

— 2016 —

Racial and Gender Report Card

by Richard E. Lapchick

Edited by Ryan Liang with Devinn Cartwright and Todd Currie

*A comprehensive analysis of the hiring practices of
Major League Baseball, the National Basketball Association, the Women's National Basketball
Association, the National Football League, Major League Soccer and College Sport.*

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

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EXECUTIVE SUMMARY

The 2016 Racial and Gender Report Card marked the seventh consecutive Report in which at least four of the professional leagues received at or above an A- for race. In 2016 grades for racial hiring practices were similar to those received in 2015. The grades for gender hiring practices remained far behind those for racial hiring and college sport actually declined in both areas with the worst record in the sports TIDES covers.

The NBA and WNBA remained industry leaders in diverse and inclusive hiring practices for professional sports leagues. Both leagues received the same combined grade of A. The WNBA, however, decreased their overall grade of an A+ last year to an A due to a decrease in their gender hiring practices. The NBA continues to be the only men's professional team with an overall A grade.

On the other hand, College Sport received a C+ for racial hiring practices by earning 78.5 points, down from 81.2 points in the 2015 CSRGRC. College Sport received a C for gender hiring practices by earning 73.5 points, down 8 points from 81.2 points in the 2015 CSRGRC. The combined grade for their 2016 CSRGRC was a C+ with 76.0 points, also down from an overall B with 81.2 points in 2015.

The Institute for Diversity and Ethics in Sport firmly believes in the importance of diversity and inclusion on and off the playing field. With the release of each Racial and Gender Report Card and the compilation of all report cards TIDES aims to educate and emphasize the value of diverse and inclusive hiring practices to all professional leagues and college sport.

Diversity is equally essential on and off the field, but because it is often less visible and because these individuals are decision makers, it is critical that professional leagues and college sport increase diverse and inclusive hiring practices when hiring league employees, front office and team professionals, and university administrators. Moreover, it is the responsibilities of leagues, teams, and college and universities to have strong and regularly facilitated diversity initiatives and programs.

The Major League Baseball Racial and Gender Report Card (MLBRGRC) experienced only a very slight change in its overall points from 2015 to 2016, but received the same overall combined grade and grades for racial and gender hiring practices as they did in the previous year. The MLB earned 82.4 points overall in 2016, the same as 2015. They received 90.5 points for their racial hiring practices and 74.3 points for their gender hiring practices. The number of African-American players remained the same and there was a slight drop in the number of Latino players. MLB is doing well with racial and gender hiring. However, there are still improvements to be made with diversity especially in their vice president position.

The NBA continued to set the standards in race and gender hiring practices, especially among men's leagues. There was also an increase again in the number of people of color and women in

senior administration positions in the NBA. Unfortunately, the percentage of head coaches who were persons of color decreased this year from 33.3 percent in 2015 to 30% in 2016. The percentage of assistant coaches of color in the NBA increased from 40.8 in 2015 to 44.3 in 2016.

In 2016 the National Football League achieved its seventh consecutive A for racial hiring practices. The NFL's score for race was a 91.1 percent, 2 percentage points lower than the league's all-time high score of 93.1 in 2015. The score for gender was 76 percent, an increase from 75 percent in 2015. The overall grade for the NFL slightly decreased from 84.1 percent in 2015 to 83.6 percent in 2016, resulting in a B.

The percent of women at the management level increased to 30.7 percent in 2016 from 30.3 percent in 2015, becoming the highest percentage in the report's history. The percent of diverse employees at the management level decreased by 1.1 percentage points, from 28 percent in 2015 to 26.9 percent in 2016.

The Women's National Basketball Association (WNBA) once again displayed an exemplary record on racial and gender hiring practices. The WNBA received a combined grade of an A+ for race and gender after earning an A+ for race and an A+ for gender in the 2016 WNBA Racial and Gender Report Card. The league recorded 95.3 points overall. This marked the 12th consecutive year that the WNBA has received at least A's for their overall race, gender and combined grades.

In spite of the new record and long-term high grades, there were some notable declines including the percentage of women in professional level staff positions decreasing from 75 percent in 2015 to 69.6 percent in 2016. The number of women holding team professional administration positions in the WNBA decreased from 26.2 percent in 2015 to 24.4 percent this year.

The WNBA received at least an A for gender in all categories except for team vice presidents and team senior administration, earning a D+ for team senior administration. The WNBA received at least an A- for race in all categories except for team vice presidents.

The grades for Major League Soccer (MLS) improved for both their racial and gender hiring practices resulting in a B+ overall grade. MLS earned 81.0 points, up from 80.1 points in 2015 for gender hiring practices resulting in a B, the same letter grade as in 2015. MLS remains the only other men's professional league with a B for gender besides the NBA.

For its racial hiring practices, MLS earned 88.5 points, up a substantial 2.1 percentage points from 86.3 in 2015. MLS earned a combined grade of a B+ with 84.7 points in 2016, up by 1.5 percentage points, from the 2015 MLS RGRC overall grade.

There was improvement in the general manager position, where the MLS improved from an F in 2015 to a B+ in 2016. There was a major improvement for gender in senior administration where the MLS jumped from an F in 2015 to a C- in 2016.

College Sport received a C+ for racial hiring practices by earning 78.5 points, a decrease from 83.6 points in the 2015 CSRGRC. College Sport received a C for gender hiring practices by earning 73.5 points, down 78.8 from points in the 2015 CSRGRC. The combined grade for the 2016 CSRGRC was a C+ with 76 points, down from an overall B with 81.2 points in 2015. This was the lowest combined grade of all the Racial and Gender Report Cards. College sport was the only area covered to have below a B for racial hiring practices.

Dr. Richard Lapchick noted that, “While there was some improvement for women as athletic administrators in all three Divisions, it was negatively balanced by the fact that 45 years after the passage of Title IX, more than 60 percent of all women’s teams are still coached by men.”

