



The 2004 Racial and Gender Report Card: Major League Soccer

by Richard Lapchick
published April 13, 2005

EXECUTIVE SUMMARY

The 2004 Racial and Gender Report Card for Major League Soccer recorded some of the most dramatic changes in the history of the Report. The Report Card asks, 'Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team?'

Issues of race and gender continue to be a concern for sport in America. In the case of gender in the MLS, there has been tremendous progress. MLS received the first-ever failing grade in the 2003 Racial and Gender Report Card. On the day it received an **F** for gender, league executives placed a conference call to Richard Lapchick, the Report's author, and asked, "What can we do at MLS so we never get such a grade again?"

The 2005 Major League Soccer season recently began with much more gender balance at MLS headquarters and team front offices.

When all categories were combined for the men's leagues, MLS was tied with the NBA for gender with a **B**. MLS is one of the top stories for the 2004 Racial and Gender Report Card: the league went from last to first in gender. Not only was MLS in last place for gender in the 2003 Report, but it received the only **F** in the Report Card's history. MLS achieved its impressive turnaround by adopting the most dramatic hiring guidelines in the history of professional sport.

In contrast to its dramatic improvement for gender, MLS dropped from a **B+** to a **C+** for race giving MLS a combined **B-**. MLS received an **A** or better for player opportunities, for race in the management of the MLS League Office, and for gender at the team level for senior and professional administration positions.

Using data from the 2004 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 management in the MLS League Office and, at the team level, top team management, senior administration, professional administration, support staff, physicians and head trainers, and broadcasters.

Tables for the Report are included in Appendix I. MLS's extensive diversity initiatives are listed in Appendix II.

MLS has continued its emphasis on diversity, not only by changing numbers but also by changing attitudes through diversity management training and other diversity initiatives. This is an example of how sports organizations can be as dedicated in their hiring practices as they are on the playing field, to play the best people they have available.

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.

REPORT HIGHLIGHTS

In the MLS 2004 season, the percentage of white male players increased and the percentages of African-American and Latino players decreased.

MLS had no head coaches of color in 2004 after a downward trend that has continued since the RGRC began covering the league in 1996, when 33 percent of MLS coaches were Latino.

MLS had no people of color as general managers.

MLS had the best record for women as senior administrators in male sports at 42 percent (an increase of 19.2 percentage points). This was a striking improvement for MLS, which earned an “F” for gender in the 2003 RGRC.

The MLS had decreases for people of color in team front office professional administration positions. MLS had the best record among men’s sports for women at 42 percent, an increase of 20 percentage points. With this increase, MLS went from being tied for the smallest percentage of women in the professional administration category to being the best among men’s sports.

MLS, after receiving an “F” for gender in the 2003 Racial and Gender Report Card, led professional sports in three categories for gender and one for race:

- Team senior administration for gender, with women at 42 percent
- Team professional administration for gender, with women also at 42 percent
- Radio/television broadcasters for women at 4 percent
- Radio/television broadcasters for race at 52 percent

OVERALL GRADES

One of the top stories for the 2004 Racial and Gender Report Card is that MLS went from last to a tie for first place in gender. MLS achieved its impressive turnaround by adopting the most dramatic hiring guidelines in the history of pro sport.

Overall, MLS earned a **B** for gender and dropped from a **B+** to a **C+** for race. MLS earned a combined grade of **B-**.

GRADES BY CATEGORY

Players

In the MLS 2004 season, 17 percent of the players were African-American, 14 percent were Latino, one percent was Asian-American, four percent were of another race and 64 percent were white. This was an eight percentage point decrease for Latinos, a four percentage point increase for whites and one percentage point decrease for Asian-American players since the 2003 season. African-American players increased by one percentage point and “others” remained unchanged. There were 46 international players in MLS, an increase of three from the 2003 season.

MLS Grade for Players:

Race: **A+**

MLS League Office

In the MLS League Office during 2004, people of color held 24 percent of professional level positions, which was a three percentage point increase from the last RGRC. Seventy-six percent of MLS professionals were white, while six percent were African-American, 15 percent were Latino and three percent were Asian-American. This was a two percentage point decrease for African-Americans, a two percentage point increase for Latinos and a three percentage point increase for Asian-Americans.

