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The 2010 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
with Daniel Caudy and Wayne Wang
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EXECUTIVE SUMMARY

Orlando, FL – Nov. 2, 2010...Major League Soccer scored 90 points to earn another **A** grade on its racial hiring practices in the 2010 MLS Racial and Gender Report Card (MLS RGRC), issued by The Institute for Diversity and Ethics in Sport at the University of Central Florida. The 90 points was down slightly from 92 in the 2009 MLS RGRC. MLS maintained its grade of **B-** for gender hiring practices with 79 points, down from 81 in 2009.

MLS earned an **A** grade for race after achieving **A+**'s in the categories of players, league office and team professional administration. MLS earned a **B+/A-** in team senior administration and **B**'s in all other categories except general manager, on which the league received an **F** because all 11 GMs this season are white. Minorities made up a greater proportion of the players and the MLS league office than in any other year since The Institute began studying MLS in 1998.

As for its gender hiring practices, MLS' **B** grade was earned as a result of a **B+/A-** in the league office and a **B-/C+** for team professional positions. These results countered a substantial drop in the senior administration positions.

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

MLS earned a combined grade of **B+** with 84.5 points, down from 86.5 in the 2009 MLS RGRC.

Richard Lapchick, principal author of the study and director of TIDES, said, "Major League Soccer continues to do well in making diversity a business imperative for the league and its teams. Commissioner Don Garber's league office sets the standard with an **A+** for racial and a **B+/A-** for gender hiring practices. The individual teams are doing better but have yet to reach the league office standard as is the case in the other professional leagues covered in the Racial and Gender Report Card."

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~MAKING WAVES OF CHANGE~

The Institutes gathered its findings by studying data from the 2009 and 2010 seasons and analyzing the racial breakdowns of players, managers and coaches. The Institute also examined racial and gender breakdowns of the management in MLS' league office, the teams' top management, senior and professional administration, physicians, team trainers and broadcasters. The information is updated through October 4, 2010.

Tables for the Report are included in Appendix I. MLS' diversity initiatives are detailed in Appendix II.

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

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), located at the University of Central Florida, publishes the **Racial and Gender Report Card** annually 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 college athletic department positions. The publication of the 2010 MLS Racial and Gender Report Card follows the publication of the reports on MLB, the NBA, the WNBA and the NFL. The remaining report for this year will be for college sport.

REPORT HIGHLIGHTS

- The percentage of minority players in MLS has increased from 38 to 46 percent since the previous Report Card in 2008. African-American players increased from 20 percent to 26 percent during the same time frame.
- The percentage of minorities in professional positions in the MLS League Office was 38 percent.
- Women made up 36 percent of MLS League Office professional staff in 2010.
- There were two minority head coaches in MLS in 2010, a decrease from four in 2008.
- The percentage of minority assistant coaches increased dramatically between 2008 and 2010. In the 2008 Report Card, minorities held 9.5 percent of the assistant jobs while in 2010 they occupied 19.6 percent.
- There were two minority CEO/team presidents during the 2010 season, down from the three during the 2005-2008 seasons. MLS has had the highest percentage of minorities as CEOs or presidents of any professional sport.
- MLS currently has no general managers of color.
- Among the 49 total team vice presidents in MLS in 2010, there was only one minority and six women. There were no African-American or Latino vice presidents.
- The percentage of women who held team senior administration positions increased from 24.8 percent in 2008 to 25 percent in 2009 but decreased to 16 percent in 2010, while the percentage of minorities increased slightly between 2008 and 2010 from 18.9 to 19.3 percent.
- Minorities in team professional positions increased from 26.3 percent to 30.5 percent between 2008 and 2010 while women in team professional positions increased from 22.1 percent to 29 percent during that same time frame.
- MLS has among the best diversity initiatives in the sports industry.

OVERALL GRADES

MLS earned an **A** grade for race with A+'s in the categories of players, league office and team professional administration; a B+/A- in team senior administration and B's in all other categories except general manager, where the league received an F.

MLS' grade for gender hiring was a **B-** as a result of a **B+/A-** in the league office and a **B-/C+** for team professional positions. These results countered an **F** in the team senior administration positions.

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

MLS earned a combined grade of **B+**.

GRADES BY CATEGORY

Players

The percentage of white players in MLS decreased from 62 percent to 58 percent from 2008 to 2009 and to 54 percent by the beginning of the 2010 season. Latino players increased slightly from 16 percent in 2008 to 17 percent in 2009 and in 2010. African-American players increased from 20 percent in 2008 to 22 percent in 2009, and then to 26 percent in 2010. Asian players remained the same at 1 percent for both 2009 and 2010, while "other" players of color made up 3 percent in 2009 and 2 percent in 2010. MLS had the highest percentage of international players ever in 2010 with 37 percent. It was 35 percent in 2009 and 32 percent in 2008.

MLS Grade for players: **A+**

See Table 1.