It was especially bad news that the opportunity for people of color among men’s and women’s basketball head coaches declined significantly. For the 2016 season, 86.1 percent of Division I, 88.1 percent of Division II and 91.7 percent of Division III men’s coaches were white. On the women’s side, whites held 84.5 percent, 87.5 percent and 91.6 percent in Divisions I, II, and III, respectively.

The Institute for Diversity and Ethics in Sport at the University of Central Florida publishes the Racial and Gender Report Card to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions.

For years, the RGRC has asked: Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team? While there have been some discouraging declines in 2016 I remain optimistic that our professional and college sports have leaders who are committed to diversity and inclusion and who will what is right to provide opportunities for all people to play and work in sport.

The 2016 Racial and Gender Report Card: Major League Baseball

by Dr. Richard Lapchick
Published April 20, 2016

EXECUTIVE SUMMARY

Orlando, FL – April 20, 2016 The 2016 Major League Baseball Racial and Gender Report Card (RGRC) was released today and showed a small increase in racial hiring practices and small decline in gender hiring practices. Major League Baseball had an **A** on the issue of racial hiring practices, a **C/C+** for gender hiring practices, and an overall grade of B in the 2016 MLB Racial and Gender Report Card (MLB RGRC). The report was released several days after Jackie Robinson Day, which marked the 69th anniversary of his breaking MLB's color barrier. MLB reached a score of 90.5 for racial hiring practices, up from 90.4 in 2015. MLB's grade for gender hiring practices slightly decreased to 74.3 points from 74.4 in 2015. Finally, MLB again achieved a combined grade of a B with 82.4 points, which is the same accumulated score as in the 2015 report.

The Racial and Gender Report Card annually asks, "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to play or to operate a team?"

Dr. Richard Lapchick, the primary author of the study and the director of The Institute for Diversity and Ethics in Sport (TIDES or the Institute) at the University of Central Florida (UCF) said, "In the years after Jackie Robinson broke the color barrier in 1947, his vision was to see diverse players on the field reflecting diverse coaches and those in the front office."

Commissioner Rob Manfred's League Office maintained the good grades achieved in 2015, once again achieving an **A+** for hiring people of color. It held its **B-** for gender hiring practices.

The team levels remain far behind the League Office. Of the six grades for race at the team level, the only **A** grades were for coaches and professional staff with a **C+** for the key position of manager. In terms of gender, of the three applicable grades there were **Cs** for senior team administration and professional administration and an **F** for vice-presidents. "The team front offices need to continue to make an effort to create a workforce that mirrors America," Lapchick said.

Lapchick continued, "Although the total percentage of players of color has steadily risen over the years, there has been a concern in Major League Baseball about the relatively small and declining percentage of African-American players. While the percentage of African-American players remained at 8.3 percent, the first round of the 2015 MLB Draft showed a promising shift as nine African-American players (25 percent of 36 first-round draftees) were selected. But increasing the percentage of African-American players will continue to be a very slow process.

"The dearth of managers of color in MLB has been a growing concern in the past few years. The 2016 Major League Baseball season began with only three managers of color, seven below the high of 10 managers of color reached in both 2002 and 2009. The position of general manager is another area of concern; this category remained the same in 2016 with only four people of color

serving as general managers. MLB had the largest number of GMs of color in 2009 and 2010 when there were five people of color.”

The MLB Players Association recently announced a series of proposals that would be positive steps to increase opportunities for former players to stay in the game after their playing careers are over. Among the proposals are college scholarships for all prospects signing contracts, creation and maintenance of a database of players of color and programs to enhance their post-playing employment prospects. The PA also asked for continuing education courses including baseball analytics and statistics. Teaching them baseball analytics will be a huge help to preparing former players for baseball operations jobs.”

Lapchick added, “Major League Baseball has some of the most important diversity initiatives in sport. Just this month we saw the breakthrough sports diplomacy in Cuba and a major expanded partnership with the Jackie Robinson Foundation including a \$1 million donation. While there is a full list of diversity initiatives in the Appendix, two others are especially noteworthy. The Diverse Business Partners program is considered the leading, economically driven business initiative designed to cultivate new and existing partnerships with minority-owned and female-owned businesses by increasing opportunities for them to participate in the procurement activities of MLB. MLB has reportedly spent more than *\$1 billion* with diverse businesses since the program was created.”

In addition, MLB has held several MLB Diversity Business Summits, a first-of-its-kind event in professional sport, which serves as a diversity employee and business opportunity trade fair and supplier event. The Summits are designed to create a network of job seekers and business owners and entrepreneurs. Also attending are MLB and team representatives. I have attended the events which have been very positive and successful.”

All data was collected by the MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida’s DeVos Sport Business Management Graduate Program. TIDES was able to do this because of the in-depth human resource record-keeping being done by MLB. Using data from the 2015 season, TIDES conducted an analysis of the racial breakdown of the MLB players, managers and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office as well as the team level, top team management, team senior administration, team professional administration, physicians, and head trainers. An overview of player positions is also included. Listings of professional owners, general managers, and managers were updated as of March 30, 2016. The MLB player demographics for the 2016 Opening Day rosters are also included.

It is imperative that sport teams play the best athletes they have available to win games. The Institute strives to emphasize the business value of diversity to sports organizations when they choose their team on the field and in the office. Diversity initiatives, like diversity and inclusion management training, can help change attitudes and increase the applicant pool for open positions. It is obviously the choice of the organization regarding which applicant is the best fit

for their ball club, but the Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender because it can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the field.

The Institute for Diversity and Ethics in Sport at the University of Central Florida publishes the Racial and Gender Report Card to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and collegiate sports personnel and to contribute to the improvement of integration in front office and college athletics department positions.

