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The 2005 Racial and Gender Report Card: Major League Soccer

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EXECUTIVE SUMMARY

In 2004, the Institute for Diversity and Ethics in Sport reported that Major League Soccer had gone from the industry's first-ever **F** for gender in 2003 to score a **B** for gender in 2004. This tied the NBA for gender as the best among the men's professional leagues.

Because of the sheer quantity of data that must be collected from 118 teams across five professional sports leagues, the Racial and Gender Report Card is typically issued a year after the data it references. After the MLS received the **F** in 2003, MLS leadership sought the Institute's advice as to what they could do to improve and never fail again.

Richard Lapchick, the Report's author, conferred with league executives about their endeavor to dramatically alter their hiring guidelines and adopting several other initiatives aimed at improving diversity. It was impressive that when asked in 2005 to supply their data for the 2004 Racial and Gender Report Card, MLS posted an extraordinary improvement in gender and produced their results in Equal Employment Opportunity Report format. The 2004 Racial and Gender Report Card gave MLS tremendous praise for how highly they value diversity and for their commitment to self-monitoring techniques, such as EEO Reporting mechanisms.

It was recently discovered during the 2005 Report Card collection process that MLS had in fact supplied the Institute with real time information that referenced their racial and gender percentages as of April 2005, when the Institute was only collecting 2004 data from the other teams and leagues. The Institute commends MLS for its priorities and pro-active involvement in diversity, and congratulates them on their turnaround from 2003 to April 2005. Because the previously published data referenced 2004 and part of 2005 and organized positions by EEO standards, the Institute has chosen to publish our recordings from the 2005 MLS Season Media Guides and organize the findings into the categories common to the other professional leagues' data. It would be unfair to assign grades for a comparison of two different data sets, so the MLS

2005 Racial and Gender Report Card will only describe their results. We thank MLS for their participation, support, and leadership in diversity.

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 individuals involved in the management in the MLS League Office (2006) and at the team level, top team management, senior administration, professional administration, physicians and head trainers, and broadcasters.

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.

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

- The MLS League Office had its biggest increase in the history of the Racial and Gender Report Card with people of color increasing from 24 to 34 percent of professional level positions since the last RGRC.
- 24 percent of MLS League Office professional staff were women, a three percentage point increase for women since the 2004 RGRC.
- At 42 percent, there were more players of color in the 2005 MLS season than in any previous season reviewed in the Racial and Gender Report Card.
- After the 2002 season there were no Latino head coaches, although data was not recorded in 2003.
- Fernando Clavijo, coach of the Colorado Rapids during the 2005 season, was the only coach who was a person of color in the MLS. There has never been an African-American head coach.
- At 23 percent of the total for the 2005 season, MLS had the highest percentage of people of color as CEO/team presidents in the history of professional sport.
- MLS had no people of color as general managers since the 2002 season.
- There were two women and no people of color among the 24 vice presidents for MLS teams.
- MLS, which had shown tremendous improvement for gender in the ranks of team senior administrators in the 2004 Racial and Gender Report Card at 42 percent, had declined significantly to 21 percent in 2005. This change is likely explained by varying methodologies as related to position categorization.
- There was a slight overall increase for Latinos to 13 percent, Asian employees maintained two percent, but there were no African-American employees in senior administrative positions.
- In professional team positions, Latinos also experienced a substantial increase going from 15 percent to 30 percent. The percentage of African-Americans, which had been continually declining over the past three seasons to only one percent during 2004, increased in 2005 to four percent. The percentage of whites filling professional team administration posts decreased from 81 to 66 percent. Again, these changes are likely explained by varying methodologies as related to position categorization.
- Women decreased dramatically in professional team administrative positions from 42 percent in 2004 to 28 percent in 2005. This change is probably a result of increasing staff and a change in methodology from the previous year.
- For the first time in the last four Report Cards, Latinos held 20 percent of head trainer positions.

