

— 2015 —

Racial and Gender Report Card

by Richard E. Lapchick

Edited by Ryan Liang with Natliya Bredikhina and Todd Currie

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

Presented by:

The Institute for Diversity and Ethics in Sport
with the **DeVos Sport Business Management Program**
in the **College of Business Administration**
of the

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EXECUTIVE SUMMARY

The 2015 Racial and Gender Report Card marked the sixth consecutive Report in which at least four of the professional leagues received at or above an A- for race. The 2015 grades for racial hiring practices were similar to those received in 2014. Grades for gender hiring practices showed slight improvements. Nonetheless, grades for gender hiring earned by the NFL, the MLB, and College Sport were a C+ or below.

The NBA and WNBA continued to lead the way in diverse and inclusive racial and gender hiring practices for professional sports leagues. Both leagues received the same combined grades, A and A+ respectively, as they did in 2014. The WNBA achieved an excellent combined score, earning 96.3 points, which was just 0.2 points below their own record set in the 2014 WNBA RGRC, when the WNBA received 96.5 combined points.

College Sport showed slight improvements. It received a B for racial hiring practices, a C+ for gender hiring practices, and its combined grade was a B. While all three grades stayed the same as in the 2014 College Sport RGRC, its combined score and score for gender hiring practices slightly improved. Its combined score increased to 81.2 points from 81.1 points in 2014, and its gender score increased to 78.8 from 78.3 in 2014. However, in 2015 College Sport earned a lower score for racial hiring practices than it did in 2014 as its score decreased from 83.8 to 83.6.

The Institute for Diversity and Ethics in Sport firmly believes that diversity and inclusion are imperative not only on the team rosters but also in the front offices. With the release of each Racial and Gender Report Card and the compilation of all report cards, TIDES aims to emphasize the value of diverse and inclusive hiring practices as well as the importance of diversity initiatives and management training programs to all professional leagues and college sport.

TIDES emphasizes the importance of keeping a diverse pool of applicants during the hiring process. In diverse organizations that involve individuals of different race and gender, employees bring to the table a richness of perspectives. Eventually, it can lead to a better climate within the organization and a competitive advantage on and off the field.

The first report released in 2015 was the Major League Baseball Racial and Gender Report Card (MLBRGRC). MLB experienced a slight decline in its overall points and its scores for race and gender. Its combined grade fell from a B/B+ in 2014 to a B in 2015 and its combined score decreased from 84.4 to 82.4 points.

A big concern for MLB has been the alarmingly low number of African-American players in recent years. In 2015 the percentage of African-American baseball players in MLB was just 8.3 percent. Yet, the total percentage of players of color has increased from 39.1 percent in 2014 to 41.2 percent in 2015. This is positive in that the playing fields look more like America, with its large Latino population. The number of Latino players has continued to increase and reached 29.3 percent in 2015, which is a 0.9 percent increase from the 2014 results.

The NBA continued to set the standards in race and gender hiring practices, especially among men's leagues. The NBA once again received an A+ for racial hiring practices and a B+ for gender hiring practices with scores of 97.4 points (up from 96.4) and 88 points (up from 86.5), respectively. This resulted in an overall grade of an A with 92.7 points, up from 90.9 in the 2014 RGRC.

Despite their great record, the league did experience some small declines in opportunities for women and people of color. This season, the NBA saw a decrease in the percentage of people of color as managers, coaches, and team senior administrators.

The percentage of assistant coaches of color in the NBA decreased from 46.7 percent in 2014 to 40.8 in 2015. There was an alarming ten-percent decline in the percentage of people of color in head coaching positions. While in 2014, 43.3 percent of head coaches were people of color this percentage decreased to 33.3 percent in 2015.

On the positive side, there was an increase in the number of people of color and women in senior administration positions in the NBA. In 2015, 20.0 percent of all senior administrators were people of color and 24.0 were women. At the professional administrator level, there were increases of 0.7 of a percentage point and 1.5 percentage points for people of color and women, respectively. The NBA was the first league to have two owners of color leading their teams.

In 2015 the National Football League achieved its sixth consecutive A for racial hiring practices and reached its all-time best score for race at 93.1 points. The league received a C+ for gender hiring practices with a score of 75 points, which was a noticeable improvement from 69 points in 2014. The overall grade for the NFL also increased from 80.6 percent in 2014 to 83.9 percent in 2015 resulting in a B.

The number of people of color in the head coaching positions in the NFL grew. In 2015, 18.7 percent of all head coaches in the NFL were people of color as compared to 16.0 percent in 2014. This is encouraging because in the recent years, the low numbers of people of color among head coaches was a concern.

The NFL showed some improvements in gender hiring practices as the percentage of women among league office management, vice presidents, senior and professional administrators increased. For the second consecutive season, a B- was earned for gender hiring practices at the league level. Improving gender hiring practices at the team and league level remains an important area of focus for the NFL.

The Women's National Basketball Association (WNBA) remained the industry leader in racial and gender hiring practices. The WNBA received a combined grade of an A+ for race and gender after earning an A+ for race and an A+ for gender in the 2015 WNBA Racial and Gender Report Card. In 2015, the league accumulated a combined score of 96.3 points. This marks the 11th consecutive year that the WNBA has received at least A's for their overall race, gender and combined grades.

