



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2020 Racial and Gender Report Card:

Major League Baseball

By Richard E. Lapchick
Editor-in-Chief: David Zimmerman
Contributing Editors: Pedro Ariza, Carter Ellis, Dylan Gladney,
Ivan Hudson, David Morrin, and Nicholas Mutebi

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



UCF

**DeVos Sport Business
Management Program**

Table of Contents



Executive Summary.....	1
Report Highlights.....	5
Overall Grades.....	8
Grades By Category.....	9
MLB Players.....	9
MLB Managers and Coaches.....	12
Managers.....	12
Coaches.....	13
MLB Central Office.....	15
MLB Team Front Offices.....	18
Owners.....	18
Chief Executive Officers and Presidents.....	18
Head of Baseball Operations/General Managers.....	18
Vice Presidents.....	19
Senior Administration.....	19
Professional Administration.....	20
MLB Diversity and Inclusion Initiatives.....	20
How Grades Were Calculated and Methodology.....	21
About the Report Card.....	22
The Institute for Diversity and Ethics in Sport.....	22
DeVos Sport Business Management Program.....	22
Appendix I - List of Team Vice Presidents.....	24
Appendix II - Diversity and Inclusion Initiatives.....	31
Appendix III - Data Tables.....	36
Historical Listing of MLB Managers of Color.....	40

THE 2020 RACIAL AND GENDER REPORT CARD:

MAJOR LEAGUE BASEBALL

Media Contacts:

Nicholas Mutebi, (313) 289-3362, nicholas.mutebi@ucf.edu

David Morrin, (727) 667-6287, david.morrin@ucf.edu

Executive Summary

Orlando, FL - August 28, 2020

As our nation continues to grapple with an unprecedented global health crisis and a national outcry for justice following the murders of African-Americans by police, The Institute for Diversity and Ethics in Sport (TIDES) released The 2020 Major League Baseball Racial and Gender Report Card (RGRC) today during the shortened 2020 season after a three month delay due to the COVID-19 pandemic. In a process which has seen multiple scenarios explored regarding how to safely play baseball, Commissioner Rob Manfred and his team have taken great care to safely play the 2020 season while protecting the players and staffs across the league. As the season opened, there has been continued support of the recent player protests and efforts to speak out against racial injustice happening around the country. MLB, along with other leagues, has worked to balance the health and safety of players and staff with the fight for racial equality. Typically, this report is released in conjunction with the anniversary of Jackie Robinson breaking MLB's color barrier in April, but with the delay of the restart of the league, the celebration of Jackie Robinson day is today, August 28, 2020.

The MLB earned a **B+** on the issue of racial hiring and a **C** for gender hiring practices, bringing the overall grade to **B** in the 2020 RGRC, an increase from last year's RGRC.

Major League Baseball saw a slight decrease in its racial hiring grade from 89.4 percentage points in 2019 to 88.7 percentage points in 2020. MLB's gender hiring grade was a highlight of the report card, as it increased from

Overall Grade



B

Racial Hiring



B+

Gender Hiring



C

69.6 percentage points in 2019 to 72.7 percentage points in 2020. The combined grade of 80.7 was an improvement of 1.2 percentage points from last year. These grades come as TIDES made notable changes to the overall grading calculations in the 2020 Racial and Gender Report Cards. Starting this year, the grades for team CEO/Presidents and team vice presidents are included in the overall grade calculations. The 88.7 points for racial hiring practices represented a decrease from 89.4 in the 2019 MLB RGRC and the difference is attributable to the change described above. The 72.7 points for gender hiring practices was an increase from 69.6 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 80.7 points, up from 79.5 in the 2019 MLB RGRC.

The Racial and Gender Report Card asks, “Are all sports leagues are playing fair when it comes to racial and gender hiring? How can the data presented help leaders and management within these leagues make diverse and inclusive hiring decisions?”

Dr. Richard Lapchick, the primary author of the study and the Director of TIDES at the University of Central Florida (UCF) said, “Jackie Robinson’s legacy and vision continue to have an impact on baseball 73 years after he broke the color barrier in the sport. He played for a future of baseball where all people can participate on and off the field and not experience the negativity that he too often faced while playing the game. The 2020 Major League Baseball Racial and Gender Report Card shows baseball is making strides in the right direction, but as always there needs to be added urgency in order to make Jackie’s vision a reality.”

Major League Baseball continues to have a diverse group of players with 39.8 percent being players of color. It should be noted, however, that is down from 41.0 percent and the number of Black or African-American players on Opening Day rosters was at 7.5 percent, the lowest ever recorded in MLB RGRCs. In 1995, 19 percent of Major League Baseball players were African-American.

The MLB Draft continues to show promising signs for a future increase in Black or African-American players, despite current player demographics.

MLB RGRC at a Glance

Grade for Race of MLB Players

A+  **39.8%**
People of Color

Racial Hiring Grade for MLB Central Office

A+  **37.5%**
People of Color

Gender Hiring Grade for MLB Central Office

B+  **40.1%**
Women

Racial Hiring Grade for MLB Team Managers

B+  **20.0%**
People of Color

Racial Hiring Grade for MLB Team Coaches

A+  **41.8%**
People of Color

Over the last nine years (2012-20), the first round of the MLB Draft has featured 51 Black or African-American players out of 289 total selections (17.6 percent). Lapchick noted that many of these selections were alumni from MLB-led youth and amateur baseball development programming.

Commissioner Rob Manfred's Central Office received an A+ for racial hiring and a B+ for gender hiring practices, both increases from the 2019 report card. People of color comprised 37.5 percent and women comprised 40.1 percent of the total Central Office professional staff, the highest percentage reported since 2007. There were 14 people of color and 26 women in positions of vice president or higher at the Commissioner's Office.

There needs to be an added focus at the club level to mirror the Central Office's success in diverse hiring practices. Of the six grades for race at the team level, the only A grade or better was for coaches at 41.8 percent people of color. The teams received a B for racial hiring at the senior administration level and a B+ at the professional administration level, but a C- and a D+ for gender hiring at the same positions. The team grade for managers increased from a B in 2019 to a B+ in 2020 as there are now six managers of color in MLB. The grade of C- for general manager remained the same as there was no change with only four people of color serving in those roles.

Lapchick urged, "Major League Baseball teams need to expand inclusive hiring practices in order to accurately represent the players who play the game and the communities they serve. Baseball needs to put a direct focus on continuing to grow the game in communities which do not have access to the game with the intent of growing and diversifying the player pool. There have been positive signs of growth within the percentage of managers of color, but the lack of diversity in this key position throughout MLB is the most vital piece, especially when looking at the level of diversity among the players," Lapchick added. "The 2020 season opened with six managers of color, which while an improvement is far below the all-time high of 10 reached in 2002 and 2009."

Commissioner Manfred's Central Office has implemented a number of diversity initiatives in recent years to address

MLB RGRC at a Glance

Racial Hiring Grade for President of Baseball Ops/GMs

C- **13.3%**
People of Color

Racial Hiring Grade for Senior Administration

B **19.4%**
People of Color

Gender Hiring Grade for Senior Administration

C-  **28.8%**
Women

Racial Hiring Grade for Professional Administration

B+  **24.0%**
People of Color

Gender Hiring Grade for Professional Administration

D+  **25.3%**
Women

this diversity and inclusion issue. These initiatives are elaborated on in Appendix I. They include the Diversity Pipeline Program, which seeks to identify, develop, and grow the pool of qualified minority and female candidates for on-field and baseball operations positions; the MLB Diversity Fellowship which provides the opportunity for young, diverse professionals to experience front office positions that have been traditionally influential in baseball operations decisions; The Diverse Business Partners program which has cultivated new and existing partnerships with minority and women-owned businesses, including veteran-owned, LGBT-owned and other underrepresented small businesses; as well as a number of other initiatives to engage people of all sexual-orientations, ages, abilities, and faiths.

All data was collected by the MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program. **Using data as of January 1, 2020**, TIDES conducted an analysis of the racial breakdown of the MLB players, managers, and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office and at the club level, top team management, team senior administration, and team professional administration. An overview of player opportunities is also included. **Listings of professional owners, general managers, and managers were updated as of the start of the 2020 season. *It should be noted that previous MLB Report Cards used data from the prior season while this is the first year that the Report Card features data from the current season.*** The MLB player demographics for the 2020 Opening Day rosters are also included. Tables for the report are included in Appendix I. The MLB's extensive diversity initiatives are listed in Appendix II. Data was adjusted for the COVID-19 pandemic and players who decided to opt-out of the shortened season.

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

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

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



Report Card Highlights

- On 2020 Opening Day, people of color represented 39.8 percent of players on active 30-man rosters. This was a decrease from 41.0 percent in both 2018 and 2019 and included 29.9 percent Hispanics or Latinos and 7.5 percent Black or African-Americans. The percentage of Black or African-American players is the lowest recorded in a MLB Report Card history going back to 1991.
- The Seattle Mariners had nine Black or African-American players on their Opening Day active roster, equivalent to 30.0 percent of the team.
- There were 288 players on 2020 Opening Day rosters that were born outside the U.S., constituting 28.1 percent of the league. These players represented 20 different countries and territories. This percentage is a decrease from 29.0 percent of players in 2018 and 28.5 percent in 2019.
- The MLB First-Year Player Draft continues to show some promising signs for a future increase in Black or African-American players. Between 2012 and 2020, the first round of the MLB Draft has featured 51 Black or African-American players out of 289 selections (17.6 percent), including a large percentage of alumni from MLB-led youth & amateur baseball development programming. In the 2020 Draft, 16 of the first 73 selections (21.9 percent) were people of color including Black or African-Americans, Hispanics or Latinos, Asians, and Pacific Islanders. Of those 16, nine were Black or African-American players, accounting for 12.3 percent of the first 73 selections.
- The 2020 MLB season began with six managers of color, representing 20.0 percent of all managers. This was an increase from five (16.7 percent) at the start of the 2019 season and includes four Hispanics or Latinos, one Black or African-American, and one manager of two or more races. This number of four Hispanic or Latino managers matches the most at any given point in an MLB season and was also reached in 2004, 2011, and 2019.

Players of Color

41.0%  39.8%

2019 2020

Managers of Color

16.7%  20.0%

2019 2020

Coaches of Color

42.4%  41.8%

2019 2020

Vice Presidents of Color

14.1%  14.9%

2019 2020

- **As of January 1, 2020**, the percentage of people of color holding coaching positions was 41.8 percent, a decrease from 42.4 percent in 2018. This included 6.3 percent Black or African-American and 32.8 percent Hispanic or Latino(a).
- **At the start of the 2020 season**, there were 21 women who had on-field coaching or player development roles, representing a significant increase from seven in 2018 and just three in 2017. Additionally, Alyssa Nakken of the San Francisco Giants was hired in early 2020 and is the first ever on-field female coach with a Major League team.
- Of all MLB Central Office professional staff, 61.8 percent of employees were white, and 37.5 percent were people of color, including 10.5 percent Black or African-American, 16.9 percent Hispanic or Latino(a), 6.0 percent Asian, and 3.6 percent of two or more races. This 37.5 percent represents an increase from 33.3 percent in 2018 and sets an MLB Report Card record.
- Women made up 40.1 percent of MLB Central Office professional staff, showing a large increase from 30.8 percent in 2018. This is the highest percentage recorded since 2007 and demonstrates the Central Office's commitment to giving women opportunities at the highest level in the league.
- In the MLB Central Office, people of color represented 19 percent of those holding positions at the senior executive level, a decrease from 23.2 percent in 2018. Women held 27.6 percent of these roles, which is up from 26.8 percent in 2018.
- In early August 2020, MLB hired Michele Meyer-Shipp, a Black woman, to be its Chief People and Culture Officer. Starting in October, she will oversee all of the league's human resources activities and off-field office operations.
- Of all MLB Central Office employees at the director and managerial level, people of color represented 37.2 percent at the start of 2020, a slight decrease from 37.3 percent in 2018. Women held 32.8 percent of these roles, which was an increase from 30.1 percent in 2018. Of the 26 women who had the title of vice president or above in MLB's corporate groups, four were women of color (15.4 percent).
- Of the 40 majority team owners across MLB, 39 were white (97.5 percent). The other individual, Arturo Moreno of the Los Angeles Angels, is the only Hispanic or Latino majority owner in American professional sports. He has owned the team since 2003. There are no women majority owners.
- Earvin "Magic" Johnson is a minority owner of the Los Angeles Dodgers along with Billie Jean King and Ilana Kloss, both of whom joined the Dodgers ownership group in September 2018. Patrick Mahomes also recently became a minority owner of the Kansas City Royals. Several women, including Linda Alvarado (Colorado Rockies), Marla Tanenbaum (Washington Nationals), and several members of the Steinbrenner Family (New York Yankees) serve as co-owners.
- In September 2017, Derek Jeter became the Miami Marlins Chief Executive Officer. This made him the only club president or CEO who was a person of color in the league, which remained the case in 2020. There were no women presidents or CEOs, which has been the case since 2011.
- **As of the start of the 2020 season**, there remained just four people of color holding the position of either General Manager or President of Baseball Operations for an MLB club, equivalent to 13.3 percent. This included one Black or African-American, two Hispanics or Latinos, and one Asian. This total is the same as 2018. There remained no women in leading baseball operations roles.
- **As of January 1, 2020**, people of color held 14.9 percent of team vice president positions, an increase from 14.1 percent in 2018 and the highest percentage since 2009. This included 5.9 percent Black or African-American, 6.3 percent Hispanic or Latino(a), and 1.3 percent Asian. Whites held 84.2 percent of vice president roles, a decrease from 85.2 percent in 2018.
- Women held 20.0 percent of all team vice president positions, which was an increase of 0.8 of a percentage point from 19.2 percent in 2018. In spite of this low percentage, it is the highest percentage recorded in

MLB Report Card history. Nineteen of the 95 women vice presidents (20.0 percent) were women of color, equivalent to 4.0 percent of all vice presidents. Additionally, 28 of 30 MLB franchises had at least one woman serving in a vice president or above role. The Boston Red Sox led the way with 12 women vice presidents.

- **As of January 1, 2020**, 19.4 percent of team senior administration positions were held by people of color, which is the same as in 2018. This included 5.2 percent Black or African-American, 9.4 percent Hispanic or Latino(a), 2.8 percent Asian, and 1.6 percent of two or more races. Whites held 79.9 percent of these positions, a slight decrease from 80.0 percent in 2018.
- Of all team senior administration positions, women represented 28.8 percent, which was a slight increase from 28.6 percent in 2018. In spite of this low percentage, it is the highest percentage recorded in MLB Report Card history.
- **As of January 1, 2020**, whites held 74.8 percent of team professional administration positions, down slightly from 75.1 percent in 2018. The number of people of color in these positions increased from 23.6 percent in 2018 to 24.0 percent in 2020 and included 6.1 percent Black or African-American, 11.2 percent Hispanic or Latino(a), 4.0 percent Asian, and 2.4 percent of two or more races. This mark of 24.0 percent is the highest percentage in MLB Report Card history.
- Women held 25.3 percent of team professional administration positions, showing a decrease from 26.0 percent in 2018. The record for this category occurred in 2007, when women held 38.5 percent of such positions.



Overall Grades

Major League Baseball received a **B+** for racial hiring practices with a score of 88.7 points, a decrease from 89.4 points in 2019, and a **C** for gender hiring practices with 72.7 points, up from 69.6 points in 2019. The overall grade was a **B** with 80.7 points, up from 79.5 points last year.

MLB received an A+ for race in the following categories: MLB Central Office, coaches, and players. It received a B+ for both team professional administration and managers, and a B for team senior administration. It received a C for team vice presidents and a C- for President of Baseball Operations/General Manager. Finally, the league received an F for team president/CEO positions.

MLB's grades for gender are as follows: a B+ for MLB Central Office, a C- for team senior administration, a D+ for team professional administration, and an F for both team CEO/President and team vice president.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in either slightly reduced or less improved overall grades for race and gender across all 2020 Report Cards. The 88.7 points for racial hiring practices represented a decrease from 89.4 in the 2019 MLB RGRC and the difference is attributable to the change described above. The 72.7 points for gender hiring practices was an increase from 69.6 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 80.7 points, up from 79.5 in the 2019 MLB RGRC.

These positions, especially the CEO/President position, have been predominantly held by white men. TIDES believes that by grading these positions it will make the teams be more accountable in finding ways to increase diversity within these key positions that are ultimately responsible for developing and executing the overall strategy and operations of the teams within each league.

The league earned an A+ for diversity initiatives.

Racial Hiring:

89.4 -2019-	↓	88.7 -2020-
----------------	---	----------------

Gender Hiring:

69.6 -2019-	↑	72.7 -2020-
----------------	---	----------------

Overall Score:

79.5 -2019-	↑	80.7 -2020-
----------------	---	----------------

Grades by Category

MLB Players

On 2020 Opening Day active, 30-man rosters, 7.5 percent of Major League players were Black or African-American. This represented a 0.9 percentage point decrease from the 2019 report and is the lowest TIDES has recorded on an MLB Report Card. Overall, 39.8 percent of players on 2020 active Opening Day rosters were people of color. This is down from roughly 41 percent in both 2018 and 2019.