In 2004, 21 percent of MLS League Office professional staff were women. This was a four percentage point increase for women, the first increase this area has seen since the RGRC started covering MLS. However, it was far below the percentages for women in the league offices of the NBA, MLB and WNBA (44, 41 and 90 percent, respectively).

Nelson Rodriguez, senior vice president, International Business, was the only Latino vice president. JoAnn Neale, senior vice president, Business Affairs, and general counsel, and Kathryn Carter, executive vice president of Soccer United Marketing, were the two female vice presidents in MLS.

At the support staff level in the MLS League Office, whites held 45 percent of the positions, African-Americans occupied 18 percent, 27 percent were Latino and nearly 10 percent were people of other races. This was a 13 percentage point drop for whites, a seven percentage point drop for African-Americans and a 10 percentage point increase for Latinos since the last RGRC. Women in support staff positions increased 21 percentage points, holding 63 percent of these positions.

MLS Grade for League Offices:

Race: **A**
Gender: **F**

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 investors, but two people of color are on the MLS board of governors: Sunil Gulati (India) and Haruyuki Takahashi (Japan).

Head Coaches

In MLS there were no people of color holding head coach positions in the 2004 season, as was the case with the 2003 season. That was the first year in MLS history in which there were no head coaches of color. In 2002, 20 percent of MLS head coaches were Latino.

MLS Grade for Head Coaches:

Race: **F**

Assistant Coaches

In Major League Soccer, the percentage of African-American assistant coaches increased slightly from 10 to 11 percent in 2004. Whites increased to 84 percent, while Latinos decreased from 10 percent in the last RGRC to five percent in the 2004 season.

MLS Grade for Assistant Coaches

Race: **B/B+**

Top Management

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

CEO/President

No team in MLS has had a person of color as president, CEO or board chair in the last three years. In previous Report Cards it was reported that Daniel Villanueva of MLS's Los Angeles Galaxy was the only Latino in MLS. There were none this year.

General Manager/ Principal-in-Charge

There were no people of color in the general manager/principal in charge of day-to-day operations position in MLS.

MLS Grade for General Manager/Principal-in-Charge:

Race: **F**

Team Vice Presidents

There were no vice presidents of color in the 2004 MLS season, which also marked the fourth consecutive year without a woman vice president in that league.

MLS Grade for Team Vice Presidents:

Race: **F**

Gender: **F**

Senior Administration

During the 2004 season, 90.4 percent of the senior administrators in Major League Soccer were white (up 4.4 percentage points). Latinos held 4.8 percent of senior administrator positions, while Asians and African-Americans held 2.4 percent and 1.2 percent, respectively. The percentage of Latinos decreased 7.2 percentage points, African-Americans gained 0.2 percentage point and Asians increased by 1.4 percentage points since the last RGR. Women held 42 percent of these posts, an increase of 19.2 percentage points from the 2002 season. It was the best among the men's leagues for women.

Chief Financial Officer

The MLS had no people of color in this position in the 2004 season. In the last RGR, women comprised 43 percent of the chief financial officers in MLS. This percentage dropped to only 10 percent as of this report.

Public Relations Director

In Major League Soccer, there again was one Latina (10 percent) in this post. Women occupied two of these posts, up from one in the last Report.

Director of Community Relations

In the 2004 MLS season, the percentage of people of color serving as director of community relations decreased from 30 to 10 percent. The percentage of Latinos in this position decreased

from 20 to zero percent; the percentage of African-Americans remained at 10 percent. Whites held 90 percent of the posts, an increase of 20 percentage points from last year.

MLS Grade for Senior Administration:

Race: **C**
Gender: **A**

Professional Administration

Positions categorized as professional administration include, but are not restricted to, professionals who work in business operations, marketing, promotions, publications and various other positions. The category excludes secretaries, administrative assistants, staff assistants, receptionists and other support staff.

Within MLS teams, the percentage of whites filling professional administration posts increased from 77 to 81 percent. The percentage of African-Americans continued its decrease over the past three seasons to only one percent that season. Latinos also experienced a decrease, dropping from 17 to 15 percent. The percentage of Asian-Americans remained at two percent.

Women increased from 22 percent to 42 percent. This showed marked improvement for MLS as it worked to increase opportunities for women in the wake of its “F” for gender in the 2003 report. It went from being tied for the smallest percentage of women in the professional administration category to being the best among men’s sports.

