



The 2005 Racial and Gender Report Card: National Football League

by Richard Lapchick
with Danielle Kushner
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EXECUTIVE SUMMARY

The National Football League recorded continued progress on racial hiring practices including some dramatic changes in the 2005 NFL Racial and Gender Report Card. 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 NFL improved its record for both race and gender, raising its grade for race to a solid **B+**. 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 a **D+** for gender.

Using data from the 2005 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 July 3, 2006.

The Report shows the significant progress made in the NFL, especially in the key positions of head coach, general manager and assistant coach where the NFL reached all-time highs. This has been a priority issue for NFL Commissioner Paul Tagliabue and the results will be part of his legacy when he steps down as NFL Commissioner later in 2006.

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 second 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.

UCF's Institute for Diversity and Ethics in Sport 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 2005 NFL Racial and Gender Report Card follows the publication of the reports on MLB, the NBA and the WNBA. The remaining reports for this year are for Major League Soccer and college sport.

REPORT HIGHLIGHTS

- The Rooney Rule has helped the NFL to double the number of African-American head coaches from three in 2004 to six in 2005.
- The NFL has continued to increase the number of African-American coaches as Art Shell was hired by the Oakland Raiders for the 2006 season, bringing the total to an all-time record of seven African-American head coaches.
- African-American general managers increased from two in 2003 to four in 2005. As of July 2006, the NFL reached a record high of five African-American general managers with the hiring of Rick Smith by the Houston Texans.
- The 2005 season saw a record percentage of people of color in assistant coaching positions in the NFL. In the 2005 season, there were 162 assistant coaches of color, or 34 percent. This is up from 33 percent in the last Report Card.
- In the 2005 NFL season, the percentage of white players increased from 29 to 32 percent, while the percentage of African-American players decreased from an all-time high of 69 percent to 66 percent.
- In February 2005, it was announced that Red McCombs was selling the Minnesota Vikings to Reggie Fowler, an African-American. The sale was not approved as originally announced, but Fowler instead became a minority owner of the Vikings.
- Amy Trask of the Oakland Raiders remained the only female President/CEO of a team in the NFL for the 2005 season. There were no people of color serving as presidents or CEOs for the 2005 season.
- NFL teams hired two more African-Americans and three more women in vice president positions during the 2005 season.
- 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 and professional administration. It decreased slightly in team senior administration positions. Overall, it was close to the results in the previous Racial and Gender Report Card.
- The percentage of women physicians increased significantly from two percent in 2003 to nine percent in 2005. People of color held six percent of these positions.
- During the 2005 season, the percentages of African-American and Latino broadcasters increased while white radio and TV broadcasters decreased from 94 to 74 percent. In the previous Report Card African-Americans held three percent while Latinos had no representation. However, African-Americans and Latinos held 12 and 14 percent respectively of the total radio and TV broadcaster positions.

OVERALL GRADES

The NFL received an overall **B+** grade for race, improving from a **B** 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 and professional administration but decreased slightly in team senior administration positions. Overall, there was little change on gender between the two reports.

GRADES BY CATEGORY

Players

In the NFL's 2005 season, the percentage of African-Americans decreased three percentage points to 66 percent from an historic high of 69 percent in 2003. The percentage of whites increased to 32 percent, up from 29 percent in 2003. The percentages of Latinos and Asians in the NFL increased slightly, to one percent and two percent, respectively. Of all professional leagues in the United States, the NFL continues to have the smallest percentage of international players at one percent in 2005. This was a decrease of three percentage points since 2003.

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

The NFL, which made progress in the past year in terms of hiring African-American head coaches and general managers, 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. However, the sale was not approved. That would have meant that, for the first time, all four major sports in the United States had a majority owner of color. However, Fowler became a minority owner of the Vikings.

In the 2005 season, there were no majority owners of color. There were four women who held ownership of an NFL team:

- Delores Barr Weaver, Jacksonville Jaguars
- Rita Benson LeBlanc, New Orleans Saints
- 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. 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 three in 2004 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 under Bud Selig, which helped triple the number of managers of color in MLB in the first few years after implementation.

The NFL discouraged teams searching for a coach from tampering with the staffs of teams in the playoffs or in the Super Bowl. That has often restricted the advancement opportunities for some coordinators and top assistant coaches, including people of color, who might have been considered for head coaching jobs. In 2005, Cleveland was willing to wait to hire Romeo Crennel until the conclusion of the Super Bowl.