MLS League Office

In 2010, the percentage of minorities in professional level positions in the MLS League Office decreased one percentage point from 39 percent to 38 percent. Sixty two percent of MLS professionals were white, 7 percent were African-American (the same as in 2009) while 26 percent were Latino (a one percentage point increase from 2009). Three percent were Asian, the same as in 2009. Three percent were classified as "other" people of color, which is also the same.

In 2010, 36 percent of MLS League Office professional staff were women, down from 38 percent in 2009.

This year the RGRC also included support staff as being a separate category from professional level positions in the MLS League Office. This has been calculated for 2009 and 2010. In all previous years, the two had been merged in the MLS League Office. For the support staff, whites held 35 percent in 2010 (41 percent in 2009), African-Americans held 12 percent (14 percent in 2009), Latinos comprised

44 percent in 2010 (36 percent in 2009) and Asians held 9 percent in both years. Women held 74 percent in 2010, compared to 82 percent in 2009.

Nelson Rodriguez, a Latino, was promoted to Executive Vice President, Competition in 2010. Geoff Hayes serves as Vice President of Special Events and is the only African-American Vice President. JoAnn Neale, Executive Vice President of MLS, and Kathryn Carter, Executive Vice President of Soccer United Marketing, are the only two female Vice Presidents in MLS. The MLS League Office has a total of 15 Vice Presidents, including one Senior Vice President and six Executive Vice Presidents.

One of the strategies MLS utilizes to increase opportunities for women and minorities is its internship program. During the summer of 2010, MLS recruited women or people of color into 23 of their 32 available positions. There were 14 women, including two Asians and two Latinas. There were also two Indian men, one African-American male and six Latinos.

MLS Grade for League Central Offices:

Race: A+
Gender: B+/A-

See Tables 2, 3 and 4.

Ownership

It is worth noting that MLS is quite different than other professional leagues in its corporate structure. The “owners” are all investors in a single entity league. There is a great deal of autonomy given to each investor and the teams he or she manages, but ultimately the owners are investors in the league.

Head Coaches

There were two minority head coaches in the MLS in 2010, a decrease from four reported in the 2008 MLS Racial and Gender Report Card.

All four of the minority head coaches that were in the MLS in 2008 were no longer head coaches in 2010. Denis Hamlett of the Chicago Fire was replaced by Carlos De Los Cobos. Cobi Jones of the Los Angeles Galaxy, was replaced by Bruce Arena. The New York Red Bulls’ Juan Carlos Osorio was replaced by Hans Backe, while the Colorado Rapids’ Fernando Clavijo was replaced by Gary Smith.

The two minority head coaches in the 2010 season were:

- Carlos De Los Cobos, Latino, Chicago Fire
- Martin Vasquez, Latino, Chivas USA

MLS Grade for Head Coaches: B

See Table 5.

Assistant Coaches

The percentage of minority assistant coaches increased dramatically between 2008 and 2010. In the 2008 Report Card, minorities held 9.5 percent of the assistant jobs while in 2010, they occupied 19.6 percent. Latino assistant coaches in MLS increased from 7.1 percent in 2008 to 13.7 percent in 2010. The percentage of white coaches decreased from 90.5 percent in 2008 to 84.8 percent in 2009 and to 80.4 percent in 2010. The percentage of African-American assistant coaches increased from 2.4 percent in 2008 to 5.9 percent in 2010.

MLS Grade for Assistant Coaches: B+

See Table 6.

Top Management

This category includes team CEOs/presidents, general managers and vice presidents.

CEO/President

Between 2005 and 2010, there have been a total of three minority CEOs or presidents. MLS has had the highest percentage of minorities as CEOs or presidents of any professional sport. That declined in the 2010 Report Card. Antonio Cue Sanchez-Navarro remains president for the Chivas USA. Javier León, former director general (or CEO) of the Chicago Fire, is now Managing Director of Andell Sports Group, but still works closely with the team. Sunil Gulati, president for Kraft Soccer and the New England Revolution, is from India. Gulati is also the current president of the United States Soccer Federation.

MLS Grade for CEO/President: B

See Table 7.

General Manager/ Principal-in-Charge

There has never been an African-American GM in the history of the coverage of MLS in the Racial and Gender Report Card. Only nine MLS teams listed a General Manager in 2009 while 11 did so in 2010. All were white males.

MLS Grade for General Managers: F

See Table 8.

Team Vice Presidents

Of the 49 team vice-presidents, only Katie Mattis, who is Asian, is a minority.

There was an increase in female team vice presidents from three during the 2008 season to four in 2009. The four were Deb Dowling-Canino, vice president, Community Relations for the Colorado Rapids; Jennifer Ferron, vice president, Marketing Operations for the New England Revolution; Becky Carroll, Vice President of Communications for the Chicago Fire, and Martha Fuller, Senior VP and CFO Vulcan Sports and Entertainment of the Seattle Sounders. In 2010 the number of female team vice presidents again increased, this time to six. Martha Fuller was no longer a Vice President for the Seattle Sounders. The three new female vice presidents in 2010 were Jamie Binder, Vice President of Business Affairs and Finance for the Chicago Fire; Katie Mattis, Vice President of Corporate Services for Real Salt Lake, and Susan Darrington, Vice President of Facility Operations and Services for the Seattle Sounders.