2020 Opening Day Rosters

- The percentage of Black or African-American players on opening day Major League rosters was 7.5 percent, the lowest since the inception of the report.
- The percentage of Hispanic or Latino players saw a slight increase from 29.5 percent in 2018 to 29.9 percent on 2020 Opening Day rosters.
- The percentage of Asian players was 1.9 percent in 2020, an increase from 1.5 percent in 2018.
- Hawaiians or other Pacific Islanders and American Indians or Alaskan Natives represented 0.3 percent and 0.2 percent of players on 2020 Opening Day rosters, respectively.

International Players

Total 2020 MLB Opening Day rosters (active players, Injured List, Suspended & Paternity Leave) included 288 players born outside the U.S., constituting 28.1 percent of the league, representing 20 different countries and territories by birthplace.

In 2019, MLB Opening Day rosters included the third-highest total in history with 251 players born outside the U.S., constituting 28.5 percent of the league, representing 20 countries and territories by birthplace.

**Note: The 288 players born outside the U.S. (28.1 percent) come from the pool of 896 players on July 23rd rosters and represent 20 countries and territories outside*

the U.S. Roster sizes for 2020 Opening Day were larger at 30 players per team due to unique circumstances related to COVID-19.

First-Year Player Draft Results

Over the last nine years (2012-2020), the first round of the MLB Draft has featured 51 Black or African-American players out of 289 selections (17.6 percent), including a large percentage of alumni from MLB-led youth and amateur baseball development programming. This bodes well for the future of Black and African-American participation in baseball.

In 2019:

- Seven of the first 33 selections (21.2 percent) and 19 of the opening night's 78 picks (24.4 percent) were people of color.
- With the selections of Riley Greene (5th overall, DET) and C.J. Abrams (6th overall, SD), it marked the second time in three years that two Black or African-American players were selected within the top six picks (also 2017 with top overall pick Royce Lewis and second overall pick Hunter Greene).
- Overall, 12 of the first night's 78 selections were Black or African-American (15.4 percent).

In 2018:

- Six of the 30 first round selections (20.0 percent), and 18 of the 78 picks on the opening night of the Draft (23.1 percent), come from diverse backgrounds,
- Additionally, 13 of the first 78 picks (16.7 percent) were African-American/Black/African-Canadian.

In 2017:

- Eight of the top 26 selections (30.8 percent) identified as Black or African-American or identified as Hispanic or Latino.
- 2017 also marked just the fourth time ever in the history of the MLB Draft that the first two picks were Black or African-American players (1-Royce Lewis, 2-Hunter Greene).

- This was also the third consecutive year that an alumnus of the Reviving Baseball in Inner Cities (RBI) program was selected within the top five picks (2017, Greene - #2; 2016, Corey Ray - #5; 2015, Dillon Tate - #4).

In 2016:

- Ten of the top 41 selections (24.4 percent) and 17 of the first night's 77 selections (22.1 percent) were Black or African-American or Hispanic or Latino.

In 2015:

- The first round featured the selection of nine Black or African-American players (25 percent, nine of 36).
 - On a percentage basis, this represented the most Black or African-American players in the first round since 1992, eclipsing the recent previous high of 22.6 percent (seven of 31) in 2012.

Twenty Black or African-American players were selected in the first rounds of the 2012, 2013 and 2014 Drafts.

In the 2020 Draft, which had five total rounds, 16 of the first 73 selections (21.9 percent) were people of color. Those 16 included Austin Martin (5th overall, TOR); Nick Gonzales (7th overall, PIT); Ed Howard (16th overall, CHI); Jordan Walker (21st overall, STL); Carson Tucker (23rd overall, CLE); Alike Williams (CB-A, TB); Ben Hernandez (2nd round, KC); Christian Roa (2nd round, CIN); Freddy Zamora (2nd round, MIL); Masyn Winn (2nd round, STL); Alerick Soularie (2nd Round, MIN); Tink Hence (CB-B, STL); Isaiah Greene (2-C, NYM); Sammy Infante (2-C, WSH); Alex Santos (2-C, HOU); and Trei Cruz (3rd round, DET).

Major League Baseball continues to be encouraged by the results of the Annual Sports and Fitness Industry Association Participation Report, released for 2019, believing that it bodes well for a future increase in overall participation in baseball. Some of the findings include:

- Baseball has grown 20 percent in participation since 2014 (the year prior to the launch of 'PLAY BALL'), which more than doubles the growth percentage of the second closest sport (basketball at eight percent).
- In that same timeframe, casual participation in baseball has risen **55%**.

- For the fourth consecutive year, baseball and softball combined to rank as **the most participated team sports in the United States in 2019 with 25.1 million participants**.

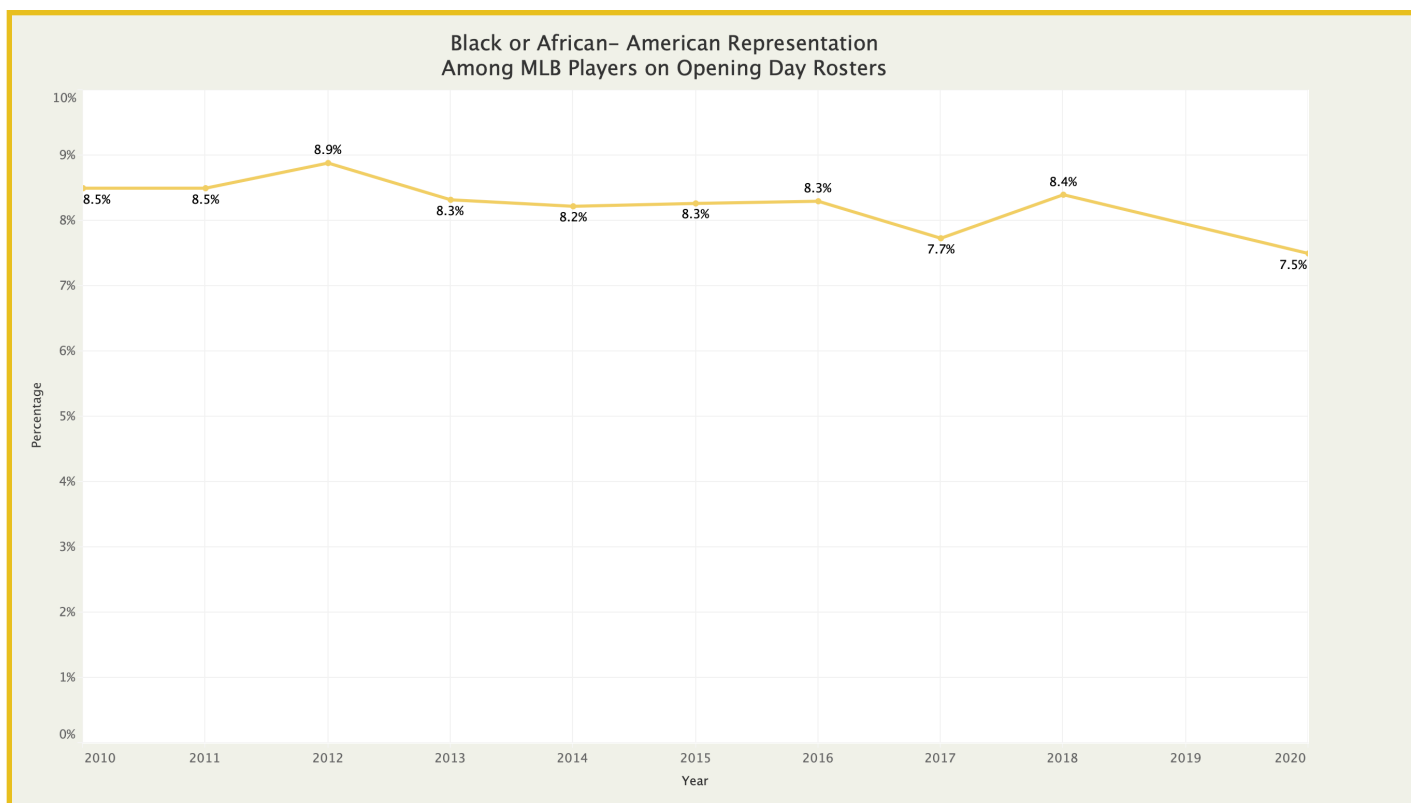
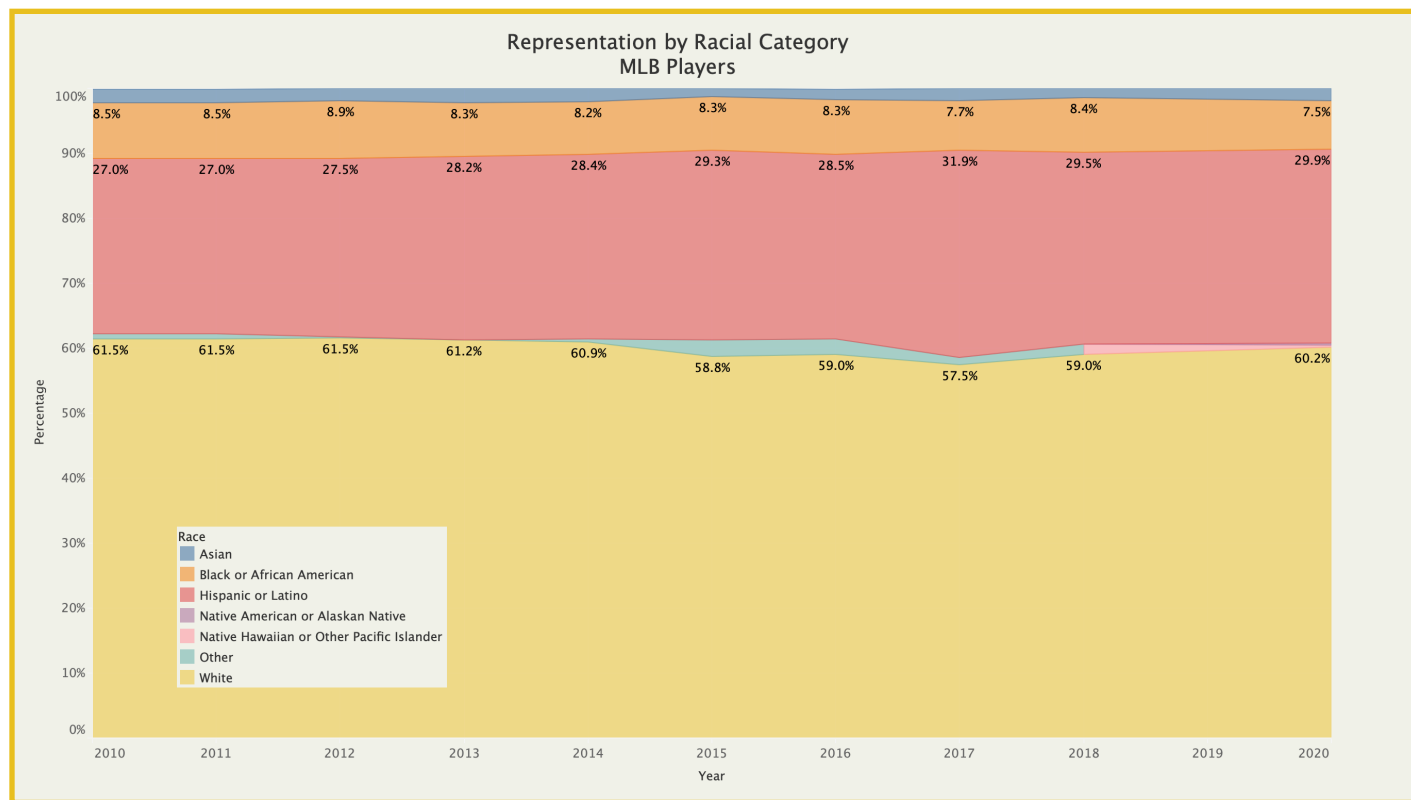
MLB Grade for Race of Players

A+  **39.8%**
Players of Color

See Table 1.

MLB International Players

28.5%  **28.1%**



MLB Managers and Coaches

Managers

The 2020 Major League Baseball season began with six managers of color, up from five during the 2019 season and four during the 2018 season. Overall, people of color represented 20.0 percent of all MLB managers. Black or African-Americans represented 3.3 percent of all managers, Hispanics or Latinos represented 13.3 percent, and managers that identified themselves as Two or More Races represented 3.3 percent.

The number of white managers was at 80.0 percent at the beginning of the 2020 season, a 3.4 percentage point decrease from the year prior.

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

- **Dusty Baker**, Houston Astros

The four Hispanic or Latino managers at the start of the 2020 MLB season were:

- **Dave Martinez**, Washington Nationals
- **Charlie Montoyo**, Toronto Blue Jays
- **Rick Renteria**, Chicago White Sox
- **Luis Rojas**, New York Mets

The number of Hispanic or Latino managers (4) matches the most at any given point in an MLB season. The historical record of Hispanic or Latino MLB managers of four (4) was previously reached in 2004, 2011 and 2019.

The one manager that identified as Two or More Races at the start of the 2020 MLB season was:

- **Dave Roberts**, Los Angeles Dodgers

The five managers of color at the end of the 2019 season included:

- **Alex Cora**, Boston Red Sox (Hispanic or Latino)*
- **Dave Martinez**, Washington Nationals (Hispanic or Latino)
- **Charlie Montoyo**, Toronto Blue Jays (Hispanic or Latino)

- **Rick Renteria**, Chicago White Sox (Hispanic or Latino)
- **Dave Roberts**, Los Angeles Dodgers (Two or More Races)

**Alex Cora was suspended through the 2020 season in connection with the Houston Astros' cheating scandal. He was replaced by interim manager Ron Roenicke, a white man.*

**Carlos Beltran, a Hispanic or Latino man, was initially hired to be the manager of the New York Mets for the 2020 season prior to being fired in connection with the Houston Astros cheating scandal. He was replaced by Luis Rojas, another Hispanic or Latino man.*

Racial Hiring Grade for MLB Managers

B+  **20.0%**
People of Color

See Tables 4 and 5.

Coaches

As of January 1, 2020, the percentage of people of color holding coaching positions was 41.8 percent, a decrease from 42.4 percent in 2018. Black or African-Americans held 6.3 percent of coaching positions, a decrease from 7.5 percent in 2018. Hispanics or Latinos held 32.8 percent of coaching positions, a decrease of 0.8 percentage points from 2018. All other races occupied 2.7 percent of coaching positions combined.

As of the start of the 2020 season, there were 21 women who had either on-field coaching or player development roles – a significant increase from seven in 2018 and three in 2017.

- **Rachel Balkovec**, Tampa Complex Hitting Instructor, New York Yankees
- **Frances Cardenas**, Mental Skills Coach, Philadelphia Phillies
- **Rachel Folden**, Hitting Lab Tech & Assistant Hitting Coach, Chicago Cubs
- **Samantha Gilmore**, Mental Skills Coach, New York Mets
- **Vanessa Gomez**, Strength & Conditioning Coach, Philadelphia Phillies
- **Jacqueline Gover**, Strength & Conditioning Coach, St. Louis Cardinals
- **Holly Hansing**, Minor League Strength and Conditioning Coach, Philadelphia Phillies
- **Dehra Harris**, Assistant Director of High Performance Operations, Toronto Blue Jays
- **Andrea Hayden**, Minor League Strength and Conditioning Coach, Minnesota Twins
- **Hannah Huesman**, Performance Coach, Philadelphia Phillies
- **Lauren Johnson**, Coordinator of Mental Conditioning, New York Yankees
- **Sydney Masters**, Mental Skills Coach, Arizona Diamondbacks
- **Alyssa Nakken**, Coach, San Francisco Giants
- **Andrea Nuñez-Garcia**, Minor League Strength and Conditioning Coach, Los Angeles Angels of Anaheim
- **Liz Pardo**, Strength & Conditioning Coach, Baltimore Orioles
- **Rosa Pou**, Mental Skills Coach, San Diego Padres
- **Daniella Rodriguez**, Mental Skills Coach, New York Mets

- **Kathryn Rowe**, Mental Skills Coordinator, Baltimore Orioles
- **Amanda Sartoris**, Minor League Strength & Conditioning Coach, Miami Marlins
- **Christina Whitlock**, 4th Coach & Scout, St. Louis Cardinals*
- **Brittany Wiebe**, Minor League Strength & Conditioning Coach, Houston Astros

