



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

2018

Racial and Gender Report Card

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.

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Presented by:

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

Table of Contents

Executive Summary.....	1
The 2018 Racial and Gender Report Card:	
Major League Baseball.....	4
Table 1: The 2018 MLB Racial and Gender Report Card Statistics.....	7
Table 2: The 2018 MLB Racial and Gender Report Card Grades.....	7
The 2018 Racial and Gender Report Card:	
National Basketball Association.....	8
Table 3: The 2018 NBA Racial and Gender Report Card Statistics.....	11
Table 4: The 2018 NBA Racial and Gender Report Card Grades.....	11
The 2018 Racial and Gender Report Card:	
National Football League.....	12
Table 5: The 2018 NFL Racial and Gender Report Card Statistics.....	15
Table 6: The 2018 NFL Racial and Gender Report Card Grades.....	15
The 2018 Racial and Gender Report Card:	
Women's National Basketball Association.....	16
Table 7: The 2018 WNBA Racial and Gender Report Card Statistics.....	19
Table 8: The 2018 WNBA Racial and Gender Report Card Grades.....	19
The 2018 Racial and Gender Report Card:	
Major League Soccer.....	20
Table 9: The 2018 MLS Racial and Gender Report Card Statistics.....	22
Table 10: The 2018 MLS Racial and Gender Report Card Grades.....	22
The 2018 Racial and Gender Report Card:	
College Sport.....	23
Table 11: The 2018 College Sport RGRC Statistics.....	27
Table 12: The 2018 College Sport RGRC Grades.....	27
Conclusion.....	28
How Grades Were Calculated, Methodology, About the Report Card....	30
The Institute for Diversity and Ethics in Sport.....	31
DeVos Sport Business Management Program.....	31

THE 2018 COMPLETE SPORT RACIAL AND GENDER REPORT CARD

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.

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Executive Summary

Orlando, FL - August 15, 2019

The 2018 Racial and Gender Report Card resumed the previous trend in which at least four of the professional leagues received at or above an A- for race. This was after a fall in the 2017 report where the consecutive seven-year trend ended. The grades for gender hiring practices remained far behind those for racial hiring and college sport is slowly increasing after the decline in both areas resulting in the worst record in all the sport league reports published by TIDES in 2016.

The National Basketball Association (NBA) and Women's National Basketball Association (WNBA) remained industry leaders in diverse and inclusive hiring practices for professional sports leagues. The WNBA received a combined grade of A+ while the NBA received a grade of an A. The WNBA increased their overall grade of an A last year to an A+ due to an increase in their gender hiring practices. The NBA continues to be the only men's professional team with an overall A grade.

College Sport received a B- for racial hiring practices by earning 79.6 points, up from 78.3 points in the 2017 CSRGR. College Sport received a C+ for gender hiring practices by earning 75.1 points, remaining the same as in the 2017 CSRGR. The combined grade for their 2018 CSRGR was a C+ with 77.3 points, also increasing from an overall C+ with 76.7 points in 2017.

The Institute for Diversity and Ethics in Sport firmly believes in the importance of diversity and inclusion on and off the playing field. With the release of each Racial and Gender Report Card and the compilation of all report cards, TIDES aims to educate and emphasize the value of diverse and inclusive hiring practices to all professional leagues and college sport.

Diversity is equally essential off the field. Because it is often less visible and because these individuals are decision makers, it is critical that professional leagues and college sport increase diverse and inclusive hiring practices when hiring league employees, front office and team professionals, and university administrators. Moreover, it is the responsibilities of leagues, teams, colleges and universities to have strong diversity initiatives and programs.

The Major League Baseball Racial and Gender Report Card (MLB RGRC) showed a significant increase in racial hiring practices, and a slight increase in gender hiring practices. MLB earned a B+ on the issue of racial hiring, a C for gender hiring practices, and an overall grade of C+/B- in the 2018 RGRC. MLB earned 79 points overall in 2018, an increase from 76 in 2017. They received 88 points for their racial hiring practices and 71 points for their gender hiring practices. While both MLB grades increased from 2017, there are still improvements to be made,

especially with gender diversity in senior positions at the team level.

The NBA remains the industry leader among men's sports for racial and gender hiring practices, even with the increased grading scales introduced in 2017. While the NBA managed to increase its already high racial hiring grades, the league's overall gender hiring grade slipped for the third consecutive year. Despite a small improvement for women in leadership positions at the team level and in professional positions at the NBA Office, all other graded categories saw declines in the representation of women. The number of NBA head coaches of color was the same for the past three years and remains at a 10-year low point. On the other hand, the percentage of people of color among general managers increased significantly from ten percent in the 2016-2017 season to 20 percent this season. The NBA leads all men's professional leagues in this position.

In 2018, the National Football League (NFL) received an A- for racial hiring practices, thus earning at least an A- for eight consecutive years. The NFL's score for race was 89.0 percent, 1.7 percentage points lower than last year and 4.1 percentage points lower than the league's all-time high score of 93.1 in 2015. The score for gender was 74 percent, remaining the same as last year's total. The overall grade for the NFL slightly decreased from 82.5 percent in 2017 to 81.6 percent in 2018, resulting in a B grade.

The percent of women and people of color at the NFL League Office had a slight decrease in the 2018 season. However, both race and gender hiring increased from 2017 for positions of vice president and above positions.

The WNBA once again displayed an outstanding record for both racial and gender hiring practices. The WNBA received a combined grade of an A+ for race and gender hiring after earning an A+ for race and an A+ for gender in the 2018 WNBA Racial and Gender Report Card. The league recorded an all-time high of 97.6 points overall. This marked the 14th consecutive year that the WNBA has received at least A's for their overall race, gender and combined grades.

Despite the new record and continued success

with long-term high grades, there were some notable declines, including the significant decrease in the percentage of head coaches of color by 16.7 percentage points. With only three head coaches of color, this tied the lowest number since 2006. The WNBA also experienced a decline in the percentage of assistant coaches of color and women in the WNBA League Office by 3.8 and 4.0 percentage points, respectively.

The most notable increases occurred in the gender hiring of vice presidents and above, managers to senior administrators, and professional staff. The WNBA received an A+ for gender in seven categories including head coaches, assistant coaches, general managers, vice presidents and above, managers to senior directors, professional staff, and the WNBA League Office.

The grades for Major League Soccer (MLS) increased substantially for their racial hiring practices while decreasing for the second year in a row for gender hiring practices. For its racial hiring practices, MLS earned 92.5 points, a 4.3 percentage points increase from 88.2 in 2017. MLS earned 76.8 points, down from 78.8 points in 2017 for gender hiring practices resulting in a C+. This is the second decrease in a row in terms of gender hiring, since the league scored 81.0 points in 2016. MLS earned a combined grade of a B+ with 85.0 points in 2018, an increase of 1.5 percentage points from the 2017 MLS Racial and Gender Report Card overall grade.

The MLS earned an A+ for racial hiring in the League Office, players, and assistant coaches, an A for general managers, and a B+ for team professional administration and head coaches. The league's lowest racial grade in this category was a C+ for team senior administration, which nevertheless showed a significant increase from the D they received in 2017. As for gender hiring practices, which continues to lag behind the success of racial hiring throughout the league, the MLS received a B+ for league office employees while team professional administration received a C and senior team administration earned a D+.

College Sport received a B- for racial hiring practices by earning 79.6 points, an increase from

78.3 points in the 2017 College Sport Racial and Gender Report Card (CSRGRC). College Sport received a C+ for gender hiring practices by earning 75.1 points, remaining the same as in the 2017 CSRGRC. The combined grade for the 2018 CSRGRC was a C+ with 77.3 points, an increase from an overall 76.7 points in 2017. This was the lowest combined grade of all the Racial and Gender Report Cards for 2018.

Dr. Richard Lapchick noted that, “While there was some improvement for women as athletic administrators in all three Divisions, it was negatively balanced by the fact that 47 years after the passage of Title IX, more than 60 percent of all women’s teams are coached by men.”

The opportunity for people of color among men’s and women’s head coaching positions have slightly increased from 2017 but continues to be an area of concern in all divisions. For the 2018 season, 86.2 percent of Division I, 87.4 percent of Division II, and 91.4 percent of Division III men’s coaches were white. On the women’s side, whites held 85.0 percent, 85.6 percent, and 90.9 percent in Divisions I, II, and III, respectively.

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 to contribute to the improvement of integration in front office and collegiate 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 2018, I remain optimistic that our professional and college sports have leaders who are committed to diversity and inclusion and who will do what is right to provide opportunities for all people to play and work in sport.

It should be made clear that in 2017, TIDES officially changed the grading scale for the first time in the nearly 20 years of the Report Card because of America’s changing demographics. The result was that grades 2017 and 2018 Racial and Gender Report Cards were calculated at a higher standard than in previous reports. The increase was actually only a partial increase from our previous standards to current census data and in the coming years we will increase the requirements to fully reflect census data.



The 2018 Racial and Gender Report Card: Major League Baseball

by Dr. Richard Lapchick
with Blair Neeland, Brett Estrella, Paris Rainey, and
Zachary Gerhart

Executive Summary - The 2018 Major League Baseball Racial and Gender Report Card (RGRC) was released on April 12, 2018 shows a significant increase in racial hiring practices and slight increase in gender hiring practices. MLB earned a B+ on the issue of racial hiring, a C for gender hiring practices, and an overall grade of C+/B- in the 2018 RGRC. The report was released in conjunction with the 71st anniversary of Jackie Robinson breaking MLB's color barrier.

The league reached a score of 88 for racial hiring and 71 for gender hiring practices, both up from the 82 and 70 points received in last year's report. The combined grade of a C+/B- with 79 points is also an increase from the 76 points received in 2017.

The purpose of the Racial and Gender Report card is to ask, "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, "It has been 71 years since Jackie Robinson broke the color barrier in baseball and today it is as vital as ever that we remain focused on the dream he set forth for the sport. He saw a future where a diverse mix of people participated in baseball at all levels including on and off-field roles. The 2018 Major League Baseball Racial and Gender Report Card shows baseball is moving in the right direction, but there is still a long way to go to achieve Jackie's goal."