The six Vice Presidents who were women for the 2010 season were

- Becky Carroll, Chicago Fire
- Deb Dowling-Canino, Colorado Rapids
- Jennifer Ferron, New England Revolution
- Jamie Binder, Chicago Fire
- Katie Mattis, Real Salt Lake
- Susan Darrington, Seattle Sounders

See Table 9.

Senior Administration

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

The percentage of minorities in senior administrator roles increased slightly between 2008 and 2010 from 18.9 to 19.3 percent.

During the 2009 season, there was a 1.6 percentage point increase for minorities in the team senior administration ranks from 18.9 percent to 20.5 percent; 79.5 percent of the senior team administrators in Major League Soccer were white, a decrease of 1.7 percentage points from 2008. Latinos held 14.3 percent of senior team administrative positions, an increase of 0.4 percentage points from 2008. The percentage of African-Americans increased from 2 percent in 2008 to 3.6 percent of senior team administrative positions. There were two Asians and one “other” person of color who held Senior Administration positions in 2009 in MLS. There were 28 women in Senior Administration positions, accounting for 25 percent, an increase of 0.2 percentage points from 2008.

In 2010, there was a 1.2 percentage point decrease for minorities in Senior Administration positions from 20.5 percent to 19.3 percent; 80.7 percent of the senior administration positions in MLS were held by whites. Latinos held 17.6 percent of the positions, an increase of 3.4 percentage points. The percentage of African-Americans in these positions decreased from 3.6 to 1.7 percent in 2010. There were 19 women in Senior Administration positions, accounting for 16 percent, which was a steep 9 percentage point decrease from 2009.

MLS Grade for Senior Administration

See Appendix II.

Physicians and Head Trainers

White physicians decreased from 83 percent in 2008 to 78 percent in 2009 and 71 percent in 2010. Latinos held 11 percent of these positions in 2009, a 6 percentage point decrease from the 17 percent in 2008. However, this percentage increased to 22 percent in 2010. There were no female or African-American team physicians in either year, but there was one Asian team physician in both 2009 and 2010.

See Table 12.

In 2009, Latino head trainers increased from 8 percent to 12 percent, while white head trainers increased from 83 percent to 88 percent. In 2010, Latinos decreased by 2 percentage points to 10 percent while white head trainers increased to 90 percent. There were no African-American, Asian or women trainers in 2009 or 2010.

See Table 13.

Radio/TV Broadcasters

Radio and television announcers have the enormous ability to influence the way the public perceives athletes and sports, thus it is important that the people in the media be as diverse as the players on the fields.

There was a decrease in Latino broadcasters for MLS teams in the 2009 season. Latinos held 42.9 percent of broadcasting positions in 2008, but just 23.8 percent in 2009 and 30.8 percent in 2010. Whites increased from 54.8 percent in 2008 to 76.2 percent in 2009, but decreased to 69.2 percent in 2010. Women held 2.4 percent of these positions in 2008, increased to 9.5 percent in 2009 and then fell to 7.7 percent in 2010. There were no African-American broadcasters in 2009 or 2010, and there have been no Asian broadcasters since 2004.

See Table 14.

HOW GRADES WERE CALCULATED

As in previous reports, the 2010 Racial and Gender Report Card data shows that professional sport's front offices' hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being minorities, an **A** was achieved if 24 percent of the positions were held by minorities, **B** if 12 percent of the positions were held by minorities, and **C** if it had only 9 percent. Grades for race below this level were assigned a **D** for 6 percent or **F** for any percent equal to or below 5 percent. The category of players was weighted at 20 percent, League Office at 15 percent, head and assistant coaches at 20 and 5 percent, respectively, general managers and CEOs at 10 percent, senior administration at 15 percent and professional administrators at 15 percent for race.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

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

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

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

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

The report covers the 2009 and 2010 seasons for Major League Soccer. Listings of professional owners, general managers and head coaches were updated as of October 4, 2010.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 18th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and minorities in most of the leading professional and amateur sports and sporting organizations in the United States. The full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as collegiate athletic departments.

This marks the sixth time the Report Card is being issued sport-by-sport; the reports for MLB, the NFL, the NBA and the WNBA have already been released. The complete 2010 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2010 College Racial and Gender Report Card.

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

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports. The Institute researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, TIDES conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the 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 TIDES is located. In addition, Lapchick serves as president and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and sport and social issues. It is the only program in a business college to offer a two-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. It was ranked by the *Wall Street Journal*, *Sports Business Journal* and *ESPN The Magazine* as one of the nation's top five sport business management programs.

