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BEYOND THE COMPETITION

2008

RACIAL AND GENDER REPORT CARD

by Richard E. Lapchick

with Jessica Bartter, Nicole Bowey, Catherine Elkins, Colleen Lerner,
Eric Little, Ray Mathew and Jessica Zahn

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

Presented by

The Institute for Diversity and Ethics in Sport

with the

DeVos Sport Business Management Program

in the

College of Business Administration

of the



University of
**Central
Florida**

The Racial and Gender Report Card

This is the 16th 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.

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport (TIDES), which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard E. Lapchick has authored all reports, first at Northeastern and now at UCF. (Until 1998 the report was known as the Racial Report Card.) Funding has been provided by the John Thompson Foundation.



The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports.

The Institute researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, The Institute conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director, Dr. Richard E. Lapchick, is 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 also serves as director of the DeVos Sport Business Management Program in the College of Business Administration at the University of Central Florida (UCF) and is president and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women. The Institute for Diversity and Ethics in Sport is part of the DeVos Sport Business Management Graduate Program.

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The program, located in the College of Business Administration at the University of Central Florida, was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.

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Executive Summary

The inauguration of Barack Obama in 2009 was an historic landmark recognized around the world. As people reflected on how we got to this point, many referred to how sports contributed to Obama's election. So many commented about Jackie Robinson breaking the color barrier in Major League Baseball in 1947 and how it changed America forever.

In writing the Racial and Gender Report Card since the 1980s, we have been tracking progress in sport in terms of hiring practices for women and people of color. The reports compiled here reflect in many ways the progress made throughout the country as we have recorded among the best grades for race in the history of the Report Card. The Report Card annually asks, 'Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance at bat or to operate a team?'

The NBA has continued to be the best among main professional teams and college sports, as it has in all 15 previous Report Cards. It earned the first ever A for combined grades in race and gender in men's pro sports, setting a new standard with an A+ in race and a B+ in gender.

We saw continued improvements in the WNBA, Major League Baseball, and Major League Soccer among the professional sports for racial hiring practices. The NFL had a slightly lower B+ than in the previous Report Card for racial hiring practices.

On the other hand, progress in the hiring of women in professional sports continues to lag behind. The NBA set the standard for men's sports with a B+ followed by Major League Baseball and Major League Soccer with a C+. The WNBA got its gender ranking back up to an A+ after dipping below an A for the first time in the last Racial and Gender Report Card.

This year we have had a full college sport report which we were not able to have last year because of a lack of data. College sports clearly lags behind professional sports in race with the lowest grade of C+. It followed the NBA for gender with the only B.



Dr. Richard E. Lapchick

“As people reflected on [Barack Obama’s inauguration], many referred to how sports contributed to [his] election”

Major League Baseball

Commissioner Bud Selig has again led Major League Baseball to improvements on the issue of racial and gender hiring practices, especially in the areas under his direct influence. Baseball received its first A- for race in the history of the Racial and Gender Report Card.

MLB did very well in the areas over which Commissioner Selig had the most influence, including MLB's Central Office and the manager's positions of each club. Baseball received an A or better in race for the MLB Central Office, player opportunities, managers and coaches.

The MLB Report was released on Jackie Robinson Day, April 15th, 2008, 61 years after Jackie Robinson broke Major League Baseball's color barrier in sport and America changed forever as a result.

MLB started the 2008 season with eight managers of color, the highest since there were 10 in 2002. The three general managers of color was an all-time high but still low enough that MLB received a C for this position. By raising its overall grade for race from 89.1 to 89.5, MLB achieved its first ever A- for race.

Baseball did not fare as well for gender, but did get 76 points for a C+.

This gave MLB its best ever combined grade of 83 points for a solid B.

Major League Baseball achieved this through strong records for race in the Commissioner's office, at the levels of manager, coach, team vice president, as well as senior and professional administrations of teams. MLB continues to have an outstanding record for Diversity Initiatives which include the second annual Civil Rights Game played in Memphis as well as Jackie Robinson Day and Roberto Clemente Day.

Jackie Robinson's dream was to see more African-Americans playing, coaching and in the front office. It is ironic that as the role of people of color dramatically increases regarding who runs the game, African-American players continue to decrease, reaching a new low of 8.2 percent in the 2007 season. That has been a concern of Major League Baseball and leaders in the African-American community as the numbers continue to plummet. On the other hand, with 40.1 percent players of color, MLB remains close to its all-time high of 42 percent players of color during the season marking the 50th anniversary of Jackie Robinson breaking the color barrier in 1997. However, at that time the percentage of

African-American players was more than double today's total with 17 percent. However ironic, this should not diminish MLB's improvements in the front offices and in the league office.

Baseball received a B for gender only in the league office for professionals.

Using data from the 2007 season, The Institute for Diversity and Ethics in Sport (TIDES) conducted an analysis of the racial breakdown of the players, managers and coaches. In addition, the Report Card includes a racial and gender breakdown of the owners, management in the Central Office as well as the team level, top team management, senior administration, professional administration, support staff, physicians, head trainers and broadcasters. An overview of player stacking is also included. Listings of professional owners, general managers and head coaches were updated as of March 1, 2008.

Tables for the Report are included in the chapter on MLB. MLB's extensive Diversity Initiatives are listed in Chapter 9.

National Basketball Association

The Racial and Gender Report Card for the National Basketball Association for the 2007-08 season showed that the NBA remains the industry leader on issues related to race and gender hiring practices.

The NBA has had the top grade among the men's leagues for race for all 15 previous reports over nearly two decades. Based on the total points used in the weighted scales, the NBA earned its highest grade ever for gender at 84.5, tied its highest grade ever for race with 96.2 and had the first ever A (90.3) for a combined grade for race and gender in men's pro sports. In the 2006-07 Racial and Gender Report Card, the NBA had an A+ for race and a B for gender, which combined to give the league an overall grade of B+.

The NBA has been the best in men's sport for opportunities for people of color and women. It has set the bar high and kept it high for all the years we have been doing the Report Card. It is the leadership at the top with David Stern that has made this possible.

There were 12 African-American head coaches at the beginning of the 2007-08 NBA season, the same as in the 2006-07 season. The NBA continues to have the highest percentage in all pro sports at 40 percent of the total. This season matched the second-highest in NBA history, equaling the 40 percent of the 2004-05 and 2006-07 seasons. No other sport has exceeded that figure. The 54 African-American head coaches in the history of the NBA are more than twice as many head coaches of color than any other men's pro sport. Major League Baseball is second with 26 managers of color.

As of the end of the 2007-08 regular season, there were seven African-American CEOs/presidents in the NBA, surpassing the previous high of four in 2006-07 and 2005-06. The NBA had seven African-American general managers in the 2007-08 season, one less than in the previous season, but still more than any other sport.

Using data from the 2007-08 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report includes a racial and gender breakdown of management in the NBA League Office and, at the team level, top management, senior administration, professional administration, physicians, head trainers, broadcasters, and referees. The previous Report examined data from the 2006-07 season. The 2008 Report Card is updated through April 1, 2008 for owners, head coaches, team presidents and general managers.

Tables for the Report are included in the chapter on the NBA. The NBA's diversity initiatives are listed in Chapter 9.

Women's National Basketball Association

The WNBA received an A+ for gender and an A+ for race for a record combined grade for race and gender of an A+ in the 2008 WNBA Racial and Gender Report Card. This was the highest combined grade for any sport in the history of the Racial and Gender Report Card.

The WNBA continues to be the best among pro sports leagues for both race and gender. In the last Report Card, the WNBA once again got an A for race but slipped to a B+ for gender while maintaining an A as a combined grade. In the 2001, 2004 and 2005 Racial and Gender Report Cards, the WNBA had received A's in all three. No other professional sports league has achieved that even once.

In 2007, people of color gained ground in terms of percentage as head coaches, presidents/CEOs, WNBA League Office staff, head trainers and players. However, people of color lost ground as general managers, vice presidents, assistant coaches, and senior administrators.

In 2007, women made gains in terms of percentage as owners, head

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Executive Summary

coaches, team presidents, vice presidents, senior administrators and professional administrators. Women lost ground as assistant coaches in the WNBA League Office and as team physicians and head trainers.

In the 2008 season, women gained further ground as head coaches, general managers and as owners.

Using data from the 2007 season, TIDES conducted an analysis of racial breakdowns of the players, general managers and coaches. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, senior administration, professional administration, physicians and head trainers. Positions of head coach, general manager, team president and owner were updated as of July 1, 2008. Tables for the Report are included in the WNBA chapter.

National Football League

The National Football League maintained a B+ grade on racial hiring practices in the 2008 NFL Racial and Gender Report Card.

However, the NFL slipped slightly from the previous report from a score for race of 88.6 points out of 100 to 87.1. Once again, The Institute did not issue a grade for gender in this report card for reasons explained below. The NFL's last gender grade was a D+ in the 2004 Report Card.

Using data from the 2007 season, TIDES conducted an analysis of racial breakdowns of the players, managers and coaches. In addition, the Report includes a racial and gender breakdown of the top team management, senior administration, professional administration, physicians, head trainers, and broadcasters. Coaches, general managers, presidents and owners were updated as of August 15, 2008.

The biggest breakthroughs have been the fact that two African-American head coaches faced each other in the 2007 Super Bowl for the first time and an African-American general manager helped lead his team to a win in the 2008 Super Bowl. The Report shows sustained progress in the key positions of head coach (seven in 2006, six in 2007 and 2008), general manager (four in 2006, five in 2007 and 2008) and assistant coach where the NFL reached all-time highs.

The NFL League Office is the only one of the professional leagues that does not participate in the Racial and Gender Report Card. It neither provides League Office data nor chooses to review and corroborate the data that we submit to each league prior to publication in order to try to achieve the most accurate analysis. This is the fourth time the NFL took this position. Without League Office data, The Institute was left with less than sufficient data on gender and, therefore, we did not issue a grade on gender. The record of NFL teams regarding the hiring of women remained poor, especially compared to the significant progress on race.

Tables for the Report are included in the NFL chapter.

Major League Soccer

The 2008 Major League Soccer Racial and Gender Report Card resulted in continued outstanding results for MLS regarding racial hiring practices and a huge improvement in gender hiring practices.

MLS earned a second consecutive solid A (93.4) for racial hiring after getting A's in the categories of MLS League Office, players, head coaches, and team professional administration. This was, again, the second best grade in men's professional sport following the NBA for racial hiring practices.

For gender hiring practices, the MLS grade increased substantially from a D+ in 2007 to a high C+ (78 points, up from 64.6) in 2008. In 2007, MLS had no category used to measure gender being above a D+. In 2008, only one category was below a C.

MLS received an A+ for diversity initiatives with some of the best in professional sports.

MLS had a combined grade of B+ with 85.7 points, up dramatically from C+/B- with 79 points in 2007.

Major League Soccer has sustained a great record on racial hiring practices and has demonstrated a remarkable rebound in gender hiring. Led by the example of the MLS League Office where there was a 16 percent increase in women holding professional positions, MLS went from barely a D+ in 2007 to nearly a B- in the 2008 Report Card. Commissioner Garber and his staff did a great job this year. They also increased the percentage of people of color in professional positions by 12 percent to 43 percent in 2008. MLS has had among the best diversity initiatives in sport.

Using data from the 2007 season, TIDES conducted an analysis of racial breakdowns of the players, managers and coaches. In addition, the Report includes a racial and gender breakdown of the individuals involved in the management in the MLS League Office (2008) and at the team level, top team management, senior administration, professional administration, physicians and head trainers, and broadcasters. It is updated through August 13, 2008 for owners, head coaches, team presidents and general managers.

Tables for the Report are included in MLS Chapter. The extensive list of MLS diversity initiatives demonstrated by MLS appears in Chapter 9.

College Sport

The 2008 Racial and Gender Report Card for College Sport showed that NCAA member institutions and their conferences lost ground for both their record for gender hiring practices and hiring practices by race. In fact, college sport had the lowest grade for racial hiring practices in 2008.

The primary problem regarding racial hiring practices is that whites still dominate key positions. They hold between 88-97 percent of all positions in the following categories in Divisions I, II and III: university presidents, athletics directors, head coaches, associate athletics directors, faculty athletics reps, and sports information directors. They hold 100 percent of the conference commissioner positions in Division I excluding the Historically Black Colleges and Universities.

When all categories were combined, college sport received a C+ for race and a B for gender giving it a combined C+ overall. That compared to the 2006-07 Racial and Gender Report Card when college sport earned a B- for race and B+ for gender. The 2008 Report Card marked the first time that TIDES calculated conference commissioners into the weighted grades. When compared to the grades for the professional sports leagues, the C+ for race was last. However, it's B for gender put it behind the NBA's B+ and the WNBA's A+ for gender but better than the other men's leagues. The college sport combined grade of C+ was lowest among all the other sports examined in 2008 and was behind the WNBA (A+), NBA (A), MLS (B+) and MLB (B).

There are tremendous professional opportunities within the NCAA and its member institutions. These opportunities are far beyond what exists at the professional sports level. An enormous number of professional positions exist at the NCAA's 1,025 active member institutions, including 120 schools in the FBS, 116 in Division IAA and 91 in Division IAAA. Division II has 281 active member institutions and in Division III has 418.

The concern for fostering opportunities for women and people of color at the collegiate level has expanded under the leadership of NCAA president Myles Brand. Brand hired Charlotte Westerhaus in 2005 to be the NCAA Vice-President for Diversity and Inclusion. The creation of the Office of Diversity and Inclusion and the diversity programs it created reflect this commitment. In terms of expanding opportunities in sport for women and people of color, the greatest prospects exist in college sport rather than at the professional sport level because of the sheer number of jobs available. However, the record shows significant room for improvement.

College sport received A's for race in Division I men's head basketball coaching positions, all Division I men's assistant coaching positions, opportunities for male and female student-athletes and at the NCAA Headquarters. It received A's for gender at the NCAA Headquarters, Division I women's head basketball coaching positions, all Division I women's head and assistant coaching positions, senior woman administrator positions and opportunities for female student-athletes.

College sport received F's for race in FBS head football coaching positions and Sports Information Directors. It received F's for race and gender in the key positions of athletics director, conference commissioner and FBS university president.

Using data from the 2006-07 academic year, as well as some updates into the 2008 academic year, the College Sport Report Card includes an analysis of the racial and gender breakdown of the NCAA headquarters, conference commissioners and associate commissioners, student-athletes, head coaches, assistant coaches, the administration of athletics departments (including athletic directors, assistant and associate athletic directors), senior administration, professional administration and faculty athletic representatives. The report used data from the 2006-07 NCAA Student-Athlete Ethnicity Report, the Race and Gender Demographics of NCAA Member Conferences Personnel Report, and the Race and Gender Demographics of NCAA Member Institutions Athletic Personnel, all reported by the NCAA. Also used was the 2007 and 2008 DI-A Football Racial Demographics Report and the 2007 Football Hiring Report Card, created by the BCA. The report also used data and information from previous studies of The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. In all cases regarding employment in college athletics, the data reported throughout the 2008 Racial and Gender Report Card excludes Historically Black Colleges and Universities (HBCU's).

Tables for the Report are included in the chapter on college sport.

It is imperative that sports teams play the best athletes they have available to win games. TIDES strives to emphasize the value of diversity to athletic departments when they choose their team on the court and in the department. Diversity initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. It is clearly the choice of the institution regarding which applicant is the best fit for their department, but TIDES wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender. This element of diversity can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the athletic fields of play.

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



Richard E. Lapchick is the Chair of the DeVos Sport Business Management Graduate Program in the College of Business Administration at the University of Central Florida (<http://www.bus.ucf.edu/sport/>). He is President of the National Consortium for Academics and Sports. The author of 13 books, Lapchick also directs UCF's Institute for Diversity and Ethics in Sport. He is a regular columnist on diversity and ethics for ESPN.com and the Sports Business Journal.

MAJOR LEAGUE BASEBALL HIGHLIGHTS

- A total of 40.1 percent of the players were Latino (29.1 percent), African-American (8.2 percent) or Asian (2.8 percent). MLB has been remarkably consistent in terms of the percentage of white players. Between 1997 and the 2007 season, 58-60 percent of the players have been white in each season. However, there have been significant changes during that period. Latinos and Asians have increased by five and nearly two percent respectively while the percentage of African-American players has dropped precipitously from 17 percent to just over eight percent in that 10 year period.
- The 8.2 percent African-American player total in 2007 was the lowest percentage in the more than 20 years of the publication of the Report Card.
- 28 percent of the staff in MLB's Central Office were people of color while women made up 42 percent of the positions.
- At the director and managerial level in MLB's Central Office, 22 percent were people of color, while women occupied 34 percent of the posts.
- Arturo Moreno, who owns the Los Angeles Angels, remains the only person of color to own a Major League Baseball team and the only Latino in all professional sports to be a majority owner.
- Lou Piniella, in his first season as manager of the Chicago Cubs, led his team to the postseason for the first time in four years since Dusty Baker took them to the playoffs. Piniella is one of four Latino managers coaching in the MLB.
- MLB has eight managers of color (four African-Americans and four Latinos) in the 2008 season with the addition of two new managers of color, Dusty Baker with the Cincinnati Reds and Cecil Cooper with the Houston Astros. Thus 26.7 percent of MLB Managers are people of color as the 2008 season opens, an increase of 6.7 percentage points from 2007.*
- In the 2007 MLB season, people of color held 31 percent of the MLB coaching positions for the 30 major league teams. African-Americans held 13 percent and Latinos held 17 percent.
- According to the MLB League Office, people of color constitute 38 percent of the manager positions within the Minor Leagues. This constitutes a five percentage point increase from the previous year.
- According to the MLB League Office, 36 percent of the combined Major and Minor League coaching staffs are people of color. This was a decrease from 37 percent.
- The New York Mets have MLB's only Latino General Manager (Omar Minaya), while Ken Williams of the Chicago White Sox and Tony Reagins of the Los Angeles Angels are the only African-American General Managers in the 2008 season.*
- There is no person of color as either CEO or team president of an MLB team. There were two women in that position in 2007.
- 10 percent of team vice presidents were people of color and 16 percent were women, indicating a decrease in people of color and an increase for female representation in the vice president positions.
- In the 2007 MLB season, the percent of senior team administrators who were people of color was 18 percent, a three percentage point increase from 2006. Women saw a decrease of one percentage point and held 19 percent of senior administration positions.
- In 2007, the percentage of people of color holding professional positions decreased significantly by five percentage points. African-Americans stayed the same at five percent; Latinos decreased from eight percent to four percent and Asians dropped from two to one percent in 2007. The percentage of women increased to 29 percent, up from 24 percent in 2006.
- According to internal calculations at MLB, the percentage of white professional administrators is 72 percent while people of color held 28 percent of these same positions. This was a two percentage point decrease from the 2006 season. MLB also listed the percentage of women holding team professional administration positions at 26 percent, a decrease of two percentage points from the previous year.
- The strategic implementation of MLB's Diverse Business Partners Program has resulted in well over \$500 million being spent with thousands of minority- and women-owned businesses.
- The 2008 season started off with the Civil Rights Game in historic Memphis for the second consecutive year.

*Updated from the 2007 MLB season data in the report tables.

NATIONAL BASKETBALL ASSOCIATION HIGHLIGHTS

- The NBA achieved the highest percentages for people of color in the history of men's professional sport in the category of team CEOs/presidents at 23 percent (team vice-presidents at 15 percent and league office professionals at just over 34 percent tied last year's percentages).
- In the NBA, almost 80 percent of the players were people of color. The percentage of African-American players increased to 76 percent from last year's 75 percent mark. The percentage of Latinos and Asians remained constant at three percent and less than one percent respectively. International players were down one percentage point to 18 percent.
- Professional opportunities for people of color in the NBA League Offices – at 34 percent – stayed the same as the previous Report Card. This tied the highest percentage in the NBA's history and the highest in the history of any professional sport from last season.
- Women held 41 percent of the professional positions in the NBA League Office. This increased by two percentage points from the previous Report Card and was higher than any other men's professional league in any previous Report Card though still below the NBA's high of 49 percent female professionals in the league office in 1995-96.
- Robert Johnson, who owns the NBA Charlotte Bobcats, remains men's pro sports only African-American team majority owner.
- There were 12 African-American head coaches at the beginning of the 2007-08 NBA season, the same as in the 2006-07 season. The NBA continues to have the highest percentage in all pro sports at 40 percent of the total. This season matched the second-highest in NBA history, equaling the 40 percent of the 2004-05 and 2006-07 seasons. No other sport has exceeded that figure.
- The 55 African-American head coaches in the history of the NBA are more than twice as many head coaches of color than any other men's pro sport. Major League Baseball is second with 26 managers of color.
- At 42 percent the NBA set its highest percentage of assistant coaches of color ever.
- As of the end of the 2007-08 regular season, there were seven African-American CEOs/presidents in the NBA, surpassing the previous high of four in 2006-07 and 2005-06. Susan O'Malley, the only female president in the history of the NBA, left the Washington Wizards organization before the beginning of the 2007-08 season.
- In the season under review, the NBA had seven African-American general managers in the 2007-08 season, one less than in the previous season.
- The NBA had 15 percent of its team vice president positions occupied by people of color, the same as last year when it was the highest in the Report Card's history as well as the highest in the history of any professional sport.
- The percentage of people of color holding NBA team senior administrative positions increased to over 22 percent, up two percent from last year, setting the all-time record for the NBA. The percentage of women holding these positions increased from 25 percent to 27 percent during the same period.
- The NBA increased in its percentage of people of color holding team professional administrative positions since the last Report Card with over 28 percent, up two percent from the previous season and setting the all-time record for the NBA for race. The percentage of women holding these posts decreased to 40 percent from last year's 41 percent.
- As of the end of the 2007-08 season, 58 percent of the NBA's referees were white, 37 percent were African-American, and five percent were Latino. Of the 59 referees, one was a woman.

WOMEN'S NATIONAL BASKETBALL ASSOCIATION HIGHLIGHTS

- The WNBA received the highest combined grade for any sport in the history of the Racial and Gender Report Card with an A+ for gender with a 97.5 and an A+ for race with a 94.5. In the combined grade for race and gender, the WNBA earned an A+ with 96 points.
- The WNBA had the highest number of A's as well as the lowest number of grades below an A in all categories in the history of the Racial and Gender Report Card
- In 2007, people of color gained ground in terms of percentage as head coaches, presidents/CEOs, WNBA League office staff, head trainers and players. However, people of color lost ground as owners, general managers, vice presidents, assistant coaches, physicians, professional administrators and senior administrators.
- In 2007, women made gains in terms of percentage as owners, head coaches, team presidents, vice presidents, senior administrators and professional administrators. Women lost ground as assistant coaches, in WNBA League Office and as team physicians and head trainers
- Donna Orender remains the only woman president of a professional sports league.
- The percentage of African-American WNBA players in 2007 remained at 63 percent while international players decreased by three percentage points to 14 percent. The total percentage of players of color increased to nearly 66 percent.
- Women employed in the league office decreased slightly from 75 percent in 2006 to 74 percent in 2008.
- People of color in professional positions increased to 36 percent in the League Office.
- The number of women who were owners of a WNBA franchise doubled from two in 2006 to four in 2007. It doubled again in the 2008 season to eight.
- In the 2008 WNBA season, there were five African-Americans (one of whom was a woman) and a total of four women as head coaches. That improved the number of African-American head coaches by two over the 2007 season.
- The percentage of women assistant coaches in Report Card history dropped four percentage points to 52 percent in the 2007 season. The percentage of African-American assistant coaches was 39 percent in 2007, down two percentage points.
- The WNBA had four women and two African-Americans as team President/CEO's in both 2007 and 2008, tying the all-time high from the 2006 Report Card.
- There were three African-Americans (up one) and seven women general managers in the 2008 WNBA season.
- The percentage of women in vice president positions increased from 20 in 2006 to 26 in 2007. African-American vice presidents decreased from 10 percent in 2006 to six percent in 2007.
- The percentage of people of color decreased slightly in 2007 while the percentage of women increased dramatically for team senior administrators. Whites held 82 percent of these positions and people of color 18 percent. However, 43 percent of senior team administrators in the WNBA were women, up from 28 percent in 2006.
- In team professional administrative positions in the 2007 season, whites increased by three percentage points to 71 percent while people of color dropped to 29 percent. The percentage of women holding team professional administrative positions increased from 44 to 48 percent.

NATIONAL FOOTBALL LEAGUE HIGHLIGHTS

- The Rooney Rule helped the NFL to increase the number of African-American head coaches from two in 2001 to six in 2005. There were seven African-American head coaches in 2006 and six in both 2007 and 2008.
- In addition, an African-American head coach and an African-American general manager led their teams to Super Bowl victories in 2007 and 2008. Tony Dungy led the Colts to victory in the Super Bowl for the first time in 2007. The game was the first in which two African-American head coaches faced off for the Championship. NY Giants general manager, Jerry Reese helped put together the team that won the Super Bowl in 2008.
- There are six African-American head coaches in 2008. No African-American head coaches were fired after the 2007 season. Four new head coaches were hired prior to the 2008-09 season and they were all white. However, it was announced that when Indianapolis Colts head coach, Tony Dungy, retires then Colts assistant head coach, Jim Caldwell, will take over. Caldwell is African-American.
- In 2006, the NFL had four African-American general managers. As the 2007 season started, there were five after Jerry Reese was named by the New York Giants as GM. They all were at the helm as the 2008 season began.
- There were a record number of people of color in assistant coaching positions in the 2007 season with 172 assistant coaches of color, or 38 percent, matching the percentage of the last Report Card.
- In the 2007 NFL season, the percentage of white players remained constant at 31 percent while the percentage of African-

American players decreased slightly from 67 to 66 percent.

- Amy Trask of the Oakland Raiders remained the only female President/CEO of a team in the NFL, a position she has held since 2005. There has never been a person of color serving as president or CEO in the history of the NFL.
- There were 12 African-American vice presidents in 2007, one less than reported in last year's Report Card.
- People of color increased slightly in both team senior administration positions and in professional administration.
- In general, the record of NFL teams regarding gender hiring practices remained poor although the percentage of women did increase slightly in the categories of team senior administration and in professional administration positions. Overall, it was very close to the results in the previous Racial and Gender Report Card.

MAJOR LEAGUE SOCCER HIGHLIGHTS

- The MLS League Office recorded an increase in the percentage of people of color from 31 to 43 percent of professional level positions since the last RGRC.
- 42 percent of MLS League Office professional staff were women, a 16 percentage point increase for women since the last RGRC.
- There was a two percentage point increase to 40 percent players of color in the 2007 MLS season. There was also a 10 percentage point increase in international players to 31 percent of the total.
- Fernando Clavijo (Colorado Rapids) was the only person of color as a head coach during the 2007 season. However, Red Bull New York hired Juan Carlos Osorio at the end of the 2007 season. In 2008, Denis Hamlett was named head coach of the Chicago Fire and the Los Angeles Galaxy has promoted Cobi Jones to interim head coach as of August 11, 2008. Currently, there are four people of color as head coaches in MLS.
- 17 percent of the MLS assistant coaches were people of color, down from 24 percent.
- There were three CEO/team presidents who were people of color in the 2007 and 2008 seasons. MLS has had the highest percentage in this category of any professional sport.
- MLS has one Latino general manager. This is the first person of color in a general manager position since the 2002 season.
- There were two women and one person of color among the 30 vice presidents for MLS teams.
- MLS' number of women as team senior administrators increased

Detailed Highlights

from 18.0 percent to 20.4 percent in 2007 and the percentage of people of color increased by slightly more than two percentage points to 20.5 percent.

- People of color held 32 percent of the team professional positions in 2007. That was up by three percentage points.
- The percentage of women in team professional positions increased slightly from 27.0 to 27.3 percent in 2007.
- MLS has among the best diversity initiatives in the sports industry.

COLLEGE SPORT HIGHLIGHTS

NCAA Headquarters

- At the high levels of NCAA headquarters in the VP/chief of staff position, the number of people of color and women remained at three and four, respectively. However, there was a drop of 0.9 and 1.3 percentage points for people of color and women, respectively, because of an increase in the total number of people holding VP/chief of staff positions
- The percentages increased for people of color and decreased slightly for women who hold posts at the chief aides/director level. People of color increased by 1.0 percentage points to 23.5 percent. While women increased in numbers from 26 to 28, their percentage decreased to 41.1 percent (down 0.8 of a percentage point) because of the increase in total numbers.
- The percentages increased slightly for people of color and decreased slightly for women who hold posts at the administrator level. People of color occupied 23.1 percent (up by 1.4 percentage points). Women held 54.9 of the administrator posts (down by 0.2 percentage points).

Conference Commissioners

- Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division IA, conference commissioners were white men.
- In all of Division I, excluding the Historically Black conferences, all 30 (100 percent) of Division I conference commissioners were white. Three were led by white women, accounting for 10.0 percent of the commissioners.

Presidents in the Football Bowl Subdivision Schools (formerly Division IA)

- In the FBS, 92.5 percent of university presidents were white, 2.5 percent were African-American and 4.2 percent were Latino. There was one Asian president (0.8 percent) but there were no Native American university presidents. There were 21 females in this position, which is 17.5 percent, an increase of 3.3 percent.

Student-athletes

- The percentage of white male student-athletes at the Division I, II and III combined were 72.2 percent, 18.3 percent for African-American males, 3.9 percent for Latinos, 1.6 percent for Asian men and 0.3 percent for American Indian/Alaskan Natives males.
- The percentage of white female student-athletes at the Division I, II and III combined were 78.8 percent, 11.2 percent for African-American females, 3.6 percent for Latinas, 2.1 percent for Asian females and 0.4 percent for American Indian/Alaskan Native females.
- The percentage of African-American male basketball players in Division I was an all-time high at 60.4 percent. It was 45.9 percent in football and 6.0 percent in baseball.
- The percentage of African-American female basketball student-athletes was 47.4 percent while 23.7 percent of the female track and field/cross country student-athletes were African-American.
- In Division I, African-American male student-athletes make up 24.7 percent of the total male student-athletes. In Division II, they comprise 23.7 percent and in Division III, 9.1 percent. In Division I, African-American female student-athletes comprise 15.7 percent of the total female student-athletes.

In Division II, they make up 12.8 percent and in Division III, only 5.3 percent.

- For the second year in a row, African-American women reached an all-time high percentages, with 47.4 percent in Division I college basketball. The 15.7 percent total in Division I college sports overall also represented an all-time high.
- African-American women represented 23.7 percent of the track and field/cross country population, an increase of 0.7 from 2005-06 after dropping 3.0 percent from 2004-05. The highest that number has been was when it reached a high of 27.3 percent in 1996-97.
- In Division I college sport, the percentages of white male student-athletes went up slightly in basketball, and decreased slightly in baseball and football. In all sports combined, white male student-athletes comprised 64.2 percent of total male student-athlete population.
- Latinos increased in all sports combined and remained constant in NCAA basketball participation.
- The percent of Latinas increased in basketball and all other Division I sports combined.
- The percentages of white women decreased in all Division I sports combined, but increased slightly in track and field/cross country.

Coaching

- Whites dominate the head coaching ranks on men's teams holding 89.2 percent, 88.7 percent and 92.5 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.2 percent, 5.3 percent and 4.0 percent of the men's head coaching positions

in the three NCAA divisions, respectively.

- Likewise on the women's teams, whites held 87.7 percent, 88.9 percent and 91.9 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.0 percent, 5.1 percent, and 4.4 percent of the women's head coaching positions in the three NCAA divisions, respectively.
- In men's Division I basketball, 22.9 percent of all head coaches were African-American, which was down 2.3 percent from the all-time high percentage of 25.2 in 2005-06.
- Opportunities for people of color in men's sports other than basketball remained poor.
- Only three of 120 FBS head coaches were African-American during the 2007 collegiate football season compared to six African-Americans in 2008. With Ron Prince, Tyrone Willingham and Sylvester Croom no longer at their posts after the 2008 season, and the addition of Mike Locksley by New Mexico, Ron English by Eastern Michigan, Mike Haywood by Miami of Ohio and DeWayne Walker by New Mexico State, college football ended the 2008 season with seven African-American head coaches.
- Mario Cristobal at Florida International University is the only Latino head coach in the FBS. Ken Niumatalolo of the Naval Academy became the first Samoan head coach in FBS football history when he was hired before the 2008 season.
- Only 4.1 percent of Division I head baseball coaches were people of color, with 2.2 percent Latino and only 0.4 percent African-American.
- In fact, African-Americans were so underrepresented as head coaches,

that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.8 percent versus 4.0 percent.) In Division II, the percentage of women coaching men's teams was similarly low to the percentage of African-Americans (3.7 percent versus 5.3 percent). In Division I, women coaching men's teams outnumbered Latinos, Asians and Native Americans combined (2.8 percent vs. 2.6 percent).

- More than three-and-a-half decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show no progress in women coaching women's sports in most sports. Women head coaches in Division I basketball stayed virtually the same (64.7 percent in 2007-08 and 64.3 percent in 2005-06). Head coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a slight decrease in female head coaches from 20.8 percent in 2005-06 to 20.2 percent in 2007-08. In all other sports, men led 57.4 percent of the women's teams while women were head coaches in only 42.1 percent of the programs.
- African-American women held 10.7 percent and African-American men held 2.9 percent of women's head coaching positions in Division I basketball for a combined percentage of 13.6 percent (up from 12.1 percent). Nonetheless, the 13.6 percent stood in stark contrast to the 47.4 percent of the student-athletes playing women's basketball who were African-American. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007-08.
- In 2007-08, there was some improvement for male people of color as assistants on men's teams. However, the percentage of women assistants on women's teams

Detailed Highlights

- declined in all three Divisions.
- On the men's teams in 2007-08, whites held 76.9, 79.0, and 88.1 percent of the assistant coaching positions in the three divisions, respectively, which was slightly improved from 79.2, 82.7, and 88.5 percent respectively in 2006. In 2007-08, African-Americans held 17.7, 14.2, and 8.3 percent, respectively. The only African-American improvement was in Division II, which was at 11.6 percent in 2006.
 - Among the women's teams in 2007-08, whites held 79.1, 81.2, and 88.8 percent of the assistant coaching positions in Divisions I, II and III, respectively, which was a decline from 81.6, 82.4 and 90.5 percent respectively in 2005-06. In 2007-08 African-Americans had 13.5, 10.3, and 6.4 percent respectively. In 2005-06 African-American held 13.2, 9.4 and 6.5 percent of the assistant coaching jobs on women's teams in the respective Divisions.
 - The percentage of women assistants on women's teams declined in all three Divisions as they tumbled from slightly more than 50 percent in each to less than 50 percent in each Division. As assistants, women in 2007-08 held 49.4 of the positions in Division I, 48.9 in Division II and 49.5 percent in Division III. This was down from 2005-06 when women held 51.5, 51.4, and 54.0 percent of the jobs, respectively.
- in 2006 respectively.
- Latinos accounted for 1.9, 3.0, and 0.0 percent of the ADs at Division I, II and III. This compared to 0.9, 2.7 and 0.3 percent in 2006 respectively.
 - Asians accounted for 0.0, 0.8, and 0.7 percent of the ADs at Division I, II and III and Native Americans accounted for 0.6, 0.4, and 0.4 percent of the ADs at each level.
 - The level of diversity within the athletic director position at FBS institutions has continued to grow and is far better than each of the three Divisions. Currently there are 16 (13.3 percent) people of color in that position, which is more than a three percentage point increase.
 - As of November 2008, in the FBS athletic director position, there were 11 African-American men, four Latino men, one Native American man and five women heading departments with FBS football.
 - Women lost ground as athletics directors in Divisions II and III and remained static in Division I since the last Report Card in 2006. In Division I, 7.8 percent of women were AD's, which matched that in 2006. In Division II, there was a decrease from 18.7 to 15.6 percent and in Division III there was a slight decrease from 27.3 to 27.1 percent.
- percent, 1.6 percent and 0.4 percent of the positions at each level. Asians held 0.6 percent and 1.0 percent in Divisions I and II. There were no Asians in Division III in this position and no Native Americans in Divisions II and III. In Division I, Native Americans had 0.1 percent of the associate athletic director positions.
- The percentage of women filling associate athletic director positions was 27.9 percent in Division I, 40.3 percent in Division II and 50.8 percent in Division III. These percentages were down in Division I and II but increased in Division III from 2005-06 when they were 28.4, 48.7 and 49.7 percent respectively.
 - Women held 98.3, 96.6, and 100 percent of the Senior Woman Administrator jobs in Division I, II and III, respectively. These numbers are similar to that of 2005-06 (97.7, 99.4 and 98.9 percent respectively). White women continued to dominate the SWA position holding 84.9, 85.3, and 96.6 percent in Division I, II and III, respectively. African-American women represented 10.2, 7.8 and 1.9 percent at each respective level.
 - Whites continue to fill the majority of the FAR positions with 91.7, 92.4, and 94.5 percent in Divisions I, II and III, respectively.

Athletics Directors

- Whites held the overwhelming percentage of positions of athletics directors in all three divisions at 90.0, 92.0, and 97.0 percent in Divisions I, II and III, respectively. This compared to 93.1, 92.3 and 96.1 percent in 2005-06 respectively.
 - African-Americans held 7.2, 3.8 and 1.8 percent respectively in Divisions I, II and III. This compared to 5.5 percent, 3.8 percent and 1.9 percent
- ### College Associate and Assistant Athletic Directors
- At the associate athletic director position, whites comprised 89.2, 88.8, and 96.4 percent of the total population at Division I, II and III respectively. These numbers were all lower than that of 2005-06 (89.5, 94.0 and 95.3 percent respectively). African-Americans held 7.2, 7.5, and 3.2 percent of the positions at each level. These numbers decreased in Division I and III but increased in Division II from 2005-06 when they were 8.2, 4.0, and 3.6 percent, respectively. Latinos held 2.2

Chapter 1: 2008 Grades

GRADE KEY (RACE)

Grades for race are determined in relation to overall American demographics. Federal affirmative action policies state that a workplace should reflect the percentages of people in different racial groups, as found in the general population. Approximately 24 percent of the U.S. population are people of color; therefore, if 24 percent of an organization's employees are people of color, the group received an employment grade of "A" for race, and so on, as noted in the table.

GRADE KEY (RACE)		
A	=	24%
B	=	12
C	=	9
D	=	6
F	=	5

GRADE KEY (GENDER)

Grades for gender also are related to the general population. An organization earned an employment grade of "A" for gender if 40 percent of its employees were women. Please see the table for additional breakdowns.

GRADE KEY (GENDER)		
A	=	40%
B	=	35
C	=	30
D	=	25
F	=	<25

KEY FOR WEIGHTED GRADES

Each category was assigned a category weight according to its relative importance regarding opportunities for women and people of color. The subsequent point allocation was determined, as follows:

The employment percentage (percentage of women or people of color) determines an organization's employment grade, which earns it a specified amount of graded points (see table). The weighted score is calculated by multiplying the category weight by the graded points. When the weighted scores are added together, the final tally determines an organization's final grade.

For example, if 12 percent of an organization's employees were people of color, it would earn a B for its employment grade, which is 8.0 graded points.

When necessary, a minimum score was given in order to ensure fair final grade tabulation.

KEY FOR WEIGHTED GRADES		
A+	=	9.5 - 10.0 PTS
A	=	9.0
A-	=	8.9
B+	=	8.5
B	=	8.0
B-	=	7.9
C+	=	7.5
C	=	7.0
C-	=	6.9
D	=	6.0
F	=	5.0

2008 OVERALL GRADES BY REPORT						
	COMBINED		RACE		GENDER	
	GRADE	PTS	GRADE	PTS	GRADE	PTS
NBA	A	90.3	A+	96.2	B+	84.5
NFL	N/A	x	B+	87.1	N/A	x
MLB	B	83.0	A-	89.5	C+	76.0
MLS	B+	85.7	A	93.4	C+	78.0
WNBA	A+	96.0	A+	97.5	A+	94.5
College Sport	C+	78.5	C+	76.2	B	80.7

Note: N/A = Not Applicable

TABLE I

PROFESSIONAL LEAGUES WEIGHTED GRADES 2008 (MLB, NBA & NFL)

Overall Grades	Weight	MLB			Weight	NBA			Weight	NFL		
		Points	%	Grade		Points	%	Grade		Points	%	Grade
Race	x	89.5	x	A-	x	96.2	x	A+	x	87.1	x	B+
Gender	x	76	x	C+	x	84.5	x	B+	x	N/A	x	N/A
Hiring Practices												
Commissioner/League Office												
Race	20%	18	28%	A	20%	19.6	34%	A+	N/A	x	N/A	x
Gender	40%	32	34%	B	40%	36.5	41%	A	0%	x	N/A	x
Coaches												
Head Coach/Manager												
Race	20%	18	26%	A	20%	20	40%	A+	20%	17	19%	B+
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x
Assistant Coach												
Race	5%	5	31%	A+	5%	5	42%	A+	5%	5	38%	A+
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x
Front Office												
Principal-In-Charge												
Race	10%	7	10%	C	10%	9	23%	A-	10%	8.4	16%	B/B+
Gender	N/A	x	x	x	N/A	x	x	x	N/A	x	x	x
Team Vice Presidents												
Race	5%	4.2	18%	B+	5%	4.2	15%	B	5%	3.2	8%	D+/C-
Gender	5%	3	18%	D	5%	2.5	18%	F	5%	x	11%	F
Senior Administration												
Race	10%	8.7	20%	B+	10%	8.9	22%	A-/B+	20%	17	18%	B+
Gender	20%	14	26.5%	C	20%	14	27%	C	20%	x	18%	F
Professional Administration												
Race	10%	8.6	19.5%	B+	10%	9.5	28%	A+	20%	16.5	15%	B
Gender	25%	17.5	27.5%	C	35%	31.5	40%	A	30%	x	34%	B
Player Opportunities												
Race	20%	20	40%	A+	20%	20	79%	A+	20%	20	66%	A+
Diversity Initiatives												
	10.0%	9.5	N/A	A+	N/A	x	x	x	N/A	x	x	x

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category. % for Race=People of Color; % for Gender=Women. N/A=Not Applicable.

TABLE II

Among the men’s professional sport, the NBA became the first to earn a combined grade of A by getting an A+ for race and a B+ for gender hiring practices. In the meanwhile, the WNBA earned a combined A+ with an A+ in each category. It was the first time that four leagues had A’s for race. (NBA and WNBA, Major League Soccer with an A and Major League Baseball with an A-). The NFL had a B+ and college sport had a C+ for race.

