

SPORTS AND RACE

/SPORTS AND RACE/

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Divider Title: 1

THE WHITE HOUSE
WASHINGTON

March 3, 1998

MEMORANDUM FOR: SYLVIA MATHEWS
ANN LEWIS
MINYON MOORE
JUDITH WINSTON

FROM: NELSON REYNERI, JR.

SUBJECT: RACE AND SPORTS - RACIAL REPORT CARD

Northeastern University's Center for the Study of Sport in Society just released their annual Racial Report Card. It received considerable press coverage (attached is a press release describing the Racial Report Card).

I understand that there is a meeting scheduled this week to discuss the town hall. As you develop the agenda for the race and sports town hall, you may want to consider this issue.

Attachment

Paul Begala
Beverly Barnes
Claire Gonzales
Allison King
Jon Jennings
Andrew Mayock
Cheryl Mills
Michael Sorrell
Stacie Spector
Amy Weiss Tobe
Ann Walker
Mike Wenger

THE WHITE HOUSE
WASHINGTON

January 11, 1998

MEMORANDUM FOR: SYLVIA MATHEWS
Assistant to the President and Deputy Chief of Staff

FROM: NELSON REYNERI, JR. *NK*
Special Assistant to the Deputy Chief of Staff

SUBJECT: PROPOSAL FOR A PIR TOWN HALL

01/12/98

Nelson

What would you please do short description why you think it is good Ty Sn

Jose Masso sent this to me and asked that I give it to you. I've sent over the packet he sent to Judy Winston. Essentially, Northeastern's Center for the Study of Sports in Society wants to host a Presidential Town Hall on Race and Sports.

I think this has tremendous potential, for a number of reasons not the least the types of high name recognition folks that could attend.

When you have a moment, would you please let me know what you think of this and how I should proceed.

Attachment

THE WHITE HOUSE
WASHINGTON

1/12/98
Thank you
Nelson
helpful
concise
Jnat

January 11, 1998

MEMORANDUM FOR: SYLVIA MATHEWS
Assistant to the President and Deputy Chief of Staff

FROM: NELSON REYNERI, JR. *NK*
Special Assistant to the Deputy Chief of Staff

SUBJECT: SUMMARY OF SPORTS ILLUSTRATED ARTICLE
"WHAT EVER HAPPENED TO THE WHITE ATHLETE?"

Per your request to summarize this article from *Sports Illustrated*:

As the headline implies, this article asks "why the young white male is dropping out of the athletic mainstream to pursue success elsewhere". The writer cites statistics that show that certain sports (track and basketball) and certain positions in football are becoming increasingly dominated by blacks to the point that whites are no longer interested in competing. Some of those statistics include:

- none of the fastest 25 times in the 100 meter and only one of the fastest 25 in the 200 meter was run by a white man
- blacks make up 13% of US population but 67% of NFL players, 80% of NBA players and 93% of track athletes
- from 1984-1990 the number of white freshman scholarships for football dropped 22%, for basketball it was 11%.

The article suggest various reasons for this trend, including a combination of the following:

- black youths see professional sports as one of their more likely roads to success, as compared to white youths who view more options. When asked the following question "Realistically, what could you become when you grow up", blacks and whites answered in the following manner: athlete (57% black -41% white), lawyer (17% black - 27% white), teacher (14% black - 28% white).
- "positional segregation": this is a term used to explain why coaches (and players themselves) tend to choose blacks and white for certain positions in football.
- possibility of genetics playing a role. Some scientist believe that there may be validity to the notion that genetics may favor blacks in certain physical attributes as well as traits.

While few can argue that this demographic change has occurred, the reasons behind it are harder to confirm in a conclusive manner. Furthermore, the article does not offer any types of “solutions” probably because to do this would be to imply that this trend is a problem.

It’s too bad that the article didn’t explore more important issues such as the lack or role models for minority youths or the positive and healing aspects of them sports among diverse youth. While I don’t think there’s a connection from the article to the PIR, I still think that we’re missing an opportunity to use professional sports as a vehicle or forum to amplify the message of the PIR. What do you think of the idea of the President meeting with a diverse group of professional athletes, as he did with conservatives? He could 1) learn their views on race, youth and sports and 2) ask for their commitment to help the PIR.

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ESPN, INC.

ESPN PLAZA, BRISTOL, CT 06010

(860) 585-2000

ESPN TOWN MEETING

OBJECTIVE:

To explore race relations in the United States today, using sports as a vehicle and context, in a manner that will be informative and entertaining and attract a wide audience.

FORMAT:

The President and a panel of no more than 8 sports personalities, chosen for knowledge, presentation, diversity, image and promotability discuss the issues. Subject areas may be set up using short vignettes coming out of commercial breaks. The moderator will be ESPN Reporter Bob Ley and the program would include selected questions from the studio audience and, potentially, questions sent in using the internet.

PROGRAM SCHEDULE:

The Town Meeting would be scheduled for Tuesday, April 14 and the ESPN schedule for that night would be:

- 6 p.m. – Up Close with Chris Myers with appropriate guest
- 6:30 p.m. – SportsCenter with appropriate referential material
- 7:30 p.m. – Outside the Lines dealing with race in sports
- 8 p.m. – ESPN live Town Meeting
- 10 p.m. – Baseball Tonight – live, can be shortened if Town Meeting runs long

LOCATION:

Must be in an easily accessible major city with excellent airline service. Most panelists will travel in afternoon of the Town Meeting and leave the next morning. The city must also be one that will provide a diverse audience. Within the selected city, a relatively small facility on a college campus is most desirable. This site must be determined and surveyed by two weeks from today.

AUDIENCE:

Selected and invited by ESPN. As audience members are seated, they will be interviewed by ESPN staff and provided with cards to write down a potential question. ESPN will then determine which questions will be asked at what time, depending on the flow of the program.

COORDINATION:

The available production time for this effort is very short. In ESPN's two previous efforts, we had approximately 3 months and that was tight. In this instance, we have about half that time. It is essential that there be one contact at the White House who has the ability to answer questions, sign-off on decisions where necessary and provide input in a timely manner.

ESPN mag

3.5.88

More Hall video. Spoken word - in the 90s

Q

Purpose @ BEYOND B/W Assignment

1 Page

City → American Search

Excuses - folks don't want to get it

Interview (15-25 organizations 10-15 people interview
10-15 phone)

Panel they select NO C → Javon

Location Chicago, Miami, DC, NY Boston

Issue Training ~~over~~ issue by doing roundtable w/ even

Answer Sports moves what's happening w/ society
Birmingham analogy

Q: working w/ producers

Inputs 45 min story telling dance

2 Positive examples

ESPN

- Doxy: Gary Edwards, ZENN Cassidon, Dean Smith, History - Soccer
Mail (1st) (2nd) (3rd)
- want to Break through

② Moderator Bob Lee hard to go w/ someone else
Sawant paper on leg

or CONTEMPORARY

CNN, 2000s

"got to have the new titles"

SM

Q 90 min is 2 hr

① LOCATION South San Antonio Atlanta, Miami, Chicago, Chicago, Houston

③ PROMOTION: Promote 4-5000 as if we can't Newspaper Campaign

② ESPN to get back there / chat are ingreter about

③ see by Monday

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EMBARGOED FOR RELEASE UNTIL WEDNESDAY FEBRUARY 25

1997 Racial Report Card released by Northeastern University

Pro and College sport miss the grade on the issues of race and hiring

Contacts: Richard Lapchick AND
Adam Zand (617) 373-3159
Kevin Matthews (617) 373-4256

Northeastern University's Center for the Study of Sport in Society today released *The 1997 Racial Report Card*. This is the ninth annual edition analyzing the racial composition of players, coaches and front office employees in the National Basketball Association, National Football League, and Major League Baseball. *The 1997 Racial Report Card* represents the first time that Sport in Society has included comparative data for college sport and a *College Special Edition* was released this week. Gender comparisons are also provided where they are relevant.

Richard Lapchick, Director of Northeastern University's Sport in Society and author of the RRC said, "A recent cover story in *Sports Illustrated* asked, 'Where have all the white athletes gone?' The answer is that many of them continue to run our teams and athletic departments. There has been very little progress in the patterns of hiring people of color and women in pro and college sport. The rule of thumb is still sadly that minority athletes can play but then can't stay."

Among the major findings of *The 1997 Racial Report Card* are the following:

College sport has the worst record for racial and gender hiring practices when compared to the NBA, NFL and Major League Baseball.

Contrary to widespread opinion, the percentage of Black players decreased in all major pro and college sports in general.

Regarding hiring of people of color and women in management, the NBA has the best record while Major League Baseball the worst in pro sport.

Gains for women outstrip those for people of color, but the "glass ceiling" severely limits opportunities for people of color and women in top management positions with teams and in college athletic departments.

Richard Lapchick, Director
Northeastern University
360 Huntington Avenue, 161 CP
Boston, MA 02115

(MORE)

PAGE TWO / RRC

NCAA Division III, often viewed as a bastion of "pure sport," had the worst record for all NCAA divisions.

Coaching jobs for Blacks in Division I football, basketball and baseball rank behind their pro counterparts in the NFL, NBA and MLB.

There are smaller percentages of Blacks as Division I athletic directors than there are of general managers in the NBA or the NFL.

League offices and NCAA headquarters do far better than teams and college athletic departments regarding hiring practices.

"Positional segregation" or stacking is once again an issue in the NFL and Major League Baseball.

Lapchick concluded, "We publish the *Racial Report Card* to help sport recognize that while it is America's most integrated work-place regarding players, it is not much better than society in who it hires in decision-making positions. Despite well intentioned efforts for diversity by league offices, white males still control most of our teams, front offices and athletic departments.

"If we couldn't celebrate more victories for diversity fifty years after Jackie Robinson integrated the major leagues, perhaps sport can refocus and lead the nation towards the principle of equal opportunity for all. Sport still remains the one national plane where people of color and whites seem to have the greatest opportunity to set a national example for the rest of the country."

Sport in Society publishes the *Racial Report Card* to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions.

The mission of Northeastern University's Center for the Study of Sport in Society is to increase awareness of sport and its relation to society, and to develop programs that identify problems, offer solution and promote the benefits of sport.

**Richard Lapchick will be available for press inquiries on
Monday Feb. 23 and Tuesday Feb. 24 by calling (617) 373-3159**

Copies of the 1997 Racial Report Card and the College Special Edition are available by contacting Kevin Matthews at (617) 373-4256

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minority hiring poor

Big Ten Report

Women's Report

College roundup

'RACIAL REPORT CARD' GIVES COLLEGES LOWER MARKS THAN PROS ON HIRING

By Andrew Bagnato

Tribune College Sports Writer
February 25, 1998

For nine years the Center for the Study of Sport in Society at Northeastern University has issued a "Racial Report Card" to prod the NFL, NBA and Major League Baseball to improve opportunities for minorities, particularly on the sidelines and in the front office.

This year, for the first time, the Boston-based center turned its spotlight on the NCAA. It found that college teams lag behind their pro counterparts in providing access to minorities--especially in big-money Division I-A football and Division I men's basketball programs, most of which are based on the campuses of tax-supported institutions.

"These numbers would stand out if they were only issued by the NCAA, but when you compare them with pro sports, it's even more glaring," the survey's author, Richard Lapchick, said in a telephone interview Tuesday. "We see all the black players on the court, but the numbers diminish dramatically in the athletic departments."

Indeed, 61 percent of the players in Division I men's basketball are black--compared with only 17.3 percent of the head coaches and 9.1 percent of the athletic directors. It's a disparity that will be hard to miss when the popular NCAA tournament takes the nation's center stage next month.

According to the survey, blacks are struggling for acceptance nationally even as Tubby Smith became the first black coach at Kentucky, where Adolph Rupp had long refused to recruit black players.

"It is particularly disappointing to see how colleges and universities, which should be leaders on issues of race and gender, are actually lagging behind the heavily scrutinized world of pro sport," Lapchick wrote. "The rule of thumb is still sadly that athletes can play but then can't stay (as coaches or administrators)."

Few college sports administrators will be surprised by the report, when it is released nationally on Wednesday.

"Clearly, that is an important issue for us (in the NCAA) to address," said Conference USA commissioner Mike Slive, who had not seen the report.

The study broke down the number of black players, head coaches and administrators in college football, men's basketball and baseball and compared them with the NFL, NBA and Major League Baseball.

In each case, the pros had greater minority representation.

In basketball, for example, 24 percent of NBA head coaches are black, compared with 17.3 percent in Division I. In football, 10 percent of NFL head coaches are black, as against 7.2 percent in Division I-A. The report also noted that no blacks were hired for the 12 Division I-A openings at the end of last season and that only one black had been given one of the 25 slots that opened in 1996. That was Tony Samuel, who accepted the job at woeful New Mexico State, which few others wanted.

But the widest discrepancy between the pros and the



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colleges was in baseball. Fourteen percent of major league managers are black or Latino, but the survey didn't find a single black manager in Division I baseball and reported only 2.4 percent who identified themselves as "other."

The study praised NCAA executive director Cedric Dempsey for improving the minority presence on the NCAA staff and in top committees.

"I don't know how much the NCAA can do," Lapchick said. "I think it's important that they continue to put pressure on (member schools). Nobody changes without pressure."

Big Ten commissioner Jim Delany hadn't seen the survey, but he said that the conference has made efforts to address the issues it raised.

"We're vitally interested in recruiting a pool of candidates that is the best pool," Delany said. "While no one can be happy or say that we are where we ultimately want to be, the fact of it is that we're sensitive to it and we've made some progress in some areas. You don't end up with three athletic directors leading your programs (Merritt Norvell at Michigan State; Tom Goss at Michigan; and, until two years ago, McKinley Boston at Minnesota) if you're not interested in making progress."

The study argues that because blacks are a majority on the playing rosters in major-college football (52 percent) and basketball (61 percent), they should find more opportunities to coach and direct athletic departments when their playing days are over.

The study concedes that not all athletes hope to remain in sports. But it concludes, "Many athletes of all colors and ethnic backgrounds have shared this dream. It is far more likely to become a reality if you are white."

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02/25/1998 07:45 EST

College Sports Hire Few Minorities

BOSTON (AP) -- Northeastern University's study of minority hiring in college sports gave the NCAA failing grades.

The study released Tuesday by Northeastern University's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's even worse at the college level.

In the first such study to include colleges, the center found that college sports have the worst record for hiring women and minorities; the percentage of black players decreased in college and pro sports; and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said Richard Lapchick, author of the report and director of the center. "Despite well intentioned efforts, white males still control most of our teams, front offices and athletic departments."

The study found that in 1996, 71.4 percent of the NCAA's top executives were white and about 21 percent were black. About 92.1 percent of the organization's chief aides were white; 5.3 percent were black and 2.6 percent were Latino.

More than 80 percent of the NCAA's office managers were white; 9.4 percent were black; and 1.9 percent were Latino.

In pro sports, the NBA was given the highest grade in opportunities for minorities for the ninth straight year. The NFL was next, and major league baseball was given a conditional grade because it did not provide data for the second straight year.

In the NBA, 77 percent of league office employees were white, and 17 percent black. Eighty percent of NFL league office staff were white, and 15 percent black. The latest numbers available for baseball, 1995-96, showed that 79 percent were white and 19 percent black.

The NBA had the highest percentage of women in league office jobs -- 44 percent. The NFL had 26 percent, and baseball 21 percent. In the NCAA, 14.3 percent of top administrators were women.

There are fewer coaching opportunities for blacks in NCAA Division I football, basketball and baseball than in the NFL, NBA and major league baseball. Only three of 30 NFL coaches were minorities, followed by three of 28 in baseball and seven of 29 in the NBA.

At the college ranks, 81.5 percent of Division I basketball coaches were white, along with 92.8 percent of I-A football coaches and 97.6 percent of baseball coaches.

The widest discrepancy for coaches between pro and college sports was in baseball. While 14 percent of major league managers are black or Latino, the survey didn't find a single black manager in Division I baseball. Only 2.4 percent identified themselves as being from other races.

"When you're talking tennis, golf, swimming and other sports where there are poor percentages of minority participation, that's a reflection of the fact that in our society we don't provide a lot of good programs at the secondary level, so we don't see high participation rates for those sports," NCAA executive director Cedric Dempsey said.

"But it's inexcusable in sports like baseball, basketball and track where we have high participation numbers of minorities not to have more minority coaches."

Among other findings:

-- While the NBA still leads pro sports in opportunities for black athletes, the percentage of blacks declined slightly to 79 percent -- the second straight decrease.

-- There are no majority owners in pro baseball, the NBA or NFL who are black or Latino.

-- Division III had the worst record of all NCAA divisions. More than 70 percent of all Division III college athletic directors were white men. Only 3.4 percent were black men.

-- The percentage of black athletes in colleges has declined over the past five years while participation of Latino student-athletes went up slightly.

-- League offices in all three pro sports had a better minority hiring record than teams.

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BOSTON HERALD

A new study released by Northeastern University's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's even worse at the college level.

