



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2019 Racial and Gender Report Card:

Major League Soccer

by Dr. Richard Lapchick

with contributions from:

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THE 2019 RACIAL AND GENDER REPORT CARD: MAJOR LEAGUE SOCCER

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Executive Summary

Orlando, FL - November 13, 2019

Major League Soccer earned an **A** for racial hiring practices and a **C** for gender hiring practices in the 2019 MLS Racial and Gender Report Card (RGRC) issued today by the Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida.

MLS earned 93.9 points for racial hiring practices in 2019, increasing by 1.4 percentage points from 92.5 in 2018. In 2019 MLS earned 72.0 points for gender hiring practices, down substantially from 76.8 points in 2018. This is the third decrease in a row. The League scored 81.0 points for gender hiring as recently as 2016.

MLS earned a combined grade of a **B** with 82.9 points in 2019, decreasing by 2.1 percentage points from 85 (B+) in the 2018 MLS RGRC.

For racial hiring practices, the MLS earned an **A+** for the League Office, head coaches/managers, general managers, players, and assistant coaches, an **A-** for professional administration, and a **B** for senior administration. The League's lowest grade in this category was a **B** for team senior administration which increased from the **C+** the League had in 2018.

For gender hiring practices, which continue to lag behind the success of racial hiring throughout the League, the MLS received a **B** for League Office employees while team professional administration received a **C+** and senior team administration earned an **F**.

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

Richard Lapchick, principal author of the study and director of TIDES, said, "Major League Soccer's

Overall Grade

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Racial Hiring

A large yellow rectangular box with a black border containing the letter 'A' in a large, black, serif font.

Gender Hiring

A large yellow rectangular box with a black border containing the letter 'C' in a large, black, serif font.

2019 Racial and Gender Report Card displays mixed performance regarding racial and gender hiring practices overall. The increase in the racial hiring score of 1.4 percentage points gave MLS its highest grade for race in 15 years. There was an increase for people of color in the key positions of head coach, President/CEO and general manager. There were also increases for people of color in team senior administration positions and team professional positions. However, it is disappointing to see the overall gender score fall 4.8 percentage points. The League's weakest area with great need for improvement continues to be in team senior administrative positions where MLS teams earned a **B** for race and an **F** for gender hiring.

Commissioner Don Garber's MLS League Office once again performed strongly with an **A+** in racial hiring and a **B** in gender hiring. In fact, the MLS League Office has the highest percentage of people of color amongst all men's professional sport leagues. The teams need to follow the League's example more closely."

Using data from the 2019 season, TIDES conducted an analysis of the racial composition of team general managers, players and coaches. In addition, The Report Card included a racial and gender breakdown of management in the MLS League Office and at various levels within each MLS franchise such as: the presidents/CEOs, team senior administration, team professional administration, and athletic trainers. In this year's version of the report, there will be additional analysis of the racial and gender breakdown of personnel within the c-suite of each club. This represents the most influential personnel that are ultimately responsible for developing and executing the overall strategy and operations of the club. The c-suite category excludes CEOs and Presidents as they are represented in their respective category. The data for the 2019 Report Card is updated through August 7, 2019. The League Office provided all data pertaining to the MLS League Office and the aggregate team data.

Appendix I contains detailed descriptions of MLS diversity initiatives. Tables containing historical data for the Report are included in Appendix III. DeAnna Glover, Kasimu Greenidge, Alex Noboa, Jacob Slayton, and David Zimmerman made significant contributions for this report.

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

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida publishes the **Racial and Gender Report Card** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and collegiate athletics department positions. TIDES has previously published the 2019 Racial and Gender Report Cards for Major League Baseball, the NBA, WNBA and NFL. The 2019 College Sport Racial and Gender Report Card will follow.

MLS RGRC at a Glance

Racial Hiring Grade for MLS League Office

A+  **40.9%**
People of Color

Gender Hiring Grade for MLS League Office

B  **38.0%**
Women

Racial Hiring Grade for Team VPs and Above

B  **18.6%**
People of Color

Gender Hiring Grade for Team VPs and Above

C-  **30.5%**
Women

Report Highlights

- MLS improved their racial hiring grade for the second consecutive year with their highest score (93.9%) in the past 15 years, but they also saw a decline in their gender hiring score (72.0) for the third consecutive year and their lowest score since 2007.
- MLS has the highest percentage of international players, 55.4 percent in 2019, among all the leagues covered in the Racial and Gender Report Cards.
- The MLS League Office has the best record for people of color in men's professional sport at 40.9 percent, while women filled 38.0 percent of the MLS League Office positions. The percent of people of color increased by 2.4 percentage points from 38.6 percent in 2018. Women in professional positions at the League Office decreased by 2.9 percentage points from 40.9 in the 2018 MLS RGRC.
- People of color holding head coach positions increased by 14.8 percentage points in 2019. The MLS teams led by coaches of color are the Colorado Rapids, FC Dallas, LA Galaxy, Montreal Impact (Interim), Real Salt Lake, San Jose Earthquakes, New York City FC, Portland Timbers, and NY Red Bull.
- Assistant coaches of color increased for the third year in a row by 6.1 percentage points from 40.3 percent in 2018 to 46.4 percent in 2019.
- People of color holding the position of CEO/President increased by 13.1 percentage points in 2019. Alex Leita of Orlando City Soccer was the only person of color holding the position of CEO/President in 2018. This year he was joined by Peter Tomozawa (Seattle Sounders FC), Nelson Rodriguez (Chicago Fire), and Jorge Mas (Inter Miami CF).
- While Major League Soccer teams have historically had one of the worst records in professional sport for hiring people of color as team vice presidents, there was an improvement for the third year in a row with an increase in vice presidents who were people of color in the 2019 season from 16.0 percent in 2018 to 18.6 percent in 2019. During the 2019 season, wom-

MLS Players of Color

53.8%  **61.7%**
2017 2019

MLS Head Coaches of Color

22.7%  **37.5%**
2018 2019

MLS Assistant Coaches of Color

40.3%  **46.4%**
2018 2019

Gender Hiring Grade for Senior Administration

26.5%  **22.6%**
2018 2019

Gender Hiring Grade for Professional Admin

31.6%  **32.2%**
2018 2019

en held 30.5 percent of all vice president positions, a slight increase from 28.0 percent in 2018.

- People of color held 17.2 percent of all team senior administration positions. This was an increase of 2.1 percentage points from the 15.1 percent recorded in 2018. Women held 22.6 percent of team senior administration positions, a substantial decrease from 26.5 percent in 2018.
- The percent of people of color in team professional administration positions increased by 6.1 percentage points to 27.7 percent in 2019. The percent of women in team professional administration positions increased by 0.6 of a percentage point to 32.2 percent in 2019.
- There were eight general managers of color in 2019, which is an increase of one from 2018.



Racial Hiring Grade for General Managers

29.2%  **33.8%**
2018 2019

Overall Grades

MLS received an **A** grade for racial hiring practices in the 2019 MLS RGRC. Its 93.9 points is an increase of 1.4 points from the 2018 MLS RGRC.

MLS's grade for gender hiring practices dropped to a **C**, declining for the third year in a row, 72.0 points in 2019 from 76.8 points in 2018.


MLS earned a combined grade of a **B** with 82.9 points in 2019, decreasing by 2.1 percentage points from 85.0 (B+) in the 2018 MLS RGRC.

For racial hiring practices, the MLS earned an **A+** for the League Office, head coaches/managers, general managers, players, and assistant coaches, an **A-** for professional administration, and a **B** for c-suite personnel and senior administration. The League's lowest grade in this category was a **B** for team senior administration which increased from the **C+** the League had in 2018.


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

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

Racial Hiring:

92.5		93.9
-2018-		-2019-

Gender Hiring:

76.8		72.0
-2018-		-2019-

Overall Score:

85.0		82.9
-2018-		-2019-

Grades by Category

MLS Players

The 2018 season marked the first time the MLS moved to a new HCM system across the League to begin collecting player demographic data. Therefore, all data regarding players was not updated for 2018.

During the 2019 season, the percent of white players decreased by 7.9 percentage points from 46.2 percent in 2017 to 38.3 percent. The percent of Latino players in MLS increased by 8.3 percentage points from 25.1 percent in 2017 to 33.4 percent. The percent of African-American players increased by 12.6 percentage points from 10.5 percent in 2017 to 23.1 percent in 2019. The percent of Asian-American players increased by 0.6 percentage points, from 0.5 percent in 2017 to 1.1 percent. The players classified as “other” decreased 13.5 percentage points from 17.7 percent in 2017 to 4.2 percent. As of the 2013 MLS RGRC, an international player who is Black was counted as “other.”

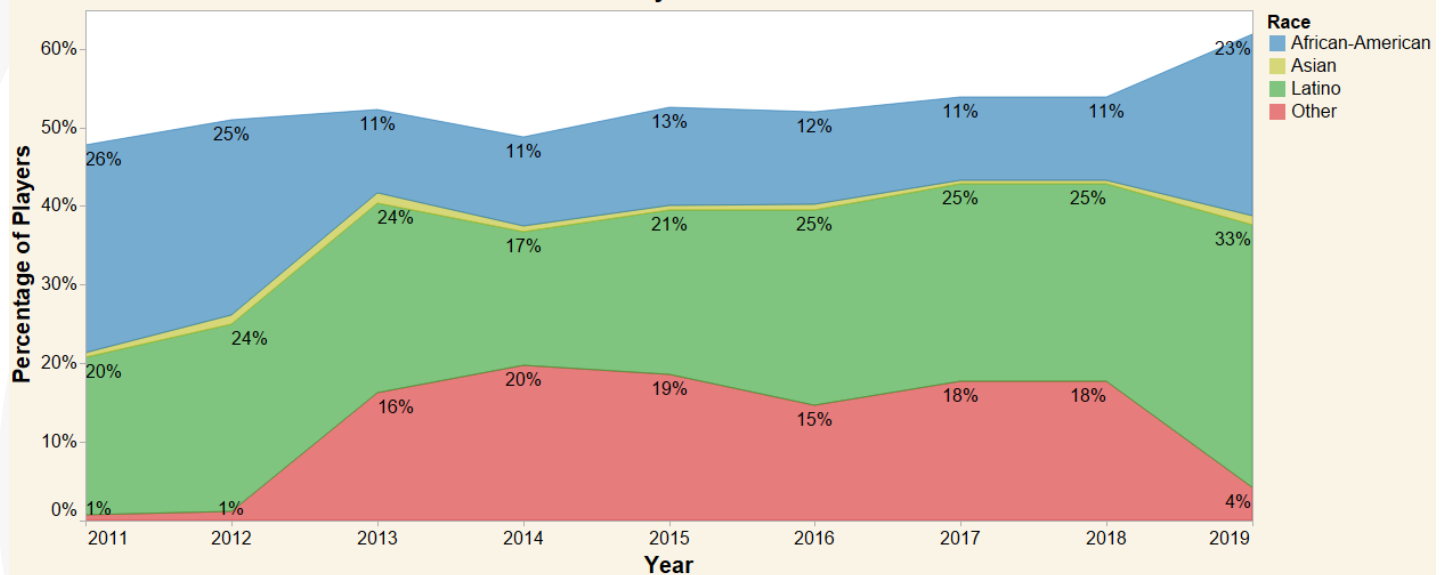
There was an increase in international players in the 2019 MLS season going from 46.2 percent in 2017 to 55.4 percent in 2019. The MLS has the highest percentage of international players among all the leagues covered in the Racial and Gender Report Cards. Thirty-nine percent of the players were born in the United States and 5.6 percent were born in Canadian.

