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## The 2016 Racial and Gender Report Card: Major League Baseball

by Dr. Richard Lapchick

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### EXECUTIVE SUMMARY

**Orlando, FL – April 20, 2016** The 2016 Major League Baseball Racial and Gender Report Card (RGRC) was released today and showed a small increase in racial hiring practices and small decline in gender hiring practices. 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 2016 MLB Racial and Gender Report Card (MLB RGRC). The report was released several days after Jackie Robinson Day, which marked the 69<sup>th</sup> anniversary of his breaking MLB's color barrier. MLB reached a score of 90.5 for racial hiring practices, up from 90.4 in 2015. MLB's grade for gender hiring practices slightly decreased to 74.3 points from 74.4 in 2015. Finally, MLB again achieved a combined grade of a **B** with 82.4 points, which is the same accumulated score as in the 2015 report.

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, "In the years after Jackie Robinson broke the color barrier in 1947, his vision was to see diverse players on the field reflecting diverse coaches and those in the front office."

Commissioner Rob Manfred's League Office maintained the good grades achieved in 2015, once again achieving an **A+** for hiring people of color. It held its **B-** for gender hiring practices.

The team levels remain far behind the League Office. Of the six grades for race at the team level, the only **A** grades were for coaches and professional staff with a **C+** for the key position of manager. In terms of gender, of the three applicable grades there were **Cs** for senior team administration and professional administration and an **F** for vice-presidents. "The team front offices need to continue to make an effort to create a workforce that mirrors America," Lapchick said.

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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. While the percentage of African-American players remained at 8.3 percent, the first round of the 2015 MLB Draft showed a promising shift as nine African-American players (25 percent of 36 first-round draftees) were selected. But increasing the percentage of African-American players will continue to be a very slow process.

"The dearth of managers of color in MLB has been a growing concern in the past few years. The 2016 Major League Baseball season began with only three managers of color, seven below the high of 10 managers of color reached in both 2002 and 2009. The position of general manager is another area of concern; this category remained the same in 2016 with only four people of color serving as general managers. MLB had the largest number of GMs of color in 2009 and 2010 when there were five people of color."

The MLB Players Association recently announced a series of proposals that would be positive steps to increase opportunities for former players to stay in the game after their playing careers are over. Among the proposals are college scholarships for all prospects signing contracts, creation and maintenance of a database of players of color and programs to enhance their post-playing employment prospects. The PA also asked for continuing education courses including baseball analytics and statistics. Teaching them baseball analytics will be a huge help to preparing former players for baseball operations jobs."

Lapchick added, "Major League Baseball has some of the most important diversity initiatives in sport. Just this month we saw the breakthrough sports diplomacy in Cuba and a major expanded partnership with the Jackie Robinson Foundation including a \$1 million donation. While there is a full list of diversity initiatives in the Appendix, two others are especially noteworthy. The Diverse Business Partners program is considered the leading, economically driven business initiative designed to cultivate new and existing partnerships with minority-owned and female-owned businesses by increasing opportunities for them to participate in the procurement activities of MLB. MLB has reportedly spent more than *\$1 billion* with diverse businesses since the program was created."

In addition, MLB has held several MLB Diversity Business Summits, a first-of-its-kind event in professional sport, which serves as a diversity employee and business opportunity trade fair and supplier event. The Summits are designed to create a network of job seekers and business owners and entrepreneurs. Also attending are MLB and team representatives. I have attended the events which have been very positive and successful."

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 from the 2015 season, 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, 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, 2016. The MLB player demographics for the 2016 Opening Day rosters are also included. Tables for the report are included in Appendix I. The MLB's extensive diversity initiatives are listed in Appendix II.

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.

## REPORT HIGHLIGHTS

### Players

#### 25-Man Major League rosters

- 2016 Opening Day, the number of players from the 25-Man Major League rosters who identified themselves as African-American or Black was approximately 8.3 percent, exact same percentage as active Opening Day rosters in 2015.
- The percentage of Latino players decreased from 29.3 percent in 2015 to 28.5 on 2016 opening day rosters.
- The percentage of Asian players increased from 1.2 percent in 2015 to 1.7 percent in 2016.
- The percentage of white players increased from 58.8 percent in 2015 to 59.07 percent in 2016.

#### First-Year Player Draft results

The first round of the 2015 MLB Draft featured the selection of nine African-American players (25 percent, 9-of-36). On a percentage basis, this represents the most African-American players in the first round since 1992, eclipsing the recent high of 22.6 percent (7-of-31) in 2012.

- Dillon Tate, who is an alumnus of the MLB Urban Youth Academy in Compton, the RBI Program and the Breakthrough Series, was selected #4 overall in the 2015 Draft, which was the highest selection ever of an alumnus.
- In addition, African-American players made up 17 of the 75 selections (22.7 percent) made on the first day of the Draft.

### **International Players\***

- The percentage of players who were born outside the 50 United States on 2016 Opening Day 25-man rosters and inactive lists was 27.5 percent. These players come from 18 countries and territories. This was an increase of 1 percent from 2015.
- The all-time high for international players was 29.2 percent (242-of-829) on the 2005 Opening Day rosters.

**\*Note:** The 238 players born outside the U.S. (27.5 percent) come from the pool of 864 players (749 active 25-man roster players and 115 disabled, suspended or restricted Major League players) on April 3rd rosters and represent a record-tying 18 countries and territories outside the U.S.

### **MLB Central Office**

#### **Major League Central Office**

According to Major League Baseball, of the front-office professional employees, 10.3 percent are African-American, 11.8 percent are Latino, 4.6 percent are Asian, and 2.3 percent are classified as Two or More Races and Native American, respectively. Thus, people of color comprise 28.9 percent of the Central Office professional staff.

Women also make up 28.9 percent of the total front-office professional employees. The corresponding on-field employee population is comprised of umpires and scouts (1,311 total, 27.0 percent people of color). This information is based on the 2015 MLB workforce data.

At the senior executive level, 18.3 percent of the 60 employees were people of color, down 0.6 percent from 2015 while women occupied 23.3 percent of the positions, up 0.7 percent from 2015. At the director and managerial level, 29.6 percent of the 125 employees were people of color, while women occupied 26.4 percent of the posts.

#### **MLB appoints the game's second Ambassador for Inclusion**

On Thursday, January 7, 2016 Commissioner Robert D. Manfred, Jr. announced that Major League Baseball (MLB) has appointed former Major League player Curtis Pride as its newest "Ambassador for Inclusion." Pride's appointment is on a part-time basis as he continues to be Gallaudet University's baseball head coach.

### **Ownership**

Arturo Moreno, who owns the Los Angeles Angels, is the only Latino majority owner in professional sport. Several women serve as principal owners.

### **Managers**

The decreasing number of managers of color in MLB has been a growing concern in the past few years. The 2016 Major League Baseball season began with only three managers of color, seven below the highs of 10 managers of color reached in both 2002 and 2009.

The three managers of color (10 percent) at the start of the 2016 season were:

- Dave Roberts, Los Angeles Dodgers (2 or More Races)
- Dusty Baker, Washington Nationals (African-American)
- Fredi Gonzalez, Atlanta Braves, (Hispanic)

### **General Manager**

The position of general manager is another area of concern with four people of color in this category, the same number as in 2015. MLB had the largest number of GMs of color in 2009 and 2010 when there were five people of color.

At the start of the 2016 MLB season, the general managers of color were:

- Dave Stewart, General Manger of the Arizona Diamondbacks (African American)
- Jeffrey Luhnow, General Manager, Houston Astros (Latino)
- Farhan Zaidi, General Manager of the Los Angeles Dodgers (Asian). Zaidi is the first Muslim General Manager of any American pro sports franchise.
- Michael Hill, President, Baseball Operations and General Manager, Miami Marlins (African American)

### **Women On-Field**

- There were two women holding coaching roles in 2015 including Cecilia Clark, Performance Coach, Cleveland Indians and Justine Siegal, Guest Instructor, Oakland Athletics.
- There were seven women holding on-field operations roles in the job category of Instructors and Trainers in 2015.

### **Team Vice Presidents**

The team vice-president position has always been one with low representation of women. In the 2015 MLB season, 26 MLB franchises had at least one woman serving in a senior vice president or vice president role. The San Francisco Giants led the league with nine women in SVP & VP positions. The Boston Red Sox had seven women in vice president roles followed by the Houston Astros with six. The Arizona Diamondbacks, New York Yankees, Texas Rangers, Minnesota Twins and Washington Nationals

had four women in SVP & VP roles. The remaining of the franchises either had one or two women in vice president positions.

**Team Senior Administration**

- For the 2015 season, 19.3 percent of the senior team administrators were people of color.
- Women held 27.5 percent of team senior administration positions in 2015.

**Team Professional Administration**

- In 2015, 22.5 percent of team professional positions were held by people of color.
- Women held 27 percent of team professional administration in 2015.

## OVERALL GRADES

Major League Baseball had an **A** grade on the issue of racial hiring practices, a **C/C+** for gender hiring practices, and an overall grade of **B** in the 2016 MLB Racial and Gender Report Card (MLB RGRC).

MLB received a score of 90.5 for racial hiring practices, up from 90.4 in the 2015 MLB RGRC. MLB's grade for gender hiring practices slightly decreased to 74.3 points from 74.4 in the 2015 MLB RGRC. Finally, MLB again achieved a combined grade of a **B** with 82.4 points, which is the same accumulated score as in the 2015 report.

MLB received an A or A+ for race in the following categories: MLB Central Offices, coaches, players and diversity initiatives. Also, it received an A- for team professional administration, and a B or B+ for race in the following categories: general managers, team vice presidents, and team senior administration. MLB received a C+ for managers.

MLB's grades for gender are as follows: a B- for MLB Central Offices, C for team professional administration and team senior administration, and an F for vice presidents.

## GRADES BY CATEGORY

### Players

#### 25-Man Major League rosters

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- Dillon Tate, who is an alumnus of the MLB Urban Youth Academy in Compton, the RBI Program and the Breakthrough Series, was selected #4 overall in the 2015 Draft, which was the highest selection ever of an alumnus.

- In addition, African-American players made up 17 of the 75 selections (22.7 percent) made on the first day of the Draft.

### International Players\*

- The percentage of players who were born outside the 50 United States on 2016 Opening Day 25-man rosters and inactive lists was 27.5 percent. These players come from 18 countries and territories. This was an increase of 1 percent from 2015.
- The all-time high for international players was 29.2 percent (242-of-829) on the 2005 Opening Day rosters.

\*Note: The 238 players born outside the U.S. (27.5 percent) come from the pool of 864 players (749 active 25-man roster players and 115 disabled, suspended or restricted Major League players) on April 3rd rosters and represent a record-tying 18 countries and territories outside the U.S.

**Grade for Players    A+        (40.9%)**

See Table 1.

### Major League Central Office

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Women also make up 28.9 percent of the total front-office professional employees. The corresponding on-field employee population is comprised of umpires and scouts (1,311 total, 27.0 percent people of color). This information is based on the 2015 MLB workforce data.

At the senior executive level, 18.3 percent of the 60 employees were people of color, down 0.6 percent from 2015, while women occupied 23.3 percent of the positions, up 0.7 percent from 2015. At the director and managerial level, 29.6 percent of the 125 employees were people of color, while women occupied 26.4 percent of the posts.

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

- Christopher Park, Senior Vice President, International, Growth & Strategy, MLB Central Office
- Kimberly J. Ng, Senior Vice President, Baseball Operations, MLB Central Office
- Peter Woodfork, Senior Vice President, Baseball Operations, MLB Central Office
- Steven Gonzalez, Senior Vice President, Labor & Human Resources, MLB Central Office
- Tony Reagins, Senior Vice President, Youth Programs, MLB Central Office
- Wendy L. Lewis, Senior Vice President, Diversity, Inclusion and Strategic Alliances, MLB Central Office



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

- Kathleen Torres, Executive Vice President, Finance, MLB Central Office. Torres became the first woman Executive Vice President in the MLB Central Office in 2015.
- Mary Beck, Senior Vice President, The Network, MLB Central Office
- Katharine Feeney, Senior Vice President, Scheduling and Club Relations, MLB Central Office
- Marla M. Goldberg, Senior Vice President, Special Events, MLB Central Office
- Leslie Knickerbocker, Senior Vice President, Human Resources and Special Projects, MLB Advanced Media
- Wendy L. Lewis, Senior Vice President, Diversity, Inclusion and Strategic Alliances, MLB Central Office
- Bernadette R. McDonald, Senior Vice President, Broadcasting, MLB Central Office
- Phyllis Merhige, Senior Vice President, Club Relations, MLB Central Office
- Kimberly J. Ng, Senior Vice President, Baseball Operations, MLB Central Office
- Jacqueline Parkes, Senior Vice President, Advertising & Marketing, MLB Central Office
- Lara Pitaro Wisch, Senior Vice President and General Counsel, MLB Advanced Media
- Susan G. Stone, Senior Vice President, Operations and Engineering, MLB Network

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

- Thomas C. Brasuell, Vice President, Community Affairs, MLB Central Office
- Christopher Brumm, Vice President, Legal, MLB Central Office
- Darrell K. Miller, Vice President, Baseball Operations, Academies, MLB Central Office
- Kushal Patel, Vice President, Network Infrastructure, Technology Network Infrastructure, MLB Advanced Media
- John Quinones, Vice President, Recruitment, MLB Central Office
- Carlton Thompson, Vice President, Editor Content Operations, MLB Advanced Media
- Roger Williams, Vice President, Multimedia Operations, MLB Advanced Media

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

- Heather Benz, Vice President, Ticketing, MLB Advanced Media
- Donna Candido, Vice President, Legal, MLB Central Office
- Courtney Connors, Vice President, Client Services, Sponsorship Account Services, MLB Advanced Media
- Shelley Hanna, Vice President, Information Technology, MLB Central Office
- Kimberly Hausmann, Vice President and Controller, Accounting and Finance Controller, MLB Advanced Media
- Donna Hoder, Vice President, Office Operations, MLB Central Office
- Ellen Miller Wachtel, Vice President and Deputy General Counsel, Legal, MLB Central Office
- Anne B. Occi, Vice President, Design Services, Creative Services, MLB Central Office
- Jennifer Shaw, Vice President, Integrated Marketing, Integrated Marketing, MLB Advanced Media

**MLB Grade for League Central Offices:**

<b>Race</b>	<b>A+</b>	<b>(28.9%)</b>
<b>Gender</b>	<b>B-</b>	<b>(28.9%)</b>

See Table 2.

