



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2020 Racial and Gender Report Card Major League Soccer

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Presented by:
The Institute for Diversity and Ethics in Sport
with the DeVos Sport Business Management Program
in the College of Business Administration of the
University of Central Florida



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Management Program**

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THE 2020 RACIAL AND GENDER REPORT CARD:

MAJOR LEAGUE

SOCCER

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Executive Summary

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As the nation continues to combat an unprecedented global health crisis and a national outcry for justice following the murders of African-Americans by police, The Institute for Diversity and Ethics in Sport (TIDES) released **The 2020 Major League Soccer Racial and Gender Report Card (RGRC)** today.

Major League Soccer (MLS) earned an A for racial hiring practices, the highest overall racial hiring grade amongst all male professional leagues, and a C- for gender hiring practices in the 2020 MLS RGRC, bringing the overall grade to **B**.

The Report Card is being released a few months after MLS completed their successful “MLS is BACK” tournament inside the Orlando “bubble”. MLS was one of the first professional sport leagues to implement this bubble concept at the ESPN Wide World of Sports complex at the Walt Disney World Resort in Orlando, Florida. The concept kept all team players and staff isolated in a protective environment during the global COVID-19 pandemic. MLS players showed powerful support of the national movement for social justice including the cancellation of five games in protest of the police shooting of Jacob Blake in late August. MLS has since started their new season of play from the team’s host cities.

MLS earned 90.7 points for racial hiring practices in 2020, decreasing by 3.2 percentage points from 93.9 in 2019. In 2020, MLS earned 69.9 points for gender hiring

Overall Grade



B

Racial Hiring



A

Gender Hiring



C-

practices, down from 72 points in 2019 and representing the lowest gender score of all professional leagues. This is the fourth decrease in a row for this Report Card category.

MLS earned a combined grade of a **B** with 80.3 points in 2020, decreasing by 2.6 percentage points from 82.9 in the 2019 MLS RGRC.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in either slightly reduced or less improved overall grades for race and gender across all 2020 Report Cards. The 90.7 points for racial hiring practices represented a decrease from 93.9 in the 2019 MLS RGRC and the difference is partially attributable to the change described above. The 69.9 points for gender hiring practices was a decrease from 72.0 in 2019 and is also partially attributable to the change described above. The same was true for the overall grade of 80.3 points, down from 82.9 in the 2019 MLS RGRC.

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

For gender hiring practices, which continue to lag behind the success of racial hiring throughout the League, MLS received a B+ for League Office employees while team professional administration received a C-, c-suite earned a D and team owners, CEO/presidents, team vice presidents, and team senior administration all earned an F.

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

Richard Lapchick, principal author of the study and director of TIDES, said, "Major League Soccer in 2020 continues to display mixed performance regarding racial and gender hiring practices through the league and team levels. The league office continues to set the standard, as

MLS RGRC at a Glance

Racial Hiring Grade for MLS League Office

A+  **41.6%**
People of Color

Gender Hiring Grade for MLS League Office

B+  **39.3%**
Women

Racial Hiring Grade for MLS Team Vice Presidents

C-  **13.5%**
People of Color

Gender Hiring Grade for MLS Team Vice Presidents

F  **23.3%**
Women

it saw positive increases in both racial and gender hiring categories. Representation of people of color in the key on field positions of head coach and assistant coach have shown increases as well. It is disappointing to continue to see the overall gender score fall again for the fourth consecutive time. There needs to be an increase in effort to prevent this from happening a fifth year in a row.”

Lapchick continued, “Commissioner Don Garber’s MLS League Office once again showed what the standard should be throughout the league with an A+ in racial hiring and a B+ in gender hiring. In fact, at 41.6 percent, the MLS League Office has the highest percentage of people of color amongst all men’s professional sport leagues. The teams need to follow the League’s example more closely.”

Using data from the 2020 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 franchises, to include: c-suite personnel, team senior administration, team professional administration, and athletic trainers. The data for the 2020 Report Card is updated through July 7, 2020. The League Office provided all data pertaining to the MLS League Office and the aggregate team data.

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

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida publishes the Racial and Gender Report Card™ to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and collegiate athletics department positions. TIDES has previously published the 2020 Racial and Gender Report Cards for MLB and the NBA. The 2020 Major League Soccer Racial and Gender Report Card will be followed by the 2020 Racial and Gender Report Cards for WNBA, NFL, and College Sport.

MLS RGRC at a Glance

Racial Hiring Grade for Team CEO/Presidents

B  **17.4%**
People of Color

Racial Hiring Grade for Senior Administration

B  **17.1%**
People of Color

Gender Hiring Grade for Senior Administration

F  **23.6%**
Women

Racial Hiring Grade for Professional Administration

B+  **24.9%**
People of Color

Gender Hiring Grade for Professional Administration

C-  **29.9%**
Women

Report Card Highlights

- Despite the decline in its racial hiring score, decreasing from 93.9 to 90.4 points, the MLS held the highest overall racial hiring score amongst all male professional leagues. The league also saw a decline in its gender hiring score from 72.0 to 69.9. This is the fourth consecutive year the gender hiring score has declined and is their lowest score since 2007.
- At 44.3 percent in 2020, MLS has the highest percentage of international players among all the leagues covered in the Racial and Gender Report Cards. However, this is a significant decline from 55.4 percent in 2019.
- MLS' League Office continues to have the best record for people of color in men's professional sport at 41.6 percent and the league's best since 2012, while women held 39.3 percent of the MLS League Office positions. The percentage of people of color increased by 0.7 percentage points from 40.9 percent in 2019. Women in professional positions at the League Office increased by 1.4 percentage points from 37.9 percent in the 2019 MLS RGRC. Additionally, 17.0 percent of League Office employees were women of color.
- People of color holding head coach positions increased by 3.2 percentage points in 2020 from 37.5 percent to 40.7 percent. This is the highest percentage reported thus far in the Racial and Gender Report Cards in 2020. MLS teams led by coaches of color are the Colorado Rapids, FC Dallas, Houston Dynamo, Inter Miami CF, LA Galaxy, Montreal Impact, New York Red Bulls, Orlando City SC, Portland Timbers, Real Salt Lake, and San Jose Earthquakes.
- The percentage of assistant coaches of color decreased by 3.2 percentage points from 46.4 percent in 2019 to 43.2 percent in 2020. This was the first decrease since 2016.
- Of the 30 MLS owners/investors in 2020, 26 were white (86.7 percent). This was an increase from 24

Players of Color

61.7%  60.1%

2019 2020

Head Coaches of Color

37.5%  40.7%

2019 2020

Assistant Coaches of Color

46.4%  43.2%

2019 2020

Women Team Vice Presidents

30.5%  23.3%

2019 2020

(85.7 percent) in 2019. There were four (13.3 percent) owners of color, the same number as last year. There were two women who were owners and no women of color, remaining unchanged from 2019.

- People of color holding the position of CEO/President increased by 0.1 percentage points from 2019 to 17.4 percent. Alex Leita of Orlando City Soccer was the only person of color holding the position of CEO/President in 2018. In 2019, he was joined by Peter Tomozawa (Seattle Sounders FC), Nelson Rodriguez (Chicago Fire), and Jorge Mas (Inter Miami CF). There continue to be no women in team CEO/president positions among participating clubs.
- Of all team c-suite positions, people of color held 15.9 percent in 2020, a decrease from 17.0 percent in 2019. Women represented 24.6 percent of c-suite executives, showing an improvement from 20.8 percent in 2019. However, just 2.9 percent of team c-suite employees were women of color.
- There were six general managers of color in 2020, a decrease from eight in 2019. The percentage dropped sharply from 33.3 percent to 21.4 percent since last year.
- After an encouraging increase in people of color in vice president positions to 18.6 percent in 2019, the percentage decreased by 5.1 percentage points in 2020 to 13.5 percent. This is the first decline since 2016. The percentage of women in vice president positions also declined from 30.5 percent in 2019 to 23.3 percent in 2020. Women of color held 6.1 percent of these positions.
- People of color held 17.1 percent of all team senior administration positions. This was a slight decrease of 0.1 percentage points from the 17.2 percent recorded in 2019. Women held 23.6 percent of team senior administration positions, an increase from 22.6 percent in 2019. Women of color held just 3.7 percent of team senior administration roles. The racial and gender percentages for team senior administration remain the lowest of any professional sports league reported in The Racial and Gender Report Card.

