



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2023 Racial and Gender Report Card™

Major League Baseball

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Presented by:

The Institute for Diversity and Ethics in Sport™
with the DeVos Sport Business Management Program
in the College of Business Administration of the
University of Central Florida

Executive Summary	1
Report Highlights	5
Overall Grades	9
Grades By Category	10
MLB Players	10
MLB Managers	11
MLB Coaches	11
MLB Central Office	13
MLB Team Front Offices	17
Owners.....	17
Chief Executive Officers and Presidents.....	17
Head of Baseball Operations/General Managers.....	18
Team C-Suites Executives.....	18
Vice Presidents.....	19
Senior Administration.....	19
Professional Administration.....	20
MLB Umpires	20
MLB Diversity and Inclusion Initiatives	22
How Grades Were Calculated and Methodology	24
About the Gender and Racial Report Card	25
The Institute for Diversity and Ethics in Sport	25
DeVos Sport Business Management Program	25
Appendix I - Diversity and Inclusion Initiatives	26
Appendix II - List of Team Vice Presidents	36
Appendix III - Data Tables	40
Historical Listing of MLB Managers of Color.....	44

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THE 2023 RACIAL AND GENDER REPORT CARD:

MAJOR LEAGUE BASEBALL

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Executive Summary

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The 2023 Major League Baseball Racial and Gender Report Card (RGRC) was issued today by the Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF).

Major League Baseball earned a **B** on the issue of racial hiring and a **C** for gender hiring practices, bringing the overall grade to a **C+** in the 2023 MLB RGRC.

The **83.3** points for racial hiring practices represented an increase from **83.0** in the 2022 MLB RGRC. The **74.5** points for gender hiring practices was an decrease from **75.3** in 2022. The overall grade of **78.9** points, decreased slightly from **79.1** in the 2022 MLB RGRC.

Dr. Richard Lapchick, the primary author of the study and the director of The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF) said “Jackie Robinson’s legacy and vision carries on 76 years after he broke the color barrier in Major League Baseball. The 2023 Major League Baseball Racial and Gender Report card shows the path paved by Jackie Robinson and others is becoming a reality for so many more players of color.”

However, the lack of Black or African-American players continues to be a glaring issue for Major League Baseball. The 2023 season began with only **6.2** percent of the players being or African-American. This was a

Overall Grade



C+

Racial Hiring



B

Gender Hiring



C

decline from the 7.2 percent on Opening Day 2022. For the 2nd consecutive year, a new record low has been set. This is the lowest percentage of Black or African American players recorded in the Racial and Gender report Card since 1991. The overall diversity of MLB rosters remains strong with 40.3 percent being players of color representing a 2.3 percent increase from 2022. The largest group represented is Latinos or Hispanics at 30.2 percent.

In the 2022 Major League Baseball draft, Black or African American players made up **four** of the first **five** selections for the first time in Draft history. Notably all four players were alumni of the DREAM series, a diversity focused development program offered by MLB and USA Baseball. In addition, **nine** players in the first round were Black or African American, the most by total and percentage since 1992 when **10** of the **28** first round selections were Black or African American. Overall, **12** in the opening round were Black or Latino. The 2023 MLB Draft will be held in July.

In the 2022 Major League Baseball draft, Black or African American players made up **four** of the first **five** selections for the first time in Draft history. Notably all four players were alumni of the DREAM series, a diversity focused development program offered by MLB and USA Baseball. In addition, **nine** players in the first round were Black or African American, the most by total and percentage since 1992 when **10** of the **28** first round selections were Black or African American. Overall, **12** in the opening round were Black or Latino. The 2023 MLB Draft will be held in July.

Beginning in the 2021 RGRC series, TIDES started to award bonus points for crucial social justice initiatives and hiring milestones. MLB led programs including Breakthrough Series, Hank Aaron Invitational, DREAM Series, Youth Academies and RBI are making significant impacts in getting alumni at the next level in college. Overall, more than **635** MLB Develops program alumni played college baseball with **570** (**90** percent) of this group being Black or African American. An outstanding, 95 percent of all baseball development event participants (Breakthrough Series, Hank Aaron Invitational, DREAM

MLB RGRC at a Glance

Grade for Race of MLB Players

A  **40.3%**
People of Color

Racial Hiring Grade for MLB Central Office

B+  **30.0%**
People of Color

Gender Hiring Grade for MLB Central Office

C+  **30.1%**
Women

Racial Hiring Grade for MLB Team Managers

C **20.0%**
People of Color

Racial Hiring Grade for MLB Team Coaches

A+  **38.3%**
People of Color

Series) who have graduated high school have played baseball at the college or professional levels. Since 2015, more than **240** alumni of MLB led baseball programming have been drafted.

Among the many groundbreaking social justice initiatives implemented by the MLB this year is the “HBCU Campus Outreach x MLB Summer Internship.” The league has conducted both in-person and virtual recruitment sessions with students on HBCU campuses all across the country. As a result, more than 100 applications, from students from 23 HBCUs, have been submitted for the 2023 MLB Summer Internship program.

All data for this 2023 MLB RGRC was collected by MLB Central Office and transmitted to the research team at The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida’s DeVos Sport Business Management Graduate Program.

Using data as of March 24, 2023, TIDES conducted an analysis of the breakdown of the MLB players, managers, and coaches. In addition, this MLB Report Card includes a racial and gender breakdown of the owners, managers, players, MLB’s Central Office, and MLB Clubs. Listings of majority owners, general managers, and team managers were updated as of the start of the 2023 season. It should be noted that previous MLB Report Cards used data from the prior season while this is the third year that the Report Card features data from the current season. The MLB player demographics for the 2023 Opening Day rosters are also included.

Dr. Richard Lapchick, the primary author of the study and the Director of TIDES at the University of Central Florida (UCF) said, "One of Jackie Robinson’s most famous quotes was: 'A life is not important except in the impact it has on other lives.' His life did and does continue to have an impact. In MLB, he wanted to be sure Black people played on an equal playing field and that they also led the team in the front office and as managers. The 2023 Major League Baseball Racial and Gender Report Card shows that baseball has improved in some areas but must improve across all categories and hasten the pace of change."

MLB RGRC at a Glance

Racial Hiring Grade for President of Baseball Ops/GMs

D+ **13.3%**
People of Color

Racial Hiring Grade for Senior Administration

C+ **21.1%**
People of Color

Gender Hiring Grade for Senior Administration

C **27.4%**
Women

Racial Hiring Grade for Professional Administration

B+  **30.3%**
People of Color

Gender Hiring Grade for Professional Administration

C+  **29.0%**
Women

The MLB Central Office received a **B+** for racial hiring and a **C+** for gender hiring practices. People of color comprised **30.0** percent and women comprised **30.1** percent of the total Central Office professional staff. There was **29** people of color and **34** women in positions of vice president or higher at the League Office.

Much more work is also necessary at the club level. MLB received a **B+** for racial hiring for Central Office , coaches and professional administration staff, a **C+** senior administration, and a **C** for managers and vice presidents. In addition, MLB received a **C-** for C-suite executives, a **D+** general managers/director of player personnel, **F** for owners and CEO/presidents. The record for gender hiring at the club level saw many decreases with **C+** in central office and professional administration, **C** grades for the senior administration, **D+** for C-Suite Executives, and **F** for Owners, CEO/Presidents, and Vice Presidents.

Lapchick commented, “Notably the MLB has many innovative Diversity, Equity, and Inclusion initiatives introduced throughout the league this year. As the league continues to become more diverse amongst players, I look forward to seeing more people of color and women in key positions. This year that has been a significant increase in women in front offices. The current trajectory of inclusive efforts by the MLB front office leads me to believe the future of the MLB is promising.”

The Racial and Gender Report Card asks, “Are all sports leagues playing fair when it comes to racial and gender hiring? How can the data presented help leaders and management within these leagues make diverse and inclusive hiring decisions?”

It is imperative that teams play the best athletes they have available to win games. TIDES strives to emphasize the business value of diversity to sports organizations when they choose their team on the field and in the office. Diversity initiatives, like diversity and inclusion management training, can help change attitudes and increase the applicant pool for open positions. It is obviously 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 because they can provide a unique perspective, and a competitive advantage for a win in the boardroom as well as on the field.

The Institute for Diversity and Ethics in Sport (TIDES) located at the University of Central Florida (UCF), publishes the Racial and Gender Report Card annually to indicate areas of improvement, stagnation, and regression in the racial and gender composition of professional and college sports personnel and to the improvement of integration in front office and college athletic department positions. The publication of the 2023 MLB Racial and Gender Report Card is the first in the series of 2023 Racial and Gender Report Cards. It will be followed by Racial and Gender Report Cards on the NBA, WNBA, NFL, MLS, and College Sport.

- On 2023 Opening Day, **40.34** percent of the Major League Baseball players were players of color, up from **37.6** percent. The percentage of Black or African

Report Card Highlights

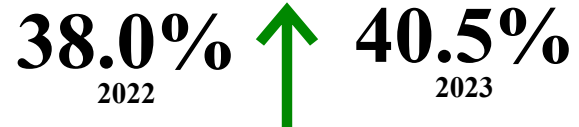
American players was **6.2** percent, a decrease of **1.0** percent from 2021. This is the lowest percentage since the Racial and Gender Report Card data started being collected in 1991 when **18** percent of the MLB players were Black or African American.

- A total of **269** players represented **19** different countries and territories outside of the 50 United States on 2023 Opening Day rosters and inactive lists, Major League Baseball announced. The total of **269** international players, which comes with an increased player pool due to expanded 28-man active rosters, marks the third-most all-time on Opening Day rosters, behind only 2020 (**291**, with expanded 30-man active rosters) and 2022(**275**, with expanded 28-man rosters).
- In the 2022 MLB Draft, Black or African American players made up four of the first five selections for the first time in Draft history, with all four players being alumni of the DREAM Series, a diversity-focused development programming offered by MLB and USA Baseball.
- In addition, **six** of the first **18** picks were Black or African American (**33** percent), with all being alumni of MLB Development programming.
- Nine players in the first round were Black or African American (**30** percent), the most by total and percentage since 1992 when **10** of the **28** first round selections were Black (**35.7** percent). Overall, **12** in the opening round were Black or African American or Hispanic or Latino (**40** percent).
- Between 2012 and 2021, the first round of the MLB Draft featured **56** Black or African American players out of **319** selections (**17.5** percent).
- This year, MLB continues to be innovative in their inclusion initiatives. MLB, the MLBPA and Hall of Famer Ken Griffey Jr. jointly announced the launch of the inaugural “*HBCU Swingman Classic*,” an annual All-Star experience for baseball student-athletes from Division-I programs at Historically Black Colleges and Universities (HBCUs). The philanthropic and educational event, which will center around an “All-Star” Game, will be held during 2023 MLB All-Star Week in July at T-Mobile Park. That is the home of the Seattle Mariners, the franchise for which Griffey Jr. played for **13** seasons during his legendary career. The HBCU Swingman Classic, which will be powered by the MLB-MLBPA Youth Development Foundation, will highlight the history and legacy of HBCU baseball programs while also providing **50** HBCU baseball players with the opportunity to showcase their talent on a national stage. The student-athletes will be selected by a committee that will include Griffey Jr., representatives from MLB and MLBPA, and scouts.
- Commissioner Manfred’s Central Office has continued to implement several diversity initiatives to address issues of diversity and inclusion. A list of these initiatives is provided in Appendix I. They include MLB University, the most advanced professional baseball operations curriculum in existence. The Diversity Pipeline Program, which identifies, develops, and cultivates the pool of qualified minority and female candidates for on-field and baseball operations positions; and the MLB Diversity Fellowship, which provides the opportunity for diverse professionals to work in business operations in the front office. The Diversity Pipeline Scout Development Program is held during the Arizona Fall League in October, providing hands-on experience for persons of color and women to pursue a career in scouting and player evaluation.
- The 2023 MLB season began with six managers of color, representing **20** percent of all Managers – the same total from 2020-2022. This includes four Hispanics or Latinos, one Black or African American, and one manager of two or more races (Black/African American and Asian).
- As of **January 1, 2023**, the percentage of people of

color holding coaching positions was **31.0** percent, a significant decrease from **40.4** percent in 2022. This included **9.9** percent Black or African American, **19.2** percent Hispanic or Latino(a)s, **1.6** percent Asian, and **0.3** percent Native Hawaiian/Pacific Islander.

- At the start of the 2023 season, there were a record 19 women who held on-field coaching or player development roles. **10** of the **19** are alumni of MLB's "Take the Field" initiative. Rachel Balkovec was hired in 2022 as the new manager of the Yankee's Low-A Tampa Tarpons. She was the first woman to be named a manager in affiliated baseball. Ronnie Gajownick (Hillsboro Hops) has become the second woman to manage a minor league affiliated franchise this season, and the first woman to manage at High-A.
- In 2022, Alyssa Nakken became the first female to coach first base in a Major League Baseball game (San Francisco Giants), following her trailblazer moment in January 2020 of being named to the Club's Major League coaching staff.
- In January 2020, MLB's Office of the Commissioner (BOC) opened its new headquarters at 1271 Avenue of the Americas in Manhattan, NY. In doing so, the League office combined its previous BOC workforce with that of the former Advanced Media operations (BAM) – notably those in its technology, sponsorship, consumer products, video review and instant replay functions. As a result, the overall workforce of MLB Central Office has increased from **419** in 2019 to **1,434** as of January 1, 2023. The Central Office comparisons throughout this Report should be considered as atypical because of this dramatic increase at the Central Office.
- Of all MLB Central Office professional staff, **67.2** percent of employees were white, **2.8** percent were voluntary nondisclosures and **30.0** percent were people of color, including **6.1** percent Black or African American, **13.1** percent Hispanic or Latino(a), **8.0** percent Asian, and **2.5** percent of two or more races. Women made up **30.1** percent of MLB Central Office professional staff.

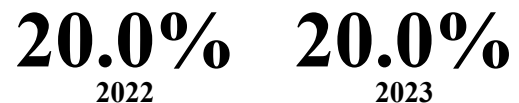
Players of Color



Black Players



Managers of Color



Coaches of Color



Vice Presidents of Color



- The rise in women in senior front office positions at Clubs on teams continued in 2022-23. In 2023, they included:
 - **Kim Ng** - Miami Marlins, General Manager (First female GM in MLB history)
 - **Catie Griggs** - Seattle Mariners, President of Business Operations
 - **Caroline O'Connor** - Miami Marlins, President of Business Operations
 - **Caroline Perry** - San Diego Padres, Chief Operating Officer
 - **Marti Wronski** - Milwaukee Brewers, Chief Operating Officer
 - **Raquel Ferreira** - Boston Red Sox, EVP and Asst. GM
 - **Jean Afterman** - New York Yankees, SVP and Asst. GM
 - **Eve Rosenbaum** - Baltimore Orioles, Assistant General Manager, Baseball Operations
 - **Sara Goodrum** - Houston Astros, Director of Player Development
 - **Liz Benn** - New York Mets, Director of Major League Operations
- As of the start of the 2023 season, there were **43** women who held some level of coaching role at the Major or Minor League levels, an increase of **10** from **33** in 2022.
- Of all MLB Central Office employees at the Director and Managerial level, people of color represented **25.7** percent as of January 1, 2023. Women held **27.8** percent of these roles.
- Of the **30** majority team owners across MLB, **29** are white (**97.5** percent). Arturo Moreno of the Los Angeles Angels is the only Hispanic or Latino(a)s majority owner in American professional sports. He has owned the team since 2003.
- Earvin “Magic” Johnson is a minority owner of the Los Angeles Dodgers along with Billie Jean King and Ilana Kloss, who both joined the Dodgers ownership group in September 2018. Patrick Mahomes along with Karen Daniel, an African-American woman became minority owners of the Kansas City Royals in 2020. Several women, including Linda Alvarado (Colorado Rockies), Marla Lerner Tanenbaum (Washington Nationals), and several members of the Steinbrenner family (New York Yankees) serve as co-owners.
- At the start of the 2023 season, there were **four** (**13.3** percent) people of color holding the position of either General Manager, President of Baseball Operations, or the equivalent for an MLB club. This included **one** Black or African American, **one** Hispanic or Latino(a), and **two** Asians.
- As of January 1, 2023, people of color held **17.2** percent of team vice president positions, increasing from last year’s **16.1** percent. This included **5.0** percent Black or African American, **6.0** percent Hispanic or Latino(a)s, and **2.8** percent Asian. White employees held **82.9** percent of vice president roles, a slight increase from **82.8** percent in 2021.
- Women held **19.0** percent of all team vice president positions, which was an increase of **1.4** percent from **18.3** percent in 2022.
- As of January 1, 2022, **21.1** percent of team senior administration positions were held by people of color, an increase from **19.8** percent last year. This included **5.6** percent Black or African American, **10.4** percent Hispanic or Latino(a)s, **3.1** percent Asian, and **1.6** percent of two or more races. White employees held **77.9** percent of these positions, a **1.1** decrease from **79.0** percent in 2022.
- Of all team senior administration positions, women represented **27.4** percent, which was a slight decrease from **28.5** percent in 2021.
- As of January 1, 2022, the number of people of color in team professional administration positions was **30.3** percent, which included **6.7** percent Black or African American, **11.1** percent Hispanic or Latino(a)

s, **4.4** percent Asian, and **2.1** percent of two or more races. This is the highest percentage in MLB Report Card history in this category. White employees held **73.6** percent of team professional administration positions, down from **74.2** percent in 2021.

- Women held **29.0** percent of team professional administration positions, an increase from **25.5** percent in 2021.



Overall Grades

Major League Baseball earned a **B** on the issue of racial hiring and a **C** for gender hiring practices, bringing the overall grade to a **C+** in the 2023 MLB RGRC.

The **83.3** points for racial hiring practices represented an increase from **83.0** in the 2022 MLB RGRC. The **74.5** points for gender hiring practices was a decrease from **75.3** in 2022. The overall grade of **78.9** points decreased slightly from **79.1** in the 2022 MLB RGRC.

Beginning in 2021 RGRC series, TIDES awarded bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. The bonus points substantially increased the grades for racial and gender hiring and for the overall grade.

For race, MLB received an **A+** for players and an **A** for assistant coaches, a **B+** for league office and professional administration, a **C+** for senior administration, a **C** for team managers, vice presidents, a **D+** for general managers/president of baseball operations, and a **F** for owners and CEO/presidents.

For gender hiring practices, MLB received a **C+** for league office and professional administration, a **C** for team senior administration, and an **F** for owners, CEO/presidents, and vice presidents.

The grades for C-Suite executives and umpires were not used in the calculation of the final grade, but MLB received a **C-** for racial hiring practices and a **D+** for gender hiring practices in the C-Suite category. Similarly, it received a **C-** for racial hiring practices for umpires and an **F** for gender hiring practices.



Racial Hiring:

83.0	↑	83.3
2022		2023

Gender Hiring:

75.3	↓	74.5
2022		2023

Overall Score:

79.1	↓	78.9
2022		2023

Grades by Category

MLB Players

- On 2023 Opening Day, people of color represented **40.5** percent of players on active 26-man rosters. Total people of color included **30.2** percent Hispanics or Latinos and **6.2** percent Black or African Americans. As noted earlier, this is the lowest percentage of Black or African American players recorded in the Racial and Gender report Card since 1991.
- **3.2** percent were Asian, **0.6** percent were Hawaiian/Pacific Islander and **0.2** percent were Native American.
- A total of **269** players represented **19** different countries and territories outside of the 50 United States on 2023 Opening Day rosters and inactive lists. The total of **269** international players, which comes with an increased player pool due to expanded 28-man active rosters, marks the third-most all-time on Opening Day rosters, behind only 2020 (291, with expanded 30-man active rosters) and 2022(275, with expanded 28-man active rosters).
- The **269** players born outside the U.S. (**28.5%**) come from a total pool of **943** players who were either active or on IL on March 30th rosters. Opening Day and inactive list players represented **19** countries and territories by birthplace.

MLB Draft Results

- In the 2022 MLB Draft, Black or African American players made up **four** of the first **five** selections for the first time in Draft history, with all **four** players being alumni of the DREAM Series, a diversity-focused development programming offered by MLB and USA Baseball.
- In addition, **six** of the first **18** picks were Black or African American (**33.0%**), with all being alumni of MLB Development programming.
- Nine players in the first round were Black or African American (**30.0%**), the most by total and percentage

MLB Grade for Race of Players

A+  **40.5%**
Players of Color



since 1992 when **10** of the **28** first round selections were Black or African American (**35.7%**). Overall, **12** in the opening round were Black or African American or Hispanic or Latino (**40.0%**).

- Over the last decade, the MLB Draft showed signs of hope in opportunities for Black or African American players, despite current player demographics. The 2023 MLB draft will be held in July.
- Between 2012 and 2021, the first round of the MLB Draft featured **56** Black or African American players out of **319** selections (**17.5** percent).