MLS Grade for Professional Administration:

Race: **B+**
Gender: **A**

Physicians and Head Trainers

MLS experienced the biggest changes among the men’s leagues in the positions of team physician and head trainer. Whites increased from 67 percent to 75 percent, although they remained far from the 100 percent they were at three seasons ago. Latinos, who held 22 percent of these positions in the last Report Card, held only six percent of the positions in the 2004 season. Asians also held six percent of these positions, while the remaining 13 percent of MLS physicians were held by other minorities. The only female physician in the last report was no longer with the MLS in 2004. There continued to be no African-Americans in MLS medical positions.

Within the MLS, white men held 100 percent of head trainer positions for the second consecutive report.

Radio/TV Broadcasters

The MLS had the best opportunities for people of color and women to be 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 courts and playing fields.

In the 2004 season, Latinos held 44 percent of these posts and whites held 47 percent. There was one African-American and two Asian-American broadcasters. Four percent of MLS broadcasters were women, the best in men's professional sport.

Support Staff

In the 2004 MLS season, whites in support staff positions increased from 71 to 73 percent, African Americans increased from zero to 3.5 percent while Latinos decreased from 25 percent to 19 percent in MLS support staff positions. Asian-Americans decreased from four percent to less than two percent. Women held 37 percent of support staff positions.

MLS Grade for Support Staff

Race: **A**
Gender: **B**

HOW GRADES WERE CALCULATED

As in previous reports, the 2004 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. There were no grades for race below this level.

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 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 Major League Soccer. The data was placed in spreadsheets, 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 2004 season for Major League Soccer. Listings of professional owners, general managers and head coaches were updated as of February 15, 2005. Grades, however, were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 13th 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), National Hockey League (NHL), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

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

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

TABLES

Players							
-			-				
Year		%	#	Year	%	#	
2004	White	64%	147	1997	White	x	x
	African-American	17%	40		African-American	x	x
	Latino	14%	32		Latino	x	x
	Asian-American	1%	3		Other	x	x
	Other	4%	9	1996	White	x	x
	International	20%	46		African-American	x	x
			Latino		x	x	
2002	White	60%	x	Other	x	x	
	African-American	16%	x	1995	White	x	x
	Latino	22%	x		African-American	x	x
	Asian-American	1%	x		Latino	x	x
	Other	1%	x		Other	x	x
			1994		White	x	x
2001	White	59%		x	African-American	x	x
	African-American	19%		x	Latino	x	x
	Latino	20%	x	Other	x	x	
	Other	2%	x	1993	White	x	x
2000	White	63%	x		African-American	x	x
	African-American	15%	x		Latino	x	x
	Latino	21%	x	1992	White	x	x
	Other	1%	x		African-American	x	x
1999	White	65%	x		Latino	x	x
	African-American	16%	x		Other	x	x
	Latino	18%	x	1991	White	x	x
	Other	1%	x		African-American	x	x
1998	White	62%	x		Latino	x	x
	African-American	16%	x	<i>x= Data not recorded</i>			
	Latino	21%	x				
	Other	1%	x				

League Office Professional Staff			
		%	#
2004	White	76%	41
	African-American	6%	3
	Latino	15%	8
	Asian-American	3%	1
	American Indian	0%	0
	Women	21%	11
	2002	White	79%
African-American		8%	2
Latino		13%	3
Asian-American		0%	0
American Indian		0%	0
Women		17%	4
2000		White	74%
	African-American	5%	3
	Latino	19%	11
	Asian-American	2%	1
	American Indian	0%	0
	Women	30%	17
	1999	White	84%
African-American		0%	0
Latino		14%	6
Asian-American		2%	1
Women		40%	17
1998		White	81%
	African-American	0%	0
	Latino	17%	9
	Asian-American	2%	1
	Women	47%	25

Note: Data provided by the MLS league office

League Office Support Staff			
		%	#
2004	White	45%	10
	African-American	18%	4
	Latino	27%	6
	Other	10%	2
	Women	63%	14
	2002	White	58%
African-American		25%	3
Latino		17%	2
Asian-American		0%	0
Women		42%	5
2000		White	57%
	African-American	29%	2
	Latino	14%	1
	Asian-American	0%	0
	Women	71%	5
	1999	White	50%
African-American		50%	4
Latino		0%	0
Asian-American		0%	0
Women		100%	8
1998		White	29%
	African-American	57%	4
	Latino	14%	1
	Asian-American	0%	0
	Women	83%	4