For gender, the WNBA had the only A grade with their A+. The

grades for gender were much weaker than the grade for race with the NBA next with a B+, followed by college sport with a B, and MLB and MLS with C+’s. The NFL did not participate so we did not issue a grade for gender.

Overall, MLB earned an A- for race and a C+ for gender. This gave MLB a combined B. This marked continued improvement over the last two Report Cards. In the 2006 Major League Baseball Racial and Gender Report Card, MLB earned a high B+ for race, a C+ for gender and a combined B. In 2005, MLB

earned a low-range B+ for race, a D+ for gender and a combined C+.

The NBA earned its highest grade ever for gender, tied its highest grade ever for race and had men’s pro sports’ first ever A for a combined grade for race and gender. The NBA had an A+ for race with 96.2 points (the same as the 2006-07 report) out of a possible 100, a B+ for gender with 84.5 points (up from 82) for a combined A. In the 2006 Racial and Gender Report Card, the NBA had an A+ for race and B for gender, which combined to give

the league an overall grade of B+.

For the 2007-08 season, the NBA earned an A+ for race in the categories of players, league office professionals, head and assistant coaches and professional team administration. It earned an A- for race for team general managers and an A-/B+ for team senior administration. The B for team vice-presidents was the NBA's lowest grade for race. For gender, the NBA earned an A in the league office and for professional administrators.

The WNBA received an A+ for gender with a 97.5 and an A+ for race with a 94.5. In the combined grade for race and gender, the WNBA earned an A+ with 96 points. This was the highest combined grade for any sport in the history of the Racial and Gender Report Card.

The WNBA received A's for race in the WNBA League Office, head and assistant coaches, general managers, team professional administration and player opportunities. It received A's for gender in the WNBA League Office, head and assistant coaches, general manager, team senior administration and team professional administration. The WNBA only had one category below an A for gender (team vice-presidents). For race there were two categories below an A in team vice president and senior administrative positions.

The WNBA had the highest number of A's as well as the lowest number of grades below an A in all categories in the history of the Racial and Gender Report Card.

The NFL received an overall B+ grade for race (87.1 out of 100). That was down slightly from 88.6 in the previous Racial and Gender Report

Card. Once again, no grade was issued for gender.

The percentages for people of color in the NFL increased for team senior administrators, professional administration, and physicians from 2006 to the 2007 season. It also increased for general managers from 2007 to the 2008 season. The percentages for people of color decreased only for radio and TV broadcasters while remaining the same for players,

head and assistant coaches, team presidents, vice-presidents and head trainers.

The percentages for women increased for team senior administrators and professional administration in the NFL. They decreased as team vice-presidents and radio and TV broadcasters in 2007 and as owners in 2008.

For race, the NFL received an A+ for players and assistant coaches

PROFESSIONAL LEAGUES WEIGHTED GRADES 2008 (MLS & WNBA)									
Overall Grades	Weight	MLS			Weight	WNBA			
		Points	%	Grade		Points	%	Grade	
Race	x	93.4	x	A	x	94.5	x	A+	
Gender	x	78.0	x	C+	x	97.5	x	A+	
Hiring Practices									
Commissioner/League Office									
Race	20%	20.0	43%	A+	20%	20.0	36%	A+	
Gender	40%	36.5	42%	A	20%	20.0	74%	A+	
Coaches									
Head Coach/Manager									
Race	20%	18.5	28.5%	A	20%	19.5	39%	A+	
Gender	N/A	x	x	x	20%	19.5	39%	A-	
Assistant Coach									
Race	5%	4.3	17%	B+	5%	5.0	39%	A+	
Gender	N/A	x	x	x	5%	5.0	56%	A+	
Front Office									
Principal-In-Charge									
Race	10%	7.0	10%	C	10%	9.0	23%	A-	
Gender	N/A	x	x	x	10%	10.0	62%	A+	
General Manager									
Race	5%	3.4	8%	C-	N/A	x	x	x	
Gender	N/A	x	x	x	N/A	x	x	x	
Team Vice Presidents									
Race	5%	4.7	21.4%	A-/B+	5%	3.0	6%	D	
Gender	N/A	x	x	x	5%	3.5	26%	C-	
Senior Administration									
Race	10%	8.9	20%	A-/B+	10%	8.5	18%		
Gender	15%	9.0	20.4%	D-	10%	9.5	43%	A	
Professional Administration									
Race	10%	10.0	32%	A+	10%	9.5	29%	A	
Gender	40%	28.0	27%	C	10%	10.0	48%	A+	
Player Opportunities									
Race	20%	20.0	59%	A+	20%	20.0	65%	A	
Diversity Initiatives									
	5.0%	10.0	N/A	A+	N/A	x	x	x	

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category. % for Race=People of Color; % for Gender=Women. N/A=Not Applicable. NI=None Issued
 *WNBA grades for Gender have the same weight as for race.

TABLE III

NCAA WEIGHTED GRADES

Overall Grades					Athletic Department				
	Weight	Points	%	Grade		Weight	Points	%	Grade
Race	x	76.2	x	C+					
Gender	x	80.7	x	B					
Hiring Practices					Athletic Department				
NCAA Headquarters					Athletic Director (Div. I)				
Race	10%	8.9	21.9%	A-	Race	10%	5	10.0%	F
Gender	10%	9	62.3%	A	Gender	10%	5	7.8%	F
Coaches					Assistant/Associate Athletic Director (Div. I)				
Head Coach - All Men's Teams (Div. I)					Race				
Race	5%	3.95	10.7%	C+/B-	Gender	10%	7	27.9%	C
Gender	N/A	x	x	x	Senior Women's Administrator (Div. I)				
Head Coach - All Women's Teams (Div. I)					Race				
Race	5%	4	12.1%	B	Gender	5%	5	98.3%	A+
Gender	10%	9	40.3%	A	Faculty Athletic Representative (Div. I)				
Head Coach - Men's Basketball (Div. I)					Race				
Race	5%	4.5	24.2%	A	Gender	5%	3.4	25.4%	D+
Gender	N/A	x	x	x	Professional Administration (Div. I)				
Head Coach - Women's Basketball (Div. I)					Race				
Race	5%	4	14.2%	B	Gender	10%	8	34.9%	B
Gender	10%	10	64.7%	A+	Student-Athlete Opportunities				
Head Coach - Football (Div. I)					Race (Men)				
Race	5%	2.5	6.1%	F	Gender	10%	9.8	42.7%	A+
Gender	N/A	x	x	x	Conference Offices				
Assistant Coach - All Men's Teams (Div. I)					Division I Commissioners				
Race	5%	4.5	21.9%	A	Race	10%	5.5	0.0%	F
Gender	N/A	x	x	x	Gender	10%	0	10.0%	F
Assistant Coach - All Women's Teams (Div. I)									
Race	5%	4.3	20.6%	B+					
Gender	10%	9	49.4%	A					

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category. % for Race=People of Color; % for Gender=Women. N/A=Not Applicable.

TABLE IV

and a B+ for head coaches and team senior administrators.

The NFL had received a D+ for gender in the 2004 Report. The percentages of women have increased slightly between 1-3 percent since then in the categories of team vice presidents, team senior administration positions and in professional administration. Overall, there was little change on gender in the last three reports.

MLS had a second consecutive solid A (93.4 points) for racial hiring practices, up slightly from its

93.3 total in 2007. MLS achieved A's for race in the League Office, players, head coaches, and team professional administration. They had B+/A- for team senior administration and team CEOs/ presidents.

The MLS gender grade increased dramatically from a D+ in 2007 to a high C+ (78 points, up from 64.6) in 2008. In 2007, MLS had no category used to measure gender being above a D+. In 2008, only one category was below a C.

MLS received an A+ for diversity initiatives.

MLS had a combined grade of B+ with 85.7 points, up significantly from C+/B- with 79 points in 2007.

College sport received a C+ for race and a B for gender giving it a combined C+ overall. That compared to the 2006-07 Racial and Gender Report Card when college sport earned a B- for race and B+ for gender. The 2008 Report Card marked the first time that TIDES calculated conference commissioners into the weighted grades.

The C+ for race was last when

compared to the grades for the professional sports leagues. College sport's B for gender put it behind the NBA's B+ and the WNBA's A+ for gender but ahead of the other men's leagues. The college sport combined grade of C+ was lowest among all the other sports examined in 2008 and was behind the WNBA (A+), NBA (A), MLS (B+) and MLB (B).

College sport received A's for race in Division I men's head basketball coaching positions, all Division I men's assistant coaching positions, opportunities for male and female student-athletes and at the NCAA Headquarters. It received A's for gender at the NCAA Headquarters, Division I women's head basketball coaching positions, all Division I women's head and assistant coaching positions, senior woman administrator positions and opportunities for female student-athletes.

College sport received F's for race in FBS head football coaching positions and Sports Information Directors. It received F's for race and gender in the key positions of athletics director, conference commissioner and FBS university president.

While Commissioners Stern, Goodell and Selig, and Presidents Orender and Brand regularly worked to improve hiring practices for people of color and women in the front office and minorities in the coaching and managerial ranks, the results at the team levels and at individual universities still clearly showed the limits of their powers. The league and NCAA leaders set an important tone but do not have the authority to mandate change at the team or college level.

The NBA's historic record has led to progress year-by-year. In Major League Baseball and the NFL, it took dramatic actions by Commissioners Selig and then Tagliabue (the Rooney Rule) to mandate diverse pools of candidates for the top jobs. MLS mandated a league-wide version of that after it received an F

for gender in the 2003 season. The NCAA and college sport have had no such mechanism in place although there have been discussions about adopting something like a Rooney Rule for colleges. The Black Coaches and Administrators (formerly the Black Coaches Association) is also contemplating legal actions against colleges using Title VII regulations. The BCA issues Hiring Report Cards for Division I Football Head Coaches, Women's Division IA College Basketball and will issue one for Division IA Athletics Directors.

Chapter 9 includes a listing of the diversity initiatives of the MLB, NBA and MLS. The initiatives have been added to the Report Card in recognition of the importance of these efforts and in acknowledgement that changing hiring practices and creating a truly diverse workplace are goals that cannot be quickly achieved.

Chapter 2: Major League Baseball

OVERALL GRADES

Overall, MLB earned an A- for race and a C+ for gender. This gave MLB a combined B. This marked continued improvement over the last two Report Cards. In the 2006 Major League Baseball Racial and Gender Report Card, MLB earned a high B+ for race, a C+ for gender and a combined B. In 2005, MLB earned a low-range B+ for race, a D+ for gender and a combined C+.

GRADES BY CATEGORY

Players

In the 2007 MLB season 59.8 percent of the players were white, 8.2 percent were African-American, 29.1 percent were Latino and 2.8 percent were of Asian descent. This was a 0.3 percentage point increase for white players, a 0.2 percentage point decrease for African-American players and 0.3 percentage point decrease for Latinos. There were 34 Asian baseball players in the entire league. The percentage of international players in MLB was 31 percent, the same as last year.

MLB has been remarkably consistent in terms of the percentage of white players. Between the 1997 and the 2007 seasons, 58-60 percent of the players have been white in each season. However, there have been significant changes during that period. Latinos and Asians have increased by five and nearly two percent respectively while the percentage of African-American players has dropped precipitously from 17 percent to just over eight percent in that 10 year period.

The 8.2 percent African-American player total in 2007 was the lowest percentage in the more than 20 years of the publication of the Report Card.

MLB Grade for Players: A+

See Table 1.

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

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

Table 1

Major League Central Office

According to Major League Baseball, of the 474 Central Office employees, 11 percent were African-American, 13 percent were Latino, three percent were Asian, less than one percent was Native American and 72 percent were white. Women made up 42 percent of the entire staff. This represents a one percent decrease in women working in the Central Office from the previous

year.

At the senior executive level, 20 percent of the 46 employees were people of color, while women occupied 26 percent of the positions. At the director and managerial level, 22 percent of the 87 employees were people of color, while women occupied 34 percent of the posts. People of color comprised 28 percent of all MLB professionals, technicians and

supervisors, decreasing from 32 percent in the previous year, and 26 percent were women, a decrease from 31 percent in the previous year.

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

- Jonathan Mariner, Executive Vice-President and Chief Financial Officer
- Jimmie Lee Soloman, Executive Vice-President of Baseball Operations

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

- Phyllis Merhige, senior vice president, Club Relations
- Marla Miller, senior vice president, Special Events
- Jacqueline Parkes, senior vice president, Marketing and Advertising
- Katy Feeney, senior vice president, Scheduling and Club Relations
- Kathleen Torres, senior vice president, finance

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

- Tom Brasuell, vice president, Community Affairs
- Shawn Lawson-Cummings, vice president, International Licensing/Sponsorship
- Wendy Lewis, vice president, Strategy, Diversity and Recruitment
- Lou Melendez, vice president, Baseball Operations, International
- Italo Zanzi, vice president, International Broadcasting
- Ray Scott, vice president, Human Resources
- Bob Watson, vice president, Standards & OnField Operations

Including Lewis and Lawson-Cummings, the following women were vice presidents:

- Bernadette McDonald, vice president, Broadcast Administration and Operations
- Elizabeth Scott, vice president, Programming
- Susan Goodenow, vice president,

- Business Communications
- Anne Occi, vice president, Design Services
 - Jennifer Gefsky, vice president, Deputy General Counsel
 - Domna Candido, vice president, Deputy General Counsel
 - Jennifer Sims, vice president, Deputy General Counsel

MLB Grade for League Central Offices:

Race: A
Gender: B

See Table 2.

MLB Central Office Staff					
	%	#		%	#
2007			2000		
White	72%	342	White	74%	x
African-American	11%	53	African-American	14%	x
Asian	3%	15	Asian	2%	x
Latino	13%	62	Latino	14%	x
Native American	<1%	2	Native American	1%	x
Women	42%	199	Women	47%	x
Total		474	Total		314
People of color total	28%	127	People of color total	26%	x
2006			1997		
White	72.4%	340	White	78%	x
African-American	10.4%	50	African-American	13%	x
Asian	3.0%	14	Asian	1%	x
Latino	13.2%	62	Latino	8%	x
Native American	<1%	2	Women	53%	x
Women	43.0%	201	Total		215
Total		468	People of color total	22%	x
People of color total	27.6%	127	1995		
2005			White	72%	x
White	73%	336	African-American	18%	x
African-American	10%	48	Asian	1%	x
Asian	3%	14	Latino	9%	x
Latino	13%	61	Women	54%	x
Native American	<1%	2	Total		141
Women	34%	157	People of color total	28%	x
Total		462	1994		
People of color total	27%	125	White	78%	x
2004			African-American	16%	x
White	71%	252	Asian	0%	x
African-American	11%	40	Latino	6%	x
Asian	4%	14	Women	56%	x
Latino	13%	48	Total		188
Native American	<1%	2	People of color total	22%	x
Women	40%	144	1990		
Total		356	White	79%	x
People of color total	29%	104	African-American	14%	x
2002			Asian	0%	x
White	68%	250	Latino	7%	x
African-American	13%	48	Women	55%	x
Asian	4%	15	Total		116
Latino	15%	54	People of color total	21%	x
Native American	1%	1			
Women	46%	169			
Total		368			
People of color total	32%	118			

Note: Data provided by MLB league office

x= Data not recorded

Table 2

Chapter 2: Major League Baseball

Ownership

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

See Table 3.

Majority Owners		
	%	#
2007		
White	97.0%	30
African-American	0.0%	0
Latino	3.4%	1
Asian	0.0%	0
Other	0.0%	0
Women	0.0%	0
2006		
White	96.6%	27
African-American	0.0%	0
Latino	3.4%	1
Asian	0.0%	0
Other	0.0%	0
Women	0.0%	0
2005		
White	96.9%	31
African-American	0.0%	0
Latino	3.0%	1
Asian	0.0%	0
Other	0.0%	0
Women	0.0%	0

Table 3

Managers

Baseball went from five to six managers of color in the 2007 season. During the 2007 MLB season, the six (20 percent) managers of color were:

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

There had been five managers of color (16.7 percent) in the 2006 season:

- Dusty Baker, Chicago Cubs (African-American)
- Ozzie Guillen, Chicago White Sox (Latino)
- Willie Randolph, New York Mets (African-American)
- Felipe Alou, San Francisco Giants (Latino)
- Frank Robinson, Washington Nationals (African-American)

and 13 percent Latino.

Lou Piniella, in his first season as manager of the Chicago Cubs, led his team to the postseason for the first time in four years since Dusty Baker took them to the playoffs. Piniella is one of four Latino managers coaching in the MLB.

During the off-season, there were two new hires of people of color in the managerial role causing the percentage to increase to 26.7 percent (up 6.7 percentage points) for the 2008 season. The Cincinnati Reds

In the 2006 season, 10 percent were African-American and 6.7 percent were Latino at the Major League level. In 2007, the 20 percent was comprised of seven percent African-American

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

Table 4

hired Dusty Baker and the Houston Astros hired Cecil Cooper, both African-Americans.

At the start of the 2008 season, MLB Managers were people of color were

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

The grade is based on the 2007 season.

According to the MLB, people of color constitute 38 percent of the manager positions within the Minor Leagues. This constitutes a five percent increase from the previous year.

MLB Grade for Managers: A

See Table 4.

Coaches

In the 2007 MLB season, people of color held 31 percent (up one percentage point) of the MLB coaching positions for the 30 major league teams. African-Americans held 13 percent (down three percentage points), Latinos held 17 percent (up four percentage points) and Asians continued to hold one percent of the coaching positions.

According to MLB, 36 percent of the combined Major and Minor League coaching staffs are people of color. This was a decrease from 37 percent in previous report.

MLB Grade for Coaches: A+

See Tables 5 and 6.

Top Management

This category includes team CEOs/presidents, general managers and

Historical Listing of Managers of Color Major League Baseball			
(26 managers)			
	Team	Year(s)	Record
Mike Gonzalez	St. Louis	1938, 1940	9-13
Preston Gomez	San Diego	1969-72	180-316
	Houston	1974-75	128-161
Larry Doby	Chicago Cubs	1980	38-52
	Chicago White Sox	1978	37-50
Maury Wills	Seattle	1980	26-56
Lou Piniella	New York Yankees	1986-88	224-193
	Cincinnati	1990-92	255-231
Cookie Rojas	Seattle	1993-02	840-711
	Tampa Bay	2003-05	200-285
Cito Gaston	Chicago Cubs	2007-present	85-77
	California	1988	76-79
Hal McRae	Toronto	1989-97	683-616
	Kansas City	1991-94	286-277
Felipe Alou	Tampa Bay	2001-02	113-196
	Montreal	1992-01	691-717
Don Baylor	San Francisco	2003-2006	342-304
	Colorado	1993-98	439-469
Dusty Baker	Chicago Cubs	2000-02	187-220
	San Francisco	1992-02	840-715
Tony Perez	Chicago Cubs	2003-2006	322-326
	Cincinnati	2008	First Season
Jerry Manuel	Cincinnati	1993	20-24
	Florida	2001	54-60
Davey Lopes	Chicago White Sox	1997-2003	500-471
Lloyd McClendon	Milwaukee	2000-02	141-189
	Pittsburgh	2001-2005	336-446
Luis Pujols	Detroit	2002	55-100
Tony Pena	Kansas City	2002-2005	259-389
Jerry Royster	Milwaukee	2002	53-94
Carlos Tosca	Toronto	2002-04	144-127
Ozzie Guillen	Chicago White Sox	2004-present	272-214
Frank Robinson	Cleveland	1975-77	186-189
	San Francisco	1981-84	264-277
Willie Randolph	Baltimore	1988-91	230-285
	Montreal	2002-2004	233-253
Manny Acta	Washington	2005-2006	152-172
	NY Mets	2005-present	268-218
Fredi Gonzalez	Washington	2007-present	73-89
Ron Washington	Florida	2007-present	71-91
Cecil Cooper	Texas	2007-present	75-87
	Houston	2008	First Season

Table 5

vice presidents.

Chief Executive Officers/Presidents

There were two women and no people of color serving as CEOs/Presidents on MLB teams in 2007. Jamie McCourt is Vice Chairman and President of the Los Angeles Dodgers. She is the wife of Frank McCourt, the owner of the Dodgers. Pam Gardner

is President of Business Operations for the Houston Astros.

There has not been a person of color since Ulice Payne Jr. (Milwaukee Brewers, 2003 season) as either CEO or team president of an MLB team.

See Table 7.

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

*2005 totals may not equal 100% due to rounding.

Table 6

General Manager/Principal-in-Charge

The 2007 MLB season featured the same two general managers of color from the previous season, Omar Minaya of the New York Mets and Ken Williams of the Chicago White Sox. Omar Minaya was appointed by MLB in 2001 to run the day-to-day operations of the Montreal Expos, thus becoming the first Latino general manager in MLB history. He was hired in the same position for the New York Mets at the end of the 2004 season. Williams' White Sox won

the 2005 World Series and Minaya's Mets played in Game 7 of the NL Championship series in 2006.

To open the 2008 MLB season, three people of color were be general managers. Ken Williams (Chicago White Sox) and Omar Minaya (New York Mets) remained as general managers, while Tony Reagis was appointed as GM by the Los Angeles Angels for the 2008 season.

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

See Table 8.

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

x= Data not recorded

Table 7

Foundation, Washington Nationals

There were 11 Latino vice presidents during the 2007 MLB season:

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

MLB also had five vice presidents of Asian descent:

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

The percentage of women vice presidents was steady at 16 percent. Including Jaison, Lee, Ng, Hernandez, Aguilar, Burnett, Harper, Lewis and

General Manager/Director of Player Personnel

	%	#		%	#
2007			2000		
White	93%	28	White	100%	30
African-American	3%	1	African-American	0%	0
Latino	3%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2006			1999		
White	93%	28	White	100%	30
African-American	3%	1	African-American	0%	0
Latino	3%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2005			1998		
White	93%	28	White	100%	30
African-American	3%	1	African-American	0%	0
Latino	3%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2004			1997		
White	94%	28	White	97%	29
African-American	3%	1	African-American	3%	1
Latino	3%	1	Latino	0%	0
Asian	0%	0	1996		
Women	0%	0	White	96%	27
2002			African-American	3%	1
White	94%	28	Latino	0%	0
African-American	3%	1	1995		
Latino	3%	1	White	96%	27
Asian	0%	0	African-American	4%	1
Women	0%	0	Latino	0%	0
2001			1994		
White	97%	29	White	96%	27
African-American	3%	1	African-American	4%	1
Latino	0%	0	Latino	0%	0
Asian	0%	0			
Women	0%	0			

Table 8

Team Vice Presidents

During the 2007 MLB season, the percentage of people of color dropped from 12.5 percent to 10 percent, while the percentage of women in these positions increased slightly. In all, 10 percent of vice presidents were people of color: nine vice presidents were African-American, 11 were Latino, and five were Asian.

The nine African-American vice presidents in MLB were:

- Nona Lee, vice president and general counsel, Arizona Diamondbacks
- Elaine Steward, vice president and club counsel, Boston Red Sox

- Elaine Lewis, vice president, Public Affairs/Strategic Planning, Detroit Tigers
- Marian Harper, vice president, Community Development, Houston Astros
- Chartese Burnett, vice president, Communications, Washington Nationals
- Henry Aaron, senior vice president, Atlanta Braves
- Michael Hill, vice president and assistant general manager, Florida Marlins
- Dave Winfield, vice president and senior advisor, San Diego Padres
- Alphonso Maldon, Jr., senior vice president, External Affairs and president of Nationals Dream

Chapter 2: Major League Baseball

Steward, there were 39 women holding team vice president positions in MLB:

- Meg Vaillancourt, senior vice president, Corporate Relations, Boston Red Sox
- Janet Marie Smith, senior vice president, Planning and Development, Boston Red Sox
- Karen Forgas, vice president, Public Affairs, Cincinnati Reds
- Sue Ann McClaren, vice president, Ticket Sales, Operations/Services, Colorado Rockies
- Elizabeth Stecklein, vice president, Human Resources, Colorado Rockies
- Jackie Traywick, senior vice president, Finance/Administration, Houston Astros
- Kala Sorenson, vice president, Conference Center/Special Events, Houston Astros
- Molly Taylor, vice president, Finance/Administration, Los Angeles Angels
- Camille Johnston, senior vice president, Communications, Los Angeles Dodgers
- Cristine Hurley, senior vice presidents and CFO, Los Angeles Dodgers
- Raenell Dorn, vice president, Human Resources and Diversity, Minnesota Twins
- Laura Day, senior vice president, Business Development, Minnesota Twins
- Jean Afterman, vice president and assistant general manager, New York Yankees
- Patty Paytas, vice president, Communications, Pittsburgh Pirates
- Michele Anderson, vice president, Community Relations, San Diego Padres
- Katie Pothier, executive vice president and general counsel, San Diego Padres
- Annemarie Hastings, vice president, Client Relations, San Francisco Giants
- Nancy Donati, vice president, Publications/Creative Services, San Francisco Giants
- Connie Kullberg, vice president and general manager, Retail, San

- Francisco Giants
- Elizabeth R. Murphy, vice president and deputy general counsel, San Francisco Giants
- Lisa Pantages, vice president, Finance, San Francisco Giants
- Staci A. Slaughter, senior vice president, Communications, San Francisco Giants
- Joyce Thomas, vice president, Human Resources, San Francisco Giants
- Marianne Short, vice president, Human Resources, Seattle Mariners
- Casey Shilts, executive vice president, Hicks Holding, Texas Rangers
- Alicia Nevins, vice president, Sponsorship Sales, Texas Rangers
- Kelly Keyes, vice president, Building Services, Toronto Blue Jays
- Susan Brioux, vice president, Finance/Administration, Toronto Blue Jays
- Laurel Lindsay, vice president, Consumer Marketing, Toronto Blue Jays

- Wilna Behr, vice president, Sports and Entertainment at Rogers Centre, Toronto Blue Jays

The San Francisco Giants led MLB with seven women in vice president positions. The Toronto Blue Jays had four. The rest of the teams had only one or two women in vice president positions.

In its own internal calculations, MLB's vice president group consists of vice presidents as well as executive vice presidents, senior vice presidents, and some senior directors depending on the management level and organizational structure of the Club. Using that method, 26 percent of their vice presidents are women and 20 percent are people of color.

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

Race: B
Gender: D-

See Table 9.

Vice Presidents					
2007			2002		
	%	#		%	#
White	90.0%	225	White	89%	178
African American	3.6%	9	African-American	5%	9
Latino	4.4%	11	Latino	4%	7
Asian	2.0%	5	Asian	2%	4
Women	16.0%	39	Women	12%	23
2006			2000		
White	87.0%	223	White	90%	170
African American	4.3%	11	African-American	6%	10
Latino	5.1%	13	Latino	3%	6
Asian	3.1%	8	Asian	1%	2
Women	15.0%	37	Women	6%	12
2005			1999		
White	88%	218	White	92%	176
African-American	4%	10	African-American	5%	9
Latino	5%	12	Latino	2%	4
Asian	3%	8	Asian	1.60%	3
Women	13%	31	Women	8%	16
2004			1998		
White	89%	199	White	92%	123
African-American	4%	11	African-American	5%	7
Latino	4%	10	Latino	<2%	2
Asian	3%	5	Asian	<2%	2
Women	14%	32	Women	5%	6

Table 9

Senior Administration

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

In the 2007 MLB season, the percent of senior team administrators who were people of color was 18 percent, up by three percentage points from 2006. Eight percent were African-American, nine percent Latino, and one percent was of Asian descent resulting in a one percentage point increase among African-Americans and a two percentage point increase for Latinos. Whites held 82 percent of the MLB team senior administration positions, a decrease of two percentage points from last year. Women saw a decrease of one percentage point and held 19 percent of senior administration positions.

According to MLB's internal records, in the 2007 MLB season, almost 22 percent of senior team administrators were people of color, marking a three percentage point increase from 2006. According to MLB, women held 34 percent of senior administration positions, marking an increase from 29 percent the previous year.

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

Race: B+
Gender: C

See Table 10.

Professional Administration

Positions categorized as professional administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category

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

x= Data not recorded

Table 10

excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

In 2007, the percentage of people of color holding professional positions decreased by a significant five percent. Of the professional administrators, 89 percent were white, a four percentage point increase. African-Americans stayed the same at five percent; Latinos decreased from eight percent to four percent in 2007. Those of Asian

descent had one percent of team professional administration, down one percent. The percentage of women increased to 29 percent, up from 24 percent in 2006.

According to internal calculations at MLB, the percentage of white professional administrators is 72 percent while people of color held 28 percent of these same positions. This was a two percentage point decrease from the 2006 season. MLB also listed the percentage of women holding team professional administration positions at 26 percent,

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

Totals may not equal 100% due to rounding.

x= Data not recorded

Table 11

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

x = Data not recorded

Table 12

a decrease of two percentage points from the previous year.

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

Race: B+
Gender: C

See Table 11.

Head Trainers		
	%	#
2007		
White	85%	52
African-American	5%	3
Latino	8%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2006		
White	87%	53
African-American	3%	2
Latino	8%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2005		
White	86%	49
African-American	4%	2
Latino	9%	5
Asian	2%	1
Other	0%	0
Women	0%	0
2004		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	0%	0
2003		
White	x	x
African-American	x	x
Latino	x	x
Asian	x	x
Other	x	x
Women	x	x

x=Data not recorded

Table 13

Diversity Initiatives

As can be seen in Chapter 9, MLB has outstanding diversity initiatives.

MLB Grade for Diversity Initiatives: A+

See Chapter 9.

Physicians and Head Trainers

The percentage of white team physicians decreased from 95 to 89 percent. People of color held eleven percent of these positions in MLB. African-Americans increased from three to four percent and Asians

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

x=Data not recorded

Table 14

represented five percent. Previously women represented one percent of physicians, but the number increased to four percent this year.

In 2007, people of color held 15 percent of head trainer positions (five percent African-American, eight percent Latino, and two percent

Asian). Whites held 85 percent, down from 87 percent in the 2006 Report. This category included both head athletic trainers and head strength and conditioning coaches/trainers. There were still no women.

See Tables 12 and 13.

Radio/TV Broadcasters

During the 2007 MLB season, whites held 80 percent of the broadcasting positions up one percent from the 2006 Report. African-Americans held three percent, the same as in 2006, while the percentage of Latinos decreased by one percentage point to 16 percent. There are only two Asian broadcasters in MLB. The percentage of broadcasters who were women increased from one to three percent, with seven broadcasters.

See Table 14.

Card looked at the isolated position of third baseman versus the entire infield, the percent of African-Americans was only five percent. The percentage of African-American pitchers is less than one half of what it was in 1983. Twenty-eight percent of outfielders, who rely on speed and reactive ability, were African-American during the 2007 MLB season. This was more than three times the percentage of African-Americans in MLB.

See Table 15.

Stacking

The Racial and Gender Report Cards previously examined the issue of stacking for the positions of pitcher, catcher, and third baseman filled by African-Americans. The question still remains, but now takes into account the three positions specifically identified by MLB as pitcher, catcher, and “infielder.” While the terminology has changed slightly, the concerns remain the same. These are baseball’s primary “thinking positions.” Only three percent of pitchers, and seven percent of infielders (down by two percentage points) were African-American.

Historically, there have been almost no African-American catchers and that remains the same. It is worth noting that in 2004 when the Report

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

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

Table 15

Chapter 3: National Basketball Association

OVERALL GRADES

The NBA earned its highest grade ever for gender, tied its highest grade ever for race and had men's pro sports first ever A for a combined grade for race and gender. The NBA had an A+ for race with 96.2 points (the same as the 2006-07 report) out of a possible 100, a B+ for gender with 84.5 points (up from 82) for a combined A. In the 2006 Racial and Gender Report Card, the NBA had an A+ for race and B for gender, which combined to give the league an overall grade of B+.

For the 2007-08 season, the NBA earned an A+ for race in the categories of players, league office professionals, head and assistant coaches and professional team administration. It earned an A- for race for team general managers and an A-/B+ for team senior administration. The B for team vice-presidents was the NBA's lowest grade for race. For gender, the NBA earned an A in the league office and for professional administrators.

GRADES BY CATEGORY

Players

The percentage of African-American players increased by one percentage point to 76 percent since last year's Racial and Gender Report Card. In the NBA's 2007-08 season, 20 percent were white and three percent were Latino. Asians still comprised less than one percent of NBA rosters, and an additional one percent of players are people of color categorized as "other." The percentage of Latino players remained the same as the last two seasons (three percent) while the percentage of white players decreased slightly from 21 percent in the 2006-07 season. Eighteen percent of the players were international, which was one percent less than last year. The all-time high percentage for African-American NBA players was 82 percent in the 1994-95 season.

NBA Grade for Players: A+

See Table 16.

Players							
		%	#				
2007-08				1998-99			
	White	20%	89		White	21%	x
	African-American	76%	343		African-American	78%	x
	Latino	3%	15		Latino	1%	x
	Asian	<1%	2		Other	0%	x
	Other	1%	5	1997-98			
	International	18%	81		White	23%	x
2006-07					African-American	77%	x
	White	21%	91		Latino	<1%	x
	African-American	75%	330		Other	0%	x
	Latino	3%	13	1996-97			
	Asian	<1%	2		White	20%	x
	Other	1%	4		African-American	79%	x
	International	19%	82		Latino	<1%	x
2005-06					Other	<1%	x
	White	22%	97	1995-96			
	African-American	73%	315		White	20%	x
	Latino	3%	13		African-American	80%	x
	Asian	<1%	2		Latino	0%	x
	Other	1%	5		Other	<1%	x
	International	19%	82	1994-95			
2004-05					White	18%	x
	White	23%	98		African-American	82%	x
	African-American	73%	313		Latino	0%	x
	Latino	2%	9		Other	0%	x
	Asian	<1%	3	1993-94			
	Other	1%	6		White	21%	x
	International	19%	81		African-American	79%	x
2003-04					Latino	0%	x
	White	22%	91	1992-93			
	African-American	76%	311		White	23%	x
	Latino	1%	5		African-American	77%	x
	Asian	<1%	3		Latino	0%	x
	Other	0%	0		Other	0%	x
	International	17%	68	1991-92			
2001-02					White	25%	x
	White	20%	x		African-American	75%	x
	African-American	78%	x		Latino	0%	x
	Latino	1%	x	1990-91			
	Asian	<1%	x		White	28%	x
	Other	0%	x		African-American	72%	x
2000-01					Latino	0%	x
	White	21%	x	1989-90			
	African-American	78%	x		White	25%	x
	Latino	1%	x		African-American	75%	x
	Other	0%	x		Latino	0%	x
1999-2000							
	White	22%	x				
	African-American	78%	x				
	Latino	<1%	x				
	Other	0%	x				

x=Data not recorded

TABLE 16

NBA League Office

In the NBA's League Office, as of April 1, 2008, 34 percent of all

professional positions were held by people of color, the same percentage as the last Report Card that covered the 2006-07 season. This tied the

highest percentage in NBA history and was higher than any other men's professional league in any previous Report Card. Of all professional employees, 66 percent were white, 20 percent were African-American, seven percent were Latino and seven percent were Asian. The percentages of whites, African-Americans, Latinos, and Asians remained unchanged from last season.

Women made up 41 percent of professional employees, a increase of two percentage points from the 2006-07 Report Card, interrupting three consecutive years of declining percentages for women professionals in the NBA League office. The 41 percent is still higher than any other league office for women as professionals in men's professional sport.

There were 24 people of color in vice president positions at the NBA during the 2007-08 season:

- Stuart Jackson, executive vice president, Basketball Operations
- Michael Bantom, senior vice president, Player and Basketball Development
- Kerry Chandler, senior vice president, Human Resources
- Gail Hunter, senior vice president, Events & Attractions
- Stephen O. Richard, senior vice president, Finance
- Mark Tatum, senior vice president, Marketing and Media
- Bernard Tolbert, senior vice president, Security
- Garth Case, vice president, Information Technology
- Linda L. Choong, vice president, Retail Group
- Emilio Collins, vice president, Marketing Partnerships
- Rudy Crew, vice president, Live Programming and Entertainment
- Luis M. Garcia-Vazquez, vice president, International Finance
- Robert Jamieson, vice president, Financial Planning and Analysis
- George Land, Jr., vice president, Business Operations
- Michelle Leftwich, vice president,

- Assistant General Counsel
- Stephanie A. Murphy, vice president, Retail Sales
- Frank David Nakano, vice president, Marketing Partnerships
- Kenneth J. Payne, vice president, Events and Attractions

- Myles Pistorius, vice president, Legal and Business Affairs
- Rory Sparrow, vice president, Community and Player Programs
- Leah M. Wilcox, vice president, Player and Talent Relations
- Tatia Williams, vice president,

League Office: Professional Employees							
		%	#		%	#	
2007-08				1999-2000			
	White	66%	541		White	75%	434
	African-American	20%	163		African-American	18%	105
	Latino	7%	59		Latino	4%	25
	Asian	7%	58		Asian	3%	15
	Other	<1%	1		Other	<1%	1
	Women	41%	337		Women	42%	246
	Total	x	822		Total	x	580
2006-07				1997-98			
	White	66%	529		White	78%	415
	African-American	20%	160		African-American	16%	86
	Latino	7%	53		Latino	4%	19
	Asian	7%	53		Asian	2%	13
	Other	<1%	1		Other	0%	0
	Women	39%	313		Women	45%	239
	Total	x	796		Total	x	533
2005-06				1996-97			
	White	67%	492		White	77%	377
	African-American	19%	143		African-American	17%	83
	Latino	7%	52		Latino	3%	14
	Asian	6%	46		Asian	3%	12
	Other	<1%	1		Other	0%	0
	Women	41%	298		Women	44%	214
	Total	x	734		Total	x	486
2004-05				1995-96			
	White	68%	474		White	79%	306
	African-American	18%	127		African-American	16%	61
	Latino	7%	48		Latino	<2%	7
	Asian	6%	44		Asian	3%	10
	Other	<1%	1		Other	<1%	3
	Women	42%	291		Women	49%	188
	Total	x	694		Total	x	387
2003-04				1994-95			
	White	71%	484		White	77%	251
	African-American	18%	129		African-American	19%	52
	Latino	6%	39		Latino	<2%	6
	Asian	5%	33		Asian	<2%	5
	Other	0%	0		Other	<1%	1
	Women	43%	303		Women	46%	151
	Total	x	685		Total	x	325
2001-02							
	White	72%	459				
	African-American	17%	11				
	Latino	6%	39				
	Asian	5%	30				
	Other	0%	1				
	Women	40%	259				
	Total	x	640				

Note: The NBA League data includes the league office, NBA Properties, and NBA Entertainment.

Data provided by the NBA league offices. x= Data not recorded

TABLE 17

Chapter 3: National Basketball Association

Business Affairs

- Dongwei Yang, vice president, Business Development and Marketing Partnerships
- Bob Lanier, special assistant to the Commissioner

Including Chandler, Choong, Hunter, Leftwich, Murphy, Wilcox, and Williams there were 23 women at this level:

- Heidi Ueberroth, president, Global Marketing Partnerships and Int'l. Business Operations
- Carol Albert, senior vice president, Marketing
- Kathleen Behrens, senior vice president, Community and Player Programs
- Ayala Deutsch, senior vice president and Chief Intellectual Property Counsel
- Kimberly Bohuny, vice president, Basketball Operations-International
- Stacy Corbo, vice president, Customer Service
- Donna Daniels, vice president, Marketing and Strategic Planning
- Julie DeJesus-Evans, vice president, Creative Services
- Joy Dellapina, vice president
- Kelly Flatow, vice president, Business Development
- Mary Pat Gillin, vice president, Marketing Services
- Leslie Julich, vice president, Employee Relations
- Stacy McWilliams, vice president, Marketing and Strategic Planning
- Victoria Picca, vice president, Legal and Business Affairs
- Noreen Reilly, vice president, Administration
- Nancy Zellner, vice president, Benefits

NBA Grade for League Central Offices:

Race: A+
Gender: A

See Table 17.

Ownership

There were three women who had majority ownership of NBA franchises.

Colleen J. Maloof and Adrienne Maloof-Nassif were part of the Maloof family ownership of the NBA's Sacramento Kings. Irene Pollin was co-owner of the NBA's Washington Wizards and WNBA's Washington Mystics with her husband Abe.

Robert L. Johnson, the owner of the Charlotte Bobcats, is the NBA's only African-American owner. He is also the only African-American majority owner in men's professional sport.

See Table 18.

Head Coaches

African-Americans held 12 head coaching jobs at the start of the 2007-08 NBA season, which equaled 40 percent of the total for the past two seasons. The 2001-02 season recorded the highest percentage of African-American head coaches (48 percent) in the history of any sport – collegiate or professional. This season matched the 40 percent in the 2004-05 and 2006-07 seasons. There were 18 white head coaches (60 percent) and no Asian or Latino NBA head coaches during the 2007-08 season.

The 12 African-American head

Majority Owners					
	%	#		%	#
2007-08			2001-02		
White	97%	35	White	100%	x
African-American	3%	1	African-American	0%	x
Latino	0%	0	Latino	0%	x
Asian	0%	0	Asian	0%	x
Other	0%	0	Women	0%	x
Women	8%	3	2001-02		
2006-07			White	100%	x
White	98%	44	African-American	0%	x
African-American	2%	1	Latino	0%	x
Latino	0%	0	Asian	0%	x
Asian	0%	0	Women	0%	x
Other	0%	0	2000-01		
Women	6%	3	White	100%	x
2005-06			African-American	0%	x
White	98%	44	Latino	0%	x
African-American	2%	1	Asian	0%	x
Latino	0%	0	Women	0%	x
Asian	0%	0	1999-2000		
Other	0%	0	White	100%	x
Women	6%	3	African-American	0%	x
2004-05			Latino	0%	x
White	91%	50	Asian	0%	x
African-American	9%	1	Women	0%	x
Latino	0%	0	1998-99		
Asian	0%	0	White	100%	x
Other	0%	0	African-American	0%	x
Women	5%	3	Latino	0%	x
2003-04			Asian	0%	x
White	96%	25	Women	0%	x
African-American	4%	1	1997-98		
Latino	0%	0	White	100%	x
Asian	0%	0	African-American	0%	x
Other	0%	0	Latino	0%	x
Women	12%	3	Asian	0%	x
			Women	0%	x

x= Data not recorded

TABLE 18

coaches at the start of the 2007-08 NBA season were:

- Mike Woodson, Atlanta Hawks
- Glenn “Doc” Rivers, Boston Celtics
- Sam Vincent, Charlotte Bobcats
- Mike Brown, Cleveland Cavaliers
- Avery Johnson, Dallas Mavericks
- Byron Scott, New Orleans
- Isiah Thomas, New York Knicks
- Nate McMillan, Portland Trail Blazers
- Maurice Cheeks, Philadelphia 76ers
- Reggie Theus, Sacramento Kings

- Sam Mitchell, Toronto Raptors
- Eddie Jordan, Washington Wizards

The 55 African-American head coaches in the history of the NBA are more than twice as many head coaches of color than any other men’s pro sport. Major League Baseball is second with 26 managers of color.