In spite of long-term high grades, there were some notable declines. The percentage of people of color holding professional level staff positions in the WNBA decreased from 29.2 percent in 2014 to 25 percent in 2015. The percentage of women in professional level staff positions decreased from 79.2 percent in 2014 to 75 percent in 2015.

On the other side, the number of women holding team professional administration positions in the WNBA increased from 23.2 in 2014 to 26.2 percent in 2015. The percentage of women in professional team administration roles increased from 41.5 percent in 2014 to 44.2 percent in 2015. Fourteen women and seven people of color held ownership positions on WNBA franchises in 2015.

The grades for Major League Soccer (MLS) increased for their gender hiring practices and remained the same for their racial hiring practices. MLS's grade for gender hiring practices increased to a B with 80.1 points, up from a C+ with 75.7 points in 2014. In 2015, the MLS and the NBA were the only men's professional leagues with a B for gender. MLS received B+ for its racial hiring practices in the 2015 MLS RGRC with 86.3 points, the same as in 2014.

The MLS League Office remained as the pacesetter with an A+ in racial hiring and an A- in gender hiring as Commissioner Don Garber's office continued to lead the entire MLS by example. At the same time, team hiring practices, for gender in particular, are still a major concern. For gender hiring practices, the MLS team senior administration received an F.

In 2015, College Sport received a B for racial hiring practices by earning 83.6 points, down from 83.8 points in 2014. For gender hiring practices, College Sport received a C+ by earning 78.8 points, up 78.3 from points in the 2014 CSGRC. The 2015 combined grade for College Sport was a B with 81.2 points, slightly up from an overall B with 81.1 points in 2014.

It was encouraging to see a small growth in the number of people of color as head coaches in Division I football and men's and women's basketball in College Sport, in comparison to the 2014 results. Still, 87.1 percent of Division I, 88.8 percent of Division II and 91.6 percent of Division III men's coaches were white. On the women's side, whites held 85.7 percent, 88.4 percent and 91.3 percent in Divisions I, II, and III, respectively. These numbers demonstrate that the lack of opportunities for coaches of color is still a major concern in College Sport.

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

For years, the RGRC has asked: Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team? While there have been some discouraging declines in 2015 I remain optimistic that our professional and college sports

have leaders who are committed to diversity and inclusion and who will provide opportunities for all people to play and work in sport.

The 2015 Racial and Gender Report Card: Major League Baseball

By Dr. Richard Lapchick
With Diego Salas
Published April 15, 2015

EXECUTIVE SUMMARY

Orlando, FL- April 15, 2015

The 2015 Major League Baseball Racial and Gender Report Card (RGRC) was released today. Major League Baseball had an **A** on the issue of racial hiring practices, a **C/C+** for gender hiring practices, and an overall grade of **B** in **the 2015 MLB Racial and Gender Report Card (MLB RGRC)**.

MLB reached a score of 90.4 for racial hiring practices, down from 91.2 in 2014. MLB's grade for gender hiring practices dropped to 74.4 points from 77.5 in 2014. Finally, MLB again achieved a combined grade of a **B** with 82.4 points, down from the 2014 RGRC when it accumulated 84.4 points.

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

Dr. Richard Lapchick, the primary author of the study and the director of The Institute for Diversity and Ethics in Sport (TIDES or the Institute) at the University of Central Florida (UCF) said, "This is the 68th anniversary of Jackie Robinson breaking the color barrier and it remains vital that we focus on the dream he set forth for baseball. Jackie wanted to see a diverse mixture of people participating in the sport through all levels: on the field as coaches and players, as well as those in the front office.

As Rob Manfred took over as the new MLB Commissioner, the League Office maintained the good grades achieved under Bud Selig with an **A+** for hiring people of color and **B-** for gender hiring practices. However, the percentages for both declined slightly for the fourth consecutive year. At the team level, which has historically been far behind the League Office, the grade for race for team professional administrator positions was the only grade that improved slightly, while senior administration and professional administrators in the gender category increased. The team front offices need to continue to make an effort to create a work force that mirrors America."

Lapchick continued, "Although the total percentage of players of color has steadily risen over the years, there has been a concern in Major League Baseball about the relatively small and declining percentage of African-American players. The concern is shared by leaders in the African-American community and all groups supporting diversity and inclusion. The percentage of

African-American baseball players in MLB increased by 0.1 of a percentage point, from the all time low of 8.2 percent recorded in 2014.”

However, the 41.2 percent of players who were people of color also make the playing fields look more like America, with its large Latino population. Latino players saw a slight increase from 28.4 percent in 2014 to 29.3 percent of all baseball players for the 2015 season.

There was a decrease in the percentage of people of color as managers, coaches, team senior administrators, and in the League Office while there was an increase in the percentage of people of color in the team professional administrator positions and in the general manager position. All changes were small except in the manager position, where there was a ten percentage point drop and the position of coaches, where there was a 4.2 percentage point drop. The percent of people of color as team vice presidents remained the same from the 2014 report.

There was an increase in the percentage of women as team professional administrators and team senior administrators while there was a decrease for women in the League Office and team vice presidents.

