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The 2009 Racial and Gender Report Card: Major League Baseball

By Richard Lapchick
with Alejandra Diaz-Calderon and Derek McMechan
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EXECUTIVE SUMMARY

Major League Baseball continued improving its record on the issue of racial and gender hiring practices. This is especially true in the League's Central Offices and in the positions of manager and general manager where Commissioner Bud Selig has the most direct influence. Baseball received its first ever full **A** for race and a **B** for gender. MLB received an **A-** for race and a **C+** for gender in the 2008 Report Card.

This was the first season since 1995 when the percentages of African-American players increased. The decline of African-American players has been a big story and this may represent a halt in that slide.

The report was again released on April 15th, Jackie Robinson Day. Robinson broke Major League Baseball's color barrier in 1947 and America changed forever as a result. The Racial and Gender Report Card annually asks, 'Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance at bat or to operate a team?'

MLB started the 2009 season with ten managers of color, equaling their historic best of 10 in 2002. The five general managers of color was an all-time high for MLB. These were among the key factors that helped MLB raise its overall grade for race from 89.5 to 91.5 for its first ever full **A** grade for racial hiring practices.

While baseball did not fare as well for gender, it did raise that grade from 76 to 81 points for a **B**. This gave MLB its best ever combined grade of 86 points for a solid **B+**, also its best grade in the history of the Report Card.

Richard Lapchick, Director of The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida which released the study, said "Bud Selig has led the way on these issues in MLB which

achieved this through strong records for race in the Commissioner's office as well as at the levels of manager, coach, general manager and the professional administrators of teams. MLB continues to have an outstanding record for Diversity Initiatives which include the third annual Civil Rights Game, Jackie Robinson Day and Roberto Clemente Day."

Lapchick noted that "Jackie Robinson's dream was to see more African-Americans playing, coaching and in the front office. It has been ironic that as the role of people of color dramatically increases regarding who runs the game, African-American players decreased for almost 15 years. Now this year as racial hiring practices continued to get better, the percent of African-American players also increased to 10.2 percent, up from last year's all-time low of 8.2 percent in the 2007 season. That has been a concern of Major League Baseball and leaders in the African-American community. While we need to wait to see if this a one year adjustment or a trend, this is more good news for MLB that its grass roots programs might be taking effect."

Baseball received an **A** for gender in the league office and an **A-** for professional administration at the team level.

Using data from the 2008 season, The Institute for Diversity and Ethics in Sport conducted an analysis of the racial breakdown of the players, managers and coaches. In addition, the Report Card includes a racial and gender breakdown of the owners, management in the Central Office as well as the team level, top team management, senior administration, professional administration, physicians, head trainers and broadcasters. An overview of player stacking is also included. Listings of professional owners, general managers and managers were updated as of March 1, 2009.

Tables for the Report are included in Appendix I. MLB's extensive Diversity Initiatives are listed in Appendix II.

It is imperative that sports teams play the best athletes they have available to win games. The Institute strives to emphasize the business value of diversity to sports organizations when they choose their team on the field and in the office. Diversity initiatives like diversity management training can help change attitudes and increase the applicant pool for open positions. It is obviously the choice of the organization regarding which applicant is the best fit for their ball club, but The Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender because it can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the field.

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

REPORT HIGHLIGHTS

- The 2008 season was the first season in which there was an increase of African-American players in MLB over the previous season since 1995. Amidst the debates of why African-Americans are abandoning the field of baseball, the 2008 season had a two percentage point increase of African-American players over the 2007 season.
- The total population of Major League players of color (39.6 percent) was comprised of Latino (27 percent), African-American (10.2 percent) or Asian (2.4 percent). MLB has been remarkably consistent in terms of the percentage of white players. Between the 1998 and the 2008 seasons, 59-61 percent of the players have been white in each season with the exception of 2004 which saw 63 percent of the players being white.
- The percentage of Latino and Asian players declined by 2.1 and 0.4 percentage points.
- The percentage of international players in MLB in 2008 was 28.7 percent, a drop of 2.3 percent from 2007. On Opening Day for 2009, 28 percent of Major League players were foreign-born, spanning 15 countries and territories. In addition, of Minor League players under contract, 47.8 percent were born outside of the US. Minor League players span 31 countries and territories.
- 34 percent of the staff in MLB's Central Office were people of color while women made up 40 percent of the positions. This marked a six percentage point increase of people of color in the front-office population.
- According to MLB, at the director and managerial level, 26 percent of the 91 employees were people of color, while women occupied 34 percent of the front-office positions at the MLB Central Office.
- Arturo Moreno, who owns the Los Angeles Angels, remains the only person of color to own a Major League Baseball team.
- MLB has 10 managers of color for the start of 2009; five African-American, four Latino, one Asian-American. Thus 33.3 percent of MLB Managers are people of color as of the start of the 2009 season, an increase of 6.6 percentage points from 2008. This tied the all-time record set in 2002.
- Don Wakamatsu, hired by the Mariners in November 2008, is the first person of Asian descent to become a manager in MLB history.
- In the 2008 MLB season, people of color held 33.4 percent of coaching positions in MLB (up 2.4 percentage points from 2007). African-Americans held 12 percent (down one percentage point), Latinos held 21 percent (up four percentage points).
- According to the MLB, people of color constitute 37 percent of the manager positions within the combined Major and Minor Leagues.
- Jamie McCourt (LA Dodgers) was named CEO of the Los Angeles Dodgers on March 17, 2009 thus making her the highest ranking woman in MLB. Pam Gardner is the President of Business Operations for the Houston Astros. There is no person of color as either CEO or team president of an MLB team.

- At the start of the 2009 season, there were two Latino and three African-American General Managers. Ruben Amaro Jr. is the second Latino General Manager in MLB history. The 2009 season started with a historical best 17 percent of the General Managers in MLB being people of color.
- The 2008 MLB season had already been a landmark year with four General Managers of color. The combination of three African-Americans and one Latino comprised 13 percent of the General Managers in MLB.
- The Boston Red Sox and the San Francisco Giants led MLB with seven and six women in vice president positions, respectively. The Toronto Blue Jays have three while 12 other teams had one or two women in vice president positions. Fifty percent of MLB teams have a woman in a vice president position.
- In the 2008 MLB season, 11 percent of team vice presidents were people of color and 17 percent were women, indicating an increase of one percent for people of color and female representation in the vice president positions.
- In the 2008 MLB season, 17 percent of senior team administrators were people of color. Women held 18 percent of senior administration positions.
- In 2008, the percentage of people of color holding professional positions with teams was 14 percent. The percentage of women in those positions was 29 percent.
- The strategic implementation of MLB's Diverse Business Partners Program has resulted in well over \$600 million being spent with thousands of minority- and women-owned businesses.
- The 2009 Civil Rights Game will move from Memphis, TN to Cincinnati, OH on June 20th as a regular season game between the Cincinnati Reds and the Chicago White Sox.

