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The 2008 Racial and Gender Report Card: Major League Soccer

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published September 24, 2008

EXECUTIVE SUMMARY

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.

Richard Lapchick, author of the study, said, "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, 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 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 Appendix I. The extensive diversity initiatives demonstrated by MLS are listed in Appendix II.

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 boardroom as well as on the field. MLS has continued its emphasis on diversity.

The Institute for Diversity and Ethics in Sport, TIDES, located at UCF, 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.

REPORT 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 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.

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 1.

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 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 2.

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 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.

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 3.

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

MLS Grade for Assistant Coaches: B+

See Table 4.

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 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 5.

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.

MLS Grade for General Managers: C-

See Table 6.

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 7.

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 8.

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.

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 9.

Diversity Initiatives

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

MLS Grade for Diversity Initiatives: A+

See Appendix II.

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 10.

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 11.

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 12.

HOW GRADES WERE CALCULATED

As in previous reports, the 2008 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, League Office at 15 percent, head and assistant coaches at 20 and 5 percent, respectively, general managers and CEOs at 10 percent, senior administration at 15 percent and professional administrators at 15 percent for race.

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

METHODOLOGY

All data was collected by 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 Major League Soccer. 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.

In addition, the League Office provided data on its own personnel. The findings were put into spreadsheets 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. MLS responded with updates and corrections that were then incorporated into the final report.

The report covers the 2007 season for Major League Soccer. Listings of professional owners, general managers and head coaches were updated as of August 13, 2008.

ABOUT 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 full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks only the fourth time the Report Card is being issued sport-by-sport; the reports for MLB, the NFL, the NBA and the WNBA have already been released. The complete 2008 Racial and Gender Report Card, including all the leagues, will be issued after the completion of the 2008 College Racial and Gender Report Card.

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the *Racial Report Card*.) In addition to Lapchick, Nicole Bowey and Jessica Zahn served as co-authors of this report.

The Institute for Diversity and Ethics in Sport (TIDES)

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, TIDES 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 TIDES 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. It was ranked by the *Wall Street Journal*, *Sports Business Journal* and *ESPN The Magazine* as one of the nation's Top Five sport business management programs.

APPENDIX I

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

x= Data not recorded
**=Received from EEO MLS self report Apr. 2005*

Table 1

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			

Note: Data provided by the MLS league office.

*=Received from EEO MLS self report Apr. 2005

Table 2

Head Coaches

	%	#		%	#
2008			2002		
White	69.2%	9	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			2001		
White	92.3%	12	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			2000		
White	91%	10	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			1999		
White	92%	11	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			1998		
White	100%	9	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 3

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 4

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 5

**General Manager/
Director of Player Personnel**

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

*=Received from EEO MLS self report Apr. 2005

Table 6

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		Data Not Recorded	
	White	100%	28	2000			
	African-American	0%	0		White	76%	14
	Latino	0%	0		African-American	12%	2
	Asian	0%	0		Latino	12%	2
	Women	7%	2		Asian	0%	0
2005					Women	0%	0
	White	100%	24	1999			
	African-American	0%	0		White	90%	19
	Latino	0%	0		African-American	5%	1
	Asian	0%	0		Latino	0%	0
	Women	8%	2		Asian	5%	1
2004					Women	5%	1
	White	100%	14	1998			
	African-American	0%	0		White	89%	16
	Latino	0%	0		African-American	5%	1
	Asian	0%	0		Latino	5%	1
	Women	0%	0		Asian	0%	0
2003		Data Not Recorded			Women	17%	3

*=Received from EEO MLS self report Apr. 2005

Table 7

Senior Administrators

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

x= Data not recorded

*=Received from EEO MLS self report Apr. 2005

Table 8

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 9

Physicians

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

*=Received from EEO MLS self report Apr. 2005

Table 10

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

*=Received from EEO MLS self report Apr. 2005

Table 11

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 12

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES 2007 - 2008

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.