Lapchick added that, “Overall, the League Office has had a strong positive impact on the diversity record for Major League Baseball. MLB continued to have an outstanding record for diversity initiatives, which included the ninth annual Civil Rights Game, Jackie Robinson Day, Roberto Clemente Day and the 2014 MLB Diversity Business Summit, which was held in New York City. MLB’s efforts are led by Wendy Lewis, Sr. Vice President for Diversity and Strategic Alliances.”

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. TIDES was able to do this because of the in-depth human resource record keeping now being done by MLB. Using data from the 2014 season, The Institute for Diversity and Ethics in Sport conducted an analysis of the racial breakdown of the MLB players, managers and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office as well as the team level, top team management, team senior administration, team professional administration, physicians, and head trainers. An overview of player positions is also included. Listings of professional owners, general managers, and managers were updated as of March 30, 2015. The MLB player demographics for the 2015

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

provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the field.

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

The 2015 MLB Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Offs	President's/CEO's	Head Coaches (Mgr)
Whites	72.3%	100%	93.3%
African-American	9.5%	0%	3.3%
Latino	3.2%	0%	3.3%
Asian	12.8%	0%	0.0%
Other	2.2%	0%	N/A
Total Ppl of Color	29.4%	0%	6.7%
Women	27.7%	0%	N/A
	Assistant Coaches	GMs	VPs
Whites	63.0%	86.7%	85.6%
African-American	9.8%	3.3%	7%
Latino	25.7%	6.7%	5.1%
Asian	0%	3.3%	1.6%
Other	1.5%	0%	0.5%
Total Ppl of Color	37%	13.3%	14.4%
Women	N/A	N/A	17.3%
	Sr. Admin	Prof. Admin	Players
Whites	80.5%	77.5%	58.8%
African-American	6.0%	7.7%	8.3%
Latino	10.0%	9.4%	29.3%
Asian	2.2%	4.0%	1.2%
Other	1.3%	1.4%	2.4%
Total Ppl of Color	19.5%	22.5%	41.2%
Women	27.2%	28.0%	N/A

Table 1: The 2015 MLB Racial and Gender Report Card Statistics

The 2015 MLB Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	27.7%	14.4%	19.5%	22.5%
Grade	A+	B	B+	A-
Women	29.4%	17.3%	27.2%	28%
Grade	B-	F	C	C+
	GMs	Head Coaches (Mgr)	Assistant Coaches	Players
Total Ppl of Color	13.3%	6.7%	37.0%	41.2%
Grade	B	D	A+	A+

Table 2: The 2015 MLB Racial and Gender Report Card Grades

The 2015 Racial and Gender Report Card: National Basketball Association

by Richard Lapchick
with Angelica Guiao
Published on July 1, 2015

EXECUTIVE SUMMARY

Orlando, FL, July 1, 2015 – The 2015 National Basketball Association Racial and Gender Report Card (RGRC) was released today and confirmed the League’s continued leadership position in the sports industry with its commitment to and record for racial and gender hiring practices during the 2014-2015 NBA season.

The NBA once again received men’s sports only A+ for racial hiring practices and men’s sports only B+ for gender hiring practices with scores of **97.4** points (up from 96.4) and **88** points (up from 86.5), respectively. The overall grade was an **A** with 92.7 points, up from 90.9 in the 2014 RGRC. The NBA was the best for all three categories among the men’s professional sports and achieved the highest grade for racial hiring practices in the history of men’s professional sport.

Richard Lapchick, the director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) and primary author of the report, stated, “No other men’s league reaches the same points for race, gender or the combined score. The NBA remains the industry leader among men’s sports for racial hiring practices. While they did well overall for gender, especially in the League Office, women were still not well represented at the senior team levels and attention needs to be paid there. But overall, the NBA more than understands that diversity and inclusion are business imperatives. Commissioner Silver made his mark on the racial issue with the Donald Sterling decision as he led by example.”

In the NBA League Office, 35.4 percent (up 0.3 of a percentage point) of all professional employees were people of color and 40.9 percent were women (the same as in the previous report). There were 45 women serving as vice presidents at the NBA League Office in the 2014-2015 season.

The NBA was the first league to have two owners of color leading their teams. Also, there were four women who served as team presidents/CEOs, the highest in men’s professional sports. There were increases for both people of color and women at the team level in senior and professional administrative roles. At the senior administrator level, there were increases of 0.8 of a percentage point and 2.6 percentage points, respectively for people of color and women. At the professional administrator level, there were increases of 0.7 of a percentage point and 1.5 percentage points for people of color and women, respectively.

There were notable declines for people of color, especially among head coaches. At the beginning of this season, 33.3 percent of all head coaches were coaches of color, which was a decrease

from the 43.3 percent recorded in at the beginning of the 2013-2014. In 2013-14, the NBA set a new record for assistant coaches of color at 46.7 percent. However, in 2015, it dropped significantly to 40.8 percent. Finally, the number of team presidents/CEOs of color decreased from 13 percent (seven) in 2013-2014 to 8.8 percent (five) in 2014-2015.

Using data from the 2014 - 2015 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise such as top management, team senior administration, team professional administration, physicians, head trainers and broadcasters. The information used was taken from NBA team media guides as of the beginning of the 2014-2015 season. The listing of owners, head coaches, team presidents and general managers of color for the 2015 Report Card was then updated to reflect changes through the end of the 2014-2015 playoffs.

