- **Juan Rodriguez**, Stadium General Manager, Houston Dynamo
- **Alice Shing**, Chief of Staff, Los Angeles FC
- **James Smith**, COO/CFO, FC Dallas
- **Dionna Widder**, Chief Revenue Officer, Houston Dynamo
- **Joseph Pierce**, SVP & General Counsel, Atlanta

United FC

- **Jessica Wright**, General Counsel, DC United
- **Xavier Asensi**, Chief Business Officer, Inter Miami CF
- **Pablo Alvarez**, General Counsel, Inter Miami CF
- **Maya Mendoza-Exstrom**, Senior Vice President of Legal & External Affairs, Seattle Founders FC
- **Joe Kennedy**, General Counsel, Nashville SC
- **Meg Ryan**, CMO, FC Cincinnati

The 21 c-suite personnel who were women as of July 19, 2021 were:

- **Robin Boudreau**, Senior Vice President, Human Resources, New England Revolution
- **Kari Cohen**, General Counsel, New York Red Bulls
- **Tara Cupello**, CFO, Real Salt Lake
- **Sara Daggett**, General Counsel, Minnesota United FC
- **Jen Ferron**, Chief Marketing Officer, New England Revolution
- **Lori Le Cheminant**, General Counsel, Portland Timbers
- **Rachel Lewis**, Chief Operating Officer, Vancouver Whitecaps FC
- **Jennifer O’Sullivan**, COO, Chief Legal & Administrative Officer, New York City FC
- **Lindsey Paola**, Chief of Staff, Nashville SC
- **Kathleen S. Scallan**, Chief Marketing Officer, Houston Dynamo
- **Alice Shing**, Chief of Staff, Los Angeles FC
- **Maureen Smith**, Executive Vice President, Chief Operating Officer, Minnesota United FC
- **Laura Warren**, General Counsel, Chicago Fire
- **Dionna Widder**, Chief Revenue Officer, Houston Dynamo
- **Ishwara Glassman Chrein**, President, Chicago Fire
- **Meg Ryan**, Chief Marketing Officer, FC Cincinnati
- **Jessica Wright**, General Counsel, DC United
- **Stacey Johns**, Chief Financial Officer, Los Angeles FC
- **Erin Vagley**, Senior Vice President of Human Resources & Administration, Seattle Sounders FC

- **Maya Mendoza-Exstrom**, Senior Vice President Legal & External Affairs, Seattle Sounders FC
- **Amy Minniti**, Senior Vice President & General Counsel, Philadelphia Union

The five c-suite personnel who were women of color as of July 19, 2021 were:

- **Alice Shing**, Chief of Staff, Los Angeles FC
- **Dionna Widder**, Chief Revenue Officer, Houston Dynamo
- **Jessica Wright**, General Counsel, DC United
- **Maya Mendoza-Exstrom**, SVP of Legal & External Affairs
- **Meg Ryan**, Chief Marketing Officer

Racial Hiring Grade for MLS Team C-Suite Executives

B+  **23.3%**
People of Color

Gender Hiring Grade for MLS Team C-Suite Executives

C-  **28.8%**
Women

See Table 8.

**Charlotte FC and the Colorado Rapids did not provide data for this category. Therefore, 27 of 29 clubs were represented in this category.*

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

Team Vice Presidents

The percentage of team vice presidents of color increased significantly from 13.5 percent in 2020 to 19.4 percent, an all-time high for MLS. Black or African-American team vice presidents increased significantly from 2.5 percent in 2020 to 7.6

percent in the 2021 Report. Hispanic or Latino(a) representation among team vice presidents increased only a tenth of a point to 5.6 percent in 2021. Additionally, there was an increase of 1.8 percentage points for Asian team vice presidents from 3.1 percent in 2020 to 4.9 percent for the 2021 season. Lastly, there was one vice president who identified as Two or More Races.

Women holding vice president positions increased 4.5 percentage points from 23.3 percent in 2020 to 27.8 percent in 2021. In 2021, there were 6.3 percent women of color working as team vice presidents.

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

Racial Hiring Grade for Team Vice Presidents

B  **19.4%**
People of Color

Gender Hiring Grade for Team Vice Presidents

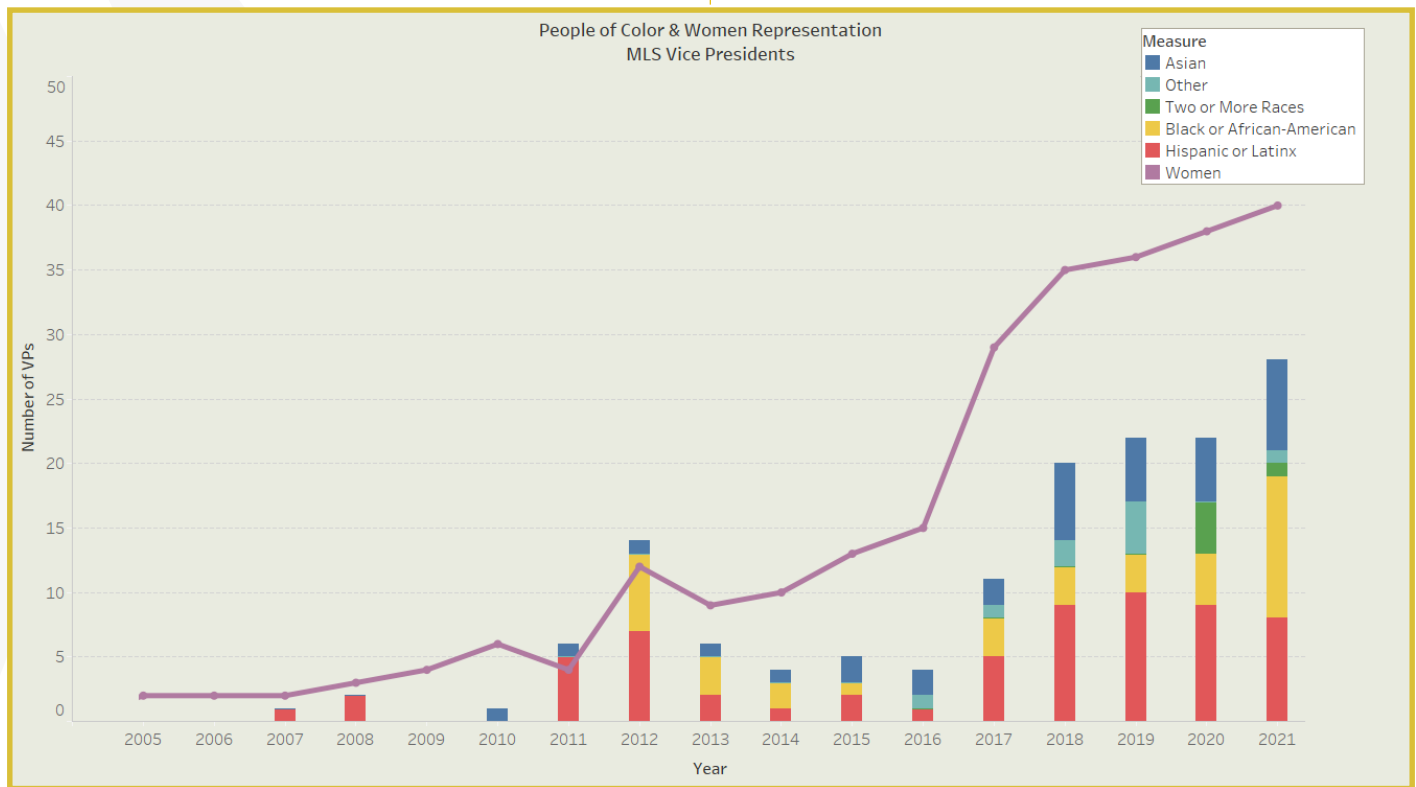
C-  **27.8%**
Women

See Table 9.

Team Senior Administration

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

In 2021, people of color who held team senior administration positions in the MLS decreased



slightly from 17.1 percent in 2020. In 2021, Hispanics and Latinos(as) held 8.9 percent of all team senior administration positions, up 0.8 percentage points from 2020. The percentage of Black or African-Americans holding these positions did not change from 2020, totaling 3.9 percent in 2021. Asians held 2.5 percent of senior team administration positions in 2021, a slight decrease from 2.6 percent in 2020. The remaining 1.6 percent of team senior administration positions were held by those classified as Two or More Races (1.2 percent) and Native Hawaiians or Pacific Islanders (0.4 percent).