NBA Grade for Head Coaches: A+

See Tables 19 and 20.

Assistant Coaches

At 42 percent the NBA set its highest percentage of assistant coaches of color ever. The percentage of African-Americans in assistant coaching positions in the NBA during the 2007-08 season remained at 40 percent while the percentage held by whites decreased from 59 percent during the 2006-07 season to 58 percent during the 2007-08 season. The Latino, Asian and “other” categories each equaled less than one percent of the assistants during the 2007-08 season.

NBA Grade for Assistant Coaches: A+

See Table 21.

Top Management

Chief Executive Officer

As of the end of the 2007-08 regular season, there were seven African-American presidents in the NBA, surpassing last year’s all-time high of four. They included team CEOs:

- Terdema Ussery, Dallas Mavericks
- Fred Whitfield, Charlotte Bobcats
- Steve Mills, New York Knicks and New York Liberty
- Billy King, Philadelphia 76ers
- Larry Miller, Portland Trail Blazers

There also were two African-American presidents of basketball operations in the NBA:

- Joe Dumars, Detroit Pistons
- Isiah Thomas, New York Knicks

They are the only African-American CEO/presidents in the history of men’s professional sports with the exception of a brief period that Ulice Payne was the president of MLB’s Milwaukee Brewers in 2002.

Susan O’Malley, who was the first and only female president in the history of the NBA, left her position as the Washington Sports & Entertainment president.

Steve Mills is the president of all

Head Coaches								
		%	#					
2007-08	White	60%	18	1999-2000	White	79%	23	
	African-American	40%	12		African-American	21%	6	
	Asian	0%	0		Asian	0%	0	
	Latino	0%	0		Latino	0%	0	
	Women	0%	0		Women	0%	0	
2006-07	White	60%	18	1998-99	White	86%	25	
	African-American	40%	12		African-American	14%	4	
	Asian	0%	0		Asian	0%	0	
	Latino	0%	0		Latino	0%	0	
	Women	0%	0		Women	0%	0	
2005-06	White	63%	19	1997-98	White	83%	24	
	African-American	37%	11		African-American	17%	5	
	Asian	0%	0		Asian	0%	0	
	Latino	0%	0		Latino	0%	0	
	Women	0%	0		Women	0%	0	
2004-05	White	60%	18	1996-97	White	76%	22	
	African-American	40%	12		African-American	24%	7	
	Asian	0%	0		Latino	0%	0	
	Latino	0%	0		1995-96	White	81%	23
	Women	0%	0			African-American	19%	6
2003-04	White	63%	19	Latino		0%	0	
	African-American	37%	11	1994-95		White	81%	22
	Asian	0%	0			African-American	19%	5
	Latino	0%	0		Latino	0%	0	
	Women	0%	0		1993-94	White	81%	22
2001-02	White	52%	15			African-American	19%	5
	African-American	48%	14	Latino		0%	0	
	Asian	0%	0	1992-93		White	74%	20
	Latino	0%	0			African-American	26%	7
	Women	0%	0		Latino	0%	0	
2000-01	White	66%	19		1991-92	White	93%	25
	African-American	34%	10			African-American	7%	2
	Asian	0%	0	Latino		0%	0	
	Latino	0%	0					
	Women	0%	0					

TABLE 19

Historical Listing of African-American Professional Head Coaches in the NBA

NBA (55 coaches as of end of 2007-08 season)

	Team	Year(s)	Record		Team	Year(s)	Record	
Bill Russell	Boston	1966-69	162-123	John Lucas	San Antonio	1992-94	94-49	
	Seattle	1973-77	162-166		Philadelphia	1994-96	42-122	
	Sacramento	1987-88	17-41		Cleveland	2001-03	37-87	
Al Attles	San Fran/Golden State	1969-83	557-518	Quinn Buckner	Dallas	1993-94	13-69	
	Lenny Wilkens	Seattle	1969-72	121-125	Magic Johnson	L.A. Lakers	1993-94	5-11
Portland		1974-76	75-89	Butch Beard	New Jersey	1994-96	60-104	
Seattle		1977-85	357-277	Alvin Gentry	Miami	1994-95	15-21	
Cleveland		1986-93	316-258		Detroit	1997-2000	73-72	
Atlanta		1993-00	310-232	Bob Lanier	L.A. Clippers	2000-03	89-133	
Toronto		2000-02	121-142	M.L. Carr	Golden State	1994-95	25-Dec	
New York		2003-05	40-45	Jim Cleamons	Boston	1995-97	48-116	
Earl Loyd		Detroit	1971-72	22-53	Johnny Davis	Dallas	1996-98	28-70
Ray Scott		Detroit	1972-76	147-134	Eddie Jordan	Philadelphia	1996-97	22-60
K.C. Jones		Capital/Washington	1973-76	155-91		Orlando	2004-05	51-84
	Boston	1983-88	308-102	Darrell Walker	Sacramento	1996-98	33-64	
Draff Young	Seattle	1990-92	59-59		Washington	2003-present	196-214	
	Elgin Baylor	Kansas City/Omaha	1973-74	0-3		Toronto	1996-98	41-90
New Orleans		1974-75	0-1	Butch Carter	Washington	1999-00	15-23	
Bob Hopkins	New Orleans	1976-79	64-98	Lionel Hollins	Toronto	1998-00	68-64	
	Seattle	1977-78	5-17	Doc Rivers	Vancouver	1999-00	18-42	
Willis Reed	New York	1977-79	49-47		Orlando	1999-03	176-178	
	New Jersey	1987-89	33-77	Leonard Hamilton	Boston	2004-present	168-160	
Tom Sanders	Boston	1977-79	23-39	Nate McMillan	Washington	2000-01	19-63	
Paul Silas	San Diego	1980-83	78-168	Byron Scott	Seattle	2000-2004	212-183	
	Charlotte/New Orleans	1998-2002	221-171	Isiah Thomas	Portland	2005-present	94-152	
Don Chaney	Cleveland	2003-05	69-77	Bill Cartwright	New Jersey	2000-2003	174-154	
	L.A. Clippers	1984-87	53-132	Maurice Cheeks	New Orleans	2004-present	151-177	
	Houston	1988-92	164-134	Mike Evans	Indiana	2000-03	136-125	
	Detroit	1993-95	48-116	Frank Johnson	New York	2006-07	56-108	
Bernie Bickerstaff	New York	2001-2003	72-112	Keith Smart	Chicago	2001-04	51-100	
	Seattle	1985-90	202-208	Mike Woodson	Portland	2001-04	165-146	
	Denver	1994-96	59-68	Terry Porter	Philadelphia	2005-present	113-133	
	Washington	1997-99	77-72	Sam Mitchell	Denver	2001-02	18-38	
Gene Littles	Charlotte Bobcats	2004-2006	67-161	Randy Ayers	Phoenix	2001-04	65-75	
	Cleveland	1985-86	4-11	Herb Williams	Cleveland	2003	9-31	
	Charlotte	1989-91	37-87	Dwane Casey	Atlanta	2004-present	106-222	
Wes Unseld	Denver	1994-95	3-13	Avery Johnson	Milwaukee	2003-2004	71-93	
	Washington	1987-94	202-345	Mike Brown	Toronto	2004-present	148-180	
Mel Daniels	Indiana	1988-89	0-2	Reggie Theus	Philadelphia	2003-04	21-31	
Stu Jackson	New York	1989-91	52-45	Sam Vincent	New York	2003-2004	17-27	
	Vancouver	1996-97	6-33		Minnesota	2005-2007	53-69	
Mack Calvin	L.A. Clippers	1991-92	1-1		Dallas	2005-present	194-70	
Fred Carter	Philadelphia	1992-94	32-76		Cleveland	2005-present	145-101	
	Gar Heard	Dallas	1992-93		Sacramento	2007-present	38-44	
Sidney Lowe	Washington	1999-00	14-30		Charlotte	2007-present	32-50	
	Minnesota	1993-94	33-102					
	Vancouver/Memphis	2001-03	46-126					

Table 20

team operations at Madison Square Garden, making him the CEO of three franchises including the New York Knicks, New York Rangers and New York Liberty.

See Table 22.

Assistant Coaches			Assistant Coaches		
	%	#		%	#
2007-08			1999-2000		
White	58%	97	White	64%	74
African-American	40%	66	African-American	36%	41
Latino	1%	1	Latino	0%	0
Asian	1%	1	Asian	0%	0
Other	1%	1	Other	0%	0
Women	0%	0	Women	0%	0
2006-07			1998-99		
White	59%	93	White	67%	77
African-American	40%	63	African-American	33%	38
Latino	1%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2005-06			1997-98		
White	62%	96	White	66%	76
African-American	38%	59	African-American	34%	39
Latino	1%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2004-05			1996-97		
White	66%	100	White	66%	61
African-American	33%	50	African-American	34%	32
Latino	0%	0	Latino	0%	0
Asian	1%	1	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2003-04			1995-96		
White	71%	98	White	59%	51
African-American	29%	40	African-American	41%	35
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2001-02			1994-95		
White	67%	79	White	60%	45
African-American	33%	39	African-American	40%	30
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2000-01			1993-94		
White	x	x	White	68%	48
African-American	x	x	African-American	32%	30
Latino	x	x	Latino	0%	0
Asian	x	x	Other	0%	0
Other	x	x			
Women	x	x			
			1992-93		
			White	73%	49
			African-American	27%	18
			Latino	0%	0
			Other	0%	0
			1991-92		
			White	67%	51
			African-American	33%	25

x= Data not recorded

TABLE 21

General Manager

In what the NBA considers a general manager or a position equivalent to a general manager, during the 2007-08 season, there were seven African-American (23 percent) principals in

charge of day-to-day operations/ general managers in the NBA. There had been eight African-American GMs in the 2006-07 season. In 2007-08, the following held this position:

- Billy Knight, executive vice president and general manager,

CEO/President			CEO/President		
	%	#		%	#
2007-08			2007-08		
White	77%	23	White	77%	23
African-American	23%	7	African-American	23%	7
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	0%	0
2006-07			2006-07		
White	87%	29	White	87%	29
African-American	13%	4	African-American	13%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	3%	1	Women	3%	1
2005-06			2005-06		
White	87.50%	28	White	87.50%	28
African-American	12.50%	4	African-American	12.50%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	3%	1	Women	3%	1
2004-05			2004-05		
White	90%	28	White	90%	28
African-American	10%	3	African-American	10%	3
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	3%	1	Women	3%	1
2003-04			2003-04		
White	90%	27	White	90%	27
African-American	10%	3	African-American	10%	3
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	3%	1	Women	3%	1
2001-02			2001-02		
White	96%	x	White	96%	x
African-American	4%	x	African-American	4%	x
Latino	0%	x	Latino	0%	x
Asian	0%	x	Asian	0%	x
Women	4%	x	Women	4%	x
2000-01			2000-01		
White	90%	x	White	90%	x
African-American	10%	x	African-American	10%	x
Latino	0%	x	Latino	0%	x
Asian	0%	x	Asian	0%	x
Women	3%	x	Women	3%	x
1999-2000			1999-2000		
White	90%	x	White	90%	x
African-American	10%	x	African-American	10%	x
Latino	0%	x	Latino	0%	x
Asian	0%	x	Asian	0%	x
Women	3%	x	Women	3%	x
1998-99			1998-99		
White	90%	x	White	90%	x
African-American	10%	x	African-American	10%	x
Latino	0%	x	Latino	0%	x
Asian	0%	x	Asian	0%	x
Women	3%	x	Women	3%	x
1997-98			1997-98		
White	90%	x	White	90%	x
African-American	10%	x	African-American	10%	x
Latino	0%	x	Latino	0%	x
Other	0%	x	Other	0%	x
Women	7%	x	Women	7%	x

x= Data not recorded

TABLE 22

Chapter 3: National Basketball Association

- Atlanta Hawks
- Rod Higgins, head coach and general manager, Charlotte Bobcats
- Joe Dumars, president of Basketball Operations, Detroit Pistons
- Elgin Baylor, vice president of Basketball Operations and general manager, Los Angeles Clippers
- Isiah Thomas, head coach and general manager, New York Knicks
- Otis Smith, general manager, Orlando Magic
- Billy King, president, Philadelphia 76ers

The percentage of African-Americans was at its highest percentage in the 1994-95 season when 31 percent of general manager positions were held by African-Americans. There has never been a Latino or Asian general manager in the NBA.

NBA Grade for General Manager: A-

See Table 23.

Team Vice Presidents

In the NBA, 11 percent of the team vice president positions were held by African-Americans (the same as

last season's Report Card) while Latinos also remained the same at three percent, but increased their total number from eight to nine vice presidents. Whites held 85 percent of the vice president positions, the same as last season, despite increasing their total number by 10. There were three Asian vice presidents. People of color held 15 percent of team vice president positions in 2007-08, the same percentage as the previous season, when the NBA set an all-time high for team vice presidents in men's professional sport.

Women occupied 18 percent of these posts, a one percentage point increase from last year's Report Card and equaling their all-time high for team vice-presidents. Women have made steady increases every year since the Racial and Gender Report Card first kept data in the 1993-94 season, with the exception of last year when there was a one percent decrease.

There were 32 African-American NBA team vice presidents, 11 of whom were women.

Male African-American vice presidents on NBA teams included:

- Arthur Triche, vice president, Public Relations, Atlanta Hawks
- Dominique Wilkins, vice president, Basketball Operations, Atlanta Hawks
- David Lee, vice president, Business Development, Atlanta Hawks
- Jared F. Bartie, Chief Administrative Officer and General Counsel, Charlotte Bobcats
- Ed Lewis, vice president, Government Relations, Charlotte Bobcats
- Seth J. Bennett, vice president, Experiential Marketing, Charlotte Bobcats
- Bernie Bickerstaff, executive vice president, Basketball Operations, Charlotte Bobcats
- Michael Jordan, managing member, Basketball Operations, Charlotte Bobcats
- Amadou Gallo Fall, vice president, International Affairs, Director

General Manager/Director of Player Personnel							
		%	#				
2007-08				2000-01			
	White	77%	23		White	79%	23
	African-American	23%	7		African-American	21%	6
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2006-07				1999-2000			
	White	73%	22		White	84%	25
	African-American	27%	8		African-American	16%	4
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2005-06				1998-99			
	White	77%	24		White	79%	23
	African-American	23%	7		African-American	21%	6
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2004-05				1997-98			
	White	77%	24		White	72%	21
	African-American	23%	7		African-American	28%	8
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2003-04				1996-97			
	White	83%	25		White	72%	21
	African-American	17%	5		African-American	28%	8
	Latino	0%	0		Latino	0%	0
	Asian	0%	0				
	Women	0%	0		1995-96		
					White	72%	20
2001-02					African-American	28%	9
	White	83%	25		Latino	0%	0
	African-American	17%	5		1994-95		
	Latino	0%	0		White	69%	20
	Asian	0%	0		African-American	31%	9
	Women	0%	0		Latino	0%	0

TABLE 23

- of Player Personnel, Dallas Mavericks
- Dwayne Redmon, vice president, Finance, Golden State Warriors
- Travis Stanley, executive vice president, Team Marketing, Golden State Warriors
- Keith Jones, vice president, Basketball Operations, Houston Rockets
- Quinn Buckner, vice president, Communications, Indiana Pacers
- Earvin “Magic” Johnson, vice

- president, Los Angeles Lakers
- Michael McCullough, executive vice president/chief marketing officer, Miami Heat
- Steve Martin, senior vice president, Community Investment and External Affairs, New Orleans Hornets
- Mark West, vice president, Player Programs, Phoenix Suns
- Wayne Cooper, vice president, Basketball Operations, Sacramento Kings

- Ian Clarke, executive vice president, chief financial officer and Business Development, Toronto Raptors
- Walt Perrin, vice president, Player Personnel, Utah Jazz
- Milt Newton, vice president, Player Personnel, Washington Wizards

Female African-American vice presidents on NBA teams included:

- LaVerne Henderson, vice president, Community Development, Atlanta Hawks
- LaRita Barber, senior vice president, Community Relations and Executive Director Charlotte Jumper Classic, Charlotte Bobcats
- Marlene Hendricks, vice president, Guest Services and Event Staffing, Charlotte Bobcats
- Donna Julian, senior vice president, Arena and Event Operations, Charlotte Bobcats
- Vivian Mora, vice president, Human Resources, Houston Rockets
- Sonia Harty, vice president, Human Resources, Miami Heat
- Eve Wright, vice president, Associate General Counsel, Miami Heat
- Petra Pope, vice president, Entertainment and Event Marketing, New Jersey Nets
- Karen Buchholz, vice president, Community Relations and Fan Development, New York Knicks
- Sarah Mensah, vice president, Marketing and Sales, Portland Trail Blazers
- Judy Holland-Burton, senior vice president, Community Relations, Washington Wizards

There were seven Latino vice-presidents on NBA teams, including:

- Mario Etemad, executive vice president, Detroit Pistons
- Dana Davis, vice president, Basketball Operations and Team Programs, Memphis Grizzlies
- Tony Coba, senior vice president and chief information officer, Miami Heat
- Alex Diaz, senior vice president and general manager of arena operations, New Jersey Nets

Vice Presidents					
	%	#		%	#
2007-08			1998-99		
White	85%	258	White	90%	170
African-American	11%	32	African-American	9%	17
Latino	3%	9	Latino	1%	2
Asian	1%	4	Asian	0%	0
Women	18%	55	Women	12%	22
2006-07			1997-98		
White	85%	248	White	87%	138
African-American	11%	32	African-American	12%	19
Latino	3%	8	Latino	1%	2
Asian	1%	4	Asian	0%	0
Women	17%	49	Women	12%	16
2005-06			1996-97		
White	87%	252	White	90%	140
African-American	8%	24	African-American	10%	15
Latino	3%	8	Latino	<1%	1
Asian	1%	4	Other	0%	0
Women	18%	52	Women	8%	13
2004-05			1995-96		
White	86%	232	White	92%	132
African-American	10%	28	African-American	8%	12
Latino	2%	6	Latino	0%	0
Asian	1%	3	Other	0%	0
Women	18%	48	Women	7%	10
2003-04			1994-95		
White	88%	192	White	87%	109
African-American	9%	19	African-American	12%	15
Latino	3%	7	Latino	0%	0
Asian	0%	0	Asian	<1%	1
Women	17%	39	Women	6%	8
2001-02			1993-94		
White	90%	175	White	87%	97
African-American	7%	13	African-American	12%	14
Latino	3%	5	Latino	0%	0
Asian	0%	0	Asian	<1%	1
Women	15%	29	Women	3%	4
1999-2000					
White	89%	164			
African-American	10%	18			
Latino	1%	1			
Asian	0%	0			
Women	13%	24			

TABLE 24

Chapter 3: National Basketball Association

- Leo Gomez, vice president, Public Affairs and Corporate Administration, San Antonio Spurs
- Diego Rocca Salva, vice president, Operations, Toronto Raptors
- Maurizio Gherardini, vice president, Assistant General Manager, Toronto Raptors

The two Latina vice presidents were:

- Neda Barrie, executive vice president, Business Development, Golden State Warriors
- Kathryn Jordan, vice president, Team Development, Indiana Pacers

There were three Asian men serving as vice-presidents on NBA teams, including:

- Peter Wong, vice president, Human Resources, Phoenix Suns
- Rich Cho, Assistant General Manager, Seattle SuperSonics
- Kevin Nonomura, vice president, Finance, Toronto Raptors

There was one Asian female vice president:

- Sandra Carreon-John, vice president, Sports Team Publicity, New York Knicks

There were six teams with more than one African-American vice president: the Atlanta Hawks, Charlotte Bobcats, Golden State Warriors, Houston Rockets, Miami Heat, and Washington Wizards. The Golden State Warriors, Miami Heat, Indiana Pacers, New Jersey Nets and Toronto Raptors had Latino and African-American vice presidents.

Including Henderson, Hendricks, Julian, Barber, Mora, Harty, Mensah, Holland-Burton, Wright, Pope, Barrie, Jordan, Buchholz and Carreon-John, there were 55 (18 percent) women vice presidents during the 2007-08 NBA season:

- Ginni Siler, vice president, Human Resources, Atlanta Hawks
- Ailey Penningroth, vice president, Strategic Planning, Atlanta Hawks
- Kay Lowery, vice president, Human Resources, Charlotte

Senior Administrators					
	%	#		%	#
2007-08			2001-02		
White	78%	401	White	83%	x
African-American	14%	71	African-American	14%	x
Latino	6%	30	Latino	3%	x
Asian	2%	9	Asian	2%	x
Other	<1%	1	Women	29%	x
Women	27%	136	2000-01		
2006-07			White	83%	x
White	80%	377	African-American	12%	x
African-American	13.40%	63	Latino	3%	x
Latino	5.10%	24	Asian	2%	x
Asian	1.30%	6	Women	36%	x
Other	0%	0	1999-2000		
Women	25%	117	White	85%	x
2005-06			African-American	10%	x
White	80%	367	Latino	3%	x
African-American	13%	58	Asian	2%	x
Latino	5%	25	Women	40%	x
Asian	2%	7	1998-99		
Other	0%	0	White	86%	x
Women	23%	107	African-American	11%	x
2004-05			Latino	<2%	x
White	84%	370	Asian	<2%	x
African-American	12%	52	Women	41%	x
Latino	3%	15	1997-98		
Asian	1%	6	White	87%	x
Other	0%	0	African-American	11%	x
Women	24%	108	Other	2%	x
2003-04			Women	31%	x
White	84%	283	1996-97		
African-American	12%	42	White	88%	x
Latino	2%	4	African-American	11%	x
Asian	<1%	4	Other	1%	x
Other	0%	0	Women	23%	x
Women	26%	84			

x=Data not recorded

TABLE 25

- Bobcats
- Deb Dowling-Canino, vice president, Community Relations, Fan Development, Denver Nuggets
- Diane Ferranti, vice president, Multimedia, Detroit Pistons
- Ellen Gahagan, vice president, Marketing, Detroit Pistons
- Susan Greenfield, vice president, Legal, Detroit Pistons
- Marilyn Hauser, executive vice president, Detroit Pistons
- Seliece Caldwell, vice president, Ticket Sales and Business Communications, Houston Rockets
- Jane Wardle, vice president, Budgeting, Indiana Pacers

- Donna Wilkinson, vice president, Human Resources, Indiana Pacers
- Jeanie Buss, executive vice president, Business Operations, Los Angeles Lakers
- Kim Stone, executive vice president and general manager of American Airlines Arena, Miami Heat
- Raquel Libman, executive vice president and general counsel, Miami Heat
- Jennifer Mallery, vice president, Ticket Operations and Services, Miami Heat
- Audra Hollifield, vice president, Human Resources of Administrative Services, Orlando

Professional Administration

	%	#		%	#
2007-08			1998-99		
White	72%	777	White	83%	x
African-American	16%	172	African-American	12%	x
Latino	9%	95	Latino	4%	x
Asian	3%	27	Asian	1%	x
Other	<1%	4	Women	39%	x
Women	40%	429	1997-98		
2006-07			White	83%	x
White	74%	818	African-American	13%	x
African-American	15%	165	Latino	3%	x
Latino	8%	84	Asian	1%	x
Asian	3%	37	Women	39%	x
Other	<1%	7	1996-97		
Women	41%	460	White	83%	x
2005-06			African-American	14%	x
White	74%	672	Other	3%	x
African-American	14%	130	Women	38%	x
Latino	8%	76	1995-96		
Asian	3%	28	White	84%	x
Other	1%	5	African-American	13%	x
Women	42%	380	Other	<3%	x
2004-05			Women	45%	x
White	77%	684	1994-95		
African-American	13%	112	White	87%	x
Latino	7%	60	African-American	10%	x
Asian	3%	25	Latino	<1%	x
Other	0%	3	Asian	<1%	x
Women	43%	381	Other	1%	x
2003-04			Women	32%	x
White	76%	1192	1993-94		
African-American	14%	222	White	84%	x
Latino	7%	108	African-American	13%	x
Asian	2%	30	Latino	2%	x
Other	1%	9	Asian	<1%	x
Women	39%	602	Other	<1%	x
2001-02			1992-93		
White	79%	x	White	86%	x
African-American	13%	x	African-American	11%	x
Latino	6%	x	Latino	2%	x
Asian	<2%	x	Asian	1%	x
Other	<1%	x	Other	<1%	x
Women	48%	x	1999-2000		
1999-2000			White	77%	x
White	77%	x	African-American	15%	x
African-American	15%	x	Latino	6%	x
Latino	6%	x	Asian	2%	x
Asian	2%	x	Women	52%	x
Women	52%	x			

x=Data not recorded

TABLE 26

president, Marketing Partnerships, Phoenix Suns

- Julie Fie, vice president, Basketball Communications, Phoenix Suns
- Cathey Moses, vice president, Marketing, Phoenix Suns
- Michele Daterman, vice president, Marketing, Portland Trail Blazers
- Traci Reandeau, vice president, Human Resources, Portland Trail Blazers
- Cheri Hanson, vice president, Communications, Portland Trail Blazers
- Traci Rose, vice president, Community Relations, Portland Trail Blazers
- Dannette Leighton, vice president, Marketing, Brand Development, and Monarchs Business Operations, Sacramento Kings
- Ruth Hill, vice president, Finance, Sacramento Kings
- Donna Ruiz, vice president, Human Resources, Sacramento Kings
- Alison Fox, vice president, Community Relations, Sports and Entertainment, San Antonio Spurs
- Lori Warren, vice president, Finance, San Antonio Spurs
- Paula Winslow, vice president, Human Resources, San Antonio Spurs
- Karen Bryant, senior vice president, Community Development, COO of the Seattle Storm, Seattle Supersonics
- Beth Robertson, vice president, Marketing, Executive Director Raptors Foundation, Toronto Raptors
- Robin Brudner, senior vice president, general counsel, and corporate secretary, Toronto Raptors
- Mardi Walker, senior vice president, People, Toronto Raptors
- Linda Luchetti, vice president, Communications, Utah Jazz
- Rhonda Ballute, vice president, Customer Service and Ticket Operations, Washington Wizards
- Jane Taylor, senior vice president, Chief of Marketing, Washington Wizards

- Magic
- Lara Price, senior vice president, Business Operations, Philadelphia 76ers
- Lane Miller, vice president, Human Resources, Philadelphia 76ers
- Gail Clark, vice president, Project

- Development, Philadelphia 76ers
- Amy Cohen, vice president, Associate General Counsel, Philadelphia 76ers
- Ann Meyers Drysdale, vice president, Phoenix Suns
- Lynn Agnello, senior vice

Chapter 3: National Basketball Association

The Miami Heat and Portland Trail Blazers led the league with five female vice presidents. The Phoenix Suns, Charlotte Bobcats, Detroit Pistons, and Philadelphia 76ers had four female vice presidents. The Atlanta Hawks, Indiana Pacers, Sacramento Kings, San Antonio Spurs, Toronto Raptors and Washington Wizards were close behind with three each.

NBA Grade for Team Vice Presidents:

Race: B
Gender: F

See Table 24.

Senior Administrators

This category includes the following titles but is not restricted to: director, assistant general manager, chief legal counsel, chief operating officer, chief financial officer, public relations director and director of community relations.

The percentage of people of color holding senior administrative positions on NBA teams increased to over 22 percent from less than 20 percent surpassing last year's all-time record high for the NBA. In 2007-08, 78 percent of senior administrators were white, 14 percent were African-American, six percent were Latino and two percent were Asian. The percentages of African-Americans, Latinos and Asians increased by almost one percentage point each. The percentage of women in senior administrative positions increased to 27 percent and reached an all-time high in numbers with 136 women holding such positions.

NBA Grade for Senior Administration

Race: B+/A-
Gender: C

See Table 25.

Professional Administration

Positions categorized as professional administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category

excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

The percentage of people of color holding professional positions on NBA teams reached an all-time record with over 28 percent, up from 26 percent in last year's Report Card. During

Physicians							
		%	#		%	#	
2007-08				1999-2000			
	White	89%	59		White	96%	48
	African-American	3%	2		African-American	2%	1
	Latino	2%	1		Latino	0%	0
	Asian	3%	2		Asian	2%	1
	Other	3%	2		Women	2%	1
	Women	2%	1	1998-99			
2006-07					White	92%	65
	White	89%	57		African-American	3%	2
	African-American	3%	2		Latino	1%	1
	Latino	0%	0		Asian	3%	2
	Asian	6%	4		Women	1%	1
	Other	2%	1	1997-98			
	Women	2%	1		White	95%	96
2005-06					African-American	2%	2
	White	89%	50		Latino	1%	1
	African-American	4%	2		Asian	2%	2
	Latino	2%	1		Women	2%	2
	Asian	4%	2	1996-97			
	Other	2%	1		White	92%	45
	Women	2%	1		African-American	2%	1
2004-05					Latino	2%	1
	White	89%	56		Other	4%	2
	African-American	3%	2		Women	0%	0
	Latino	2%	1	1995-96			
	Asian	3%	2		White	94%	45
	Other	3%	2		African-American	0%	0
	Women	3%	2		Latino	0%	0
2003-04					Other	6%	3
	White	97%	60		Women	0%	0
	African-American	0%	0	1994-95			
	Latino	0%	0		White	97%	109
	Asian	<2%	1		African-American	0%	0
	Other	<2%	1		Latino	<2%	1
	Women	0%	0		Other	<2%	1
2001-02					Women	<2%	1
	White	98%	65	1993-94			
	African-American	0%	0		White	95%	59
	Latino	0%	0		African-American	<2%	1
	Asian	2%	1		Latino	<2%	1
	Other	0%	0		Other	<2%	1
	Women	0%	0	1992-93			
					White	99%	66
					African-American	<2%	1
					Latino	0%	0

TABLE 27

the 2007-08 NBA season whites holding professional administration positions decreased from 74 percent to 72 percent while African-Americans increased from 15 percent in the 2006-07 season to 16 percent. Latinos increased from eight percent to nine percent, while Asians remained constant at three percent. The percentage of "other" people of color remained the same at less than one percent.

Women occupied 40 percent of these positions in the 2007-08 season, a one percentage point decrease from last year.

NBA Grade for Professional Administration:

Race: A+
Gender: A

See Table 26.

Physicians

In the NBA, people of color held 11 percent of the team physician positions while white team physicians remained the same at 89 percent. There was still one woman serving in this position in the 2007-08 season.

See Table 27.

Head Trainers

In the 2007-08 season, whites held 78 percent of the head trainers positions and African-Americans held 18 percent of these positions which was a two percentage point decrease from the previous year. Among the trainers in 2007-08, there was one Latino, one Asian and no women.

See Table 28.

Radio/TV Broadcasters

In the 2007-08 NBA season, whites filled 73 percent of the radio/TV broadcast posts (down two percentage points), African-Americans held

Head Trainers					
	%	#		%	#
2007-08			1999-2000		
White	78%	40	White	86%	25
African-American	18%	9	African-American	14%	4
Latino	2%	1	Latino	0%	0
Asian	2%	1	Other	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1998-99		
2006-07			White	90%	26
White	76%	37	African-American	10%	3
African-American	20%	10	Latino	0%	0
Latino	2%	1	Other	0%	0
Asian	2%	1	Women	0%	0
Other	0%	0	1997-98		
Women	0%	0	White	87%	25
2005-06			African-American	13%	4
White	76%	39	Latino	0%	0
African-American	20%	10	Other	0%	0
Latino	2%	1	Women	0%	0
Asian	2%	1	1996-97		
Other	0%	0	White	86%	25
Women	2%	1	African-American	14%	4
2004-05			Other	0%	0
White	77%	40	1995-96		
African-American	21%	11	White	89%	25
Latino	0%	0	African-American	11%	3
Asian	2%	1	Other	0%	0
Other	0%	0	1994-95		
Women	0%	0	White	93%	25
2003-04			African-American	7%	2
White	83%	25	Other	0%	0
African-American	17%	5	1993-94		
Latino	0%	0	White	89%	25
Asian	0%	0	African-American	7%	1
Other	0%	0	Other	4%	1
Women	0%	0	1992-93		
2001-02			White	92%	25
White	85%	24	African-American	4%	2
African-American	11%	3	Other	4%	0
Latino	0%	0			
Asian	4%	1			
Other	0%	0			
Women	0%	0			

TABLE 28

18 percent (down one percentage point), while Latinos increased by two percentage points and women increased one percentage point to eight and seven percent respectively. Asian broadcasters increased from zero to one percent for the first time in the history of the NBA's Report Card.

See Table 29.

Referees

As of the end of the 2007-08 season, 58 percent of the NBA's referees were white, 37 percent were African-American, and five percent were Latino. Of the 59 referees, one was a woman.

See Table 30.

Chapter 3: National Basketball Association

NBA Diversity Initiatives

The NBA had an extensive program of diversity initiatives as outlined in Appendix II.

NBA Grade for Diversity Initiatives: A

See Chapter 9.

Radio and TV Announcers				
		%		
2007-08	White	73%	1999-2000	
	African-American	18%		
	Latino	8%		
	Asian	1%		
	Other	0%		
	Women	7%		
2006-07	White	75%	1998-99	
	African-American	19%		
	Latino	6%		
	Asian	0%		
	Other	0%		
	Women	6%		
2005-06	White	74%	1997-98	
	African-American	18%		
	Latino	8%		
	Asian	0%		
	Other	0%		
	Women	6%		
2004-05	White	74%	1996-97	
	African-American	16%		
	Latino	10%		
	Asian	0%		
	Other	0%		
	Women	5%		
2003-04	White	75%	1995-96	
	African-American	17%		
	Latino	8%		
	Asian	0%		
	Other	<1%		
	Women	3%		
2001-02	White	77%	1993-94	
	African-American	16%		
	Latino	7%		
	Asian	0%		
	Other	0%		
	Women	3%		
			1992-93	
	White	81%		
	African-American	12%		
			Latino	7%

TABLE 29

NBA Referees			
	%	#	
2007-08	White	58%	34
	African-American	37%	22
	Latino	5%	3
	Asian	0%	0
	Other	0%	0
	Women	2%	1
2006-07	White	64%	38
	African-American	32%	19
	Latino	3%	2
	Asian	0%	0
	Other	0%	0
	Women	2%	1
2005-06	White	62%	38
	African-American	34%	21
	Latino	3%	2
	Asian	0%	0
	Other	0%	0
	Women	2%	1

TABLE 30

Chapter 4: Women's National Basketball Association

OVERALL GRADES

The WNBA received an A+ for gender with a 97.5 and an A+ for race with a 94.5. In the combined grade for race and gender, the WNBA earned an A+ with 96 points. This was the highest combined grade for any sport in the history of the Racial and Gender Report Card.

The WNBA received A's for race in the WNBA League Office, head and assistant coaches, general managers, team professional administration and player opportunities. It received A's for gender in the WNBA League Office, head and assistant coaches, general manager, team senior administration and team professional administration. The WNBA only had one category below an A for gender (team vice-presidents). For race there were two categories below an A in team vice president and senior administrative positions.

The WNBA had the highest number of A's as well as the lowest number of grades below an A in all categories in the history of the Racial and Gender Report Card

GRADES BY CATEGORY

Players

In the 2007 WNBA season, 35 percent of the players were white, 63 percent were African-American, one percent was Asian, and two percent were other people of color. Fourteen percent of the players were international, a decrease of three percentage points from the 2006-07 RGRC. The percentage of African-American players stayed the same, while white players decreased by one percentage point. Other people of color increased by one percentage point, while Asian players increased by one percentage. There were no Latina players during the 2007 season.

WNBA Grade for Players:
Race: A+

See Table 31.

Players		
	%	#
2007		
White	35%	66
African-American	63%	117
Latina	0%	0
Asian	1%	1
Other	2%	3
International	14%	27
2006		
White	36%	75
African-American	63%	133
Latina	0%	0
Asian	0%	1
Other	1%	2
International	17%	36
2005		
White	34%	69
African-American	63%	130
Latina	1%	2
Asian	0%	1
Other	1%	3
International	19%	39
2004		
White	33%	66
African-American	66%	134
Latina	1%	2
Asian	0%	0
Other	0%	0
International	16%	33
2003		
Data Not Recorded		
2002		
White	35%	x
African-American	61%	x
Latina	<3%	x
Asian	<1%	x
Other	<1%	x
2001		
White	34%	x
African-American	63%	x
Latina	3%	x
Other	x	x
2000		
White	33%	x
African-American	65%	x
Latina	2%	x
Other	0%	x
1999		
White	32%	x
African-American	64%	x
Latina	2%	x
Other	0%	x

x=Data not recorded

Table 31

WNBA League Office

In February 2005, Donna Orender became the second WNBA President. The WNBA is the only professional league in which a woman has always served as president.

The WNBA is operated as a separate and independent league from the NBA. According to information provided by the league, the WNBA League Office has a dedicated staff that includes full-time personnel in basketball and business operations, player personnel, marketing partnership, sales and services, and public relations. However, with respect to other staff services, the league decided there would be significant cost saving opportunities arising from common ownership and related functions that must be performed by both leagues. As a result, WNBA staffing needs with respect to administration, advertising, product licensing, legal services, broadcasting, international development, event management, team operations, internet/technology services and general services are performed on a "shared" basis by personnel who perform the same or similar functions for the National Basketball Association.

At the professional staff level in the WNBA League Office, African-Americans occupied 21 percent of the positions, Asians held 12 percent, while whites held 64 percent and Latinos held two percent. People of color increased to 36 percent in the League Office. Asians increased by about 0.7 percentage points, while the percentage of whites decreased by two percentage points. The percentage of Latinos occupied in a professional position in the League Office decreased by 0.2 percentage points.

Women filled 74 percent of WNBA professional staff positions in 2008, which was a one percentage point decrease from 2007. Renee Brown, an African-American woman, is Chief of Basketball Operations and Player

Chapter 4: Women's National Basketball Association

Relations. She was the only person of color in a vice president position. Paula Hanson, senior vice president, Team Business Development, Rachael Jacobson, vice president, Business Development, Kristin Bernert, vice president, Team Business Development, and Hilary Shaev, vice president, Marketing were the other female executives at the vice president level in the WNBA League Office. Jamin Dershowitz is the WNBA's General Counsel, a position that is a higher level than VP.

Grade for WNBA League Office:

Race: A+
Gender: A+

See Table 32.

WNBA Team Operations and Management

With the exception of the Connecticut Sun, Houston Comets, Washington Mystics, Los Angeles Sparks and Chicago Sky, all other WNBA teams are operated by the NBA teams in their respective cities. NBA team front offices in those cities are responsible for many of the day-to-day operations of the WNBA teams. Each WNBA team employs dedicated coaches, trainers and public relations representatives and, like the League Office, "shares" most of its common non-player personnel with the NBA team operator.

Owners

There were no people of color

considered as owners during the 2007 season. There were four women who held ownership in a WNBA franchise:

- Carla Christofferson, Los Angeles Sparks
- Katherine Goodman, Los Angeles Sparks
- Colleen J. Maloof, Sacramento Monarchs
- Adrienne Maloof-Nassif, Sacramento Monarchs

Christofferson and Goodman replaced Jerry Buss as the owners of the Los Angeles Sparks, increasing the number to four women as majority owners at the start of the 2007 season.

For the 2008 season there were four additional female owners in the WNBA. The owners of the Seattle Storm included Anne Levinson, Ginny Gilder, Dawn Trudeau and Lisa Brummel.

In 2006, Sheila Johnson became the first African-American woman to hold any ownership in a WNBA team. Ms. Johnson was named managing partner of the Washington Mystics when Lincoln Holdings, LLC acquired the team from Abe and Irene Pollin. Ms. Johnson owns approximately 6-7 percent of Lincoln Holdings.

See Table 33.

League Office: Professional Employees					
2008			2003		
	%	#		%	#
White	64.0%	27			
African-American	21.0%	9		Data Not Recorded	
Latino	2.0%	1			
Asian	12.0%	5			
Other	0.0%	0			
Women	74.0%	31			
Total	x	42			
2007			2002		
White	66.0%	29	White	55%	12
African-American	20.5%	9	African-American	36%	8
Latino	2.2%	1	Latino	9%	2
Asian	11.3%	5	Asian	0%	0
Other	0.0%	0	Other	0%	0
Women	75.0%	33	Women	95%	21
Total	x	44	Total	x	22
2005			2000		
White	65%	15	White	55%	11
African-American	26%	6	African-American	35%	7
Latino	0%	0	Latino	5%	1
Asian	9%	2	Asian	0%	0
Other	0%	0	Other	5%	1
Women	70%	16	Women	85%	17
Total	x	23	Total	x	20
2004			1998		
White	60%	6	White	69%	9
African-American	40%	4	African-American	23%	3
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	8%	1
Other	0%	0	Other	0%	0
Women	90%	9	Women	69%	9
Total	x	10	Total	x	13

Note: Data provided by the WNBA league offices.

x= Data not recorded

Table 32

“For the 2008 season there were four additional female owners in the WNBA.”

Majority Owners

	%	#
2008		
White	100%	24
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	33%	8
2007		
White	100%	20
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	20%	4
2006		
White	95%	18
African-American	5%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	11%	2
2005		
White	92%	21
African-American	8%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	16%	4
2004		
White	94%	16
African-American	6%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	18%	3
2001 - 2003		
Data Not Recorded		

Table 33

Head Coaches

There were two African-American head coaches at the start of the 2007 WNBA season. Tree Rollins was hired during the 2007 season by the Washington Mystics bringing the total to three.