APPENDIX I

| Players | | | | | | | |
|-------------|------------------|-----|-----|-------------------|------------------|-----|-----|
| | | % | # | | | | |
| 2010 | | | | 2004* | | | |
| | White | 54% | 205 | | White | 64% | 147 |
| | African-American | 26% | 98 | | African-American | 17% | 40 |
| | Latino | 17% | 67 | | Latino | 14% | 32 |
| | Asian | 1% | 4 | | Asian | 1% | 3 |
| | Other | 2% | 7 | | Other | 4% | 9 |
| | International | 37% | 142 | 2003 | | | |
| 2009 | | | | Data Not Recorded | | | |
| | White | 58% | 204 | 2002 | | | |
| | African-American | 22% | 76 | | White | 60% | x |
| | Latino | 17% | 59 | | African-American | 16% | x |
| | Asian | >1% | 2 | | Latino | 22% | x |
| | Other | 3% | 9 | | Asian | 1% | x |
| | International | 35% | 124 | | Other | 1% | x |
| 2008 | | | | 2001 | | | |
| | White | 62% | 204 | | White | 59% | x |
| | African-American | 20% | 64 | | African-American | 19% | x |
| | Latino | 16% | 54 | | Latino | 20% | x |
| | Asian | 1% | 4 | | Other | 2% | x |
| | Other | 1% | 3 | 2000 | | | |
| | International | 32% | 100 | | White | 63% | x |
| 2007 | | | | | African-American | 15% | x |
| | White | 59% | 201 | | Latino | 21% | x |
| | African-American | 22% | 74 | | Other | 1% | x |
| | Latino | 14% | 49 | 1999 | | | |
| | Asian | 1% | 4 | | White | 65% | x |
| | Other | 3% | 11 | | African-American | 16% | x |
| | International | 31% | 106 | | Latino | 18% | x |
| 2006 | | | | | Other | 1% | x |
| | White | 61% | 200 | 1998 | | | |
| | African-American | 17% | 57 | | White | 62% | x |
| | Latino | 15% | 49 | | African-American | 16% | x |
| | Asian | 3% | 9 | | Latino | 21% | x |
| | Other | 3% | 11 | | Other | 1% | x |
| | International | 21% | 68 | 2005 | | | |
| | White | 58% | 182 | | White | 58% | 182 |
| | African-American | 18% | 56 | | African-American | 18% | 56 |
| | Latino | 20% | 63 | | Latino | 20% | 63 |
| | Asian | 1% | 4 | | Asian | 1% | 4 |
| | Other | 3% | 8 | | Other | 3% | 8 |
| | International | 28% | 87 | | International | 28% | 87 |

x= Data not recorded

*=Received from EEO MLS self report Apr. 2005

Table 1

| League Office: Professional Employees** | | | | | |
|--|------------------|----------|----------|-------------|-------------------|
| | | % | # | | |
| 2008 | | | | 2003 | |
| | White | 57% | 53 | | Data Not Recorded |
| | African-American | 9% | 8 | 2002 | |
| | Latino | 27% | 25 | | White |
| | Asian | 4% | 4 | | African-American |
| | Other | 3% | 3 | | Latino |
| | Women | 42% | 39 | | Asian |
| 2007 | | | | | Other |
| | White | 68.60% | 35 | | Women |
| | African-American | 5.80% | 3 | 2001 | |
| | Latino | 19.60% | 10 | | Data Not Recorded |
| | Asian | 3.90% | 2 | 2000 | |
| | Other | 1.90% | 1 | | White |
| | Women | 26% | 13 | | African-American |
| 2006 | | | | | Latino |
| | White | 65.30% | 32 | | Asian |
| | African-American | 6.10% | 3 | | Other |
| | Latino | 22.40% | 11 | | Women |
| | Asian | 2.00% | 1 | 1999 | |
| | Other | 4.00% | 2 | | White |
| | Women | 24% | 12 | | African-American |
| 2005 | | | | | Latino |
| | White | 76% | 25 | | Asian |
| | African-American | 6% | 2 | | Women |
| | Latino | 15% | 5 | 1998 | |
| | Asian | 3% | 1 | | White |
| | Other | 0% | 0 | | African-American |
| | Women | 21% | 7 | | Latino |
| 2004 | | | | | Asian |
| | White | 76% | 41 | | Women |
| | African-American | 6% | 3 | | |
| | Latino | 15% | 8 | | |
| | Asian | 3% | 1 | | |
| | Other | 0% | 0 | | |
| | Women | 21% | 11 | | |

Note: Data provided by the MLS league office.