- The percentage of people of color in team professional administration positions decreased by 2.8 percentage points to 24.9 percent in 2020. The percentage of women in team professional administration positions decreased by 2.3 percentage points to 29.9 percent in 2020. Women of color represented just 4.8 percent of team professional administrators.
- People of color represented 31.6 percent of team head trainers in 2020, an increase of 4.4 percentage points from 27.2 percent in 2019. Women held 9.6 percent of these positions, improving slightly from 9.1 percent in 2019. Only 1.1 percent of head trainers were women of color.



Overall Grades

MLS received an A grade for racial hiring practices in the 2020 MLS RGRC. Its 90.7 points is a decrease of 3.2 points from 93.9 points in the 2019 MLS RGRC.

MLS's grade for gender hiring practices dropped to a C- with 69.9 points in 2020, down from 72.0 points in 2018. The gender hiring grade had declined for the fourth year in a row.

MLS earned a combined grade of a B with 80.3 points in 2020, decreasing by 2.6 points from 82.9 in the 2019 MLS RGRC.

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

For gender hiring practices, which continue to lag behind the success of racial hiring throughout the League, MLS received a B+ for League Office employees while team professional administration received a C- and team owners, CEO/presidents, c-suite personnel, team vice presidents, and team senior administration all earned an F.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in either slightly reduced or less improved overall grades for race and gender across all 2020 Report Cards. The 90.7 points for racial hiring practices represented a decrease from 93.9 in the 2019 MLS RGRC and the difference is partially attributable to the change described above. The 69.9 points for gender hiring practices was a decrease from 72.0 in 2019 and is also partially attributable to the change described above. The same was true for the overall grade of 80.3 points, down from 82.9 in the 2019 MLS RGRC.

These positions, especially the CEO/President position, have been predominantly held by white men. TIDES

believes that by grading these positions 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.

MLS earned an A+ for its outstanding diversity initiatives.

Racial Hiring:

93.9	↓	90.7
-2019-		-2020-

Gender Hiring:

72.0	↓	69.9
-2019-		-2020-

Overall Score:

82.9	↓	80.3
-2019-		-2020-

Grades by Category

MLS Players

The percentage of white players increased by 1.6 percentage points from 38.3 percent points in 2019 to 39.9 percent in 2020. The percentage of Hispanic or Latino players in MLS decreased by 3.0 percentage points from 33.4 percent to 30.4 percent. The percentage of Black or African-American players slightly decreased 0.7 percentage points from 23.1 percent in 2019 to 22.4 percent in 2020. The percentage of Asian players stayed the same at 1.1 percent. Players that identified as Hawaiian or other Pacific Islander made up 0.4 percent while American Indian or Alaskan Natives made up 1.9 percent and those identifying as two or more races made up 3.9 percent. These three racial classifications are included in The Racial and Gender Report Card for the first time in 2020. Zero players identified as “other” compared to 4.2 percent in 2019 and 17.7 percent in 2017.

There was a major decrease in international players in 2020 as they represented only 44.3 percent of the league

compared to 55.4 percent in 2019. Nonetheless, MLS continues to have the highest percentage of international players among all the leagues covered in the Racial and Gender Report Cards.

MLS Grade for Race of Players

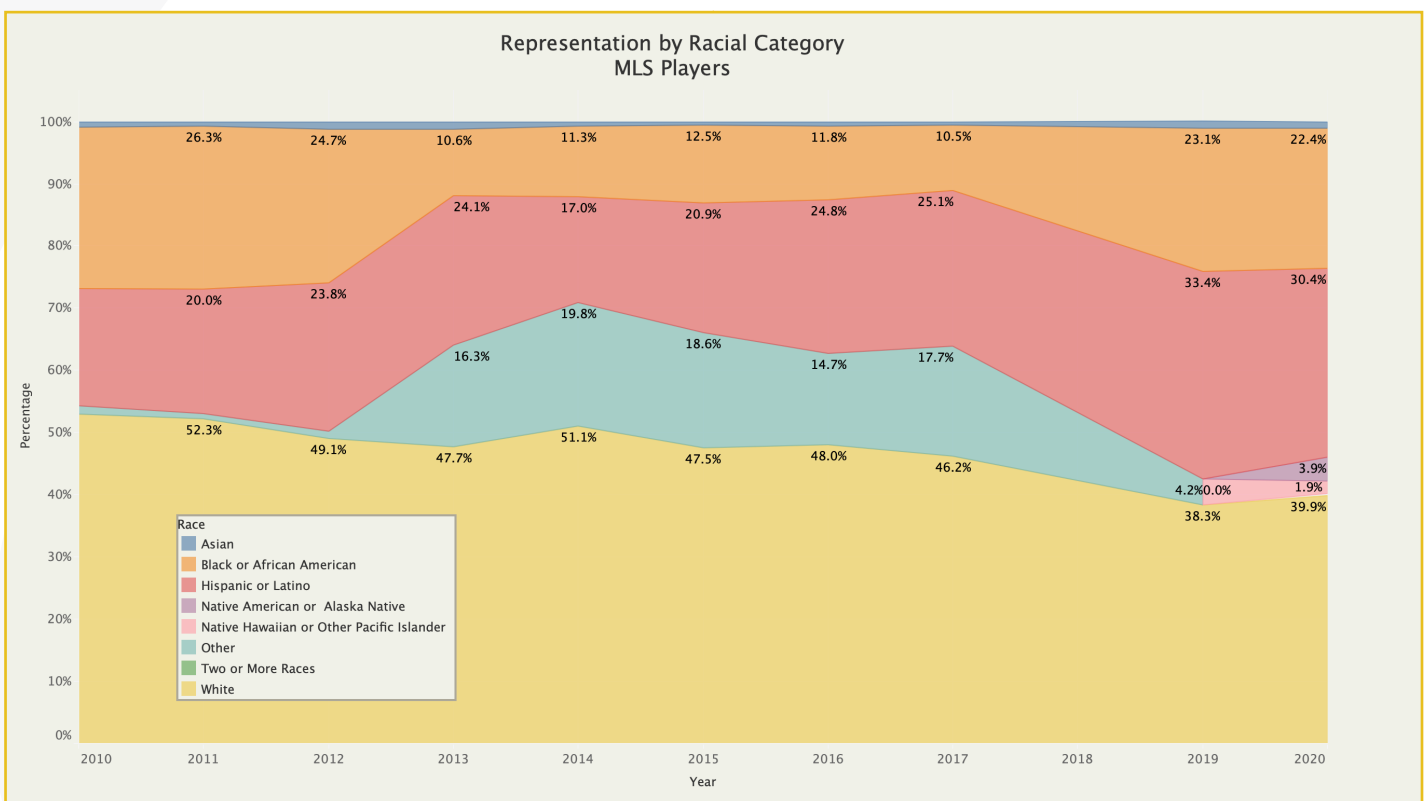
A+  **60.1%**
Players of Color

See Table 1.