The center found that in 1996, 71.4 percent of the NCAA's top executives were white and about 21 percent were black. About 92.1 percent of the organization's chief aides were white; 5.3 percent were black and 2.6 percent were Hispanic. More than 80 percent of the NCAA's office managers were white; 9.4 percent were black; and 1.9 percent were Hispanic.

Wednesday, February 25, 1998

Sports briefs

Minority hiring poor in college sports

BOSTON -- The grades are in for minority hiring in college sports, and they're lousy.

A study released Tuesday by Northeastern University's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's worse at the college level.

The "Racial Report Card" covering the 1995-96 academic year showed that college sports have the worst record for hiring women and minorities; the percentage of black players decreased in college and pro sports; and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said *Richard Lapchick*, author of the report and director of the center.

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Sports

Colleges flunking minority hiring

Daily News Wire Services

The grades are in for minority hiring in college sports, and they're lousy.

A new study released yesterday by Northeastern University's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's even worse at the college level. The "Racial Report Card" covering the 1995-96 academic year showed that college sports have the worst record for hiring women and minorities; the percentage of black players decreased in college and pro sports; and majority ownership in sports for minorities does not exist. "There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said **Richard Lapchick**, author of the report and director of the center.

The center found that in 1996, 71.4 percent of the NCAA's top executives were white and about 21 percent were black. About 92.1 percent of the organization's chief aides were white; 5.3 percent were black and 2.6 percent were Latino.

More than 80 percent of the NCAA's office managers were white; 9.4 percent were black; and 1.9 percent were Latino.

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Study: Black coaches still in the minority

By DARRELL FRY

©St. Petersburg Times, published February 25, 1998

Northeastern University's Center for the Study of Sport in Society will release today its 1997 Racial Report Card, which annually examines the racial and gender makeup of the NBA, the NFL, MLB and, for the first time, the NCAA.

It's the university's ninth such report and, as you might have guessed, the news once again isn't all good.

While the NBA has made tangible improvements, pro leagues continue to employ a disproportionate number of women and minorities. And nowhere is the disparity wider than in top management positions such as head coach and team president.

The study, which used data from last season, found blacks made up 24 percent of NBA head coaches, 10 percent of NFL head coaches and 14 percent of MLB managers.

It might not surprise you to know that there are no black or Latino majority owners in the three leagues.

Those numbers are striking considering minority groups made up 30 percent of NBA players, 67 percent of NFL players and 41 percent of MLB players.

The report's overall grades for each league were based on how each league's total of minorities compared with the percentage of minorities in the general population, which was 12 percent last year.

The NBA, which has had the highest grade of the three pro leagues in each of the study's nine years, got an A-. The NFL got a B- and MLB, which received an F for its diversity among top management, got a C overall, although the report notes the grade was computed with limited data.

In its debut in the study, the NCAA scored lower than all the pro leagues. Blacks and women made up only 9 percent of Division I athletic directors. Of the NCAA's 110 Division I football programs, eight were headed by black coaches (7.2 percent).

What's sad is that diversity in sports is still a relevant issue, that not only are minorities still not being hired enough in important front office positions, but astute, experienced ones are still not even getting interviewed.

Look at Green Bay Packers offensive coordinator Sherman Lewis, who wasn't interviewed for any of the 11 head coaching openings last season. The guy has been a part of four Super Bowl teams, and despite being interviewed by the Cowboys this month, no team has deemed him worthy enough to be its coach.

What's even sadder is there likely won't be much reaction to the study's findings, which basically have shown the same disparities the past few years. Actually, the people who ought to complain the loudest -- black and Latino athletes -- are the ones you're likely to hear the least from.

Like many athletes, they often are too short-sighted to recognize the potential ramifications on their futures or are too preoccupied with protecting the millions they are making in salaries and sneaker contracts.

What a waste.

Imagine how much influence Michael Jordan, Ken Griffey Jr., Barry Sanders and Charles Woodson could have on efforts to improve minority hiring if they got together and spoke out on the issue. Then again, when was the last time we heard a pro athlete speak out against any issue?

"I look at them as if there's a lack of education, a lack of understanding the issue. Most of them don't know who Jackie Robinson was," said Hall of Fame running back Jim Brown, who, along with other athletes in his time, is quite vocal about diversity issues. "There are exceptions to the

rule. I'm not saying every athlete is that way. But, in general, the atmosphere (these days) is totally different than when we were around at the height of our careers."

That can't be good news to the scores of qualified minorities like Lewis who are hanging their futures on the belief that more teams will do the right thing and simply hire the most qualified person as their next coach or general manager or team president.

Otherwise, those diligent and scholarly folks at Northeastern University will find themselves with a lot of free time on their hands, because the only thing different about next year's racial report may be the date on the cover.

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Wednesday, February 15, 1998

Colleges Get 'F' in the Hiring of Minorities

Associated Press

BOSTON--The grades are in for minority hiring in college sports, and they're lousy. And those in pro sports aren't much better.

The "Racial Report Card," released Tuesday by Northeastern University's Center for the Study of Sport in Society, found that during the 1995-96 academic year, college sports had the worst record for hiring women and minorities. It also found that the percentage of black players decreased in college and pro sports, and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said Richard Lapchick, author of the report. For example, coaching jobs for blacks in NCAA Division I football, basketball and baseball rank behind those in the NFL, NBA and major league baseball. Only three of 30 NFL coaches were minorities, three of 18 baseball managers and seven of 29 NBA coaches.

In college, 31.5% of Division I basketball coaches were white, 92.3% of I-A football coaches and 97.6% of baseball coaches.

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Report criticizes minority hiring in college sports

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BOSTON (February 25, 1998 01:18 a.m. EST) -- A new study released Tuesday by Northeastern University's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's worse at the college level.

The "Racial Report Card" covering the 1995-96 academic year showed that college sports have the worst record for hiring women and minorities; the percentage of black players decreased in college and pro sports; and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said Richard Lapchick, author of the report and director of the center.

The center conducts an annual study of the racial composition of players, coaches and front office employees in pro basketball, football and baseball. This year, it widened its focus to include colleges.

"Despite well intentioned efforts, white males still control most of our teams, front offices and athletic departments," Lapchick said.

The center found that in 1996, 71.4 percent of the NCAA's top executives were white and about 21 percent were black. About 92.1 percent of the organization's chief aides were white; 5.3 percent were black and 2.6 percent were Latino.

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"When you're talking tennis, golf, swimming and other sports where there are poor percentages of minority participation, that's a reflection of the fact that in our society we don't provide a lot of good programs at the secondary level, so we don't see high participation rates for those sports," said NCAA executive director Cedric Dempsey.

"But it's inexcusable in sports like baseball, basketball and track where we have high participation numbers of minorities not to have more minority coaches."

Among other findings:

- While the NBA still leads pro sports in opportunities for black athletes, the percentage of blacks declined slightly to 79 percent -- the second straight decrease.

- There are no majority owners in pro baseball, the NBA or NFL who are black or Latino.

- Division III had the worst record of all NCAA divisions. More than 70 percent of all Division III college athletic directors were white men. Only 3.4 percent were black men.

- The percentage of black athletes in colleges has declined over the past five years while participation of Latino student-athletes went up slightly.

- League offices in all three pro sports had a better minority hiring record than teams.

By BILL PORTER, Associated Press Writer

An Honest Day's Word

After all, San Diego State comes to town the following weekend and I have to believe Murakami would dearly love to get No. 1,000 against Jim Dietz.

▲▲▲

A study released yesterday by the Center for the Study of Sport in Society found the hiring records for women and minorities in college athletics are very poor.

The study found that at the Division I level, 31.5 percent of head basketball coaches are Caucasian as are 92.3 percent of football coaches and 97.6 percent of baseball coaches.

Contrast that with the University of Hawaii. Three of the seven head coaches for the major sports (football, men's and women's basketball, men's and women's volleyball, baseball and softball) are of Asian heritage.

On top of that, the top assistants in men's and women's basketball are African-American, as is the football team's new defensive coordinator.

The athletic director is of Asian descent and associate athletic director Mariyn Moniz-Kaho'ohano'hano is Hawaiian/Chinese/Portuguese.

As Moniz-Kaho'ohano'hano correctly points out, there is still room for improvement and it is easier to hire diverse staffs in a state with such a diverse population.

But it's a hiring record that UH can be proud of and one that most other universities can't match.

Joe Edwards is sports editor of the Star-Bulletin.

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The Bangor Daily News
Wednesday, February 25, 1998

Grades bad for colleges on race, UMaine is following well-established process

From Staff and Wire Service Reports -- BOSTON - They can play, but they can't stay.

For years, that's how critics have said professional sports teams treat blacks who want to run teams, not just run for them.

Now the grades are in for colleges. And they're lousy.

In fact, college sports have a worse record for minority hiring than pro basketball, football or baseball, according to a new study. The "racial report card" covers the 1995-96 academic year.

"A recent cover story in 'Sports Illustrated' asked, 'Where have all the white athletes gone?'" said Richard Lapchick, author of the report and director of Northeastern University's Center for the Study of Sport in Society.

"The answer is that many of them continue to run our teams and athletic departments," Lapchick said. "There has been very little progress in the patterns of hiring people of color and women in pro and college sport."

The center conducts an annual study of the racial composition of players, coaches and front office employees in the professional ranks for basketball, football and baseball. This year, it widened its focus to include colleges.

The center found that colleges have a worse record for racial and gender hiring practices than do the pro franchises. Coaching jobs for blacks in NCAA Division I football, basketball and baseball rank behind their pro counterparts in the NFL, NBA and baseball's major leagues.

The center did not release specific figures for colleges and universities.

At the University of Maine, athletic director Sue Tyler said minorities hold at least four assistant coaching positions and two academic support service or administrative slots.

UMaine offers 19 varsity sports.

But those numbers actually may be higher, said Tyler, who pointed out that she doesn't categorize people according to convenient labels.

"I don't think of people like that, so it's hard for me to think through our staff list and see immediately how many minorities we have."

Tyler said that UMaine has a well-established process that is designed to increase the number of minority applicants for each open job.

Among the steps that UMaine regularly takes are:

- Advertising in primarily minority educational journals;

- Posting jobs through the NCAA's minority hiring office;

- Reviewing candidate pools to find out if minorities are applying for jobs;

- Seeking out minorities individually if job pools don't have enough qualified minority applicants.

Tyler said that there are various reasons for minorities not holding coaching jobs, as there are many reasons for a decrease in the number of women holding the same positions.

And one reason, Tyler said, might be that highly motivated student-athletes - those who would make good coaches - aren't especially interested in getting into the grueling business.

I know a lot of minority students that I coached would say, 'Why would I do that?' " Tyler said, referring to a career in coaching. "[They'd say] 'I'd work 80 hours a week and be dependent on 18- to 22-year-olds.' " she added.

"It's not an occupation that people are dying to get into."

Among other findings from the center's report:

There are smaller percentages of blacks as Division I athletic directors than there are of general managers in the NBA and NFL and a higher percentage than in major league baseball.

Division III had the worst record of all NCAA divisions

The percentage of black athletes in colleges has declined over the past five years while participation of Latino student-athletes went up slightly.

The good news: NCAA headquarters has a good record at the top and middle management levels.

But even the silver lining has a cloud: The NCAA headquarters had a weaker record for mid-level managers and other professionals than the respective pro league offices.

Cedric Dempsey, the executive director of the NCAA, agreed the data show a lack of opportunities for minorities. In fact, Dempsey said, he's glad all this is coming out.

Among the statistics Dempsey finds most troubling is that even in sports with heavy minority participation there are high percentages of white coaches - 87.2 percent for basketball; 93.9 percent for football; and 97.6 percent for baseball.

"When you're talking tennis, golf, swimming and other sports where there are poor percentages of minority participation, that's a reflection of the fact that in our society we don't provide a lot of good programs at the secondary level, so we don't see high participation rates for those sports," Dempsey said.

But it's inexcusable in sports like baseball, basketball and track where we have high participation numbers of minorities not to have more minority coaches."



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THE SPORTS BUSINESS DAILY

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--- Wednesday --- February 25, 1998 --- Vol. IV --- No. 102 ---

TOP STORY

MAKING THE GRADE

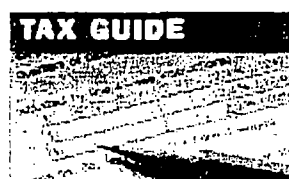
Northeastern University's Center for the Study of Sport in Society has released its 1997 Racial Report Card, which examines the racial composition of players, coaches, and front office staff in the NBA, NFL, MLB and colleges. According to the report, college sport has the worst record for racial and gender hiring practices -- when compared to the NBA, NFL, and MLB -- while the NBA has the best record when it comes to the hiring of people of color and women in management. (1/25)

===== SPORTS & SOCIETY =====

25. SPORT IN SOCIETY CENTER RELEASES '97 RACIAL REPORT CARD

Northeastern Univ.'s Center for the Study of Sport in Society released its '97 Racial Report Card today, its ninth edition. The report analyzes the racial composition of players, coaches and front office employees in the NBA, NFL and MLB, and for the first time, includes comparative data for the NCAA and its schools. Among the major findings: College sport has the worst record for racial and gender hiring practices when compared to the NBA, NFL and MLB; the NBA has the best record while MLB has the worst in pro sports when it comes to hiring people of color and women in management; and gains are greater for women than for people of color, but the "glass ceiling" severely limits opportunities for people of color and women in top management positions with teams and in college athletic departments (Sport in Society). Report author Richard Lapchick: "Despite well intentioned efforts for diversity by league offices, white males still control most of our teams, front offices and athletic departments" (USA TODAY, 2/25).

LEAGUE LEVEL: Lapchick said in '97, the percentage of minority group members and women increased from 21% to 23% in the NBA league office, from 18% to 20% in the NFL league office, and from 22% to 26% in MLB's league office. The only failing grade went to MLB, where top management, including ownership, received an "F" by Lapchick's definition. Lapchick's study shows that minorities make up 5% of top management positions in MLB teams' front offices. But MLB Dir of PR Rich Levin said that MLB didn't have complete information ready for the study. Levin said that 9% of MLB's senior execs were minority group members. Levin: "And the front office was 10 percent. We think those numbers are pretty good" (N.Y. TIMES, 2/25).



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Latest News

College sports earn poor grades for racial, gender hiring

Associated Press, 02/25/98 03:56

BOSTON (AP) - Northeastern University's study of minority hiring in college sports gave the NCAA failing grades.

The study released Tuesday by Northeastern University's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's even worse at the college level.

In the first such study to include colleges, the center found that college sports have the worst record for hiring women and minorities: the percentage of black players decreased in college and pro sports; and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said Richard Lapchick, author of the report and director of the center.

"Despite well intentioned efforts, white males still control most of our teams, front offices and athletic departments."

The study found that in 1996, 71.4 percent of the NCAA's top executives were white and about 21 percent were black. About 92.1 percent of the organization's chief aides were white; 5.3 percent were black and 2.6 percent were Latino.

More than 80 percent of the NCAA's office managers were white; 9.4 percent were black; and 1.9 percent were Latino.

In pro sports, the NBA was given the highest grade in opportunities for minorities for the ninth straight year. The NFL was next, and major league baseball was given a conditional grade because it did not provide data for the second straight year.

In the NBA, 77 percent of league office employees were white, and 17 percent black. Eighty percent of NFL league office staff were white, and 15 percent black. The latest numbers available for baseball, 1995-96, showed that 79 percent were white and 19 percent black.

The NBA had the highest percentage of women in league office jobs - 44 percent. The NFL had 26 percent, and baseball 21 percent. In the NCAA, 14.3 percent of top administrators were women.

There are fewer coaching opportunities for blacks in NCAA Division I football, basketball and baseball than in the NFL, NBA and major league baseball. Only three of 30 NFL coaches were minorities, followed by three of 28 in baseball and seven of 29 in the NBA.

At the college ranks, 81.5 percent of Division I basketball coaches were white, along with 92.8 percent of I-A football coaches and 97.6 percent of baseball coaches.

The widest discrepancy for coaches between pro and college sports was in baseball. While 14 percent of major league managers are black or Latino, the survey didn't find a single black

ARCHIVES

[Low-graphics version](#)

manager in Division I baseball. Only 2.4 percent identified themselves as being from other races.

"When you're talking tennis, golf, swimming and other sports where there are poor percentages of minority participation, that's a reflection of the fact that in our society we don't provide a lot of good programs at the secondary level, so we don't see high participation rates for those sports," NCAA executive director Cedric Dempsey said.

"But it's inexcusable in sports like baseball, basketball and track where we have high participation numbers of minorities not to have more minority coaches."

Among other findings:

- While the NBA still leads pro sports in opportunities for black athletes, the percentage of blacks declined slightly to 79 percent - the second straight decrease.
- There are no majority owners in pro baseball, the NBA or NFL who are black or Latino.
- Division III had the worst record of all NCAA divisions. More than 70 percent of all Division III college athletic directors were white men. Only 3.4 percent were black men.
- The percentage of black athletes in colleges has declined over the past five years while participation of Latino student-athletes went up slightly.
- League offices in all three pro sports had a better minority hiring record than teams.