Grade for Race of MLS Players

A+  **61.7%**
Players of Color

See Table 1.

**People of Color Representation
MLS Players**



*In 2018, MLS was not able to provide player data; therefore, the data for 2017 was used to represent the player demographics for 2018.

MLS League Office

The MLS League Office has the best record for people of color (40.9 percent) in men's professional sport. Latinos have the highest percentage of people of color at 21.3%, African-Americans with 8.0%, Asian Americans with 6.6%, and those classified as "Other" with 5.0% of all employees. Unfortunately, the percentage of women had a decrease to 38.0 percent from 40.9 percent in 2018. The MLS does, however, have one of the highest-ranking women in men's professional sports. JoAnne Neale serves as President and Chief Administrative Officer for MLS.

The 13 people of color in the League Office who hold a vice president title or higher include:

- **Elizabeth Cohen**, Vice President, Strategic Planning
- **Jennifer Cramer**, Senior Vice President, Partnership Marketing
- **Brent Delgado**, Vice President, Operations
- **Camilo Durana**, Senior Vice President, Properties & Events
- **Diego Moratorio**, General Manager, Canada
- **Judy Matthew**, Vice President, Owned Platforms
- **Marisabel Munoz**, Vice President, Communications
- **Jamil Northcutt**, Vice President, Player Engagement
- **Mallika Pereira**, Vice President, Partnership Marketing
- **Charlie Shin**, Vice President, Data & Analytics
- **Ramin Tabib**, Senior Vice President, Club & Fan Development
- **Karine Travieso**, Vice President, Integrated Media Solutions
- **Pablo Zarate**, Vice President, International Properties

The 16 League Office women who hold a vice president title or higher include:

- **Adrienne Barber**, Vice President, Properties
- **Jennifer Carroll**, Vice President, Human Resources
- **Elizabeth Cohen**, Vice President, Strategic Planning
- **Jennifer Cramer**, Senior Vice President, Partnership Marketing
- **Anastasia Danias Schmidt**, Executive Vice President, Legal & General Counsel
- **Kate Koster**, Vice President, Legal
- **Rachel Leber**, Vice President, Consumer Products Marketing
- **Judy Matthew**, Vice President, Owned Platforms

- **Jennifer Maurillo**, Senior Vice President, Events
- **Jan Mirman**, Vice President, Social Responsibility
- **Marisabel Munoz**, Vice President, Communications
- **JoAnn Neale**, President & Chief Administrative Officer
- **Mallika Pereira**, Vice President, Partnership Marketing
- **Maribeth Towers**, Senior Vice President, Consumer Products & Licensing
- **Karine Travieso**, Vice President, Integrated Media Solutions
- **Emily Unruh**, Vice President, Retail Development

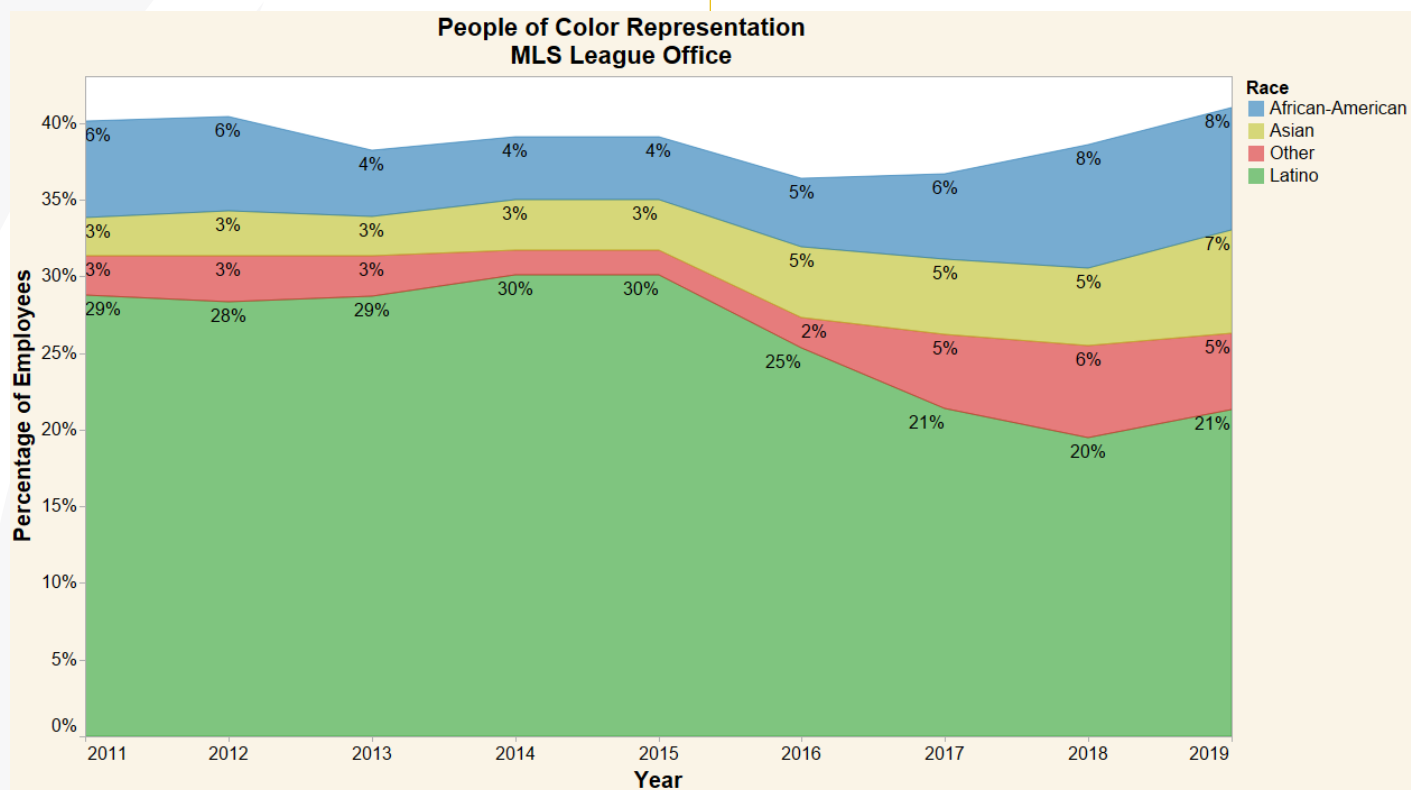
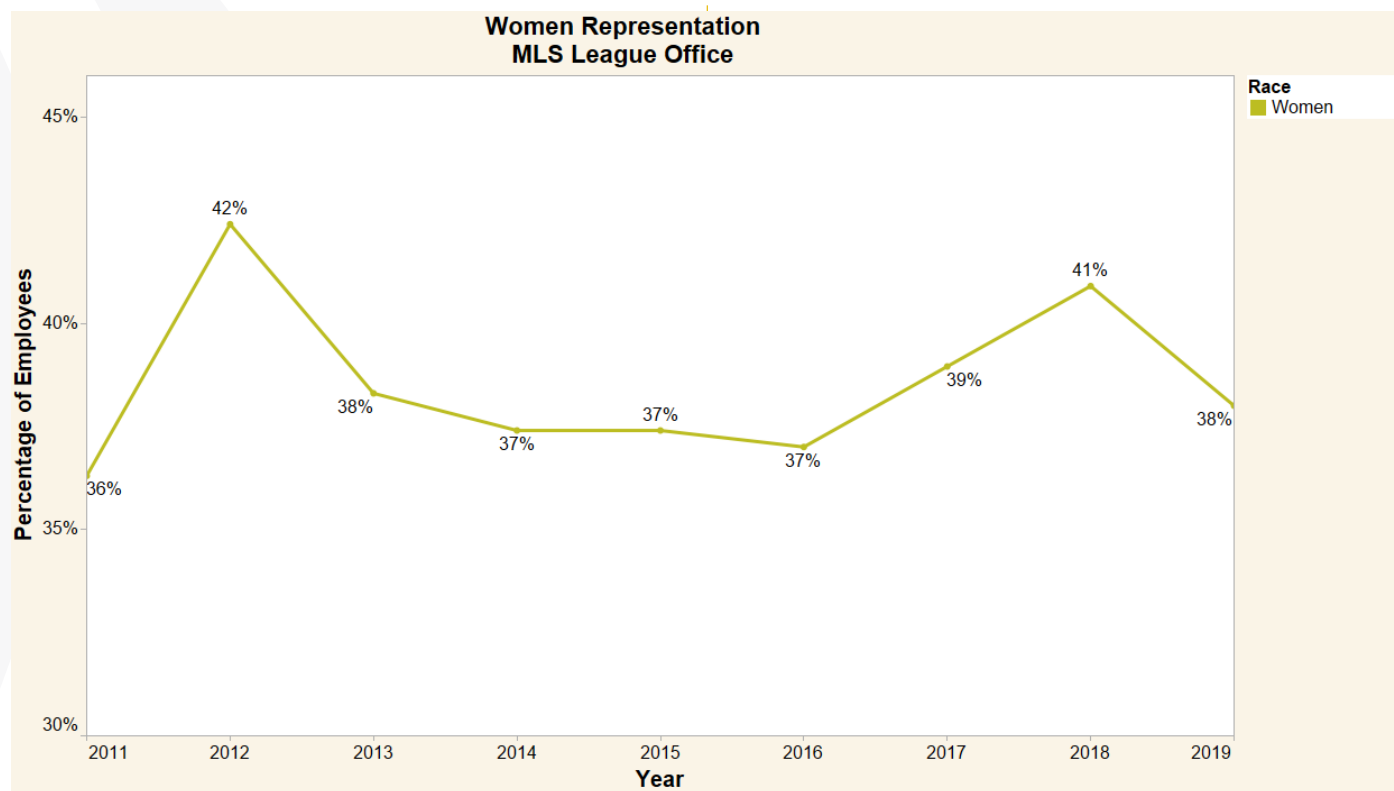
Racial Hiring Grade for MLS League Office

A+  **40.9%**
People of Color

Gender Hiring Grade for MLS League Office

B  **38.0%**
Women

See Table 2.