**As four MLS expansion teams – Austin FC, Charlotte, Sacramento Republic FC and St. Louis City SC – are not playing yet, they do not have players. Therefore, 26 of 30 clubs are represented in this category.*

MLS International Players

55.4%  **44.3%**



MLS Coaches

Head Coaches

MLS has the highest percentage of coaches of color of any men's professional sport at 40.7 percent. The majority of MLS head coaches were white at 59.3 percent, while 29.6 percent were Hispanic or Latino, 3.7 percent were Black or African-American and 7.4 percent were classified as two or more races. In 2020, MLS head coaches that were white decreased by 3.2 percentage points, Hispanic or Latino head coaches increased by 4.6 percentage points, and Black or African-American head coaches decreased by 0.5 percentage points. There were 11 head coaches that were people of color during the 2020 season, or 40.7 percent of head coaches. There were no Asian, Hawaiian or Pacific Islander, nor American Indian or Alaskan Native head coaches in MLS.

The one Black or African-American head coach at the start of the 2020 MLS season was:

- **Robin Fraser**, Colorado Rapids

The eight Hispanic or Latino head coaches at the start of the 2020 MLS season were:

- **Diego Alonso**, Inter Miami CF
- **Matias Almeyda**, San Jose Earthquakes
- **Chris Armas**, New York Red Bulls
- **Luchi Gonzalez**, FC Dallas
- **Freddy Juarez**, Real Salt Lake
- **Oscar Pareja**, Orlando City SC
- **Tab Ramos**, Houston Dynamo
- **Guillermo Barros Schelotto**, LA Galaxy

The two head coaches of two or more races in the 2020 season were:

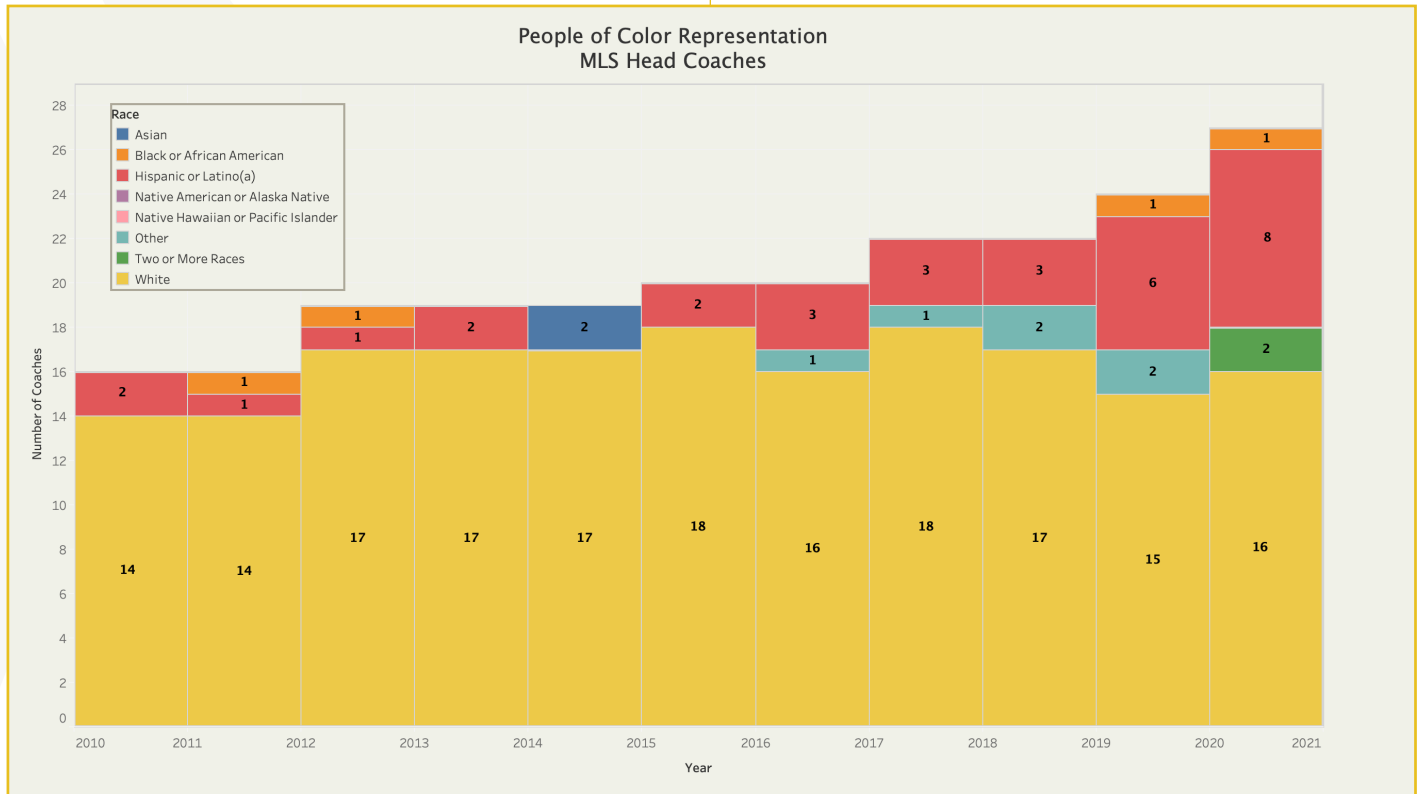
- **Thierry Henry**, Montreal Impact
- **Giovanni Savarese**, Portland Timbers

Racial Hiring Grade for MLS Head Coaches

A+  **40.7%**
People of Color

See Table 2.

**Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2020 season. Additionally, Charlotte has not yet hired a head coach. Therefore, 27 of 30 clubs are represented in this category.*



Assistant Coaches

Overall, assistant coaches of color decreased by 3.2 percentage points from 46.4 percent in 2019 to 43.2 percent this year. In 2020, 56.8 percent of all assistant coaches were white, an increase of 3.2 percentage points from 2019 when it was 53.6 percent. The assistant coaches classified as Hispanic or Latino represented the largest group of assistant coaches of color with 31.5 percent, followed by Black or African-American assistant coaches with 8.1 percent. Those classified as two or more races were 3.6 percent, an increase from 0 percent in 2019. Black or African-American assistant coaches also saw a decrease of 3.2 percentage points from 11.3 percent in 2019 to 8.1 percent in 2020. Hispanic or Latino assistant coaches increased significantly by 6.8 percentage points from 24.7 percent in 2019 to 31.5 percent in 2020.