OVERALL GRADES

Overall, MLB earned an **A** for race and a **B** for gender for a combined **B+**. This marked continued improvement over the last three Report Cards. In the 2008 Major League Baseball Racial and Gender Report Card, MLB earned an **A-** for race and a **C+** for gender. This gave MLB a combined **B**.

In the 2006-07 Major League Baseball Racial and Gender Report Card, MLB earned a high **B+** for race, a **C+** for gender and a combined **B**. In 2005, MLB earned a low-range **B+** for race, a **D+** for gender and a combined **C+**.

This year MLB earned **A**'s for race in the Central Office, for managers and coaches, for players and for professional team administrators. It earned **A**'s for gender in the Central Office and for professional team administrators. MLB received an **F** for gender for team vice-presidents and senior team administrators. MLB received an **A** for Diversity Initiatives.

GRADES BY CATEGORY

Players

The 2008 season was the first season in which there was an increase of African-American players in MLB over the previous season since 1995. Amidst the debates of why African-Americans are abandoning the field of baseball, the 2008 season had a two percentage point increase of African-American players over the 2007 season.

In the 2008 MLB season, 60.4 percent of the players were white, 10.2 percent were African-American, 27 percent were Latino and 2.4 percent were of Asian descent. This was a 0.6 percentage point increase for white players, a 2.0 percentage point increase for African-American players and a 2.1 percentage point decrease for Latinos. There were 29 Asian baseball players in the entire league, a decrease of five from the previous season.

The percentage of international players in MLB in 2008 was 28.7 percent, a drop of 2.3 percent from 2007. On Opening Day for 2009, 28 percent of Major League players are foreign-born, spanning 15 countries and territories. In addition, of Minor League players under contract, 47.8 percent were born outside of the US. Minor League players span 31 countries and territories.

MLB has been remarkably consistent in terms of the percentage of white players. Between the 1998 and the 2008 seasons, 59-61 percent of the players have been white in each season with the exception of 2004 which saw 63 percent of the players being white.

The last decade has seen significant changes in the composition of the remaining players. Latinos and Asians have steadily increased in percentage over the past 10 years. However, the 2008 season saw a significant drop in the percentage of both groups of players.

MLB Grade for Players: A+

See Table 1.

Major League Central Office

According to Major League Baseball, of the 385 front-office employees, 12 percent are African-American, 16 percent are Latino, three percent are Asian, and less than one percent are Native American. Women make up 40 percent of the total workforce, which is a two percentage point decrease from 2008, while people of color increased six percentage points to a total of 34 percent. The corresponding on-field employee population is comprised of umpires and scouts (98 total, 14 percent people of color).

At the senior executive level, 15 percent of the 47 employees were people of color, while women occupied 23 percent of the positions. At the director and managerial level, 26 percent of the 91 employees were people of color, while women occupied 34 percent of the posts.

The following people of color are executive vice presidents in the MLB Central Office:

- Jonathan Mariner, executive Vice-President and Chief Financial Officer
- Jimmie Lee Solomon, executive Vice-President of Baseball Operations

The following women were senior vice presidents in the MLB League Office:

- Katy Feeney, senior vice president, Scheduling and Club Relations
- Phyllis Merhige, senior vice president, Club Relations
- Marla Miller, senior vice president, Special Events
- Jacqueline Parkes, senior vice president, Chief Marketing Officer- Marketing and Advertising
- Kathleen Torres, senior vice president, Finance
- Wendy Lewis, senior vice president, Diversity and Strategic Alliances

The following people of color are vice presidents in the MLB Central Office:

- Tom Brasuell, vice president, Community Affairs
- Lou Melendez, vice president, Baseball Operations, International
- Christopher Park, vice president, Labor Economics & Labor Relations
- John Quinones, vice president, Recruitment
- Ray Scott, vice president, Human Resources
- Bob Watson, vice president, Standards & On-Field Operations

The following women were vice presidents in the MLB Central Office:

- Domna Candido, vice president, Deputy General Counsel
- Bernadette McDonald, vice president, Broadcast Operations
- Ellen Miller-Wachtel, vice president, Deputy General Counsel
- Anne Occi, vice president, Design Services
- Elizabeth Scott, vice president, Programming and Business Affairs
- Jennifer Sims, vice president, Deputy General Counsel

MLB Grade for League Central Offices:

Race: A+
Gender: A

See Table 2.

Ownership

Arturo Moreno continues to be the only Latino majority owner in MLB, as well as the only person of color to own a Major League Baseball team. There are no women who hold a majority ownership.

See Table 3.

Managers

Major League Baseball started the 2009 season with 10 managers of color which equaled its all-time record set in 2002. There has been a steady increase since the 2007 season.

MLB went from six to eight managers of color in the 2008 season. During the 2008 MLB season, the eight (26 percent) managers of color were:

- Manny Acta, Washington Nationals (Latino)
- Dusty Baker, Cincinnati Reds (African-American)
- Cecil Cooper, Houston Astros (African-American)
- Fredi Gonzalez, Florida Marlins (Latino)
- Ozzie Guillen, Chicago White Sox (Latino)
- Lou Piniella, Chicago Cubs (Latino)
- Willie Randolph, New York Mets (African-American)
- Ron Washington, Texas Rangers (African-American)

There had been six managers of color (20 percent) in the 2007 season:

- Manny Acta, Washington Nationals (Latino)
- Fredi Gonzalez, Florida Marlins (Latino)
- Ozzie Guillen, Chicago White Sox (Latino)
- Lou Piniella, Chicago Cubs (Latino)
- Willie Randolph, New York Mets (African-American)
- Ron Washington, Texas Rangers (African-American)

In the 2007 season, seven percent were African-American and 13 percent were Latino at the Major League level. In 2008, the 26 percent of managers of color were equally split between African-American and Latino.

By the end of the 2008 season, Willie Randolph had been replaced as manager by Jerry Manuel who is also an African-American.