OVERALL GRADES

One of the top stories for the 2004 Racial and Gender Report Card was that MLS went from last to a tie for first place in gender for the men's professional leagues. In 2004 it achieved its impressive gender turnaround by adopting the most dramatic hiring guidelines in the history of professional sport. Those guidelines seemed to have a positive impact on race this year. As stated in the introduction, there will be no grades issued in this report card.

Players

There were more players of color in the 2005 MLS season than in any previous season reviewed in the Racial and Gender Report Card. Twenty percent of the players were Latino, 18 percent were African-American, one percent was Asian, three percent were of another race and 58 percent were white. This was a six percentage point increase for Latinos and a one percentage point increase for African-Americans, while the percentage of white players decreased by six percentage points and other people of color decreased by one percentage point to three percent since the 2004 season. There were 87 international players in MLS, an increase of 41 players from the 2004 season.

See Table 1.

MLS League Office

In 2006, the MLS League Office had its biggest increase in the history of the Racial and Gender Report Card with people of color increasing from 24 to 34 percent of professional level positions since the last RGRC. Sixty-five percent of MLS professionals were white, while six percent were African-American, 22 percent were Latino and two percent were Asian. Other people of color increased from zero to four percent. When compared to the 2004 Report Card, there was a seven percentage point increase for Latinos, a one percentage point decrease for Asians, an 11 percentage point decrease for whites, and no change for African-Americans. In 2006, 24 percent of MLS League Office professional staff were women, a three percentage point increase since the 2004 RGRC.

Nelson Rodriguez, senior vice president, International Business, 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, senior vice president for Business Affairs and general counsel, 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 eight vice presidents including senior vice presidents and executive vice presidents. Thus, half of the vice presidents in the MLS League Office were either women or people of color.

One of strategies MLS utilizes to increase opportunities for women and people of color is its internship program. During the summer of 2006, MLS recruited women or people of color into 15 of their 20 available positions. Additionally, there was one international intern hired. There were nine women, four Asians, two Latinos and four Latinas.

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 four people of color are on the MLS board of governors: Sunil Gulati (India), Haruyuki Takahashi (Japan), and Jorge Vergara Madrigal and Antonio Sanchez-Navarro who are both Latino.

Head Coaches

Fernando Clavijo, coach of the Colorado Rapids during the 2005 season, was the only coach who was a person of color in MLS. There were none in the 2003 or 2004 seasons. In the nine years MLS has been included in the Racial and Gender Report Card, there has never been an African-American head coach. The highest percentage of coaches who were people of color was in 1998 when 33 percent of MLS head coaches were Latino.

See Table 3.

Assistant Coaches

There was a substantial increase in opportunities for Latinos to be assistant coaches in the 2005 MLS season as the percentage of Latinos increased from five percent in the last Report Card to 18 percent in 2005. The percentages of white and African-American assistant coaches both decreased to 73 percent and six percent, respectively.

See Table 4.

Top Management

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

CEO/President

At 23 percent of the total for the 2005 season, MLS had the highest percentage of people of color as CEO/team presidents in the history of professional sport. No team in MLS had a person of color as president, CEO or chairman of the board since 1998. In 2005, Javier León was CEO and Antonio Cue Sanchez-Navarro was president for the Chivas USA. Both are Latino. Sunil Gulati, president for Kraft Soccer and the New England Revolution, is from India.

See Table 5.

General Manager/ Principal-in-Charge

There has not been a person of color in the general manager/principal in charge of day-to-day operations position in MLS since 2002 when there was a Latino general manager. There has never been an African-American GM in the history of the coverage of MLS in the Racial and Gender Report Card.

See Table 6.

Team Vice Presidents

There were two women who were team vice presidents in the 2005 season. They were Deb Dowling-Canino, vice president, Community Relations for the Colorado Rapids and Kate McAllister, vice president, Business Operations for the San Jose Earthquakes. There were no team vice presidents who were people of color for the second consecutive report card.