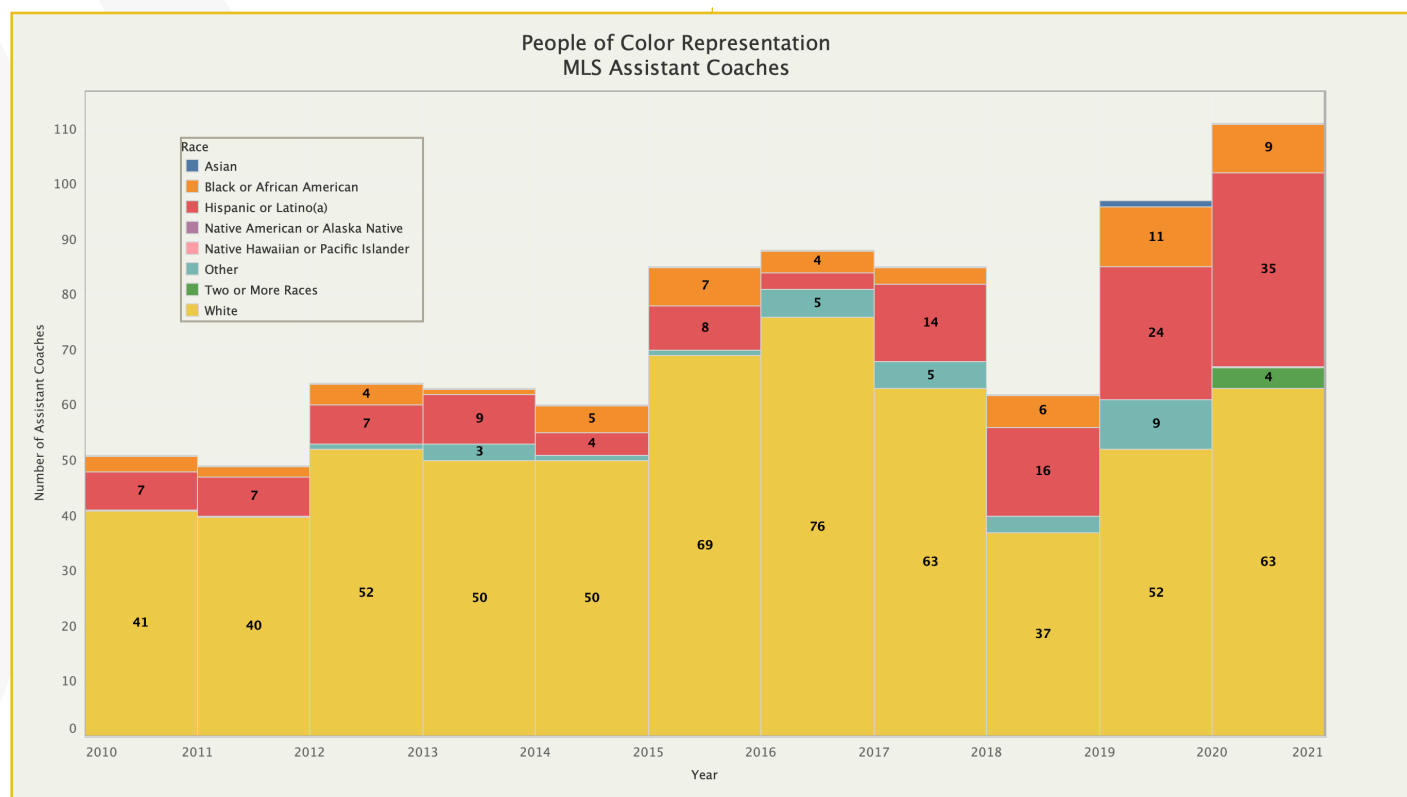
There was one woman assistant coach in MLS in 2020, accounting for 0.9 percent of all assistant coaches, Stephanie Dominguez, Assistant Athletic Performance Coach at FC Dallas. There were previously no women in an assistant coach position.

Racial Hiring Grade for MLS Assistant Coaches

A+  **43.2%**
People of Color

See Table 3.

*Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2020 season. Additionally, Charlotte has not yet hired an assistant coach and Colorado Rapids did not provide data for this category. Therefore, 26 of 30 clubs are represented in this category.



MLS League Office

The MLS League Office holds the best record for people of color (41.6 percent) in men's professional sport. There was an increase of 0.7 percentage points from the 40.9 percent recorded in 2019. Hispanics and Latinos(as) have the highest percentage of people of color at 22.6 percent, followed by Asians with 7.9 percent, Black or African-Americans with 6.6 percent, those identifying as two or more races with 3.9 percent, and those classified as Hawaiian or Pacific Islander and American Indian or Alaska Native each with 0.3 percent.

Overall, 39.3 percent of MLS league office employees were women, representing an increase of 1.4 percentage points from 37.9 percent in 2019. Women of color represented 17.0 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 15 people of color in the League Office who hold a vice president title or higher include:

- **Jennifer Cramer**, Senior Vice President, Partnership Marketing
- **Camilo Durana**, Senior Vice President, Properties & Events
- **Diego Moratorio**, General Manager, Canada
- **Elizabeth Cohen**, Vice President, Strategic Planning
- **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
- **Charlie Shin**, Vice President, Data Analytics
- **Ramin Tabib**, Vice President, Club & Fan Development

- **Michael Tam**, Vice President, Club & Fan Development
- **Karine Travieso**, Vice President, Integrated Media Solutions
- **Pablo Zarate**, Vice President, International Properties

The 17 League Office women who hold a vice president title or higher include:

- **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
- **Maribeth Towers**, Senior Vice President, Consumer Products & Licensing
- **Adrienne Barber**, Vice President, Properties
- **Elizabeth Cohen**, Vice President, Strategic Planning
- **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
- **Karine Travieso**, Vice President, Integrated Media Solutions
- **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 include:

- **Jennifer Cramer**, Senior Vice President, Partnership Marketing
- **Elizabeth Cohen**, Vice President, Strategic Planning
- **Judy Matthew**, Vice President, Owned Platforms
- **Marisabel Munoz**, Vice President, Communications
- **Mallika Pereira**, Vice President, Partnership Marketing
- **Sana Shuaib**, Vice President, Partnership Marketing
- **Karine Travieso**, Vice President, Integrated Media Solutions