The percentage of women holding team senior administration positions increased slightly by 0.5 percentage points from 23.6 percent in the 2020 season to 24.1 percent in 2021. Women of color held just 3.5 percent of these roles.

Racial Hiring Grade for Team Senior Administration

B



17.0%
People of Color

Gender Hiring Grade for Team Senior Administration

D



24.1%
Women

See Table 10.

Team Professional Administration

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

The percentage of people of color in team professional administration roles decreased for the second consecutive year. In 2021, 23.6 percent of all team professional administration positions were held by people of color, decreasing from 24.9 percent in 2020. Hispanic and Latinx individuals holding these positions decreased by 0.7 percentage points, from 15.5 percent in 2020 to 14.8 percent in 2021. The percentage of Black or African-Americans decreased by 1.0 percentage points from 5.3 percent in 2020 to 4.3 percent in 2021, while Asians increased by 0.7 percentage points from 2.7 percent in 2020 to 3.4 percent in 2021. Those identifying as Hawaiian or other Pacific Islander, American Indian or Alaskan Native, and Two or More Races represented 0.1 percent, 0.1 percent, and 1.0 percent of team professional administrators, respectively.

In the 2021 season, women holding team professional administration positions experienced an increase of 0.7 percentage points from the 2020 season from 29.9 percent to 30.6 percent in 2021. Women of color held 6.6 percent of team professional administration roles.

Racial Hiring Grade for Team Professional Administration

B+  **23.6%**
People of Color

Gender Hiring Grade for Team Professional Administration

C  **30.6%**
Women

See Table 11.

Athletic Trainers

Positions categorized as athletic trainers included all employees listed as, but not exclusively limited to, head athletic trainers, assistant athletic trainers, and directors of sport science.

As of July 19, 2021, white athletic trainers held 71.9 percentage points compared to 68.4 percent in 2020. People of color represented 28.1 percent of athletic trainers in 2021, a decrease of 3.5 percentage points from 31.6 percent in 2020. The percentage of Black or African-Americans in these roles increased from 5.9 percent to 6.3 percent, while Hispanic or Latinx individuals decreased from 18.7 percent to 12.5 percent, the lowest percentage since 2017. Asians increased substantially from 3.2 percent to 7.8 percent. The percentage of people identifying as Two or More Races was 1.6 percent in 2021.

There were nine women athletic trainers, or 14.1 percent, at the beginning of the 2021 MLS season. This included just 6.3 percent of athletic trainers who were women of color.

See Table 12.

**One MLS expansion team – St. Louis City SC – will begin playing in MLS in 2023, so they did not provide data for the 2021 season. Additionally, Charlotte has not yet hired athletic trainers. Therefore, 27 of 29 clubs are represented in this category.*

Referees/Officials

This is the first year that TIDES has analyzed the referee/official category in the MLS Report Card.

As of July 19, 2021, white individuals comprised 72.0 percent of referees. People of color represented 28.0 percent of referees, with Black or African-Americans representing 4.0 percent and Hispanic or Latino representing 18.0 percent. 4.0 percent of referees were classified as Two or More races and 2.0 percent classified as “Other”. There were no Asian referees in 2021.

When compared to other Reports from the 2021 RGRC series, MLS ranked ahead of MLB (14.7 percent) and behind the NBA (56.9 percent) as far as racial diversity of the referee/official category.

There were four female referees in 2021, representing 8.0 percent. In September of 2020, Tori Penso became the first female head referee in an MLS game.

See Table 13.

MLS Diversity Initiatives

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

Grade for Diversity Initiatives

A+



How Grades Were Calculated

As in previous Report Cards, the 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 2020 census making all people of color and minorities 42.2 percent. The following chart shows the current scale used for 2021 Racial and Gender Report Cards. For issues of race, an A+ would be earned if 30.1 percent of the employees were people of color, B+ for 19.6 percent, C+ for 15.0 percent, D+ for 12.0 percent, and F for anything below 11.0 percent. For issues of gender, an A+ would be earned if 45.0 percent the employees were women, B+ for 39.0 percent, C+ for 32.0 percent, D+ for 25.0 percent and F for anything below 24.0 percent.

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

Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. The adapted grading scale is shown below for comparison purposes but did not factor into the grades for this Report. For issues of race, an A+ would be earned if 42.2 percent of the employees were people of color, B+ for 33.5 percent, C+ for 24.8 percent, D+ for 16.1 percent and F for anything below 13.2 percent. For issues of gender, an A+ would be earned if 50.0 percent of the employees were women, B+ for 42.5 percent, C+ for 35.0 percent, D+ for 27.5 percent and F for anything below 25.0 percent.

<i>Race</i>		<i>Gender</i>	
A+	> 42.2	A+	> 50.0
A	39.3-42.1	A	47.5-49.9
A-	36.4-39.2	A-	45.0-47.4
B+	33.5-36.3	B+	42.5-44.9
B	30.6-33.4	B	40.0-42.4
B-	27.7-30.5	B-	37.5-39.9
C+	24.8-27.6	C+	35.0-37.4
C	21.9-24.7	C	32.5-34.9
C-	19.0-21.8	C-	30.0-32.4
D+	16.1-18.9	D+	27.5-29.9
D	13.2-16.0	D	25.0-27.4
F	< 13.2	F	< 25.0

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

Methodology

All data was collected by the MLS League Office and teams then distributed 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.

MLS has two expansion teams that have yet to start play, Charlotte FC and St. Louis City SC. As a result, they have been included in categories/roles they have filled and omitted in categories/roles that they have yet to fill. Of the 29 clubs that responded, some clubs only submitted certain categories of the Report Card which may have affected the overall results.

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

The draft Report Card was sent to the MLS League Office, so the draft could be reviewed for accuracy. MLS responded with updates and corrections that were then incorporated into the final Report Card.

The Report Card covered the 2021 season for Major League Soccer. All data was updated as of July 19, 2021.

About the Racial and Gender Report Card

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

TIDES has previously published the 2021 Racial and Gender Report Cards for MLB, NBA, and Sports Media (APSE). The 2021 Major League Soccer Racial and Gender Report Card will be followed by the 2021 Racial and Gender Report Cards for WNBA, NFL, and College Sport. The Complete Racial and Gender Report Card, including all the leagues, will be issued after the release of the College Sport Racial and Gender Report Card in the Spring of 2022.

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all Report Cards, first at Northeastern University and now at UCF (until 1998, the Report Card was known as the Racial Report Card.)

In addition to Lapchick, Spencer Ewing, A.J. Forbes, Alayshia Green, Brian Jackson, Brady Johnson-Schmeltzer, Amanda Kiernan, Devon Miller and Kyle Richardson contributed greatly to the MLS 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 coaching and sport management in professional and college sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute’s founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as “the racial conscience of sport,” Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of The Institute for Sport and Social Justice (ISSJ), a group of more than 260 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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



DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA

The Institute for Diversity and Ethics in Sport™

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“MAKING WAVES OF CHANGE”

Appendix I

MLS Diversity and Inclusion Initiatives

MLS BOG Diversity, Equity, and Inclusion Committee

MLS created a first-of-its-kind Board of Governors DEI Committee focused on providing strategic support for the League-wide plan to advance DEI. The Committee is made up of club owners, league executives, current players, former players, and youth leaders. No other sports league has a Board of Governors committee with these group of representatives. The Committee's area of emphasis is on developing programs and initiatives to increase access, engagement, representation, opportunity, and participation for diverse communities at the League and Clubs as well as the broader sport of soccer. The committee is a standing MLS Board of Governors committee and meets in conjunction with regularly scheduled MLS BOG meetings. The Committee is Co-Chaired by the League's Chief DEI Officer, the only League Committee to have an MLS staff member as a Co-Chair.

MLS WORKS

Major League Soccer is dedicated to addressing important social issues and improving communities where we live and play our games. Through MLS WORKS, the League's social responsibility platform, Major League Soccer and its clubs seek to enrich lives through sport across the United States and Canada.