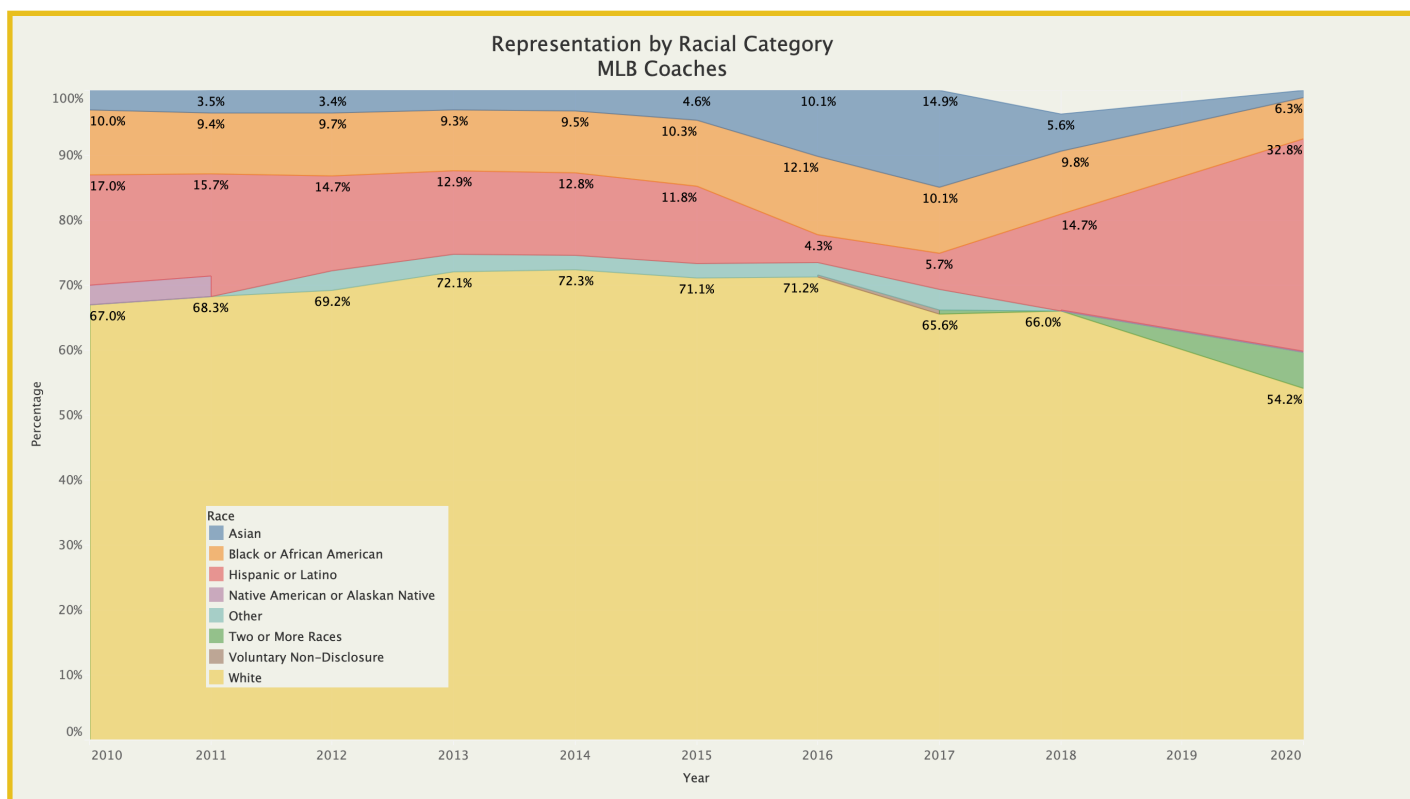
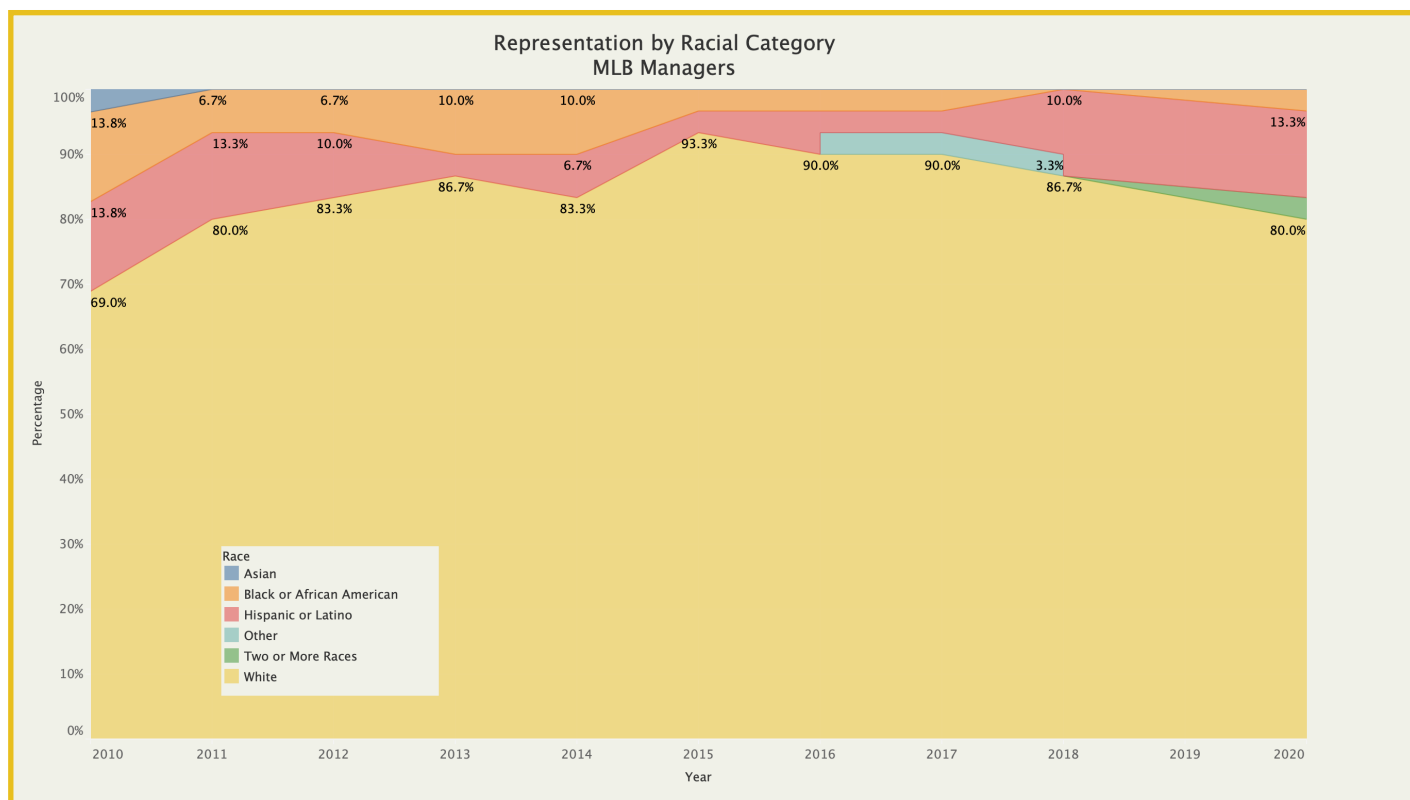
*Christina Whitlock is a seasonal employee, but was scheduled to work the entirety of the 2020 Minor League Baseball season.

Alyssa Nakken was named to the San Francisco Giants Major League coaching staff in early 2020 and is the first ever on-field female coach with a Major League team. Prior to the cancellation of the 2020 Minor League season, three women were scheduled to serve as on-field coaches for Minor League affiliates, including Rachel Balkovec (NYY), Rachel Folden (CHC) and Christina Whitlock (STL). Additionally, during Spring Training 2019, Veronica Alvarez served as a catching instructor for the Oakland A's, and served in the same role in Spring Training 2020.

Racial Hiring Grade for MLB Coaches

A+  **41.8%**
People of Color

See Table 6.



MLB Central Office

As of January 1, 2020, people of color comprised 37.5 percent of the Central Office professional staff, including 10.5 percent who were Black or African-American, 16.9 percent who were Hispanic or Latino, 6.0 percent who were Asian, 3.6 percent who were classified as two or more races, 0.2 percent who were classified as Native Hawaiian or Other Pacific Islander, 0.2 percent who were American Indian or Alaskan Native. The 37.5 percent was a 4.2 percentage point increase from 33.3 percent in 2018.

Women made up 40.1 percent of the total MLB Central Office professional employees, up 9.3 percentage points from 30.8 percent in 2018.

There was a total of 58 employees in a senior executive position as of January 1, 2020. People of color represented 19.0 percent of that group, a decrease from 23.2 percent in 2019 and 21.4 percent in 2018. Women occupied 27.6 percent of senior executive level positions, which is up from 26.8 percent in 2019 and 25.0 percent in 2018.

There was a total of 137 employees at the director and managerial level. People of color represented 37.2 percent, a slight decrease from 37.3 percent from 2019 and an increase from 36.6 percent in 2018. Women with positions at this level occupied 32.8 percent of the positions compared to 30.1 percent in 2019 and 30.1 percent in 2018.

On August 3, 2020, MLB hired Michele Meyer-Shipp, a Black woman, to be its Chief People and Culture Officer. Starting in October, she will oversee all of the league's human resources activities and off-field office operations.

The following people of color are senior vice presidents or above in MLB's Corporate Groups (Central Office, MLB Advanced Media and MLB Network):

- **Steven Gonzalez**, Senior Vice President and Deputy General Counsel, Labor Relations & Human Resources, MLB Central Office
- **Vasanth Williams**, Executive Vice President, Chief Product Officer, MLB Central Office
- **Tony Reagins**, Executive Vice President, Baseball & Softball Development, MLB Central Office
- **Kim Ng**, Senior Vice President, Baseball & Softball Development, MLB Central Office

- **Jorge Perez-Diaz**, Senior Vice President, Litigations & International Affairs, MLB Central Office
- **Peter Woodfork**, Senior Vice President, Baseball Operations, MLB Central Office

The following women are senior vice presidents or above in MLB's Corporate Groups (Central Office, MLB Advanced Media and MLB Network):

- **Kathleen Torres**, Executive Vice President, Finance, MLB Central Office
- **Lara Pitaro Wisch**, Executive Vice President, General Counsel, MLB Advanced Media
- **Marla Miller**, Senior Vice President, Events, MLB Central Office
- **Kimberly Hausmann**, Senior Vice President and Controller, MLB Advanced Media
- **Sarah Horvitz**, Senior Vice President, Head Business and Technology Counsel, MLB Advanced Media
- **Bernadette McDonald**, Senior Vice President, Broadcasting Domestic, MLB Central Office
- **Barbara McHugh**, Senior Vice President, Marketing & Advertising, MLB Central Office
- **Kim Ng**, Senior Vice President, Baseball Operations, MLB Central Office

The following people of color are vice presidents in MLB's Corporate Groups (Central Office, MLB Advanced Media and MLB Network):

- **Ethel Brual**, Vice President, Marketing, MLB Central Office
- **David James**, Vice President, Baseball & Softball Development, MLB Central Office
- **Melanie LeGrande**, Vice President of Social Responsibility, MLB Central Office
- **Del Matthews**, Vice President, Baseball Development, MLB Central Office
- **Darrell Miller**, Vice President, Youth & Facility Development, MLB Central Office
- **Arturo Pardavila**, Vice President, Content, MLB Advanced Media
- **Uzma Rawn**, Group Director & Vice President of Sponsorship Sales, MLB Advanced Media
- **Carlton Thompson**, Vice President Executive Editor, MLB Advanced Media

The following women are vice presidents in MLB's Corporate Groups (Central Office, MLB Advanced Media and MLB Network):

- **Marianne Boak**, Vice President, Enterprise Technology, MLB Central Office
- **Ethel Brual**, Vice President, Marketing, MLB Central Office
- **Courtney Coppotelli**, Vice President, Account Services, MLB Advanced Media
- **Diane Cuddy**, Vice President, Human Resources, MLB Central Office
- **Daria L. DeBuono**, Vice President, Product, Digital Content, MLB Advanced Media
- **Tanya Fickenschier Leonard**, Vice President & Deputy General Counsel, MLB Central Office
- **Josephine Fuzesi**, Vice President, Consumer Products, MLB Central Office
- **Donna Hoder**, Vice President, Office Operations, MLB Central Office
- **Melanie LeGrande**, Vice President, Social Responsibility, MLB Central Office
- **Katie Meyers**, Vice President, Talent Management, MLB
- **Ellen Miller-Wachtel**, Vice President & Deputy General Counsel, MLB Central Office
- **Alicia Mullin**, Vice President, New Media, MLB Central Office
- **Anne Occi**, Vice President, Design Services, Creative Services, MLB Central Office
- **Uzma Rawn**, Group Director & Vice President of Sponsorship Sales, MLB Advanced Media
- **Jennifer Shaw**, Vice President, Integrated Marketing, MLB Advanced Media
- **Ariana Talai**, Vice President, Broadcast Infrastructure Operations, MLB Advanced Media
- **Moir Weinberg**, Vice President, Investigations, MLB Central Office
- **Amanda Whichard**, Vice President, Mobile Operations, MLB Advanced Media

Diverse Leadership Promotions at MLB's Office of the Commissioner

Diverse leadership promotions in 2019 included:

- **Marianne Boak**, Vice President, Enterprise Technology

- **Josephine Fuzesi**, Vice President, Consumer Products
- **Sarah Horvitz**, Senior Vice President, Head Business and Technology Counsel
- **Del Matthews**, Vice President, Baseball Development
- **Moir Weinberg**, Vice President, Investigations
- **Lara Pitaro Wisch**, Executive Vice President, General Counsel

New diverse hires in 2019 included Katie Meyers, the Vice President of Talent Management.

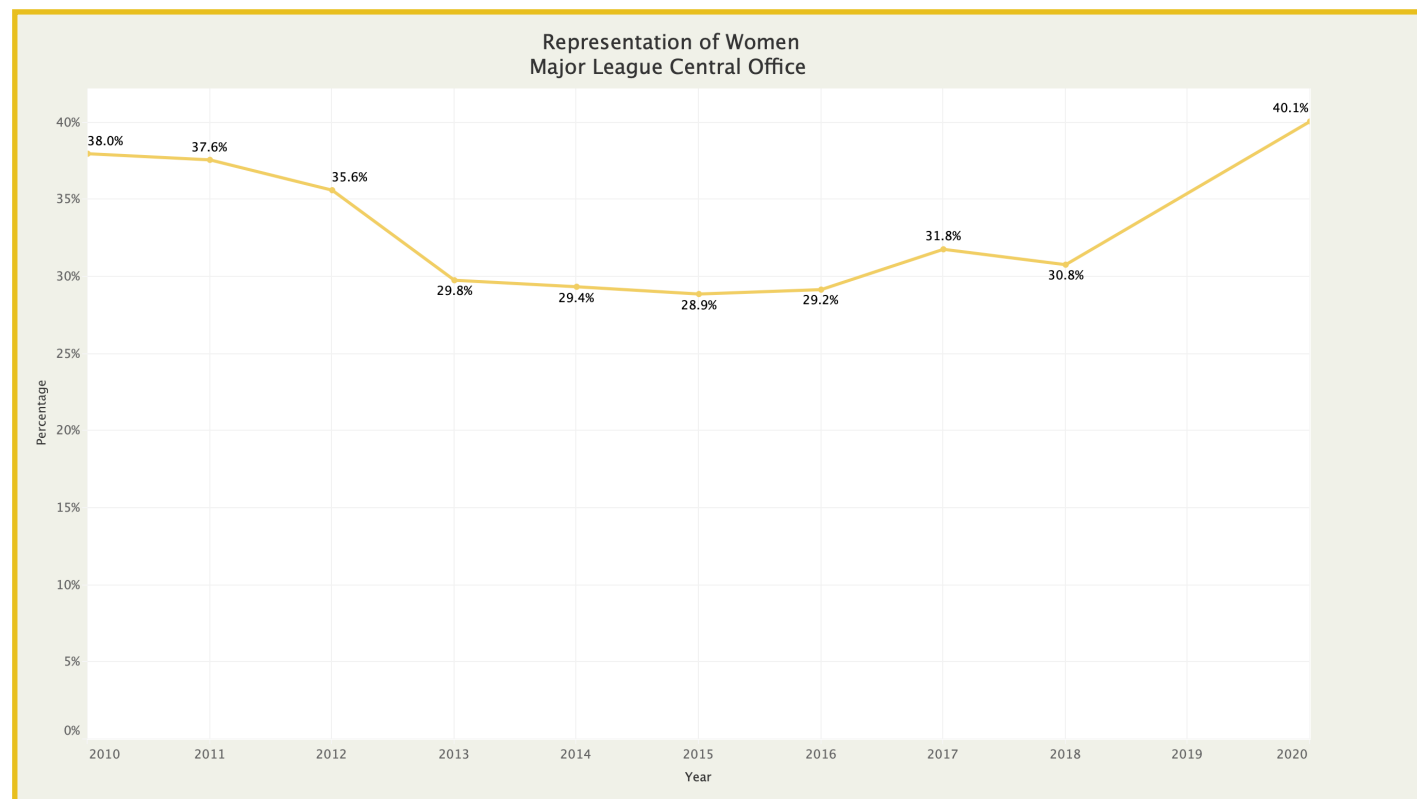
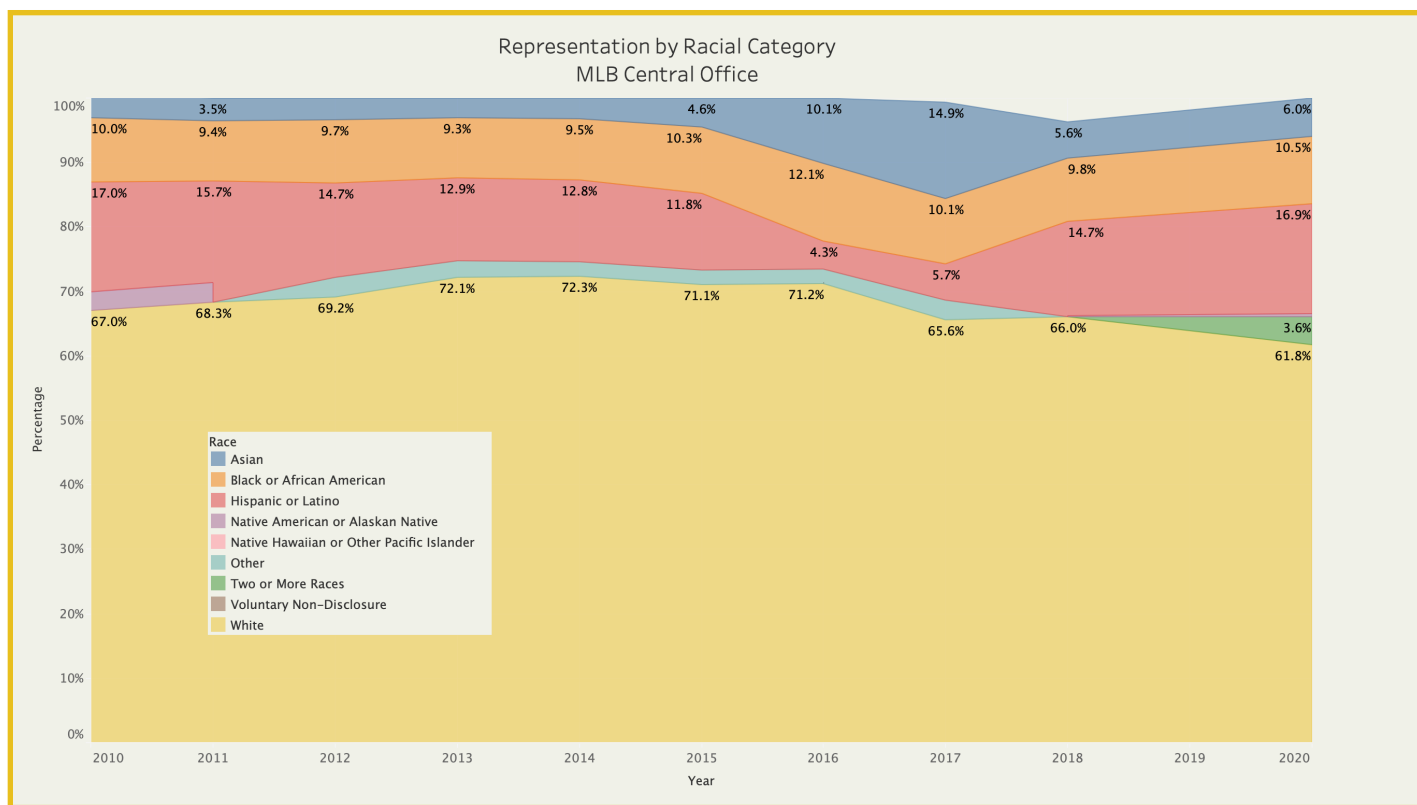
***Racial Hiring Grade for
MLB Central Office***

A+  **37.5%**
People of Color

***Gender Hiring Grade for
MLB Central Office***

B+  **40.1%**
Women

See Table 2.



