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The 2011 Racial and Gender Report Card: Major League Soccer

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EXECUTIVE SUMMARY

Orlando, FL – October 5, 2011...Once again, Major League Soccer earned an **A** grade on its racial hiring practices in the 2011 MLS Racial and Gender Report Card (MLS RGRC), issued by The Institute for Diversity and Ethics in Sport at the University of Central Florida. With 90 points, the MLS grade for race was the same as in the 2010 MLS RGRC. MLS's grade for gender hiring practices slipped from 79 to 76 points, resulting in a **C+** grade.

MLS earned an **A** grade for race after achieving A+'s in the categories of players, league office and team professional administration. MLS earned a B+ for team CEOs, team senior administration and assistant coaches, a **B** for head coaches and a **D** for general managers. At 48 percent, minorities made up a greater proportion of the players than in any other year since The Institute began studying MLS in 1998.

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

MLS earned a combined grade of **B** with 83 points, down from 84.5 points, in the 2010 MLS RGRC.

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

Richard Lapchick, principal author of the study and director of TIDES, said, "Commissioner Don Garber's MLS League Office set the standard with an **A+** for racial and a **B+** for gender hiring practices. Major League Soccer continues to emphasize that diversity is a business imperative for the league and its teams. The individual teams improved in three key areas of head coach, CEO/President and general manager. However, the teams have yet to reach the league office standard. This is true for all the other professional leagues covered in the Racial and Gender Report Card."

The Institutes gathered its findings by studying data from the 2011 season and analyzing the racial breakdowns of players, managers and coaches. The Institute also examined racial and gender breakdowns of the management in the MLS League Office, the teams' top management, senior and professional administration, physicians, team trainers and broadcasters. The information is updated through August 15, 2011.

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

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

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

The Institute for Diversity and Ethics in Sport (TIDES), located at the University of Central Florida, publishes the **Racial and Gender Report Card** annually to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletic department positions. The publication of the 2010 MLS Racial and Gender Report Card follows the publication of the reports on MLB, the NBA, the WNBA and the NFL. The remaining report for this year will be for College Sport.

MLS REPORT HIGHLIGHTS

- The percentage of minority players in MLS has increased from 46 percent to 48 percent since the previous Report Card in 2010. While African-American players stayed at 26 percent in 2011, which continues to be a record high, while Latino players increased from 17 percent to 20 percent during the same time frame. The 48 percent is the highest percentage since the Racial and Gender Report Card started covering MLS.
- The percentage of minorities in professional positions in the MLS League Office slightly increased from 39 percent to 41 percent. Latinos held a record 29 percent.
- Once again, women made up 36 percent of MLS League Office professional staff in 2011.
- The total number of minority head coaches in MLS in 2011 remained at two, which has been the case since 2009. There was one African-American and one Latino head coach at the beginning of the 2011 season.
- Chicago Fire head coach Carlos de Los Cobos was fired on May 30, 2011. Frank Klopas, the team's technical director, has taken over as the interim head coach. This action decreased the number of minority head coaches to only one during the course of the season.
- The percentage of minority assistant coaches decreased from 20 percent in 2010 to 18 percent in 2011.
- Minority CEO/team presidents increased from 14 percent in 2010 to 17 percent during the 2011 season.
- MLS increased its minority general managers from zero to one (a Latino) from the 2010 to 2011 report card.
- The number of female vice presidents in MLS dropped from 12 percent in 2010 to 6 percent in 2011, while the number of minority vice presidents grew from 2 percent to 9 percent.
- The percentage of women who held team senior administration positions increased from 16 percent in 2010 to 21 percent in 2011. This still falls short of the 2009 high of 25 percent. Minorities held 18 percent, down slightly from 19 percent in 2010.
- Minorities in team professional positions decreased slightly from 31 percent to 29 percent between 2010 and 2011. Women in team professional positions dropped from 29 percent to 28 percent during that same time frame.
- The Canadian teams have not been included in this report because the Canadian Human Rights Code prohibits teams from reporting the racial or ethnic composition of members of their organization, as confirmed by Wendy Wait, Office Administrator with the Vancouver Whitecaps; Craig Mongo from Toronto FC, and Susie DeFrancis, Senior Director, Human Resources and Administration at MLS.

OVERALL GRADES

Major League Soccer earned an **A** grade on its racial hiring practices in the 2011 Report Card. The 90 points matched the MLS grade for race in the 2010 MLS RGRC.

MLS's grade for gender hiring practices dropped from 79 to 76 points, resulting in a C+ grade.

MLS earned an **A** grade for race after achieving A+'s in the categories of players, league office and team professional administration. MLS earned B+'s for team CEOs, team senior administration and assistant coaches and a B for head coaches.

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

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

MLS earned a combined grade of **B** with 83 points, down from 84.5 points, in the 2010 MLS RGRC.