Soccer For All

Major League Soccer is dedicated to supporting the communities where we live and play our games, and to providing an environment in which our staff, clubs, players, partners, and supporters are treated with dignity and respect. We will not tolerate discrimination, bias, prejudice, or harassment of any kind. Soccer For All signifies that everyone is welcome to MLS, regardless of race, color, religion, national origin, gender, gender identity, disability, sexual orientation, or socioeconomic status, and

emphasizes Major League Soccer's commitment to drive positive social change, foster more inclusive and equitable communities and end discrimination. In support of these efforts, MLS WORKS partners with and grants financial and in-kind donations to various organizations dedicated to equality and inclusivity. Featured organizations/programs include:

- **100 Black Men of America**

100 Black Men of America is committed to mentoring the next generation of Black Men. Currently, MLS and Black Players for Change are partnering with 100 Black Men of America to conduct one of their signature events. Taking place at MLS All-Star, the Barbershop Forum consisted of a panel of influential men discussing the importance of building and sustaining wealth equity within the Black community through education and membership, ownership, entrepreneurship, economic development, and equitable access to capital. MLS was also a sponsor of the 35th Annual 100 Black Men of America Conference.

- **Actions Matter**

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

- **America SCORES**

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

- **Anti-Defamation League**

The Anti-Defamation League is the nation's premier civil rights/human relations agency, dedicated to fighting anti-Semitism and all forms of bigotry, and protects civil rights for all.

- **Athlete Ally**

Athlete Ally is focused on ending homophobia and transphobia in sports by educating allies in the athletic community. Athlete Ally provides public awareness campaigns, educational programming and tools and resources to foster inclusive sports communities.

- **Autism Speaks**

Autism Speaks is dedicated to promoting solutions for the needs of individuals with autism and their families through advocacy and support, increasing understanding and promoting acceptance.

- **Beyond Sport**

Beyond Sport promotes, supports, and celebrates the use of sport to address social issues in communities around the world. Beyond Sport convenes, supports, and advises the worlds of sport, business, government, and development on how sport can be used as a tool to achieve both social and business objectives.

- **FC Harlem**

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

- **National Coalition of 100 Black Women**

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

- **Special Olympics Unified Sports**

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

and respect worldwide. In partnership with ESPN, MLS WORKS and Special Olympics collaborate to promote social inclusion through the Unified Sports Soccer Exchange program - soccer teams comprised of people with and without intellectual disabilities train and compete against their counterparts in other MLS markets providing the Unified players with an authentic first team experience.

- **Street Soccer USA**

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

- **Women's Sports Foundation**

Founded in 1974 by tennis legend, Billie Jean King, one of the 20th century's most respected and influential people, who has long been a champion for social justice and equality, the Women's Sports Foundation is dedicated to creating leaders by ensuring all girls with access to sports.

- **You Can Play**

You Can Play is dedicated to ensuring equality, respect, and safety for all athletes, without regard to sexual orientation or gender identity. You Can Play works to guarantee that athletes are given a fair opportunity to compete, judged by other athletes and fans alike, only by what they contribute to the sport or their team's success.

U.S Soccer Foundation

MLS WORKS has partnered with the U.S. Soccer Foundation to help build mini-pitches in MLS markets (Safe Places to Play), offering children in underserved communities a safe place to play and supports free after-school programming (Soccer for Success), which uses soccer as a tool to address juvenile delinquency, while promoting healthy habits, inclusion, and encourages the development of critical life skills through caring coach-mentors and family engagement.

MLS WORKS Community MVP Program

MLS WORKS recognizes and rewards leaders in the community who use soccer as a tool to make a positive impact in the lives of others through social issues focused on inclusion, diversity, and equality. The Community MVP Program provides MLS fans with the opportunity to nominate themselves or another individual who sets an example as a leader in their community. One Community MVP is selected to represent each of the twenty-seven MLS clubs and is recognized on both the national and local levels.

Every Save Makes a Difference

MLS WORKS has partnered with Univision and Allstate to donate soccer equipment to underserved children in local Hispanic communities. Based on quantity of saves made by MLS goalkeepers during Univision broadcasts, soccer equipment is delivered to community organizations in underserved communities by MLS players and coaches. Children will receive a clinic and players speak to the importance of living a healthy, active lifestyle. There will also be a donation made to the club's chosen beneficiary for every save made during a TUDN or Univision broadcast during the MLS is Back Tournament.

Hispanic Star

As part of Hispanic Heritage Month, MLS will join the Hispanic Star coalition. Hispanic Star is a platform whose purpose is to elevate Hispanic collaboration, perception, and representation, celebrate and recognize Hispanic contributions and mobilize corporate America to leverage the huge Hispanic opportunity. MLS will explore opportunities in 2021 and beyond to amplify the long partnership the League has had with the Hispanic community, while developing new opportunities in conjunction with our clubs and partners.

MLS Leadership Development Program

In March MLS/Sum launched a pilot Leadership Development program. This program focused on

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

Employee Resource Groups

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

Pitch Black

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

Pride

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

Parents

Parents of MLS provides a platform to share

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

Asians in MLS

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

Women at MLS

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

Somos at MLS

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

Black Players for Change

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

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

SCORE (Soccer Collective on Racial Equality)

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

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

MLS NEXT Equity Action Committee (EAC)

The MLS NEXT Equity Action Committee (EAC) is the diversity, equity, and inclusion arm of MLS' player development platform. The committee consists of MLS NEXT Coaches, Directors and Girls Academy Leaders. The committee guides MLS NEXT to facilitate positive change for an aware, equitable, just, and responsible soccer community. The EAC hosts educational seminars, collaborates, and exchanges best practices with the Girls Academy and Black Players for Change, creates training materials for coaches, parents and players, reviews and implements policy, and increases representation in positions of influence such as Club leadership and coaching.

MLS Internship Program

One of the strategies MLS utilizes to increase opportunities for women and minorities is its

summer internship program at the League Office. In 2020, due to COVID-19, MLS held a virtual internship program for diverse candidates across all MLS departments.

Make A Play Foundation Rising Leaders Program

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

Recruiting Female Athletes Committee

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

WISE

The WISE (Women in Sports and Events) mission is to create and support programs that enhance the success and growth of women in the sports and events industries. The organization strives to be the definitive source for businesswomen seeking information about issues, challenges and opportunities impacting all stages of their career – from entry level to senior management and those in transition. MLS offers company sponsored WISE memberships to all female employees. In addition, women leaders from MLS participate in the WISE Emerging Leaders Certificate Program and the WISE Power of Choice for Emerging Leaders of Color, which are leadership programs tailored and designed to expand the leadership skills and opportunities for women.

Game Changers

Hosted by Street & Smith's Sports Business Journal / SportsBusiness Daily, the Game Changers

Conference is a one-day annual event that focuses on the multiple ways in which women intersect with sports. It provides women in sports an opportunity to hear from and network with many of the industry's most senior executives.

Diversity and Inclusion Sports Consortium

MLS is a participant in the Diversity and Inclusion Sports Consortium made up of members from the major sports leagues. The consortium members confer regularly to share diversity and inclusion best practices. To recognize, celebrate and encourage diversification in the world of sport, there is a Sports Diversity & Inclusion Symposium held each year. The symposium provides a forum to discuss, evaluate and create tangible solutions to drive greater diversity and inclusion in today's sports culture.

Women in Tech

Founded in 2012 in Philadelphia, The Women in Tech Summit is a series of events that inspire, educate, and connect women in the technology industry. Their mission is to support the community of women currently working in technology and to help pave the way for women and young women who want to enter the industry. The Women in Tech Summit brings together women in many different types of careers in tech and at every level from students to senior executives. We have engaged Women in Tech and will continue to explore sponsorship opportunities for 2021.

Blacks in Technology

Blacks in Technology is a global platform for Black women and men in technology, and serves members through community, media, and mentorship. They provide resources, guidance, and challenge members to establish new standards of innovation. Blacks in Technology is a tech focused community that is dedicated to increasing the representation and participation of black women and men in the technology industry. MLS has engaged with the New York Chapter and is exploring opportunities for 2021.

HBCU Connect

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

McKinsey Leadership Academy

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

MLS Juneteenth Initiative

Annually, to educate our community, celebrate members of our ecosystem and foster more inclusive and equitable communities, MLS commemorates, honors, and celebrates Juneteenth, a longstanding holiday in the Black community through various initiatives. In 2020, MLS hosted a league-wide educational webinar with Dr. Charles Ross (Professor of History and African American Studies at Ole Miss) and Justin Morrow (Executive Director, BPC). In 2021, MLS collaborated with its clubs and BPC, to commemorate Juneteenth through activations in its local markets and a Juneteenth-inspired commemorative jersey and jersey-box designed by Israel Solomon. The jerseys were worn by all players in matches from June 18th-20th and were auctioned off following the matches, with all proceeds (\$150K) going to organizations (27) that support the Black community in each local market.