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 2005 season, 86 percent of the senior team administrators in Major League Soccer were white, a decrease of four percentage points. Latinos held 13 percent of senior team administrative positions, an increase of eight percentage points. There was one Asian and no African-Americans.

In the 2004 Report, women held 42 percent of these positions which had been the best among the men's leagues for women in 2004. In 2005, however, the percentage declined significantly to 21 percent in 2005. The difference between years is most likely related to the varying methodology of position categorization chosen by the Institute and the EEO Reporting Mechanism that MLS utilized. Both companies have revised their reporting methodologies so that future periods will correlate.

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.

Latinos experienced a substantial increase on MLS teams, doubling from 15 percent to 30 percent. The percentage of African-Americans, which had been continually declining over the past three seasons to only one percent during 2004, increased in 2005 to four percent. The percentage of whites filling professional team administration posts decreased from 81 to 66 percent. There were no Asians in team professional administrative positions, even though they had held two percent in 2004.

Women decreased dramatically from 42 percent in 2004 to 28 percent in 2005. During this period, MLS increased its total number of employees in professional administrative positions. However, the number of women in professional team administrative positions dropped from 36 to 32. There were 23 additional positions held by people of color. The MLS had previously demonstrated marked improvement for the 2004 season as it worked to increase opportunities for women in the wake of the **F** for gender it earned in the 2003 report. As has been previously mentioned, this change is probably the result of position categorization determination by the two entities. It was discovered that the teams typically consider Sales Account Executives full-time professional administration, whereas the Institute has not included them in this category in the past. Through the cooperation and leadership exhibited by MLS, we have altered our categories to grade the teams and leagues more appropriately. We will be including a separate category that includes the individuals mentioned in future Report Cards.

See Table 9.

Physicians and Head Trainers

White physicians increased from 75 percent to 82 percent since the 2004 MLS season. Latinos held 22 percent of these positions in the 2002 Report Card. In 2005, Latinos and Asians each held nine percent of the positions, a three percentage point increase since 2004 for both. There were no female and no African-American physicians during the 2005 season in MLS.

See Table 10.

For the first time in the last three Report Cards, Latinos held head trainer positions. White men had held 100 percent of these positions in the previous two reports. During the 2005 season, 80 percent of these positions were held by whites and 20 percent were held by Latinos. No women were head trainers for the third consecutive Report Card.

See Tables 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 huge drop in Latino broadcasters for MLS teams in the 2005 season. Latinos held only 27 percent of these posts after having 44 percent in 2004. African-Americans increased from two to nine percent while whites had the biggest jump from 47 to 64 percent. There were no Asian or female broadcasters. There had previously been two percent of these positions held by other people of color-in 2004, but there were none in 2005.

See Table 12.

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 2005 season for Major League Soccer. Listings of professional owners, general managers and head coaches were updated as of September 1, 2006.

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 Women’s National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks the second time the Report Card is being issued sport-by-sport, reports for MLB, NBA, WNBA, and NFL have already been released. The complete Racial and Gender Report Card, including all the leagues and college sport, will be issued after the release on 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 Martin, Danielle Kushner, Jenny Brenden, Sunny Sha, and Ryan Vandament contributed greatly to this report. Their research efforts were invaluable.

The 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				2001			
	White	58%	182		White	59%	x
	African-American	18%	56		African-American	19%	x
	Latino	20%	63		Latino	20%	x
	Asian	1%	4		Other	2%	x
	Other	3%	8	2000			
	International	28%	87		White	63%	x
2004*					African-American	15%	x
	White	64%	147		Latino	21%	x
	African-American	17%	40		Other	1%	x
	Latino	14%	32	1999			
	Asian	1%	3		White	65%	x
	Other	4%	9		African-American	16%	x
	International	20%	46		Latino	18%	x
2003					Other	1%	x
		Data Not Recorded		1998			
2002					White	62%	x
	White	60%	x		African-American	16%	x
	African-American	16%	x		Latino	21%	x
	Latino	22%	x		Other	1%	x
	Asian	1%	x	1997			
	Other	1%	x	1996			

