

# The examination of pay discrimination based on race in the MLB

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## Abstract

This paper examines the impact of race on salary differentials in Major League Baseball (MLB) using data from the seasons 2015-2022. The study utilizes Statcast data, a more comprehensive measure of player performance, to better account for the impact of a player's performance on their team's success and thus provides a more accurate measure of their worth to the team. The research question is whether there is pay discrimination based on race among MLB players. The results indicate that non-white players receive lower salaries than their white counterparts, even after controlling for various performance metrics and demographic factors. The findings contribute to the ongoing debate on salary discrimination in professional sports and highlight the role of player performance data in understanding the factors that contribute to pay differentials.

then what

mention foreign players finding too?

## 1 Introduction

Salary discrimination in professional sports has been a controversial topic for years, with many studies examining the factors that contribute to unequal pay. In recent years, the increasing availability of player performance data has provided a more nuanced approach to understanding salary differentials.

This paper uses data from the Major League Baseball (MLB) seasons of 2015-2022 (excluding 2020 due to COVID-19) and focuses on the impact of race on salary differentials among MLB players.

q improved data

The research question I will be seeking to answer is there a pay discrimination based on race amongst Major League Baseball (MLB) players? This question has relevance due to the current demographics of baseball. This is the current makeup of players in the MLB in 2022:

- White - 62.1%
- Hispanic or Latino - 28.5%
- Black or African American - 7.2%
- Asian - 1.9%
- Hawaiian or Pacific Islander - 0.3%
- American Indian or Alaska Native - 0.1%

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These numbers are from the 2022 Major League Baseball Racial and Gender Report Card from The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF).

One key feature of this study is the use of Statcast data, which provides a more comprehensive measure of player performance than traditional statistics such as batting average or ERA. Statcast measures not only the results of a player's actions (e.g., the distance a ball travels), but also the quality of their actions (e.g., the speed of the ball off the bat). This approach better accounts for the impact of a player's performance on their team's success and thus provides a more accurate measure of their worth to the team.

Previous studies have examined the relationship between race and salary in MLB, with mixed results. Some studies have found evidence of salary discrimination against minority players, while others

nice point-- can make new contributions to extant literature w/ higher quality controls for performance