MLS Teams

Ownership

In 2019, 85.7 percent of all owners were white. The 14.3 percent of people of color owners were 10.7 percent Latino and 3.6 percent Asian-American. Also, 7.1 percent of investor-operators were women. In MLS, five teams are listed as being subsidiaries of larger private companies. The New York Red Bulls are listed as being owned by Red Bull GmbH, the Austrian beverage producer, New York City FC is owned by the Abu Dhabi United Group, the LA Galaxy is owned by Anschutz Entertainment Group (AEG), the Houston Dynamo's majority owner is Brener International Group and Toronto FC is owned by Maple Leaf Sports & Entertainment Ltd (MLSE). In order to include their ownership in this study, the principle investor for each company was listed as the primary owner. For Red Bull GmbH, Dietrich Mateschitz was listed as the primary owner; for Brener International Group, Gabriel Brener was listed as the primary owner and Larry Tanenbaum was listed as the primary owner of MLSE. Sheikh Mansour of the New York City FC, Jorge Mas of the new Miami club, Gabriel Brener of the Houston Dynamo and Flavio Augusto Da Silva of Orlando City FC were listed as owners of color. Dee Haslam of Columbus Crew SC and Carolyn Kindle Betz of the new St. Louis club were listed as female investor-operators.

It is worth noting that MLS ownership structure differs greatly from other professional leagues. The "owners" are all investors in the single entity of MLS. Owners are given a great deal of autonomy in the management of their clubs. However, ultimately the owners are investors in the League as a whole, not simply one club.

The following list is a sampling of Major League Soccer minority team owners who are people of color and/or women:

Austin FC

- **Eddie Margain**

Houston Dynamo

- **Oscar De La Hoya**
- **James Harden**

LAFC

- **Henry Nguyen**
- **Ruben Gnanalingam**
- **Vincent Tan**
- **Mia Hamm Garciaparra**
- **Nomar Garciaparra**
- **Earvin "Magic" Johnson**
- **Goodwin Gaw**
- **Joseph C. Tsai**
- **Harry Tsao**

Miami FC

- **Marcelo Claure**
- **Jose Mas**
- **Masayoshi Son**

Minnesota FC

- **Wendy Carlson Nelson**

San Jose Earthquakes

- **Katie Hall**

Seattle Sounders FC

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

See Table 3.

Ownership data includes all 24 active teams and four expansion teams.

Head Coaches

The majority of MLS head coaches were white at 62.5 percent, while 25.0 percent were Latino, 4.2 percent were African-American and 8.3 percent were classified as “Other.” For the 2019 season, two new Latino head coaches were hired. They include Matia Almedya for the San Jose Earthquakes and Luchi Gonzalez for FC Dallas. In comparison to the 2018 season, this reflects an increase of 11.5 percentage points for Latino coaches. The Colorado Rapids replaced their head coach, Anthony Hudson, mid-season with an African-American coach, Robin Fraser. There are no Asian-American head coaches in the MLS.

The nine head coaches of color in the 2019 season were:

- **Matias Almedya**, San Jose Earthquakes
- **Chris Armas**, NY Red Bull
- **Guillermo Barros Schelotto**, LA Galaxy
- **Wilmer Cabrera** (Interim), Montreal Impact
- **Robin Fraser**, Colorado Rapids
- **Luchi Gonzalez**, FC Dallas
- **Freddy Juarez**, Real Salt Lake
- **Giovanni Savarese**, Portland Timbers
- **Domenec Torrent**, New York City FC

In the 2018 season, the head coaches of color were:

- **Chris Armas**, NY Red Bulls
- **Wilmer Cabrera**, Houston Dynamo
- **Oscar Pareja**, FC Dallas
- **Veljko Paunović**, Chicago Fire
- **Giovanni Savarese**, Portland Timbers

Racial Hiring Grade for MLS Head Coaches

A+  **37.5%**
People of Color

See Table 4.

Head Coach data includes 24 active teams.

Assistant Coaches

Overall, assistant coaches of color increased by 6.1 percentage points from 40.3 percent in 2018 to 46.4 percent. In 2019, 53.6 percent of all assistant coaches were white, a decrease of 6.1 percentage points from 2018 when it was 59.7 percent. The assistant coaches classified as Latinos represented the largest group of assistant coaches of color with 24.7 percent, followed by African-American assistant coaches with 11.3 percent. Those classified as “Other” were 9.3 percent, an increase of 4.5 percentage points from 4.8 percent in 2018. African-American assistant coaches also made a slight increase of 1.6 percentage point from 9.7 percent in 2018 to 11.3 percent in 2019. Latino assistant coaches decreased by 1.1 percentage points from 25.8 percent in 2018 to 24.7 percent in 2019.

Racial Hiring Grade for MLS Assistant Coaches

A+  **46.4%**
People of Color

See Table 5.

Assistant coach data includes 21 active teams and one expansion team (Inter Miami FC). Colorado Rapids, DC United & NY Red Bulls are not included in this data set.

CEOs/Presidents

In 2019, people of color holding the position of CEO/President increased by 13.1 percentage points. Alex Leitao of Orlando City Soccer was the only person of color holding the position of CEO/President in 2018.

The four CEOs/Presidents of color were:

- **Alex Leitao**, Orlando City SC
- **Jorge Mas**, Inter Miami CF
- **Nelson Rodriguez**, Chicago Fire
- **Peter Tomozawa**, Seattle Sounders FC

Racial Hiring Grade for Team CEOs/Presidents

B  **17.3%**
People of Color

See Table 6.

CEO/President data includes 22 active teams and one expansion team (Inter Miami FC). DC United & NY Red Bulls are not included in this data set.

General Managers

The percent of general managers of color increased to 33.3 percent in 2019. This was the fourth year that technical director, sporting director and chief soccer officer positions were included in the general manager data.

The eight General Managers of color in 2019 were:

- **Carlos Bocanegra**, Technical Director, Atlanta United
- **Ali Curtis**, General Manager and Vice President Soccer Operations, Toronto FC
- **Matthew Jordan**, General Manager, Houston Dynamo
- **Manny Lagos**, Sporting Director, Minnesota United FC
- **Luiz Muzzi**, Executive Vice President Soccer Operations, Orlando City SC
- **Claudio Reyna**, Sporting Director, New York City FC
- **Nelson Rodriguez**, President/General Manager, Chicago Fire
- **Andre Zanotta**, Technical Director, FC Dallas

Since the inception of the MLS RGRC, there have been no Asian-American general managers. There have been two female general managers in the history of MLS, most recently in 1999, when Lynne Meterparel was named general manager of the then San Jose Clash. Betty D'Anjolell was interim general manager of the Miami Fusion in 1998. They are the only women to have served in this capacity in any of the major men's professional sports leagues.

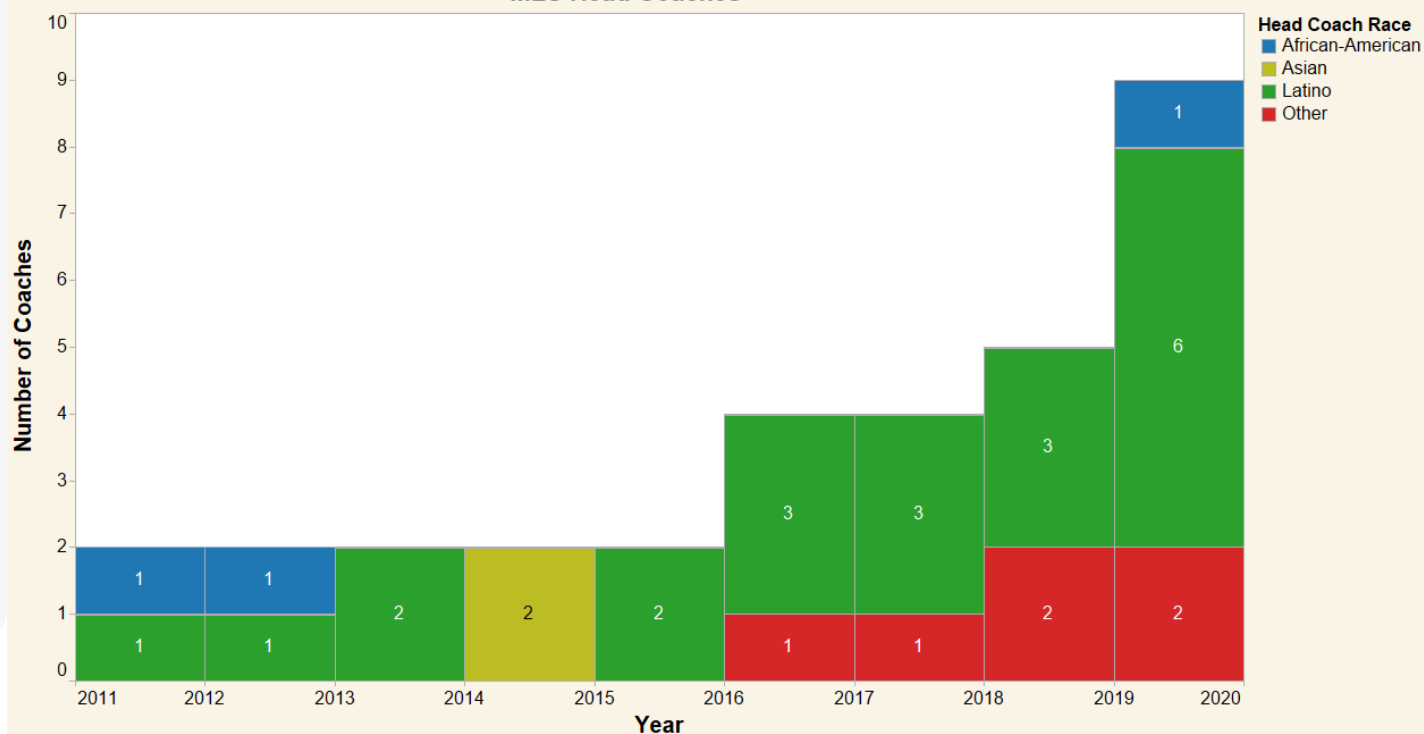
Racial Hiring Grade for MLS Team General Managers