Note: Data provided by the MLS league office

Head Coaches								
		%	#			%	#	
2004	White	100%	9	1997	White	x	x	
	African-American	0%	0		African-American	x	x	
	Asian-American	0%	0		Latino	x	x	
	Latino	0%	0		1996	White	x	x
	Women	0%	0			African-American	x	x
2002	White	80%	8	Latino		x	x	
	African-American	0%	0	1995		White	x	x
	Asian-American	0%	0			African-American	x	x
	Latino	20%	2		Latino	x	x	
	Women	0%	0		1994	White	x	x
2001	White	75%	9			African-American	x	x
	African-American	0%	0	Latino		x	x	
	Asian-American	0%	0	1993		White	x	x
	Latino	25%	3			African-American	x	x
	Women	0%	0		Latino	x	x	
2000	White	83%	10		1992	White	x	x
	African-American	0%	0			African-American	x	x
	Asian-American	0%	0	Latino		x	x	
	Latino	17%	2	1991		White	x	x
	Women	0%	0			African-American	x	x
1999	White	83%	10		Latino	x	x	
	African-American	0%	0		<i>x= Data not recorded</i>			
	Asian-American	0%	0		1998	White	67%	8
	Latino	17%	2	African-American		0%	0	
	Women	0%	0	Asian-American		0%	0	
1998	White	67%	8	Latino		33%	4	
	African-American	0%	0	Women		0%	0	
	Asian-American	0%	0					
	Latino	33%	4					
	Women	0%	0					

Assistant Coaches											
			%	#				%	#		
2004	White	84%	16	1997	White	x	x	1996	White	x	x
	African-American	11%	2		African-American	x	x		African-American	x	x
	Latino	5%	1		Latino	x	x		Latino	x	x
	Asian-American	0%	0		Asian-American	x	x		Asian-American	x	x
	Other	0%	0		Other	x	x		Other	x	x
	Women	0%	0								
2002	White	76%	22	1995	White	x	x	1994	White	x	x
	African-American	10%	3		African-American	x	x		African-American	x	x
	Latino	10%	3		Latino	x	x		Latino	x	x
	Asian-American	0%	0		Asian-American	x	x		Asian-American	x	x
	Other	4%	1		Other	x	x		Other	x	x
	Women	0%	0								
2000	White	69%	22	1993	White	x	x	1992	White	x	x
	African-American	0%	0		African-American	x	x		African-American	x	x
	Latino	28%	9		Latino	x	x		Latino	x	x
	Asian-American	0%	0		Asian-American	x	x		Asian-American	x	x
	Other	3%	1		Other	x	x		Other	x	x
	Women	0%	0								
1999	White	69%	20	1998	White	x	x				
	African-American	0%	0		African-American	x	x				
	Latino	28%	8		Latino	x	x				
	Asian-American	3%	1		Asian-American	x	x				
	Other	0%	0		Other	x	x				
	Women	0%	0								
							<i>x= Data not recorded</i>				

CEOs/Presidents			
		%	#
2004	White	100%	7
	African-American	0%	0
	Latino	0%	0
	Asian-American	0%	0
	Women	0%	0
2002	White	100%	x
	African-American	0%	x
	Latino	0%	x
	Asian-American	0%	x
	Women	0%	x
2001	White	100%	x
	African-American	0%	x
	Latino	0%	x
	Asian-American	0%	x
	Women	0%	x
2000	White	100%	x
	African-American	0%	x
	Latino	0%	x
	Asian-American	0%	x
	Women	0%	x
1999	White	100%	x
	African-American	0%	x
	Latino	0%	x
	Asian-American	0%	x
	Women	0%	x
1998	White	93%	x
	African-American	0%	x
	Latino	7%	x
	Other	0%	x
	Women	0%	x