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

Table 1

League Office: Professional Employees

	%	#		%	#
2006			2001		
White	65%	32	Data Not Recorded		
African-American	6%	3	2000		
Latino	22%	11	White	74%	42
Asian	2%	1	African-American	5%	3
Other	4%	2	Latino	19%	11
Women	24%	12	Asian	2%	1
2005			Other	0%	0
White	76%	25	Women	30%	17
African-American	6%	2	1999		
Latino	15%	5	White	84%	36
Asian	3%	1	African-American	0%	0
Other	0%	0	Latino	14%	6
Women	21%	7	Asian	2%	1
2004*			Women	40%	17
White	76%	41	1998		
African-American	6%	3	White	81%	43
Latino	15%	8	African-American	0%	0
Asian	3%	1	Latino	17%	9
Other	0%	0	Asian	2%	1
Women	21%	11	Women	47%	25
2003			Data Not Recorded		
2002					
White	79%	19			
African-American	8%	2			
Latino	13%	3			
Asian	0%	0			
Other	0%	0			
Women	17%	4			

Note: Data provided by the MLS league office.

*=Received from EEO MLS self report Apr. 2005

Table 2

Head Coaches

		%	#			%	#
2005				2000			
	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*				1999			
	White	100%	9		White	83%	10
	African-American	0%	0		African-American	0%	0
	Asian	0%	0		Asian	0%	0
	Latino	0%	0		Latino	17%	2
	Women	0%	0		Women	0%	0
2003				1998			
		Data Not Recorded			White	67%	8
2002					African-American	0%	0
	White	80%	8		Asian	0%	0
	African-American	0%	0		Latino	33%	4
	Asian	0%	0		Women	0%	0
	Latino	20%	2				
	Women	0%	0				
2001							
	White	75%	9				
	African-American	0%	0				
	Asian	0%	0				
	Latino	25%	3				
	Women	0%	0				

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

Table 3

Assistant Coaches

		%	#			%	#
2005				2001			
	White	73%	24			Data Not Recorded	
	African-American	6%	2	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
2004*					Other	3%	1
	White	84%	16		Women	0%	0
	African-American	11%	2	1999			
	Latino	5%	1		White	69%	20
	Asian	0%	0		African-American	0%	0
	Other	0%	0		Latino	28%	8
	Women	0%	0		Asian	3%	1
2003					Other	0%	0
		Data Not Recorded			Women	0%	0
2002				1998			
	White	76%	22		White	58%	14
	African-American	10%	3		African-American	13%	3
	Latino	10%	3		Latino	29%	7
	Asian	0%	0		Asian	0%	0
	Other	4%	1		Other	0%	0
	Women	0%	0		Women	0%	0

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

Table 4

CEO/President

		%	#			%	#
2005				2001			
	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*				2000			
	White	100%	7		White	100%	x
	African-American	0%	0		African-American	0%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Women	0%	0		Women	0%	x
2003				1999			
		Data Not Recorded			White	100%	x
2002					African-American	0%	x
	White	100%	x		Latino	0%	x
	African-American	0%	x		Asian	0%	x
	Latino	0%	x		Women	0%	x
	Asian	0%	x	1998			
	Women	0%	x		White	93%	x
					African-American	0%	x
					Latino	7%	x
					Other	0%	x
					Women	0%	x

x= Data not recorded

*=Received from EEO MLS self report Apr. 2005

Table 5

General Manager/ Director of Player Personnel

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

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

Table 6

Vice Presidents

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

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

Table 7

Senior Administrators

		%	#
2005			
	White	86%	54
	African-American	0%	0
	Latino	13%	8
	Asian	2%	1
	Other	0%	0
	Women	21%	13
2004*			
	White	90%	75
	African-American	1%	1
	Latino	5%	4
	Asian	2%	2
	Other	1%	1
	Women	42%	35
2003			
		Data Not Recorded	
2002			
	White	86%	x
	African-American	1%	x
	Latino	12%	x
	Asian	1%	x
	Women	23%	x
2001			
	White	86%	x
	African-American	3%	x
	Latino	9%	x
	Asian	1%	x
	Women	24%	x
2000			
	White	80%	x
	African-American	4%	x
	Latino	14%	x
	Asian	2%	x
	Women	21%	x
1999			
	White	80%	x
	African-American	5%	x
	Latino	14%	x
	Asian	1%	x
	Women	22%	x