A+  **33.3%**
People of Color

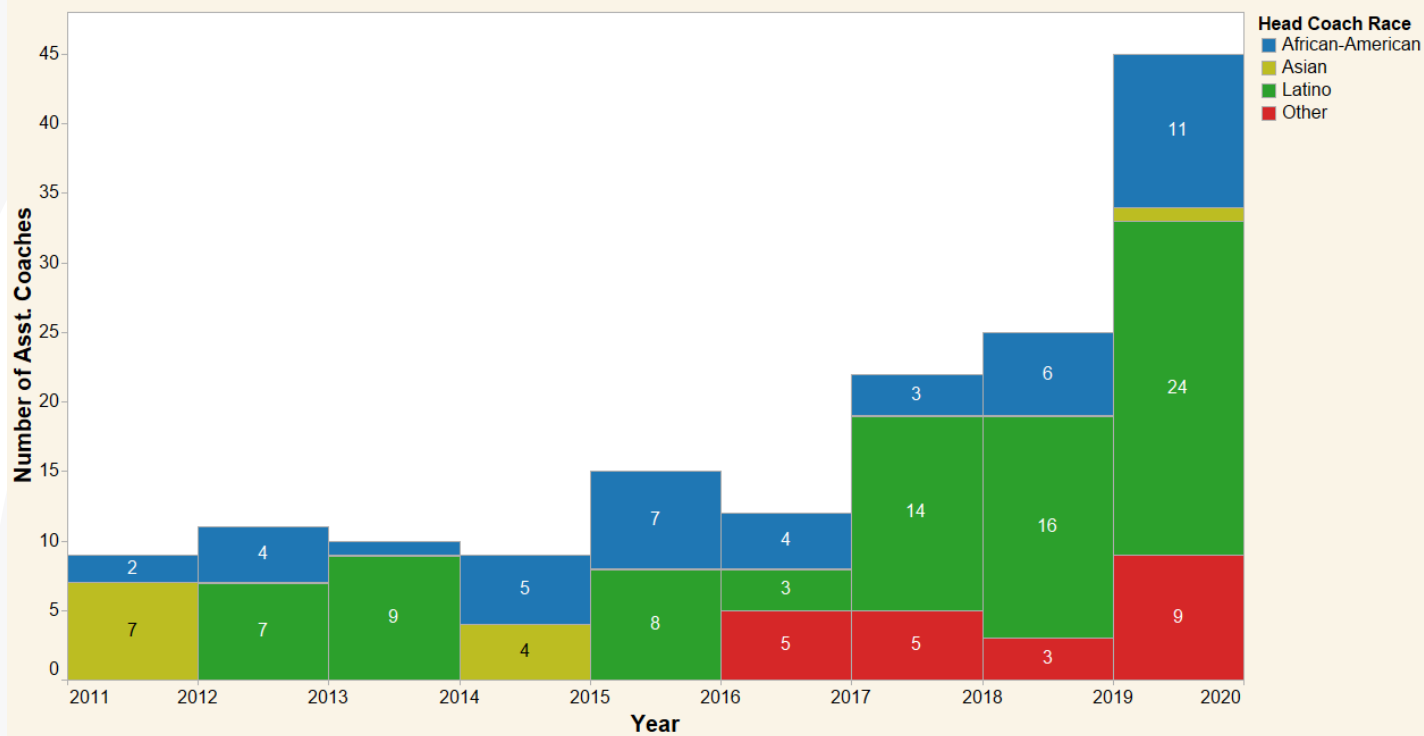
See Table 7.

GM data includes 22 active teams and one expansion team (Inter Miami FC). DC United & NY Red Bulls are not included in this data set. Philadelphia Union has a Sporting Director and a Technical Director that serve the GM function.

**People of Color Representation
MLS Head Coaches**



**People of Color Representation
MLS Assistant Coaches**



C-Suite Personnel

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

The percentage of people of color in c-suite positions is 17.0 percent which is similar to the percentage of people of color in vice president positions. Latinos had the largest percentage of people of color in a c-suite position at 7.5 percent.

Women hold 20.8 percent of all c-suite positions.

Racial Hiring Grade for Team C-Suite Personnel

B  **17.0%**
People of Color

Gender Hiring Grade for Team C-Suite Personnel

F  **20.8%**
Women

C-suite data includes 19 active teams and one expansion team (Inter Miami FC). DC United, LA Galaxy, New England Revolution, New York City FC & NY Red Bulls are not included in this data set.

Team Vice Presidents

Major League Soccer teams have historically had the worst record in professional sport for hiring people of color as team vice presidents. However, in the past three MLS seasons, people of color holding team vice president positions experienced a substantial 14.6 percentage point increase from 4.0 percent in 2016 to 18.6 percent in 2019. Since 2018, there was a 0.1 percentage point increase for African-Americans from 2.4 percent in 2018 to 2.5 percent in 2019. There was a 1.3 of a percentage point increase for Latino team vice presidents from 7.2 percent in 2018 to 8.5 percent in 2019. Asian-American team vice presidents decreased by 0.6 percentage points from 4.8 percent in 2018 to 4.2 percent in 2019. Finally, those classified as “Other” saw an increase of 1.8 percentage points from 1.6 percent in 2018 to 3.4 percent in 2019.

There was a 2.5 percentage point increase for women holding vice president positions from 28.0 percent in 2018 to 30.5 percent in 2019. In the past three MLS seasons, women holding vice president positions experienced a substantial 15.2 percentage point increase from 15.3 percent in 2016 to 30.5 percent in 2019.

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

Racial Hiring Grade for MLS Team Vice-Presidents

B  **18.6%**
People of Color

Gender Hiring Grade for MLS Team Vice-Presidents

C-  **30.5%**
Women

See Table 8.

Team vice president data includes 22 active teams and one expansion team (Inter Miami FC). DC United & NY Red Bulls are not included in this data set.

Senior Administration

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

In 2019, people of color who held team senior administration positions in the MLS increased from 15.1 percent in 2018 to 17.2 percent in 2019. In 2019, Latinos held 7.2 percent of all team senior administration positions, up 0.9 percentage points from 2018. African-Americans increased by 1.6 percentage points from 4.0 percent in 2018 to 5.6 percent in 2019. Asian-Americans held 2.5 percent of senior team administration positions in 2019, a slight decline from 2.8 percent in 2018. The remaining 1.9 percent of team senior administration positions were held by those classified as “other,” down 0.1 of a percentage point from 2018.

The percentage of women holding team senior administration positions decreased by 3.9 percentage points from 26.5 percent in the 2018 season to 22.6 percent in 2019.

Racial Hiring Grade for MLS Team Senior Administration

B  **17.2%**
People of Color

Gender Hiring Grade for MLS Team Senior Administration

F  **22.6%**
Women

See Table 9.

Team senior administration data includes 21 active teams and one expansion team (Inter Miami FC). Colorado Rapids, DC United & NY Red Bulls are not included in this data set.

Professional Administration

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


For the fourth consecutive year, the percent of people of color in team professional administration positions increased. In the 2019 season, 27.7 percent of all team professional administration positions were held by people of color, up significantly from 21.6 percent in 2018. Latinos holding these positions increased by 4.1 percentage points, from 12.1 percent in 2018 to 16.2 percent in 2019. The percent of African-Americans increased by 1.1 percentage points from 4.3 percent in 2018 to 5.4 percent in 2019, while Asian-Americans increased by 1.9 percentage points from 2.1 percent in 2018 to 4.0 percent in 2019. In 2019 those classified as “other” decreased by 1.0 percentage point from 3.1 in 2018 to 2.1 percent in 2019.

In 2019 season, women holding team professional administration positions experienced a 0.6 percentage point increase from 31.6 percent in 2018, to 32.2 percent in 2019.

Racial Hiring Grade for MLS Team Professional Admin

A-  **27.7%**
People of Color

Gender Hiring Grade for MLS Team Professional Admin

C+  **32.2%**
Women

See Table 10.

Team professional administration data includes 21 active teams and one expansion team (Inter Miami FC). Colorado Rapids, DC United & NY Red Bulls are not included in this data set.

MLS Athletic Trainers

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

As of the beginning of the 2019 season, MLS athletic trainer positions held by people of color experienced a decrease of 7.2 percentage points from 34.4 percent in 2018 to 27.2 percent in 2019. The percent of white head trainers increased by 7.1 percentage points from 65.6 percent in 2018 to 72.7 in 2019. There were seven Asian-American athletic trainers (11.5 percent) in 2018. This number decreased in 2019 to three head trainers (4.5 percent.) Latino head trainers increased by 6.6 percentage points from 13.1 percent in 2018 to 19.7 percent in 2019.

There were six women athletic trainers, or 9.1 percent, at the beginning of the 2019 MLS season, a decrease of 4 percent from 2018.

See Table 11.

Head athletic trainer data includes 21 teams and one expansion team (Inter Miami FC). Colorado Rapids, DC United & NY Red Bulls are not included in this data set.

MLS Diversity Initiatives

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



How Grades Were Calculated

As in previous reports, the 2019 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had 9 percent, a **D** if it was at least 6 percent and **F** for anything below 6 percent.