At the start of the 2009 MLB season, the 10 managers of color were:

- Dusty Baker, Cincinnati Reds
- Manny Acta, Washington Nationals
- Cecil Cooper, Houston Astros
- Cito Gaston, Toronto Blue Jays
- Fredi Gonzalez, Florida Marlins
- Ozzie Guillen, Chicago White Sox
- Jerry Manuel, New York Mets

- Lou Piniella, Chicago Cubs
- Don Wakamatsu, Seattle Mariners
- Ron Washington, Texas Rangers

Don Wakamatsu is the first Asian-American manager in MLB history and the first Asian-American to be a head coach in any of the professional sports covered in the Racial and Gender Report Card. Al Lopez was the first Latino manager in MLB history when he was hired by the Cleveland Indians in 1951. He managed the Indians until 1956 and then served the Chicago White Sox as manager from 1957 to 1965 and from 1968 to 1969.

The grade is based on the 2008 season.

According to the MLB, people of color constitute 37 percent of the manager positions within the combined Major and Minor Leagues.

MLB Grade for Managers: A

See Tables 4 and 5.

Coaches

In the 2008 MLB season, people of color held 33.4 percent (up 2.4 percentage points from 2007) of the MLB coaching positions for the 30 major league teams. African-Americans held 12 percent (down one percentage point), Latinos held 21 percent (up four percentage points) and Asians have dropped to 0.4 percent (down 0.6 of a percentage point) of the coaching positions.

MLB Grade for Coaches: A+

See Table 6.

Top Management

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

Chief Executive Officers/Presidents

There were two women and no people of color serving as CEOs/Presidents on MLB teams in 2008. Jamie McCourt is Vice Chairman and President of the Los Angeles Dodgers. She is the wife of Frank McCourt, the owner of the Dodgers. Pam Gardner is President of Business Operations for the Houston Astros.

Jamie McCourt (LA Dodgers) was named CEO of the Los Angeles Dodgers on March 17, 2009 thus making her the highest ranking woman in MLB. Pam Gardner remains as the President of Business Operations for the Houston Astros. There is no person of color as either CEO or team president of an MLB team.

No person of color since Ulice Payne Jr. (Milwaukee Brewers, 2003 season) has been a CEO or team president of an MLB team.

See Table 7.

General Manager/Principal-in-Charge

At the start of the 2009 season, there were two Latino and three African-American general managers. Ruben Amaro Jr. is the second Latino General Manager in MLB history. The 2009 season started with a historical best 17 percent of the general managers in MLB being people of color.

The 2008 MLB season had already been a landmark year with four general managers of color. The combination of three African-Americans and one Latino comprised 13 percent of the General Managers in MLB.

- Michael Hill, Florida Marlins
- Omar Minaya, New York Mets
- Tony Reagins, Los Angeles Angels
- Ken Williams, Chicago White Sox

Omar Minaya was appointed by MLB in 2001 to run the day-to-day operations of the Montreal Expos, thus becoming the first Latino general manager in MLB history. He was hired in the same position for the New York Mets at the end of the 2004 season. In 2006, Omar Minaya's Mets played in Game 7 of the NL Championship Series. Ken Williams' White Sox won the 2005 World Series. In their first year as GMs, Michael Hill's Marlins had a .522 win percentage and Tony Reagins' Angels had a .617 win percentage winning 100 games during the season.

MLB Grade for General Manager/Principal-in-Charge: B

See Table 8.

Team Vice Presidents*

The percentage of people of color holding team vice president positions increased to 11 percent in the 2008 season, as did the percentage of women in these positions. Of the vice presidents of color, 11 were African-American, 13 were Latino, and five were Asian.

The 11 African-American vice presidents in MLB were:

- Henry Aaron, senior vice president, Atlanta Braves
- Chartese Burnett, vice president, Communications, Washington Nationals
- Marian Harper, vice president, Community Development, Houston Astros
- Nona Lee, vice president and general counsel, Arizona Diamondbacks
- Elaine Lewis, vice president, Community & Public Affairs, Detroit Tigers
- Norm Lyons, vice president, External Affairs, Texas Rangers
- Alphonso Maldon, Jr., senior vice president, External Affairs and President of Nationals Dream Foundation, Washington Nationals
- Marian Rhodes, vice president, Human Resources, Arizona Diamondbacks
- Elaine Steward, vice president and club counsel, Boston Red Sox

- Larry Stokes, vice president, Human Resources, Houston Astros
- Dave Winfield, vice president and senior advisor, San Diego Padres

The 13 Latino vice presidents in MLB were:

- Dianne Aguilar, senior vice president, Community Affairs and Ticket Operations, Arizona Diamondbacks
- Russ Amaral, vice president, Facilities and Event Services, Arizona Diamondbacks
- Al Avila, vice president and assistant general manager, Detroit Tigers
- Tony Bernazard, vice president, Player Development, New York Mets
- Jorge Costa, senior vice president, Ballpark Operations, San Francisco Giants
- Mario Coutinho, vice president, Stadium Operations/Security, Toronto Blue Jays
- Sergio Del Prado, vice president, Sales, Los Angeles Dodgers
- Bettina Deynes, vice president, Human Resources, Washington Nationals
- Sam Fernandez, senior vice president and general counsel, Los Angeles Dodgers
- Rosi Hernandez, vice president, Market Development, Houston Astros
- Felix M. Lopez, Jr., senior vice president, New York Yankees
- Kevin Martinez, vice president, Marketing, Seattle Mariners
- Elizabeth Stecklein, vice president, Human Resources, Colorado Rockies

The five Asian vice presidents in MLB were:

- Bill Geivett, vice president, Baseball Operations, and assistant general manager, Colorado Rockies
- Susan Jaison, senior vice president, Finance, Florida Marlins
- Kim Ng, vice president and assistant general manager, Los Angeles Dodgers
- Paul Wong, vice president, Finance, Oakland Athletics
- Richard Wong, senior vice president, Stadium Operations, Toronto Blue Jays

The percentage of women vice presidents grew to 17 percent. Including Aguilar, Burnett, Deynes, Harper, Hernandez, Jaison, Lee, Lewis, Ng, Rhodes, Stecklein and Steward, there were a total of 47 women holding team vice president positions in MLB:

- Jean Afterman, vice president and assistant general manager, New York Yankees
- Michele Anderson, vice president, Community Relations, San Diego Padres
- Sally Andrist, vice president, Human Resources and Office Management, Milwaukee Brewers
- Wilna Behr, vice president, Sports and Entertainment at Rogers Centre, Toronto Blue Jays
- Vicki Bryant, vice president, Event Services Merchandising, San Diego Padres
- Laura Day, senior vice president, Business Development, Minnesota Twins
- Nancy Donati, vice president, Publications/Creative Services, San Francisco Giants
- Raenell Dorn, vice president, Human Resources and Diversity, Minnesota Twins
- Paige Farragut, vice president, Luxury Suite Sales, Texas Rangers
- Jennifer Flynn, vice president, Club Counsel, Boston Red Sox
- Karen Forgas, vice president, Public Affairs, Cincinnati Reds
- Susan Goodenow, vice president, Public Affairs, Boston Red Sox
- Annemarie Hastings, vice president, Client Relations, San Francisco Giants
- Kelly Keyes, vice president, Building Services, Toronto Blue Jays
- Laurel Lindsay, vice president, Consumer Marketing, Toronto Blue Jays
- Sue Ann McClaren, vice president, Ticket Sales, Operations/Services, Colorado Rockies

