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The 2006 Racial and Gender Report Card: National Football League

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EXECUTIVE SUMMARY

The National Football League recorded continued progress on racial hiring practices in the 2006 NFL Racial and Gender Report Card.

The NFL improved its record for both race and gender, raising its grade for race to a solid **B+** approaching an A- with a score of 88.6 points out of 100. The Institute did not issue a grade for gender in this report card for reasons explained below. In the last Report Card the NFL received a **B+** for race and we did not issue a grade for gender. The NFL's last gender grade was a **D+** in the 2004 Report Card.

Using data from the 2006 season, The Institute 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 and head trainers, and broadcasters. Coaches, general managers, presidents and owners were updated as of August 25, 2007.

The biggest breakthrough was the fact that two African-American head coaches faced each other in the Super Bowl for the first time. The Report shows the significant progress made in the NFL, especially in the key positions of head coach (seven in 2006, six in 2007), general manager (four in 2006, five in 2007) and assistant coach where the NFL reached all-time highs. NFL Commissioner Roger Goodell has now completed his first year and the results augur well for the future of more opportunities for people of color in the NFL.

Unlike the other professional leagues, the NFL League Office does not participate in the Racial and Gender Report Card, either by providing League Office data or in reviewing and corroborating the data that we submit to each league prior to publication in order to try to achieve the most accurate analysis. This is the third time the NFL took this position. Without League Office data, The Institute was left with less 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 Appendix I.

It is imperative that sports teams play the best athletes they have available to win games. The Institute strives to emphasize the value of diversity to sports organizations when they choose their team on the field and in the office. 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 organization regarding which applicant is the best fit for their ball club, but the Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender. 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 field.

The Report Card asks, 'Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a touchdown and operate the business of professional football?'

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. The publication of the 2006 NFL Racial and Gender Report Card follows the publication of the reports on MLB, the NBA and the WNBA. The remaining report for this year is for Major League Soccer.

REPORT HIGHLIGHTS

- The Rooney Rule helped the NFL to increase the number of African-American head coaches from two in 2002 to seven in 2006.
- An African-American head coach won 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.
- There are six African-American head coaches in 2007. Mike Tomlin was hired by the Pittsburgh Steelers for the 2007 season while Art Shell and Dennis Green were both released by the Oakland Raiders and Arizona Cardinals.
- In the 2006 report, 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.
- There was a record percentage of people of color in assistant coaching positions in the 2006 season with 165 assistant coaches of color, or 38 percent, up from 34 percent in the last Report Card.
- In the 2006 NFL season, the percentage of white players remained fairly constant at 31 percent while the percentage of African-American players increased from 65.5 to 67 percent.
- Amy Trask of the Oakland Raiders remained the only female President/CEO of a team in the NFL for the 2006 season. There has never been a person of color serving as president or CEO in the history of the NFL.
- There were 13 African-American vice presidents in 2006, three 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 vice presidents, team senior administration positions and in professional administration. Overall, it was close to the results in the previous Racial and Gender Report Card.
- African-Americans increased from 12 percent to 13 percent of radio and TV broadcasters while Latino broadcasters decreased from 14 percent to 13 percent of the total for 2006.

OVERALL GRADES

The NFL received an overall **B+** (88.6 out of 100 points) grade for race, improving from a **B+** (88 out of 100) in the previous Racial and Gender Report Card. No grade was issued for gender. The NFL had received a **D+** in the 2004 Report. The percentage of women did increase slightly in the categories of team vice presidents, team senior administration positions and in professional administration. Overall, there was little change on gender between the two reports.

GRADES BY CATEGORY

Players

In the NFL's 2006 season, the percentage of African-Americans was 67 percent, an increase of 1.5 percentage points from 2005. The all-time high for African-American players was in 2003 at 69 percent. The percentage of whites remained fairly constant at 31 percent from the 2005 Report Card. The percentages of Latinos remained at less than one percent and Asians in the NFL decreased slightly from 2 to 1.5 percent. Of all professional leagues in the United States, the NFL continues to have the smallest percentage of international players at one percent in 2006.

NFL Grade for Players: A+

See Table 1.

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 2.

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 were three women who held ownership of an NFL team:

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

See Table 3.

Head Coaches

The efforts of the Commissioner's Office, as well as the diversity groups appointed by the NFL in the last four 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 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 2002 to seven in 2006. 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.