In 2003, with the hiring of Marvin Lewis by the Cincinnati Bengals, the number of head coaches of color in the NFL increased from two (six percent) to three (nine percent). 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, there were ten head coach openings for teams to fill. Eight of the new coaches hired were white, two were African-American. 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 hired by the Raiders in 1989, and continued in this position until 1994. The seven NFL head coaches as of July 2006 are as follows:

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

Historical Listing of African-American Professional Head Coaches in the NFL			
(*8 permanent head coaches, 1 interim head coach)			
	Team	Year(s)	Record
Art Shell	L.A. Raiders	1989-94	54-38
	Oakland Raiders	2006	First season
Dennis Green	Minnesota	1992-01	97-62
	Arizona	2004-present	6-10
Ray Rhodes	Philadelphia	1995-98	29-34-1
	Green Bay	1999	8-8
Tony Dungy	Tampa Bay	1996-2001	54-42
	Indianapolis	2002-present	49-21
Terry Robiskie	Washington	2000	1-2 (interim head coach)
	Cleveland	2004	1-4 (interim head coach)
Herman Edwards	N.Y. Jets	2001-2005	41-43
	Kansas City Chiefs	2006	First season
Marvin Lewis	Cincinnati	2003-present	27-21
Lovie Smith	Chicago	2004-present	16-16
Romeo Crennel	Cleveland	2005-present	6-10

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

NFL Grade for Head Coaches: B+

See Tables 4.

Assistant Coaches

The 2005 season saw a record percentage of people of color in assistant coaching positions in the NFL. In the 2005 season, there were 162 assistant coaches of color, or 34 percent. This is up from 33 percent in the last Report Card.

In the assistant coaching category for the 2005 NFL season, the number of white assistant coaches dropped from 67 to 66 percent, while African-Americans increased by two percentage points. Latinos dropped one percentage point, and Asian assistant coaches increased by one percentage point. Seven 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 2005 season with the remaining 13 percent being African-American. This was an increase of seven percentage points since the last Report Card. The four African-Americans in this position during the 2005 season were:

- Ozzie Newsome, general manager and executive vice president, Baltimore Ravens
- Rod Graves, vice president, Football Operations, Arizona Cardinals
- Martin Mayhew, senior vice president/GM, Detroit Lions
- James Harris, vice president of Player Personnel, Jacksonville Jaguars

In 2006, the Houston Texans hired Rick Smith, making the number of African-American General Managers a record high of five.

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

****grade based on the 2005 season***

See Table 7.

Team Vice Presidents

In the 2005 NFL season, 90 percent of all vice presidents were white while 10 percent were African-American. There were 16 African-American vice presidents in 2005, two more than reported in the last Report Card. There were no Latinos or Asians represented. The following are the African-Americans who held vice president positions in 2005:

- Rod Graves, vice president, Football Operations, Arizona Cardinals
- Ray Anderson, executive vice president and chief administrative officer, Atlanta Falcons
- Susan Bass, vice president, Communications & Community Relations, Atlanta Falcons
- Reggie Roberts, vice president, Football Communications, Atlanta Falcons
- Ozzie Newsome, executive vice president, Baltimore Ravens
- Greg Carney, vice president of Marketing, Denver Broncos
- Martin Mayhew, senior vice president, Football Administration & Legal Affairs, Detroit Lions
- Tony Willie, vice president, Communications, Houston Texans
- James Harris, vice president, Player Personnel, Jacksonville Jaguars
- Kevin Warren, vice president, Operations and Legal Counsel, Minnesota Vikings
- Rena Clark, vice president, Community Affairs & Corporate Philanthropy, New England Patriots
- Kevin Winston, vice president, Player Development, New York Jets
- Ronnie Barnes, vice president, Medical Services, New York Giants
- Ed Goines, vice president, Business Affairs and general counsel, San Francisco 49ers
- Bob Wallace, senior vice president, Administration, St. Louis Rams
- Adrian Bracy, vice president, Finance, St. Louis Rams

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

Women held eight percent of the vice president positions during the 2005 season, which was a one percentage point increase since last year's Report Card. In addition to Susan Bass, Adrian Bracy and Rena Clark, the ten other women in these posts were:

- Kim Shreckengost, executive vice president, Operations, Atlanta Falcons
- Linda Bogdan, corporate vice president, Buffalo Bills
- Diane Downing, vice president, Administration, Cleveland Browns
- Cindy Galloway Kellogg, vice president, Community Relations, Denver Broncos
- Suzie Thomas, senior vice president/chief administrative officer, Houston Texans
- Kim Babiak Phillips, vice president, Marketing, Houston Texans
- Jill Strafacci, senior vice president, Finance and Administration, Miami Dolphins
- Christine Procops, vice president/chief financial officer, New York Giants

- Jeanne Bonk, vice president/chief financial and administrative officer, San Diego Chargers
- Susan Darrington, vice president, Facility Operations and Services, Seattle Seahawks

The Houston Texans were the only team in the NFL with more than one woman as a vice president.

NFL Grade for Team Vice Presidents:

Race: C
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.

During the 2005 season, people of color occupied 14 percent of all NFL senior administration positions. African-Americans held 12 percent, a decrease of one percentage point since the last Report Card. Latinos held one percent with six positions, while Asians and other people of color held two positions each. Sixteen percent of the senior administrators in the NFL were women, which is a one percentage point decrease from the last Report Card. Whites held 86 percent of these positions, up two percentage points.

NFL Grade for Senior Administration:

Race: 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 increased two percentage points to 89 percent of the total. African-Americans dropped one percentage point to eight percent, the lowest since

the 1996 NFL season. Latinos and Asians stayed the same at two percent and one percent respectively, while other people of color decreased by one percentage point. This makes the total percentage of people of color in professional administration positions at 11 percent of the total. Women gained one percentage point bringing them to 32 percent. If grades for gender had been issued in the last three categories as has been historically the case, the ranks of women in team professional positions would have been the only one where a grade of C would have been earned.

NFL Grade for Professional Administration:

Race: B-
Gender: none issued

See Table 10.

Physicians and Head Trainers

Physicians

In the NFL, white team physicians remained the same as the last Report Card at 94 percent, while African-Americans decreased by one percentage point. Latinos increased by two percentage points to a total of two percent, while Asians stayed the same and other people of color decreased by one percentage point. The percentage of women physicians increased significantly from two percent in 2003 to seven percent in 2005.

See Table 11.

Head Trainers

In 2005, white head trainers increased from 81 to 88 percent, while African-Americans decreased by four percentage points to 12 percent of the total in the NFL. There were no Asian, Latino, or women head trainers in 2005.

See Table 12.

Radio/TV Broadcasters

For NFL teams, white broadcasters decreased 20 percentage points from 94 to 74 percent of the total. African-Americans increased from three percent to 12 percent. While there were no Latino broadcasters in the last Report Card, they represented 14 percent of the total for 2005.

There were no Asian broadcasters. While women previously held three percent of the team broadcasting jobs, there were none in 2005.

See Table 13.

Stacking

Most observers agree that the issue of stacking in the NFL is no longer a major concern. In the 2005 NFL season, the percentage of African-American quarterbacks was 16 percent, down six percentage points from 2003. The 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 (91 percent), cornerback (95 percent) and safety (83 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 (69 percent) by whites.

See Tables 14 and 15.

HOW GRADES WERE CALCULATED

As in previous reports, the 2005 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 5 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 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 report covers the 2005 season for the National Football League. Listings of professional owners, general managers and head coaches were updated as of July 3, 2006. Grades, however, were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 14th 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 second 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 and college sport, will be issued after the release of subsequent individual reports on MLS and college sport.

The ***Racial and Gender Report Card*** is published by the Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern and now at UCF. (Until 1998 the report was known as the *Racial Report Card*.) In addition to Lapchick and Kushner, Stacy Martin, Jenny Brenden, Sunny Sha, and Ryan Vandament contributed greatly to this report. Their research efforts were invaluable.