Racial Hiring Grade for MLS League Office

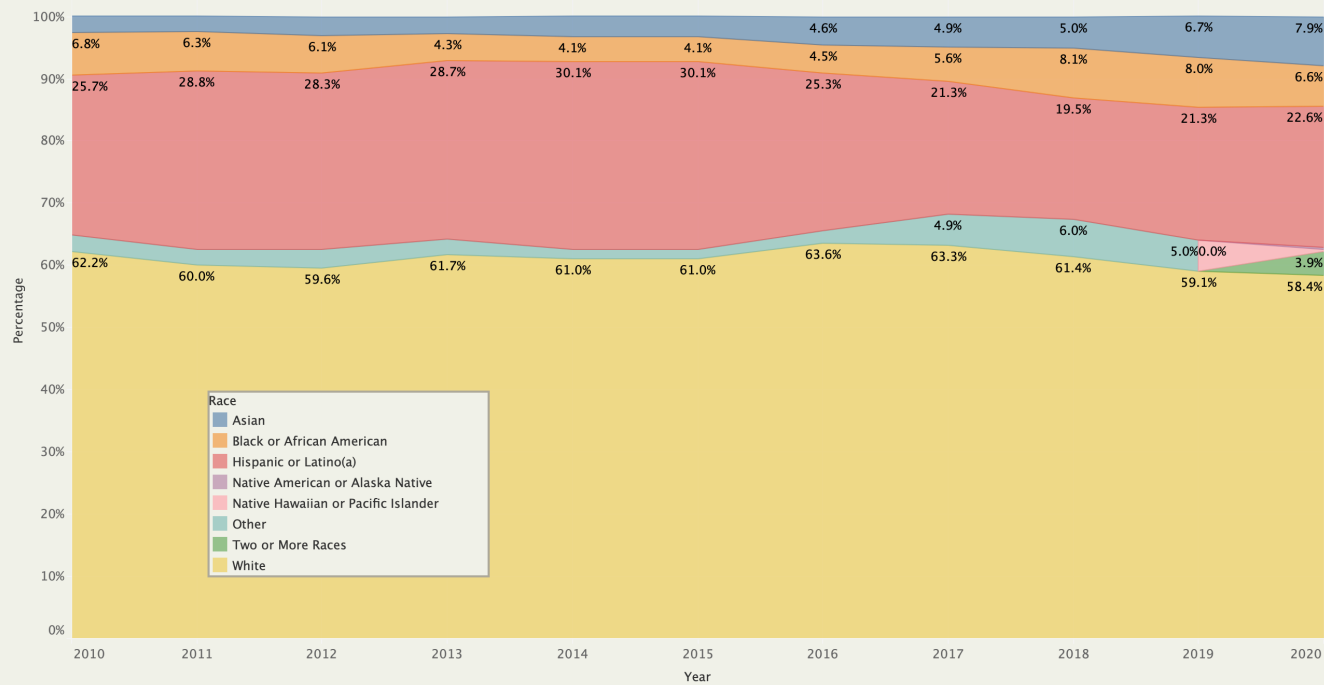
A+  **41.6%**
People of Color

Gender Hiring Grade for MLS League Office

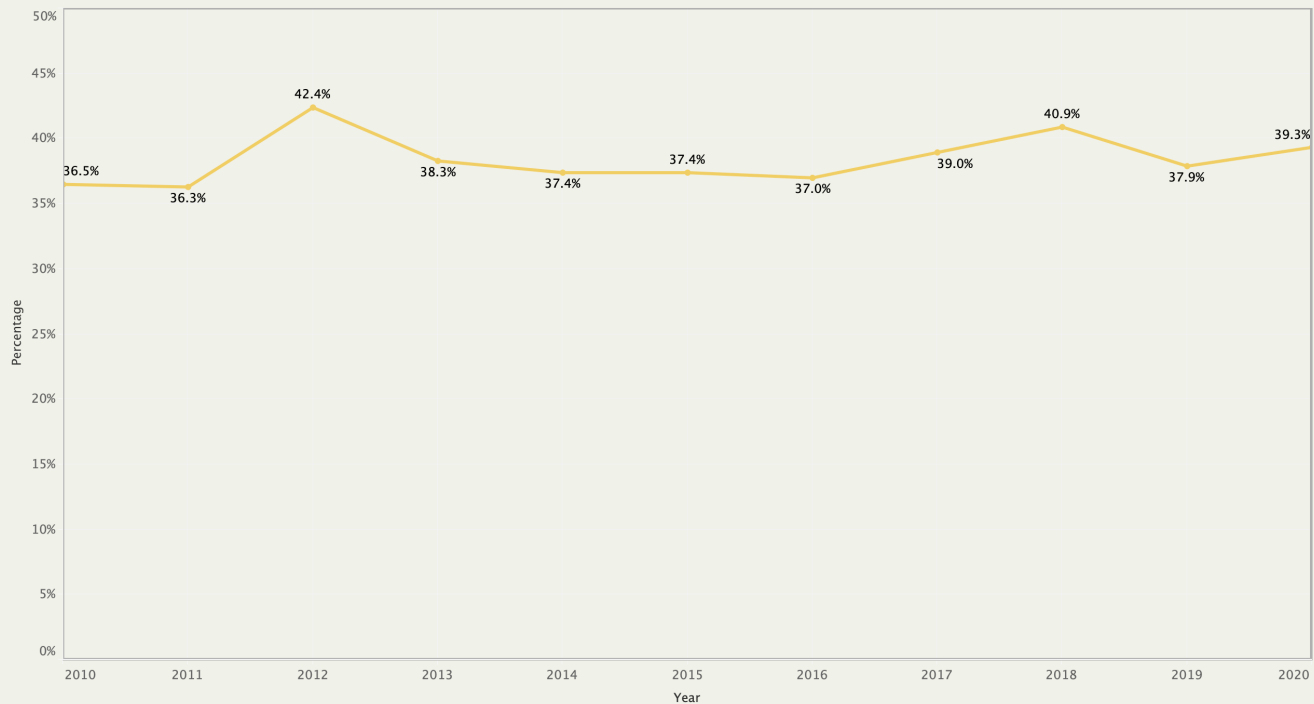
B+  **39.3%**
Women

See Table 4.

People of Color Representation MLS League Office



Women Representation MLS League Office



MLS Team Front Offices

Owners

In 2020, 86.7 percent of all owners were white. The 13.3 percent of people of color owners included 10.0 percent Hispanic or Latino and 3.3 percent Asian. Also, 6.7 percent of investor-operators were women. 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 Dhabi United Group, the LA Galaxy is owned by Anschutz Entertainment Group (AEG), the Houston Dynamo's majority owner is Brener International Group 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; for Brener International Group, Gabriel Brener 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, Gabriel Brener of the Houston Dynamo and Flavio Augusto Da Silva of Orlando City SC were listed as owners of color. 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: Dee Haslam of Columbus Crew SC and Carolyn Kindle Betz of St. Louis City SC. Meg Whitman of FC Cincinnati, Mia Hamm Garciaparra of LAFC, Wendy Carlson Nelson of Minnesota United FC, and Kate Hall of the San Jose Earthquakes are all minority owners in the MLS. Lastly, Ciara Wilson of the Seattle Sounders FC is the only woman of color to be a minority owner.

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 is a partial list of Major League Soccer minority team owners who are people of color:

Austin FC

- Eddie Margain

Houston Dynamo

- Oscar De La Hoya
- James Harden

LAFC

- Henry Nguyen
- Ruben Gnanalingam
- Nomar Garciaparra
- Earvin "Magic" Johnson
- Goodwin Gaw
- Joseph C. Tsai
- Harry Tsao

Inter Miami CF

- Marcelo Claure
- Jose Mas
- Masayoshi Son

Philadelphia Union

- Kevin Durant

Seattle Sounders FC

- Ciara Wilson
- Russell Wilson
- Satya Nadella
- Anu Nadella

MLS minority team owners who are women:

FC Cincinnati

- Meg Whitman

LAFC

- Mia Hamm Garciaparra

Minnesota United FC

- Wendy Carlson Nelson
- Erika Binger

San Jose Earthquakes

- Katie Hall

Seattle Sounders FC

- Ciara Wilson

CEOs/Presidents

In 2020, there were four people of color (17.4 percent) holding the position of CEO/President, a slight increase of 0.1 percentage points from 2019. This included three Hispanic or Latino CEO/presidents and one Asian. As recently as 2018, Alex Leitaio of Orlando City Soccer was the only person of color holding the position of CEO/President. There remain no women CEO/presidents in MLS among participating clubs.

The three Hispanic or Latino CEOs/Presidents at the start of the 2020 MLS season were:

- **Alex Leitaio**, Orlando City SC
- **Jorge Mas**, Inter Miami CF
- **Nelson Rodriguez**, Chicago Fire

The one Asian CEO/President at the start of the 2020 MLS season was:

- **Peter Tomozawa**, Seattle Sounders FC

Racial Hiring Grade for MLS Team CEOs/Presidents

B  **17.4%**
People of Color

Gender Hiring Grade for MLS Team CEOs/Presidents

F **0.0%**
Women

See Table 6.

**Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2020 season. Additionally, Charlotte has not yet hired a president/CEO and four clubs – Colorado Rapids, Columbus Crew SC, New York Red Bulls, and Vancouver Whitecaps FC – have individuals in this role reflected in other areas of the study. Therefore, 23 of 30 clubs are represented in this category.*

General Managers

The percentage of general managers of color was 21.4 percent in 2020, representing a sharp decrease from 33.3 percent in 2019. This included 17.9 percent Hispanic or Latino general managers and 3.6 percent who were Black or African-American. This was the fifth year that technical director, sporting director and chief soccer officer positions were included in the general manager data.

The five Hispanic or Latino general managers at the start of the 2020 MLS season were:

- **Carlos Bocanegra**, Vice President & Technical Director, Atlanta United
- **Manny Lagos**, Chief Soccer Officer, Minnesota United FC
- **Luiz Muzzi**, Executive Vice President Soccer Operations, Orlando City SC
- **Claudio Reyna**, Sporting Director, Austin FC
- **Andre Zanotta**, Technical Director, FC Dallas

The one Black or African-American general manager at the start of the 2020 MLS season was:

- **Ali Curtis**, General Manager and Vice President Soccer Operations, Toronto FC

There have been two women general managers in the history of MLS, most recently in 1999, when Lynne Meterparel was named general manager of the then San Jose Clash. Betty D'Anjolell was interim general manager of the Miami Fusion in 1998. They are the only women to have served in this capacity in any of the major men's professional sports leagues.