The seven NFL coaches in the 2006 season were:

- Romeo Crennel, Cleveland Browns
- Tony Dungy, Indianapolis Colts
- Herman Edwards, Kansas City Chiefs
- Marvin Lewis, Cincinnati Bengals
- Lovie Smith, Chicago Bears
- Art Shell, Oakland Raiders
- Dennis Green, Arizona Cardinals

Dennis Green and Art Shell were let go after the 2006 season and Mike Tomlin was hired by the Pittsburgh Steelers leaving six African-American head coaches at the start of the 2007 NFL season. They were:

- 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

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	60-25
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	9-7
Marvin Lewis	Cincinnati	2003-present	35-29
Lovie Smith	Chicago	2004-present	29-19
Romeo Crennel	Cleveland	2005-present	10-22
Mike Tomlin	Pittsburgh	2007	first season

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

NFL Grade for Head Coaches: A-

See Table 4.

Assistant Coaches

The 2006 season saw a record percentage of people of color in assistant coaching positions in the NFL when there were 165 assistant coaches of color, or 38 percent. This was up from 34 percent in the last Report Card.

In the 2006 NFL season, the number of white assistant coaches dropped from 66 to 62 percent, while African-Americans increased by three percentage points to 35 percent. Latinos moved up one percentage point to two percent, and Asian assistant coaches remained at one percentage point. Six African-Americans held coordinator positions in the NFL.

NFL Grade for Assistant Coaches: A+

See Table 5.

Top Management

CEOs/Presidents

Amy Trask of the Oakland Raiders was the only woman president/CEO in the NFL in 2005 and 2006.

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

See Table 6.

General Manager/Principal-in-Charge

In what the NFL defined as the position equivalent to a general manager, whites held 87 percent of the posts in the 2006 season with the remaining 13 percent being African-American. This was same as the last Report Card. The four African-Americans in this position during the 2006 season were:

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

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

****grade based on the 2006 season***

See Table 7.

Team Vice Presidents

In the 2006 NFL season, 92 percent of all vice presidents were white while eight percent were African-American. There were 13 African-American vice presidents in 2006, three 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 2006:

- Ray Anderson, executive vice president and chief administrative officer, Atlanta Falcons
- Ronnie Barnes, vice president, Medical Services, New York Giants
- Adrian Bracy, vice president, Finance, St. Louis Rams
- Greg Carney, vice president of Marketing, Denver Broncos
- Rena Clark, vice president, Community Affairs & Corporate Philanthropy, New England Patriots
- Rod Graves, vice president, Football Operations, Arizona Cardinals
- James Harris, vice president, player personnel, Jacksonville Jaguars
- Martin Mayhew, senior vice president, Football Administration & Legal Affairs, Detroit Lions
- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Reggie Roberts, vice president, Football Communications, Atlanta Falcons
- Kevin Warren, vice president, Operations and Legal Counsel, Minnesota Vikings
- Bob Wallace, executive vice president and General Counsel, St. Louis Rams
- Tony Willie, vice president, Communications, Houston Texans

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

Women held 18 (12 percent) of the vice president positions during the 2006 season, which was a four percentage point increase since last year's Report Card. In addition to Adrian Bracy and Rena Clark, the 16 other women in these posts were:

- Kim Babiak Phillips, vice president, Marketing, Houston Texans
- Rita Benson LeBlanc, executive vice president, New Orleans Saints
- Linda Bogdan, corporate vice president, Buffalo Bills
- Jeanne Bonk, vice president/chief financial and administrative officer, San Diego Chargers
- Susan Darrington, vice president, Facility Operations and Services, Seattle Seahawks
- Diane Downing, vice president, Administration, Cleveland Browns
- 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
- Elizabeth Lang, vice president, Communication, San Francisco 49ers
- Mary Owen, vice president, Strategic Planning, Buffalo Bills
- Christine Procops, vice president/chief financial officer, New York Giants

- Kim Shreckengost, executive vice president, Operations, Atlanta Falcons
- Jill Strafacci, senior vice president, Finance and Administration, Miami Dolphins
- Suzie Thomas, senior vice president/chief administrative officer, Houston Texans
- Beth Wojick, vice president, Corporate Partnership, Seattle Seahawks

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

NFL Grade for Team Vice Presidents:

Race: D+
Gender: none issued

See Table 8.