The 2016 MLB Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Offs	President's/CEO's	Head Coaches (Mgr)
Whites	71.1%	100%	90.0%
African-American	10.3%	0%	3.3%
Latino	4.6%	0%	0%
Asian	11.8%	0%	3.3%
Other	2.3%	0%	3.3%
Total Ppl of Color	28.9%	0%	10.0%
Women	28.9%	0%	N/A
	Assistant Coaches	GMs	VPs
Whites	61.7%	86.7%	86.1%
African-American	10.6%	6.7%	6.0%
Latino	25.1%	3.3%	5.3%
Asian	0%	3.3%	1.7%
Other	2.5%	0%	0.9%
Total Ppl of Color	38.3%	13.3%	13.9%
Women	0.7%	N/A	17.8%
	Sr. Admin	Prof. Admin	Players
Whites	80.7%	77.5%	59.1%
African-American	5.4%	8%	8.3%
Latino	9.8%	9.3%	28.5%
Asian	2.4%	3.9%	1.7%
Other	1.7%	1.3%	2.4%
Total Ppl of Color	19.3%	22.5%	40.9%
Women	27.5%	27%	N/A

Table 1: The 2016 MLB Racial and Gender Report Card Statistics

The 2016 MLB Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	28.9%	13.9%	19.3%	22.5%
Grade	A+	B	B+	A-
Women	28.9%	17.8%	27.5%	27.0%
Grade	B-	F	C	C
	GMs	Head Coaches (Mgr)	Assistant Coaches	Players
Total Ppl of Color	13.3%	10.0%	38.3%	40.9%
Grade	B	C+	A+	A+

Table 2: The 2016 MLB Racial and Gender Report Card Grades

The 2016 Racial and Gender Report Card: National Basketball Association

by Richard Lapchick
with Theren Bullock Jr.
Published on July 1, 2016

EXECUTIVE SUMMARY

Orlando, FL, July 14, 2016 – The 2016 National Basketball Association Racial and Gender Report Card (RGRC) was released today and while it confirmed the League’s continued leadership position in the sports industry with its commitment to and record for racial and gender hiring practices during the 2015-2016 NBA season, there was a noteworthy decline in the grade for gender hiring.

The NBA once again received men’s sports only **A+** for racial hiring practices with a score of 97.2 points. This was close to the all-time record high recorded in 2015 with 97.4 points.

However, it dropped from a **B+** to a **B** for gender hiring practices with 83.7 points, down substantially from 88 in 2015. The overall grade was an **A** with 90.4 points, down from 92.7 in the 2015 RGRC.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the report, stated, “No other men’s league reaches the same points for race, gender or the combined score. The NBA remains the industry leader among men’s sports for racial hiring practices. Nonetheless, there is concern with both the significant slippage in the overall gender grade including a small decline in the League Office and the fact that women were still not well represented at the senior team levels. But overall, the NBA more than understands that diversity and inclusion are business imperatives. Commissioner Silver has been clear on this issue from the onset of his tenure with the Donald Sterling decision.”

While they are the best, even in the League Office there were slight declines for people of color and women in professional positions where 35.3 percent (down 0.1 of a percentage point) of all professional employees were people of color and 39.6 percent were women (down 1.3 percentage points from the previous report). There were 50 women serving as vice presidents at the NBA League Office in the 2015-2016 season.

The NBA was the first league to have two owners of color leading its teams. Also, there were five women who served as team presidents/CEOs during the 2015-2016 season, the highest in men’s professional sports.

There were increases for people of color in team senior roles and in team professional administration positions. The percentage of people of color who held team senior administration positions increased by 3.5 percentage points from 20 percent in 2014-2015 to 23.5 percent in 2015-2016. The percentage of women who held team senior administration positions decreased by 0.4 percentage points from 24 in 2014-2015 to 23.6 percent in 2015-2016. Women were still very underrepresented at this level as well as team vice presidents. The percentage of people of color who held team professional administration positions increased substantially by 5.7percentage points from 26.4 percent in 2014-2015 to 32.1 percent in 2015-2016 while the percentage of women remained the same at 36.1 percent.

There were notable declines for people of color, especially among head coaches and general managers. At the beginning of this season, 30 percent of all head coaches were coaches of color, which was a decrease from the 33.3 percent recorded in at the beginning of the 2014-2015 season. By the end of the playoffs, there were still nine (30 percent) NBA head coaches of color. NBA general managers of color decreased from six to 4 (13.3 percent) in the 2015-2016 season. Finally, the number of team presidents/CEOs of color decreased from 8.8 percent (five) in 2014-2015 to 5.3 percent (three) in 2015-2016.

Using data from the 2015 - 2016 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise such as top management, team senior administration, team professional administration, physicians, head trainers and broadcasters. For the first time, the NBA gathered all the individual team data and transmitted it in aggregate to TIDES which then analyzed the data. The listing of owners, head coaches, team presidents and general managers of color for the 2016 Report Card was then updated to reflect changes through the end of the 2016 playoffs. The 2016

The Institute for Diversity and Ethics in Sport at the University of Central Florida publishes the Racial and Gender Report Card to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions.