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

The 2015 NBA Racial and Gender Report Card Statistics			
Overall Grade: A			
	League Offs	President's/CEO's	Head Coaches
Whites	63.5%	91.2%	66.7%
African-American	18.0%	7.0%	30.0%
Latino	7.2%	0%	0%
Asian	9.8%	0%	3.3%
Other	0.4%	1.8%	0%
Total Ppl of Color	36.5%	8.8%	33.3%
Women	40.9%	7.0%	N/A
	Assistant Coaches	GMs	VPs
Whites	59.2%	80.6%	84.6%
African-American	40%	16.1%	10.9%
Latino	1.1%	0%	2.2%
Asian	0%	3.2%	1.2%
Other	0%	0%	1.0%
Total Ppl of Color	40.8%	19.4%	15.4%
Women	0.5%	N/A	20.3%
	Sr. Admin	Prof. Positions	Players
Whites	80.0%	73.6%	23.3%
African-American	14.9%	15.7%	74.4%
Latino	3.1%	6.5%	1.8%
Asian	1.5%	3.1%	0.2%
Other	0.6%	1.2%	0.2%
Total Ppl of Color	20.0%	26.4%	76.7%
Women	24.0%	36.1%	N/A

Table 1: The 2015 NBA Racial and Gender Report Card Statistics

The 2015 NBA Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	36.5%	15.4%	20.0%	26.4%
Grade	A+	B	A-	A+
Women	40.9%	20.3%	24.0%	36.1%
Grade	A+	F	C-	B+
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	19.4%	33.3%	40.8%	76.7%
Grade	B+	A+	A+	A+

Table 2: The 2015 NBA Racial and Gender Report Card Grades

The 2015 Racial and Gender Report Card: National Football League

by Richard Lapchick

with Leroy Robinson

Published September 10, 2015

EXECUTIVE SUMMARY

Orlando, FL – September 10, 2015... The National Football League achieved its sixth consecutive **A** for racial hiring practices and an improved **C+** for gender hiring practices in the 2015 NFL Racial and Gender Report Card, released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). This gave the NFL a combined **B** grade.

The NFL's score for race was its all-time best at 93.1 percent. The score for gender was 75 percent. The grade for race increased from 92.3 percent in 2014 while gender increased substantially from 69 percent. The overall grade for the NFL also increased from 80.6 percent to 83.9 percent resulting in a **B**.

Richard Lapchick, Director of TIDES and the primary author of the study, said, "The gender grade takes on special significance in this year for the NFL in light of the Ray Rice story. While there still is a long way to go, the gender grade increase of 6 percentage points and half a letter grade overall is significant."

Using data from the 2015 season, with the help of the NFL League Office, the Institute conducted an analysis of the racial and gender breakdown of managers, coaches, top team management, senior administration, professional administration, physicians, head trainers and broadcasters. For the first time, the NFL League Office provided us with an audit of our analysis, which enabled us to have up to date data as of August 21st, 2015. The player data for the 2015 NFL RGRC includes an analysis of the 2014 NFL rosters and was up to date as of July 1st, 2015.

Lapchick continued, "In a year when the NFL was under great scrutiny for a number of issues including gender, the NFL continued to have good results on racial hiring practices and a significant improvement in gender hiring at the senior level in the League Office. The example was being set at the League Office for the teams by continuing to make improvements in the hiring of women in senior positions. The percent of women at the management level increased by 0.7 of a percentage point, from 29.6 percent in 2014 to an all-time high of 30.3 percent in 2015. The percent of diverse employees at the management level decreased by 0.2 of a percentage point, from 28.2 percent in 2014 to 28 percent in 2015. The initiatives of Commissioner Roger Goodell and Executive Vice President for Human Resources and Chief Diversity Officer, Robert Gulliver, have continued to bring good results for the NFL at the League level.

Lapchick added, "There was a major breakthrough when Kim Pegula, an Asian American woman, joined NFL ownership on October 10, 2014 as an owner with the Buffalo Bills. Shahid Kahn became the first majority owner of color in the NFL after he purchased the Jacksonville Jaguars in 2012. Last year the San Francisco 49ers promoted Paraag Marathe to team president after Gideon Yu stepped down from the position. Gideon Yu was the first president of color in the history of the NFL. Four of the 12 teams making the 2014-15 playoffs had a person of color in the head coaching position." The coaches were Marvin Lewis of the Cincinnati Bengals, Ron Rivera of the Carolina Panthers, Jim Caldwell of the Detroit Lions, and Mike Tomlin of the Pittsburgh Steelers.

Lapchick continued, "There has been considerable concern among NFL officials and advocates for increased head coaching opportunities for people of color, as there were only five people of color in head coaching positions in 2014. This year provided some encouragement as one coach of color was hired resulting in six people of color as head coaches at the start of the 2015 NFL season. However, this remains below the all-time record which was eight coaches of color in 2011."

There were increases for people of color and women on NFL teams at the vice-president level and in senior administrator positions and professional positions. However, the percentages for women at the team level remain significantly below those at the league level.

The NFL continued to struggle with gender hiring practices at the team level while there was a slight improvement for gender at the league level where a **B-** was earned for the second consecutive year time.

The Report Card asks, "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a touchdown or operate the business of professional football?" The answer is yes for racial hiring practices and not yet for gender hiring practices.