**Ownership**

Arturo Moreno, who owns the Los Angeles Angels, is the only Latino majority owner in professional sport. On May 15, 2003 Arturo “Arte” Moreno became the first Mexican-American to own a major sports team in the United States when he purchased the Anaheim Angels baseball team from the Walt Disney Company.

Several MLB franchises now have minority ownership. There are numerous examples of people of color holding minority ownership positions. Earvin “Magic” Johnson is a member of an ownership group that now owns the Los Angeles Dodgers and Shawn Taylor is a minority partner of the Houston Astros. The Cincinnati Reds AACE ownership group, filled with prominent African American leaders is unique in baseball as they were the first minority ownership group to be comprised of almost all ethnically diverse members. Founding minority partners of Washington National Baseball Club consist of Paxton Baker, James “JB” Brown, Faye F. Fields, Alphonso Maldon, Jr., B. Doyle Mitchell, Jr., Raul R. Romero and Rodney E. Slater.

Owners of MLB franchises who are female include individuals with the New York Yankees, Washington Nationals, Colorado Rockies and the Chicago Cubs. Jessica, Joan, and Jennifer Steinbrenner all serve as Vice Chairpersons with the New York Yankees. The Washington Nationals have four female Principal Owners who include Annette Lerner, Judy Lerner, Debra Lerner Cohen and Marla Tanenbaum. Laura Ricketts is a co-owner of the Chicago Cubs, and Linda Alvarado is a member of the Rockies ownership group.

Marla Tanenbaum, Principal Owner of the Washington Nationals serves on the Commissioner’s Diversity & Inclusion Committee.

See Table 3.

**Managers**

The dearth of managers of color in MLB has been a growing concern in the past few years. The 2016 Major League Baseball season began with only three managers of color, seven below the highs of 10 managers of color reached in both 2002 and 2009.

The three managers of color (10 percent) at the start of the 2016 season were:

- Dave Roberts, Los Angeles Dodgers (2 or More Races)
  - LA Dodgers first manager of color
- Dusty Baker, Washington Nationals (African-American)
- Fredi Gonzalez, Atlanta Braves (Hispanic)

During the 2015 MLB season, 6.7 percent of MLB managers were people of color. The two managers were:

- Lloyd McClendon, Seattle Mariners (African-American)
- Fredi Gonzalez, Atlanta Braves, (Hispanic)

**MLB Grade for Managers:**

**Race                    C+            (10%)**

See Tables 4 and 5.

**Coaches**

For the 2015 season, people of color held 38.2 percent of the coaching positions for all MLB teams. This number is 1.2 percent increase from 2014. In 2013 people of color recorded an all-time high of 41.2 percent, since it was first recorded in 1993.

African-Americans held approximately 10.6 percent, an increase from 9.8 percent in 2014. Latinos held 25.1 percent, a decrease of 0.6 percentage points from 25.7 percent in 2014, and the category other races occupied 2.5 percent, and increase of one percentage point.

**MLB Grade for Coaches:**

**Race                    A+            (38.3%)**

See Table 6.

**Women On-Field**

There were two women who had coaching roles in 2015.

**Coaches**

- Cecilia Clark, Performance Coach, Cleveland Indians
- Justine Siegal, Guest Instructor, Oakland Athletics
  - Oakland A's hire first female coach in MLB history - The A's announced on September 29, 2015 that Siegal, who a few years ago became the first woman to throw batting practice for a Major League team, would serve as a guest instructor for the club's 2015 instructional league. Siegal worked with players in October 2015 at the Lew Wolff Training Complex in Mesa, Ariz.

There are a total of seven women holding on-field operations roles in the job category of Instructors and Trainers in 2015.

- Martiza Castro, Minor League Trainer, San Diego Padres
- Rachel A. Balkovec, Minor League Strength and Conditioning Coordinator, St. Louis Cardinals
- Nancy Flynn, Assistant Athletic Trainer, Los Angeles Dodgers

- Debra Iwanow, Minor League Trainer A, New York Mets
- Sharon Lockwood, Coordinator of International Player Programs, Minor League, Detroit Tigers
- Kalie Swain, Minor League Athletic Trainer - Low A, Los Angeles Dodgers
- Margaret Rall, Trainer - Advanced Rookie, Chicago White Sox

### **Top Management**

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

#### Chief Executive Officers/Presidents

There were no women or people of color in MLB who served as CEO or team president.

Michael L. Hill, who is African-American, is the President, Baseball Operations for the Miami Marlins. He is the only person of color holding a president title. Ulice Payne, Jr. was the only person of color to serve as a team president. Payne led the Milwaukee Brewers in 2003.

There have been no women who served as team presidents since Pam Gardner left that post with the Houston Astros in 2011.

See Table 7

#### General Manager

The position of general manager is another area of concern with a decline in this category. In 2016 there are four people of color serving as general managers in MLB including one Latino, two African-Americans and one Asian. That is the same number as in 2015. MLB had the largest number of GMs of color in 2009 and 2010 when there were five people of color.

At the start of the 2016 MLB season, the general managers of color were:

- Dave Stewart, General Manger of the Arizona Diamondbacks (African American)
- Jeffrey Luhnow, General Manager, Houston Astros (Latino)
- Farhan Zaidi, General Manager of the Los Angeles Dodgers (Asian). Zaidi is the first Muslim General Manager of any American pro sports franchise.
- Michael Hill, President, Baseball Operations and General Manager, Miami Marlins (African American)

The 2015 MLB general managers of color were:

- Farhan Zaidi, General Manager of the Los Angeles Dodgers (Asian)
- Jeffrey Luhnow, General Manager, Houston Astros (Latino)
- Michael Hill, President, Baseball Operations and General Manager, Miami Marlins (African-American)
- Ruben Amaro Jr., Senior Vice President and General Manager, Philadelphia Phillies (Latino)

**MLB Grade for General Manager:****Race            B            (13.3%)**

See Table 8.

**Team Vice Presidents**

The team vice-president position has always been one with low representation of women.

In the 2015 season, the percentage of people of color holding team vice president positions was 13.9 percent, a decrease of 0.5 percent from 14.4 in 2014. The percentage of women in these same positions increased to 17.8 percent in 2015 from 17.3 percent in 2014. The 2015 total of 58 is comprised of 25 African-Americans, 22 Latinos, seven Asians, three Native Hawaiians, and one Two or More Races, up from 54 Team Vice Presidents of color in 2014.

The total of 74 women holding vice president positions in 2015 is an increase of nine additional women vice presidents from a high of 65 in 2014.

**The 25 African-American team executive vice-presidents, senior vice presidents and vice presidents in MLB were:**

- Henry Aaron, Senior Vice President, Executive Offices, Atlanta Braves
- Larry A. Bowman, Vice President of Stadium Operations and Security, Atlanta Braves
- Robert B. Brown, VP CFO Accounting, New York Yankees
- Eugene D. Dias, VP, Media Relations, Houston Astros
- Mike Dillon, VP, Marketing and Marketing Analytics, Houston Astros
- Leilani Gayles, Chief People Officer, Human Resources, San Francisco Giants
- Julian Green, VP, Communications and Community Affairs, Chicago Cubs
- Michael Hall, VP, Cardinals Care and Community Relations, St. Louis Cardinals
- Marian L. Harper, Vice President, Foundation Development, Houston Astros
- Elaine Hendrix, Vice President, Community and Public Affairs, Detroit Tigers
- Gilbert Hight, SVP, Chief Security Officer, New York Yankees
- Derek A. Jackson, Sr., VP and General Counsel, Legal, Miami Marlins
- Damon Jones, Senior Vice President, Club Counsel, Legal, Washington Nationals
- Brian H. Keys, Vice President of Information Technology, Cincinnati Reds
- Nona Lee, SVP, General Counsel, Arizona Diamondbacks
- Robert McDonald, VP, Clubhouse Operations and Team Travel, Washington Nationals
- Aleta Mercer, VP, Broadcast / Entertainment, Milwaukee Brewers
- Vivian Mora, VP, Human Resources, Houston Astros
- Marian Rhodes, SVP, Chief Human Resources and Diversity Officer, Arizona Diamondbacks
- Renata Simril, SVP, External and Community Relations, Los Angeles Dodgers
- Brian E. Smith, Senior Vice President, Corporate/Community Relations, New York Yankees
- Elaine Steward, Vice President Club Counsel, Legal, Boston Red Sox
- De Jon Watson, SVP Baseball Operations, Baseball Operations, Arizona Diamondbacks

- Kenneth Williams, Executive Vice President, Baseball Operations, Chicago White Sox
- Ellen Zeringue, Vice President Marketing, Detroit Tigers

**The 22 Latino team senior vice-presidents and vice presidents in MLB were:**

- Robert Alvarado, Vice President Marketing and Ticket Sales, Marketing, Los Angeles Angels
- Russell Amaral, VP, Facilities and Event Services, Arizona Diamondbacks
- Paul E. Asencio, SVP, Corporate Sales and Partnerships, New York Mets
- Alberto Avila, Vice President, Assistant General Manager, Baseball Operations, Detroit Tigers
- Diann L. Blanco, VP, Administration, Executive Offices, New York Yankees
- Jorge Costa, SVP, Ballpark Operations, San Francisco Giants
- Dave Curry, Vice President, Executive Offices, Seattle Mariners
- Jarrod J. Dillon, VP, Corporate Partnerships, San Diego Padres
- Ralph Esquibel, Vice President, Information Technology, Los Angeles Dodgers
- Rolando Fernandez, VP-International Scouting and Development, Scouting, Colorado Rockies
- Santiago Fernandez, Senior Vice President and General Counsel, Legal, Los Angeles Dodgers
- Eugene Fernandez, Senior Vice President and Chief Sales Officer, Tampa Bay Rays
- Eric Hernandez, Vice President, Finance, Los Angeles Dodgers
- Ana M. Hernandez, VP, Human Resources, Miami Marlins
- Felix Lopez, Senior Vice President, Executive Offices, New York Yankees
- David Martinez, Vice President, Retail Operations, San Francisco Giants
- Kevin Martinez, Vice President, Executive Offices, Seattle Mariners
- Alfredo R. Mesa, Vice President and Executive Director, Marlins Foundation, Miami Marlins
- Omar Minaya, Senior Vice President, Baseball Operations, San Diego Padres
- Milciades Noboa, Vice President, Latin Operations, Player Development, Arizona Diamondbacks
- Juan Ramirez, Vice President, Information Technology, Tampa Bay Rays
- Elizabeth Stecklein, Vice President, Human Resources, Colorado Rockies

**The 7 Asian team senior vice presidents and vice presidents in MLB were:**

- Alan Chang, Vice President, Deputy General Counsel, Legal, New York Yankees
- Jonathan Gilula, Executive Vice President, Business Affairs, Executive Offices, Boston Red Sox
- Lara Juras, Vice President of Human Resources, Atlanta Braves
- Anita Sehgal, Senior Vice President, Marketing and Communications, Houston Astros
- Paul W. Wong, Vice President, Finance, Oakland Athletics
- John F. Yee, Senior Vice President and CFO, Finance, San Francisco Giants
- Timothy S. Zue, Vice President, Business Development, Executive Offices, Boston Red Sox

**The 3 Native Hawaiian team senior vice presidents and vice presidents in MLB were:**

- Bill Geivett, Senior Vice President, Major League Operations/Assistant General Manager, Baseball Operations, Colorado Rockies
- Susan Jaison, Senior Vice President, Finance, Miami Marlins
- Robert J. McLeod, Senior Vice President, Scouting and Player Development, Chicago Cubs

**One (1) Two or More Races team senior vice presidents and vice presidents in MLB were:**

- Ruben Amaro, Jr., Senior Vice President and General Manager, Philadelphia Phillies

**There were a total of 74 women holding team executive vice president, senior vice president and vice president positions in MLB:**