GRADES BY CATEGORY

Players

The percentage of white players in MLS decreased from 54 percent in 2010 to 52 percent in 2011. The percentage of white players has steadily decreased since 2008. Latino players increased by 3 percentage points from 17 percent in 2010 to 20 percent in 2011. African-American players stayed at 26 percent in 2011, which continues to be a record high. Asian players have remained the same at 1 percent since the 2007 season. "Other" players of color dropped to 1 percent in 2011 from 2 percent in 2010. The percentage of international players increased from 37 percent in 2010 to a record-high 38 percent in 2011.

The 48 percent of minority players is the highest percentage since the Racial and Gender Report Card started covering MLS.

MLS Grade for players: A+

See Table 1.

MLS League Office

The percentage of minorities in professional level positions in the MLS League Office increased from 39 percent in 2010 to 41 percent in 2011. The percentage of white MLS professionals decreased from 62

percent to 60 percent. African-Americans dropped slightly from 7 percent to 6 percent and women stayed the same at 36 percent. Latinos showed a substantial increase from 26 percent to a record high of 29 percent, while Asians and “others” each stayed at 3 percent.

The 2010 MLS RGRC was the first time the RGRC included support staff as a separate category from professional level positions in the MLS League Office. The 2011 RGRC has been calculated this way as well. In previous years, the two had been merged in the MLS League Office. For the support staff, whites held 38 percent in 2011, an increase from 35 percent in 2010. African-Americans decreased from 12 percent in 2010 to 10 percent in 2011. Latinos increased by 1 percentage point to 45 percent in 2011 while Asians dropped slightly from 9 percent to 7 percent in 2011. Women also dropped from 74 percent in 2010 to 71 percent in 2011, which is the second consecutive decrease for women.

Kathy Carter was the Executive Vice President of Soccer United Marketing and got promoted in 2011 to President of Soccer United Marketing. Nelson Rodriguez is still the Executive Vice President of Competition, a charge he has been operating since 2010.

MLS Grade for League Central Offices:

Race: A+
Gender: B+

See Tables 2 and 3.

Ownership

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

Head Coaches

There was one African-American and one Latino head coach in MLS at the beginning of the 2011 season. There have been only two minority head coaches in each season since 2009. Carlos De Los Cobos started the season as the head coach of Chicago Fire and Robin Fraser, an African-American, is the head coach at Chivas USA. Martin Vasquez, born in Mexico, was the head coach of Chivas USA last year, but he is no longer with the organization.

The two minority head coaches at the beginning of the 2011 season were:

- Carlos De Los Cobos, Latino, Chicago Fire
- Robin Fraser, African-American, Chivas USA

In May, Carlos de los Cobos was fired from the Chicago Fire, and the team’s technical director, Frank Klopas, was assigned as an interim head coach thus leaving MLS with one minority head coach as of September 1, 2011.

MLS Grade for Head Coaches: B

See Table 4.

Assistant Coaches

The percentage of minority assistant coaches decreased between 2010 and 2011. In the 2010 Report Card, minorities held 20 percent of the assistant jobs, while in 2011, they occupied 18 percent. Latino assistant coaches in MLS slightly increased from 13.7 percent in 2010 to 14.3 percent in 2011. There continue to be no Asians or “others” represented amongst assistant coaches. The percentage of white assistant coaches increased from 80 percent in 2010 to 82 percent, an increase of 2 percentage points as opposed to the almost 5 percentage point drop between 2009 and 2010. The percentage of African-American assistant coaches decreased for the second consecutive year by 2 percentage points to 4 percent.

MLS Grade for Assistant Coaches: B+

See Table 5.

Top Management

This category includes team CEOs/Presidents, General Managers and Vice Presidents.

CEO/President

In 2011, 17 percent (or a total of three) of the CEOs/Presidents in MLS were minorities. They are Antonio Cue Sanchez-Navarro, who is the Investor/Owner/President of Chivas USA; Julian Posada, President of Chicago Fire, and Sunil Gulati, President of Kraft Soccer and the New England Revolution. Sanchez-Navarro and Posada are Latinos, while Gulati is Asian (Indian). There has never been an African-American, woman or “other” as a CEO/President in MLS. Latinos increased to 11 percent as CEO/President from 7 percent in 2010, and the number of white CEO/Presidents decreased by 4 percentage points from 87 percent in 2010 to 83 percent in 2011.

MLS Grade for CEO/President: B+

See Table 6.

General Manager/ Director of Player Personnel

- For the first time in three years, there was minority representation amongst general managers. In 2011 there was one Latino general manager representing 7 percent of the total. There has only been one female general manager in the history of MLS and there has never been an African-

American, Asian or “other” serving as a GM in the history of the coverage of MLS in the Racial and Gender Report Card. The only Latino general manager was Jose Domene from Chivas USA. The Chicago Fire and the Sporting Kansas City do not have a formal general manager. Frank Klopas, who is the technical director and also interim head coach, is also considered to act as a general manager for the Chicago Fire. Peter Vermes, who is the technical director and also head coach of Sporting Kansas City, oversees all the operations of the team and could also be considered to act as a general manager of the team. For the purpose of the study and following the advice of Susie DeFrancis, who is the Senior Director of Human Resources & Administration of Major League Soccer, we did not list them as general managers.

MLS Grade for General Managers: D

See Table 7.