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

The 2015 NFL Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Offs	President's/CEO's	Head Coaches
Whites	72.0%	97.1%	81.3%
African-American	9.4%	0%	15.6%
Latino	6.4%	0%	0.0%
Asian	8.0%	2.9%	3.1%
Other	4.2%	0%	0%
Total Ppl of Color	28.0%	2.9%	18.7%
Women	30.3%	0%	N/A
	Assistant Coaches	GMs	VPs
Whites	62.1%	78.1%	87.7%
African-American	34.7%	21.9%	8.9%
Latino	1.5%	0%	1.4%
Asian	0.9%	0%	2.7%
Other	0.8%	0%	0.7%
Total Ppl of Color	37.9%	21.9%	13.7%
Women	N/A	N/A	22.9%
	Sr. Admin	Prof. Positions	Players
Whites	80.7%	80.6%	28.6%
African-American	14.2%	11.1%	68.7%
Latino	2.5%	5.4%	0.7%
Asian	1.6%	2.1%	1.1%
Other	1.1%	0.8%	0.9%
Total Ppl of Color	19.3%	19.4%	71.4%
Women	22.2%	32.2%	N/A

Table 1: The 2015 NFL Racial and Gender Report Card Statistics

The 2015 NFL Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	28.0%	13.7%	19.3%	19.4%
Grade	A+	B	B+	B+
Women	30.3%	22.9%	22.2%	32.2%
Grade	B-	D+	D	B
	GMs	GMs	Assistant Coaches	Players
Total Ppl of Color	21.9%	18.7%	37.9%	71.4%
Grade	A-	B+	A+	A+

Table 2: The 2015 NFL Racial and Gender Report Card Grades

The 2015 Women's National Basketball Association Racial and Gender Report Card

by Richard Lapchick
with Natalie Nelson
published on October 20, 2015

EXECUTIVE SUMMARY

Orlando, FL... October 20, 2015 – The WNBA remained the industry leader as it has throughout the history of the Racial and Gender Report Cards (RGRC) by accumulating 96.3 points for a combined grade of an **A+** for race and gender. The WNBA earned an **A+** for race and an **A+** for gender in the 2015 WNBA Racial and Gender Report Card issued today by *The Institute for Diversity and Ethics in Sport (TIDES)* at the University of Central Florida.

This marks the 11th consecutive year that the WNBA has received at least **As** for its overall race, gender and combined grades.

The WNBA received at least an **A** for gender in all categories except for team vice presidents and team senior administration. The WNBA received at least an **A** for race in all categories except for team vice presidents and senior team administration.

Richard Lapchick, the director of TIDES and primary author of the report, said, “Led by President Laurel Richie, the WNBA continues to be the standard setter for racial and gender diversity amongst all professional leagues. The WNBA again had the highest number of **A**'s as well as the lowest number of grades below an **A** in all categories compared to the men's professional leagues. The NBA was the only men's league that was comparable with an **A+** for racial hiring practices and a **B+** for gender hiring practices in the 2015 NBA RGRC. However, in spite of the continued success with long-term high grades, there were some notable declines including the percent of people of color holding head coaching positions decreased by 8.3 percentage points, while the percent of women holding assistant coaching positions decreased by 23 percentage points. The decrease in head coaches of color has been a trend across all of the men's professional leagues covered in the Report Cards and is a cause for concern.”

The Report Card asks, “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a basket and run the team?” The answer for the WNBA was a resounding “yes” with the best record in professional sports.

Using data from the 2015 season, The Institute conducted an analysis of the racial breakdown of the players. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, senior team administration, professional team administration,

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

The 2015 WNBA Racial and Gender Report Card Statistics			
Overall Grade: A+			
	League Offs	President's/CEO's	Head Coaches
Whites	75.0%	77.8%	75.0%
African-American	25.0%	22.2%	25.0%
Latino	0%	0%	0%
Asian	0%	0%	0%
Other	0%	0%	0%
Total Ppl of Color	25.0%	22.2%	25.0%
Women	75.0%	27.8%	50.0%
	Assistant Coaches	GMs	VPs
Whites	50.0%	72.7%	90.6%
African-American	50.0%	27.3%	8.3%
Latino	0%	0%	0%
Asian	0%	0%	1.0%
Other	0%	0%	0%
Total Ppl of Color	50.0%	27.3%	9.3%
Women	45.0%	54.5%	26%
	Sr. Admin	Prof. Positions	Players
Whites	78.1%	73.8%	24.3%
African-American	14.6%	18.4%	71.7%
Latino	2.1%	1.3%	0.7%
Asian	4.2%	5.2%	0%
Other	1.0%	1.3%	3.3%
Total Ppl of Color	21.9%	26.2%	75.7%
Women	34.4%	44.2%	N/A

Table 1: The 2015 WNBA Racial and Gender Report Card Statistics

The 2015 WNBA Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	25.0%	9.3%	21.9%	26.2%
Grade	A	C	A-	A+
Women	75.0%	26%	34.4%	44.2%
Grade	A+	C-	B+	A+
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	27.3%	25.0%	50.0%	75.7%
Grade	A+	A	A+	A+
Women	54.5%	50.0%	45.0%	N/A
Grade	A+	A+	A+	N/A

Table 2: The 2015 WNBA Racial and Gender Report Card Grades

The 2015 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
with Dionne Sanders
published December 2, 2015

EXECUTIVE SUMMARY

Orlando, FL – December 2, 2015... The grades for Major League Soccer (MLS) increased substantially for their gender hiring practices and remained the same for their racial hiring practices. The overall hiring practices grade was again a solid **B** in the 2015 MLS Racial and Gender Report Card (RGRC). The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida issued the MLS RGRC.