- Sarah McKenna, vice president, Services and Entertainment, Boston Red Sox
- Elizabeth R. Murphy, vice president and deputy general counsel, San Francisco Giants
- Lisa Pantages, vice president, Finance, San Francisco Giants
- Patty Paytas, vice president, Communications, Pittsburgh Pirates
- Katie Pothier, executive vice president and general counsel, San Diego Padres
- Marianne Short, vice president, Human Resources, Seattle Mariners
- Staci A. Slaughter, senior vice president, Communications, San Francisco Giants
- Janet Marie Smith, senior vice president, Planning and Development, Boston Red Sox
- Kala Sorenson, vice president, Conference Center/Special Events, Houston Astros
- Mary Sprong, vice president, Human Resources and Administration, Boston Red Sox
- Elizabeth Stecklein, vice president, Human Resources, Colorado Rockies
- Jennifer Steinbrenner-Swindal, senior vice president, NY Stadium Public Affairs, New York Yankees
- Christine Stoffel, vice president, Information Technology, Arizona Diamondbacks
- Molly Taylor, vice president, Finance/Administration, Los Angeles Angels
- Joyce Thomas, vice president, Human Resources, San Francisco Giants
- Frances Traisman, vice president, Sales, Seattle Mariners
- Jackie Traywick, senior vice president, Finance/Administration, Houston Astros
- Meg Vaillancourt, senior vice president, Corporate Relations, Boston Red Sox
- Marti Wronski, vice president, General Counsel, Milwaukee Brewers

The Boston Red Sox and the San Francisco Giants led MLB with seven and six women in vice president positions, respectively. The Toronto Blue Jays, and Colorado Rockies have three, 12 other teams had one or two women in vice president positions. Fifty percent of MLB teams have a woman in a vice president position.

MLB Grade for Team Vice Presidents **based on a combination of RGRC and MLB calculations:*

Race: B
Gender: F

See Table 9.

Senior Administration*

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

In the 2008 MLB season, 17 percent of senior team administrators were people of color. Seven percent were African-American, eight percent were Latino, and two percent were Asian. The percentage of people of color and women in senior administrative positions declined one percentage point from 2007 to 17 and 18 percent, respectively

According to MLB's internal records, in the 2008 MLB season, almost 19 percent of senior team administrators were people of color, marking a three percentage point increase from 2007. Women

held 29 percent of senior administration positions, marking a decrease from 34 percentage points from the previous year.

MLB Grade for Senior Administration **based on a combination of RGRC and MLB calculations:*

Race: B+
Gender: D+

See Table 10.

Professional Administration*

Positions categorized as professional administration include, but are not restricted to: managers, coordinators, supervisors, and administrators in business operations such as marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, receptionists, administrative assistants, and staff assistants.

In 2008, 14 percent of professional positions were held by people of color, an increase of four percent from 2007. African-Americans grew from five percent to eight percent, Latinos from four percent to five percent, and Asians remained at one percent. Women held 29 percent of these positions.

According to internal calculations at MLB, the percentage of people of color holding professional administrative positions increased to 32 percent. This was a two percentage point increase from the 2007 season. MLB also listed the percentage of women holding team professional administration positions at 47 percent in both seasons.

MLB Grade for Professional Administration **based on a combination of RGRC and MLB calculations:*

Race: A-
Gender: A-

See Table 11.

***In the last two categories, TIDES contined the policy of combining our data with that of MLB and averaging the two.*

Diversity Initiatives

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

MLB Grade for Diversity Initiatives: A

See Appendix II.

Physicians and Head Trainers

In 2008, physicians of color with MLB teams grew from 11 to 13 percent. African-Americans increased from four to five percent and Asians grew from five to seven percent. There were no Latino team physicians in 2008. The percent of women physicians in MLB remained constant at four percent.

In 2008, people of color held 16 percent of head trainer positions. African-Americans remained constant at five percent, Latinos dropped to seven percent, and Asians grew to three percent. This category included both head athletic trainers and head strength and conditioning coaches/trainers. There were still no women.

See Tables 12 and 13.

Radio/TV Broadcasters

During the 2008 MLB season, African-Americans held five percent of broadcast positions, an increase of two percentage points over 2007, while the percentage of Latinos increased by one percentage point to 17 percent. There are still only two Asian broadcasters in MLB accounting for one percent. The percentage of women broadcasters decreased from three to two percent.

See Table 14.

Stacking

The Racial and Gender Report Card examines the issue of stacking for the positions of pitcher, catcher, and infielder filled by African-Americans. These are baseball's primary "thinking positions." Five percent of pitchers, and nine percent of infielders (both up by two percentage points) were African-American. Thirty-two percent of outfielders, who rely on speed and reactive ability, were African-American during the 2008 MLB season. This percentage was more than three times the total percentage of African-Americans in MLB. Historically, there have been almost no African-American catchers and that remains the same.

See Table 15.

HOW GRADES WERE CALCULATED

As in previous reports, the 2009 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, 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, and **C** if it had only nine percent. Grades for race below this level were assigned a **D** for six percent or **F** for any percent equal to or below five percent.

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

METHODOLOGY

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

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

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

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

The report covers the 2008 season for Major League Baseball. Listings of professional owners, general managers and head coaches were updated as of March 1, 2009. Grades were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 17th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/ athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks the fifth time the Report Card is being issued sport-by-sport. The complete Racial and Gender Report Card, including all the leagues and college sport, will be issued after the release of individual reports on the NBA and WNBA, NFL, NHL, MLS and college sport.

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern and now at UCF. (Until 1998 the report was known as the *Racial Report Card*.) In addition to Lapchick, Alejandra Diaz-Calderon and Derek McMechan contributed greatly to this report. Their research efforts were invaluable.