With 42.5 percent of all players being of color, Major League Baseball has reached an all-time high among player diversity. However, there is a concern around baseball about the relatively small and declin-

Overall Grade

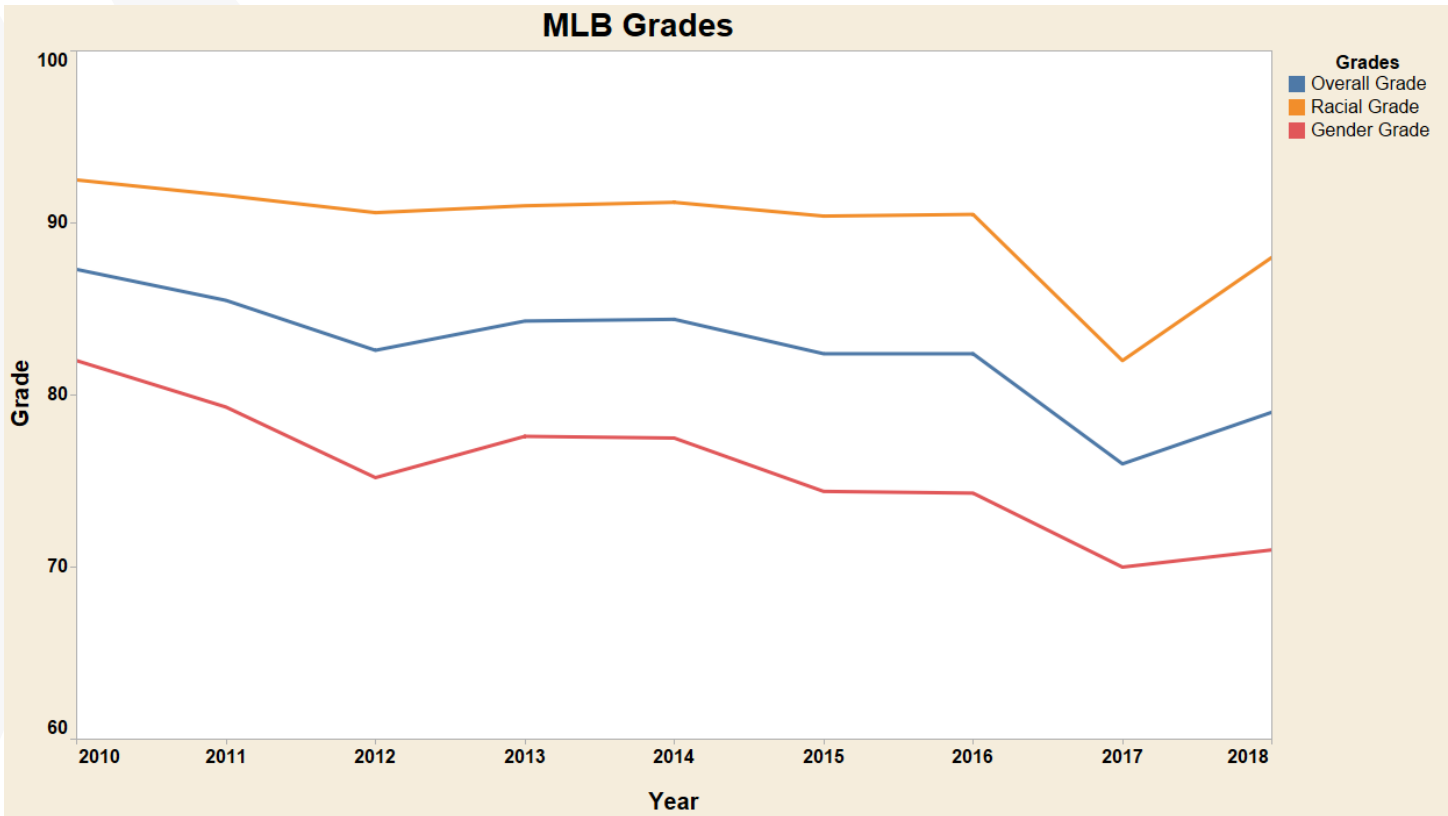
C+ / B-

Racial Hiring

B+

Gender Hiring

C



ing number of African-American players which was only 7.7 percent on Opening Day 2017.

“Since TIDES has been tracking Major League Baseball, this is the lowest number of African-American players taking the field on Opening Day. In 1991 – more than 25 years ago – 18 percent of all players were African-American,” Lapchick said.

While current players on the field may not accurately represent American demographics, MLB’s First Year Player Draft has shown promising signs of changes to come. “In the 2017 draft, eight of the top 26 players selected were African-American or Latino,” Lapchick said. “And since 2012, 20 percent of the players selected in the first round have been African-American. Lapchick noted that the Sports and Fitness Industry Association (SFIA) Annual Participation Data for 2017 showed promise that participation in baseball in general and among African-Americans in particular is increasing. More details will appear later in the report. These are signs of positive change, but it will continue to be very slow.”

At the league headquarters, Commissioner Rob

Manfred’s League Office received an A+ for racial hiring and a C for gender hiring practices, improving upon the A- and C- received in 2017. People of color comprised 33.8 percent and women comprised 31.8 percent of the total central office professional staff. Seventeen people of color and 25 women held positions of vice president or higher at the Commissioner’s Office, MLB Advanced, Media, and the MLB Network.

The team levels remain far behind the League Office. Of the six grades for race at the team level, the only A grade was for coaches which is at an all-time high of 45.9 percent. The teams received a B+ for racial hiring at both senior and professional administration levels, but a C- for gender hiring at the same positions. The team grade for managers increased from an F in 2017 to a C- in 2018 as there are now four managers of color in MLB. The grade of C- for general manager remained the same as there was no change with only four people of color serving in those roles.

Lapchick urged, “Major League Baseball’s clubs must value diverse and inclusive hiring practices in or-

der to accurately represent the communities in which they serve. They need to use MLB's Central Offices for initiatives to be more diverse and inclusive.

Though the number of managers of color increased this year, the lack of diversity in this key position throughout MLB is of utmost concern," Lapchick added. "The 2018 season opened with only four managers of color which is drastically lower than the all-time high of 10 reached in 2002 and 2009."

Commissioner Manfred's league offices has implemented a number of diversity initiatives in recent years.

Some of the top programs include the Diversity Pipeline Program which seeks to identify, develop, and grow the pool of qualified minority and female candidates for on-field and baseball operations positions; the newly launched MLB Diversity Fellowship which provides the opportunity for young, diverse professionals to experience front office positions that have been traditionally influential in baseball operations decisions; The Diverse Business Partners program which has cultivated new and existing partnerships with minority and women-owned businesses, including veteran-owned, LGBT-owned and other underrepresented small businesses; as well as a number of other initiatives to engage people of all sexual-orientations, ages, abilities, and faiths. "Under Commissioner Manfred, Major League Baseball is implementing some of the most important diversity initiatives in all of sport," Lapchick said.

All data was collected by the MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos Sport Business Management Graduate Program. TIDES was able to do this because of the in-depth human resource record-keeping being done by MLB. Using data as of December 31, 2017, TIDES conducted an analysis of the racial breakdown of the MLB players, managers and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, management in the MLB Central Office as well as the team level, top team management, team senior administration, team professional administration, phy-

sicians, and head trainers.

Listings of professional owners, general managers, and managers were updated as of April 1, 2018. The MLB player demographics for the 2017 Opening Day rosters are also included.

It is imperative that 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 boardroom as well as on the field.



The 2018 MLB Racial and Gender Report Card Statistics			
Overall Grade: C+/B-			
	League Offices	President's/CEO's	Head Coaches (MGR)
white	65.6%	100.0%	86.7%
African-American	10.1%	0.0%	0.0%
Latino	14.9%	0.0%	10.0%
Asian	5.7%	0.0%	0.0%
Other	3.1%	0.0%	3.3%
Total Ppl of Color	33.8%	0.0%	13.3%
Women	31.8%	0.0%	0.0%
	Assistant Coaches	GMs	VPs
white	53.0%	86.7%	85.9%
African-American	8.9%	0.0%	6.5%
Latino	35.9%	10.0%	5.1%
Asian	0.6%	0.0%	1.4%
Other	1.6%	3.3%	0.9%
Total Ppl of Color	45.9%	13.3%	13.9%
Women	0.3%	0.0%	18.5%
	Sr. Admin	Prof. Admin	Players
white	79.7%	77.1%	57.5%
African-American	5.4%	5.9%	7.7%
Latino	10.2%	10.6%	31.9%
Asian	2.7%	3.7%	1.9%
Other	1.7%	1.8%	1.1%
Total Ppl of Color	20.0%	22.0%	
Women	27.7%	27.7%	

Table 1: The 2018 MLB Racial and Gender Report Card Statistics

The 2018 MLB Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	33.8%	11.7%	20.0%	20.0%
Grade	A+	D	B+	B+
Women	31.8%	16.3%	27.7%	27.7%
Grade	C	F	C-	C-
	GMs	Head Coaches (Mgr)	Assistant Coaches	Players
Total Ppl of Color	13.3%	13.3%	45.9%	42.5%
Grade	C-	C-	A+	A+

Table 2: The 2018 MLB Racial and Gender Report Card Grades

The 2018 Racial and Gender Report Card: National Basketball Association

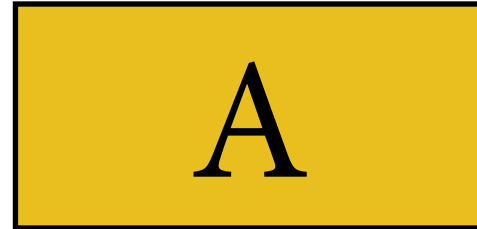
by Richard Lapchick
with Brett Estrella, Chelsea Stewart and Zachary Gerhart

Executive Summary - The 2018 National Basketball Association Racial and Gender Report Card (RGRC) was released on June 26, 2018 and it 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 2017-2018 NBA season, there was a decline in the grade for gender hiring for the third straight year. That stood in stark contrast to the large increase in the grade for racial hiring. The result was an increase to the overall grade. For the 2018 Report Card, team level positions were reclassified to better represent the structure of team operations. The new grading scale that was implemented in the 2017 Report Card to correspond with America's changing demographics was also used.