MLB Managers

The 2023 Major League Baseball season began with six managers of color, which was consistent from 2020 to 2022. Overall, people of color represented **20.0** percent of all MLB managers. Black or African Americans represented **3.3** percent of all Managers, Hispanics or Latino(a)s represented **13.3** percent, and Two or More Races (Black/African American and Asian) represented **3.3** percent.

There are **six** managers of color at the start of 2023 MLB season:

- **Dusty Baker**, Houston Astros (Black or African American)
- **Alex Cora**, Boston Red Sox (Hispanic or Latino)
- **Pedro Grifol**, Chicago White Sox (Hispanic or Latino)
- **Oliver Marmol**, St. Louis Cardinals (Hispanic or Latino)
- **Dave Martinez**, Washington Nationals (Hispanic or Latino)
- **Dave Roberts**, Los Angeles Dodgers (Black or African-American and Asian)

The **four** Hispanic or Latino(a)s managers matches the most in an MLB season. The record of four has been reached in 2004, 2011, 2019, 2020, 2021 and 2022.

The **six** managers of color at the end of the 2022 season included:

- **Dusty Baker**, Houston Astros (Black or African American)
- **Alex Cora**, Boston Red Sox (Hispanic or Latino)
- **Dave Martinez**, Washington Nationals (Hispanic or Latino)
- **Charlie Montoyo**, Toronto Blue Jays (Hispanic or Latino)
- **Dave Roberts**, Los Angeles Dodgers (Black or African-American and Asian)
- **Oliver Marmol**, St. Louis Cardinals (Hispanic or Latino)

Racial Hiring Grade for MLB Managers

C

20.0%
People of Color

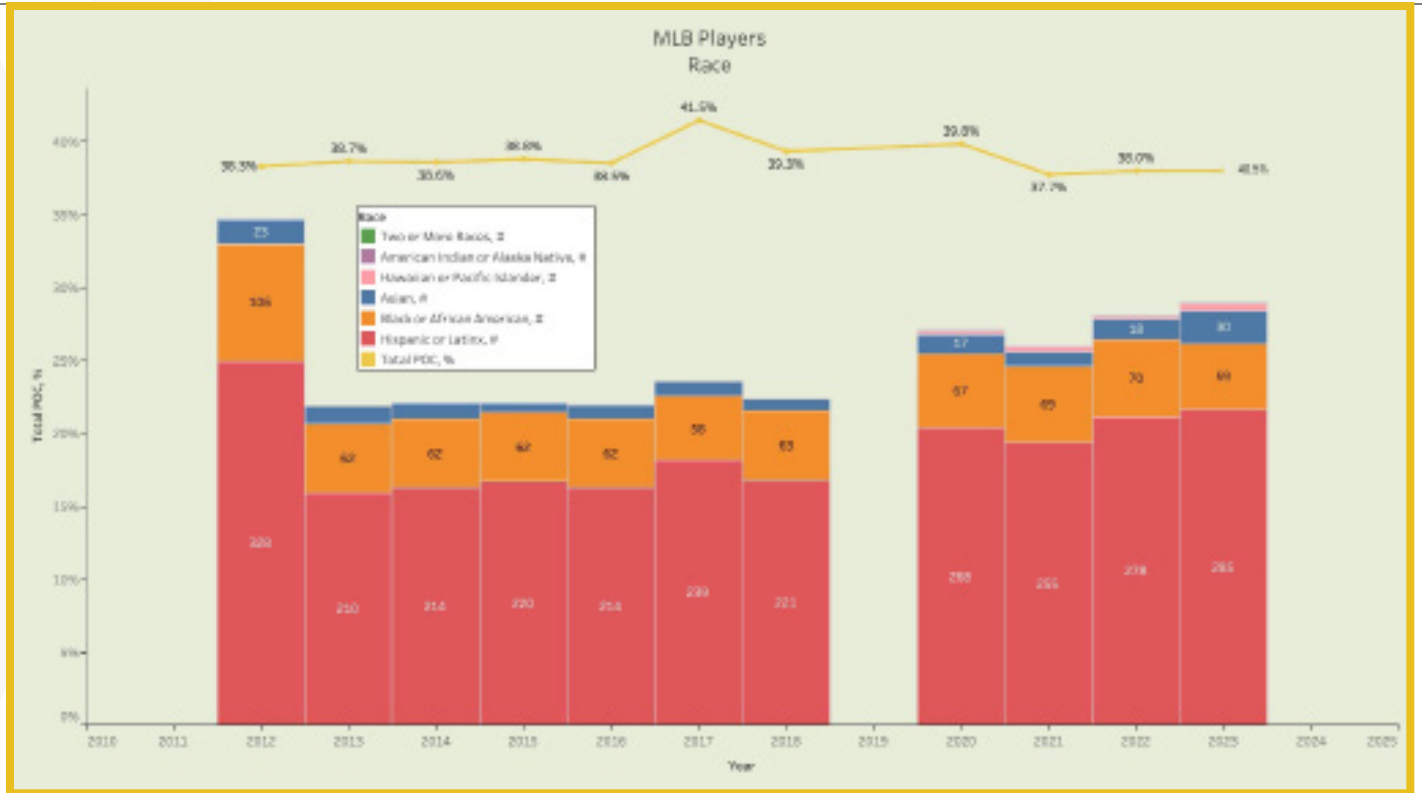
MLB Coaches

As of January 1, 2023, the percentage of people of color holding coaching positions was **31.0** percent, a significant **9.4 percent** decrease from 2022. Black or African Americans held **9.9** percent of coaching positions, an increase from **5.4** percent in 2022. Hispanics or Latino(a)s held **19.2** percent of coaching positions, a decrease of **10.1** percentage point from 2022. All other people of color occupied **1.9** percent of coaching positions.

MLB has been a leader for women coaching MLB teams. As of the start of the 2023 season, there were **43** women who held some level of coaching role at the Major or Minor League levels (i.e., on-field coaching, player development, strength and conditioning, or mental health skills), and notably a record of **19** on-field coaching and player development positions.

- **Alyssa Nakken**, Major League Assistant Coach, San Francisco Giants
- **Rachel Balkovec**, Minor League Manager - LA, New York Yankees
- **Ronnie Gajownik**, Minor League Manager - HA, Arizona Diamondbacks

- **Veronica Alvarez**, Coordinator of Player Development, Latin America, Oakland Athletics
 - **Gretchen Aucoin**, Reconditioning Hitting Coach, New York Mets
 - **Kayla Baptista**, Coaching Apprentice, Texas Rangers
 - Sarah Edwards, Hitting Development Coach, Philadelphia Phillies
 - **Rachel Folden**, Co-Minor League Hitting Coordinator, Chicago Cubs
 - **Chloe Gosselin**, Development Coach, Boston Red Sox
 - **Zoe Hicks**, Coach/Baseball Tech Associate, Los Angeles Dodgers
 - **Taylor Jackson**, Development Coach, Boston Red Sox
 - **Amanda Kamekona**, Minor League Hitting Coach, Cleveland Guardians
 - **Stephanie Lombardo**, Development Coach, Pittsburgh Pirates
 - **Breanne Nasti**, Development Coach, New York Mets
 - **Rachel Neugart**, Baseball Operation and Player Development Spring Training, New York Mets
 - **Regan Saulnier**, Development Coach, New York Mets
 - **Ashley Stephenson**, 4th Coach, Toronto Blue Jays
 - **Jaime Vieira**, Minor League Hitting Coach, Toronto Blue Jays
 - **Christina Whitlock**, 4th Coach, St. Louis Cardinals
 - **Maria Bogeart**, Mental Performance Coach, New York Mets
 - **Frances Cardenas**, Mental Performance Coach, Philadelphia Phillies
 - **Cecilia Craft**, Director, Mental Performance Life Skills and Education
 - **Grace Cullen**, Strength and Conditioning Coach, St. Louis Cardinals
 - **Carla Diaz**, Mental Performance Coach, Tampa Bay Rays
 - **Jennifer Ferriter**, Mental Performance Coach, Tampa Bay Rays
 - **Jacqueline Gover**, Strength and Conditioning Coach, St. Louis Cardinals
 - **Steph Hale-Burkhart**, Mental Skills Coordinator, Seattle Mariners
 - **Brea Hapken**, Mental Performance Coach, Philadelphia Phillies
 - **Dehra Harris**, Director, Performance Research and Educations, Toronto Blue Jays
 - **Hannah Huesman**, Mental Performance Coordinator, Texas Rangers
 - **Michelle Kuda**, Strength and Conditioning Coach, San Francisco Giants
 - **Maria Lugo**, Strength and Conditioning Coach, Miami Marlins
 - **Sydney Masters**, Mental Performance Coach, Arizona Diamondbacks
 - **Cristina Medina**, Strength and Conditioning Coach, San Diego Padres
 - **Erika Monsalve**, Mental Performance Coach, Toronto Blue Jays
 - **Andrea Padron**, Assistant Performance Coach, Philadelphia Phillies
 - **Emily Payette**, Coordinator, Minor League Mental Health and Wellness
 - **Rosa Pou**, Mental Skills Coordinator, San Diego Padres
 - **Kathryn Rowe**, Mental Skills Coach, Baltimore Orioles
 - **Mia Salvemini**, Strength and Conditioning Coach, Tampa Bay Rays
 - **Dana Sinclair**, Mental Skills Coordinator, Washington Nationals
 - **Traci Statler**, Coordinator, Mental Performance Scouting and Rehab, Philadelphia Phillies
 - **Sarah Szuba**, Strength and Conditioning Coach, Minnesota Twins
- At the start of the 2023 season, there were **seven** women in scouting roles.
- **Kinza Baad**, Pro Scout, Pittsburgh Pirates
 - **M'Lynn Dease**, Area Scout, Chicago Cubs
 - **Karla Espinoza**, Mexico Scout, Tampa Bay Rays
 - **Emily Glass**, Scout/Scouting Operations Administrator, Colorado Rockies
 - **Stephanie Johnson**, Pro Scouting Development Apprentice, Arizona Diamondbacks
 - **Ginger Poulson**, Area Scout, Milwaukee Brewers
 - **Julia Prusaczyk**, Baseball Development Analyst,



St. Louis Cardinals

Racial Hiring Grade for MLB Coaches

A ↓ **31.0%**
People of Color

MLB Central Office

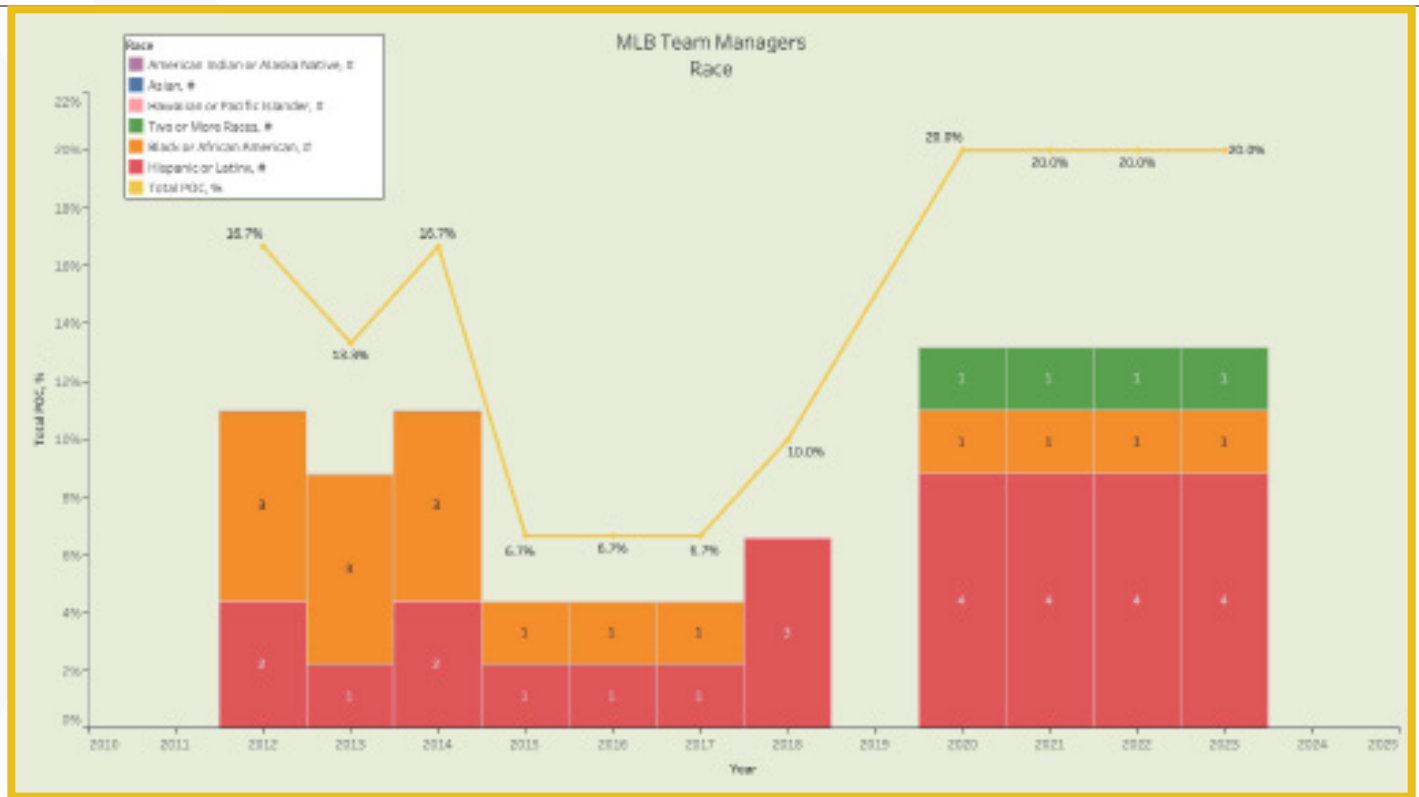
It should be noted that in January 2020, MLB’s Office of the Commissioner (BOC) opened its new headquarters at 1271 Avenue of the Americas in Manhattan, NY. In doing so, the League office combined its previous baseball Office of the Commissioner workforce with that of the former Advanced Media operations (BAM) – notably those in its technology, sponsorship, consumer products, video review and instant replay functions. As a result, the overall workforce of MLB Central Office has increased nearly 242 percent from 419 in 2019 to 1,434 as of January 1, 2023. Due to this significant change, the Central Office

comparisons throughout this report should be considered as atypical because of this dramatic increase at the League Office. This had a large impact on the gender hiring grade.

As of January 1, 2023 people of color comprised 30.0 percent of the Central Office professional staff, including 6.1 percent who were Black or African American, 13.1 percent Hispanic or Latino(a)s, 8.0 percent Asian, 2.5 percent two or more races, and 0.3 percent classifying as other. Hawaiian or Pacific Islanders and American Indian or Alaskan Natives did not hold any positions in the Central Office. This 30.0 percent represents a significant increase from 20.1 percent in 2022.

Women made up 30.1 percent of the total MLB Central Office professional employees, a substantial increase from 20.1 percent in 2022.

There were 145 employees in senior executive level positions as of January 1, 2023. People of color represented 18.6 percent while women represented 23.5 percent.



There were **412** employees at the director and managerial level. People of color represented **25.7** percent, and women represented **27.8** percent.

The following people of color are Senior Vice Presidents or above in MLB's Central Office:

- **Steven Gonzalez**, Senior Vice President and andand Chief Employment Counsel
- **Michael Hill**, Senior Vice President – On-Field Operations
- **Raul Ibanez**, Senior Vice President – On-Field Operations
- **Uzma Rawn**, Senior Vice President – Global Corporate Partnerships
- **Tony Reagins**, Chief Baseball Development Officer
- **Jorge Perez-Diaz**, Senior Vice President, Litigations and International Affairs
- **Vasanth Williams**, Executive Vice President, Chief Product Officer
- **Peter Woodfork**, Senior Vice President, Minor League Operations andand Development
- **Christopher Brumm**, Senior Vice President and Head Counsel, Corporate & Finance

The following women are Senior Vice Presidents or above in MLB's Central Office:

- **Lauren Fritts**, Senior Vice President - Brand and Experiential Marketing
- **Kimberly Hausmann**, Senior Vice President and Controller
- **Sarah Horvitz**, Senior Vice President and Head Counsel, Business &and Technology
- **Barbara McHugh**, Senior Vice President, Audience Development and Marketing Ops
- **Lara Pitaro-Wisch**, Executive Vice President and General Counsel
- **Uzma Rawn**, Senior Vice President, Global Corporate Partnerships
- **Karri Zaremba**, Senior Vice President, Ballpark Experience and Ticketing
- **Diana Braverman**, Senior Vice President, Controller
- **Moiria Weinberg**, Senior Vice President, Investigations and Deputy General Counsel
- **Regan White**, Senior Vice President, Human Resources

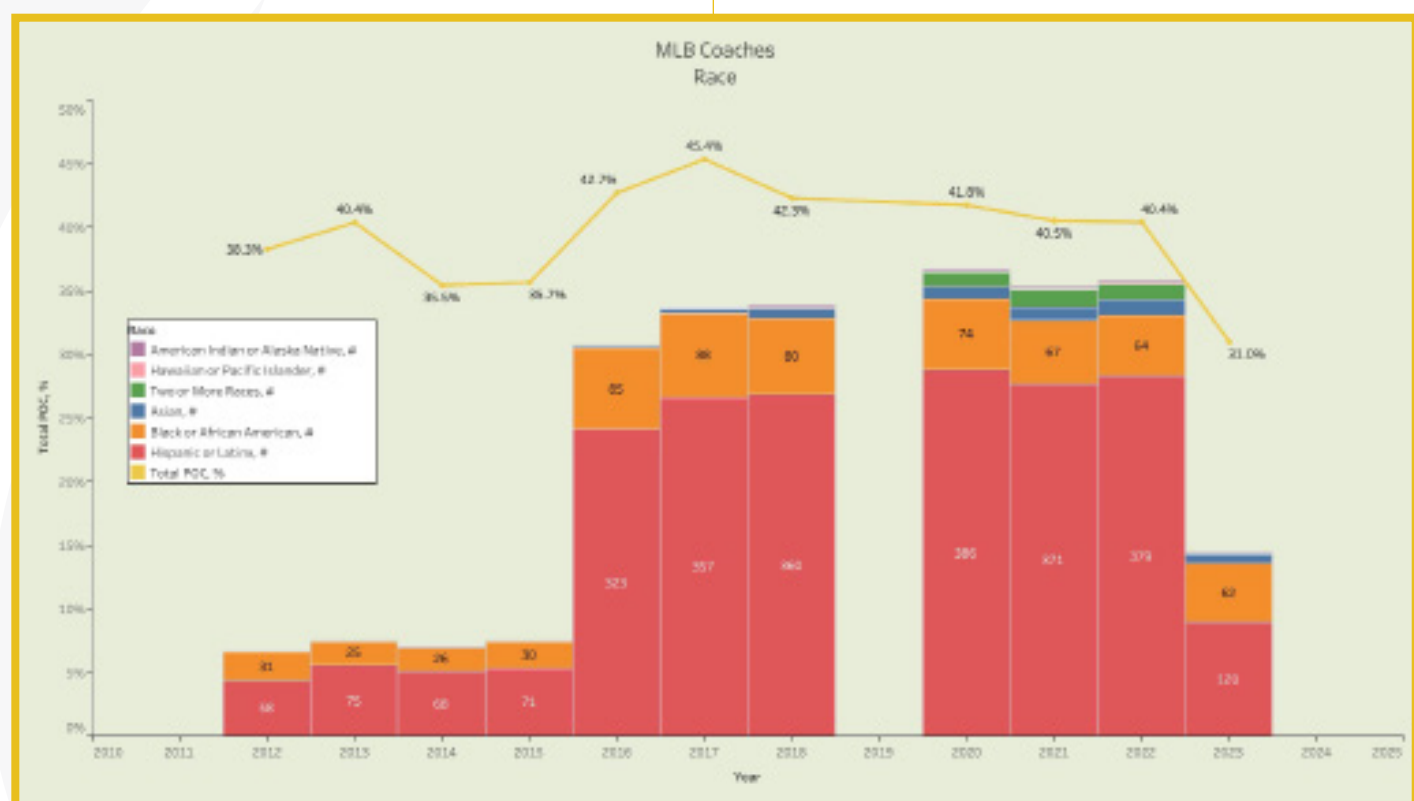
The following people of color are Vice Presidents in MLB’s Central Office:

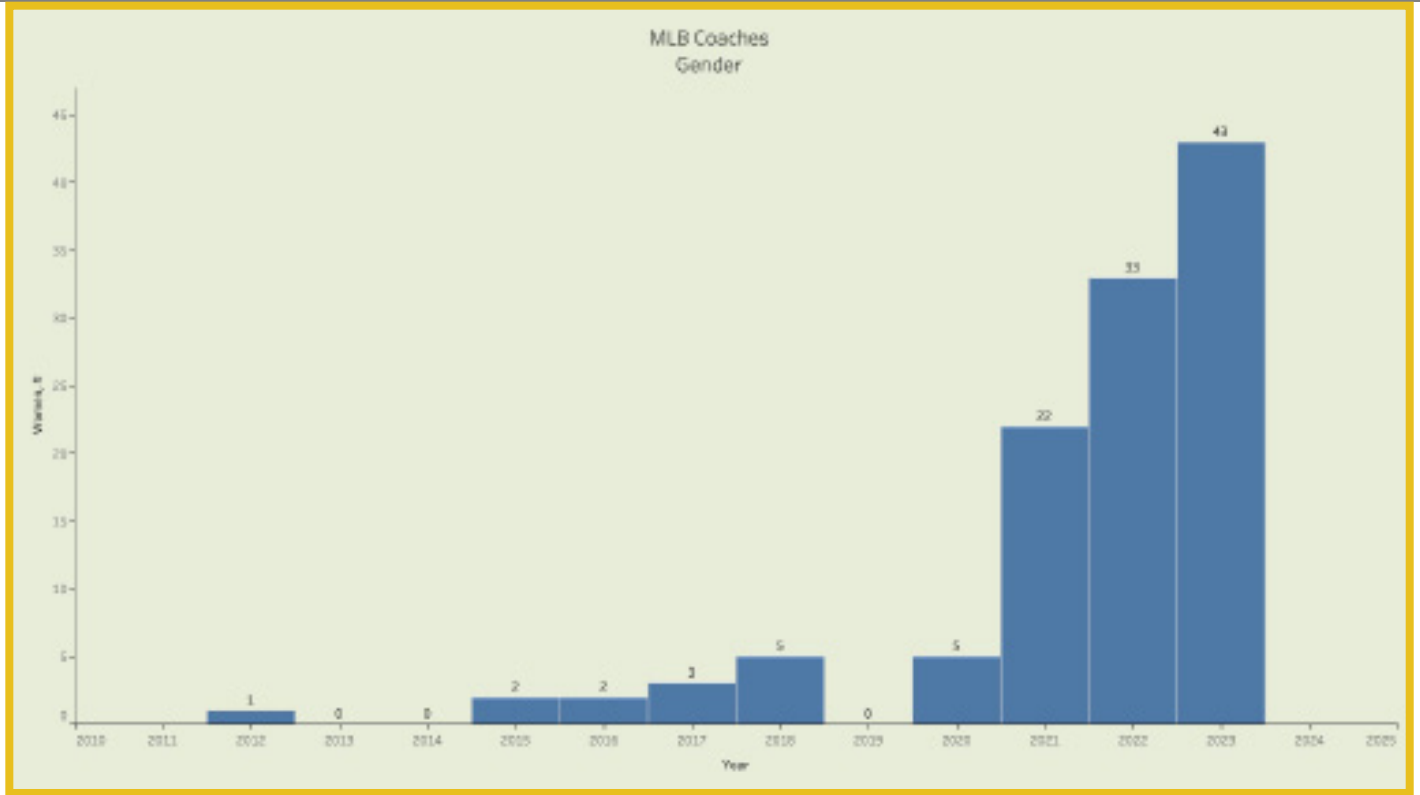
- **April Brown**, Vice President, Social Responsibility
- **David James**, Vice President, Baseball and Softball Development
- **Del Matthews**, Vice President, Baseball Development
- **Arturo Pardavila**, Vice President, Content Operations
- **Ariana Talai**, Vice President, Technology Infrastructure Operations
- **Eddie Torres**, Vice President, Real Estate and Facility Services
- **Steven Arocho**, Vice President, Corporate Communications
- **Frances Isabel**, Vice President, Human Resources
- **Kunal Joshi**, Vice President, Product, Data Platform
- **Joseph Martinez**, Vice President, On-Field Strategy
- **Marquest Meeks**, Vice President and Deputy General Counsel, Sports Betting & Compliance Director, State Government Relations
- **Darrell Miller**, Vice President, Youth and Facility Development
- **Tad Miyoshi**, Vice President, Club Finance and Reporting

- **Rohit Dalal**, Vice President, Analytics
- **Adrian Williams**, Vice President, Global Brand Partnerships
- **Felipe Negron**, Vice President, Infrastructure Engineering
- **Irene Cheung**, Vice President, Marketing Operations
- **Chuck Torres**, Vice President, Broadcasting and Scheduling
- **Alain Joseph**, Vice President, Data Engineering
- **Julio Torres**, Vice President, Real Estate and Facility Services

The following women are Vice Presidents in MLB’s Central Office:

- **Marianne Boak**, Vice President, Enterprise Products
- **April Brown**, Vice President, Social Responsibility
- **Courtney Coppotelli**, Vice President, Account Services
- **Diane Cuddy**, Vice President, Human Resources
- **Daria L. DeBuono**, Vice President, Product Development
- **Tanya Fickenscher Leonard**, Vice President and Deputy General Counsel, Intellectual Property





- **Kate Hussmann**, Vice President, Club Services and
- **Rosina Lanson**, Vice President, Club Services and
- **Mary Lawless**, Vice President, Legal and Business Affairs
- **Christine Ryan**, Vice President, Apparel
- **Jennifer Shaw**, Group Director and Vice President, Integrated Marketing
- **Ariana Talai**, Vice President, Technology Infrastructure Operations
- **Allison Creekmore**, Vice President, Minor League Business Operations
- **Amy Gold**, Vice President and Deputy General Counsel, Litigation
- **Frances Isabel**, Vice President, Human Resources
- **Jennifer Simms**, Vice President and Deputy General Counsel, Licensing & Club Services
- **Brittany Stavitz**, Vice President, Club Marketing
- **Julia Vogel**, Vice President and Deputy General Counsel, Corporate & Finance
- **Marika Shaub**, Vice President, Social Media Marketing and Innovation
- **Rebecca Seesel**, Vice President, International

- **Irene Cheung**, Vice President, Marketing Operations
- **Marissa Root**, Vice President, Office Operations and Administration

Diverse Leadership Promotions at MLB's Office of the Commissioner as of January 1, 2023 included:

- **Diana Braverman**, Senior Vice President, Controller
- **Moira Weinberg**, Senior Vice President, Investigations and Deputy General Counsel
- **Christopher Brumm**, Senior Vice President and Head Counsel, Corporate & Finance
- **Frances Isabel**, Vice President, Human Resources
- **Allison Creekmore**, Vice President, Minor League Business Operations
- **Kasey Sanossian**, Vice President and Deputy General Counsel, Labor
- **Jennifer Simms**, Vice President and Deputy General Counsel, Licensing and Club Services
- **Amy Gold**, Vice President and Deputy General Counsel, Litigation
- **Rebecca Seesel**, Vice President, International

Operations

- **Brittany Stavitz**, Vice President, Club Marketing
- **Marissa Root**, Vice President, Office Operations and Administration
- **Julia Vogel**, Vice President and Deputy General Counsel, Corporate and Finance
- **Arturo Pardavila**, Vice President, Content Operations
- **Tad Miyoshi**, Vice President, Club Finance and Reporting
- **Joseph Martinez**, Vice President, On-Field Strategy
- **Chuck Torres**, Vice President, Broadcasting and Scheduling
- **Steven Arocho**, Vice President, Corporate Communications
- **Marquest Meeks**, Vice President and Deputy General Counsel, Sports Betting and Compliance Director, State Government Relations

New senior level diverse hires as of January 1, 2023 included:

- **Regan White**, Senior Vice President, Human Resources
- **Marika Shaub**, Vice President, Social Media Marketing and Innovation
- **Irene Cheung**, Vice President, Marketing Operations
- **Rohit Dalal**, Vice President, Analytics
- **Adrian Williams**, Vice President, Global Brand Partnerships
- **Alain Joseph**, Vice President, Data Engineering

Racial Hiring Grade for MLB Central Office

B+  **30.0%**
People of Color

Gender Hiring Grade for MLB Central Office

C+  **30.1%**
Women

MLB Team Front Office

Ownership

Arturo Moreno, who owns the Los Angeles Angels, is the only Hispanic or Latino majority owner in professional sports and is the only majority owner of color for an MLB team. Derek Jeter, who is part of the Miami Marlins ownership group, also served as the Club's Chief Executive Officer before recently stepping down.

Clubs expanded minority ownership around the league. In March of 2021, LeBron James and Maverick Carter became the first Black partners of Fenway Sports Group (FSG). Thus, they became part-owners of the Boston Red Sox as well as other FSG subsidiaries, including NESN, Roush Fenway Racing, and Fenway Sports Management. In October, Ken Griffey Jr. became an investing partner and part-owner of the Seattle Mariners.

Earvin "Magic" Johnson continues to serve as minority owner of the Los Angeles Dodgers along with Billie Jean King and Ilana Kloss, both of whom joined the Dodgers ownership group in September 2018. Patrick Mahomes became a minority owner of the Kansas City Royals in July 2020. Karen Daniel, an African-American woman, joined the Kansas City Royals ownership group in November of 2020. She joins Mahomes as part of their ownership group. Several women, including Linda Alvarado (Colorado Rockies), Marla Tanenbaum (Washington Nationals), Laura Ricketts (Chicago Cubs) and several members of the Steinbrenner Family (New York Yankees) serve as co-owners.

Presidents/Chief Executive Officers

In September 2017, Major League Baseball approved the purchase of the Derek Jeter-led ownership group for the Miami Marlins, making Jeter the club's Chief Executive Officer. Jeter was the only club President or CEO who is a person of color in the league. In February 2022, Jeter

announced he was leaving his post as the Marlins CEO and would not continue to be a shareholder.

In July 2021, the Seattle Mariners hired Catie Griggs as its President of Business Operations. The Miami Marlins hired Caroline O'Connor as its President of Business Operations. Catie Griggs and Caroline O'Connor are the only Club Presidents who are women.

Racial Hiring Grade for CEOs/Presidents

F  **0.0%**
People of Color

Gender Hiring Grade for CEOs/Presidents

F  **7.7%**
Women

Head of Baseball Operations/General Managers

At the start of the 2023 season, there were **four** (13.3 percent) people of color who held the position of the President of Baseball Operations or the General Manager. This included **two** Black or African American and **two** Asians. People of color remain extremely underrepresented in president of baseball operations or general manager roles.

Black or African American Presidents of Baseball Operations (6.7 percent):

- **Kenny Williams**, Executive Vice President for the Chicago White Sox, and is the Club's top baseball operations official
- **Dana Brown**, General Manager, Houston Astros

Asian Presidents of Baseball Operations/General Manager (6.7 percent):

- **Kim Ng**, General Manager, Miami Marlins

- **Farhan Zaidi**, President of Baseball Operations, San Francisco Giants

Kim Ng became the first woman to serve as General Manager of an MLB team, becoming the highest-ranking woman in baseball operations across the MLB. The only other women to serve as GMs were in Major League Soccer. In 1999, Lynne Meterparel was named general manager of the then San Jose Clash Betty D'Anjolell was interim general manager of the Miami Fusion in 1998.

Racial Hiring Grade for Head of Baseball Ops/GMs

D+  **13.3%**
People of Color

Team C-Suite Executives

For MLB, this was the second year that TIDES has analyzed C-Suite executives as a separate category. "C-Suite" refers to executive-level managers, such as chief financial officers, chief operating officers, and chief information officers. These are among the most influential personnel who are responsible for developing and executing the overall strategy and business operations of the club. Chief executive officers are not included within this analysis because they are accounted for in the CEOs/Presidents category.

The percentage of people of color in C-Suite positions was **16.7** percent and **2.8** percent voluntary nondisclosure. The percentage of white people holding these positions in 2022 was **80.6** percent. Women held **23.6** percent of all C-Suite positions. Women and people of color are seriously underrepresented in team C-Suite executive positions.

Racial Hiring Grade for C-Suite

C-  **16.7%**
People of Color

Gender Hiring Grade for C-Suite

D+  **23.6%**
Women

People of color and women are seriously underrepresented in team vice president positions.

A list of team vice president and above who were women and/or people of color can be found in Appendix II.

Racial Hiring Grade for Vice Presidents

C  **17.2%**
People of Color

Gender Hiring Grade for Vice Presidents

F  **19.0%**
Women

Team Vice Presidents

As of January 1, 2023, the percentage of people of color holding team vice president positions was **17.2** percent; the percentage of women was **19.0** percent. The **15** percent is a decrease from year 2020 **15.3** percent, a total that was the league's highest since 2009. The 19 percent of women was **19.0** percent, increased from **18.3** percent.

White employees held **81.3** percent of vice president roles, a decrease from **82.8** percent in 2022.

In 2022 a total of **59** people of color who were team vice presidents, Black or African Americans were **6.1** percent, Hispanics or Latino(a)s **6.4** percent, Asians **3.5** percent, with all other people of color representing **1.2** percent.

There was a total of **64** women holding team Executive Vice President, Senior Vice President, and vice president positions on MLB teams, representing **19.0** percent.

Senior Administration*

This category includes the following titles, but is not restricted to directors, managers, assistant general managers, senior managers, general counsel, legal counsel, senior advisors, and assistant vice presidents.

As of January 1, 2023, people of color held **21.1** percent of team senior administration positions, a **1.3** percentage increase from 2021. Black or African Americans held **5.6** percent, Hispanics or Latino(a)s **10.4** percent, Asians **3.1** percent. All other people of color represented **1.9** percent.

Women held **27.4** percent of team senior administration positions, a **0.9** percentage point decrease from 2021. Women remain seriously underrepresented.

* Data includes Teams only. It does not include MLB Central Office or MLB Network.

Racial Hiring Grade for Senior Administration

C+ **21.1%**
People of Color

Gender Hiring Grade for Senior Administration

C **27.4%**
Women

Team Professional Administration*

Positions categorized as team professional administration include, but are not limited to specialists, technicians, supervisors, analytics, and programmers. The category excludes the traditional support staff positions such as secretaries, receptionists, administrative assistants, and staff assistants.

As of January 1, 2023, the percentage of people of color in team professional administration positions was **30.3** percent, which included **7.3** percent Black or African American, **15.9** percent Hispanic/Latino(a)s, **4.9** percent Asian, and **2.2** percent of two or more races. This mark of **30.3** was an increase of **5.7** percentage points from last year and is the highest percentage in MLB Report Card history in this racial category. White employees held **61.2** percent of team professional administration positions, down from **73.6** percent in 2022.

Women held **29.0** percent of team professional administration positions, an increase from **26.9** percent in 2022. As in senior administrative positions, women remain seriously underrepresented as team professional administrators.

**Data includes teams only. It does not include MLB Central Office or MLB Network.*

Racial Hiring Grade for Professional Administration

B+  **30.3%**
People of Color

Gender Hiring Grade for Professional Administration

C+  **29.0%**
Women

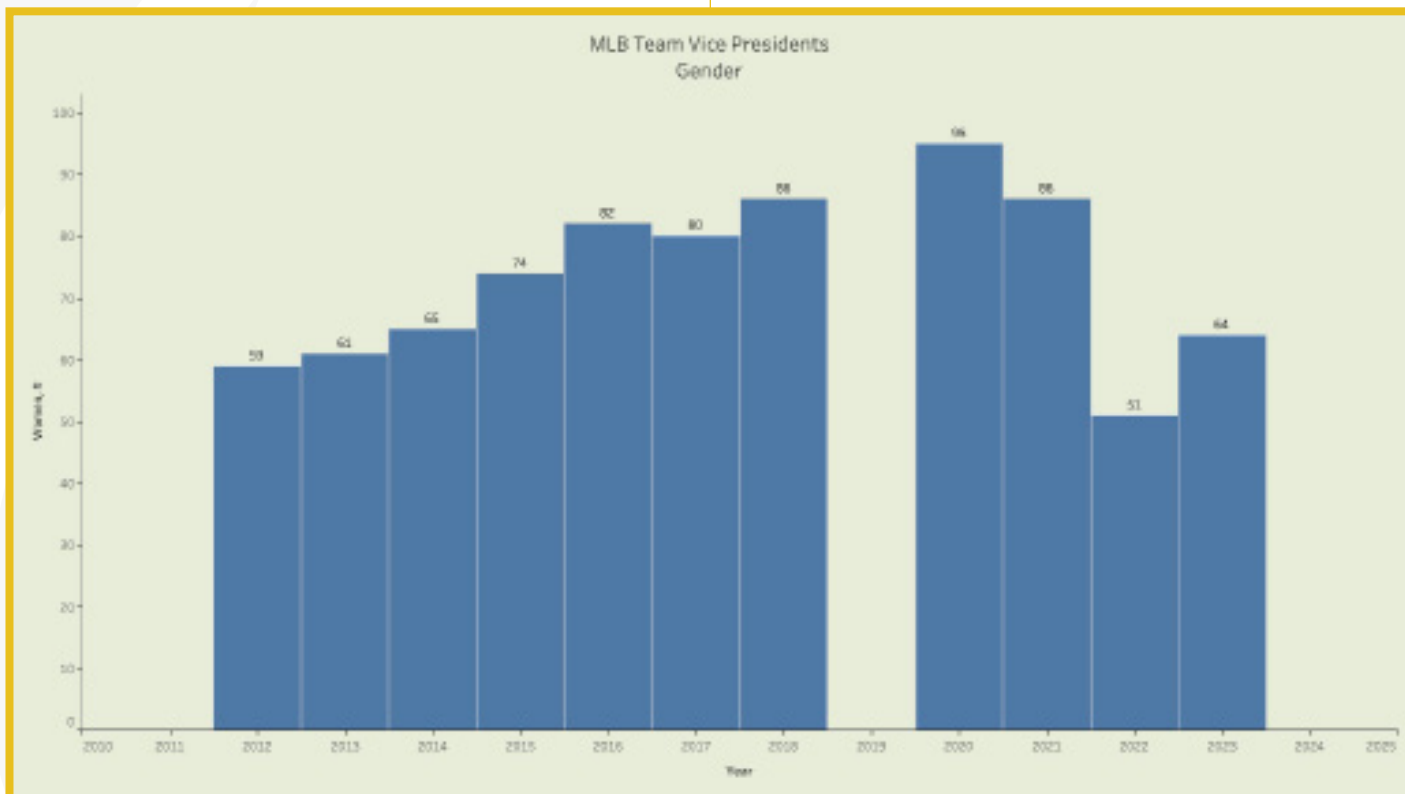
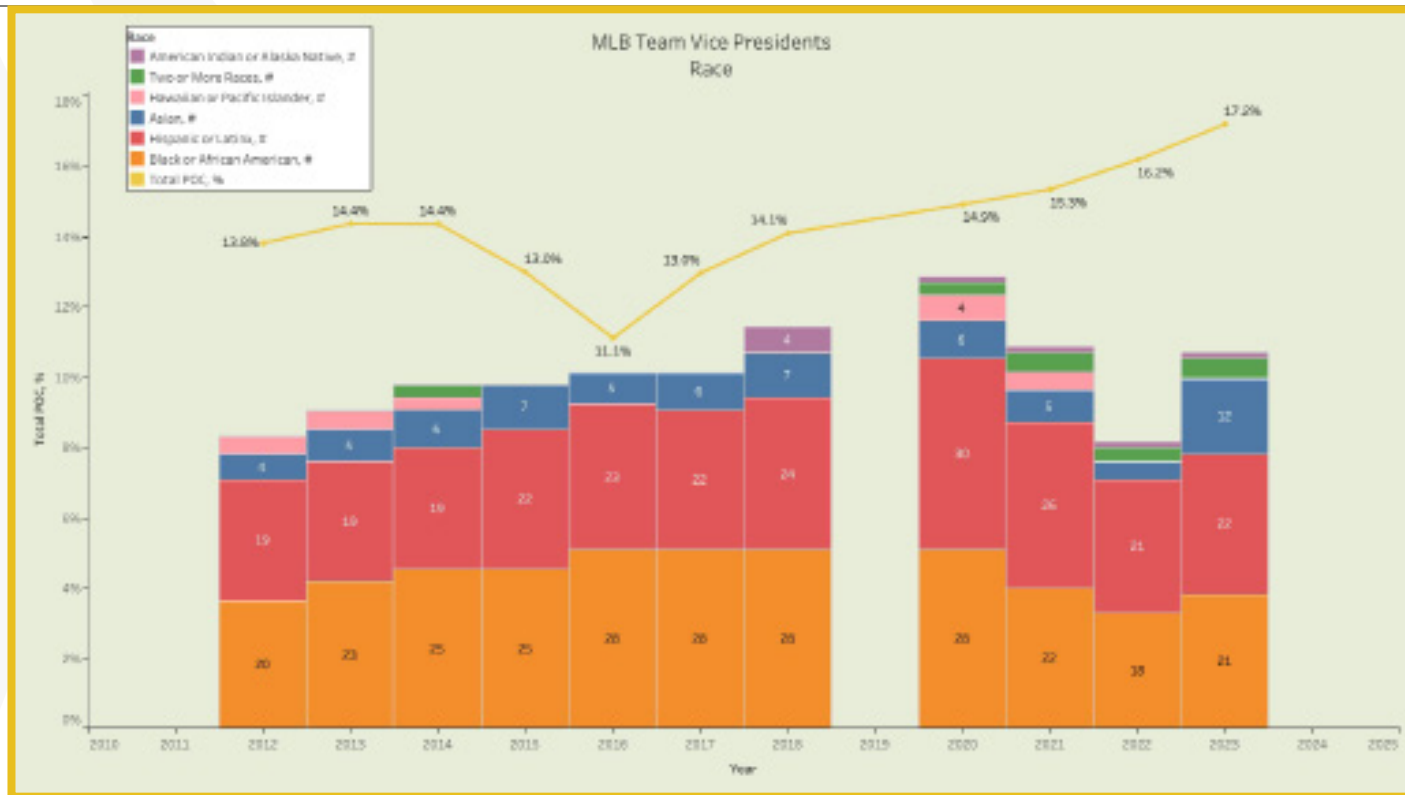
MLB Umpires

This is the third year that TIDES reported the umpire category. In 2023 there were **14 (18.6 percent)** people of color in the umpire position. White umpires comprised **82.8** percent, a decrease from **85.3** percent reported in the 2022 Report Card. Black or African American, Hispanic/Latino(a)s, and Asian comprised **5.3** percent, **10.5** percent, and **2.8** percent of umpires, respectively.