x = Data not recorded

General Managers							
		%	#		%	#	
2004	White	100%	12	1998	White	92%	11
	African-American	0%	0		African-American	0%	0
	Latino	0%	0		Latino	8%	1
	Asian-American	0%	0		Asian-American	0%	0
	Women	0%	0		Women	0%	0
2002	White	92%	11	1997	White	x	x
	African-American	0%	0		African-American	x	x
	Latino	8%	1		Latino	x	x
	Asian-American	0%	0	1996	White	x	x
	Women	0%	0		African-American	x	x
2001	White	92%	11		Latino	x	x
	African-American	0%	0	1995	White	x	x
	Latino	8%	1		African-American	x	x
	Asian-American	0%	0		Latino	x	x
	Women	0%	0	1994	White	x	x
2000	White	100%	12		African-American	x	x
	African-American	0%	0		Latino	x	x
	Latino	0%	0	<i>x= Data not recorded</i>			
	Asian-American	0%	0				
	Women	0%	0				
1999	White	92%	11				
	African-American	0%	0				
	Latino	8%	1				
	Asian-American	0%	0				
	Women	8%	1				

Vice Presidents						
		%	#		%	#
2004				1997		
	White	100%	14		White	x x
	African-American	0%	0		African-American	x x
	Latino	0%	0		Latino	x x
	Asian-American	0%	0		Other	x x
	Women	0%	0		Women	x x
2002				1996		
	White	91%	21		White	x x
	African-American	9%	2		African-American	x x
	Latino	0%	0		Latino	x x
	Asian-American	0%	0		Other	x x
	Women	0%	0		Women	x x
2000				1995		
	White	76%	14		White	x x
	African-American	12%	2		African-American	x x
	Latino	12%	2		Latino	x x
	Asian-American	0%	0		Asian-American	x x
	Women	0%	0		Women	x x
1999				1994		
	White	90%	19		White	x x
	African-American	5%	1		African-American	x x
	Latino	0%	0		Latino	x x
	Asian-American	5%	1		Asian-American	x x
	Women	5%	1		Women	x x
1998				<i>x= Data not recorded</i>		
	White	89%	16			
	African-American	5%	1			
	Latino	5%	1			
	Asian-American	0%	0			
	Women	17%	3			

Senior Administrators		
	%	#
2004		
White	90%	75
African-American	1%	1
Latino	5%	4
Asian-American	2%	2
Other	1%	1
Women	42%	35
2002		
White	86%	x
African-American	1%	x
Latino	12%	x
Asian-American	1%	x
Women	23%	x
2001		
White	86%	x
African-American	3%	x
Latino	9%	x
Asian-American	1%	x
Women	24%	x
2000		
White	80%	x
African-American	4%	x
Latino	14%	x
Asian-American	2%	x
Women	21%	x
1999		
White	80%	x
African-American	5%	x
Latino	14%	x
Asian-American	1%	x
Women	22%	x
1998		
White	x	x
African-American	x	x
Other	x	x
Women	x	x
1997		
White	x	x
African-American	x	x
Other	x	x
Women	x	x

x= Data not recorded

Key Professional Positions				
		PRD	DCR	CFO
2004				
	White	90%	90%	100%
	African-American	0%	10%	0%
	Latino	10%	0%	0%
	Asian-American	0%	0%	0%
	Other	0%	0%	0%
	Women	20%	50%	10%
2002				
	White	90%	70%	100%
	African-American	0%	10%	0%
	Latino	10%	20%	0%
	Asian-American	0%	0%	0%
	Other	0%	0%	0%
	Women	10%	50%	43%
2000				
	White	83%	75%	100%
	African-American	0%	17%	0%
	Latino	17%	8%	0%
	Asian-American	0%	0%	0%
	Other	0%	0%	0%
	Women	8%	33%	14%
1999				
	White	73%	50%	100%
	African-American	0%	8%	0%
	Latino	17%	33%	0%
	Asian-American	0%	8%	0%
	Other	0%	0%	0%
	Women	0%	42%	25%
1998				
	White	75%	75%	92%
	African-American	8%	8%	8%
	Latino	17%	17%	0%
	Asian-American	0%	0%	0%
	Other	0%	0%	0%
	Women	0%	14%	25%
<i>PRD=Public Relations Director DCR=Director of Community Relations CFO=Chief Financial Officer</i>				