MLB Team Front Offices

Owners

Arturo Moreno, who owns the Los Angeles Angels, is the only Hispanic or Latino majority owner in professional sports. He is the only person of color who is the majority owner of an MLB team. Derek Jeter, who is part of the new ownership group for the Miami Marlins, currently serves as the Club's Chief Executive Officer. Earvin "Magic" Johnson is a minority owner of the Los Angeles Dodgers along with Billie Jean King and Ilana Kloss, both of whom joined the Dodgers ownership group in September 2018. Most recently, Patrick Mahomes became a minority owner of the Kansas City Royals. Several women, including Linda Alvarado (Colorado Rockies), Marla Tanenbaum (Washington Nationals), and several members of the Steinbrenner Family (New York Yankees) serve as co-owners.

**Note: This category is not counted in the overall grade.*

See Table 3.

CEOs/Presidents

In September 2017, Major League Baseball approved the purchase of the Derek Jeter-led ownership group for the Miami Marlins, making Jeter the Marlins' Chief Executive Officer. Out of 30 teams, he remains the only team CEO or president in MLB that is not a white man. There were no women presidents or CEOs in MLB as of the start of the 2020 season.

Racial Hiring Grade for CEOs/Presidents

F

3.3%
People of Color

Gender Hiring Grade for CEOs/Presidents

F

0.0%
Women

See Table 7.

Note: Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/ Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in either slightly reduced or less improved overall grades for race and gender across all 2020 Report Cards. The 88.7 points for racial hiring practices represented a decrease from 89.4 in the 2019 MLB RGRC and the difference is attributable to the change described above. The 72.7 points for gender hiring practices was an increase from 69.6 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 80.7 points, up from 79.5 in the 2019 MLB RGRC.

Head of Baseball Operations/General Managers

At the beginning of the 2020 season, there remained four people of color who held the position at one of the MLB's 30 teams as the Lead of Baseball Operations for the Club, meaning either the President of Baseball Operations or the General Manager.

Two Black or African-American Presidents of Baseball Operations (6.7 percent):

- **Michael Hill**, President of Baseball Operations, Miami Marlins
- **Kenny Williams**, Executive Vice President, Baseball Operations for the White Sox, and is the Club's top baseball operations official

One Asian President of Baseball Operations (3.3 percent):

- **Farhan Zaidi**, President of Baseball Operations, San Francisco Giants

One Hispanic or Latino General Manager (3.3 percent):

- **Al Avila**, Executive Vice President, Baseball Operations/General Manager, Detroit Tigers

Racial Hiring Grade for Head of Baseball Ops/GMs

C-

13.3%
People of Color

See Table 8.

Vice Presidents

As of 2020, the percentage of people of color holding team vice president positions was 15 percent, an increase of 0.9 percent from reference year 2018. The percentage of women in these positions was 20.0 percent, an increase of 0.8 percentage points from 2018.

The 2020 total of 71 people of color who were team vice-presidents was comprised of 28 Black or African-Americans, 30 Hispanics or Latinos(as), six Asians, four Native Hawaiians or other Pacific Islanders, one American Indian or Alaskan Native, and one that is Two or More Races. This was up from 63 Team Vice Presidents of color in 2018.

There was a total of 95 women holding team executive vice president, senior vice president and vice president positions on MLB teams. This is up from 86 women occupying these positions in 2018.

As of January 1, 2020, 28 MLB franchises had at least one woman serving in a Senior Vice President or Vice President role. The Boston Red Sox continue to lead the league with 12 women holding titles of Vice President or above. The Atlanta Braves had eight, followed by the San Francisco Giants and Texas Rangers with seven women each. The Houston Astros and New York Yankees have five, and the Milwaukee Brewers, Minnesota Twins, San Diego Padres, and Washington Nationals follow with four. However, only six teams had a woman serving in an Executive Vice President role.

Racial Hiring Grade for Vice Presidents

C  **14.9%**
People of Color

Gender Hiring Grade for Vice Presidents

F  **20.0%**
Women

See Table 9.

Note: Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/ Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in either slightly reduced or less improved overall grades for race and gender across all 2020 Report Cards. The 88.7 points for racial hiring practices represented a decrease from 89.4 in the 2019 MLB RGRC and the difference is attributable to the change described above. The 72.7 points for gender hiring practices was an increase from 69.6 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 80.7 points, up from 79.5 in the 2019 MLB RGRC.

Senior Administration

This category includes the following titles, but is not restricted to: directors, managers, assistant general managers, senior managers, general counsel, legal counsel, senior advisors, and assistant vice presidents.

As of January 1, 2020, people of color held 19.4 percent of team senior administration positions, the same figure as in last year's Report Card. Black or African-Americans held 5.2 percent, a decrease of 0.1 percentage points since 2018. Hispanics or Latinos occupied 9.4 percent, a decrease of 0.3 percentage points since 2018. Asians increased from 2.7 percent in 2018 to 2.8 percent in 2020. Native Hawaiians or other Pacific Islanders were 0.1 percent. American Indian or Alaskan Natives occupied, 0.3 percent while those identifying as Two or More Races represented 1.6 percent.

Women held 28.8 percent of team senior administration positions, a 0.2 percentage point increase from 2018.

**Note: Data includes Teams only. It does not include MLB Advanced Media, MLB Central Office and MLB Network. The data for the Team Senior Professional category includes MLB's Group 2 Directors and Managers. This group includes the second level of managers including such titles as Director of Advertising, Director of Player Development, Manager of Community Relations, etc.*

***Note: 2019 data was not provided for this category, so all 2020 comparisons were made to 2018 data.*

Racial Hiring Grade for Senior Administration

B **19.4%**
People of Color

Gender Hiring Grade for Senior Administration

C-  **28.8%**
Women

See Table 10.

Professional Administration

Positions categorized as team professional administration include, but are not restricted to: specialists, technicians, supervisors, analytics, and programmers. The category excludes the traditional support staff positions such as secretaries, receptionists, administrative assistants, and staff assistants.

As of January 1, 2020, 24.0 percent of team professional positions were held by people of color compared to 23.6 percent in 2018.

Black or African-Americans held 6.1 percent, 11.2 percent were Hispanic or Latino, 4.0 percent were Asian, and people categorized as American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander and Two or More Races were 2.7 percent collectively. These figures compared to 2018 Black or African-Americans held 6.0 percent and Hispanics or Latinos held 11.0 percent.

Women held 25.3 percent of team professional administration positions in 2020, down from 26.0 percent in 2018.

In order for the MLB to improve their hiring practices they need to continue to improve within this category to create an opportunity for change and develop the pipeline to higher management positions.

**Data includes teams only. It does not include MLB Advanced Media, MLB Central Office and MLB Network. The data for the Team Professional Administration category includes MLB's Group 3 (Professionals, Technicians & Supervisors - Includes such titles as Photographers, Accountants, Sales Representatives, Programmers, etc. These employees may or may not supervise others).*

***Note: 2019 data was not provided for this category, so all 2020 comparisons were made to 2018 data.*

Racial Hiring Grade for Professional Administration

B+  **24.0%**
People of Color

Gender Hiring Grade for Professional Administration

D+  **25.3%**
Women

See Table 11.

MLB Diversity and Inclusion Initiatives

MLB had an outstanding variety of diversity initiatives impacting several areas that serve a wide variety of people and include events such as supplier diversity, scholarship funds, awareness events, and many more. The MLB diversity and inclusion initiatives are outlined in Appendix I.

MLB Grade for Diversity Initiatives

A+

How Grades Were Calculated

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

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

<i>Race</i>		<i>Gender</i>	
A+	>30	A+	>45
A	28.6-30	A	44.1-45
A-	24.6-28.5	A-	41.6-44
B+	19.6-24.5	B+	39-41.5
B	17-19.5	B	37.6-38.9
B-	16.0-16.9	B-	34.6-37.5
C+	15.0-15.9	C+	32-34.5
C	14.0-14.9	C	30.6-31.9
C-	13.0-13.9	C-	27.6-30.5
D+	12.0-12.9	D+	25-27.5
D	11.0-11.9	D	24-24.9
F	<11	F	<24

Note: Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents and Team Vice Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2020 Report Cards. The 88.7 points for racial hiring practices represented a decrease from 89.4 in the 2019 MLB RGRC and the difference is attributable to the change described above. The 72.7 points for gender hiring practices was an increase from 69.6 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 80.7 points, up from 79.5 in the 2019 MLB RGRC.

The CEO/President and Team Vice President positions have been predominately held by white men. TIDES believes that by grading this position it will make the teams be more accountable in finding ways to increase diversity within these key positions that are ultimately responsible for developing and executing the overall strategy and operations of the teams within each league.

Methodology

All data was collected by the MLB Central 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.

The data was placed into spreadsheets and compared to data from previous years. After evaluating the data, the Report Card text was drafted; it references changes in statistics from previous years.

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

The Report Card covers the 2020 season for Major League Baseball. Listings of professional owners, general managers and head coaches were updated as of the start of the 2020 season, and active player

rosters were updated as of Opening Day on July 23, 2020. Grades were calculated according to the reporting periods noted herein. Please note that at some positions, multiple individuals declined to disclose their race. These numbers are provided in the data tables within Appendix III.

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 Card considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country’s leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women’s National Basketball Association (WNBA), as well as in collegiate athletics departments.

The **Racial and Gender Report Card** is published by The Institute for Diversity and Ethics in Sport, a part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all Report Cards, first at Northeastern University and now at UCF. (Until 1998, the Report Card was known as the Racial Report Card.) In addition to Lapchick, Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, David Morrin, Nicholas Mutebi, and David Zimmerman contributed greatly to the completion of the 2020 MLB 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.



UCF

DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA



TIDES

Appendix I

MLB Diversity and Inclusion Initiatives

Major League Baseball continues to be at the forefront in promoting diversity and inclusivity. MLB has taken an active role in ramping up diversity efforts in all sectors of the business, including employment, professional development, procurement, education, community affairs, and grassroots. MLB has created new initiatives that will secure the next generation of fans, players, and leaders of the sport.

Diversity & Inclusion Committee:

The mission of the Commissioner's Diversity & Inclusion Committee is to support the continuation and advancement of diversity and inclusion that promotes social responsibility and competitive advantage throughout our industry. Committee members support the strategic management and implementation of the development of full representation of all people within Major League Baseball and its member affiliates. Representation will be evident on the field as well as within employment, procurement, fan base, and partnerships.

Commissioner's Diversity & Inclusion Committee Members:

- **Rob Manfred**, Commissioner, Major League Baseball
- **Stuart Sternberg**, Principal Owner & Committee Chair, Tampa Bay Rays
- **Phil Castellini**, President and Chief Operating Officer, Cincinnati Reds
- **Paul Dolan**, Chairman and Chief Executive Officer, Cleveland Indians
- **Marla Lerner Tanenbaum**, Principal Owner, Washington Nationals
- **Neil Liebman**, Chief Operating Officer, Texas Rangers
- **Derrick Hall**, President and Chief Executive Officer, Arizona Diamondbacks
- **Bob Nutting**, Owner and Chairman of the Board, Pittsburgh Pirates
- **Derek Schiller**, President and Chief Executive

Officer, Atlanta Braves

- **Ken Williams**, Executive Vice President, Chicago White Sox
- **Dan Halem**, Deputy Commissioner, Baseball Administration & Chief Legal Officer, Office of the Commissioner
- **Pat Courtney**, Chief Communications Officer, Office of the Commissioner
- **Billy Bean**, Vice President & Special Assistant to the Commissioner, Office of the Commissioner
- **Melanie LeGrande**, Vice President of Social Responsibility, Office of the Commissioner

Billy Bean, Vice President and Special Assistant to the Commissioner and Curtis Pride, MLB's Ambassador for Inclusion for persons with disabilities, continue their efforts in bullying prevention and inclusion on behalf of athletes and fans with disabilities.

Employment & Diversity Pipeline:

The Diversity Pipeline Program: The Diversity Pipeline Program seeks to identify, develop and grow the pool of qualified minority and female candidates for on-field and baseball operations positions throughout the industry. Each MLB Club under the program is required to provide a plan for increasing the diversity of its staff, including a hiring plan and a plan for developing existing diverse employees to assume higher positions at Clubs. The Diversity Pipeline Program is led by Tyrone Brooks, Senior Director of Front Office and Field Staff Diversity Pipeline Program and overseen by a committee of Club officials. As of January 1, 2020, there have been 176 DPP assisted hires. Out of those 176 hires, 60 are Full-time, 19 Part-time and 97 are internship positions, including a high of 63 hires during the 2018-2019 hiring cycle. Twenty percent of all DPP hires (35) were women.

Diversity Pipeline Program Advisory Council:

- **Jean Afterman**, Senior Vice President & Assistant General Manager, New York Yankees
- **Billy Bean**, Vice President & Special Assistant to the Commissioner, Office of the Commissioner
- **Craig Counsell**, Manager, Milwaukee Brewers
- **Pat Courtney**, Chief Communications Officer, Office of the Commissioner
- **Steven Gonzalez**, Senior Vice President & Deputy

General Counsel, Labor Relations & Human Resources, Office of the Commissioner

- **Quinton McCracken**, Minor League Coach, Tampa Bay Rays
- **Paul Mifsud**, VP, Head Baseball Operations Counsel, Office of the Commissioner
- **Kim Ng**, Senior Vice President, Baseball & Softball Development, Office of the Commissioner
- **Katie Pothier**, Executive VP/General Counsel, Texas Rangers
- **Tony Reagins**, Executive Vice President, Baseball & Softball Development, Office of the Commissioner
- **Dave Roberts**, Manager, Los Angeles Dodgers
- **Moises Rodriguez**, Assistant General Manager, St. Louis Cardinals
- **De Jon Watson**, Special Assistant to the President/General Manager, Washington Nationals
- **Peter Woodfork**, Senior Vice President, On-Field, Office of the Commissioner

MLB Diversity Fellowship Program: In June 2018, Major League Baseball announced the inaugural class of the Diversity Fellowship Program. The program was open to people of color and women, a direct and dedicated initiative to enhance the pipeline. The program is designed to identify talented and diverse professionals and place them in baseball operational roles in an MLB Club or at MLB's Central Office. Twenty-two fellows were selected in the first class, two of which were placed in MLB Central's Office and the rest in the 18 participating Clubs. At least 18 of the 22 MLB Diversity Fellows will be working in the industry in 2020, with most (16) transitioned into full-time roles. Candidates not retained are being assisted in their respective job searches by the Diversity Pipeline Program.

The MLB Central Office fellows rotate in an 18-month process that includes periods in International Operations, in Umpiring and On-field Rules and Regulations, and within the League Economics department. The Club-based program consists of an 18- to 24-month commitment in a front office or baseball operations role. The second inaugural class will be announced in 2020.

Former Player Internship Program: In April of 2019, Major League Baseball announced the creation of the Former Player Internship Program, a joint program between the Diversity Pipeline Program and the Player

Programs department. The program aims to provide diverse former players with the opportunity to gain six months of practical experience working in front office and/or on-field roles within baseball operations.