- Karleen Thompson, Houston Comets
- Michael Cooper, Los Angeles Sparks

Including Thompson, there were four women head coaches at the helm at the start of the 2007 season:

- Pat Coyle, New York Liberty

- Jenny Boucek, Sacramento Monarchs
- Anne Donovan, Seattle Storm

- Tree Rollins, Washington Mystics
- Steven Key, Chicago Sky
- Corey Gaines, Phoenix Mercury

For the 2008 season, Steven Key replaced Bo Overton as head coach of the Chicago Sky and Corey Gaines replaced Paul Westhead as head coach of the Phoenix Mercury, increasing the number of African-American head coaches to five or 36 percent of the total.

The five African-American head coaches in the 2008 season were:

- Karleen Thompson, Houston Comets
- Michael Cooper, Los Angeles Sparks

Also at the beginning of the 2008 season, Lin Dunn replaced Brian Winters as head coach of the Indiana Fever, while Anne Donovan was replaced by Brian Agler. Marynell Meadors was named head coach in Atlanta resulting in five women as head coaches in 2008. Thus, the women head coaches in 2008 were:

- Linn Dunn, Indiana Fever
- Pat Coyle, New York Liberty
- Jenny Boucek, Sacramento Monarchs
- Karleen Thompson, Houston Comets

Head Coaches

	%	#		%	#
2008			2003		
White	64%	9	Data Not Recorded		
African-American	36%	5	2002		
Asian	0%	0	White	82%	14
Latino	0%	0	African-American	18%	3
Other	0%	0	Asian	0%	0
Women	36%	5	Latino	0%	0
2007			Women	41%	7
White	77%	10	2001		
African-American	23%	3	White	75%	12
Asian	0%	0	African-American	25%	4
Latino	0%	0	Asian	0%	0
Other	0%	0	Latino	0%	0
Women	31%	4	Women	44%	7
2006			2000		
White	86%	12	White	69%	11
African-American	14%	2	African-American	31%	5
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Other	0%	0	Women	44%	7
Women	21%	3	1999		
2005			White	75%	9
White	85%	11	African-American	25%	3
African-American	15%	2	Asian	0%	0
Asian	0%	0	Latino	0%	0
Latino	0%	0	Women	50%	6
Other	0%	0	1998		
Women	38%	5	White	60%	3
2004			African-American	40%	4
White	69%	9	Asian	0%	0
African-American	31%	4	Latino	0%	0
Asian	0%	0	Women	70%	7
Latino	0%	0			
Women	38%	5			

Table 34

Chapter 4: Women's National Basketball Association

• Marynell Meadors, Atlanta Dream
They made up 36 percent of the total.

WNBA Grade for Head Coaches:

Race: A+
Gender: A-

See Table 34.

Assistant Coaches

There was a two percentage point decrease for African-American assistant coaches from 41 percent to 39 percent. There were no Latinos or Asian assistant coaches. The percentage of white assistant coaches increased from 59 to 61 percent.

The percent of female assistant coaches dropped from 56 percent to 52 percent, down four percentage points since last year's RGRC. The

65 percent in the 2005 season was the highest percent of women as assistant coaches in WNBA history.

WNBA Grade for Assistant Coaches:

Race: A+
Gender: A+

See Table 35.

Top Management

CEOs/Presidents

The number of women in a top management role remained at four in the 2007 season. Margaret Stender was President of the Chicago Sky, Nancy Spears was president of the Los Angeles Sparks, Jay L. Parry was President of the Phoenix Mercury and Sheila Johnson was

President of the Washington Mystics. In June 2007, Kathy Goodman took over for Nancy Spears as President of the Los Angeles Sparks.

Steve Mills, president of the New York Knicks and New York Liberty, was the only African-American who was president of both NBA and WNBA teams in 2007. Mills and Johnson were the only two African-American CEOs/Presidents in the WNBA in 2007.

See Table 36.

Assistant Coaches					
	%	#		%	#
2007			2002		
White	61%	19	White	68%	27
African-American	39%	12	African-American	33%	13
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	52%	16	Women	55%	22
2006			2000		
White	59%	16	White	75%	27
African-American	41%	11	African-American	22%	8
Latino	0%	0	Latino	3%	1
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	56%	15	Women	61%	22
2005			1999		
White	65%	17	White	74%	17
African-American	35%	9	African-American	22%	5
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	4%	1
Other	0%	0	Other	0%	0
Women	65%	17	Women	52%	12
2004			1998		
White	55%	18	White	63%	2
African-American	45%	15	African-American	31%	5
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	6%	1
Other	0%	0	Other	0%	0
Women	58%	19	Women	50%	8
2003			Data Not Recorded		

Table 35

CEO/President		
	%	#
2008		
White	87%	13
African-American	13%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	27%	4
2007		
White	87%	13
African-American	13%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	27%	4
2006		
White	89%	16
African-American	11%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	22%	4
2005		
White	90%	14
African-American	10%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	10%	2
2004		
White	85%	11
African-American	15%	2
Latino	0%	0
Asian	0%	0
Women	8%	1

Table 36

General Manager/Principal-in-Charge

The WNBA had two African-American women general managers in 2007, the same as reported in 2006, representing 15 percent of the total in this role. They were:

- Karleen Thompson, general manager and head coach, Houston Comets
- Penny Toler, general manager, Los Angeles Sparks

Including Thompson and Toler, there were seven women in this post in the WNBA in 2007, up from six in 2006.

These seven women account for 54 percent of the individuals in this position. The other five women were:

- Carol Blazejowski, senior vice president and general manager, New York Liberty
- Kelly Krauskopf, general manager, Indiana Fever
- Linda Hargrove, general manager, Washington Mystics
- Anne Donovan, general manager and head coach, Seattle Storm
- Anna Meyers Drysdale, general manager, Phoenix Mercury

At the start of the 2008 season, Steven Key replaced Bo Overton for the Chicago Sky becoming the third African-American general manager in the league. Also Karen Bryant replaced Anne Donovan as general manager of the Seattle Storm, and Marynell Meadors was named GM in Atlanta, raising the number of women general managers to eight.

WNBA Grade for Top Management:

Race: A-
Gender: A+

See Table 37.

Team Vice Presidents

There were four African-American team vice presidents, dropping percentage from 10 percent in 2006 to six percent during the 2007 WNBA season. The four were:

- Quinn Buckner, vice president,

General Manager/ Director of Player Personnel			
		%	#
2008			
	White	79%	11
	African-American	21%	3
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	57%	8
2007			
	White	85%	11
	African-American	15%	2
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	54%	7
2006			
	White	82%	9
	African-American	18%	2
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	55%	6
2005			
	White	73%	9
	African-American	27%	3
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	67%	8
2004			
	White	77%	10
	African-American	23%	3
	Latino	0%	0
	Asian	0%	0
	Women	77%	10

Table 37

- Communications, Indiana Fever
- Kathryn Jordan, vice president, Team Development, Indiana Fever
- Angela Taylor, vice president, Business Development, Minnesota Lynx
- Jacque Coleman, vice president, Game and Broadcast Operations, Washington Mystics

There were 17 women as team vice presidents, increasing from 20 percent in 2006 to 26 percent in 2007. Along with Jordan, Taylor and Coleman, the other female vice presidents were:

- Jo Gilley, vice president, Marketing, Chicago Sky
- Marilyn Hauser, executive vice president, Detroit Shock
- Ellen Gahagan, vice president,

- Marketing, Detroit Shock
- Susan Greenfield, vice president, Legal, Detroit Shock
- Donna Wilkinson, vice president, Human Resources, Indiana Fever
- Jane Wardle, vice president, Budgeting, Indiana Fever
- Carol Blazejowski, senior vice president and general manager, New York Liberty
- Donna Ruiz, vice president, Human Resources, Sacramento Monarchs
- Danette Leighton, vice president, Marketing and Monarchs Business Operations, Sacramento Monarchs
- Alison Fox, vice president, Community Relations, San Antonio Silver Stars
- Lori Warren, vice president, Finance, San Antonio Silver Stars
- Paula Winslow, vice president, Human Resources, San Antonio Silver Stars
- Karen Bryant, vice president, Community Development, Seattle

Vice Presidents			
		%	#
2007			
	White	94%	61
	African-American	6%	4
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	26%	17
2006			
	White	90%	80
	African-American	10%	9
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	20%	18
2005			
	White	91%	77
	African-American	8%	7
	Latino	0%	0
	Asian	1%	1
	Other	0%	0
	Women	27%	23
2004			
	White	89%	42
	African-American	11%	5
	Latino	0%	0
	Asian	0%	0
	Women	28%	13

Table 38

Storm

- Stacey Girard, vice president, Marketing and Sales, Washington Mystics

WNBA Grade for Team Vice Presidents:

Race: D
Gender: C-

See Table 38.

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer, chief financial officer, public relations director and director of community relations.

During the 2007 WNBA season, 18 percent of team senior administrators were people of color including 11 percent African-American (up two percentage points), five percent Latino (down two percentage points) and two percent Asian. Whites held 82 percent of the senior team administrative positions.

Forty three percent of senior team administrators in the WNBA were women, up from 28 percent in 2006. That represented one of the biggest category gains in the history of the Report Card.

WNBA Grade for Senior Administration:

Race: B+
Gender: A

See Table 39.

Professional Administration

Positions categorized as professional team administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The

Senior Administrators			
		%	#
2007			
	White	82%	50
	African-American	11%	7
	Latino	5%	3
	Asian	2%	1
	Other	0%	0
	Women	43%	26
2006			
	White	81%	94
	African-American	9%	11
	Latino	7%	8
	Asian	2%	2
	Other	1%	1
	Women	28%	33
2005			
	White	80%	99
	African-American	11%	14
	Latino	6%	7
	Asian	2%	3
	Other	0%	0
	Women	37%	45
2004			
	White	81%	74
	African-American	12%	11
	Latino	3%	3
	Asian	2%	2
	Other	1%	1
	Women	42%	38

Table 39

category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

In team professional administrative positions in the 2007 season, whites increased by three percentage points to 71 percent while African-Americans decreased by three percentage points to 13 percent. Latinos increased from 2006 by four percentage points, while Asians decreased by two percentage points.

The percentage of women holding team professional administrative positions increased from 44 to 48 percent.

WNBA Grade for Professional Administration:

Race: A
Gender: A+

See Table 40.

Professional Administration			
		%	#
2007			
	White	71%	132
	African-American	13%	25
	Latino	15%	28
	Asian	1%	1
	Other	1%	1
	Women	48%	90
2006			
	White	68%	159
	African-American	16%	38
	Latino	11%	26
	Asian	3%	7
	Other	2%	5
	Women	44%	103
2005			
	White	70%	165
	African-American	17%	41
	Latino	8%	19
	Asian	4%	10
	Other	0%	1
	Women	50%	118
2004			
	White	69%	268
	African-American	22%	86
	Latino	5%	18
	Asian	3%	14
	Other	<1%	3
	Women	44%	170

Table 40

Physicians and Head Trainers

In 2007, there was a four percentage point increase in African-American team physicians and a five percentage point decrease of Latino physicians. There were no Asian physicians.

Females in these positions decreased from 27 percent to 23 percent in 2007.

See Table 41.

In the WNBA, African-American head trainers increased two percentage points from 18 to 20 percent during the 2007 season. Latino head trainers increased by one percentage point to 10 percent. There were no Asian head trainers in 2007. Whites fell three percentage points from 68 to 65 percent.

The percentage of women decreased

14 percentage points, going from 59 percent in 2006 to 45 percent in 2007.

See Table 42.

Physicians			
	%	#	
2007			
White	82%	18	
African-American	9%	2	
Latino	9%	2	
Asian	0%	0	
Other	0%	0	
Women	23%	5	
2006			
White	82%	18	
African-American	5%	1	
Latino	14%	3	
Asian	0%	0	
Other	0%	0	
Women	27%	6	
2005			
White	82%	14	
African-American	6%	1	
Latino	12%	2	
Asian	0%	0	
Other	0%	0	
Women	18%	3	
2004			
White	100%	13	
African-American	0%	0	
Latino	0%	0	
Asian	0%	0	
Other	0%	0	
Women	8%	1	
2003			
Data Not Recorded			
2002			
Data Not Recorded			
2001			
White	88%	x	
African-American	6%	x	
Latino	0%	x	
Asian	6%	x	
Other	0%	x	
Women	22%	x	

x= Data not recorded

Table 41

Head Trainers			
	%	#	
2007			
White	65%	13	
African-American	20%	4	
Latino	10%	2	
Asian	0%	0	
Other	5%	1	
Women	45%	9	
2006			
White	68%	15	
African-American	18%	4	
Latino	9%	2	
Asian	0%	0	
Other	5%	1	
Women	59%	13	
2005			
White	70%	16	
African-American	22%	5	
Latino	9%	2	
Asian	0%	0	
Other	0%	0	
Women	70%	16	
2004			
White	77%	10	
African-American	15%	2	
Latino	0%	0	
Asian	8%	1	
Other	0%	0	
Women	92%	12	
2003			
Data Not Recorded			
2002			
White	86%	12	
African-American	7%	1	
Latino	0%	0	
Asian	7%	1	
Other	0%	0	
Women	88%	14	
2001			
White	88%	1	
African-American	6%	1	
Latino	0%	0	
Other	6%	1	
Women	88%	10	
1999			
White	92%	11	
African-American	0%	0	
Latino	1%	0	
Other	1%	0	
Women	83%	11	
1998			
White	100%	10	
African-American	0%	0	
Latino	0%	0	
Other	0%	0	
Women	100%	10	

Table 42

Chapter 5: National Football League

OVERALL GRADES

The NFL received an overall B+ grade for race (87.1 out of 100). That was down slightly from 88.6 in the previous Racial and Gender Report Card. Once again, no grade was issued for gender.

The percentages for people of color increased for team senior administrators, professional administration, and physicians from 2006 to the 2007 season. It also increased for general managers from 2007 to the 2008 season. The percentages for people of color decreased only for radio and TV broadcasters while remaining the same for players, head and assistant coaches, team presidents, vice-presidents and head trainers.

The percentages for women increased for team senior administrators and professional administration. They decreased as team vice-presidents and radio and TV broadcasters in 2007 and as owners in 2008.

For race, the NFL received an A+ for players and assistant coaches and a B+ for head coaches and team senior administrators.

The NFL had received a D+ for gender in the 2004 Report. The percentages of women have increased slightly between 1-3 percent since then in the categories of team vice presidents, team senior administration positions and in professional administration. Overall, there was little change on gender in the last three reports.

GRADES BY CATEGORY

Players

In the NFL's 2007 season, the percentage of African-Americans was 66 percent, a decrease of one percentage point from 2006. The all-time high for African-American players was in 2003 at 69 percent. The percentage of whites remained constant at 31 percent from 2006.

The percentages of Latinos increased to just over one percent (up from 0.5 percent in 2006) and Asians in the NFL increased slightly from 1.5 to 2 percent. Of all professional leagues in the United States, the NFL continues to have the smallest percentage of international players at two percent in 2007 (up from one percent in 2006).

NFL Grade for Players: A+

See Table 43.

NFL League Office

The NFL did not report league office data so it could not be evaluated.

NFL Grade for League Office: None issued

See Table 44.

Players							
		%	#				
2007	White	31%	730	1997	White	33%	x
	African-American	66%	1566		African-American	65%	x
	Latino	1%	30		Latino	<1%	x
	Asian	2%	44		Other	1%	x
	Other	<1%	1		1996	White	31%
International	2%	43	African-American	66%		x	
2006	White	31%	532	Latino		<1%	x
	African-American	67%	1131	Other		2%	x
	Latino	0.5%	8	1995	White	31%	x
	Asian	1.5%	25		African-American	67%	x
	Other	0%	0		Latino	0%	x
International	1%	24	Other		<2%	x	
2005	White	31.50%	537	1994	White	31%	x
	African-American	65.50%	1116		African-American	68%	x
	Latino	<1%	10		Latino	0%	x
	Asian	2%	34		Other	1%	x
	Other	<1%	1	1993	White	35%	x
International	1%	18	African-American		65%	x	
2003	White	29%	516		Latino	0%	x
	African-American	69%	1228	1992	White	30%	x
	Latino	1%	9		African-American	68%	x
	Asian	1%	22		Latino	<1%	x
	Other	0%	0		Other	1%	x
2000	White	x	x	1991	White	36%	x
	African-American	x	x		African-American	62%	x
	Latino	x	x		Latino	2%	x
	Other	x	x	1990	White	39%	x
1999	White	32%	x		African-American	61%	x
	African-American	67%	x		Latino	0%	x
	Latino	<1%	x		White	40%	x
	Other	<1%	x		African-American	60%	x
1998	White	32%	x	Latino	0%	x	
	African-American	66%	x				
	Latino	<1%	x				
	Other	1%	x				

x=Data not recorded

Table 43

League Office: NFL									
	Office Management		Support Staff Personnel			Office Management		Support Staff Personnel	
	%	#	%	#		%	#	%	#
2003-2006					1997				
White					White	80%	119	68%	34
African-American					African-American	15%	22	22%	11
Latino					Latino	2%	3	8%	4
Asian					Asian	3%	4	2%	1
Other					Other	0%	0	x	x
Women					Women	26%	39	84%	42
Total					Total		148		50
2002					1996				
White	74%	150	51%	42	White	82%	93	81%	56
African-American	14%	28	25%	21	African-American	14%	16	12%	8
Latino	4%	9	19%	16	Latino	<1.0%	1	4%	3
Asian	8%	16	5%	4	Asian	2%	2	3%	2
Other	0%	0	0%	0	Other	<1.0%	1	x	x
Women	26%	53	54%	45	Women	22%	25	64%	44
Total		203		83	Total		113		69
2000					1995				
White	77%	140	57%	31	White	79%	62	85%	68
African-American	14%	25	22%	12	African-American	15%	12	8%	6
Latino	<3%	5	19%	10	Latino	<2%	1	5%	4
Asian	7%	12	2%	1	Asian	3%	2	3%	2
Other	0%	0	0%	0	Other	<2.0%	1	x	x
Women	29%	53	56%	30	Women	21%	16	58%	46
Total		182		54	Total		78		80
1998									
White	79%	131	70%	40					
African-American	15%	25	19%	11					
Latino	2%	3	9%	5					
Asian	4%	6	2%	1					
Other	0%	0	x	x					
Women	26%	43	75%	43					
Total		165		57					

Note: Data provided by the NFL league office.

x= Data not recorded

Table 44

Ownership

There has never been a majority owner of color in the NFL. The NFL appeared to take a giant step in 2005 when it was announced that Red McCombs was selling the Minnesota Vikings to Reggie Fowler, an African-American. That would have meant that, for the first time, all four major sports in the United States had a majority owner of color. However, the sale was not approved and Fowler became a minority owner of the Vikings.

There has never been a majority owner of color in the NFL.

There were three women who held

ownership of an NFL team during the 2007 season:

- Delores Barr Weaver, Jacksonville Jaguars
- Denise DeBartolo York, San Francisco 49ers
- *Georgia Frontiere, Saint Louis Rams

*Frontiere passed away January 18, 2008. She was involved in the ownership of the Rams for nearly 30 years.

See Table 45.

Head Coaches

The efforts of the Commissioner's Office, as well as the diversity groups appointed by the NFL in the last five years, have brought about a dramatic change in head coaches. Former players formed the Fritz Pollard Alliance to add pressure and create more momentum for change.

Nothing highlighted this more than when the Indianapolis Colts and Chicago Bears faced off in the 2007 Super Bowl with Tony Dungy and Lovie Smith, two African-Americans, leading their respective teams. It was the first time this happened in the NFL. It had only happened once in the NBA and it has never happened in Major

Majority Owners					
Year		%	Year	%	
2008	White	100%	2003	White	100%
	African-American	0%		African-American	0%
	Latino	0%		Latino	0%
	Asian	0%		Asian	0%
	Other	0%		Women	10%
2007	Women	6%	2001	White	100%
	White	100%		African-American	0%
	African-American	0%		Latino	0%
	Latino	0%		Asian	0%
	Asian	0%		Women	9%
2006	Other	0%	1999	White	100%
	Women	8%		African-American	0%
	White	100%		Latino	0%
	African-American	0%		Asian	0%
	Latino	0%		Women	6%
2005	Asian	0%	1998	White	100%
	Other	0%		African-American	0%
	Women	9%		Latino	0%
	White	100%		Asian	0%
	African-American	0%		Women	6%
	Latino	0%	1997	White	100%
	Asian	0%		African-American	0%
	Other	0%		Latino	0%
	Women	11%		Asian	0%
				Women	7%

Table 45

League Baseball.

The Rooney Rule, which requires that people of color be interviewed as part of the search process for head coaches, has helped to more than double the number of African-American head coaches in the NFL from two in 2001 to six in 2005. There were seven African-American head coaches in 2006 and six in both 2007 and 2008. The Rooney Rule was named after Steelers' owner Dan Rooney, who is the head of the league's diversity committee. The NFL's policy is similar to the approach adopted earlier by Major League Baseball in 1999 under Bud Selig, which helped triple the number of managers of color in MLB in the first few years after implementation.

In 2003, with the hiring of Marvin Lewis by the Cincinnati Bengals, the number of head coaches of color in the NFL increased to three. The percentage of African-American head coaches grew to 16 percent before the start of the 2004 season when the NFL added two more African-American head coaches: Dennis Green of the Arizona Cardinals and Lovie Smith of the Chicago Bears. After the 2005 Super Bowl, Romeo Crennel was hired as head coach of the Cleveland Browns, giving the NFL six African-American head coaches, two times the previous high of three African-American NFL head coaches.

After the 2005 NFL season, Herman Edwards was released of his contract with the New York Jets and subsequently hired by the Kansas City Chiefs. Art Shell was hired as the head coach of the Oakland Raiders. Shell was the first African-American coach in the NFL when he was hired by the Raiders in 1989, and continued in this position until 1994.

Dennis Green and Art Shell were let go after the 2006 season and Mike Tomlin was hired by the Pittsburgh Steelers prior to the start of the 2007 NFL season. Four new head coaches were hired prior to the 2008 NFL season and all were white. This

Historical Listing of African-American Professional Head Coaches in the NFL			
(*9 permanent head coaches, 1 interim head coach)			
	Team	Year(s)	Record
Art Shell	L.A. Raiders	1989-94	54-38
	Oakland Raiders	2006	2-14
Dennis Green	Minnesota	1992-01	97-62
	Arizona	2004-2006	16-32
Ray Rhodes	Philadelphia	1995-98	29-34-1
	Green Bay	1999	8-8
Tony Dungy	Tampa Bay	1996-2001	54-42
	Indianapolis	2002-present	73-23
Terry Robiskie	Washington	2000	1-2 (interim head coach)
	Cleveland	2004	1-4 (interim head coach)
Herman Edwards	N.Y. Jets	2001-2005	39-41
	Kansas City Chiefs	2006-present	13-19
Marvin Lewis	Cincinnati	2003-present	42-38
Lovie Smith	Chicago	2004-present	36-28
Romeo Crennel	Cleveland	2005-present	20-28
Mike Tomlin	Pittsburgh	2007-present	10-6

* This represents the modern era. Fritz Pollard coached Akron in 1921.

Table 46

Head Coaches							
			%	#			
2008	White	81%	26	1999	White	94%	29
	African-American	19%	6		African-American	6%	2
	Asian	0%	0		Asian	0%	0
	Latino	0%	0		Latino	0%	0
	Other	0%	0		Women	0%	0
	Women	0%	0		1997		
2007	White	81%	26	White	90%	27	
	African-American	19%	6	African-American	10%	3	
	Asian	0%	0	Asian	0%	0	
	Latino	0%	0	Latino	0%	0	
	Other	0%	0	Women	0%	0	
	Women	0%	0	African-American	10%	3	
2006	White	78%	25	Latino	0%	0	
	African-American	22%	7	1995			
	Asian	0%	0	White	90%	27	
	Latino	0%	0	African-American	10%	3	
	Other	0%	0	Latino	3%	1	
	Women	0%	0	1994			
2005	White	81%	26	White	93%	28	
	African-American	19%	6	African-American	7%	2	
	Asian	0%	0	Latino	0%	0	
	Latino	0%	0	1993			
	Other	0%	0	White	89%	25	
	Women	0%	0	African-American	7%	2	
2003	White	91%	29	Latino	<4%	1	
	African-American	9%	3	1992			
	Asian	0%	0	White	89%	25	
	Latino	0%	0	African-American	7%	2	
	Other	0%	0	Latino	<4%	1	
	Women	0%	0	1991			
2001	White	94%	30	White	93%	26	
	African-American	6%	2	African-American	7%	2	
	Asian	0%	0	Latino	0%	0	
	Latino	0%	0	1990			
	Other	0%	0	White	96%	27	
	Women	0%	0	African-American	4%	1	
2000	White	90%	28	Latino	0%	0	
	African-American	10%	3				
	Asian	0%	0				
	Latino	0%	0				
	Other	0%	0				
	Women	0%	0				

Table 47

leaves six African-American head coaches. They are:

- Romeo Crennel, Cleveland Browns
- Tony Dungy, Indianapolis Colts
- Herman Edwards, Kansas City Chiefs
- Marvin Lewis, Cincinnati Bengals
- Lovie Smith, Chicago Bears
- Mike Tomlin, Pittsburgh Steelers

NFL Grade for Head Coaches: B+

See Tables 46 and 47.

Assistant Coaches

The 2007 season saw a record number of people of color in assistant

“Nine African-Americans held coordinator positions in the NFL, up from six in the last Report Card.”

coaching positions in the NFL when there were 172 assistant coaches of color, or 38 percent. This was up from 165 assistant coaches of color, while matching the 38 percent in the last Report Card.

In the 2007 NFL season, the number of white assistant coaches remained constant with the 2006 season at 62 percent, while African-Americans increased by one percentage point to 36 percent. Latinos moved down one percentage point to one percent, and Asian assistant coaches remained at one percentage point. Seven African-Americans held coordinator positions in the NFL, up from six in the last Report Card.

Nine African-Americans held coordinator positions in the NFL, up from six in the last Report Card:

- Hue Jackson, Atlanta Falcons, Offensive Coordinator
- Perry Fewell, Buffalo Bills, Defensive Coordinator
- Brian Stewart, Dallas Cowboys, Defensive Coordinator
- Ron Meeks, Indianapolis Colts, Defensive Coordinator
- Leslie Frazier, Minnesota Vikings, Defensive Coordinator
- Clarence Shelton, San Diego Chargers, Offensive Coordinator
- Ted Cottrell, San Diego Chargers,

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Defensive Coordinator

- *Mel Tucker, Cleveland Browns, Defensive Coordinator
- *Sherman Smith, Washington Redskins, Offensive Coordinator

*Hired after the 2007 season

NFL Grade for Assistant Coaches:

A+

See Table 48.

Top Management

CEOs/Presidents

Amy Trask of the Oakland Raiders is the only woman president/CEO in the NFL, a position she has held since 2005.

There has never been a president/CEO of color in the NFL.

See Table 49.

CEO/President

	%	#
2008		
White	100%	29
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	3%	1
2007		
White	100%	30
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	3%	1
2006		
White	100%	35
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	3%	1
2005		
White	100%	41
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	3%	1
2003		
White	100%	32
African-American	0%	0
Latino	0%	0
Asian	0%	0
Women	9%	3
2000		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1999		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1998		
White	100%	x
African-American	0%	x
Latino	0%	x
Asian	0%	x
Women	3%	x
1997		
White	100%	x
African-American	0%	x
Latino	0%	x
Other	0%	x
Women	0%	x

x= Data not recorded

Table 49

Assistant Coaches

	%	#		%	#
2007					
White	62%	284	White	73%	311
African-American	36%	162	African-American	26%	113
Latino	1%	5	Latino	1%	3
Asian	1%	5	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2006					
White	62%	269	White	74%	307
African-American	35%	151	African-American	25%	102
Latino	2%	10	Latino	<1%	3
Asian	1%	4	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0			
2005					
White	66%	316	White	76%	289
African-American	32%	154	African-American	23%	88
Latino	1%	5	Latino	0%	0
Asian	1%	3	Asian	0%	0
Other	0%	0	Other	<1%	4
Women	0%	0			
2003					
White	67%	341	White	77%	249
African-American	30%	153	African-American	23%	73
Latino	2%	8	Latino	<1%	1
Asian	0%	1	Asian	<1%	1
Other	1%	7	Other	0%	0
Women	0%	0			
2001					
White	71%	333	White	76%	217
African-American	28%	132	African-American	23%	73
Latino	<1%	6	Latino	<1%	1
Asian	<1%	1	Other	0%	0
Other	0%	0			
Women	0%	0			
1999					
White	72%	330	White	84%	289
African-American	28%	127	African-American	16%	54
Latino	0%	0			
Asian	0%	0			
Other	0%	0			
Women	0%	0			

x= Data not recorded

Table 48

General Manager/Principal-in-Charge

In what the NFL defined as the position equivalent to a general manager, whites held 84 percent of the posts in the 2007 season (down from 87 percent in 2006) with the remaining 16 percent being African-American (up from 13 percent in 2006). The five African-Americans in this position during the 2006 season were:

- Rod Graves, vice president, Football Operations, Arizona Cardinals
- James Harris, vice president of Player Personnel, Jacksonville Jaguars
- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Jerry Reese, senior vice president and general manager, New York Giants
- Rick Smith, General Manager, Houston Texans

***NFL Grade for General Manager/Principal-in-Charge: B/B+**

When the Giants won the 2008 Super Bowl, they became the first champion with an African-American GM. The five African-American who were GMs in the 2007 season opened the 2008 season as their teams' GMs.

See Table 50.

Team Vice Presidents

In the 2007 NFL season, 92 percent of all vice presidents were white while eight percent were African-American. There were 12 African-American vice presidents in 2007, which is one less than reported in last year's Report Card. There were no Latinos or Asians represented. The following are the African-Americans who held vice president positions in 2007:

- Ronnie Barnes, vice president, Medical Services, New York Giants
- Greg Carney, vice president of marketing, Denver Broncos
- Rod Graves, vice president,

General Manager/Director of Player Personnel					
	%	#			
2008			1999		
White	83%	25	White	87%	27
African-American	17%	5	African-American	13%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1998		
2007			White	87%	27
White	84%	26	African-American	13%	4
African-American	16%	5	Latino	0%	0
Latino	0%	0	Asian	0%	0
Asian	0%	0	Women	0%	0
Other	0%	0	1997		
Women	0%	0	White	87%	26
2006			African-American	13%	4
White	87%	28	Latino	0%	0
African-American	13%	4	Asian	0%	0
Latino	0%	0	Women	0%	0
Asian	0%	0	1996		
Other	0%	0	White	83%	25
Women	0%	0	African-American	17%	5
2005			Latino	0%	0
White	87%	27	1995		
African-American	13%	4	White	87%	26
Latino	0%	0	African-American	13%	4
Asian	0%	0	Latino	0%	0
Other	0%	0	1994		
Women	0%	0	White	86%	25
2003			African-American	14%	4
White	94%	30	Latino	0%	0
African-American	6%	2	1993		
Latino	0%	0	White	86%	25
Asian	0%	0	African-American	10%	3
Women	0%	0	Latino	4%	1
2001					
White	94	30			
African-American	6	2			
Latino	0	0			
Asian	0	0			
Women	0	0			

x= Data not recorded

Table 50

- Football Operations, Arizona Cardinals
- James Harris, vice president, player personnel, Jacksonville Jaguars
- Martin Mayhew, senior vice president and assistant general manager, Detroit Lions
- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Jerry Reese, senior vice president and general manager, New York Giants
- Reggie Roberts, vice president, Football Communications, Atlanta

Falcons

- Tony Softli, vice president of player personnel, St. Louis Rams
- Kevin Warren, vice president, Operations and Legal Counsel, Minnesota Vikings
- Bob Wallace, executive vice president and General Counsel, St. Louis Rams
- Tony Wyllie, vice president, Communications, Houston Texans

The New York Giants and St. Louis Rams were the only NFL teams with more than one African-American vice president.

“When the Giants won the 2008 Super Bowl, they became the first champion with an African-American GM.”

Women held 17 (11 percent) of the vice president positions during the 2007 season, which was a one percentage point decrease since last year’s Report Card. The 17 women in these posts were:

- Rita Benson LeBlanc, executive vice president, New Orleans Saints
- Linda Bogdan, vice president and assistant director of college scouting, Buffalo Bills
- Jeanne Bonk, executive vice president/chief financial officer, San Diego Chargers
- Susan Darrington, vice president, facility operations and services, Seattle Seahawks
- Jennifer Ferron, vice president, marketing operations, New England Patriots
- Tammy Fruits, vice president of sales and marketing, Kansas City Chiefs
- Cindy Galloway Kellogg, vice president, community relations, Denver Broncos
- Elisabeth Lang, vice president, communications, San Francisco 49ers
- Marilan Logan, vice president and controller, Houston Texans
- Lisa Manning, vice president,

- marketing, Arizona Cardinals
- Vicky Neumeyer, vice president and general counsel, New Orleans Saints
- Mary Owen, vice president, strategic planning, Buffalo Bills
- Christine Procops, vice president/ chief financial officer, New York Giants
- Kim Shreckengost, executive vice president, chief of staff, Atlanta Falcons
- Jill Strafaci, senior vice president, finance and administration, Miami Dolphins
- Suzie Thomas, senior vice president/chief administrative officer, Houston Texans
- Vicki Vannieuwenhoven, vice

president, finance, Green Bay Packers

Buffalo, Houston and New Orleans were the only teams in the NFL with more than one woman as a vice president.

NFL Grade for Team Vice Presidents:

Race: D+/C-
Gender: none issued

See Table 51.

Vice Presidents							
		%	#				
2007	White	92%	141	1999	White	92%	130
	African-American	8%	12		African-American	8%	11
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Women	7%	10
	Women	11%	17				
2006	White	92%	152	1997	White	90%	97
	African-American	8%	13		African-American	10%	11
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Women	7%	8
	Women	12%	18				
2005	White	90%	143	1996	White	88%	76
	African-American	10%	16		African-American	12%	10
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Other	0%	0
	Other	0%	0		Women	12%	10
	Women	8%	13				
2003	White	89%	131	1995	White	95%	70
	African-American	10%	14		African-American	5%	4
	Latino	1%	2		Latino	0%	0
	Asian	0%	0		Other	0%	0
	Other	0%	0		Women	6%	5
	Women	7%	10				
2001	White	92%	118	1994	White	96%	64
	African-American	7%	9		African-American	4%	3
	Latino	1%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Women	4%	3
	Women	9%	11				
				1993	White	93%	56
					African-American	7%	4
					Latino	0%	0
					Asian	0%	0
					Women	6%	4

Table 51

Senior Administrators			
		%	#
2007	White	82%	421
	African-American	14%	73
	Latino	2%	9
	Asian	1%	7
	Other	<1%	2
	Women	18%	94
2006	White	84%	421
	African-American	12%	61
	Latino	2%	8
	Asian	2%	8
	Other	0%	1
	Women	17%	86
2005	White	86%	424
	African-American	12%	60
	Latino	1%	6
	Asian	<1%	2
	Other	<1%	2
	Women	16%	80
2003	White	84%	351
	African-American	13%	52
	Latino	<1%	3
	Asian	<1%	4
	Women	17%	70
	2000	White	90%
African-American		9%	x
Latino		1%	x
Asian		<1%	x
Women		28%	x
1999		White	86%
	African-American	14%	x
	Latino	0%	x
	Asian	0%	x
	Women	14%	x
	1998	White	88%
African-American		9%	x
Latino		2%	x
Asian		1%	x
Women		27%	x
1997		White	91%
	African-American	9%	x
	Other	0%	x
	Women	16%	x
1996	White	89%	x
	African-American	9%	x
	Other	<2%	x
	Women	9%	x

Table 52

Professional Teams: Administration							
		%	#		%	#	
2007	White	85%	753	1997	White	87%	x
	African-American	10%	86		African-American	10%	x
	Latino	3%	30		Latino	2%	x
	Asian	1%	13		Asian	1%	x
	Other	<1%	3		Women	34%	x
	Women	34%	297		1996	White	90%
2006	White	86%	805	African-American		8%	x
	African-American	9%	83	Other		2%	x
	Latino	3%	27	Women		18%	x
	Asian	1%	13	1995	White	88%	x
	Other	1%	5		African-American	11%	x
	Women	33%	310		Other	1%	x
Women	33%	310	Women		15%	x	
2005	White	89%	873	1994	White	89%	x
	African-American	8%	79		African-American	11%	x
	Latino	2%	21		Latino	<1%	x
	Asian	1%	10		Asian	0%	x
	Other	<1%	3	Other	<1%	x	
	Women	32%	311	Women	12%	x	
2003	White	87%	1024	1993	White	88%	x
	African-American	9%	101		African-American	9%	x
	Latino	2%	20		Latino	1%	x
	Asian	<1%	6		Asian	<1%	x
	Other	2%	20	Other	<1%	x	
	Women	31%	362	1992	White	90%	x
1999	White	84%	x		African-American	6%	x
	African-American	15%	x		Latino	3%	x
	Latino	<1%	x		Asian	<1%	x
	Asian	<1%	x	Other	0%	x	
	Women	19%	x	1998	White	87%	x
	1998	White	87%		x	African-American	10%
African-American		10%	x		Latino	2%	x
Latino		2%	x		Asian	1%	x
Asian		1%	x		Women	24%	x
Other		0%	x				
Women		24%	x				

x= Data not recorded

Table 53

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer, chief financial officer, public relations director and director of community relations.

Both people of color and women increased the senior administrative positions they held during the 2007 season.

People of color occupied almost 18 percent of all NFL senior administration positions, up by nearly two percentage points. African-Americans increased two percentage points to 14 percent and Asian-Americans decreased one percentage point to one percent, while Latinos remained the same at two percent. Whites held 82 percent of these positions, down two percentage points.

Eighteen percent of the senior administrators in the NFL were women, which is a one percentage

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point increase from the last Report Card.

NFL Grade for Senior

Administration:

Race: B+
Gender: none issued

See Table 52.

“Eighteen percent of the senior administrators in the NFL were women, which is a one percentage point increase from the last Report Card.”

Professional Administration

Positions categorized as professional team administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants,

staff assistants and receptionists.

In the NFL, white professional administrators decreased one percentage point to 85 percent of the total. African-Americans increased one percentage point to ten percent, while Latinos and Asians remained the same at three and one percent respectively. “Other” racial groups decreased slightly. The percentage of people of color in professional administration positions was almost 15 percent of the total, increasing by nearly one percentage point.

Women gained one percentage point bringing them to 34 percent.

NFL Grade for Professional

Administration:

Race: B
Gender: none issued

See Table 53.

Physicians

In the NFL, white team physicians decreased by three percentage points to 92 percent, while African-Americans

Physicians							
		%	#				
2007	White	92%	112	1998	White	95%	52
	African-American	4%	5		African-American	0%	0
	Latino	1%	1		Latino	4%	2
	Asian	2%	3		Asian	1%	1
	Other	1%	1		Women	0%	0
	Women	5%	6		1997	White	91%
2006	White	95%	109	African-American		2%	1
	African-American	1%	1	Latino		7%	3
	Latino	1%	1	Asian		0%	0
	Asian	3%	3	Women		0%	0
	Other	1%	1	1996	White	96%	45
Women	5%	6	African-American		2%	1	
2005	White	94%	117		Latino	2%	2
	African-American	1%	1		Other	0%	0
	Latino	2%	2	Women	0%	0	
	Asian	2%	3	1995	White	100%	44
	Other	1%	1		African-American	0%	0
Women	7%	9	Latino		0%	0	
2003	White	94%	118		Other	0%	0
	African-American	2%	2	Women	0%	0	
	Latino	0%	0	1994	White	100%	72
	Asian	2%	3		African-American	0%	0
	Other	2%	3		Latino	0%	0
Women	2%	2	Other		0%	0	
2001	White	96%	94	Women	0%	0	
	African-American	1%	1	1993	White	97%	71
	Latino	1%	1		African-American	<2%	1
	Asian	1%	1		Latino	<2%	1
	Women	2%	2		Other	0%	0
2002	White	98%	66	1992	White	98%	66
	African-American	<2%	1		African-American	<2%	1
	Latino	0%	0		Latino	0%	0

Table 54

increased to four percent. Asians decreased by one percentage point to two percent, while Latinos and the “other” category remained the same at one percent each. The percentage of women physicians also remained the same at five percent.

See Table 54.

Head Trainers

In 2007, white head trainers decreased from 86 to 85 percent, while African-Americans increased by two percentage points to 15 percent of the total in the NFL. There were no Latino, Asian or women head trainers in 2007.

See Table 55.

Head Trainers								
		%	#					
2007	White	85%	50	1998	White	87%	27	
	African-American	15%	9		African-American	13%	4	
	Latino	0%	0		Latino	0%	0	
	Asian	0%	0		Other	0%	0	
	Other	0%	0		Women	0%	0	
2006	Women	0%	0	1997	White	87%	26	
	White	86%	48		African-American	10%	3	
	African-American	13%	7		Latino	0%	0	
	Latino	0%	0		Other	3%	1	
	Asian	2%	1		Women	0%	0	
2005	Other	0%	0	1996	White	90%	27	
	Women	0%	0		African-American	10%	3	
	White	88%	52		Other	0%	0	
	African-American	12%	7		1995	White	89%	25
	Latino	0%	0			African-American	7%	2
Asian	0%	0	Other	4%		1		
2003	Other	0%	0	1994	White	89%	25	
	Women	0%	0		African-American	7%	2	
	White	18%	26		Other	4%	1	
	African-American	16%	5	1993	White	92%	26	
	Latino	3%	1		African-American	4%	1	
Asian	0%	0	Other		4%	1		
2001	Other	0%	0	1992	White	92%	26	
	Women	0%	0		African-American	4%	1	
	White	88%	28		Other	4%	1	
	African-American	13%	4					
	Latino	0%	0					
Asian	0%	0						
Other	0%	0						
Women	0%	0						

Table 55

Radio and TV Announcers				
		%		
2007	White	77%	1998	
	African-American	11%		
	Latino	12%		
	Asian	0%		
	Other	0%		
	Women	1%		
2006	White	74%	1997	
	African-American	13%		
	Latino	13%		
	Asian	0%		
	Other	0%		
	Women	2%		
2005	White	74%	1996	
	African-American	12%		
	Latino	14%		
	Asian	0%		
	Other	0%		
	Women	0%		
2003	White	94%	1995	
	African-American	3%		
	Latino	0%		
	Asian	0%		
	Other	0%		
	Women	3%		
2001	White	87%	1993	
	African-American	10%		
	Latino	3%		
	Asian	0%	1992	
	Other	0%		
	Women	2%		
			White	85%
			African-American	2%
			Latino	13%
			White	86%
			African-American	2%
			Latino	12%

Table 56

Radio/TV Broadcasters

For NFL teams, white broadcasters increased three percentage points to 77 percent of the total. African-Americans decreased from 13 percent to 11 percent while Latino broadcasters decreased from 13 percent to 12 percent of the total for 2007. There were no Asian broadcasters. Women comprised of one percent of the total in 2007, down from two percent last year.