Sports & Entertainment Equity Network

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

MLS Unites to Vote

MLS collaborated with Black Players for Change (BPC) and the MLS Players Association (MLSPA) to launch a league-wide, non-partisan initiative to help players, staff and fans register to vote. The initiative aims to educate the MLS community on the voting process, driver voter registration, encourage volunteerism on Election Day and showcase the efforts of MLS clubs and players. In addition, some MLS stadiums were used as voting polls and League offices and club facilities were closed for election day.

PRO Outreach Academy

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

League-Wide DEI Strategic Commitments

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

- **Diversity** – We commit to fostering an environment of diversity and belonging defined as:
 - **Diverse Workforce:** Recruiting, valuing, and retaining a diverse workforce
 - **Diverse Players:** Attracting, developing, and inspiring a diverse player pool
 - **Diverse Fans:** Expanding, celebrating, and amplifying a diverse and fervent fan base
- **Equity** – We commit to equitable representation and Economic opportunity defined as:
 - **Institutionalizing Policies:** Institutionalizing policies that increase diverse ownership and representation at technical and senior levels
 - **Implementing Practices:** Implementing practices that increase investment in diverse businesses and communities
 - **Ensuring Pay Equity:** Ensuring pay equity and advancement opportunities without bias or discrimination
- **Inclusion** – We commit to maintaining an inclusive culture and the well-being of constituents defined as:
 - **Innovative Training:** Provide innovative training, education, and wellness support for all within our ecosystem
 - **Cultivating Alliances:** Cultivating networks, partnerships, and non-traditional alliances
 - **Reinforcing Actions:** Reinforcing actions that affirmatively impact racial, social and/or economic justice

Diversity Hiring Initiative Working Group

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

Wealth Equity Strategy

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

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

DEI Trainings

The league has conducted numerous DEI trainings for our ecosystem over the past year, including:

- **PRO DEI Training** led by Dr. Sonja Robinson (Director of Business Innovation and Senior Consultant with 122 Consulting Group)
- **DEI Training for MLS NEXT Coaches and leaders** led by Dr. Sonja Robinson (Director of Business Innovation and Senior Consultant with 122 Consulting Group)
- **DEI Training for MLS NEXT Parents** led by Dr. Sonja Robinson (Director of Business Innovation and Senior Consultant with 122 Consulting Group)
- **DEI Training for MLS NEXT Players** led by Dr. Sonja Robinson (Director of Business Innovation and Senior Consultant with 122 Consulting Group)
- **LGBTQ+ Awareness trainings for players** led by Athlete Ally

Additional Initiatives and Actions

The league took the following additional steps

to ensure a diverse, equitable, and inclusive community:

- Hired our first-ever Chief DEI Officer
- Contracted with a Black-owned recruiting firm to assist with recruiting diverse candidates for open roles
- Contracted Tony Sanneh (Tony Sanneh Foundation) to develop DEI Trainings for MLS NEXT Ecosystem
- Designed and Implemented New MLS Logo for Pride Month



- Formed DEI Collective – Two reps per club; to provide best practices and recommendations and help implement DEI initiatives across the League

Appendix II

Women and People of Color Vice Presidents

Atlanta United FC (2)

- **Georgia O'Donoghue**, Vice President, Business Operations
- **Mike Summers**, Head of Marketing

Austin FC (5)

- **Avin Assomull**, Vice President, Sales & Services
- **Alison Roscoe**, Vice President, Corporate Partnership
- **Kaitlin Swarts**, Vice President, Community Engagement
- **Jinny Reif**, Vice President, Finance
- **Raquel Garcia**, Vice President, Marketing

(Charlotte) (1)

- **Kisha Smith**, Vice President, Human Resources

Chicago Fire (3)

- **Jessica Yavitz**, Vice President, Community Relations Executive Director
- **Megan Cantwell**, Vice President, Integrated Marketing
- **Todd Albright**, Vice President, Matchday Experience

Colorado Rapids (1)

- **Alyssa Bruno**, Vice President, Marketing

Columbus Crew SC (3)

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

FC Cincinnati (1)

- **Katie Solomon**, Vice President, Community Relations and Executive Director

FC Dallas (4)

- **Evelina “Evie” Baker**, Vice President, Human Resources & Administration
- **Gina Miller**, Vice President, Media & Communications
- **Megan Miller**, Vice President, Partnership Marketing
- **Melissa Jannetta**, Vice President, Business Development

Inter Miami CF (2)

- **Alex Brau**, Vice President, Finance & Business Operations
- **Dennis Sprenkle**, Senior Vice President, Human Resources

LA Galaxy (N/A) (No Data)

Los Angeles FC (7)

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

Minnesota United FC (1)

- **Megan Gunderson**, Vice President, Marketing

Nashville SC (2)

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

New York City FC (3)

- **Christina King**, Vice President, Human Resources
- **Sarah Bishop**, Vice President, Marketing
- **Cristina Mora Berrocal**, Vice President, CFM

Orlando City SC (4)

- **Kay Rawlins**, Founder & SVP of Community

Relations, President of Orlando City Foundation

- **Luis Muzzi**, Executive Vice President, Soccer Operations
- **Diogo Kotscho**, Senior Vice President, Communications
- **Pedro Araujo**, Senior Vice President, Marketing & Brand, Marketing & Merchandise

Philadelphia Union (1)

- **Amanda Young Curtis**, Vice President, Marketing and Communications

Portland Timbers (2)

- **Ashley Highsmith**, Senior Vice President, Fan Experience and Events
- **Sara Lockwood-Morales**, Vice President, Partnership Marketing

Real Salt Lake (1)

- **Michelle Hyncik**, Vice President, Legal and General Counsel

San Jose Earthquakes (3)

- **Kashmira Bhathena**, Vice President, Finance
- **Robert Davis**, Vice President, Ticket Sales & Service
- **Peggy O'Halloran**, Vice President, Human Resources & Payroll

Seattle Sounders FC (6)

- Paulette Harris, Vice President, Controller
- Aaron Lampkin, Vice President, Ticket Sales & Service
- Ravi Ramineni, Vice President, Soccer Analytics & Technology
- Robin Heitzman, Vice President, Marketing
- Allison Lause, Vice President, Public Relations
- Kimberly Aigner, Vice President, Social Impact

Sporting Kansas City (4)

- **John Moncke**, Executive Vice President, Stadium Revenue
- **Andrea Kimball**, Vice President & General Counsel

- **Nikki Romolo**, Vice President, Events
- **Sheri Osborn**, General Manager, Hospitality

St. Louis City SC (3)

- **Khalia Collier**, Vice President, Community Relations
- **Edmund Elzy**, Vice President, Ticket Sales and Services
- **Courtney Mueller**, Vice President, Public Relations