- Jean Afterman, Senior Vice President, Assistant General Manager, Baseball Operations, New York Yankees
- Sally Andrist, Vice President Human Resources and Office Management, Milwaukee Brewers
- Marcell M. Bhangoo, Vice President, Client Services, Boston Red Sox
- Diann L. Blanco, Vice President, Administration, Executive Offices, New York Yankees
- Karina Bohn, Vice President, Marketing, Arizona Diamondbacks
- Susanna Botos, Vice President, Community Relations, San Diego Padres
- Victoria Bryant, Vice President, Event Services Merchandising, St. Louis Cardinals
- Carrie Campbell, Vice President, Fenway Enterprises, Boston Red Sox
- Jill Campbell, Vice President, Communications and Marketing, Colorado Rockies
- Twila Carter, Senior Vice President, Community Relations and the Astros Foundation, Houston Astros
- Debbie Castaldo, Vice President, Corporate and Community Impact, Arizona Diamondbacks
- Leigh J. Castergine, Senior Vice President, Ticket Sales and Services, New York Mets
- Kimberly Childress, Vice President of Account and Controller, Finance, Atlanta Braves
- Bonnie Clark, Vice President, Communications, Public Relations, Philadelphia Phillies
- Heather M. Collamore, Vice President, Metropolitan Hospitality, Venue Services, New York Mets
- Shana W. Daum, Vice President of Public Affairs and Community Relations, San Francisco Giants
- Laura Day, Executive Vice President, Business Development, Minnesota Twins
- Nancy Donati, Vice President, of Creative Services & Visual Identity, San Francisco Giants
- Raenell Dorn, Vice President, Human Resources & Diversity, Minnesota Twins
- Sarah Farnsworth, Senior Vice President, Public Affairs, San Diego Padres
- Paige Farragut, Senior Vice President, Ticket Sales and Service, Texas Rangers
- Raquel S. Ferreira, Vice President, Baseball Administration, Baseball Operations, Boston Red Sox
- Kellie Fischer, Vice President and Chief Financial Officer, Finance, Texas Rangers
- Jennifer A. Flynn, Senior Vice President and Assistant Gen Counsel, Legal, Boston Red Sox
- Karen Forcus, Senior Vice President, Business Operations, Communications and Marketing, Cincinnati Reds
- Moira Foy, Vice President Human Resources and Risk Management, Administration, Chicago White Sox
- Leilani Gayles, Chief People Officer, Human Resources, San Francisco Giants
- Mary Giesler, Vice President, General Counsel, Minnesota Twins
- Jennifer Giglio, Vice President, Communications, Washington Nationals
- Marian L. Harper, Vice President, Foundation Development, Houston Astros
- Annemarie Hastings, Vice President, Client Relations, San Francisco Giants
- Elaine Hendrix, Vice President Community and Public Affairs, Detroit Tigers
- Ana M. Hernandez, Vice President, Human Resources, Miami Marlins
- Alexa Herndon, Vice President, Human Resources, Washington Nationals
- Elise Holman, Senior Vice President, Executive Offices, Washington Nationals
- Sara Hunt, Vice President, Giants Enterprises, San Francisco Giants
- Susan Jaison, Senior Vice President, Finance, Miami Marlins
- Therese A. Jenkins, Vice President, Risk Management, Executive Offices, New York Yankees

- Molly Jolly, Senior Vice President, Finance and Administration, Los Angeles Angels of Anaheim
- Lara Juras, Vice President of Human Resources, Atlanta Braves
- Kathy Killian, Vice President Human Resources and Customer Services, Philadelphia Phillies
- Becky Kimbro, Vice President, Marketing, Texas Rangers
- Nona Lee, SVP General Counsel, General Counsel, Arizona Diamondbacks
- Sara Lehrke, Vice President, Human Resources and Chief Diversity Officer, Cleveland Indians
- Melanie Lenz, Senior Vice President, Development, Tampa Bay Rays
- Sue Ann McClaren, VP Ticket Operations and Sales, Colorado Rockies
- Sarah McKenna, Vice President, Executive Offices, Boston Red Sox
- Aleta Mercer, Vice President Broadcast / Entertainment, Milwaukee Brewers
- Vivian Mora, Vice President, Human Resources, Houston Astros
- Karin Morris, Vice President Community Outreach, Executive Director Foundation, Texas Rangers
- Elizabeth R. Murphy, Vice President, Deputy General Counsel, Legal, San Francisco Giants
- Nancy L. O'Brien, Vice President, Brand Marketing, Minnesota Twins
- Christine O'Reilly, Vice President, Community Relations and White Sox Charities, Chicago White Sox
- Elizabeth Pantages, Senior Vice President, Finance, San Francisco Giants
- Patricia A. Paytas, Vice President, Community Affairs, Pittsburgh Pirates
- Marian Rhodes, Senior Vice President, Chief Human Resources and Diversity Officer, Arizona Diamondbacks
- Ronda Sedillo, Senior Vice President, Chief Financial Officer, Accounting, San Diego Padres
- Anita Sehgal, Senior Vice President, Marketing and Communications, Houston Astros
- Marianne Short, Senior Vice President, Executive Offices, Seattle Mariners
- Catherine Silver, Vice President, BP Enterprises and Guest Services, Washington Nationals
- Renata Simril, Senior Vice President, External and Community Relations Los Angeles Dodgers
- Staci A. Slaughter, Senior Vice President, Communications and Senior Advisor to the CEO, San Francisco Giants
- Janet Marie Smith, Senior Vice President, Planning and Development, Los Angeles Dodgers
- Kala A. Sorenson, Vice President, Special Events, Houston Astros
- Elizabeth Stecklein, Vice President, Human Resources, Colorado Rockies
- Elaine Steward, Vice President, Club Counsel, Legal, Boston Red Sox
- Joyce A. Thomas, Vice President, Human Resources, San Francisco Giants
- Francis Traisman, Vice President, Executive Offices, Seattle Mariners
- Deborah A. Tymon, Senior Vice President, Marketing, New York Yankees
- Margaret Vaillancourt, Vice President, Community Affairs and Executive Director Foundation, Houston Astros
- Lydia E. Wahlke, Vice President, General Counsel, Legal, Chicago Cubs
- Amy Waryas, Senior Vice President, Human Resources, Boston Red Sox
- Marti Wronski, Vice President, General Counsel, Legal, Milwaukee Brewers
- Ellen Zeringue, Vice President Marketing, Detroit Tigers

In the 2015 MLB season, 26 MLB franchises had at least one or more woman serving in a senior vice president or vice president role. The San Francisco Giants led the league with nine women in SVP & VP positions. The Boston Red Sox had seven women in vice president roles followed by the Houston Astros



with six. The Arizona Diamondbacks, New York Yankees, Texas Rangers, Minnesota Twins and Washington Nationals each had four women in SVP & VP roles.

**MLB Grade for Team Vice Presidents**

**Race: B (13.9%)**  
**Gender: F (17.8%)**

See Table 9.

**Team Senior Administration\***

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

For the 2015 season, senior team administrators of color held 19.3 percent. African-Americans consisted of 5.4 percent, Latinos were 9.8 percent, 2.4 percent were Asians. Native Hawaiian/Pacific Islander, Native Americans and Two or More races represented 1.8 percent collectively. In the 2014 season, senior team administrators of color held 19.5 percent. African-Americans consisted of 6 percent, Latinos were 10 percent, 2.2 percent were Asians.

Women held 27.5 percent of team senior administration positions in 2015, up from 27.2 percent in 2014.

**\*Note:** Data includes Teams only. It does not include MLB Advanced Media, MLB Central Office and MLB Network.

The data for the Team Senior Professional category includes MLB’s Group 2 Directors and Managers. This group includes the second level of managers including such titles as Director of Advertising, Director of Player Development, Manager of Community Relations, etc.

**MLB Grade for Team Senior Administration**

**Race: B+ (19.3%)**  
**Gender: C (27.5%)**

See Table 10.

**Team Professional Administration\***

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

In 2015, 22.5 percent of team professional positions were held by people of color. African-American held 8.0 percent, 9.3 percent were Latino, 3.9 percent were Asian and people categorized as Native American, Native Hawaiian and Two or More Races were 1.3 percent collectively. These figures compared to 2014 when 22.5 percent of team professional positions were held by people of color. African-Americans held 7.7 percent, 9.4 percent were Latino, 4 percent were Asian.

Women held 27 percent of team professional administration in 2015, down from 28 percent in 2014.

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

**MLB Grade for Team Professional Administration**

<b>Race:</b>	<b>A-</b>	<b>(22.5%)</b>
<b>Gender:</b>	<b>C</b>	<b>(27%)</b>

See Table 11.

\*The 2013 report discontinued TIDES policy of combining data with that of MLB’s, then averaging the two data sets.

**Diversity Initiatives**

Appendix II shows the impressive diversity initiatives that the MLB takes part in. These initiatives serve a wide variety of people and include events such as supplier diversity, scholarship funds, awareness events, and many more.

**MLB Grade for Diversity Initiatives: A+**  
**See Appendix II.**

**Physicians**

In 2015, the physicians of color decreased slightly to 16.7 percent, down from 20 percent in 2014. African-American physicians are at 10 percent, a 3 percent decrease from 2014. In 2015 Asians are currently at 6.7 percent. There was one woman who served as a team physician.

See Table 12.

**Head Trainers**

In 2015, the percentage of people of color who were head trainers was 9.5 percent, remaining the same from 2014. The percentage of Latinos was 4.8 percent, Two or More Races also held 4.8 percent.

There were no women who were head trainers.

See Table 13.

### **Radio/TV Broadcasters**

The MLB RGRC examines professional staff members from the Major League Baseball teams. Since the majority of the broadcasters are not employees of the teams, TIDES no longer includes the category of Radio/TV Broadcasters in the Report Card.

### **HOW GRADES WERE CALCULATED**

As in previous reports, the 2016 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, and **C** if it had only nine percent. Grades for race below this level were assigned a **D** for six percent or **F** for any percent equal to or below five percent.

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

### **METHODOLOGY**

All data was collected by 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 being done by MLB.

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

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

The report covers the 2015 season for Major League Baseball. Listings of professional owners, general managers and head coaches were updated as of March 30, 2016. Grades were calculated according to the reporting periods noted herein.

### **ABOUT THE RACIAL AND GENDER REPORT CARD**

This is the 24th issue of the Racial and Gender Report Card (RGRC), which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country’s leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women’s National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks the 11th time the Report Card is being issued sport-by-sport. The complete Racial and Gender Report Card, including all the leagues and college sport, will be issued after the release of individual reports on the NBA and WNBA, NFL, NHL, MLS and college sport.

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF (until 1998 the report was known as the Racial 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 coaching and sport management 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,” Lapchick is chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 280 colleges and universities that help student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women.

### **DeVos Sport Business Management Program**

*College of Business Administration, University of Central Florida*

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



### APPENDIX I

Players							
		%	#			%	#
2016	White	59.0%	443	2006	White	59.5%	707
	African-American	8.3%	62		African-American	8.4%	98
	Latino	28.5%	214		Latino	29.4%	348
	Asian	1.7%	13		Asian	2.4%	34
	Other	2.4%	18		Other	0.3%	0
	Total	40.9%	750	International	Total	31.0%	370
2015	White	58.8%	441		Total		1187
	African-American	8.3%	62	2005	White	60.0%	709
	Latino	29.3%	220		African-American	9.0%	101
	Asian	1.2%	9		Latino	29.0%	339
	Other	2.4%	18		Asian	3.0%	30
	Total	41.2%	750		Other	0.0%	4
2014	White	60.9%	459	International	Total	30.0%	358
	African-American	8.2%	62		Total		1183
	Latino	28.4%	214	2004	White	63.0%	789
	Asian	2.0%	15		African-American	9.0%	111
	Other	0.5%	4		Latino	26.0%	326
	Total		754		Asian	2.0%	26
2013	White	61.2%	456		Other	0.0%	1
	African-American	8.3%	62	International	Total	27.0%	338
	Latino	28.2%	210		Total		1253
	Asian	2.1%	16	2002	White	60.0%	x
	Other	0.1%	1		African-American	10.0%	x
	Total		745		Latino	28.0%	x
2012	White	61.5%	734		Asian	2.0%	x
	African-American	8.9%	106		Other	0.0%	x
	Latino	27.5%	328	International	Total	25.0%	x
	Asian	1.9%	23		Total		
	Other	0.2%	2	2001	White	59.0%	x
	International	28.6%	341		African-American	13.0%	x
	Total		1193		Latino	26.0%	x
2011	White	61.5%	738		Other	1.0%	x
	African-American	8.5%	102	2000	White	60.0%	x
	Latino	27.0%	324		African-American	13%	x
	Asian	2.1%	25		Latino	26.0%	x
	Other	0.7%	8		Other	1.0%	x
	International	27.7%	332	1999	White	60.0%	x
	Total		1197		African-American	13%	x
2010	White	59.8%	712		Latino	26.0%	x
	African-American	9.1%	119		Other	<1%	x
	Latino	28.3%	339	1998	White	59.0%	x
	Asian	2.4%	23		African-American	15.0%	x
	Other	0.4%	2		Latino	25.0%	x
	International	27.7%	360		Other	1.0%	x
	Total		1195	1997	White	58.0%	x
2009	White	61.6%	758		African-American	17.0%	x
	African-American	9.0%	111		Latino	24.0%	x
	Latino	27.0%	332		Other	1.0%	x
	Asian	2.3%	28	1996	White	62.0%	x
	Other	0.0%	0		African-American	17.0%	x
	International	28.2%	347		Latino	20.0%	x
	Total		1229		Other	1.0%	x
2008	White	60.4%	719	1995	White	62.0%	x
	African-American	10.2%	121		African-American	19.0%	x
	Latino	27.0%	322		Latino	19.0%	x
	Asian	2.4%	29		Other	0.0%	x
	Other	0.0%	0	1994	White	64.0%	x
	International	28.7%	342		African-American	18.0%	x
	Total		1191		Latino	18.0%	x
2007	White	59.8%	714	1993	White	67.0%	x
	African-American	8.2%	98		African-American	16.0%	x
	Latino	29.1%	348		Latino	16.0%	x
	Asian	2.8%	34		Other	<1%	x
	Other	0.0%	0	1992	White	68.0%	x
	International	31.0%	370		African-American	17.0%	x
	Total		1194		Latino	14.0%	x
	Total		1187	1991	White	68.0%	x
					African-American	18.0%	x
					Latino	14.0%	x