There were no female umpires as of January 1, 2023.

Racial Hiring Grade for Umpires

C  **18.6%**
People of Color



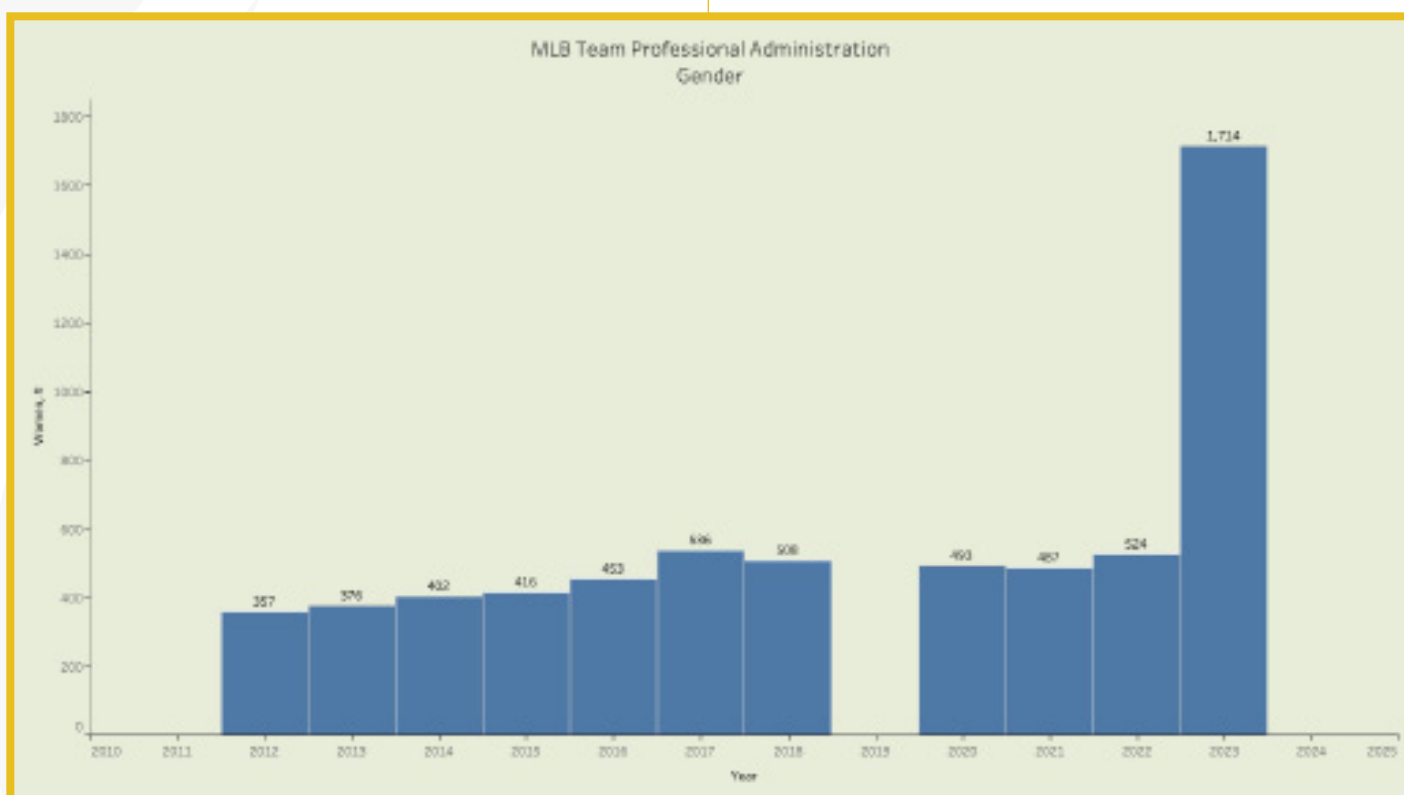
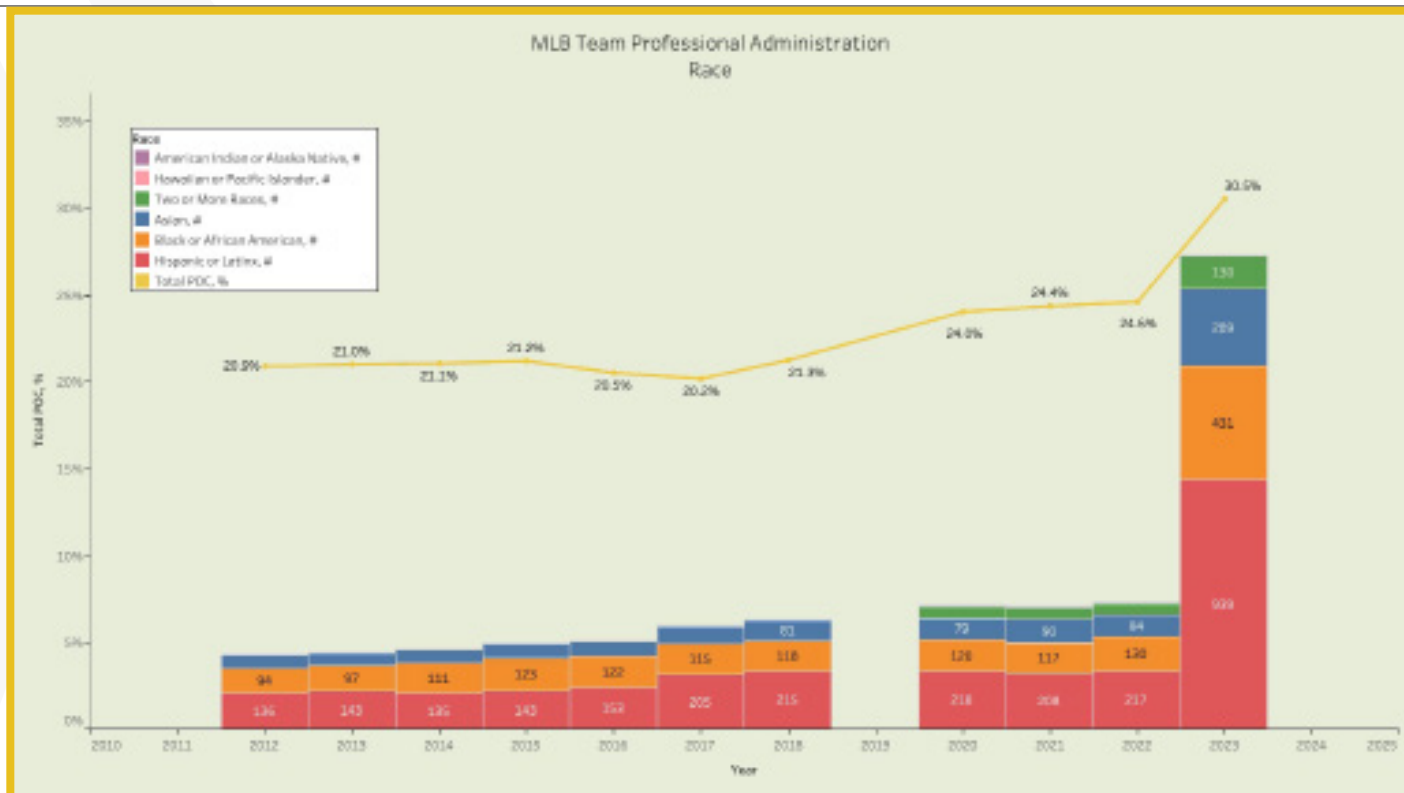
MLB Diversity and Inclusion Initiatives

MLB had an excellent array of diversity initiatives impacting numerous areas that serve a wide variety of people and include events such as supplier diversity, scholarship funds, diversity fellowship programs, awareness events, and many more. The MLB diversity and inclusion initiatives are outlined in Appendix I.

MLB Grade for Diversity Initiatives

A+





How Grades Were Calculated

As in previous Report Cards, the 2023 Racial and Gender Report Card data shows that professional sports' 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 the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately **24** percent of the population was comprised of people of color. Thus, 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, **C** if it had **9** percent, a **D** if it was at least **6** percent and **F** for anything below **6** percent.

Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the data, racial ethnic minorities totaled **42.2** percent. For issues of race, an **A** would be earned if **35.1** percent of the employees were people of color, **B** for **26.1** percent, **C** for **17.1** percent, **D** for **9.1** percent and **F** for anything below **9.0** percent. For issues of gender, an **A** would be earned if **42.5** percent of the employees were women, **B** for **34.0** percent, **C** for **26.5** percent, **D** for **20.0** percent and **F** for anything below **20.0** percent.

Race	Percentage	Gender	Percentage
A+	40 and above	A+	46 and above
A	35.1-39.9	A	42.5-45.9
A-	32.1-35	A-	40.1-42.4
B+	29.1-32	B+	37.5-40
B	26.1-29	B	34-37.4
B-	23.1-26	B-	31.5-33.9
C+	20.1-23	C+	29-31.4
C	17.1-20	C	26.5-28.9
C-	14.1-17	C-	24-26.4
D+	11.1-14	D+	21.5-23.9
D	9.1-11	D	20-21.4
F	9 and below	F	20 and below

Based on previous Report Cards, this will result in reduced overall grades for race and gender across all 2022 Report Cards. The **80.3** points for racial hiring practices represented a decrease from the 2022 MLB RGRC and the difference would have been greater if not for the change in the grade calculation. The **71.5** points for gender hiring practices was an increase from 2021 and would have been greater if not for the change in the grade calculation. The same was true for the overall grade of **75.9** points, a decrease from **78.8** in the 2022 MLB RGRC.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership was calculated into the final grades. Also, beginning in the 2021 RGRC series, TIDES award bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones.

Methodology

All data was collected by the MLB Central Office and passed on to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos Sport Business Management Graduate Program.

The data was placed into spreadsheets and compared to data from previous years. After evaluating the data, the Report Card text was drafted; it references changes in statistics from previous years.

The Report Card draft was sent to the Central Office so that it could be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during or after the seasons being reported. MLB responded with updates and corrections that were then incorporated into the final Report Card.

The Report Card covers the 2023 season for Major League Baseball. All categories were updated as of January 1, 2023. Listings of owners, general managers, and team managers were updated as of Opening Day on March 30, 2023. Active player rosters were also updated as of Opening Day. Grades were calculated according to the reporting periods noted herein. Please note that at some positions, multiple individuals declined to disclose their

race. These numbers are provided in the data tables within Appendix II.

About the Racial and Gender Report Card

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

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport, a part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all Report Cards, first at Northeastern University and now at UCF. (Until 1998, the Report Card was known as the Racial Report Card.) In addition to Lapchick, Asia Ervin, Lydia Franks, Dara Gregory, Jatasia Johnson, Allison Kula, Kennady Oliver, Zakary Smiley, Andy Smith, and Abraham Wade contributed greatly to the completion of the 2023 MLB Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport (“TIDES” The Institute for Diversity and Ethics in Sport (“TIDES” or the “Institute”) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sport as well as the internationally recognized Racial and

Gender Report Card, an assessment of hiring practices in professional and college sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for 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 was the founder 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 of the Institute for Sport and Social Justice (ISSJ), which uses the power of sport to affect positive social change while focusing sports organizations and athletes on issues such as diversity, equity and inclusion, conflict resolution and men’s violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).

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 social issues in sport. It offers a dual-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master 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.



DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA

Appendix I

MLB Diversity Initiatives

MLB University:

In November of 2022, MLB announced the creation of “MLB University”, a new career development program designed to prepare diverse, mid-level front office professionals for advancement to senior baseball operations or on-field roles. MLB University is modeled as both a substantive training curriculum which teaches the necessary skills to succeed in a baseball in a baseball operations front office or on-field role, and an ongoing mentorship and networking opportunity.

Who participates in MLB University?

- Each MLB Club selected an up-and-coming diverse candidate to participate.
- Additionally, five members of the Buck O’Neil Professional Scout and Coaches Association also were nominated.

What does MLB University entail?

- The inaugural MLB University class is a 10-month program.
- Each member is participating in bi-weekly training courses, via Zoom, that cover a full range of topics front offices face, including:
 - Roster Management
 - Payroll and CBT Accounting
 - Player Contracts
 - Amateur Draft and International Talent Systems
 - Analytics
 - Salary Arbitration
 - Major and Minor League Operations
 - Medical Administration
 - Related topics governed by the Basic Agreement, Major League Rules, and MLB Regulations

The program is led by Michael Hill (MLB Senior Vice-President, On-Field Operations) with sessions run by various senior members of the League’s Baseball and On-Field, Economics and Labor areas.

Employment and Diversity Pipeline:

The Diversity Pipeline Program: The Diversity Pipeline Program (DPP) seeks to identify, develop, and grow the pool of qualified underrepresented and female candidates for on-field and baseball operations roles. The DPP is spearheaded by Tyrone Brooks, Senior Director of Front Office and Field Staff Diversity Pipeline Program, and is overseen by a committee of League and Club officials.

- As of January 1, 2022, there were **452** DPP assisted hires. **187** were full-time, **71** part-time and **194** were internship positions.
- Included **123** hires during the 2021-2022 hiring cycle (a **54** percent increase), of which **33** percent were women (a **10** percent increase), **39** percent African-American or Black, **23** percent Hispanic or Latino/a and **9** percent Asian.
 - Among the **123** hires, **20** percent were former professional players.
 - Not reflected in the total headcount are the **40** additional hires made through the DPP in 2023, during which **30** percent were women, **35** percent Black or African-American, **20** percent Hispanic or Latino/a and **15** percent Asian.

Diversity Pipeline Program Advisory Council:

- **Jean Afterman**, Senior Vice President and Assistant General Manager, New York Yankees
- **Billy Bean**, Senior Vice President, Diversity, Equity and Inclusion, Office of the Commissioner
- **Craig Counsell**, Manager, Milwaukee Brewers
- **Pat Courtney**, Chief Communications Officer, Office of the Commissioner
- **Steven Gonzalez**, Senior Vice President and Chief Employment Counsel, Office of the Commissioner
- **Michael Hill**, Senior Vice President, On-Field Operations, Office of the Commissioner
- **Quinton McCracken**, Special Assistant to Player Development/Baseball Operations, Milwaukee Brewers
- **Paul Mifsud**, VP, Head Baseball Operations Counsel, Office of the Commissioner
- **Kim Ng**, General Manager, Miami Marlins

- **Katie Pothier**, Executive VP/General Counsel, New York Mets
- **Tony Reagins**, Chief Baseball Development Officer, Office of the Commissioner
- **Dave Roberts**, Manager, Los Angeles Dodgers
- **Moises Rodriguez**, Assistant General Manager, St. Louis Cardinals
- **De Jon Watson**, Director of Player Development, Washington Nationals
- **Peter Woodfork**, Senior Vice President, Minor League Operations and Development, Office of the Commissioner

MLB Diversity Fellowship Program: In June 2018, Major League Baseball launched the Diversity Fellowship Program, a recruitment and talent pipeline for roles in baseball operations, league economics, and other front office roles. The program is designed to identify talented and diverse professionals for opportunities at MLB Clubs or MLB's Central Office.

Program successes:

- **20** of the **22** Fellows selected in the inaugural class (2018) were hired into full-time roles.
- The 2020 class were **45** percent women and **60** percent people of color.
- **19** of the **20** Fellows in this class (**95** percent) were hired into full-time roles.
- The overall placement rate for MLB Diversity Fellows into full-time opportunities across the industry is **93** percent, while **89** percent of the Fellows currently remain in the industry.
- Program alumnus Albert Gilbert was the first Fellow to reach a director-level position after he was named the Director of Baseball Operations by the Colorado Rockies.

The 2022 class includes **23** Fellows, of which **52** percent are women and **65** percent people of color.

The MLB Central Office Fellows are assigned a specific role with the opportunity to potentially rotate in an 18-month process that includes roles across International Operations, Umpiring and On-field Rules and Regulations, Amateur Talent Acquisition, and League Economics. The Club-based program consists

of an 18-month commitment in a front office or baseball operations role.

Diversity Pipeline Scout Development Program:

Launched in October 2021, the inaugural Diversity Pipeline Scout Development Program - hosted in partnership with the Buck O'Neil Professional Scouts and Coaches Association – was held during the Arizona Fall League as an opportunity to provide hands-on experience for persons of color and women looking to explore careers as future scouts as well as for diverse Club personnel to gain greater access and knowledge of scouting for their present roles.

- After a candidate pool of over 350 applications, 29 qualified candidates (15 women and 14 men) were selected to participate in the week-long program.
- The candidates had the opportunity to evaluate an Arizona Instructional League and a college game along with daily learning sessions with a dedicated group of industry professionals who have diverse experiences in baseball.

Successes:

- The program was an industry success story with **18** candidate hires (including **12** in full-time positions) as well as **seven** Club personnel being promoted from their previous roles.
- **Six** women from the program were featured in scouting focused roles during 2022, including **three** who will be in full-time scouting roles.

New in 2022:

- The program was redeveloped as the Diversity Pipeline Scout and Coaching Development Program, to add on-field coaching opportunities during the Arizona Fall league to the scouting development component.
- The 2022 program featured **28** scouting candidates and **12** coaching candidates that led to **20** industry hires (including **9** full-time) and **7** internal Club promotions among the attendees.
- Two new female coaching hires, Ashley Stephenson (Toronto Blue Jays) and Bree Nasti (New York Mets), were among the 2022 group.

MLB.com Diversity Fellowship Program: Major League Baseball's Content Group and the Diversity, Equity and Inclusion Department have partnered to launch MLB.com's Diversity Fellowship program.

- The 9-month initiative pursues recent graduates with diverse-lived experiences and prepares them for roles in the Content Department and the baseball industry at-large. With a focus on attracting well-qualified applicants, MLB aims to grow the visibility of these fellows within the industry once they successfully complete this program, in hopes of placing them directly in editorial or content roles with MLB Clubs.

Talent Acquisition and Diverse Recruiting Initiatives

MLB has a targeted effort to show our support for diverse groups, connect with candidates and strengthen our relationships through partnerships and special recruitment programs. Through these efforts, we reinforced our message that there is a place for everyone at MLB, which resonated with attendees from across the Nation. A continued presence at these large-scale conferences will help us attract, hire, and retain diverse candidates.

The On-Deck Sales Training Program - An eight-week intensive development training for candidates interested in careers in sales. The curriculum was developed by the MLB Sales and Ticketing team, in partnership with Sales leaders across MLB Clubs.

- Cumulatively, the On Deck Sales Training Program will have served **118** diverse students, leading to **25** total hires (**14** full-time) across MLB and MiLB Clubs as well as the Commissioner's Office.