The Institute for Diversity and Ethics in Sport (TIDES)

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

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

APPENDIX I

Players							
		%	#		%	#	
2008	White	60.4%	719	1999	White	60%	x
	African-American	10.2%	121		African-American	13%	x
	Latino	27.0%	322		Latino	26%	x
	Asian	2.4%	29		Other	<1%	x
	Other	0.0%	0	1998	White	59%	x
	International	28.7%	342		African-American	15%	x
2007	White	59.8%	714		Latino	25%	x
	African-American	8.2%	98		Other	1%	x
	Latino	29.1%	348	1997	White	58%	x
	Asian	2.8%	34		African-American	17%	x
	Other	0.0%	0		Latino	24%	x
	International	31.0%	370		Other	1%	x
2006	White	59.5%	707	1996	White	62%	x
	African-American	8.4%	100		African-American	17%	x
	Latino	29.4%	350		Latino	20%	x
	Asian	2.4%	29		Other	1%	x
	Other	0.3%	3	1995	White	62%	x
	International	31.0%	368		African-American	19%	x
2005	White	60%	709		Latino	19%	x
	African-American	9%	101		Other	0%	x
	Latino	29%	339	1994	White	64%	x
	Asian	3%	30		African-American	18%	x
	Other	0%	4		Latino	18%	x
	International	30%	358	1993	White	67%	x
2004	White	63%	789		African-American	16%	x
	African-American	9%	111		Latino	16%	x
	Latino	26%	326		Other	<1%	x
	Asian	2%	26	1992	White	68%	x
	Other	0%	1		African-American	17%	x
	International	27%	338		Latino	14%	x
2002	White	60%	x	1991	White	68%	x
	African-American	10%	x		African-American	18%	x
	Latino	28%	x		Latino	14%	x
	Asian	2%	x	1990	White	70%	x
	Other	0%	x		African-American	17%	x
	International	25%	x		Latino	13%	x
2001	White	59%	x				
	African-American	13%	x				
	Latino	26%	x				
	Other	1%	x				
2000	White	60%	x				
	African-American	13%	x				
	Latino	26%	x				
	Other	1%	x				

x= Data not recorded, totals may not equal 100% due to rounding.

Table 1

MLB Central Office Staff					
	%	#		%	#
2008			2002		
White	66%	x	White	68%	250
African-American	12%	x	African-American	13%	48
Asian	3%	x	Asian	4%	15
Latino	16%	x	Latino	15%	54
Native American	<1	x	Native American	1%	1
Women	40%	x	Women	46%	169
Total		385	Total		368
People of color total	34%	x	People of color total	32%	118
2007			2000		
White	72%	342	White	74%	x
African-American	11%	53	African-American	14%	x
Asian	3%	15	Asian	2%	x
Latino	13%	62	Latino	14%	x
Native American	<1%	2	Native American	1%	x
Women	42%	199	Women	47%	x
Total		474	Total		x
People of color total	28%	127	People of color total	26%	x
2006			1997		
White	72.4%	340	White	78%	x
African-American	10.4%	50	African-American	13%	x
Asian	3.0%	14	Asian	1%	x
Latino	13.2%	62	Latino	8%	x
Native American	<1%	2	Women	53%	x
Women	43.0%	201	Total		x
Total		468	People of color total	22%	x
People of color total	27.6%	127	1995		
2005			White	72%	x
White	73%	336	African-American	18%	x
African-American	10%	48	Asian	1%	x
Asian	3%	14	Latino	9%	x
Latino	13%	61	Women	54%	x
Native American	<1%	2	Total		x
Women	34%	157	People of color total	28%	x
Total		462	1994		
People of color total	27%	125	White	78%	x
2004			African-American	16%	x
White	71%	252	Asian	0%	x
African-American	11%	40	Latino	6%	x
Asian	4%	14	Women	56%	x
Latino	13%	48	Total		x
Native American	<1%	2	People of color total	22%	x
Women	40%	144	1990		
Total		356	White	79%	x
People of color total	29%	104	African-American	14%	x
			Women	55%	x
			Total		x
			People of color total	21%	x

Note: Data provided by MLB league office.

x= Data not recorded

Table 2

Majority Owners		
	%	#
2008		
White	97.0%	29
African-American	0%	0
Latino	3.0%	1
Asian	0%	0
Other	0%	0
Women	0%	0
2007		
White	97.0%	30
African-American	0%	0
Latino	3.4%	1
Asian	0%	0
Other	0%	0
Women	0%	0
2006		
White	96.6%	27
African-American	0%	0
Latino	3.4%	1
Asian	0%	0
Other	0%	0
Women	0%	0
2005		
White	96.9%	31
African-American	0%	0
Latino	3%	1
Asian	0%	0
Other	0%	0
Women	0%	0

Table 3

Managers							
		%	#			%	#
2008	White	73.0%	22	2000	White	83%	25
	African-American	13.0%	4		African-American	13%	4
	Asian	0.0%	0		Asian	0%	0
	Latino	13.0%	4		Latino	3%	1
	Women	0.0%	0		Women	0%	0
2007	White	80.0%	24	1999	White	90%	27
	African-American	6.7%	2		African-American	7%	2
	Asian	0.0%	0		Asian	0%	0
	Latino	13.3%	4		Latino	3%	1
	Women	0.0%	0		Women	0%	0
2006	White	83.3%	25	1998	White	87%	26
	African-American	10.0%	3		African-American	10%	3
	Asian	0.0%	0		Asian	0%	0
	Latino	6.7%	2		Latino	3%	1
	Women	0.0%	0		Women	0%	0
2005	White	77%	23	1997	White	86%	24
	African-American	13%	4		African-American	11%	3
	Asian	0%	0		Latino	3%	1
	Latino	10%	3	1996	White	86%	24
	Women	0%	0		African-American	11%	3
2004	White	77%	23		Latino	3%	1
	African-American	10%	3	1995	White	86%	24
	Asian	0%	0		African-American	11%	3
	Latino	13%	4		Latino	3%	1
	Women	0%	0	1994	White	82%	23
2002	White	68%	21		African-American	14%	4
	African-American	26%	8		Latino	3%	1
	Asian	0%	0	1993	White	79%	22
	Latino	6%	2		African-American	14%	4
	Women	0%	0		Latino	7%	2
2001	White	77%	25	1992	White	89%	23
	African-American	20%	6		African-American	7%	2
	Asian	0%	0		Latino	<4%	1
	Latino	3%	1	1991	White	89%	23
	Women	0%	0		African-American	7%	2
					Latino	<4%	1