See Table 56.

Stacking

Most observers agree that the issue of stacking in the NFL is no longer a major concern. In the 2007 NFL season, the percentage of African-American quarterbacks increased three percentage points to 19 percent. Quarterback is football's central "thinking" position. Historically, the positions of running back, wide receiver, cornerback and safety have had disproportionately high percentages of African-Americans. The latter positions rely a great deal on speed and reactive ability. The quarterback position was the primary concern since it was so central to the game and now that African-Americans have broken down that barrier, concern about other positions has been greatly diminished.

While the positions of running back (89 percent), wide receiver (89 percent), cornerback (97 percent) and safety (84 percent) continued to be disproportionately held by African-Americans, these are of less concern. That is also true for the position of center, considered to be the anchor of the offensive line, which was still dominated (77 percent) by whites.

See Tables 57 and 58.

NFL Offense								
		QB	RB	WR	TE	OT	OG	C
2007	White	76%	9%	10%	56%	49%	59%	77%
	African-American	19%	89%	89%	42%	49%	35%	18%
2006	White	82%	10%	8%	54%	43%	53%	70%
	African-American	16%	88%	91%	43%	57%	42%	26%
2005	White	82%	9%	9%	57%	44%	54%	69%
	African-American	16%	89%	91%	40%	55%	39%	24%
2003	White	77%	13%	14%	55%	44%	56%	85%
	African-American	22%	86%	86%	42%	55%	41%	12%
2002	White	76%	16%	12%	56%	45%	56%	83%
	African-American	24%	82%	88%	41%	53%	41%	14%
2000	White	78%	13%	10%	56%	48%	48%	70%
	African-American	21%	86%	90%	41%	30%	50%	25%
1999	White	81%	13%	9%	55%	42%	55%	75%
	African-American	18%	86%	91%	42%	55%	42%	20%
1998	White	91%	13%	8%	55%	39%	67%	83%
	African-American	8%	87%	92%	42%	55%	29%	17%
1997	White	91%	7%	8%	52%	49%	72%	72%
	African-American	7%	90%	89%	48%	47%	23%	20%
1993	White	93%	8%	10%	39%	51%	64%	79%
	African-American	7%	92%	90%	60%	47%	32%	18%

Note: 66 % of all players in the NFL are Black. 31% of all players are White. 3% of all players in the NFL are either Pacific Islander, Latino, or Asian American. Any totals of less than 100% are due to the third category of other.

Table 57

NFL Defense						
		CB	S	LB	DE	DT
2007	White	2%	13%	26%	21%	18%
	African-American	97%	84%	71%	73%	76%
2006	White	4%	14%	24%	24%	18%
	African-American	96%	85%	73%	75%	75%
2005	White	5%	14%	26%	24%	20%
	African-American	95%	83%	71%	75%	75%
2003	White	2%	19%	17%	22%	20%
	African-American	98%	81%	80%	77%	76%
2002	White	1%	13%	19%	20%	23%
	African-American	98%	87%	78%	78%	78%
2000	White	7%	13%	22%	25%	26%
	African-American	93%	87%	76%	73%	73%
1999	White	4%	10%	23%	21%	20%
	African-American	96%	90%	74%	77%	68%
1998	White	1%	9%	24%	19%	31%
	African-American	99%	91%	75%	79%	63%
1997	White	2%	10%	24%	15%	24%
	African-American	98%	89%	74%	8%	71%
1993	White	1%	18%	27%	27%	30%
	African-American	99%	80%	72%	71%	53%

Note: 66 % of all players in the NFL are Black. 31% of all players are White. 3% of all players in the NFL are either Pacific Islander, Latino, or Asian American. Any totals of less than 100% are due to the third category of other.

Table 58

Chapter 6: Major League Soccer

OVERALL GRADES

MLS had a second consecutive solid A (93.4 points) for racial hiring practices, up slightly from its 93.3 total in 2007. MLS achieved A's for race in the League Office, players, head coaches, and team professional administration. They had B+/A- for team senior administration and team CEOs/presidents.

The MLS gender grade increased dramatically from a D+ in 2007 to a high C+ (78 points, up from 64.6) in 2008. In 2007, MLS had no category used to measure gender being above a D+. In 2008, only one category was below a C.

MLS received an A+ for diversity initiatives.

MLS had a combined grade of B+ with 85.7 points, up significantly from C+/B- with 79 points in 2007.

GRADES BY CATEGORY

Players

The percentage of white players in MLS slightly decreased from 61 to 59 percent since the last Report Card resulting in an overall increase in the number of players of color in the 2007 season. Latino players dropped from 15 percent in 2006 to 14 percent in 2007 while African-American players increased to 22 percent from 17 percent in 2006. Asian players decreased from three percent to one percent, and other people of color remained the same at three percent. There were 106 international players in MLS, a significant increase of 38 players from the 2006 season bringing the percentage from 21 to 31 percent of the MLS total.

MLS Grade for players: A+

See Table 59.

Players					
	%	#		%	#
2007			2002		
White	59%	201	White	60%	x
African-American	22%	74	African-American	16%	x
Latino	14%	49	Latino	22%	x
Asian	1%	4	Asian	1%	x
Other	3%	11	Other	1%	x
International	31%	106	2001		
2006			White	59%	x
White	61%	200	African-American	19%	x
African-American	17%	57	Latino	20%	x
Latino	15%	49	Other	2%	x
Asian	3%	9	2000		
Other	3%	11	White	63%	x
International	21%	68	African-American	15%	x
2005			Latino	21%	x
White	58%	182	Other	1%	x
African-American	18%	56	1999		
Latino	20%	63	White	65%	x
Asian	1%	4	African-American	16%	x
Other	3%	8	Latino	18%	x
International	28%	87	Other	1%	x
2004*			1998		
White	64%	147	White	62%	x
African-American	17%	40	African-American	16%	x
Latino	14%	32	Latino	21%	x
Asian	1%	3	Other	1%	x
Other	4%	9	2003		
2003			Data Not Recorded		

x= Data not recorded

*=Received from EEO MLS self report Apr. 2005

Table 59

MLS League Office

In 2008, the percentage of people of color in professional level positions in the MLS League Office increased by 12 percentage points since the last RGRC. Fifty-seven percent of MLS professionals were white, while nine percent were African-American (up from six percent last year), 27 percent were Latino (up from 20 percent), and four percent were Asian (the same as last year). Other people of color increased from two to three percent. In 2008, 42 percent of MLS League Office professional staff were women, a 16 percentage point increase since 2007.

Nelson Rodriguez, senior vice president, Strategic Planning, was the only Latino vice president. Geoff Hayes was promoted to vice president of Special Events in 2005 and is the only African-American vice president. JoAnn Neale, Executive Vice President of MLS, and Kathryn Carter, executive vice president of Soccer United Marketing, were the only two female vice presidents in MLS. The MLS League Office has a total of 10 vice presidents including two senior vice presidents and four executive vice presidents.

One of the strategies MLS utilizes to increase opportunities for women and people of color is its internship

League Office: Professional Employees								
			%	#				
2008					2003			
	White	57%	53	Data Not Recorded				
	African-American	9%	8	2002				
	Latino	27%	25		White	79%	19	
	Asian	4%	4		African-American	8%	2	
	Other	3%	3		Latino	13%	3	
	Women	42%	39		Asian	0%	0	
2007						Other	0%	0
	White	68.60%	35		Women	17%	4	
	African-American	5.80%	3	2001				
	Latino	19.60%	10	Data Not Recorded				
	Asian	3.90%	2	2000				
	Other	1.90%	1		White	74%	42	
	Women	26%	13		African-American	5%	3	
2006						Latino	19%	11
	White	65.30%	32		Asian	2%	1	
	African-American	6.10%	3		Other	0%	0	
	Latino	22.40%	11		Women	30%	17	
	Asian	2.00%	1	1999				
	Other	4.00%	2		White	84%	36	
	Women	24%	12		African-American	0%	0	
2005						Latino	14%	6
	White	76%	25		Asian	2%	1	
	African-American	6%	2		Women	40%	17	
	Latino	15%	5	1998				
	Asian	3%	1		White	81%	43	
	Other	0%	0		African-American	0%	0	
	Women	21%	7		Latino	17%	9	
2004						Asian	2%	1
	White	76%	41		Women	47%	25	
	African-American	6%	3					
	Latino	15%	8					
	Asian	3%	1					
	Other	0%	0					
	Women	21%	11					

of directors. There were no women board members, but the number of people of color increased from four to six in 2006. In 2008 there were nine people of color on the Board of Governors including two African-Americans (4 percent), four Latinos (8 percent) and three Asians (6 percent).

These board members include African Americans Jim Nevels and Victor MacFarlane; Asian-Americans Haruyuki Takahashi, Sunil Gulati and Will Chang and Latinos Gabriel Brener, Jorge Vergara Madrigal, Antonio Cue and Javier Leon. There were 49 members of the board in all, making the board 81.6 percent white and 18.4 percent people of color.

“In 2008, the percentage of people of color in professional level positions in the MLS League Office increased by 12 percentage points since the last RGRC.”

Note: Data provided by the MLS league office.

*=Received from EEO MLS self report Apr. 2005

Table 60

program. During the spring of 2008, MLS recruited women or people of color into 20 of their 30 available positions. There were 14 women, two Asians, nine Latinos and four Latinas.

MLS Grade for League Central Offices:

Race: A+
Gender: A

See Table 60.

Ownership

It is worth noting that MLS is quite different than other professional leagues in its corporate structure. The “owners” are all investors in a single entity league. There is a great deal of autonomy given to each investor and the teams they manage, but ultimately they are investors in the league.

The MLS Board of Governors is comparable to a corporation’s board

Head Coaches

Fernando Clavijo, coach of the Colorado Rapids during the 2007 season, was the only coach who was a person of color in MLS. There were none in the 2004 season. In the 10 years MLS has been included in the Racial and Gender Report Card, there has never been an African-American head coach until Cobi Jones was named interim head coach by the LA Galaxy during the 2008 season. Ironically, Jones replaced Ruud Gullit who became the first black head coach since we have covered MLS. Gullit, who had been hired in November 2007, is from the Netherlands and his father is of Afro-Surinamese descent.

At the end of the 2007 season, coach Bruce Arena (New York Red Bulls) resigned his post and was replaced by Juan Carlos Osorio, a Latino. In addition, Dave Sarachan (Chicago Fire) resigned in 2008 and was replaced by Denis Hamlett, a Latino. This raised the total number of people of color as head coaches to four or 28.5 percent.

The four head coaches of color in the 2008 season are:

- Denis Hamlett, Latino, Chicago Fire
- Cobi Jones, African-American, Los Angeles Galaxy
- Juan Carlos Osorio, Latino, Red Bull New York
- Fernando Clavijo, Latino, Colorado Rapids

MLS Grade for Head Coaches: A

See Table 61.

Assistant Coaches

The percentage of Latino assistant coaches in MLS decreased from 18.0 percent to 12.2 percent. The percentages of white coaches increased from 76.0 percent to 82.9 percent, while the percentage of African-American assistant coaches decreased from 3.0 percent to 2.4

Head Coaches							
		%	#		%	#	
2008	White	69.2%	9	2002	White	80%	8
	African-American	7.7%	1		African-American	0%	0
	Asian	0.0%	0		Asian	0%	0
	Latino	23.1%	3		Latino	20%	2
	Women	0.0%	0		Women	0%	0
2007	White	92.3%	12	2001	White	75%	9
	African-American	0.0%	0		African-American	0%	0
	Asian	0.0%	0		Asian	0%	0
	Latino	7.7%	1		Latino	25%	3
	Women	0.0%	0		Women	0%	0
2006	White	91%	10	2000	White	83%	10
	African-American	0%	0		African-American	0%	0
	Asian	0%	0		Asian	0%	0
	Latino	9%	1		Latino	17%	2
	Women	0%	0		Women	0%	0
2005	White	92%	11	1999	White	83%	10
	African-American	0%	0		African-American	0%	0
	Asian	0%	0		Asian	0%	0
	Latino	8%	1		Latino	17%	2
	Women	0%	0		Women	0%	0
2004	White	100%	9	1998	White	67%	8
	African-American	0%	0		African-American	0%	0
	Asian	0%	0		Asian	0%	0
	Latino	0%	0		Latino	33%	4
	Women	0%	0		Women	0%	0
2003							
			Data Not Recorded				

*=Received from EEO MLS self report Apr. 2005

Table 61

percent. People of color held 17 percent of the positions.

MLS Grade for Assistant Coaches: B+

See Table 62.

Top Management

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

CEO/President

There were three people of color (25 percent) who were either a CEO or president of MLS teams in 2007 and 2008. MLS has had the highest percentage in this category of any professional sport. Antonio Cue Sanchez-Navarro remains president for the Chivas USA. However, Javier Leon left Chivas USA and is now

Assistant Coaches					
	%	#		%	#
2007			2002		
White	82.9%	34	White	76%	22
African-American	2.4%	1	African-American	10%	3
Latino	12.2%	5	Latino	10%	3
Asian	0.0%	0	Asian	0%	0
Other	2.4%	1	Other	4%	1
Women	0.0%	0	Women	0%	0
2006			2001		
White	76%	26	Data Not Recorded		
African-American	3%	1	2000		
Latino	18%	6	White	69%	22
Asian	0%	0	African-American	0%	0
Other	3%	1	Latino	28%	9
Women	0%	0	Asian	0%	0
2005			Other	3%	1
White	73%	24	Women	0%	0
African-American	6%	2	1999		
Latino	18%	6	White	69%	20
Asian	0%	0	African-American	0%	0
Other	3%	1	Latino	28%	8
Women	0%	0	Asian	3%	1
2004*			Other	0%	0
White	84%	15	Women	0%	0
African-American	11%	2	1998		
Latino	5%	1	White	58%	14
Asian	0%	0	African-American	13%	3
Other	0%	0	Latino	29%	7
Women	0%	0	Asian	0%	0
2003			Other	0%	0
Data Not Recorded			Women	0%	0

*=Received from EEO MLS self report Apr. 2005

Table 62

MLS Grade for General Managers: C-

See Table 64.

Team Vice Presidents

There were two women who were team vice presidents in the 2007 season. They were Deb Dowling-Canino, vice president, Community Relations for the Colorado Rapids and Jennifer Ferron, vice president, Marketing Operations for the New England Revolution. Zeke Chaidez, vice president, Business Operations for Chivas USA was the only person of color in this position during the 2007 season. He is Latino.

See Table 65.

“MLS has had the highest percentage [of people of color in the CEO/President] category of any professional sport.”

the interim president for the Chicago Fire. Both are Latino. Sunil Gulati, president for Kraft Soccer and the New England Revolution, is from India.

In the 2008 MLS season, the three people of color who are either CEO or president of MLS teams remain the same:

- Antonio Cue Sanchez-Navarro, Latino, Chivas USA
- Javier Leon, Latino, Chicago Fire
- Sunil Gulati, Asian, New England Revolution

MLS Grade for CEO/President: B+/A-

See Table 63.

General Manager/ Principal-in-Charge

Javier León, the GM of the Chicago Fire, is the first person of color in the general manager/principal in charge of day-to-day operations position in MLS since 2002. There has never been an African-American GM in the history of the coverage of MLS in the Racial and Gender Report Card. The Chicago Fire is one of the 12 teams in MLS who list a GM.

CEO/President							
		%	#			%	#
2008				2002			
	White	75%	9		White	100%	x
	African-American	0%	0		African-American	0%	x
	Latino	17%	2		Latino	0%	x
	Asian	8%	1		Asian	0%	x
	Women	0%	0		Women	0%	x
2007				2001			
	White	75%	9		White	100%	x
	African-American	0%	0		African-American	0%	x
	Latino	17%	2		Latino	0%	x
	Asian	8%	1		Asian	0%	x
	Women	0%	0		Women	0%	x
2006				2000			
	White	70%	7		White	100%	x
	African-American	0%	0		African-American	0%	x
	Latino	20%	2		Latino	0%	x
	Asian	10%	1		Asian	0%	x
	Women	0%	0		Women	0%	x
2005				1999			
	White	77%	10		White	100%	x
	African-American	0%	0		African-American	0%	x
	Latino	15%	2		Latino	0%	x
	Asian	8%	1		Asian	0%	x
	Women	0%	0		Women	0%	x
2004*				1998			
	White	100%	7		White	93%	x
	African-American	0%	0		African-American	0%	x
	Latino	0%	0		Latino	7%	x
	Asian	0%	0		Other	0%	x
	Women	0%	0		Women	0%	x
2003							
		Data Not Recorded					

*=Received from EEO MLS self report Apr. 2005

Table 63

General Manager/ Director of Player Personnel						
		%	#			#
2008				2002		
	White	92%	11		White	92%
	African-American	0%	0		African-American	0%
	Latino	8%	1		Latino	8%
	Asian	0%	0		Asian	0%
	Women	0%	0		Women	0%
2007				2001		
	White	90%	9		White	92%
	African-American	0%	0		African-American	0%
	Latino	10%	1		Latino	8%
	Asian	0%	0		Asian	0%
	Women	0%	0		Women	0%
2006				2000		
	White	100%	10		White	100%
	African-American	0%	0		African-American	0%
	Latino	0%	0		Latino	0%
	Asian	0%	0		Asian	0%
	Women	0%	0		Women	0%
2005				1999		
	White	100%	11		White	92%
	African-American	0%	0		African-American	0%
	Latino	0%	0		Latino	8%
	Asian	0%	0		Asian	0%
	Women	0%	0		Women	8%
2004*				1998		
	White	100%	12		White	92%
	African-American	0%	0		African-American	0%
	Latino	0%	0		Latino	8%
	Asian	0%	0		Asian	0%
	Women	0%	0		Women	0%
2003		Data Not Recorded				

*=Received from EEO MLS self report Apr. 2005

Table 64

Vice Presidents					
	%	#		%	#
2007			2002		
White	97%	29	White	91%	21
African-American	0%	0	African-American	9%	2
Latino	3%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Women	7%	2	Women	0%	0
2006			2001		
White	100%	28	Data Not Recorded		
African-American	0%	0	2000		
Latino	0%	0	White	76%	14
Asian	0%	0	African-American	12%	2
Women	7%	2	Latino	12%	2
2005			1999		
White	100%	24	White	90%	19
African-American	0%	0	African-American	5%	1
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	5%	1
Women	8%	2	Women	5%	1
2004			1998		
White	100%	14	White	89%	16
African-American	0%	0	African-American	5%	1
Latino	0%	0	Latino	5%	1
Asian	0%	0	Asian	0%	0
Women	0%	0	Women	17%	3
2003			Data Not Recorded		

*=Received from EEO MLS self report Apr. 2005

Table 65

Senior Administrators		
	%	#
2007		
White	79.6%	74
African-American	2.2%	2
Latino	16.1%	15
Asian	0.0%	0
Other	2.2%	2
Women	20.4%	19
2006		
White	82%	77
African-American	1%	1
Latino	15%	14
Asian	1%	1
Other	1%	1
Women	18%	17
2005		
White	85%	54
African-American	0%	0
Latino	13%	8
Asian	2%	1
Other	0%	0
Women	21%	13
2004*		
White	86%	x
African-American	1%	x
Latino	12%	x
Asian	1%	x
Women	23%	x
2003		
Data Not Recorded		
2001		
White	86%	x
African-American	3%	x
Latino	9%	x
Asian	1%	x
Women	24%	x
2000		
White	80%	x
African-American	4%	x
Latino	14%	x
Asian	2%	x
Women	21%	x
1999		
White	80%	x
African-American	5%	x
Latino	14%	x
Asian	1%	x
Women	22%	x

x= Data not recorded

*=Received from EEO MLS self report Apr. 2005

Table 66

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer, chief financial officer, public relations director and director of community relations.

During the 2007 season, there was more than a two percentage point increase for people of color in the team senior administration ranks from 18.0 to 20.5 percent while 79.6 percent of the senior team administrators in Major League Soccer were white, a decrease of more than two percentage points. Latinos held 16.1 percent of senior team administrative positions, an increase of 1.1 percentage points. There were no Asians in these positions,

but the number of African-Americans increased from 1.0 percent to 2.0 percent of senior team administrative positions in 2007.

In 2007 the percentage of women increased by 2.4 percentage points from 18 to 20.4 percent.

MLS Grade for Senior Administration

Race: B+/A-
Gender: D-

See Table 66.

Professional Administration

Positions categorized as professional administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator,

Professional Administration					
2007			2003		
	%	#		%	#
White	67.5%	131	Data Not Recorded		
African-American	3.6%	7	2002		
Latino	26.3%	51	White	77%	x
Asian	1.5%	3	African-American	3%	x
Other	1.0%	2	Latino	17%	x
Women	27.3%	53	Asian	2%	x
2006			Other	1%	x
White	71%	178	Women	22%	x
African-American	4%	10	2001		
Latino	22%	56	Data Not Recorded		
Asian	1%	3	2000		
Other	1%	3	White	81%	x
Women	27%	67	African-American	7%	x
2005			Latino	9%	x
White	66%	76	Asian	2%	x
African-American	4%	5	Women	32%	x
Latino	30%	34	1999		
Asian	0%	0	White	74%	x
Other	0%	0	African-American	7%	x
Women	28%	32	Latino	17%	x
2004			Asian	2%	x
White	90%	75	Women	15%	x
African-American	1%	1	1998		
Latino	5%	4	White	78%	x
Asian	2%	2	African-American	4%	x
Other	1%	1	Latino	18%	x
Women	42%	35	Asian	0%	x
			Women	31%	x

*=Received from EEO MLS self report Apr. 2005

Table 67

supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

People of color held 32.4 percent of the team professional positions in 2007. Latinos increased by more than four percentage points from 22.0 percent in 2006 to 26.3 percent in 2007. African-Americans decreased slightly from four percent in 2006 to 3.6 percent in 2007 while the percentage of whites filling team professional administration posts

decreased from 71.0 to 67.5 percent. The percentage of Asians increased to 1.5 percent while other people of color stayed the same at one percent.

The percentage of women in team professional positions increased slightly from 27.0 to 27.3 percent in 2007.

MLS Grade for Professional Administration:

Race: A+
Gender: C

See Table 67.

Diversity Initiatives

As can be seen in the Chapter 9, MLS has had outstanding diversity initiatives.

MLS Grade for Diversity Initiatives: A+

See Chapter 9.

Physicians and Head Trainers

White physicians increased from 67 percent to 89 percent since the 2006 MLS season. Latinos held 22 percent of these positions in 2006 but decreased to 11 percent in 2007. There were no female, African-American or Asian team physicians in either year.

See Table 68.

In 2007, Latinos and white head trainers remained the same at eight and 92 percent, respectively. There were no African-American, Asian, or women trainers in 2006 or 2007.

See Table 69.

Radio/TV Broadcasters

Radio and television announcers have the enormous ability to influence the way the public perceives athletes and sports, thus it is important that the people in the media be as diverse as the players on the fields.

There was a slight increase in Latino broadcasters for MLS teams in the 2007 season. Latinos held 45 percent of these posts in 2006 before increasing to 46.4 percent in 2007. African-Americans decreased from nine percent to 7.1 percent while whites increased from 45.0 to 46.4 percent. Women held 3.6 percent of these positions, up from zero in 2006. There have been no Asian broadcasters since 2004.

See Table 70.

Physicians					
	%	#		%	#
2007			2003		
				Data Not Recorded	
			2002		
White	89%	8	White	67%	6
African-American	0%	0	African-American	0%	0
Latino	11%	1	Latino	22%	2
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	11%	1
Women	0%	0	Women	11%	1
2006			2001		
				Data Not Recorded	
White	67%	6	2000		
African-American	0%	0	White	100%	10
Latino	22%	2	African-American	0%	0
Asian	0%	0	Latino	0%	0
Other	11%	1	Asian	0%	0
Women	0%	0	Women	0%	0
2005			1999		
			White	100%	11
White	82%	9	African-American	0%	0
African-American	0%	0	Latino	0%	0
Latino	9%	1	Asian	0%	0
Asian	9%	1	Women	0%	0
Other	0%	0	1998		
Women	0%	0	White	92%	13
2004*			African-American	0%	0
			Latino	8%	1
White	75%	12	Asian	0%	0
African-American	0%	0	Women	0%	0
Latino	6%	1			
Asian	6%	1			
Other	13%	2			
Women	0%	0			

*=Received from EEO MLS self report Apr. 2005

Table 68

Head Trainers					
	%	#		%	#
2007			2003		
White	92%	12	Data Not Recorded		
African-American	0%	0	2002		
Latino	8%	1	White	100%	10
Asian	0%	0	African-American	0%	0
Other	0%	0	Latino	0%	0
Women	0%	0	Asian	0%	0
2006			Other	0%	0
White	92%	11	Women	0%	0
African-American	0%	0	2001		
Latino	8%	1	Data Not Recorded		
Asian	0%	0	2000		
Other	0%	0	White	92%	11
Women	0%	0	African-American	0%	0
2005			Latino	8%	1
White	75%	12	Other	0%	0
African-American	0%	0	Women	17%	2
Latino	19%	3	1999		
Asian	6%	1	White	92%	11
Other	0%	0	African-American	0%	0
Women	0%	0	Latino	8%	1
2004*			Other	0%	0
White	100%	7	Women	17%	2
African-American	0%	0	1998		
Latino	0%	0	White	76%	8
Asian	0%	0	African-American	0%	0
Other	0%	0	Latino	33%	4
Women	0%	0	Other	0%	0
			Women	17%	2

*=Received from EEO MLS self report Apr. 2005

Table 69

Radio and TV Announcers		
	%	
2007		
White	46.4%	
African-American	7.1%	
Latino	46.4%	
Asian	0.0%	
Other	0.0%	
Women	3.6%	
2006		
White	45%	
African-American	9%	
Latino	45%	
Asian	0%	
Other	0%	
Women	0%	
2005		
White	64%	
African-American	9%	
Latino	27%	
Asian	0%	
Other	0%	
Women	0%	
2004*		
White	47%	
African-American	2%	
Latino	44%	
Asian	4%	
Other	2%	
Women	4%	

*=Received from EEO MLS self report Apr. 2005

Table 70

Chapter 7: College Sport and NCAA

OVERALL GRADES

College sport received a C+ for race and a B for gender giving it a combined C+ overall. That compared to the 2006-07 Racial and Gender Report Card when college sport earned a B- for race and B+ for gender. The 2008 Report Card marked the first time that TIDES calculated conference commissioners into the weighted grades.

The C+ for race was last when compared to the grades for the professional sports leagues. College sport's B for gender put it behind the NBA's B+ and the WNBA's A+ for gender but ahead of the other men's leagues. The college sport combined grade of C+ was lowest among all the other sports examined in 2008 and was behind the WNBA (A+), NBA (A), MLS (B+) and MLB (B).

College sport received A's for race in Division I men's head basketball coaching positions, all Division I men's assistant coaching positions, opportunities for male and female student-athletes and at the NCAA Headquarters. It received A's for gender at the NCAA Headquarters, Division I women's head basketball coaching positions, all Division I women's head and assistant coaching positions, senior woman administrator positions and opportunities for female student-athletes.

College sport received F's for race in FBS head football coaching positions and Sports Information Directors. It received F's for race and gender in the key positions of athletics director, conference commissioner and FBS university president.

GRADES BY CATEGORY

NCAA Headquarters

Leaders are the individuals who make a difference from the top of the organization to the bottom with the goal that the entire department is a reflection of their values. For

this reason, the leadership group should be a diverse group of leaders. Because this group also has tremendous influence on the hiring's that occur within the organization, it is important for the leaders to be diverse and open-minded. The data in this section was supplied by the NCAA for 2008 and is compared to their data from 2007.

Throughout his tenure as NCAA President Myles Brand has strongly expressed his support of creating opportunities for women and people of color within the NCAA headquarters and at the member institutions that comprise the NCAA. In his State of the NCAA address in January 2008, Brand stated that "Women continue to be under-represented in terms of grants-in-aid for student-athletes, coaching opportunities for women's sports, and leadership positions in terms of athletics director positions. Athletics scholarships, coaching positions and athletics directorships must, of course, be allocated on the bases of talent and hard work. But it is simply incredulous that the talent pool is so weighted toward men to produce this imbalance. The facts, as well as the history of past lack of female representation, point to a continuing problem of injustice." He also said that the lack of African-American head football coaches is an embarrassment to all of intercollegiate athletics and that "the talent pool exists and it contains men who are ready and able to successfully lead these teams, but we are yet to see more than eight head coaches among the 119 teams in the Football Bowl Subdivision. And as bad as that is, it is worse in the Football Championship Subdivision and in Divisions II and III."

At the VP/chief of staff position, the number of people of color and women remained the same at three and four respectively. However, there was a drop of 0.9 and 1.3 percentage points for people of color and women, respectively, because of an increase in the total number of people holding VP/chief of staff positions. African-Americans continue to be the only

people of color represented at the VP/chief of staff position, occupying 16.7 percent of the positions. Whites held the remaining 83.3 percent of the positions.

The percentages increased for people of color and decreased slightly for women who hold posts at the chief aides/director level, which includes the managing director position as well. While women increased in numbers from 26 to 28, their percentage decreased to 41.1 percent (down 0.8 of a percentage point) because of the increase in total numbers. People of color increased by 1.0 percentage point to 23.5 percent. Whites occupied 76.5 percent of the positions (down 0.9 percentage points), while African-Americans held 16.2 percent (up 1.7) percentage points) of the managing director/director positions. Latinos held 2.9 percent (up 1.3 percentage points) and Asians occupied 4.4 percent (down 0.4 percentage points).

The percentages also increased for people of color and decreased slightly for women who hold posts at the NCAA administrator level. People of color occupied 23.1 percent (up by 1.4 percentage points) of the positions while whites held 76.9 percent, which is a decrease of 1.5 percentage points. At 19.0 percent, African-American representation increased 0.6. At 2.1 percent each, Asians increased and Latinos decreased. Women held 54.9 of the administrator posts (down by 0.2 percentage points).

Within the support staff position level at the headquarters, which includes all levels of assistants, the percentage of people of color decreased 0.3 percentage points to 19.7 percent while women increased to 94.6 percent.

Charlotte Westerhaus continued in her role as the vice president for the Office of Diversity and Inclusion, working closely with NCAA president Myles Brand on "identifying ways in which the NCAA can better assist universities in the hiring of women

and people of color into leadership positions.” Her hire in 2005 gave the NCAA Headquarters four female vice presidents in the 2005 Report Card. Judith Sweet retired from her position of vice president for NCAA Championships in 2006, but the number of female VP’s remained the same with the hire of Joni Comstock for the same position. Ronald Stratton was replaced by Robert Vowels in 2007, keeping the number of African-American VP’s at three and there were no changes in the four women VP’s at the NCAA headquarters.

The African-American vice-presidents are:

- Bernard Franklin, sr. vice president for Governance and Membership
- Robert Vowels, vice president for Education Services
- Charlotte Westerhaus, vice president for Diversity and Inclusion

The four women vice presidents are:

- Charlotte Westerhaus, vice President for Diversity and Inclusion
- Elsa Cole, chief legal counsel
- Sue Donohoe, vice president of Women’s Division I Basketball
- Joni Comstock, vice president for NCAA Championships

Grade for NCAA Headquarters:

Race: A-
Gender: A

See Tables 71, 72, 73 and 74.

NCAA Vice President/Chief of Staff								
		%	#					
2008	White	83.33%	15	2003	Data Not Recorded			
	African-American	16.67%	3		2002	White	81.0%	13
	Latino	0.00%	0			African-American	19.0%	3
	Asian	0.00%	0			Latino	0.0%	0
	Other	0.00%	0			Asian	0.0%	0
	Women	22.22%	4			Other	0.0%	0
	Total	x	18			Women	25.0%	4
2007	White	82.4%	14	Total		x	16	
	African-American	17.6%	3	2001	Data Not Recorded			
	Latino	0.0%	0		2000	White	83.3%	10
	Asian	0.0%	0	African-American		16.7%	3	
	Other	0.0%	0	Latino		0.0%	0	
	Women	23.5%	4	Other		0.0%	0	
	Total	x	17	Women		26.7%	4	
2006	White	81.3%	13	Total		x	15	
	African-American	18.8%	3	1999		Data Not Recorded		
	Latino	0.0%	0		1998	White	81.2%	13
	Asian	0.0%	0	African-American		18.8%	3	
	Other	0.0%	0	Latino		0.0%	0	
	Women	25.0%	4	Other		0.0%	0	
	Total	x	16	Women		25.0%	4	
2005	Data Not Recorded							
	2004	White	87.5%	14		Total	x	16
African-American		12.5%	2	1997	White	86.6%	13	
Latino		0.0%	0		African-American	13.3%	2	
Asian		0.0%	0		Latino	0.0%	0	
Other		0.0%	0		Other	0.0%	0	
Women		18.8%	3		Women	26.6%	4	
Total		x	16		Total	x	15	

Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 71

Conference Commissioners

Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division IA, conference commissioners were white men. Being a conference commissioner is a powerful position and those that head BCS Conferences are considered to be among the most powerful and influential people in

college sport. The information in this section was collected by TIDES from the conferences and not from NCAA reports.

Of the 103 associate commissioners listed in the FBS conferences, 8.7 percent of them were African-American, which was a 2.9 percentage point increase since 2004-05; 88.3 percent were held by whites (4.0

NCAA Chief Aides/Directors					
	%	#		%	#
2008			2003		
White	76.47%	52	Data Not Recorded		
African-American	16.18%	11	2002		
Latino	2.94%	2	White	79.0%	x
Asian	4.41%	3	African-American	14.0%	x
Other	0.00%	0	Latino	5.0%	x
Women	41.10%	28	Asian	2.0%	x
Total	x	68	Other	0.0%	x
2007			Women	42.0%	x
White	77.4%	48	Total	x	x
African-American	14.5%	9	2001		
Latino	1.6%	1	Data Not Recorded		
Asian	4.8%	3	2000		
Other	1.6%	1	White	82.9%	34
Women	41.9%	26	African-American	9.7%	4
Total	x	62	Latino	2.4%	1
2006			Other	4.8%	2
White	75.9%	44	Women	39.0%	16
African-American	19.0%	11	Total	x	41
Latino	1.7%	1	1999		
Asian	3.4%	2	Data Not Recorded		
Other	0.0%	0	1998		
Women	41.4%	24	White	85.7%	36
Total	x	58	African-American	7.1%	3
2005			Latino	2.4%	1
Data Not Recorded			Other	4.8%	2
2004			Women	38.1%	16
White	81.3%	33	Total	x	42
African-American	12.5%	5	1997		
Latino	2.0%	1	White	92.1%	35
Asian	4.0%	2	African-American	5.3%	2
Other	0.0%	0	Latino	2.6%	1
Women	48.0%	20	Other	0.0%	0
Total	x	41	Women	34.2%	13
			Total	x	38

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x= Data not recorded

TABLE 72

percentage point decrease). A total of 1.0 percent of the associate commissioners were Asian, a decrease of 0.9 percentage points from the last recorded data. The percentage of positions held by women increased significantly from 25 percent to 31.1 percent, increasing in numbers from 13 to 32.

In all of Division I, excluding the

Historically Black conferences, all 30 (100 percent) of Division I conference commissioners were white. Three conferences were led by women as commissioners, accounting for 10.0 percent. The NCAA lists four other women who led sport-specific conferences.

The RGRC breaks down the female conference commissioners as follows:

There were three females that headed Division I conferences:

- Bernadette V. McGlade, Atlantic 10 Conference
- Carolyn Schlie Femovich, Patriot League
- Brenda Weare, Northeast Conference

There were four women who were in charge of sport-specific conferences:

NCAA Administrators						
		%	#			
2008				2003		
	White	76.92%	150	Data Not Recorded		
	African-American	18.97%	37	2002		
	Latino	2.05%	4		White	77.3%
	Asian	2.05%	4		African-American	22.2%
	Other	0.00%	0		Latino	0.0%
	Women	54.87%	107		Asian	<1%
	Total	x	195		Other	0.0%
2007					Women	54.5%
	White	78.4%	145		Total	x
	African-American	18.4%	34	2001		
	Latino	2.2%	4	Data Not Recorded		
	Asian	1.1%	2	2000		
	Other	0.0%	0		White	76.6%
	Women	55.1%	102		African-American	21.9%
	Total	x	185		Latino	0.7%
2006					Other	0.7%
	White	76.5%	x		Women	49.6%
	African-American	19.7%	x		Total	x
	Latino	1.1%	x	1999		
	Asian	1.6%	x	Data Not Recorded		
	Other	1.1%	x	1998		
	Women	55.2%	x		White	78.3%
	Total	x	x		African-American	19.1%
2005					Latino	2.6%
Data Not Recorded					Other	0.0%
2004					Women	49.2%
	White	76.7%	124		Total	x
	African-American	22.2%	37	1997		
	Latino	0.0%	0		White	76.2%
	Asian	1.2%	2		African-American	19.1%
	Other	0.0%	0		Latino	1.0%
	Women	54.3%	88		Other	0.0%
	Total	x	163		Women	47.5%
					Total	x
						101

Historically Black Institutions excluded.

x= Data not recorded

TABLE 73

- Patty Viverito, Gateway Football Conference and Pioneer Football League
- Carla M. Konet, Northern Pacific Field Hockey Conference
- Wendy J. Guthrie, Pacific Coast Softball Conference
- Peggy J. Pruitt, American Lacrosse Conference

Grade for Division I Conference Commissioners:

Race: F
Gender: F

See Tables 75 and 76.

University Presidents in the Football Bowl Subdivision (FBS)

Analyzing the leadership at the top of the colleges and universities leading FBS institutions, we also see little diversity.

Among the 120 Division IA (FBS schools), 111 (92.5 percent) presidents

NCAA Support Staff						
		%	#			
2008				2003		
	White	80.36%	90		Data Not Recorded	
	African-American	16.07%	18	2002		
	Latino	0.00%	0		White	84.5%
	Asian	1.79%	2		African-American	13.0%
	Other	1.79%	2		Latino	x
	Women	94.64%	106		Asian	x
	Total	x	112		Other	2.5%
2007					Women	84.0%
	White	80.0%	92		Total	x
	African-American	16.5%	19	2001		
	Latino	0.9%	1		Data Not Recorded	
	Asian	1.7%	2	2000		
	Other	0.9%	1		White	84.0%
	Women	93.0%	107		African-American	13.4%
	Total	x	115		Latino	0.8%
2006					Other	1.6%
	White	81.6%	x		Women	90.7%
	African-American	15.8%	x		Total	x
	Latino	0.9%	x	1999		
	Asian	1.8%	x		Data Not Recorded	
	Other	0.0%	x	1998		
	Women	91.2%	x		White	90.5%
	Total	x	x		African-American	6.9%
2005					Latino	0.0%
	Data Not Recorded				Other	2.5%
2004					Women	94.8%
	White	85.1%	97		Total	x
	African-American	12.3%	13	1997		
	Latino	0.9%	1		White	92.0%
	Asian	1.7%	2		African-American	7.0%
	Other	0.0%	0		Latino	0.0%
	Women	90.4%	103		Other	1.0%
	Total	x	113		Women	54.4%
					Total	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x= Data not recorded

TABLE 74

were white. There were nine presidents of color and 21 women serving as president as of November 2008.