MLB Partnerships with Annual Conferences and Career Fairs

In 2022, our DE&I, HR and various MLB departments attended the following conventions:

- Battle of the Brains - HBCUs (March 9–13 at Austin, TX)
- National Society of Black Engineers (NSBE) Convention (March 23–27 at Anaheim, CA)
- Black Sports Business Symposium (June 16–18 at Atlanta, GA) - **1,250** Participants

- Asian American Journalists Association (AAJA) Convention (July 27-30 at Los Angeles, CA) 1,600 Participants
- NABJ x NAHJ Convention and Career Fair (August 3–7 at Las Vegas, NV) 5,000 Participants
- Association for Women in Sports Media (AWSM) Convention (August 4-6 at Denver, CO)
- Women in Sports Data Roundtable (August 19-20 at Brooklyn, NY) - **200** Participants
- Native American Journalist Association (NAJA) Convention (August 25-27 at Phoenix, AZ) - **384** Participants
- The Association of LGBTQ Journalists (NLGJA) Convention (September 8-11 at Chicago, IL) - **700** Participants
- Grace Hopper Celebration of Women in Computing Convention 2022 (September 20-23 at Orlando, FL) - **5,000** Participants

New partnership with Nextplay – A leading diversity recruiting partner that connects top Black and Latino/a talent, providing access to a pipeline of **25,000+** Black and Latino/a industry professionals (**12,000+** software engineers, **10,000+** non-technical).

- Nextplay is currently assisting with MLB's software engineer diverse recruiting efforts.

"MLB SELECT" Employment Database is a sourcing tool highlighting diverse candidates available to all 30 Clubs and the Office of the Commissioner.

- Candidates are sourced or referred by Club employees for consideration for front office baseball operations and business operations roles.
- The platform allows each candidate to attach a resume, cover letter and any relevant projects in addition to giving Club hiring managers the opportunity to post job opportunities.
- Presently the platform contains over **250** candidates which are shared across the league.

All Star Code - All Star Code is an organization dedicated to building and sustaining a robust talent pipeline of young men of color ready to enter, thrive, and lead in the technology industry.

- MLB Engagement

- Give Back
 - MLB employees served as volunteers for All Star Code's Summer Intensive Program
- Internships/Talent Pipeline **23** All Star Code graduates submitted applications to the 2023 Summer Internship Program.
 - **Grant (\$100,000)**
 - Ensured that All Star Code was poised to increase their impact and reach by providing expanded access to high-quality programming, and eliminating the digital divide for their young men.
 - Grant was critical to All Star Code's success in 2022, helping to deliver a transformational learning experience to 288 new students (their largest class to date) who graduated from their flagship Summer Intensive Program, providing Exposure programming to future All Stars, and serving our existing Scholar network year-round through college access, continuing education, and career readiness support.

HBCU Campus Outreach x MLB Summer Internship
 MLB has conducted both in-person and virtual recruitment sessions with students on HBCU campuses all across the country. As a result, more than 100 applications, from students across 23 HBCUs, have been submitted for the 2023 MLB Summer Internship program.

Professional Development - MLB Academy

"MLB Academy" is the League's first formal internal learning and leadership development function to offer employees resources and content to help them grow and develop professionally.

- To further improve our diversity learning offerings at MLB we have partnered with Development Dimensions International (DDI) to bring live training courses and online micro-courses (10-30

minutes bite sized learning) to our colleagues.

- The purpose of the program is to help further educate and drive DE&I initiatives throughout the league and at the club level.
- Live training courses such as *Leveraging Diversity and Inclusion Take Action*. are offered to all employees and the online micro-courses are available on demand to all league employees via MLB Academy, our learning management system.
- Clubs will also have the ability to attend live training courses (in-person or virtual) upon request and have on-demand access to over 50 micro-courses.

HBCU Programming

- **"Undeniable" Screenings and MLB Career Chats** – Representatives from MLB visited two HBCU campuses to screen episodes of "Undeniable." Following the screenings, students learned about career opportunities at the Commissioner's Office and around the League.
- **Southern University Law Center Visit** – MLB Vice President and Deputy General Counsel **Quest Meeks** interviewed students for the MLB Summer Law Student Internship Program and conducted a "lunch and learn" with HBCU law students about his career path and future legal career opportunities with MLB. *Quest interviewed 8 law students, and advanced 3 of them forward in the process.
- **MLB Black Future Leaders Program** – On February 6th, the MLB Black Employee Resource Group (ERG) hosted a virtual panel discussion for baseball and softball student-athletes at HBCU programs. The panel featured MLB employees who are former professional and collegiate players themselves as they discussed their transition from student-athlete to MLB professionals.

Participating programs included Claflin, Morehouse and Florida A&M.

- **Baseball Program Visits** – On February 8th, MLB's Diversity, Equity and Inclusion group spoke to Morehouse's and Clark Atlanta's

baseball program about their career paths, MLB's diversity programs and initiatives, and opportunities across the League.

- **Career, Internship and Graduate School Fairs** – On February 9th and 10th, MLB's Diversity, Equity & Inclusion group was joined by several Clubs at two HBCU institutions, including Morehouse College (Atlanta Braves, Tampa Bay Rays) and Clark Atlanta University (Atlanta Braves & ANDiami Marlins – MLB; Gwinnett Stripers - MiLB).

Diversity-Focused Baseball and Softball

Development: Youth Outreach and Amateur Baseball Development programming has helped advance hundreds of young players of color, primarily African-American youth, to both professional & collegiate baseball.

- Led by **Tony Reagins**, one of only 6 African-American General Managers in Baseball History, MLB's Baseball and Softball Development group is committed to creating year-round opportunities to:
 - Diversify the baseball and softball pipeline by focusing on development and advancement through a variety of diversity-focused introductory and developmental programs.
 - Additional, high-impact programs/initiatives include the **MLB Youth Academy** network, which is in 11 cities across the U.S. and Puerto Rico, including Cincinnati, Compton, Chicago, Dallas, Houston, Kansas City, the Bronx, New Orleans, Philadelphia, Washington D.C. and Gurado (PR).
 - Grassroots participation to introduce and grow the game at the youngest levels.
 - Through PLAY BALL, RBI and the "in-school" Fun At Bat program.
 - Specifically, PLAY BALL events continue to be held in predominantly African-American communities to drive interest and core participation in baseball and softball leagues.
 - Highlight the competitive landscape of both high school and collegiate baseball and softball.
 - MLB-led programming (with USA Baseball and

USA Softball) reaches more than 4 million youth around the world.

- Utilize the **Jackie Robinson Training Complex** in Vero Beach, FL (the former "Historic Dodgertown") as a hub for premier youth baseball and softball programming led by MLB, USA Baseball and USA Softball.

HBCU Swingman Classic - Major League Baseball, the MLBPA and Hall of Famer **Ken Griffey Jr.** jointly announced the launch of the inaugural "**HBCU Swingman Classic**," an annual All-Star experience for baseball student-athletes from Division-I programs at Historically Black Colleges and Universities (HBCU).

- The philanthropic and educational event, which will center around an "All-Star" Game, will be held during 2023 MLB All-Star Week in July at T-Mobile Park, home of the Seattle Mariners, the franchise for which Griffey Jr. played for 13 seasons during his legendary career.
- The HBCU Swingman Classic, which will be powered by the MLB-MLBPA Youth Development Foundation, will highlight the history and legacy of HBCU baseball programs while also providing 50 HBCU baseball players with the opportunity to showcase their talent on a national stage.
- The student-athletes will be selected by a committee that will include Griffey Jr., representatives from MLB and MLBPA, and scouts.

Successes:

- MLB-led programs – including **Breakthrough Series, Hank Aaron Invitational, DREAM Series, Youth Academies** and **RBI** – are making the most impact in getting alumni at the next level in college.
 - Overall, more than **635** MLB Develops program alumni played college baseball.
 - Approximately 90% of this group is Black (**570** players)
 - **95** percent of all baseball development event participants (e.g. Hank Aaron Invitational, DREAM Series and Breakthrough Series) who have graduated high school have played baseball at the college or professional levels.
 - In the 2022 Andre Dawson Classic – MLB's HBCU

College Baseball Tournament - 53 alumni of these programs appeared on the 8 team rosters of the 2022 Andre Dawson Classic, a **112% increase** from the last tournament held in 2020.

- More than **240** alumni of MLB-led baseball programming – **Hank Aaron Invitational, DREAM Series, Breakthrough Series** – have been drafted since 2015.

Supplier Diversity:

- Major League Baseball continues to be an industry leader of economic inclusivity within professional sports through the Diverse Business Partners (DBP) program.
- The program has cultivated new and existing partnerships with underrepresented businesses, including Black-owned, Latino/a-owned, Asian-owned, women-owned, veteran-owned, LGBTQ-owned and other diverse businesses.
- This program increases opportunities for MBEs (minority-owned business enterprises) to participate in procurement activities of MLB entities and MLB Clubs.
- Major League Baseball also awarded 16 MBE's all across the country through the Jackie Robinson Most Valuable Diverse Business Partner Award (MVDDBP). This annual award recognizes individual MBE's that reflect the character and commitment to excellence of the legendary Jackie Robinson.

2022 Community Affairs and Social Responsibility: Charitable Investments

MLB Charities supports the communities where we work, live and play with funding to charities that impact communities of color.

- In 2022 more than **50** percent of our support - totaling 4 million dollars - was given to national nonprofit organizations who help close the racial equity gap among youth and adults around health, workforce readiness and education.
- The league's signature charitable partners, Boys and Girls Clubs of America, Stand Up To Cancer and the Jackie Robinson Foundation are all committed to closing equity gaps with dedicated

focus on communities of color across the country.

National Nonprofit Partners

Boys and Girls Clubs of America:

Each year, Major League Baseball and Boys and Girls Clubs of America work together to create unique opportunities, working hand-in-hand to fulfill the mission of the **4,700** Boys & Girls Clubs that serve over **4 million** youth in all 50 states, Puerto Rico, the Virgin Islands and on U.S. military bases around the world.

- More than 80% percent of the Boys and Girls Club youth are black or Hispanic.
- In 2022, Major League Baseball conducted 3 "MLB at Work" virtual panels with BGCA to introduce young students to careers in baseball. These sessions will be used as part of a workforce development curriculum and can be shown at BGCA Clubs around the country to inspire careers in sports organizations.
- As the official charity of MLB, Boys and Girls Clubs annually receives significant in-kind contributions, including public service announcements, advertising, player appearances, game day events and MLB game tickets.

Jackie Robinson Foundation:

Major League Baseball and its Clubs continue to support more than 30 four-year Jackie Robinson Foundation (JRF) scholarships annually and engage JRF Scholars during the annual JRF Mentoring and Leadership Conference as well as at MLB jewel events.

- JRF provides financial assistance and direct program services to highly motivated students from diverse backgrounds attending colleges and universities across the country. The Foundation's unique hands-on approach has resulted in a consistent, nearly 100 percent graduation rate.
- In 2020, Major League Baseball and the Jackie Robinson Foundation (JRF) announced a partnership extension through 2023, which included \$3.5 million to support JRF's Scholarship Program, the Jackie Robinson Museum and the annual JRF ROBIE Awards. This funding continues to benefit

the Jackie Robinson Foundation's Scholarship Program through 2024.

- MLB has offered JRF Scholars the opportunity to participate in an eight-week internship program at the Commissioner's Office, with a minimum goal of three JRF Scholar internships per year. MLB is an annual sponsor of the annual ROBIE Awards, which pays tribute to individuals who embrace the humanitarian ideals of Jackie Robinson while raising funds for the Jackie Robinson Foundation.

In September 2022 the **Jackie Robinson Museum** opened to the public in New York City. MLB is one of the largest donors of the museum having given more than \$2 million dollars to its founding.

- This state-of-the art cultural institution is dedicated not only to Jackie Robinson's career as a ball player but primarily to his activism in the Civil Rights movement.
- MLB and the museum will be hosting educational programming for students around New York City year-round.

The Players Alliance Partnership:

In 2021 The Players Alliance (a non-profit organization, composed of Black active and former Major League Players) continued their community mobilization across the country serving communities affected by the pandemic with essential supplies.

- In addition to prior support from the league and MLBPA, MLB announced a new dedicated commitment of up to \$150 million to the Players Alliance to begin in 2023.
- This long-term initiative will further improve Black diversity in the sport on the field, in managerial and coaching positions and front office leadership.
- In 2022, the Players Alliance launched an "Equip the Future" program which was held in several inner-cities and rural areas of the country to equip community baseball teams with baseball equipment, which was provided by MLB, as well as an interactive session with a retired ball player to educate and mentor young players who aspire to play ball.

Roberto Clemente Foundation:

Major League Baseball not only honors the legacy of Roberto Clemente each year through Roberto Clemente Day and the prestigious Roberto Clemente Award, but also supports the foundation established in his name to bring the game of baseball to youth. In 2022 the foundation continued its programming of bringing baseball clinics to youth across Puerto Rico.

League-wide celebrations of baseball icons:

Jackie Robinson Day:

In 2022 the league celebrated the 75th anniversary of Jackie Robinson breaking the color barrier in baseball on April 15, 1947.

- His legacy and activism were amplified throughout the year by engaging young people around the country through educational events, sports events and celebratory engagements.
- In New York City a tentpole event in Times Square engaged more than 50 youth of color from the five boroughs of NYC. Students learned about Jackie's legacy, participated in a Play Ball event, and had one on one time with legendary baseball players such as Ken Griffey Jr., CC Sabathia and Mariano Rivera.
- Recognition of his legacy continued through educational panels and live installations during All-Star Week in Los Angeles as well as the celebration of his wife, Rachel's, 100th birthday.

Roberto Clemente Day:

2022 marked the 50th anniversary of the untimely death of Roberto Clemente, the humanitarian and 15-time All-Star who died in a plane crash on New Year's Eve 1972 while attempting to deliver supplies to earthquake victims in Nicaragua.

- In honor of the Hall of Famers legacy, the league and Clubs marked the occasion by giving back to communities in need.
- In NYC, MLB and the Mets joined together to host a meal-packing event with Rise Against Hunger, a global organization dedicated to delivering meals to women and children facing hunger in countries experiencing tragedy such as natural disasters and

war.

- On September 15 over 30,000 meals were packed and shipped to Salesian Missions in Sri Lanka.

The **Roberto Clemente Award** is the highest honor awarded to the League player who best represents the game of Baseball through astonishing character, community involvement, philanthropy, and positive contributions, both on and off the field. Every year, each Club nominates one player to be considered for the Award.

- The 2022 Roberto Clemente Award Recipient was Justin Turner, nominated by the Los Angeles Dodgers for his community work in Los Angeles and surrounding communities. Through the Justin Turner Foundation he and his wife have raised more than 1 million dollars that have supported homeless veterans, and children and families experiencing chronic illness.

MLB Legacy Initiative

Through our jewel events, such as All-Star and World Series, MLB partners with the host Club to activate community initiatives that leave a legacy impact to help improve the lives of others. One of the key priority goals of this program is to close equity gaps for underserved communities and vulnerable populations.

- In 2022 the following Legacy Initiatives were implemented with host Clubs: L.A. Dodgers (MLB All-Star Week) and the Houston Astros and Philadelphia Phillies (World Series).

All-Star Legacy

For the 2022 All-Star Legacy initiative, Major League Baseball, the Los Angeles Dodgers and the Los Angeles Dodgers Foundation (LADF) sought to address equity gaps in sports-based youth development, education, homelessness and military veterans' issues.

- Following the Midsummer Classic, and in combination with the 2020 All-Star Legacy commitment, MLB, the Dodgers and LADF contributed more than \$6 million to benefit nonprofit organizations and make an impact on the lives of individuals throughout Greater Los Angeles.

- The 2022 All-Star Legacy effort supported students from the Boys and Girls Clubs of Metro LA, youth and coaches via sports-based youth development mentorship organizations, food and essential day-to-day needs of families through the Los Angeles Regional Food Bank and Baby2Baby, and homeless veterans through Volunteers of America Los Angeles.
- Since 1997, MLB and host All-Star Clubs have donated approximately \$100 million through the All-Star Legacy initiative.

Houston World Series 2022

In October as part of the Fall Classic Legacy Initiative, MLB and the Houston Astros unveiled a new Chevrolet van to support Buckner International, a ministry that protects vulnerable children, strengthens families, and transforms lives for generations. This van offers reliable transportation for children served by the Buckner Family Hope Center at Reed Road, which is part of the Cornerstone Community campus shared by nonprofits Buckner, New Hope Housing, and Star of Hope.

Philadelphia World Series 2022

Before Game Three of the 2022 World Series, MLB and The Phillies unveiled plans to build a new e-gaming room for kids at the 24th Police Athletic League (PAL) Center in Philadelphia, a youth development organization that enriches lives through safe, fun and constructive activities. PAL offers educational, athletic, recreational, character-building, and cultural programs to Philadelphia's youth, ages 6-18. All PAL programs are fun, safe, and FREE. PAL programming fills the dangerous void for Philadelphia kids during after-school and summertime hours by providing constructive activities and supervision.

2023 - A look ahead:

Every day the league and MLB Charities work to close equity gaps experienced by underrepresented communities. In 2023, MLB Social Responsibility and DEI will continue to address social justice platforms that impact positive social change for all communities. In 2023 and 2024, MLB and its Clubs will again partner with local and national organizations to educate

our fans on how to register to vote as well as provide opportunities throughout the season for fans and participants in our ballparks to sign up to vote.

Domestic Violence, Sexual Assault and Child Abuse Awareness and Prevention:

Major League Baseball leads the industry with strong policies against domestic violence, sexual assault, and child abuse. Annual domestic violence, sexual assault and child abuse awareness and prevention workshops are provided to players and non-playing personnel through internal and external experts/providers.

- To further support efforts related to the care of victims and survivors of domestic violence and their families, MLB partners with the (1) National Network to End Domestic Violence and (2) The Joe Torre “Safe at Home” Foundation, two nationally recognized non-profit organizations that focus on ending the cycle of violence.
- MLB is committed to expanding the resources and support through existing and new partnerships.
- In addition to the DV/SA/CA policies, MLB also has a workplace code of conduct for Major League players and non-playing personnel that encourages a safe, harassment-free and inclusive environment.

Career Development Programming:

MLB has developed and initiated partnerships for skill acquisition programs and learning opportunities, including the following:

- MLB employees attended the following programs with **Women In Sports + Events (WISE)**:
 - Women of the Year Luncheon
 - Emerging Leaders Certificate Program
 - Women’s Executive Leadership Institute (WELI)
- Partnered with **espnW** sending MLB employees to their one day event.
- **espnW** is dedicated to engage and inspire women through sports, presenting articles, interviews and videos at the crossroads of sports and culture.
- **Women in Sports in Data Symposium** - provided career development opportunities to MLB Women

to attend the one-day Symposium, which aims to amplify women's voices in sports analytics across the technical spectrum.

- **PRO Sports Assembly Summit and Retreat** - MLB employees were able to engage in a 2-day summit in Austin TX with PRO Sports Assembly Organization; Their core purpose is the advancement of diverse and inclusive leadership and career development.
- **Congressional Hispanic Caucus Institute (CHCI)** - MLB employees were able to attend a one day event in Washington DC with the CHCI; the Conference provided Latino/a Leaders multiple leadership programs, inspiring panels and a chance to network with different leaders in the Hispanic - Latino/a/e community.

MLB’s “TOGETHER” Newsletter:

Launched in July 2022. The TOGETHER Newsletter is distributed quarterly to all MLB employees, MLB Clubs, and MiLB/PDL Clubs. The newsletter shares MLB and MiLB/PDL inclusive stories elevating the many diverse cultures of baseball that inspire and bring us closer together.

All-Star DE&I Activations:

- **Diverse Business Partners** – MLB DEI was the lead sponsor at two diverse supplier events with our co-host Southern California Minority Supplier Development Council (SCMSDC) – The “[Business Beyond Barriers \(B3\) Conference + Expo](#)” and “[Supplier of the Year Awards Luncheon.](#)” On Friday, July 15th at Dodger Stadium, MLB DEI and the Dodgers also co-hosted an event, titled “[Doing Business with Baseball.](#)” a network luncheon and reception where 50+ entrepreneurs and diverse business owners shared their stories, struggles and successes about building their businesses.
- **Panel Conversations** – MLB DEI hosted three distinctive conversations at PLAY BALL Park touching on the cultural impact of baseball, (1) [Hispanic & Latino players and broadcasters](#); (2) [MLB Legends of Los Angeles](#); and (3) [MLB “unfiltered” conversations - Legacy of Jackie Robinson.](#)

- **In celebration of the Mexican-American culture** and presence in Los Angeles, Major League Baseball (MLB) presented an art mural during All-Star Week. The mural was created by [L.A.-based artists Mister Cartoon and his son, Left-E](#), and donated to the Boyle Heights Boys and Girls Club of America in Los Angeles.

Winter Meetings:

Katy Feeney Leadership Luncheon

This prestigious invitation is granted annually to one female employee working in the front office at each of MLB's 30 Clubs, the Office of the Commissioner, and MLB Network who are making a significant contribution and displaying exceptional initiative at their respective organizations.