Team Vice Presidents

Approximately 9 percent of the vice presidents on MLS teams were minorities, which was a 7 percentage point increase over the 2010 season. In 2011, there were a total of 65 team vice presidents, 59 of whom (91 percent) were white. There were five Latinos, four women and one Asian. There have only been two African-American vice presidents, and none since 2002.

Latino vice presidents in 2011:

- Emigdio Gamboa (Chicago Fire): He was a Director of Multicultural Marketing and got promoted to Vice President in Marketing and Communications.
- Francisco Suinaga (Chivas USA): He was the Director of Business Development last year and got promoted to Vice President of Global Business.
- Rodrigo Morales (Chivas USA): This is Morales’ first year with the organization, and he was hired directly as a Vice President of Marketing and Sponsorship.
- Jurgen Mainka (New York Red Bulls): Mainka was signed in January of 2011 directly as a Vice President of Communications and Community Relations.
- Craig Tornberg (New England Revolution): Tornberg has been a Vice President with the organization for several years and also occupies the position of General Manager.

Asian Vice-President in 2011:

- Jimmy Smith (FC Dallas): Smith was hired as a Vice President of Finance in January 2011.

Women held 6 percent of the MLS team vice president positions in 2011, down from 12 percent in 2010

- Deb Dowling-Canino (Colorado Rapids): Dowling-Canino occupies the same position as last year of Vice President of Community Relations and Fan Development.

- Kelly Weller (FC Dallas): Weller has been a Vice President of Sales and Marketing for a few years, but this year she was named Vice President of Marketing, Communications and Strategic Planning.
- Jennifer Ferron (New England Revolution): She has been a Vice President of the Kraft Sports Group for a few years.
- Susan Darrington (Seattle Sounders): Darrington occupies the same position as last year which is Vice President of Facility Operations and Services.

See Table 8.

Senior Administration

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

The percentage of minorities in senior administrator roles decreased slightly between 2010 and 2011 from 19 percent to 18 percent.

Whites in senior administration positions increased for the second consecutive year from 81 percent in 2010 to 82 percent in 2011. Of the 150 senior administration positions, 123 of those were filled by whites. African-Americans occupied four positions, double from 2010. This also increased their percentage by 1 percentage point from 2 percent to 3 percent. Latinos continued to occupy 21 of the senior administrative positions, which actually resulted in a drop in their percentage of representation from 18 percent in 2010 to 14 percent in 2011. Asians gained two positions, which was their first representation in two years. Women went from 19 positions (16 percent) to 31 positions (21 percent).

MLS Grade for Senior Administration

Race	B+
Gender	D

See Table 9.

Professional Administration

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

Minorities in professional administration dropped from 31 percent in 2010 to 29 percent in 2011. Whites occupied 163 of the 229 positions, which is an increase of 24 positions over 2010. This increased their percentage from 70 percent to 71 percent. African-Americans lost one position from eight to seven, which also decreased their percentage from 4 percent to 3 percent in 2011. Latinos gained 10 positions and increased their percentage to 24 percent, an increase of 2 percentage points over 2010.

Asians decreased by 3 percentage points and went from seven to three positions in 2011. "Others" remained constant with two positions and 1 percent of the total professional administrators.

Women fell from 29 percent to 28 percent in 2011.

MLS Grade for Professional Administration:

Race	A+
Gender	C

See Table 10.

Physicians

Minority physicians decreased greatly from 2010, dropping from 29 percent in 2010 to 10 percent in 2011. Whites increased from 71 percent in 2010 to 89 percent in 2011. African-Americans have never been represented in this category. Latinos fell from 22 percent in 2010 to 5 percent in 2011. Asians fell from 7 percent in 2010 to 5 percent in 2011. Women increased from zero percent in 2010 to 16 percent in 2011.

See Table 11.

Head trainers

The percentage of minority head trainers decreased from 10 percent to 9 percent. Whites occupied 20 of the 22 positions or 91 percent in 2011. There has not been an African-American head trainer since 2008 or an Asian since 2005. There have been no women head trainers since 2006 and there are currently two Latino head trainers, the same as in 2010.

See Table 12.

Radio/TV Broadcasters

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

Minorities represented 40 percent of the total Radio/TV broadcasters in MLS. The percentage of whites in these positions decreased for the second straight time, falling from 69 percent in 2010 to 61 percent in 2011. African-Americans gained 2 percentage points from no representation in this category in the last study. The percentage of Latinos increased for the second straight year, up 6 percentage points to 37 percent. There have been no Asians or "others" in this category since 2004, and women decreased for the second straight study, from 8 percent in 2010 to 2 percent in 2011.

See Table 13.

MLS Diversity Initiatives

As can be seen in Appendix II, MLS has outstanding diversity initiatives.

MLS Grade for Diversity Initiatives A+

See Appendix II.