x = Data not recorded, totals may not equal 100 percent

MLB Central Office Staff					
	%	#		%	#
2015			2007		
White	71.1%	187	White	72.2%	342
African-American	10.3%	27	African-American	11.2%	53
Asian	4.6%	12	Asian	3.2%	15
Latino	11.8%	31	Latino	13.1%	62
Other	2.3%	6	Native American	0.4%	2
Women	28.9%	76	Women	42.0%	199
People of Color Total	28.9%	76	People of Color Total	26.8%	127
Total		263	Total		474
2014			2006		
White	72.3%	389	White	72.6%	340
African-American	9.5%	51	African-American	10.7%	50
Asian	3.2%	17	Asian	3.0%	14
Latino	12.8%	69	Latino	13.2%	62
Other	2.2%	12	Native American	0.4%	2
Women	29.4%	158	Women	42.9%	201
People of Color Total	27.7%	149	People of Color Total	27.1%	127
Total		538	Total		468
2013			2005		
White	72.1%	380	White	72.7%	336
African-American	9.3%	49	African-American	10.4%	48
Asian	3.0%	16	Asian	3.0%	14
Latino	12.9%	68	Latino	13.2%	61
Other	2.7%	14	Native American	0.4%	2
Women	30%	157	Women	34.0%	157
People of Color Total	27.9%	147	People of Color Total	27.1%	125
Total		527	Total		462
2012			2004		
White	69.2%	301	White	70.8%	252
African-American	9.7%	42	African-American	11.2%	40
Asian	3.4%	15	Asian	3.9%	14
Latino	14.7%	64	Latino	13.5%	48
Other	3.0%	13	Native American	0.6%	2
Women	35.6%	155	Women	40.4%	144
People of Color Total	30.8%	134	People of Color Total	29.2%	104
Total		435	Total		356
2011			2003		
White	68.3%	x	White	Data Not Recorded	
African-American	9.4%	x	African-American	13.0%	48
Asian	3.5%	x	Latino	4.1%	15
Latino	15.7%	x	Asian	14.7%	54
Native American	3.1%	x	Native American	0.3%	1
Women	37.6%	x	Women	45.9%	169
People of Color Total	31.7%	x	People of Color Total	32.1%	118
Total		426	Total		118
2010			2000		
White	67.0%	x	White	74%	x
African-American	10.0%	x	African-American	14%	x
Asian	4.0%	x	Asian	2%	x
Latino	17.0%	x	Latino	14%	x
Native American	3.0%	x	Native American	1%	x
Women	38.0%	x	Women	47%	x
People of Color Total	33.0%	x	People of Color Total	26%	x
Total		417	Total		314
2009			1997		
White	66.0%	x	White	78%	x
African-American	10.0%	x	African-American	13%	x
Asian	4.0%	x	Asian	1%	x
Latino	17.0%	x	Latino	8%	x
Native American	<1%	x	Women	53%	x
Women	39.0%	x	People of Color Total	22%	x
People of Color Total	32.0%	x	Total		215
Total		416	1995		
2008			White	72%	x
White	66.0%	x	African-American	18%	x
African-American	12.0%	x	Asian	1%	x
Asian	3.0%	x	Latino	9%	x
Latino	16.0%	x	Women	54%	x
Native American	<1%	x	People of Color Total	28%	x
Women	40.0%	x	Total		141
People of Color Total	34.0%	x	1994		
Total		385	White	78%	x
			African-American	16%	x
			Asian	0%	x
			Latino	6%	x
			Women	56%	x
			People of Color Total	22%	x
			Total		188

x = Data not recorded, totals may not equal 100 percent

Table 2

Majority Owners					
	%	#		%	#
2016			2011		
White	98.0%	48	White	97.5%	39
African-American	0.0%	0	African-American	0.0%	0
Latino	2.0%	1	Latino	2.5%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.0%	1	People of Color Total	2.5%	1
Women	16.3%	8	Women	7.5%	3
Total		49	Total		40
2015			2010		
White	98.0%	48	White	98.0%	49
African-American	0.0%	0	African-American	0.0%	0
Latino	2.0%	1	Latino	2.0%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.0%	1	People of Color Total	2.0%	1
Women	16.3%	8	Women	6.0%	3
Total		49	Total		50
2014			2009		
White	98.0%	48	White	96.7%	29
African-American	0.0%	0	African-American	0.0%	0
Latino	2.0%	1	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.0%	1	People of Color Total	3.3%	1
Women	16.3%	8	Women	0.0%	0
Total		49	Total		30
2013			2008		
White	98.0%	48	White	96.7%	29
African-American	0.0%	0	African-American	0.0%	0
Latino	2.0%	1	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.0%	1	People of Color Total	3.3%	1
Women	16.3%	8	Women	0.0%	0
Total		49	Total		30
2012			2007		
White	96.4%	53	White	96.8%	30
African-American	1.8%	1	African-American	0.0%	0
Latino	1.8%	1	Latino	3.2%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	3.6%	2	People of Color Total	3.2%	1
Women	12.7%	7	Women	0.0%	0
Total		55	Total		31
2011			2006		
White	97.5%	39	White	96.4%	27
African-American	0.0%	0	African-American	0.0%	0
Latino	2.5%	1	Latino	3.6%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.5%	1	People of Color Total	3.6%	1
Women	7.5%	3	Women	0.0%	0
Total		40	Total		28

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

Table 3



Managers							
			%	#			
2016	White	90.0%	27	2004	White	76.7%	23
	African-American	3.3%	1		African-American	10.0%	3
	Asian	0.0%	0		Asian	0.0%	0
	Latino	3.3%	1		Latino	13.3%	4
	Other	3.3%	1		Total People of Color	23.3%	7
	Total People of Color	10.0%	3		Women	0.0%	0
	Women	0.0%	0		Total		30
	Total		30				
2015	White	93.3%	28	2002	White	67.7%	21
	African-American	3.3%	1		African-American	25.8%	8
	Asian	0.0%	0		Asian	0.0%	0
	Latino	3.3%	1		Latino	6.5%	2
	Total People of Color	6.7%	2		Total People of Color	32.3%	10
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		31
2014	White	83.3%	25	2001	White	78.1%	25
	African-American	10.0%	3		African-American	18.8%	6
	Asian	0.0%	0		Asian	0.0%	0
	Latino	6.7%	2		Latino	3.1%	1
	Total People of Color	16.7%	5		Total People of Color	21.9%	7
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		32
2013	White	86.7%	26	2000	White	83.3%	25
	African-American	10.0%	3		African-American	13.3%	4
	Asian	0.0%	0		Asian	0.0%	0
	Latino	3.3%	1		Latino	3.3%	1
	Total People of Color	13.3%	4		Total People of Color	16.7%	5
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		30
2012	White	83.3%	25	1999	White	90.0%	27
	African-American	6.7%	2		African-American	6.7%	2
	Asian	0.0%	0		Asian	0.0%	0
	Latino	10.0%	3		Latino	3.3%	1
	Total People of Color	16.7%	5		Total People of Color	10.0%	3
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		30
2011	White	80.0%	24	1998	White	86.7%	26
	African-American	6.7%	2		African-American	10.0%	3
	Asian	0.0%	0		Asian	0.0%	0
	Latino	13.3%	4		Latino	3.3%	1
	Total People of Color	20.0%	6		Total People of Color	13.3%	4
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		30
2010	White	69.0%	20	1997	White	85.7%	24
	African-American	13.8%	4		African-American	10.7%	3
	Asian	3.4%	1		Asian	0.0%	0
	Latino	13.8%	4		Latino	3.6%	1
	Total People of Color	31.0%	9		Total People of Color	14.3%	4
	Women	0.0%	0		Women	0.0%	0
	Total		29		Total		28
2009	White	66.7%	20	1996	White	85.7%	24
	African-American	16.7%	5		African-American	10.7%	3
	Asian	3.3%	1		Asian	0.0%	0
	Latino	13.3%	4		Latino	3.6%	1
	Total People of Color	33.3%	10		Total People of Color	14.3%	4
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		28
2008	White	73.3%	22	1995	White	85.7%	24
	African-American	13.3%	4		African-American	10.7%	3
	Asian	0.0%	0		Asian	0.0%	0
	Latino	13.3%	4		Latino	3.6%	1
	Total People of Color	26.7%	8		Total People of Color	14.3%	4
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		28
2007	White	80.0%	24	1994	White	82.1%	23
	African-American	6.7%	2		African-American	14.3%	4
	Asian	0.0%	0		Asian	0.0%	0
	Latino	13.3%	4		Latino	3.6%	1
	Total People of Color	20.0%	6		Total People of Color	17.9%	5
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		28
2006	White	83.3%	25	1993	White	78.6%	22
	African-American	10.0%	3		African-American	14.3%	4
	Asian	0.0%	0		Asian	0.0%	0
	Latino	6.7%	2		Latino	7.1%	2
	Total People of Color	16.7%	5		Total People of Color	21.4%	6
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		28
2005	White	76.7%	23	1992	White	88.5%	23
	African-American	13.3%	4		African-American	7.7%	2
	Asian	0.0%	0		Asian	0.0%	0
	Latino	10.0%	3		Latino	3.8%	1
	Total People of Color	23.3%	7		Total People of Color	11.5%	3
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		26
2004	White	76.7%	23	1991	White	88.5%	23
	African-American	10.0%	3		African-American	7.7%	2
	Asian	0.0%	0		Asian	0.0%	0
	Latino	13.3%	4		Latino	3.8%	1
	Total People of Color	23.3%	7		Total People of Color	11.5%	3
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		26

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

Table 4

<b>Historical Listing of Managers of Color Major League Baseball (Ammended)</b>			
<b>(30 managers)</b>			
	<b>Team</b>	<b>Year(s)</b>	<b>Record</b>
Manny Acta	Washington Nationals	2007-2009	158-252
	Cleveland Indians	2010-2012	214-266
Felipe Alou	Montreal Expos	1992-01	691-717
	San Francisco Giants	2003-2006	342-304
Dusty Baker	San Francisco Giants	1992-02	840-715
	Chicago Cubs	2003-2006	322-326
	Cincinnati Reds	2008-2013	509-463
	Washington Nationals	2016-present	N/A
Don Baylor	Colorado Rockies	1993-98	440-469
	Chicago Cubs	2000-02	187-220
Cecil Cooper	Houston Astros	2007-2009	171-170
Larry Doby	Chicago White Sox	1978	37-50
Cito Gaston	Toronto Blue Jays	1989-97	683-636
	Toronto Blue Jays	2008-2010	211-201
Preston Gomez	San Diego Padres	1969-72	180-316
	Houston Astros	1974-75	128-161
	Chicago Cubs	1980	38-52
Fredi Gonzalez	Florida Marlins	2007-2010	276-279
	Atlanta Braves	2011-present	425-385
Mike Gonzalez	St. Louis Cardinals	1938, 1940	9-13
Ozzie Guillen	Chicago White Sox	2004-2011	678-617
	Miami Marlins	2012	69-93
Davey Lopes	Milwaukee Brewers	2000-2002	144-195
Jerry Manuel	Chicago White Sox	1997-2003	500-471
	New York Mets	2008-2010	204-213
Lloyd McClendon	Pittsburgh Pirates	2001-2005	336-446
	Seattle Mariners	2014 - 2015	163-161
Hal McRae	Kansas City Royals	1991-94	286-277
	Tampa Bay Devil Rays	2001-02	113-196
Tony Pena	Kansas City Royals	2002-2005	198-285
Tony Perez	Cincinnati Reds	1993	20-24
	Florida Marlins	2001	54-60
Lou Piniella	New York Yankees	1986-1988	224-193
	Cincinnati Reds	1990-1992	255-231
	Seattle Mariners	1993-2002	840-711
	Tampa Bay Devil Rays	2003-2005	200-285
	Chicago Cubs	2007-2010	316-293
Bo Porter	Houston Astros	2012-2015	110-190
Luis Pujols	Detroit Tigers	2002	55-100
Willie Randolph	New York Mets	2005-2008	302-253
Frank Robinson	Cleveland Indians	1975-1977	186-189
	San Francisco Giants	1981-1984	264-277
	Baltimore Orioles	1988-1991	230-285
	Montreal Expos	2002-2004	233-253
	Washington Nationals	2005-2006	152-172
	Chicago Cubs	2014-2015	73-89
Rick Renteria	Chicago Cubs	2014-2015	73-89
Dave Roberts	Dave Roberts	2016-present	N/A
Edwin Rodriguez	Florida Marlins	2010-2011	78-85
Cookie Rojas	California Angels	1988	75-79
Jerry Royster	Milwaukee Brewers	2002	53-94
Carlos Tosca	Toronto Blue Jays	2002-04	191-191
Don Wakamatsu	Seattle Mariners	2009-2010	127-147
Ron Washington	Texas Rangers	2007-2015	664-611
Maury Wills	Seattle Mariners	1980	26-56