- In 2022, 32 female leaders were nominated for their exemplary leadership and initiative. The 2022 selectees were invited to attend the 2022 Katy Feeney Leadership luncheon at the annual Baseball Winter Meetings in San Diego.
- The luncheon included a keynote address from Seattle Mariners President Catie Griggs.
- A career development program presented by Google, and an opportunity to network with their colleagues across the league and with some of MLB's most influential women and men.

Women on Deck Reception

An evening celebrating the 2022 Katy Feeney selectees and MLB women.

- Opening remarks were provided by SVP of Diversity, Equity and Inclusion and Special Assistant to the Commissioner Billy Bean.
- The event was attended by Baseball Commissioner Rob Manfred, and the keynote was delivered by Miami Marlins General Manager Kim Ng. MLB also partnered with NMSDC and My Vendor Match, a certified MBE, to host vendor match day – providing 120+ diverse-owned businesses an opportunity to “pitch” Club procurement leaders.

Appendix II

EXECUTIVE MANAGEMENT C-SUITE

Chief Executives at MLB Clubs - Black or African American

- **Robert Brown**, Vice President and Chief Financial Officer, New York Yankees
- **D'Londra Ellis**, Chief Legal Officer, Oakland A's
- **Robert Frost**, Senior Vice President, Chief People Officer, Washington Nationals
- **Sonny Hight**, Senior Vice President, Chief Security Officer, New York Yankees
- **Meka White Morris**, Executive Vice President, Chief Revenue Officer, Minnesota Twins

Chief Executive at MLB Club - Hispanic or Latino(a)

- **Jose Martin**, Senior Vice President, Chief People Officer, Minnesota Twins

Chief Executives at MLB Clubs - Asian

- **Chiatali Gala**, Chief Operating Officer, Los Angeles Dodgers
- **Jonathan Gilula**, Executive Vice President, Chief Operating Officer, Boston Red Sox
- **Timothy Zue**, Executive Vice President, Chief Financial Officer, Boston Red Sox
- **Jason Lee**, Senior Vice President, Chief Strategy Officer, Minnesota Twins

Chief Executives at MLB Clubs - Women

- **Catie Griggs**, President of Business Ops, Seattle Mariners
- **Caroline Perry**, Chief Operating Officer, San Diego Padres
- **Caroline O'Connor**, Chief Operating Officer, Miami Marlins
- **Marti Wronski**, Chief Operating Officer, Milwaukee Brewers
- **Jennifer Tran**, Chief People and Culture Officer, Tampa Bay Rays
- **Laura Day**, Executive Vice President, Chief Business Officer, Minnesota Twins
- **Zineb Curran**, Senior Vice President, Chief

- **Communications Officer**, Boston Red Sox
- **D'Londra Ellis**, Chief Legal Officer, Oakland A's
- **Chiatali Gala**, Chief Operating Officer, Los Angeles Dodgers
- **Jennifer Giglio**, Senior Vice President, Chief Communications Officer, Washington Nationals
- **Kelly Kaufman**, Chief Financial Officer, Executive Vice President, Business Operations, Boston Red Sox
- **Sara Lehrke**, Senior Vice President, Human Resources and Chief Diversity Officer, Cleveland Guardians
- **Melanie Lenz**, Chief Development Officer, Tampa Bay Rays
- **Elizabeth Pantages**, Senior Vice President, Chief Financial Officer, San Francisco Giants
- **Jill Robinson**, Executive Vice President and Chief Financial officer, Atlanta Braves
- **Amy Waryas**, Executive Vice President, Chief Human Resources Officer, Boston Red Sox
- **Meka White Morris**, Executive Vice President, Chief Revenue Officer, Minnesota Twins
- **Whitney Beaver**, Vice President, Chief Financial Officer, Kansas City Royals
- **Katie Pothier**, Executive Vice President, Chief Legal Officer, New York Mets
- **Nancy Elder**, Chief Communications Officer, New York Mets
- **Sarah Torville**, Executive Vice President, Chief Commercial and Community Impact Officer, Kansas City Royals

Team Executive Vice-Presidents, Senior Vice Presidents and Vice Presidents - Black or African American

- **Jared Banner**, Vice President, Player Development, Chicago Cubs
- **Eugene Dias**, Vice President, Communications, Houston Astros
- **Julian Green**, Senior Vice President, Communications and Community Affairs, Houston Astros
- **Michael Hall**, Vice President Cardinals Care and Community Relations
- **Marian Harper**, Vice President, Community and Foundation, Houston Astros
- **Brian Keys**, Senior Vice President, Information Technology, Cincinnati Reds

- **Victor Livisay**, Vice President, People and Culture, Cincinnati Reds
- **William Luck**, Vice President, Season Ticket Sales and Services, Miami Marlins
- **Robert McDonald**, Vice President, Clubhouse Operations and Team Travel, Washington Nationals
- **Courtney Moore**, Vice President, Diversity, Equity and Inclusion, Los Angeles Dodgers
- **DeRetta Jones**, Senior Vice President, People Capital, Atlanta Braves
- **Katina Shaw**, Vice President, Community Relations, Milwaukee Brewers
- **Brian Smith**, Senior Vice President, Corporate/Community Relations, New York Yankees
- **Jennifer Springs**, Vice President, Human Resources, Houston Astros
- **Elaine Steward**, Vice President and Asst. General Counsel, Boston Red Sox
- **Marcita Thompson**, Vice President, Fenway Park Tours, Boston Red Sox
- **DeAnna Ward**, Vice President, Media and Communications, Tampa Bay Rays
- **Ellen Zeringue**, Vice President, Marketing, Detroit Tigers
- **Paula Harris**, Executive Director, Astros Foundation and Senior Vice President, Community Affairs, Houston Astros

Team Senior Vice Presidents and Vice Presidents - Hispanic or Latino(a)

- **Diann Blanco**, Vice President, Administration, New York Yankees
- **Octavio Castro**, Vice President, Human Resources, Milwaukee Brewers
- **Marilyn Davis**, Vice President, Human Resources, Los Angeles Dodgers
- **Johnny DiPuglia**, Vice President, International Operations, Washington Nationals
- **Kari Escobedo**, Senior Vice President, Information Systems, Seattle Mariners
- **Ralph Esquibel**, Senior Vice President, Information Technology, Los Angeles Dodgers
- **Oscar Fernandez**, Vice President, Technology Solutions, New York Mets
- **Rolando Fernandez**, Vice President, International

- Scouting and Development, Colorado Rockies
- **Santiago Fernandez**, Senior Vice President, and General Counsel, Los Angeles Dodgers
- **Rafaela Fink**, Vice President, Public Relations, Tampa Bay Rays
- **Cesar Geronimo**, Vice President, Latin America Scouting and Player Development, Arizona Diamondbacks
- **Eric Hernandez**, Vice President, Finance, Los Angeles Dodgers
- **Kevin Martinez**, Senior Vice President, Marketing and Communications, Seattle Mariners
- **Sigurd Mejdal**, Vice President, Assistant General Manager, Baseball Analytics, Baltimore Orioles
- **Alfredo Mesa**, Vice President, Public Affairs, Miami Marlins
- **Milciades Junior Noboa**, Vice President, Latin Operations, Arizona Diamondbacks
- **Eric Perestuk**, Senior Vice President, Facility Operations, Atlanta Braves
- **Sergio del Prado**, Senior Vice President, Corporate Partnerships, San Diego Padres
- **Juan Ramirez**, Vice President, Information Technology, Tampa Bay Rays
- **Frederick Rivera**, Executive Vice President, Legal and General Counsel, Seattle Mariners
- **Naomi Rodriguez**, Vice President, External Affairs and Community Relations, Los Angeles Dodgers
- **Carlos Rodriguez**, Vice President, Player Development and International Scouting, Tampa Bay Rays
- **Edgardo Romero Jr.**, Executive Vice President, Assistant General Manager, Boston Red Sox
- **Leticia Silva**, Vice President, Human Resources, Minnesota Twins

Team Senior Vice Presidents and Vice Presidents - Asian

- **Ray Chan**, Vice President, Information Technology, San Diego Padres
- **Alan Change**, Vice President, Legal Affairs and Deputy General Counsel, New York Yankees
- **Ken Kawachi**, Vice President, Ballpark Operations, San Diego Padres
- **Amilyn Pierce**, Vice President, Government Affairs,

Arizona Diamondbacks

- **Katherine Cheng**, Vice President, People & Culture, Diversity Equity & Inclusion, Seattle Mariners

Team Senior Vice Presidents and Vice Presidents - Native Hawaiian/Pacific Islander

- **Anita Sehgal**, Senior Vice President, Marketing, Houston Astros
- **Creighton Kahoalii**, Senior Vice President, Corporate Partnerships, Houston Astros

Team Senior Vice Presidents and Vice Presidents - Two or More Races

- **Jason Domir**, Vice President and Deputy General Counsel, Atlanta Braves
- **Jaclyn Lash**, Vice President, Special Events, San Diego Padres

Executive Vice President, Senior Vice President and Vice President Positions at MLB Clubs Women

- **Jean Afterman**, Senior Vice President and Assistant General Manager, New York Yankees
- **Catherine Aker**, Vice President, Communications and Community Relations, Oakland Athletics
- **Hannah Basinger**, Vice President, Guest Operations and Strategy, Atlanta Braves
- **Naomi Calder**, Senior Vice President, Ticket Services and Operations, Boston Red Sox
- **Carrie Campbell**, Senior Vice President, Fenway Park Events, Boston Red Sox
- **Deborah Castaldo**, Senior Vice President, Corporate and Community Impact, Arizona Diamondbacks
- **Bonnie Clark**, Vice President, Communications, Philadelphia Phillies
- **Jackie Cuddeback**, Vice President, Vice President, Advertising Sales and Corporate Marketing
- **Lisa Czop**, Vice President, Event Operations, Washington Nationals
- **Shana Daum**, Vice President, Public Affairs and Community Relations, San Francisco Giants
- **Robyn Farmer**, Vice President and Deputy General Counsel, Atlanta Braves
- **Raquel Ferreira**, Executive Vice President and Assistant General Manager, Boston Red Sox
- **Karen Forgus**, Senior Vice President, Business

Operations, Cincinnati Reds

- **Moira Foy**, Vice President, Human Resources and Risk Management, Chicago White Sox
- **Shannon Gabriel**, Vice President and Controller, Atlanta Braves
- **Mary Geisler**, Senior Vice President and General Counsel, Minnesota Twins
- **Sara Greenspan**, Senior Vice President, People and Culture, San Diego Padres
- **Jennifer Grondahl**, Senior Vice President, Community Development, Baltimore Orioles
- **Starr Gulledege**, Vice President and Controller, Texas Rangers
- **Elise Holman**, Senior Vice President, Washington Nationals
- **Molly Jolly**, Senior Vice President, Finance and Administration, Los Angeles Angels of Anaheim
- **Pamela Kenn**, Senior Vice President, Community, Alumni and Player Relations, Boston Red Sox
- **Kathy Killian**, Vice President, Administration, Philadelphia Phillies
- **Suzanne Lucchi**, Vice President, Ballpark Operations
- **Elizabeth Marshall**, Vice President, Communications, Atlanta Braves
- **Sue Ann McClaren**, Vice President, Ticket Operations and Sales, Colorado Rockies
- **Sarah McKenna**, Senior Vice President, Fan Services and Entertainment, Boston Red Sox
- **Sharon McNally**, Vice President, Marketing, Milwaukee Brewers
- **Caroline Moran**, Vice President, Digital Strategy, Los Angeles Dodgers
- **Nancy O'Brien**, Vice President, Community Engagement, Minnesota Twins
- **Christine O'Reilly**, Vice President, Community Relations and White Sox Charities, Chicago White Sox
- **Roxanne Porch**, Vice President, Finance, Atlanta Braves
- **Melissa Robertson**, Vice President and General Deputy Counsel, Seattle Mariners
- **Nicole Schmidt**, Vice President, Brand, Strategy and Analytics, Cleveland Guardians
- **Sara Schultz**, Senior Vice President, Human Resources, Chicago Cubs

- **Melissa Shields**, Vice President and Controller, Chicago Cubs
 - **Staci Slaughter**, Executive Vice President, Communications and Senior Advisor to the CEO, San Francisco Giants
 - **Janey Marie Smith**, Senior Vice President, Planning and Development, Los Angeles Dodgers
 - **Aryn Sobo**, Vice President, Human Resources, New York Yankees
 - **Stephanie Stegall**, Vice President, Events, Houston Astros
 - **Angela Swint**, Vice President, Broadcast and Communications, Texas Rangers
 - **Lisa Tolson**, Senior Vice President, Human Resources, Baltimore Orioles
 - **Frances Traisman**, Senior Vice President, Executive Offices and Sales, Seattle Mariners
 - **Deborah Tymon**, Senior Vice President, Marketing, New York Yankees
 - **Lisa Winsby**, Senior Vice President, People and Culture, Seattle Mariners
 - **Ellen Zeringue**, Vice President, Strategy, Pittsburgh Pirates
 - **Nayli Russo**, Vice President, Strategy, Pittsburgh Pirates
 - **Mera Kutrovak**, General Counsel, Pittsburgh Pirates
- Vice President Positions and Above - Women of Color**
- **Diann Blanco**, Vice President, Administration, New York Yankees
 - **Katherine Cheng**, Vice President, People & Culture, Diversity Equity & Inclusion, Seattle Mariners
 - **Marilyn Davis**, Vice President, Human Resources, Los Angeles Dodgers
 - **D'Lonra Ellis**, Chief Legal Officer, Oakland Athletics
 - **Kari Escobedo**, Senior Vice President, Information Systems, Seattle Mariners
 - **Rafaela Fink**, Vice President, Public Affairs, Tampa Bay Rays
 - **Chiatali Gala**, Chief Operating Officer
 - **Cecelia Gore**, Executive Director, Brewers Community Foundation, Milwaukee Brewers
 - **Marian Harper**, Vice President, Community and Foundation, Houston Astros
- **Paula Harris**, Executive Director, Astros Foundation and Senior Vice President, Community Affairs, Houston Astros
 - **Lan Huynh**, Vice President, Human Resources, San Francisco Giants
 - **Jaclyn Lash**, Vice President, Special Events, San Diego Padres
 - **Alexis Lustbader**, Vice President, Guest Services, San Francisco Giants
 - **Courtney Moore**, Vice President, Diversity, Equity and Inclusion, Los Angeles Dodgers
 - **Meka Morris**, Executive Vice President, Chief Revenue Officer, Minnesota Twins
 - **Amilyn Pierce**, Vice President, Government Affairs, Arizona Diamondbacks
 - **DeRetta Rhoades**, Senior Vice President, People Capital, Atlanta Braves
 - **Tinie Roberson**, Vice President, Security, San Francisco Giants
 - **Jessica Santamaria**, Vice President, Partnership Sales and Business Development, San Francisco Giants
 - **Anita Sehgal**, Senior Vice President, Marketing, Houston Astros
 - **Katina Shaw**, Vice President, Community Relations, Milwaukee Brewers
 - **Leticia Silva**, Senior Vice President, Human Resources, Minnesota Twins
 - **Jennifer Springs**, Vice President, Human Resources, Houston Astros
 - **Elaine Steward**, Vice President, Assistant General Counsel FSG Boston, Boston Red Sox
 - **Marcita Thompson**, Vice President, Fenway Park Tours, Boston Red Sox
 - **Amy Tovar**, Senior Vice President and General Counsel, Legal, San Francisco Giants
 - **DeAnna Ward**, Vice President, Media and Communications, Tampa Bay Rays
 - **Ellen Zeringue**, Vice President, Marketing, Detroit Tigers

Appendix III

Players							
As of March 30, 2023							
	%	#		%	#		
2023			2011			2000	
White	59.7%	563	White	61.5%	738	White	60.0%
Black or African American	6.3%	59	African-American	8.5%	102	African-American	13.0%
Hispanic or Latino	30.2%	285	Latino	27.0%	324	Latino	26.0%
Asian	3.2%	30	Asian	2.1%	25	Other	1.0%
Two or More Races	0.0%	0	Other	0.7%	8		
Hawaiian or Pac. Islander	0.64%	6	International	27.7%	332		
Am. Indian or Alaska Native	0.21%	2	Total		1197		
Voluntary Nondisclosure	0.0%	0					
Total		943					
2022			2010			1999	
White	62.1%	605	White	59.8%	712	White	60.0%
Black or African American	7.2%	70	African-American	9.1%	119	African-American	13.0%
Hispanic or Latino	28.5%	278	Latino	28.3%	339	Latino	26.0%
Asian	1.9%	18	Asian	2.4%	23	Other	<1%
Two or More Races	0.0%	0	Other	0.4%	2		
Hawaiian or Pac. Islander	0.3%	3	International	27.7%	360		
Am. Indian or Alaska Native	0.1%	1	Total		1195		
Voluntary Nondisclosure	0.0%	0					
Total		975					
2021			2009			1998	
White	62.3%	564	White	61.6%	758	White	59.0%
Black or African American	7.6%	69	African-American	9.0%	111	African-American	15.0%
Hispanic or Latino	28.1%	255	Latino	27.0%	332	Latino	25.0%
Asian	1.4%	13	Asian	2.3%	28	Other	1.0%
Two or More Races	0.0%	0	Other	0.0%	0		
Hawaiian or Pac. Islander	0.4%	4	International	28.2%	347		
Am. Indian or Alaska Native	0.1%	1	Total		1229		
Voluntary Nondisclosure	0.0%	0					
Total		906					
2020			2008			1997	
White	60.2%	539	White	60.4%	719	White	58.0%
Black or African American	7.5%	67	African-American	10.2%	121	African-American	17.0%
Hispanic or Latino	29.9%	268	Latino	27.0%	322	Latino	24.0%
Asian	1.9%	17	Asian	2.4%	29	Other	1.0%
Two or More Races	0.0%	0	Other	0.0%	0		
Hawaiian or Pac. Islander	0.3%	3	International	28.7%	342		
Am. Indian or Alaska Native	0.2%	2	Total		1191		
Voluntary Nondisclosure	0.0%	0					
Total		896					
2018			2007			1996	
White	59.0%	443	White	59.8%	714	White	62.0%
African-American	8.4%	63	African-American	8.2%	98	African-American	17.0%
Latino	29.5%	221	Latino	29.1%	348	Latino	20.0%
Asian	1.5%	11	Asian	2.8%	34	Other	1.0%
Other	1.6%	12	Other	0.0%	0		
Voluntary Nondisclosure	0.0%	0	International	31.0%	370		
Total		750	Total		1194		
2017			2006			1995	
White	57.5%	431	White	59.5%	707	White	62.0%
African-American	7.7%	58	African-American	8.4%	98	African-American	19.0%
Latino	31.9%	239	Latino	29.4%	348	Latino	19.0%
Asian	1.9%	14	Asian	2.4%	34	Other	0.0%
Other	1.1%	8	Other	0.3%	0		
Total		750	International	31.0%	370		
			Total		1187		
2016			2005			1994	
White	59.0%	443	White	60.0%	709	White	64.0%
African-American	8.3%	62	African-American	9.0%	101	African-American	18.0%
Latino	28.5%	214	Latino	29.0%	339	Latino	18.0%
Asian	1.7%	13	Asian	3.0%	30		
Other	2.4%	18	Other	0.0%	4		
Total		750	International	30.0%	358		
			Total				
2015			2004			1993	
White	58.8%	441	White	63.0%	789	White	67.0%
African-American	8.3%	62	African-American	9.0%	111	African-American	16.0%
Latino	29.3%	220	Latino	26.0%	326	Latino	16.0%
Asian	1.2%	9	Asian	2.0%	26	Other	<1%
Other	2.4%	18	Other	0.0%	1		
Total		750	International	27.0%	338		
			Total		1253		
2014			2002			1992	
White	60.9%	459	White	60.0%	x	White	68.0%
African-American	8.2%	62	African-American	10.0%	x	African-American	17.0%
Latino	28.4%	214	Latino	28.0%	x	Latino	14.0%
Asian	2.0%	15	Asian	2.0%	x		
Other	0.5%	4	Other	0.0%	x		
Total		754	International	25.0%	x		
			Total		x		
2013			2001			1991	
White	61.2%	456	White	59.0%	x	White	68.0%
African-American	8.3%	62	African-American	13.0%	x	African-American	18.0%
Latino	28.2%	210	Latino	26.0%	x	Latino	14.0%
Asian	2.1%	16	Other	1.0%	x		
Other	0.1%	1					
Total		745					
2012							
White	61.5%	734					
African-American	8.9%	106					
Latino	27.5%	328					
Asian	1.9%	23					
Other	0.2%	2					
International	28.6%	341					
Total		1193					