Team Professional Administration						
		%	#		% #	
2004	White	81%	69	1997	White	x x
	African-American	1%	1		African-American	x x
	Latino	15%	13		Other	x x
	Asian-American	2%	2		Women	x x
	Other	0%	0			
2002	Women	42%	36	1996	White	x x
	White	77%	x		African-American	x x
	African-American	3%	x		Other	x x
	Latino	17%	x		Women	x x
	Asian-American	2%	x			
2000	Other	1%	x	1995	White	x x
	Women	22%	x		African-American	x x
	White	81%	x		Latino	x x
	African-American	7%	x		Asian-American	x x
	Latino	9%	x		Other	x x
1999	Asian-American	2%	x	1994	Women	x x
	Women	32%	x		White	x x
	White	74%	x		African-American	x x
	African-American	7%	x		Latino	x x
	Latino	17%	x		Asian-American	x x
1998	Asian-American	2%	x	1993	Other	x x
	Women	15%	x		White	x x
	White	78%	x		African-American	x x
	African-American	4%	x		Latino	x x
	Latino	18%	x		Asian-American	x x
	Asian-American	0%	x	Other	x x	
	Women	31%	x	<i>x= Data not recorded</i>		

Physicians								
		%	#		%	#		
2004	White	75%	12	1997	White	x	x	
	African-American	0%	0		African-American	x	x	
	Latino	6%	1		Latino	x	x	
	Asian-American	6%	1		Other	x	x	
	Other	13%	2		Women	x	x	
	Women	0%	0					
2002	White	67%	6	1996	White	x	x	
	African-American	0%	0		African-American	x	x	
	Latino	22%	2		Latino	x	x	
	Asian-American	0%	0		Other	x	x	
	Other	11%	1		Women	x	x	
	Women	11%	1					
2000	White	100%	10	1995	White	x	x	
	African-American	0%	0		African-American	x	x	
	Latino	0%	0		Latino	x	x	
	Asian-American	0%	0		Other	x	x	
	Other	0%	0		Women	x	x	
	Women	0%	0					
1999	White	100%	11	1994	White	x	x	
	African-American	0%	0		African-American	x	x	
	Latino	0%	0		Latino	x	x	
	Asian-American	0%	0		Other	x	x	
	Other	0%	0					
	Women	0%	0					
1998	White	92%	13	1993	White	x	x	
	African-American	0%	0		African-American	x	x	
	Latino	8%	1		Latino	x	x	
	Asian-American	0%	0					
	Other	0%	0					
	Women	0%	0					
				<i>x= Data not recorded</i>				

Head Trainers							
		%	#		%	#	
2004	White	100%	7	1998	White	76%	8
	African-American	0%	0		African-American	0%	0
	Latino	0%	1		Latino	33%	4
	Asian-American	0%	0		Other	0%	0
	Other	0%	0		Women	17%	2
	Women	0%	0				
2002	White	100%	10	1997	White	x	x
	African-American	0%	0		African-American	x	x
	Latino	0%	0		Other	x	x
	Asian-American	0%	0	1996	White	x	x
	Other	0%	0		African-American	x	x
	Women	0%	0		Other	x	x
2000	White	92%	11	1995	White	x	x
	African-American	0%	0		African-American	x	x
	Latino	8%	1		Other	x	x
	Other	0%	0	1994	White	x	x
	Women	17%	2		African-American	x	x
					Other	x	x
1999	White	92%	11	1993	White	x	x
	African-American	0%	0		African-American	x	x
	Latino	8%	1		Other	x	x
	Other	0%	0				
	Women	17%	2				

x = Data not recorded

Radio and TV Announcers			
		%	%
2004	White	47%	
	African-American	2%	
	Latino	44%	
	Asian-American	4%	
	Other	2%	
	Women	4%	
2002	White	x	
	African-American	x	
	Latino	x	
	Asian-American	x	
	Other	x	
	Women	x	
2000	White	x	
	African-American	x	
	Latino	x	
	Asian-American	x	
	Other	x	
	Women	x	
1999	White	x	
	African-American	x	
	Latino	x	
	Asian-American	x	
	Other	x	
	Women	x	
	White		x
	African-American		x
	Latino		x
	Asian-American		x
	Other		x
	Women		x
	White		x
	African-American		x
	Latino		x