**—Received from EEO MLS self report Apr. 2005*

***Data Collected Prior to 2009 combined MLS professional staff and support staff*

Table 2

| League Office: Professional Employees | | |
|--|----------|----------|
| | % | # |
| 2010 | | |
| White | 62% | 46 |
| African-American | 7% | 5 |
| Latino | 26% | 19 |
| Asian | 3% | 2 |
| Other | 3% | 2 |
| Women | 36% | 27 |
| 2009 | | |
| White | 61% | 44 |
| African-American | 7% | 5 |
| Latino | 25% | 18 |
| Asian | 3% | 2 |
| Other | 4% | 3 |
| Women | 38% | 27 |

Table 3

| League Office: Support Staff | | |
|-------------------------------------|----------|----------|
| | % | # |
| 2010 | | |
| White | 35% | 12 |
| African-American | 12% | 4 |
| Latino | 44% | 15 |
| Asian | 9% | 3 |
| Other | 0% | 0 |
| Women | 74% | 25 |
| 2009 | | |
| White | 41% | 9 |
| African-American | 14% | 3 |
| Latino | 36% | 8 |
| Asian | 9% | 2 |
| Other | 0% | 0 |
| Women | 82% | 18 |

Table 4

| Head Coaches | | | | | | | |
|--------------|------------------|-------|----|---|-------------------|------|----|
| | | | % | # | | | |
| 2010 | | | | | 2004 | | |
| | White | 87.5% | 14 | | White | 100% | 9 |
| | African-American | 0.0% | 0 | | African-American | 0% | 0 |
| | Asian | 0.0% | 0 | | Asian | 0% | 0 |
| | Latino | 12.5% | 2 | | Latino | 0% | 0 |
| | Women | 0.0% | 0 | | Women | 0% | 0 |
| 2009 | | | | | 2003 | | |
| | White | 86.7% | 13 | | Data Not Recorded | | |
| | African-American | 6.7% | 1 | | 2002 | | |
| | Asian | 0.0% | 0 | | White | 80% | 8 |
| | Latino | 6.7% | 1 | | African-American | 0% | 0 |
| | Women | 0.0% | 0 | | Asian | 0% | 0 |
| 2008 | | | | | Latino | 20% | 2 |
| | White | 69.2% | 9 | | Women | 0% | 0 |
| | African-American | 7.7% | 1 | | 2001 | | |
| | Asian | 0.0% | 0 | | White | 75% | 9 |
| | Latino | 23.1% | 3 | | African-American | 0% | 0 |
| | Women | 0.0% | 0 | | Asian | 0% | 0 |
| 2007 | | | | | Latino | 25% | 3 |
| | White | 92.3% | 12 | | Women | 0% | 0 |
| | African-American | 0.0% | 0 | | 2000 | | |
| | Asian | 0.0% | 0 | | White | 83% | 10 |
| | Latino | 7.7% | 1 | | African-American | 0% | 0 |
| | Women | 0.0% | 0 | | Asian | 0% | 0 |
| 2006 | | | | | Latino | 17% | 2 |
| | White | 91% | 10 | | Women | 0% | 0 |
| | African-American | 0% | 0 | | 1999 | | |
| | Asian | 0% | 0 | | White | 83% | 10 |
| | Latino | 9% | 1 | | African-American | 0% | 0 |
| | Women | 0% | 0 | | Asian | 0% | 0 |
| 2005 | | | | | Latino | 17% | 2 |
| | White | 92% | 11 | | Women | 0% | 0 |
| | African-American | 0% | 0 | | 1998 | | |
| | Asian | 0% | 0 | | White | 67% | 8 |
| | Latino | 8% | 1 | | African-American | 0% | 0 |
| | Women | 0% | 0 | | Asian | 0% | 0 |
| | | | | | Latino | 33% | 4 |
| | | | | | Women | 0% | 0 |