17 Clubs have committed to participate in the program during the 2020 season. Several notable former players with Major League experience were selected to participate in the program, including Eric Patterson and Derrick Robinson. Those selected were given the opportunity to attend a day-long professional development session hosted by the Office of the Commissioner at the 2019 Baseball Winter Meetings. The session featured former players and executives as speakers and/or panelists who discussed transitioning into front office and on-field careers, including Chris Young (Senior VP, On-Field Operations, MLB), Jerry DiPoto (Executive VP/GM, Seattle Mariners), Dave Roberts (manager, Los Angeles Dodgers), and Joe Torre (Special Advisor to the Commissioner, MLB).

Society for American Baseball Research (SABR) Analytics Conference: In March 2019, MLB granted scholarships to 24 students to attend the Society for American Baseball Research (SABR) Analytics Conference. Students were asked to submit their resumes and write an essay and were then chosen based on their experience and interests in baseball operations. These twenty-four students had the opportunity to meet with MLB Club executives and panelists during the conference and were invited to a networking reception featuring over 30+ professionals. The group was also able to attend career informational sessions hosted by the Cincinnati Reds, Cleveland Indians, and Milwaukee Brewers to further discuss career opportunities and various pathways into the game. Since the inception of this opportunity to attend the conference, nearly half of the attendees have been able to gain opportunities in the game following the experience.

Buck O'Neil Professional Baseball Scouts and Coaches Association: In November 2019, the Buck O'Neil Professional Baseball Scouts and Coaches Association, a scouts and coaches association to develop minority scouts and coaches, held their three-day conference in New York City at the Office of the Commissioner, hosted by Major League Baseball. As part of the association's 20th anniversary, a record high of nearly 110 attendees had the opportunity to hear from the leadership of the Office of the Commissioner including Deputy Commissioners Tony

Petitti and Dan Halem, and Tony Reagins, Executive VP of Baseball and Softball Development. Members also participated in various continuing education sessions including a panel on career development featuring discussions with top baseball operations executives from across the league. The attendees were hosted by Major League Baseball at the MLB Network studio in Secaucus, NJ.

Professional Development:

MLB introduced Business Resource Groups (BRGs) in 2017 to provide employees with a forum to gather with other employees who hold common interests, identities, and/or perspectives on social issues. In 2018, MLB BRGs expanded to MLB Advanced Media and MLB Network. In 2019, MLB created its ninth BRG for Military Veteran Professionals (MVP) and their allies. The BRGs support the league's business objectives by fostering business development, serving as a valuable support mechanism, creating a forum for career development opportunities, and promoting cultural awareness. The nine BRGs include the following: Athletes to Executives, Asian BRG, Baseball's Black Professionals, Home Base BRG, MLB H.Y.P.E., MLB Pride, MLB Women, SOMOS BRG, and MVP BRG.

- **Athletes to Executives:** The mission of Athletes to Executives is to provide a platform and resource for former athletes to gain access, sustain value and navigate advancement within Major League Baseball and the sports business realm. The Athletes to Executives BRG created the A2E Runners Club to promote employee health and wellness, members would gather every Wednesday to run in Central Park.
- **Asian BRG:** The mission of the Asian BRG at Major League Baseball is to establish and grow a community of individuals who (1) identify with or are interested in Asian and/or Asian-American culture, (2) are interested in baseball/softball activities, and (3) want to increase support, mentoring opportunities and baseball/softball awareness and education for all participants.
- **Baseball's Black Professionals:** The mission of Baseball's Black Professionals BRG is to foster dialogue and action around cultural issues impacting the Black community within MLB and beyond to create a culture of inclusivity and drive business results for Baseball.

- **MLB Home Base (Working Parents) BRG:** The mission of MLB Home Base BRG is to establish Major League Baseball as an industry leader with respect to company policies and activities that positively affect the work-life balance and facilitate the success of all employees.
- **MLB H.Y.P.E. (High-Potential Young Professional Employees):** The mission of MLB H.Y.P.E. is to provide a platform for young professionals to grow in the baseball industry and form inter-generational dialogue to create an outlet for Major League Baseball to review initiatives engaging young and diverse audiences.
- **MLB Pride (LGBTQ Employees and Allies):** The mission of MLB PRIDE is to foster a network to support LGBT employees and allies, to enhance relationships with LGBT business and community partners, and to advance initiatives key to the success of Major League Baseball. MLB Pride has led and coordinated MLB's historic participation in the NYC Pride March.
- **MLB Women BRG:** The mission of MLB Women BRG is to cultivate an inclusive environment that inspires women to advance their skill set and leadership potential through networking, mentorship and collaboration.
- **SOMOS BRG:** The mission of SOMOS BRG is to enhance MLB's efforts in the Latino community by providing opportunities for employee engagement, professional development and community involvement.
- **MVP BRG:** The mission of the Military Veteran Professionals BRG is to cultivate a community centered around those who have served in the US military, as well as any MLB employees who have family and/or friends who have served, or a general appreciation of the service military veterans have provided and consider themselves allies.

Supplier Diversity:

Major League Baseball continues to be one of the prominent leaders of economic inclusivity. The Diverse Business Partners program has cultivated new and existing partnerships with minority and women-owned businesses, including veteran-owned, LGBT-owned and other underrepresented small businesses. This program increases opportunities for minorities and women to participate in procurement activities of MLB entities and MLB Clubs. Since the formation of this program in 1988, MLB and its Clubs have spent nearly \$2 billion with diverse-owned businesses.

Community Affairs & Social Responsibility:

Jackie Robinson Day: In 2019, Major League Baseball commemorated the centennial celebration of Jackie's birth with special Club activations, 'PLAY BALL' events located in cities with a connection to Jackie's history and legacy, and more. On April 15, 2019 as in previous years, baseball honored Jackie's legacy by celebrating his life, values, and accomplishments. All home Clubs hosted pregame ceremonies, and all games featured Jackie Robinson Day jeweled bases and lineup cards. In connection to this special day on the baseball calendar, Major League Baseball and other Clubs announced the recipients of the "Jackie Robinson Most Valuable Business Partner Award," which is given on an annual basis, to minority-owned, women-owned and other diverse-owned businesses and organizations whose work reflects the character and commitment to the excellence of Jackie Robinson's legacy.

Jackie Robinson Foundation: Major League Baseball and its Clubs continue to support more than 30 four-year Jackie Robinson Foundation (JRF) scholarships annually and engages JRF Scholars during the annual JRF Mentoring and Leadership Conference as well as at MLB jewel events. JRF provides financial assistance and direct program services to highly motivated students from diverse backgrounds attending colleges and universities across the country. The Foundation's unique hands-on approach has resulted in a consistent, nearly 100 percent graduation rate. In March 2019, MLB and MLB Network hosted JRF scholars during the annual JRF Mentoring and Leadership Conference for a luncheon and panel discussion. The event featured MLB Network executives and talent who provided key takeaways on goal setting, networking, and exposure to careers in Baseball.

Major League Baseball is continuing its expanded philanthropic partnership with JRF and its support for the Foundation's Jackie Robinson Museum project.

Roberto Clemente Day: Each September since 2002, Major League Baseball has commemorated Roberto Clemente Day in recognition of the humanitarian Hall of Famer and 15-time All-Star who died in a plane crash on New Year's Eve 1972 while attempting to deliver supplies to earthquake victims in Nicaragua. The prestigious Roberto Clemente Award is the annual recognition of

a Major League player who best represents the game of Baseball through astonishing character, community involvement, philanthropy and positive contributions, both on and off the field. Every year, each Club nominates one player to be considered for the Award. The 2019 Roberto Clemente Award Recipient was Carlos Carrasco of the Cleveland Indians for his exemplary humanitarian efforts on three continents.

Miracle League Game: During the 2019 All-Star Week, MLB and the Cleveland Indians hosted a game at Progressive Field for youth participants with physical or developmental disabilities from the Miracle League. Thirty youth participated in the event, with each participant enjoying one at-bat and playing the field defensively. This game provided an equal and unique opportunity for individuals with disabilities to play and be a part of one of Baseball's grandest event stages in a Major League ballpark.

Scotts Field Refurbishment Program Grants: Major League Baseball and Scotts, a long-time league sponsor, began the Scotts® Field Refurbishment Program before the 2016 championship season to provide kids with modern, playable ball fields in communities around the U.S. This program is part of Scotts' efforts as an official partner of the 'PLAY BALL' initiative, the sport's collective effort to encourage young people and communities to participate in baseball- or softball-related activities, including formal leagues, events and casual forms of play. The Scotts® Field Refurbishment Program provides grants of products and services, including infield sod, that each have a collective value of up to \$50,000 to youth-serving organizations with ballfields in need of renovation. In its first three seasons, the Scotts® Field Refurbishment Program has renovated approximately 30 fields with nearly \$1.75 million of support.

In the fall of 2017, a grant program component was launched to support organizations in need across the country. Applicants were evaluated on a number of criteria, including their ability to enhance the lives of underserved children and to improve the local community. In 2019, MLB and Scotts received 350 grant applications across 300+ cities in 46 states seeking refurbishments for their youth fields. Four organizations that operate in underserved communities were awarded field refurbishment grants, with the fields opening throughout 2019.

Boys & Girls Clubs of America: Boys & Girls Clubs of America is the official charity of Major League Baseball. Boys & Girls Clubs have reached 4 million youth, including sites on US military bases, public housing and on Native American lands. Boys & Girls Clubs executed 'PLAY BALL' events at their affiliates throughout the year and will continue to do so through 2020. In 2019, 'PLAY BALL' programming reached tens of thousands of participants at hundreds of Boys & Girls Club organizations and military sites across the world, which included American Samoa, England, Italy and Japan.

Shred Hate & Bullying Prevention

In 2017, MLB teamed up with ESPN on its multi-faceted bullying prevention program called Shred Hate, which seeks to eliminate bullying by encouraging kids to choose kindness. As part of the program, No Bully, a San Francisco-based nonprofit that trains and gives schools the tools to activate student compassion as a method for eradicating bullying and cyberbullying, provides innovative, anti-bullying curriculum, and works directly with local school districts and cooperating schools. The underlying themes of the program are an extension of existing anti-harassment policies and inclusion efforts that MLB applies to clubhouses, ballparks and front offices.

More than 90,000 students across dozens of schools participated in Shred Hate programming in the 2018-19 school years in Aspen (Colorado), Chicago, Connecticut, Dallas, Los Angeles, Minneapolis, Philadelphia, Pittsburgh and Washington, D.C. Additional schools in Boston (Red Sox), Los Angeles (Dodgers), New York (Yankees & Mets), Oakland (Athletics), and Pittsburgh (Pirates) will be a part of the Shred Hate program for the 2019-2020 academic year.

In 2019, MLB tabbed All-Star first baseman for the New York Mets and 2019 T-Mobile Home Run Derby Champion **Pete Alonso** and Olympian & five-time X Games medalist **Gus Kenworthy** in taping a public service announcement (PSA) to encourage young people to take action against cyberbullying, which affects 59% of U.S. teens (according to Pew Research Center). The campaign, which ran on DoSomething.org through September 15, 2019, featured participation from more than 35,000 youth leading to nearly 66,000 reported incidents of cyberbullying.

Separately, MLB continued its bullying prevention

efforts in October (bullying prevention month) to support the worldwide Spirit Day, raising awareness to stamp out bullying targeting LGBT youth. Such programming and support continue Baseball's efforts to create a culture of acceptance and inclusion throughout the league and beyond.

Zero Tolerance Policy

Major League Baseball leads the industry with strong policies against domestic violence, sexual assault and child abuse, in addition to a workplace code of conduct for Major League players that encourages a safe and inclusive environment. To further support efforts related to the care of victims of domestic violence and their families, MLB partners with the National Network to End Domestic Violence, It's On Us and The Joe Torre Safe at Home Foundation, three nationally recognized nonprofit organizations that focus on ending the cycle of violence.

Youth

The MLB Baseball & Softball Development 2019 initiatives were designed to improve access to, and foster growth of diversity within the youth and amateur levels of the sport. These activities, which took place from January through December, included hundreds of 'PLAY BALL' events around the world, multiple girls baseball events, development-focused events (like the **DREAM Series**, **Breakthrough Series** and also the **Hank Aaron Invitational**, **Elite Development Invitational**), Fun At Bat program for physical education curriculums in elementary schools, youth-focused initiatives during July's All-Star Week in Cleveland as well as the London Series, and more. Many of the events were jointly operated with a variety of partners, including USA Baseball, USA Softball, the U.S. Conference of Mayors, Little League International, Cal Ripken, Sr. Foundation, Major & Minor League Clubs, and MLB Corporate Sponsors.

In 2019, Baseball and Softball Development initiatives by MLB, in partnership with various entities, reached three million kids in the United States, Puerto Rico, Canada, Mexico, Brazil, United Kingdom and Panama.

In connection to Martin Luther King Jr. Day (January 21), MLB and USA Baseball hosted the annual DREAM Series as the first installment of a series of diversity-focused, amateur development camps that were held in 2019. These special amateur camps, which also include the Breakthrough Series and Hank Aaron Invitational with the MLBPA as well as

the Elite Development Invitational, focus on developing and diversifying the future talent pool in baseball (both boys and girls) and softball. Some of the most talented high school baseball and softball players from around the country participate in these events and receive elite-level instruction as well as the opportunity to be mentored by former Major League players & managers, former professional & Olympic medal-winning softball players, and members of the Women's National Baseball Team. In addition to the on-field action, participants will receive daily presentations that focus on preparing prospects for the collegiate and professional recruiting processes and offer information about alternative careers within the baseball & softball industry. In each of these camps, a contingent of college recruiters and professional scouts attend to evaluate players who may not have had the opportunity to showcase their skills through other events.

Additionally, in 2019, MLB launched the pilot phase of a new baseball development evaluation initiative titled “**MLB Tour**,” which was designed to identify high school-aged players of diverse backgrounds, particularly those living in inner cities and underserved communities, to attend these advanced, diversity-focused development initiatives.

NOTE: Approximately 95% of all baseball development event participants (Breakthrough Series, DREAM Series, and Hank Aaron Invitational) who have graduated high school have played baseball at the college or professional level.

Once again in 2019, MLB launched a full schedule of activities during MLB All-Star Week featuring various youth & fan engagement efforts in Cleveland in July. They included ‘PLAY BALL’ Park, the Commissioner’s Cup & Jennie Finch Classic tournaments featuring baseball and softball teams from MLB Youth Academies around the country and in Puerto Rico, the Pitch, Hit & Run and Jr. Home Run Derby skills competitions, and much more.

In February, MLB also hosted the Andre Dawson Classic at the New Orleans MLB Youth Academy. The event, which is named after the Chicago Cubs/Montreal Expos legend who is one of only two HBCU baseball-playing alumni enshrined in the National Baseball Hall of Fame, is designed to highlight Historically Black Colleges & Universities (HBCUs) and their baseball programs.

Sustainability:

MLB Green Team: Major League Baseball is committed to a variety of sustainability efforts. Key initiatives include ‘Green Team’ activations during MLB All-Star Week and the World Series, front office volunteer efforts, and those operated by MLB Clubs. Major League Baseball was the first professional sports league to have its entire list of Clubs as members of the Green Sports Alliance, which promotes healthy, sustainable communities in sports. MLB Clubs emphasize sustainability efforts through waste diversion, composting and energy efficient practices throughout the year. Efforts include partnerships to collect excess prepared food at ballparks for individuals in need, comprehensive on-site gardens, Green Teams to collect recyclables, LED field lighting and solar panel installations.

The Green Glove Award is given annually to the Major League Baseball Club leader in recycling and general sustainability initiatives, in addition to maintaining the highest diversion rate (the amount of waste material diverted from landfills for recycling). The San Francisco Giants were awarded the coveted honor in recognition of their efforts in 2019.

2019 Winter Meetings:

Take the Field: For the second consecutive year, MLB hosted the “Take the Field” program, a two-day event featuring nearly 50 women who were interested in careers in coaching, scouting and player development in baseball. The event provided participants with the opportunity for education and engagement with Club personnel through panels, breakout sessions and networking opportunities.

Katherine Feeney Leadership Symposium: The Diversity and Inclusion Department hosted its third annual Katherine Feeney Leadership Symposium. Each Club nominated one female employee that embodies the professionalism, integrity and leadership qualities that Katy exemplified throughout her illustrious career. A full day of programming focused on skill development and leadership training was led by Stanford University, Graduate School of Business – Executive Education.

Women @ MLB Networking Reception: For the fourth consecutive year, MLB hosted a networking reception for women across the industry attending the Winter Meetings. The reception, which gathered over 100 women, gave attendees the opportunity to meet new individuals, connect with colleagues and share tips for success.

Supplier Diversity Summit: The Supplier Diversity Summit returned to the Winter Meetings for the fourth consecutive year. The Summit included a one-hour panel discussion followed by speed networking rounds, providing diverse-owned businesses (inclusive of those owned by people of color, women, veterans, members of the LGBTQ+ community, and disabled persons) the opportunity to pitch their businesses to representatives from MLB and MLB Clubs. The two-day event also included of supplier workshops, and an awards reception.

UNFILTERED Series: For the third consecutive year, MLB's Diversity & Inclusion department hosted the "UNFILTERED SERIES," which provided Winter Meetings attendees with opportunities to learn from diverse representation within Baseball who currently work in a variety of analytics, front office and operations roles. MLB Network's Fran Charles and ESPN's Eduardo Perez led the conversation on their respective panels.

