

Erasmus School of
History, Culture and
Communication

Ethnic and gender diversity in senior governance and coaching staff positions in Dutch professional football

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Erasmus University Rotterdam



Research Question

How many people with a visible minority background are in senior governance and coaching staff positions in Dutch professional football and what is the gender discrepancy in these same positions?

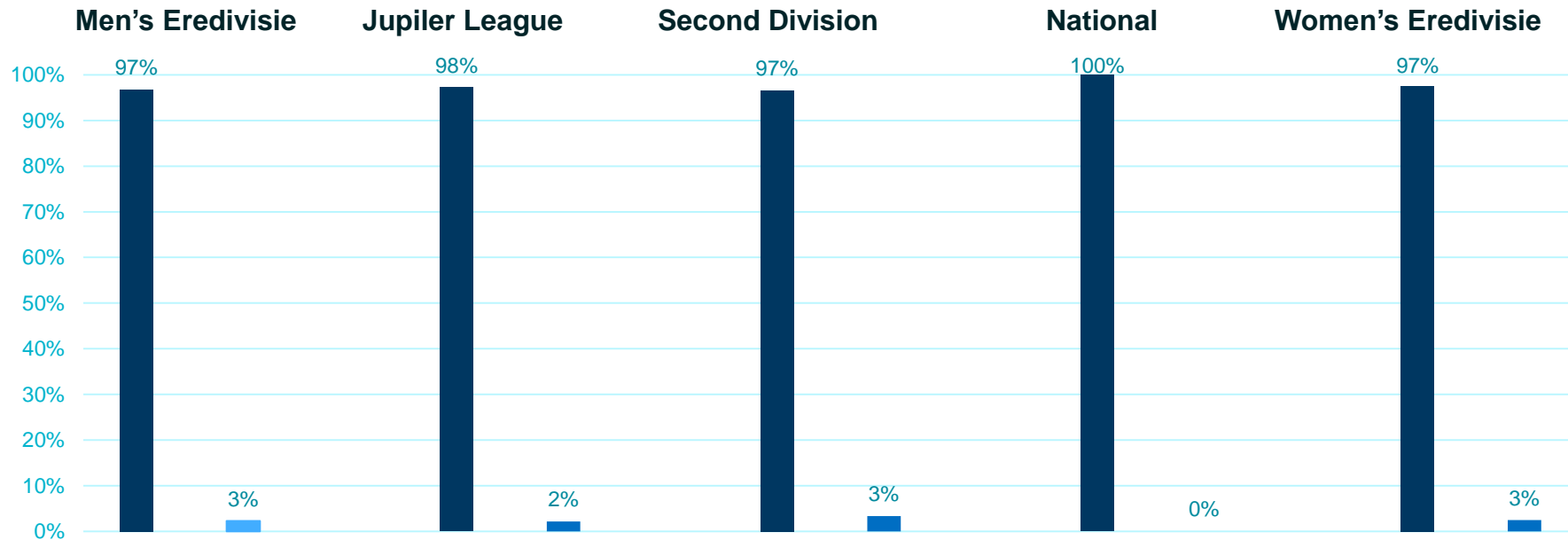
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Methodology

- Definition of 'ethnic visible minority': *Those ethnically distinct populations from non-European heritage. Including generationally settled and new migrants from Asia, Africa, the Caribbean, the Middle East, Latin America and Turkish populations.*
- Data collection took place between 29-11-2016 and 22-12-2016
- Websites of clubs used as main source