*=Received from EEO MLS self report Apr. 2005

Table 5

| Assistant Coaches | | | | | | | |
|--------------------------|------------------|----------|----------|--------------|-------------------|----------|----|
| | | % | # | | % | # | |
| 2010 | | | | 2004* | | | |
| | White | 80.4% | 41 | | White | 84% | 15 |
| | African-American | 5.9% | 3 | | African-American | 11% | 2 |
| | Latino | 13.7% | 7 | | Latino | 5% | 1 |
| | Asian | 0.0% | 0 | | Asian | 0% | 0 |
| | Other | 0.0% | 0 | | Other | 0% | 0 |
| | Women | 0.0% | 0 | | Women | 0% | 0 |
| 2009 | | | | 2003 | | | |
| | White | 84.8% | 39 | | Data Not Recorded | | |
| | African-American | 6.5% | 3 | 2002 | | | |
| | Latino | 6.5% | 3 | | White | 76% | 22 |
| | Asian | 0.0% | 0 | | African-American | 10% | 3 |
| | Other | 2.2% | 1 | | Latino | 10% | 3 |
| | Women | 0.0% | 0 | | Asian | 0% | 0 |
| 2008 | | | | | Other | 4% | 1 |
| | White | 90.5% | 38 | | Women | 0% | 0 |
| | African-American | 2.4% | 1 | 2001 | | | |
| | Latino | 7.1% | 3 | | Data Not Recorded | | |
| | Asian | 0.0% | 0 | 2000 | | | |
| | Other | 0.0% | 0 | | White | 69% | 22 |
| | Women | 0.0% | 0 | | African-American | 0% | 0 |
| 2007 | | | | | Latino | 28% | 9 |
| | White | 82.9% | 34 | | Asian | 0% | 0 |
| | African-American | 2.4% | 1 | | Other | 3% | 1 |
| | Latino | 12.2% | 5 | | Women | 0% | 0 |
| | Asian | 0.0% | 0 | 1999 | | | |
| | Other | 2.4% | 1 | | White | 69% | 20 |
| | Women | 0.0% | 0 | | African-American | 0% | 0 |
| 2006 | | | | | Latino | 28% | 8 |
| | White | 76% | 26 | | Asian | 3% | 1 |
| | African-American | 3% | 1 | | Other | 0% | 0 |
| | Latino | 18% | 6 | | Women | 0% | 0 |
| | Asian | 0% | 0 | 1998 | | | |
| | Other | 3% | 1 | | White | 58% | 14 |
| | Women | 0% | 0 | | African-American | 13% | 3 |
| 2005 | | | | | Latino | 29% | 7 |
| | White | 73% | 24 | | Asian | 0% | 0 |
| | African-American | 6% | 2 | | Other | 0% | 0 |
| | Latino | 18% | 6 | | Women | 0% | 0 |
| | Asian | 0% | 0 | | | | |
| | Other | 3% | 1 | | | | |
| | Women | 0% | 0 | | | | |

*=Received from EEO MLS self report Apr. 2005

Table 6

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

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Table 7

| General Manager/ Director of Player Personnel | | | | | |
|--|----------|----------|-------------------|----------|----------|
| | % | # | | % | # |
| 2010 | | | 2004* | | |
| White | 100% | 11 | White | 100% | 12 |
| African-American | 0% | 0 | African-American | 0% | 0 |
| Latino | 0% | 0 | Latino | 0% | 0 |
| Asian | 0% | 0 | Asian | 0% | 0 |
| Women | 0% | 0 | Women | 0% | 0 |
| 2009 | | | 2003 | | |
| White | 100% | 9 | Data Not Recorded | | |
| African-American | 0% | 0 | 2002 | | |
| Latino | 0% | 0 | White | 92% | 11 |
| Asian | 0% | 0 | African-American | 0% | 0 |
| Women | 0% | 0 | Latino | 8% | 1 |
| 2008 | | | Asian | 0% | 0 |
| White | 92% | 11 | Women | 0% | 0 |
| African-American | 0% | 0 | 2001 | | |
| Latino | 8% | 1 | White | 92% | 11 |
| Asian | 0% | 0 | African-American | 0% | 0 |
| Women | 0% | 0 | Latino | 8% | 1 |
| 2007 | | | Asian | 0% | 0 |
| White | 90% | 9 | Women | 0% | 0 |
| African-American | 0% | 0 | 2000 | | |
| Latino | 10% | 1 | White | 100% | 12 |
| Asian | 0% | 0 | African-American | 0% | 0 |
| Women | 0% | 0 | Latino | 0% | 0 |
| 2006 | | | Asian | 0% | 0 |
| White | 100% | 10 | Women | 0% | 0 |
| African-American | 0% | 0 | 1999 | | |
| Latino | 0% | 0 | White | 92% | 11 |
| Asian | 0% | 0 | African-American | 0% | 0 |
| Women | 0% | 0 | Latino | 8% | 1 |
| 2005 | | | Asian | 0% | 0 |
| White | 100% | 11 | Women | 8% | 1 |
| African-American | 0% | 0 | 1998 | | |
| Latino | 0% | 0 | White | 92% | 11 |
| Asian | 0% | 0 | African-American | 0% | 0 |
| Women | 0% | 0 | Latino | 8% | 1 |
| | | | Asian | 0% | 0 |
| | | | Women | 0% | 0 |

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Table 8

| Vice Presidents | | | | | |
|-----------------|------------------|------|----|-------------|-------------------|
| | | % | # | | |
| 2010 | | | | 2004 | |
| | White | 98% | 48 | | White |
| | African-American | 0% | 0 | | African-American |
| | Latino | 0% | 0 | | Latino |
| | Asian | 2% | 1 | | Asian |
| | Women | 12% | 6 | | Women |
| 2009 | | | | 2003 | |
| | White | 100% | 53 | | Data Not Recorded |
| | African-American | 0% | 0 | 2002 | |
| | Latino | 0% | 0 | | White |
| | Asian | 0% | 0 | | African-American |
| | Women | 8% | 4 | | Latino |
| 2008 | | | | | Asian |
| | White | 95% | 40 | | Women |
| | African-American | 0% | 0 | 2001 | |
| | Latino | 5% | 2 | | Data Not Recorded |
| | Asian | 0% | 0 | 2000 | |
| | Women | 7% | 3 | | White |
| 2007 | | | | | African-American |
| | White | 97% | 29 | | Latino |
| | African-American | 0% | 0 | | Asian |
| | Latino | 3% | 1 | | Women |
| | Asian | 0% | 0 | 1999 | |
| | Women | 7% | 2 | | White |
| 2006 | | | | | African-American |
| | White | 100% | 28 | | Latino |
| | African-American | 0% | 0 | | Asian |
| | Latino | 0% | 0 | | Women |
| | Asian | 0% | 0 | 1998 | |
| | Women | 7% | 2 | | White |
| 2005 | | | | | African-American |
| | White | 100% | 24 | | Latino |
| | African-American | 0% | 0 | | Asian |
| | Latino | 0% | 0 | | Women |
| | Asian | 0% | 0 | | |
| | Women | 8% | 2 | | |