Table 5

Coaches					
	%	#		%	#
2015			2005		
White	61.8%	175	White	70.6%	154
African-American	10.6%	30	African-American	15.1%	33
Latino	25.1%	71	Latino	13.8%	30
Asian	0.0%	0	Asian	0.5%	1
Other	2.5%	7	Other	0.0%	0
Total People of Color	38.2%	108	Total People of Color	29.4%	64
Women	0.7%	2	Women	0.0%	0
Total		283	Total		218
2014			2004		
White	63.0%	167	White	73.0%	165
African-American	9.8%	26	African-American	12.4%	28
Latino	25.7%	68	Latino	13.7%	31
Asian	0.0%	0	Asian	0.9%	2
Other	1.5%	4	Other	0.0%	0
Total People of Color	37.0%	98	Total People of Color	27.0%	61
Women	0.0%	0	Women	0.0%	0
Total		265	Total		226
2013			2002		
White	58.8%	147	White	71.8%	150
African-American	10.0%	25	African-American	16.3%	34
Latino	30.0%	75	Latino	11.0%	23
Asian	0.4%	1	Asian	1.0%	2
Other	0.8%	2	Other	0.0%	0
Total People of Color	41.2%	103	Total People of Color	28.2%	59
Women	0.0%	0	Women	0.0%	0
Total		250	Total		209
2012			2000		
White	60.9%	143	White	70.2%	139
African-American	13.2%	31	African-American	19.2%	38
Latino	24.7%	58	Latino	10.6%	21
Asian	0.4%	1	Asian	0.0%	0
Other	0.9%	2	Other	0.0%	0
Total People of Color	39.1%	92	Total People of Color	29.8%	59
Women	0.4%	1	Women	0.0%	0
Total		235	Total		198
2011			1999		
White	68.8%	161	White	70.9%	129
African-American	13.7%	32	African-American	18.1%	33
Latino	16.7%	39	Latino	10.4%	19
Asian	0.9%	2	Asian	0.5%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	31.2%	73	Total People of Color	29.1%	53
Women	0.0%	0	Women	0.0%	0
Total		234	Total		182
2010			1998		
White	71.1%	172	White	74.8%	151
African-American	12.0%	29	African-American	16.8%	34
Latino	16.5%	40	Latino	7.9%	16
Asian	0.4%	1	Asian	0.5%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	28.9%	70	Total People of Color	25.2%	51
Women	0.0%	0	Women	0.0%	0
Total		242	Total		202
2009			1997		
White	68.4%	158	White	74.5%	120
African-American	13.9%	32	African-American	14.3%	23
Latino	17.3%	40	Latino	11.2%	18
Asian	0.4%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	31.6%	73	Total People of Color	25.5%	41
Women	0.0%	0	Women	0.0%	0
Total		231	Total		161
2008			1996		
White	67.0%	152	White	73.9%	119
African-American	11.9%	27	African-American	18.0%	29
Latino	20.7%	47	Latino	7.5%	12
Asian	0.4%	1	Asian	0.6%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	33.0%	75	Total People of Color	26.1%	42
Women	0.0%	0	Women	0.0%	0
Total		227	Total		161
2007			1995		
White	68.2%	150	White	72.2%	114
African-American	13.3%	30	African-American	18.4%	29
Latino	17.3%	39	Latino	8.9%	14
Asian	0.4%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.6%	1
Total People of Color	31.1%	70	Total People of Color	27.8%	44
Women	0.0%	0	Women	0.0%	0
Total		220	Total		158
2006			1994		
White	69.8%	150	White	77.8%	126
African-American	15.8%	34	African-American	13.6%	22
Latino	13.5%	29	Latino	8.0%	13
Asian	0.9%	2	Asian	0.0%	0
Other	0.0%	0	Other	0.6%	1
Total People of Color	30.2%	65	Total People of Color	22.2%	36
Women	0.0%	0	Women	0.0%	0
Total		215	Total		162
			1993		
			White	79.6%	133
			African-American	13.2%	22
			Latino	6.0%	10
			Asian	0.0%	0
			Other	1.2%	2
			Total People of Color	20.4%	34
			Women	0.0%	0
			Total		167

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

Table 6

CEO/President							
			%	#			
2016					2008		
	White	100.0%	24		White	100.0%	29
	African-American	0	0		African-American	0.0%	0
	Latino	0	0		Latino	0.0%	0
	Asian	0	0		Asian	0.0%	0
	Other	0	0		Other	0.0%	0
	Total People of Color	0	0		Total People of Color	0.0%	0
	Women	0	0		Women	6.9%	2
	Total		24		Total		29
2015					2007		
	White	100.0%	26		White	100.0%	26
	African-American	0	0		African-American	0.0%	0
	Latino	0	0		Latino	0.0%	0
	Asian	0	0		Asian	0.0%	0
	Other	0	0		Other	0.0%	0
	Total People of Color	0	0		Total People of Color	0.0%	0
	Women	0	0		Women	7.7%	2
	Total		26		Total		26
2014					2006		
	White	100.0%	37		White	100.0%	32
	African-American	0	0		African-American	0.0%	0
	Latino	0	0		Latino	0.0%	0
	Asian	0	0		Asian	0.0%	0
	Other	0	0		Other	0.0%	0
	Total People of Color	0	0		Total People of Color	0.0%	0
	Women	0	0		Women	6.3%	2
	Total		37		Total		32
2013					2005		
	White	100.0%	39		White	100.0%	33
	African-American	0	0		African-American	0.0%	0
	Latino	0	0		Latino	0.0%	0
	Asian	0	0		Asian	0.0%	0
	Other	0	0		Other	0.0%	0
	Total People of Color	0	0		Total People of Color	0.0%	0
	Women	0	0		Women	6.1%	2
	Total		39		Total		33
2012					2004		
	White	100.0%	26		White	96.9%	31
	African-American	0.0%	0		African-American	3.1%	1
	Latino	0.0%	0		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	0.0%	0		Total People of Color	3.1%	1
	Women	0.0%	0		Women	3.1%	1
	Total		26		Total		32
2011					2002		
	White	100.0%	27		White	100.0%	x
	African-American	0.0%	0		African-American	0.0%	x
	Latino	0.0%	0		Latino	0.0%	x
	Asian	0.0%	0		Asian	0.0%	x
	Other	0.0%	0		Other	0.0%	x
	Total People of Color	0.0%	0		Total People of Color	0.0%	x
	Women	3.7%	1		Women	3.0%	x
	Total		27		Total		x
2010					2001		
	White	100.0%	31		White	100.0%	x
	African-American	0.0%	0		African-American	0.0%	x
	Latino	0.0%	0		Latino	0.0%	x
	Asian	0.0%	0		Asian	0.0%	x
	Other	0.0%	0		Other	0.0%	x
	Total People of Color	0.0%	0		Total People of Color	0.0%	x
	Women	3.2%	1		Women	3.0%	x
	Total		31		Total		x
2009					2000		
	White	100.0%	29		White	100.0%	x
	African-American	0.0%	0		African-American	0.0%	x
	Latino	0.0%	0		Latino	0.0%	x
	Asian	0.0%	0		Asian	0.0%	x
	Other	0.0%	0		Other	0.0%	x
	Total People of Color	0.0%	0		Total People of Color	0.0%	x
	Women	3.4%	1		Women	3.0%	x
	Total		29		Total		x
					1999		
					White	100.0%	x
					African-American	0.0%	x
					Latino	0.0%	x
					Asian	0.0%	x
					Other	0.0%	x
					Total People of Color	0.0%	x
					Women	3.0%	x
					Total		x

x = Data not recorded, totals may not equal 100 percent

General Manager/Director of Player Personnel							
			%	#			
2016	White	86.7%	26	2006	White	93.3%	28
	African-American	6.7%	2		African-American	3.3%	1
	Latino	3.3%	1		Latino	3.3%	1
	Asian	3.3%	1		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	13.3%	4		Total People of Color	6.7%	2
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		30
2015	White	90.0%	27	2005	White	93.3%	28
	African-American	3.3%	1		African-American	3.3%	1
	Latino	6.7%	2		Latino	3.3%	1
	Asian	3.3%	1		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	13.3%	4		Total People of Color	6.7%	2
	Women	0.0%	0		Women	0.0%	0
	Total		31		Total		30
2014	White	90.0%	27	2004	White	93.3%	28
	African-American	3.3%	1		African-American	3.3%	1
	Latino	6.7%	2		Latino	3.3%	1
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	10.0%	3		Total People of Color	6.7%	2
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		30
2013	White	90.0%	27	2002	White	93.3%	28
	African-American	3.3%	1		African-American	3.3%	1
	Latino	6.7%	2		Latino	3.3%	1
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	10.0%	3		Total People of Color	6.7%	2
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		30
2012	White	90.3%	28	2001	White	96.7%	29
	African-American	6.5%	2		African-American	3.3%	1
	Latino	3.2%	1		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	9.7%	3		Total People of Color	3.3%	1
	Women	0.0%	0		Women	0.0%	0
	Total		31		Total		30
2011	White	85.7%	24	2000	White	100.0%	30
	African-American	10.7%	3		African-American	0.0%	0
	Latino	3.6%	1		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	14.3%	4		Total People of Color	0.0%	0
	Women	0.0%	0		Women	0.0%	0
	Total		28		Total		30
2010	White	80.8%	21	1999	White	100.0%	30
	African-American	11.5%	3		African-American	0.0%	0
	Latino	7.7%	2		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	19.2%	5		Total People of Color	0.0%	0
	Women	0.0%	0		Women	0.0%	0
	Total		26		Total		30
2009	White	83.3%	25	1998	White	100.0%	30
	African-American	10.0%	3		African-American	0.0%	0
	Latino	6.7%	2		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	16.7%	5		Total People of Color	0.0%	0
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		30
2008	White	86.7%	26	1997	White	96.7%	29
	African-American	10.0%	3		African-American	3.3%	1
	Latino	3.3%	1		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	13.3%	4		Total People of Color	3.3%	1
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		30
2007	White	93.3%	28	1996	White	96.4%	27
	African-American	3.3%	1		African-American	3.6%	1
	Latino	3.3%	1		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	6.7%	2		Total People of Color	3.6%	1
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		29
2006	White	93.3%	28	1995	White	96.4%	27
	African-American	3.3%	1		African-American	3.6%	1
	Latino	3.3%	1		Latino	0.0%	0
	Asian	0.0%	0		Asian	0.0%	0
	Other	0.0%	0		Other	0.0%	0
	Total People of Color	6.7%	2		Total People of Color	3.6%	1
	Women	0.0%	0		Women	0.0%	0
	Total		30		Total		28

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

Table 8

Vice President					
	%	#		%	#
2015			2008		
White	86.1%	358	White	90.4%	246
African-American	6.0%	25	African-American	3.7%	10
Latino	5.3%	22	Latino	4.0%	11
Asian	1.7%	7	Asian	1.8%	5
Other	0.9%	4	Total People of Color	9.6%	26
Total People of Color	13.9%	58	Other	0.0%	0
Women	17.8%	74	Women	16.5%	45
Total		416	Total		272
2014			2007		
White	85.6%	322	White	90.0%	225
African-American	6.6%	25	African-American	3.6%	9
Latino	5.1%	19	Latino	4.4%	11
Asian	1.6%	6	Asian	2.0%	5
Native Hawaiian	0.5%	2	Total People of Color	10.0%	25
Two or More Races	0.5%	2	Other	0.0%	0
Total People of Color	14.4%	54	Women	15.6%	39
Women	17.3%	65	Total		250
Total		376	2006		
2013			White	87.5%	223
White	79.3%	298	African-American	4.3%	11
African-American	6.1%	23	Latino	5.1%	13
Latino	5.1%	19	Asian	3.1%	8
Asian	1.3%	5	Total People of Color	12.5%	32
Native Hawaiian	0.0%	3	Other	0.0%	0
Native American	0.0%	0	Women	14.5%	37
Total People of Color	14.4%	50	Total		255
Women	17.5%	61	2004		
Total		348	White	87.9%	218
2012			African-American	4.0%	10
White	86.2%	287	Latino	4.8%	12
African-American	6.0%	20	Asian	3.2%	8
Latino	5.7%	19	Total People of Color	12.1%	30
Asian	1.2%	4	Other	0.0%	0
Native Hawaiian	0.9%	3	Women	12.5%	31
Total People of Color	13.8%	46	Total		248
Women	17.7%	59	2002		
Total		333	White	88.4%	199
2011			African-American	4.9%	11
White	87.6%	290	Latino	4.4%	10
African-American	5.7%	19	Asian	2.2%	5
Latino	4.8%	16	Total People of Color	11.6%	26
Asian	1.8%	6	Other	0.0%	0
Total People of Color	12.4%	41	Women	14.2%	32
Other	0.0%	0	Total		225
Women	17.2%	57	2000		
Total		331	White	90.4%	170
2010			African-American	5.3%	10
White	90.1%	247	Latino	3.2%	6
African-American	4.0%	11	Asian	1.1%	2
Latino	4.0%	11	Total People of Color	9.6%	18
Asian	1.8%	5	Other	0.0%	0
Total People of Color	9.9%	27	Women	6.4%	12
Other	0.0%	0	Total		188
Women	18.2%	50	1999		
Total		274	White	91.7%	176
2009			African-American	4.7%	9
White	83.3%	250	Latino	2.1%	4
African-American	7.7%	23	Asian	1.6%	3
Latino	6.7%	20	Total People of Color	8.3%	16
Asian	2.3%	7	Other	0.0%	0
Total People of Color	16.7%	50	Women	8.3%	16
Other	0.0%	0	Total		192
Women	18.7%	56	1998		
Total		300	White	91.8%	123
2008			African-American	5.2%	7
White	90.4%	246	Latino	1.5%	2
African-American	3.7%	10	Asian	1.5%	2
Latino	4.0%	11	Total People of Color	8.2%	11
Asian	1.8%	5	Other	0.0%	0
Total People of Color	9.6%	26	Women	4.5%	6
Other	0.0%	0	Total		134
Women	16.5%	45			
Total		272			