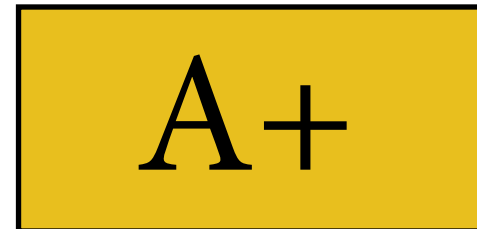
The NBA received an A+ for racial hiring practices with a score of 98.7 points, up from 94 points in 2017, and a B for gender hiring practices with 81.1 points, down from 82.9 points in 2017. The overall grade was an A with 89.9 points increasing from 88.5 points last year. The actual record for all remained significantly above the other men's professional sports and the declines noted at the end of the Executive Summary were almost totally attributed to the restructuring of the team level positions and new grading scale. The NBA actually improved in many areas covered in the Report Card.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the report, stated, "In 2018, 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

Overall Grade

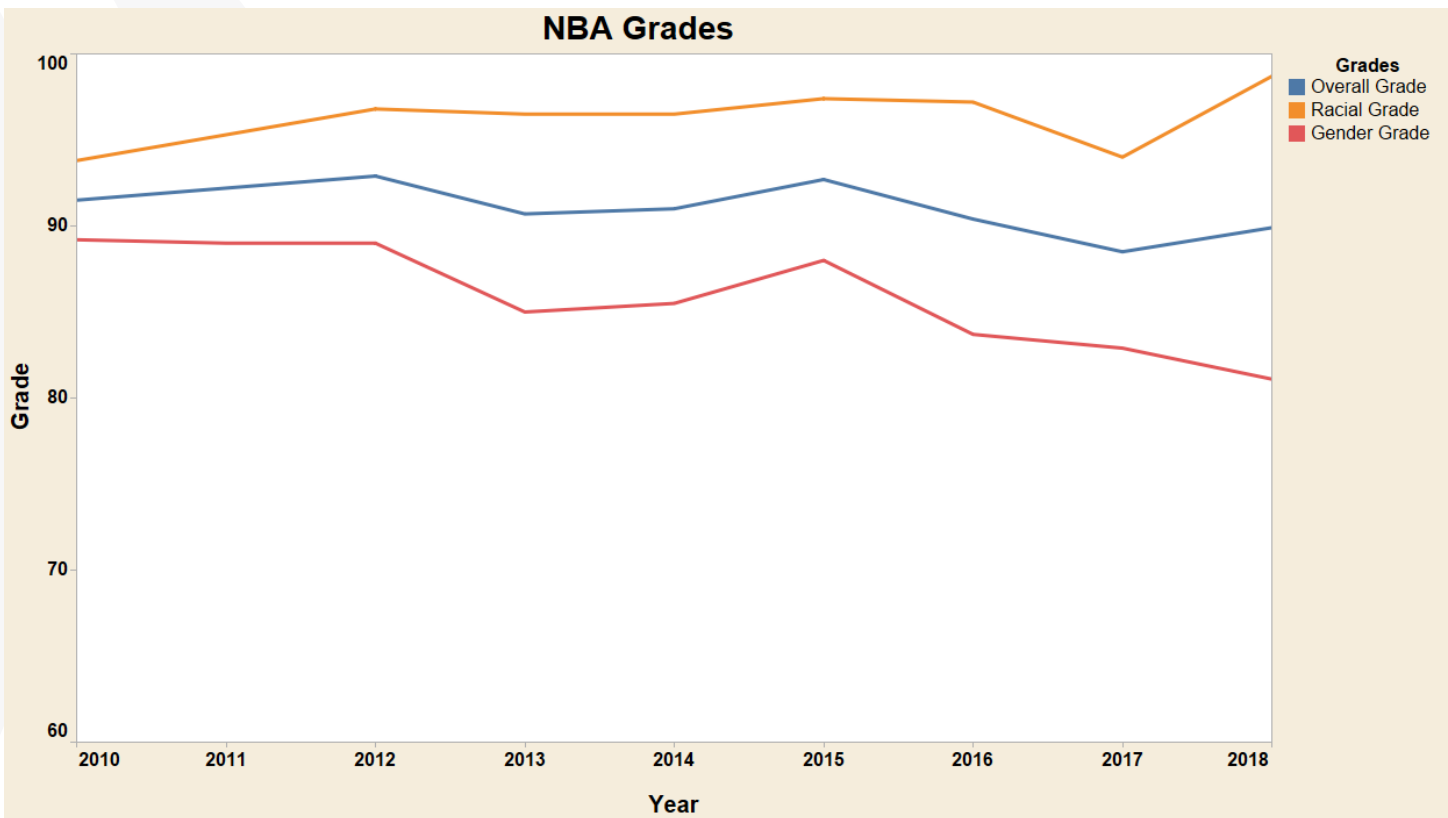
A large, bold, black letter 'A' centered on a yellow rectangular background with a black border.

Racial Hiring

A large, bold, black letter 'A' followed by a plus sign, centered on a yellow rectangular background with a black border.

Gender Hiring

A large, bold, black letter 'B' centered on a yellow rectangular background with a black border.



racial and gender hiring practices even with the increased grading scales introduced last season. While the NBA managed to increase its already high racial hiring grades, the League's overall gender hiring grade slipped for the third consecutive year. Despite a small improvement for women in management positions at the team level and in professional employee positions at the NBA Office, all other graded categories saw declines in the representation of women. Nonetheless, overall, Commissioner Silver and the NBA are the industry leaders among all men's professional sports leagues."

The NBA League Office has the best record for people of color (36.4 percent up 1.3 percentage points) in men's professional sport. In fact, professional staff positions at the NBA Office had the best representation of women (39.6 percent, up .8 of a percentage point) out of all of the graded categories for the NBA in this year's report.

The NBA was the first league to have three owners of color leading its teams. Also, there were seven women who served as team presidents/CEOs during

the 2017-2018 season, the highest in men's professional sports. At the team level, there was an increase in the percentage of people of color as vice presidents. The percentage of people of color in team vice president positions increased significantly from 19.5 percent in 2016-2017 to 25.4 percent in 2017-2018. In two of the other categories that were reclassified, team management and team professional staff, the percentage of people of color increased significantly from 23.4 percent to 31.2 percent and from 32.6 percent to 39.5 percent, respectively.

The percentage of women decreased for team vice presidents and team professional staff. Women who held team vice president positions decreased by 0.7 of a percentage point from 24.2 percent in 2016-2017 to 23.5 percent in 2017-2018. The percentage of women in team professional staff positions decreased by 2.9 percentage points from 40.1 in 2016-2017 to 37.2 percent in 2017-2018. There was an increase in the percentage of women in team management positions from 29.3 percent last year to 31.6 percent this year. Though some of the changes can be attributed to

the reclassification of categories, women are still underrepresented in these areas. The best category for the representation of women is in the NBA League Office as professional employees.

In arguably one of the most closely watched positions, the percentage of people of color among general managers increased significantly from 10 percent in the 2016-2017 season to 20 percent this season. The NBA leads all men's professional leagues in this position. There was also an increase in the percentage of people of color as assistant coaches from 45.4 percent in the 2016-2017 season to 45.7 percent this season. At the beginning of the season, people of color represented 30.0 percent of all NBA head coaches which is the same representation as in the two previous seasons. However, with the changes at the end of the season, there was an additional coach of color making it 33 percent.

There were four positions that were reclassified for the 2018 Report Card. In previous editions of the Report Card, the positions categorized as team senior administration included, but were not restricted to titles similar to director, assistant general manager, chief legal counsel, chief operating officer, and chief financial officer. The new classification is team management which includes positions from manager to the assistant vice president level. Previous editions included the category team professional administration. Positions in this category included, but were not restricted to titles similar to manager, coordinator, supervisor or administrator. The new classification is team professional staff which includes anyone more junior than a manager but does not include administrative assistants. Team vice presidents include but are not restricted to titles similar to president/general manager of basketball operations, assistant general managers, chief medical officers, and bench assistant coaches. Referees now include NBA G League referees as they are employees of the NBA. These reclassifications are the basis for the majority of the grade changes in these categories.

Using data from the 2017-2018 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report Card in-

cludes 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 managers, team professional staff, head trainers and broadcasters. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES which then analyzed the data. The listing of owners, head coaches, team presidents and general managers of color for the 2018 Report Card was then updated to reflect changes through the end of the 2018 playoffs. The co-author of the report was Chelsea Stewart.

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 2018 NBA Racial and Gender Report Card follows the release of the Major League Baseball RGRC. In succession, TIDES will release the Racial and Gender Report Cards for the National Football League, the Women's National Basketball Association, Major League Soccer and college sport.