MLS's grade for gender hiring practices increased to a **B**, up from a **C+**, with 80.1 points, up a substantial 4.4 percentage points from 75.7 in 2014, making it the only other men's professional league with a **B** for gender besides the NBA. MLS received the same letter grade of **B+** grade for its racial hiring practices in the 2015 MLS RGRC with 86.3 points, the same as in 2014.

MLS earned a combined grade of a **B** with 83.2 points in 2015, up by 2.2 percentage points, from the 2014 MLS RGRC overall grade.

For racial hiring practices, the MLS earned an **A+** for the League Office and players, a **B+** for team professional administration and assistant coaches, and a **B** for team senior administration. For the general manager and head coach, MLS received grades of **F** and **C+**, respectively. All of these grades are consistent with those of the 2014 MLS Report.

For gender hiring practices, the MLS received an **A-** grade for league office employees while team senior administration received an **F**. There was a major improvement for gender in professional administration where the MLS jumped from a **C-** in 2014 to a **B** in 2015.

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

Richard Lapchick, principal author of the study and director of TIDES, said, "It was encouraging that Major League Soccer's grade for gender hiring practices joined the NBA with gender grades of **B** or better. However, the number of women in senior team positions remains a serious issue.

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

Using data from the 2015 season, TIDES conducted an analysis of the racial composition of teams and coaches. In addition, The Report Card included a racial and gender breakdown of

management in the MLS League Office and at various levels within each MLS franchise such as: top management, team senior administration, team professional administration, physicians, head trainers, and radio and television broadcasters. The listing of owners, head coaches, and general managers for the 2015 Report Card is updated through October 1, 2015. All numerical data and the grades reflected information published in official team literature at the beginning of the 2015 season. The League Office provided all data pertaining to the MLS League Office.

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

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

The 2015 MLS Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Offs	President's/CEO's	Head Coaches
Whites	61.0%	94.7%	90.0%
African-American	4.1%	0%	0%
Latino	30.1%	5.3%	10%
Asian	3.3%	0%	0%
Other	1.6%	0%	N/A
Total Ppl of Color	39%	0%	10.0%
Women	37.4%	0%	N/A
	Assistant Coaches	GMs	VPs
Whites	81.2%	95.0%	93.6%
African-American	8.2%	0%	1.3%
Latino	9.4%	5.0%	2.6%
Asian	0%	0%	2.6%
Other	1.2%	0%	0%
Total Ppl of Color	18.8%	5.0%	6.4%
Women	N/A	N/A	16.7%
	Sr. Admin	Prof. Admin	Players
Whites	87.1%	83.7%	48.9%
African-American	2.3%	4.7%	12.5%
Latino	7.8%	8.4%	20.9%
Asian	1.3%	1.5%	0.5%
Other	1.6%	1.7%	18.6%
Total Ppl of Color	12.9%	16.3%	51.1%
Women	19.1%	32.4%	N/A

Table 1: The 2015 MLS Racial and Gender Report Card Statistics

The 2015 MLS Racial and Gender Report Card Grades				
	League Offs	Sr. Admin	Prof. Admin	
Total Ppl of Color	39.0%	12.9%	16.3%	
Grade	A+	B	B+	
Women	37.4%	19.1%	32.4%	
Grade	A-	F	B	
	GMs	Head Coaches	VPs	Players
Total Ppl of Color	5.0%	10.0%	18.8%	48.9%
Grade	F	C+	B+	A+

Table 2: The 2015 MLS Racial and Gender Report Card Grades

The 2015 Racial and Gender Report Card: College Sport

by Richard Lapchick
with DaWon Baker
Published April 7, 2016

EXECUTIVE SUMMARY

Orlando, FL... April 7, 2016 – The **2015 College Sport Racial and Gender Report Card (CSRGRC)** was issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). The report showed the record of the National Collegiate Athletic Association and its member institutions for gender hiring practices, racial hiring practices and the combined grade.

College Sport received a **B** for racial hiring practices by earning **83.6** points, a slight decrease from 83.8 points in the 2014 CSRGRC. College Sport received a **C+** for gender hiring practices by earning **78.8** points, up 78.3 from points in the 2014 CSRGRC. The combined grade for the 2015 CSRGRC was a **B** with **81.2** points, slightly up from an overall B with 81.1 points in 2014.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRC, said, “College Sport maintained its overall B grade as well as its B for racial hiring practices and its C+ for gender hiring practices. There was a small improvement in gender and a small decrease for race.