Table 9

Senior Administrators					
	%	#		%	#
2015			2009		
White	80.7%	1469	White	84.3%	370
African-American	5.4%	99	African-American	5.0%	22
Latino	9.8%	178	Latino	8.2%	36
Asian	2.4%	44	Asian	2.1%	9
Other	1.7%	31	Other	0.5%	2
Total People of Color	19.3%	352	Total People of Color	15.7%	69
Women	27.5%	500	Women	18.9%	83
Total		1821	Total		439
2014			2008		
White	80.5%	1370	White	83.0%	323
African-American	6.0%	102	African-American	6.7%	26
Latino	10.0%	170	Latino	8.0%	31
Asian	2.2%	37	Asian	2.1%	8
Other	1.3%	22	Other	0.3%	1
Total People of Color	19.5%	331	Total People of Color	17.0%	66
Women	27.2%	463	Women	18.0%	70
Total		1701	Total		389
2013			2007		
White	79.7%	1301	White	81.7%	290
African-American	6.6%	107	African-American	7.9%	28
Latino	10.0%	163	Latino	9.0%	32
Asian	2.5%	41	Asian	1.1%	4
Other	1.23%	20	Other	0.3%	1
Total People of Color	20.3%	331	Total People of Color	18.3%	65
Women	26.5%	432	Women	18.9%	67
Total		1632	Total		355
2012			2006		
White	80.1%	1231	White	84.4%	248
African-American	6.9%	106	African-American	6.8%	20
Latino	9.2%	142	Latino	7.5%	22
Asian	2.9%	45	Asian	1.0%	3
Other	0.8%	13	Other	0.3%	1
Total People of Color	19.9%	306	Total People of Color	15.6%	46
Women	26.9%	414	Women	20.1%	59
Total		1537	Total		294
2011			2005		
White	82.8%	328	White	84.2%	246
African-American	5.8%	23	African-American	7.5%	22
Latino	9.3%	37	Latino	6.2%	18
Asian	1.5%	6	Asian	2.1%	6
Other	0.5%	2	Other	0.0%	0
Total People of Color	17.2%	68	Total People of Color	15.8%	46
Women	17.9%	71	Women	17.8%	52
Total		396	Total		292
2010			2004		
White	85.1%	395	White	83.5%	217
African-American	4.7%	22	African-American	9.6%	25
Latino	7.8%	36	Latino	4.6%	12
Asian	1.9%	9	Asian	2.3%	6
Other	0.4%	2	Total People of Color	16.5%	43
Total People of Color	14.9%	69	Other	0.0%	0
Women	18.1%	84	Women	13.8%	36
Total		464	Total		260
2009			2001		
White	84.3%	370	White	86.0%	x
African-American	5.0%	22	African-American	10.0%	x
Latino	8.2%	36	Latino	4.0%	x
Asian	2.1%	9	Asian	<1%	x
Other	0.5%	2	Women	<15%	x
Total People of Color	15.7%	69			
Women	18.9%	83			
Total		439			

x = Data not recorded, totals may not equal 100 percent due to rounding Table 10

Team Professional Administration							
			%	#			
2015					2009		
	White	77.5%	1192		White	85.7%	522
	African-American	8.0%	123		African-American	7.6%	46
	Latino	9.3%	143		Latino	5.4%	33
	Asian	3.9%	60		Asian	1.0%	6
	Other	1.3%	20		Other	0.3%	2
	Total People of Color	22.5%	346		Total People of Color	14.3%	87
	Women	27%	416		Women	30.7%	187
	Total		1538		Total		609
2014					2008		
	White	77.5%	1115		White	85.7%	407
	African-American	7.7%	111		African-American	7.8%	37
	Latino	9.4%	135		Latino	4.6%	22
	Asian	4.0%	57		Asian	1.2%	6
	Other	1.4%	20		Other	0.6%	3
	Total People of Color	22.5%	323		Total People of Color	14.3%	68
	Women	28%	402		Women	28.6%	136
	Total		1438		Total		475
2013					2007		
	White	77.8%	1081		White	88.6%	357
	African-American	7.0%	97		African-American	5.5%	22
	Latino	10.3%	143		Latino	4.2%	17
	Asian	3.7%	52		Asian	1.5%	6
	Other	1.2%	17		Other	0.2%	1
	Total People of Color	22.2%	309		Total People of Color	11.4%	46
	Women	27.1%	376		Women	38.5%	155
	Total		1390		Total		403
2012					2006		
	White	78.1%	1061		White	85.0%	273
	African-American	6.9%	94		African-American	5.0%	16
	Latino	10.0%	136		Latino	7.8%	25
	Asian	4.0%	54		Asian	1.9%	6
	Other	1.0%	14		Other	0.3%	1
	Total People of Color	21.9%	298		Total People of Color	15.0%	48
	Women	26.3%	357		Women	24.3%	78
	Total		1359		Total		321
2011					2005		
	White	84.3%	510		White	90.0%	243
	African-American	7.3%	44		African-American	3.7%	10
	Latino	6.0%	36		Latino	5.2%	14
	Asian	0.7%	4		Asian	1.1%	3
	Other	1.8%	11		Other	0.0%	0
	Total People of Color	15.7%	95		Total People of Color	10.0%	27
	Women	30.1%	182		Women	29.6%	80
	Total		605		Total		270
2010					2004		
	White	87.0%	529		White	85.4%	537
	African-American	5.8%	35		African-American	6.7%	42
	Latino	5.9%	36		Latino	6.5%	41
	Asian	1.0%	6		Asian	1.4%	9
	Other	0.3%	2		Total People of Color	14.6%	92
	Total People of Color	13.0%	79		Other	0.0%	0
	Women	32.4%	197		Women	27.7%	174
	Total		608		Total		629
					2002		
					White	87.0%	x
					African-American	7.0%	x
					Latino	4.0%	x
					Asian	1.0%	x
					Total People of Color	12.0%	x
					Other	1.0%	x
					Women	22.0%	x
					Total		x

x = Data not recorded, totals may not equal 100 percent

Table 11



Physicians					
	%	#		%	#
2015			2009		
White	83%	22	White	85.9%	85
African-American	10%	3	African-American	6.1%	6
Latino	0.0%	0	Latino	0.0%	0
Asian	6.70%	2	Asian	6.1%	6
Other	0%	0	Other	2.0%	2
Total People of Color	16.7%	5	Total People of Color	14.1%	14
Women	3.7%	1	Women	4.0%	4
Total		27	Total		99
2014			2008		
White	80%	24	White	86.8%	79
African-American	13%	4	African-American	5.5%	5
Latino	0.0%	0	Latino	0.0%	0
Asian	0%	0	Asian	6.6%	6
Other	7%	2	Other	1.1%	1
Total People of Color	20.0%	6	Total People of Color	13.2%	12
Women	0.0%	0	Women	4.4%	4
Total		30	Total		91
2013			2007		
White	77%	23	White	89.4%	76
African-American	13%	4	African-American	3.5%	3
Latino	0.0%	0	Latino	1.2%	1
Asian	3%	1	Asian	4.7%	4
Other	7%	2	Other	1.2%	1
Total People of Color	23.3%	7	Total People of Color	10.6%	9
Women	0.0%	0	Women	3.5%	3
Total		30	Total		85
2012			2006		
White	83.3%	115	White	94.7%	71
African-American	4.3%	6	African-American	2.7%	2
Latino	1.4%	2	Latino	0.0%	0
Asian	4.3%	6	Asian	2.7%	2
Other	6.5%	9	Other	0.0%	0
Total People of Color	16.7%	23	Total People of Color	5.3%	4
Women	1.4%	2	Women	1.3%	1
Total		138	Total		75
2011			2005		
White	83.3%	85	White	92.8%	77
African-American	5.9%	6	African-American	3.6%	3
Latino	1.0%	1	Latino	0.0%	0
Asian	8.8%	9	Asian	2.4%	2
Other	1.0%	1	Other	1.2%	1
Total People of Color	16.7%	17	Total People of Color	7.2%	6
Women	1.0%	1	Women	2.4%	2
Total		102	Total		83
2010			2004		
White	87.0%	80	White	98.2%	55
African-American	4.3%	4	African-American	1.8%	1
Latino	0.0%	0	Latino	0.0%	0
Asian	6.5%	6	Asian	0.0%	0
Other	2.2%	2	Other	0.0%	0
Total People of Color	13.0%	12	Total People of Color	1.8%	1
Women	5.4%	5	Women	0.0%	0
Total		92	Total		56
			2002		
			White	95.7%	66
			African-American	1.4%	1
			Latino	0.0%	0
			Asian	2.9%	2
			Other	0.0%	0
			Total People of Color	4.3%	3
			Women	7.2%	5
			Total		69

x = Data not recorded, totals may not equal 100 percent

Table 12

Head Trainers						
	%	#		%	#	
2015			2009			
White	90.5%	19	White	84.5%	49	
African-American	0.0%	0	African-American	6.9%	4	
Latino	4.8%	1	Latino	6.9%	4	
Asian	0.0%	0	Asian	1.7%	1	
Other	4.8%	1	Other	0.0%	0	
Total People of Color	9.5%	2	Total People of Color	15.5%	9	
Women	0.0%	0	Women	0.0%	0	
Total		21	Total		58	
2014			2008			
White	90.5%	19	White	84.5%	49	
African-American	0.0%	0	African-American	5.2%	3	
Latino	4.8%	1	Latino	6.9%	4	
Asian	0.0%	0	Asian	3.4%	2	
Other	4.8%	1	Other	0.0%	0	
Total People of Color	9.5%	2	Total People of Color	15.5%	9	
Women	0.0%	0	Women	0.0%	0	
Total		21	Total		58	
2013			2007			
White	104.8%	22	White	85.2%	52	
African-American	0.0%	0	African-American	4.9%	3	
Latino	4.8%	1	Latino	8.2%	5	
Asian	4.8%	1	Asian	1.6%	1	
Other	4.8%	1	Other	0.0%	0	
Total People of Color	14.3%	3	Total People of Color	14.8%	9	
Women	4.8%	1	Women	0.0%	0	
Total		25	Total		61	
2012			2006			
White	90.3%	28	White	86.9%	53	
African-American	0.0%	0	African-American	3.3%	2	
Latino	3.2%	1	Latino	8.2%	5	
Asian	3.2%	1	Asian	1.6%	1	
Other	3.2%	1	Other	0.0%	0	
Total People of Color	9.7%	3	Total People of Color	13.1%	8	
Women	3.2%	1	Women	0.0%	0	
Total		31	Total		61	
2011			2005			
White	80.3%	49	White	86.0%	49	
African-American	3.3%	2	African-American	3.5%	2	
Latino	11.5%	7	Latino	8.8%	5	
Asian	4.9%	3	Asian	1.8%	1	
Other	0.0%	0	Other	0.0%	0	
Total People of Color	19.7%	12	Total People of Color	14.0%	8	
Women	0.0%	0	Women	0.0%	0	
Total		61	Total		57	
2010			2004			
White	84.2%	48	White	100.0%	30	
African-American	7.0%	4	African-American	0.0%	0	
Latino	7.0%	4	Latino	0.0%	0	
Asian	1.8%	1	Asian	0.0%	0	
Other	0.0%	0	Other	0.0%	0	
Total People of Color	15.8%	9	Total People of Color	0.0%	0	
Women	0.0%	0	Women	0.0%	0	
Total		57	Total		30	

2013 Data only counted Head Trainers and not all trainers  
*x = Data not recorded, totals may not equal 100 percent*

Table 13

## APPENDIX II

### MAJOR LEAGUE BASEBALL DIVERSITY INITIATIVES

Major League Baseball's strategic focus of formal commitments to the diversity of its game has not only included employment but also addresses supplier diversity, player development, community relations, education and philanthropic awards. MLB has received more Diversity & Inclusion awards and recognition than any other sport. This entity recognizes national and global diversity leadership. In 2007, Commissioner Selig received the Global Diversity and Innovation award from the World Diversity Leadership Council. MLB is the first sport to be awarded by these organizations. Additional diversity award recognitions are listed at the end of the appendix section. These are a few program summaries highlighting MLB's commitment to diversity:

#### Employment/Workforce Diversity

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

- **Workforce Diversity and Inclusion Management** - Major League Baseball is committed to acquiring and retaining a highly competitive diverse workforce with new ideas and perspectives to increase its value at all levels of its business.
- **MLB Workforce Diversity System (Technology and Tracking)** - The system has been designed to track all 30 MLB Clubs and Major League Baseball Central Office, Advanced Media, and Network as a resource for easily accessing and updating useful League and Club demographic information.
- **Workforce Strategy Analytics** - The Annual Analytics report is designed to provide each Club and Major League Baseball Central Office, Advanced Media, and Network the ability to discern the percentage of the Club's overall diversity ranking vs. other MLB Clubs & MLB organizations.