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Table 9

| Senior Administrators | | | | | | | |
|------------------------------|------------------|----------|----------|-------------------|------------------|----------|----|
| | | % | # | | % | # | |
| 2010 | | | | 2005 | | | |
| | White | 80.7% | 96 | | White | 85% | 54 |
| | African-American | 1.7% | 2 | | African-American | 0% | 0 |
| | Latino | 17.6% | 21 | | Latino | 13% | 8 |
| | Asian | 0.0% | 0 | | Asian | 2% | 1 |
| | Other | 0.0% | 0 | | Other | 0% | 0 |
| | Women | 16.0% | 19 | | Women | 21% | 13 |
| 2009 | | | | 2004* | | | |
| | White | 79.5% | 89 | | White | 86% | x |
| | African-American | 3.6% | 4 | | African-American | 1% | x |
| | Latino | 14.3% | 16 | | Latino | 12% | x |
| | Asian | 1.8% | 2 | | Asian | 1% | x |
| | Other | 0.9% | 1 | | Women | 23% | x |
| | Women | 25.0% | 28 | 2003 | | | |
| 2008 | | | | Data Not Recorded | | | |
| | White | 81.2% | 82 | 2001 | | | |
| | African-American | 2.0% | 2 | | White | 86% | x |
| | Latino | 13.9% | 14 | | African-American | 3% | x |
| | Asian | 1.0% | 1 | | Latino | 9% | x |
| | Other | 2.0% | 2 | | Asian | 1% | x |
| | Women | 24.8% | 25 | | Women | 24% | x |
| 2007 | | | | 2000 | | | |
| | White | 79.6% | 74 | | White | 80% | x |
| | African-American | 2.2% | 2 | | African-American | 4% | x |
| | Latino | 16.1% | 15 | | Latino | 14% | x |
| | Asian | 0.0% | 0 | | Asian | 2% | x |
| | Other | 2.2% | 2 | | Women | 21% | x |
| | Women | 20.4% | 19 | 1999 | | | |
| 2006 | | | | | White | 80% | x |
| | White | 82% | 77 | | African-American | 5% | x |
| | African-American | 1% | 1 | | Latino | 14% | x |
| | Latino | 15% | 14 | | Asian | 1% | x |
| | Asian | 1% | 1 | | Women | 22% | x |
| | Other | 1% | 1 | | | | |
| | Women | 18% | 17 | | | | |

x= Data not recorded
 *=Received from EEO MLS self report Apr. 2005

Table 10

| Professional Administration | | | | | |
|-----------------------------|-------|-----|-------------------|-----|----|
| | % | # | | % | # |
| 2010 | | | 2004 | | |
| White | 69.5% | 139 | White | 90% | 75 |
| African-American | 4.0% | 8 | African-American | 1% | 1 |
| Latino | 22.0% | 44 | Latino | 5% | 4 |
| Asian | 3.5% | 7 | Asian | 2% | 2 |
| Other | 1.0% | 2 | Other | 1% | 1 |
| Women | 29.0% | 58 | Women | 42% | 35 |
| 2009 | | | 2003 | | |
| White | 69.4% | 168 | Data Not Recorded | | |
| African-American | 4.1% | 10 | 2002 | | |
| Latino | 23.1% | 56 | White | 77% | x |
| Asian | 2.9% | 7 | African-American | 3% | x |
| Other | 0.4% | 1 | Latino | 17% | x |
| Women | 28.1% | 68 | Asian | 2% | x |
| 2008 | | | Other | 1% | x |
| White | 73.6% | 173 | Women | 22% | x |
| African-American | 3.4% | 8 | 2001 | | |
| Latino | 22.1% | 52 | Data Not Recorded | | |
| Asian | 0.4% | 1 | 2000 | | |
| Other | 0.4% | 1 | White | 81% | x |
| Women | 22.1% | 52 | African-American | 7% | x |
| 2007 | | | Latino | 9% | x |
| White | 67.5% | 131 | Asian | 2% | x |
| African-American | 3.6% | 7 | Women | 32% | x |
| Latino | 26.3% | 51 | 1999 | | |
| Asian | 1.5% | 3 | White | 74% | x |
| Other | 1.0% | 2 | African-American | 7% | x |
| Women | 27.3% | 53 | Latino | 17% | x |
| 2006 | | | Asian | 2% | x |
| White | 71% | 178 | Women | 15% | x |
| African-American | 4% | 10 | 1998 | | |
| Latino | 22% | 56 | White | 78% | x |
| Asian | 1% | 3 | African-American | 4% | x |
| Other | 1% | 3 | Latino | 18% | x |
| Women | 27% | 67 | Asian | 0% | x |
| 2005 | | | Women | 31% | x |
| White | 66% | 76 | | | |
| African-American | 4% | 5 | | | |
| Latino | 30% | 34 | | | |
| Asian | 0% | 0 | | | |
| Other | 0% | 0 | | | |
| Women | 28% | 32 | | | |