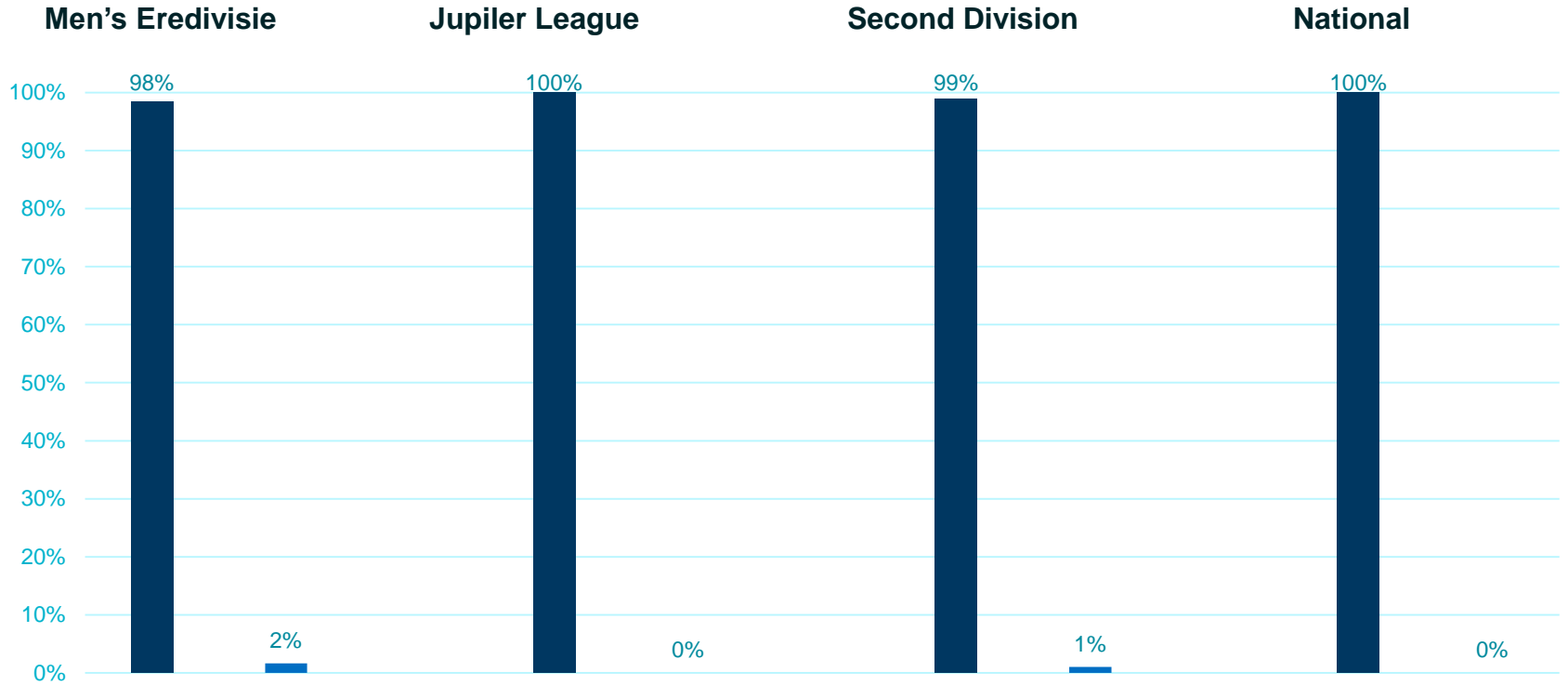
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Ethnic diversity in senior governance and coaching



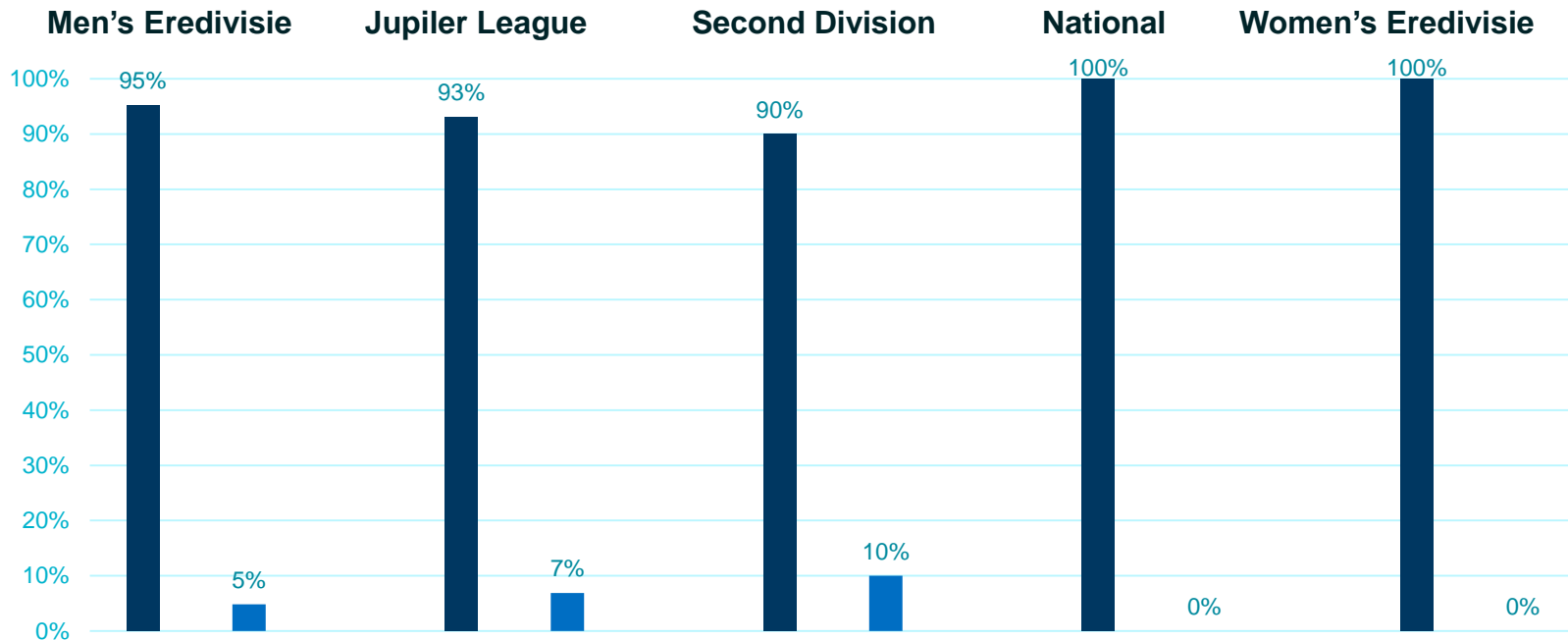
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Ethnic diversity in senior governance in percentages