The 2018 NBA Racial and Gender Report Card Statistics			
Overall Grade: A			
	League Offices	President's/CEO's	Head Coaches
white	63.8%	90.2%	70.0%
African-American	16.8%	8.2%	20.0%
Latino	5.9%	1.6%	3.3%
Asian	10.0%	0.0%	0.0%
Other	3.7%	0.0%	6.7%
Total Ppl of Color	36.4%	9.8%	30.0%
Women	39.6%	11.5%	0.0%
	Assistant Coaches	GMs	VPs
white	54.3%	80.0%	74.6%
African-American	40.5%	12.0%	15.6%
Latino	2.9%	0.0%	3.4%
Asian	1.2%	4.0%	2.2%
Other	1.2%	4.0%	4.1%
Total Ppl of Color	45.7%	20.0%	25.4%
Women	1.2%	0.0%	23.5%
	Sr. Admin	Prof. Admin	Players
white	68.8%	60.5%	19.3%
African-American	15.8%	17.7%	73.9%
Latino	5.8%	7.6%	2.3%
Asian	4.3%	3.9%	0.6%
Other	5.1%	9.9%	3.9%
Total Ppl of Color	31.2%	39.5%	80.7%
Women	31.6%	37.2%	-

Table 3: The 2018 NBA Racial and Gender Report Card Statistics

The 2018 NBA Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	36.4%	25.4%	31.2%	39.5%
Grade	A+	A-	A+	A+
Women	39.6%	23.5%	31.6%	37.2%
Grade	B+	D	C-	B-
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	20.0%	30%	45.7%	80.7%
Grade	B+	A+	A+	A+

Table 4: The 2018 NBA Racial and Gender Report Card Grades

The 2018 Racial and Gender Report Card: National Football League

by Richard Lapchick
with Brittany Barber, Meaghan Coleman,
DeAnna Glover, Kasimu Greenidge,
Nathan Harvey, Daniel Martin, William Thomas II,
and David Zimmerman

Executive Summary - The National Football League achieved an A- for racial hiring practices and a C for gender hiring practices in the 2018 NFL Racial and Gender Report Card, released on January 15, 2019 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 A- for racial hiring practices is the ninth consecutive year of earning an A- or higher.

The NFL's score for race was an 89.0 percent, 1.7 percentage points lower than last year's score of 90.7 in 2017. The score for gender was 74 percent, matching the score in 2017. The overall grade for the NFL decreased from 82.5 percent in 2017 to 81.6 percent in 2018, resulting in a B. The decreases were partially a result of a new grading scale implemented in 2017 that better represented America's changing demographics.

Richard Lapchick, Director of TIDES and the primary author of the study, said, "I have to note the NFL's impressive ninth consecutive grade of at least A- for racial hiring practices. However, we continue to see a significant disparity in racial and gender hiring practices between the League Office and their teams. People of color and women are seriously under-represented in significant decision-making positions at the team level. Among the good news for the 2018 season on the teams was that the NFL started with eight head coaches of color and increased the number of assistant head coaches of color. The noteworthy post-report news was that by the end of the season, five of the eight no longer held their positions. As of the publication of the report, none had been replaced by a coach of color."

Overall Grade

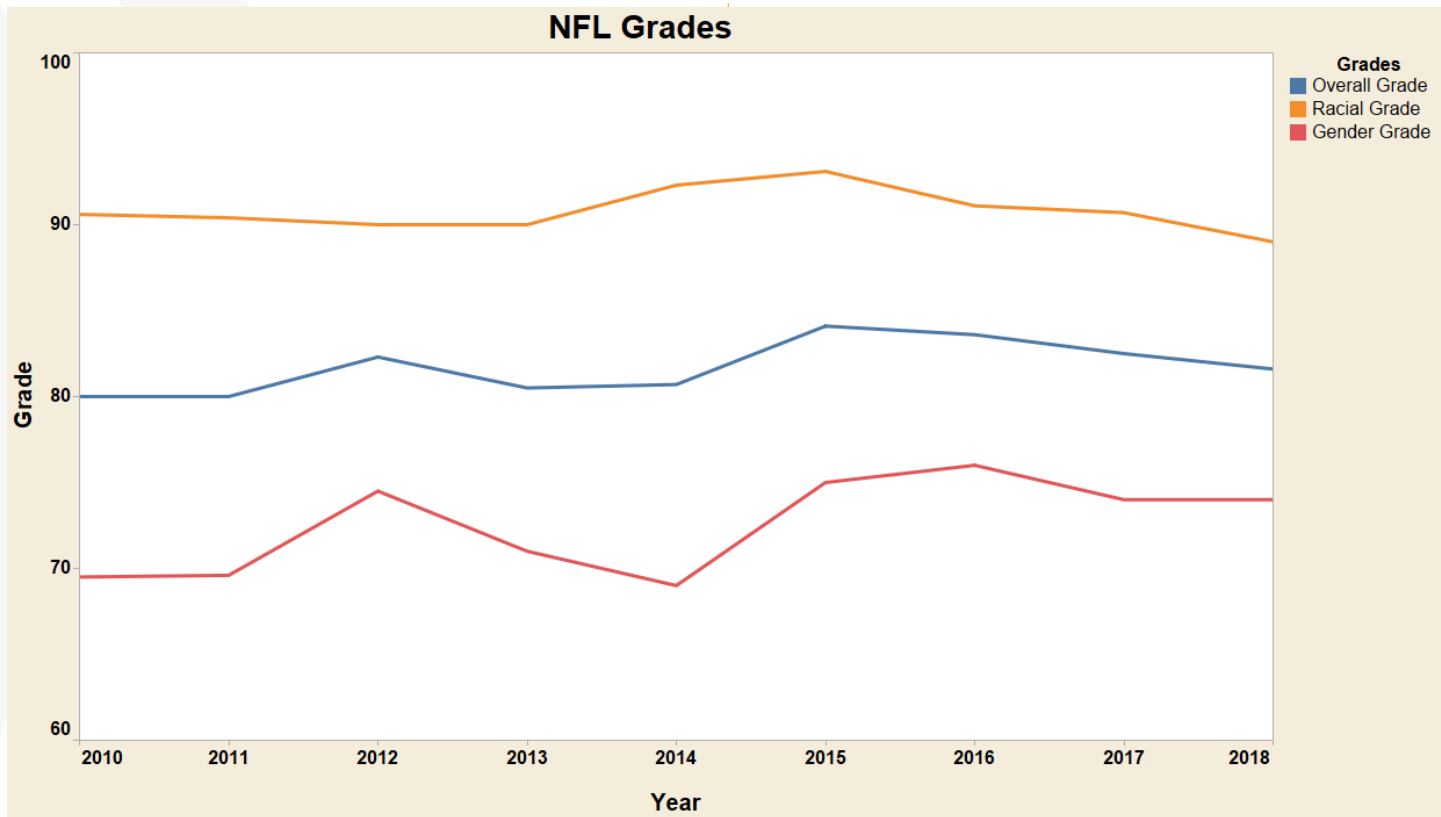
A yellow rectangular box with a black border containing the letter 'B' in a large, black, serif font.

Racial Hiring

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

Gender Hiring

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



Using data from the 2018 season, which was provided by the NFL League Office, the Institute conducted an analysis of the racial and gender breakdown of general managers, coaches, top team management, senior administration, professional administration. In 2017, the NFL Player Personnel Department used a different approach to collecting player demographic information. They created a "Player Information Form" which went to every player, for them to self-identify their demographic information. The Player Personnel Department has indicated that they have not consolidated the information from the completed Player Information Forms so they cannot update the demographics for this report card. Therefore, we will continue to use the player data from the 2016 NFL RGRC. The percentage of players of color is so high that any slight change would not affect the grade. We will update the report card on the website should we receive the new data.

Lapchick continued, "The NFL's League Office successfully recruited people of color at the vice president and above level, but the teams need to do

more in this area. At the League Office, 21.7 percent of the vice presidents and above are people of color. At the teams, only 11.7 percent are people of color. The NFL still needs to improve their overall commitment to recruit women at the League Office and at the team level, especially in senior decision-making positions. At the League Office, 28.7 percent of the vice president and above positions are represented by a woman while only 18.2 percent of the vice president and above positions at the team level are filled by a woman. In the League Office, as a result of both hiring and promotions, the number of women and people of color at or above the vice president level continued to increase. The number of people of color at or above the vice president level increased from 31 in 2017 to 38 in 2018. Similarly, the number of women at or above the vice president level increased dramatically from 45 in 2017 to 50 in 2018."

The percent of women at the management level in the League Office decreased slightly to 35.0 percent in 2018 from 35.4 percent in 2017 which was the highest percent in the report's history. The per-

cent of people of color at the management level decreased by 0.1 percentage point, from 28.4 percent in 2017 to 28.3 percent in 2018.

Lapchick continued, "As noted above, for the second year in a row, the NFL began the 2018 regular season with eight coaches of color. There had been considerable concern among NFL officials and advocates for increased head coaching opportunities for people of color for several years going back to 2014 when there were only five people of color in head coaching positions. There were six coaches of color in 2015 and 2016. The all-time record is eight coaches of color which was first achieved in 2011 and then again in 2017. I am hopeful that the rebound after this year's post season firings will come more quickly as a result of the strengthened Rooney Rule, as noted below."

At the start of the 2018 season, there were four people of color who were general managers or performing the role of general manager, a decrease from six in 2017 and five in 2016.

The percent of people of color who were senior administrators at the NFL team level decreased for the third straight year. They have decreased from 18.7 percent in 2016, to 18.2 percent in 2017, to 16.2 percent in 2018. Women held 22.1 percent of the senior administrator positions during the 2018 NFL season, which was an increase of 2.1 percentage points from 2017. Lapchick continued, "We should be concerned that the already low percentages decreased for people of color on NFL teams in senior administrator positions. Although there was improvement in 2018, the percentages for women at the team level remain significantly below those at the League level."

In an effort to make more progress in their diversity and inclusion efforts, the NFL strengthened the Rooney Rule. Teams are now required to go outside their own organizations to interview a candidate of color or to interview a candidate who is on the League's career development advisory panel list.

Also, in March of 2019, the League Office will welcome a new Chief Diversity and Inclusion Officer to strategically lead all the various initiatives related to diversity and inclusion across the NFL. This role is

a new position and highlights the increased emphasis on continuing the League's progress when it comes to improving diversity and inclusion in the workplace and in all aspects of its business.

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 largely yes for racial hiring practices and not yet for gender hiring practices.