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

Race

A+	>30
A	28.6-30
A-	24.6-28.5
B+	19.6-24.5
B	17-19.5
B-	16.0-16.9
C+	15.0-15.9
C	14.0-14.9
C-	13.0-13.9
D+	12.0-12.9
D	11.0-11.9
F	<11

Gender

A+	>45
A	44.1-45
A-	41.6-44
B+	39-41.5
B	37.6-38.9
B-	34.6-37.5
C+	32-34.5
C	30.6-31.9
C-	27.6-30.5
D+	25-27.5
D	24-24.9
F	<24

Methodology

All data was collected by the MLS League Office and passed on to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos Sport Business Management Graduate Program. TIDES was able to do this because of the in-depth human resource record keeping being done by the MLS.

Two clubs, the New York Red Bulls and DC United, did not respond to the MLS League Office's request for employee data. Additionally, Inter Miami FC was the only expansion Club to provide data for the positions they currently have staffed. Austin FC, Nashville SC, and St. Louis did not provide their data. Therefore, they have been omitted from this report except for the Head Coach category and the data only reflects 23 out of the 28 clubs in the League. Of the 23 clubs that responded, some clubs only submitted certain categories of the report which may have affected the overall results.

The data was placed into spreadsheets and compared to data from previous years. After evaluating the data, the report text was drafted; it references changes in 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 2019 season for Major League Soccer. The listings for players, owners, CEOs/Presidents, general managers, head coaches, assistant coaches, vice presidents, senior administration positions, professional administration positions, and athletic trainers were up to date as of August 2019.

About the Racial and Gender Report Card

The Racial and Gender Report Card (RGRC) is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and

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

The 2019 reports for MLB, NBA, WNBA, and NFL have already been released. The complete Racial and Gender Report Card, including all the leagues, will be issued after the release of the college sport Racial and Gender Report Card in the Spring of 2020.

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, DeAnna Glover, Kasimu Greenidge, Nate Harvey, Daniel Martin, Alex Noboa, Jacob Slayton, and David Zimmerman contributed greatly to the completion of the 2019 MLS Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

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

at UCF, where The Institute is located. In addition, Dr. Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), a group of more than 280 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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



Appendix I

MAJOR LEAGUE SOCCER DIVERSITY AND INCLUSION INITIATIVES

MLS WORKS

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

Soccer For All

Major League Soccer is dedicated to supporting the communities where we live and play our games, and to providing an environment in which our staff, clubs, players, partners and supporters are treated with dignity and respect. We will not tolerate discrimination, bias, prejudice or harassment of any kind. Soccer For All signifies that everyone is welcome to MLS, regardless of race, color, religion, national origin, gender, gender identity, disability, sexual orientation or socioeconomic status, and emphasizes Major League Soccer's commitment to drive positive social change, foster inclusive communities and end discrimination. In support of these efforts, MLS WORKS partners with and grants financial and in-kind donations to various organizations dedicated to equality and inclusivity. Featured organizations include:

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

to energize and inspire public school students. MLS WORKS and MLS Clubs support America SCORES to promote the importance of education, service learning and physical activity through soccer-related resources focused in urban communities.

- **Anti-Defamation League**
The Anti-Defamation League is the nation's premier civil rights/human relations agency, dedicated to fighting anti-Semitism and all forms of bigotry, and protects civil rights for all.
- **Athlete Ally**
Athlete Ally is focused on ending homophobia and transphobia in sports by educating allies in the athletic community. Athlete Ally provides public awareness campaigns, educational programming and tools and resources to foster inclusive sports communities.
- **Autism Speaks**
Autism Speaks is dedicated to promoting solutions for the needs of individuals with autism and their families through advocacy and support, increasing understanding and promoting acceptance.
- **Beyond Sport**
Beyond Sport promotes, supports, and celebrates the use of sport to address social issues in communities around the world. Beyond Sport convenes, supports, and advises the worlds of sport, business, government, and development on how sport can be used as a tool to achieve both social and business objectives.
- **FC Harlem**
MLS WORKS supports FC Harlem, a youth development organization making a positive impact on the lives of young people and helped raise funds to build a field and implement community-based soccer and leadership programming for at-risk youth.
- **RISE (Ross Initiative in Sports for Equity)**
RISE is dedicated to harnessing the unifying power of sports to improve race relations and build a society of understanding, respect, and equality. RISE focuses on a three-pronged approach to raise awareness, inspire dialogue, and drive enduring action.

- **Special Olympics Unified Sports**

Special Olympics is an international organization that changes lives through the power of sport by encouraging and empowering people with intellectual disabilities, promoting acceptance for all, and fostering communities of understanding and respect worldwide. In partnership with ESPN, MLS WORKS and Special Olympics collaborate to promote social inclusion through the Unified Sports Soccer Exchange program - soccer teams comprised of people with and without intellectual disabilities train and compete against their counterparts in other MLS markets providing the Unified players with an authentic first team experience.

- **Street Soccer USA**

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

- **Women's Sports Foundation**

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

- **You Can Play**

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

U.S Soccer Foundation

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

engagement.

MLS WORKS Community MVP Program

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

Every Save Makes a Difference

MLS WORKS has partnered with Univision and Allstate to donate soccer equipment to underserved children in local Hispanic communities. Based on quantity of saves made by MLS goalkeepers during Univision broadcasts, soccer equipment is delivered to community organizations in underserved communities by MLS players and coaches. Children will receive a clinic and players speak to the importance of living a healthy, active lifestyle.

Leadership Development Program

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

Inclusion & Diversity Workshop

In 2019, we provided a foundational Inclusion and Diversity Workshop for all League Office employees. The workshop focused on educating employees on the core principles of cultivating an inclusive workplace culture - respect, equity, and the positive recognition of differences.

MLS Internship Program

One of the strategies MLS utilizes to increase opportunities for women and minorities is its summer internship program at the League Office. For the 2019 internship program, MLS recruited women or minorities into 9 of their 10 available positions.

Recruiting Female Athletes Committee

The Recruiting Female Athletes Committee focuses on recruiting female candidates for positions within the League Office. The Committee consists of female employees of all

levels who have an interest in trying to recruit other females to the League Office.

WISE

The WISE (Women in Sports and Events) mission is to create and support programs that enhance the success and growth of women in the sports and events industries. The organization strives to be the definitive source for businesswomen seeking information about issues, challenges and opportunities impacting all stages of their career – from entry level to senior management and those in transition. MLS offers company sponsored WISE memberships to all female employees.

In 2019, female leaders from MLS were featured at the WISE Power Play Panel. The WISE Power Play Panel is a NYC Metro Chapter signature event held each year during the month of March in celebration of National Women's History Month. Power Play is a program panel event featuring senior to executive level women from the same organization, or section of sports business, who represent different areas of discipline within the organization.

Game Changers

Hosted by Street & Smith's Sports Business Journal / SportsBusiness Daily, the Game Changers Conference is a one-day annual event that focuses on the multiple ways in which women intersect with sports. It provides women in sports an opportunity to hear from and network with many of the industry's most senior executives.

Diversity and Inclusion Sports Consortium

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

National Black MBA Association

The National Black MBA Association was conceived in 1970 to help Blacks coming into the corporate sector, largely for the first time, share experiences and insights to help make the journey easier. By nurturing these new professionals, the organization helped early members navigate and, ultimately, succeed in unfamiliar and frequent-

ly challenging environments. We have been in discussions with the other sports leagues to develop a recruitment event in partnership with the National Black MBA Association in 2020.

Women in Tech

Founded in 2012 in Philadelphia, The Women in Tech Summit is a series of events that inspire, educate and connect women in the technology industry. Their mission is to support the community of women currently working in technology and to help pave the way for women and young women who want to enter the industry. The Women in Tech Summit brings together women in many different types of careers in tech and at every level from students to senior executives. We have engaged Women in Tech and will continue to explore sponsorship opportunities for 2020.

Blacks in Technology

Blacks in Technology is a global platform for black women and men in technology, and serves members through community, media and mentorship. They provide resources, guidance and challenge members to establish new standards of innovation. Blacks in Technology is a tech focused community that is dedicated to increasing the representation and participation of black women and men in the technology industry. MLS has engaged with the New York Chapter and is exploring opportunities for 2020.

HBCU Connect

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



Appendix II

List of Vice Presidents and Above

Women holding vice president positions were:

- **Evie Baker**, Vice President of HR and Administration, FC Dallas
- **Lindsay Barenz**, Vice President of Strategic Business Development of Women's Soccer, Real Salt Lake
- **Kashmira Bhathena**, Vice President of Finance, San Jose Earthquakes
- **Kim Carter**, Senior Vice President of HR, Toronto FC
- **Sara Daggett**, Senior Vice President, General Counsel, Minnesota United FC
- **Bridget Farfel**, Vice President of Marketing, Real Salt Lake
- **Cori Gadbury**, Vice President of Marketing, LAFC
- **Karen Goodheart**, Vice President of Partnership Activation, LA Galaxy
- **Catie Griggs**, Vice President of Business Operations, Atlanta United FC
- **Jessica Guenther**, Vice President of Finance, Portland Timbers
- **Megan Gunderson**, Vice President of Marketing, Minnesota United FC
- **Ashley Highsmith**, Vice President of Guest Services, Portland Timbers
- **Melissa Jannetta**, Vice President of Business Development, FC Dallas
- **Jen Knowles**, Vice President of Marketing, New York City FC
- **Arica Kress**, Vice President of Marketing & Communications, Columbus Crew
- **Kristen Kuhn**, Vice President of Partnership Development & Brand and Community, LAFC
- **Sandy Lim**, Vice President of Human Resources, LAFC
- **Emily Maguire**, Vice President of Ticket Sales & Services, Colorado Rapids
- **Katie Mattis**, Senior Vice President of Corporate Partnerships & Activation, Minnesota United FC
- **Maya Mendoza-Exstrom**, General Counsel, Seattle Sounders FC
- **Gina Miller**, Vice President of Media and Communications, FC Dallas

- **Megan Miller**, Vice President of Partnership Marketing, FC Dallas
- **Cristina Mora**, Vice President of Partnerships, Americas, New York City FC
- **Jacklyne Ramos**, Vice President of Communications, Inter Miami CF
- **Kay Rawlins**, Senior Vice President of Community Relations, Orlando City FC
- **Tameka Rish**, Vice President of Corporate Partnership Services, Atlanta United FC
- **Nikki Romolo**, Vice President of Hospitality, Sporting Kansas FC
- **Jessica Smith**, Vice President of Sponsorship Sales, San Jose Earthquakes
- **Maureen Smith**, Executive Vice President and Chief Operating Officer, Minnesota United FC
- **Kate Solomon**, Vice President of Community Relations & Executive Director of FC Cincinnati Foundation, FC Cincinnati
- **Lizz Summers**, Vice President of Marketing, FC Cincinnati
- **Nicolette Trobaugh**, Vice President of Fan Experience & Operations, Chicago Fire
- **Erin Vagley**, Vice President of Administration, Seattle Sounders FC
- **Kristel Wissel**, Vice President of Community Relations, Portland Timbers
- **Jessica Yavitz**, Vice President of Community Relations, Chicago Fire
- **Amy Ziskin**, Vice President of Partnership Marketing, Portland Timbers

The Seattle Sounders, Atlanta United FC, Chicago Fire, FC Cincinnati, FC Dallas, LAFC, Minnesota United FC, New York City FC, Portland Timbers, Real Salt Lake and San Jose Earthquakes were the MLS teams with two or more female vice presidents.