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WEDNESDAY, FEBRUARY 25, 1998

RACIAL REPORT CARD

Minority hiring: Colleges failing

ASSOCIATED PRESS

BOSTON — The grades are in for minority hiring in college sports, and they're lousy.

A new study released yesterday by Northeastern University's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's even worse at the college level.

The "Racial Report Card" covering the 1995-96 academic year showed that college sports have the worst record for hiring women and minorities; the percentage of black players decreased in college and pro sports; and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said Richard Lapchick, author of the report and director of the center.

The center conducts an annual study of the racial composition of players, coaches and front office employees in pro basketball, football and baseball. This year, it widened its focus to include colleges.

"Despite well intentioned efforts, white males still control most of our teams, front offices and athletic departments," Lapchick said.

The center found that in 1996, 71.4 percent of the NCAA's top executives were white and about 21 percent were black. About 92.1 percent of the organization's chief aides were white; 5.3 percent were black and 2.6 percent were Latino.

More than 30 percent of the NCAA's office managers were white; 9.4 percent were black; and 1.9 percent were Latino.

In pro sports, the NBA was given the highest grade in opportunities for minorities for the ninth straight year. The NFL was next, and major league baseball was given a conditional grade because it did not provide data

for the second straight year.

In the NBA, 77 percent of league office employees were white, and 17 percent black. Eighty percent of NFL league office staff were white, and 15 percent black. The latest numbers available for baseball, 1995-96, showed that 79 percent were white and 19 percent black.

The NBA had the highest percentage of women in league office jobs — 44 percent. The NFL had 26 percent, and baseball 21 percent. In the NCAA, 14.3 percent of top administrators were women.

Coaching jobs for blacks in NCAA Division I football, basketball and baseball rank behind their pro counterparts in the NFL, NBA and major league baseball. Only three of 30 NFL coaches were minorities, followed by three of 28 in baseball and seven of 29 in the NBA.

At the college ranks, 31.5 percent of Division I basketball coaches were white, along with 92.3 percent of I-A football coaches and 97.6 percent of baseball coaches.

"When you're talking tennis, golf, swimming and other sports where there are poor percentages of minority participation, that's a reflection of the fact that in our society we don't provide a lot of good programs at the secondary level, so we don't see high participation rates for those sports," said NCAA executive director Cedric Dempsey.

"But it's inexcusable in sports like baseball, basketball and track where we have high participation numbers of minorities not to have more minority coaches."

Among other findings:

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There are no majority owners in pro baseball, the NBA or NFL who are black or Latino.

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Bad report card

Colleges worse than pros in racial, gender hiring

Posted: Wed February 25, 1998 at 4:40 PM ET

BOSTON (AP) - Northeastern University's study of minority hiring in college sports gave the NCAA failing grades.

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In the first such study to include colleges, the center found college sports have the worst record for hiring women and minorities: the percentage of black players decreased in college and pro sports; and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said Richard Lapchick, author of the report and director of the center. "Despite well intentioned efforts, white males still control most of our teams, front offices and athletic departments."

The study found that in 1996, 71.4 percent of the NCAA's top executives were white and about 21 percent were black. About 92.1 percent of the organization's chief aides were white; 5.3 percent were black and 2.6 percent were Latino.



Arkansas men's basketball coach Nolan Richardson is in the minority. Over 31 percent of the Division I men's basketball coaches are white. (Doug Pensinger/AISport)

Sports Illustrated

1997 Racial Report Card

	NBA	NFL	MLB
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Category

Player opportunities	A+	A+	A
Commissioner	A-	B+	N/A
League/Offices			

Hiring Practices

Coaches	A	C+	B
Head Coach /Manager	A	C	B
Assistant Coaches	A+	A	A

Front Office

Top Management	C	C-	F
Senior Administration	B	C	N/A
Administrators	B+	C	N/A
Support Staff	A	C	N/A

OVERALL GRADES	A-	B-	C
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The above grades are those given by Northeastern University's Center for the Study of Sport in Society in the National Basketball Association (NBA), the National Football League (NFL), and Major League Baseball (MLB) as part of *The 1997 Racial Report Card*.

More than 80 percent of the NCAA's office managers were white; 9.4 percent were black; and 1.9 percent were Latino.

In pro sports, the NBA was given the highest grade in opportunities for minorities for the ninth straight year. The NFL was next, and major league baseball was given a conditional grade because it did not provide data for the second straight year.

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At the college ranks, 81.5 percent of Division I basketball coaches were white, along with 92.8 percent of I-A football coaches and 97.6 percent of baseball coaches.

The widest discrepancy for coaches between pro and college sports was in baseball. While 14 percent of major league managers are black or Latino, the survey didn't find a single black manager in Division I baseball. Only 2.4 percent identified themselves as being from other races.

"When you're talking tennis, golf, swimming and other sports where there are poor percentages of minority participation, that's a reflection of the fact that in our society we don't provide a lot of good programs at the secondary level, so we don't see high participation rates for those sports," NCAA executive director Cedric Dempsey said.

	College Student-Athletes		
	Basketball	Football	Baseball
White	37.4%	47.2%	89.4%
Black	61%	52%	6.5%
Latino	1.6%	1.8%	4.1%

Note: Data provided by the NCAA

"But it's inexcusable in sports like baseball, basketball and track where we have high participation numbers of minorities not to have more minority coaches."

Among other findings:

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- While the NBA still leads pro sports in opportunities for black athletes, the percentage of blacks declined slightly to 79 percent -- the second straight decrease.
- There are no majority owners in pro baseball, the NBA or NFL who are black or Latino.
- Division III had the worst record of all NCAA divisions. More than 70 percent of all Division III college athletic directors were white men. Only 3.4 percent were black men.
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Features

Thursday February 26, 1998 Edition

Sports

High and Low Marks on a Sports Racial Report Card

Ross Atkin, Staff writer of The Christian Science Monitor
Send e-mail to: atkinr@csp.com

BOSTON -- When it comes to providing playing opportunities for minorities, the National Basketball Association, National Football League, and Major League Baseball can feel good about their grades (A plus, A plus, and A, respectively) in 1997. Before getting big-headed, though, they probably need to look at the full Racial Report Card issued by Northeastern University's Center for the Study of Sport in Society.

The point of the center's report, now in its ninth year, is to analyze the hiring of women and people of color in the three major pro leagues. The study's focus is how the leagues and teams in them are doing in filling nonplaying positions - from front-office interns to executives and everything in between, including head and assistant coaches.

When overall performance is examined, the NBA is given an A-minus, the NFL a B-minus, and Major League Baseball, which did not provide sufficient data in some categories, a C.

Grades are based on how the composition of the sports work force relates to the makeup of society at large. On this score, the report concludes that sport, while well integrated athletically, is "not much better than society" administratively.

"As a whole, over nine years, there has been gradual progress in most pro sports," says Richard Lapchick, director of Sport in Society. "The sports have always come after some controversial event. The one league that has constantly built a regular basis [of hiring minorities] over that period of time is the NBA. The others have had more herky-jerky responses."

Where the Sport in Society report finds the greatest room for across-the-board improvement is at the top management level, where the NBA receives the highest grade of C, and baseball the lowest of F. The NFL gets a C-minus.

In the ownership area, no blacks or Latinos serve as majority owners in any of the leagues. In addition, about two dozen women are identified in the report as part-owners of teams.

For the first time, the report included comparative data for college sports, which trail pro leagues in their racial and gender hiring practices. The worst record in this regard occurs among the smallest colleges, or those at the Division III level. In another finding, the percentage of black student-athletes has declined over the past five years.

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Washington Post Thurs 2.26.98

Sports

Fan Fare:

HIRING: Northeastern University's study of minority hiring in college sports gave the NCAA failing grades. The study released by the school's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's even worse at the college level.

In the first such study to include colleges, the center found that college sports have the worst record for hiring women and minorities: the percentage of black players has decreased in college and pro sports; and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said Richard Lapchick, author of the report and director of the center. "Despite well-intentioned efforts, white males still control most of our teams, front offices and athletic departments."

The study found that in 1996, 71.4 percent of the NCAA's top executives were white and about 21 percent were black. About 92.1 percent of the organization's chief aides were white; 5.3 percent were black and 2.6 percent were Latino. More than 80 percent of the NCAA's office managers were white, 9.4 percent were black; and 1.9 percent were Latino.

There are fewer coaching opportunities for blacks in NCAA Division I football, basketball and baseball than in the NFL, NBA and major league baseball. Only three of 30 NFL coaches were minorities, three of 28 in baseball and seven of 29 in the NBA. At the college ranks, 81.5 percent of Division I basketball coaches were white, along with 92.8 percent of I-A football coaches and 97.6 percent of baseball coaches, according to the study.



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Ad

Black out

Jerry Jones didn't hire a black head coach. Does that make him a racist?

By Robert Wilonsky

Dennis Green, the head coach of the Minnesota Vikings, does not need statistics to tell him that the National Football League is a whites-only club when it comes to hiring head coaches. Green is one of only three black head coaches in the entire 30-team league, even though more than 60 percent of the 1,500 players in the NFL are African-American. He sits on the NFL's powerful Competition Committee and has participated in recent meetings with commissioner Paul Tagliabue to discuss the inequities in teams' hiring practices. And, he says, until he was hired by the Vikings in 1992, he had been "ghost-chasing" for years -- trying to get that elusive head-coaching job that disappeared like a puff of smoke every time he reached for it.

But Green, when pressed, will not say the NFL is racist -- not even one week after he saw his dear friend Sherman Lewis get cheated out of a head-coaching job he more than deserved, this time by our very own Jerry Jones. The word -- *racist* -- is not in Green's vocabulary. He prefers to say he deals with *discrimination*.

"My thing is open-hiring practices, equal access, and equal opportunity," he says from his Wayzata, Minnesota, home. "Presidents, general managers, owners -- they all need to do a better job in offering equal opportunity. If a guy can play for your team, he sure as hell can coach it."

Dennis Green is among the few in the NFL raising hell about the inequities in hiring. He's one of the rare men in the league willing to go on the record, willing to lend his reputation to a fight that has gone a thousand rounds with no decision.

And he's the only head coach in the NFL with balls enough to tell the world that former San Francisco 49ers and Green Bay Packers assistant coach Sherman Lewis -- four-time Super Bowl winner Sherman Lewis -- got screwed when Jones named the very white Chan Gailey to coach the Dallas Cowboys for the next five years.

"When I say Sherman Lewis is one hell of a football coach, I'm not saying he's going to help you win," Green says. "He's going to bring some of that gold dust he had in San Francisco and Green Bay. He's a special guy who gets along with players, who's tough as hell and smart as hell and doesn't fuck around."



Photo by Green Bay Packers

Sherman Lewis should have been the new coach of the Dallas Cowboys, till Jerry Jones looked in the mirror and blinked.

No. Dennis Green doesn't need a report to tell him what he already knows. The NFL discriminates. The NFL is racist.

But if you don't take Green's word for it, if Jerry Jones' actions two weeks ago don't speak loud enough and clear enough, then consider the news from the experts. This week,

the Center for the Study of Sport in Society releases the 1997 Racial Report Card, which reveals -- as it does every year -- that the National Basketball Association, Major League Baseball, and the NFL continue to keep "people of color" out of the front office, off the sidelines, away from the decision-making process. One more time, the Northeastern University-based center concludes that qualified black men are being disqualified from head-coaching positions they are within their rights to expect, if not demand.

"Other than players, head coaches and big league managers hold the most visible positions in pro sports," the report states. "This has always seemed to be the most logical place for Blacks and Latinos to get ahead...Many athletes of all colors and ethnic backgrounds have shared this dream. It is far more likely to become a reality if you are white."

The facts are there in white and white. But, again, you don't need a study to tell you that. Just take a trip to Valley Ranch and meet Chan Gailey, the 19th consecutive white man hired to coach an NFL team.

Chan Gailey -- who looks like Jimmy Johnson, sounds like Barry Switzer (without the profanity), feels a hell of a lot like Jerry Jones. Chan Gailey -- a 46-year-old good ol' boy from the South, a real Georgia peach with the Dan Reeves stamp of approval, a God-fearin' Christian with more twang than a Willie Nelson song. Chan Gailey -- a white man who, until four days before he was hired, wasn't even a blip on anyone's head-coaching radar. Chan Gailey -- whom Jerry Jones hadn't even met till the week he was named the fourth head coach in the history of the Dallas Cowboys.

That guy.

Gailey might well turn out to be a successful head coach; only time, as they say, will tell. But do not be fooled by Jones' proclamation at the February 12 press conference that "Chan is the man." Indeed, he's no better than a dozen other candidates out there, especially one named Sherman Lewis.

Consider Gailey's résumé: While he's no NFL neophyte like Barry Switzer or, for that matter, Jimmy Johnson, Gailey was first brought to Jones' attention by Atlanta Falcons coach

"There's a pattern at play in sports and society where we hire who we know."

Dan Reeves -- the very man who pushed Gailey out the door after Reeves' Denver Broncos went 5-11 in 1990 with Gailey as assistant coach. From 1991 to '92, Gailey coached the Birmingham Fire of the World League, which is barely even pro football; after that, Gailey went to Samford University, which no one outside of Samford University has ever heard of.

He then went to Pittsburgh, where he led the Steelers to the Super Bowl in 1995 -- and lost to...*who was that?* ...oh, yeah, the Dallas Cowboys. Two years later, his team got crushed one more time by the Cowboys and then lost to Denver in the AFC Championship chiefly because Gailey decided to throw the ball away rather than run it down the Broncos' throats. Gailey has been to four Super Bowls. He has not won one.

Then consider Lewis' credentials, which he has been racking up for 23 years.

Players and other assistant coaches often point to Sherman Lewis as a victim of racism: Until this year, he had never even been interviewed for a head-coaching job.

For the past 15 years, he has directed the West Coast offense for the San Francisco 49ers, where he helped win three Super Bowl victories as running backs and wide receivers coach, before taking home yet another Lombardi Trophy with the Green Bay Packers in 1997, where he is currently offensive coordinator under Mike Holmgren. He mentored Jon Gruden, a 34-year-old white man hired weeks ago as a head coach by the Oakland Raiders even though Gruden's Philadelphia Eagles didn't even make the playoffs. The 55-year-old Lewis is admired, respected, celebrated, adored by black and white players and, most important, his coaching peers.

And he is still an assistant, sitting in the coaches' box instead of strolling the sidelines.

When Jones hired Gailey over Lewis, he only reinforced the image of the NFL as a racist organization that continues to treat black assistant coaches like second-class citizens. At the end of the 1996 season, not one single black assistant coach was even interviewed for a head-coaching position; this year, the baby-faced Gruden got the job in Oakland though he's no more qualified for the job than anyone who watches a season's worth of ball on TV.

Jones' actions may or may not be the result of conscious racism: Jerry would, of course, deny such accusations. (Jones was "out of pocket," according to Cowboys PR director Rich Dalrymple, and couldn't be reached for comment.)

But his failure to hire the black candidate -- the far more qualified candidate -- underscores the institutionalized racism that permeates the NFL, which continually furthers the careers of mediocre white coaches while burying those of talented black men who have proven they know how to win in the NFL. It's an indictment of the white men who run the sport, executives who hire only what they know and whom they know -- themselves.

"Racism has got to be a factor on some of those teams, because they reflect the racial hiring practice of corporate America, and we don't have a lot of black leaders in corporate America, to say the least," says Richard Lapchick, director of the Center for the Study of Sport in Society. "But in a lot of cases, it's the old-boys network, which is a manifestation of the inheritance of institutionalized racism -- at best. At worst, it's institutionalized racism in and of itself. There's a pattern at play in sports and society where we hire who we know. When the we are white men, most of the people we know in the business we're in look like us, and that's who we're going to turn to."

Though there have always been black assistants passed over for the top jobs -- in 1985, the St. Louis Cardinals took former Cowboys assistant Gene Stallings over Johnny Roland, a Super Bowl-winning assistant with the Chicago Bears -- Lewis is only the most visible of the group of black assistant coaches repeatedly passed over for head-coaching positions. Add to the list such invisible contenders as Philadelphia Eagles defensive coordinator Emmitt Thomas, who won two Super Bowls with the Washington Redskins; Washington receivers coach Terry Robiskie; and Art Shell, who posted a 56-41 record as head coach of the Oakland Raiders during his five-year tenure there.

Lewis, however, has become the focal point for this discussion, which doesn't take place often enough in the world of pro football, where well enough is often left alone. Players and other assistant coaches often point to Lewis as a victim of racism: Until this year, he had never even been interviewed for a head-coaching job, though his record warranted more than a passing glance.

During the Super Bowl last January, Lewis received considerable press from the sportswriters huddled in San Diego. They took down his every word, recorded his every exasperated sigh as he recounted, once more, his frustrations with being passed over for every head-coaching job that came down the pike.

"I can't make anybody give me a job," he told reporters. "I can get frustrated.

but I can't get mad. There's nobody to be mad at."