Appendix III

Players								
	%	#		%	#		%	#
2021			2013			2006		
White	38.3%	324	White	47.7%	261	White	61.3%	200
Black or African American	24.1%	204	African-American	10.6%	58	African-American	17.5%	57
Hispanic or Latino(a)	31.6%	267	Latino	24.1%	132	Latino	15.0%	49
Asian	1.3%	11	Asian	1.3%	7	Asian	2.8%	9
Hawaiian or Pac. Islander	0.2%	2	Other	16.3%	89	Other	3.4%	11
Am. Indian or Alaska Native	0.4%	3	Total People of Color	52.3%	286	Total People of Color	38.7%	126
Two or More Races	4.0%	34	International	42.8%	234	International	20.9%	68
Total	100.0%	845						
International	Data not collected							
2020			2012			2005		
White	39.9%	314	White	49.1%	264	White	58.1%	182
Black or African American	22.4%	176	African-American	24.7%	133	African-American	17.9%	56
Hispanic or Latino(a)	30.4%	239	Latino	23.8%	128	Latino	20.1%	63
Asian	1.1%	9	Asian	1.3%	7	Asian	1.3%	4
Hawaiian or Pac. Islander	0.4%	3	Other	1.1%	6	Other	2.6%	8
Am. Indian or Alaska Native	1.9%	15	Total People of Color	50.9%	274	Total People of Color	41.9%	131
Two or More Races	3.9%	31	International	48.0%	258	International	27.8%	87
Total	100.0%	787						
International	44.3%	349						
2019			2011			2004		
White	38.3%	249	White	52.3%	223	White	62.6%	147
African-American	23.1%	150	African-American	26.3%	112	African-American	17.3%	40
Latino	33.4%	217	Latino	20.0%	85	Latino	13.9%	32
Asian	1.1%	7	Asian	0.7%	3	Asian	1.3%	3
Other	4.2%	27	Other	0.7%	3	Other	3.9%	9
Total People of Color	61.7%	401	Total People of Color	47.7%	203	Total People of Color	36.4%	
International	55.4%	360	International	38.5%	164	International	Data Not Collected	
						2003		
							Data Not Collected	
2017			2010			2002		
White	46.2%	285	White	53.8%	205	White	60.0%	x
African-American	10.5%	65	African-American	25.7%	98	African-American	16.0%	x
Latino	25.1%	155	Latino	17.6%	67	Latino	22.0%	x
Asian	0.5%	3	Asian	1.0%	4	Asian	1.0%	x
Other	17.7%	109	Other	1.8%	7	Other	1.0%	x
Total People of Color	53.8%	332	Total People of Color	46.2%	176	Total People of Color	40.0%	x
International	46.2%	285	International	37.3%	142	International	Data Not Collected	
2016			2009			2001		
White	48.0%	265	White	58.3%	204	White	59.0%	x
African-American	11.8%	65	African-American	21.7%	76	African-American	19.0%	x
Latino	24.8%	137	Latino	16.9%	59	Latino	20.0%	x
Asian	0.7%	4	Asian	0.6%	2	Asian	Data Not Collected	
Other	14.7%	81	Other	2.6%	9	Other	1.0%	x
Total People of Color	52.0%	287	Total People of Color	41.7%	146	Total People of Color	40.0%	x
International	43.3%	239	International	35.4%	124	International	Data Not Collected	
2015			2008			2000		
White	47.5%	271	White	62.0%	204	White	63.0%	x
African-American	12.5%	71	African-American	19.5%	64	African-American	15.0%	x
Latino	20.9%	119	Latino	16.4%	54	Latino	21.0%	x
Asian	0.5%	3	Asian	1.2%	4	Asian	Data Not Collected	
Other	18.6%	106	Other	0.9%	3	Other	1.0%	x
Total People of Color	52.5%	299	Total People of Color	38.0%	125	Total People of Color	37.0%	x
International	4580.0%	261	International	30.4%	100	International	Data Not Collected	
2014			2007			1999		
White	51.1%	276	White	59.3%	201	White	65.0%	x
African-American	11.3%	61	African-American	21.8%	74	African-American	16.0%	x
Latino	17.0%	92	Latino	14.5%	49	Latino	18.0%	x
Asian	0.7%	4	Asian	1.2%	4	Asian	Data Not Collected	
Other	19.8%	107	Other	3.2%	11	Other	1.0%	x
Total People of Color	48.9%	264	Total People of Color	40.7%	138	Total People of Color	35.0%	x
International	4190.0%	226	International	31.3%	106	International	Data Not Collected	

TABLE 1

x=Data not recorded

**Information submitted by the MLS League Office

TABLE 2

Assistant Coaches

	%	#		%	#		%	#
2021			2014			2007		
White	65.8%	75	White	83.3%	50	White	82.9%	34
Black or African American	7.0%	8	African-American	8.3%	5	African-American	2.4%	1
Hispanic or Latino(a)	25.4%	29	Latino	6.7%	4	Latino	12.2%	5
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	1.7%	1	Other	2.4%	1
Am. Indian or Alaska Native	0.0%	0	Total People of Color	16.7%	10	Total People of Color	17.1%	7
Two or More Races	1.8%	2	Women	0.0%	0	Women	0.0%	0
Non-Resident Alien	0.0%	0	2013			2006		
Total	100.0%	114	White	79.4%	50	White	76.5%	26
Women	0.9%	1	African-American	1.6%	1	African-American	2.9%	1
Women of Color	0.0%	0	Latino	14.3%	9	Latino	17.6%	6
2020			Asian	0.0%	0	Asian	0.0%	0
White	56.8%	63	Other	4.8%	3	Other	2.9%	1
Black or African American	8.1%	9	Total People of Color	20.6%	13	Total People of Color	23.5%	8
Hispanic or Latino(a)	31.5%	35	Women	0.0%	0	Women	0.0%	0
Asian	0.0%	0	2012			2005		
Hawaiian or Pac. Islander	0.0%	0	White	81.3%	52	White	72.7%	24
Am. Indian or Alaska Native	0.0%	0	African-American	6.3%	4	African-American	6.1%	2
Two or More Races	3.6%	4	Latino	10.9%	7	Latino	18.2%	6
Total	100.0%	111	Asian	0.0%	0	Asian	0.0%	0
Women	0.9%	1	Other	1.6%	1	Other	3.0%	1
Women of Color	0.0%	0	Total People of Color	18.8%	12	Total People of Color	27.3%	9
2019			Women	0.0%	0	Women	0.0%	0
White	53.6%	52	2011			2004		
African-American	11.3%	11	White	81.6%	40	White	71.0%	98
Latino	24.7%	24	African-American	4.1%	2	African-American	29.0%	40
Asian	1.0%	1	Latino	14.3%	7	Latino	0.0%	0
Other	9.3%	9	Asian	0.0%	0	Asian	0.0%	0
Total People of Color	46.4%	45	Other	0.0%	0	Other	0.0%	0
Women	0.0%	0	Total People of Color	18.4%	9	Total People of Color	29.0%	40
2018			Women	0.0%	0	Women	0.0%	0
White	59.7%	37	2010			2003		
African-American	9.7%	6	White	80.4%	41	Data Not Collected		
Latino	25.8%	16	African-American	5.9%	3	2002		
Asian	0.0%	0	Latino	13.7%	7	White	75.9%	22
Other	4.8%	3	Asian	0.0%	0	African-American	10.3%	3
Total People of Color	40.3%	25	Other	0.0%	0	Latino	10.3%	3
Women	0.0%	0	Total People of Color	18.6%	10	Asian	0.0%	0
2017			Women	0.0%	0	Other	3.4%	1
White	74.1%	63	2009			Total People of Color	24.1%	7
African-American	3.5%	3	White	84.8%	39	Women	0.0%	0
Latino	16.5%	14	African-American	6.5%	3	2001		
Asian	0.0%	0	Latino	6.5%	3	Data Not Collected		
Other	5.9%	5	Asian	0.0%	0	2000		
Total People of Color	25.9%	22	Other	2.2%	1	White	68.8%	22
Women	0.0%	0	Total People of Color	15.2%	7	African-American	0.0%	0
2016			Women	0.0%	0	Latino	28.1%	9
White	86.4%	76	2008			Asian	0.0%	0
African-American	4.5%	4	White	90.5%	38	Other	3.1%	1
Latino	3.4%	3	African-American	2.4%	1	Total People of Color	31.3%	10
Asian	0.0%	0	Latino	7.1%	3	Women	0.0%	0
Other	5.7%	5	Asian	0.0%	0	1999		
Total People of Color	13.6%	12	Other	0.0%	0	White	69.0%	20
Women	0.0%	0	Total People of Color	9.5%	4	African-American	0.0%	0
2015			Women	0.0%	0	Latino	27.6%	8
White	81.2%	69	2007			Asian	3.4%	1
African-American	8.2%	7	White	82.9%	34	Other	0.0%	0
Latino	9.4%	8	African-American	2.4%	1	Total People of Color	31.0%	9
Asian	0.0%	0	Latino	12.2%	5	Women	0.0%	0
Other	1.2%	1	Asian	0.0%	0	1998		
Total People of Color	18.8%	16	Other	2.4%	1	White	69.0%	20
Women	0.0%	0	Total People of Color	17.1%	7	African-American	0.0%	0