Racial Hiring Grade for MLS Team General Managers

B+  **21.4%**
People of Color

See Table 7.

**Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2020 season and 28 of 30 clubs are represented in this category.*

C-Suite Executives

This is the second year that TIDES has analyzed c-suite executives as a separate category. “C-Suite” refers to executive-level managers, such as chief financial officers, chief operating officers, and chief information officers. These are among the most influential personnel 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 decreased by 1.1 percent from 17.0 percent in 2019 to 15.9 percent in 2020. Hispanics or Latinos(as) had the largest percentage of people of color in a c-suite position at 5.8 percent, followed by those of two or more races with 4.3 percent and Black or African-Americans and Asians with 2.9 percent each.

Women held 24.6 percent of all c-suite positions, an increase of 3.8 percentage points from 20.8 percent in 2019, while women of color represented only 2.9 percent.

The 10 c-suite executives of color in 2020 were:

- **Luis Miguel Garcia Vazquez**, CFO, New York Red Bulls
- **Timothy Goodly**, SVP & 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
- **Carlos 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**, Revenue Officer, Houston Dynamo

The 17 c-suite executive who were women in 2020 were:

- **Robin Boudreau**, Sr. 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
- **Cynthia Devine**, Chief Financial Officer, Toronto FC
- **Jen Ferron**, Chief Marketing Officer, New England Revolution
- **Jessica Guenther**, Chief Financial Officer, Portland Timbers
- **Shannon Hosford**, Chief Marketing Officer, Toronto FC
- **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**, EVP, Chief Operating Officer, Minnesota United FC
- **Laura Warren**, General Counsel, Chicago Fire
- **Dionna Widder**, Chief Revenue Officer, Houston Dynamo

The two c-suite executives who were women of color in 2020 were:

- **Alice Shing**, Chief of Staff, Los Angeles FC
- **Dionna Widder**, Chief Revenue Officer, Houston Dynamo

Racial Hiring Grade for MLS Team C-Suite Executives

C+  **15.9%**
People of Color

Gender Hiring Grade for MLS Team C-Suite Executives

D  **24.6%**
Women

See Table 8.

**Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2020 season.. Additionally, Charlotte has not yet hired c-suite executives and the Colorado Rapids did not provide data for this category. Therefore, 26 of 30 clubs are represented in this category.*

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

Vice Presidents

Since the 2016 MLS Report Card, the people of color percentage in the team vice president category had steadily been increasing, but it fell significantly from 18.6 percent in 2019 to 13.5 percent in 2020. Black or African-American team vice presidents remained the same percentage as 2019 with 2.5 percent. There was a decrease of 3.0 percentage points for Hispanic or Latino(a) team vice presidents from 8.5 percent to 5.5 percent. Lastly, there was a decrease of 1.1 percentage points for Asian team vice presidents from 4.2 percent to 3.1 percent. Additionally, 2.5 percent of vice presidents identified as two or more races.

Women holding vice president positions decreased 7.2 percentage points from 30.5 percent in 2019 to 23.3 percent in 2020. This number had increased every year since 2017. In 2020, there were 6.1 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 MLS Team Vice Presidents

C-  **13.5%**
People of Color

Gender Hiring Grade for MLS Team Vice Presidents

F  **23.3%**
Women

See Table 9.

**Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2020 season.. Additionally, Charlotte has not yet hired vice presidents and the Colorado Rapids did not provide data for this category. Therefore, 26 of 30 clubs are represented in this category.*

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 2020, people of color who held team senior administration positions in the MLS decreased from 17.2 percent in 2019 to 17.1 percent in 2020. In 2020, Hispanics and Latinos(as) held 8.1 percent of all team senior administration positions, up 0.9 percentage points from 2019. Black or African-Americans decreased by 1.7 percentage points from 5.6 percent in 2019 to 3.9 percent in 2020. Asians held 2.6 percent of senior team administration positions in 2020, a slight increase from 2.5 percent in 2019. The remaining 2.4 percent of team senior administration positions were held by those classified as two or more races (2.0 percent) and Native Hawaiians or Pacific Islanders (0.4 percent).

The percentage of women holding team senior administration positions increased by 1.0 percentage point from 22.6 percent in the 2019 season to 23.6 percent in 2020. Women of color held just 3.7 percent of these roles.

Racial Hiring Grade for Senior Administration

B  **17.1%**
People of Color

Gender Hiring Grade for Senior Administration

F  **23.6%**
Women

See Table 10.

**Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2020 season. Therefore, 28 of 30 clubs are represented in this category.*

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.

After four consecutive years of increases, the percentage of people of color in team professional administration positions decreased during the 2020 season. In 2020, 24.9 percent of all team professional administration positions were held by people of color, decreasing from 27.7 percent in 2019. Hispanics and Latinos(as) holding these positions decreased by 0.7 percentage points, from 16.2 percent in 2019 to 15.5 percent in 2020. The percentage of Black or African-Americans decreased by 0.1 percentage point from 5.4 percent in 2019 to 5.3 percent in 2020, while Asians decreased by 1.3 percentage points from 4.0 percent in 2019 to 2.7 percent in 2020. Those identifying as Hawaiian or other Pacific Islander, American Indian or Alaskan Native, and two or more races represented 0.1 percent, 0.0 percent, and 1.3 percent of team professional administrators, respectively.

Additionally, in the 2020 season, women holding team professional administration positions experienced a decrease of 2.3 percentage points from the 2019 season from 32.2 percent to 29.9 percent in 2020. Women of color held 4.8 percent of team professional administration roles

Racial Hiring Grade for Professional Administration

B+  **24.9%**
People of Color

Gender Hiring Grade for Professional Administration

C-  **29.9%**
Women

See Table 11.

**Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023. Therefore, they did not provide data for the 2020 season.. Therefore, 28 of 30 clubs are represented in this category.*

MLS 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.

At the beginning of the 2020 season, white athletic trainers held a 68.4 percentage points compared to 72.7 percent in 2019. This means 31.6 percent of athletic trainers in 2020 were people of color, an increase of 4.3 percentage points from 27.3 percent in 2019. The percentage of Black or African-Americans in these roles increased from 3.0 percent to 5.9 percent, Hispanics or Latinos(as) decreased from 19.7 percent to 18.7 percent, and Asians decreased from 4.5 percent to 3.2 percent. The percentage of people of two or more races was 3.7 percent in 2020.

There were 18 women athletic trainers, or 9.6 percent, at the beginning of the 2020 MLS season. This included just 1.1 percent of athletic trainers who were women of color.

See Table 12.

**Two MLS expansion teams – Sacramento Republic FC and St. Louis City SC – will begin playing in MLS in 2023, so they did not provide data for the 2020 season. Additionally, Charlotte has not yet hired athletic trainers. Therefore, 27 of 30 clubs are represented in this category.*

MLS Diversity and Inclusion Initiatives

MLS had an outstanding variety of diversity initiatives impacting several areas that serve a wide variety of people. The MLS diversity and inclusion initiatives are outlined in Appendix I.

MLB Grade for Diversity Initiatives

A+



How Grades Were Calculated

As in previous Report Cards, the 2020 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an A was achieved if 24 percent of the positions were held by people of color, B if 12 percent of the positions were held by people of color, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

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

Race		Gender	
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

Note: Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in either slightly reduced or less improved overall grades for race and gender across all 2020 Report Cards. The 90.7 points for racial hiring practices represented a decrease from 93.9 in the 2019 MLS RGRC and the difference is partially attributable to the change described above. The 69.9 points for gender hiring practices was a decrease from 72.0 in 2019 and is also partially attributable to the change described above. The same was true for the overall grade of 80.3 points, down from 82.9 in the 2019 MLS RGRC.

These positions, especially the CEO/President position, have been predominantly held by white men. TIDES believes that by grading these positions 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.