**Major League Baseball's Diverse Business Partner's Program** is the leading supplier diversity program in sports. This major league procurement initiative has produced significant economic opportunity for baseball's Commissioner's office, its franchises and local communities. The strategic implementation of MLB's Diverse Business Partners (DBP) Program has resulted in well over \$1 billion being spent with thousands of minority and women-owned businesses. This award-winning program has continued to enrich baseball's business case for diversity by establishing a procurement environment that economically benefits the league as well as its minority and majority business partners. The DBP program has been awarded numerous recognitions since its inception.

**Background of the Diverse Business Partners Program**

MLB has been at the forefront of professional sports in recognizing the importance of diversity, both on and off the field. In 1998, Commissioner Allan H. (Bud) Selig, authorized the creation of the DBP program, an economically driven business initiative established to cultivate new and existing partnerships with minority- and women-owned businesses, by increasing opportunities for minorities and women to participate in the procurement activities of MLB.

In October 2001, MLB announced an aggressive new public phase of the program, expanding its outreach efforts in order to raise additional awareness for the program and show interested vendors how they can participate.

In addition, the DBP program has complemented supplier diversity initiatives implemented by sports authorities for the construction of professional ballparks.

**Five critical factors have contributed to this success:**

- Proactive Leadership
- Commitment to Sound Business Practices
- Priority on Partnerships
- Structure and Process that Yield Long-Term Success
- Accountability

**Major League Baseball Diversity Business Summit**

The MLB Diversity Business Summit, co-hosted in 2016 by the Arizona Diamondbacks, was held on March 7-9, 2016 in Phoenix, Arizona. The Summit is the premier sports employment conference and supplier diversity trade fair, and uniquely and directly connects attendees with decision-makers for employment and business opportunities from all 30 MLB Clubs, MLB Network, MLB Advanced Media, Minor League Baseball Clubs and MLB's Central Office in New York City. The 2016 Summit featured a special Veterans only day on March 7, 2016. Approximately 250 veterans were invited to get an exclusive chance to speak to MLB executives in smaller groups than usual, and had a chance to walk around the stadium and orient themselves to all the events they wanted to participate over the following two days. The Diversity Business Summit has previously been held in Chicago (2012), Houston (2013) and New York City (2014). For more information, visit [MLB.com/diversitysummit](http://MLB.com/diversitysummit).

**Diversity and Inclusion Symposium**

In September 2015, Major League Baseball proudly hosted the fourth annual Sports Diversity & Inclusion Symposium in partnership with MiLB, MLS, NASCAR, NBA, NCAA, NFL, NHL, PGA, RISE, USOC & Paralympics, USTA and WNBA. Sessions included the following: Supplier Diversity Business Cases; Supplier Diversity and Strategic Sourcing; Diverse Suppliers in Public Relations; Certification/ External Advocate Organizations; LGBTQ Engagement; Workforce Analytics; Strategies for Creating a Competitive Diverse Pipeline of Talent in Sports; Diversity & Inclusion — A Leadership in Business Diversity and Inclusion Symposium Perspective; The Millennial Perspective; and Individuals with Disabilities — Engagement at All Levels of the Game. The symposium, which was held at Yankee Stadium and the New York Mets' Citi Field, provided a forum to discuss, evaluate and create tangible solutions that foster greater diversity and inclusion in today's sport culture. Some of the most influential and prominent

leaders from Olympic, Paralympic, professional and amateur athletic organizations across the country participated in expert panels, roundtable discussions and general sessions.

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

#### **Commissioner's Diversity & Inclusion Committee:**

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

#### **Commissioner's Diversity & Inclusion Committee Members:**

- Rob Manfred, Commissioner, Major League Baseball
- Stuart Sternberg, Principal Owner & Committee Chair, Tampa Bay Rays
- Bob Castellini, President and Chief Executive Officer, Cincinnati Reds
- Marla Lerner Tanenbaum, Principal Owner, Washington Nationals
- Derrick Hall, President and Chief Executive Officer, Arizona Diamondbacks
- William Bartholomay, Chairman Emeritus, Atlanta Braves
- David Samson, President, Miami Marlins
- Arte Moreno, Owner, Los Angeles Angels of Anaheim
- Pat O'Conner, President and Chief Executive Officer, Minor Leagues
- Dan Halem, Chief Legal Officer, Office of the Commissioner
- Pat Courtney, Chief Communications Officer, Office of the Commissioner
- Wendy Lewis, Senior Vice President, Diversity, Inclusion & Strategic Alliances, Office of the Commissioner
- Billy Bean, Vice President, Inclusion & Social Responsibility, Office of the Commissioner

#### **MLB establishes new diversity pipeline program**

Commissioner Robert D. Manfred, Jr. announced in January 2016 the hiring of Tyrone Brooks as Senior Director of Major League Baseball's new Front Office & Field Staff Diversity Pipeline Program. The newly established Pipeline Program seeks to identify, develop and grow the pool of qualified minority and female candidates for on-field and baseball operations positions throughout the industry.

An advisory committee comprised of Commissioner's Office employees and Club officials vetted dozens of applicants for the position and continue to have oversight of the Senior Director's role and responsibilities. The Senior Director also briefs the Ownership Diversity Committee at owners meetings and works closely with Human Resources and Recruiting personnel at the Commissioner's Office with respect to its Program opportunities. Brooks reports directly to Dan Halem, Chief Legal Officer for Major League Baseball. Brooks had been in the front office of the Pittsburgh Pirates since 2009, first as Director

of Baseball Operations and then as Director of Player Personnel. Prior to that, the University of Maryland graduate had worked in the front offices of the Cleveland Indians and the Atlanta Braves, where he began his career as a Baseball Operations Assistant in 1996. Brooks, 42, is the founder of the Baseball Industry Network, which is comprised of approximately 28,000 members on the professional networking tool LinkedIn.

Major League Baseball also hired Renée Tirado as Senior Director, Recruitment. Tirado is charged with directing the implementation of recruitment plans and procedures to ensure the most effective utilization of human resources to support MLB's staffing objectives, including the Pipeline Program. Tirado reports to Steven Gonzalez, Senior Vice President & Deputy General Counsel, Labor & Human Resources. Tirado had been the head of Diversity & Inclusion, Americas for AIG over the past three years, where she was responsible for designing and leading AIG's diversity and inclusion strategies in the Americas, serving over 30,000 employees. Prior to AIG, Tirado had been the Director of Diversity & Inclusion for the United States Tennis Association.

### **MLB retains Korn Ferry**

In August 2015, MLB announced the retention of Korn Ferry to provide a number of support services for qualified candidates, with a special emphasis on minority and women candidates, to assist in their interview preparations for key baseball operations positions.

### **Breaking Barriers: In Sports, In Life**

Major League Baseball hosted Malcolm Venable, the 2015 Breaking Barriers Essay Contest grand prize winner, and his family during All-Star Week. MLB recognized the New Orleans native in an on-field ceremony prior to the Home Run Derby. Breaking Barriers: In Sports, In Life, is a multi-curricular character education program developed by MLB and Scholastic Inc. Using baseball as a metaphor for life, the curriculum is based on the values espoused by Jackie Robinson: determination, commitment, persistence, integrity, justice, courage, teamwork, citizenship and excellence. The contest gives students of all backgrounds in grades 4–9 the chance to submit an essay about barriers they have faced or are facing, and how they have used the values exemplified by Robinson to confront those obstacles. The Breaking Barriers Essay Contest, which is supported by Church & Dwight Co., Inc., makers of ARM & HAMMER™ and OxiClean™, an official sponsor of Major League Baseball, fielded more than 17,000 entries in 2016. For more information, visit [MLBcommunity.org/breakingbarriers](http://MLBcommunity.org/breakingbarriers). Fifth grader Kendal Young and eighth grader Sadie Chamberlain were announced on April 18th as the 2016 winners of Breaking Barriers, which celebrates the program's 20<sup>th</sup> anniversary.

### **RBI for RBI Scholarship Program**

The RBI for RBI Scholarship Fund provides financial support to college-bound RBI participants. Scholarship recipients are selected based on academic record, demonstrated leadership, participation in school and community activities, and financial need. MLB has awarded 88 college scholarships to RBI program participants since the fund was established in 2008. The 2015 recipients were recognized at the RBI World Series.

### **The Baseball Tomorrow Fund (BTF)**

Baseball Tomorrow Fund The Baseball Tomorrow Fund (BTF) is a joint initiative between the Major League Baseball Players Association and Major League Baseball designed to promote the growth of youth baseball and softball around the world. BTF awards grants to support field renovation and construction, equipment and uniform purchases and coaches' training materials, among other expenses. Since its inception in 1999, BTF has awarded more than 800 grants totaling over \$29 million to nonprofit and tax-exempt organizations in the U.S., Canada, Latin America, South America, the Caribbean, Europe, Africa and Asia. Each year, the fund collaborates with MLB Clubs to host stadium equipment drives to benefit a local organization.

### **Boys & Girls Clubs of America**

2016 marks Boys & Girls Clubs of America's 20th year as the official youth charity of Major League Baseball. MLB/BGCA alumni include Hall of Famers Tony La Russa, Joe Morgan and Frank Robinson, plus All-Stars Dee Gordon, Adam Jones and Jimmy Rollins. Tampa Bay Rays ace Chris Archer appeared in a new MLB Boys & Girls Clubs PSA, which played in all Major League Ballparks and on-air. . Gordon & Jones are participating in BGCA PSAs for 2016. MLB annually provides more than \$20 million to Boys & Girls Clubs in direct and indirect support, which includes broadcast, print and online advertising. For more information, visit [bgca.org](http://bgca.org)

### **The Commissioner's Community Initiative and MLB & Players Give Back**

MLB is committed to ensuring that all fans have an opportunity to attend a Major League game. The Commissioner's Community Initiative and the MLB & Players Give Back program, a partnership between Major League Baseball and the Major League Baseball Players Association (MLBPA), both provide tickets free of charge to children, charities supported by the MLBPA, and community and civic groups. In 2015, these programs combined to distribute close to 2.5 million tickets. For more information, visit [MLBCommunity.org](http://MLBCommunity.org).

### **Jackie Robinson Day**

On April 15, 2016, to commemorate the 69<sup>th</sup> anniversary of the legendary Hall of Famer breaking baseball's color barrier in 1947, all players and on-field personnel wore Number 42, and all MLB clubs hosted pre-game ceremonies, including the Los Angeles Dodgers who hosted Rachel and Sharon Robinson, the wife and daughter of Jackie Robinson. Additionally, MLB activated PLAY BALL youth events in Los Angeles, and MLB Network and MLB.com aired special programming and had complete coverage of the league-wide celebration. This year marked the 71<sup>st</sup> anniversary of Jackie Robinson signing his professional contract with the Brooklyn Dodgers organization in 1945, which was the first step toward his eventual breaking of the color barrier on April 15, 1947 Home Clubs featured Jackie Robinson Day jeweled bases and lineup cards. The Los Angeles Dodgers celebration also included both Jackie Robinson Foundation Scholars and previous, regional winners of the *Breaking Barriers: In Sports, In Life* essay contest.

In recognition of the Robinson family celebrating Jackie Robinson Day in Los Angeles, MLB activated a special PLAY BALL event at a local elementary school, and was joined by Sharon Robinson and a member of the Los Angeles Dodgers. PLAY BALL ([PlayBall.org](http://PlayBall.org)), a joint initiative between MLB and USA Baseball, is

the sport's largest effort to encourage participation in both formal and casual baseball activities. Additionally, the MLB Urban Youth Academy in Compton hosted an event on Saturday, April 16<sup>th</sup> that included PLAY BALL activities and special presentations on player safety, including Pitch Smart and Play Sun Smart resources.

One number '42' jersey signed by each member of every Club was auctioned-off on MLB.com (<http://auctions.mlb.com>), with the proceeds benefitting the Jackie Robinson Foundation.

Robinson played his first Major League game at Ebbets Field on April 15, 1947 as a first baseman for the Brooklyn Dodgers. Major League Baseball has celebrated Jackie Robinson's legacy in an extensive and unified League-wide show of support over the years, including retiring his number throughout the Majors in 1997, dedicating April 15<sup>th</sup> as Jackie Robinson Day each year since 2004, and requesting that every player and all on-field personnel wear his Number 42 during games scheduled on Jackie Robinson Day since 2009.

