



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2020 Racial and Gender Report Card™

Women's National Basketball Association

By Richard E. Lapchick

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Presented by:

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THE 2020 RACIAL AND GENDER REPORT CARD: WOMEN'S NATIONAL BASKETBALL ASSOCIATION

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Executive Summary

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The 2020 Women's National Basketball Association Racial and Gender Report Card (RGRC) was released today and confirmed that the WNBA continues to be a leader in the industry among other professional leagues in terms of racial and gender hiring practices. Since the WNBA's inaugural season, it has held the top position in the Racial and Gender Report Cards (RGRC). In the 2020 Report, the WNBA earned 97.4 points for a combined grade of an A+. The WNBA earned an A+ for race and an A+ for gender in the 2020 WNBA Racial and Gender Report Card issued today by The Institute for Diversity and Ethics in Sport (TIDES™) at the University of Central Florida. The WNBA sets the standard for powerful and inclusive representation across their organization in terms of players, coaches, staff, and administration.

This was the 16th consecutive year that the WNBA has received at least an A for its overall race, gender, and combined grades. The WNBA scored 96.7 points for racial hiring practices and 98.0 points for gender hiring practices in 2020.

The WNBA received an A+ for gender in five categories including team vice presidents and above, CEO/Presidents, assistant coaches, team managers to senior directors and the WNBA League Office. The categories of professional team staff and head coaches followed closely with a grades of A and A-, respectively. Team general managers lagged

Overall Grade



A+

Racial Hiring



A+

Gender Hiring



A+

behind with a grade of D+. The WNBA received at least an A- in all racial categories and earned an A+ in the following categories: WNBA League Office, assistant coaches, team managers to senior directors, professional team staff and players.

Richard Lapchick, the director of TIDES and primary author of the Report, said, “The WNBA continues to set an example for equitable racial and gender hiring practices across all professional leagues. The WNBA had many all-time highs reported in this RGRC. They included the percentage of women in team CEO/President positions, women in team vice president and above positions and people of color in assistant coaching positions, which led to an overall grade of A+.”

The only men’s leagues close in comparison to the WNBA were the NBA and MLS, earning grades of A+ and A this year for racial hiring practices, respectively. Continuing from years prior, the WNBA received the greatest number of A’s as well as the least number of grades below an A in all categories compared to men’s professional leagues. The WNBA’s most noteworthy improvement from last year was gender hiring for professional team staff. It is encouraging to see a sizeable increase in the category that constitutes the largest portion of WNBA team employees.”

Lapchick continued, “In terms of team presidents and CEOs, key decision-making roles, this was the first year that a majority of these positions were held by women. Similarly, 35 of the 69 team vice president and above positions were held by women, which equaled the highest percentage in WNBA Racial and Gender Report Card history.”

For the first time in the past five years, the number of women holding WNBA league office positions increased, improving substantially from 48.9 percent in 2019 to 60.9 percent in 2020.

Despite declining from 50.0 percent in 2018 to 42.3 percent in 2019, the representation of people of color as assistant coaches increased to 54.2 percent in 2020.

Annually, the Report Card asks, “Are we

WNBA RGRC at a Glance

Grade for Race of WNBA Players

A+  **79.6%**
People of Color

Racial Hiring Grade for WNBA League Office

A+  **50.0%**
People of Color

Gender Hiring Grade for WNBA League Office

A+  **60.9%**
Women

Racial Hiring Grade for WNBA Head Coaches

A- **25.0%**
People of Color

Gender Hiring Grade for WNBA Head Coaches

A- **41.7%**
Women

playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a basket and run the team?" The answer for the WNBA was a resounding "yes" and continues to be the best record in professional sports.

Beginning in 2018, there were four positions that were reclassified for the WNBA Racial and Gender Report Card. In the previous editions of the Report Card, the positions categorized as team senior administration included, but were not restricted to titles similar to director, assistant general manager, chief legal counsel, chief operating officer, and chief financial officer. The new classification is managers to senior directors which includes positions from manager to the assistant vice president level. Previous editions included the category of team professional administration. Positions in this category included, but were not restricted to titles similar to manager, coordinator, supervisor or administrator. The new classification is team professional staff which includes anyone more junior than a manager but does not include administrative assistants. Team vice presidents and above include but are not restricted to titles similar to vice presidents, senior vice presidents, executive vice presidents, and assistant general managers. Several of the WNBA's teams changed management and/or ownership structures over the last year which had some impact on the results.

Using data provided by the WNBA, the Institute conducted an analysis of the racial breakdown of the players as well as a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, vice presidents and above, managers to senior directors, professional team staff, and head trainers. Tables for the Report are included in Appendix I.

The Institute for Diversity and Ethics in Sport located at the University of Central Florida publishes the Racial and Gender 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

WNBA RGRC at a Glance

Racial Hiring Grade for WNBA Assistant Coaches

A+  **54.2%**
People of Color

Gender Hiring Grade for WNBA Assistant Coaches

A+  **62.5%**
Women

Racial Hiring Grade for WNBA Team VPs and Above

A-  **26.1%**
People of Color

Gender Hiring Grade for WNBA Team VPs and Above

A+  **50.7%**
Women

in front office and college athletics department positions. The WNBA Racial and Gender Report Card is the final Report issued in the 2020 series. Listing of professional owners, general managers and head coaches were updated as December 9, 2020. Due to the unique 2020 season format as a result of the global COVID-19 pandemic, of WNBA players were updated as of the end of the 2020 regular season on September 13, 2020. Grades were calculated according to the reporting periods noted herein.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/ Presidents is being calculated into the final grades.