The 2016 NBA Racial and Gender Report Card Statistics			
Overall Grade: A			
	League Offs	President's/CEO's	Head Coaches
Whites	64.7%	94.7%	70.0%
African-American	17.7%	5.3%	26.7%
Latino	7.3%	0%	0%
Asian	9.7%	0%	3.3%
Other	0.6%	0%	0%
Total Ppl of Color	35.3%	5.3%	30.0%
Women	39.6%	7%	N/A
	Assistant Coaches	GMs	VPs
Whites	55.7%	86.7%	81.8%
African-American	43%	10.0%	12.7%
Latino	0.7%	0%	3.0%
Asian	0.7%	3.3%	2.1%
Other	0%	0%	0.5%
Total Ppl of Color	44.3%	13.3%	18.2%
Women	1.3%	N/A	21.5%
	Sr. Admin	Prof. Positions	Players
Whites	76.5%	67.9%	18.3%
African-American	14.0%	18.4%	74.3%
Latino	4.8%	7.7%	6.3%
Asian	3.3%	4.0%	0%
Other	1.4%	2.0%	0.9%
Total Ppl of Color	23.5%	32.1%	81.7%
Women	23.6%	36.1%	N/A

Table 5: The 2016 NBA Racial and Gender Report Card Statistics

The 2016 NBA Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	35.3%	18.2%	23.5%	32.1%
Grade	A+	B+	A-	A+
Women	39.6%	21.5%	23.6%	36.1%
Grade	A-	F	D+	B+
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	13.3%	30.0%	44.3%	81.7%
Grade	B	A+	A+	A+

Table 6: The 2016 NBA Racial and Gender Report Card Grades

The 2016 Racial and Gender Report Card: National Football League

by Richard Lapchick
with Craig Malveaux, Erin Davison and Caryn Grant
Published September 28, 2016

EXECUTIVE SUMMARY

Orlando, FL – September 28, 2016... The National Football League achieved an **A** for racial hiring practices and a **C+** for gender hiring practices in the 2016 NFL Racial and Gender Report Card, released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). This gave the NFL a combined **B** grade.

The NFL's score for race was a 91.1 percent, 2 percentage points lower than the league's all-time high score of 93.1 in 2015. The score for gender was 76 percent, an increase from 75 percent in 2015. The overall grade for the NFL slightly decreased from 84.1 percent in 2015 to 83.6 percent in 2016, resulting in a **B**.

Richard Lapchick, Director of TIDES and the primary author of the study, said, "The gender grade continues to be of special significance this year. Following the 2014 Ray Rice incident, the NFL has been under scrutiny for domestic abuse and mistreatment of women. While there still is a long way to go at the team level, the gender grade over the last two years with an increase of 6 percentage points and half a letter grade overall is noteworthy. The number of women in significant decision-making positions in the League Office continued to expand."

Using data from the 2016 season, with the help of the NFL League Office, the Institute conducted an analysis of the racial and gender breakdown of general managers, coaches, top team management, senior administration, professional administration and head trainers. The player data for the 2016 NFL RGRC was up to date as of August 2016.

Lapchick continued, "Although there is progress to be made, the NFL continued to have good results on racial hiring practices and improvement in gender hiring at the senior level in the League Office. The example was being set at the League Office for the teams by continuing to make improvements in the hiring of women in senior positions. In the League Office, the number of women and people of color at or above the vice president level continued to increase. In 2014, there were 14 people of color at or above the VP level. In 2015, there were 21 and in 2016, that number jumped to 24 people of color. Similarly, the number of women at or above the VP level increased from 31 to 35 in 2016.

The percent of women at the management level increased to 30.7 percent in 2016 from 30.3 percent in 2015, becoming the highest percentage in the report's history. The percent of diverse employees at the management level decreased by 1.1 percentage points, from 28 percent in 2015 to 26.9 percent in 2016. While this represents a decrease, the NFL League Office still earned

an **A** for racial hiring practices, proving that the diversity initiatives of Commissioner Roger Goodell and Executive Vice President for Human Resources and Chief Diversity Officer Robert Gulliver have continued to bring good results for the NFL at the League level.

Lapchick added, “There was a major breakthrough when Kim Pegula, an Asian American woman, joined NFL ownership on October 10, 2014 as an owner with the Buffalo Bills. Shahid Kahn became the first majority owner of color in the NFL after he purchased the Jacksonville Jaguars in 2012.

Lapchick continued, “There has been considerable concern among NFL officials and advocates for increased head coaching opportunities for people of color since there were only five people of color in head coaching positions in 2014. There have been six coaches of color in 2015 and 2016. However, this remains below the all-time record, which was eight coaches of color in 2011.”

“I am concerned that the percentages decreased for women and people of color on NFL teams at the vice-president level and in senior administrator positions. The number of general managers of color declined from seven to five. Teams need to follow the example set by the League Office, as percentages for women at the team level remain significantly below those at the league level.”

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 touchdown or operate the business of professional football?” The answer is yes for racial hiring practices and not yet for gender hiring practices.

The Institute for Diversity and Ethics in Sport (TIDES), located at the University of Central Florida (UCF), 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 2016 NFL Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Offs	President's/CEO's	Head Coaches
Whites	73.1%	97.0%	81.3%
African-American	9.4%	0%	15.6%
Latino	7.1%	0%	0%
Asian	8.9%	3.0%	3.1%
Other	(Native American 0	0%	0%
Total Ppl of Color	26.9%	3.0%	18.7%
Women	30.7%	0%	0%
	Assistant Coaches	GMs	VPs
Whites	68.1%	84.4%	89.2%
African-American	27.8%	15.6%	6.9%
Latino	2.5%	0%	0.4%
Asian	0.7%	0%	2.2%
Other	0.1%	0%	1.7%
Total Ppl of Color	31.9%	15.6%	10.8%
Women	0.1%	N/A	21.1%
	Sr. Admin	Prof. Positions	Players
Whites	78.3%	77.8%	27.4%
African-American	12.0%	12.5%	69.7%
Latino	2.8%	5.5%	0.8%
Asian	2.6%	2.3%	1.9%
Other	1.0%	1.7%	0.2%
Total Ppl of Color	18.7%	22.2%	72.6%
Women	21.0%	33.2%	N/A

Table 3: The 2016 NFL Racial and Gender Report Card Statistics

The 2016 NFL Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	26.9%	10.8%	18.7%	22.2%
Grade	A	B-	B+	B+
Women	30.7%	21.1%	21%	33.2%
Grade	B-	F	D-	B
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	15.6%	18.7%	31.9%	72.6
Grade	B	B+	A+	A+

Table 4: The 2016 NFL Racial and Gender Report Card Grades

The 2016 Women's National Basketball Association Racial and Gender Report Card

by Richard Lapchick
with Kirsten Nieuwendam, Caryn Grant and Erin Davison
published on November 2, 2016

EXECUTIVE SUMMARY

Orlando, FL... November 2, 2016 – The WNBA remained the industry leader as it has throughout the history of the Racial and Gender Report Cards (RGRC) by accumulating 95.3 points for a combined grade of an **A+** for race and gender. The WNBA earned an **A+** for race and an **A** for gender in the 2016 WNBA Racial and Gender Report Card issued today by *The Institute for Diversity and Ethics in Sport* (TIDES) at the University of Central Florida.