HOW GRADES WERE CALCULATED

As in previous reports, the 2011 Racial and Gender Report Card data shows that professional sport's front offices' hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being minorities, an **A** was achieved if 24 percent of the positions were held by minorities, **B** if 12 percent of the positions were held by minorities, and **C** if it had only 9 percent. Grades for race below this level were assigned a **D** for 6 percent or **F** for any percent equal to or below 5 percent. The category of players was weighted at 20 percent, League Office at 15 percent, head and assistant coaches at 20 and 5 percent, respectively, general managers and CEOs at 10 percent, senior administration at 15 percent and professional administrators at 15 percent for race.

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

METHODOLOGY

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

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

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

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

The report covers the 2010 and 2011 seasons for Major League Soccer. Listings of professional owners, general managers and head coaches were updated as of August 15, 2011.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 19th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and minorities in most of the leading professional and amateur sports and sporting organizations in the United States. The full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as collegiate athletic departments.

This marks the seventh time the Report Card is being issued sport-by-sport; the reports for MLB, the NBA, the WNBA and the NFL have already been released. The complete 2011 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2011 College Sport Racial and Gender Report Card.

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

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports. The Institute researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, TIDES conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Lapchick is chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where TIDES is located. In addition, Lapchick serves as president and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and sport and social issues. It is the only program in a business college to offer a two-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM)

degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida. It was ranked by the *Wall Street Journal*, *Sports Business Journal* and *ESPN The Magazine* as one of the nation's top five sport business management programs.

APPENDIX I

APPENDIX I

Players					
	%	#		%	#
2011			2005		
White	52%	208	White	58%	182
African-American	26%	100	African-American	18%	56
Latino	20%	82	Latino	20%	63
Asian	1%	3	Asian	1%	4
Other	1%	3	Other	3%	8
International	38%	148	International	28%	87
2010			2004		
White	54%	205	White	64%	147
African-American	26%	98	African-American	17%	40
Latino	17%	67	Latino	14%	32
Asian	1%	4	Asian	1%	3
Other	2%	7	Other	4%	9
International	37%	142	2003		
2009			Data Not Recorded		
White	58%	204	2002		
African-American	22%	76	White	60%	x
Latino	17%	59	African-American	16%	x
Asian	1%	2	Latino	22%	x
Other	3%	9	Asian	1%	x
International	35%	124	Other	1%	x
2008			2001		
White	62%	204	White	59%	x
African-American	20%	64	African-American	19%	x
Latino	16%	54	Latino	20%	x
Asian	1%	4	Other	2%	x
Other	1%	3	2000		
International	31%	100	White	63%	x
2007			African-American	15%	x
White	59%	201	Latino	21%	x
African-American	22%	74	Other	1%	x
Latino	14%	49	1999		
Asian	1%	4	White	65%	x
Other	3%	11	African-American	16%	x
International	31%	106	Latino	18%	x
2006			Other	1%	x
White	61%	200	1998		
African-American	17%	57	White	62%	x
Latino	15%	49	African-American	16%	x
Asian	3%	9	Latino	21%	x
Other	3%	11	Other	1%	x
International	21%	68			
x= Data not recorded					

TABLE 1

TABLE 1

League Office: Professional Employees

	%	#		%	#
2011			2003		
White	60%	48	White	x	x
African-American	6%	5	African-American	x	x
Latino	29%	23	Latino	x	x
Asian	3%	2	Asian	x	x
Other	3%	2	Other	x	x
Women	36%	29	Women	x	x
2010			2002		
White	62%	46	White	79%	19
African-American	7%	5	African-American	8%	2
Latino	26%	19	Latino	13%	3
Asian	3%	2	Asian	0%	0
Other	3%	2	Other	0%	0
Women	36%	27	Women	17%	4
2009			2001		
White	61%	44	White	x	x
African-American	7%	5	African-American	x	x
Latino	25%	18	Latino	x	x
Asian	3%	2	Asian	x	x
Other	4%	3	Other	x	x
Women	38%	27	Women	x	x
2008			2000		
White	57%	53	White	74%	42
African-American	9%	8	African-American	5%	3
Latino	27%	25	Latino	19%	11
Asian	4%	4	Asian	2%	1
Other	3%	3	Other	0%	0
Women	42%	39	Women	30%	17
2007			1999		
White	69%	35	White	84%	36
African-American	6%	3	African-American	0%	0
Latino	20%	10	Latino	14%	6
Asian	4%	2	Asian	2%	1
Other	2%	1	Other	0%	0
Women	26%	13	Women	40%	17
2006			1998		
White	65%	32	White	81%	43
African-American	6%	3	African-American	0%	0
Latino	22%	11	Latino	17	9
Asian	2%	1	Asian	2%	1
Other	4%	2	Other	0%	0
Women	24%	12	Women	47%	25
2005					
White	76%	25			
African-American	6%	2			
Latino	15%	5			
Asian	3%	1			
Other	0%	0			
Women	21%	7			