### **MLB & Jackie Robinson Foundation**

Major League Baseball and the Jackie Robinson Foundation (JRF) recently announced that MLB has increased its financial commitment to the Foundation. The two organizations will expand their programmatic partnership beginning this year. MLB will greatly enhance its longstanding philanthropic support by funding 30 four-year JRF scholarships – one for each of the 30 MLB Clubs – and by contributing \$1 million to the Foundation's Jackie Robinson Museum project. Additionally, MLB and JRF will engage JRF Scholars to mentor young people in MLB's youth and community partnership programs, including Reviving Baseball in Inner Cities (RBI), MLB Urban Youth Academies and MLB-supported Boys & Girls Clubs of America programs. JRF Scholars will mentor participants in these various youth programs, encouraging their young mentees to embrace educational opportunities and joining them in extra-curricular activities, such as attending MLB games with the League's support. With this expanded partnership, MLB and its clubs have now, historically, contributed more than \$15 million to the JRF for its scholarship program and for the Jackie Robinson Museum.

With support from donors such as Major League Baseball, the [Jackie Robinson Foundation Scholarship Program](#) provides four years of financial assistance and direct program services annually to 225 highly-motivated students attending 100 colleges and universities across the country, and has developed a mentoring curriculum to reach a broad cohort of college students beyond its core "JRF Scholars". The Foundation's unique program offers comprehensive support that includes internship and permanent job placement; curriculum and career guidance; one-on-one mentoring; and leadership and practical life skills training. The Jackie Robinson Foundation's celebrated, hands-on approach has resulted in a consistent, nearly 100% graduation rate throughout its 43-year history.

### **Roberto Clemente Day**

Major League Baseball celebrates Roberto Clemente Day each season to honor the 15- time All-Star and Hall of Famer's humanitarian legacy.



In honor of the Puerto Rico native Clemente, the observance of Roberto Clemente Day will be held on May 31st, 2016 in conjunction with the San Juan Series between the Miami Marlins and Pittsburgh Pirates. MLB will announce the names of the 30 Club nominees for the 2016 Roberto Clemente Award, which recognizes a Major League player who best represents the game of baseball through positive contributions on and off the field, including sportsmanship and community involvement. Each Club annually nominates one player to be considered for the Roberto Clemente Award in an effort to pay tribute to Clemente's achievements and character by recognizing current players who truly understand the value of helping others. This past year's Clemente Award winner was Pirates five-time All-Star outfielder Andrew McCutchen. The 2016 celebration will mark the 15th annual Roberto Clemente Day, which was established by MLB to honor Clemente's legacy and to officially acknowledge local Club nominees of the Roberto Clemente Award.

### **Hank Aaron Chasing the Dream Scholarship Program**

The Hank Aaron Chasing the Dream Scholarship Program, which is supported through contributions from MLB, annually distributes grants to Boys & Girls Clubs of America members in honor of Hall of Famer Hank Aaron. Club members receive up to \$2,500 each year, with the specific award determined by the recipient's development plan created by his or her local Boys & Girls Club. More than 40 Boys & Girls Clubs members received scholarships in 2015 for disciplines including baseball, photography, robotics, music and filmmaking.

### **PLAY BALL Summer & U.S. Conference of Mayors (USCM)**

On January 20<sup>th</sup>, MLB, MiLB and the USCM announced a renewal of support by USCM for the "PLAY BALL" initiative with "PLAY BALL SUMMER," an effort by American Mayors that will span from June through August. Mayors have begun pledging commitments to host "PLAY BALL"-themed, youth-focused events in their communities. PLAY BALL SUMMER will encourage mayors across the country and in Puerto Rico to host activities to engage citizens, families, and city departments to organize individual and community-based events, particularly for those in underprivileged and underserved areas. Support has already garnered commitments from more than 150 mayors, which surpasses the total from 2015. PLAY BALL is sport's largest effort to encourage youth participation in both formal and casual baseball activities

### **Breakthrough Series**

Established in 2008 as a joint effort with USA Baseball, the Breakthrough Series provides a free instructional showcase to facilitate professional or collegiate playing opportunities while eliminating economic barriers. The 2016 Breakthrough Series will welcome nearly 200 high school prospects at Pirate City (the Pirates' training complex in Bradenton, Fla.), the USA Baseball Complex in Cary, N.C. and the Urban Youth Academies in Compton, Calif., Houston and Cincinnati. This year will include the first-ever Breakthrough Series event for women's softball. More than 15 current or former Major Leaguers served as instructors or guest speakers. Nearly half of all Breakthrough Series participants have gone on to be drafted by MLB Clubs, including 30 alumni in 2015.

## **Welcome Back Veterans**

Welcome Back Veterans (WBV), a partnership between Major League Baseball Charities and the Robert R. McCormick Foundation, launched in 2008 to support military veterans returning from duty and their families. The initiative supports the efforts of seven academic medical centers to expand access to high quality mental health care for veterans suffering from posttraumatic stress disorder, anxiety and traumatic brain injuries. Mental health care is a critical component in helping vets and their families reintegrate into their communities. According to RAND Corporation research, WBV partners have provided clinical services (screenings, referrals and treatment) to nearly 5,000 individuals with military and veteran affiliations, and conducted training and workshops for more than 22,000 individuals. For more information, visit [welcomebackveterans.org](http://welcomebackveterans.org).

## **Play Sun Smart**

Each season, Major League Baseball and the American Academy of Dermatology (AAD) team up to raise awareness about skin cancer prevention and the importance of sun safety. MLB and the AAD celebrated the 17th anniversary of this partnership in 2015, and again provided free skin cancer screenings for all 30 MLB Clubs. Nearly 2,600 individuals, including players, on-field personnel and Club employees, took advantage of these screenings in 2015. All 30 Clubs also spread the Play Sun Smart message, reaching 525,000 fans in ballparks across the country. For more information, visit [MLBcommunity.org](http://MLBcommunity.org).

## **4•ALS**

Throughout August 2015, MLB and all 30 Clubs again participated in the ALS Ice Bucket Challenge in partnership with the ALS community. Each Club completed a challenge before issuing a challenge to another franchise and two local individuals or organizations. As part of this effort, MLB donated \$100,000 to The ALS Association. The funds will be used to further collaborative efforts among several ALS organizations. Challenge co-founders Pete Frates and Pat Quinn, both of whom are courageously fighting the disease, launched the challenge at Fenway Park, where the Red Sox — who signed Frates to an honorary contract earlier in the season — led off the MLB-wide effort.

## **The Baseball Assistance Team**

The Baseball Assistance Team is a unique nonprofit organization created to help members of the baseball family who are in need. For 30 years, the charity has provided individuals with medical, financial and psychological assistance, thanks to corporate, foundation and individual funding. In 2015, MLB players contributed \$2.64 million to the Baseball Assistance Team. B.A.T. has awarded more than \$32 million in grants since its inception, benefiting more than 3,400 participants. All aid provided by B.A.T. is strictly confidential, allowing those in need to receive help discreetly. For more information, visit [baseballtomorrowfund.com](http://baseballtomorrowfund.com).

## **MLB en la Comunidad**

MLB en la Comunidad aims to implement effective community programming geared toward improving the lives of youth in the Dominican Republic. The initiative seeks to establish valuable partnerships and community outreach programs that promote positive play, education, civic pride, environmental awareness and humanitarian values. Annually, MLB en la Comunidad partners with Reviving Baseball in

Inner Cities to help communities in need, and 2015 efforts included visiting children in hospitals, rebuilding schools and conducting environmental clean-ups.

### **RBI World Series**

For the second consecutive year, the Texas Rangers hosted the RBI World Series. The August 2015 event included meet-and-greet opportunities with current and former Major Leaguers, including Chris Archer, Adrian Beltre, Yovani Gallardo and Darren Oliver; Rangers Hall of Famer and 14-time All-Star Ivan Rodriguez; and Hall-of-Fame player and manager Frank Robinson. Former UCLA All-American catcher Jen Schroder addressed the softball participants at the opening banquet and led the players through their workout day. Players also met former American Idol winner Scotty McCreery. The 2015 RBI World Series included a service component, in which all participating teams served as clinicians for a day at a Play Ball event with Dallas-area youth. Participants also visited the George W. Bush Presidential Library and Museum. Dominican Republic North RBI won the Junior Baseball Division Championship, while Miami Marlins RBI walked away victorious in the Senior Baseball Division Championship, both of which were played at Globe Life Park in Arlington. Cleveland RBI claimed the Softball Championship at Allan Saxe Field at the University of Texas-Arlington. The Cincinnati Reds will be the hosts in 2016 and 2017.

### **Jr. RBI Classic**

The seventh annual Jr. RBI Classic came to Cincinnati for 2015 All-Star Week. Eight baseball and four softball teams comprised of 11- and 12-year-olds played in the tournament. They also attended T-Mobile All-Star FanFest, Taco Bell All-Star Sunday, the SiriusXM All-Star Futures Game, the Taco Bell All-Star Legends & Celebrity Softball Game and the Home Run Derby, and participated in FanFest Legends Clinics and the Guinness Largest Game of Catch. The P&G Cincinnati MLB Urban Youth Academy hosted all games.

### **Dr. Kathleen Weber Elected First Female Physician to Lead MLB Team Physicians**

Dr. Kathleen Weber of Midwest Orthopaedics at Rush was named the President-Elect for the Major League Baseball Team Physicians Association (MLBTPA). Dr. Weber became the first female physician to take the reins as Vice President in 2015 and President in 2016.

Dr. Weber currently serves as a team physician for the Chicago Bulls, Chicago White Sox and the Chicago Force Women's Football. She is also the head team physician for the DePaul Blue Demons, Malcolm X College, and a physician consultant for Hubbard Street Dance Company. In addition to her team physician role, she also serves as a member of the LPGA Medical Advisory Board and the MLB research committee.

The MLBTPA strives to provide professional baseball teams with the highest quality medical care in order to ensure an athlete's safety, health and well-being. Providing services for teams including the Chicago Cubs and the Chicago White Sox, the MLBTPA maintains its mission through continued medical research and the development of injury prevention recommendations and policies.

### **MLB appoints the game's second Ambassador for Inclusion**

On Thursday, January 7, 2016 Commissioner Robert D. Manfred, Jr. announced that Major League Baseball (MLB) has appointed former Major League player Curtis Pride as its newest "Ambassador for

Inclusion." Pride's appointment is on a part-time basis as he continues to be Gallaudet University's baseball head coach.

Pride, who has been deaf since birth, played in 421 Major League games across parts of 11 seasons (1993, 1995-2001, 2003-2006) as an outfielder. The Maryland native finished with a .250 career batting average, 20 home runs and 82 RBI after playing for the Montreal Expos, the Detroit Tigers, the Boston Red Sox, the Atlanta Braves, the New York Yankees and the Anaheim/Los Angeles Angels.

In his new capacity, Pride will provide guidance, assistance and training related to MLB's efforts to ensure an inclusive environment. A large part of Pride's role will be to encourage continued outreach, participation and equal opportunity in support of MLB's Youth Programs, overseen by Senior Vice President Tony Reagins. Pride will also manage the development of an inclusive educational and training forum under Wendy Lewis, who is MLB's Senior Vice President of Diversity, Inclusion & Strategic Alliances, and will serve as a resource for individuals in the baseball family regarding issues related to disabilities.

Baseball Commissioner Robert D. Manfred, Jr. said: "Curtis Pride is an inspiring example of determination and an outstanding role model for kids and all those who overcome challenges. He will offer a valuable perspective as we continue efforts to foster an inclusive environment for anyone who plays or is a fan of our sport."

### **Major League Baseball's Historic day in Cuba**

On March 22, 2016 U.S. President Barack Obama and Cuban President Raul Castro made history. The two dignitaries exchanged pleasantries, joined the packed stadium for a moment of silence for the victims in Tuesday's tragic terrorist attack in Belgium, and took in a ballgame between the Tampa Bay Rays and the Cuban national team at iconic Estadio Latinoamericano, Havana's most famous stadium, as the world watched. No sitting U.S. president has visited Cuba since Calvin Coolidge 88 years ago, and the significance of this moment was lost on no one.

Baseball is more than just a game when it becomes a bridge between two countries, and Major League Baseball and the Cuban Baseball Federation did their part to bring the two parties together nine innings at a time. The ultimate goal for MLB in Cuba was to spotlight the need for a system in which Cuban players can come to the United States more freely, and work toward a system that would be beneficial to both parties.

### **Major League Baseball's Mexico City Series**

On March 26 and 27, 2016 at Estadio Fray Nano in Mexico City the Astros played two exhibition games vs. the San Diego Padres as previously announced by the Major League Baseball Players Association and Mexico City Mayor Dr. Miguel Mancera. The stadium, which was recently renovated, is the home of the Diablos Rojos de Mexico of the Mexican Baseball League. The two-game exhibition series is part of an ongoing collaboration between MLB, the MLBPA and the Mexico City Mayor's Office to promote the sport of baseball in Mexico.

The "Mexico City Series" marked the return to Mexico for the Astros, who also appeared in the last MLB games played in Mexico City - a two-game Spring Training series against the Florida Marlins in 2004.

Houston has also participated in international Spring Training contests in the Dominican Republic (2000) and Venezuela (2001).