This marks the 12th consecutive year that the WNBA has received at least **As** for its overall race, gender and combined grades.

The WNBA received at least an **A** for gender in all categories except for team vice presidents and team senior administration, earning a **D+** for team senior administration. The WNBA received at least an **A-** for race in all categories except for team vice presidents.

Richard Lapchick, the director of TIDES and primary author of the report, said, “Led by new President Lisa Borders, the WNBA continues to lead the way in terms of racial and gender diversity amongst all professional leagues. The WNBA again received the highest number of **A**’s as well as the lowest number of grades below an **A** in all categories compared to men’s professional leagues. The NBA was the only men’s league that was comparable with an **A+** for racial hiring practices and a **B** for gender hiring practices in the 2016 NBA RGRC. However, in spite of the continued success with long-term high grades, there were some notable declines, including the drastic decrease in the number of women in senior administrator positions by 10 percentage points. This number has been declining consistently since 2012.”

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 basket and run the team?” The answer for the WNBA was a resounding “yes” with the best record in professional sports.

“Also of note this year, is the diversity exemplified by the 2016 WNBA champion Los Angeles Sparks,” Lapchick said. “The Sparks organization includes an owner of color in Earvin ‘Magic’ Johnson, a female of color as president and COO in Christine Simmons, and a female of color at general manager in Penny Toler. The Sparks are not only champions on the court, but championing for diversity and inclusion in the front office.”

Using data from the 2016 season, The Institute conducted an analysis of the racial breakdown of the players. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, senior team administration, professional team administration, physicians and head trainers. The Institute for Diversity and Ethics in Sport located 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 college athletics department positions.

The 2016 WNBA Racial and Gender Report Card Statistics			
Overall Grade: A+			
	League Offs	President's/CEO's	Head Coaches
Whites	73.9%	86.7%	75.0%
African-American	26.1%	13.3%	25.0%
Latino	0%	0%	0%
Asian	0%	0%	0%
Other	0%	0%	0%
Total Ppl of Color	26.1%	13.3%	25.0%
Women	69.6%	33.3%	41.7%
	Assistant Coaches	GMs	VPs
Whites	52.2%	81.8%	89.0%
African-American	47.8%	18.2%	10.1%
Latino	0%	0%	0.9%
Asian	0%	0%	0%
Other	0%	0%	0%
Total Ppl of Color	47.8%	18.2%	11.0%
Women	56.5%	54.5%	26.6%
	Sr. Admin	Prof. Positions	Players
Whites	79.0%	66.2%	24.5%
African-American	12.6%	20.2%	68.5%
Latino	4.2%	9.8%	3.5%
Asian	2.5%	3.5%	0.7%
Other	1.7%	0.4%	N/A
Total Ppl of Color	21.0%	33.8%	75.5%
Women	24.4%	44.4%	N/A

Table 7: The 2016 WNBA Racial and Gender Report Card Statistics

The 2016 WNBA Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	26.1%	11.0%	21.0%	33.8%
Grade	A+	B-	A-	A+
Women	69.6%	26.6%	24.4%	44.4%
Grade	A+	C	D+	A+
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	18.2%	25.0%	47.8%	75.5%
Grade	B+	A	A+	A+
Women	54.5%	41.7%	56.5%	N/A
Grade	A+	A+	A+	N/A

Table 8: The 2016 WNBA Racial and Gender Report Card Grades

The 2016 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
with Soraya Toppin-Herbert
published December 14, 2016

EXECUTIVE SUMMARY

Orlando, FL – December 14, 2016... There was improvement for Major League Soccer for both their racial and gender hiring practices resulting in a B+ overall grade. This was the result in the 2016 MLS Racial and Gender Report Card (RGRC) issued by the Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida.

MLS earned 81.0 points, up from 80.1 points in 2015 for gender hiring practices resulting in a **B**, the same letter grade as in 2015. MLS remains the only other men's professional league with a B for gender besides the NBA.

For its racial hiring practices, MLS earned 88.5 points, up a substantial 2.1 percentage points from 86.3 in 2015. This resulted in a **B+**, the same letter grade as in 2015.

MLS earned a combined grade of a **B+** with 84.7 points in 2016, up by 1.5 percentage points, from the 2015 MLS RGRC overall grade.

For racial hiring practices, the MLS earned an **A+** for the League Office and players, an **A-** for head coaches, a **B+** for team professional administration, and a **B** for team senior administration and assistant coaches. There was improvement in the general manager position, where the MLS improved from an F in 2015 to a **B+ in 2016**.

For gender hiring practices, the MLS received an **A-** grade for league office employees while team senior administration received a **C-**. Team professional administration received a C+. There was a major improvement for gender in senior administration where the MLS jumped from an **F** in 2015 to a **C-** in 2016.

MLS earned an **A+** for its outstanding diversity initiatives for the eighth consecutive season.