Institute for Diversity and Ethics in Sport

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					
	%	#		%	#
2005			1997		
White	31.5%	537	White	33%	x
African-American	65.5%	1116	African-American	65%	x
Latino	<1%	10	Latino	<1%	x
Asian	2%	34	Other	1%	x
Other	<1%	1	1996		
International	1%	18	White	31%	x
2003			African-American	66%	x
White	29%	516	Latino	<1%	x
African-American	69%	1228	Other	2%	x
Latino	1%	9	1995		
Asian	1%	22	White	31%	x
Other	0%	0	African-American	67%	x
International	4%	67	Latino	0%	x
2001			Other	<2%	x
White	33%	x	1994		
African-American	65%	x	White	31%	x
Latino	<1%	x	African-American	68%	x
Asian	1%	x	Latino	0%	x
Other	<1%	x	Other	1%	x
2000			1993		
White	x	x	White	35%	x
African-American	x	x	African-American	65%	x
Latino	x	x	Latino	0%	x
Other	x	x	1992		
1999			White	30%	x
White	32%	x	African-American	68%	x
African-American	67%	x	Latino	<1%	x
Latino	<1%	x	Other	1%	x
Other	<1%	x	1991		
1998			White	36%	x
White	32%	x	African-American	62%	x
African-American	66%	x	Latino	2%	x
Latino	<1%	x	1990		
Other	1%	x	White	39%	x
			African-American	61%	x
			Latino	0%	x

x=Data not recorded

Table 1

League Office: NFL

	Office Management		Support Staff Personnel			Office Management		Support Staff Personnel			
	%	#	%	#		%	#	%	#		
2003	NFL did not supply data				1997	White	80%	119	68%	34	
African-American					15%	22	22%	11			
Latino					2%	3	8%	4			
Asian					3%	4	2%	1			
Other					0%	0	x	x			
Women					26%	39	84%	42			
Total					Total		148		50		
2002	White	74%	150	51%	42	1996	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	White	77%	140	57%	31	1995	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

	%		%
2005		2000	
White	100%	White	100%
African-American	0%	African-American	0%
Latino	0%	Latino	0%
Asian	0%	Asian	0%
Other	0%	Women	6%
Women	11%	1999	
2003		White	100%
White	100%	African-American	0%
African-American	0%	Latino	0%
Latino	0%	Asian	0%
Asian	0%	Women	6%
Other	0%	1998	
Women	10%	White	100%
2001		African-American	0%
White	100%	Latino	0%
African-American	0%	Asian	0%
Latino	0%	Women	6%
Asian	0%	1997	
Women	9%	White	100%
		African-American	0%
		Latino	0%
		Asian	0%
		Women	7%

x= Data not recorded

Table 3

Head Coaches					
	%	#		%	#
2005			1997		
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	1996		
2003			White	90%	27
White	91%	29	African-American	10%	3
African-American	9%	3	Latino	0%	0
Asian	0%	0	1995		
Latino	0%	0	White	90%	27
Women	0%	0	African-American	10%	3
2001			Latino	3%	1
White	94%	30	1994		
African-American	6%	2	White	93%	28
Asian	0%	0	African-American	7%	2
Latino	0%	0	Latino	0%	0
Women	0%	0	1993		
2000			White	89%	25
White	90%	28	African-American	7%	2
African-American	10%	3	Latino	<4%	1
Asian	0%	0	1992		
Latino	0%	0	White	89%	25
Women	0%	0	African-American	7%	2
1999			Latino	<4%	1
White	94%	29	1991		
African-American	6%	2	White	93%	26
Asian	0%	0	African-American	7%	2
Latino	0%	0	Latino	0%	0
Women	0%	0	1990		
1998			White	96%	27
White	90%	28	African-American	4%	1
African-American	10%	3	Latino	0%	0
Asian	0%	0			
Latino	0%	0			
Women	0%	0			

x= Data not recorded

Table 4

Assistant Coaches

	%	#		%	#
2005			1996		
White	66%	316	White	74%	307
African-American	32%	154	African-American	25%	102
Latino	1%	5	Latino	<1%	3
Asian	1%	3	Asian	<1%	1
Other	0%	0	Other	0%	0
Women	0%	0	1995		
2003			White	76%	289
White	67%	341	African-American	23%	88
African-American	30%	153	Latino	0%	0
Latino	2%	8	Asian	0%	0
Asian	0%	1	Other	<1%	4
Other	1%	7	1994		
Women	0%	0	White	77%	249
2001			African-American	23%	73
White	71%	333	Latino	<1%	1
African-American	28%	132	Asian	<1%	1
Latino	<1%	6	Other	0%	0
Asian	<1%	1	1993		
Other	0%	0	White	76%	217
Women	0%	0	African-American	23%	73
1999			Latino	<1%	1
White	72%	330	Other	0%	0
African-American	28%	127	1992		
Latino	0%	0	White	80%	264
Asian	0%	0	African-American	20%	65
Other	0%	0	Latino	0%	0
Women	0%	0	Other	0%	0
1998			1991		
White	72%	313	White	84%	289
African-American	27%	118	African-American	16%	54
Latino	0%	2			
Asian	0%	1			
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