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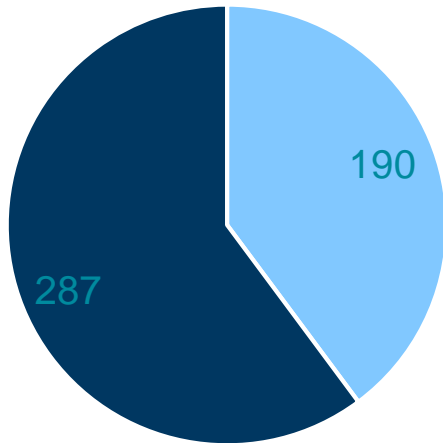
Ethnic diversity in coaching staff (only coaches and assistant-coaches) in percentages



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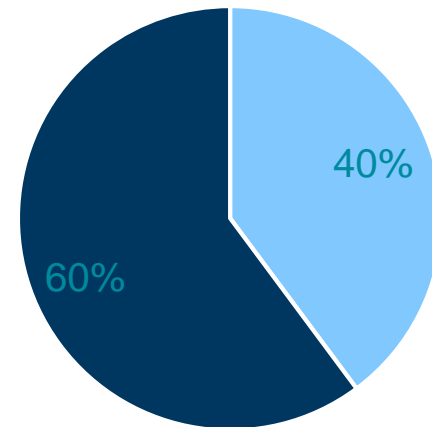
Ethnic diversity among all players from the men's Eredivisie