Among the good news was some improvement for people of color as head coaches in Division I football and men’s and women’s Division I basketball. The continuing bad news was that more than 60 percent of all women’s teams are still coached by men. College sport still had the lowest grade for racial hiring practices and is only better than the National Football League for gender hiring practices among all of the college and professional sports covered by the respective **Racial and Gender Report Cards.**”

Lapchick noted, “Opportunities for coaches of color continued to be a significant area of concern in all divisions. For the 2015 season, 87.1 percent of Division I, 88.8 percent of Division II and 91.6 percent of Division III men’s coaches were white. On the women’s side, whites held 85.7 percent, 88.4 percent and 91.3 percent in Divisions I, II, and III, respectively.

African-Americans who were head men’s and women’s basketball coached increased slightly in 2015.

In men’s Division I basketball, 22.3 percent of all head coaches were African-American, which was up 0.3 percentage points from the 22 percent reported in the 2013-2014 season. However, it is still down 2.9 percentage points from the all-time high of 25.2 percent reported in the 2005-2006 season. In all, 23.8 percent of the Division I men’s basketball coaches were coaches of color the

same as in 2014. This was still a major area of concern when reviewing the Racial and Gender Report Card.

For Division I women's basketball, African-American women head coaches held 11 percent of the positions in 2014-2015 and African-American men held 4.1 percent of the positions in 2014-2015 for a combined percentage of 15.1 percent, which was an increase from the 14.3 percent reported in 2013-2014. As in other sports, the 11 percent African-American women head coaches stood in stark contrast to the 47.3 percent of the African-American women student-athletes who played basketball.

Only 7.1 percent of Division I head baseball coaches were people of color, and African-Americans were so unrepresented as head coaches in Division III, that the percentage of women coaching men's teams was actually higher than the percentage of African-Americans coaching men's teams (5.2 percent vs. five percent)."

While the number of head football coaches of color at the FBS level increased from 14 in the 2014 report to 16 at the start of the 2015 season, nearly 88 percent were still white.

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

While it has been common practice for men to coach women's teams, it is rare for a woman to coach a men's team. This was accounted for in the grades for coaching for the time in the CSGRC after feedback on our reports in 2013 from scholar and activist Molly Arenberg. Women held only 38.9 percent of the head coaching jobs of women's teams in Division I, 35.4 percent in Division II and 43.8 percent in Division III. Women held 48 percent, 49 percent, and 51.2 percent of assistant coaching positions of women's teams in Divisions I, II, and III, respectively.

Whites held the overwhelming percent of the decision-making athletics director positions during the 2014-2015 year at 87.5 percent, 91.2 percent, and 94.3 percent in Divisions I, II, and III, respectively. Women made up only 8.9 percent of Division I athletics directors, a decrease from 9.6 in 2013-2014.

The 2015 report saw the first female FBS conference commissioner in history with the appointment of C-USA commissioner Judy MacLeod in October. While this was a great stride for gender hiring in this male-dominated position, all of the FBS conference commissioners remained white in 2015.

Every year, the NCAA releases a new *NCAA Race and Gender Demographics of NCAA Member Conferences Personnel Report* and *NCAA Race and Gender Demographics of NCAA Member Institutions Athletic Personnel Report*. These reports were used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators

and managers for business development, fundraising, facilities, marketing, ticket sales, media relations and an array of assistants and support staff.

The 2015 Report Card featured updated racial and gender personnel data at the NCAA headquarters as well as for university presidents, athletics directors, head football coaches, football coordinators and faculty athletics representatives at the 128 institutions in the Division I Football Bowl Subdivision (FBS). In addition, this year's report card updated the sections pertaining to conference commissioners and NCAA student-athletes throughout all athletic divisions. The data utilized to update the 2015 Report Card sections were collected from several sources, including the NCAA website's Race and Gender Demographics Search Database, the Division I Campus Leadership Study published by TIDES in November 2015 titled *Regression throughout Collegiate Athletic Leadership: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2015-16 Academic Year*, self-reported demographic data on NCAA Headquarters personnel for the fiscal year 2014-2015, and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2015 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCUs).

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

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

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

TIDES strives to emphasize the value of diversity within athletic departments when they choose their office leadership teams in their office environments. Initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. While it is the choice of the institution regarding which applicant is the best fit for their department, TIDES intends to illustrate how important it is to have a diverse organization with different races and/or genders. This element of diversity can provide a different perspective and ultimately a competitive advantage in the executive offices and on the athletic fields of play.