Table 4

Historical Listing of Managers of Color			
Major League Baseball			
(28 managers)			
	Team	Year(s)	Record
Manny Acta	Washington	2007-present	132-191
Felipe Alou	Montreal	1992-01	691-717
	San Francisco	2003-2006	342-304
Dusty Baker	San Francisco	1992-02	840-715
	Chicago Cubs	2003-2006	322-326
	Cincinnati	2008-present	74-88
Don Baylor	Colorado	1993-98	439-469
	Chicago Cubs	2000-02	187-220
Cecil Cooper	Houston	2007-present	101-91
Larry Doby	Chicago White Sox	1978	37-50
Cito Gaston	Toronto	1989-97	683-616
Preston Gomez	San Diego	1969-72	180-316
	Houston	1974-75	128-161
	Chicago Cubs	1980	38-52
Fredi Gonzalez	Florida	2007-present	155-168
Mike Gonzalez	St. Louis	1938, 1940	9-13
Ozzie Guillen	Chicago White Sox	2004-present	433-378
Davey Lopes	Milwaukee	2000-02	141-189
Al Lopez	Cleveland	1951-56	570-354
	Chicago White Sox	1957-65	811-615
	Chicago White Sox	1968-69	41-57
Jerry Manuel	Chicago White Sox	1997-2003	500-471
Lloyd McClendon	Pittsburgh	2001-2005	336-446
Hal McRae	Kansas City	1991-94	286-277
	Tampa Bay	2001-02	113-196
Tony Pena	Kansas City	2002-2005	259-389
Tony Perez	Cincinnati	1993	20-24
	Florida	2001	54-60
Lou Piniella	New York Yankees	1986-88	224-193
	Cincinnati	1990-92	255-231
	Seattle	1993-02	840-711
	Tampa Bay	2003-05	200-285
	Chicago Cubs	2007-present	182-141
Luis Pujols	Detroit	2002	55-100
Willie Randolph	NY Mets	2005-present	302-253
Frank Robinson	Cleveland	1975-77	186-189
	San Francisco	1981-84	264-277
	Baltimore	1988-91	230-285
	Montreal	2002-2004	233-253
	Washington	2005-2006	152-172
Cookie Rojas	California	1988	76-79
Jerry Royster	Milwaukee	2002	53-94
Carlos Tosca	Toronto	2002-04	144-127
Don Wakamatsu	Seattle	2009	1st season
Ron Washington	Texas	2007-present	154-170
Maury Wills	Seattle	1980	26-56

Table 5

Coaches				
		%	#	
2008				
	White	67%	152	
	African-American	12%	27	
	Latino	21%	47	
	Asian	<1%	1	
	Other	0%	0	
	Women	0%	0	
2007				
	White	69%	150	
	African-American	13%	30	
	Latino	17%	39	
	Asian	1%	1	
	Other	0%	0	
	Women	0%	0	
2006				
	White	70%	150	
	African-American	16%	34	
	Latino	13%	29	
	Asian	1%	2	
	Other	0%	0	
	Women	0%	0	
2005				
	White	71%	154	
	African-American	15%	33	
	Latino	14%	30	
	Asian	1%	1	
	Other	0%	0	
	Women	0%	0	
2004				
	White	73%	165	
	African-American	12%	28	
	Latino	13%	31	
	Asian	1%	2	
	Other	0%	0	
	Women	0%	0	
2002				
	White	72%	150	
	African-American	16%	34	
	Latino	11%	23	
	Asian	1%	2	
	Other	0%	0	
	Women	0%	0	
2000				
	White	70%	139	
	African-American	19%	38	
	Latino	11%	21	
	Asian	0%	0	
	Other	0%	0	
	Women	0%	0	
1999				
	White	71%	129	
	African-American	18%	33	
	Latino	10%	19	
	Asian	1%	1	
	Other	0%	0	
	Women	0%	0	
1998				
	White	75%	151	
	African-American	17%	34	
	Latino	8%	16	
	Asian	<1%	1	
	Other	0%	0	
	Women	0%	0	
1997				
	White	75%	120	
	African-American	14%	23	
	Latino	11%	18	
	Asian	0%	0	
	Other	0%	0	
1996				
	White	74%	119	
	African-American	18%	29	
	Latino	7%	12	
	Asian	<1%	1	
	Other	0%	0	
1995				
	White	72%	114	
	African-American	18%	29	
	Latino	9%	14	
	Asian	0%	0	
	Other	<1%	1	
1994				
	White	78%	126	
	African-American	14%	22	
	Latino	8%	13	
	Other	<1%	1	
1993				
	White	80%	133	
	African-American	13%	22	
	Latino	6%	10	
	Other	1%	2	

*2005 numbers rounded, 1% rounding error

Table 6

CEO/President						
		%	#			#
2008	White	100%	29	2002	White	x
	African-American	0%	0		African-American	x
	Latino	0%	0		Latino	x
	Asian	0%	0		Asian	x
	Women	7%	2		Women	x
2007	White	100%	26	2001	White	x
	African-American	0%	0		African-American	x
	Latino	0%	0		Latino	x
	Asian	0%	0		Asian	x
	Women	8%	2		Women	x
2006	White	100%	32	2000	White	x
	African-American	0%	0		African-American	x
	Latino	0%	0		Latino	x
	Asian	0%	0		Asian	x
	Women	7.1%	2		Women	x
2005	White	100%	33	1999	White	x
	African-American	0%	0		African-American	x
	Latino	0%	0		Latino	x
	Asian	0%	0		Asian	x
	Women	6%	2		Women	x
2004	White	97%	31			
	African-American	3%	1			
	Latino	0%	0			
	Asian	0%	0			
	Women	3%	1			

x= Data not recorded

Table 7

General Manager/Director of Player Personnel							
			%	#			
2008					2001		
	White	87%	26		White	97%	29
	African-American	10%	3		African-American	3%	1
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2007					2000		
	White	93%	28		White	100%	30
	African-American	3%	1		African-American	0%	0
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2006					1999		
	White	93%	28		White	100%	30
	African-American	3%	1		African-American	0%	0
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2005					1998		
	White	93%	28		White	100%	30
	African-American	3%	1		African-American	0%	0
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2004					1997		
	White	94%	28		White	97%	29
	African-American	3%	1		African-American	3%	1
	Latino	3%	1		Latino	0%	0
	Asian	0%	0				
	Women	0%	0				
2002					1996		
	White	94%	28		White	96%	27
	African-American	3%	1		African-American	3%	1
	Latino	3%	1		Latino	0%	0
	Asian	0%	0				
	Women	0%	0				
					1995		
	White	96%	27		White	96%	27
	African-American	4%	1		African-American	4%	1
	Latino	0%	0		Latino	0%	0
					1994		
	White	96%	27		White	96%	27
	African-American	4%	1		African-American	4%	1
	Latino	0%	0		Latino	0%	0