Table 1

MLB Central Office Staff								
As of January 1, 2023								
Year	%	#	Year	%	#	Year	%	#
2023	White 67.2%	964	2013	White 72.1%	380	2006	White 72.6%	340
	Black or African American 6.1%	87		African-American 9.3%	49		African-American 10.7%	50
	Hispanic or Latino 13.1%	188		Asian 3.0%	16		Asian 3.0%	14
	Asian 8.0%	115		Latino 12.9%	68		Latino 13.2%	62
	Two or More Races 2.5%	36		Other 2.7%	14		Native American 0.4%	2
	Hawaiian or Pac. Islander 0.0%	0		Total 52.7%	527		Total 46.8%	468
	Am. Indian or Alaska Native 0.0%	0		Women 29.8%	157		Women 42.9%	201
	Other 0.3%	4						
	Voluntary Nondisclosure 2.8%	40						
	Total 30.1%	1434						
	Women 43.2%	432						
2022	White 68.8%	888	2012	White 69.2%	301	2005	White 72.7%	336
	Black or African American 6.1%	79		African-American 9.7%	42		African-American 10.4%	48
	Hispanic or Latino 11.9%	154		Asian 3.4%	15		Asian 3.0%	14
	Asian 8.3%	107		Latino 14.7%	64		Latino 13.2%	61
	Two or More Races 2.2%	28		Other 3.0%	13		Native American 0.4%	2
	Hawaiian or Pac. Islander 0.1%	1		Total 43.5%	435		Total 46.2%	462
	Am. Indian or Alaska Native 0.1%	1		Women 35.6%	155		Women 34.0%	157
	Voluntary Nondisclosure 2.5%	32						
	Total 29.2%	1290						
	Women 37.7%	377						
2021	White 69.6%	902	2011	White 68.3%	x	2004	White 70.8%	252
	Black or African American 6.0%	78		African-American 9.4%	x		African-American 11.2%	40
	Hispanic or Latino 11.5%	149		Asian 3.5%	x		Asian 3.9%	14
	Asian 8.3%	107		Latino 15.7%	x		Latino 13.5%	48
	Two or More Races 2.5%	32		Native American 3.1%	x		Native American 0.6%	2
	Hawaiian or Pac. Islander 0.1%	2		Total 42.6%	426		Total 35.6%	356
	Am. Indian or Alaska Native 1.0%	1		Women 37.6%	x		Women 40.4%	144
	Voluntary Nondisclosure 1.9%	25						
	Total 29.1%	1296						
	Women 37.7%	377						
2020	White 61.8%	259	2010	White 67.0%	x	2003	White x	x
	Black or African American 10.5%	44		African-American 10.0%	x		African-American 13.0%	48
	Hispanic or Latino 16.9%	71		Asian 4.0%	x		Latino 4.1%	15
	Asian 6.0%	25		Latino 17.0%	x		Asian 14.7%	54
	Two or More Races 3.6%	15		Native American 3.0%	x		Native American 0.3%	1
	Hawaiian or Pac. Islander 0.2%	1		Total 41.7%	417		Total 45.9%	118
	Am. Indian or Alaska Native 0.2%	1		Women 38.0%	x		Women 45.9%	169
	Voluntary Nondisclosure 0.7%	3						
	Total 40.1%	419						
	Women 168	168						
2018	White 66.0%	309	2009	White 66.0%	x	2000	White 74.0%	x
	African-American 9.8%	46		African-American 10.0%	x		African-American 14.0%	x
	Asian 5.6%	26		Asian 4.0%	x		Asian 2.0%	x
	Latino 14.7%	69		Latino 17.0%	x		Latino 14.0%	x
	Native American 0.2%	1		Native American <1%	x		Native American 1.0%	x
	Voluntary Nondisclosure 3.6%	17		Total 41.6%	416		Total 47.0%	314
	Total 30.8%	468		Women 39.0%	x		Women 47.0%	x
	Women 144	144						
2017	White 65.6%	299	2008	White 66.0%	x	1997	White 78.0%	x
	African-American 10.1%	46		African-American 12.0%	x		African-American 13.0%	x
	Asian 14.9%	68		Asian 3.0%	x		Asian 1.0%	x
	Latino 5.7%	26		Latino 16.0%	x		Latino 8.0%	x
	Other 3.1%	14		Native American <1%	x		Total 215	215
	Voluntary Non-Disclosure 0.7%	3		Total 40.0%	385		Women 53.0%	x
	Total 31.8%	456		Women 40.0%	x			
	Women 145	145						
2016	White 71.2%	183	2007	White 72.2%	342	1995	White 72.0%	x
	African-American 12.1%	31		African-American 11.2%	53		African-American 18.0%	x
	Asian 10.1%	26		Asian 3.2%	15		Asian 1.0%	x
	Latino 4.3%	11		Latino 13.1%	62		Latino 9.0%	x
	Other 1.9%	5		Native American 0.4%	2		Total 141	141
	Voluntary Non-Disclosure 0.4%	1		Total 42.0%	474		Women 54.0%	x
	Total 29.2%	257		Women 42.0%	199			
	Women 75	75						
2015	White 71.1%	187	2006	White 72.6%	340	1994	White 78.0%	x
	African-American 10.3%	27		African-American 10.7%	50		African-American 16.0%	x
	Asian 4.6%	12		Asian 3.0%	14		Asian 0.0%	x
	Latino 11.8%	31		Latino 13.2%	62		Latino 6.0%	x
	Other 2.3%	6		Native American 0.4%	2		Total 188	188
	Total 28.9%	263		Total 42.9%	468		Women 56.0%	x
	Women 76	76		Women 42.9%	201			
2014	White 72.3%	389						
	African-American 9.5%	51						
	Asian 3.2%	17						
	Latino 12.8%	69						
	Other 2.2%	12						
	Total 29.4%	538						
	Women 158	158						

Table 2

Majority Owners								
As of March 30, 2023								
	%	#		%	#		%	#
2023			2016			2010		
White	97.5%	39	White	98.0%	48	White	98.0%	49
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	2.0%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		50
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	6.0%	3
Voluntary Nondisclosure	0.0%	0						
Total	100.0%	40						
Women	0.0%	0						
2022			2015			2009		
White	97.5%	39	White	98.0%	48	White	96.7%	29
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		40						
Women	0.0%	0						
2021			2014			2008		
White	97.5%	39	White	98.0%	48	White	96.7%	29
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		40						
Women	0.0%	0						
2020			2013			2007		
White	97.5%	39	White	98.0%	48	White	96.8%	30
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	2.5%	1	Latino	2.0%	1	Latino	3.2%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		49	Total		31
Am. Indian or Alaska Native	0.0%	0	Women	16.3%	8	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		40						
Women	0.0%	0						
2018			2012			2006		
White	97.5%	39	White	96.4%	53	White	96.4%	27
African-American	0.0%	0	African-American	1.8%	1	African-American	0.0%	0
Latino	2.5%	1	Latino	1.8%	1	Latino	3.6%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.0%	0	Total		55	Total		28
Total		40	Women	12.7%	7	Women	0.0%	0
Women	0.0%	0						
2017			2011					
White	97.5%	39	White	97.5%	39			
African-American	0.0%	0	African-American	0.0%	0			
Latino	2.5%	1	Latino	2.5%	1			
Asian	0.0%	0	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total		40	Total		40			
Women	0.0%	0	Women	7.5%	3			

Table 3

Managers								
As of March 30, 2023								
	%	#		%	#			
2023			2011			2000		
White	80.0%	24	White	80.0%	24	White	83.3%	25
Black or African American	3.3%	1	African-American	6.7%	2	African-American	13.3%	4
Hispanic or Latino	13.3%	4	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	13.3%	4	Latino	3.3%	1
Two or More Races	3.3%	1	Total	30	30	Total	30	30
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0
Am. Indian or Alaska Native	0.0%	0						
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2022			2010			1999		
White	80.0%	24	White	69.0%	20	White	90.0%	27
Black or African American	3.3%	1	African-American	13.8%	4	African-American	6.7%	2
Hispanic or Latino	13.3%	4	Asian	3.4%	1	Asian	0.0%	0
Asian	0.0%	0	Latino	13.8%	4	Latino	3.3%	1
Two or More Races	3.3%	1	Total	29	29	Total	30	30
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0
Am. Indian or Alaska Native	0.0%	0						
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2021			2009			1998		
White	80.0%	24	White	66.7%	20	White	86.7%	26
Black or African American	3.3%	1	African-American	16.7%	5	African-American	10.0%	3
Hispanic or Latino	13.3%	4	Asian	3.3%	1	Asian	0.0%	0
Asian	0.0%	0	Latino	13.3%	4	Latino	3.3%	1
Two or More Races	3.3%	1	Total	30	30	Total	30	30
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0
Am. Indian or Alaska Native	0.0%	0						
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2020			2008			1997		
White	80.0%	24	White	73.3%	22	White	85.7%	24
Black or African American	3.3%	1	African-American	13.3%	4	African-American	10.7%	3
Hispanic or Latino	13.3%	4	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	13.3%	4	Latino	3.6%	1
Two or More Races	3.3%	1	Total	30	30	Total	28	28
Hawaiian or Pac. Islander	0.0%	0	Women	0.0%	0	Women	0.0%	0
Am. Indian or Alaska Native	0.0%	0						
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2018			2007			1996		
White	86.7%	26	White	80.0%	24	White	85.7%	24
African-American	0.0%	0	African-American	6.7%	2	African-American	10.7%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	10.0%	3	Latino	13.3%	4	Latino	3.6%	1
Other	3.3%	1	Total	30	30	Total	28	28
Voluntary Nondisclosure	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30						
Women	0.0%	0						
2017			2006			1995		
White	90.0%	27	White	83.3%	25	White	85.7%	24
African-American	3.3%	1	African-American	10.0%	3	African-American	10.7%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	6.7%	2	Latino	3.6%	1
Other	3.3%	1	Total	30	30	Total	28	28
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2016			2005			1994		
White	90.0%	27	White	76.7%	23	White	82.1%	23
African-American	3.3%	1	African-American	13.3%	4	African-American	14.3%	4
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	10.0%	3	Latino	3.6%	1
Other	3.3%	1	Total	30	30	Total	28	28
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2015			2004			1993		
White	93.3%	28	White	76.7%	23	White	78.6%	22
African-American	3.3%	1	African-American	10.0%	3	African-American	14.3%	4
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	13.3%	4	Latino	7.1%	2
Total		30	Total	30	30	Total	28	28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014			2002			1992		
White	83.3%	25	White	67.7%	21	White	88.5%	23
African-American	10.0%	3	African-American	25.8%	8	African-American	7.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	6.7%	2	Latino	6.5%	2	Latino	3.8%	1
Total		30	Total	31	31	Total	26	26
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013			2001			1991		
White	86.7%	26	White	78.1%	25	White	88.5%	23
African-American	10.0%	3	African-American	18.8%	6	African-American	7.7%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	3.1%	1	Latino	3.8%	1
Total		30	Total	32	32	Total	26	26
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012								
White	83.3%	25						
African-American	6.7%	2						
Asian	0.0%	0						
Latino	10.0%	3						
Total		30						
Women	0.0%	0						

Table 4

Historical Listing of Managers of Color Major League Baseball			
Records as of 2023 Opening Day			
	Team	Year(s)	Record
Manny Acta	Washington Nationals	2007-2009	158-252
	Cleveland Indians	2010-2012	214-266
Felipe Alou	Montreal Expos	1992-01	691-717
	San Francisco Giants	2003-2006	342-304
Dusty Baker	San Francisco Giants	1993-02	840-715
	Chicago Cubs	2003-2006	322-326
	Cincinnati Reds	2008-2013	509-463
	Washington Nationals	2016-2017	192-132
	Houston Astros	2020-present	124-98
Don Baylor	Colorado Rockies	1993-98	440-469
	Chicago Cubs	2000-02	187-220
Cecil Cooper	Houston Astros	2007-2009	171-170
Alex Cora	Boston Red Sox	2018-2019	192-132
	Boston Red Sox	2021-Present	92-70
Larry Doby	Chicago White Sox	1978	37-50
Cito Gaston	Toronto Blue Jays	1989-97	683-636
	Toronto Blue Jays	2008-2010	211-201
Preston Gomez	San Diego Padres	1969-72	180-316
	Houston Astros	1974-75	128-161
	Chicago Cubs	1980	38-52
Fredi Gonzalez	Florida Marlins	2007-2010	276-279
	Atlanta Braves	2011-2016	434-413
Mike Gonzalez	St. Louis Cardinals	1938, 1940	9-13-1
Ozzie Guillen	Chicago White Sox	2004-2011	678-617
	Miami Marlins	2012	69-93
Davey Lopes	Milwaukee Brewers	2000-2002	144-195
Jerry Manuel	Chicago White Sox	1998-2003	500-471
	New York Mets	2008-2010	204-213
Dave Martinez	Washington Nationals	2018-present	268-283
Lloyd McClendon	Pittsburgh Pirates	2001-2005	336-446
	Seattle Mariners	2014-2015	163-161
	Detroit Tigers	2020	2-6
Hal McRae	Kansas City Royals	1991-94	286-277
	Tampa Bay Devil Rays	2001-02	113-196
Charlie Montoyo	Toronto Blue Jays	2019-present	190-194
Tony Pena	Kansas City Royals	2002-2005	198-285
Tony Perez	Cincinnati Reds	1993	20-24
	Florida Marlins	2001	54-60
Lou Piniella	New York Yankees	1986-1988	224-193
	Cincinnati Reds	1990-1992	255-231
	Seattle Mariners	1993-2002	840-711
	Tampa Bay Devil Rays	2003-2005	200-285
	Chicago Cubs	2007-2010	316-293
Bo Porter	Houston Astros	2013-2014	110-190
Luis Pujols	Detroit Tigers	2002	55-100
Willie Randolph	New York Mets	2005-2008	302-253
Frank Robinson	Cleveland Indians	1975-1977	186-189
	San Francisco Giants	1981-1984	264-277
	Baltimore Orioles	1988-1991	230-285
	Montreal Expos	2002-2004	230-253
	Washington Nationals	2005-2006	152-172
Rick Renteria	Chicago Cubs	2014	73-89
	Chicago White Sox	2017-2020	236-309
Dave Roberts	San Diego Padres	2015	0-1
	Los Angeles Dodgers	2016-present	542-329
Edwin Rodriguez	Florida Marlins	2010-2011	78-85
Cookie Rojas	California Angels	1988	75-79
	Florida Marlins	1996	1-0
Luis Rojas	New York Mets	2020-2021	103-119
	New York Yankees	2022-Present	0-0
Jerry Royster	Milwaukee Brewers	2002	53-94
Carlos Tosca	Toronto Blue Jays	2002-04	191-191
Don Wakamatsu	Seattle Mariners	2009-2010	127-147
	Texas Rangers	2018	3-7
Ron Washington	Texas Rangers	2007-2014	664-611
Maury Wills	Seattle Mariners	1980-1981	26-56-1

Table 5

Coaches								
As of January 1, 2023								
	%	#		%	#		%	#
2023			2012			2002		
White	69.0%	431	White	60.9%	143	White	71.8%	150
Black or African American	9.9%	62	African-American	13.2%	31	African-American	16.3%	34
Hispanic or Latino	19.2%	120	Latino	24.7%	58	Latino	11.0%	23
Asian	1.6%	10	Asian	0.4%	1	Asian	1.0%	2
Two or More Races	0.0%	0	Other	0.9%	2	Other	0.0%	0
Hawaiian or Pac. Islander	0.3%	2	Total		235	Total		209
Am. Indian or Alaska Native	0.0%	0	Women	0.4%	1	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		625						
Women	6.9%	43						
2022			2011			2000		
White	54.4%	646	White	68.8%	161	White	70.2%	139
Black or African American	5.4%	64	African-American	13.7%	32	African-American	19.2%	38
Hispanic or Latino	31.9%	379	Latino	16.7%	39	Latino	10.6%	21
Asian	1.3%	16	Asian	0.9%	2	Asian	0.0%	0
Two or More Races	1.4%	17	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.2%	2	Total		234	Total		198
Am. Indian or Alaska Native	0.2%	2	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	5.1%	61						
Total		1187						
Women	2.8%	33						
2021			2010			1999		
White	54.9%	641	White	71.1%	172	White	70.9%	129
Black or African American	5.7%	67	African-American	12.0%	29	African-American	18.1%	33
Hispanic or Latino	31.8%	371	Latino	16.5%	40	Latino	10.4%	19
Asian	1.2%	14	Asian	0.4%	1	Asian	0.5%	1
Two or More Races	1.6%	19	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		242	Total		182
Am. Indian or Alaska Native	0.2%	2	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	4.5%	53						
Total		1167						
Women	1.3%	15						
2020			2009			1998		
White	54.2%	638	White	68.4%	158	White	74.8%	151
Black or African American	6.3%	74	African-American	13.9%	32	African-American	16.8%	34
Hispanic or Latino	32.8%	386	Latino	17.3%	40	Latino	7.9%	16
Asian	1.1%	13	Asian	0.4%	1	Asian	0.5%	1
Two or More Races	1.4%	17	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		231	Total		202
Am. Indian or Alaska Native	0.2%	2	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	4.1%	48						
Total		1178						
Women	0.4%	5						
2018			2008			1997		
White	52.5%	563	White	67.0%	152	White	74.5%	120
African-American	7.5%	80	African-American	11.9%	27	African-American	14.3%	23
Asian	1.0%	11	Latino	20.7%	47	Latino	11.2%	18
Latino	33.6%	360	Asian	0.4%	1	Asian	0.0%	0
Native American	0.3%	3	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	5.2%	56	Total		227	Total		161
Total		1073	Women	0.0%	0	Women	0.0%	0
Women	0.5%	5						
2017			2007			1996		
White	53.0%	527	White	68.2%	150	White	73.9%	119
African-American	8.9%	88	African-American	13.3%	30	African-American	18.0%	29
Latino	35.9%	357	Latino	17.3%	39	Latino	7.5%	12
Asian	0.6%	6	Asian	0.4%	1	Asian	0.6%	1
Other	1.6%	16	Other	0.0%	0	Other	0.0%	0
Voluntary Non-Disclosure	2.4%	24	Total		220	Total		161
Total		994	Women	0.0%	0	Women	0.0%	0
Women	0.3%	3						
2016			2006			1995		
White	53.6%	517	White	69.8%	150	White	72.2%	114
African-American	8.8%	85	African-American	15.8%	34	African-American	18.4%	29
Latino	33.5%	323	Latino	13.5%	29	Latino	8.9%	14
Asian	0.4%	4	Asian	0.9%	2	Asian	0.0%	0
Other	3.6%	35	Other	0.0%	0	Other	0.6%	1
Voluntary Non-Disclosure	2.1%	20	Total		215	Total		158
Total		964	Women	0.0%	0	Women	0.0%	0
Women	0.2%	2						
2015			2005			1994		
White	61.8%	175	White	70.6%	154	White	77.8%	126
African-American	10.6%	30	African-American	15.1%	33	African-American	13.6%	22
Latino	25.1%	71	Latino	13.8%	30	Latino	8.0%	13
Asian	0.0%	0	Asian	0.5%	1	Asian	0.0%	0
Other	2.5%	7	Other	0.0%	0	Other	0.6%	1
Total		283	Total		218	Total		162
Women	0.7%	2	Women	0.0%	0	Women	0.0%	0
2014			2004			1993		
White	63.0%	167	White	73.0%	165	White	79.6%	133
African-American	9.8%	26	African-American	12.4%	28	African-American	13.2%	22
Latino	25.7%	68	Latino	13.7%	31	Latino	6.0%	10
Asian	0.0%	0	Asian	0.9%	2	Asian	0.0%	0
Other	1.5%	4	Other	0.0%	0	Other	1.2%	2
Total		265	Total		226	Total		167
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013								
White	58.8%	147						
African-American	10.0%	25						
Latino	30.0%	75						
Asian	0.4%	1						
Other	0.8%	2						
Total		250						
Women	0.0%	0						