- There were three (2.5 percent) African-American presidents
 - o Sidney McPhee, Middle Tennessee State University
 - o Roderick McDavis, Ohio University
 - o Elson S. Floyd, Washington State University

- There were five (4.2 percent) Latino presidents
 - o Luis Proenza, University of Akron
 - o Modesto A. Maidique, Florida International University
 - o Waded Cruzado, New Mexico State University
 - o France A. Cordova, Purdue University
 - o Elsa A. Murano, Texas A&M University, College Station

- There was one (0.8 percent) Asian president
 - o Renu Khator, University of Houston
- There were no Native Americans presidents
- 21 (17.5 percent) women (17 white, three Latina, one Asian) presidents
 - o Carol Garrison, University of

Conference Commissioners					
Division IA			Division I		
	%	#		%	#
2007-08			2007-08		
White	100.0%	11	White	100.0%	30
African-American	0.0%	x	African-American	0.0%	0
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	10.0%	3
Total	x	11	Total	x	30
2006-07			2006-07		
White	100.0%	11	White	100.0%	36
African-American	0.0%	x	African-American	x	x
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	5.6%	2
Total	x	11	Total	x	36
2005-06			2005-06		
White	100.0%	11	White	100.0%	36
African-American	0.0%	x	African-American	x	x
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	5.6%	2
Total	x	11	Total	x	36
2004-05			2004-05		
White	100.0%	11	White	100.0%	36
African-American	0.0%	x	African-American	x	x
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	5.6%	2
Total	x	11	Total	x	36
2003-04			2003-04		
White	100.0%	11	White	100.0%	28
African-American	0.0%	x	African-American	x	x
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	9.1%	3
Total	x	11	Total	x	28

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x= Data not recorded

TABLE 75

- Alabama at Birmingham
- o Jo Ann M. Gora, Ball State University
- o Carol A. Cartwright, Bowling Green State University
- o Nancy L. Zimpher, University of Cincinnati
- o Susan W. Martin, Eastern

- Michigan University
- o Renu Khator, University of Houston
- o Sally Mason, University of Iowa
- o Shirley Raines, University of Memphis
- o Donna E. Shalala, University of Miami (Florida)

Associate Conference Commissioners		
Division IA		
	%	#
2007-08		
White	88.3%	91
African-American	8.7%	9
Asian	1.0%	1
Latino	0.0%	0
Native American	0.0%	0
Other	1.9%	2
Women	31.1%	32
Total	100.0%	103
2006-07		
Data Not Recorded		
2005-06		
Data Not Recorded		
2004-05		
White	92.3%	48
African-American	5.8%	3
Asian	1.9%	1
Latino	0.0%	0
Native American	0.0%	0
Other	0.0%	0
Women	25.0%	13
Total	x	52
2003-04		
White	82.5%	22
African-American	12.5%	5
Asian	2.5%	1
Latino	2.5%	1
Native American	x	x
Other	x	x
Women	27.5%	11
Total	x	40

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x= Data not recorded

TABLE 76

- o Mary Sue Coleman, University of Michigan
- o Lou Anna Kimsey Simon, Michigan State University
- o Waded Cruzado, New Mexico State
- o Gretchen M. Bataille, University of North Texas
- o France A. Cordova, Purdue University
- o Judy Genshaft, University of South Florida
- o Martha Dunagin Saunders, University of Southern Mississippi
- o Nancy Cantor, Syracuse University
- o Ann Weaver Hart, Temple University

Male Student-Athletes: Division I

2006-07				Basketball	Football	Baseball	2000-01				Basketball	Football	Baseball		
White	32.5%	47.0%	84.5%	White	32.5%	49.4%	81.3%	African-American	57.1%	42.1%	6.7%	Latino	1.4%	2.1%	5.6%
African-American	60.4%	45.9%	6.0%	American Indian/Alaskan Native	0.4%	0.4%	0.4%	Asian	0.2%	1.3%	0.9%	Non-Resident Aliens	5.1%	1.7%	2.1%
Latino	1.8%	2.2%	5.4%	Other	4.7%	2.9%	2.5%	Other	3.3%	2.9%	3.0%				
American Indian/Alaskan Native	0.4%	0.4%	0.4%												
Asian	0.4%	1.6%	1.2%												
Non-Resident Aliens	N/A	N/A	N/A												
Other	4.7%	2.9%	2.5%												
2005-06								1999-00							
White	29.9%	47.1%	84.6%	White	34.6%	51.3%	83.0%	African-American	55.0%	39.5%	6.6%	Latino	1.6%	1.8%	4.3%
African-American	58.9%	45.4%	5.7%	American Indian/Alaskan Native	0.2%	0.3%	0.4%	Asian	0.3%	1.3%	1.1%	Non-Resident Aliens	3.0%	0.2%	0.6%
Latino	1.8%	2.1%	5.0%	Other	2.3%	0.4%	2.5%	Other	5.3%	5.7%	3.9%				
American Indian/Alaskan Native	0.3%	0.9%	0.4%												
Asian	0.5%	1.6%	1.1%												
Non-Resident Aliens	6.2%	2.4%	1.0%												
Other	2.3%	0.4%	2.5%												
2004-05								1998-99							
White	31.9%	47.7%	83.7%	White	34.0%	46.9%	88.1%	African-American	55.9%	46.4%	2.8%	Latino	1.4%	1.9%	4.7%
African-American	57.8%	45.4%	6.5%	American Indian/Alaskan Native	0.3%	0.4%	0.5%	Asian	0.3%	2.0%	0.8%	Non-Resident Aliens	5.5%	1.0%	1.4%
Latino	1.5%	2.3%	5.4%	Other	2.5%	2.3%	1.9%	Other	2.6%	1.9%	1.7%				
American Indian/Alaskan Native	0.6%	0.3%	0.3%												
Asian	0.4%	1.6%	1.2%												
Non-Resident Aliens	5.4%	0.4%	1.0%												
Other	2.5%	2.3%	1.9%												
2003-04								1997 - 1998							
White	31.6%	48.3%	83.8%									Data Not Recorded			
African-American	58.2%	44.3%	6.1%												
Latino	1.5%	2.4%	4.9%												
American Indian/Alaskan Native	0.3%	0.4%	0.3%												
Asian	0.2%	1.6%	1.2%												
Non-Resident Aliens	5.7%	0.6%	1.3%												
Other	2.5%	2.4%	2.1%												
2002-03								1996-97							
White	32.3%	49.3%	84.1%	White	33.8%	46.9%	89.5%	African-American	57.3%	47.6%	3.0%	Latino	1.5%	1.9%	4.3%
African-American	57.9%	43.8%	6.1%	American Indian/Alaskan Native	0.2%	0.3%	0.5%	Asian	0.3%	1.2%	0.6%	Non-Resident Aliens	4.4%	0.6%	0.9%
Latino	1.3%	2.2%	5.1%	Other	2.5%	1.5%	1.2%	Other	2.5%	1.5%	1.2%				
American Indian/Alaskan Native	0.4%	0.4%	0.3%												
Asian	0.2%	1.6%	1.2%												
Non-Resident Aliens	5.3%	0.5%	1.2%												
Other	2.6%	2.3%	2.0%												
2001-02								1992 - 1996							
White	32.3%	50.1%	83.4%									Data Not Recorded			
African-American	57.7%	42.6%	6.9%												
Latino	1.5%	2.1%	5.2%												
American Indian/Alaskan Native	0.3%	0.4%	0.4%												
Asian	0.2%	1.4%	1.1%												
Non-Resident Aliens	4.8%	0.5%	1.1%												
Other	3.2%	2.8%	1.9%												
								1991-92							
White	32.3%	50.1%	83.4%	White	34.5%	53.2%	90.0%	African-American	61.8%	42.7%	4.3%	Latino	0.8%	1.4%	3.9%
African-American	57.7%	42.6%	6.9%	American Indian/Alaskan Native	0.2%	0.3%	0.3%	Asian	0.2%	1.0%	0.7%	Non-Resident Aliens	x	x	x
Latino	1.5%	2.1%	5.2%	Other	2.6%	2.3%	2.0%	Other	2.5%	1.4%	0.8%				
American Indian/Alaskan Native	0.3%	0.4%	0.4%												
Asian	0.2%	1.4%	1.1%												
Non-Resident Aliens	4.8%	0.5%	1.1%												
Other	3.2%	2.8%	1.9%												

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 77

Female Student-Athletes: Division I

	Basketball	XC/Track	Other Sports		Basketball	XC/Track	Other Sports
2006-07				2000-01			
White	44.4%	65.5%	71.0%	White	50.6%	62.2%	68.9%
African-American	47.4%	23.7%	4.9%	African-American	38.6%	24.0%	8.4%
Latino	1.8%	4.0%	2.9%	Latino	1.7%	2.7%	3.1%
American Indian/Alaskan Native	0.4%	0.4%	0.3%	American Indian/Alaskan Native	0.5%	0.9%	0.3%
Asian	1.1%	1.3%	3.1%	Asian	0.8%	0.5%	3.6%
Non-Resident Aliens	NA	NA	NA	Non-Resident Aliens	5.0%	5.6%	6.8%
Other	4.7%	4.9%	8.8%	Other	2.8%	4.1%	8.9%
2005-06				1999-00			
White	44.3%	64.5%	67.7%	White	53.6%	66.2%	72.7%
African-American	44.6%	23.0%	5.0%	African-American	35.7%	22.1%	6.2%
Latino	1.6%	5.9%	2.8%	Latino	1.5%	2.6%	2.7%
American Indian/Alaskan Native	0.3%	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.9%	0.3%
Asian	1.6%	1.3%	2.6%	Asian	0.7%	0.3%	3.1%
Non-Resident Aliens	5.2%	4.3%	6.7%	Non-Resident Aliens	2.4%	1.9%	2.5%
Other	2.4%	2.6%	6.0%	Other	5.6%	6.0%	8.0%
2004-05				1998-99			
White	44.6%	62.3%	70.6%	White	58.5%	60.8%	83.3%
African-American	43.7%	26.0%	4.6%	African-American	31.4%	25.3%	2.6%
Latino	1.6%	3.4%	3.1%	Latino	1.7%	3.7%	2.9%
American Indian/Alaskan Native	0.5%	0.4%	0.3%	American Indian/Alaskan Native	0.6%	0.6%	0.5%
Asian	1.3%	1.2%	2.6%	Asian	0.9%	0.9%	2.4%
Non-Resident Aliens	5.8%	3.8%	5.0%	Non-Resident Aliens	4.9%	7.0%	6.4%
Other	2.5%	3.0%	3.2%	Other	2.0%	1.8%	1.8%
2003-04				1997-98			
White	46.8%	64.0%	70.5%	Data Not Recorded			
African-American	41.6%	23.1%	5.7%	1996-97			
Latino	1.8%	4.0%	2.9%	White	60.5%	60.3%	84.5%
American Indian/Alaskan Native	0.5%	1.2%	0.5%	African-American	30.7%	27.3%	2.5%
Asian	1.3%	0.5%	3.5%	Latino	1.8%	2.8%	2.9%
Non-Resident Aliens	5.3%	4.1%	5.4%	American Indian/Alaskan Native	0.6%	0.4%	0.4%
Other	2.8%	3.2%	6.5%	Asian	0.9%	1.6%	2.5%
2002-03				1992 - 96			
White	48.7%	65.3%	70.1%	Data Not Recorded			
African-American	40.9%	23.2%	4.5%	1991-92			
Latino	1.7%	3.4%	2.4%	White	65.0%	68.6%	88.8%
American Indian/Alaskan Native	0.6%	0.4%	0.3%	African-American	31.0%	23.2%	2.9%
Asian	1.2%	1.3%	2.3%	Latino	1.4%	3.2%	2.3%
Non-Resident Aliens	4.5%	3.5%	4.4%	American Indian/Alaskan Native	0.5%	0.4%	0.2%
Other	2.4%	3.0%	2.4%	Asian	0.5%	0.8%	1.8%
2001-02				Non-Resident Aliens			
White	50.2%	65.3%	71.4%	Other	1.6%	3.9%	4.0%
African-American	39.7%	23.4%	6.2%				
Latino	1.7%	3.2%	2.3%				
American Indian/Alaskan Native	0.5%	1.0%	0.4%				
Asian	0.8%	0.5%	3.5%				
Non-Resident Aliens	4.3%	3.4%	4.7%				
Other	2.8%	3.2%	6.6%				

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

TABLE 78

Student-Athletes: Division I					
	Male	Female		Male	Female
2006-07			2000-01		
White	64.2%	72.1%	White	61.6%	70.4%
African-American	24.7%	15.7%	African-American	24.3%	14.8%
Latino	3.8%	3.7%	Latino	3.3%	2.6%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.4%
Asian	1.6%	2.3%	Asian	1.4%	1.7%
Non-Resident Aliens	N/A	N/A	Non-Resident Aliens	4.7%	5.4%
Other	5.3%	5.8%	Other	4.4%	4.8%
2005-06			1999-00		
White	61.7%	70.1%	White	64.4%	72.6%
African-American	24.6%	15.1%	African-American	22.9%	13.8%
Latino	3.6%	3.5%	Latino	2.8%	2.4%
American Indian/Alaskan Native	0.6%	0.4%	American Indian/Alaskan Native	0.3%	0.3%
Asian	1.7%	2.2%	Asian	1.4%	1.6%
Non-Resident Aliens	4.6%	5.6%	Non-Resident Aliens	2.4%	2.4%
Other	3.1%	3.1%	Other	5.8%	6.7%
2004-05			1998-99		
White	62.2%	70.5%	White	61.6%	75.8%
African-American	24.8%	15.4%	African-American	25.5%	10.7%
Latino	3.7%	3.3%	Latino	3.1%	2.9%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.6%
Asian	1.7%	2.2%	Asian	1.3%	1.6%
Non-Resident Aliens	4.1%	4.9%	Non-Resident Aliens	6.0%	6.3%
Other	3.1%	3.3%	Other	2.0%	2.5%
2003-04			1997-98		
White	62.3%	70.6%	Data Not Recorded		
African-American	24.6%	14.9%	Data Not Recorded		
Latino	3.6%	3.3%	Data Not Recorded		
American Indian/Alaskan Native	0.4%	0.4%	Data Not Recorded		
Asian	1.6%	2.1%	Data Not Recorded		
Non-Resident Aliens	4.4%	5.0%	Data Not Recorded		
Other	3.2%	3.7%	Data Not Recorded		
2002-03			1996-97		
White	62.6%	71.9%	White	62.3%	78.2%
African-American	24.6%	14.8%	African-American	26.2%	11.1%
Latino	3.3%	2.9%	Latino	3.1%	2.8%
American Indian/Alaskan Native	0.4%	0.3%	American Indian/Alaskan Native	0.5%	0.5%
Asian	1.6%	2.0%	Asian	1.6%	1.9%
Non-Resident Aliens	4.1%	4.5%	Non-Resident Aliens	4.5%	3.8%
Other	3.4%	3.7%	Other	1.8%	1.8%
2001-02			1992-96		
White	63.1%	72.1%	Data Not Recorded		
African-American	24.3%	14.7%	Data Not Recorded		
Latino	3.4%	2.8%	Data Not Recorded		
American Indian/Alaskan Native	0.4%	0.4%	Data Not Recorded		
Asian	1.5%	1.8%	Data Not Recorded		
Non-Resident Aliens	3.8%	4.2%	Data Not Recorded		
Other	3.7%	3.9%	Data Not Recorded		
			1991-92		
			White	66.2%	79.8%
			African-American	26.5%	12.8%
			Latino	2.5%	2.2%
			American Indian/Alaskan Native	0.3%	0.3%
			Asian	0.2%	1.5%
			Non-Resident Aliens	x	x
			Other	4.3%	3.4%

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 79

Historical Listing of African-American and Latino Division IA Head Football Coaches

	Team	Year(s)	Record
Willie Jeffries	Wichita State	5	21-32-0
Dennis Green	Northwestern	5	10-45-0
	Stanford	3	16-18-0
Cleve Bryant	Ohio University	5	9-44-2
Wayne Nunnely	Las Vegas	4	19-25-0
Francis Peay	Northwestern	6	13-51-1
Willie Brown	Long Beach State	1	2-8-2
James Caldwell	Wake Forest	8	14-41-5
Ron Cooper	Eastern Michigan	2	9-13-0
	Louisville	3	13-20-0
Matt Simon	University of North Texas	4	18-26-1
Bob Simmons	Oklahoma State	6	29-37-1
John Blake	Oklahoma	3	11-21-0
Tony Samuel	New Mexico State	8	39-57
	Southeast Missouri State	3	7-20
Jerry Baldwin	Louisiana Lafayette	3	6-27-0
Bobby Williams	Michigan State	2	12-11-0
Ron Dickerson	Temple	5	8-47
Fitzgerald Hill	San Jose State	4	14-32-0
Tyrone Willingham	Stanford	7	44-36-1
	Notre Dame	2	21-15-0
	Washington	4	11-32
Karl Dorrell	UCLA	5	35-27
Sylvester Croom	Mississippi State	5	21-38
Barry Alvarez	Wisconsin	14	99-67-4
Ron Prince	Kansas State	3	16-18
Turner Gill	University of Buffalo	3	15-21
Randy Shannon	University of Miami	2	12-12
Mario Cristobal	Florida International University	2	6-18
Ken Niumatalolo	Naval Academy	1	8-5
Kevin Sumlin	University of Houston	1	7-5
DeWayne Walker	New Mexico State	0	0-0

TABLE 80

- o Elsa Murano, Texas A&M University, College Station
- o Diana S. Natalicio, University of Texas at El Paso
- o Biddy Martin, University of Wisconsin, Madison

Grade for FBS Presidents:

Race: F
Gender: F

Student-athletes

In the past 17 years there has not been much variance in the racial

make-up of the male student-athlete population. The percentage of African-American male Division I college student-athletes was 24.7 percent in 2006-07. The rate has not changed by more than 2.2 percentage points since 1991-92.

The percentage of white male student-athletes has also fluctuated only slightly in the last 17 years, but at 64.2 percent this year, it is two percentage points below its all-time high in Report Card history of 66.2 percent in 1991-92. Latinos were at 3.8 percent, an increase in 0.2 percentage points from

the previous report card, while Asian men dropped from 1.7 percent in 2005-06 to 1.6 percent in 2006-07.

The percentage of Division I African-American male student-athletes in basketball reached 60.4 percent in this reporting period. The percentage for African-American football players was up slightly to 45.9 percent. It was 6.0 percent in baseball, up 0.3 percentage points. Percentages of white student-athletes were down in football and baseball, but up in basketball. The percentage of Latinos increased in this reporting period in football and baseball and remained the same in basketball.

While, African-American males in Division I basketball (60.4 percent) increased 1.5 percentage points, the percentage of whites also increased to 32.5 percent (up 2.6 percentage points). Latinos again accounted for 1.8 percent. American Indian/Alaskan Natives were at 0.4 percent, up from 0.3 percent in the last report, and Asian/Pacific Islanders were at 0.4 percent, down since 2005-06 from 0.5 percent.

During the same year in Division I football (IA and IAA combined), African-American student-athletes comprised 45.9 percent (up 0.5 percentage points). Since the 1999-2000 academic year, the number of African-Americans participating in Division I football has increased or remained the same every year. Whites, on the other hand, were at 47.0 percent (down 0.1 of a percentage point) and have continuously decreased every year since 2001-02. Latinos held 2.2 percent (up 0.1 of a percentage point), American Indian/Alaskan Natives held 0.4 percent (down 0.5 of a percentage point), Asian/Pacific Islanders held 1.6 percent (same as 2005-06).

Division I baseball statistics from 2006-07 revealed that African-American student-athletes were 6.0 percent (up 0.3 of a percentage point) of the total population, whites were 84.5 percent (down 0.1 of a

College Head Coaches: Men's Teams

	Basketball		Football		Baseball			Basketball		Football		Baseball	
	%	#	%	#	%	#		%	#	%	#	%	#
Division I							Division I, II, III						
2007-08							2007-08						
White	75.8%	x	94.0%	x	95.9%	x	White	85.1%	x	95.2%	x	94.7%	x
African-American	22.9%	x	5.1%	x	0.4%	x	African-American	12.8%	x	3.2%	x	1.0%	x
Asian	0.0%	x	0.0%	x	1.5%	x	Asian	0.2%	x	0.0%	x	0.8%	x
Latino	0.7%	x	0.5%	x	2.2%	x	Latino	0.9%	x	0.5%	x	2.9%	x
Native American	0.3%	x	0.0%	x	0.0%	x	Native American	0.2%	x	0.2%	x	0.1%	x
Other	0.3%	x	0.5%	x	0.0%	x	Other	0.2%	x	0.5%	x	0.2%	x
2006-07	Data Not Recorded						2006-07	Data Not Recorded					
2005-06							2005-06						
White	73.9%	x	92.7%	x	95.9%	x	White	84.2%	x	95.4%	x	95.3%	x
African-American	25.2%	x	6.1%	x	0.5%	x	African-American	14.0%	x	3.2%	x	0.7%	x
Asian	0.0%	x	0.0%	x	0.0%	x	Asian	0.3%	x	0.0%	x	0.5%	x
Latino	0.5%	x	1.2%	x	2.6%	x	Latino	1.0%	x	0.7%	x	2.7%	x
Native American	0.5%	x	0.0%	x	0.0%	x	Native American	0.3%	x	0.0%	x	0.2%	x
Other	0.0%	x	0.0%	x	1.0%	x	Other	0.0%	x	0.5%	x	0.7%	x
2003-04							2004-05	Data Not Recorded					
White	76.4%	201	96.0%	179	96.4%	217	2003-04	Data Not Recorded					
African-American	23.2%	61	2.9%	4	0.9%	2	White	86.0%	713	97.7%	502	96.2%	702
Other	0.4%	1	1.1%	2	2.7%	6	African-American	12.3%	102	1.6%	8	0.7%	5
2001-03	Data Not Recorded						Other	1.7%	14	0.8%	4	3.1%	23
2000-01							2001-03	Data Not Recorded					
White	76.7%	x	96.9%	x	97.5%	x	2000-01						
African-American	22.9%	x	2.1%	x	0.0%	x	White	86.6%	x	97.1%	x	96.8%	x
Other	0.4%	x	1.0%	x	2.5%	x	African-American	12.7%	x	2.0%	x	0.4%	x
1999-2000							Other	0.7%	x	0.9%	x	2.8%	x
White	78.0%	x	95.3%	x	95.2%	x	1999-2000						
African-American	21.6%	x	4.7%	x	0.4%	x	White	85.9%	x	97.3%	x	96.0%	x
Other	0.3%	x	0.0%	x	4.4%	x	African-American	12.7%	x	1.8%	x	0.4%	x
1998-99	Data Not Recorded						Other	1.4%	x	0.9%	x	3.6%	x
1997-98							1998-99	Data Not Recorded					
White	79.9%	x	92.2%	x	96.7%	x	1997-98						
African-American	19.4%	x	7.8%	x	0.4%	x	White	87.2%	x	97.0%	x	96.7%	x
Other	0.7%	x	0.0%	x	2.9%	x	African-American	12.2%	x	2.6%	x	0.7%	x
1996-97	Data Not Recorded						Other	0.6%	x	0.4%	x	2.6%	x
1995-96							1996-97	Data Not Recorded					
White	81.5%	x	94.4%	x	97.6%	x	1995-96						
African-American	17.4%	x	5.6%	x	0.0%	x	White	87.3%	x	96.5%	x	97.6%	x
Other	1.0%	x	0.0%	x	2.4%	x	African-American	11.3%	x	2.7%	x	0.8%	x
							Other	1.5%	x	0.7%	x	1.6%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 81

percentage point), Latinos held 5.4 percent (up 0.4 percentage points), American Indian/Alaskan Natives were at 0.4 percent (remained the same), and Asian/Pacific Islanders held 1.2 percent (up 0.1 percentage points).

The percentage of African-American

women playing Division I basketball reached an all-time of record of 47.4 percent during 2006-07 season. This was an increase of 2.8 percentage points. Whites comprised 44.4 percent of the basketball student-athletes (up 0.1 percentage point).

The small increase in the percentage

for whites was the first increase in the history of the RGRC since 1991-92. The percentage of African-American female basketball players has continued to increase since 1998-99. This year 1.8 percent were Latina (up 0.2 of a percentage point), 0.4 percent were American Indian/Alaskan Native

Chapter 7: College Sport and NCAA

(up from 2005-06), 1.1 percent were Asian/Pacific Islanders (down from 2005-06).

On Division I women's cross country and track teams, 65.5 percent of the student-athletes were white (up 1.0 percentage point), African-Americans comprised 23.7 percent (up 0.7 percentage points), Latinas held 4.0 percent (down 1.9 percentage points), American Indian/Alaskan Natives and Asian/Pacific Islanders remained the same at 0.4 percent and 1.3 percent, respectively.

African-American (15.7 percent), Latina (3.7 percent), and Asian (2.3 percent) women reached all-time highs for participation in all Division I sports combined.

According to the NCAA 2006-07 Student-Athlete Ethnicity Report, the percentage of white male student-athletes at the Division I, II and III combined were 72.2 percent, 18.3 percent for African-American males, 3.9 percent for Latinos, 1.6 percent for Asian men and 0.3 percent for American Indian/Alaskan Natives males.

The percentage of white female student-athletes at the Division I, II and III combined were 78.8 percent, 11.2 percent for African-American females, 3.6 percent for Latinas, 2.1 percent for Asian females and 0.4 percent for American Indian/Alaskan Native females.

In Divisions I, II and III, white male student-athletes comprised 64.2, 66.5 and 83.1 percent of the total male student-athletes, respectively. In Division I, white female student-athletes comprised 72.1 percent of the total female student-athlete population. In Division II, they make up 76.7 percent and in Division III, 87.4 percent.

In Division I, II and III, African-American male student-athletes make up 24.7, 23.7 and 9.1 percent of total male student-athletes, respectively while Latinos made up 3.8, 5.5 and

3.1 percent, respectively and Asians comprised 1.7, 1.2, and 1.7 percent, respectively. Native Americans made up 0.4, 0.4 and 0.2 percent, respectively.

In Division I, II and III, African-American female student-athletes comprised 15.7, 12.8 and 5.3 percent of the total female student-athlete population, respectively while Latinas made up 3.7, 5.3 and 2.5 percent, respectively and Asians comprised 2.3, 1.7, and 2.1 percent, respectively. Native Americans made up 0.4, 0.6 and 0.3 percent, respectively.

According to the NCAA, 42.7 percent of all NCAA Division I, II and III student-athletes combined are female and 57.2 percent are male.

All student-athlete data came from the NCAA 2006-07 Student-Athlete Ethnicity Report.

Grade for Student-Athlete Participation:

Race: A+
Gender: A

See Tables 77, 78 and 79.

Head Coaches

Institutions continued to be criticized for their hiring practices since the vast majority of head coaching positions in college sports, both for men's and women's teams, continued to be filled with white males. Action has been taken to improve this situation. The Black Coaches and Administrators (BCA) issued a Football Hiring Report Card in October every year from 2004 to 2008 to assess how universities handle the process for hiring head football coaches. It evaluates whether the school contacted the BCA for assistance, who served on the search committee, which candidates were interviewed, who was hired, and whether the athletic department followed their school's affirmative action guidelines. This football hiring report card has been a very positive tool in the hiring process of college coaches regarding increasing

Women Head Coaches

	Men's Sports		Women's Sports	
	%	#	%	#
2007-08				
Division I	2.8%	x	40.3%	x
Division II	3.7%	x	33.1%	x
Division III	4.8%	x	43.0%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 82

College Head Coaches

	Division I		Division II		Division III	
	Men's Sports	Women's Sports	Men's Sports	Women's Sports	Men's Sports	Women's Sports
2007-08						
White	89.2%	87.7%	88.7%	88.9%	92.5%	91.9%
African-American	7.2%	7.0%	5.3%	5.1%	4.0%	4.4%
Asian	0.9%	1.4%	1.1%	1.3%	0.6%	1.2%
Latino	1.6%	2.1%	3.9%	2.8%	1.5%	1.2%
Native American	0.1%	0.1%	0.2%	0.6%	0.2%	0.1%
2006-07						
Data Not Recorded						
2005-06						
White	90.6%	89.6%	89.5%	89.9%	93.4%	92.9%
African-American	7.3%	6.6%	4.4%	4.3%	4.1%	4.2%
Asian	0.4%	1.1%	0.7%	1.2%	0.6%	1.2%
Latino	1.1%	1.6%	3.6%	2.9%	1.5%	1.3%
Native American	0.2%	0.2%	0.6%	0.3%	0.1%	0.0%

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

TABLE 83

College Head Coaches: Division I

	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2007-08								
White	87.1%	x	2.1%	x	52.4%	x	35.3%	x
African-American	6.5%	x	0.7%	x	3.7%	x	3.3%	x
Asian	0.9%	x	0.0%	x	0.9%	x	0.5%	x
Latino	1.6%	x	0.0%	x	1.3%	x	0.8%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.9%	x	0.0%	x	1.1%	x	0.4%	x
Total	97.1%	x	2.8%	x	59.5%	x	40.3%	x
2006-07								
Data Not Recorded								
2005-06								
White	87.8%	x	2.8%	x	54.3%	x	35.3%	x
African-American	6.7%	x	0.6%	x	3.6%	x	3.0%	x
Asian	0.4%	x	0.0%	x	0.8%	x	0.3%	x
Latino	1.1%	x	0.0%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.4%	x	0.5%	x
Total	96.6%	x	3.6%	x	60.4%	x	39.6%	x
2004-05								
Data Not Recorded								
2003-04								
White	87.6%	2030	1.9%	45	52.5%	1349	38.8%	995
African-American	7.2%	167	0.5%	11	3.4%	106	1.6%	79
Asian	0.5%	12	0.0%	1	0.9%	23	0.3%	10
Latino	1.4%	33	0.1%	2	1.3%	26	0.4%	8
Native American	0.1%	2	0.0%	1	0.0%	1	0.1%	2
Other	0.6%	14	0.0%	0	0.6%	17	0.1%	6
Total	97.4%	2258	2.5%	60	58.7%	1522	41.3%	1100
2001-03								
Data Not Recorded								
2000-01								
White	87.4%	x	2.5%	x	51.2%	x	38.1%	x
African-American	6.9%	x	0.4%	x	4.0%	x	3.2%	x
Asian	0.1%	x	0.0%	x	0.9%	x	0.4%	x
Latino	1.4%	x	0.1%	x	0.9%	x	0.5%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.1%	x	0.0%	x	0.6%	x	0.0%	x
Total Women	x	x	3.0%	x	x	x	42.3%	x
1999-00								
Data Not Recorded								
1998-99								
White	89.8%	x	2.0%	x	52.5%	x	39.1%	x
African-American	5.9%	x	0.1%	x	3.1%	x	2.6%	x
Other	2.2%	x	0.0%	x	2.2%	x	0.4%	x
Total Women	x	x	0.2%	x	x	x	42.1%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 84

candidates of color and diverse search committees. The BCA issued a hiring report card women's basketball coaches in 2008 and will issue one for athletics directors in 2009.

Although there was a decline this year, Division I men's basketball continues to be the best representation of diversity at all levels and across all sports. In 2007-08, African-American

men accounted for 22.9 percent of the men's basketball head coaching positions at the Division I level, which was a 2.3 percent decrease from the last report card. This was the lowest point since the 2000-01 year and is reason for concern. Latinos and Native Americans held 0.7 and 0.3 percent, respectively, of the coaching positions.

There are no other men's or women's sports that even came close to being as diverse as Division I men's basketball.

In 2007-08 in all of Division I, African-Americans held 5.1 percent and Latinos held 0.5 percent of the football head coaching positions.

In Division I baseball, the percentage of people of color occupying the head coach position was only 4.1 percent, with 2.2 percent Latino, 1.5 percent Asian and 0.4 percent African-American.

Division I tends to have the most diverse group of coaches, with less diversity at the Division II and Division III levels. For men's basketball in all divisions combined, African-Americans held 12.8 percent (a decrease of 1.2 percent) of the head coaching positions. In all divisions combined for football, African-Americans held 3.2 percent of the coaching positions, remaining the same since the last report card. In all divisions combined for baseball, African-Americans held 1.0 percent, up 0.3 percentage points. Whites, on the other hand, held 85.1 (increase of 0.9 percent), 95.2 percent (decrease of 0.2 percent) and 94.7 percent (decrease of 0.6

of a percentage point) of the head positions in basketball, football and baseball, respectively. Latinos lost ground in basketball to 0.9 percent

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and football to 0.5 percent while increasing to 2.9 percent in baseball coaching positions.

Only six of 120 FBS head coaches were African-American during the 2008 collegiate football season. With Ron Prince, Tyrone Willingham and Sylvester Croom no longer at their posts after the 2008 season, and the addition of Mike Locksley by New Mexico, Ron English by Eastern Michigan, Mike Haywood by Miami of Ohio and DeWayne Walker by New Mexico State, college football ended the 2008 season with seven African-American head coaches.

There were two other head coaches of color for a total of eight in the 2008 season and there will be nine in 2009, the highest number in the history of the FBS schools.

In the 2008 season, there were 120 head football coaches at FBS Schools. Of the 120, 112 (93.3 percent) were white. In addition, there were:

- Six (five percent) African-Americans
 - o Turner Gill, State University of New York at Buffalo
 - o Kevin Sumlin, University of Houston
 - o Ron Prince, Kansas State University
 - o Randy Shannon, University of Miami (Florida)
 - o Sylvester Croom, Mississippi State University
 - o Tyrone Willingham, University of Washington
- One (0.8 percent) Latino
 - o Mario Cristobal, Florida International University

- One (0.8 percent) Polynesian
 - o Ken Niumatalolo, U.S. Naval Academy
- No Asians
- No Native Americans

The offensive and defensive coordinators are often viewed as the pipeline for the head coaching position. Among the FBS schools, there were 255 coaches who were considered either offensive or

College Head Coaches: Division II

	Men's Sports				Women's Sports				
	Men		Women		Men		Women		
	%	#	%	#	%	#	%	#	
2007-08									
White	85.2%	x	3.5%	x	58.6%	x	30.3%	x	
African-American	5.3%	x	0.0%	x	3.7%	x	1.4%	x	
Asian	1.0%	x	0.1%	x	1.1%	x	0.2%	x	
Latino	3.8%	x	0.1%	x	2.2%	x	0.6%	x	
Native American	0.2%	x	0.0%	x	0.3%	x	0.3%	x	
Other	0.4%	x	0.0%	x	0.5%	x	0.3%	x	
Total	95.9%	x	3.7%	x	66.4%	x	33.1%	x	
2006-07									
Data Not Recorded									
2005-06									
White	86.6%	x	2.9%	x	58.8%	x	31.1%	x	
African-American	4.2%	x	0.2%	x	3.0%	x	1.3%	x	
Asian	0.6%	x	0.1%	x	0.9%	x	0.3%	x	
Latino	3.5%	x	0.1%	x	2.2%	x	0.7%	x	
Native American	0.6%	x	0.0%	x	0.3%	x	0.0%	x	
Other	1.1%	x	0.1%	x	1.3%	x	0.1%	x	
Total	96.6%	x	3.4%	x	66.5%	x	33.5%	x	
2004-05									
Data Not Recorded									
2003-04									
White	87.6%	1369	2.9%	46	57.2%	972	33.6%	571	
African-American	3.4%	53	0.0%	0	3.0%	51	0.7%	12	
Asian	0.9%	14	0.0%	0	0.8%	13	0.2%	3	
Latino	3.8%	59	0.1%	1	2.2%	37	0.9%	15	
Native American	0.3%	5	0.0%	0	0.2%	3	0.0%	0	
Other	1.0%	15	0.1%	1	1.1%	18	0.2%	3	
Total	97.0%	1515	3.0%	48	64.5%	1094	35.5%	604	
2001-03									
Data Not Recorded									
2000-01									
White	88.6%	x	4.6%	x	58.4%	x	34.4%	x	
African-American	3.5%	x	0.3%	x	2.5%	x	1.2%	x	
Asian	0.8%	x	0.1%	x	1.0%	x	0.2%	x	
Latino	1.2%	x	0.0%	x	0.7%	x	0.3%	x	
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x	
Other	0.8%	x	0.1%	x	0.9%	x	0.4%	x	
Total Women	x	x	5.1%	x	x	x	36.5%	x	
1999-2000									
Data Not Recorded									
1998-99									
White	88.0%	x	3.2%	x	58.7%	x	33.3%	x	
African-American	3.4%	x	0.2%	x	2.4%	x	1.0%	x	
Other	4.6%	x	0.4%	x	3.7%	x	0.7%	x	
Total Women	x	x	3.8%	x	x	x	35.0%	x	

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 85

College Head Coaches: Division III

	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2007-08								
White	88.0%	x	4.5%	x	51.4%	x	40.5%	x
African-American	3.8%	x	0.2%	x	3.2%	x	1.2%	x
Asian	0.6%	x	0.0%	x	0.7%	x	0.5%	x
Latino	1.5%	x	0.0%	x	0.9%	x	0.3%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.9%	x	0.1%	x	0.5%	x	0.5%	x
Total	95.0%	x	4.8%	x	56.8%	x	43.0%	x
2006-07								
Data Not Recorded								
2005-06								
White	89.5%	x	3.9%	x	51.6%	x	41.3%	x
African-American	3.7%	x	0.4%	x	2.9%	x	1.3%	x
Asian	0.6%	x	0.0%	x	0.8%	x	0.4%	x
Latino	1.5%	x	0.0%	x	1.1%	x	0.2%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.3%	x	0.0%	x	0.2%	x	0.2%	x
Total	95.7%	x	4.3%	x	56.6%	x	43.4%	x
2004-05								
Data Not Recorded								
2003-04								
White	88.9%	2667	4.1%	123	50.9%	1668	42.1%	1379
African-American	3.8%	113	0.3%	9	3.0%	99	1.0%	33
Asian	0.4%	12	0.0%	1	0.6%	21	0.4%	12
Latino	1.5%	45	0.0%	0	1.0%	33	0.2%	7
Native American	0.2%	6	0.0%	0	0.2%	6	0.0%	0
Other	0.7%	21	0.0%	0	0.5%	16	0.2%	5
Total	95.5%	2864	4.4%	133	56.2%	1843	43.9%	1436
2001-03								
Data Not Recorded								
2000-01								
White	87.4%	x	5.9%	x	50.7%	x	42.7%	x
African-American	3.5%	x	0.3%	x	2.7%	x	1.3%	x
Asian	0.4%	x	0.1%	x	0.6%	x	0.2%	x
Latino	1.5%	x	0.0%	x	1.2%	x	0.4%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.4%	x	0.1%	x	0.1%	x	0.1%	x
Total Women	x	x	6.4%	x	x	x	44.7%	x
1999-00								
Data Not Recorded								
1998-99								
White	89.8%	x	4.1%	x	49.2%	x	44.2%	x
African-American	3.5%	x	0.1%	x	2.6%	x	1.2%	x
Other	2.4%	x	0.1%	x	2.0%	x	0.8%	x
Total Women	x	x	4.3%	x	x	x	46.2%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 86

African-American, three were (1.2 percent) Latino and four (1.6 percent) were Asian.

In the 2007-08 year, the percentage of African-Americans coaching men's teams decreased in Division I but increased in Division II and III while whites coaching men's teams decreased at every level.

Nevertheless, whites still dominated as coaches of men's teams of each division. Whites held 89.2 percent (down from 90.6 percent in 2005-06), 88.7 percent (down from 89.5 percent in 2005-06) and 92.5 percent (down from 93.4 percent in 2006) of all head coaching positions in Divisions I, II and III, respectively.

African-Americans held 7.2 percent (down from 7.3 percent in 2005-06), 5.3 percent (up from 4.4 percent in 2005-06) and 4.0 percent (down from 4.1 percent in 2005-06) of the men's head coaching positions in the three NCAA divisions, respectively. Latinos held 1.6 percent, 3.9 percent, and 1.5 percent of head coaching positions for men's teams in the respective divisions (1.1, 3.6, and 1.5 percent in 2005-06 respectively). Asians held 0.9, 1.1, and 0.6 percent of head coaching positions for men's teams in the respective divisions, which showed slight increases in Division I and II, but remained identical for Division III compared to that of 2005-06. Native American representation was minimal.

These figures accounted for male and female head coaches of men's teams.

African-Americans were so underrepresented as head coaches, that once again, the percent of women

defensive coordinators. This number excludes 10 offensive or defensive coordinators (Auburn University, Clemson University, Georgia Institute of Technology, Miami University (OH), Rutgers University, University of South Carolina, Columbia, Syracuse

University, Texas Tech University, Western Kentucky University and Western Michigan University) who also serve as the head coach.

Of the 255 coaches, 217 were (85.1 percent) white, 31 were (12.2 percent)

College Head Coaches: Division I Women's Teams

	Basketball				Cross Country/Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2007-08												
White	31.9%	x	53.7%	x	66.8%	x	13.1%	x	52.3%	x	39.6%	x
African-American	2.9%	x	10.7%	x	10.1%	x	6.2%	x	1.4%	x	0.9%	x
Asian	0.0%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.6%	x
Latino	0.3%	x	0.3%	x	1.5%	x	0.9%	x	1.4%	x	0.5%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.2%	x	0.0%	x	1.3%	x	0.5%	x
Total	35.1%	x	64.7%	x	79.2%	x	20.2%	x	57.4%	x	42.1%	x
2007-06												
Data Not Recorded												
2005-06												
White	32.6%	x	54.0%	x	69.5%	x	14.2%	x	x	x	x	x
African-American	2.8%	x	9.3%	x	8.7%	x	6.0%	x	x	x	x	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	x	x	x	x
Latino	0.5%	x	0.0%	x	1.0%	x	0.2%	x	x	x	x	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.2%	x	x	x	x	x
Other	0.0%	x	0.0%	x	0.0%	x	0.2%	x	x	x	x	x
Total	35.9%	x	64.3%	x	79.2%	x	20.8%	x	x	x	x	x
2004-05												
Data Not Recorded												
2003-04												
White	29.9%	78	59.4%	155	65.3%	458	15.0%	105	47.1%	813	46.5%	735
African-American	1.9%	5	7.7%	20	11.0%	77	6.3%	44	1.4%	25	1.1%	15
Asian	0.4%	1	0.4%	1	0.4%	3	0.0%	0	0.8%	16	0.4%	9
Latino	0.4%	1	0.0%	0	1.4%	10	0.3%	2	1.2%	19	0.2%	6
Native American	0.0%	0	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.1%	1
Other	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.8%	16	0.4%	6
Total	32.6%	85	67.5%	176	78.3%	549	21.7%	152	51.3%	889	48.8%	772
2001-03												
Data Not Recorded												
2000-01												
White	29.2%	x	57.7%	x	65.4%	x	14.6%	x	50.6%	x	43.4%	x
African-American	1.5%	x	9.9%	x	10.5%	x	6.2%	x	1.7%	x	0.6%	x
Asian	0.4%	x	0.4%	x	0.5%	x	0.3%	x	0.4%	x	0.1%	x
Latino	0.7%	x	0.4%	x	0.4%	x	0.0%	x	1.5%	x	0.0%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.7%	x	0.2%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.3%	x	0.3%	x	0.4%	x	0.1%	x
Total Women	x	x	68.4%	x	x	x	22.1%	x	x	x	44.2%	x
1999-00												
Data Not Recorded												
1998-99												
White	31.3%	x	59.7%	x	69.7%	x	15.1%	x	48.9%	x	44.5%	x
African-American	1.4%	x	5.9%	x	8.8%	x	4.8%	x	1.3%	x	1.3%	x
Other	0.7%	x	1.0%	x	1.6%	x	0.0%	x	3.4%	x	0.6%	x
Total Women	x	x	66.7%	x	x	x	19.9%	x	x	x	46.5%	x

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 87

coaching men's teams actually exceeded that of African-Americans in Division III (4.8 percent versus 4.0 percent.) In Division II, the percentage of women coaching men's teams was similarly low to the percentage of African-Americans (3.7 percent versus 5.3 percent).

In Division I, women coaching men's teams outnumbered Latinos, Asians and Native Americans combined (2.8 percent vs. 2.6 percent).

More than three-and-a-half decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show no progress in women coaching women's sports in most sports. Women head coaches in Division I basketball decreased slightly (64.7 percent in 2007-08 and 64.3 percent in 2005-06). Head coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, also saw a slight decrease in female head coaches from 20.8 percent in 2005-06 to 20.2 percent in 2007-08. In all other sports, men led 57.4 percent of the women's teams while women were head coaches in only 42.1 percent of the programs.