Table 8

Vice Presidents							
			%	#			
2008					2002		
	White	89%	243		White	89%	178
	African American	4%	11		African-American	5%	9
	Latino	5%	13		Latino	4%	7
	Asian	2%	5		Asian	2%	4
	Women	17%	47		Women	12%	23
2007					2000		
	White	90.0%	225		White	90%	170
	African American	3.6%	9		African-American	6%	10
	Latino	4.4%	11		Latino	3%	6
	Asian	2.0%	5		Asian	1%	2
	Women	16.0%	39		Women	6%	12
2006					1999		
	White	87.0%	223		White	92%	176
	African American	4.3%	11		African-American	5%	9
	Latino	5.1%	13		Latino	2%	4
	Asian	3.1%	8		Asian	1.6%	3
	Women	15.0%	37		Women	8%	16
2005					1998		
	White	88%	218		White	92%	123
	African-American	4%	10		African-American	5%	7
	Latino	5%	12		Latino	<2%	2
	Asian	3%	8		Asian	<2%	2
	Women	13%	31		Women	5%	6
2004							
	White	89%	199				
	African-American	4%	11				
	Latino	4%	10				
	Asian	3%	5				
	Women	14%	32				

Table 9

Senior Administrators		
	%	#
2008		
White	83%	323
African-American	7%	26
Latino	8%	31
Asian	2%	8
Other	<1%	1
Women	18%	70
2007		
White	82%	290
African-American	8%	28
Latino	9%	32
Asian	1%	4
Other	0%	1
Women	19%	67
2006		
White	84%	248
African-American	7%	20
Latino	7%	22
Asian	1%	3
Other	0%	1
Women	20%	59
2005		
White	84%	246
African-American	8%	22
Latino	6%	18
Asian	2%	6
Other	0%	0
Women	18%	52
2004		
White	83%	217
African-American	10%	25
Latino	5%	12
Asian	2%	6
Other	0%	0
Women	14%	36
2001		
White	86%	x
African-American	10%	x
Latino	4%	x
Asian	<1%	x
Women	24%	x
2000		
White	84%	x
African-American	8%	x
Latino	6%	x
Asian	3%	x
Women	24%	x

x= Data not recorded

Table 10

Team Professional Administration		
	%	#
2008		
White	86%	407
African-American	8%	37
Latino	5%	22
Asian	1%	6
Other	1%	3
Women	29%	136
2007		
White	89%	357
African-American	5%	22
Latino	4%	17
Asian	1%	6
Other	0%	1
Women	29%	115
2006		
White	85%	273
African-American	5%	16
Latino	8%	25
Asian	2%	6
Other	0%	1
Women	24%	78
2005		
White	90%	243
African-American	4%	10
Latino	5%	14
Asian	1%	3
Other	0%	0
Women	30%	80
2004		
White	85%	537
African-American	7%	42
Latino	7%	41
Asian	1%	9
Other	0%	0
Women	28%	174
2002		
White	87%	x
African-American	7%	x
Latino	4%	x
Asian	1%	x
Other	1%	x
Women	22%	x
2000		
Minorities	23%	x
Women	32%	x

x= Data not recorded, totals may not equal 100% due to rounding.

Table 11

Physicians		
	%	#
2008		
White	87%	79
African American	5%	5
Latino	0%	0
Asian	7%	6
Other	1%	1
Women	4%	4
2007		
White	89%	76
African American	4%	3
Latino	1%	1
Asian	5%	4
Other	1%	1
Women	4%	3
2006		
White	95%	71
African American	3%	2
Latino	0%	0
Asian	3%	2
Other	0%	0
Women	1%	1
2005		
White	93%	77
African-American	4%	3
Latino	0%	0
Asian	2%	2
Other	1%	1
Women	2%	2
2004		
White	98%	55
African-American	2%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
White	x	x
African-American	x	x
Latino	x	x
Asian	x	x
Other	x	x
Women	x	x
2002		
White	96%	66
African-American	1%	1
Latino	0%	0
Asian	3%	2
Other	0%	0
Women	6%	4

x = Data not recorded

Table 12

Head Trainers		
	%	#
2008		
White	84%	49
African-American	5%	3
Latino	7%	4
Asian	3%	2
Other	0%	0
Women	0%	0
2007		
White	85%	52
African-American	5%	3
Latino	8%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2006		
White	87%	53
African-American	3%	2
Latino	8%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2005		
White	86%	49
African-American	4%	2
Latino	9%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2004		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
White	x	x
African-American	x	x
Latino	x	x
Asian	x	x
Other	x	x
Women	x	x
<i>x=Data not recorded</i>		

Table 13

Radio and TV Announcers		
		%
2008		
	White	78%
	African-American	5%
	Latino	17%
	Asian	1%
	Other	0%
	Women	2%
2007		
	White	80%
	African-American	3%
	Latino	16%
	Asian	1%
	Other	0%
	Women	3%
2006		
	White	79%
	African-American	3%
	Latino	17%
	Asian	1%
	Other	0%
	Women	1%
2005		
	White	79%
	African-American	4%
	Latino	17%
	Asian	1%
	Other	0%
	Women	2%
2004		
	White	81%
	African-American	3%
	Latino	15%
	Asian	1%
	Other	0%
	Women	2%
2003		
	White	x
	African-American	x
	Latino	x
	Asian	x
	Other	x
	Women	x
2002		
	White	83%
	African-American	4%
	Latino	12%
	Asian	1%
	Other	0%
	Women	1%

x=Data not recorded

Table 14

MLB by Position								
		P	C	IF	OF			
2008								
White		66%	62%	53%	50%			
African-American		5%	0%	9%	32%			
Latino		26%	35%	35%	16%			
Asian		2%	2%	2%	3%			
2007								
White		66%	58%	51%	52%			
African-American		3%	0%	7%	28%			
Latino		28%	41%	41%	17%			
Asian		3%	1%	2%	3%			
2006								
White		67%	61%	50%	51%			
African-American		3%	0%	9%	28%			
Latino		28%	37%	39%	18%			
Asian		3%	2%	2%	3%			
2005								
White		69%	62%	48%	48%			
African-American		3%	1%	11%	26%			
Latino		26%	36%	39%	22%			
Asian		3%	1%	2%	3%			
		P	C	1B	2B	3B	SS	OF
2004								
White		72%	65%	64%	53%	75%	28%	46%
African-American		3%	2%	15%	15%	5%	7%	26%
Latino		22%	33%	20%	32%	19%	64%	25%
Asian		3%	0%	2%	0%	0%	1%	3%
2002								
White		72%	61%	61%	65%	71%	29%	41%
African-American		3%	1%	14%	21%	0%	11%	31%
Latino		22%	37%	23%	14%	29%	60%	25%
Asian		3%	1%	1%	0%	0%	0%	2%

Note: Some totals do not equal 100% due to the 1.4% Asian players.
 *2005 combines categories due to a change in terminology by MLB.