He also added, "I would never stand up and call somebody a racist."

He doesn't have to.

Indeed, Jones didn't even talk to Lewis until January 23 -- three days after *The New York Times* reported that a handful of black assistant coaches were considering bringing a class-action discrimination lawsuit against the NFL. According to the story, the coaches -- none of whom were named -- were furious over the fact that when 11 jobs came open after the 1996 season, not a single job went to a black coach. As an added slap in the face, at the end of last season, the Buffalo Bills hired Wade Phillips, the Indianapolis Colts signed on Jim Mora, and the Oakland Raiders hired Joe Bugel -- all white men, all with far less impressive credentials than Lewis.

Lewis' California-based agent, Bob Lamonte (who also represents Packers head coach Mike Holmgren), told *The Times* that "there are a very strong group of black assistants livid over the fact Sherman never got an interview. They are still livid." Tagliabue, who had met with nine black assistants in March and commissioned a study of the league's hiring practices, freaked. After all, on January 4, he had written in *The Times* that "all of us in football -- professional and college -- must do better in identifying top coaching talent from a diverse, growing pool, including African-Americans."

By late January, Lewis got his interview with Jerry Jones -- two, in fact, plus a stay at Jones' Highland Park mansion.

Then what did Jones do?

He offered the job to former UCLA coach Terry Donahue, a white man with absolutely no NFL experience who had sat out the past two seasons working CBS-TV's college-football TV broadcasts. When Donahue balked at the low-ball salary Jones was throwing his way, Jerry then turned around and brought in "mystery candidate" Chan Gailey, offensive coordinator for the Pittsburgh Steelers -- a team the lowly Cowboys had crushed at the beginning of the season.

Lewis, once thought to be Jones' second choice after Donahue -- who was really no choice at all, especially since so many of the veterans were terrified at the prospect of being led by yet *another* college coach -- was left out to dry. Again.

When he was hired on February 12, Gailey was quickly embraced by the local sports media. Fellow Americus, Georgia, native Dan Reeves -- the man who recommended Gailey to Jones -- was selling Gailey's virtues to every radio sports-talk show that would have him. Michael Irvin and Troy Aikman were paraded before the media to sing the praises of the man whose team they always used to beat. The Sunday after Gailey's hiring, *The Dallas Morning News* ran an allegedly in-depth interview with Jones detailing the hiring process -- and not once was Lewis' name even mentioned in beat writer Jean-Jacques Taylor's puff piece.

Meanwhile, Sherman Lewis once more became the invisible man. According to Green Bay Packers public relations man Jeff Blumb, Lewis decided to disappear for a while. The ordeal had left him tired, and he wanted to take a long vacation away from the world of football. He could not be reached for comment, nor could his agent Lamonte, but it's doubtful Lewis would speak ill of Jones anyway.

"Part of his difficulty is, if he speaks out, it's going to hurt his chances more," Lapchick says. "He's got to have other people speak out for him. That's the last thing an owner wants, to hire someone who might speak to the press about

racial disparities once he's hired. He's in a very tough position."

Green agrees, adding that "once it's done, it's too late."

The Vikings coach says that "Sherman Lewis is not going to tell you how he feels once it's done. It has to be done beforehand. The commissioner is trying to tell people our credibility is on the line. We have to be careful. We think guys are good enough to play, but they're not good enough to be coach. That's a bad signal."

Aside from Green's comments to the *Dallas Observer*, there has been a telling silence from those who are in a position to come to Lewis' defense. When contacted by the *Observer*, Buccaneers head coach Tony Dungy refused to comment. A PR person at Tampa Bay explained that "Coach Dungy won't be able to discuss the Sherman Lewis situation." (To be fair, Dungy has been outspoken on the issue in the past, though he has decided to clam up in the days since the Lewis non-hire.) Eagles coach Ray Rhodes didn't return calls either.

The sports press has been equally silent. A computer search of major U.S. newspapers reveals that only a handful of columnists took issue with Jones' decision to hire Gailey over Lewis: articles appeared in the *New York Daily News*, *The Times-Picayune* in New Orleans, and the *Milwaukee Journal Sentinel*. But the list ends there, and the *Morning News* once more rewrites history while the *Fort Worth Star-Telegram* and the local TV stations ignore it altogether.

It has been reported that in the end, Jones didn't hire Lewis because he was "too accommodating" in interviews and Jones didn't want a "yes" man -- *as if!* At least, that was the excuse ESPN's football reporter Chris Mortensen offered in his wrap-up that appeared last week on the sports channel's Web site. Yet, Mortensen added, such an explanation is likely just a "weak alibi and ultimately an insult to Lewis, who is obviously qualified."

Which is supposed to be, in the end, all that matters. Sherman Lewis is qualified to be the Dallas Cowboys' head coach -- more so than Chan Gailey or Terry Donahue or any other white man Jerry Jones wants to hire today or tomorrow.

Perhaps the most telling comment comes, again, from Green. When asked whether black assistants were surprised when Lewis was passed over yet again, Green says, simply, no. Of course not.

"A lot of guys weren't surprised at all," he says. "A lot of guys felt they [the Cowboys] weren't going to do it anyway. When you're discouraged, that glass is always half-empty; it's never half-full. You know that the system's not going to be fair and that they're not going to take the very best man. If they were, hands down it's Sherman Lewis."

Some day, some smart team owner will figure that out. And when it happens, pray to God Sherman Lewis beats the hell out of the Dallas Cowboys. **DD**

Got a comment/compliment/beef? Send us your feedback.

NEWS & FEATURES ARCHIVE

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Divider Title: 4

March 2, 1998

MEMORANDUM FOR SYLVIA MATHEWS

**ANN LEWIS
MINYON MOORE
JUDY WINSTON**

**CC: BEVERLY BARNES
CLAIRE GONZALES
ALLISON KING
ANDREW MAYOCK
CHERYL MILLS
MICHAEL SORRELL
STACIE SPECTOR
AMY WEISS TOBE**

**FROM: JON P. JENNINGS
ANN WALKER
MIKE WENGER**

SUBJECT: ESPN TOWN HALL

GOAL

ESPN will allow us to reach an audience that may not ordinarily dialogue about race. This audience is predominantly white male, ages 16 to 70+, middle-America. This group may not feel they have anything to learn or contribute to the race discussion and this is our opportunity to connect with them through a vehicle that they would be open to and tuned into. The goal is to reach this audience and start a dialogue with a group that we do not reach through other outlets.

MESSAGE/THEME

DO SPORTS REPRESENT THE "LEVEL PLAYING FIELD" THAT SOCIETY SEEKS TO REPLICATE?

When on the playing field, people are presumably judged by what they can produce and their individual skill level. Teams often consist of people from various racial and ethnic backgrounds who come together with a common goal. This ESPN Town Hall meeting will allow us to look at sports as a "laboratory" for race relations -- where has it been successful and what are the shortcomings?

THE WHITE HOUSE
WASHINGTON

March 3, 1998

MEMORANDUM FOR: SYLVIA MATHEWS
ANN LEWIS
MINYON MOORE
JUDITH WINSTON

FROM: NELSON REYNERI, JR.

SUBJECT: RACE AND SPORTS - RACIAL REPORT CARD

Northeastern University's Center for the Study of Sport in Society just released their annual Racial Report Card. It received considerable press coverage (attached is a press release describing the Racial Report Card).

I understand that there is a meeting scheduled this week to discuss the town hall. As you develop the agenda for the race and sports town hall, you may want to consider this issue.

Attachment

Paul Begala
Beverly Barnes
Claire Gonzales
Allison King
Jon Jennings
Andrew Mayock
Cheryl Mills
Michael Sorrell
Stacie Spector
Amy Weiss Tobe
Ann Walker
Mike Wenger

SPORT IN SOCIETY

THE CENTER FOR THE STUDY OF SPORT IN SOCIETY™

EMBARGOED FOR RELEASE UNTIL WEDNESDAY FEBRUARY 25

1997 Racial Report Card released by Northeastern University

Pro and College sport miss the grade on the issues of race and hiring

Contacts: Richard Lapchick AND
Adam Zand (617) 373-3159
Kevin Matthews (617) 373-4256

Northeastern University's Center for the Study of Sport in Society today released *The 1997 Racial Report Card*. This is the ninth annual edition analyzing the racial composition of players, coaches and front office employees in the National Basketball Association, National Football League, and Major League Baseball. *The 1997 Racial Report Card* represents the first time that Sport in Society has included comparative data for college sport and a *College Special Edition* was released this week. Gender comparisons are also provided where they are relevant.

Richard Lapchick, Director of Northeastern University's Sport in Society and author of the RRC said, "A recent cover story in *Sports Illustrated* asked, 'Where have all the white athletes gone?' The answer is that many of them continue to run our teams and athletic departments. There has been very little progress in the patterns of hiring people of color and women in pro and college sport. The rule of thumb is still sadly that minority athletes can play but then can't stay."

Among the major findings of *The 1997 Racial Report Card* are the following:

- College sport has the worst record for racial and gender hiring practices when compared to the NBA, NFL and Major League Baseball.
- Contrary to widespread opinion, the percentage of Black players decreased in all major pro and college sports in general.
- Regarding hiring of people of color and women in management, the NBA has the best record while Major League Baseball the worst in pro sport.
- Gains for women outstrip those for people of color, but the "glass ceiling" severely limits opportunities for people of color and women in top management positions with teams and in college athletic departments.
- NCAA Division III, often viewed as a bastion of "pure sport," had the worst record for all NCAA divisions.
- Coaching jobs for Blacks in Division I football, basketball and baseball rank behind their pro counterparts in the NFL, NBA and MLB.

(MORE)

Richard Lapchick, Director
Northeastern University
360 Huntington Avenue, 161 CP
Boston, MA 02115

PAGE TWO / RRC

- There are smaller percentages of Blacks as Division I athletic directors than there are of general managers in the NBA or the NFL.
- League offices and NCAA headquarters do far better than teams and college athletic departments regarding hiring practices.
- "Positional segregation" or stacking is once again an issue in the NFL and Major League Baseball.

Lapchick concluded, "We publish the *Racial Report Card* to help sport recognize that while it is America's most integrated work-place regarding players, it is not much better than society in who it hires in decision-making positions. Despite well intentioned efforts for diversity by league offices, white males still control most of our teams, front offices and athletic departments.

"If we couldn't celebrate more victories for diversity fifty years after Jackie Robinson integrated the major leagues, perhaps sport can refocus and lead the nation towards the principle of equal opportunity for all. Sport still remains the one national plane where people of color and whites seem to have the greatest opportunity to set a national example for the rest of the country."

Sport in Society publishes the *Racial Report Card* to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions.

The mission of Northeastern University's Center for the Study of Sport in Society is to increase awareness of sport and its relation to society, and to develop programs that identify problems, offer solution and promote the benefits of sport.

Richard Lapchick will be available for press inquiries on Monday Feb. 23 and Tuesday Feb. 24 by calling (617) 373-3159

Copies of the 1997 Racial Report Card and the College Special Edition are available by contacting Kevin Matthews at (617) 373-4256

###

RACIAL REPORT CARD MEDIA HITS

Boston Globe (Sports Log)

Sat 2/21,

Dick Schaap TV/Radio pilot

Tues 2/24

NY Times

Wed 2/25

USA Today

Wed 2/25

Chicago Tribune

Wed 2/25

WBUR/NPR Morning News (2)

Wed 2/25

Associated Press

Wed 2/25

AP Online

Wed 2/25

USA Today Online (different article than above)

Wed 2/25

Boston Herald (Sports Log)

Wed 2/25

Las Vegas Review-Journal (Sports Log)

Wed 2/25

Philadelphia Daily News

Wed 2/25

Chronicle of higher Ed/Academe Today (online)

Wed 2/25

St. Petersburg Times

Wed 2/25

LA Times

Wed 2/25

Modesto Bee

Wed 2/25

Topeka Capital-Journal

Wed 2/25

Honolulu Star-Bulletin

Wed 2/25

ESPN Sportscenter w/ Bob Ley

Wed 2/25

The Record (Bergen County, NJ)

Wed 2/25

Bangor Daily News

Wed 2/25

The Commercial Appeal (Memphis)

Wed 2/25

The Sports Business Daily (Top Story)

Wed 2/25

The Boston Globe (Online only-not in print)

Wed 2/25

The Plain Dealer (Cleveland)

Wed 2/25

Birmingham News

Wed 2/25

Star-Ledger (Newark)

Wed 2/25

CNN/SI

Thurs 2/26

The Christian Science Monitor

Thurs 2/26

The Washington Post

Thurs 2/26

AP Online

Thurs 2/26

Dallas Observer

Thurs 2/26

Centre Daily Times (State College, PA)

Thurs 2/26

Miami Herald (AP)

Thurs 2/26

San Francisco Chronicle (AP)

Thurs 2/26

February 25, 1998

Study Faults Teams' Efforts on Hiring Minority Coaches

By GERALD ESKENAZI

Despite a growing number of blacks, Hispanics, Asian-Americans and women in the league headquarters of professional basketball, football and baseball, minority groups are still greatly underrepresented among the teams' head coaches and managers, the Northeastern University Center for the Study of Sport in Society reported yesterday.

Richard Lapchick, the center's director, said in an interview in connection with his Racial Report Card that he was particularly surprised by the fact that college athletic programs have a poorer record of hiring members of minority groups than the pros do.

Lapchick, who has been issuing reports on minority hiring in athletics for nine years, said that in 1997, the percentage of minority group members and women increased to 23 percent from 21 percent in the National Basketball Association's headquarters, to 20 percent from 18 percent in the National Football League offices, and to 28 percent from 22 percent in the headquarters of Major League Baseball.

But he said that as of last December, only 20 percent of N.B.A. players were white while 76 percent of the head coaches were. And in the National Football League, 31 percent of the players were white but 90 percent of the head coaches were. In baseball, 58 percent of the players were white, compared with 86 percent of the managers.

In a study of colleges, the center found that although there were 25 head-coaching openings in Division I-A football after the 1996 season, only one school, New Mexico State, hired a black.

Also, the study found that of 249 Division I colleges playing baseball, not one had a black head coach. And in all sports in college, blacks made up 4.2 percent of the head-coaching total.

"Jackie Robinson had two dreams for sport," **Lapchick** wrote in this year's report. "Increased player opportunities and similar increases for front office and coaching positions. The first dream has been overwhelmingly fulfilled. The latter is overwhelmingly unfulfilled."

Lapchick said that Commissioner David Stern of the N.B.A. and Commissioner Paul Tagliabue of the N.F.L. have tried to lead by example via minority hiring in their offices. Figures for Major League Baseball are incomplete in some cases.

"We gave them the complete information in the past but didn't have it all ready this time," said Rich Levin, a spokesman for baseball.

Lapchick said in the report that "sport remains the one national plane where people of color and whites seem to have the greatest opportunity to set a national example for the rest of the country." A premise of the study is that organized sports, including those on the college level, should mirror the racial composition of society.

Among the findings:

¶The N.B.A. has the best record of bringing women and minority-group members into management, while baseball the worst.

¶League offices do "far better than teams" in their hiring practices.

¶Not one major professional sports team has black majority ownership.

¶Not one major professional team has a senior physician who is black.

The only failing grade went to baseball, where top management, according to **Lapchick's** definition, received an "F." This group includes owners.

But Levin said that 8 percent of baseball's senior executives, which include general managers, were minority-group members. "And the front office was 19 percent," Levin said, referring to all kinds of management jobs.

"We think those numbers are pretty good."

Stern, the N.B.A. commissioner, said in a statement, "We have and will continue to always hire the best possible people."

Joe Browne, an N.F.L. vice president, said, "Under Commissioner Paul Tagliabue's direction, we believe progress has been made, but work remains."

Lapchick said, "Unless the hiring practices filter down to the teams, inequities will remain."

USA TODAY Sports

WEDNESDAY, FEBRUARY 25, 1998

Front offices slight minorities

By Valerie Lister
USA TODAY

Professional sport, one of the most integrated workplaces in the USA, continues to shut out minorities when it comes to front-office positions.

That's the conclusion of Northeastern University's Center for the Study of Sport in Society's 1997 Racial Report Card, which analyzes the racial composition of players, coaches and front-office personnel. The findings of the annual report will be released today.

"We were able to pay a lot more attention to the issue of

race last year because of the 50th anniversary of Jackie Robinson" breaking baseball's color barrier, says Richard Lapchick, director of the Center. "But in terms of integrating the front offices, we have a long way to go, and that's especially true with the college level, where you might expect the openness to diversity would be significantly greater."

Unlike previous years, the Center also did a comprehensive analysis of the hiring practices of minorities in the NCAA and its member schools. In Division I, minority athletes comprised 62% of the men's

basketball teams, 53% of the football squads and 10.6% of the baseball players. However, in on-field and off-field management positions, minorities represented 13% in the NCAA (all divisions).

On the pro playing fields, 30% of the NBA players, 69% in the NFL and 42% in MLB are minorities. But in the management slots, minorities make up 20% in the NBA, 21% in the NFL and 15% in MLB.