TABLE 3

x=Data not recorded

**Information submitted by the MLS League Office

League Office: Professional Employees

	%	#		%	#		%	#
2021			2014			2007		
White	59.7%	154	White	61.0%	75	White	68.6%	35
Black or African American	6.6%	17	African-American	4.1%	5	African-American	5.9%	3
Hispanic or Latino(a)	21.7%	56	Latino	30.1%	37	Latino	19.6%	10
Asian	8.1%	21	Asian	3.3%	4	Asian	3.9%	2
Hawaiian or Pac. Islander	0.4%	1	Other	1.6%	2	Other	2.0%	1
Am. Indian or Alaska Native	0.4%	1	Total People of Color	39.1%	48	Total People of Color	31.4%	16
Two or More Races	3.1%	8	Women	37.4%	46	Women	25.5%	13
Non-Resident Alien	0.0%	0						
Total	100.0%	258	2013			2006		
Women	40.7%	105	White	61.7%	71	White	65.3%	32
Women of Color	18.2%	47	African-American	4.3%	5	African-American	6.1%	3
2020			Latino	28.7%	33	Latino	22.4%	11
White	58.4%	178	Asian	2.6%	3	Asian	2.0%	1
Black or African American	6.6%	20	Other	2.6%	3	Other	4.1%	2
Hispanic or Latino(a)	22.6%	69	Total People of Color	38.3%	44	Total People of Color	34.7%	17
Asian	7.9%	24	Women	38.3%	44	Women	24.5%	12
Hawaiian or Pac. Islander	0.3%	1						
Am. Indian or Alaska Native	0.3%	1	2012			2005		
Two or More Races	3.9%	12	White	59.6%	59	White	75.8%	25
Total	100.0%	305	African-American	6.1%	6	African-American	6.1%	2
Women	39.3%	120	Latino	28.3%	28	Latino	15.2%	5
Women of Color	17.0%	52	Asian	3.0%	3	Asian	3.0%	1
2019			Other	3.0%	3	Other	0.0%	0
White	59.1%	178	Total People of Color	40.4%	40	Total People of Color	24.2%	8
African-American	8.0%	24	Women	42.4%	42	Women	21.2%	7
Latino	21.3%	64						
Asian	6.7%	20	2011			2004		
Other	5.0%	15	White	60.0%	48	Data Not Collected		
Total People of Color	40.9%	123	African-American	6.3%	5	2003		
Women	37.9%	114	Latino	28.8%	23	Data Not Collected		
2018			Asian	2.5%	2	2002		
White	61.4%	183	Other	2.5%	2	White	79.2%	19
African-American	8.1%	24	Total People of Color	40.0%	32	African-American	8.3%	2
Latino	19.5%	58	Women	36.3%	29	Latino	12.5%	3
Asian	5.0%	15				Asian	0.0%	0
Other	6.0%	18	2010			Other	0.0%	0
Total People of Color	38.6%	115	White	62.2%	46	Total People of Color	20.8%	5
Women	40.9%	122	African-American	6.8%	5	Women	16.7%	4
2017			Latino	25.7%	19	2001		
White	63.3%	169	Asian	2.7%	2	Data not Collected		
African-American	5.6%	15	Other	2.7%	2	2000		
Latino	21.3%	57	Total People of Color	37.8%	28	White	73.7%	42
Asian	4.9%	13	Women	36.5%	27	African-American	5.3%	3
Other	4.9%	13				Latino	19.3%	11
Total People of Color	36.7%	98	2009			Asian	1.8%	1
Women	39.0%	104	White	61.1%	44	Other	0.0%	0
2016			African-American	6.9%	5	Total People of Color	26.3%	15
White	63.6%	98	Latino	25.0%	18	Women	29.8%	17
African-American	4.5%	7	Asian	2.8%	2	1999		
Latino	25.3%	39	Other	4.2%	3	White	83.7%	36
Asian	4.6%	7	Total People of Color	37.8%	28	African-American	0.0%	0
Other	2.0%	3	Women	36.5%	27	Latino	14.0%	6
Total People of Color	36.4%	56				Asian	2.3%	1
Women	37.0%	57	2008			Other	0.0%	0
2015			White	57.0%	53	Total People of Color	16.3%	7
White	61.0%	75	African-American	8.6%	8	Women	39.5%	17
African-American	4.1%	5	Latino	26.9%	25			
Latino	30.1%	37	Asian	4.3%	4			
Asian	3.3%	4	Other	3.2%	3			
Other	1.6%	2	Total People of Color	43.0%	40			
Total People of Color	39.1%	48	Women	41.9%	39			
Women	37.4%	46						

TABLE 4

x=Data not recorded

**Information submitted by the MLS League Office

The Institute for Diversity and Ethics in Sport™

Tel: 407-823-1516 or 407-823-4887 | Fax: 407-823-3771 | Web: www.tidesport.org

"MAKING WAVES OF CHANGE"

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

TABLE 5

x=Data not recorded

**Information submitted by the MLS League Office

CEO/President								
	%	#		%	#		%	#
2021			2014			2007		
White	86.2%	25	White	93.8%	15	White	75.0%	9
Black or African American	3.4%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	6.9%	2	Latino	6.3%	1	Latino	16.7%	2
Asian	3.4%	1	Asian	0.0%	0	Asian	8.3%	1
Hawaiian or Pac. Islander	0.0%	0	Total People of Color	0.0%	0	Total People of Color	25.0%	3
Am. Indian or Alaska Native	0.0%	0	Other	6.3%	1	Women	0.0%	0
Two or More Races	0.0%	0	Women	0.0%	0	2006		
Non-Resident Alien	0.0%	0				White	70.0%	7
Total	100.0%	29				African-American	0.0%	0
Women	13.8%	4				Latino	20.0%	2
Women of Color	3.4%	1				Asian	10.0%	1
2020			2013			Total People of Color	30.0%	3
White	82.6%	19	White	94.1%	16	Women	0.0%	0
Black or African American	0.0%	0	African-American	0.0%	0	2005		
Hispanic or Latino(a)	13.0%	3	Latino	5.9%	1	White	76.9%	10
Asian	4.3%	1	Asian	0.0%	0	African-American	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Latino	15.4%	2
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.9%	1	Asian	7.7%	1
Two or More Races	0.0%	0	Women	5.9%	1	Total People of Color	23.1%	3
Total	100.0%	23				Women	7.7%	1
Women	0.0%	0				2004		
Women of Color	0.0%	0				White	100.0%	7
2019			2012			African-American	0.0%	0
White	82.6%	19	White	90.5%	19	Latino	0.0%	0
African-American	0.0%	0	African-American	0.0%	0	Asian	0.0%	0
Latino	13.0%	3	Latino	9.5%	2	Total People of Color	0.0%	0
Asian	4.3%	1	Asian	0.0%	0	Women	0.0%	0
Other	0.0%	0	Other	0.0%	0	2003		
Total People of Color	17.3%	4	Total People of Color	9.5%	2	Data not collected		
Women	0.0%	0	Women	0.0%	0	2002		
2018			2011			White	100.0%	x
White	95.8%	23	White	83.3%	15	African-American	0.0%	x
African-American	0.0%	0	African-American	0.0%	0	Latino	0.0%	x
Latino	4.2%	1	Latino	16.7%	3	Asian	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Total People of Color	0.0%	x
Other	0.0%	0	Total People of Color	16.7%	3	Women	0.0%	x
Total People of Color	4.2%	1	Women	0.0%	0	2001		
Women	0.0%	0				White	100.0%	x
2017			2010			African-American	0.0%	x
White	96.8%	30	White	86.7%	13	Latino	0.0%	x
African-American	0.0%	0	African-American	0.0%	0	Asian	0.0%	x
Latino	3.2%	1	Latino	6.7%	1	Total People of Color	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Women	0.0%	x
Other	0.0%	0	Total People of Color	13.3%	2	2000		
Total People of Color	3.2%	1	Women	0.0%	0	White	100.0%	x
Women	0.0%	0				African-American	0.0%	x
2016			2009			Latino	0.0%	x
White	94.1%	32	White	86.7%	13	Asian	0.0%	x
African-American	0.0%	0	African-American	0.0%	0	Total People of Color	0.0%	x
Latino	2.9%	1	Latino	6.7%	1	Women	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	1999		
Other	2.9%	1	Total People of Color	13.3%	2	White	100.0%	x
Total People of Color	5.8%	1	Women	0.0%	0	African-American	0.0%	x
Women	5.9%	2				Latino	0.0%	x
2015			2008			Asian	0.0%	x
White	94.7%	18	White	75.0%	9	Total People of Color	0.0%	x
African-American	0.0%	0	African-American	0.0%	0	Women	0.0%	x
Latino	5.3%	1	Latino	16.7%	2			
Asian	0.0%	0	Asian	8.3%	1			
Other	0.0%	0	Total People of Color	25.0%	3			
Total People of Color	0.0%	1	Women	0.0%	0			
Women	0.0%	0						