People of color holding team vice president positions:

- **Pablo Alvarez**, Vice President, General Counsel, Inter Miami CF
- **Evelina (Evie) Baker**, Vice President of Human Resources & Administration, FC Dallas
- **Kashmira Bhathena**, Vice President of Finance, San Jose Earthquakes
- **Robert Davis**, Vice President of Ticket Sales, San Jose Earthquakes
- **Pedro Franklin De Araujo**, Senior Vice President of

Marketing & Brand, Orlando City FC

- **Jean Jimenez**, Vice President of Content, Digital & Broadcast, Inter Miami CF
- **Diogo Kotscho**, Senior Vice President of Communication, Orlando City FC
- **Will Kuntz**, Vice President of Soccer Operations, LAFC
- **Christian Lau**, Vice President of IT, LAFC Robert Rardin, Vice President of Marketing & Event Presentation, FC Dallas
- **Sandy Lim**, Vice President of Human Resources, LAFC
- **Urel Martinez**, Vice President of Sales, LA Galaxy
- **Katie Mattis**, Senior Vice President of Corporate Partnerships & Activation, Minnesota United FC
- **Marcus McDougald**, Vice President of Creative, LAFC
- **Maya Mendoza-Exstrom**, General Counsel, Seattle Sounders FC
- **John Moncke**, Executive Vice President of Stadium Revenue, Sporting Kansas FC
- **Rich Orosco**, Executive Vice President of Brand & Community, LAFC
- **Jacklyne Ramos**, Vice President of Communications, Inter Miami CF
- **Dennis Sprenkle**, Vice President of HR & Administration, Inter Miami CF
- **Benny Tran**, Senior Vice President of Business Development, LAFC
- **Thomas Vuong**, Vice President of Finance, Real Salt Lake

Orlando City FC, FC Dallas, Inter Miami CF, San Jose Earthquakes and LAFC were the MLS teams with two or more people of color as vice presidents



Appendix III

Players								
	%	#		%	#		%	#
2019			2012			2006		
White	38.3%	249	White	49.1%	264	White	61.3%	200
African-American	23.1%	150	African-American	24.7%	133	African-American	17.5%	57
Latino	33.4%	217	Latino	23.8%	128	Latino	15.0%	49
Asian	1.1%	7	Asian	1.3%	7	Asian	2.8%	9
Other	4.2%	27	Other	1.1%	6	Other	3.4%	11
Total People of Color	61.7%	401	Total People of Color	50.9%	274	Total People of Color	38.7%	126
International	55.4%	360	International	48.0%	258	International	20.9%	68
2017			2011			2005		
White	46.2%	285	White	52.3%	223	White	58.1%	182
African-American	10.5%	65	African-American	26.3%	112	African-American	17.9%	56
Latino	25.1%	155	Latino	20.0%	85	Latino	20.1%	63
Asian	0.5%	3	Asian	0.7%	3	Asian	1.3%	4
Other	17.7%	109	Other	0.7%	3	Other	2.6%	8
Total People of Color	53.8%	332	Total People of Color	47.7%	203	Total People of Color	41.9%	131
International	46.2%	285	International	38.5%	164	International	27.8%	87
2016			2010			2004		
White	48.0%	265	White	53.8%	205	White	62.6%	147
African-American	11.8%	65	African-American	25.7%	98	African-American	17.3%	40
Latino	24.8%	137	Latino	17.6%	67	Latino	13.9%	32
Asian	0.7%	4	Asian	1.0%	4	Asian	1.3%	3
Other	14.7%	81	Other	1.8%	7	Other	3.9%	9
Total People of Color	52.0%	287	Total People of Color	46.2%	176	Total People of Color	36.4%	
International	43.3%	239	International	37.3%	142	International	Data Not Collected	
2015			2009			2003		
White	47.5%	271	White	58.3%	204		Data Not Collected	
African-American	12.5%	71	African-American	21.7%	76	2002		
Latino	20.9%	119	Latino	16.9%	59	White	60.0%	x
Asian	0.5%	3	Asian	0.6%	2	African-American	16.0%	x
Other	18.6%	106	Other	2.6%	9	Latino	22.0%	x
Total People of Color	52.5%	299	Total People of Color	41.7%	146	Asian	1.0%	x
International	45.8	261	International	35.4%	124	Other	1.0%	x
2014			2008			Total People of Color	40.0%	x
White	51.1%	276	White	62.0%	204	International	Data Not Collected	
African-American	11.3%	61	African-American	19.5%	64	2001		
Latino	17.0%	92	Latino	16.4%	54	White	59.0%	x
Asian	0.7%	4	Asian	1.2%	4	African-American	19.0%	x
Other	19.8%	107	Other	0.9%	3	Latino	20.0%	x
Total People of Color	48.9%	264	Total People of Color	38.0%	125	Asian	Data Not Collected	
International	41.90	226	International	30.4%	100	Other	1.0%	x
2013			2007			Total People of Color	40.0%	x
White	47.7%	261	White	59.3%	201	International	Data Not Collected	
African-American	10.6%	58	African-American	21.8%	74	2000		
Latino	24.1%	132	Latino	14.5%	49	White	63.0%	x
Asian	1.3%	7	Asian	1.2%	4	African-American	15.0%	x
Other	16.3%	89	Other	3.2%	11	Latino	21.0%	x
Total People of Color	52.3%	286	Total People of Color	40.7%	138	Asian	Data Not Collected	
International	42.8%	234	International	31.3%	106	Other	1.0%	x
TABLE 1						Total People of Color	37.0%	x
						International	Data Not Collected	
						1999		
						White	65.0%	x
						African-American	16.0%	x
						Latino	18.0%	x
						Asian	Data Not Collected	
						Other	1.0%	x
						Total People of Color	35.0%	x
						International	Data Not Collected	

x=Data not recorded

**Information submitted by the MLS League Office

League Office: Professional Employees

	%	#		%	#		%	#
2019			2013			2007		
White	59.3%	178	White	61.7%	71	White	68.6%	35
African-American	8.0%	24	African-American	4.3%	5	African-American	5.9%	3
Latino	21.3%	64	Latino	28.7%	33	Latino	19.6%	10
Asian	6.7%	20	Asian	2.6%	3	Asian	3.9%	2
Other	5.0%	15	Other	2.6%	3	Other	2.0%	1
Total People of Color	41.0%	123	Total People of Color	38.3%	44	Total People of Color	31.4%	16
Women	38.0%	114	Women	38.3%	44	Women	25.5%	13
2018			2012			2006		
White	61.4%	183	White	59.6%	59	White	65.3%	32
African-American	8.1%	24	African-American	6.1%	6	African-American	6.1%	3
Latino	19.5%	58	Latino	28.3%	28	Latino	22.4%	11
Asian	5.0%	15	Asian	3.0%	3	Asian	2.0%	1
Other	6.0%	18	Other	3.0%	3	Other	4.1%	2
Total People of Color	38.6%	115	Total People of Color	40.4%	40	Total People of Color	34.7%	17
Women	40.90%	122	Women	42.4%	42	Women	24.5%	12
2017			2011			2005		
White	63.3%	169	White	60.0%	48	White	75.8%	25
African-American	5.6%	15	African-American	6.3%	5	African-American	6.1%	2
Latino	21.3%	57	Latino	28.8%	23	Latino	15.2%	5
Asian	4.9%	13	Asian	2.5%	2	Asian	3.0%	1
Other	4.9%	13	Other	2.5%	2	Other	0.0%	0
Total People of Color	36.7%	98	Total People of Color	40.0%	32	Total People of Color	24.2%	8
Women	38.95%	104	Women	36.3%	29	Women	21.2%	7
2016			2010			2004		
White	63.6%	98	White	62.2%	46	Data not Collected		
African-American	4.5%	7	African-American	6.8%	5	2003		
Latino	25.3%	39	Latino	25.7%	19	Data not Collected		
Asian	4.6%	7	Asian	2.7%	2	2002		
Other	2.0%	3	Other	2.7%	2	White	79.2%	19
Total People of Color	36.4%	56	Total People of Color	37.8%	28	African-American	8.3%	2
Women	37	57	Women	36.5%	27	Latino	12.5%	3
2015			2009			Asian	0.0%	0
White	61.0%	75	White	61.1%	44	Other	0.0%	0
African-American	4.1%	5	African-American	6.9%	5	Total People of Color	20.8%	5
Latino	30.1%	37	Latino	25.0%	18	Women	16.7%	4
Asian	3.3%	4	Asian	2.8%	2	2001		
Other	1.6%	2	Other	4.2%	3	Data not Collected		
Total People of Color	39.1%	48	Total People of Color	37.8%	28	2000		
Women	37.4	46	Women	36.5%	27	White	73.7%	42
2014			2008			African-American	5.3%	3
White	61.0%	75	White	57.0%	53	Latino	19.3%	11
African-American	4.1%	5	African-American	8.6%	8	Asian	1.8%	1
Latino	30.1%	37	Latino	26.9%	25	Other	0.0%	0
Asian	3.3%	4	Asian	4.3%	4	Total People of Color	26.3%	15
Other	1.6%	2	Other	3.2%	3	Women	29.8%	17
Total People of Color	39.1%	48	Total People of Color	43.0%	40	1999		
Women	37.4%	46	Women	41.9%	39	White	83.7%	36
TABLE 2						African-American	0.0%	0
						Latino	14.0%	6
						Asian	2.3%	1
						Other	0.0%	0
						Total People of Color	16.3%	7
						Women	39.5%	17