x= Data not
recorded

**TABLE
2**

League Office: Support Staff Personnel

	%	#		%	#
2011			2003		
White	38%	16	White	X	x
African-American	10%	4	African-American	X	x
Latino	45%	19	Latino	X	x
Asian	7%	3	Asian	X	x
Other	0%	0	Other	X	x
Women	71%	30	Women	X	x
2010			2002		
White	35%	12	White	X	x
African-American	12%	4	African-American	X	x
Latino	44%	15	Latino	X	x
Asian	9%	3	Asian	X	x
Other	0%	0	Other	X	x
Women	74%	25	Women	X	x
2009			2001		
White	41%	9	White	X	x
African-American	14%	3	African-American	X	x
Latino	36%	8	Latino	X	x
Asian	9%	2	Asian	X	x
Other	0%	0	Other	X	x
Women	82%	18	Women	X	x
2008			2000		
White	x	x	White	X	x
African-American	x	x	African-American	X	x
Latino	x	x	Latino	X	x
Asian	x	x	Asian	X	x
Other	x	x	Other	X	x
Women	x	x	Women	X	x
2007			1999		
White	x	x	White	X	x
African-American	x	x	African-American	X	x
Latino	x	x	Latino	X	x
Asian	x	x	Asian	X	x
Other	x	x	Other	X	x
Women	x	x	Women	X	x
2006			1998		
White	x	x	White	X	x
African-American	x	x	African-American	X	x
Latino	x	x	Latino	X	x
Asian	x	x	Asian	X	x
Other	x	x	Other	X	x
Women	x	x	Women	X	x
2005					
White	x	x			
African-American	x	x			
Latino	x	x			
Asian	x	x			
Other	x	x			
Women	x	x			

x= Data not
recorded

**TABLE
3**

Head Coaches					
	%	#		%	#
2011			2002		
White	87%	13	White	80%	8
African-American	7%	1	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	7%	*1	Latino	20%	2
Women	0%	0	Women	0%	0
2010			2001		
White	87.5%	14	White	75%	9
African-American	0%	0	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	12.5%	2	Latino	25%	3
Women	0%	0	Women	0%	0
2009			2000		
White	86.7%	13	White	83%	10
African-American	6.7%	1	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	6.7%	1	Latino	17%	2
Women	0%	0	Women	0%	0
2008			1999		
White	69.2%	9	White	83%	10
African-American	7.7%	1	African-American	0%	0
Asian	0%	0	Asian	0%	0
Latino	23.1%	3	Latino	17%	2
Women	0%	0	Women	0%	0
2007			1998		
White	92.3%	12	White	67%	8
African-American	0%	0	African-American	0%	0
Asian	0%	0	Latino	0%	0
Latino	7.7%	1	Latino	33%	4
Women	0%	0	White	0%	0
2006					
White	91%	10			
African-American	37%	0			
Asian	0%	0			
Latino	9%	1			
Women	0%	0			
2005					
White	92%	11			
African-American	0%	0			
Asian	0%	0			
Latino	8%	1			
Women	0%	0			
2004					
White	100%	9			
African-American	0%	0			
Asian	0%	0			
Latino	0%	0			
Women	0%	0			
2003					
Data Not Recorded					
*=Chicago Fire's Head Coach Carlos de los Cobos was fired on May 31, 2011					
TABLE 4					

Assistant Coaches							
		%	#			%	#
2011				2004			
	White	81.6%	40		White	71%	98
	African-American	4.1%	2		African-American	29%	40
	Latino	14.3%	7		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	0%	0		Women	0%	0
2010				2003			
	White	80.4%	41		Data Not Recorded		
	African-American	5.9%	3	2002			
	Latino	13.7%	7		White	76%	22
	Asian	0%	0		African-American	10%	3
	Other	0%	0		Latino	10%	3
	Women	0%	0		Asian	0%	0
2009					Other	4%	1
	White	84.8%	39		Women	0%	0
	African-American	6.5%	3	2001			
	Latino	6.5%	3		Data Not Recorded		
	Asian	0%	0		2000		
	Other	2.2%	1		White	69%	22
	Women	0%	0		African-American	0%	0
2008					Latino	28%	9
	White	90.5%	38		Asian	0%	0
	African-American	2.4%	1		Other	3%	1
	Latino	7.1%	3		Women	0%	0
	Asian	0%	0	1999			
	Other	0%	0		White	69%	20
	Women	0%	0		African-American	0%	0
2007					Latino	28%	8
	White	82.9%	34		Asian	3%	1
	African-American	2.4%	1		Other	0%	0
	Latino	12.2%	5		Women	0%	0
	Asian	0%	0	1998			
	Other	2.4%	1		White	58%	14
	Women	0%	0		African-American	13%	3
2006					Latino	29%	7
	White	76%	26		Asian	0%	0
	African-American	3%	1		Other	0%	0
	Latino	18%	6		Women	0%	0
	Asian	0%	0				
	Other	1%	1				
	Women	0%	0				
2005							
	White	73%	24				
	African-American	6%	2				
	Latino	18%	6				
	Asian	0%	0				
	Other	3%	1				
	Women	0%	0				
x= Data not recorded							
TABLE 5							