"Despite well-intentioned efforts for diversity, white males still control most of our teams, front offices and athletic departments," Lapchick says.

Sports**NBA leading chances for minorities**

BOSTON - The grades are in for minority hiring in college sports, and they're lousy.

A study released Tuesday by Northeastern University's Center for the Study of Sport in Society found that while the record for minority hiring in pro basketball, football and baseball is poor, it's even worse at the college level.

The "Racial Report Card" covering the 1995-96 academic year showed that college sports have the worst record for hiring women and minorities; the percentage of black players decreased in college and pro sports; and that majority ownership in sports for minorities does not exist.

"There has been very little progress in the patterns of hiring people of color and women in pro and college sport," said Richard Lapchick, author of the report and director of the center.

The center conducts an annual study of the racial composition of players, coaches and front office employees in pro basketball, football and baseball. This year, it widened its focus to include colleges.

"Despite well intentioned efforts, white males still control most of our teams, front offices and athletic departments," Lapchick said.

The center found that in 1996, 71.4% of the NCAA's top executives were white and about 21% were black. About 92.1% of the organization's chief aides were white; 5.3% were black and 2.6% were Latino.

More than 80% of the NCAA's office managers were white; 9.4% were black; and 1.9% were Latino.

In pro sports, the NBA was given the highest grade in opportunities for minorities for the ninth straight year. The NFL was next, and major league baseball was given a conditional grade because it did not provide data for the second straight year.

In the NBA, 77% of league office employees were white, and 17% black. Eighty% of NFL league office staff were white, and 15% black. The latest numbers available for baseball, 1995-96, showed that 79% were white and 19% black.

The NBA had the highest percentage of women in league office jobs - 44 percent. The NFL had 26 percent, and baseball 21 percent. In the NCAA, 14.3% of top administrators were women.

Coaching jobs for blacks in NCAA Division I football, basketball and baseball rank behind their pro counterparts in the NFL, NBA and major league baseball. Only three of 30 NFL coaches were minorities, followed by three of 28 in baseball and seven of 29 in the NBA.

At the college ranks, 81.5% of Division I basketball coaches were white, along with 92.8% of I-A football coaches and 97.6% of baseball coaches.

"When you're talking tennis, golf, swimming and other sports where there are poor percentages of minority participation, that's a reflection of the fact that in our society we don't provide a lot of good programs at the secondary level, so we don't see high participation rates for those sports," said NCAA executive director Cedric Dempsey.

"But it's inexcusable in sports like baseball, basketball and track where we have high participation numbers of minorities not to have more minority coaches."

Among other findings:

- While the NBA still leads pro sports in opportunities for black athletes, the percentage of blacks declined slightly to 79% - the second straight decrease.
- There are no majority owners in pro baseball, the NBA or NFL who are black or Latino.
- Division III had the worst record of all NCAA divisions. More than 70% of all Division III college athletic directors were white men. Only 3.4% were black men.
- The percentage of black athletes in colleges has declined over the past five years while participation of Latino student-athletes went up slightly.
- League offices in all three pro sports had a better minority hiring record than teams.

- [Sports front page](#)
- [Sports Index](#)

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THE WHITE HOUSE

WASHINGTON

March 3, 1998

MEMORANDUM FOR: SYLVIA MATHEWS
FROM: NELSON REYNERI, JR.
SUBJECT: RACE AND SPORTS

Per your request, an update on this:

Racial Report Card

Northeastern University's Center for the Study of Sport in Society just released their annual Racial Report Card. It received considerable press coverage (attached is a press release describing the Racial Report Card). I understand that there is a meeting scheduled this week to discuss the town hall. As you develop the agenda for the race and sports town hall, you may want to consider this issue. I sent a copy of the press release to folks that I anticipate are working on this.

Center for the Study in Sport

Per your note on Eli Segal's E-mail, you asked me about the status of the request. I've called Jon Jennings to check on this. I've asked him to be kept in the loop about this town hall (e.g., copy me on the memos), but without success. Since he's the point person on this, I asked Jose Masso some time ago to work through him and the PIR.

I suggest that at your meeting on this, you decide what the role, if any, should be for the center.

Eli Segal

I called him on your behalf and explained that we were looking at a number of options on this. He and Judy have missed each other on the phone but will likely connect soon and I expect that when they do, he'll pitch the Center as an entity that should play a role in the town hall.

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Divider Title: 5

Richard E. Lapchick

Director, The Center for the Study of Sport in Society

Richard E. Lapchick brought his experiences as a civil rights activist, scholar and author to Northeastern University where he is founder and director of the Center for the Study of Sport in Society.

Since its inception in 1984, Sport in Society has attracted national attention to its pioneering efforts to ensure the education of athletes from junior high school through the professional ranks. Sport in Society helped form the National Consortium for Academics and Sports (NCAS), a group of more than 140 colleges and universities that have adopted many Sport in Society's programs. To date, more than 10,000 athletes have come back to NCAS schools of which 4,600 have graduated. Nationally, NCAS athletes have seen more than 4,000,000 students in the school outreach program. Richard Lapchick serves as Executive Director of the NCAS.

Lapchick was the American leader of the international campaign to boycott South Africa in sport for more than 20 years. In 1993, Sport in Society launched TEAMWORK-South Africa, a program designed to use sports to help improve race relations and help with sports development in post-apartheid South Africa. He was among the 200 guests specially invited to the inauguration of Nelson Mandela.

Lapchick is a prolific writer. Sport in Society: Equal Opportunity or Business as Usual? is his eighth book. He is currently working on his ninth book and is a regular columnist for *The Sporting News*. Lapchick serves as an advisor to the Reverend Jesse Jackson and the Rainbow Commission on Fairness in Sport and to the players associations of the NBA, NFL and Major League Baseball on the issues of racial hiring practices in sport.

In March, 1997, Northeastern University joined leaders of Walt Disney World Sports to announce the opening of a Sport in Society office at Disney's Wide World of Sports complex in Orlando.

Considered among the nation's experts on the social and cultural issues that effect athletes and the world of sports, Lapchick has appeared numerous times on Nightline, Good Morning America, Face The Nation, The Today Show, ABC World News, NBC Nightly News, the CBS Evening News, CNN and ESPN.

Before coming to Northeastern, he was an Associate Professor of Political Science at Virginia Wesleyan College and a Senior Liaison Officer at the United Nations.

Lapchick is the recipient of numerous humanitarian awards including the Ralph Bunche International Peace Award. He is listed in *Who's Who in American Education*, *Who's Who in America* and *Who's Who in the World* and was named in 1993-1997 as "one of the 100 most powerful people in sport." In naming him, Lapchick was called "the racial conscience of sport."

Lapchick has received four honorary doctorates. In 1993, he was named as the outstanding alumnus at the University of Denver where he earned his Ph.D. in international race relations in 1973. Lapchick received a B.A. from St. John's University in 1967.

Richard is the son of Joe Lapchick, the famous Original Celtic center who became a legendary coach for St. John's and the Knicks. He is married and has three children.

PROFESSIONAL SPORT AND PUBLIC BEHAVIOR
National Commission on Society, Culture and Community
Washington, DC
December 8, 1997

Richard E. Lapchick, Director
Northeastern University's Center for the Study of Sport in Society

I am so very honored to be with you today for our discussion of how professional sport fits into the larger theme of Public Behavior and the Responsibilities of Institutions.

Last week, I could barely say Latrell Sprewell's name. After more than 30 interviews, his name now rolls out of my mouth with too much ease.

Sports is one of society's broadest cultural common denominators. There is more space in our newspapers for sports than national and world affairs; the same is true for nightly local TV news shows; weekend programming is glutted with TV sports not to mention multiple all-sports networks.

Politicians and ministers use sports jargon to explain the world and morality. College coaches are paid more - in many cases - much more than college presidents. I am co-authoring the autobiography of Grambling State's Eddie Robinson's . We are calling it Never Before, Never Again because the loyalty of coaches to their institutions has, for the most part, given way to the next highest bidder. It is unlikely that we will ever see an Eddie Robinson again.

The thought of a college student-athlete remaining on campus for four years seems quaint. Emerge Magazine publishes a Bottom 50 List of the colleges with the 50 worst records for graduating African American student-athletes in basketball, football and track and field. To avoid the list you need no more than a 16% graduation rates in basketball and 22 % in football. In each of the last three years, there were 20 or more schools which had not graduated a single African American basketball student-athlete in 6 years. Many student-athletes are said not to care because the glory of pro ball looms large for men and now, also for women.

Male pro athletes make what seem like preposterous amounts of money; fans can't count on them to be on the same team as a result of free agency; nor can fans even count on their home town team being in their home town next year.

Owners aren't necessarily role models for players. Businessman John Spano faces 5 years in jail for fraud in connection with Fleet Bank and his purchase of the NHL New York Islanders. Edward DeBartolo, Jr. resigned as Chairman of the San Francisco 49ers on December 2 when it was disclosed that a federal grand jury was about to indict him. Among the possible charges were money laundering, mail and wire fraud, and extortion.

On average, we read about two athletes a week getting in trouble with the law - drugs, alcohol, violence in games and, especially violence against women. In many of those stories we read about how the institution of pro sport is breeding lawless men who care nothing about social norms or their society and community but only about themselves.

We had just seen the tape of Roberto Alomar spitting at an umpire weeks before we convened our first meeting; last month two NHL players let go with racial slurs

against two black players in a league where there have been only 21 black players in the league's history; just last week we read about NBA star Latrel Sprewell hitting his coach and being banned for one year and boxer Edwin Rosario dying from alcohol and drug related causes in San Juan.

It is easy to understand how a sports press - and the fans who read that press - can become cynical about our games and the people who play them.

It is equally easy to understand the cry that athletes should not be role models for our children for fear of leading them astray.

Some of America's finest sportswriters are sounding the cry that the apocalypse is here and sports is bringing it to us. I get requests for an average of three media interviews each week on athletes as bad role models; at least one on the end of pro sports because we can't afford our athletes anymore; regular requests on the evil nature of coaches.

I personally write and speak about issues of race and gender regularly so I get many calls about those issues.

However, I almost never get calls about athletes who do good things. When I suggest stories about such athletes, the same writers so quick to call me about the bad news suddenly want end the discussion. I am told that good news doesn't sell. How do they know?

I want to spend a significant amount of time this morning talking about what I consider to be the biggest problem in sport today. It is the issue of how stereotypes about our athletes and coaches can affect both the way the game is played, the way it is reported on, and the way fans - and the public at large - view the game and its players. It is largely an issue of racism, which I consider to be the single greatest plague on American society in general. Latrell Sprewell is not representative of a volleyball player at Princeton, a basketball player at Northeastern, or a football player at the University of California. Most athletes, college or pro, are religious, family centered people who give back to their communities.

After dealing with that, I will then propose some solutions to the problems of the institutions of pro and college sport so they can better serve the public and positively affect behavior in our society.

As a painful part of our history as a nation, many white Americans have always been reluctant to even discuss the issue of race. It is easier to avoid than confront. It is no different in sport.

In September, the NBA became the first professional sports league with the courage to open such a discussion. I believe that the fact that the NBA addressed this issue as a league is a continuing statement about the unique sense of social responsibility that the NBA has had under David Stern's helm.

Although this presentation will focus primarily on racism and the stereotyping of athletes, I am aware that there are many issues that could be addressed that have an impact on pro and college teams, the perceptions the public has about the them and

on the atmosphere in team and league offices and on our college campuses.

To set the stage, I feel a need to tell you a little about myself. I had stopped doing this many years ago until Arthur Ashe, who I used to do many speaking engagements with, told me I must tell audiences about myself so they know why I do the things I do.

I thought I was meant to play in the NBA. Not that I had the talent, but everyone thought I had the genes to follow my father, Joe Lapchick, basketball's first great big man for a team called the Celtics. I was ready to believe but as you can see, the genes got confused.

But in 1960, I was 14 and the tallest player in New York. I had no interest when it was suggested that I go to Europe to visit my sister. I had my game to work on.

Then my father told me I could go to the Rome Olympics.

Well on the way from Germany to Rome, we stopped at Dachau. I was never the same person after that, seeing for the first time what horror man was capable of inflicting on his fellow human beings.

- While that fateful summer opened my eyes on the broader issues of the world
- I also got to Rome and saw that sport was more than a game, that it was a way to communicate, to bring people together.

Unknown to me at that time, those two events acted to set my life's course.

They also helped me understand what I had misunderstood as a child.

There were no integrated teams when my father was the center on the Original Celtics.

- The Celtics were the first white team to play vs. black teams. There were riots in five of those games because whites weren't ready to watch people of different races play against each other.
 - In 1950, he brought Nat "Sweetwater" Clifton up to the Knicks and Red Auerbach brought Chuck Cooper up to the Celtics
 - I looked outside my bedroom window to see picketers
 - I picked up the phone to hear years " Nigger-lover" calls. I didn't know what they meant, but I knew that many people did not like this man who was , for me, the sun, the moon and the stars.
 - In 1978, my son Joe, named after my father, came into the den of our home in Virginia and asked, Daddy, are you a "Nigger-lover?"
- It seemed like the circle had been closed around three generations of Lapchicks.

The call was because I was the National Chairperson of the coalition of groups that had come together to boycott South Africa in sport because of apartheid. We were trying to stop the South African Davis Cup team from playing in Nashville. I went there to try to build the protest and to announce that the African nations would boycott the 1984 LA Olympics if this team came to America. When I flew back to Virginia, I felt that, perhaps for the first time in my life, that I had done something worthwhile.

I was working late in my college office the next night. The office was in the library which closed at 10:30. At 10:45 I answered a knock on the door expecting a

routine visit by campus security. Instead, it was two men with stocking masks who proceed to cause liver and kidney damage, a concussion and carved "Niger" in my stomach with a pair of office scissors.

As an activist in the area of race relations, I always knew that violence was possible, but I never expected what followed. The police accused me of self-inflicting the wounds and asked me to take a polygraph or lie detector test. I refused after consulting with the nation's civil rights leaders.

When I went back to Nashville, I realized I was the issue and South Africa wasn't. Therefore, I flew to Washington, took a polygraph and then flew to New York where I was examined by the medical examiner.

Before we released this information, South African Minister of Information Connie Mulder came to New York, announcing victories on two fronts: the Davis Cup was going to take place and Richard Lapchick had been destroyed.

That brought the Justice Department in to investigate a connection between the Virginia police, the Virginia Klan, whose Grand Wizzard was a guest of the South African government several weeks after the attack, and the South Africa security forces.

After we released the results of the polygraph and the medical examiners tests, I received a kidnap threat on my son, Joe, who was missing for the most terrifying 2 1/2 hours of my life. I placed a kidnap call for help to the Virginia police, who returned the call two weeks later.

I have shared this with you so they you know that I speak to you as a passionate academic. My father taught me that, armed with information, we can affect change. Change is what fighting racism is all about.

When we talk about the issue of race in sport, we usually look at

- player opportunities
- front office hiring practices including top management, senior administrators and other professional categories
- hiring practices of coaches
- opportunities for minority contractors and vendors

The Commission will distribute the 1997 Racial Report Card which examines all of these aspects of the issue.

For years sport was frequently looked at as the ideal level playing field for people of color. This perception held in the African-American and white communities. Among African Americans of my generation, men like Joe Louis, Jackie Robinson, and Muhammad Ali are real life heroes and pioneers. Whites still generally believe that there is a level playing field for people of color but most African Americans know that opportunities to be sports executives have been slim over the course of the 50 years since Jackie Robinson broke the color barrier in 1947.

Sports most visible positions are players, coaches and general managers in the pros or student-athletes, coaches, and athletics directors at the college level.

In Major League Baseball, the percentage of African-American players in

1997 hovered near a two decade low of 17 %. while the percentage of Latinos continued its upward climb to 23.7 % in 1997. The combined total of African-American and Latino players on Major League rosters increased to 41 %, an all-time combined high.

In total percentage of players, the NBA continues to lead the way in pro sport for player opportunities for blacks -79 % of NBA players are Black.

This year, 66 % of the NFL players are Black. The percentage of Blacks in each league is slightly down over the last two years.

At the NCAA Division I level in 1996, Black males made up 61% of the basketball student-athletes, 52 % of football student-athletes and only 6.5 % of baseball student-athletes. Those percentages represent a decline in basketball and baseball and a 5 % increase in football since 1991.

Latinos made up less than 2 % of the basketball and football student-athletes and 4.1 % of baseball student-athletes in 1996.

Black females made up 14.7 % of all female student-athletes in Division I in 1996, a decline from 15.5 percent in 1991. Latino females made up 2.7 % of all female student-athletes in Division I in 1996, a slight increase from 2.2 % in 1991.

Jackie Robinson had two dreams for sport: increased player opportunities and similar increases for front office and coaching positions. The first dream has been overwhelmingly fulfilled. The latter is overwhelmingly unfulfilled.

At the beginning of the 1997 season, Major league Baseball had Felipe Alou of the Montreal Expos as its only Latino manager, and Dusty Baker with the San Francisco Giants, Cito Gaston leading the Toronto Blue Jays, and Don Baylor with the Colorado Rockies.