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 2006 season.

People of color occupied 16 percent of all NFL senior administration positions, up by two percentage points. While African-Americans stayed the same at 12 percent, both Latinos and Asians increased to two percent each. Whites held 84 percent of these positions, down two percentage points.

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

NFL Grade for Senior Administration:

Race: B/B+
Gender: none issued

See Table 9.

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 three percentage points to 86 percent of the total. African-Americans and Latinos increased one percentage point each to nine and three percent, respectively. Asians remained the same at one percent and “other” racial groups increased slightly. The percentage of people of color in professional administration positions was 14 percent of the total, increasing by three percentage points.

Women gained one percentage point bringing them to 33 percent.

NFL Grade for Professional Administration:

Race: B
Gender: none issued

See Table 10.

Physicians and Head Trainers

Physicians

In the NFL, white team physicians increased by one percentage point to 95 percent, while African-Americans remained the same at one percentage point. Latinos decreased by one percentage point to one percent, while Asians increased by one percentage point to three percent. The “other” category remained the same at one percent. The percentage of women physicians decreased from seven percent in 2005 to five percent in 2006.

See Table 11.

Head Trainers

In 2006, white head trainers decreased from 88 to 86 percent, while African-Americans increased by one percentage point to 13 percent of the total in the NFL. Asians increased by two percentage points to two percent of the total. There were no Latino or women head trainers in 2006.

See Table 12.

Radio/TV Broadcasters

For NFL teams, white broadcasters remained the same at 74 percent of the total. African-Americans increased from 12 percent to 13 percent while Latino broadcasters decreased from 14 percent to 13 percent of the total for 2006. There were no Asian broadcasters. While there were no women in 2005, women comprised of two percent of the total in 2006.

See Table 13.

Stacking

Most observers agree that the issue of stacking in the NFL is no longer a major concern. In the 2006 NFL season, the percentage of African-American quarterbacks remained constant at 16 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 (88 percent), wide receiver (91 percent), cornerback (96 percent) and safety (85 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 (70 percent) by whites.

See Tables 14 and 15.

HOW GRADES WERE CALCULATED

As in previous reports, the 2006 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, and **C** if it had only nine percent. Grades for race below this level were assigned a **D** for six percent or **F** for any percent equal to or below five percent. The category of players was weighted at 20 percent, head and assistant coaches at 30 and 10 percent, respectively, general managers at 10 percent, team vice-presidents at five percent, senior administration at 10 percent and professional administrators at 15 percent for race.

Had we issued grades for issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 35 percent, **C** for 30 percent, **D** for 25 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

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

Baseline data was gathered from the National Football League media guides. The data was placed in spreadsheets; each team had its own spreadsheet, with each position broken down by race and gender. The data was then combined into one master spreadsheet, and compared to data from previous years. After evaluating the data, the report text was drafted; it references changes to statistics from previous years.

The report draft was sent to the League Office, so the draft could be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during or after the seasons being reported. The NFL did not respond other than to say it was again not participating this year. The report covers the 2006 season for the National Football League. Listings of professional owners, general managers and head coaches were updated as of August 25, 2007. Grades, however, were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 15th 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 the Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks the third year the Report Card is being issued sport-by-sport. Reports for MLB, the NBA, and WNBA have already been released. The complete Racial and Gender Report Card, including all the leagues, will be issued after the release of subsequent individual reports on MLS.

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

The Institute for Diversity and Ethics in Sport (TIDES) www.tidesport.org

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

APPENDIX I

Players								
		%	#					
2006	White	31%	532	1997	White	33%	x	
	African-American	67%	1131		African-American	65%	x	
	Latino	0.5%	8		Latino	<1%	x	
	Asian	1.5%	25		Other	1%	x	
	Other	0%	0		1996	White	31%	x
	International	1%	24			African-American	66%	x
2005	White	31.5%	537	Latino		<1%	x	
	African-American	65.5%	1116	Other		2%	x	
	Latino	<1%	10	1995		White	31%	x
	Asian	2%	34		African-American	67%	x	
	Other	<1%	1		Latino	0%	x	
	International	1%	18		Other	<2%	x	
2003	White	29%	516		1994	White	31%	x
	African-American	69%	1228	African-American		68%	x	
	Latino	1%	9	Latino		0%	x	
	Asian	1%	22	Other		1%	x	
	Other	0%	0	1993		White	35%	x
2000	White	x	x		African-American	65%	x	
	African-American	x	x		Latino	0%	x	
	Latino	x	x		1992	White	30%	x
	Other	x	x	African-American		68%	x	
1999	White	32%	x	Latino		<1%	x	
	African-American	67%	x	Other		1%	x	
	Latino	<1%	x	1991	White	36%	x	
	Other	<1%	x		African-American	62%	x	
1998	White	32%	x		Latino	2%	x	
	African-American	66%	x	1990	White	39%	x	
	Latino	<1%	x		African-American	61%	x	
	Other	1%	x		Latino	0%	x	