Majority Owners

	%	#		%	#		%	#
2019			2014			2009		
White	85.7%	24	White	93.3%	28	White	79.6%	39
African-American	0.0%	0	African-American	0.0%	0	African-American	4.1%	2
Latino	10.7%	3	Latino	3.3%	1	Latino	10.2%	5
Asian	3.6%	1	Asian	3.3%	1	Asian	6.1%	3
Other	0.0%	0	Other	0.0%	0	Other	x	x
Total People of Color	14.3%	4	Total People of Color	6.7%	2	Total People of Color	20.4%	10
Women	7.1%	2	Women	0.0%	0	Women	0.0%	0
2018			2013			2008		
White	84.6%	22	White	85.3%	29	White	81.6%	40
African-American	0.0%	0	African-American	0.0%	0	African-American	4.1%	2
Latino	11.5%	3	Latino	8.8%	3	Latino	8.2%	4
Asian	3.8%	1	Asian	5.9%	2	Asian	6.1%	3
Other	0.0%	0	Other	0.0%	0	Other	x	x
Total People of Color	15.3%	4	Total People of Color	14.7%	5	Total People of Color	18.4%	9
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2017			2012			2007		
White	89.2%	33	White	89.7%	35	White	x	x
African-American	0.0%	0	African-American	0.0%	0	African-American	x	x
Latino	8.1%	3	Latino	7.7%	3	Latino	x	x
Asian	2.7%	1	Asian	2.6%	1	Asian	x	x
Other	0.0%	0	Other	0.0%	0	Other	x	x
Total People of Color	10.8%	4	Total People of Color	10.3%	4	Total People of Color	x	x
Women	0.0%	0	Women	0.0%	0	Women	x	x
2016			2011			2006		
White	89.5%	34	White	89.3%	25	White	84.2%	32
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	5.3%	2	Latino	7.1%	2	Latino	10.5%	4
Asian	5.3%	2	Asian	3.6%	1	Asian	5.3%	2
Other	0.0%	0	Other	0.0%	0	Other	x	x
Total People of Color	10.5%	4	Total People of Color	10.7%	3	Total People of Color	15.8%	6
Women	2.6%	1	Women	0.0%	0	Women	0.0%	0
2015			2010			2005		
White	89.7%	35	White	x	x	White	x	x
African-American	0.0%	0	African-American	x	x	African-American	x	x
Latino	5.1%	2	Latino	x	x	Latino	x	x
Asian	5.1%	2	Asian	x	x	Asian	x	x
Other	0.0%	0	Other	x	x	Other	x	x
Total People of Color	10.3%	4	Total People of Color	x	x	Total People of Color	x	4
Women	0.0%	0	Women	x	x	Women	0.0%	0
TABLE 3						2004		
						White	x	x
						African-American	x	x
						Latino	x	x
						Asian	x	x
						Other	x	x
						Total People of Color	x	2
						Women	0.0%	0

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

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

CEO/President								
	%	#		%	#		%	#
2019			2013			2006		
White	82.6%	19	White	94.1%	16	White	70.0%	7
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	13.0%	3	Latino	5.9%	1	Latino	20.0%	2
Asian	4.3%	1	Asian	0.0%	0	Asian	10.0%	1
Other	0.0%	0	Other	0.0%	0	Total People of Color	30.0%	3
Total People of Color	17.3%	4	Total People of Color	5.9%	1	Women	0.0%	0
Women	0.0%	0	Women	5.9%	1			
2018			2012			2005		
White	95.8%	23	White	90.5%	19	White	76.9%	10
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	4.2%	1	Latino	9.5%	2	Latino	15.4%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	7.7%	1
Other	0.0%	0	Other	0.0%	0	Total People of Color	23.1%	3
Total People of Color	4.2%	1	Total People of Color	9.5%	2	Women	7.7%	1
Women	0.0%	0	Women	0.0%	0			
2017			2011			2004		
White	96.8%	30	White	83.3%	15	White	100.0%	7
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	3.2%	1	Latino	16.7%	3	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Total People of Color	16.7%	3	Total People of Color	0.0%	0
Total People of Color	3.2%	1	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2016			2010			2003		
White	94.1%	32	White	86.7%	13	Data not collected		
African-American	0.0%	0	African-American	0.0%	0	2002		
Latino	2.9%	1	Latino	6.7%	1	White	100.0%	x
Asian	0.0%	0	Asian	6.7%	1	African-American	0.0%	x
Other	2.9%	1	Total People of Color	13.3%	2	Latino	0.0%	x
Total People of Color	5.8%	1	Women	0.0%	0	Asian	0.0%	x
Women	5.9%	2				Total People of Color	0.0%	x
						Women	0.0%	x
2015			2009			2001		
White	94.7%	18	White	86.7%	13	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	5.3%	1	Latino	6.7%	1	Latino	0.0%	x
Asian	0.0%	0	Asian	6.7%	1	Asian	0.0%	x
Other	0.0%	0	Total People of Color	13.3%	2	Total People of Color	0.0%	x
Total People of Color	0.0%	1	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
2014			2008			2000		
White	93.8%	15	White	75.0%	9	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	6.3%	1	Latino	16.7%	2	Latino	0.0%	x
Asian	0.0%	0	Asian	8.3%	1	Asian	0.0%	x
Total People of Color	0.0%	0	Total People of Color	25.0%	3	Total People of Color	0.0%	x
Other	6.3%	1	Women	0.0%	0	Women	0.0%	x
Women	0.0%	0						
TABLE 6			2007			1999		
			White	75.0%	9	White	100.0%	x
			African-American	0.0%	0	African-American	0.0%	x
			Latino	16.7%	2	Latino	0.0%	x
			Asian	8.3%	1	Asian	0.0%	x
			Total People of Color	25.0%	3	Total People of Color	0.0%	x
			Women	0.0%	0	Women	0.0%	x

General Manager								
	%	#		%	#		%	#
2019			2013			2007		
White	66.7%	16	White	94.1%	16	White	75.0%	9
African-American	4.2%	1	African-American	0.0%	0	African-American	0.0%	0
Latino	25.0%	6	Latino	5.9%	1	Latino	16.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	8.3%	1
Other	4.2%	1	Other	0.0%	0	Other	25.0%	3
Total People of Color	33.3%	8	Total People of Color	5.9%	1	Women	0.0%	0
Women	0.0%	0	Women	5.9%	1			
2018			2012			2006		
White	70.8%	17	White	90.5%	19	White	70.0%	7
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	20.8%	5	Latino	9.5%	2	Latino	20.0%	2
Asian	4.2%	1	Asian	0.0%	0	Asian	10.0%	1
Other	4.2%	1	Other	0.0%	0	Other	30.0%	3
Total People of Color	29.2%	7	Total People of Color	9.5%	2	Women	0.0%	0
Women	0.0%	0	Women	0.0%	0			
2017			2011			2005		
White	81.8%	18	White	83.3%	15	White	76.9%	10
African-American	4.5%	1	African-American	0.0%	0	African-American	0.0%	0
Latino	13.6%	3	Latino	16.7%	3	Latino	15.4%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	7.7%	1
Other	0.0%	0	Other	16.7%	3	Other	23.1%	3
Total People of Color	18.2%	4	Women	0.0%	0	Women	7.7%	1
Women	0.0%	0						
2016			2010			2004		
White	81.0%	17	White	86.7%	13	White	100.0%	7
African-American	4.8%	1	African-American	0.0%	0	African-American	0.0%	0
Latino	14.3%	3	Latino	6.7%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	6.7%	1	Asian	0.0%	0
Other	0.0%	0	Other	13.3%	2	Other	0.0%	0
Total People of Color	19.0%	4	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2015			2009			2003		
White	94.7%	18	White	86.7%	13		Data not collected	
African-American	0.0%	0	African-American	0.0%	0	2002		
Latino	5.3%	1	Latino	6.7%	1	White	100.0%	x
Asian	0.0%	0	Asian	6.7%	1	African-American	0.0%	x
Other	0.0%	0	Other	13.3%	2	Latino	0.0%	x
Total People of Color	5.3%	1	Women	0.0%	0	Asian	0.0%	x
Women	0.0%	0				Other	0.0%	x
2014			2008			Women	0.0%	x
White	93.9%	15	White	75.0%	9	2001		
African-American	0.0%	0	African-American	0.0%	0	White	100.0%	x
Latino	6.3%	1	Latino	16.7%	2	African-American	0.0%	x
Asian	0.0%	0	Asian	8.3%	1	Latino	0.0%	x
Other	0.0%	0	Other	25.0%	3	Asian	0.0%	x
Total People of Color	6.3%	1	Women	0.0%	0	Other	0.0%	x
Women	0.0%	0				Women	0.0%	x
Table 7			2000			White	100.0%	x
			1999			African-American	0.0%	x
						Latino	0.0%	x
						Asian	0.0%	x
						Other	0.0%	x
						Women	0.0%	x
						2000		
						White	100.0%	x
						African-American	0.0%	x
						Latino	0.0%	x
						Asian	0.0%	x
						Other	0.0%	x
						Women	0.0%	x