TABLE 6

x=Data not recorded

**Information submitted by the MLS League Office

General Manager								
	%	#		%	#		%	#
2021			2014			2007		
White	78.1%	25	White	93.9%	15	White	75.0%	9
Black or African American	6.3%	2	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	12.5%	4	Latino	6.3%	1	Latino	16.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	8.3%	1
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	25.0%	3
Am. Indian or Alaska Native	0.0%	0	Total People of Color	6.3%	1	Women	0.0%	0
Two or More Races	0.0%	0	Women	0.0%	0			
Non-Resident Alien	0.0%	0				2006		
Other	0.0%	0				White	70.0%	7
Unknown/ Did Not Disclose	3.1%	1				African-American	0.0%	0
Total	100.0%	32				Latino	20.0%	2
Women	3.1%	1				Asian	10.0%	1
Women of Color	0.0%	0				Other	30.0%	3
						Women	0.0%	0
2020			2013			2005		
White	78.6%	22	White	94.1%	16	White	76.9%	10
Black or African American	3.6%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	17.9%	5	Latino	5.9%	1	Latino	15.4%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	7.7%	1
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	23.1%	3
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.9%	1	Women	7.7%	1
Two or More Races	0.0%	0	Women	5.9%	1			
Total	100.0%	28						
Women	0.0%	0						
Women of Color	0.0%	0						
2019			2012			2004		
White	66.7%	16	White	90.5%	19	White	100.0%	7
African-American	4.2%	1	African-American	0.0%	0	African-American	0.0%	0
Latino	25.0%	6	Latino	9.5%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	4.2%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	8	Total People of Color	9.5%	2	Women	0.0%	0
Women	0.0%	0	Women	0.0%	0			
2018			2011			2002		
White	70.8%	17	White	83.3%	15	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	20.8%	5	Latino	16.7%	3	Latino	0.0%	x
Asian	4.2%	1	Asian	0.0%	0	Asian	0.0%	x
Other	4.2%	1	Other	16.7%	3	Other	0.0%	x
Total People of Color	29.2%	7	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
2017			2010			2001		
White	81.8%	18	White	86.7%	13	White	100.0%	x
African-American	4.5%	1	African-American	0.0%	0	African-American	0.0%	x
Latino	13.6%	3	Latino	6.7%	1	Latino	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Asian	0.0%	x
Other	0.0%	0	Other	13.3%	2	Other	0.0%	x
Total People of Color	18.2%	4	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
2016			2009			2000		
White	81.0%	17	White	86.7%	13	White	100.0%	x
African-American	4.8%	1	African-American	0.0%	0	African-American	0.0%	x
Latino	14.3%	3	Latino	6.7%	1	Latino	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Asian	0.0%	x
Other	0.0%	0	Other	13.3%	2	Other	0.0%	x
Total People of Color	19.0%	4	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
2015			2008			1999		
White	94.7%	18	White	75.0%	9	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	5.3%	1	Latino	16.7%	2	Latino	0.0%	x
Asian	0.0%	0	Asian	8.3%	1	Asian	0.0%	x
Other	0.0%	0	Other	25.0%	3	Other	0.0%	x
Total People of Color	5.3%	1	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						

TABLE 7

x=Data not recorded

**Information submitted by the MLS League Office

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

TABLE 8

x=Data not recorded

**Information submitted by the MLS League Office

Vice Presidents								
	%	#		%	#		%	#
2021			2014			2007		
White	80.6%	116	White	94.3%	66	White	96.7%	29
Black or African American	7.6%	11	African-American	2.9%	2	African-American	0.0%	0
Hispanic or Latino(a)	5.6%	8	Latino	1.4%	1	Latino	3.3%	1
Asian	4.9%	7	Asian	1.4%	1	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.7%	4	Total People of Color	3.3%	1
Two or More Races	0.7%	1	Women	14.3%	10	Women	6.7%	2
Non-Resident Alien	0.0%	0						
Other	0.7%	1						
Total	99.3%	144						
Women	27.8%	40						
Women of Color	6.3%	9						
2020			2013			2006		
White	86.5%	141	White	91.8%	67	White	100.0%	28
Black or African American	2.5%	4	African-American	4.1%	4	African-American	0.0%	0
Hispanic or Latino(a)	5.5%	9	Latino	2.7%	2	Latino	0.0%	0
Asian	3.1%	5	Asian	1.4%	1	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Total People of Color	8.2%	6	Total People of Color	0.0%	0
Two or More Races	2.5%	4	Women	12.3%	9	Women	7.1%	2
Total	100.0%	163						
Women	23.3%	38						
Women of Color	6.1%	10						
2019			2012			2005		
White	81.4%	96	White	85.4%	82	White	100.0%	24
African-American	2.5%	3	African-American	6.3%	6	African-American	0.0%	0
Latino	8.5%	10	Latino	7.3%	7	Latino	0.0%	0
Asian	4.2%	5	Asian	1.0%	1	Asian	0.0%	0
Other	3.4%	4	Other	0.0%	0	Other	0.0%	0
Total People of Color	18.6%	22	Total People of Color	14.6%	14	Total People of Color	0.0%	0
Women	30.5%	36	Women	12.5%	12	Women	8.3%	2
2018			2011			2004		
White	84.0%	105	White	90.8%	59	White	100.0%	14
African-American	2.4%	3	African-American	0.0%	0	African-American	0.0%	0
Latino	7.2%	9	Latino	7.7%	5	Latino	0.0%	0
Asian	4.8%	6	Asian	1.5%	1	Asian	0.0%	0
Other	1.6%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	16.0%	20	Total People of Color	9.2%	6	Total People of Color	0.0%	0
Women	28.0%	35	Women	6.2%	4	Women	0.0%	0
2017			2010			2003		
White	91.6%	120	White	98.0%	48	Data not collected		
African-American	2.3%	3	African-American	0.0%	0	2002		
Latino	3.8%	5	Latino	0.0%	0	White	91.3%	21
Asian	1.5%	2	Asian	2.0%	1	African-American	8.7%	2
Other	0.8%	1	Other	0.0%	0	Latino	0.0%	0
Total People of Color	8.4%	11	Total People of Color	2.0%	1	Asian	0.0%	0
Women	22.1%	29	Women	12.2%	6	Other	0.0%	0
2016			2009			Total People of Color	8.7%	2
White	96.0%	94	White	100.0%	53	Women	0.0%	0
African-American	0.0%	0	African-American	0.0%	0	2001		
Latino	2.0%	1	Latino	0.0%	0	Data Not Collected		
Asian	1.0%	2	Asian	0.0%	0	2000		
Other	1.0%	1	Other	0.0%	0	White	77.8%	14
Total People of Color	4.0%	4	Total People of Color	0.0%	0	African-American	11.1%	2
Women	15.3%	15	Women	7.1%	4	Latino	11.1%	2
2015			2008			Asian	0.0%	0
White	93.6%	73	White	95.2%	40	Other	0.0%	0
African-American	1.3%	1	African-American	0.0%	0	Total People of Color	9.5%	2
Latino	2.6%	2	Latino	4.8%	2	Women	4.8%	1
Asian	2.6%	2	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total People of Color	6.4%	5	Total People of Color	4.8%	2			
Women	16.7%	13	Women	7.1%	3			