TABLE 5

CEO/President										
			%	#				%	#	
2011		White	83%	15	2004		White	100%	7	
		African-American	0%	0			African-American	0%	0	
		Latino	11%	2			Latino	0%	0	
		Asian	6%	1			Asian	0%	0	
		Other	0%	0			Women	0%	0	
		Women	0%	0						
2010		White	87%	13	2003			Data Not Recorded		
		African-American	0%	0		2002		White	100%	x
		Latino	7%	1				African-American	0%	x
		Asian	7%	1				Latino	0%	x
		Other	0%	0				Asian	0%	x
		Women	0%	0				Women	0%	x
2009		White	87%	13	2001			White	100%	x
		African-American	0%	0			African-American	0%	x	
		Latino	7%	1			Latino	0%	x	
		Asian	7%	1			Asian	0%	x	
		Other	0%	0			Women	0%	x	
		Women	0%	0						
2008		White	75%	9	2000		White	100%	x	
		African-American	0%	0			African-American	0%	x	
		Latino	17%	2			Latino	0%	x	
		Asian	8%	1			Asian	0%	x	
		Other	0%	0			Women	0%	x	
		Women	0%	0						
2007		White	75%	9	1999		White	100%	x	
		African-American	0%	0			African-American	0%	x	
		Latino	17%	2			Latino	0%	x	
		Asian	8%	1			Asian	0%	x	
		Other	0%	0			Women	0%	x	
		Women	0%	0						
2006		White	70%	7	1998		White	93%	x	
		African-American	0%	0			African-American	0%	x	
		Latino	20%	2			Latino	7%	x	
		Asian	10%	1			Other	0%	x	
		Other	0%	0			Women	0%	x	
		Women	0%	0						
2005		White	77%	10						
		African-American	0%	0						
		Latino	15%	2						
		Asian	8%	1						
		Other	0%	0						
		Women	0%	0						
x= Data not recorded										
TABLE 6										

TABLE 6

RICHARD E. LAPCHICK, DIRECTOR • KEITH HARRISON, ASSOCIATE DIRECTOR
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Vice Presidents							
		%	#			%	#
2011	White	90.8%	59	2004	White	100%	14
	African-American	0%	0		African-American	0%	0
	Latino	7.7%	5		Latino	0%	0
	Asian	1.5%	1		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	6.3%	4		Women	0%	0
2010	White	98%	48	2003	Data Not Recorded		
	African-American	0%	0		2002	White	91%
	Latino	0%	0	African-American		9%	2
	Asian	2%	1	Latino		0%	0
	Other	0%	0	Asian		0%	0
	Women	12%	6	Other		0%	0
2009	White	100%	53	2001	Women	0%	0
	African-American	0%	0		Data Not Recorded		
	Latino	0%	0	2000	White	76%	14
	Asian	0%	0		African-American	12%	2
	Other	0%	0		Latino	12%	2
	Women	8%	4		Asian	0%	0
2008	White	95%	40		Other	0%	0
	African-American	0%	0	Women	0%	0	
	Latino	5%	2	1999	White	90%	19
	Asian	0%	0		African-American	5%	1
	Other	0%	0		Latino	0%	0
	Women	7%	3		Asian	5%	1
2007	White	97%	29		Other	0%	0
	African-American	0%	0	Women	5%	1	
	Latino	3%	1	1998	White	88%	16
	Asian	0%	0		African-American	6%	1
	Other	0%	0		Latino	6%	1
	Women	7%	2		Asian	0%	0
2006	White	100%	28		Other	0%	0
	African-American	0%	0	Women	7%	3	
	Latino	0%	0	2005	White	100%	24
	Asian	0%	0		African-American	0%	0
	Other	0%	0		Latino	0%	0
	Women	7%	2		Asian	0%	0
2005	White	100%	24		Other	0%	0
	African-American	0%	0	Women	8%	2	
	Latino	0%	0				
	Asian	0%	0				
	Other	0%	0				
	Women	8%	2				

TABLE 8

TABLE 8

Senior Administrators							
		%	#			%	#
2011				2004			
	White	82%	123		White	86%	283
	African-American	2.7%	4		African-American	1%	42
	Latino	14%	21		Latino	12%	4
	Asian	1.3%	2		Asian	1	4
	Other	0%	0		Other	0%	0
	Women	20.7%	31		Women	24%	84
2010				2003			
	White	80.7%	96			Data Not Recorded	
	African-American	1.7%	2	2002			
	Latino	17.6%	21			Data Not Recorded	
	Asian	0%	0	2001			
	Other	0%	0		White	86%	X
	Women	16%	19		African-American	3%	X
2009					Latino	9%	X
	White	79.5%	89		Asian	1%	X
	African-American	3.6%	4		Women	24%	X
	Latino	14.3%	16	2000			
	Asian	1.8%	2		White	80%	X
	Other	0.9%	1		African-American	4%	X
	Women	25%	28		Latino	14	X
2008					Asian	2	X
	White	81.2%	82		Women	21%	X
	African-American	2%	2	1999			
	Latino	13.9%	14		White	80%	X
	Asian	1%	1		African-American	5%	X
	Other	2%	2		Latino	14%	X
	Women	24.8%	25		Asian	1%	X
2007					Women	22%	X
	White	79.6%	74				
	African-American	2.2%	2				
	Latino	16.1%	15				
	Asian	0%	0				
	Other	2.2%	2				
	Women	20.4%	19				
2006							
	White	82%	77				
	African-American	1%	1				
	Latino	15%	14				
	Asian	1%	1				
	Other	1%	1				
	Women	18%	17				
2005							
	White	85%	54				
	African-American	0%	0				
	Latino	13%	8				
	Asian	2%	1				
	Other	0%	0				
	Women	21%	13				
x=Data not recorded							
TABLE 9							