Table 15

APPENDIX II

MAJOR LEAGUE BASEBALL DIVERSITY INITIATIVES

Major League Baseball's strategic focus of formal commitments to the diversity of its game has not only included employment but also addresses supplier diversity, player development, community relations, education and philanthropic awards. MLB has been widely recognized nationally for their efforts; most notably the 2005 CEO Diversity Leadership award presented to Commissioner Selig by D.C. based Diversity Best Practices. This entity recognizes national and global diversity leadership. In 2007, Commissioner Selig received the Global Diversity and Innovation award from the World Diversity Leadership Council. MLB is the first sport to be awarded. Here are a few highlights of some of MLB's commitments:

Employment/Workforce Diversity

Since 1995 MLB has aggressively addressed workplace diversity primarily through its Human Resources practices in both the Commissioner's Office and the Clubs. The industry is staffed throughout by professional HR practitioners who contribute to MLB's benchmark reports that profile all levels of employment within the baseball organizations. The resulting matrix serves as a management tool for strategic planning and performance management.

Diversity Economic Impact Engagement Initiative (DEIE) is one of MLB's newest initiatives to advance the level of MLB's current workforce and supplier diversity efforts as well as create methodologies for cultural assessments, diversity economic platforms and industry-wide diversity training. This internal consultant model approach will be developed throughout the industry's Central Office, member Clubs and eventually the Minor Leagues.

Supplier Diversity

Major League Baseball's Diverse Business Partner's Program is the leading supplier diversity program in sports. This major league procurement initiative has produced significant economic opportunity for baseball's Commissioner's office, its franchises and local communities. The strategic implementation of MLB's Diverse Business Partners Program has resulted in well over \$600 million being spent with thousands of minority- and women-owned businesses. This award-winning program has continued to enrich baseball's business case for diversity by establishing a procurement environment that economically benefits the league as well as its minority and majority business partners. The DBP program has been awarded the recognition of being listed with "America's TOP 50 Organizations for Multicultural Business Opportunities" for several years running. The DBP program was listed as number 25 for 2009.

Urban Youth Initiatives

There are several aspects to this component of MLB's mission to grow its game. They are:

- 1) To make meaningful contributions to the development of minority communities.
- 2) To provide safe and organized recreational activities for urban youth.
- 3) To prepare minority high school players for college and professional baseball and softball programs.

One example of this commitment is ***Major League Baseball's Urban Youth Academy*** located on the campus of Compton Community College in Los Angeles, California. The Academy is an actual brick and mortar presence in the community and is now officially open for business. The Academy is home to four fields: two regulation baseball fields, one softball field and one youth field. MLB will operate the facility and work with local youth organizations to identify the Academy's attendees. In addition to offering year-round baseball and softball instruction, MLB will provide academic support and career development through after-school study programs. Baseball's return on investment for this multi-million dollar facility is the marketplace strategy that eventually thousands will participate as members of the Academy and ultimately become players, baseball operation and business operations employees, franchise leaders and fans. The Academy opened on February 28, 2006 and has supported more than 2,000 youth through camps, clinics, tournaments and scout leagues. The Urban Youth Academy has been expanded to Houston, TX and is being expanded to Miami, FL as a proposed component of the Marlins new stadium project.

The Compton Urban Youth Academy hosted the second annual ***Urban Invitational Tournament*** (February 20-22) that spotlights Historically Black Colleges and Universities (HBCU's) and their baseball programs in order to provide them with national exposure. And during the 2009 World Baseball Classic tournament, the Compton Urban Youth Academy hosted Team USA and Team Japan work out sessions.

Another example is one of MLB's longest on-going urban youth initiatives, ***Reviving Baseball in Inner Cities (RBI Program) presented by KPMG***. The RBI Program is a youth outreach program to promote interest in baseball, boost self-esteem and to encourage young people to stay in school. Managed with the Boys and Girls Clubs of America, RBI programs have been started in more than 200 cities worldwide. RBI celebrated its 20th season in 2008. Since its inception, RBI has grown to a youth league that is over 75 percent minority. In 1993 RBI had its inaugural World Series. The 2009 RBI World Series will be hosted by the Florida Marlins. Since 1998, MLB has fielded a national RBI team that has participated in the USA Baseball Tournament of Stars. Since RBI's inception in 1989, MLB teams have drafted over 170 RBI participants.

Education and Philanthropy

"Breaking Barriers: In Sports, In Life" is a multi-curricular character education program developed by Major League Baseball, The Major League Baseball Player's Trust for Children, and Scholastic Inc. The program utilizes baseball-themed features, activities and lessons to teach children grades 4-8 the values and traits they need to deal with the barriers and challenges in their lives. Using baseball as a metaphor for life, the curriculum is based on the nine values demonstrated by Jackie Robinson. The nine values are: Determination, Commitment, Persistence, Integrity, Justice, Courage, Teamwork, Citizenship and Excellence.

"The Baseball Tomorrow Fund" is a joint initiative between Major League Baseball and the Major League Baseball Player's Association. It is designed to promote and enhance the growth of the game throughout the world by funding programs, field improvements and equipment purchases to encourage and maintain youth participation in baseball and softball. Since its inception in 1999, BTF has awarded grants totaling more than \$10 million and has benefited 120,000 youth participating in more than 200 baseball and softball programs across the U.S.

MLB also annually celebrates **Jackie Robinson Day** and **Roberto Clemente Day** as additional commemorative events during the baseball season.

Game & Market Development

The "Civil Rights Game" was staged by Major League Baseball on March 29th, when the Chicago White Sox played the New York Mets in an exhibition game at AutoZone Park in Memphis, the home of the National Civil Rights Museum and the city where Rev. Martin Luther King Jr. was assassinated on April 4, 1968. This game is now an annual event planned to culminate a day during which baseball celebrates the nation's civil rights movement. The game is being moved to Cincinnati, OH for 2009 and will be a regular season game between the Cincinnati Reds and the Chicago White Sox on June 20th.

The 2009 World Baseball Classic Tournament set several records in attendance, viewership and sponsorship. Team Japan successfully defended its 2006 WBC championship by defeating Team Korea in the WBC Final. The success of the 2009 World Baseball Classic on and off the field has demonstrated the global development and appeal of baseball.