Vice Presidents								
	%	#		%	#		%	#
2019			2013			2007		
White	81.4%	96	White	91.8%	67	White	96.7%	29
African-American	2.5%	3	African-American	4.1%	4	African-American	0.0%	0
Latino	8.5%	10	Latino	2.7%	2	Latino	3.3%	1
Asian	4.2%	5	Asian	1.4%	1	Asian	0.0%	0
Other	3.4%	4	Other	0.0%	0	Other	0.0%	0
Total People of Color	18.6%	22	Total People of Color	8.2%	6	Total People of Color	3.3%	1
Women	30.5%	36	Women	12.3%	9	Women	6.7%	2
2018			2012			2006		
White	84.0%	105	White	85.4%	82	White	100.0%	28
African-American	2.4%	3	African-American	6.3%	6	African-American	0.0%	0
Latino	7.2%	9	Latino	7.3%	7	Latino	0.0%	0
Asian	4.8%	6	Asian	1.0%	1	Asian	0.0%	0
Other	1.6%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	16.0%	20	Total People of Color	14.6%	14	Total People of Color	0.0%	0
Women	28.0%	35	Women	12.5%	12	Women	7.1%	2
2017			2011			2005		
White	91.6%	120	White	90.8%	59	White	100.0%	24
African-American	2.3%	3	African-American	0.0%	0	African-American	0.0%	0
Latino	3.8%	5	Latino	7.7%	5	Latino	0.0%	0
Asian	1.5%	2	Asian	1.5%	1	Asian	0.0%	0
Other	0.8%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	8.4%	11	Total People of Color	9.2%	6	Total People of Color	0.0%	0
Women	22.1%	29	Women	6.2%	4	Women	8.3%	2
2016			2010			2004		
White	96.0%	94	White	98.0%	48	White	100.0%	14
African-American	0.0%		African-American	0.0%	0	African-American	0.0%	0
Latino	2.0%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	1.0%	2	Asian	2.0%	1	Asian	0.0%	0
Other	1.0%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	4.0%	4	Total People of Color	2.0%	1	Total People of Color	0.0%	0
Women	15.3%	15	Women	12.2%	6	Women	0.0%	0
2015			2009			2003		
White	93.6%	73	White	100.0%	53	Data Not Collected		
African-American	1.3%	1	African-American	0.0%	0	2002		
Latino	2.6%	2	Latino	0.0%	0	White	91.3%	21
Asian	2.6%	2	Asian	0.0%	0	African-American	8.7%	2
Other	0.0%	0	Other	0.0%	0	Latino	0.0%	0
Total People of Color	6.4%	5	Total People of Color	0.0%	0	Asian	0.0%	0
Women	16.7%	13	Women	7.1%	4	Other	0.0%	0
2014			2008			Total People of Color	8.7%	2
White	94.3%	66	White	95.2%	40	Women	0.0%	0
African-American	2.9%	2	African-American	0.0%	0	2001		
Latino	1.4%	1	Latino	4.8%	2	Data Not Collected		
Asian	1.4%	1	Asian	0.0%	0	2000		
Other	0.0%	0	Other	0.0%	0	White	77.8%	14
Total People of Color	5.7%	4	Total People of Color	4.8%	2	African-American	11.1%	2
Women	14.3%	10	Women	7.1%	3	Latino	11.1%	2
TABLE 8						Asian	0.0%	0
						Other	0.0%	0
						Total People of Color	22.2%	4
						Women	0.0%	0
						1999		
						White	90.5%	19
						African-American	4.8%	1
						Latino	0.0%	0
						Asian	4.8%	1
						Other	0.0%	0
						Total People of Color	9.5%	2
						Women	4.8%	1

Team Senior Administration

	%	#		%	#		%	#
2019			2013			2006		
White	82.8%	264	White	81.9%	177	White	81.9%	77
African-American	5.6%	18	African-American	1.4%	2	African-American	1.1%	1
Latino	7.2%	23	Latino	10.6%	23	Latino	14.9%	14
Asian	2.5%	8	Asian	1.9%	4	Asian	1.1%	1
Other	1.9%	6	Other	4.2%	9	Other	1.1%	1
Total People of Color	17.2%	55	Total People of Color	18.1%	39	Total People of Color	18.1%	17
Women	22.6%	72	Women	20.4%	44	Women	18.1%	17
2018			2012			2005		
White	85.0%	215	White	80.6%	195	White	85.7%	54
African-American	4.0%	10	African-American	3.3%	8	African-American	0.0%	0
Latino	6.3%	16	Latino	13.2%	32	Latino	12.7%	8
Asian	2.8%	7	Asian	2.5%	6	Asian	1.6%	1
Other	2.0%	5	Other	0.4%	1	Other	0.0%	0
Total People of Color	15.1%	38	Total People of Color	19.4%	47	Total People of Color	14.3%	9
Women	26.5%	35	Women	20.7%	50	Women	20.6%	13
2017			2011			2004		
White	88.6%	240	White	82.0%	123	White	85.0%	283
African-American	1.5%	4	African-American	2.7%	4	African-American	12.6%	42
Latino	6.6%	18	Latino	14.0%	21	Latino	1.2%	4
Asian	1.5%	4	Asian	1.3%	2	Asian	1.2%	4
Other	1.8%	5	Other	0.0%	0	Other	0.0%	0
Total People of Color	11.4%	31	Total People of Color	18.0%	27	Total People of Color	15.0%	50
Women	26.2%	71	Women	20.7%	31	Women	25.2%	84
2016			2010			2003		
White	85.3%	174	White	80.7%	96	Data Not Collected		
African-American	2.9%	6	African-American	1.7%	2			
Latino	9.8%	20	Latino	17.6%	21			
Asian	1.0%	2	Asian	0.0%	0			
Other	1.0%	2	Other	0.0%	0			
Total People of Color	14.7%	30	Total People of Color	19.3%	23	Data Not Collected		
Women	25.0%	51	Women	16.0%	19			
2015			2009					
White	87.1%	223	White	79.5%	89	Data Not Collected		
African-American	2.3%	6	African-American	3.6%	4			
Latino	7.8%	20	Latino	14.3%	16			
Asian	1.2%	3	Asian	1.8%	2			
Other	1.6%	4	Other	0.9%	1			
Total People of Color	12.9%	33	Total People of Color	20.5%	23	Data Not Collected		
Women	19.1%	49	Women	25.0%	28			
2014			2008					
White	87.6%	189	White	81.2%	82	White	86.0%	x
African-American	1.4%	3	African-American	2.0%	2	African-American	3.0%	x
Latino	7.9%	17	Latino	13.9%	14	Latino	9.0%	x
Asian	1.9%	4	Asian	1.0%	1	Asian	1.0%	x
Other	0.9%	2	Other	2.0%	2	Total People of Color	13.0%	x
Total People of Color	12.1%	26	Total People of Color	18.8%	19	Women	24.0%	x
Women	19.5%	42	Women	23.8%	25			
Table 9			2007			2000		
			White	79.6%	74	White	80.0%	x
			African-American	2.2%	2	African-American	4.0%	x
			Latino	16.1%	15	Latino	14.0%	x
			Asian	0.0%	0	Asian	2.0%	x
			Other	2.2%	2	Total People of Color	20.0%	x
			Total People of Color	20.4%	19	Women	21.0%	x
			Women	20.4%	19			

Professional Team Administration								
	%	#		%	#		%	#
2019			2013			2006		
White	72.3%	716	White	76.4%	346	White	71.2%	178
African-American	5.4%	53	African-American	3.1%	13	African-American	4.0%	10
Latino	16.2%	160	Latino	14.6%	66	Latino	22.4%	56
Asian	4.0%	40	Asian	4.4%	20	Asian	1.2%	3
Other	2.1%	21	Other	1.5%	7	Other	1.2%	3
Total People of Color	27.7%	274	Total People of Color	23.6%	107	Total People of Color	28.8%	72
Women	32.2%	319	Women	35.3%	160	Women	26.8%	67
2018			2012			2005		
White	78.5%	864	White	75.6%	326	White	66.0%	76
African-American	4.3%	47	African-American	2.8%	12	African-American	4.0%	5
Latino	12.1%	133	Latino	18.3%	79	Latino	30.0%	34
Asian	2.1%	23	Asian	2.3%	10	Asian	0.0%	0
Other	3.1%	34	Other	0.9%	4	Other	0.0%	0
Total People of Color	21.6%	237	Total People of Color	24.4%	105	Total People of Color	34.0%	39
Women	31.6%	348	Women	31.1%	134	Women	28.0%	32
2017			2011			2004		
White	78.9%	302	White	71.2%	163	White	90.0%	75
African-American	3.9%	15	African-American	3.1%	7	African-American	1.0%	1
Latino	13.8%	53	Latino	23.6%	54	Latino	5.0%	4
Asian	1.8%	7	Asian	1.3%	3	Asian	2.0%	2
Other	1.6%	6	Other	0.9%	2	Other	1.0%	1
Total People of Color	21.1%	81	Total People of Color	28.8%	66	Total People of Color	9.0%	8
Women	32.4%	124	Women	27.5%	63	Women	42.0%	35
2016			2010			2003		
White	82.4%	436	White	69.5%	139	Data Not Collected		
African-American	3.4%	18	African-American	4.0%	8	2002		
Latino	10.2%	54	Latino	22.0%	44	White	77%	x
Asian	2.6%	14	Asian	3.5%	7	African-American	3%	x
Other	1.3%	7	Other	1.0%	2	Latino	17%	x
Total People of Color	17.6%	93	Total People of Color	30.5%	61	Asian	2%	x
Women	28.7%	152	Women	29.0%	58	Other	1%	x
2015			2009			Total People of Color	23%	x
White	83.7%	656	White	69.4%	168	Women	22%	2
African-American	4.7%	37	African-American	4.1%	10	2001		
Latino	8.4%	66	Latino	23.0%	56	Data Not Collected		
Asian	1.5%	12	Asian	2.9%	7	2000		
Other	1.7%	13	Other	0.4%	1	White	81.0%	x
Total People of Color	16.3%	128	Total People of Color	30.6%	74	African-American	7.0%	x
Women	32.4%	254	Women	28.1%	68	Latino	0.0%	x
2014			2008			Asian	2.0%	x
White	82.0%	639	White	73.6%	173	Total People of Color	18.0%	x
African-American	4.1%	32	African-American	3.4%	8	Women	32.0%	x
Latino	10.0%	78	Latino	22.1%	52	1999		
Asian	2.3%	18	Asian	0.4%	1	White	74.0%	x
Other	1.5%	12	Other	0.4%	1	African-American	7.0%	x
Total People of Color	18.0%	140	Total People of Color	26.4%	62	Latino	17.0%	x
Women	25.0%	195	Women	22.1%	52	Asian	2.0%	x
TABLE 10			2007			Total People of Color	26.0%	x
			White	67.5%	131	Women	15.0%	x
			African-American	3.6%	7	1998		
			Latino	26.3%	51	White	78.0%	x
			Asian	1.5%	3	African-American	4.0%	x
			Other	1.0%	2	Latino	18.0%	x
			Total People of Color	32.5%	63	Asian	0.0%	x
			Women	27.3%	53			

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