Two expansion teams, Sacramento Republic FC and St. Louis City SC, did not provide their data. Therefore, they have been omitted from this Report Card except for the Head Coach, CEO/President, and General Manager categories. Of the 28 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 2020 season for Major League Soccer. All data was updated as of July 7, 2020.

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 2020 Racial and Gender Report Cards for MLB and the NBA. The 2020 Major League Soccer Racial and Gender Report Card will be followed by the 2020 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 2021.

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, Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, David Morrin, Nicholas Mutebi, and David Zimmerman 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

Appendix I

MLS Diversity and Inclusion Initiatives

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 inclusive 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 include:

- **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 in 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.

- **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.

- **Building Inclusivity & Allyship in Professional Sports Panel**

In celebration of Pride month, You Can Play Project partnered with leaders from professional sports leagues including Major League Soccer to talk about inclusivity and allyship for the LGBTQIA+ community. The panelists included Collin Martin, former Minnesota United FC player, who came out as gay in 2018, becoming (at the time) the only active athlete in the major men's U.S. professional leagues to be publicly out.

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 coaches 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-four 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.

Leadership Development Program

The Leadership Development Program at the League Office provides leadership coaching and workshops to rising top talent to enhance their leadership skills. There is a focus to ensure that women as well as a diverse demographic are represented in each cohort.

Pitch Black

Pitch Black was started this year and is MLS' first official League Office Black employee group. The mission of Pitch Black is to promote an inclusive work environment through networking, education and events that promote cultural awareness. The group organized a staff meeting on Juneteenth with internal and external speakers who led a discussion around race and social justice which included sharing personal experiences.

Black Players for Change

Over 170 black players came together and formed the Black Players for Change. The Black Players for Change and the League Office will collaborate efforts aimed at developing the game in Black communities, prioritizing diversity, and addressing implicit bias through league-wide cultural and educational initiatives.

In the defining image of the opening night of the MLS is Back Tournament, Black players from across MLS lined the field in Orlando, raising their fists in solidarity as part of the struggle for racial equality and human rights. The emotional and powerful demonstration was organized by Black Players for Change.

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. MLS' goal is to ensure a diverse intern class.

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.

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 2020.

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 2020.

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.

Appendix II

List of Team Vice Presidents (Women and People of Color)

Atlanta United FC (2)

- **Catie Griggs**, Vice President, Business Operations
- **Tameka Rish**, Vice President, Corporate Partnership Services

Austin FC (3)

- **Avin Assomull**, Vice President, Sales & Services
- **Alison Roscoe**, Vice President, Corporate Partnership
- **Kaitlin Swarts**, Vice President, Community Engagement

Chicago Fire (2)

- **Nicolette Trobaugh**, Vice President, Fan Experience & Operations
- **Jessica Yavitz**, Vice President, Community Relations Executive Director

Columbus Crew SC (1)

- **Jaime McMillan**, Vice President, Soccer Administration & Operations

FC Cincinnati (1)

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

FC Dallas (4)

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

Inter Miami CF (4)

- **Pablo Alvarez**, Vice President, General Counsel
- **Alex Brau**, Vice President, Finance & Accounting
- **Jean Manuel Jimenez**, Vice President, Content, Digital & Broadcast
- **Jacklyne Ramos**, Vice President, Communications

LA Galaxy (1)

- **Karen Goodheart**, Vice President, Marketing and Global Partnerships

Los Angeles FC (7)

- **Rich Orosco**, EVP, Brand & Community
- **Benny Tran**, EVP, Corporate Strategy & Development
- **Ryan Bishara**, SVP, Business & Data Strategy
- **Kristen Kuhn**, SVP, Brand & Partnership Marketing
- **Will Kuntz**, SVP & Assistant General Manager, Soccer Operations
- **Sandy Lim**, SVP, Human Resources
- **Marcus McDougald**, VP, Creative

Minnesota United FC (2)

- **Katie Mattis**, Senior Vice President, Corporate Partnership Sales & Activation
- **Megan Gunderson**, Vice President, Marketing

Nashville SC (2)

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

New York City FC (4)

- **Sarah Bishop**, Vice President, Marketing
- **Kali Franklin**, Vice President, Human Resources
- **Andres Gonzalez**, Vice President, Partnerships
- **Cristina Mora**, Vice President, CFM

Orlando City SC (2)

- **Kay Rawlins**, Founder & SVP of Community Relations, President of Orlando City Foundation
- **Amanda Duffy**, Executive Vice President of Pride

Portland Timbers (2)

- **Ashley Highsmith**, Senior Vice President, Fan Experience and Events
- **Kristel Wissel**, Vice President, Community Impact

Real Salt Lake (2)

- **Bridget Farfel**, Vice President of Marketing and Game Day Presentation
- **Michelle Hyncik**, Vice President of Legal and General Counsel, President of Utah Royals FC

San Jose Earthquakes (3)

- **Kashmira Bhathena**, Vice President of Finance
- **Robert Davis**, Vice President of Sales
- **Jessica Smith**, Vice President of Sponsorship Sales

Seattle Sounders FC (5)

- **Maya Mendoza-Exstrom**, SVP of Legal & External Affairs
- **Erin Vagley**, SVP of HR & Administration
- **Kimberly Aigner**, Vice President of Community Outreach & Soccer Programs
- **Robin Heitzman**, Vice President of Marketing
- **Allison Lause**, Vice President of Partnership Marketing

Sporting Kansas City (3)

- **John Moncke**, Senior Vice President, Stadium Revenue
- **Andrea Kimball**, Vice President & General Counsel
- **Nikki Romolo**, Vice President, Hospitality

Appendix III

Players								
	%	#		%	#		%	#
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		
2017			2010				Data Not Collected	
White	46.2%	285	White	53.8%	205	2002		
African-American	10.5%	65	African-American	25.7%	98	White	60.0%	x
Latino	25.1%	155	Latino	17.6%	67	African-American	16.0%	x
Asian	0.5%	3	Asian	1.0%	4	Latino	22.0%	x
Other	17.7%	109	Other	1.8%	7	Asian	1.0%	x
Total People of Color	53.8%	332	Total People of Color	46.2%	176	Other	1.0%	x
International	46.2%	285	International	37.3%	142	Total People of Color	40.0%	x
						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	45.80.0%	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	
2013			2006					
White	47.7%	261	White	61.3%	200			
African-American	10.6%	58	African-American	17.5%	57			
Latino	24.1%	132	Latino	15.0%	49			
Asian	1.3%	7	Asian	2.8%	9			
Other	16.3%	89	Other	3.4%	11			
Total People of Color	52.3%	286	Total People of Color	38.7%	126			
International	42.8%	234	International	20.9%	68			