x= Data not recorded

Table 8

Professional Administration

	%	#
2005		
White	66%	76
African-American	4%	5
Latino	30%	34
Asian	0%	0
Other	0%	0
Women	28%	32
2004*		
White	81%	69
African-American	1%	1
Latino	15%	13
Asian	2%	2
Other	0%	0
Women	42%	36
2003		
	Data Not Recorded	
2002		
White	77%	x
African-American	3%	x
Latino	17%	x
Asian	2%	x
Other	1%	x
Women	22%	x
2001		
	Data Not Recorded	
2000		
White	81%	x
African-American	7%	x
Latino	9%	x
Asian	2%	x
Women	32%	x
1999		
White	74%	x
African-American	7%	x
Latino	17%	x
Asian	2%	x
Women	15%	x
1998		
White	78%	x
African-American	4%	x
Latino	18%	x
Asian	0%	x
Women	31%	x

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

Table 9

Physicians							
		%	#			%	#
2005				2001			
	White	82%	9			Data Not Recorded	
	African-American	0%	0	2000			
	Latino	9%	1		White	100%	10
	Asian	9%	1		African-American	0%	0
	Other	0%	0		Latino	0%	0
	Women	0%	0		Asian	0%	0
2004*					Women	0%	0
	White	75%	12	1999			
	African-American	0%	0		White	100%	11
	Latino	6%	1		African-American	0%	0
	Asian	6%	1		Latino	0%	0
	Other	13%	2		Asian	0%	0
	Women	0%	0		Women	0%	0
2003				1998			
		Data Not Recorded			White	92%	13
2002					African-American	0%	0
	White	67%	6		Latino	8%	1
	African-American	0%	0		Asian	0%	0
	Latino	22%	2		Women	0%	0
	Asian	0%	0				
	Other	11%	1				
	Women	11%	1				
		<i>x= Data not recorded</i>				<i>*=Received from EEO MLS self report Apr. 2005</i>	

Table 10

Head Trainers

	%	#		%	#
2005			2001		
White	80%	12		Data Not Recorded	
African-American	0%	0	2000	White	92%
Latino	20%	3		African-American	0%
Asian	0%	0		Latino	8%
Other	0%	0		Other	0%
Women	0%	0		Women	17%
2004*			1999		
White	100%	7		White	92%
African-American	0%	0		African-American	0%
Latino	0%	0		Latino	8%
Asian	0%	0		Other	0%
Other	0%	0		Women	17%
Women	0%	0	1998		
2003				White	76%
	Data Not Recorded			African-American	0%
2002				Latino	33%
White	100%	10		Other	0%
African-American	0%	0		Women	17%
Latino	0%	0			
Asian	0%	0			
Other	0%	0			
Women	0%	0			

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

Table 11

Radio and TV Announcers

		%
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%

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

Table 12

APPENDIX II

MAJOR LEAGUE SOCCER DIVERSITY INITIATIVES

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

Diversity Initiative

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

Diversity Education

In early 2005, MLS conducted sexual harassment and diversity awareness training for the League office and completed such training for all the teams by the end of 2005. In the first few months of 2006, 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 2006, 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.

The League's Director of Human Resources & Administration will be attending a five-day intensive "train-the-trainer" course on diversity in June 2006. This hands-on course being offered by the Society for Human Resources Management (SHRM) is designed to build the confidence, knowledge and skills of individuals charged with conducting effective diversity training. Our Director will attend this training in order to be equipped with the tools, models and skills needed to make diversity interventions within our organization.