In absolutes



- ETHNIC MINORITY
- ETHNIC MAJORITY

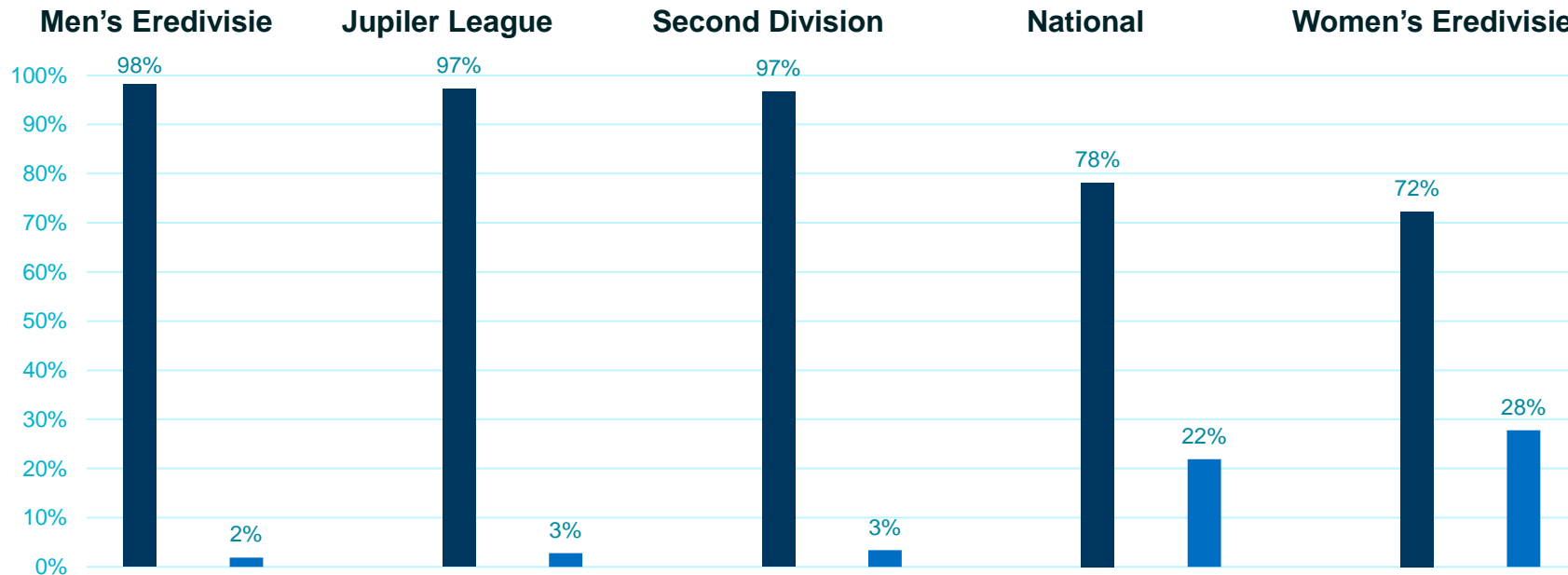
In percentages



- ETHNIC MINORITY
- ETHNIC MAJORITY

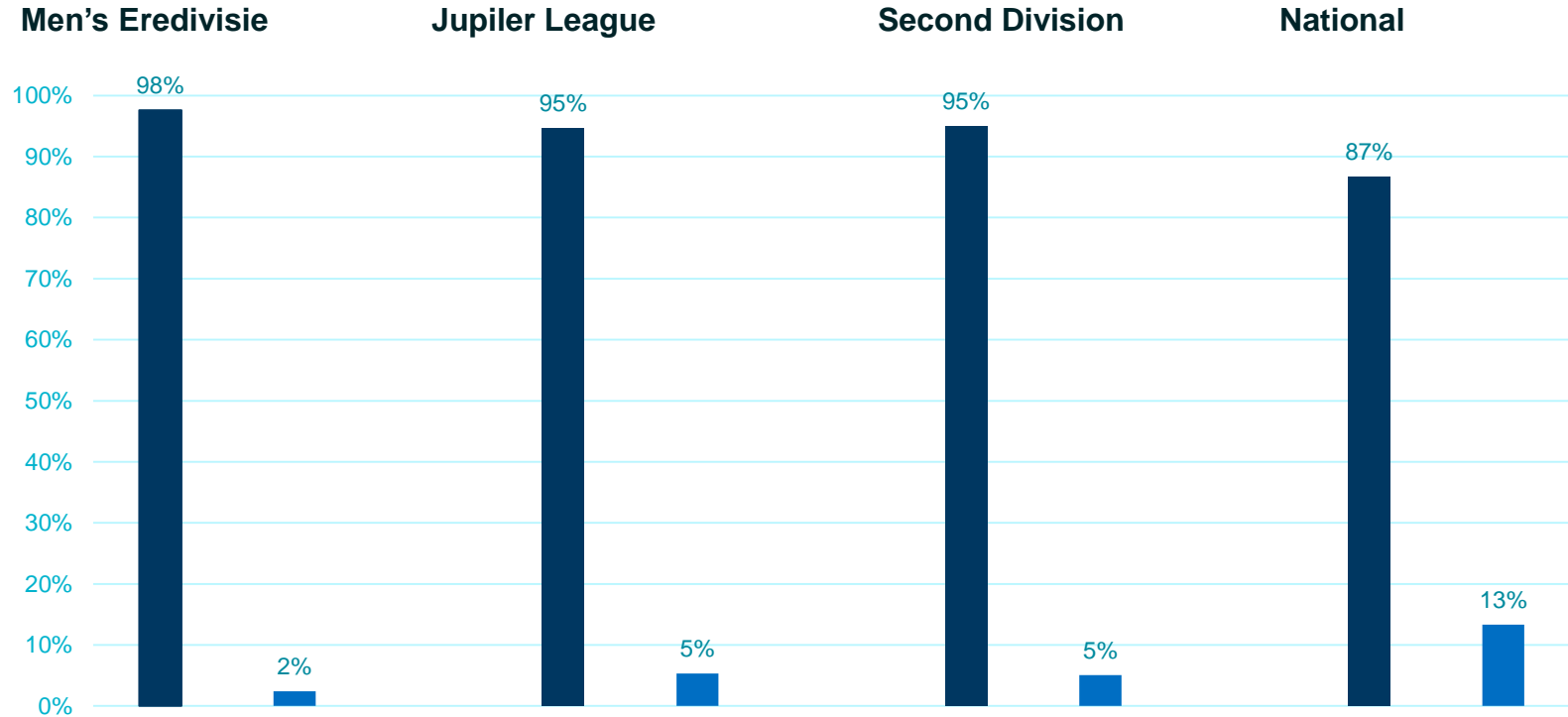
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Gender diversity across divisions (includes all senior governance and all coaching staff positions) in percentages