The 2018 NFL Racial and Gender Report Card Statistics			
Overall Grade: B			
	League Offices	CEO/President	Head Coaches
white	72.7%	90.6%	75.0%
African-American	9.7%	3.0%	21.9%
Latino	7.5%	0.0%	0.0%
Asian	8.6%	6.3%	3.1%
Other	1.6%	0.0%	0.0%
Total Ppl of Color	28.3%	9.4%	25.0%
Women	35.0%	3.0%	0.0%
	Assistant Coaches	GMs	VPs
white	62.6%	87.5%	88.3%
African-American	30.9%	12.5%	6.1%
Latino	1.7%	0.0%	1.1%
Asian	1.1%	0.0%	3.6%
Other	3.7%	0.0%	0.9%
Total Ppl of Color	37.4%	12.5%	11.7%
Women	0.3%	0.0%	18.2%
	Sr. Admin	Prof. Admin	Players
white	82.7%	71.7%	27.4%
African-American	9.0%	10.6%	69.7%
Latino	3.7%	8.7%	0.8%
Asian	2.8%	4.3%	1.9%
Other	1.9%	4.7%	0.2%
Total Ppl of Color	17.3%	28.3%	72.6%
Women	22.1%	35.0%	0.0%

Table 5: The 2018 NFL Racial and Gender Report Card Statistics

The 2018 NFL Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	28.3%	11.7%	16.2%	26.9%
Grade	A-	D	B-	A
Women	35.0%	18.2%	22.1%	35.0%
Grade	B-	F	F	B-
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	12.5%	25.0%	35.5%	72.6%
Grade	D+	A-	A+	A+

Table 6: The 2018 NFL Racial and Gender Report Card Grades

The 2018 Racial and Gender Report Card: Women's National Basketball Association

by Richard Lapchick
with Brett Estrella, Chelsea Stewart, and Zachary Gerhart

Executive Summary - The WNBA set a new record for its combined score for racial and gender hiring practices with 97.6 points. Since the WNBA's inaugural season, it has held the top position in the Racial and Gender Report Cards (RGRCs). In 2018, the score of 97.6 points resulted in a combined grade of an A+ for race and gender. The WNBA earned an A+ for race and an A+ for gender in the 2018 WNBA Racial and Gender Report Card issued on October 25, 2018 by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. The WNBA represents the power of an inclusive workforce.

This was the 14th consecutive year that the WNBA has received at least As for its overall race, gender, and combined grades. The WNBA had 95.1 points for racial hiring practices and an unprecedented score of 99.9 points for gender hiring practices in 2018.

The WNBA received an A+ for gender in seven categories including head coaches, assistant coaches, general managers, vice presidents and above, managers to senior directors, professional staff, and the WNBA League Office. The WNBA received at least an A- for race in all categories except for team vice presidents and above. Richard Lapchick, the director of TIDES and primary author of the report, said, "The WNBA leads the way for racial and gender diversity. 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 2018 NBA RGRC. More specifically, the WNBA experienced increases in a large majority of the categories, with the most notable increases occurring in the gen-

Overall Grade

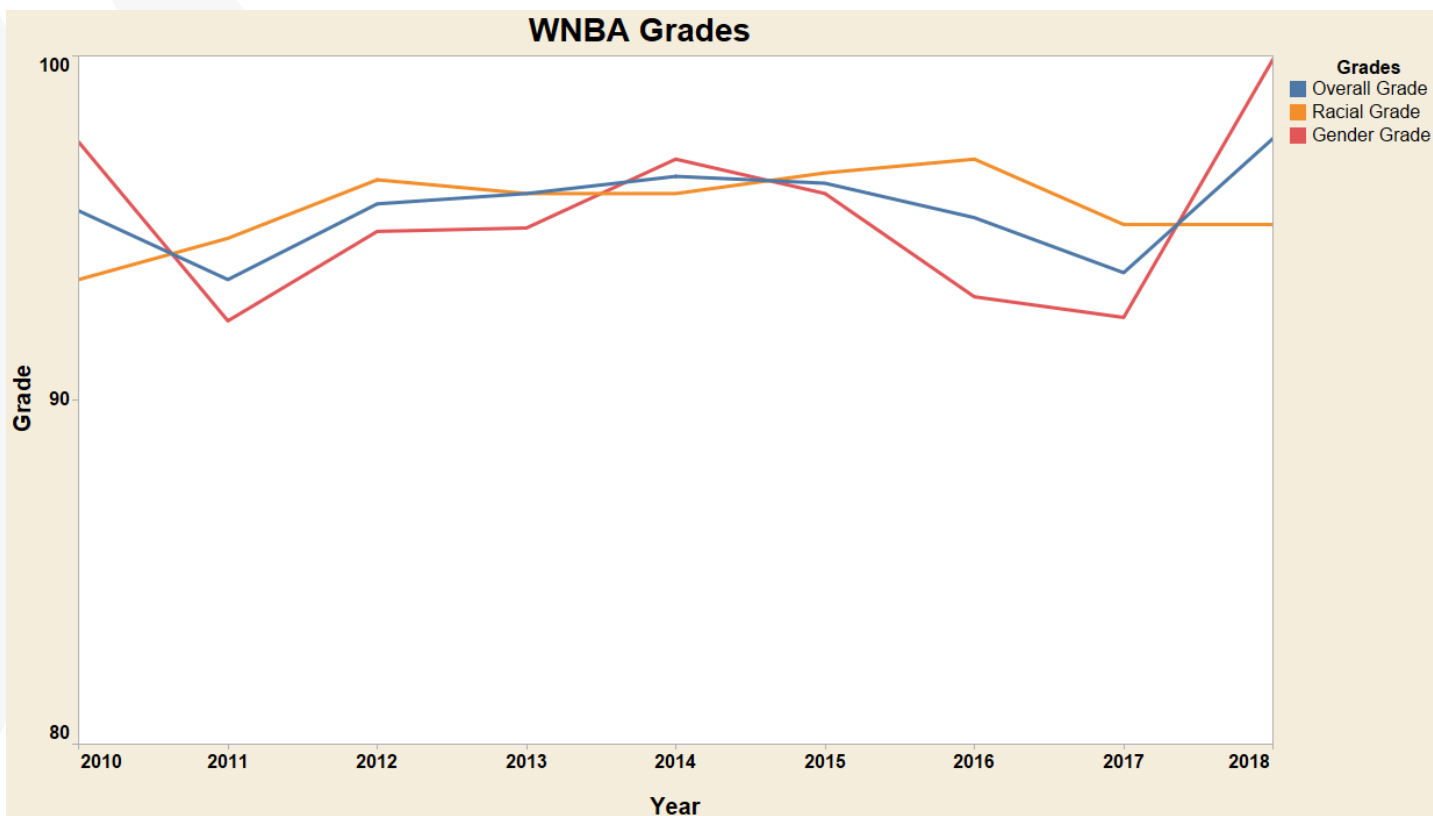
A+

Racial Hiring

A+

Gender Hiring

A+



der hiring of vice presidents and above, managers to senior administrators, and professional staff. The WNBA again received the highest number of A's as well as the lowest number of grades below an A in all categories compared to men's professional leagues.

However, despite the continued success with long-term high grades, there were some notable declines, including a significant decrease in the percentage of people of color as head coaches by 16.7 percentage points. Having only three head coaches of color tied the lowest number since 2006. The WNBA also experienced a decline in the percentage of people of color as assistant coaches and women in the WNBA League Office by 3.8 and 4.0 percentage points, respectively."

Annually, 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" and continues to be the best record in professional sports.

The WNBA, closely followed by the NBA, is

the most diverse league in professional sports with 52.0 percent of all team professional positions being held by women and 27.7 percent of all team professional positions being held by people of color. There are 36 women and 12 people of color serving as vice presidents and above positions in WNBA team front offices. Assistant coaches accounted for the highest percentage of any major category in the Report Card with women representing 59.4 percent and people of color 50.0 percent, a decrease of 2.1 percentage points and 3.8 percentage points from 2017, respectively.

There were four positions that were reclassified for the 2018 Report Card. In previous editions of the Report Card, the positions categorized as team senior administration included, but were not restricted to titles similar to director, assistant general manager, chief legal counsel, chief operating officer, and chief financial officer. The new classification consists of managers to senior directors, which includes positions from manager to the assistant vice president levels. Previous editions included the category team professional administration. Positions in this category

ry included, but were not restricted to titles similar to manager, coordinator, supervisor or administrator. The new classification is team professional staff which includes anyone more junior than a manager but does not include administrative assistants. Team vice presidents and above include but are not restricted to titles similar to vice presidents, senior vice presidents, executive vice presidents, and assistant general managers. Several of the WNBA's teams changed management and/or ownership structures over the last year which had some impact on the results.

Using data from the 2018 season provided by the WNBA, 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, vice presidents and above, managers to senior directors, professional team staff, 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 WNBA Racial and Gender Report Card is the fourth report issued in 2018 after the releases of the reports on Major League Baseball, the National Basketball Association, and Division I FBS Leadership. Listing of professional owners, general managers, and head coaches were updated as of May 18, 2018, the beginning of the 2018 season. Other entries and listings were updated as of September 12, 2018. Grades were calculated according to the reporting periods noted herein.