*=Received from EEO MLS self report Apr. 2005

Table 11

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

*=Received from EEO MLS self report Apr. 2005

Table 12

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

*=Received from EEO MLS self report Apr. 2005

Table 13

| Radio and TV Announcers | | | |
|-------------------------|------------------|-------|-------|
| | | % | |
| 2010 | White | 69.2% | 2006 |
| | African-American | 0.0% | |
| | Latino | 30.8% | |
| | Asian | 0.0% | |
| | Other | 0.0% | |
| | Women | 7.7% | |
| 2009 | White | 76.2% | 2005 |
| | African-American | 0.0% | |
| | Latino | 23.8% | |
| | Asian | 0.0% | |
| | Other | 0.0% | |
| | Women | 9.5% | |
| 2008 | White | 54.8% | 2004* |
| | African-American | 2.4% | |
| | Latino | 42.9% | |
| | Asian | 0.0% | |
| | Other | 0.0% | |
| | Women | 2.4% | |
| 2007 | White | 46.4% | |
| | African-American | 7.1% | |
| | Latino | 46.4% | |
| | Asian | 0.0% | |
| | Other | 0.0% | |
| | Women | 3.6% | |

*=Received from EEO MLS self report Apr. 2005

Table 14

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

MLS is committed to developing all of its employees and provides training that will promote professionalism, respect and diversity throughout the league.

Diversity Education

In early 2010, MLS conducted sexual harassment and diversity awareness training for the League Office and completed such training for all the teams.

MLS Diversity Programs

MLS ¡Futbolito!

MLS ¡Futbolito! is the largest touring Hispanic grassroots initiative hosted by a professional U.S. sports league. 2010 set an all-time MLS ¡Futbolito! record in average attendance and marked a 17 percent increase over the previous year. A staple of the grassroots soccer landscape as Major League Soccer's official 4v4 tournament, MLS ¡Futbolito! toured 12 markets in 2010 with over 90 percent of participants of Hispanic descent.

Socio MLS

Socio MLS is a unique membership program created by Major League Soccer to serve Hispanic soccer leagues. Participating Socio MLS leagues are engaged at all levels of the soccer community and receive benefits that range from addressing the most fundamental needs, such as providing new soccer balls and referee uniforms, to the empowering education of coaching and referee certification programs. In 2010, Socio MLS will reach over 25,000 Hispanic soccer players and their families.

Sueño MLS

Sueño MLS completed its fourth year in 2010 as Major League Soccer's televised search for the best undiscovered amateur soccer talent in the nation. The drama of the competition is captured in reality format on Univision's *Republica Deportiva*, the highest rated Spanish-language sports show in the U.S., reaching over 1 million households. Past winners include Chivas USA's Jorge Flores and Argentine club River Plate's Gabriel Funes. In last year's edition, over 1,200 players between the ages of 14 and 18 tried out, representing 21 countries, and with 95 percent of the participants being of Hispanic descent.

MLS W.O.R.K.S.

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

America SCORES

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

FC Harlem

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

Footprint Fields

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

NY SCORES

NY SCORES is the local affiliate program of America SCORES. MLS W.O.R.K.S. and the New York Red Bulls supported the 2010 America SCORES Poetry Slam at the New York Stock Exchange. MLS W.O.R.K.S. donated auction items and New York Red Bulls players attended the event.

CAPITAL Program

The MLS League Office once again participated in the New York City CAPITAL Program during the summer of 2010. The Corporate Allies Program of Internship, Training and Leadership (CAPITAL) is a public-private collaboration to connect young people with strong work skills to private sector jobs. CAPITAL introduces private sector employees to young talent from the five boroughs of New York City, and sets youth on a course of achievement and self-sufficiency.

Recruiting Female Athletes Committee

During 2010 the Recruiting Female Athletes Committee continued to focus on recruiting female candidates for positions within the League Office. The Committee consists of female employees of all levels who have an interest in trying to recruit other females to the League Office. This year it began a speaker series where key females within the Sports and Entertainment industry came to the MLS League Office to address female employees and share their experiences working within the field.