Professional Administration

	%	#		%	#
2011			2004		
White	71.2%	163	White	90%	75
African-American	3.1%	7	African-American	1%	1
Latino	23.6%	54	Latino	5%	4
Asian	1.3%	3	Asian	2%	2
Other	0.9%	2	Other	1%	1
Women	27.5%	63	Women	42%	35
2010			2003		
White	69.5%	139	Data Not Recorded		
African-American	4%	8	2002		
Latino	22%	44	White	77%	X
Asian	3.5%	7	African-American	3%	X
Other	1%	2	Latino	17%	X
Women	29%	58	Asian	2%	X
2009			Other	1%	X
White	69.4%	168	Women	22%	2
African-American	4.1%	10	2001		
Latino	23.1%	56	Data Not Recorded		
Asian	2.9%	7	2000		
Other	40.0%	1	White	81%	X
Women	28.1%	68	African-American	7%	X
2008			Latino	9%	X
White	73.6%	173	Asian	2%	X
African-American	3.4%	8	Women	32%	X
Latino	22.1%	52	1999		
Asian	0.4%	1	White	74%	X
Other	0.4%	1	African-American	7%	X
Women	22.1%	52	Latino	17%	X
2007			Asian	2%	X
White	67.5%	131	Women	15%	X
African-American	3.6%	7	1998		
Latino	26.3%	51	White	78%	X
Asian	1.5%	3	African-American	4%	X
Other	1%	2	Latino	18%	X
Women	27.3%	53	Asian	0	X
2006			Women	31%	X
White	71%	178			
African-American	4%	10			
Latino	22%	56			
Asian	1%	3			
Other	1%	3			
Women	27%	67			
2005					
White	66%	76			
African-American	4%	5			
Latino	30%	34			
Asian	0%	0			
Other	0%	0			
Women	28%	32			

x=Data not recorded

TABLE 10

Physicians							
			%	#			
2011			%	#	2004*		
	White	89%	17		White	75%	12
	African-American	0%	0		African-American	0%	0
	Latino	5%	1		Latino	6%	1
	Asian	5%	1		Asian	6%	1
	Other	0%	0		Other	13%	2
	Women	16%	3		Women	0%	0
2010			2003				
	White	71%	10	Data Not Recorded			
	African-American	0%	0	2002			
	Latino	22%	3		White	67%	6
	Asian	7%	1		African-American	0%	0
	Other	0%	0		Latino	22%	2
	Women	0%	0		Asian	0%	0
2009					Other	11%	1
	White	78%	7		Women	11%	1
	African-American	0%	0	2001			
	Latino	11%	1	Data Not Recorded			
	Asian	11%	1	2000			
	Other	0%	0		White	100%	10
	Women	0%	0		African-American	0%	0
2008					Latino	0%	0
	White	83%	5		Asian	0%	0
	African-American	0%	0		Women	0%	0
	Latino	17%	1	1999			
	Asian	0%	0		White	100%	11
	Other	0%	0		African-American	0%	0
	Women	0%	0		Latino	0%	0
2007					Asian	0%	3
	White	89%	8		Women	0%	0
	African-American	0%	0	1998			
	Latino	11%	1		White	92%	13
	Asian	0%	0		African-American	0%	0
	Other	0%	0		Latino	8%	1
	Women	0%	0		Asian	0%	0
2006					Women	0%	0
	White	67%	6				
	African-American	0%	0				
	Latino	22%	2				
	Asian	0%	0				
	Other	11%	1				
	Women	0%	0				
2005							
	White	82%	9				
	African-American	0%	0				
	Latino	9%	1				
	Asian	9%	1				
	Other	0%	0				
	Women	0%	0				
* = Received from EEO MLS self report							
TABLE 11							

TABLE 11

Head Athletic Trainers					
	%	#		%	#
2011			2004		
White	91%	20	White	100%	7
African-American	0%	0	African-American	0%	5
Latino	9%	2	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2010			2003		
White	90%	19	Data Not Recorded		
African-American	0%	0	2002		
Latino	10%	2	White	100%	10
Asian	0%	0	African-American	0%	0
Other	0%	0	Latino	0%	0
Women	0%	0	Asian	0%	0
2009			Other	0%	0
White	88%	15	Women	0%	0
African-American	0%	0	2001		
Latino	12%	5	Data Not Recorded		
Asian	0%	0	2000		
Other	0%	0	White	92%	25
Women	0%	0	African-American	0%	0
2008			Latino	8%	1
White	83%	10	Other	0%	0
African-American	8%	1	Asian	0%	0
Latino	8%	1	Women	17%	2
Asian	0%	0	1999		
Other	0%	0	White	92%	11
Women	0%	0	African-American	0%	0
2007			Latino	8%	1
White	92%	12	Asian	0%	0
African-American	0%	0	Other	0%	0
Latino	8%	1	Women	17%	2
Asian	0%	0	1998		
Other	0%	0	White	76%	8
Women	0%	0	African-American	0%	0
2006			Latino	33%	4
White	92%	11	Asian	0%	0
African-American	0%	0	Other	0%	0
Latino	8%	1	Women	17%	2
Asian	0%	0			
Other	0%	0			
Women	2%	1			
2005					
White	75%	12			
African-American	0%	0			
Latino	19%	3			
Asian	6%	1			
Other	0%	0			
Women	0%	0			