The 1996-97 NBA season began with 7 head coaches who were black. The NBA's 24 percent in the category of head coaches who are Black is more than double the percentage for Black coaches in either the NFL or Major league Baseball.

The 1997 NFL season started with the same three Black head coaches who finished the 1996 season: Dennis Green of the Minnesota Vikings, Tony Dungy of the Tampa Buccaneers, and Ray Rhodes of the Philadelphia eagles. With only three head coaches, the NFL was last in this visible category.

In 1995-96 in all NCAA men's sports, there were 7,101 head coaching opportunities with the historically Black institutions excluded. Of those, 4.2 % of the total had a Black coach. That was less than half of the total percentage in the NFL, which has the lowest percentage of the three major pro sports.

- 24% of NBA teams have a General Managers who is Black;
- the figure is 17% in the NFL and
- 10% in MLB where Bob Watson was baseball's only Black or Latino General manager.

At the college level, the top management post would be the athletics director.

- 6.9 % were Black men,
- less than 2 % were Black women or other minority men or women for a
- combined figure of 8.6 % of the total. Colleges do worse than all three pro leagues

The one factor that is hardest to measure is attitude. Attitudes can help create or perpetuate stereotypes. Therefore, I am going to focus my remarks on attitude this morning.

I believe athletes are being unfairly stereotyped all across America. Is Latrell Sprewell a "poster child" for this generation of athletes, as some writers are suggesting? He is one of 300 players this year in the NBA, which has been around for 50 years. He is the first to hit a coach. I do not think this indicates a trend.

As America has become "politically correct," some whites no longer express offensive stereotypical characteristics they still attribute to "other groups." Those white people who hold stereotypical views about blacks regarding things like intelligence, work ethic, drugs, violence and gender violence, for the most part, no longer voice them in the public arena. I strongly believe we are now using descriptions of athletes to accomplish the same ends and say the same things.

I spoke at an elite university last year to 25 career diplomats. I asked them to write down five words they would use to describe American athletes. Not one missed including a word like dumb, violent, rapist or drug-user. That was a distinguished group of international leaders. They had conjured up these images by reading the American sports pages for just one year.

When something goes wrong with a player, watch out for the national consequences.

Here is the equation we are dealing with as stereotypes of our athletes are built. FANS, who are mostly white, go through a MEDIA FILTER which is overwhelmingly white and male.

There are 2 African American sports editors in pro cities (Denver and Milwaukee) and 11 African American columnists;

There are no African American sportswriters on 90% of our daily papers.

The result can be the REINFORCEMENT of white stereotypes of athletes, who are mostly African-American in the NBA, the NFL and in men's college basketball and football. Of course, it also effects the views of African-American athletes in other sports.

I don't want to suggest in any way that all these journalists are racist. However, they were raised in a society in which many whites have consistently held some powerful stereotypical views of African-Americans and other racial and ethnic minorities.

According to many studies on attitudes conducted over a long period of time:

- whites think blacks are more violent
- white think blacks are less hard working than whites
- whites think most blacks live off welfare;
- think blacks are less intelligent;
- Σ think blacks are more likely to use drugs.

In sports, the less hard working part also translates into African-Americans being portrayed as being "natural athletes" who don't work to perfect their game.

Assumptions are made that such athletes come from poor families in spite of the fact that 67% of the nation's poor are white.

Our athletes are coming from a generation of despairing youth cut adrift from the American dream. When the Center started in 1984, the issue was balancing academics and athletics. Now the issue for youth is balancing life and death. We are recruiting athletes to our campuses - and pro teams then draft the best of them -who have increasingly

- witnessed violent death
- are fathers when they get to our colleges
- seen friends or family members devastated by drugs
- seen battering in their home
- been victims of overt and/or violent acts of racism

Are we ready to help them on our campuses or to assist them in the pros?

There are athletes who are the perpetrators in cases of gender violence. In the wake of the OJ Simpson case, any such case will get extraordinary publicity. The individual cases add up to the mind-set stereotype of 1997: athletes, especially basketball and football players, are more inclined to be violent towards women than non-athletes.

There have been, of course, too many cases of athletes committing assaults on girls and women.

There has never been a thorough, scientific study conclusively showing that athletes are more inclined.

You have probably read of a study about athletes and gender violence. It looked at three years on 10 Division I campuses. The media frequently quote its conclusion that nearly 20 percent of all campus gender assaults are committed by student-athletes and most are committed by basketball or football players. Needless to say, this is racially loaded conclusion.

This study used very small numbers and did not control for the three main predictors of violence: use of alcohol, tobacco and the man's attitude toward women. You should know that this conclusion was based on 65 cases of assault against women over three years. Thirteen (13) of the cases involved athletes; 7 were basketball or football players. That is a serious misapplication of numbers.

Let me share some data:

In 1994, 1,400 men killed their significant others. *Only one athlete* was accused of murder.

In 1995, 3 million women were battered. In the same year, 72 athletes (and 7 coaches) were accused of assault according to an *LA TIMES* study of nationally reported police incidents, court appearances, criminal actions involving US or Canadian pro or college athletes.

Between January 1, 1989 and November of 1994, a *Washington Post* computer-generated search of newspapers in 40 cities and interviews and police and court

documents resulted in the discovery of 141 cases of college (85) and pro football players (56) who had been reported for violent behavior toward women. That averaged out to 9.3 incidents per year in the pros or less than .05 percent of the 1,900 roster players in the NFL and the CFL and 14.2 incidents in college or less than .002 percent of the 50,000 college football players. The FBI estimates that 1 in 5 acts of gender violence is reported. If we multiply that football rates by 50, neither pros nor college players reach the estimated 3 percent of American men have hit women.

This summer Wil Cordero and José Canseco were both accused of violence against their wives. In each case, I received dozens of media calls. Most asked why athletes were so inclined toward violence against women. Several writers and many of the radio hosts suggested that their Hispanic background might have played as much of a part as their celebrity status. The writers and broadcasters quickly fell silent when I told them that if the day Cordero hit his wife was typical, then 8,200 other women were assaulted; that if the day Canseco was alleged to hit his wife was typical, then there were 2,345 American women who were raped that day. Violence against women cuts across all racial, class, geographic, professional and cultural lines.

The *Boston Globe* reported last spring that there were 16 formal legal complaints for incidents from sexual harassment to rape at Astra USA, Inc., a chemical company, while Mitsubishi has a suit against it placed by 29 women for the same reasons. No stories are suggesting that working in a chemical company produces this climate. At Mitsubishi, no one is suggesting any relationship to the manufacturing process is a link to gender assault. So why do stories about athletes imply such a linkage to athletics? It is no more of a problem for athletes than for any other men. But in sports, we are talking about mostly African-American and Hispanic men and such speculation may be fueled by prevailing stereotypes.

Writers say athletes are trained to be violent and we can expect that to carry over into our homes. If this training is true, then what about the training we give to police, the Army, Air Force, Navy and Marines to use lethal force. Will they come home and kill? There is no logic here but we do fit our stereotypes, with these images.

Obviously, we believe that athletes are not more likely than non-athletes to be perpetrators. On the contrary, we believe that athletes should take a leadership role on this, just as they have on drug abuse and educational opportunities.

Academically, There will be athletes who have literacy problems. The press will discuss this extensively but only once a year will it report (and not in the sports pages - that 25 % of all *first year college students* must take remedial English or Math; or that business executives like IBM CEO Louis Gerstner are forced to complain about recent people entering the work force that "what is killing us is having to teach them to read, compute...and to think" (National Education Summit, 3.26.96).

will not graduate. It is like pulling teeth to get the media to report that athletes, including black basketball and football players, graduate at a rate higher than non-athletes.

Rarely do they report on schools who help their athletes continue their education.

COLLEGE SPORT DOES NOT OWN THESE PROBLEMS: They belong to higher education in general and its inheritance of the massive problems of secondary education. Black athletes come to our predominantly white campuses and find overwhelmingly white students bodies, faculties, and administrators. With the exception of the rare Martin Luther King Centers or Boulevards, all the streets and buildings are named after whites. These black student-athletes often express alienation from the university. Is it possible that if they come to a pro team and see an overwhelmingly white front office that they just might feel less a part of the team?

There are athletes who use drugs. CNN Headline news ran footage of Michael Irvin every half hour; *this summer, Alan Iverson was frequently mentioned. Former lightweight champion Edwin Rosario died of drug and alcohol problems on December 1.*

According to an extensive LA Times survey of athletes and crime committed in 1995, a total of 22 athletes and three coaches were accused of a drug-related crime in 1995.

That translates to one charge every two weeks - this creates a mind set in the public.

Their stories are and surely should be disturbing. *But we need to put those stories in the context of the 1.9 million Americans who use cocaine each month or the 2.1 million who use heroin throughout their lives? A total of 13 million or a staggering 6% of the American population use some illicit drug each month. When you look at the 18-25 male age group, the percentage leaps to 17%.*

We will get athletes who will have fights during games, in bars or on campus. Media reports imply that the violence of sports contests makes its participants more violent in society. It is another stereotype that some reporting on athletes has set up.

Are sports any more violent today than 20 years ago when no one would have made such an assertion? Of course not. But our streets and our schools surely are more violent - there are 2,000 assaults in our schools every hour of every day. That troublesome fact is not bound by race, class or geography.

A new but growing issue is that of handguns. Alan Iverson, among others, recently was the recipient of significant negative attention for this. If he had not turned pro, Iverson would have been one of the more than 1 million college and high school students who are estimated to carry a weapon to school each day! This should be a huge concern in pro sports, but much more so in our homes and schools.

All of this reinforces the racial stereotyping I have portrayed here. Athletes are potential leaders and role models.

Our society is unraveling at a breakneck pace. I believe we must include our athletes rather than excluding them in helping our youth. The media's stereotyping our athletes does not help us. We need to be ready with FACTS to dispute the easy labels. I hope what I have provided for you today helps in this process.

| In 1984 - Northeastern University opened the CSSS to help our youth.

| It was a more normal world. Young people had hardly heard about AIDS, drug

overdoses, racism or gang violence.

We believed that young people would listen to athletes since they were role models for them but we knew they had to be trained to speak intelligently on volatile issues.

We saw sport as a teaching vehicle, a way to communicate and to gain public attention, a way to influence public behavior. I want to be specific with you because I genuinely believe that we have created a large part of the necessary model to change sport.

We have spent 12 years trying to move the public debate first in ways to make sport live up to its ideals, then using sport and our athletes to reach our children. These children in crises need them now more than ever to help them believe in what they cannot see. I need to talk about our youth, the people in crises who our athletes work with everyday.

In 1990, Louis Harris completed a landmark study, "Youth Attitudes on Racism." It clearly showed how far racism had spread among our youth, that our children have learned how to hate.

But it also showed desire to participate in changing that society.

Athletes were the overwhelming first choice of young people in terms of who they wanted to hear socially relevant messages from at that time.

A Harris update was completed in June of 1993.

The incidence of racial, religious and gender confrontations has risen significantly since 1990 as stress from violence and prejudice pervades the lives of many young people today.

- Three quarters (75%) of all students surveyed reported seeing or hearing about racially or religiously motivated confrontations very or somewhat often, up from 57% in the 1990 survey.

RACISM IS ON THE RISE AND IS DEVOURING OUR COMMUNITIES

Our schools are not safe havens for our children. Nearly a quarter of all high school students worry about being physically attacked in or on their way to school. Our children have not only learned how to hate but are at war with each other!

Metal detectors and police are now common in our schools, too many of which now have grieving rooms and burial funds.

- high school students across America collectively belong to 1,500 gangs.
- the Children's Defense Fund annual report gives a real bottom line: a child is killed by a gun every 2 hours in America; more children have died from guns in the last decade than American soldiers died in Vietnam.

My family was in Atlanta two years ago. Our waitress there said she was leaving work early to comfort her 10 year old son. Two classmates -5th graders - had been arrested in school for a quadruple murder and carjacking! Can you imagine how her son would have felt back in school on Monday?

I am writing a book about 19 Bosnian boys who fled because children were being killed and because of ethnic hatred; they are happy and feel safe in America but say they still see children being killed in the streets and see people hating each other on the basis of

how they look or what they believe in.

FEAR MAY BE THE LEADING INHIBITOR TO EDUCATION IN THE 1990s

How do teenagers feel about themselves?

It is not a black - white issue. And it is not a north-south issue; it is not urban or suburban or rural; all across America, too many young people

are angry
confused
feel powerless
feel aimless

•Americans consume 60% of the world's illegal drugs and teenagers are among the biggest users- need to change their current state of mind;

•most of the steroids consumed in America are used by boys under the age of 16 who are not athletes- so frail in self image

•1,000,000 teenage girls become pregnant each year; when asked why, the most common response is they wanted someone to love them

For too many of our youth, hope has been eclipsed by despair.

OUR STUDENT-ATHLETES ARE COMING FROM THIS GENERATION. ARE WE READY FOR THEM ON OUR CAMPUSES OR IN THE PROS? We are justifiably worried about sports agents and their negative impact on the new student-athlete. But do you know that we are recruiting some athletes who are already deeply in debt when they come to our schools. They may or may not been literally in debt to an agent, but if they come from gang infested areas, chances are very strong that they made a deal with a gang leader that, in exchange for protection, they would be physically protected from the violence while they were provided with material possessions. They literally believe they owe their lives to the gang leaders.

What kind of hope can these children have if their lives depend on gang protection?

Education is the key and education is in crisis. At the Center, we believe that sports can help to educate.

We are breaking stereotypes with our degree completion program and our community service program. Through them. More than 13,000 athletes have returned including 8,500 former student-athletes who didn't make the pros, and 4,528 roster pro athletes. There are now 141 colleges and universities in the National Consortium for Academics and Sport which organizes these efforts. The schools have put up more than \$85 million in tuition assistance; 5,400 have graduated; the student-athletes have donated more than 4.7 million hours of community service

Our NCAS members have made an incredible contribution. These are among the things they did in 1996-97 alone.

Working with more than 750,000 young people, they had:

- reading programs in more than 50 elementary and middle schools;
- mentoring programs with juvenile offenders and drug users

- programs that involved athletes in homeless shelters and soup kitchens.
- shelters for battered women
- programs for "at risk" youth in more than 60 communities, programs establishing athletes as black male role models for youth
- programs to encourage terminally ill children
- programs for patients in more than 75 hospitals
- programs for special Olympians
- taught phys ed classes in a system that had cut them

Student-athletes did educational outreach on

- smokeless tobacco
- conflict resolution and violence prevention
- improving race relations

Sport captures peoples imaginations.-- both positive and negative passions, loves and hates:

We saw our programs evolve through sports stories: As I said, we started simply with academics and athletics

- society called cocaine recreational until Len Bias's death showed us it was lethal- we had to do something...

We began to educate...

-when we began to look more closely at society, we saw what Lou Harris told us: that our children had learned how to hate - that racism was infesting our schools. We created Project TEAMWORK with athletes as trained ambassadors against prejudice

As PT worked on that, we saw the spread of violence in our schools and had our team trained in conflict resolution and violence prevention

Lou Harris has called PT "America's most successful violence prevention program."

It won the Peter F. Drucker Foundation Award as the nation's most innovative program leading to social change

It was chosen by the White House as the Clinton model for National Service in the area of violence prevention in 1995 and 1996 with a \$1 million grant each year.

We also offer consulting and training services on

- diversity training- TLI we have done this for 30 athletic departments. The NBA is about to use TLI for the 600 staff in New York and for all 29 teams.
- training to reduce violence against women on campus and in the community through a highly acclaimed program called MVP that has trained athletes and coaches on 32 campuses on this critical issue on our campuses today. The US Marine Corps contracted with the Center to do MVP training for all its non-commissioned officers.

The NCAA Champs Life Skills programs are also steps in the right direction when they are fully implemented.

So is the NCAA's Certification program which makes schools reckon with many issues including racial and gender considerations and academic performance. It has been a significant tool for change. Penalties should be strengthened.

Sport can educate us and sensitize us. With all due respect to Charles Barkley, society has deigned athletes to be role models.

Our outreach programs are designed to train athletes to be role models on the most pressing issues facing our youth.

As you can guess, my first proposal for change is to get more colleges and universities to join. We can use sports as one way to help educate the leaders of tomorrow. Our student-athletes are among those leaders.

THE PROFESSIONAL TEAMS AND LEAGUES:

Assumptions:

All the proposals I am making for pro sports leagues and teams have been designed to emphasize the responsibilities of and unique place held by professional sports to build community and positively influence the public behavior in our communities. Sports organizations need to have an expanded sense of responsibility for the public welfare. These proposals would have positive outcomes for all members of the community - from the owners and administrators to the players to their fans and children who follow them. They would place sports organizations at the grassroots of our cities with the goal of improving society.