		%	#			%	#
2005				2000			
	White	100%	41		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	2%	1	1999			
2003					White	100%	x
	White	100%	32		African-American	0%	x
	African-American	0%	0		Latino	0%	x
	Latino	0%	0		Asian	0%	x
	Asian	0%	0		Women	3%	x
	Women	9%	3	1998			
2001					White	100%	x
	White	97%	x		African-American	0%	x
	African-American	3%	x		Latino	0%	x
	Latino	0%	x		Asian	0%	x
	Asian	0%	x		Women	3%	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 6

General Manager/Director of Player Personnel

	%	#		%	#
2005			1998		
White	87%	27	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	1997		
2003			White	87%	26
White	94%	30	African-American	13%	4
African-American	6%	2	Latino	0%	0
Latino	0%	0	Asian	0%	0
Asian	0%	0	Women	0%	0
Women	0%	0	1996		
2001			White	83%	25
White	94%	30	African-American	17%	5
African-American	6%	2	Latino	0%	0
Latino	0%	0	1995		
Asian	0%	0	White	87%	26
Women	0%	0	African-American	13%	4
2000			Latino	0%	0
White	x	x	1994		
African-American	x	x	White	86%	25
Latino	x	x	African-American	14%	4
Asian	x	x	Latino	0%	0
Women	x	x	1993		
1999			White	86%	25
White	87%	27	African-American	10%	3
African-American	13%	4	Latino	4%	1
Latino	0%	0			
Asian	0%	0			
Women	0%	0			

x= Data not recorded

Table 7

Vice Presidents

	%	#		%	#
2005			1997		
White	90%	143	White	90%	97
African-American	10%	16	African-American	10%	11
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Women	7%	8
Women	8%	13	1996		
2003			White	88%	76
White	89%	131	African-American	12%	10
African-American	10%	14	Latino	0%	0
Latino	1%	2	Other	0%	0
Asian	0%	0	Women	12%	10
Women	7%	10	1995		
2001			White	95%	70
White	92%	118	African-American	5%	4
African-American	7%	9	Latino	0%	0
Latino	1%	1	Other	0%	0
Asian	0%	0	Women	6%	5
Women	9%	11	1994		
1999			White	96%	64
White	92%	130	African-American	4%	3
African-American	8%	11	Latino	0%	0
Latino	0%	0	Asian	0%	0
Asian	0%	0	Women	4%	3
Women	7%	10	1993		
1998			White	93%	56
White	89%	107	African-American	7%	4
African-American	10%	13	Latino	0%	0
Latino	0%	0	Asian	0%	0
Asian	0%	0	Women	6%	4
Women	4%	5			

x= Data not recorded

Table 8

Senior Administrators

	%	#		%	#
2005			1999		
White	86%	424	White	86%	x
African-American	12%	60	African-American	14%	x
Latino	1%	6	Latino	0%	x
Asian	<1%	2	Asian	0%	x
Other	<1%	2	Women	14%	x
Women	16%	80	1998		
2003			White	88%	x
White	84%	351	African-American	9%	x
African-American	13%	52	Latino	2%	x
Latino	<1%	3	Asian	1%	x
Asian	<1%	4	Women	27%	x
Other	<1%	4	1997		
Women	17%	70	White	91%	x
2001			African-American	9%	x
White	83%	x	Other	0%	x
African-American	15%	x	Women	16%	x
Latino	1%	x	1996		
Asian	1%	x	White	89%	x
Women	15%	x	African-American	9%	x
2000			Other	<2%	x
White	90%	x	Women	9%	x
African-American	9%	x			
Latino	1%	x			
Asian	<1%	x			
Women	28%	x			