The 2018 WNBA Racial and Gender Report Card Statistics			
Overall Grade: A+			
	League Offices	President's/CEO's	Head Coaches
white	45.0%	73.3%	75.0%
African-American	35.0%	26.7%	25.0%
Latino	10.0%	0.0%	0.0%
Asian	0.0%	0.0%	0.0%
Other	10.0%	0.0%	0.0%
Total Ppl of Color	55.0%	26.7%	25.0%
Women	50.0%	40.0%	50.0%
	Assistant Coaches	GMs	VPs
white	50.0%	75.0%	83.8%
African-American	50.0%	25.0%	13.5%
Latino	0.0%	0.0%	1.4%
Asian	0.0%	0.0%	0.0%
Other	0.0%	0.0%	1.4%
Total Ppl of Color	50.0%	25.0%	16.2%
Women	59.4%	50.0%	48.6%
	Sr. Admin	Prof. Admin	Players
white	73.8%	68.5%	15.8%
African-American	17.5%	23.5%	78.1%
Latino	4.4%	3.1%	1.4%
Asian	2.7%	3.1%	1.4%
Other	1.6%	1.9%	3.4%
Total Ppl of Color	26.2%	31.6%	84.2%
Women	52.5%	58.0%	100.0%

Table 7: The 2018 WNBA Racial and Gender Report Card Statistics

The 2018 WNBA Racial and Gender Report Card Grades				
	League Offs	VPs	Sr. Admin	Prof. Admin
Total Ppl of Color	55.0%	16.2%	31.5%	26.2%
Grade	A+	B-	A+	A-
Women	50.0%	48.6%	58.0%	52.5%
Grade	A+	A+	A+	A+
	GMs	Head Coaches	Assistant Coaches	Players
Total Ppl of Color	25.0%	25.0%	50.0%	84.2%
Grade	A-	A-	A+	A+

Table 8: The 2018 WNBA Racial and Gender Report Card Grades

The 2018 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
with Brett Estrella and Zachary Gerhart

Executive Summary - Major League Soccer earned an A for racial hiring practices and a C+ for gender hiring practices in the 2018 MLS Racial and Gender Report Card (RGRC) issued on January 9, 2019 by the Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. This represented a substantial increase from the previous year for MLS in their racial hiring practices and a decrease in the league's gender hiring practices which resulted in an overall grade of a B+.

For its racial hiring practices, MLS earned 92.5 points, increasing by 4.3 percentage points from 88.2 in 2017. In 2018 MLS earned 76.8 points down from 78.8 points in 2017 in gender hiring practices. This is the second decrease in a row as the league scored 81.0 points in 2016. MLS earned a combined grade of a B+ with 85.0 points in 2018, increasing by 1.5 percentage points from 83.5 (B) in the 2017 MLS RGRC.

For racial hiring practices, the MLS earned an A+ for the League Office, players, and assistant coaches, an A for general managers, and a B+ for team professional administration and head coaches. The league's lowest grade in this category was a C+ for team senior administration which increased significantly from the D the league had in 2017.

For gender hiring practices, which continue to lag behind the success of racial hiring throughout the league, the MLS received a B+ for league office employees while team professional administration received a C and senior team administration earned a D+. MLS earned an A+ for its outstanding diversity initiatives for the ninth consecutive season.

Richard Lapchick, principal author of the study and director of TIDES, said, "Major League Soccer's 2018 Racial and Gender Report Card displays mixed performance regarding racial and gender

Overall Grade



B+

Racial Hiring

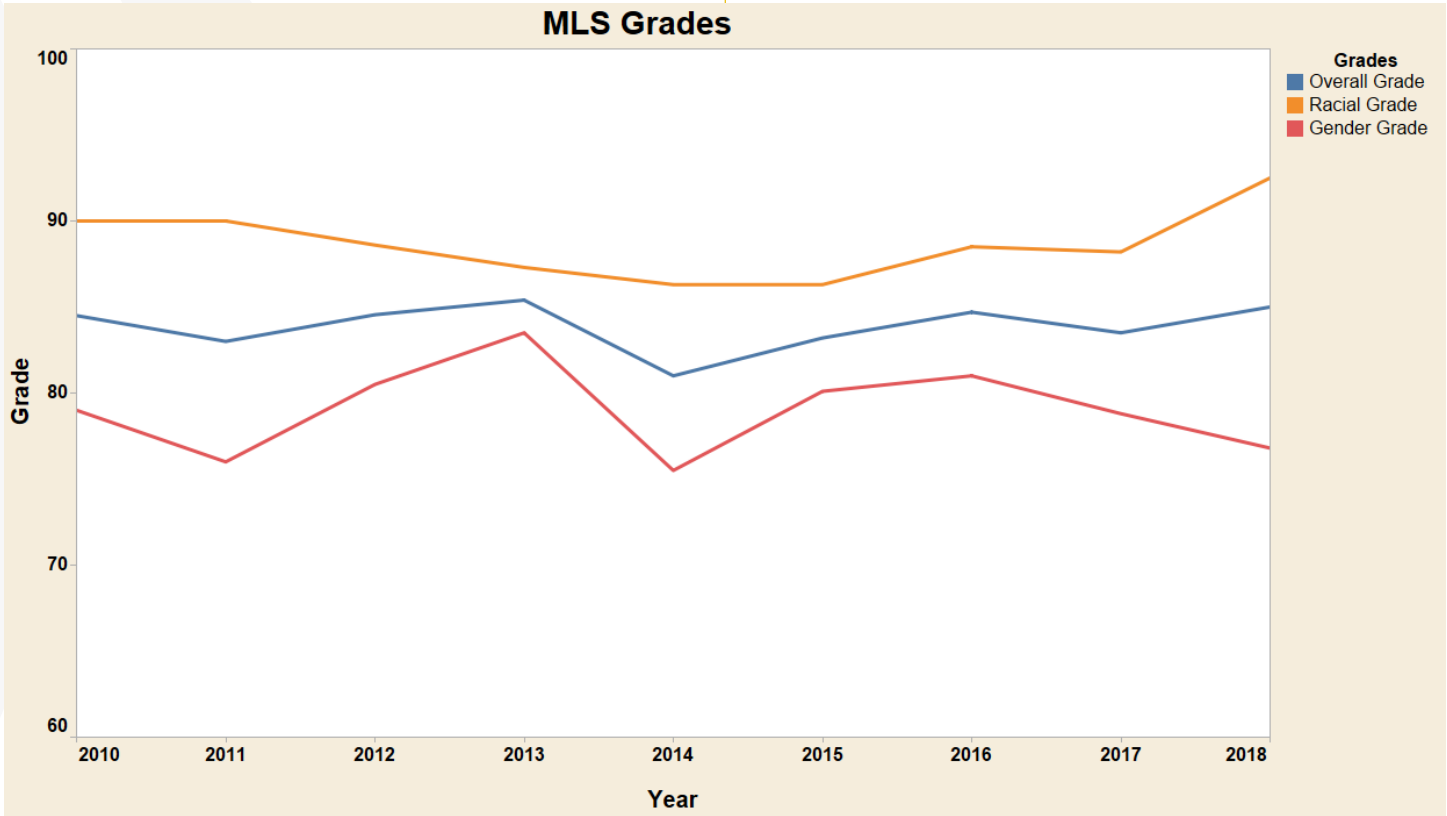


A

Gender Hiring



C+



hiring practices overall. The increase in the overall racial hiring score of 4.3 percentage points was certainly a positive sign, but it is disappointing to see the overall gender score fall 2.0 percentage points. The League's weakest area with great need for improvement continues to be in team senior administrative positions where MLS teams earned a C+ for race and a D+ for gender hiring.

Commissioner Don Garber's MLS League Office once again performed strongly with an A+ in racial hiring and a B+ in gender hiring. The teams need to follow the League's example more closely."

Using data from the 2018 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, and athletic trainers. The listing of owners, head coaches, and general managers for the

2018 Report Card is updated through December 21, 2018. The League Office provided all data pertaining to the MLS League Office and the aggregate team data.



The 2018 MLS Racial and Gender Report Card Statistics			
Overall Grade: B+			
	League Offices	President's/CEO's	Head Coaches
white	61.4%	95.8%	77.3%
African-American	8.1%	0.0%	0.0%
Latino	19.5%	4.2%	13.6%
Asian	5.0%	0.0%	0.0%
Other	6.0%	0.0%	9.1%
Total Ppl of Color	38.6%	4.2%	22.7%
Women	40.9%	0.0%	0.0%
	Assistant Coaches	GMs	VPs
white	59.7%	70.8%	84.0%
African-American	9.7%	0.0%	2.4%
Latino	25.8%	20.8%	7.2%
Asian	0.0%	4.2%	4.8%
Other	4.8%	4.2%	1.6%
Total Ppl of Color	40.3%	29.2%	16.0%
Women	0.0%	0.0%	28.0%
	Sr. Admin	Prof. Admin	Players
white	85.0%	78.5%	46.2%
African-American	4.0%	4.3%	10.5%
Latino	6.3%	12.1%	25.1%
Asian	2.8%	2.1%	0.5%
Other	2.0%	3.1%	17.7%
Total Ppl of Color	15.1%	21.6%	53.8%
Women	26.5%	31.6%	46.2%

Table 9: The 2018 MLS Racial and Gender Report Card Statistics

The 2018 MLS Racial and Gender Report Card Grades			
	League Offs	VPs	Sr. Admin
Total Ppl of Color	38.6%	8.4%	15.0%
Grade	A+	F	C+
Women	40.9%	22.1%	26.5%
Grade	B+	F	D+
	GMs	Head Coaches	Assistant Coaches
Total Ppl of Color	29.2%	22.7%	40.3%
Grade	A	B+	A+
	Prof. Admin	Players	
	21.5%	53.8%	
	B+	A+	

Table 10: The 2018 MLS Racial and Gender Report Card Grades

The 2018 Racial and Gender Report Card: College Sport

by Richard Lapchick
with Brittany Barber, Lee Bowman, Meaghan Coleman, DeAnna Glover, Kasimu Greenidge, Daniel Martin, Miranda Murphy, Alex Noboa, Jacob Slayton, William Thomas II, and David Zimmerman

Executive Summary - The 2018 College Sport Racial and Gender Report Card (CSRGRC) was issued on February 27, 2019 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 79.6 points, an increase from 78.3 points in the 2017 CSRGRC. College Sport received a C+ for gender hiring practices by earning 75.1 points, unchanged from 75.1 points in the 2017 CSRGRC. The combined grade for the 2018 CSRGRC was a C+ with 77.3 points, up from an overall C+ with 76.7 points in 2017.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRC, said, “College Sport, which has had difficulty increasing opportunities for women and people of color, had an increase in racial hiring and remained the same for gender hiring in this reporting period. College sport continues to have some of the lowest grades for racial hiring practices and gender hiring practices among all of the college and professional sports covered by the respective Racial and Gender Report Cards. The only area covered in the College Sport RGRC which had high grades was the NCAA Headquarters. The NCAA had a B+ for race in both senior leadership and professional positions and an A+ for gender in both areas. The athletic departments within college sports need to follow the example being set by the NCAA. It is hardly perfect (for race, less than 25 percent of the two categories for race were people of color) but it is