Richard Lapchick, principal author of the study and director of TIDES, said, "Major League Soccer's grade for gender hiring practices, along with the NBA, has the only gender grades of **B** or better. Although it improved, the percentage of women in senior team positions remains a serious concern. There was continued improvement for racial hiring practices with breakthrough in the ranks of head coaches and general managers.

Commissioner Don Garber's MLS League Office once again remained the pacesetter with an **A+** in racial hiring and an **A-** in gender hiring. The teams need to follow the League's example more closely."

Using data from the 2016 season, TIDES conducted an analysis of the racial composition of teams and coaches. In addition, The Report Card included a racial and gender breakdown of management in the MLS League Office and at various levels within each MLS franchise such as: top management, team senior administration, team professional administration, physicians, and head trainers. The listing of owners, head coaches, and general managers for the 2016 Report Card is updated through October 1, 2016. All numerical data and the grades reflected information published in official team literature at the beginning of the 2016 season. The League Office provided all data pertaining to the MLS League Office.

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.

The 2016 MLS Racial and Gender Report Card Statistics			
Overall Grade: B+			
	League Offs	President's/CEO's	Head Coaches
Whites	63.6%	94.1%	80.0%
African-American	4.5%	0%	0%
Latino	25.3%	2.9%	15.0%
Asian	4.6%	0%	0%
Other	2%	2.9%	5.0%
Total Ppl of Color	36.4%	5.8%	20.0%
Women	37.0%	5.9%	N/A
	Assistant Coaches	GMs	VPs
Whites	86.4%	81.0%	96.0%
African-American	4.5%	4.8%	0%
Latino	3.4%	14.3%	2.0%
Asian	0%	0%	1.0%
Other	5.7%	0%	1.0%
Total Ppl of Color	13.6%	19.0%	4.0%
Women	N/A	N/A	15.3%
	Sr. Admin	Prof. Admin	Players
Whites	85.3%	82.4%	48.0%
African-American	2.9%	3.4%	11.8%
Latino	9.8%	10.2%	24.8%
Asian	1.0%	2.6%	0.7%
Other	1.0%	1.3%	14.7%
Total Ppl of Color	14.7%	17.6%	52.0%
Women	25%	28.7%	N/A

Table 9: The 2016 MLS Racial and Gender Report Card Statistics

The 2016 MLS Racial and Gender Report Card Grades			
	League Offs	Sr. Admin	Prof. Admin
Total Ppl of Color	36.4%	14.7%	17.6%
Grade	A+	B	B+
Women	37.0%	25.0%	28.7%
Grade	A-	C-	C+
	GMs	Head Coaches	Assistant Coaches
Total Ppl of Color	19.0%	20.0%	13.6%
Grade	B+	A-	B
			Players
			52.0%
			A+

Table 10: The 2016 MLS Racial and Gender Report Card Grades

The 2016 Racial and Gender Report Card: College Sport

by Richard Lapchick
with Saahil Marfatia, Austin Bloom, Stanley Silverain
Published April 6, 2017

EXECUTIVE SUMMARY

Orlando, FL... April 6, 2017 – The **2016 College Sport Racial and Gender Report Card (CSRGRC)** was issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). The report showed the record of the National Collegiate Athletic Association and its member institutions for gender hiring practices, racial hiring practices and the combined grade.

College Sport received a C+ for racial hiring practices by earning **78.5** points, a decrease from 83.6 points in the 2015 CSRGRC. College Sport received a **C** for gender hiring practices by earning **73.5** points, down 78.8 from points in the 2015 CSRGRC. The combined grade for the 2016 CSRGRC was a **C+** with **76** points, down from an overall B with 81.2 points in 2015. This was the lowest combined grade of all the Racial and Gender Report Cards. College sport was the only area covered to have below a B for racial hiring practices.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRC, said, “College Sport, which has had difficulty increasing opportunities for women and people of color, faced further challenges in this reporting period as it experienced decreases in both gender and racial hiring. College sport still had the lowest grade for racial hiring practices and gender hiring practices among all of the college and professional sports covered by the respective **Racial and Gender Report Cards**. The only area covered in the RGRC which had high grades was the NCAA Headquarters. The NCAA had a **B** for race in both senior leadership and professional positions and an **A-** and an **A+** for gender in those respective areas. Our athletic departments need to catch up to the NCAA. It is hardly perfect (for race, less than 20 percent of the two categories for race were people of color) but it is far ahead of its member institutions.”

This year’s grading scale changed as indicated at the end of this section.

Lapchick added that, “While there was some improvement for women as athletic administrators in all three Divisions, it was negatively balanced by the fact that 45 years after the passage of Title IX, more than 60 percent of all women’s teams are still coached by men.”

Lapchick noted, “Opportunities for coaches of color continued to be a significant area of concern in all divisions. For the 2016 season, 86.1 percent of Division I, 88.1 percent of Division II and 91.7 percent of Division III men’s coaches were white. On the women’s side, whites held 84.5 percent, 87.5 percent and 91.6 percent in Divisions I, II, and III, respectively.

The lack of opportunity for African-Americans as head coaches increased in 2015-16. African-Americans held 7.7 percent, 4.3 percent, and 4.7 percent of the men's head coaching positions in Divisions I, II, and III, respectively. Comparing those figures to 2014-2015, African-Americans coaching men's teams decreased by 0.2 percentage point in Division I, increased by 0.1 in Division II, and decreased by 0.3 percentage point in Division III.

Whites made up 84.2 percent, 91.9 percent, and 95.1 percent of basketball, football, and baseball head coaching positions, respectively, in all divisions combined during 2015-2016.

In men's Division I basketball, 20.8 percent of all head coaches were African-American, which was down 1.5 percentage points from the 22.3 percent reported in the 2014-2015 season. Moreover, it is down 4.4 percentage points from the all-time high of 25.2 percent reported in the 2005-2006 season. In all, 23.2 percent of the Division I men's basketball coaches were coaches of color which is 0.6 percent less than in 2015. This was still a major area of concern when reviewing the Racial and Gender Report Card.