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% in 2004 with over 90% of the participants of Hispanic decent, and the growth has continued in 2005.

MLS Budweiser Hispanic Heritage Nights

The 2005 season marked the fifth anniversary of the MLS Budweiser Hispanic Heritage Night, in which each of the 12 MLS teams host cultural events to highlight the Hispanic leaders in their communities. Total attendance for the events exceeded 165,000 in 2004, with more expected in 2005.

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, 2004 event was attended by government officials and political dignitaries from both the United States and abroad.

CD Chivas USA

In 2005, Major League Soccer added expansion team **Club Deportivo Chivas USA** to the league. CD Chivas USA will seek to preserve the connection to the tradition and history of its Guadalajara, Mexico roots.

Real Salt Lake

New to MLS in 2005, Real Salt Lake's front office is made up of a number of Spanish-speaking members, including GM Steve Pastorino and Assistant Director of Marketing Trino Martinez. Pastorino said, "We are committed to the Hispanic community to be their team of choice." All of the team's press releases are translated into Spanish and distributed to Hispanic media outlets, including Spanish radio and TV stations. All RSL games are broadcast on Spanish-language KRRD-AM.

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!

2005 marks the third year of the Get a Kick Out of Reading/¡Lee y Marca un Golazo! 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.

Covering Kids and Families

Major League Soccer teams are supporting the Robert Wood Johnson Foundation's *Covering Kids & Families* Back-to-School Campaign by declaring "Children's Health Care Coverage Days" at home games in cities across the country. This year's campaign focuses on reaching African American and Hispanic parents whose children are uninsured, but may be eligible for low-cost or free health care coverage through Medicaid or the State Children's Health Insurance Program.

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 2006 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.

Kicks for Kids (DC United)

Provides the D.C. United "game-day" experience to thousands of urban, inner-city and under-served youth throughout the Greater Washington D.C. area.

United Community Grants (DC United)

Provides in-kind and cash donations to local organizations in order to use the sport of soccer to positively impact the lives of inner-city, at-risk youth in the Washington D.C. area.

Super Copa DC (DC United)

An adult male full side tournament for 8 Hispanic teams

Accion TV (DC United)

A 30 minute magazine show which airs on Univison for 28 weeks.

Hispanic Season ticket packages (DC United)

Special discounted packages that are sold through one of the top Hispanic Radio stations in the market. This program has a limited time for consumers to respond. All tickets are pulled in the same location.

Hispanic Community Soccer Clinic (DC United)

This event brings players into the community to run a clinic for 200 Hispanic Children.

Employment (Colorado Rapids)

All job openings (paid and internships) are distributed to Latino Advisory Coalition, Colorado Black Chamber of Commerce, Latina Chamber of Commerce, Women's Chamber of Commerce, Denver Hispanic Chamber of Commerce, Asian Chamber of Commerce job boards.

Ticket Donation Program (Colorado Rapids)

Tickets for games distributed to agencies which serve low-income children and families

Community Relations Programs targeted to diverse organizations (Colorado Rapids)

50 DPS Local Competitions
12 *Play Like a Pro* Clinics
5 Camps within the Rapids Academy
20 School Appearances

Game Operations (Colorado Rapids)

Hispanic Hero Award presentation in conjunction with Hispanic Heritage Night

Fundación Chivas de Corazón USA (Chivas USA)

Chivas USA's community foundation partners with local business and organizations that donate money making it possible for low-income families to attend Chivas USA games for the first time! The foundation sets up auctions, a Comedy Session and other events raising money and making it possible to give away scholarships, etc.

ChivaKids (Chivas USA)

Through donations to Fundación Chivas de Corazón USA and Honda's support, the ChivaKids program enables children from various non-profit and community-based organizations to enjoy a pure "futbol" experience at Chivas USA home game.

CAPITAL Program

The MLS League office will be participating in the New York City CAPITAL Program during the summer of 2006. 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.