Overall Grade



C+

Racial Hiring

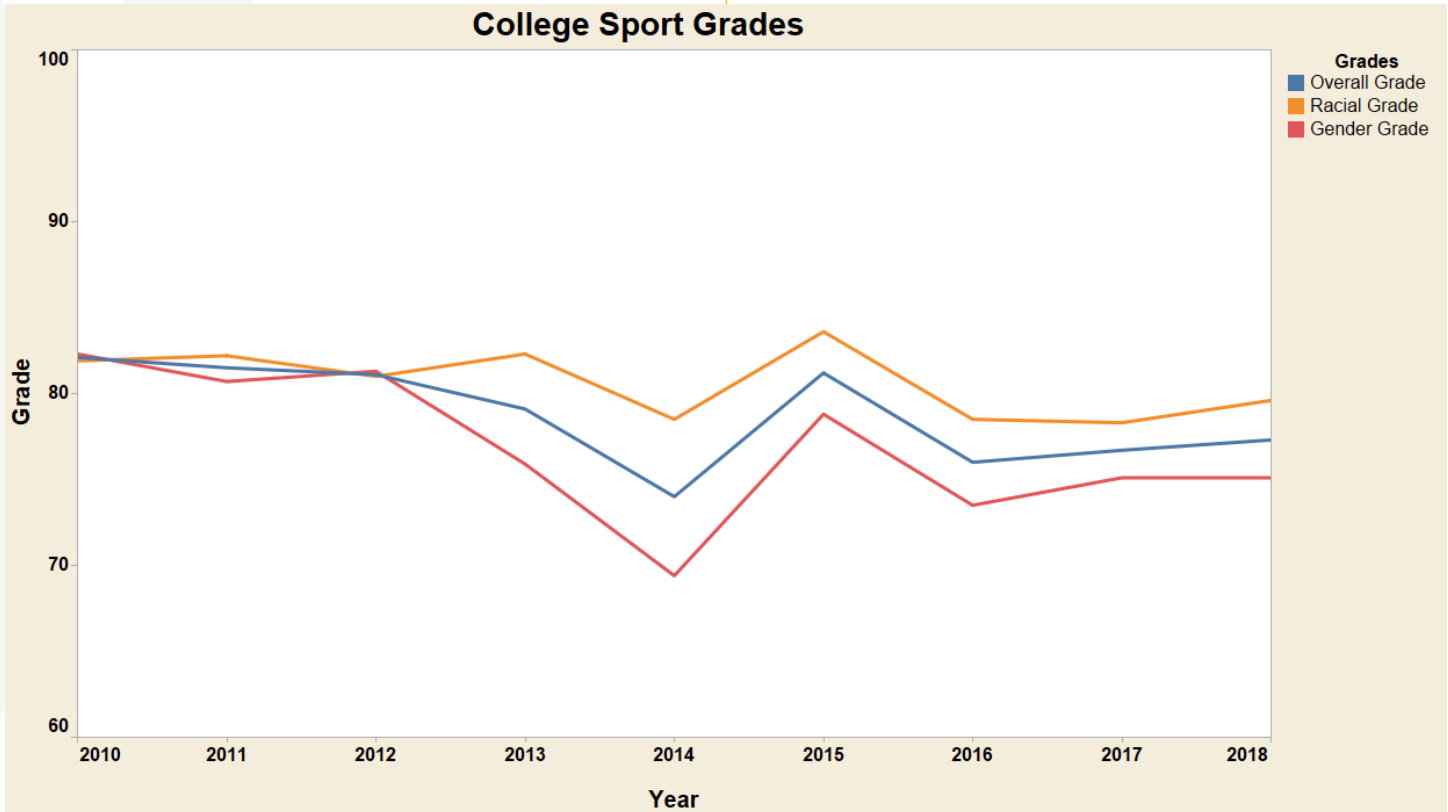


B-

Gender Hiring



C+



far ahead of its member institutions.”

Lapchick added that, “While the overall representation of women within college sport in all three Divisions continued to improve, it was negatively balanced by the fact that in the 47th year after the passage of Title IX, nearly 60 percent of all women’s teams are still coached by men and 51 percent of all the assistant coaches on women’s teams are men.”

Lapchick noted, “Opportunities for coaches of color continued to be a significant area of concern in all divisions. For the 2017-2018 year, 86.2 percent of Division I, 87.4 percent of Division II and 91.4 percent of Division III men’s coaches were white. On the women’s side, whites held 85.0 percent, 85.6 percent and 90.9 percent in Divisions I, II, and III, respectively.”

Whites made up 83.7 percent, 92.0 percent, and 94.7 percent of men’s basketball, football, and baseball head coaching positions, respectively, in all divisions combined during 2017-2018.

In men’s Division I basketball, 22.4 percent of all head coaches were African-American. That is down

2.8 percentage points from the all-time high of 25.2 percent reported in 2005-2006. Overall, 24.8 percent of the Division I men’s basketball coaches were coaches of color which is 0.2 percent less than in 2017. In 2017-2018, Division I men’s basketball African-American student-athletes made up 53.6 percent, compared to the 22.4 percent of African-American head coaches. There are currently no women coaching men’s basketball teams at any level. This underrepresentation in terms of race and gender remains a major area of concern when reviewing the Racial and Gender Report Card.

In 2017-2018, Division I women’s basketball African-American student-athletes made up 43.0 percent of the total, but only 11.9 percent of the head coaches are African-American women. African-American men held 5.2 percent of the Division I women’s basketball positions for a combined percentage of 17.1 percent, a 1.1 percentage point increase from 2016-2017. As in other sports, this does not compare to the representation of African-American women’s basketball student-athletes in 2017-

2018.

In Division I baseball, whites made up 79.9 percent of the total student-athletes. Only 7.2 percent of Division I head baseball coaches were people of color, remaining the same as in the 2017 report. There continues to be no improvement in terms of race in the sport of baseball at the collegiate level.

Overall Division III institutions continue to show improvements in terms of race and gender. However, people of color are still underrepresented. African-Americans as head coaches in Division III were so underrepresented that the percentage of women coaching Division III men's teams was higher than the percentage of African-Americans coaching Division III men's teams (6.8 percent vs. 4.9 percent).

The number of head football coaches of color at the FBS level increased from 18 in 2017 to 19 in 2018. White men represented 111 of the 130 (85.4 percent) head coaches at the FBS level.

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 coaches for men's basketball. 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 first time in the CSRGR after feedback on our reports in 2013 from scholar and activist Molly Arenberg.

Women held only 40.1 percent of the head coaching jobs of women's teams in Division I, 35.8 percent in Division II and 44.3 percent in Division III. Overall women held 40.8 percent of head coaching positions for women's teams across all three divisions combined.

Whites held the overwhelming percent of the decision-making athletics director positions during the 2017-2018 year at 84.3 percent, 90.0 percent, and 92.7 percent in Divisions I, II, and III, respectively. Women made up only 10.5 percent of Division I athletics directors, down from 11.2 percent in 2016-2017. The 2018 report notes nine women and two people of color as conference commissioners in all of Division I. This indicates some progress for gender hiring in this male-dominated position. However, in

the FBS there was only one female commissioner and no commissioners of color. 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 2018 Report Card featured updated racial and gender personnel data at the NCAA headquarters, and for university presidents, athletics directors, head football coaches, football coordinators and faculty athletics representatives at the 130 institutions in the Division I Football Bowl Subdivision (FBS), as well as updated the sections pertaining to conference commissioners and NCAA student-athletes throughout all athletic divisions. The data utilized to update the 2018 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 October 2018 titled The 2018 Racial and Gender Report Card: D1 FBS Leadership, self-reported demographic data on NCAA Headquarters personnel for the fiscal year 2017-2018, and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2018 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCUs).

Lapchick noted that, "There are so many more career prospects in college sport compared to professional sport. There are more jobs available, signifying the importance for us to create additional opportunities in college sport for women and people of color. We need new methods 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 athletic 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 the importance of having 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 2018 College Sport Racial and Gender Report Card Statistics						
Overall Grade: C+						
	D1 Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches D1 Mens Teams	Head Coaches D1 Women's	Head Coaches D1 Football
white	93.3%	70.6%	77.5%	86.2%	85.0%	89.6%
African-American	0.0%	20.9%	6.3%	7.8%	7.3%	6.9%
Latino	3.3%	0.0%	2.2%	1.9%	2.1%	0.4%
Asian	3.3%	0.0%	2.2%	0.1%	1.7%	0.9%
Other	0.0%	0.0%	1.8%	1.2%	1.2%	0.9%
Total Ppl of Color	6.6%	20.9%	12.5%	14.0%	15.0%	10.4%
Women	30.0%	45.7%	58.7%	4.0%	40.1%	0.0%
	Head Coaches D1 Men's Basketball	Head Coaches D1 Women's Basketball	Asst. Coaches D1 Men's Teams	Asst. Coaches D1 Women's Teams	D1 Athletic Directors	D1 Associate Athletic Directors
white	75.2%	79.9%	70.3%	72.5%	84.3%	85.3%
African-American	22.4%	16.0%	18.6%	15.1%	8.7%	9.5%
Latino	0.6%	0.9%	1.8%	2.5%	3.0%	1.9%
Asian	0.0%	0.3%	1.2%	1.9%	6.0%	1.2%
Other	0.6%	1.5%	3.0%	7.4%	0.0%	1.1%
Total Ppl of Color	24.8%	20.1%	29.7%	27.5%	15.6%	14.5%
Women	0.0%	59.6%	8.6%	46.1%	10.5%	31.4%
	D1 Sr. Woman Administrators	D1 Faculty Athletic Representative	D1 Sports Info Directors	D1 Professional Administration	Student Athlete Participation in all Divisions	
white	81.3%	87.8%	91.4%	81.5%	62.7%	70.9%
African-American	14.0%	8.0%	2.2%	9.9%	18.0%	9.4%
Latino	2.2%	1.2%	2.5%	3.3%	6.0%	5.5%
Asian	1.2%	1.5%	1.3%	1.7%	1.9%	2.6%
Other	0.3%	0.9%	1.7%	3.8%	3.2%	3.1%
Total Ppl of Color	18.6%	12.2%	8.3%	18.7%	37.3%	29.1%
Women	0.0%	32.7%	12.8%	35.4%	N/A	N/A