x=Data not recorded

TABLE 12

Radio and TV Announcers			
		%	
2011			
White	60.5%		
African-American	2.3%		
Latino	37.2%		
Asian	0%		
Other	0%		
Women	2.3%		
2010			
White	69.2%		
African-American	0%		
Latino	30.8%		
Asian	0%		
Other	0%		
Women	7.7%		
2009			
White	76.2%		
African-American	0%		
Latino	23.8%		
Asian	0%		
Other	0%		
Women	9.5%		
2008			
White	54.8%		
African-American	2.4%		
Latino	42.9%		
Asian	0%		
Other	0%		
Women	2.4%		
2007			
White	46.4%		
African-American	7.1%		
Latino	46.4%		
Asian	0%		
Other	0%		
Women	3.6%		
2006			
White	45%		
African-American	9%		
Latino	45%		
Asian	0%		
Other	0%		
Women	0%		
2005			
White	64%		
African-American	9%		
Latino	27%		
Asian	0%		
Other	0%		
Women	0%		
2004			
White	47%		
African-American	2%		
Latino	44%		
Asian	4%		
Other	2%		
Women	4%		
TABLE 13			

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

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

MLS League Office

Nelson Rodriguez, a Latino, was promoted to Executive Vice President, Competition, in 2010. Jennifer Maurillo was promoted to Vice President, Special Events, in January 2011. Maurillo, JoAnn Neale (Executive Vice President of MLS) and Kathryn Carter (President of Soccer United Marketing) are the only three female Vice Presidents in MLS. The MLS League Office has a total of 18 Vice Presidents including one Senior Vice President and Six Executive Vice Presidents.

One of the strategies MLS utilizes to increase opportunities for women and minorities is its internship program. During the summer of 2011, MLS recruited women or people of color into 18 of its 30 available positions. There were five women, five Asians, one African-American and seven Latinos.

Diversity Education

In early 2011, MLS conducted sexual harassment and diversity awareness training for all the teams.

MLS Diversity Programs

MLS ¡Futbolito!

MLS ¡Futbolito! is the largest touring Hispanic grassroots initiative hosted by a professional U.S. sports league. 2011 is on pace to set an all-time MLS ¡Futbolito! record in average attendance. A staple of the grassroots soccer landscape as Major League Soccer's official 4v4 tournament, MLS ¡Futbolito! is touring eight markets in 2011 with over 90 percent of participants of Hispanic descent.

Socio MLS

Socio MLS is a unique membership program created by Major League Soccer to serve Hispanic soccer leagues. Participating Socio MLS leagues are engaged at all levels of the soccer community and receive benefits that range from addressing the most fundamental needs, such as providing new soccer balls and referee uniforms, to the empowering education of coaching and referee certification programs. In 2011, Socio MLS will reach 40,000 Hispanic soccer players and their families.

Sueño MLS

Sueño MLS completed its fifth year in 2011 as Major League Soccer's televised search for the best undiscovered amateur soccer talent in the nation. The drama of the competition is captured in reality format on Univision's *Republica Deportiva*, the highest rated Spanish-language sports show in the U.S. Past winners include Chivas USA's Jorge Flores and Argentine club River Plate's Gabriel Funes. In

last year's edition, over 1,200 players between the ages of 14 and 18 tried out, representing 23 countries, and with 95 percent of the participants being of Hispanic descent.

MLS W.O.R.K.S.

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

America SCORES

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

FC Harlem

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

Footprint Fields

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

NY SCORES

NY SCORES is the local affiliate program of America SCORES. MLS W.O.R.K.S. and the New York Red Bulls supported the 2011 America SCORES Poetry Slam at the Apollo Theatre. MLS W.O.R.K.S. donated auction items and New York Red Bulls players attended the event.

Cristo Ray Program

The MLS League Office participated in the New York City Cristo Ray High School Program during the summer of 2011. The Cristo Ray Program is a public-private collaboration to connect young people with strong work skills to private sector jobs. Cristo Ray introduces private sector employees to young talent from the outstanding Cristo Ray High School of New York City, and sets youth on a course of achievement and self-sufficiency.

Recruiting Female Athletes Committee

During 2011, the Recruiting Female Athletes Committee continued to focus on recruiting female candidates for positions within the League Office. The Committee consists of female employees of all levels who have an interest in trying to recruit other females to the League Office. This year we continued a speaker series where key females within the Sports and Entertainment industry came to the

MLS League Office to address our female employees and share their experiences working within the field.