TABLE 1

x=Data not recorded

**Information submitted by the MLS League Office

Head Coaches								
	%	#		%	#		%	#
2020			2013			2006		
White	59.3%	16	White	89.5%	17	White	90.9%	10
Black or African American	3.7%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	29.6%	8	Latino	10.5%	2	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	9.1%	1
Hawaiian or Pac. Islander	0.0%	0	Total People of Color	10.5%	2	Total People of Color	9.1%	1
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Two or More Races	7.4%	2						
Total	100.0%	27						
Women	0.0%	0						
Women of Color	0.0%	0						
2019			2012			2005		
White	62.5%	15	White	89.5%	17	White	91.7%	11
African-American	4.2%	1	African-American	5.3%	1	African-American	0.0%	0
Latino	25.0%	6	Latino	5.3%	1	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	8.3%	1
Other	8.3%	2	Total People of Color	10.5%	2	Total People of Color	8.3%	1
Total People of Color	37.5%	9	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2018			2011			2004		
White	77.3%	17	White	87.5%	14	White	100.0%	9
African-American	0.0%	0	African-American	6.3%	1	African-American	0.0%	0
Latino	13.6%	3	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	6.3%	1	Latino	0.0%	0
Other	9.1%	2	Total People of Color	12.5%	2	Total People of Color	0.0%	0
Total People of Color	22.7%	5	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2017			2010			2003		
White	81.8%	18	White	87.5%	14	Data Not Collected		
African-American	0.0%	0	African-American	0.0%	0			
Latino	13.6%	3	Asian	0.0%	0			
Asian	0.0%	0	Latino	12.5%	2			
Other	4.5%	1	Total People of Color	12.5%	2			
Total People of Color	18.2%	4	Women	0.0%	0			
Women	0.0%	0						
2016			2009			2002		
White	80.0%	16	White	86.7%	13	White	80.0%	8
African-American	0.0%	0	African-American	6.7%	1	African-American	0.0%	0
Latino	15.0%	3	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	6.7%	1	Latino	20.0%	2
Other	5.0%	1	Total People of Color	13.3%	2	Total People of Color	20.0%	2
Total People of Color	20.0%	4	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2015			2008			2001		
White	90.0%	18	White	69.2%	9	White	75.0%	9
African-American	0.0%	0	African-American	7.7%	1	African-American	0.0%	0
Latino	10.0%	2	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	23.1%	3	Latino	25.0%	3
Total People of Color	10.0%	2	Total People of Color	30.8%	4	Total People of Color	25.0%	3
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014			2007			2000		
White	89.5%	17	White	92.3%	12	White	83.3%	10
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Asian	10.5%	2	Asian	0.0%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	7.7%	0	Latino	16.7%	2
Total People of Color	10.5%	2	Total People of Color	7.7%	1	Total People of Color	16.7%	2
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013			2006			1999		
White	89.5%	17	White	92.3%	12	White	83.3%	10
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Asian	10.5%	2	Asian	0.0%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	7.7%	0	Latino	16.7%	2
Total People of Color	10.5%	2	Total People of Color	7.7%	1	Total People of Color	16.7%	2
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0

TABLE 2

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

TABLE 3

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

TABLE 4

Majority Owners

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

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

TABLE 6

General Manager								
	%	#		%	#		%	#
2020			2013			2006		
White	78.6%	22	White	94.1%	16	White	70.0%	7
Black or African American	3.6%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino(a)	17.9%	5	Latino	5.9%	1	Latino	20.0%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	10.0%	1
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	30.0%	3
Am. Indian or Alaska Native	0.0%	0	Total People of Color	5.9%	1	Women	0.0%	0
Two or More Races	0.0%	0	Women	5.9%	1			
Total	100.0%	28						
Women	0.0%	0						
Women of Color	0.0%	0						
2019			2012			2005		
White	66.7%	16	White	90.5%	19	White	76.9%	10
African-American	4.2%	1	African-American	0.0%	0	African-American	0.0%	0
Latino	25.0%	6	Latino	9.5%	2	Latino	15.4%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	7.7%	1
Other	4.2%	1	Other	0.0%	0	Other	23.1%	3
Total People of Color	33.3%	8	Total People of Color	9.5%	2	Women	7.7%	1
Women	0.0%	0	Women	0.0%	0			
2018			2011			2004		
White	70.8%	17	White	83.3%	15	White	100.0%	7
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	20.8%	5	Latino	16.7%	3	Latino	0.0%	0
Asian	4.2%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.2%	1	Other	16.7%	3	Other	0.0%	0
Total People of Color	29.2%	7	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2017			2010			2003		
White	81.8%	18	White	86.7%	13	Data not collected		
African-American	4.5%	1	African-American	0.0%	0			
Latino	13.6%	3	Latino	6.7%	1	White	100.0%	x
Asian	0.0%	0	Asian	6.7%	1	African-American	0.0%	x
Other	0.0%	0	Other	13.3%	2	Latino	0.0%	x
Total People of Color	18.2%	4	Women	0.0%	0	Asian	0.0%	x
Women	0.0%	0				Other	0.0%	x
2016			2009			Women	0.0%	x
White	81.0%	17	White	86.7%	13			
African-American	4.8%	1	African-American	0.0%	0	White	100.0%	x
Latino	14.3%	3	Latino	6.7%	1	African-American	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Latino	0.0%	x
Other	0.0%	0	Other	13.3%	2	Asian	0.0%	x
Total People of Color	19.0%	4	Women	0.0%	0	Other	0.0%	x
Women	0.0%	0				Women	0.0%	x
2015			2008			2000		
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						
2014			2007			1999		
White	93.9%	15	White	75.0%	9	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	6.3%	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	6.3%	1	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						

TABLE 7

C-Suite Executives								
2020			2019					
	%	#		%	#			
White	84.1%	58	White	83.0%	44			
Black or African American	2.9%	2	Black or African American	3.8%	2			
Hispanic or Latino(a)	5.8%	4	Hispanic or Latino(a)	7.5%	4			
Asian	2.9%	2	Asian	1.9%	1			
Hawaiian or Pac. Islander	0.0%	0	Hawaiian or Pac. Islander	0.0%	0			
Am. Indian or Alaska Native	0.0%	0	Am. Indian or Alaska Native	0.0%	0			
Two or More Races	4.3%	3	Two or More Races	0.0%	0			
Total	100.0%	69	Other	3.8%	2			
Women	24.6%	17	Total	100.0%	53			
Women of Color	2.9%	2	Women	20.8%	11			
			Women of Color	X	X			

TABLE 8

Vice Presidents								
	%	#		%	#		%	#
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			
Latino	3.8%	5	Latino	0.0%	0			
Asian	1.5%	2	Asian	2.0%	1			
Other	0.8%	1	Other	0.0%	0			
Total People of Color	8.4%	11	Total People of Color	2.0%	1			
Women	22.1%	29	Women	12.2%	6			
2016			2009			2002		
White	96.0%	94	White	100.0%	53	White	91.3%	21
African-American	0.0%	0	African-American	0.0%	0	African-American	8.7%	2
Latino	2.0%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	1.0%	2	Asian	0.0%	0	Asian	0.0%	0
Other	1.0%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	4.0%	4	Total People of Color	0.0%	0	Total People of Color	8.7%	2
Women	15.3%	15	Women	7.1%	4	Women	0.0%	0
2015			2008			2001		
White	93.6%	73	White	95.2%	40	Data Not Collected		
African-American	1.3%	1	African-American	0.0%	0			
Latino	2.6%	2	Latino	4.8%	2			
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			
2014			2007			2000		
White	94.3%	66	White	96.7%	29	White	77.8%	14
African-American	2.9%	2	African-American	0.0%	0	African-American	11.1%	2
Latino	1.4%	1	Latino	3.3%	1	Latino	11.1%	2
Asian	1.4%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	5.7%	4	Total People of Color	3.3%	1	Total People of Color	22.2%	4
Women	14.3%	10	Women	6.7%	2	Women	0.0%	0
						1999		
						White	90.5%	19
						African-American	4.8%	1
						Latino	0.0%	0
						Asian	4.8%	1
						Other	0.0%	0
						Total People of Color	9.5%	2
						Women	4.8%	1

TABLE 9

Team Senior Administration								
	%	#		%	#		%	#
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			
2014			2007			TABLE 10		
White	87.6%	189	White	79.6%	74			
African-American	1.4%	3	African-American	2.2%	2			
Latino	7.9%	17	Latino	16.1%	15			
Asian	1.9%	4	Asian	0.0%	0			
Other	0.9%	2	Other	2.2%	2			
Total People of Color	12.1%	26	Total People of Color	20.4%	19			
Women	19.5%	42	Women	20.4%	19			

Professional Team Administration

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

TABLE 11

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

TABLE 12