The female coaching totals were 40.3 percent for women's teams and 2.8 percent of men's teams for Division I. They were 33.1 percent of women's teams and 3.7 percent of men's teams for Division II. They were 43.0 percent of women's teams and 4.8 percent of men's teams for Division III.

Just as there were sports singled out for the men's teams, it is important to look

more closely at particular women's sports as well. This serves to obtain a balanced view of coaching positions on the women's teams. The Racial and Gender Report Card examines the head coaching percentages in women's basketball and cross-country/indoor and outdoor track programs.

Whites held 85.6 percent (down from 86.6 percent in 2005-06) of Division I women's basketball head coaching positions. Women held 64.7 percent of these positions (up from 64.3 percent in 2005-06). The percentage of white women head coaches

College Assistant Coaches: Division I									
		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
2007-08									
	White	71.3%	x	5.6%	x	39.3%	x	39.8%	x
	African-American	16.5%	x	1.2%	x	6.7%	x	6.8%	x
	Asian	0.6%	x	0.1%	x	1.0%	x	0.8%	x
	Latino	1.7%	x	0.2%	x	1.7%	x	1.0%	x
	Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x
	Other	1.4%	x	0.1%	x	1.5%	x	0.9%	x
	Total	91.6%	x	7.2%	x	50.3%	x	49.4%	x
2006-07									
Data Not Recorded									
2005-06									
	White	72.6%	x	6.6%	x	39.3%	x	42.3%	x
	African-American	16.3%	x	1.3%	x	6.3%	x	6.9%	x
	Asian	0.6%	x	0.2%	x	1.2%	x	0.9%	x
	Latino	1.4%	x	0.1%	x	1.1%	x	0.6%	x
	Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
	Other	0.7%	x	0.1%	x	0.5%	x	0.7%	x
	Total	91.7%	x	8.4%	x	48.5%	x	51.5%	x
2004-05									
Data Not Recorded									
2003-04									
	White	72.3%	3875	5.9%	319	39.5%	1772	41.4%	1861
	African-American	16.9%	905	1.3%	69	5.9%	267	7.4%	331
	Asian	0.7%	38	0.1%	6	1.1%	49	1.0%	45
	Latino	1.7%	92	0.1%	4	1.2%	56	0.8%	34
	Native American	0.1%	8	0.1%	3	0.2%	7	0.2%	4
	Other	0.7%	36	0.1%	7	0.6%	28	0.8%	37
	Total	92.4%	4954	7.6%	408	48.5%	2179	51.5%	2312
2001-03									
Data Not Recorded									
2000-01									
	White	73.0%	x	5.5%	x	40.7%	x	40.0%	x
	African-American	16.5%	x	1.3%	x	6.8%	x	7.4%	x
	Asian	0.6%	x	0.1%	x	1.2%	x	0.6%	x
	Latino	1.8%	x	0.1%	x	1.4%	x	0.7%	x
	Native American	0.2%	x	0.1%	x	0.1%	x	0.1%	x
	Other	0.6%	x	0.1%	x	0.5%	x	0.5%	x
	Total Women	x	x	7.2%	x	x	x	49.3%	x
1999-2000									
	White	74.2%	x	6.0%	x	39.1%	x	43.8%	x
	African-American	15.2%	x	1.4%	x	5.5%	x	7.5%	x
	Other	3.0%	x	0.2%	x	2.6%	x	1.5%	x
	Total Women	x	x	7.6%	x	x	x	52.4%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x=Data not recorded.

TABLE 88

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in Division I women's basketball decreased slightly from 54.0 percent in 2005-06 to 53.7 percent in 2007-08. Meanwhile white men also decreased from 32.6 percent to 31.9 percent. African-American women held 10.7 percent and African-American men held 2.9 percent for a combined percentage of 13.6 percent (up from 12.1 percent). There were no Asian or Native American coaches. Only 0.6 percent of the positions were held by Latino head coaches.

All of this stands in stark contrast to the 47.4 percent of the student-athletes playing women's basketball who were African-American. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007-08 for the FBS schools.

According to the BCA Hiring Report Card for Women's College Basketball (2007-2008), there were seven African-American women hired. There were 18 coaches of color (15 percent), including 15 African-American women, two African-American men, and one Latino, coaching among the 120 women's basketball coaches schools that compete in FBS schools.

Head coaches in NCAA Division I track/cross-country teams have the highest – and still increasing percent of people of color in head coaching positions for women's college sports. Whites held 79.9 percent of these posts (down from 83.7 percent in 2005-06), African-Americans held 16.3 percent (up from 14.7 percent in 2005-06). Meanwhile Latinos held 2.4 percent of these posts (up from 1.2 percent in 2005-06). Women overall held 20.2 percent of these

positions (down from 20.8 percent in 2005-06). African-American women increased slightly from 2006 to 6.2 percent and white women dropped to 13.1 percent of these positions (down from 14.2 percent in 2005-06). Men coached 79.2 percent of the men's and women's track/cross country teams, which matched that in 2005-06.

Although the percentage of African-Americans coaching women's teams increased in all three divisions and whites coaching women's teams decreased at every level, whites still dominated as coaches of women's teams of each division. Whites held 87.7 percent (down from 89.6 percent

College Assistant Coaches: Division II									
		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
2007-08									
	White	72.8%	x	6.2%	x	39.9%	x	41.3%	x
	African-American	13.5%	x	0.7%	x	6.2%	x	4.1%	x
	Asian	0.3%	x	0.1%	x	0.8%	x	0.7%	x
	Latino	3.6%	x	0.6%	x	2.8%	x	2.0%	x
	Native American	0.1%	x	0.2%	x	0.1%	x	0.2%	x
	Other	0.7%	x	0.1%	x	0.4%	x	0.6%	x
	Total	91.0%	x	7.9%	x	50.2%	x	48.9%	x
2006-07									
Data Not Recorded									
2005-06									
	White	75.2%	x	7.5%	x	39.2%	x	43.2%	x
	African-American	11.0%	x	0.6%	x	4.8%	x	4.6%	x
	Asian	0.6%	x	0.0%	x	0.5%	x	0.8%	x
	Latino	3.8%	x	0.2%	x	2.8%	x	1.9%	x
	Native American	0.3%	x	0.0%	x	0.3%	x	0.0%	x
	Other	0.7%	x	0.1%	x	1.0%	x	0.9%	x
	Total	91.6%	x	8.4%	x	48.6%	x	51.4%	x
2004-05									
Data Not Recorded									
2003-04									
	White	76.4%	1889	6.1%	152	39.9%	748	43.4%	814
	African-American	11.0%	273	0.5%	12	4.3%	81	3.8%	71
	Asian	0.8%	19	0.0%	0	1.2%	23	0.5%	9
	Latino	2.9%	72	0.7%	14	2.9%	55	1.8%	34
	Native American	0.3%	7	0.0%	1	0.1%	2	0.1%	2
	Other	1.3%	31	0.1%	3	1.4%	26	0.6%	12
	Total	92.7%	2291	7.4%	182	49.8%	935	50.2%	942
2001-03									
Data Not Recorded									
2000-01									
	White	79.6%	x	6.3%	x	41.5%	x	45.2%	x
	African-American	9.6%	x	0.3%	x	4.6%	x	3.1%	x
	Asian	1.0%	x	0.0%	x	1.1%	x	0.6%	x
	Latino	2.3%	x	0.0%	x	1.6%	x	0.7%	x
	Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
	Other	0.8%	x	0.1%	x	0.7%	x	0.9%	x
	Total Women	x	x	6.6%	x	x	x	50.5%	x
1999-2000									
	White	78.4%	x	5.4%	x	42.3%	x	44.2%	x
	African-American	9.8%	x	0.5%	x	3.6%	x	3.3%	x
	Other	5.5%	x	0.6%	x	4.3%	x	2.4%	x
	Total Women	x	x	6.7%	x	x	x	49.5%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x=Data not recorded.

TABLE 89

College Assistant Coaches: Division III

	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2007-08								
White	80.3%	x	7.8%	x	43.0%	x	45.8%	x
African-American	7.9%	x	0.4%	x	4.2%	x	2.2%	x
Asian	0.4%	x	0.1%	x	0.6%	x	0.4%	x
Latino	1.4%	x	0.1%	x	1.1%	x	0.5%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	1.0%	x	0.0%	x	0.9%	x	0.6%	x
Total	91.0%	x	8.4%	x	49.8%	x	49.5%	x
2006-07								
Data Not Recorded								
2005-06								
White	79.9%	x	8.6%	x	40.6%	x	49.9%	x
African-American	7.3%	x	1.0%	x	3.8%	x	2.7%	x
Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x
Latino	1.8%	x	0.2%	x	0.8%	x	0.6%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.2%	x	0.3%	x
Total	90.0%	x	10.0%	x	46.0%	x	54.0%	x
2004-05								
Data Not Recorded								
2003-04								
White	81.1%	4124	7.8%	393	41.6%	1737	49.2%	2054
African-American	7.8%	398	0.7%	38	4.3%	178	2.3%	97
Asian	0.5%	27	0.0%	1	0.6%	24	0.4%	15
Latino	1.4%	73	0.1%	5	0.8%	32	0.4%	16
Native American	0.1%	3	0.0%	0	0.0%	0	0.1%	4
Other	0.5%	24	0.0%	1	0.3%	14	0.2%	8
Total	91.4%	4649	8.6%	438	47.6%	1985	52.5%	2194
2001-03								
Data Not Recorded								
2000-01								
White	82.4%	x	7.1%	x	43.5%	x	46.6%	x
African-American	7.2%	x	0.8%	x	4.7%	x	2.7%	x
Asian	0.5%	x	0.0%	x	0.5%	x	0.3%	x
Latino	1.6%	x	0.0%	x	0.7%	x	0.4%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x
Other	0.3%	x	0.0%	x	0.3%	x	0.1%	x
Total Women	x	x	7.9%	x	x	x	50.2%	x
1999-2000								
White	81.6%	x	7.1%	x	42.8%	x	47.3%	x
African-American	8.0%	x	0.5%	x	4.9%	x	2.4%	x
Other	2.7%	x	0.1%	x	1.7%	x	1.0%	x
Total Women	x	x	7.7%	x	x	x	50.7%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x=Data not recorded.

TABLE 90

coaching positions for women's teams in the respective divisions, which was nearly identical to that of 2005-06. Native American representation was minimal. These figures accounted for male and female head coaches of women's teams. As in all cases regarding employment in college athletics, the data reported here and throughout the 2008 Racial and Gender Report Card excludes the Historically Black Colleges and Universities (HBCUs).

Grade for Head Coaches for all Division I Men's Teams:
Race: C+/B-

Grade for Head Coaches for all Division I Women's Teams:
Race: B
Gender: A

Grade for Head Coaches for all FBS Football Teams:
Race: F

Grade for Head Coaches for all Division I Men's Basketball Teams:
Race: A

Grade for Head Coaches for all Division I Women's Basketball Teams:
Race: B
Gender: A+

See Tables 80, 81, 82, 83, 84, 85, 86 and 87.

Assistant Coaches

in 2005-06), 88.9 percent (down from 89.9 percent in 2005-06) and 91.9 percent (down from 92.9 percent in 2005-06) of all head coaching positions in Divisions I, II and III, respectively.

African-Americans held 7.0 percent (up from 6.6 percent in 2005-06), 5.1 percent (up from 4.3 percent in

2005-06) and 4.4 percent (up from 4.2 percent in 2005-06) of the women's head coaching positions in the three NCAA divisions, respectively. Latinos held 2.1 percent, 2.8 percent, and 1.2 percent of head coaching positions for women's teams in the respective divisions (1.6, 2.9, and 1.3 percent in 2005-06 respectively). Asians held 1.4, 1.3, and 1.2 percent of head

The assistant coach position is often seen as a stepping stone to the head coach position which attracts all the attention, recognition and income. In addition, the head coach holds all the power within a team dynamic.

In 2007-08, there was some improvement for male people of

College Assistant Coaches: Division I Men's Teams

	Basketball				Football				Baseball			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2007-08												
White	58.8%	x	0.0%	x	72.5%	x	0.3%	x	93.0%	x	1.0%	x
African-American	39.3%	x	0.0%	x	23.8%	x	0.0%	x	1.0%	x	0.0%	x
Asian	0.3%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x	0.0%	x
Latino	1.3%	x	0.0%	x	0.0%	x	0.0%	x	4.2%	x	0.0%	x
Native-American	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x	0.0%	x
Total	99.7%	x	0.0%	x	96.3%	x	0.3%	x	99.3%	x	1.0%	x
2006-07												
Data Not Recorded												
2005-06												
White	62.4%	x	0.1%	x	73.4%	x	1.4%	x	92.7%	x	0.7%	x
African-American	35.7%	x	0.1%	x	22.9%	x	0.3%	x	1.6%	x	0.0%	x
Asian	0.0%	x	0.0%	x	0.5%	x	0.1%	x	0.7%	x	0.0%	x
Latino	1.2%	x	0.0%	x	0.8%	x	0.0%	x	3.3%	x	0.0%	x
Native-American	0.0%	x	0.0%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.9%	x	0.0%	x
Total	99.7%	x	0.2%	x	98.3%	x	1.8%	x	99.2%	x	0.7%	x
2004-05												
Data Not Recorded												
2003-04												
White	62.4%	497	0.0%	0	73.5%	1155	0.0%	0	96.1%	481	0.0%	0
African-American	36.4%	290	0.0%	0	24.4%	383	0.0%	0	0.6%	3	0.0%	0
Asian	0.0%	0	0.0%	0	0.7%	11	0.0%	0	0.4%	2	0.0%	0
Latino	0.8%	6	0.0%	0	0.6%	10	0.0%	0	2.8%	14	0.0%	0
Native-American	0.0%	0	0.0%	0	0.3%	4	0.0%	0	0.0%	0	0.0%	0
Other	0.4%	3	0.0%	0	0.6%	9	0.0%	0	0.2%	1	0.0%	0
Total	100.0%	796	0.0%	0	100.0%	1572	0.0%	0	100.0%	501	0.0%	0
2001-03												
Data Not Recorded												
2000-01												
White	65.0%	x	0.2%	x	74.6%	x	0.5%	x	95.7%	x	0.2%	x
African-American	33.4%	x	0.0%	x	22.7%	x	0.0%	x	1.0%	x	0.0%	x
Asian	0.0%	x	0.0%	x	0.4%	x	0.0%	x	1.0%	x	0.0%	x
Latino	1.2%	x	0.0%	x	1.1%	x	0.0%	x	1.8%	x	0.2%	x
Native-American	0.0%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.0%	x	0.4%	x	0.0%	x	0.2%	x	0.0%	x
Total Women	x	x	0.2%	x	x	x	0.5%	x	x	x	0.4%	x
1999-2000												
White	63.8%	x	1.4%	x	77.3%	x	0.1%	x	94.8%	x	0.4%	x
African-American	32.9%	x	0.2%	x	20.4%	x	0.0%	x	1.0%	x	0.0%	x
Other	1.6%	x	0.0%	x	2.2%	x	0.0%	x	3.8%	x	0.6%	x
Total Women	x	x	1.6%	x	x	x	0.1%	x	x	x	1.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 91

color as assistants on men's teams and for people of color in general as assistants on women's teams. However, the percentage of women assistants on women's teams declined in all three divisions.

In Division I men's basketball and football, 39.3 and 23.8 percent of the jobs were held by African-Americans,

respectively. Only one percent of the assistant baseball coaches are African-American. The percentage drops to 28.1 for basketball and 17.6 percent for football in all divisions combined. Latinos hold 1.9 percent of the basketball jobs and 4.3 percent of the assistant posts in baseball.

On the men's teams in 2007-08,

whites held 76.9, 79.0, and 88.1 percent of the assistant coaching positions in the three divisions, respectively, which was a decline from 79.2, 82.7, and 88.5 percent respectively in 2005-06. In 2007-08, African-Americans held 17.7, 14.2, and 8.3 percent, respectively. In 2005-06, African-Americans held 17.6, 11.6 and 8.3 percent of the assistant

College Assistant Coaches: Men's Teams Divisions I, II, and III

		Basketball				Football				Baseball			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
2007-08													
	White	68.2%	x	0.5%	x	80.1%	x	0.1%	x	92.7%	x	0.0%	x
	African-American	28.1%	x	0.0%	x	17.6%	x	0.0%	x	1.4%	x	0.0%	x
	Asian	0.6%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x	0.0%	x
	Latino	1.9%	x	0.0%	x	0.0%	x	0.0%	x	4.3%	x	0.0%	x
	Native-American	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.2%	x	0.0%	x
	Other	0.7%	x	0.0%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x
	Total	99.6%	x	0.5%	x	97.7%	x	0.1%	x	99.5%	x	0.0%	x
2006-07													
Data Not Recorded													
2005-06													
	White	72.1%	x	0.6%	x	79.5%	x	1.3%	x	93.3%	x	0.4%	x
	African-American	25.0%	x	0.2%	x	16.6%	x	0.3%	x	2.0%	x	0.0%	x
	Asian	0.2%	x	0.0%	x	0.4%	x	0.0%	x	0.4%	x	0.0%	x
	Latino	1.6%	x	0.0%	x	1.3%	x	0.0%	x	3.5%	x	0.0%	x
	Native-American	0.1%	x	0.0%	x	0.2%	x	0.0%	x	0.1%	x	0.0%	x
	Other	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.3%	x	0.0%	x
	Total	98.3%	x	0.8%	x	98.4%	x	1.6%	x	99.6%	x	0.4%	x
2004-05													
Data Not Recorded													
2003-04													
	White	72.1%	1356	0.2%	3	80.9%	2956	0.0%	0	94.7%	1285	0.0%	0
	African-American	26.2%	493	0.0%	0	17.0%	621	0.0%	0	1.5%	20	0.0%	0
	Asian	0.2%	3	0.0%	0	0.6%	21	0.0%	0	0.5%	7	0.0%	0
	Latino	1.0%	19	0.0%	0	0.8%	31	0.0%	0	3.0%	41	0.0%	0
	Native-American	0.1%	1	0.0%	0	0.2%	8	0.0%	0	0.1%	2	0.0%	0
	Other	0.4%	7	0.0%	0	0.5%	18	0.0%	0	0.1%	2	0.0%	0
	Total	99.8%	1879	0.2%	3	100.0%	3655	0.0%	0	100.0%	1357	0.0%	0
2001-03													
Data Not Recorded													
2000-01													
	White	72.5%	x	0.6%	x	81.8%	x	0.4%	x	95.3%	x	0.1%	x
	African-American	24.5%	x	0.1%	x	15.7%	x	0.0%	x	1.2%	x	0.0%	x
	Asian	0.4%	x	0.0%	x	0.3%	x	0.0%	x	0.9%	x	0.0%	x
	Latino	1.6%	x	0.0%	x	1.1%	x	0.0%	x	2.1%	x	0.1%	x
	Native-American	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x
	Other	0.3%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x
	Total Women	x	x	0.7%	x	x	x	0.4%	x	x	x	0.2%	x
1999-2000													
	White	72.1%	x	1.0%	x	82.7%	x	0.1%	x	93.6%	x	0.4%	x
	African-American	24.3%	x	0.2%	x	14.9%	x	0.1%	x	1.5%	x	0.0%	x
	Other	2.4%	x	0.1%	x	2.3%	x	0.0%	x	4.5%	x	0.0%	x
	Total Women	x	x	1.3%	x	x	x	0.2%	x	x	x	0.4%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 92

coaching jobs on men's teams in the respective divisions. In 2007-08, Latinos held 1.9, 4.2, and 1.5 percent respectively in Divisions I, II, and III. Asians held 0.7, 0.4, and 0.5 percent respectively in Divisions I, II, and III.

Native Americans held 0.1, 0.3, and 0.0 percent in Divisions I, II, and III respectively.

Among the women's teams in 2007-08, whites held 79.1, 81.2, and 88.8

percent of the assistant coaching positions in Divisions I, II and III, respectively, which was a decline from 81.6, 82.4 and 90.5 percent respectively in 2005-06. In 2007-08, African-Americans had 13.5, 10.3, and

College Assistant Coaches: Division I Women's Teams

	Basketball				Cross Country/ Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2007-08												
White	21.3%	x	42.7%	x	53.6%	x	19.5%	x	38.9%	x	49.3%	x
African-American	8.2%	x	24.8%	x	13.5%	x	6.8%	x	0.9%	x	0.8%	x
Asian	0.1%	x	0.7%	x	0.5%	x	0.5%	x	2.1%	x	0.8%	x
Latino	0.4%	x	0.8%	x	2.0%	x	0.7%	x	2.1%	x	1.1%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.2%	x	0.0%	x	0.1%	x
Other	0.2%	x	0.2%	x	1.8%	x	0.4%	x	2.1%	x	1.2%	x
Total	30.4%	x	69.2%	x	71.5%	x	28.1%	x	46.1%	x	53.3%	x
2006-07												
Data Not Recorded												
2005-06												
White	23.3%	x	42.9%	x	x	x	x	x	x	x	x	x
African-American	7.6%	x	24.2%	x	x	x	x	x	x	x	x	x
Asian	0.5%	x	0.5%	x	x	x	x	x	x	x	x	x
Latino	0.5%	x	0.3%	x	x	x	x	x	x	x	x	x
Native American	0.0%	x	0.0%	x	x	x	x	x	x	x	x	x
Other	0.2%	x	0.2%	x	x	x	x	x	x	x	x	x
Total	32.1%	x	68.1%	x	x	x	x	x	x	x	x	x
2004-05												
Data Not Recorded												
2003-04												
White	22.5%	170	46.0%	347	52.3%	761	20.9%	305	36.5%	841	53.0%	1209
African-American	6.4%	48	22.4%	169	12.8%	186	9.0%	131	1.4%	33	1.4%	31
Asian	0.3%	2	0.7%	5	0.5%	7	0.2%	3	1.7%	40	1.6%	37
Latino	0.3%	2	0.5%	4	1.9%	27	0.6%	9	1.2%	27	0.9%	21
Native American	0.1%	1	0.0%	0	0.4%	6	0.2%	3	0.0%	0	0.0%	1
Other	0.4%	3	0.4%	3	0.3%	5	0.8%	12	0.9%	20	1.0%	22
Total	30.0%	226	70.0%	528	68.2%	992	31.8%	463	47.1%	961	57.9%	1321
2001-03												
Data Not Recorded												
2000-01												
White	22.5%	x	45.7%	x	73.7%	x	20.6%	x	42.3%	x	47.9%	x
African-American	5.1%	x	24.3%	x	22.0%	x	7.4%	x	2.3%	x	1.5%	x
Asian	0.4%	x	0.3%	x	1.0%	x	0.2%	x	0.6%	x	0.2%	x
Latino	0.3%	x	0.4%	x	0.7%	x	0.3%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.3%	x	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.0%	x	0.7%	x	0.9%	x	0.4%	x	0.1%	x	0.1%	x
Total Women	x	x	71.7%	x	x	x	28.9%	x	x	x	50.1%	x
1999-2000												
White	20.3%	x	49.0%	x	52.6%	x	23.0%	x	37.7%	x	55.7%	x
African-American	4.4%	x	23.9%	x	12.3%	x	7.9%	x	1.5%	x	1.3%	x
Other	0.0%	x	2.4%	x	3.1%	x	1.1%	x	3.3%	x	0.6%	x
Total Women	x	x	75.3%	x	x	x	32.0%	x	x	x	57.6%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 93

6.4 percent respectively. In 2005-06, African-Americans held 13.2, 9.4 and 6.5 percent of the assistant coaching jobs on women's teams in the respective Divisions. Latinos held 2.7, 4.8, and 1.6 percent of the assistant coaching positions on women's teams in Divisions I, II, and III respectively. Asians held 1.8, 1.5, and 1.0 percent of the positions in Divisions I, II, and III respectively. Native Americans held 0.2, 0.3, and 0.0 percent of the positions in Division I, II, and III respectively.

The percentage of women assistants on women's teams declined in all three divisions as they tumbled from slightly more than 50 percent in each to less than 50 percent in each division. As assistants, women in 2007-08 held 49.4 of the positions in Division I, 48.9 in Division II and 49.5 percent in Division III. This was down from 2005-06 when women held 51.5, 51.4, and 54.0 percent of the jobs, respectively.

Women have decreased their presence within coaching staffs of men's teams at all levels decreasing their percentages to 7.2, 7.9, and 8.4 percent, respectively in Division I, II, and III. This is down from 8.4, 8.4 and 10.0 percent, respectively in 2005-06.

In Division III, there is nearly an identical percentage of women (8.4 percent) as assistants on men's teams as there are African-American men and women assistants combined on men's teams (8.3 percent).

Grade for Assistant Coaches on men's teams:

Race: A-

Grade for Assistant Coaches on women's teams:

Race: B+
Gender: A

See Tables 88, 89, 90, 91, 92 and 93.

College Athletic Directors

As in all cases regarding employment in college athletics, the data reported

here and throughout the 2008 Racial and Gender Report Card excludes the Historically Black Colleges and Universities (HBCUs).

The level of diversity within the athletic director position at FBS schools has continued to grow and currently holds 16 (13.3 percent) people of color in that position, which is over a three percentage point increase. However, when you include all of Division I and Divisions II and III, these position remains overwhelmingly white and male.

In all of Division I, whites held 90 percent (down 3.1 percentage points) of athletic director jobs. African-Americans held 7.2 percent, (up 1.7 percentage points). Latinos held 1.9 (up 1.0 percent). Native Americans held 0.6 percent and there were no Asian ADs in Division I.

Women continue to struggle to increase representation in the athletic director position. The percentage of female athletic directors at the Division I level stayed the same as in the previous report

at 7.8 percent of all positions. Of these positions, white women held 6.2 percent and African-American women held 1.0 percent. Latina and Native American females each made up 0.3 percent of all ADs in Division I, while there were no Asian female ADs.

College Athletics Directors: Division I				
	Men		Women	
	%	#	%	#
2007-08				
White	83.8%	x	6.2%	x
African-American	6.2%	x	1.0%	x
Asian	0.0%	x	0.0%	x
Latino	1.6%	x	0.3%	x
Native American	0.3%	x	0.3%	x
Other	0.3%	x	0.0%	x
Total	92.2%	x	7.8%	x
2006-07				
Data Not Recorded				
2005-06				
White	85.8%	x	7.3%	x
African-American	5.0%	x	0.5%	x
Asian	0.0%	x	0.0%	x
Latino	0.9%	x	0.0%	x
Native American	0.0%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	92.2%	x	7.8%	x
2004-05				
Data Not Recorded				
2003-04				
White	88.5%	232	6.5%	17
African-American	3.4%	9	0.0%	0
Asian	0.0%	0	0.4%	1
Latino	1.2%	3	0.0%	0
Native American	0.0%	0	0.4%	1
Other	0.0%	0	0.0%	0
Total	92.7%	243	7.3%	19
2001-03				
Data Not Recorded				
2000-01				
White	88.4%	x	6.9%	x
African-American	2.9%	x	0.0%	x
Asian	0.4%	x	0.0%	x
Latino	1.1%	x	0.0%	x
Native American	0.0%	x	0.4%	x
Other	0.0%	x	0.0%	x
Total	92.8%		7.2%	x
1999-2000				
White	86.9%	x	9.0%	x
African-American	2.4%	x	0.0%	x
Other	1.7%	x	0.0%	x
Total	91.0%	x	9.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded. x= Data not recorded

TABLE 94

As of November 2008, there were 11 African-American, four Latino and one Native American athletics directors at FBS (formerly Division IA) institutions. Of the 120 ADs who oversee FBS football programs (two schools have two athletics directors with a woman

College Athletics Directors: Division II

	Men		Women	
	%	#	%	#
2007-08				
White	78.0%	x	14.0%	x
African-American	3.0%	x	0.8%	x
Asian	0.0%	x	0.8%	x
Latino	3.0%	x	0.0%	x
Native American	0.4%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	84.4%	x	15.6%	x
2006-07				
Data Not Recorded				
2005-06				
White	74.7%	x	17.6%	x
African-American	3.3%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	2.7%	x	0.0%	x
Native American	0.5%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	81.3%	x	18.7%	x
2004-05				
Data Not Recorded				
2003-04				
White	79.6%	187	14.5%	34
African-American	1.3%	3	0.9%	2
Asian	0.0%	0	0.9%	2
Latino	2.6%	6	0.0%	0
Native American	0.4%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	83.8%	197	16.2%	38
2001-03				
Data Not Recorded				
2000-01				
White	82.4%	x	12.9%	x
African-American	1.9%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	1.0%	x	0.5%	x
Native American	0.5%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	86.3%	x	14.4%	x
1999-2000				
White	79.6%	x	13.7%	x
African-American	1.6%	x	1.2%	x
Other	3.5%	x	0.4%	x
Total	x	x	15.3%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded. x= Data not recorded

TABLE 95

College Athletics Directors: Division III

	Men		Women	
	%	#	%	#
2007-08				
White	70.8%	x	26.2%	x
African-American	1.6%	x	0.2%	x
Asian	0.2%	x	0.5%	x
Latino	0.0%	x	0.0%	x
Native American	0.2%	x	0.2%	x
Other	0.0%	x	0.0%	x
Total	72.8%	x	27.1%	x
2006-07				
Data Not Recorded				
2005-06				
White	69.5%	x	26.6%	x
African-American	1.9%	x	0.0%	x
Asian	0.3%	x	0.3%	x
Latino	0.3%	x	0.0%	x
Native American	0.6%	x	0.3%	x
Other	0.0%	x	0.0%	x
Total	72.7%	x	27.3%	x
2004-05				
Data Not Recorded				
2003-04				
White	68.6%	258	26.9%	101
African-American	3.2%	12	0.0%	0
Asian	0.3%	1	0.3%	1
Latino	0.5%	2	0.0%	0
Native American	0.3%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	72.9%	274	27.1%	102
2001-03				
Data Not Recorded				
2000-01				
White	69.3%	x	23.9%	x
African-American	4.5%	x	0.6%	x
Asian	0.3%	x	0.6%	x
Latino	0.3%	x	0.3%	x
Native American	0.3%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	74.7%	x	25.4%	x
1999-2000				
White	71.3%	x	24.3%	x
African-American	3.0%	x	0.5%	x
Other	0.7%	x	0.2%	x
Total	x	x	25.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded. x= Data not recorded

TABLE 96

heading women's athletics: University of Tennessee, Knoxville and University of Texas at Austin) there were 104 (86.7 percent) whites. The people of color included:

- Eleven (9.2 percent) African-Americans
- o Warde Manuel, The State

- University of New York at Buffalo
- o Keith Tribble, University of Central Florida
- o Derrick Gagg, Eastern Michigan University
- o Damon Evans, University of Georgia
- o McKinley Boston Jr., New

- Mexico State University
- o Eugene Smith, The Ohio State University
- o Michael Garrett, University of Southern California
- o Daryl J. Gross, Syracuse University
- o Kevin Anderson, U.S. Military

College Senior Athletic Administrators: Associate and Assistant Athletics Directors

	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2007-08												
Associate Athletic Directors												
White	63.6%	x	25.6%	x	53.2%	x	35.6%	x	46.4%	x	50.0%	x
African-American	6.2%	x	1.0%	x	4.3%	x	3.2%	x	2.4%	x	0.8%	x
Asian	0.2%	x	0.4%	x	0.5%	x	0.5%	x	0.0%	x	0.0%	x
Latino	1.4%	x	0.8%	x	1.1%	x	0.5%	x	0.4%	x	0.0%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.1%	x	0.5%	x	0.5%	x	0.0%	x	0.0%	x
Total	71.6%	x	27.9%	x	59.6%	x	40.3%	x	49.2%	x	50.8%	x
Assistant Athletic Directors												
White	65.5%	x	22.7%	x	56.9%	x	34.6%	x	53.9%	x	37.6%	x
African-American	6.1%	x	2.5%	x	2.4%	x	2.4%	x	3.9%	x	1.3%	x
Asian	0.1%	x	0.5%	x	0.9%	x	0.3%	x	0.2%	x	0.0%	x
Latino	1.4%	x	0.8%	x	0.6%	x	0.6%	x	1.9%	x	0.2%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.0%	x	0.3%	x	0.0%	x	0.6%	x	0.0%	x
Total	73.2%	x	26.5%	x	61.1%	x	38.2%	x	60.5%	x	39.1%	x
Data Not Recorded												
2006-07												
Data Not Recorded												
2005-06												
Associate Athletic Directors												
White	63.5%	x	26.0%	x	48.5%	x	45.5%	x	46.2%	x	49.1%	x
African-American	6.1%	x	2.1%	x	2.0%	x	2.0%	x	2.4%	x	1.2%	x
Asian	0.1%	x	0.1%	x	1.0%	x	0.0%	x	0.6%	x	0.0%	x
Latino	0.9%	x	0.5%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x
Native American	0.1%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.3%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	71.6%	x	28.4%	x	51.3%	x	48.7%	x	50.3%	x	49.7%	x
Assistant Athletic Directors												
White	66.3%	x	22.6%	x	56.6%	x	33.6%	x	58.2%	x	32.9%	x
African-American	5.1%	x	3.6%	x	3.3%	x	1.3%	x	4.6%	x	2.3%	x
Asian	0.5%	x	0.2%	x	0.7%	x	0.7%	x	0.3%	x	0.3%	x
Latino	0.9%	x	0.3%	x	2.0%	x	1.3%	x	1.0%	x	0.0%	x
Native American	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x
Other	0.2%	x	0.3%	x	0.0%	x	0.7%	x	0.0%	x	0.0%	x
Total	72.9%	x	27.1%	x	60.8%	x	39.2%	x	64.3%	x	35.7%	x
Data Not Recorded												
2004-05												
Data Not Recorded												
2003-04												
White	62.6%	943	27.3%	411	55.2%	185	34.0%	114	51.8%	259	42.6%	213
African-American	6.0%	91	1.9%	29	2.7%	9	2.1%	7	3.4%	17	1.0%	5
Asian	0.3%	5	0.1%	3	0.3%	1	0.3%	1	0.0%	0	0.2%	1
Latino	0.7%	11	0.5%	8	3.0%	10	1.2%	4	0.4%	2	0.2%	1
Native American	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.1%	1	0.4%	6	0.9%	3	0.3%	1	0.4%	2	0.0%	0
Total	69.7%	1051	30.2%	456	62.1%	208	37.9%	127	56.0%	280	44.0%	220
Data Not Recorded												
2001-03												
Data Not Recorded												
2000-01												
White	63.0%	x	27.6%	x	57.8%	x	33.3%	x	49.6%	x	44.2%	x
African-American	5.3%	x	1.8%	x	3.3%	x	1.6%	x	3.5%	x	1.3%	x
Asian	0.3%	x	0.1%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Latino	0.9%	x	0.6%	x	1.7%	x	0.7%	x	0.3%	x	0.3%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.3%	x	1.0%	x	0.2%	x
Other	0.0%	x	0.3%	x	0.5%	x	0.3%	x	0.5%	x	0.0%	x
Total	x	x	30.4%	x	x	x	36.2%	x	x	x	46.0%	x
1999-2000												
White	63.7%	x	27.0%	x	59.5%	x	33.2%	x	52.8%	x	42.0%	x
African-American	5.9%	x	1.5%	x	1.7%	x	1.3%	x	2.7%	x	1.6%	x
Other	1.2%	x	0.8%	x	2.7%	x	1.7%	x	0.2%	x	0.7%	x
Total	x	x	29.3%	x	x	x	36.2%	x	x	x	44.3%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 97

Senior Woman Administrators

	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2007-08												
White	1.0%	x	84.9%	x	1.6%	x	85.3%	x	0.0%	x	96.6%	x
African-American	0.3%	x	10.2%	x	0.8%	x	7.8%	x	0.0%	x	1.9%	x
Asian	0.0%	x	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x
Latino	0.0%	x	1.6%	x	0.0%	x	2.7%	x	0.0%	x	1.0%	x
Native American	0.0%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x	0.5%	x
Other	0.0%	x	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x
Total	1.3%	x	98.3%	x	2.4%	x	96.6%	x	0.0%	x	100.0%	x
2006-07												
Data Not Recorded												
2005-06												
White	1.4%	x	84.3%	x	0.6%	x	90.6%	x	1.1%	x	95.7%	x
African-American	0.5%	x	10.2%	x	0.0%	x	5.3%	x	0.0%	x	2.2%	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.5%	x	1.4%	x	0.0%	x	2.4%	x	0.0%	x	0.4%	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.9%	x	0.0%	x	1.2%	x	0.0%	x	0.4%	x
Total	2.3%	x	97.7%	x	0.6%	x	99.4%	x	1.1%	x	98.9%	x
2004-05												
Data Not Recorded												
2003-04												
White	0.4%	1	88.5%	224	0.0%	0	92.6%	201	1.2%	4	95.4%	312
African-American	0.0%	0	8.3%	21	0.0%	0	4.6%	10	0.0%	0	2.4%	8
Asian	0.0%	0	0.0%	0	0.0%	0	0.5%	1	0.0%	0	0.3%	1
Latino	0.0%	0	1.6%	4	0.0%	0	2.3%	5	0.0%	0	0.6%	2
Native American	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.0%	0	0.8%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Total	0.4%	1	99.6%	252	0.0%	0	100.0%	217	1.2%	4	98.8%	323
2001-03												
Data Not Recorded												
2000-01												
White	0.7%	x	89.6%	x	0.5%	x	91.2%	x	1.1%	x	93.7%	x
African-American	0.7%	x	6.3%	x	0.0%	x	5.7%	x	0.0%	x	3.2%	x
Asian	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.0%	x	1.5%	x	0.0%	x	2.1%	x	0.0%	x	1.4%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Total	1.8%	x	98.2%	x	0.5%	x	99.5%	x	1.1%	x	99.1%	x
1999-2000												
White	1.5%	x	91.0%	x	1.0%	x	90.4%	x	0.0%	x	94.7%	x
African-American	0.0%	x	6.0%	x	0.0%	x	4.3%	x	0.0%	x	3.3%	x
Other	0.4%	x	1.1%	x	1.4%	x	2.9%	x	0.0%	x	2.0%	x
Total	1.9%	x	98.1%	x	2.4%	x	97.6%	x	0.0%	x	100.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 98

- Academy
 - o David Williams II (Vice Chancellor of Student Life and University Affairs and General Counsel), Vanderbilt University
 - o Craig K. Littlepage, University of Virginia
- Four (3.3 percent) Latinos
 - o Daniel G. Guerrero, University of California, Los Angeles
- o Pete Garcia, Florida International University
- o Rick Villarreal, University of North Texas
- o Barry Alvarez, University of Wisconsin, Madison
- One (0.8 percent) Native American
 - o Rick Dickson (Tulane University)
- No Asian
- There were five white women (4.2 percent) in charge of an FBS school:
 - o Lisa Love, Arizona State University
 - o Anne “Sandy” Barbour, University of California, Berkeley
 - o Deborah A. Yow, University of Maryland, College Park
 - o Cary Sue Groth, University of Nevada

Faculty Athletics Representatives

	Division IA				Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
2007-08																
White	65.3%	81	27.4%	34	67.9%	x	23.8%	x	70.6%	x	21.8%	x	61.9%	x	32.6%	x
African-American	4.0%	5	0.0%	0	4.1%	x	1.0%	x	2.7%	x	0.8%	x	2.7%	x	0.2%	x
Asian	1.6%	2	0.0%	0	1.0%	x	0.6%	x	0.8%	x	0.0%	x	0.6%	x	0.2%	x
Latino	0.8%	1	0.0%	0	0.6%	x	0.0%	x	1.9%	x	0.8%	x	0.8%	x	0.2%	x
Native American	0.8%	1	0.0%	0	0.3%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	0	0.0%	0	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x	0.0%	x
Total	72.6%	90	27.4%	34	73.9%	x	25.4%	x	76.0%	x	23.4%	x	66.4%	x	33.2%	x
2006-07																
Data Not Recorded																
2005-06																
White	Data Not Recorded				71.2%	x	21.2%	x	66.5%	x	25.7%	x	64.7%	x	30.8%	x
African-American	Data Not Recorded				2.2%	x	0.9%	x	1.7%	x	1.7%	x	2.0%	x	0.3%	x
Asian	Data Not Recorded				1.3%	x	0.4%	x	0.6%	x	0.0%	x	0.6%	x	0.3%	x
Latino	Data Not Recorded				1.3%	x	0.0%	x	2.8%	x	0.6%	x	0.6%	x	0.3%	x
Native American	Data Not Recorded				0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	Data Not Recorded				0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.0%	x
Total	Data Not Recorded				77.4%	x	22.6%	x	72.1%	x	27.9%	x	68.4%	x	31.6%	x
2004-05																
Data Not Recorded																
2003-04																
White	Data Not Recorded				70.9%	188	21.1%	56	71.9%	164	20.6%	47	68.8%	256	26.9%	100
African-American	Data Not Recorded				4.2%	11	0.8%	2	1.3%	3	0.4%	1	3.0%	11	0.3%	1
Asian	Data Not Recorded				1.1%	3	0.0%	0	1.8%	4	0.0%	0	0.0%	0	0.0%	0
Latino	Data Not Recorded				0.8%	2	0.0%	0	1.8%	4	1.8%	4	0.5%	2	0.3%	1
Native American	Data Not Recorded				0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	Data Not Recorded				0.8%	2	0.0%	0	0.4%	1	0.0%	0	0.3%	1	0.0%	0
Total	Data Not Recorded				78.2%	207	21.9%	58	77.2%	176	22.8%	52	72.6%	270	27.5%	102
2001-03																
Data Not Recorded																
2000-01																
White	Data Not Recorded				73.2%	x	18.1%	x	77.9%	x	17.3%	x	67.0%	x	27.8%	x
African-American	Data Not Recorded				5.1%	x	1.1%	x	1.0%	x	0.5%	x	3.1%	x	0.6%	x
Asian	Data Not Recorded				1.1%	x	0.0%	x	0.5%	x	0.0%	x	0.3%	x	0.0%	x
Latino	Data Not Recorded				0.4%	x	0.4%	x	0.0%	x	0.5%	x	0.9%	x	0.3%	x
Native American	Data Not Recorded				0.4%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Other	Data Not Recorded				0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	Data Not Recorded				x	x	19.6%	x	x	x	18.3%	x	x	x	28.7%	x
1999-2000																
White	Data Not Recorded				75.6%	x	18.1%	x	78.0%	x	15.5%	x	67.9%	x	27.8%	x
African-American	Data Not Recorded				3.1%	x	1.4%	x	1.2%	x	0.4%	x	1.8%	x	0.3%	x
Other	Data Not Recorded				1.7%	x	0.0%	x	3.3%	x	1.6%	x	2.3%	x	0.0%	x
Total	Data Not Recorded				x	x	x	x	x	x	17.6%	x	x	x	28.1%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded
 x= Data not recorded

TABLE 99

o Kathy Beauregard, Western Michigan University

Two women head a separate women's department and do not oversee football: Joan C. Cronan (Women's AD), University of Tennessee, Knoxville and Christine A. Plonsky (Women's AD), University of Texas at Austin.