Diversity Pipeline Program Networking Reception: In December 2019 at the Baseball Winter Meetings in San Diego, a group of over 150 students and job seekers attended the Diversity Pipeline Program Networking Reception, which featured over 50 Club officials from throughout the league who gave their time to connect with job seekers and screen candidates for available positions. Twenty-one attendees received job opportunities following the event as a result of their interaction with professionals at the event.

Appendix II

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

28 Team Executive Vice-Presidents, Senior Vice Presidents and Vice Presidents are Black or African-American, including:

- **Nona Lee**, Executive Vice President & Chief Legal Officer, Arizona Diamondbacks
- **Kenneth Williams**, Executive Vice President, Baseball Operations, Chicago White Sox
- **Henry Aaron**, Senior Vice President, Executive Offices, Atlanta Braves
- **Brian Colbert**, Senior Vice President, Revenue, Pittsburgh Pirates
- **Jacqueline Coleman**, Senior Vice President, Broadcasting & Marketing, Washington Nationals
- **Damon Jones**, Senior Vice President, General Counsel, Washington Nationals
- **DeRetta Rhodes**, Senior Vice President, Human Resources, Atlanta Braves
- **Brian Smith**, Senior Vice President, Community Relations, New York Yankees
- **Gilbert Sonny Hight**, Senior Vice President Chief Security Officer, Security, New York Yankees
- **Dana Brown**, Vice President, Scouting, Atlanta Braves
- **Robert Brown**, Vice President, CFO Accounting, New York Yankees
- **Andre Chambers**, Vice President, People Operations, Human Resources, Oakland Athletics
- **Eugene Dias**, Vice President, Communications, Houston Astros
- **Mike Dillon**, Vice President, Finance, Houston Astros
- **Julian Green**, Vice President, Communications and Community Affairs, Chicago Cubs
- **Michael Hall**, Vice President Cardinals Care and Community Affairs, St. Louis Cardinals
- **Marian Harper**, Vice President, Foundation, Houston Astros
- **Elaine Hendrix**, Vice President Community and Public Affairs, Detroit Tigers
- **Brian Keys**, Vice President, Information Systems, Cincinnati Reds

- **Robert McDonald**, Vice President, Clubhouse Operations and Team Travel, Baseball Operations, Washington Nationals
- **Aleta Mercer**, Vice President, Broadcasting, Milwaukee Brewers
- **Vivian Mora**, Vice President, Human Resources, Houston Astros
- **Katina Shaw**, Vice President, Community Relations, Milwaukee Brewers
- **Michael Shaw**, Vice President, Customer Engagement, Miami Marlins
- **Elaine Steward**, Vice President, Club Counsel, Boston Red Sox
- **Taj Tashombe**, Vice President External Affairs, Ballpark Development, Oakland Athletics
- **Marcita Thompson**, Vice President, Fenway Park Tours, Boston Red Sox
- **Ellen Zeringue**, Vice President, Marketing, Detroit Tigers

30 team Senior Vice-Presidents and Vice Presidents are Hispanic or of Latino descent, including:

- **Alberto Avila**, Executive Vice President, Baseball Operations, Detroit Tigers
- **Frederick Rivera**, Executive Vice President, Legal and General Counsel, Seattle Mariners
- **Jorge Costa**, Senior Vice President, Operations and Facilities, San Francisco Giants
- **Sergio del Prado**, Senior Vice President, Corporate Partnerships, San Diego Padres
- **Santiago Fernandez**, Senior Vice President and General Counsel, Los Angeles Dodgers
- **Jose Martin**, Senior Vice President and Chief People Officer, Human Resources, San Francisco Giants
- **Kevin Martinez**, Senior Vice President, Marketing and Communications, Seattle Mariners
- **Elisa Padilla**, Senior Vice President, Marketing and Community Relations, Miami Marlins
- **Eric Perestuk**, Senior Vice President, Facility Operations, Atlanta Braves
- **Edgardo Romero, Jr.**, Senior Vice President, Assistant General Manager, Boston Red Sox
- **Russell Amaral**, Vice President, Facilities, Arizona Diamondbacks
- **Diann Blanco**, Vice President, Administration, New York Yankees

- **Octavio Castro**, Vice President, Human Resources, Milwaukee Brewers
- **David Curry**, Vice President, Information Technology, Seattle Mariners
- **Johnny DiPuglia**, Vice President, International Operations, Washington Nationals
- **Ralph Esquibel**, Vice President, Information Technology, Los Angeles Dodgers
- **Rolando Fernandez**, Vice President, International Scouting and Development, Colorado Rockies
- **Rafaela Fink**, Vice President, Public Relations, Tampa Bay Rays
- **Gregory Gatti**, Vice President, Information Technology, Atlanta Braves
- **Cesar Geronimo**, Vice President, International Amateur Scouting, Arizona Diamondbacks
- **Eric Hernandez**, Vice President, Finance, Los Angeles Dodgers
- **Ana Hernandez**, Vice President, Human Resources, Miami Marlins
- **Danita Maxwell**, Vice President, Human Resources, Texas Rangers
- **Sigurd Mejdal**, Vice President, Assistant General Manager, Baseball Analytics, Baltimore Orioles
- **Alfredo Mesa**, Vice President and Executive Director, Marlins Foundation, Miami Marlins
- **Milciades Junior Noboa**, Vice President, Latin Operations, Player Development, Arizona Diamondbacks
- **Juan Ramirez**, Vice President, Information Technology, Tampa Bay Rays
- **Naomi Rodriguez**, Vice President, External Affairs and Community Relations, Los Angeles Dodgers
- **Carlos Rodriguez**, Vice President, Player Development & International Scouting, Tampa Bay Rays
- **Elizabeth Stecklein**, Vice President, Human Resources, Colorado Rockies

Six team Senior Vice Presidents and Vice Presidents are Asian or of Asian descent, including:

- **Jonathan Gilula**, Executive Vice President, Business Affairs, Boston Red Sox
- **Timothy Zue**, Executive Vice President, Chief Financial Officer, Boston Red Sox
- **Ray Chan**, Vice President, Information Technology, San Diego Padres

- **Alan Chang**, Vice President, Legal Affairs and Deputy General Counsel, New York Yankees
- **Jason Lee**, Vice President, Business Strategy & Analytics, Minnesota Twins
- **Amilyn Pierce**, Vice President, Government Affairs, Arizona Diamondbacks

The four Native Hawaiian team senior vice presidents and vice presidents in MLB were:

- **Robert McLeod**, Senior Vice President, Scouting and Player Development, Chicago Cubs
- **Anita Sehgal**, Senior Vice President, Marketing, Houston Astros
- **Creighton Kahoalii**, Vice President, Corporate Partnerships, Houston Astros
- **Ashwin Krishnan**, Vice President and General Counsel, Miami Marlins

Two team Vice Presidents are of two or more races, including:

- **Jason Domir**, Vice President & Deputy General Counsel, Atlanta Braves
- **Kevin Gregg**, Vice President, Communications, Boston Red Sox

There is one American Indian or Alaskan Native Vice President on an MLB team:

- **Ann Seeney**, Vice President, Human Resources, St. Louis Cardinals

There is a total of 95 women holding team Executive Vice President, Senior Vice President and Vice President Positions on MLB teams:

- **Laura Day**, Executive Vice President, Business Development, Minnesota Twins
- **Raquel Ferreira**, Executive Vice President & Assistant General Manager, Baseball Administration, Boston Red Sox
- **Kellie Fischer**, Executive Vice President and Chief Financial Officer, Texas Rangers
- **Kelly Kaufman**, Executive Vice President and Chief Financial Officer, Finance, Boston Red Sox
- **Nona Lee**, Executive Vice President and Chief Legal Officer, Arizona Diamondbacks

- **Katherine Pothier**, Executive Vice President & General Counsel, Texas Rangers
- **Jill Robinson**, Executive Vice President, Chief Financial Officer, Atlanta Braves
- **Staci Slaughter**, Executive Vice President, Communications and Senior Advisor to the Chief Executive Officer, San Francisco Giants
- **Amy Waryas**, Executive Vice President, Human Resources, Boston Red Sox
- **Jean Afterman**, Senior Vice President, Assistant General Manager, New York Yankees
- **Marcell Bhangoo**, Senior Vice President, Client Services, Boston Red Sox
- **Twila Carter**, Senior Vice President, Community Relations and The Astros Foundation, Houston Astros
- **Kimberly Childress**, Senior Vice President of Accounting and Controller, Atlanta Braves
- **Jacqueline Coleman**, Senior Vice President, Broadcasting and Game Presentation, Washington Nationals
- **Paige Farragut**, Senior Vice President, Ticket Sales and Service, Texas Rangers
- **Karen Forgas**, Senior Vice President, Business Operations, Communications and Marketing, Cincinnati Reds
- **Mary Giesler**, Senior Vice President, General Counsel, Minnesota Twins
- **Sara Grauf**, Senior Vice President, Event Strategy & Services, San Francisco Giants
- **Jennifer Grondahl**, Senior Vice President, Community Development, Baltimore Orioles
- **Elise Holman**, Senior Vice President, Executive Management, Washington Nationals
- **Molly Jolly**, Senior Vice President, Finance and Administration, Los Angeles Angels of Anaheim
- **Holly Lindvall**, Senior Vice President, Human Resources and Diversity, New York Mets
- **Sarah McKenna**, Senior Vice President, Fan Services and Entertainment, Boston Red Sox
- **Caroline O'Connor**, Senior Vice President and Chief of Staff, Miami Marlins
- **Elisa Padilla**, Senior Vice President, Marketing and Community Relations, Miami Marlins
- **Elizabeth Pantages**, Senior Vice President and CFO, Finance, San Francisco Giants
- **Caroline Perry**, Senior Vice President, General Counsel, Legal, San Diego Padres
- **DeRhetta Rhodes**, Senior Vice President, Human Resources, Atlanta Braves
- **Patricia Salerno**, Senior Vice President, Community & Public Affairs, Pittsburgh Pirates
- **Ronda Sedillo**, Senior Vice President and CFO, San Diego Padres
- **Anita Sehgal**, Senior Vice President, Marketing and Communications, Houston Astros
- **Sara Shultz**, Senior Vice President, Human Resources, Chicago Cubs
- **Janet Marie Smith**, Senior Vice President, Planning and Development, Los Angeles Dodgers
- **Deborah Tymon**, Senior Vice President, Marketing, New York Yankees
- **Lisa Winsby**, Senior Vice President, Human Resources, Seattle Mariners
- **Marti Wronski**, Senior Vice President, General Counsel, Milwaukee Brewers
- **Catherine Aker**, Vice President, Communications and Community Relations, Oakland Athletics
- **Hannah Basinger**, Vice President, Guest Operations & Strategy, Atlanta Braves
- **Diann Blanco**, Vice President, Administration, New York Yankees
- **Victoria Bryant**, Vice President, Event Services Merchandising, St. Louis Cardinals
- **Naomi Calder**, Vice President, Ticket Operations, Boston Red Sox
- **Carrie Campbell**, Vice President, Fenway Enterprises, Boston Red Sox
- **Jill Campbell**, Vice President, Communications and Marketing, Colorado Rockies
- **Debbie Castaldo**, Vice President, Corporate and Community Impact, Arizona Diamondbacks
- **Bonnie Clark**, Vice President, Communications, Philadelphia Phillies
- **Heather Collamore**, Vice President, Metropolitan Hospitality, New York Mets
- **Jackie Cuddeback**, Vice President, Advertising and Sales, Philadelphia Phillies
- **Zineb Curran**, Vice President, Corporate Communications, Boston Red Sox
- **Shana Daum**, Vice President, Public Affairs and Community Relations, San Francisco Giants
- **Nancy Donati**, Vice President, Creative Services and Visual Identify, San Francisco Giants
- **Raenell Dorn**, Vice President, Human Resources and Diversity, Minnesota Twins

- **Robyn Farmer**, Vice President & Deputy General Counsel, Atlanta Braves
 - **Rafaela Fink**, Vice President, Public Affairs, Tampa Bay Rays
 - **Moiria Foy**, Vice President, Human Resources and Risk Management, Chicago White Sox
 - **Lauren Fritts**, Vice President, Marketing, Chicago Cubs
 - **Shannon Gabriel**, Vice President & Controller, Atlanta Braves
 - **Jennifer Giglio**, Vice President, Communications, Washington Nationals
 - **Sara Greenspan**, Vice President, Human Resources, San Diego Padres
 - **Starr Guldedge**, Vice President/Controller, Finance, Texas Rangers
 - **Emily Hamel**, Vice President, Events and Brand Experience, New York Yankees
 - **Marian Harper**, Vice President Community and Foundation, Houston Astros
 - **Elaine Hendrix**, Vice President, Community and Public Affairs, Detroit Tigers
 - **Alexa Herndon**, Vice President, Human Resources, Washington Nationals
 - **Katie Jackson**, Vice President, Marketing, San Diego Padres
 - **Pamela Kenn**, Vice President, Community, Alumni and Player Relations, Boston Red Sox
 - **Kathy Killian**, Vice President, Administration, Philadelphia Phillies
 - **Sara Lehrke**, Vice President, Human Resources and Chief Diversity Officer, Cleveland Indians
 - **Suzanne Lucchi**, Vice President, Ballpark Operations, New York Mets
 - **Elizabeth Marshall**, Vice President, Communications, Atlanta Braves
 - **Danita Maxwell**, Vice President, Human Resources, Texas Rangers
 - **Sue Ann McClaren**, Vice President, Ticket Operations and Sales, Colorado Rockies
 - **Marcy McGovern**, Vice President, Human Resources, Pittsburgh Pirates
 - **Sharon McNally**, Vice President, Marketing, Milwaukee Brewers
 - **Aleta Mercer**, Vice President, Broadcasting, Milwaukee Brewers
 - **Vivian Mora**, Vice President, Human Resources, Houston Astros
 - **Nancy O'Brien**, Vice President, Brand Marketing, Minnesota Twins
 - **Christine O'Reilly**, Vice President, Community Relations, Chicago White Sox
 - **Amilyn Pierce**, Vice President, Government Affairs, Arizona Diamondbacks
 - **Roxanne Porch**, Vice President, Finance, Atlanta Braves
 - **Katherine Pratt**, Vice President, Global Partnership Sales, Boston Red Sox
 - **Nicole Schmidt**, Vice President, Brand, Strategy and Analytics, Cleveland Indians
 - **Ann Seeney**, Vice President, Human Resources, St. Louis Cardinals
 - **Katina Shaw**, Vice President, Community Relations, Milwaukee Brewers
 - **Aryn Sobo**, Vice President, Human Resources, New York Yankees
 - **Elizabeth Stecklein**, Vice President, Human Resources, Colorado Rockies
 - **Stephanie Stegall**, Vice President, Special Events, Houston Astros
 - **Elaine Steward**, Vice President, Club Counsel, Boston Red Sox
 - **Angela Swint**, Vice President, Broadcast and Communications, Texas Rangers
 - **Marcita Thompson**, Vice President, Fenway Park Tours, Boston Red Sox
 - **Lisa Tolson**, Vice President, Human Resources, Baltimore Orioles
 - **Amy Tovar**, Vice President and Deputy General Counsel, Legal, San Francisco Giants
 - **Francis Traisman**, Vice President, Executive Offices, Seattle Mariners
 - **Jennifer Lyn Tran**, Vice President, Human Resources, Tampa Bay Rays
 - **Frances Weld**, Vice President, Strategy and Development, Legal, San Francisco Giants
 - **Ellen Zeringue**, Vice President, Marketing, Detroit Tigers
- 19 of the women holding Vice President positions and above were people of color, including:**
- **Nona Lee**, Executive Vice President and Chief Legal Officer, Arizona Diamondbacks

- **Jacqueline Coleman**, Senior Vice President, Broadcasting and Game Presentation, Washington Nationals
- **Elisa Padilla**, Senior Vice President, Marketing and Community Relations, Miami Marlins
- **DeRhetta Rhodes**, Senior Vice President, Human Resources, Atlanta Braves
- **Anita Sehgal**, Senior Vice President, Marketing and Communications, Houston Astros
- **Diann Blanco**, Vice President, Administration, New York Yankees
- **Rafaela Fink**, Vice President, Public Affairs, Tampa Bay Rays
- **Marian Harper**, Vice President Community and Foundation, Houston Astros
- **Elaine Hendrix**, Vice President, Community and Public Affairs, Detroit Tigers
- **Danita Maxwell**, Vice President, Human Resources, Texas Rangers
- **Aleta Mercer**, Vice President, Broadcasting, Milwaukee Brewers
- **Vivian Mora**, Vice President, Human Resources, Houston Astros
- **Amilyn Pierce**, Vice President, Government Affairs, Arizona Diamondbacks
- **Ann Seeney**, Vice President, Human Resources, St. Louis Cardinals
- **Katina Shaw**, Vice President, Community Relations, Milwaukee Brewers
- **Elizabeth Stecklein**, Vice President, Human Resources, Colorado Rockies
- **Elaine Steward**, Vice President, Club Counsel, Boston Red Sox
- **Marcita Thompson**, Vice President, Fenway Park Tours, Boston Red Sox
- **Ellen Zeringue**, Vice President, Marketing, Detroit Tigers