These proposals take into account the fact that while sports have not fulfilled Jackie Robinson's dual dream for race relations, they may have come closer to it than any other segment of our society. They also follow the assumption that young people do look up to athletes as role models. Therefore, the proposals call athletes to follow a higher standard of behavior on critical issues to positively influence our youth as worthy role models.

Recommendations

A. Hire leaders and decision makers who are the right people for the teams and the sport. They should be diverse and demonstrate values that uphold the ideals of sport. Ethical behavior and moral responsibility should have been a demonstrable part of their lives. Pro teams should be careful not to hire coaches and athletic directors who had bad "human" records in college

B. Create on-going programs for the personal development of the players and front office staff of the team. Such programs could include:

1. All pro sports leagues should adopt a *rookie orientation program* similar to the NBA's model. All rookies should be required to attend a week long session that covers their new status in-depth. There would be sessions with experts who can relate to the players on, among other things, drugs, alcohol, HIV, relationships, sexual harassment, gender violence, financial planning, continuing education and career development. The NFL has started a shortened version.

2. All pro sports leagues should adopt a *life readiness program* that would encompass:

- a. *continuing education* for degree completion for players without degrees and for post-playing professional development education.
- b. *career planning*: to help players decide what they want to do and how to plan for post-playing careers
- c. *internships* to give players different kinds of work experiences while they are still playing
- d. *counseling* for families and for the individual.

The NBA and the NFL currently have strong continuing education programs and less highly developed programs in the other areas.

3. A *cultural transition program* is imperative for Latino players in Major League Baseball. Many of the players neither speak English nor understand their new cultural surroundings and have a very difficult time in the United States. Both should be taught to the Spanish-speaking players. Such a program should also help English speaking players to learn some Spanish and the customs of their teammates.

This program could also be expanded to benefit Major League Soccer and international leagues. Special programs would be designed for media outlets

4. Each team and the league offices should adopt a *training program on diversity* for both players and all front office staff. The NBA has become the first to adopt this on a league-wide basis. This would be similar to diversity training programs widely used in corporate America but would be made sport-specific and would help the players and coaches be proactive role models on race and gender issues in the community.

5. Each team and the league offices should adopt a *training program on preventing violence against women*. The New England Patriots are now using the Center's MVP Program for players and the entire front office staff; the Boston Celtics are considering it. Players and coaches can be proactive role models on this troubling issue in the community.

C. The league should firmly discipline players, coaches and front office personnel when they behave outside of socially acceptable norms. Pro leagues maintain that their teams and players are role models; they must hold them more accountable.

- adopt *zero tolerance* policies for behavior outside the sports arena that harms others. Automatic banning for a year would be invoked after convictions for:
 - violence against women
 - violence against another person
 - alcohol or drug-related incidents that result in harm to others
- strengthen existing *drug policies* to include both help for athletes with drug

problems but also to expand the list of banned drugs to include marijuana and "legal" prescription drugs that may lead to abuse, which are currently not on the NBA's list. Athletes, coaches or administrators who violate the limits of the league's drug policy should be banned for a significant enough time to be of real consequence for the violator.

D. The Players Associations should not make automatic responses in defense of players who exhibit anti-social behavior. The PAs also hold their players up as positive role models. Circumstance should be factored in to decide how and if they will support players.

E. Leagues, teams and players associations should expand their efforts in the community to help youth with the multiple crises they are facing. These should include:

- expanded and coordinated community outreach efforts with players who are trained to speak on certain issues. The Patriots make each player contractually obligated to make 10 such appearances per year. That means over 500 for the team, which is planning to channel coordination through the Center. This dynamic distribution could be done through local colleges and universities in league cities across the nation.
- promote and support urban youth sport programs that not only give sports opportunities not currently available in major cities but also teach the youth who compete life skills as an integral part of their experience.
- produce more PSAs for local TV and radio that address the more difficult issues facing our youth including child abuse, racial and gender issues
- support more local and national charities by both direct donations and having fund-raisers for them.

F. Sports organizations should be sure to work closely with the media to get it to cover positive things athletes are doing to help create better society, especially those that emphasize community outreach or athletes getting their degrees and worked toward racial and gender equality.

G. New stadiums should be built in cities and not in suburbs in ways that would revitalize cities. Planning should be designed to include local businesses and lead to additional investments in the local community while hiring local workers to build and service the facilities.

What is the power of sport? President Clinton invited us to bring NSAD Giant Steps Award winners to the White House for the first time. The ceremony was to take place on April 5. Ron Brown died on the 3rd. All events except our were canceled. I expressed our deep gratitude that he would meet us at that terrible time as he was leaving us to fly to Oklahoma City for the first anniversary of the bombing. He said to me, "Richard I really needed this."

Even for a president, in the worst of times, sports can bring good news that can lift the weight of the world. My friends, that is a powerful gift to possess, one we all share when we use it in the most noble way we can - to lift the spiritual poverty that hovers over our children.

That spirit is the antidote to the loneliness and the feeling of being unwanted that so many are burdened with.

We can give them the richness of spirit that comes with being part of a real team, being interdependent and being able to count on a brother or a sister in a time of need. As coaches, you are in a unique and powerful position to affect the lives of our children.

I believe that sport, from youth sport through the pros, has a role to play in creating a more civil society, a role which can have a tremendous positive impact on public behavior.

If our children learned how to hate, then we can teach them how to love again.

If they are at war with each other, then we can give them the tools to make peace.

Thank you so very much.

Victim of foul shots

Michael Watson tries to overcome the mental effects of a beating — and another beating by the justice system



Richard LAPCHICK

The story of basketball player Michael Watson reads like Mississippi in the 1960s. In reality, it took place less than a month ago in Maryland. It's yet another reason why African Americans have so little faith in the American justice system.

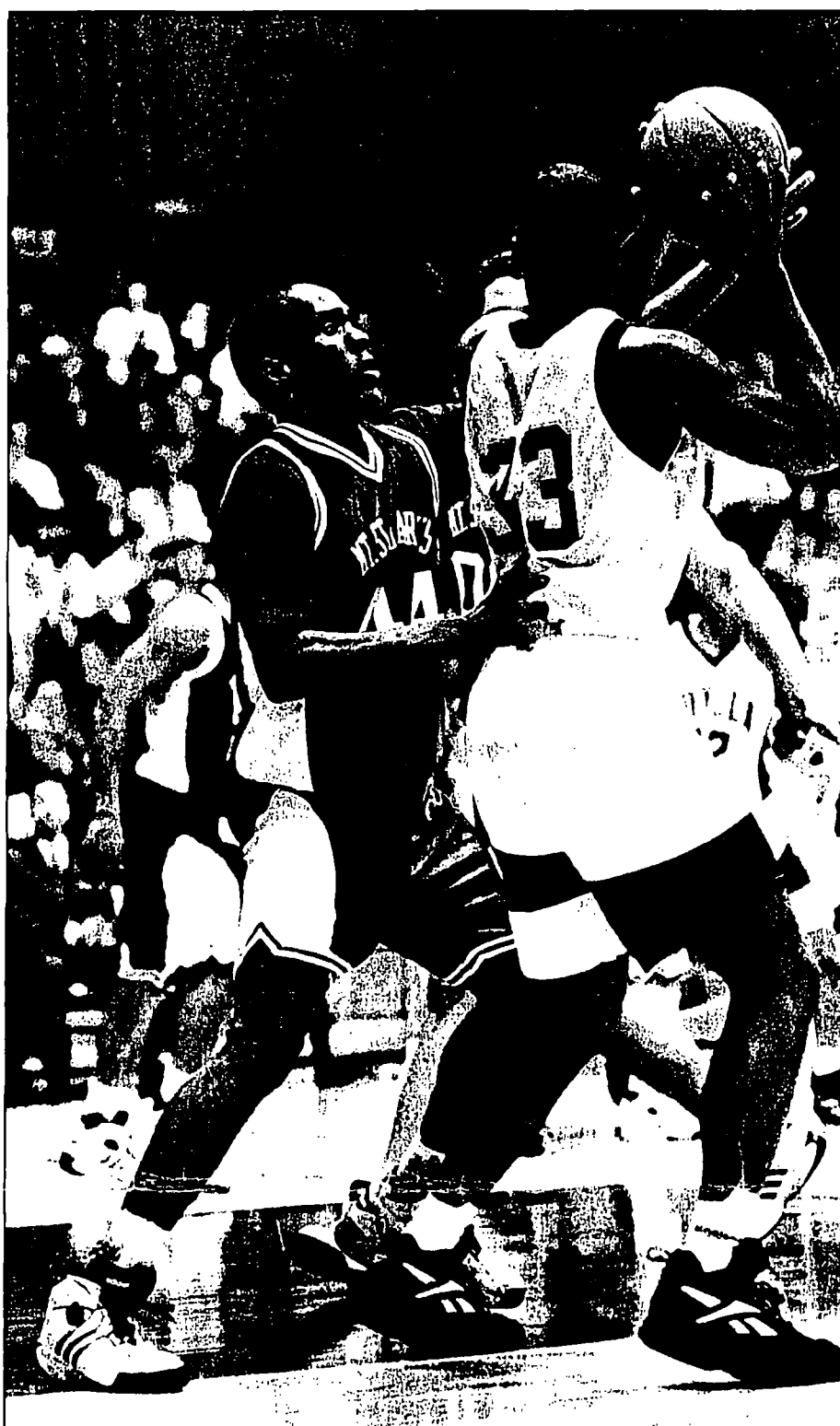
It was the Wednesday afternoon before Thanksgiving. Watson sat in a state courthouse in Frederick, Md., waiting for his slice of American justice. His former teammates at Mount St. Mary's were practicing for their opening game of the 1995-96 season. Watson, now a graduate student, had helped lead the small school to the greatest victory in its history seven months earlier when it beat Rider University to win the Northeast Conference championship and advance to the NCAA Tournament. Watson had scored 15 points, grabbed 11 rebounds and hit 6 consecutive free throws in the last 61 seconds to slam the door on Rider's attempt to get to the Big Dance three consecutive years.

Those spectacular basketball moments had helped Watson forget the painful ones, when he was assaulted by three white men in a Thurmont, Md., convenience store before the start of the '94-95 season. He had pulled up to the store with his date at 1 a.m. October 30, 1994. They had stopped for food after a college party.

About 12 hours earlier, a busload of hooded and robed members of the Ku Klux Klan had marched at the state house in Annapolis. They shouted "White Power" while one carried a poster of the assassinated civil-rights leader, Dr. Martin Luther King Jr., encircled by a bull's-eye. The caption read: "Our Dream Came True." Klan members were outnumbered by more than 10 to 1 by protesters who shouted them down while tension built in the state capitol.

Those tensions clearly spilled over across the state into Thurmont, which was near the home of the leader of the Maryland Klan. According to Watson, one of the men who attacked him shouted, "You don't belong here. This is Klan country. You're a nigger, boy." At the trial, the assailants denied the remarks, but they could not deny what the store's videotape had captured. It clearly showed the three men assaulting Michael Watson, shoving and hitting him while he held up his hands in defense.

Watson's back injuries kept him off the basketball court for several weeks while he underwent physical therapy. The back pain recurs occasionally, but far less than the mental agony.



Still on the defensive: Last year, Watson (left) could get a release from thinking about his attack by playing. However, this is no game — and it deserves a trial in federal court.

A shocked Mount St. Mary's President George R. Houston Jr. wrote a letter to the college community. In it, he said, "We have called on the authorities to pursue prosecution of this matter with all available resources, and we expect a fair, thorough and prompt investigation."

In an uncelebrated version of the Rodney King case, the investigation produced the videotape and witnesses who testified for Watson. Though no one could verify the racist remarks, witnesses corroborated Watson's version, which seemed indisputable because of the videotape.

Through the help of various local friends, counselors and nationally prominent activists, Watson began to recover from the emotional scars of the attack. He did not

seek publicity. There would be no TVs in the court, no Marcia Clark for the prosecution, no Johnnie Cochran for the defense. No Mark Fuhrman or Stacey Koon on the Thurmont Police. The case was an easy one for him to win from all vantage points.

While waiting for the tediously slow wheels of justice to give Watson his turn in court, basketball became prime in his emotional rehabilitation: "There was no sense of race on our team. We were all so focused on winning. We worked together with a special solidarity. Our team was a safe haven for me, and while we were together, I was able to forget what had happened outside the walls of Mount St. Mary's. My white teammates gave me the perspective that those three attackers did not represent all white people.

However, when I was away from my teammates, the pain always came back."

Watching his attackers go to prison was going to be the last step toward recovery. Watson was poised to celebrate with a real Thanksgiving.

The trial started with jury selection on Monday. Dino Flores, the prosecutor, was confident.

Then the signs began to appear. An all-white jury was seated. Still confident, Flores took his case to them. The only other African American in the courthouse was one of the defense attorneys for the men accused of attacking Watson. The defense strategy was obvious.

The witnesses in the store verified what was seen on the videotape. The black defense lawyer called Watson a racist and claimed he provoked the attack against the three white men. Raised to respect everyone regardless of color, Watson cringed in disbelief at what he was hearing.

Nonetheless, when the jury went out on Wednesday, Watson and prosecutor Flores felt good. Michael said: "I was 90-percent certain (of a favorable outcome). The evidence was clear, and the judge had ruled favorably on most of Flores' motions. The 10 percent of doubt came only from what I knew about the fate of blacks in the justice system. But I was sure."

Two hours later, the jury returned with verdicts of not guilty on the charges of assault and on the charge of committing a hate crime.

The verdict, read before an incredulous Michael Watson, lent a hollow ring to the end of Houston's letter to the community: "It is imperative that all government officials, community and church leaders join us in making it inescapably clear that this country has 'zero tolerance' for racist actions such as these."

Michael Watson told me: "I just sat there for several minutes. The accused were gone before I totally realized what happened. There is nothing I can do but carry the scars throughout my life while these guys went out, free to celebrate or do whatever they pleased."

Thurmont, Md., is seven miles from Camp David, where President Clinton, like most Americans, did not know who Michael Watson was or why he could not join his countrymen in their Thanksgiving celebrations.

I was sickened when I watched the videotape of the attack this morning. Surely the verdict should have been just as clear as it should have been in the first Rodney King trial. It took a subsequent federal trial to get an equitable verdict in Los Angeles.

I write this column to bring the case to national attention; not to further expand the great racial divide, but to begin the healing process for Michael Watson.

We need a public outcry to get a federal trial in Baltimore. Justice always starts in the law. It always affects the heart. Right now, while Michael Watson is strong as a person, his heart is broken. We have the power to renew his faith and let him breathe easy. He has had many great days on the court. Now he deserves one more chance in court. ♦

Richard E. Lapchick is director of Northeastern University's Center for the Study of Sport in Society and a regular columnist for THE SPORTING NEWS.

May 26, 1997

VOICES • 7

One day can make a difference

**National Student-Athlete Day
affords us an opportunity
to reflect on how we can heal
the rifts in sports**



**Richard
LAPCHICK**

With the attention surrounding the 50th anniversary of Jackie Robinson's breaking into major league baseball, it is easy to forget that Robinson was first an incredible student athlete at UCLA. In fact, baseball's historic anniversary coincided with the 10th anniversary of the founding of National Student-Athlete Day. No one epitomizes the qualities of the noble student athlete better than Jackie Robinson.

National Student-Athlete Day (NSAD) honored those who not only play their sport with distinction but those who also are good students and contribute to their community. The day is co-sponsored by the National Consortium for Academics and Sport, the NCAA and Northeastern University's Center for the Study of Sport in Society. More than 150,000 high schools won awards for having a student athlete who met these criteria, and national award winners were welcomed to the White House in April.

We celebrate NSAD to help focus on the issues confronting us while we celebrate all the great things of sports and those who play it. This year, the theme was *healing* and the role student athletes can play in bringing people together.

In thinking of healing, perhaps no issue is greater than fulfilling the second half of Jackie Robinson's dream: that sports not only affords people the opportunity to play the game, but also to manage and run it after their playing careers.

Colleges escape the scrutiny of professional sports. We read countless stories on the fact that no blacks were hired for any of the 10 head coaching vacancies in the NFL after the 1996 season. The story was the same in major league baseball. Of the 25 managerial changes since the end of the 1995 season, not one black was hired.

But colleges have an even worse record.



An all-around athlete: Before baseball, Robinson was a college football player at UCLA.

After the 1996 football season, there were 24 openings for a head coach in Division I. The Rev. Jesse Jackson threatened action after the first 20 positions were filled out by whites. New Mexico State hired the only black head coach out of the 24 head coaching changes. Basketball has done better, but the rest of college sports are woeful. Fewer than 3.9

percent of all college head coaches are black. Fewer than 5 percent of all directors of athletics, their assistants and associate directors are people of color.

The fact that so few staff, faculty and other students on campus look like black student athletes impacts on their potential to graduate as they feel less welcome on our campuses. *Emerge* magazine prints an annual list of the 50 schools with the worst graduation rates for black male athletes.

To elude *Emerge's* 1997 basketball list, you merely had to have a graduation rate of 18 percent. Of the 50 schools on the list, 23 did not graduate a single black athlete through four straight years.