Table 6

CEO/President								
As of January 1, 2023								
	%	#		%	#		%	#
2023			2014			2006		
White	100.0%	26	White	100.0%	37	White	100.0%	32
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		37	Total		32
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	6.3%	2
Voluntary Nondisclosure	0.0%	0						
Total		26						
Women	7.7%	2						
2022			2013			2005		
White	92.3%	24	White	100.0%	39	White	100.0%	33
Black or African American	3.8%	1	African-American	0.0%	0	African-American	0.0%	0
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		39	Total		33
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	6.1%	2
Voluntary Nondisclosure	3.8%	1						
Total		26						
Women	3.8%	1						
2021			2012			2004		
White	93.3%	28	White	100.0%	26	White	96.9%	31
Black or African American	3.3%	1	African-American	0.0%	0	African-American	3.1%	1
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		26	Total		32
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	3.1%	1
Voluntary Nondisclosure	3.3%	1						
Total		30						
Women	0.0%	0						
2020			2011			2002		
White	96.7%	29	White	100.0%	27	White	100.0%	x
Black or African American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Hispanic or Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Two or More Races	3.3%	1	Other	0.0%	0	Other	0.0%	x
Hawaiian or Pac. Islander	0.0%	0	Total		27	Total		x
Am. Indian or Alaska Native	0.0%	0	Women	3.7%	1	Women	3.0%	x
Voluntary Nondisclosure	0.0%	0						
Total		0						
Women	0.0%	0						
2018			2010			2001		
White	100.0%	26	White	100.0%	31	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Voluntary Nondisclosure	0.0%	0	Total		31	Total		x
Total		26	Women	3.2%	1	Women	3.0%	x
Women	0.0%	0						
2017			2009			2000		
White	100.0%	26	White	100.0%	29	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		26	Total		29	Total		x
Women	0.0%	0	Women	3.4%	1	Women	3.0%	x
2016			2008			1999		
White	100.0%	26	White	100.0%	29	White	100.0%	x
African-American	0.0%	0	African-American	0.0%	0	African-American	0.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0.0%	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0.0%	Other	0.0%	0	Other	0.0%	x
Total		26	Total		29	Total		x
Women	0.0%	0	Women	6.9%	2	Women	3.0%	x
2015			2007					
White	100.0%	26	White	100.0%	26			
African-American	0.0%	0	African-American	0.0%	0			
Latino	0.0%	0	Latino	0.0%	0			
Asian	0.0%	0	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total		26	Total		26			
Women	0.0%	0	Women	7.7%	2			

Table 7

General Manager/President of Baseball Operations								
As of March 30, 2023								
	%	#		%	#		%	#
2023			2013			2004		
White	86.7%	26	White	90.0%	27	White	93.3%	28
Black or African American	6.7%	2	African-American	3.3%	1	African-American	3.3%	1
Hispanic or Latino	0.0%	0	Latino	6.7%	2	Latino	3.3%	1
Asian	6.7%	2	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		30	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	3.3%	1						
2022			2012			2002		
White	86.7%	26	White	90.3%	28	White	93.3%	28
Black or African American	3.3%	1	African-American	6.5%	2	African-American	3.3%	1
Hispanic or Latino	3.3%	1	Latino	3.2%	1	Latino	3.3%	1
Asian	6.7%	2	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		31	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	3.3%	1						
2021			2011			2001		
White	86.7%	26	White	85.7%	24	White	96.7%	29
Black or African American	3.3%	1	African-American	10.7%	3	African-American	3.3%	1
Hispanic or Latino	3.3%	1	Latino	3.6%	1	Latino	0.0%	0
Asian	6.7%	2	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		28	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	3.3%	1						
2020			2010			2000		
White	86.7%	26	White	80.8%	21	White	100.0%	30
Black or African American	3.3%	1	African-American	11.5%	3	African-American	0.0%	0
Hispanic or Latino	6.7%	2	Latino	7.7%	2	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Other	0.0%	0	Other	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Total		26	Total		30
Am. Indian or Alaska Native	0.0%	0	Women	0.0%	0	Women	0.0%	0
Voluntary Nondisclosure	0.0%	0						
Total		30						
Women	0.0%	0						
2018			2009			1999		
White	86.7%	26	White	83.3%	25	White	100.0%	30
African-American	0.0%	0	African-American	10.0%	3	African-American	0.0%	0
Latino	10.0%	3	Latino	6.7%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	3.0%	1	Other	0.0%	0	Other	0.0%	0
Voluntary Nondisclosure	0.0%	0	Total		30	Total		30
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2017			2008			1998		
White	86.7%	26	White	86.7%	26	White	100.0%	30
African-American	6.7%	2	African-American	10.0%	3	African-American	0.0%	0
Latino	3.3%	1	Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2016			2007			1997		
White	86.7%	26	White	93.3%	28	White	96.7%	29
African-American	6.7%	2	African-American	3.3%	1	African-American	3.3%	1
Latino	3.3%	1	Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015			2006			1996		
White	90.0%	27	White	93.3%	28	White	96.4%	27
African-American	3.3%	1	African-American	3.3%	1	African-American	3.6%	1
Latino	6.7%	2	Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		31	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014			2005			1995		
White	90.0%	27	White	93.3%	28	White	96.4%	27
African-American	3.3%	1	African-American	3.3%	1	African-American	3.6%	1
Latino	6.7%	2	Latino	3.3%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0

Table 8

Vice Presidents									
As of January 1, 2023									
	%	#		%	#		%	#	
2023			2014			2007			
White	81.3%	279	White	85.6%	322	White	90.0%	225	
Black or African American	6.1%	21	African-American	6.6%	25	African-American	3.6%	9	
Hispanic or Latino	6.4%	22	Latino	5.1%	19	Latino	4.4%	11	
Asian	3.5%	12	Asian	1.6%	6	Asian	2.0%	5	
Two or More Races	0.9%	3	Native Hawaiian	0.5%	2	Other	0.0%	0	
Hawaiian or Pac. Islander	0.0%	0	Two or More Races	0.5%	2	Total		250	
Am. Indian or Alaska Native	0.3%	1	Total		376	Women	15.6%	39	
Voluntary Nondisclosure	1.5%	5	Women	17.3%	65				
Total	100.0%	343							
Women	19.0%	64							
2022			2013			2005			
White	82.8%	231	White	79.3%	298	White	87.5%	223	
Black or African American	6.5%	18	African-American	6.1%	23	African-American	4.3%	11	
Hispanic or Latino	7.5%	21	Latino	5.1%	19	Latino	5.1%	13	
Asian	1.1%	3	Asian	1.3%	5	Asian	3.1%	8	
Two or More Races	0.7%	2	Native Hawaiian	0.8%	3	Other	0.0%	0	
Hawaiian or Pac. Islander	0.0%	0	Native American	0.0%	0	Total		255	
Am. Indian or Alaska Native	0.4%	1	Total		348	Women	14.5%	37	
Voluntary Nondisclosure	1.1%	3	Women	17.5%	61				
Total		279							
Women	18.3%	51							
2021			2012			2004			
White	83.6%	327	White	86.2%	287	White	87.9%	218	
Black or African American	5.6%	22	African-American	6.0%	20	African-American	4.0%	10	
Hispanic or Latino	6.6%	26	Latino	5.7%	19	Latino	4.8%	12	
Asian	1.3%	5	Asian	1.2%	4	Asian	3.2%	8	
Two or More Races	0.8%	3	Native Hawaiian	0.9%	3	Other	0.0%	0	
Hawaiian or Pac. Islander	0.8%	3	Total		333	Total		248	
Am. Indian or Alaska Native	0.3%	1	Women	17.7%	59	Women	12.5%	31	
Voluntary Nondisclosure	1.0%	4							
Total		391							
Women	22.0%	86							
2020			2011			2002			
White	84.4%	401	White	87.6%	290	White	88.4%	199	
Black or African American	5.9%	28	African-American	5.7%	19	African-American	4.9%	11	
Hispanic or Latino	6.3%	30	Latino	4.8%	16	Latino	4.4%	10	
Asian	1.3%	6	Asian	1.8%	6	Asian	2.2%	5	
Two or More Races	0.4%	2	Other	0.0%	0	Other	0.0%	0	
Hawaiian or Pac. Islander	0.8%	4	Total		331	Total		225	
Am. Indian or Alaska Native	0.2%	1	Women	17.2%	57	Women	14.2%	32	
Voluntary Nondisclosure	0.8%	4							
Total		476							
Women	20.0%	95							
2018			2010			2000			
White	85.2%	381	White	90.1%	247	White	90.4%	170	
African-American	6.3%	28	African-American	4.0%	11	African-American	5.3%	10	
Asian	1.6%	7	Latino	4.0%	11	Latino	3.2%	6	
Latino	5.4%	24	Asian	1.8%	5	Asian	1.1%	2	
Native American	0.9%	4	Other	0.0%	0	Other	0.0%	0	
Voluntary Nondisclosure	0.6%	3	Total		274	Total		188	
Total		447	Women	18.2%	50	Women	6.4%	12	
Women	19.2%	86							
2017			2009			1999			
White	85.9%	371	White	83.3%	250	White	91.7%	176	
African-American	6.5%	28	African-American	7.7%	23	African-American	4.7%	9	
Latino	5.1%	22	Latino	6.7%	20	Latino	2.1%	4	
Asian	1.4%	6	Asian	2.3%	7	Asian	1.6%	3	
Other	0.9%	4	Other	0.0%	0	Other	0.0%	0	
Voluntary Nondisclosure	0.2%	1	Total		300	Total		192	
Total		432	Women	18.7%	56	Women	8.3%	16	
Women	18.5%	80							
2016			2008			1998			
White	88.3%	445	White	90.4%	246	White	91.8%	123	
African-American	5.6%	28	African-American	3.7%	10	African-American	5.2%	7	
Latino	4.6%	23	Latino	4.0%	11	Latino	1.5%	2	
Asian	1.0%	5	Asian	1.8%	5	Asian	1.5%	2	
Other	0.6%	3	Other	0.0%	0	Other	0.0%	0	
Total		504	Total		272	Total		134	
Women	16.3%	82	Women	16.5%	45	Women	4.5%	6	
2015									
White	86.1%	358							
African-American	6.0%	25							
Latino	5.3%	22							
Asian	1.7%	7							
Other	1.0%	4							
Total		416							
Women	17.8%	74							

Table 9

Senior Administration									
As of January 1, 2023									
	%	#		%	#		%	#	
2023			2015			2008			
White	73.6%	2787	White	80.7%	1469	White	83.0%	323	
Black or African American	6.7%	255	African-American	5.4%	99	African-American	6.7%	26	
Hispanic or Latino	11.1%	422	Latino	9.8%	178	Latino	8.0%	31	
Asian	4.3%	164	Asian	2.4%	44	Asian	2.1%	8	
Two or More Races	2.1%	82	Other	1.7%	31	Other	0.3%	1	
Hawaiian or Pac. Islander	0.0%	0	Total		1821	Total		389	
Am. Indian or Alaska Native	0.0%	0	Women	27.5%	500	Women	18.0%	70	
Voluntary Nondisclosure	0.0%	0							
Total		3785							
Women	26.9%	1018							
2022			2014			2007			
White	77.9%	1565	White	80.5%	1370	White	81.7%	290	
Black or African American	5.6%	112	African-American	6.0%	102	African-American	7.9%	28	
Hispanic or Latino	10.4%	209	Latino	10.0%	170	Latino	9.0%	32	
Asian	3.1%	63	Asian	2.2%	37	Asian	1.1%	4	
Two or More Races	1.6%	33	Other	1.3%	22	Other	0.3%	1	
Hawaiian or Pac. Islander	0.1%	2	Total		1701	Total		355	
Am. Indian or Alaska Native	0.2%	4	Women	27.2%	463	Women	18.9%	67	
Voluntary Nondisclosure	1.0%	20							
Total		2008							
Women	27.4%	550							
2021			2013			2006			
White	79.0%	1615	White	79.7%	1301	White	84.4%	248	
Black or African American	5.2%	107	African-American	6.6%	107	African-American	6.8%	20	
Hispanic or Latino	9.9%	203	Latino	10.0%	163	Latino	7.5%	22	
Asian	2.7%	56	Asian	2.5%	41	Asian	1.0%	3	
Two or More Races	1.6%	32	Other	1.2%	20	Other	0.3%	1	
Hawaiian or Pac. Islander	0.1%	2	Total		1632	Total		294	
Am. Indian or Alaska Native	0.2%	5	Women	26.5%	432	Women	20.1%	59	
Voluntary Nondisclosure	1.2%	25							
Total		2045							
Women	28.5%	582							
2020			2012			2005			
White	79.8%	1680	White	80.1%	1231	White	84.2%	246	
Black or African American	5.2%	110	African-American	6.9%	106	African-American	7.5%	22	
Hispanic or Latino	9.4%	197	Latino	9.2%	142	Latino	6.2%	18	
Asian	2.8%	58	Asian	2.9%	45	Asian	2.1%	6	
Two or More Races	1.6%	33	Other	0.8%	13	Other	0.0%	0	
Hawaiian or Pac. Islander	0.1%	2	Total		1537	Total		292	
Am. Indian or Alaska Native	0.3%	6	Women	26.9%	414	Women	17.8%	52	
Voluntary Nondisclosure	0.9%	18							
Total		2104							
Women	28.8%	607							
2018			2011			2004			
White	80.0%	1615	White	82.8%	328	White	83.5%	217	
African-American	5.3%	107	African-American	5.8%	23	African-American	9.6%	25	
Latino	9.7%	195	Latino	9.3%	37	Latino	4.6%	12	
Asian	2.7%	55	Asian	1.5%	6	Asian	2.3%	6	
Other	1.3%	27	Other	0.5%	2	Other	0.0%	0	
Voluntary Non-Disclosure	0.6%	13	Total		396	Total		260	
Total		2020	Women	17.9%	71	Women	13.8%	36	
Women	28.6%	577							
2017			2010			2001			
White	79.7%	1544	White	85.1%	395	White	86.0%	x	
African-American	5.4%	105	African-American	4.7%	22	African-American	10.0%	x	
Latino	10.2%	197	Latino	7.8%	36	Latino	4.0%	x	
Asian	2.7%	53	Asian	1.9%	9	Asian	<1%	x	
Other	1.7%	32	Other	0.4%	2	Women	<15%	x	
Voluntary Non-Disclosure	0.4%	7	Total		464				
Total		1938	Women	18.1%	84				
Women	27.7%	536							
2016			2009						
White	80.1%	1485	White	84.3%	370				
African-American	5.5%	101	African-American	5.0%	22				
Latino	10.0%	185	Latino	8.2%	36				
Asian	2.6%	48	Asian	2.1%	9				
Other	1.8%	13	Other	0.5%	2				
Voluntary Non-Disclosure	0.3%	5	Total		439				
Total		1853	Women	18.9%	83				
Women	27.0%	500							

Table 10

Team Professional Administration									
As of January 1, 2023									
	%	#		%	#		%	#	
2023			2015			2008			
White	66.2%	3914	White	77.5%	1192	White	85.7%	407	
Black or African American	7.3%	431	African-American	8.0%	123	African-American	7.8%	37	
Hispanic or Latino	15.9%	939	Latino	9.3%	143	Latino	4.6%	22	
Asian	4.9%	289	Asian	3.9%	60	Asian	1.3%	6	
Two or More Races	2.2%	130	Other	1.3%	20	Other	0.6%	3	
Hawaiian or Pac. Islander	0.0%	0	Total		1538	Total		475	
Am. Indian or Alaska Native	0.0%	0	Women	27.0%	416	Women	28.6%	136	
Voluntary Nondisclosure	2.7%	159							
Total		5911							
Women	29.0%	1714							
2022			2014			2007			
White	73.6%	1436	White	77.5%	1115	White	88.6%	357	
Black or African American	6.7%	130	African-American	7.7%	111	African-American	5.5%	22	
Hispanic or Latino	11.1%	217	Latino	9.4%	135	Latino	4.2%	17	
Asian	4.3%	84	Asian	4.0%	57	Asian	1.5%	6	
Two or More Races	2.1%	41	Other	1.4%	20	Other	0.2%	1	
Hawaiian or Pac. Islander	0.2%	3	Total		1438	Total		403	
Am. Indian or Alaska Native	0.2%	4	Women	28.0%	402	Women	38.5%	155	
Voluntary Nondisclosure	1.8%	35							
Total		1950							
Women	26.9%	524							
2021			2013			2006			
White	74.2%	1416	White	77.8%	1081	White	85.0%	273	
Black or African American	6.1%	117	African-American	7.0%	97	African-American	5.0%	16	
Hispanic or Latino	10.9%	208	Latino	10.3%	143	Latino	7.8%	25	
Asian	4.7%	90	Asian	3.7%	52	Asian	1.9%	6	
Two or More Races	2.3%	44	Other	1.2%	17	Other	0.3%	1	
Hawaiian or Pac. Islander	0.1%	2	Total		1390	Total		321	
Am. Indian or Alaska Native	0.2%	4	Women	27.1%	376	Women	24.3%	78	
Voluntary Nondisclosure	1.5%	28							
Total		1909							
Women	25.5%	487							
2020			2012			2005			
White	74.8%	1460	White	78.1%	1061	White	90.0%	243	
Black or African American	6.1%	120	African-American	6.9%	94	African-American	3.7%	10	
Hispanic or Latino	11.2%	218	Latino	10.0%	136	Latino	5.2%	14	
Asian	4.0%	79	Asian	4.0%	54	Asian	1.1%	3	
Two or More Races	2.4%	46	Other	1.0%	14	Other	0.0%	0	
Hawaiian or Pac. Islander	0.1%	2	Total		1359	Total		270	
Am. Indian or Alaska Native	0.2%	4	Women	26.3%	357	Women	29.6%	80	
Voluntary Nondisclosure	1.2%	23							
Total		1952							
Women	25.3%	493							
2018			2011			2004			
White	75.1%	1468	White	84.3%	510	White	85.4%	537	
African-American	6.0%	118	African-American	7.3%	44	African-American	6.7%	42	
Latino	11.0%	215	Latino	6.0%	36	Latino	6.5%	41	
Asian	4.1%	81	Asian	0.7%	4	Asian	1.4%	9	
Other	2.1%	41	Other	1.8%	11	Other	0.0%	0	
Voluntary Non-Disclosure	1.3%	25	Total		605	Total		629	
Total		1955	Women	30.1%	182	Women	27.7%	174	
Women	26.0%	508							
2017			2010			2002			
White	77.1%	1490	White	87.0%	529	White	87.0%	x	
African-American	5.9%	115	African-American	5.8%	35	African-American	7.0%	x	
Latino	10.6%	205	Latino	5.9%	36	Latino	4.0%	x	
Asian	3.7%	71	Asian	1.0%	6	Asian	1.0%	x	
Other	1.8%	35	Other	0.3%	2	Other	1.0%	x	
Voluntary Non-Disclosure	1.0%	21	Total		608	Total		x	
Total		1937	Women	32.4%	197	Women	22.0%	x	
Women	27.7%	536							
2016			2009						
White	77.1%	1244	White	85.7%	522				
African-American	7.6%	122	African-American	7.6%	46				
Latino	9.5%	153	Latino	5.4%	33				
Asian	3.5%	56	Asian	1.0%	6				
Other	1.4%	22	Other	0.3%	2				
Voluntary Non-Disclosure	1.0%	16	Total		609				
Total		1613	Women	30.7%	187				
Women	28.1%	453							

Table 11

Umpires								
As of January 1, 2023								
	%	#		%	#		%	#
2023			2022			2021		
White	82.8%	63	White	85.3%	64	White	84.0%	63
Black or African American	5.3%	4	Black or African American	6.7%	5	Black or African American	5.3%	4
Hispanic or Latino	10.5%	8	Hispanic or Latino	9.3%	7	Hispanic or Latino	9.3%	7
Asian	2.8%	2	Asian	0.0%	0	Asian	0.0%	0
Two or More Races	0.0%	0	Two or More Races	0.0%	0	Two or More Races	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Hawaiian or Pac. Islander	0.0%	0	Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Am. Indian or Alaska Native	0.0%	0	Am. Indian or Alaska Native	0.0%	0
Voluntary Nondisclosure	1.3%	1	Voluntary Nondisclosure	0.0%	0	Voluntary Nondisclosure	1.3%	1
Total		76	Total		76	Total		75
Women	0%	0	Women	0%	0	Women	0%	0

Table 12

C-Suite								
As of January 1, 2023								
	%	#		%	#		%	#
2023			2022			2021		
White	80.6%	58	White	82.8%	48	White	87.1%	54
Black or African American	5.6%	4	Black or African American	10.3%	6	Black or African American	6.5%	4
Hispanic or Latino	4.2%	3	Hispanic or Latino	1.7%	1	Hispanic or Latino	1.6%	1
Asian	6.9%	5	Asian	5.2%	3	Asian	4.8%	3
Two or More Races			Two or More Races	0.0%	0	Two or More Races	0.0%	0
Hawaiian or Pac. Islander			Hawaiian or Pac. Islander	0.0%	0	Hawaiian or Pac. Islander	0.0%	0
Am. Indian or Alaska Native			Am. Indian or Alaska Native	0.0%	0	Am. Indian or Alaska Native	0.0%	0
Voluntary Nondisclosure	2.8%	2	Voluntary Nondisclosure	0.0%	0	Voluntary Nondisclosure	0.0%	0
Total	100%	72	Total		58	Total		62
Women	23.6%	17	Women	25.9%	15	Women	22.6%	14

Table 13