x= Data not recorded

Table 9

Professional Teams: Administration

	%	#		%	#
2005			1997		
White	89%	873	White	87%	x
African-American	8%	79	African-American	10%	x
Latino	2%	21	Latino	2%	x
Asian	1%	10	Asian	1%	x
Other	<1%	3	Women	34%	x
Women	32%	311	1996		
2003			White	90%	x
White	87%	1024	African-American	8%	x
African-American	9%	101	Other	2%	x
Latino	2%	20	Women	18%	x
Asian	1%	6	1995		
Other	2%	20	White	88%	x
Women	31%	362	African-American	11%	x
2001			Other	1%	x
White	87%	x	Women	15%	x
African-American	10%	x	1994		
Latino	2%	x	White	89%	x
Asian	<1%	x	African-American	11%	x
Other	<1%	x	Latino	<1%	x
Women	29%	x	Asian	0%	x
1999			Other	<1%	x
White	84%	x	Women	12%	x
African-American	15%	x	1993		
Latino	<1%	x	White	88%	x
Asian	<1%	x	African-American	9%	x
Women	19%	x	Latino	1%	x
1998			Asian	<1%	x
White	87%	x	Other	<1%	x
African-American	10%	x	1992		
Latino	2%	x	White	90%	x
Asian	1%	x	African-American	6%	x
Women	24%	x	Latino	3%	x
			Asian	<1%	x
			Other	0%	x

x= Data not recorded

Table 10

Physicians

	%	#		%	#
2005			1997		
White	94%	117	White	91%	38
African-American	1%	1	African-American	2%	1
Latino	2%	2	Latino	7%	3
Asian	2%	3	Asian	0%	0
Other	1%	1	Women	0%	0
Women	7%	9	1996		
2003			White	96%	45
White	94%	118	African-American	2%	1
African-American	2%	2	Latino	2%	2
Latino	0%	0	Other	0%	0
Asian	2%	3	Women	0%	0
Other	2%	3	1995		
Women	2%	2	White	100%	44
2001			African-American	0%	0
White	96%	94	Latino	0%	0
African-American	1%	1	Other	0%	0
Latino	1%	1	Women	0%	0
Asian	1%	1	1994		
Other	1%	1	White	100%	72
Women	2%	2	African-American	0%	0
1999			Latino	0%	0
White	97%	58	Other	0%	0
African-American	0%	0	Women	0%	0
Latino	<2%	1	1993		
Asian	<2%	1	White	97%	71
Women	0%	0	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

	%	#		%	#
2005			1998		
White	88%	52	White	87%	27
African-American	12%	7	African-American	13%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Other	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1997		
2003			White	87%	26
White	81%	26	African-American	10%	3
African-American	16%	5	Latino	0%	0
Latino	3%	1	Other	3%	1
Asian	0%	0	Women	0%	0
Other	0%	0	1996		
Women	0%	0	White	90%	27
2001			African-American	10%	3
White	88%	28	Other	0%	0
African-American	13%	4	1995		
Latino	0%	0	White	89%	25
Asian	0%	0	African-American	7%	2
Other	0%	0	Other	4%	1
Women	0%	0	1994		
1999			White	89%	25
White	90%	28	African-American	7%	2
African-American	10%	3	Other	4%	1
Latino	0%	0	1993		
Other	0%	0	White	92%	26
Women	0%	0	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

2005			1997		
White	74%		White	82%	
African-American	12%		African-American	15%	
Latino	14%		Latino	3%	
Asian	0%		Asian	0%	
Other	0%		Other	0%	
Women	0%		Women	3%	
2003			1996		
White	94%		White	80%	
African-American	3%		African-American	15%	
Latino	0%		Latino	5%	
Asian	0%		Asian	0%	
Other	0%		Other	0%	
Women	3%		Women	3%	
2001			1995		
White	87%		White	79%	
African-American	10%		African-American	7%	
Latino	3%		Latino	9%	
Asian	0%		Asian	0%	
Other	0%		Other	5%	
Women	2%		Women	2%	
1999			1993		
White	89%		White	85%	
African-American	2%		African-American	2%	
Latino	8%		Latino	13%	
Asian	0%				
Other	0%				
Women	3%				
1998			1992		
White	89%		White	86%	
African-American	5%		African-American	2%	
Latino	5%		Latino	12%	
Asian	0%				
Other	0%				
Women	3%				

x= Data not recorded

Table 13

NFL Offense								
		QB	RB	WR	TE	OT	OG	C
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%
1983	White	99%	12%	23%	52%	68%	77%	97%
	African-American	1%	88%	77%	48%	32%	23%	3%

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
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%
1983					
White	8%	43%	53%	31%	47%
African-American	92%	57%	47%	36%	53%
<p><i>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.</i></p>					
Table 15					