

THE APSE WORKPLACE REPORT

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THE APSE WORKPLACE REPORT

The unique nature of sport lies within its ability to represent the incredibly diverse populace of our greater society. Sport, when looked upon through a pure lens, can not only reveal who we are as a people (representing competition, camaraderie, and fellowship); but can reveal who we aspire to be as a society – an inclusive collective, aiming towards a common goal of fair play.

Sport is unique, for it represents a medium through which we can see ourselves. The various fans and consumers of professional and collegiate sport look at the playing field to see a host of players who are often ideal for personal representation. There is a “we” and an “us” involved in sports fandom and this, no doubt, corresponds with the diverse nature of the players which mirror their fans. As such, a society which sees itself growing in complexity, should not only be able to look upon the field, court, pitch, or track to see a player-base sharing this growth, but should also be able to look upon those who are covering said sport to see such growth.

The report at hand aims to examine the workplace of the Associated Press Sports Editors (APSE). In specific, this report examines the racial and gender composition of the APSE, and the workplace categories within the APSE. In doing so, such a report can not only provide an overall outlook on the APSE, but can provide an outlook on the growing complexity of those who cover sports within (and sometimes outside of) the United States of America.

APSE WORKPLACE COMPOSITION

2025 APSE TOTAL STAFF

77.6% | 22.4% 76.7% | 23.3%

Gender Composition

Of those working within the scope of the Associated Press Sports Editors (APSE), it was found that males made up 77.6% of the total workforce; whereas females made up 22.4% of the total workforce.

Racial Composition

Of those working within the scope of the Associated Press Sports Editors (APSE), it was found that Caucasians made up 76.7% of the total workforce; whereas people of color (POC) made up 23.3% of the total workforce.

COMPOSITION BY CATEGORY

The following pages include the gender and racial composition for the APSE workplace categories below:

UPPER MANAGEMENT

Whereas this category is made up of those are considered **Managing Editor or above**

SPORTS EDITORS

Whereas this category is made up of **Sports Editors** for a given publication

ASSISTANT SPORTS EDITORS

Whereas this category is made up of **Assistant Sports Editors** for a given publication

COLUMNISTS

Whereas this category is made up of **Columnists** for a given publication

REPORTERS

Whereas this category is made up of **Reporters** for a given publication

COPY EDITORS/DESIGNERS

Whereas this category is made up of those considered to be either **Copy Editors**, or in other cases **Designers** for a given publication

PHOTOGRAPHERS

Whereas this category is made up of Photographers for a given publication

ALL OTHER

Whereas this category is made up of those who hold **any other capacity** besides the previously mentioned categories (e.g., Web specialist)

APSE UPPER MANAGEMENT

56.8% | 43.2% 74.1% | 25.9%

Gender Composition

Of those working within the scope of the APSE amongst the Upper Management category, it was found that males made up 56.8% of this category; whereas females made up 43.2% of this category.

Racial Composition

Of those working within the scope of the APSE amongst the Upper Management category, it was found that Caucasians made up 74.1% of this category; whereas people of color (POC) made up 25.9% of this category.

APSE SPORTS EDITORS

92.5% | 7.50% 80.0% | 20.0%

Gender Composition

Of those working within the scope of the APSE amongst the Sports Editors category, it was found that males made up 92.5% of this category; whereas females made up 7.5% of this category.

Racial Composition

Of those working within the scope of the APSE amongst the Sports Editors category, it was found that Caucasians made up 80% of this category; whereas people of color (POC) made up 20% of this category.

APSE ASSISTANT SPORTS EDITORS

80.7% | 19.3% 77.2% | 22.8%

Gender Composition

Of those working within the scope of the APSE amongst the Assistant Sports Editors category, it was found that males made up 80.7% of this category; whereas females made up 19.3% of this category.

Racial Composition

Of those working within the scope of the APSE amongst the Assistant Sports Editors category, it was found that Caucasians made up 77.2% of this category; whereas people of color (POC) made up 22.8% of this category.

APSE COLUMNISTS

85.4% | 14.6% 83.3% | 16.7%

Gender Composition

Of those working within the scope of the APSE amongst the Columnists category, it was found that males made up 85.4% of this category; whereas females made up 14.6% of this category.