TABLE 9

x=Data not recorded

**Information submitted by the MLS League Office

Team Senior Administration								
	%	#		%	#		%	#
2021			2014			2007		
White	78.8%	380	White	87.6%	189	White	79.6%	74
Black or African American	3.9%	19	African-American	1.4%	3	African-American	2.2%	2
Hispanic or Latino(a)	8.9%	43	Latino	7.9%	17	Latino	16.1%	15
Asian	2.5%	12	Asian	1.9%	4	Asian	0.0%	0
Hawaiian or Pac. Islander	0.4%	2	Other	0.9%	2	Other	2.2%	2
Am. Indian or Alaska Native	0.0%	0	Total People of Color	12.1%	26	Total People of Color	20.4%	19
Two or More Races	1.2%	6	Women	19.5%	42	Women	20.4%	19
Non-Resident Alien	0.8%	4						
Unknown/Did Not Disclose	3.3%	16						
Total	100.0%	482						
Women	24.1%	116						
Women of Color	3.5%	17						
2020			2013			2006		
White	82.9%	379	White	81.9%	177	White	81.9%	77
Black or African American	3.9%	18	African-American	1.4%	2	African-American	1.1%	1
Hispanic or Latino(a)	8.1%	37	Latino	10.6%	23	Latino	14.9%	14
Asian	2.6%	12	Asian	1.9%	4	Asian	1.1%	1
Hawaiian or Pac. Islander	0.4%	2	Other	4.2%	9	Other	1.1%	1
Am. Indian or Alaska Native	0.0%	0	Total People of Color	18.1%	39	Total People of Color	18.1%	17
Two or More Races	2.0%	9	Women	20.4%	44	Women	18.1%	17
Total	100.0%	457						
Women	23.6%	108						
Women of Color	3.7%	17						
2019			2012			2005		
White	82.8%	264	White	80.6%	195	White	85.7%	54
African-American	5.6%	18	African-American	3.3%	8	African-American	0.0%	0
Latino	7.2%	23	Latino	13.2%	32	Latino	12.7%	8
Asian	2.5%	8	Asian	2.5%	6	Asian	1.6%	1
Other	1.9%	6	Other	0.4%	1	Other	0.0%	0
Total People of Color	17.2%	55	Total People of Color	19.4%	47	Total People of Color	14.3%	9
Women	22.6%	72	Women	20.7%	50	Women	20.6%	13
2018			2011			2004		
White	85.0%	215	White	82.0%	123	White	85.0%	283
African-American	4.0%	10	African-American	2.7%	4	African-American	12.6%	42
Latino	6.3%	16	Latino	14.0%	21	Latino	1.2%	4
Asian	2.8%	7	Asian	1.3%	2	Asian	1.2%	4
Other	2.0%	5	Other	0.0%	0	Other	0.0%	0
Total People of Color	15.1%	38	Total People of Color	18.0%	27	Total People of Color	15.0%	50
Women	26.5%	35	Women	20.7%	31	Women	25.2%	84
2017			2010			2003		
White	88.6%	240	White	80.7%	96			Data Not Collected
African-American	1.5%	4	African-American	1.7%	2	2002		
Latino	6.6%	18	Latino	17.6%	21			Data Not Collected
Asian	1.5%	4	Asian	0.0%	0			
Other	1.8%	5	Other	0.0%	0			
Total People of Color	11.4%	31	Total People of Color	19.3%	23			
Women	26.2%	71	Women	16.0%	19			
2016			2009			2001		
White	85.3%	174	White	79.5%	89	White	86.0%	x
African-American	2.9%	6	African-American	3.6%	4	African-American	3.0%	x
Latino	9.8%	20	Latino	14.3%	16	Latino	9.0%	x
Asian	1.0%	2	Asian	1.8%	2	Asian	1.0%	x
Other	1.0%	2	Other	0.9%	1	Total People of Color	13.0%	x
Total People of Color	14.7%	30	Total People of Color	20.5%	23	Women	24.0%	x
Women	25.0%	51	Women	25.0%	28			
2015			2008			2000		
White	87.1%	223	White	81.2%	82	White	80.0%	x
African-American	2.3%	6	African-American	2.0%	2	African-American	4.0%	x
Latino	7.8%	20	Latino	13.9%	14	Latino	14.0%	x
Asian	1.2%	3	Asian	1.0%	1	Asian	2.0%	x
Other	1.6%	4	Other	2.0%	2	Total People of Color	20.0%	x
Total People of Color	12.9%	33	Total People of Color	18.8%	19	Women	21.0%	x
Women	19.1%	49	Women	23.8%	25			

TABLE 10

x=Data not recorded

**Information submitted by the MLS League Office

Team Professional Administration								
	%	#		%	#		%	#
2021			2014			2006		
White	73.5%	917	White	82.0%	639	White	71.2%	178
Black or African American	4.3%	53	African-American	4.1%	32	African-American	4.0%	10
Hispanic or Latino(a)	14.8%	184	Latino	10.0%	78	Latino	22.4%	56
Asian	3.4%	43	Asian	2.3%	18	Asian	1.2%	3
Hawaiian or Pac. Islander	0.1%	1	Other	1.5%	12	Other	1.2%	3
Am. Indian or Alaska Native	0.1%	1	Total People of Color	18.0%	140	Total People of Color	28.8%	72
Two or More Races	1.0%	12	Women	25.0%	195	Women	26.8%	67
Non-Resident Alien	0.3%	4	2013			2005		
Unknown/Did Not Disclose	2.6%	32	White	76.4%	346	White	66.0%	76
Total	100.0%	1247	African-American	3.1%	13	African-American	4.0%	5
Women	30.6%	381	Latino	14.6%	66	Latino	30.0%	34
Women of Color	6.6%	82	Asian	4.4%	20	Asian	0.0%	0
2020			Other	1.5%	7	Other	0.0%	0
White	75.1%	1104	Total People of Color	23.6%	107	Total People of Color	34.0%	39
Black or African American	5.3%	78	Women	35.3%	160	Women	28.0%	32
Hispanic or Latino(a)	15.5%	228	2012			2004		
Asian	2.7%	40	White	75.6%	326	White	90.0%	75
Hawaiian or Pac. Islander	0.1%	1	African-American	2.8%	12	African-American	1.0%	1
Am. Indian or Alaska Native	0.0%	0	Latino	18.3%	79	Latino	5.0%	4
Two or More Races	1.3%	19	Asian	2.3%	10	Asian	2.0%	2
Total	100.0%	1470	Other	0.9%	4	Other	1.0%	1
Women	29.9%	439	Total People of Color	24.4%	105	Total People of Color	9.0%	8
Women of Color	4.8%	71	Women	31.1%	134	Women	42.0%	35
2019			2011			2003		
White	72.3%	716	White	71.2%	163	Data Not Collected		
African-American	5.4%	53	African-American	3.1%	7	2002		
Latino	16.2%	160	Latino	23.6%	54	White	77.0%	x
Asian	4.0%	40	Asian	1.3%	3	African-American	3.0%	x
Other	2.1%	21	Other	0.9%	2	Latino	17.0%	x
Total People of Color	27.7%	274	Total People of Color	28.8%	66	Asian	2.0%	x
Women	32.2%	319	Women	27.5%	63	Other	1.0%	x
2018			2010			Total People of Color	23.0%	x
White	78.5%	864	White	69.5%	139	Women	22.0%	2
African-American	4.3%	47	African-American	4.0%	8	2001		
Latino	12.1%	133	Latino	22.0%	44	Data Not Collected		
Asian	2.1%	23	Asian	3.5%	7	2000		
Other	3.1%	34	Other	1.0%	2	White	81.0%	x
Total People of Color	21.6%	237	Total People of Color	30.5%	61	African-American	7.0%	x
Women	31.6%	348	Women	29.0%	58	Latino	0.0%	x
2017			2009			Asian	2.0%	x
White	78.9%	302	White	69.4%	168	Total People of Color	18.0%	x
African-American	3.9%	15	African-American	4.1%	10	Women	32.0%	x
Latino	13.8%	53	Latino	23.0%	56	1999		
Asian	1.8%	7	Asian	2.9%	7	White	74.0%	x
Other	1.6%	6	Other	0.4%	1	African-American	7.0%	x
Total People of Color	21.1%	81	Total People of Color	30.6%	74	Latino	17.0%	x
Women	32.4%	124	Women	28.1%	68	Asian	2.0%	x
2016			2008			Total People of Color	26.0%	x
White	82.4%	436	White	73.6%	173	Women	15.0%	x
African-American	3.4%	18	African-American	3.4%	8	1998		
Latino	10.2%	54	Latino	22.1%	52	White	78.0%	x
Asian	2.6%	14	Asian	0.4%	1	African-American	4.0%	x
Other	1.3%	7	Other	0.4%	1	Latino	18.0%	x
Total People of Color	17.6%	93	Total People of Color	26.4%	62	Asian	0.0%	x
Women	28.7%	152	Women	22.1%	52	1997		
2015			2007			White	78.0%	x
White	83.7%	656	White	67.5%	131	African-American	4.0%	x
African-American	4.7%	37	African-American	3.6%	7	Latino	18.0%	x
Latino	8.4%	66	Latino	26.3%	51	Asian	0.0%	x
Asian	1.5%	12	Asian	1.5%	3	1996		
Other	1.7%	13	Other	1.0%	2	1995		
Total People of Color	16.3%	128	Total People of Color	32.5%	63	1994		
Women	32.4%	254	Women	27.3%	53	1993		

TABLE 11

x=Data not recorded

**Information submitted by the MLS League Office

TABLE 12

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

Referees and Officials

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

TABLE 13

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