Appendix III

Players								
As of July 23, 2020								
	%	#		%	#		%	#
2020			2009			1999		
White	60.2%	539	White	61.6%	758	White	60.0%	x
Black or African American	7.5%	67	African-American	9.0%	111	African-American	13.0%	x
Hispanic or Latino	29.9%	268	Latino	27.0%	332	Latino	26.0%	x
Asian	1.9%	17	Asian	2.3%	28	Other	<1%	x
Two or More Races	0.0%	0	Other	0.0%	0			
Hawaiian or Pac. Islander	0.3%	3	International	28.2%	347			
Am. Indian or Alaska Native	0.2%	2	Total		1229			
Voluntary Nondisclosure	0.0%	0						
Total		896						
2018			2008			1998		
White	59.0%	443	White	60.4%	719	White	59.0%	x
African-American	8.4%	63	African-American	10.2%	121	African-American	15.0%	x
Latino	29.5%	221	Latino	27.0%	322	Latino	25.0%	x
Asian	1.5%	11	Asian	2.4%	29	Other	1.0%	x
Other	1.6%	12	Other	0.0%	0			
Voluntary Nondisclosure	0.0%	0	International	28.7%	342			
Total		750	Total		1191			
2017			2007			1997		
White	57.5%	431	White	59.8%	714	White	58.0%	x
African-American	7.7%	58	African-American	8.2%	98	African-American	17.0%	x
Latino	31.9%	239	Latino	29.1%	348	Latino	24.0%	x
Asian	1.9%	14	Asian	2.8%	34	Other	1.0%	x
Other	1.1%	8	Other	0.0%	0			
Total		750	International	31.0%	370			
			Total		1194			
2016			2006			1996		
White	59.0%	443	White	59.5%	707	White	62.0%	x
African-American	8.3%	62	African-American	8.4%	98	African-American	17.0%	x
Latino	28.5%	214	Latino	29.4%	348	Latino	20.0%	x
Asian	1.7%	13	Asian	2.4%	34	Other	1.0%	x
Other	2.4%	18	Other	0.3%	0			
Total		750	International	31.0%	370			
			Total		1187			
2015			2005			1995		
White	58.8%	441	White	60.0%	709	White	62.0%	x
African-American	8.3%	62	African-American	9.0%	101	African-American	19.0%	x
Latino	29.3%	220	Latino	29.0%	339	Latino	19.0%	x
Asian	1.2%	9	Asian	3.0%	30	Other	0.0%	x
Other	2.4%	18	Other	0.0%	4			
Total		750	International	30.0%	358			
2014			2004			1994		
White	60.9%	459	White	63.0%	789	White	64.0%	x
African-American	8.2%	62	African-American	9.0%	111	African-American	18.0%	x
Latino	28.4%	214	Latino	26.0%	326	Latino	18.0%	x
Asian	2.0%	15	Asian	2.0%	26			
Other	0.5%	4	Other	0.0%	1			
Total		754	International	27.0%	338			
			Total		1253			
2013			2002			1993		
White	61.2%	456	White	60.0%	x	White	67.0%	x
African-American	8.3%	62	African-American	10.0%	x	African-American	16.0%	x
Latino	28.2%	210	Latino	28.0%	x	Latino	16.0%	x
Asian	2.1%	16	Asian	2.0%	x	Other	<1%	x
Other	0.1%	1	Other	0.0%	x			
Total		745	International	25.0%	x			
			Total		x			
2012			2001			1992		
White	61.5%	734	White	59.0%	x	White	68.0%	x
African-American	8.9%	106	African-American	13.0%	x	African-American	17.0%	x
Latino	27.5%	328	Latino	26.0%	x	Latino	14.0%	x
Asian	1.9%	23	Other	1.0%	x			
Other	0.2%	2						
International	28.6%	341						
Total		1193						
2011			2000			1991		
White	61.5%	738	White	60.0%	x	White	68.0%	x
African-American	8.5%	102	African-American	13.0%	x	African-American	18.0%	x
Latino	27.0%	324	Latino	26.0%	x	Latino	14.0%	x
Asian	2.1%	25	Other	1.0%	x			
Other	0.7%	8						
International	27.7%	332						
Total		1197						
2010								
White	59.8%	712						
African-American	9.1%	119						
Latino	28.3%	339						
Asian	2.4%	23						
Other	0.4%	2						
International	27.7%	360						
Total		1195						

Table 1

MLB Central Office Staff								
As of January 1, 2020								
	%	#		%	#		%	#
2020			2012			2005		
White	61.8%	259	White	69.2%	301	White	72.7%	336
Black or African American	10.5%	44	African-American	9.7%	42	African-American	10.4%	48
Hispanic or Latino	16.9%	71	Asian	3.4%	15	Asian	3.0%	14
Asian	6.0%	25	Latino	14.7%	64	Latino	13.2%	61
Two or More Races	3.6%	15	Other	3.0%	13	Native American	0.4%	2
Hawaiian or Pac. Islander	0.2%	1	Total		435	Total		462
Am. Indian or Alaska Native	0.2%	1	Women	35.6%	155	Women	34.0%	157
Voluntary Nondisclosure	0.7%	3						
Total		419						
Women	40.1%	168						
2018			2011			2004		
White	66.0%	309	White	68.3%	x	White	70.8%	252
African-American	9.8%	46	African-American	9.4%	x	African-American	11.2%	40
Asian	5.6%	26	Asian	3.5%	x	Asian	3.9%	14
Latino	14.7%	69	Latino	15.7%	x	Latino	13.5%	48
Native American	0.2%	1	Native American	3.1%	x	Native American	0.6%	2
Voluntary Nondisclosure	3.6%	17	Total		426	Total		356
Total		468	Women	37.6%	x	Women	40.4%	144
Women	30.8%	144						
2017			2010			2003		
White	65.6%	299	White	67.0%	x	White	Data Not Recorded	
African-American	10.1%	46	African-American	10.0%	x	African-American	13.0%	48
Asian	14.9%	68	Asian	4.0%	x	Latino	4.1%	15
Latino	5.7%	26	Latino	17.0%	x	Asian	14.7%	54
Other	3.1%	14	Native American	3.0%	x	Native American	0.3%	1
Voluntary Non-Disclosure	0.7%	3	Total		417	Total		118
Total		456	Women	38.0%	x	Women	45.9%	169
Women	31.8%	145						
2016			2009			2000		
White	71.2%	183	White	66.0%	x	White	74.0%	x
African-American	12.1%	31	African-American	10.0%	x	African-American	14.0%	x
Asian	10.1%	26	Asian	4.0%	x	Asian	2.0%	x
Latino	4.3%	11	Latino	17.0%	x	Latino	14.0%	x
Other	1.9%	5	Native American	<1%	x	Native American	1.0%	x
Voluntary Non-Disclosure	0.4%	1	Total		416	Total		314
Total		257	Women	39.0%	x	Women	47.0%	x
Women	29.2%	75						
2015			2008			1997		
White	71.1%	187	White	66.0%	x	White	78.0%	x
African-American	10.3%	27	African-American	12.0%	x	African-American	13.0%	x
Asian	4.6%	12	Asian	3.0%	x	Asian	1.0%	x
Latino	11.8%	31	Latino	16.0%	x	Latino	8.0%	x
Other	2.3%	6	Native American	<1%	x	Total		215
Total		263	Total		385	Women	53.0%	x
Women	28.9%	76	Women	40.0%	x			
2014			2007			1995		
White	72.3%	389	White	72.2%	342	White	72.0%	x
African-American	9.5%	51	African-American	11.2%	53	African-American	18.0%	x
Asian	3.2%	17	Asian	3.2%	15	Asian	1.0%	x
Latino	12.8%	69	Latino	13.1%	62	Latino	9.0%	x
Other	2.2%	12	Native American	0.4%	2	Total		141
Total		538	Total		474	Women	54.0%	x
Women	29.4%	158	Women	42.0%	199			
2013			2006			1994		
White	72.1%	380	White	72.6%	340	White	78.0%	x
African-American	9.3%	49	African-American	10.7%	50	African-American	16.0%	x
Asian	3.0%	16	Asian	3.0%	14	Asian	0.0%	x
Latino	12.9%	68	Latino	13.2%	62	Latino	6.0%	x
Other	2.7%	14	Native American	0.4%	2	Total		188
Total		527	Total		468	Women	56.0%	x
Women	29.8%	157	Women	42.9%	201			

Table 2

Majority Owners								
As of January 1, 2020								
	%	#		%	#		%	#
2020			2014			2009		
White	97.5%	39	White	98.0%	48	White	96.7%	29
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		40						
Women	0.0%	0						
2018			2013			2008		
White	97.5%	39	White	98.0%	48	White	96.7%	29
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	2.5%	1	Latino	2.0%	1	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.0%	0	Total		49	Total		30
Total		40	Women	16.3%	8	Women	0.0%	0
Women	0.0%	0						
2017			2012			2007		
White	97.5%	39	White	96.4%	53	White	96.8%	30
African-American	0.0%	0	African-American	1.8%	1	African-American	0.0%	0
Latino	2.5%	1	Latino	1.8%	1	Latino	3.2%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		40	Total		55	Total		31
Women	0.0%	0	Women	12.7%	7	Women	0.0%	0
2016			2011			2006		
White	98.0%	48	White	97.5%	39	White	96.4%	27
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Latino	2.0%	1	Latino	2.5%	1	Latino	3.6%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		49	Total		40	Total		28
Women	16.3%	8	Women	7.5%	3	Women	0.0%	0
2015			2010			Note: Percentages may not equal 100 percent due to rounding. Table 3		
White	98.0%	48	White	98.0%	49			
African-American	0.0%	0	African-American	0.0%	0			
Latino	2.0%	1	Latino	2.0%	1			
Asian	0.0%	0	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total		49	Total		50			
Women	16.3%	8	Women	6.0%	3			

Managers								
As of January 1, 2020								
	%	#		%	#		%	#
2020			2009			1999		
White	80.0%	24	White	66.7%	20	White	90.0%	27
Black or African American	3.3%	1	African-American	16.7%	5	African-American	6.7%	2
Hispanic or Latino	13.3%	4	Asian	3.3%	1	Asian	0.0%	0
Asian	0.0%	0	Latino	13.3%	4	Latino	3.3%	1
Two or More Races	3.3%	1	Total		30	Total		30
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0
Am. Indian or Alaska Native	0.0%	0						
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2018			2008			1998		
White	86.7%	26	White	73.3%	22	White	86.7%	26
African-American	0.0%	0	African-American	13.3%	4	African-American	10.0%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	10.0%	3	Latino	13.3%	4	Latino	3.3%	1
Other	3.3%	1	Total		30	Total		30
Voluntary Nondisclosure	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30						
Women	0.0%	0						
2017			2007			1997		
White	90.0%	27	White	80.0%	24	White	85.7%	24
African-American	3.3%	1	African-American	6.7%	2	African-American	10.7%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	13.3%	4	Latino	3.6%	1
Other	3.3%	1	Total		30	Total		28
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2016			2006			1996		
White	90.0%	27	White	83.3%	25	White	85.7%	24
African-American	3.3%	1	African-American	10.0%	3	African-American	10.7%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	6.7%	2	Latino	3.6%	1
Other	3.3%	1	Total		30	Total		28
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2015			2005			1995		
White	93.3%	28	White	76.7%	23	White	85.7%	24
African-American	3.3%	1	African-American	13.3%	4	African-American	10.7%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	10.0%	3	Latino	3.6%	1
Total		30	Total		30	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014			2004			1994		
White	83.3%	25	White	76.7%	23	White	82.1%	23
African-American	10.0%	3	African-American	10.0%	3	African-American	14.3%	4
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	6.7%	2	Latino	13.3%	4	Latino	3.6%	1
Total		30	Total		30	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013			2002			1993		
White	86.7%	26	White	67.7%	21	White	78.6%	22
African-American	10.0%	3	African-American	25.8%	8	African-American	14.3%	4
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	6.5%	2	Latino	7.1%	2
Total		30	Total		31	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012			2001			1992		
White	83.3%	25	White	78.1%	25	White	88.5%	23
African-American	6.7%	2	African-American	18.8%	6	African-American	7.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	10.0%	3	Latino	3.1%	1	Latino	3.8%	1
Total		30	Total		32	Total		26
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2011			2000			1991		
White	80.0%	24	White	83.3%	25	White	88.5%	23
African-American	6.7%	2	African-American	13.3%	4	African-American	7.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	13.3%	4	Latino	3.3%	1	Latino	3.8%	1
Total		30	Total		30	Total		26
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2010			Note: Percentages may not equal 100 percent due to rounding.					
White	69.0%	20						
African-American	13.8%	4						
Asian	3.4%	1						
Latino	13.8%	4						
Total		29						
Women	0.0%	0						

Table 4

Historical Listing of Managers of Color Major League Baseball			
Records as of 2020 Opening Day (35 managers)			
	Team	Year(s)	Record
Manny Acta	Washington Nationals	2007-2009	158-252
	Cleveland Indians	2010-2012	214-266
Felipe Alou	Montreal Expos	1992-01	691-717
	San Francisco Giants	2003-2006	342-304
Dusty Baker	San Francisco Giants	1992-02	840-715
	Chicago Cubs	2003-2006	322-326
	Cincinnati Reds	2008-2013	509-463
	Washington Nationals	2016-2017	192-132
	Houston Astros	2020-present	N/A
Don Baylor	Colorado Rockies	1993-98	440-469
	Chicago Cubs	2000-02	187-220
Cecil Cooper	Houston Astros	2007-2009	171-170
Alex Cora	Boston Red Sox	2018-2019	192-132
Larry Doby	Chicago White Sox	1978	37-50
Cito Gaston	Toronto Blue Jays	1989-97	683-636
	Toronto Blue Jays	2008-2010	211-201
Preston Gomez	San Diego Padres	1969-72	180-316
	Houston Astros	1974-75	128-161
	Chicago Cubs	1980	38-52
Fred Gonzalez	Florida Marlins	2007-2010	276-279
	Atlanta Braves	2011-2016	434-413
Mike Gonzalez	St. Louis Cardinals	1938, 1940	9-13
Ozzie Guillen	Chicago White Sox	2004-2011	678-617
	Miami Marlins	2012	69-93
Davey Lopes	Milwaukee Brewers	2000-2002	144-195
Jerry Manuel	Chicago White Sox	1997-2003	500-471
	New York Mets	2008-2010	204-213
Dave Martinez	Washington Nationals	2018-present	175-149
Lloyd McClendon	Pittsburgh Pirates	2001-2005	336-446
	Seattle Mariners	2014-2015	163-161
Hal McRae	Kansas City Royals	1991-94	286-277
	Tampa Bay Devil Rays	2001-02	113-196
Charlie Montoyo	Toronto Blue Jays	2019-present	67-95
Tony Pena	Kansas City Royals	2002-2005	198-285
Tony Perez	Cincinnati Reds	1993	20-24
	Florida Marlins	2001	54-60
Lou Piniella	New York Yankees	1986-1988	224-193
	Cincinnati Reds	1990-1992	255-231
	Seattle Mariners	1993-2002	840-711
	Tampa Bay Devil Rays	2003-2005	200-285
	Chicago Cubs	2007-2010	316-293
Bo Porter	Houston Astros	2012-2015	110-190
Luis Pujols	Detroit Tigers	2002	55-100
Willie Randolph	New York Mets	2005-2008	302-253
Frank Robinson	Cleveland Indians	1975-1977	186-189
	San Francisco Giants	1981-1984	264-277
	Baltimore Orioles	1988-1991	230-285
	Montreal Expos	2002-2004	233-253
	Washington Nationals	2005-2006	152-172
Rick Renteria	Chicago Cubs	2014-2015	73-89
	Chicago White Sox	2017-present	201-284
Dave Roberts	Los Angeles Dodgers	2016-present	393-256
Edwin Rodriguez	Florida Marlins	2010-2011	78-85
Cookie Rojas	California Angels	1988	75-79
Luis Rojas	New York Mets	2020-present	N/A
Jerry Royster	Milwaukee Brewers	2002	53-94
Carlos Tosca	Toronto Blue Jays	2002-04	191-191
Don Wakamatsu	Seattle Mariners	2009-2010	127-147
Ron Washington	Texas Rangers	2007-2015	664-611
Mauri Wills	Seattle Mariners	1980	26-56