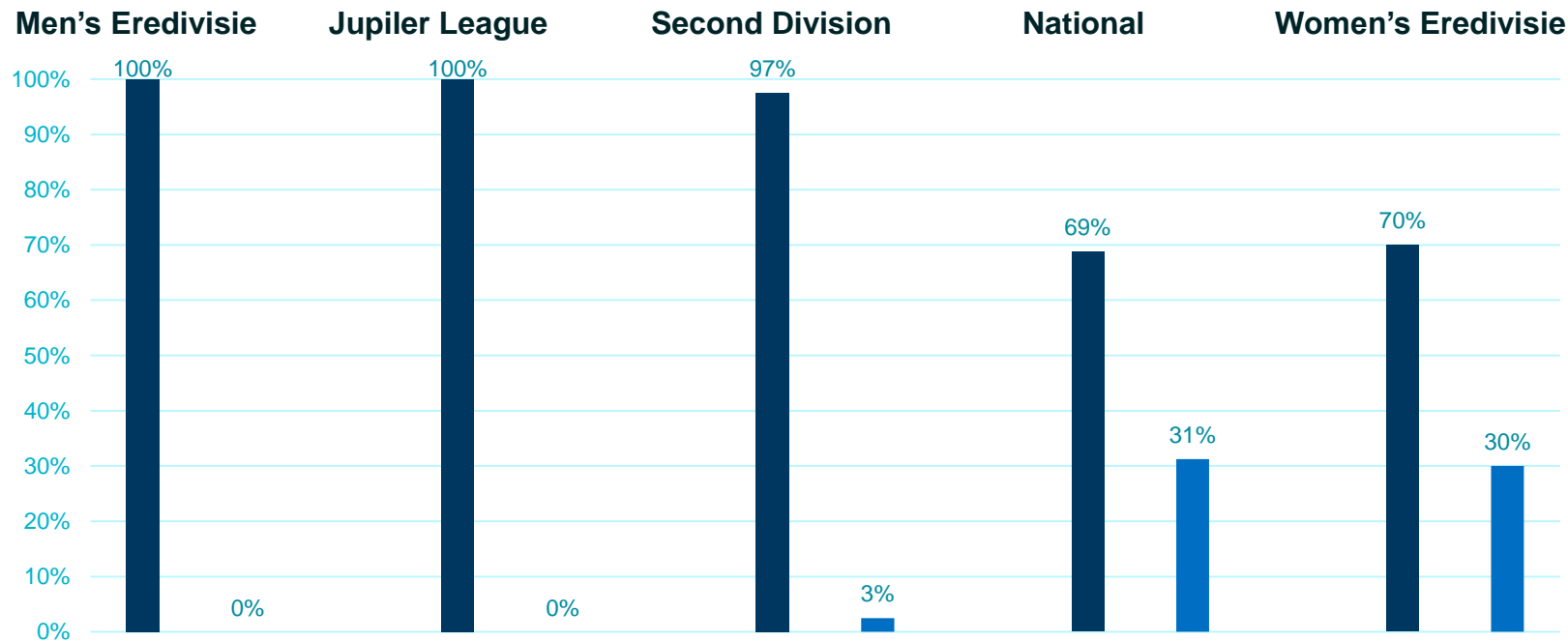
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Gender diversity in senior governance in percentages



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Gender diversity in coaching staff (only coaches and assistant-coaches) in percentages



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Conclusion

Underrepresentation of women and ethnic minorities in senior governance and coaching positions in professional football

Representation of ethnic minorities in professional football coaching and senior governance significantly lower than representation of ethnic minority players in professional football generally

The percentages can be seen as symptomatic, not explanatory

A stylized, handwritten-style logo for Erasmus, featuring a large, flowing 'E' followed by the word 'Erasmus' in a cursive script.