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

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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?
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
Ethnic diversity in senior governance and coaching

- Men’s Eredivisie: 97%
- Jupiler League: 98%
- Second Division: 97%
- National: 100%
- Women’s Eredivisie: 97%
<table>
<thead>
<tr>
<th>Men’s Eredivisie</th>
<th>Jupiler League</th>
<th>Second Division</th>
<th>National</th>
</tr>
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<tbody>
<tr>
<td>98%</td>
<td>100%</td>
<td>99%</td>
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<td>2%</td>
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Ethnic diversity in coaching staff (only coaches and assistant-coaches) in percentages

- **Men’s Eredivisie**: 95%
- **Jupiler League**: 93%
- **Second Division**: 90%
- **National**: 100%
- **Women’s Eredivisie**: 100%

**Note:** The percentages represent the percentage of coaches and assistant-coaches by ethnic diversity.
Ethnic diversity among all players from the men’s Eredivisie

In absolutes

- ETHNIC MINORITY: 190
- ETHNIC MAJORITY: 287

In percentages

- ETHNIC MINORITY: 40%
- ETHNIC MAJORITY: 60%
Gender diversity across divisions (includes all senior governance and all coaching staff positions) in percentages:

- Men’s Eredivisie: 98%
- Jupiler League: 97%
- Second Division: 97%
- National: 78%
- Women’s Eredivisie: 72%
Gender diversity in senior governance in percentages

- **Men’s Eredivisie**: 98%
- **Jupiler League**: 95%
- **Second Division**: 95%
- **National**: 87%

[Bar chart showing gender diversity percentages for different divisions]
Gender diversity in coaching staff (only coaches and assistant-coaches) in percentages

Men’s Eredivisie: 100%
Jupiler League: 100%
Second Division: 97%
National: 69%
Women’s Eredivisie: 70%

Percentage ranges:
- Men’s Eredivisie: 0%
- Jupiler League: 0%
- Second Division: 3%
- National: 31%
- Women’s Eredivisie: 30%
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