Table 11: The 2018 College Sport Racial and Gender Report Card Statistics

The 2018 College Sport Racial and Gender Report Card Grades				
	D1 Conference Commissioners	NCAA Senior Leadership	NCAA Professional Administrators	Head Coaches of D1 Men's Teams
Total Ppl of Color Grade	6.6%	20.9%	22.5%	14.0%
Women Grade	F	B+	B+	C
Grade	30.0%	45.7%	58.7%	4.0%
	C	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 Grade	15.00%	10.40%	24.80%	20.10%
Women Grade	C+	D+	A-	B+
Grade	40.1%	N/A	0.0%	59.6%
	B	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 Grade	29.7%	27.5%	15.6%	14.5%
Women Grade	A	A-	C+	C
Grade	8.6%	46.1%	10.5%	31.4%
	F	C+	F	C-
	D1 Faculty Athletic Representative	D1 Sports Information Directors	D1 Professional Administration	Student Athlete Participation in all Divisions
Total Ppl of Color Grade	12.2%	8.3%	18.7%	33.7%
Women Grade	D+	F	B	A+
Grade	32.7%	12.8%	35.4%	43.9%
	C+	F	B-	B-
	D1 Senior Women Administrator			
Total Ppl of Color Grade	18.6%			
	B			

Table 12: The 2018 College Sport Racial and Gender Report Card Grades

Conclusion

The 2018 Racial and Gender Report Card issues a grade for race and gender for MLB, NBA, NFL, MLS, WNBA, and College Sport. The complete annual RGRC gives everyone in sport the ability to compare how they are doing with other sports.

The Institute for Diversity and Ethics in 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 and inclusion 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 and inclusion among the leadership in each sport.

The 2018 WNBA Racial and Gender Report Card (RGRC) showed that the Women's National Basketball Association continues to lead professional sports in race and gender hiring practices. They went from an A to an A+ in gender hiring, managing to make an A+ grade overall.

The NBA continues to have the best racial and gender hiring practices amongst men's professional sports teams according to the 2018 NBA Racial and Gender Report Card. They received an A+ grade for their racial hiring practices and were the only men's team to do so. However, they remained at a B in gender hiring which dropped by 1.8 percentage points.

Major League Baseball finished with a C+/B-grade overall, an increase from the score they received in the 2017 MLB Racial and Gender Report Card. There was a significant increase in racial hiring resulting in a B+ grade and a slight increase in gender hiring this year which resulted in a C grade.

The NFL received an A- grade for their racial hiring practices in the 2018 NFL Racial and Gender Report Card which was a decrease from 2017. There was no change in gender hiring practices, which again resulted in a C grade. Overall, the NFL received a B on their RGRC this year.

The 2018 MLS Racial and Gender Report Card showed that the MLS has improved its overall score by 1.5 percentage points and finished this year with a B+. Their racial hiring practices have increased by 4.3 percentage points, earning an A. They received a C+ grade in gender hiring practices with a two percentage point decrease from 2017.

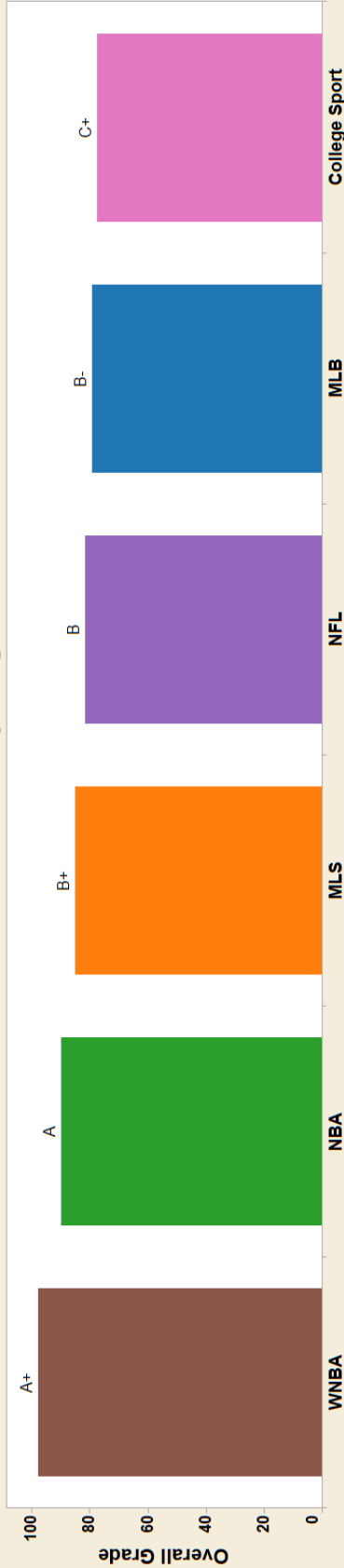
The 2018 College Sport Racial and Gender Report Card showed that college sport continued to have the lowest combined grades for gender and racial hiring practices. In 2018, they received a B- for racial hiring practices and a C+ for gender hiring practices. They received an overall grade of C+ which is a 0.6 percentage point increase from 2017.

There are many more career opportunities within college sport compared to professional sports. Therefore, creating an environment where there is equal opportunity for everyone is especially important. Leaders in college sport must continuously ask the question "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?" With such continued poor performance, college sport should make more of an effort to improve their gender and racial hiring practices and increase diversity within college athletics departments.

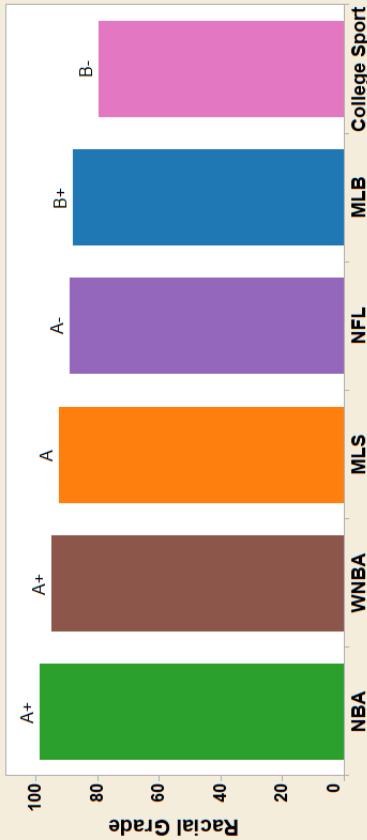
This year's Racial and Gender Report Cards show some positive results throughout, but at the professional team and individual college levels, white men still control most of the operations. The goal of The Institute for Diversity and Ethics in Sport in publishing the Racial and Gender Report Card is to help professional and college sport recognize that sport, which is America's most integrated workplace for players, can do better than society as a whole in deciding who to hire in decision-making positions. There is widely acknowledged enlightened leadership on issues of diversity and inclusion in the league offices of the NBA, NFL, MLB, MLS, WNBA and at the NCAA. They need continue to assert that leadership wherever there are areas for improvement.



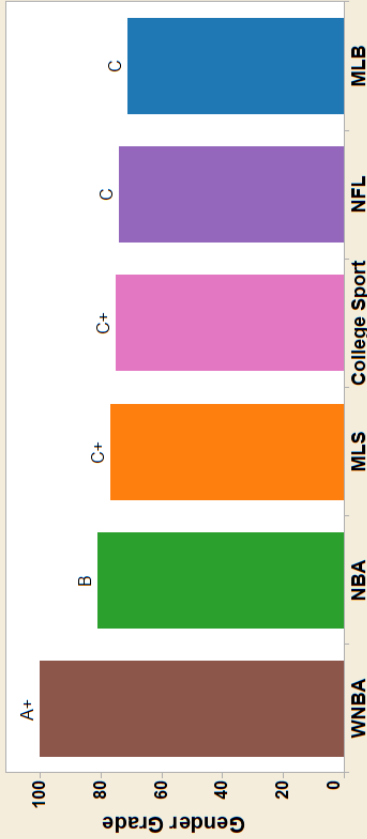
Overall Grades by League



Racial Grade by League



Gender Grade by League



League



How Grades Were Calculated

As in previous reports, the 2018 Racial and Gender Report Card data shows that professional sport's front offices and college athletic department's hiring practices do not nearly reflect the number of players and student-athletes of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had 9 percent, a **D** if it was at least 6 percent and **F** for anything below 6 percent.

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

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

Methodology

All data for the college sport report was collected by 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. All data for the professional sports leagues was collected by the respective professional league offices and passed on to the research team at The Institute for Diversity and Ethics in Sport.

The findings were compared to data from previous years. After evaluating the data, the report text was drafted and compared changes to statistics from previous years. The report draft was then sent to the respective organizations to be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during or after the seasons being reported.

This report recaps the 2018 season for the National Basketball Association, Major League Soccer, Women's National Basketball Association, National Football League, Major League Baseball, and the National Collegiate Athletic Association. Grades were calculated according to the reporting periods noted within the respective reports.

About the Racial and Gender Report Card

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

The Complete Racial and Gender Report Card, including all the Leagues and college sport, is 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 University and now at UCF. (Until 1998, the report was known as the Racial Report Card.) In addition to Lapchick, Brittany Barber, Lee Bowman, Meaghan Coleman, Yecheng Fan, Nate Harvey, Daniel Martin, Miranda Murphy, William Thomas, and David Zimmerman contributed greatly to the completion of the 2019 Complete Sport Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute’s founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as “the racial conscience of sport,” Dr. Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Dr. Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), a group of more than 280 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