x= Data not recorded

Support Staff Personnel

		%	#			%	#	
2004	White	73.2%	104	1997	White	x	x	
	African-American	3.5%	5		African-American	x	x	
	Latino	19.0%	27		Latino	x	x	
	Asian-American	1.4%	2		Asian-American	x	x	
	Other	2.8%	4		Other	x	x	
	Women	36.6%	52		Women	x	x	
2002	White	71%	x	1996	White	x	x	
	African-American	0%	x		African-American	x	x	
	Latino	25%	x		Other	x	x	
	Asian-American	4%	x		Women	x	x	
	Other	0%	x		1995	White	x	x
	Women	96%	x			African-American	x	x
2000	White	79%	x	Latino		x	x	
	African-American	3%	x	Asian-American		x	x	
	Latino	18%	x	Other		x	x	
	Asian-American	0%	x	Women		x	x	
	Other	0%	x	1994	White	x	x	
	Women	56%	x		African-American	x	x	
1999	White	68%	x		Latino	x	x	
	African-American	8%	x		Asian-American	x	x	
	Latino	24%	x		Other	x	x	
	Asian-American	0%	x		1993	White	x	x
	Other	0%	x	African-American		x	x	
	Women	58%	x	Latino		x	x	
1998	White	74%	x	Other		x	x	
	African-American	0%	x	<i>x= Data not recorded</i>				
	Latino	22%	x					
	Asian-American	4%	x					
	Other	0%	x					
	Women	60%	x					

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

MLS is committed to developing all of its employees and provide training that will promote professionalism, respect and diversity throughout the league. MLS was the first professional league to provide diversity management training to all employees and all players in 1998.

Diversity Initiative

MLS has demonstrated a commitment to diversity by embracing a Diversity Initiative designed to improve diversity on a league-wide basis. The 2005 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 Committee

MLS has created a Diversity Committee consisting of a representative of each team's front office and the League's senior vice president for business affairs/general counsel. The goal of the Diversity Committee is to share best practices to increase the diversity of our applicant pools and to share the names of qualified diverse applicants amongst teams and the League to further enhance our applicant pool.

Diversity Education

In early 2005, MLS conducted sexual harassment and diversity awareness training for the League office and will complete such training for all of teams by year end. The workshop provides training to increase awareness of the value of mutual respect in the workplace, discusses the elements of diversity and its impact when interacting with others, and provides an understanding of cross culture differences and the value of these differences.

MLS Diversity Programs

MLS Futbolito! -MLS Futbolito is the largest touring Hispanic grassroots initiative hosted by a US professional sports league. Total participation was up 58 percent in 2004 with over 90 percent of the participants of Hispanic decent.

MLS Budweiser Hispanic Heritage Nights - The 2004 season marked the fourth anniversary of the MLS Budweiser Hispanic Heritage Night, in which each of the 10 MLS teams hosted cultural events to highlight the Hispanic leaders in their communities. Total attendance for the events exceeded 165,000.

Hispanic Heritage Month - Major League Soccer players Amado Guevara, Eliseo Quintanilla and former MLS All-Star Marco Etcheverry represented the league for the Hispanic Heritage Month Celebration at The White House. The September 14 event was attended by government officials and political dignitaries from both the United States and abroad.

East Village Youth Program (Chicago Fire) - Through their FireWorks for Kids Foundation, the Chicago Fire awarded a major grant to the East Village Youth Program. EVYP is an early college readiness program that offers intensive, year-round academic assistance and college career preparatory services to Latino students from grade six to their college graduation.

Mexican Fine Arts Center Museum (Chicago Fire) - The FireWorks program also awarded a grant to the Mexican Fine Arts Center Museum. The donation will be used to fund the museum's free youth arts education programs, which reach over 50,000 children each year.

Latino Book & Family Festival - Major League Soccer has been a promotional partner for The Latino Book & Family Festival since 2002. The festival was launched in 1997 in Los Angeles to promote literacy, culture and education and to provide people of all ages and backgrounds the opportunity to celebrate the diversity of the multicultural communities in the United States in a festival atmosphere.

Get a Kick Out of Reading/¡Lee y Marca un Golazo! - 2004 marked the second year of the Get a Kick Out of Reading program. The goal of the joint initiative is to create a bilingual, multicultural program that educates not only children, but families on the importance of reading.