Table 5

Coaches								
As of January 1, 2020								
	%	#		%	#		%	#
2020			2010			2000		
White	54.2%	638	White	71.1%	172	White	70.2%	139
Black or African American	6.3%	74	African-American	12.0%	29	African-American	19.2%	38
Hispanic or Latino	32.8%	386	Latino	16.5%	40	Latino	10.6%	21
Asian	1.1%	13	Asian	0.4%	1	Asian	0.0%	0
Two or More Races	1.4%	17	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		242	Total		198
Am. Indian or Alaska Native	0.2%	2	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	4.1%	48						
Total		1178						
Women	0.4%	5						
2018			2009			1999		
White	52.5%	563	White	68.4%	158	White	70.9%	129
African-American	7.5%	80	African-American	13.9%	32	African-American	18.1%	33
Asian	1.0%	11	Latino	17.3%	40	Latino	10.4%	19
Latino	33.6%	360	Asian	0.4%	1	Asian	0.5%	1
Native American	0.3%	3	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	5.2%	56	Total		231	Total		182
Total		1073	Women	0.0%	0	Women	0.0%	0
Women	0.5%	5						
2017			2008			1998		
White	53.0%	527	White	67.0%	152	White	74.8%	151
African-American	8.9%	88	African-American	11.9%	27	African-American	16.8%	34
Latino	35.9%	357	Latino	20.7%	47	Latino	7.9%	16
Asian	0.6%	6	Asian	0.4%	1	Asian	0.5%	1
Other	1.6%	16	Other	0.0%	0	Other	0.0%	0
Voluntary Non-Disclosure	2.4%	24	Total		227	Total		202
Total		994	Women	0.0%	0	Women	0.0%	0
Women	0.3%	3						
2016			2007			1997		
White	53.6%	517	White	68.2%	150	White	74.5%	120
African-American	8.8%	85	African-American	13.3%	30	African-American	14.3%	23
Latino	33.5%	323	Latino	17.3%	39	Latino	11.2%	18
Asian	0.4%	4	Asian	0.4%	1	Asian	0.0%	0
Other	3.6%	35	Other	0.0%	0	Other	0.0%	0
Voluntary Non-Disclosure	2.1%	20	Total		220	Total		161
Total		964	Women	0.0%	0	Women	0.0%	0
Women	0.2%	2						
2015			2006			1996		
White	61.8%	175	White	69.8%	150	White	73.9%	119
African-American	10.6%	30	African-American	15.8%	34	African-American	18.0%	29
Latino	25.1%	71	Latino	13.5%	29	Latino	7.5%	12
Asian	0.0%	0	Asian	0.9%	2	Asian	0.6%	1
Other	2.5%	7	Other	0.0%	0	Other	0.0%	0
Total		283	Total		215	Total		161
Women	0.7%	2	Women	0.0%	0	Women	0.0%	0
2014			2005			1995		
White	63.0%	167	White	70.6%	154	White	72.2%	114
African-American	9.8%	26	African-American	15.1%	33	African-American	18.4%	29
Latino	25.7%	68	Latino	13.8%	30	Latino	8.9%	14
Asian	0.0%	0	Asian	0.5%	1	Asian	0.0%	0
Other	1.5%	4	Other	0.0%	0	Other	0.6%	1
Total		265	Total		218	Total		158
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013			2004			1994		
White	58.8%	147	White	73.0%	165	White	77.8%	126
African-American	10.0%	25	African-American	12.4%	28	African-American	13.6%	22
Latino	30.0%	75	Latino	13.7%	31	Latino	8.0%	13
Asian	0.4%	1	Asian	0.9%	2	Asian	0.0%	0
Other	0.8%	2	Other	0.0%	0	Other	0.6%	1
Total		250	Total		226	Total		162
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012			2002			1993		
White	60.9%	143	White	71.8%	150	White	79.6%	133
African-American	13.2%	31	African-American	16.3%	34	African-American	13.2%	22
Latino	24.7%	58	Latino	11.0%	23	Latino	6.0%	10
Asian	0.4%	1	Asian	1.0%	2	Asian	0.0%	0
Other	0.9%	2	Other	0.0%	0	Other	1.2%	2
Total		235	Total		209	Total		167
Women	0.4%	1	Women	0.0%	0	Women	0.0%	0
2011			Note: Percentages may not equal 100 percent due to rounding.					
White	68.8%	161						
African-American	13.7%	32						
Latino	16.7%	39						
Asian	0.9%	2						
Other	0.0%	0						
Total		234						
Women	0.0%	0						

Table 6

CEO/President								
As of January 1, 2020								
	%	#		%	#		%	#
2020			2012			2005		
White	96.7%	29	White	100.0%	26	White	100.0%	33
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	3.3%	1	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		26	Total		33
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	6.1%	2
Voluntary Nondisclosure	0.0%	0						
Total		0						
Women	0.0%	0						
2018			2011			2004		
White	100.0%	26	White	100.0%	27	White	96.9%	31
African-American	0.0%	0	African-American	0.0%	0	African-American	3.1%	1
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.0%	0	Total		27	Total		32
Total		26	Women	3.7%	1	Women	3.1%	1
Women	0.0%	0						
2017			2010			2002		
White	100.0%	26	White	100.0%	31	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		26	Total		31	Total		x
Women	0.0%	0	Women	3.2%	1	Women	3.0%	x
2016			2009			2001		
White	100.0%	26	White	100.0%	29	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0.0%	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0.0%	Other	0.0%	0	Other	0.0%	x
Total		26	Total		29	Total		x
Women	0.0%	0	Women	3.4%	1	Women	3.0%	x
2015			2008			2000		
White	100.0%	26	White	100.0%	29	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		26	Total		29	Total		x
Women	0.0%	0	Women	6.9%	2	Women	3.0%	x
2014			2007			1999		
White	100.0%	37	White	100.0%	26	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		37	Total		26	Total		x
Women	0.0%	0	Women	7.7%	2	Women	3.0%	x
2013			2006			x = Data not recorded, totals may not equal 100 percent		
White	100.0%	39	White	100.0%	32	Table 7		
African-American	0.0%	0	African-American	0.0%	0			
Latino	0.0%	0	Latino	0.0%	0			
Asian	0.0%	0	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total		39	Total		32			
Women	0.0%	0	Women	6.3%	2			

General Manager/President of Baseball Operations								
As of January 1, 2020								
	%	#		%	#		%	#
2020			2011			2002		
White	86.7%	26	White	85.7%	24	White	93.3%	28
Black or African American	3.3%	1	African-American	10.7%	3	African-American	3.3%	1
Hispanic or Latino	6.7%	2	Latino	3.6%	1	Latino	3.3%	1
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		28	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2018			2010			2001		
White	86.7%	26	White	80.8%	21	White	96.7%	29
African-American	0.0%	0	African-American	11.5%	3	African-American	3.3%	1
Latino	10.0%	3	Latino	7.7%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	3.0%	1	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.0%	0	Total		26	Total		30
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2017			2009			2000		
White	86.7%	26	White	83.3%	25	White	100.0%	30
African-American	6.7%	2	African-American	10.0%	3	African-American	0.0%	0
Latino	3.3%	1	Latino	6.7%	2	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2016			2008			1999		
White	86.7%	26	White	86.7%	26	White	100.0%	30
African-American	6.7%	2	African-American	10.0%	3	African-American	0.0%	0
Latino	3.3%	1	Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015			2007			1998		
White	90.0%	27	White	93.3%	28	White	100.0%	30
African-American	3.3%	1	African-American	3.3%	1	African-American	0.0%	0
Latino	6.7%	2	Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		31	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014			2006			1997		
White	90.0%	27	White	93.3%	28	White	96.7%	29
African-American	3.3%	1	African-American	3.3%	1	African-American	3.3%	1
Latino	6.7%	2	Latino	3.3%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013			2005			1996		
White	90.0%	27	White	93.3%	28	White	96.4%	27
African-American	3.3%	1	African-American	3.3%	1	African-American	3.6%	1
Latino	6.7%	2	Latino	3.3%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012			2004			1995		
White	90.3%	28	White	93.3%	28	White	96.4%	27
African-American	6.5%	2	African-American	3.3%	1	African-American	3.6%	1
Latino	3.2%	1	Latino	3.3%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		31	Total		30	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0

Note: Percentages may not equal 100 percent due to rounding.

Table 8

Vice President								
As of January 1, 2020								
	%	#		%	#		%	#
2020			2012			2005		
White	84.4%	401	White	86.2%	287	White	87.5%	223
Black or African American	5.9%	28	African-American	6.0%	20	African-American	4.3%	11
Hispanic or Latino	6.3%	30	Latino	5.7%	19	Latino	5.1%	13
Asian	1.3%	6	Asian	1.2%	4	Asian	3.1%	8
Two or More Races	0.4%	2	Native Hawaiian	0.9%	3	Other	0.0%	0
Hawaiian or Pac. Islander	0.8%	4	Total		333	Total		255
Am. Indian or Alaska Native	0.2%	1	Women	17.7%	59	Women	14.5%	37
Voluntary Nondisclosure	0.8%	4						
Total		475						
Women	20.0%	95						
2018			2011			2004		
White	85.2%	381	White	87.6%	290	White	87.9%	218
African-American	6.3%	28	African-American	5.7%	19	African-American	4.0%	10
Asian	1.6%	7	Latino	4.8%	16	Latino	4.8%	12
Latino	5.4%	24	Asian	1.8%	6	Asian	3.2%	8
Native American	0.9%	4	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.6%	3	Total		331	Total		248
Total		447	Women	17.2%	57	Women	12.5%	31
Women	19.2%	86						
2017			2010			2002		
White	85.9%	371	White	90.1%	247	White	88.4%	199
African-American	6.5%	28	African-American	4.0%	11	African-American	4.9%	11
Latino	5.1%	22	Latino	4.0%	11	Latino	4.4%	10
Asian	1.4%	6	Asian	1.8%	5	Asian	2.2%	5
Other	0.9%	4	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.2%	1	Total		274	Total		225
Total		432	Women	18.2%	50	Women	14.2%	32
Women	18.5%	80						
2016			2009			2000		
White	88.3%	445	White	83.3%	250	White	90.4%	170
African-American	5.6%	28	African-American	7.7%	23	African-American	5.3%	10
Latino	4.6%	23	Latino	6.7%	20	Latino	3.2%	6
Asian	1.0%	5	Asian	2.3%	7	Asian	1.1%	2
Other	0.6%	3	Other	0.0%	0	Other	0.0%	0
Total		504	Total		300	Total		188
Women	16.3%	82	Women	18.7%	56	Women	6.4%	12
2015			2008			1999		
White	86.1%	358	White	90.4%	246	White	91.7%	176
African-American	6.0%	25	African-American	3.7%	10	African-American	4.7%	9
Latino	5.3%	22	Latino	4.0%	11	Latino	2.1%	4
Asian	1.7%	7	Asian	1.8%	5	Asian	1.6%	3
Other	1.0%	4	Other	0.0%	0	Other	0.0%	0
Total		416	Total		272	Total		192
Women	17.8%	74	Women	16.5%	45	Women	8.3%	16
2014			2007			1998		
White	85.6%	322	White	90.0%	225	White	91.8%	123
African-American	6.6%	25	African-American	3.6%	9	African-American	5.2%	7
Latino	5.1%	19	Latino	4.4%	11	Latino	1.5%	2
Asian	1.6%	6	Asian	2.0%	5	Asian	1.5%	2
Native Hawaiian	0.5%	2	Other	0.0%	0	Other	0.0%	0
Two or More Races	0.5%	2	Total		250	Total		134
Total		376	Women	15.6%	39	Women	4.5%	6
Women	17.3%	65						
2013			Note: Percentages may not equal 100 percent due to rounding.					
White	79.3%	298						
African-American	6.1%	23						
Latino	5.1%	19						
Asian	1.3%	5						
Native Hawaiian	0.8%	3						
Native American	0.0%	0						
Total		348						
Women	17.5%	61						

Table 9

Senior Administrators									
As of January 1, 2020									
	%	#		%	#		%	#	
2020			2013			2007			
White	79.8%	1680	White	79.7%	1301	White	81.7%	290	
Black or African American	5.2%	110	African-American	6.6%	107	African-American	7.9%	28	
Hispanic or Latino	9.4%	197	Latino	10.0%	163	Latino	9.0%	32	
Asian	2.8%	58	Asian	2.5%	41	Asian	1.1%	4	
Two or More Races	1.6%	33	Other	1.2%	20	Other	0.3%	1	
Hawaiian or Pac. Islander	0.1%	2	Total		1632	Total		355	
Am. Indian or Alaska Native	0.3%	6	Women	26.5%	432	Women	18.9%	67	
Voluntary Nondisclosure	0.9%	18							
Total		2104							
Women	28.8%	607							
2018			2012			2006			
White	80.0%	1615	White	80.1%	1231	White	84.4%	248	
African-American	5.3%	107	African-American	6.9%	106	African-American	6.8%	20	
Latino	9.7%	195	Latino	9.2%	142	Latino	7.5%	22	
Asian	2.7%	55	Asian	2.9%	45	Asian	1.0%	3	
Other	1.3%	27	Other	0.8%	13	Other	0.3%	1	
Voluntary Non-Disclosure	0.6%	13	Total		1537	Total		294	
Total		2020	Women	26.9%	414	Women	20.1%	59	
Women	28.6%	577							
2017			2011			2005			
White	79.7%	1544	White	82.8%	328	White	84.2%	246	
African-American	5.4%	105	African-American	5.8%	23	African-American	7.5%	22	
Latino	10.2%	197	Latino	9.3%	37	Latino	6.2%	18	
Asian	2.7%	53	Asian	1.5%	6	Asian	2.1%	6	
Other	1.7%	32	Other	0.5%	2	Other	0.0%	0	
Voluntary Non-Disclosure	0.4%	7	Total		396	Total		292	
Total		1938	Women	17.9%	71	Women	17.8%	52	
Women	27.7%	536							
2016			2010			2004			
White	80.1%	1485	White	85.1%	395	White	83.5%	217	
African-American	5.5%	101	African-American	4.7%	22	African-American	9.6%	25	
Latino	10.0%	185	Latino	7.8%	36	Latino	4.6%	12	
Asian	2.6%	48	Asian	1.9%	9	Asian	2.3%	6	
Other	1.8%	13	Other	0.4%	2	Other	0.0%	0	
Voluntary Non-Disclosure	0.3%	5	Total		464	Total		260	
Total		1853	Women	18.1%	84	Women	13.8%	36	
Women	27.0%	500							
2015			2009			2001			
White	80.7%	1469	White	84.3%	370	White	86.0%	x	
African-American	5.4%	99	African-American	5.0%	22	African-American	10.0%	x	
Latino	9.8%	178	Latino	8.2%	36	Latino	4.0%	x	
Asian	2.4%	44	Asian	2.1%	9	Asian	<1%	x	
Other	1.7%	31	Other	0.5%	2	Women	<15%	x	
Total		1821	Total		439				
Women	27.5%	500	Women	18.9%	83				
2014			2008			Note: Percentages may not equal 100 percent due to rounding.			
White	80.5%	1370	White	83.0%	323				
African-American	6.0%	102	African-American	6.7%	26				
Latino	10.0%	170	Latino	8.0%	31				
Asian	2.2%	37	Asian	2.1%	8				
Other	1.3%	22	Other	0.3%	1				
Total		1701	Total		389				
Women	27.2%	463	Women	18.0%	70				

Table 10

Team Professional Administration

As of January 1, 2020

	%	#		%	#		%	#
2020			2013			2007		
White	74.8%	1460	White	77.8%	1081	White	88.6%	357
Black or African American	6.1%	120	African-American	7.0%	97	African-American	5.5%	22
Hispanic or Latino	11.2%	218	Latino	10.3%	143	Latino	4.2%	17
Asian	4.0%	79	Asian	3.7%	52	Asian	1.5%	6
Two or More Races	2.4%	46	Other	1.2%	17	Other	0.2%	1
Hawaiian or Pac. Islander	0.1%	2	Total		1390	Total		403
Am. Indian or Alaska Native	0.2%	4	Women	27.1%	376	Women	38.5%	155
Voluntary Nondisclosure	1.2%	23						
Total		1952						
Women	25.3%	493						
2018			2012			2006		
White	75.1%	1468	White	78.1%	1061	White	85.0%	273
African-American	6.0%	118	African-American	6.9%	94	African-American	5.0%	16
Latino	11.0%	215	Latino	10.0%	136	Latino	7.8%	25
Asian	4.1%	81	Asian	4.0%	54	Asian	1.9%	6
Other	2.1%	41	Other	1.0%	14	Other	0.3%	1
Voluntary Non-Disclosure	1.3%	25	Total		1359	Total		321
Total		1955	Women	26.3%	357	Women	24.3%	78
Women	26.0%	508						
2017			2011			2005		
White	77.1%	1490	White	84.3%	510	White	90.0%	243
African-American	5.9%	115	African-American	7.3%	44	African-American	3.7%	10
Latino	10.6%	205	Latino	6.0%	36	Latino	5.2%	14
Asian	3.7%	71	Asian	0.7%	4	Asian	1.1%	3
Other	1.8%	35	Other	1.8%	11	Other	0.0%	0
Voluntary Non-Disclosure	1.0%	21	Total		605	Total		270
Total		1937	Women	30.1%	182	Women	29.6%	80
Women	27.7%	536						
2016			2010			2004		
White	77.1%	1244	White	87.0%	529	White	85.4%	537
African-American	7.6%	122	African-American	5.8%	35	African-American	6.7%	42
Latino	9.5%	153	Latino	5.9%	36	Latino	6.5%	41
Asian	3.5%	56	Asian	1.0%	6	Asian	1.4%	9
Other	1.4%	22	Other	0.3%	2	Other	0.0%	0
Voluntary Non-Disclosure	1.0%	16	Total		608	Total		629
Total		1613	Women	32.4%	197	Women	27.7%	174
Women	28.1%	453						
2015			2009			2002		
White	77.5%	1192	White	85.7%	522	White	87.0%	x
African-American	8.0%	123	African-American	7.6%	46	African-American	7.0%	x
Latino	9.3%	143	Latino	5.4%	33	Latino	4.0%	x
Asian	3.9%	60	Asian	1.0%	6	Asian	1.0%	x
Other	1.3%	20	Other	0.3%	2	Other	1.0%	x
Total		1538	Total		609	Total		x
Women	27.0%	416	Women	30.7%	187	Women	22.0%	x
2014			2008			Note: Percentages may not equal 100 percent due to rounding.		
White	77.5%	1115	White	85.7%	407			
African-American	7.7%	111	African-American	7.8%	37			
Latino	9.4%	135	Latino	4.6%	22			
Asian	4.0%	57	Asian	1.3%	6			
Other	1.4%	20	Other	0.6%	3			
Total		1438	Total		475			
Women	28.0%	402	Women	28.6%	136			

Table 11