x=Data not recorded

Table 1

League Office: NFL

		Office Management		Support Staff Personnel				Office Management		Support Staff Personnel	
		%	#	%	#			%	#	%	#
2003-2006						1997					
	White	NFL did not supply data					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 2

Majority Owners

		%			%
2006			2001		
	White	100%		White	100%
	African-American	0%		African-American	0%
	Latino	0%		Latino	0%
	Asian	0%		Asian	0%
	Other	0%		Women	9%
	Women	9%	1999		
2005				White	100%
	White	100%		African-American	0%
	African-American	0%		Latino	0%
	Latino	0%		Asian	0%
	Asian	0%		Women	6%
	Other	0%	1998		
	Women	11%		White	100%
2003				African-American	0%
	White	100%		Latino	0%
	African-American	0%		Asian	0%
	Latino	0%		Women	6%
	Asian	0%	1997		
	Women	10%		White	100%
				African-American	0%
				Latino	0%
				Asian	0%
				Women	7%

x= Data not recorded

Table 3

Head Coaches

	%	#		%	#
2006			1997		
White	78%	25	White	90%	27
African-American	22%	7	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	1996		
2005			White	90%	27
White	81%	26	African-American	10%	3
African-American	19%	6	Latino	0%	0
Asian	0%	0	1995		
Latino	0%	0	White	90%	27
Women	0%	0	African-American	10%	3
2003			Latino	3%	1
White	91%	29	1994		
African-American	9%	3	White	93%	28
Asian	0%	0	African-American	7%	2
Latino	0%	0	Latino	0%	0
Women	0%	0	1993		
2001			White	89%	25
White	94%	30	African-American	7%	2
African-American	6%	2	Latino	<4%	1
Asian	0%	0	1992		
Latino	0%	0	White	89%	25
Women	0%	0	African-American	7%	2
2000			Latino	<4%	1
White	90%	28	1991		
African-American	10%	3	White	93%	26
Asian	0%	0	African-American	7%	2
Latino	0%	0	Latino	0%	0
Women	0%	0	1990		
1999			White	96%	27
White	94%	29	African-American	4%	1
African-American	6%	2	Latino	0%	0
Asian	0%	0			
Latino	0%	0			
Women	0%	0			

x= Data not recorded

Table 4

Assistant Coaches

	%	#		%	#
2006			1996		
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	1995		
2005			White	76%	289
White	66%	316	African-American	23%	88
African-American	32%	154	Latino	0%	0
Latino	1%	5	Asian	0%	0
Asian	1%	3	Other	<1%	4
Other	0%	0	1994		
Women	0%	0	White	77%	249
2003			African-American	23%	73
White	67%	341	Latino	<1%	1
African-American	30%	153	Asian	<1%	1
Latino	2%	8	Other	0%	0
Asian	0%	1	1993		
Other	1%	7	White	76%	217
Women	0%	0	African-American	23%	73
2001			Latino	<1%	1
White	71%	333	Other	0%	0
African-American	28%	132	1992		
Latino	<1%	6	White	80%	264
Asian	<1%	1	African-American	20%	65
Other	0%	0	Latino	0%	0
Women	0%	0	Other	0%	0
1999			1991		
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			
1997					
White	73%	311			
African-American	26%	113			
Latino	1%	3			
Asian	<1%	1			
Other	0%	0			
Women	0%	0			

x= Data not recorded

Table 5

CEO/President

		%	#			%	#
2006	White	100%	35	2000	White	100%	x
	African-American	0%	0		African-American	0%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Other	0%	0		Women	3%	x
	Women	3%	1				
2005	White	100%	41	1999	White	100%	x
	African-American	0%	0		African-American	0%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Women	3%	1		Women	3%	x
2003	White	100%	32	1998	White	100%	x
	African-American	0%	0		African-American	0%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Women	9%	3		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 6