For Division I women's basketball, African-American women head coaches held 10.9 percent of the positions in 2015-2016 and African-American men held 5.9 percent of the positions in 2015-2016 for a combined percentage of 16.8 percent. This was an increase from the 15.1 percent reported in 2014-2015. As in other sports, the 10.9 percent African-American women head coaches stood in stark contrast to the 45.4 percent of the African-American women student-athletes who played basketball.

Only 6.5 percent of Division I head baseball coaches were people of color.

African-Americans were so unrepresented as head coaches in Division III, that the percentage of women coaching men's teams was higher than the percentage of African-Americans coaching men's teams (5.8 percent vs. 4.8 percent)."

The number of head football coaches of color at the FBS level remained at 16 in 2016, the same as in the 2015 report. Nearly 88 percent were white.

The 2013 report was the first to include a gender grade for all Division I head coaches for men's teams and Division I head men's basketball coaches category.

While it has been common practice for men to coach women's teams, it is rare for a woman to coach a men's team. This was accounted for in the grades for coaching for the time in the CSRGRC after feedback on our reports in 2013 from scholar and activist Molly Arenberg.

Women held only 38.8 percent of the head coaching jobs of women's teams in Division I, 35.3 percent in Division II and 43.9 percent in Division III. Women held 47.5 percent, 48.6 percent, and 50.7 percent of assistant coaching positions of women's teams in Divisions I, II, and III, respectively.

Whites held the overwhelming percent of the decision-making athletics director positions during the 2015-2016 year at 87.6 percent, 89.4 percent, and 93.6 percent in Divisions I, II, and III, respectively. Women made up only 9.8 percent of Division I athletics directors, an increase from 8.9 in 2014-2015.

The 2016 report saw ten female and two people of color conference commissioners in all of Division I. This indicates some progress for gender hiring in this male-dominated position. However, there was only one female and no commissioners of color in the FBS.

Every year, the NCAA releases a new *NCAA Race and Gender Demographics of NCAA Member Conferences Personnel Report* and *NCAA Race and Gender Demographics of NCAA Member Institutions Athletic Personnel Report*. These reports were used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fundraising, facilities, marketing, ticket sales, media relations and an array of assistants and support staff.

The 2016 Report Card featured updated racial and gender personnel data at the NCAA headquarters as well as for university presidents, athletics directors, head football coaches, football coordinators and faculty athletics representatives at the 128 institutions in the Division I Football Bowl Subdivision (FBS). In addition, this year's report card updated the sections pertaining to conference commissioners and NCAA student-athletes throughout all athletic divisions. The data utilized to update the 2016 Report Card sections were collected from several sources, including the NCAA website's Race and Gender Demographics Search Database, the Division I Campus Leadership Study published by TIDES in November 2016 titled *Collegiate Athletic Leadership Still Dominated by White Men: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2016-17 Academic Year*, self-reported demographic data on NCAA Headquarters personnel for the fiscal year 2015-2016, and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2016 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCUs).

Lapchick noted that, "There are far more career prospects in college sport than professional sport. There are more jobs. Thus it is even more important for us to create expanded opportunities in college sport for women and people of color. We need new ways to open the hiring process for women and people of color."

TIDES, at the University of Central Florida, publishes the Racial and Gender Report Card to not only indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel but also to contribute to increasing gender and racial diversity in front office and college athletics department positions.

TIDES strives to emphasize the value of diversity within athletic departments when they choose their office leadership teams in their office environments. Initiatives such as diversity

management training can help change attitudes and increase the applicant pool for open positions. While it is the choice of the institution regarding which applicant is the best fit for their department, TIDES intends to illustrate how important it is to have a diverse organization with different races and/or genders. This element of diversity can provide a different perspective and ultimately a competitive advantage in the executive offices and on the athletic fields of play.

It should be made clear that TIDES has officially changed the grading scale for the first time in the nearly 20 years of the Report Card because of America's changing demographics. Please note the changes in the section at the end of the report for "How Grades Are Calculated." The result is that the 2016 grades for the 2016 College Racial and Gender Report have been calculated at a higher standard than in previous reports. The increase was actually only a partial increase from our previous standards to current census data and in the coming years we will increase the requirements to fully reflect census data.

The 2016 College Sport Racial and Gender Report Card Statistics						
	D1 Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of D1 Men's Teams	Head Coaches of D1 Women's Teams	Head Coaches of D1 Football
Whites	93.3%	81.9%	80.7%	86.2%	84.5%	88.4%
African-American	3.3%	16.2%	13.8%	7.7%	7.4%	6.9%
Latino	0%	0.9%	1.6%	1.9%	2.0%	0.4%
Asian	3.3%	0.9%	2.6%	0.7%	1.6%	1.3%
Other	0%	0%	1.3%	3.5%	4.5%	3.0%
Total Ppl of Color	6.6%	18.1%	19.3%	13.8%	15.5%	11.6%
Women	33.3%	42.9%	51.1%	3.5%	38.8%	0%
	Head Coaches of D1 Men's Basketball	Head Coaches of D1 Women's Basketball	Assistant Coaches of D1 Men's Teams	Assistant Coaches of D1 Women's Teams	D1 Athletic Directors	D1 Associate Athletic Directors
Whites	76.3%	79.6%	72.7%	74.1%	87.1%	86.6%
African-American	20.8%	16.9%	18.8%	14.5%	8.6%	8.6%
Latino	0.9%	0.9%	2.0%	2.2%	2.5%	1.8%
Asian	0%	0.3%	1.2%	1.9%	0.6%	0.6%
Other	1.5%	2.5%	5.3%	7.3%	1.2%	2.3%
Total Ppl of Color	23.7%	20.4%	27.3%	25.9%	12.9%	13.3%
Women	0%	55.9%	9.5%	47.5%	9.8%	29.9%
	D1 Senior Woman Administrator	D1 Faculty Athletic Representative	D1 Sports Information Directors	D1 Professional Administration	Student Athlete Participation in all Divisions	
Whites	84%	88.7%	95.1%	82.1%	68.2%	
African-American	11.8%	7.4%	1.1%	9.6%	13.9%	
Latino	1.6%	0.6%	0.9%	3.0%	5.3%	
Asian	1.3%	1.5%	1.1%	1.6%	1.7%	
Other	0.6%	1.8%	1.8%	3.7%	10.9%	
Total Ppl of Color	15.9%	11.3%	4.9%	17.9%	31.8%	
Women	100%	35.4%	13.4%	34.7%	43.6%	