These stories unfortunately demonstrate the depth of racial problems in American sports and how hard it is for blacks and other minorities to obtain the promises that were made to them. Once again, sports teaches us lessons in life. But when will the lessons be complete?

Jesse Robinson, Jackie's grandson, will enroll at UCLA this fall as a student athlete. We will not fulfill his grandfather's dream for America until we first recognize the depth of America's racial problems in and out of sports. Jackie Robinson believed in the rainbow of America's people living peacefully and respectfully together. Will another 50 years pass before we can celebrate that part of Jackie's dream? Our children—and Jackie's grandson—cannot afford for us to wait.

Every year, let's use National Student-Athlete Day as a day we can dream about the treasures we have and about the problems we have to overcome. ♦

Richard Lapchick is director for Northeastern University's Center for the Study of Sport in Society and a regular columnist for THE SPORTING NEWS.

Colleges confront athletic issues

Institution leaders attack gender violence, other problems with a zero-tolerance zeal and a sense of urgency



Richard LAPCHICK

Although we continue to read about problems confronting college sports, there has been a growing—and welcome—trend of presidents, athletic directors and the sports community acting quickly to confront the issues.

Boston College immediately suspended 13 football players when a gambling scandal rocked the campus—and none was allowed to return in 1996. Any hint of gambling on campus understandably triggers fears of organized crime and the new BC president, the Rev. William Leahy, charged his administration to act. Chet Gladchuk, the school's athletic director, made the story public, brought in the district attorney and quickly removed the implicated players from the team.

Less than 18 months after Jim Harrick led UCLA's basketball team to a national championship, an expense-report scandal vaulted him into the headlines. With a speed rarely seen in college sports, UCLA chancellor Charles Young and athletic director Peter Dalis removed Harrick as coach.

When more than 30 Rhode Island football players sealed off a fraternity house and assaulted three residents, school president Robert Carothers and athletic director Ron Petro acted quickly. They removed two players from the team, suspended 25 others and forfeited the team's next game at Connecticut.

UConn officials were the ones doing the suspending a few months later when they reported two basketball players for NCAA infractions involving the reported purchase of airline tickets and suspended them.

In each case, the damage to the school's image and reputation has not been fully measured. But the immediate and decisive responses of institutional leadership tell the public that even though things had gotten

temporarily out of control, order has been restored.

The latest example of "taking control" has national implications. It came when the National Consortium for Academics and Sports became the first sports organization to take a zero-tolerance stand for athletes convicted of gender violence. The 127 member colleges and universities adopted a Sense of the Consortium Resolution at the closing session of its annual conference recently in Boston.

The resolution stated that any athlete convicted of rape, sexual assault or battery will be banned from intercollegiate competition for a minimum of one year at the member institution. This applies to any student athlete who has been convicted of such an act in campus judicial proceedings or in the criminal courts.

Consortium leaders believe it will be a powerful way to protect potential victims, send a zero-tolerance message to perpetrators and provide a process for those perpetrators to receive appropriate counseling and work their way back into the campus community.

If a banned student athlete meets certain criteria—participation in ongoing counseling, public statements of apology, messages to young people about the unacceptability of gender violence and all forms of abusive behavior—he can petition for reinstatement. If convicted of a similar act a second time, the student athlete would be permanently banned.

Incidents of athletes being accused of gender violence have created the impression

that athletes are more inclined toward gender violence than nonathletes. That's not true. The problem clearly is one of men in America—and not just athletes.

There are approximately 850,000 rapes in America each year, or more than 2,300 per day. Another 3 million women are battered annually, or more than 8,000 every day. Three major newspapers have surveyed athletes and gender violence over a span

covering 10 of the past 15 years (the *Philadelphia Daily News*, 1983-85; *The Washington Post*, 1989-94; and the *Los Angeles Times*, 1995). The surveys pinpoint 308 athletes accused of some form of gender violence. On the face of it, that is a frightening number. But to put it in perspective, that total is matched by American men overall every 44 minutes.



Disarmed: When Harrick slipped, UCLA officials reacted quickly.

Keith Lee, the director of the consortium's western office at the University of Nevada, says, "By this stand, the consortium is once again taking a leadership role on the issue of men's violence against women."

The quick and conclusive actions at Boston College, UCLA, Rhode Island and Connecticut, combined with the consortium's initiative on gender violence, are welcome signs that those in charge will not ignore the realities of society as they continue to enter the previously cloistered world of intercollegiate athletics.

Richard Lapchick is director of Northeastern University's Center for the Study of Sport in Society and a regular columnist for THE SPORTING NEWS.

September 9, 1996

Playing the Racial Report Card

This year's grades could be lower, but pro sports still has room to think hire and hire



Richard LAPCHICK

As we approach the 50th anniversary year of Jackie Robinson's breaking baseball's color barrier, the intensity of the attempts to change front-office and on-field hiring practices to include more people of color in pro sports clearly has been disrupted. That is the most notable conclusion to be drawn from the hundreds of data entries in the 35 pages of the eighth Racial Report Card issued by Northeastern University's Center for the Study of Sport in Society.

Pro sports is below its peak levels in almost every category covered in the report card, including player opportunities, the commissioners' and league offices, head coaching and management. Only in the categories of administration and assistant coaching are we at record levels in 1996.

As in all previous years, no league received an A in the all-important category of front-office hiring practices. The NBA received a B in the area of top management and in administrative posts, and major league baseball received a C- in top management. The NFL received a C and a B, respectively, in top management and in administrative posts.

The good news is that this year's results show that the previously registered across-the-board declines for people of color in professional team administrative positions, as well as in the coaching ranks, has been stemmed and, in most cases, reversed.

The NBA had the highest grade in virtually every major category. When all categories are combined, the NBA once again came out on top with the same A- it received in 1995. However, its grasp on the top spot was not as firm as in previous years, with percentage declines in minorities holding positions in the league office, among

general managers, team vice presidents and support staff. There were important increases in minorities holding positions of head and assistant coach and in the professional administrative category.

Major league baseball maintained an overall B. It showed a decrease in the percentage of department heads in the league offices, among coaches and vice presidents. There was an increase in the overall percentage of minorities in the league offices.

The NFL received a B for the fourth consecutive year. It had percentage increases for minorities in the head and assistant coaching ranks, in team vice presidents and the professional administrative category. However, there was a percentage decline in minorities holding positions in the league office.

The National Basketball Players Association and National Football League Players Association were way ahead of the leagues and teams and had the best records of the six organizations examined. Both received A's; the Major League Baseball Players Association, which had the lowest grade (C-) in 1995, did not submit a report in 1996.

It is notable that the percentage of minorities playing professional sports dropped in all three leagues: In the NBA, the percentage of black players dropped from 82 to 80 percent; in the 1995 NFL season, 67 percent of the players were black, down 1 percent; and in major league baseball, the number of players who were black or Hispanic dropped from 38 to 37 percent.

The NFL reached an all-time high when the Buccaneers hired Tony Dungy, making him the third black head coach. The number of minority coaches in the three sports increased from 11 to 13, still below the high-water mark of 16 in 1993. In the NBA, three black coaches were hired (Jim Clemons of the Mavericks, Johnny Davis of the 76ers and Darryl Walker of the Raptors), and two black head coaches were dismissed (Butch Beard of the Nets and John Lucas of the 76ers).

In all three sports combined, top management positions (chairman of

the board, chief executive officer, president, vice president and general manager) held by minorities decreased slightly.

Other than support staff, most people employed in front offices hold administrative positions in areas such as business operations, community relations, finance, game operations, marketing, promotions, publications and public relations. Therefore, it was a good sign that such positions held by people of color increased in the NBA and the NFL. Nearly 16 percent were held by minorities in the NBA and 12 percent in the NFL. Sufficient data was not available for baseball in this category.

The remarkable surges in opportunities for people of color and women after the highly publicized and highly charged comments by Al Campanis on *Nightline* in 1987 and by Marge Schott in 1992 seemed to harken a new era of equal opportunity in sports. It obviously was short-lived.

Those surges were moved in part by pressure from the Rev. Jesse Jackson as well as media coverage of previous poor records. Jackson's efforts have focused on other areas of national interest the last two years.

Sports has a long way to go before it becomes much better than society in whom it hires for decision-making positions. In spite of intelligent and enlightened leadership in the league offices of the NBA and NFL and on baseball's Executive Committee, white males have sustained their control of management on most teams.

Sports needs to emphasize the need for equal opportunity. Additional public pressure may be needed to bring back the intensity for such an emphasis if professional sports is to be able to live up to the implicit promise it created when Jackie Robinson finally broke open the gates for baseball players in 1947.

Richard Lapchick is the director of Northeastern University's Center for the Study of Sport in Society and a regular columnist for THE SPORTING NEWS.



Numbers crunching: With Dungy's hiring, the NFL reached an all-time high, but three black head coaches isn't cause for celebration.

In spite of intelligent and enlightened leadership in the league offices of the NBA and NFL and on baseball's Executive Committee, white males have sustained their control of management on most teams.

April 11, 1994

VOICES • 9

You want a role model? You got one

**A victim and a victor,
Darryl Williams sets
a wonderful example
for student-athletes**



**Richard
LAPCHICK**

National Student-Athlete Day was celebrated around the country this week. It is a day set aside to celebrate the good that student-athletes do in their schools and communities. Although his playing days are long since over, no one has given more back, or paid a higher price, than Darryl Williams.

His playing-field experiences had to be applied to the game of life at a premature time. Having survived a life-threatening situation, he has since become a voice for the human rights of all people. Darryl represents all victims of racial hatred in the United States and simultaneously represents the spirit of self-empowerment and forgiveness that is so desperately needed if we are to go beyond the hatred that caused his victimization.

Fifteen years after the attack, young Boston student-athletes know about Darryl Williams. Darryl was a 15-year-old from Roxbury making his first varsity football start. He caught a pass that gave his visiting Jamaica Plain High School a 6-0 halftime lead over Charlestown High. September 1979 seemed like a good time for Darryl. He had visions of going to the NFL. As Jamaica Plain gathered in a huddle before the second half, a sniper finished his dreams. Darryl's career was over, but at least his life was saved. His fate that day was probably the product of the court-ordered busing that had placed Boston on national television as a center of racial hatred and violence.

Darryl Williams returned to Charlestown 11 years later. "I don't understand why people do the things that they do," he said. "I think they were trying to kill somebody black. Why? Why?"

After the attack, which nearly killed him and left him without the use of his arms and legs... after all the broken promises of medical and financial support... Darryl looks



Indefatigable spirit: Williams makes anyone he touches believe anything is possible.

at life with an attitude that surprises many people. Most, black and white alike, assume that he probably hates whites. Not Darryl, who says, "I'm not going to blame every white person because three whites attacked me. There are bad whites and bad blacks. I can't hate a whole race of people because some are bad."

Darryl dreams of and works for something else. "My dream is to live in a world in which racism doesn't exist anymore; just have racism be a bad, bad distant memory. Because if we don't start getting ourselves together, trying hard to get rid of that poison which is racism, we won't have anyone else to blame but ourselves. We can just look in

the mirror and say, 'Well that's the person who did it.' "

Darryl is Boston's — and perhaps America's — best example of a living hero for the cause of racial equality. Having paid a heavy price for his platform, Darryl brings his inspiring message to thousands of Americans. Many are student-athletes who see how quickly the sports dream can end. But that is not what Darryl communicates to them. His very presence symbolizes hope for meaningful life after sports.

In many ways, he reminds me of a lesser-known Nelson Mandela, who emerged from 27 years in prison full of love instead of hate, reaching out instead of turning away. Darryl Williams, now a student at Northeastern University on a special Presidential Scholarship, and an employee in the Massachusetts State Lottery, reaches out every day. Darryl treasures the fact that he is a student again. "I consider myself blessed to have such good friends to support me and will always remember Northeastern President John Curry for awarding me a scholarship. My fellow students at Northeastern have been very helpful and reassuring. I feel at home there." He makes anyone he touches feel at home and believe that anything is possible.

The student-athletes that we recognized on National Student-Athlete Day give our country hope at a time when the lives of so many of our youth are mired in despair. No one gives more hope than Darryl Williams. These student-athletes have direction and purpose and see there is reason to believe in themselves. America should be very proud of them. But none more than Darryl Williams. ♦

Richard Lapchick is director of Northeastern University's Center for the Study of Sport in Society and a regular columnist for THE SPORTING NEWS.

May 9, 1994

You can't help but be affected

The plight of the Watusis stirs a son's memories



**Richard
LAPCHICK**

As the carnage in Rwanda and Burundi continues to exceed that of Bosnia, most of the discussions I hear start with, "Where in the world is Rwanda? I have never heard of it." To be sure, the typical American's knowledge of Africa is limited. Furthermore, Rwanda and Burundi are two of the continent's least-known nations. Combined, they are the size of Maryland on a continent three times the size of the United States. But reading about the Tutsi or Watusi, the tribe that is in mortal combat with the Hutu people, reminded me of a brief moment in my father's life.

There were no Hakeems from Nigeria, Dikembes from Zaire or Manutes from the Sudan when Joe Lapchick's coaching career at St. John's came to a close in 1965. His basketball career had spanned 50 years — 20 as a player and 30 as the coach of St. John's and the Knicks. No African basketball player had ever played at any level in America. The only reason that we thought much about Africa back then was that my sister, Barbara, was living in Uganda — a neighboring nation to Rwanda and Burundi. I had started reading about Africa and quickly came across the Watusi people. They intrigued me because of their size, grace and regal manner. I read that the average male was 6 feet 7 and many were taller than 7 feet.

St. John's had a mandatory retirement age of 65, making the 1964-65 season the last for Joe Lapchick. He was looking for ways to stay in the game. He had an offer to coach an NBA

team and a top college team. But the most intriguing offer came from a businessman who had met my sister in Uganda.

The businessman was not so interested in the grace or regal manner of the Watusis. The fact that so many were 7 feet and coordinated was the draw for him. He asked my father to come train a contingent of 20 to play basketball in America. He figured, and my father agreed, that if prepared and coached well, these men could dominate the game within five years.

On top of the challenge, he offered my father \$100,000 a year. You have to understand that even though my dad had been in the game 50 years and already was a Hall of Fame inductee, \$100,000 represented 10 years of income.

It was not hard for him to determine that the five-year plan would net him more than he had made cumulatively in his 50-year career. He weighed it quite seriously.

St. John's had had a great season. It won the Holiday Festival, upsetting No. 1 Michigan, and the NIT to close the season. Winning big left Joe Lapchick with nothing to prove as a coach, so he said no to the pro and college offers. Yet he continued to contemplate the call from Africa.

He finally said no to that also for two reasons. If he had been successful, he feared that bringing 20 7-footers into the game would have changed the sport with too sudden a jolt. He loved basketball too much to disrupt the natural progression of the game.

But, most important, he declined after learning about the Watusi people. He found that they were proud and highly regarded by all those who came into contact with them. They had advanced social, political and military orders and were successful as business people. His greatest fear of an adventure with them was that they would be treated as freaks in America. He did not want to harm their great dignity.

He knew nothing about their colonial history or about the majority Hutu people. They were a relatively poor agricultural people who resented the Watusis. Despite the Watusis being a minority, they had been elevated to power positions by Belgium, the colonial power in Rwanda and Burundi.

The 200,000 or more slaughtered last month in the wake of the deaths of Rwandan President Habyarimana and Burundi President Ntaryamira, is the most horrific example of the ethnic conflict that has dominated life there since Belgium pulled out 25 years ago. An estimated 250,000 fled the country in a single day last week, a human tidal wave the United Nations calls the largest and fastest exodus it has ever seen.

Although I still miss the warmth of a loving father 24 years after his death, I'm glad he isn't here today to read about the fate of those Watusi people he so admired.

Richard Lapchick is director of Northeastern University's Center for the Study of Sport in Society and a regular columnist for THE SPORTING NEWS.

Union Buildings



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**MESSAGE BY PRESIDENT NELSON MANDELA ON THE OCCASION
OF THE NORTHEASTERN UNIVERSITY'S CENTER FOR THE STUDY
OF SPORT IN SOCIETY AWARDS BANQUET**

I admire the work done by the Centre and the Consortium, more especially the co-operation through the Teamwork banner in South Africa. Helping to bring the NBA and the NBA Players Association here in 1993 and 1994 was a great start to the program. We appreciate all the sports equipment sent to us by Consortium schools.

The evening takes on even more special meaning for me with the presence of our South African men's basketball team at the Banquet. We appreciate the welcome they are receiving as the first of many South African teams coming to the United States from a democratic South Africa.

I congratulate tonight's Award Winners for their great sports achievements and efforts to make this a better world.

Finally, I want to thank Richard Lapchick and the entire staff at the Centre and the Consortium for their vision of how sport can help create a better future free of hate and violence. We have, of course, known of the anti-apartheid efforts mounted by you, Richard, for more than two decades and are pleased you are still with us now that we are free.

I wish I could be with you tonight. I hope you all have a pleasant evening.

A handwritten signature in cursive script that reads "Mandela".

Nelson Mandela