General Manager/Director of Player Personnel

		%	#			%	#	
2006	White	87%	28	1998	White	87%	27	
	African-American	13%	4		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					
2005	White	87%	27	1997	White	87%	26	
	African-American	13%	4		African-American	13%	4	
	Latino	0%	0		Latino	0%	0	
	Asian	0%	0		Asian	0%	0	
	Women	0%	0		Women	0%	0	
2003	White	94%	30	1996	White	83%	25	
	African-American	6%	2		African-American	17%	5	
	Latino	0%	0		Latino	0%	0	
	Asian	0%	0					
	Women	0%	0		1995	White	87%	26
						African-American	13%	4
			Latino	0%		0		
2001	White	94	30	1994		White	86%	25
	African-American	6	2			African-American	14%	4
	Latino	0	0		Latino	0%	0	
	Asian	0	0					
	Women	0	0		1993	White	86%	25
						African-American	10%	3
			Latino	4%		1		
1999	White	87%	27					
	African-American	13%	4					
	Latino	0%	0					
	Asian	0%	0					
	Women	0%	0					

x= Data not recorded

Table 7

Vice Presidents

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

x= Data not recorded

Table 8

Senior Administrators

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

x= Data not recorded

Table 9

Professional Teams: Administration

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

x= Data not recorded

Table 10

Physicians

		%	#			%	#
2006				1997			
	White	95%	109		White	91%	38
	African-American	1%	1		African-American	2%	1
	Latino	1%	1		Latino	7%	3
	Asian	3%	3		Asian	0%	0
	Other	1%	1		Women	0%	0
	Women	5%	6	1996			
2005					White	96%	45
	White	94%	117		African-American	2%	1
	African-American	1%	1		Latino	2%	2
	Latino	2%	2		Other	0%	0
	Asian	2%	3		Women	0%	0
	Other	1%	1	1995			
	Women	7%	9		White	100%	44
2003					African-American	0%	0
	White	94%	118		Latino	0%	0
	African-American	2%	2		Other	0%	0
	Latino	0%	0		Women	0%	0
	Asian	2%	3	1994			
	Other	2%	3		White	100%	72
	Women	2%	2		African-American	0%	0
2001					Latino	0%	0
	White	96%	94		Other	0%	0
	African-American	1%	1		Women	0%	0
	Latino	1%	1	1993			
	Asian	1%	1		White	97%	71
	Women	2%	2		African-American	<2%	1
1998					Latino	<2%	1
	White	95%	52		Other	0%	0
	African-American	0%	0	1992			
	Latino	4%	2		White	98%	66
	Asian	1%	1		African-American	<2%	1
	Women	0%	0		Latino	0%	0

x= Data not recorded

Table 11

Head Trainers

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

x= Data not recorded

Table 12

Radio and TV Announcers

2006		White	74%	1997		White	82%
	African-American	13%			African-American	15%	
	Latino	13%			Latino	3%	
	Asian	0%			Asian	0%	
	Other	0%			Other	0%	
	Women	2%			Women	3%	
2005		White	74%	1996		White	80%
	African-American	12%			African-American	15%	
	Latino	14%			Latino	5%	
	Asian	0%			Asian	0%	
	Other	0%			Other	0%	
	Women	0%			Women	3%	
2003		White	94%	1995		White	79%
	African-American	3%			African-American	7%	
	Latino	0%			Latino	9%	
	Asian	0%			Asian	0%	
	Other	0%			Other	5%	
	Women	3%			Women	2%	
2001		White	87%	1993		White	85%
	African-American	10%			African-American	2%	
	Latino	3%			Latino	13%	
	Asian	0%		1992		White	86%
	Other	0%			African-American	2%	
	Women	2%			Latino	12%	
1998		White	89%				
	African-American	5%					
	Latino	5%					
	Asian	0%					
	Other	0%					
	Women	3%					

x= Data not recorded

Table 13

NFL Offense

		QB	RB	WR	TE	OT	OG	C
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: 37 % of all players in the NFL are Black. 32% of all players are White. 1% 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 14

NFL Defense

	CB	S	LB	DE	DT
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: 37 % of all players in the NFL are Black. 32% of all players are White. 1% 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 15