Table 11: The 2016 College Sport Racial and Gender Report Card Statistics

The 2016 College Sport Racial and Gender Report Card Grades				
College Sport	D1 Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of D1 Men's Teams
Total Ppl of Color	6.6%	18.1%	19.3%	13.8%
Grade	F	B	B	C
Women	33.3%	42.9%	51.1%	3.5%
Grade	C+	A-	A+	F
	Head Coaches of D1 Women's Teams	Head Coaches of D1 Football	Head Coaches of D1 Men's Basketball	Head Coaches of D1 Women's Basketball
Total Ppl of Color	15.5%	11.6%	23.7%	20.4%
Grade	B-	D+	B+	B+
Women	38.8%	N/A	0%	55.9%
Grade	F	N/A	F	B+
	Assistant Coaches of D1 Men's Teams	Assistant Coaches of D1 Women's Teams	D1 Athletic Directors	D1 Associate Athletic Directors
Total Ppl of Color	27.3%	25.9%	12.9%	13.3%
Grade	A-	A-	C-	C-
Women	9.5%	47.5%	9.8%	29.9%
Grade	F	C+	F	C-
	D1 Faculty Athletic Representative	D1 Sports Information Directors	D1 Professional Administration	Student Athlete Participation in all Divisions
Total Ppl of Color	11.3%	4.9%	17.9%	32%
Grade	D	F	B	A+
Women	35.4%	13.4%	34.7%	43.6%
Grade	B-	F	B-	B-
	D1 Senior Woman Administrator			
Total Ppl of Color	15.9%			
Grade	B-			

Table 12: The 2016 College Sport Racial and Gender Report Card Grades

CONCLUSION

The 2016 Racial and Gender Report Card issues a grade for race and gender for MLB, NBA, NFL, MLS, WNBA, and College Sport.

TIDES strives to emphasize the value of diversity to league offices, individual franchises and athletic departments when they choose their teams on the court and in the department. Diversity initiatives such as diversity and inclusion management training can help change attitudes and increase the applicant pool for open positions. With each league publicizing its diversity initiatives and the NCAA establishing an Office of Diversity and Inclusion, TIDES is hopeful about the future regarding the emphasis on diversity and inclusion among the leadership in each sport.

The 2016 WNBA Racial and Gender Report Card (RGRC) showed that the Women's National Basketball Association continues to lead professional sports in race and gender hiring practices. Although they went from an A+ to an A in gender hiring, they still managed to make an A grade overall. It is noteworthy, however, that since 2012 they have continued to see a decrease in the number of women senior administrators.

The NBA continues to have the best racial and gender hiring practice amongst men's professional sports teams according to the 2016 NBA Racial and Gender Report Card . They received an A+ grade for their racial hiring practices and were the only men's team to do so. However, they dropped from a B+ to a B in gender hiring by almost 4.5 percentage points.

Major League Baseball finished with a B grade overall with the exact same score they received in 2015 in the 2016 MLB Racial and Gender Report Card . There was a slight increase in racial hiring resulting in an A grade but a slight decrease in gender hiring this year which resulted in a C/ C+ grade.

The NFL received an A grade for the sixth year in a row for their racial hiring practices in the 2016 NFL Racial and Gender Report Card . They had a slight increase in gender hiring practices which resulted in a C+ grade. Overall, the NFL received a B on their RGRC this year.

The 2016 MLS Racial and Gender Report Card showed that the MLS has improved its overall score by 2 points and finished this year with a B+. Both their gender and racial hiring practices have increased. Up by 2.1 percentage points, they received a B+ for racial hiring practices and a B grade in gender hiring practices. They have significantly improved their racial hiring in general manager positions this year going from an F to a B+. Additionally, they have made significant improvement in their gender hiring practices in senior administration positions, which went from an F to a C+.

The 2016 College Sport Racial and Gender Report Card showed that college sport continued to have the lowest combined grades for gender and racial hiring practices. In 2016, they received

a C+ for racial hiring practices and a C for gender hiring practices. Both of these categories have continued to decrease over the past two years which is disappointing. They received an overall grade of C+ which is down 5 percentage points from 2015.

It is especially important for college sport to continuously ask the question “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to play or to operate a team?” With such continued poor performance, college sport should make more of an effort to improve their gender and racial hiring practices and increase diversity within college athletics departments. There are many more career opportunities within college sport compared to professional sports and, therefore, creating an environment where there is equal opportunity for everyone is especially important.

This year’s Racial and Gender Report Cards show some positive results throughout, but at the professional team and individual college levels, white men still control most of the operations. The goal of The Institute for Diversity and Ethics in Sport in publishing the Racial and Gender Report Card is to help professional and college sport recognize that sport, which is America’s most integrated workplace for players, can do better than society in who it hires in decision-making positions. There is widely acknowledged enlightened leadership on issues of diversity and inclusion in the league offices of the NBA, NFL, MLB, MLS, WNBA and at the NCAA. They need to assert that leadership wherever there are areas for improvement.