When considering all divisions combined, the athletic director position was one of the whitest positions in all of sport when HBCUs were excluded. The only position that had a greater percentage of whites filling the position was the Sports Information Director which is 95.0, 93.4 and 95.0 percent white in Division I, II and III respectively.

At the athletics director position, whites held 90.0 percent (down 3.1 percentage points) of the athletics director jobs in Division I, 92.0 percent in Division II (down 0.3 percentage points) and 97.0 percent in Division III (up 0.9 of a percentage point). African-Americans held 7.2, 3.8 and 1.8 percent respectively in Divisions I, II and III. This compared to 5.5 percent, 3.8 percent and 1.9 percent

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in 2005-06 respectively. Latinos accounted for 1.9, 3.0, and 0.0 percent of the ADs at Division I, II and III, compared to 0.9, 2.7 and 0.3 percent in 2005-06, respectively. Asians accounted for 0.0, 0.8, and 0.7 percent of the ADs at Division I, II and III and Native Americans accounted for 0.6, 0.4, and 0.4 percent of the ADs at each level in 2007-08.

Women lost ground as ADs in Divisions II and III and remained the same in Division I with 7.8 percent. The percentage of female athletic directors in Division II dropped a substantial 2.9 percentage points to 15.6 percent and dropped by 0.2 percentage points in Division III to 27.1 percent.

Further breakdown of the athletic director position at the Division II level, excluding the HBCUs, shows that whites held 92.0 percent (0.3 percentage point decrease) of the athletic director jobs, African-Americans remained the same at 3.8 percent, Latinos held 3.0 percent (0.3 percentage point increase), Asians 0.8 percent (0.3 percentage point increase) and Native Americans 0.4 percent (0.1 percentage point decrease). The percentage of white men increased a little over three percent, from 74.7 percent to 78.0 percent.

Women held 15.6 percent (3.1 percentage point decrease) of Division II athletic director posts. White women comprised 14.0 percent (3.6 percentage point decrease), 0.8 percent were African-American women, and 0.8 percent were Asian

women. Both of these categories increased by 0.3 percentage points.

Although Division III has a poor record for racial diversity among athletic directors, this division does offer women the greatest opportunity to serve this position. Women held 27.1 percent of the athletic director jobs, a decrease of 0.2 percentage points. Among the female athletic directors, white women held 26.2 percent, Asian women held 0.5 percent while African-American women and Native American women each held 0.2 percent, respectively. There were no Latina athletic directors.

Grade for Division I Athletic Directors:

Race: F
Gender: F

See Tables 94, 95, 96 and 100.

College Associate and Assistant Athletic Directors

As in all cases regarding employment in college athletics, the data reported on associate and assistant athletics directors, senior woman administrators and faculty athletics representatives excludes the HBCUs.

The senior administrative title includes both the associate and assistant athletic director positions. These jobs are thought of as the pipeline to the athletics director position. People in both of these positions work very closely with the athletic director and they are often training grounds for future athletic directors. In the

hierarchy of power, associate athletic directors do fall above assistant athletic directors. Although these are two separate positions, the demographic make-up of each slot is strikingly similar at the Division I level. At the associate athletic director position, whites comprised 89.2 percent, 88.8 percent, and 96.4 percent of the total population at Division I, II and III respectively.

African-Americans held 7.2 percent, 7.5 percent and 3.2 percent of the positions at each level. Latinos held 2.2 percent, 1.6 percent and 0.4 percent of the positions at each level. Asians held 0.6 percent and 1.0 percent in Divisions I and II. There were no Asians in Division III in this position and no Native Americans in Divisions II or III. In Division I, Native Americans had 0.1 percent of the associate athletic director positions.

The percentage of women filling associate athletic director positions was 27.9 percent in Division I, 40.3 percent in Division II and 50.8 percent in Division III.

At the assistant athletic director position, whites held 88.2, 91.5 and 91.5 percent of the positions in Divisions I, II and III, respectively.

African-Americans totaled 8.6, 4.8 and 5.2 percent of assistant athletic directors in the respective divisions. Latinos held 2.2 percent, 1.2 percent and 2.1 percent of the positions at each level. Asians held 0.6 percent, 1.2 percent and 0.2 percent of the positions at each level. There were no Native Americans in Divisions I and III.

In Division II, Native Americans had 0.3 percent of the assistant athletic director positions.

Women occupied 26.5 percent of the assistant athletic directors in Division I, 38.2 percent in Division II and 39.1 percent in Division III.

On average, the positions of associate athletic director and assistant athletic director for Division I were found to be 88.7 percent

Sports Information Director						
	Division I		Division II		Division III	
	Men	Women	Men	Women	Men	Women
2007-08						
White	84.8%	10.2%	83.4%	10.0%	81.2%	13.8%
Black	0.3%	0.6%	2.7%	0.8%	1.9%	0.5%
Asian	1.7%	0.3%	1.5%	0.0%	0.7%	0.0%
Hispanic	1.9%	0.0%	1.5%	0.0%	0.9%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Minority	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%

Note: Data provided by the NCAA. Historically Black Institutions excluded
x= Data not recorded

TABLE 100

white, 7.9 percent African-American, 0.6 percent Asian, and 2.2 percent Latino. For Division II, 90.2 percent were white, 6.2 percent African-American, 1.1 percent Asian, and 1.4 percent Latino and in Division III, 94.0 percent were white, 4.2 percent African-American, 0.1 percent Asian, and 1.3 percent Latino.

Looking at the overall percentages of women for both the associate athletic director and the assistant athletic director positions combined for 27.2 percent, 39.3 percent, and 45.0 percent in Divisions I, II, and III.

In Divisions I and II, the gender breakdown was very similar between associate and assistant ADs in their respective divisions. Associate athletic directors were 71.6 percent male and 27.9 percent female in Division I and assistant athletic directors were 73.2 percent male and 26.5 percent female in Division I. For Division II, associate athletic directors were 59.6 male and 40.3 percent female and assistant athletic directors were 61.1 percent male and 38.2 percent female. At the Division III level, the associate athletic director position was almost split 50/50 between males and females, with males holding 49.2 percent and females holding 50.8 percent while the assistant athletic director position had males holding 60.5 percent and females holding 39.1 percent.

Grade for Division I Associate and Assistant Athletics Directors:

Race: C+
Gender: C

See Table 97.

Senior Woman Administrator

The senior woman administrator (SWA) is a significant title within an athletic department. Women held 98.3, 96.6 and 100 percent of the SWA jobs in Division I, II and III, respectively.

White women continued to dominate at 84.9, 85.3 and 96.6 percent in

Division I, II and III, respectively.

In Division I, African-American women held 10.2 percent (remaining the same), Asian women held 0.3 percent, Latinas held 1.6 percent and Native American women held 1.0 percent. Overall a total of 13.4 percent of the positions were occupied by females of color, a decrease of 0.1 percentage points. White men were 1.0 percent and African-American men held 0.3 percent in this position. The percentage of women in this post increased 0.6 percentage points to 98.3 percent.

The senior woman administrator position is slightly less diverse at the Division II level. White women held 85.3 percent of these positions, a 5.3 percent drop. African-American women held 7.8 percent; Latinas held 2.7 percent and Asians accounted for 0.4 percent. This year 1.6 percent of the people holding this position at the Division II level was white men and 0.8 percent was African-American men. Women of color made gains with an increase from 8.9 percent to 11.3 percent. Overall women held 96.6 percent of all the senior woman administrator positions in Division II.

Senior woman administrators in Division III were 100 percent female. Of these women, 96.6 percent were white women, 1.9 percent were African-American women, 1.0 percent were Latina and 0.5 percent were Native American. There were no Asian women. People of color, which were all women of color, remained the same at 3.4 percent.

Grade for Division I Senior Woman Administrators:

Race: B
Gender: A+

See Table 98.

Faculty Athletics Representatives

The faculty athletics representative (FAR) is a university's representative of the president and faculty on issues

regarding athletics. The FAR is usually appointed by the president and is involved with the assurance of the academic integrity of the athletics programs, as well as the maintenance of the welfare of the student-athlete. The FAR is a very important position within a university.

Whites filled the vast majority of the FAR positions with 91.7, 92.4 and 94.5 percent in Divisions I, II and III, respectively.

In Division I, 67.9 percent were white men and 23.8 percent were white women. Among African-Americans serving as FAR, 4.1 percent were men and 1.0 percent were women. Total African-Americans in this position increased two percentage points. Also among the FAR positions in Division I, 1.0 percent were Asian men and 0.6 percent were Asian women, 0.6 percent were Latino, and 0.3 percent were Native American men. Women held 25.4 percent of these posts (an increase of 2.8 percentage points), while people of color held 7.6 percent (an increase of 0.2 percentage points). There were no Latina or Native American women in this position.

At the Division II level where whites held 92.4 percent of the FAR posts, 70.6 percent were white men and 21.8 percent were white women. African-Americans held a total of 3.5 percent of the positions (2.7 percent male and 0.8 percent female). Asian men increased from 0.6 percent to 0.8 percent. Latinos held 2.7 percent (1.9 percent being Latino and 0.8 percent Latina). Women overall decreased 4.5 percentage points from 27.9 to 23.4 percent. People of color in this position decreased by 1.0 percentage point.

In Division III where whites held 94.5 percent, 61.9 percent were white men and 32.6 percent were white women. The percentage of white men fell 2.8 percent, whereas the percentage of white women increased 1.8 percent. African-Americans accounted for a total of 2.9 percent, which were held by 2.7 percent men and 0.2 percent

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women. Latinos held one percent (0.8 percent male and 0.2 percent female) of the FAR positions. Asians accounted for 0.8 percent (0.6 percent male and 0.2 percent female). The percentage of whites dropped by 1.0 percent, while African-American men increased by 0.7 percent. Women held 33.2 percent of the FAR posts in Division III, a gain of 1.6 percent.

Grade for Division I Faculty Athletics Representatives:

Race: C-
Gender: D+

See Table 99.

Sports Information Directors

As stated earlier, the SID position is one of the whitest positions in all of sport when HBCUs are excluded. It is 95.0, 93.4 and 95.0 percent white in Division I, II and III respectively. This is very important because the SID is usually the key decision maker in what and who is publicized among coaches and student-athletes.

The SID position in Division I athletics is 95 percent white, 0.9 percent African-American, 2.0 percent Asian, 1.9 percent Latino, and 0.0 percent Native American. In Divisions II and III, the position

make-up for the sport information director was very similar. Division II consisted of 93.4 percent white, 3.5 percent African-American, 1.5 percent each Asian and Latino, and 0.0 percent Native American. Division III consisted of 95.0 percent white, 2.4 percent African-American, 0.7 percent Asian, 1.4 percent Latino, and once again no Native Americans.

Grade for Division I Sports Information Directors:

Race: F

See Table 100.

Professional Administration

This category includes a wide range of job descriptions. At NCAA member institutions, jobs that fit in this category are academic advisor/counselor, compliance coordinator/officer, the sports information director and assistant directors, strength coaches, life skills coordinators, and managers for business, equipment, fundraiser/development, facilities, promotions/marketing and tickets. As in all cases regarding employment in college athletics, the data reported in this section excludes the HBCUs. These positions are often starting points from which many people rise into higher level slots within a university or athletic department. The previous report

College Professional Administration by Division									
		Division I		Division II		Division III		All Divisions	
		Men	Women	Men	Women	Men	Women	Men	Women
2007-08									
	White	56.7%	29.7%	59.4%	29.2%	56.2%	36.6%	56.9%	31.2%
	African-American	5.3%	3.4%	4.2%	2.1%	3.2%	1.0%	4.7%	2.7%
	Asian	0.8%	0.6%	1.2%	0.5%	0.3%	0.4%	0.7%	0.5%
	Latino	1.7%	1.0%	1.7%	0.7%	1.1%	0.6%	1.5%	0.9%
	Native American	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
	Other	0.2%	0.2%	0.3%	0.1%	0.1%	0.1%	0.2%	0.1%
	Total	64.7%	34.9%	66.9%	32.7%	61.0%	38.8%	64.1%	35.4%
2004-07									
Data Not Recorded									
2003-04									
	White	60.40%	27.50%	55.20%	34.00%	51.80%	42.60%	61.80%	27.60%
	African-American	5.90%	2.30%	2.70%	2.30%	3.40%	1.00%	5.10%	1.80%
	Asian	0.60%	0.30%	x	x	x	x	0.60%	0.30%
	Latino	1.10%	0.80%	x	x	x	x	1.20%	0.70%
	Native American	0.04%	0.01%	x	x	x	x	0.10%	0.10%
	Other	0.40%	0.60%	4.20%	1.50%	1.10%	0.90%	0.40%	0.30%
	Total	68.44%	31.51%	62.10%	37.80%	56.30%	44.50%	69.20%	30.80%
2000-01									
	White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%	61.1%	28.0%
	African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%	5.0%	1.9%
	Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%	2.4%	1.6%
	Total	69.8%	30.2%	63.9%	36.2%	54.1%	46.0%	68.5%	31.5%
1999-2000									
	White	62.6%	24.8%	59.5%	33.2%	52.8%	42.0%	64.3%	24.5%
	African-American	6.2%	2.8%	1.7%	1.3%	2.7%	1.6%	5.2%	2.1%
	Other	2.3%	1.3%	2.7%	1.7%	0.2%	0.7%	2.5%	1.3%
	Total	71.1%	28.9%	63.9%	36.2%	55.7%	44.3%	72.0%	27.9%

Note: Data provided by the NCAA. Historically Black Institutions excluded
x= Data not recorded

TABLE 101

showed the tendency for opportunities for women to increase as you move from Division I to II to III, but according to this year's data, the percentage of women decreased slightly from Division I to II before increasing at the Division III level. However, the percentage of people of color filling these positions decrease while moving

from Division I to II to III.

Although there was slight improvement for people of color in all three divisions, whites still dominated the professional administration category by holding 86.4 percent (down from 87.9 percent in 2006), 88.6 percent (down from 89.2 percent in 2006)

and 92.8 percent (down from 94.4 percent in 2006) of all professional administration positions in Divisions I, II and III, respectively.

African-Americans held 8.7 percent, 6.3 percent and 4.2 percent of all professional administration positions in the three NCAA divisions,

College Professional Administration by Position

	Division I											
	White		Black		Asian		Hispanic		Native American		Other Minority	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2007-08												
Academic Advisor/Counselor	23.8%	49.1%	11.5%	10.0%	0.2%	0.8%	1.3%	1.7%	0.1%	0.0%	0.2%	0.5%
Business Mgr.	39.3%	48.2%	2.7%	3.6%	0.5%	1.1%	1.6%	3.0%	0.0%	0.0%	0.0%	0.0%
Compliance Coordinator/Officer	39.5%	45.6%	4.2%	6.1%	0.0%	0.8%	1.1%	1.5%	0.0%	0.0%	0.0%	0.0%
Equipment Mgr.	75.3%	9.9%	6.3%	0.7%	1.4%	0.3%	5.0%	0.7%	0.0%	0.0%	0.0%	0.2%
Fundraiser/Development Mgr.	59.0%	31.2%	5.1%	1.8%	0.6%	0.7%	0.4%	0.4%	0.0%	0.0%	0.3%	0.3%
Facility Mgr.	74.4%	10.4%	7.2%	0.8%	1.2%	0.5%	3.7%	0.6%	0.2%	0.0%	0.2%	0.2%
Life Skills Coordinator	15.9%	56.1%	9.6%	13.6%	0.7%	0.7%	0.3%	1.0%	0.0%	0.3%	0.3%	0.7%
Promotions/Marketing Mgr.	56.0%	30.8%	4.2%	2.6%	0.7%	0.9%	1.9%	1.1%	0.0%	0.0%	0.4%	0.0%
Sports Information director	84.8%	10.2%	0.3%	0.6%	1.7%	0.3%	1.9%	0.0%	0.0%	0.0%	0.3%	0.0%
Asst. or Assoc. SID	71.1%	22.1%	1.2%	1.0%	1.1%	0.7%	1.0%	0.9%	0.0%	0.0%	0.5%	0.2%
Strength Coaches	72.6%	11.4%	10.6%	1.1%	0.9%	0.2%	1.5%	0.1%	0.1%	0.0%	0.2%	0.0%
Ticket Manager	56.7%	37.7%	1.8%	1.8%	0.2%	0.0%	0.4%	1.1%	0.0%	0.0%	0.2%	0.0%
2006-07	Data Not Recorded											
2005-06												
Academic Advisor/Counselor	24.5%	49.1%	13.5%	10.0%	0.0%	0.1%	1.2%	1.0%	0.0%	0.0%	0.3%	0.3%
Business Mgr.	42.8%	48.3%	1.0%	2.1%	0.3%	0.7%	1.0%	2.8%	0.0%	0.3%	0.0%	0.7%
Compliance Coordinator/Officer	43.5%	42.3%	7.9%	4.4%	0.3%	0.3%	0.9%	0.3%	0.0%	0.0%	0.0%	0.0%
Equipment Mgr.	75.4%	9.9%	7.0%	1.6%	1.9%	0.0%	2.4%	1.1%	0.5%	0.0%	0.0%	0.3%
Fundraiser/Development Mgr.	64.6%	26.5%	4.5%	1.1%	0.7%	0.7%	0.9%	0.2%	0.2%	0.0%	0.2%	0.4%
Facility Mgr.	79.2%	11.6%	4.1%	1.6%	1.9%	0.3%	0.8%	0.0%	0.0%	0.0%	0.5%	0.0%
Life Skills Coordinator	17.8%	57.2%	10.6%	9.6%	0.5%	0.0%	1.4%	1.9%	0.5%	0.0%	0.0%	0.5%
Promotions/Marketing Mgr.	59.5%	32.3%	2.9%	2.4%	0.5%	0.0%	1.6%	0.5%	0.0%	0.0%	0.3%	0.0%
Sports Information director	88.4%	9.5%	0.4%	0.4%	0.0%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Asst. or Assoc. SID	69.7%	24.4%	1.5%	1.1%	0.6%	0.8%	0.6%	0.6%	0.2%	0.0%	0.4%	0.0%
Strength Coaches	75.2%	9.9%	10.3%	1.2%	0.8%	0.2%	0.8%	0.4%	0.6%	0.2%	0.0%	0.2%
Ticket Manager	52.4%	38.8%	3.3%	1.6%	1.0%	1.0%	1.3%	0.3%	0.0%	0.0%	0.0%	0.3%

Note: Data provided by the NCAA. Historically Black Institutions excluded

TABLE 102

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respectively. Latinos held 2.7 percent, 2.4 percent, and 1.7 percent of head coaching positions for all professional administration positions in the respective divisions. Asians held 1.4, 1.7, and 0.7 percent of all professional administration positions in Divisions I, II and III, respectively. Native American representation was minimal.

Women accounted for 34.9, 32.7 and 38.8 of all professional administration positions in the three NCAA divisions, respectively. That represented a substantial 3.4 percentage point increase in Division I but substantial declines for women in Divisions II and III of 5.1 and 5.7 percentage points.

Women were especially well represented in the positions of academic advisor/counselor, life skills coordinator, business manager and compliance coordinator/officer. In the academic advisor/counselor position, women held 62.1, 54.4 and 56.5 percent at Division I, II and III institutions, respectively. Within the life skills coordinator position, women held 72.4, 63.7 and 70.5 percent, respectively.

In the business manager position, 55.9 percent, 65.7 and 63.8 percent of the positions were held by women at Divisions I, II and III respectively. The compliance coordinator/officer also had a strong representation of women at all three levels holding 54.4, 49.1 and 51.8 percent of the slots at each division.

See Tables 101 and 102.

Chapter 8: Conclusion

Combating racism and sexism does not involve being politically correct, but rather, ethically and morally correct. The year 2008 will be remembered as momentously historic for many reasons including that the United States elected its first African-American as President. Sport is an incredible vehicle for social change and The Institute for Diversity and Ethics in Sports is dedicated to keeping further progress on the minds of all with sport's influence on today's society.

The NBA remains the leader among men's professional teams earning the first ever A for combined grades in race and gender in men's pro sports, setting a new standard with an A+ in race and a B+ in gender.

There were continued improvements in the WNBA, Major League Baseball, and Major League Soccer among the professional sports for racial hiring practices. All had at least an A- for race. The NFL had a slightly lower B+ than in the previous Report Card for racial hiring practices.

However, progress in the hiring of women in professional sports continues to lag behind. The NBA set the standard for men's sports with a B+ followed by Major League Baseball and Major League Soccer with a C+. The WNBA got its gender ranking back up after dipping below an A for the first time in the last Racial and Gender Report Card with an A+.

College Sport's C+ for race was last when compared to the grades for the professional sports leagues. College sport's B for gender put it behind the NBA's B+ and the WNBA's A+ for gender but ahead of the other men's leagues. The college sport combined grade of C+ was lowest among all the other sports examined in 2008 and was behind the WNBA (A+), NBA (A), MLS (B+) and MLB (B).

Some of the high points in the 2008 Report were:

- Lou Piniella, in his first season as manager of the Chicago Cubs, led his team to the postseason for the first time in four years since Dusty Baker took them to the playoffs. Piniella was one of four Latino managers coaching in the MLB.
- The strategic implementation of MLB's Diverse Business Partners Program has resulted in well over \$500 million being spent with thousands of minority- and women-owned businesses.
- The NBA achieved the highest percentages for people of color in the history of men's professional sport in the category of team CEOs/presidents at 23 percent. Team vice-presidents at 15 percent and league office professionals at just over 34 percent tied last year's percentages.
- At 42 percent, the NBA set its highest percentage of assistant coaches of color ever.
- In the WNBA, women made gains in terms of percentage as owners, head coaches, team presidents, vice presidents, senior administrators and professional administrators. Women lost ground as assistant coaches, in WNBA League Office and as team physicians and head trainers.
- The number of women who were owners of a WNBA franchise doubled from two in 2006 to four in 2007. It doubled again in the 2008 season to eight.
- An African-American head coach and an African-American general manager led their teams to Super Bowl victories in 2007 and 2008. Tony Dungy

led the Colts to victory in the Super Bowl for the first time in 2007. The game was the first in which two African-American head coaches faced off for the Championship. NY Giants general manager, Jerry Reese helped put together the team that won the Super Bowl in 2008.

- 42 percent of MLS League Office professional staff were women, a 16 percentage point increase for women since the last RGRC.
- For the second year in a row, African-American women reached an all-time high percentages, with 47.4 percent in Division I college basketball. The 15.7 percent total in Division I college sports overall also represented an all-time high.
- Ken Niumatalolo of the Naval Academy became the first Samoan head coach in FBS football history when he was hired before the 2008 season.

And some of the low points in 2008 Report were:

- The 8.2 percent African-American player total in 2007 for the MLB was the lowest percentage in the more than 20 years of the publication of the Report Card.
- 17 percent of the MLS assistant coaches were people of color, down from 24 percent and compared to 40 percent of players who are of color.
- Amy Trask of the Oakland Raiders remained the only female President/CEO of a team in the NFL, a position she has held since 2005. There has never been a person of color serving as president or CEO in the history of the NFL.
- In college sport, 100 percent

Chapter 8: Conclusion

of the 11 Football Bowl Subdivision (FBS), formerly known as Division IA, and all 30 (100 percent) of Division I conference commissioners, excluding HBCUs, were white men.

- Whites dominate the head coaching ranks on men's teams holding 89.2 percent, 88.7 percent and 92.5 percent of all head coaching positions in Divisions I, II and III, respectively.
- Women lost ground as athletics directors in Divisions II and III and remained static in Division I since the last Report Card in 2006. In Division I, 7.8 percent of women were AD's, which matched that in 2006. In Division II, there was a decrease from 18.7 to 15.6 percent and in Division III there was a slight decrease from 27.3 to 27.1 percent.

enlightened leadership on issues of diversity in the league offices of the NBA, the NFL, MLB, MLS and at the NCAA. Nevertheless, white men control the operations on most teams and athletics departments.

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

Overall, the period under review for the 2008 Report Card showed that the leadership at the top levels of the pro leagues and the NCAA is concerned with diversity issues and their attention has caused notable improvements. It is encouraging to see advancements at the professional levels on teams where most of the positions in pro sport are located. However, the results for colleges and individual pro teams come at a slower pace. Thus, issues of race and gender persist as concerns for sport in America. As in society itself, we have a long way to go to achieve equality in sport.

The goal of The Institute for Diversity and Ethics in Sport in publishing the Racial and Gender Report Card is to help professional and college sport recognize that sport, which is America's most integrated workplace for players, can do better than society in who it hires in decision-making positions. There is widely acknowledged

Chapter 9: Diversity Initiatives

MAJOR LEAGUE BASEBALL'S DIVERSITY INITIATIVES

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

Employment/Workforce Diversity

Since 1995 MLB has aggressively addressed workplace diversity primarily through its Human Resources practices at 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.

Supplier Diversity

Major League Baseball's Diverse Business Partner's Program

is the leading supplier diversity program in sports. This major league procurement initiative has produced significant economic opportunity for baseball's Commissioner's office, its franchises and local communities. The strategic implementation of MLB's Diverse Business Partners Program has resulted in well over \$500 million being spent with thousands of minority- and women-owned businesses. This award-winning program has continued

to enrich baseball's business case for diversity by establishing a procurement environment that economically benefits the league as well as its minority and majority business partners. The DBP program has been awarded the recognition of being listed with "America's TOP 50 Organizations for Multicultural Business Opportunities" for several years running. MLB is the first sport to receive this prestigious award for the fourth year in a row.

Urban Youth Initiatives

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

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

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

camp, clinics, tournaments and scout leagues.

Another example is one of MLB's longest on-going urban youth initiatives, **Reviving Baseball in Inner Cities (RBI Program)** presented by KPMG. The RBI Program is a youth outreach program to promote interest in baseball, boost self-esteem and to encourage young people to stay in school. Managed with the Boys and Girls Clubs of America, RBI programs have been started in more than 200 cities worldwide and in 2004 gave nearly 95,000 young women and men the opportunity to play the game. In 2005, over 75 percent of RBI's targeted age group (13 to 18 year olds) were minorities. MLB clubs have drafted more than 175 RBI participants, including six players selected in the first round of the first-year player draft.

Education and Philanthropy

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

"The Baseball Tomorrow Fund" is a joint initiative between Major League Baseball and the Major League Baseball Player's Association. It is designed to promote and enhance the growth of the game throughout the world by funding programs, field improvements and equipment purchases to encourage and maintain youth participation in baseball and softball. Since its inception in 1999,

BTF has awarded grants totaling more than \$10 million and has benefited 120,000 youth participating in more than 200 baseball and softball programs across the U.S.

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

Game & Market Development

The “Civil Rights Game” was staged by Major League Baseball on March 29th, when the Chicago White Sox played the New York Mets in an exhibition game at AutoZone Park in Memphis, the home of the National Civil Rights Museum and the city where Rev. Martin Luther King Jr. was assassinated on April 4, 1968. This game is now an annual event planned to culminate a day during which baseball will celebrate the nation’s civil rights movement.

THE NATIONAL BASKETBALL ASSOCIATION AND THE WOMEN’S NATIONAL BASKETBALL ASSOCIATION’S DIVERSITY INITIATIVES

The National Basketball Association has a variety of diversity initiatives impacting a number of areas including employment training and development, employee recruitment, vendor diversity and community relations. Below is a summary of various ways the NBA has sought to promote diversity at its league office and through its social responsibility and grassroots initiatives:

Employee Learning & Development

- The NBA conducts diversity and respect in the workplace training for all league employees. The program, initially rolled out to all league employees, is completed by all new hires during their first three months of employment. The content is focused on the NBA’s core value of respect, and sessions are conducted in small groups to encourage dialogue on respectful treatment and diversity awareness. In addition, all new employees are required to complete an online respect in the workplace program during new hire orientation.
- Since 2006, the NBA has provided all league and team employees with access to GlobeSmart, a web-based tool that provides information on countries and cultures from around the world. This tool helps users better understand the diverse world in which we work and live. In addition, we have partnered with the Multi-Cultural Institute (MCI) to deliver diversity training throughout the year to various groups at the NBA. MCI is comprised of a team of specialists that sees diversity management and inclusion as a business imperative and a key facilitator of corporate success.

- In 2008, in an effort for NBA teams to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league issued respect in the workplace baseline best practices to all teams. Teams have used these best practices to refine their policies and procedures.

Recruiting

- The NBA has continued to embrace a multi-faceted approach in maintaining a diverse workforce. Year after year, the organization has attained a high level of success in staffing a workforce that is balanced in terms of gender, and broad in terms of ethnic classification. The NBA maintains a diverse applicant pool in its hiring process and encourages all NBA teams to do the same. This is accomplished by the use of online job postings at a variety of diversity websites and active recruitment at Historically Black Colleges and Universities (HBCUs), particularly for its entry-level Associate and Intern Programs.
- The NBA uses its Associate and Intern Programs as a feeder pool for diverse candidates – The 2008 Associate class is 50% diverse and 42% female, and the Intern class is 42% diverse and 44% female. Sources include Posse, Prep for Prep, LEAD, and CosmoGirl. The NBA continues to establish relationships with schools that have a diverse student body and organizations that promote job opportunities for diversity candidates. In addition, the NBA participates in the career fair for the National Association for Multi-Ethnicity in Communications (NAMIC) and other diversity career events for Hispanic and Asian job seekers.

Vendor Diversity

- Consistent with the NBA’s Vendor Diversity Policy Statement, the NBA takes steps to further its goal of maximizing contracting opportunities for Women/Minority Business Enterprises to participate in the business opportunities generated by the NBA. The NBA has implemented a process by which potential suppliers who are Women/Minority Business Enterprises can be identified for inclusion in the NBA’s vendor procurement process.
- The NBA maintains a vendor diversity-sourcing program in connection with the NBA’s annual All-Star event. This includes: (i) building alliances in the All-Star host city with business advocacy organizations, tourism officials and local business regulatory agencies; (ii) informing prospective local business entities of the types of contracting opportunities available by conducting vendor diversity seminars in the host city; and (iii) compiling and publishing a comprehensive vendor resource guide to aid the NBA, its sponsors and local contractors in identifying prospective vendors.

NBA and WNBA Cares / Grassroots Initiatives

NBA and WNBA Cares is the league’s social responsibility initiative that builds on the NBA’s long tradition of addressing important issues in the United States and around the world. We work to use our unique position to bring attention to important social issues focusing on education, youth and family development and health-related causes.

Education

- The Read to Achieve program aims to combat global illiteracy and encourage young people to develop a life-long love of reading. Teams and their players participate

in reading events at schools, community-based organizations, in arena and at NBA & WNBA Reading and Learning Centers. Throughout the season, the NBA and WNBA and their teams create Reading and Learning Centers in schools and communities in need and include extensive renovation work, donation of books, educational software and resources and local NBA team merchandise. These centers provide children in need with the opportunity to access educational and technological resources and provide them with a stimulating and safe place to learn.

- In recognition of Women’s History Month, the NBA and WNBA hosted a “Career in Sports” program for female students, grades 7-12, from New Orleans Public Schools, in March 2008. The program, led by NBA and WNBA female sports professionals including players, educators, psychologists, social workers, and personal development specialists, includes a motivational message, panel and small group discussions that educate participants about a variety of sports careers. Topics included identifying interests, goal setting, networking, internships, and higher learning opportunities.

Youth And Family Development

- The Jr. NBA/Jr. WNBA program supports youth basketball through programs and events such as a national skills competition, tournament series, and summer camp program. The Jr. NBA/Jr. WNBA features a series of free instructional materials distributed to all players, parents and coaches in membership. Over 830,000 players participate, ages 5-14, including boys and girls from all backgrounds and socioeconomic status, with estimated participation of 45% black, 45% white and 10% Hispanic youth. All Jr. NBA/Jr. WNBA initiatives are designed to teach basketball fundamentals, promote sportsmanship and encourage

healthy lifestyle choices.

Health-Related Causes

- NBA and WNBA Fit is the league’s health and wellness platform in which the NBA and WNBA and its partners promote a healthy lifestyle for children and adults through fitness, nutrition and wellness. Programming inspires participants to get started on “being fit” through small changes in their daily routine.
- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including player Public Service Announcements in partnership with UNICEF’s “Unite For Children, Unite Against Aids” campaign, grassroots events around the world, and through extensive charitable donations. Additionally, through the HIV/AIDS awareness campaign, “Get Tested,” the NBA, HBO, the Global Business Coalition on HIV/AIDS, Tuberculosis and Malaria (GBC) and the Kaiser Family Foundation came together to produce a series of television, radio and print Public Service Ads (PSAs) which encourages people in urban communities to learn about their HIV/AIDS status. Participants included NBA players Luke Walton, Lamar Odom, Richard Jefferson, Marcus Williams, Kyle Korver, and Sam Dalembert.
- As one of the founding partners of Nothing but Nets, a grassroots campaign to save lives by preventing malaria (the leading killer of children in Africa), the NBA and WNBA have helped raise more than \$18 million to provide life-saving bed nets to those in need. In 2008, the NBA and WNBA supported World Malaria Day with all 30 NBA teams, eight WNBA teams, and one D-League team participating. NBA and WNBA players Kyle Korver, Luol Deng, DeSagana Diop, Ruth Riley and retired NBA player Sam Perkins serve as spokespeople for the campaign.

- The WNBA and the American Heart Association have formed an alliance to promote the Go Red for Women campaign. Go Red for Women encourages women to learn more about heart health, and raises awareness of the risks of heart disease in women.
- For 12 years, the WNBA Breast Health Awareness program has focused on generating awareness and educating women about breast cancer in addition to raising funds for the initiative. The WNBA and its teams have raised more than \$2 million to aid in the fight against breast cancer.

Grassroots Programs

- The NBA has hosted Basketball without Borders, an annual basketball instructional camp for young people that promotes leadership, education, sportsmanship and takes place in Asia, Latin and South America, Europe and Africa.

NBA Cares and Other Community Programs

- Since October 2005, through NBA Cares, the league, players and teams raised and contributed more than \$81 million for charity and donated 550,000 hours of hands-on service to communities worldwide.
- Also, in partnership with various organizations such as KaBOOM! and Habitat for Humanity, the NBA and WNBA built more than 300 places where kids and families can live, learn or play in neighborhoods of high need, contributing to the development of urban communities.
- This past NBA season, in partnership with Toyota, the NBA and WNBA have committed to refurbishing basketball courts; building playgrounds and creating earn and play centers in several

team markets in deserving schools and communities through the Toyota Project Rebound Program.

- League-wide celebrations of the life and legacy of Dr. Martin Luther King take place every January around the NBA. This season, NBA Legends Kareem Abdul Jabbar and Bob Lanier were awarded with the National Award and the International Award, respectively, at the Sports Legacy Awards in Memphis which is held in conjunction with the National Civil Rights Museum. In addition to focusing attention on the life and legacy of Martin Luther King, Jr. and the leaders of the Civil Rights and human rights movements, the NBA's grassroots events, fundraising support and leadership support the building of the MLK Memorial Foundation.
- The NBA was instrumental in the forming of Thurgood Marshall Scholarship Fund in 1987 and has provided steady leadership to the organization since then. Commissioner David Stern serves on the TMSF Board and the NBA, TMSF and NBA players collaborate on a number of events and Public Awareness Campaigns. NBA Spokesmen for TMSF, Ray Allen, and Shane Battier have appeared in PSA's for the Fund and provide on-going support for the Fund's activities.

MAJOR LEAGUE SOCCER'S DIVERSITY INITIATIVES

MLS is committed to developing all of its employees and provides training that will promote professionalism, respect and diversity throughout the league.

Diversity Initiative

MLS has demonstrated a commitment to diversity by embracing a Diversity Initiative designed to improve diversity on a league-wide basis. The Strategic Diversity Initiative affirms that MLS will promote diversity through our player pool, League Office, team offices, team staffs and among our business partners.

Diversity Education

In early 2008, MLS conducted sexual harassment and diversity awareness training for the League Office and completed such training for all the teams by the end of 2008. In the first few months of 2008, all teams completed another segment of sexual harassment and diversity awareness training. The workshop provided training to increase awareness of the value of mutual respect in the workplace, discussed the elements of diversity and its impact when interacting with others, and provided an understanding of cross culture differences and the value of these differences.

In April 2008, the League Office conducted training for all employees which encompassed such topics as the different management styles, communicating with co-workers and the importance of diversity within the organization. This training provided employees with the tools necessary to communicate and work with people who may have different work styles than their own.

MLS Diversity Programs

MLS ¡Futbolito!

MLS ¡Futbolito! is the largest touring Hispanic grassroots initiative hosted by a U.S. professional sports league. Total participation was up 62 percent in 2007 with over 90 percent of the participants of Hispanic decent, and the growth has continued in 2008.

MLS Budweiser Hispanic Heritage Nights

The 2008 season marked the eighth anniversary of the MLS Budweiser Hispanic Heritage Night, in which each of the 14 MLS teams host cultural events to highlight the Hispanic leaders in their communities. Total attendance for the events exceeded 200,000 in 2008, with more expected in 2009.

America SCORES

America SCORES is a national non-profit organization dedicated to developing programs that use the world's most popular sport, soccer, to energize and inspire public school students. As an official grassroots partner of Major League Soccer, America SCORES works closely with MLS to reach students in underprivileged urban areas across the country.

NY SCORES

NY SCORES Adopt A Game Day – MLS League Office has adopted a game day in June 2008 in support of the NY SCORES organization. This program entails sending staff members who are interested in volunteering in Harlem on a Friday afternoon to spend time with children and help out with the kids' soccer games.

CAPITAL Program

The MLS League Office participated in the New York City CAPITAL Program during the summer of 2008. The Corporate Allies Program of Internships, Training and Leadership

(CAPITAL) is a public-private collaboration to connect young people with strong work skills to private sector jobs. CAPITAL introduces private sector employees to young talent from the five boroughs of New York City, and sets youth on a course of achievement and self-sufficiency.

Recruiting Female Athletes Committee
During 2008 a new Committee was formed within the League Office to focus on recruiting female candidates for positions within the League Office. The Committee consists of female employees of all levels who have an interest in trying to recruit other females to the League Office. Eventually this Committee will be extended to include females from the team level so that we can assist teams with also identifying qualified females for positions they may have available.

TERMS REGARDING EMPLOYMENT CATEGORIES

ADMINISTRATION:	The professional personnel that direct the affairs of business operations, community relations, finance, game operations, marketing, promotions, publications and public relations. A very general term applied to all employees who do not manage, coach, instruct or scout players. For the purpose of this report, the term front office is applied to those professional employees working in administration. It does not include those employees working in top management, coaching, medical or support staff positions.
ATHLETICS DIRECTOR:	Person responsible for the overall operation of a college athletics department.
COACHING STAFF:	The positions of head coach or manager, assistant coach and instructor.
MEDICAL STAFF:	Physician, head trainer, assistant trainer and dentist.
OWNER:	Individual who acts as majority or limited minority partner.
PRINCIPAL IN CHARGE OF DAY-TO-DAY OPERATIONS:	The person in charge of player personnel matters, draft picks, free agents and the coach staff. These duties may fall under any one of the following job titles - general manager, director of player personnel, vice president in charge of team operations or director of team operations.
TOP MANAGEMENT:	The positions of chairman of the board, chief executive officer, president, vice president and the principle in charge of day-to-day operations.

TERMS REGARDING RACE

For the purpose of this report, race will be defined as a group of people united or classified together on a basis of common history, nationally or geographic distribution or human made distinct by genetically transmitted physical characteristics.

AFRICAN-AMERICAN:	Refers to people of African descent. For the purposes of this report, "African-American" is used throughout. The author recognizes that citizens coming from other lands do not consider themselves as "African-American" in the current meaning of the term.
ASIAN:	Refers to people of Asian descent living in the United States.
PACIFIC ISLANDER:	Refers to people from the islands of the Pacific.
LATINO(A):	Refers to people from North, Central, and South America, as well as the Spanish-speaking Caribbean.
NATIVE AMERICAN:	Refers to the descendants of the people who originally inhabited North America.
WHITE:	Refers to people of European descent.
PERSON OF COLOR:	Refers to the combined racial categories above except whites.
MINORITY:	Frequently used interchangeably with "people of color." However, many African-Americans, Latinos, Asians, Pacific Islanders and Native Americans resist the terms because they believe it implies inferiority. Indeed, demographically, "people of color" represent the minority in the United States, but the majority on a global scale.

Acknowledgements

AUTHORS

Richard E. Lapchick

with

Jessica Bartter

Nicole Bowey

Catherine Elkins

Colleen Lerner

Eric Little

Ray Mathew

Jessica Zahn

REPORT DESIGNER

Jessica Bartter

LOGO DESIGNERS

Jessica Bartter

Ben Goodman

The Institute for Diversity and Ethics in Sport would like to thank the following individuals for their contributions to this report:

Myles Brand, NCAA
Jamin Dershowitz, WNBA
Don Garber, MLS
Susie Goldsmith, MLS
Roger Goodell, NFL
Michelle Leftwich, NBA

Belinda Lerner, NFL
Wendy Lewis, MLB
Donna Orender, WNBA
David Stern, NBA
Bud Selig, MLB
Charlotte Westerhaus, NCAA

DeVos

SPORT BUSINESS
MANAGEMENT PROGRAM



INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT / DEVOS SPORT BUSINESS MANAGEMENT PROGRAM
COLLEGE OF BUSINESS ADMINISTRATION / UNIVERSITY OF CENTRAL FLORIDA / P.O. BOX 161400 > ORLANDO, FL 32816-1400
T 407.823.4884 / F 407.823.4771 / WWW.BUS.UCF.EDU/SPORT

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