The 2015 College Sports Racial and Gender Report Card Statistics						
Overall Grade: B						
	D1 Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of D1 Men's Teams	Head Coaches of D1 Women's Teams	Head Coaches of D1 Football
Whites	96.7%	80.4%	80.8%	87.1%	85.7%	88.9%
African-American	0%	17.6%	14.2%	7.9%	7.3%	7.9%
Latino	0%	1.0%	1.0%	1.8%	2.0%	0.4%
Asian	3.3%	1.0%	3.0%	0.8%	1.5%	0.8%
Other	0%	0%	1.0%	2.4%	3.4%	0.8%
Total Ppl of Color	3.3%	19.6%	19.2%	12.9%	14.2%	11.1%
Women	30.0%	41.2%	53.3%	3.4%	38.9%	N/A
	Head Coaches of D1 Men's Basketball	Head Coaches of D1 Women's Basketball	Assistant Coaches of D1 Men's Teams	Assistant Coaches of D1 Women's Teams	D1 Athletic Directors	D1 Associate Athletic Directors
Whites	76.2%	83.1%	83.1%	73.6%	87.5%	87.0%
African-American	22.3%	15.1%	15.1%	19.1%	8.6%	9.0%
Latino	0.9%	0.9%	0.9%	2.0%	2.4%	1.8%
Asian	0%	0%	0%	1.1%	0.9%	1.0%
Other	0.6%	0.9%	0.9%	4.1%	0.6%	1.2%
Total Ppl of Color	23.8%	16.9%	16.9%	26.4%	12.5%	13.0%
Women	N/A	58.3%	45.8%	9.5%	8.9%	28.3%
	D1 Senior Woman Administrator	D1 Faculty Athletic Representative	D1 Sports Information Directors	D1 Professional Administration	Student Athlete Participation in all Divisions	
Whites	84.7%	90.6%	94.9%	83.4%	69%	
African-American	9.4%	6.3%	1.9%	9.8%	13.6%	
Latino	2.2%	0.7%	1.2%	3.0%	5.2%	
Asian	1.9%	1.2%	1.6%	1.7%	1.7%	
Other	1.8%	1.2%	0.4%	2.1%	10.6%	
Total Ppl of Color	15.3%	9.4%	5.1%	16.6%	31%	
Women	98.4%	33.3%	11.6%	34.9%	43.6%	

Table 1: The 2015 College Sport Racial and Gender Report Card Statistics

The 2015 College Sport Racial and Gender Report Card Grades				
College Sport	Division 1 Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of D1 Men's Teams
Total Ppl of Color	3.3%	19.6%	19.2%	12.9%
Grade	F	B+	B+	B
Women	30.0%	41.2%	53.3%	3.4%
Grade	B-	A+	A+	F
	Head Coaches of D1 Women's Teams	Head Coaches of D1 Football	Head Coaches of D1 Men's Basketball	Head Coaches of D1 Women's Basketball
Total Ppl of Color	14.3%	11.1%	23.8%	16.9%
Grade	B	B-	A	B+
Women	38.9%	N/A	0%	58.3%
Grade	F	N/A	F	A-
	Assistant Coaches of D1 Men's Teams	Assistant Coaches of D1 Women's Teams	D1 Athletic Directors	D1 Associate Athletic Directors
Total Ppl of Color	26.4%	24.5%	12.5%	13.0%
Grade	A+	A	B	B
Women	9.5%	48.0%	8.9%	28.3%
Grade	F	C/C+	F	C
	D1 Faculty Athletic Representative	D1 Professional Administration	Student Athlete Participation in all Divisions	D1 Senior Woman Administrator
Total Ppl of Color	9.4%	16.6%	31.0%	15.3%
Grade	C	B	A	B
Women	33.3%	34.9%	43.6%	98.4%
Grade	B	B+	B-	Category Not Graded

Table 2: The 2015 College Sport Racial and Gender Report Card Grades

CONCLUSION

The 2015 Racial and Gender Report Card issues a grade for race and gender for MLB, NBA, NFL, MLS, WNBA, and College Sport.

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

The 2015 WNBA Racial and Gender Report Card showed the Women's National Basketball Association (WNBA) remained as the best employer overall for women and people of color in sport. WNBA received an A+ for race while receiving an A+ for gender. The WNBA received a combined grade for race and gender of A+ with 96.3 points.

Among the men's leagues, the National Basketball Association remains the industry leader on issues related to racial and gender hiring practices. As the 2015 Racial and Gender Report Card shows, the NBA had the best grade among the men's leagues for race and gender as it has for two decades. The NBA received an A+ for racial hiring practices, a B+ for gender hiring practices, and an A for an overall grade. The NBA is the best for racial hiring practices, gender hiring practices, and overall grade with scores of 97.4 points, 88 points, and 92.7 points respectively.

Baseball's overall score for the 2015 Report Card is 82.4, down from 84.4 in 2014. MLB's combined grade for 2015 is a B. MLB once again recorded an A for racial hiring practices. However, MLB's grade for gender hiring practices dropped from a C+ to a C/C+.

With the release of the NFL RGRC, The National Football League achieved its sixth consecutive A grade on racial hiring practices and a C- on gender hiring practices in the 2014 NFL Racial and Gender Report Card. This gave the NFL a combined B grade with 80.6 points, a slight increase from 80.5 in 2013.

MLS received the same letter grade of B+ grade for its racial hiring practices in the 2015 MLS RGRC with 86.3 points, the same as in 2014. MLS's grade for gender hiring practices increased from a C+ in 2014 to a B with 80.1 points up from 75.7 in 2014.

The results for College Sport's 2015 Racial and Gender Report Card continue to represent an opportunity for improvement. While B grade for race and a C+ grade for gender show an improvement from the previous year, the lack of opportunities for women and people of color in College Sports are still discouraging in and of themselves. The greatest number of career

prospects are in college sport rather than professional sport because of the number of jobs available. That makes it even more important for us to create expanded opportunities in college sport for women and people of color.

I believe that it is important to the NCAA to be a diverse and inclusive organization and I am confident that they will improve if their leadership takes action and increases diversity initiatives and education for member institutions. For colleges and universities to provide the best experience for their students it is critical that their leadership reflects their student-athletes and society as a whole.

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

We continue to ask, "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team?" The Institute will continue to publish The Racial and Gender Report Card until the answer for each league, team and college is a resounding "yes."