Racial Composition

Of those working within the scope of the APSE amongst the Columnists category, it was found that Caucasians made up 83.3% of this category; whereas people of color (POC) made up 16.7% of this category.

APSE REPORTERS

84.1% | 15.9% 81.1% | 18.9%

Gender Composition

Of those working within the scope of the APSE amongst the Reporters category, it was found that males made up 84.1% of this category; whereas females made up 15.9% of this category.

Racial Composition

Of those working within the scope of the APSE amongst the Reporters category, it was found that Caucasians made up 81.1% of this category; whereas people of color (POC) made up 18.9% of this category.

APSE COPY EDITORS/DESIGNERS

72.6% | 27.4% 80.8% | 19.2%

Gender Composition

Of those working within the scope of the APSE amongst the Copy Editors/Designers category, it was found that males made up 72.6% of this category; whereas females made up 27.4% of this category.

Racial Composition

Of those working within the scope of the APSE amongst the Copy Editors/Designers category, it was found that Caucasians made up 80.8% of this category; whereas people of color (POC) made up 19.2% of this category.

APSE PHOTOGRAPHERS

72.0% | 28.0% 70.0% | 30.0%

Gender Composition

Of those working within the scope of the APSE amongst the Photographers category, it was found that males made up 72.0% of this category; whereas females made up 28.0% of this category.

Racial Composition

Of those working within the scope of the APSE amongst the Photographers category, it was found that Caucasians made up 70.0% of this category; whereas people of color (POC) made up 30.0% of this category.

APSE ALL OTHER

71.4% | 28.6%

Gender Composition

Of those working within the scope of the APSE amongst all other capacities besides the previously mentioned categories, it was found that 71.4% were males; whereas 28.6% were females.

71.4% | 28.6%

Racial Composition

Of those working within the scope of the APSE amongst all other capacities besides the previously mentioned categories, it was found that 71.4% were Caucasian; whereas 28.6% were POC.

APSE DIVISIONS



APSE DIVISIONS

APSE Divisions

As seen on the their website, the APSE denotes newsroom membership tiers. These tiers, or “Divisions” as denoted by the APSE, take into account both digital and print circulation volume. In specific, there are 4 divisions, all of which are denoted by certain criteria. All of these divisions, and their associated criteria can be seen below:

A Division - Legacy newsrooms with total digital + print circulation of 60,000 and over --- OR --- Websites/non-print newsrooms with more than 2 million unique monthly visitors

B Division - Legacy newsrooms with total digital + print circulation of 25,000-59,999 --- OR --- Websites/non-print newsrooms with 750,001 to 2 million unique monthly visitors

C Division - Legacy newsrooms with total digital + print circulation of 10,000-24,999 --- OR --- Websites/non-print newsrooms with 250,000-750,000 unique monthly visitors

D Division - Legacy newsrooms with total digital + print circulation below 10,000 --- OR --- Websites/non-print newsrooms with less than 250,000 unique monthly visitors

APSE Division Comparison

As a means to investigate the differences amongst divisions, the following pages will showcase the aforementioned workplace categories within the APSE (Upper Management, Sports Editors, Assistant Sports Editors, Columnists, Reporters, Copy Editors/Designers, Photographers, and Other), according to the division which has the highest percentage of females within each workplace category, and the division which has the highest percentage of POC within each workplace category.

PERCENTAGES BY DIVISION - GENDER

The columns below highlight which division has the highest percentage of females in the following categories: Upper Management, Sports Editors, Assistant Sports Editors, and Columnists

Div. B

Upper Mgmt

Division B had the highest percentage of females across divisions amongst Upper Management; whereas the percentage of females in this divisional category was:

52.9%

Div. A

Sports Editors

Division A had the highest percentage of females across divisions amongst Sports Editors; whereas the percentage of females in this divisional category was:

23.8%

Div. B

Asst Sports Editors

Division B had the highest percentage of females across divisions amongst Assistant Sports Editors; whereas the percentage of females in this divisional category was:

28.5%

Div. A

Columnists

Division A had the highest percentage of females across divisions amongst Columnists; whereas the percentage of females in this divisional category was:

15.6%

PERCENTAGES BY DIVISION - GENDER

The columns below highlight which division has the highest percentage of females in the following categories: Reporters, Copy Editors/Designers, Photographers, and Other

Div. D

Reporters

Division D had the highest percentage of females across divisions amongst Reporters; whereas the percentage of females in this divisional category was:

33.3%

Div. C

Copy Editors/Designers

Division C had the highest percentage of females across divisions amongst Copy Editors/Designers; whereas the percentage of females in this divisional category was:

37.5%

*Please see Appendix B for additional notes on this percentage

Div. C

Photographers

Division C had the highest percentage of females across divisions amongst Photographers; whereas the percentage of females in this divisional category was:

34.8%

Div. C

Other

Division C had the highest percentage of females across divisions amongst all other categories; whereas the percentage of females was:

75.0%

*Please see Appendix B for additional notes on this percentage

PERCENTAGES BY DIVISION - RACE

The columns below highlight which division has the highest percentage of females in the following categories: Upper Management, Sports Editors, Assistant Sports Editors, and Columnists

Div. A

Upper Mgmt

Division A had the highest percentage of POC across divisions amongst Upper Management; whereas the percentage of POC in this divisional category was:

39.9%

Div. A

Sports Editors

Division A had the highest percentage of POC across divisions amongst Sports Editors; whereas the percentage of POC in this divisional category was:

46.5%

Div. C

Asst Sports Editors

Division C had the highest percentage of POC across divisions amongst Assistant Sports Editors; whereas the percentage of POC in this divisional category was:

50.0%

Div. A

Columnists

Division A had the highest percentage of POC across divisions amongst Columnists; whereas the percentage of POC in this divisional category was:

21.9%

PERCENTAGES BY DIVISION - RACE

The columns below highlight which division has the highest percentage of females in the following categories: Reporters, Copy Editors/Designers, Photographers, and Other

Div. A

Reporters

Division A had the highest percentage of POC across divisions amongst Reporters; whereas the percentage of POC in this divisional category was:

27.5%

Div. B

Copy Editors/Designers

Division B had the highest percentage of POC across divisions amongst Copy Editors/Designers; whereas the percentage of POC in this divisional category was:

30.0%

Div. A

Photographers

Division A had the highest percentage of POC across divisions amongst Photographers; whereas the percentage of POC in this divisional category was:

46.4%

Div. A

Other

Division A had the highest percentage of POC across divisions amongst all other categories; whereas the percentage of POC was:

39.1%

APPENDIX A: RESEARCH AND METHODOLOGY

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RESEARCH & METHODOLOGY

All data was collected by Dr. Brandon Brown, and a research team at the University of Central Florida's DeVos Sport Business Management Graduate Program.

Baseline data was gathered from the APSE, whereas Dr. Brandon Brown and the DeVos Sport Business Management program provided members of the APSE a survey platform. The survey platform allowed members from the APSE to dictate the demographics of their workplace, specifically indicating race and gender composition.

The APSE was able to provide information for close to 50 newsrooms. In particular, this report provides demographic information for 692 workplace employees within the group of Associated Press Sports Editors.

APPENDIX B: ANCILLARY NOTES

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ANCILLARY NOTES

There are notable pieces of information that should either be highlighted, or that were not addressed in the main report. The following is a list of any ancillary information that was not directly addressed in the report.

The following should be noted regarding division comparisons by gender on p. 18:

While Division C was noted as having the highest percentage of females amongst **copy editors/designers**, it should be noted that 100% of the employees amongst this workplace category **within Division D** were female. However, this 100% figure consisted of 1 employee. The authors therefore deemed this sample size too small for an apt comparison, and subsequently, did not denote Division D as having the highest percentages of females within this workplace category, though technically this is true.

While Division C was noted as having the highest percentage of females amongst the **all other** category, it should be noted that 100% of the employees amongst this workplace category **within Division D** were female. However, this 100% figure consisted of 1 employee. The authors therefore deemed this sample size too small for an apt comparison, and subsequently, did not denote Division D as having the highest percentages of females within this workplace category, though technically this is true.