**“The WNBA
continues to
set an example
for equitable
racial and
gender hiring
practices across
all professional
leagues.”**

Report Card Highlights

- The WNBA had many all-time highs reported in this RGRC. They included the percentage of women in team CEO/President positions, women in team vice president and above positions and people of color in assistant coaching positions, which led to an overall grade of 97.4 percent.
- There were 13 people of color and 15 women in WNBA ownership positions for the second consecutive year.
- For the first time in the past five years, the number of women holding WNBA league office positions increased, improving substantially from 48.9 percent in 2019 to 60.9 percent in 2020.
- In the 2020 WNBA season, 18.4 percent of the players were white, which was a 1.0 percent increase from the 2019 season. The League was represented by 69.4 percent of Black or African-American players, an increase of 2.0 percent from 2019. In 2020, there were two Hispanic/Latina players (1.4 percent), which was an increase of one (0.7 percent) recorded in 2019. There were two Asian-American players recorded (1.4 percent) in 2019, but none recorded this year due to opt-outs related to COVID-19. Players that classified as Two or more races represented 8.8 percent in 2020, while 2.0 percent of players classified as unknown.
- Natasha Cloud of the Washington Mystics, Renee Montgomery of the Atlanta Dream, Maya Moore and other WNBA players opted out of the 2020 season, in effect pausing their WNBA careers, to fight for social justice off the court.
- Vickie Johnson was hired as the head coach of the Dallas Wings following the conclusion of the 2020 WNBA season. This kept the total number of Black or African-American head coaches at three, the same as in 2019. Similarly, this kept the total number of women head coaches at five for the second consecutive year.

Players of Color

82.7%  79.6%

2019 2020

Head Coaches of Color

25.0% 25.0%

2019 2020

Women Head Coaches

41.7% 41.7%

2019 2020

Assistant Coaches of Color

42.3%  54.2%

2019 2020

Women Assistant Coaches

61.5%  62.5%

2019 2020

- After declining from 50.0 percent in 2018 to 42.3 percent in 2019, the representation of people of color as assistant coaches increased to 54.2 percent in 2020. This represents an all-time high, surpassing the mark of 53.8 percent set in 2017. The percentage of women holding assistant coaching positions increased from 61.5 percent in 2019 to 62.5 percent in 2020, which is also the highest percentage of women occupied roles in the WNBA this year.
- Increasing from five in 2019, seven of the 12 CEO/President positions were held by women in 2020. This was the highest number recorded in a WNBA Report Card and the first year that a majority of these positions were held by women.
- In the 2020 season, there were three women and three Black or African-American general managers. There have been no Asian or Hispanic/Latino general managers recorded in the history of this Report Card. The record high for women as general managers was ten in 2004.
- Of all team vice president and above positions in 2020, 50.7 percent (35 total) were held by women which was an increase of 2.3 percentage points from 2019. This is the highest percentage of female vice presidents ever recorded in the WNBA Report Card.



General Managers of Color

27.3%	27.3%
2019	2020

Team VPs and Above of Color

27.4%		26.1%
2019		2020

Women VPs and Above

48.6%		50.7%
2019		2020

Overall Grades

The WNBA received a combined grade of an A+ after earning an A+ for race and an A+ for gender in the 2020 WNBA Racial and Gender Report Card. This marks the 16th consecutive year that the WNBA has received at least As for its overall race, gender, and combined grades. The 97.4 points accumulated for the combined grade was 2.6 percentage points above the 2019 WNBA RGRC results.


The WNBA received an A+ for gender and race in the categories of the WNBA League Office, assistant coaches, and team managers to senior directors. An A+ was also given for gender for team vice presidents and above. In addition, an A+ was given for race for players and professional team staff.

For race, the WNBA received an A- for head coaches, CEO/President, general managers, and team vice presidents and above. For gender hiring practices, the WNBA received an A for professional team staff, an A- for head coaches, and a D+ for team general managers.

The WNBA still had the highest number of A+ and the lowest number of grades below an A- in all categories compared to the other professional leagues. There was only one gender category that received a grade below an A- in the 2020 WNBA RGRC.



Racial Hiring:

95.6  96.7
-2019- -2020-

Gender Hiring:

94.0  98.0
-2019- -2020-

Overall Score:

94.8  97.4
-2019- -2020-

Grades by Category

WNBA Players

In the 2020 WNBA season, 18.4 percent of the players were white, which was a 1.0 percent increase from the 2019 season. The League was represented by 69.4 percent of Black or African-American players, an increase of 2.0 percent from 2019. In 2020, there were two Hispanic/Latina players (1.4 percent), which was an increase of one (0.7 percent) recorded in 2019. There were two Asian-American players recorded (1.4 percent) in 2019, but none recorded this year due to opt-outs related to COVID-19. Players that classified as Two or more races represented 8.8 percent in 2020, while 2.0 percent of players classified as unknown.

Natasha Cloud of the Washington Mystics, Renee Montgomery of the Atlanta Dream, Maya Moore and other WNBA players opted out of the 2020 season, in effect pausing their WNBA careers, to fight for social justice off the court.

WNBA Grade for Race of Players

A+  **79.6%**
People of Color

See Table 1.

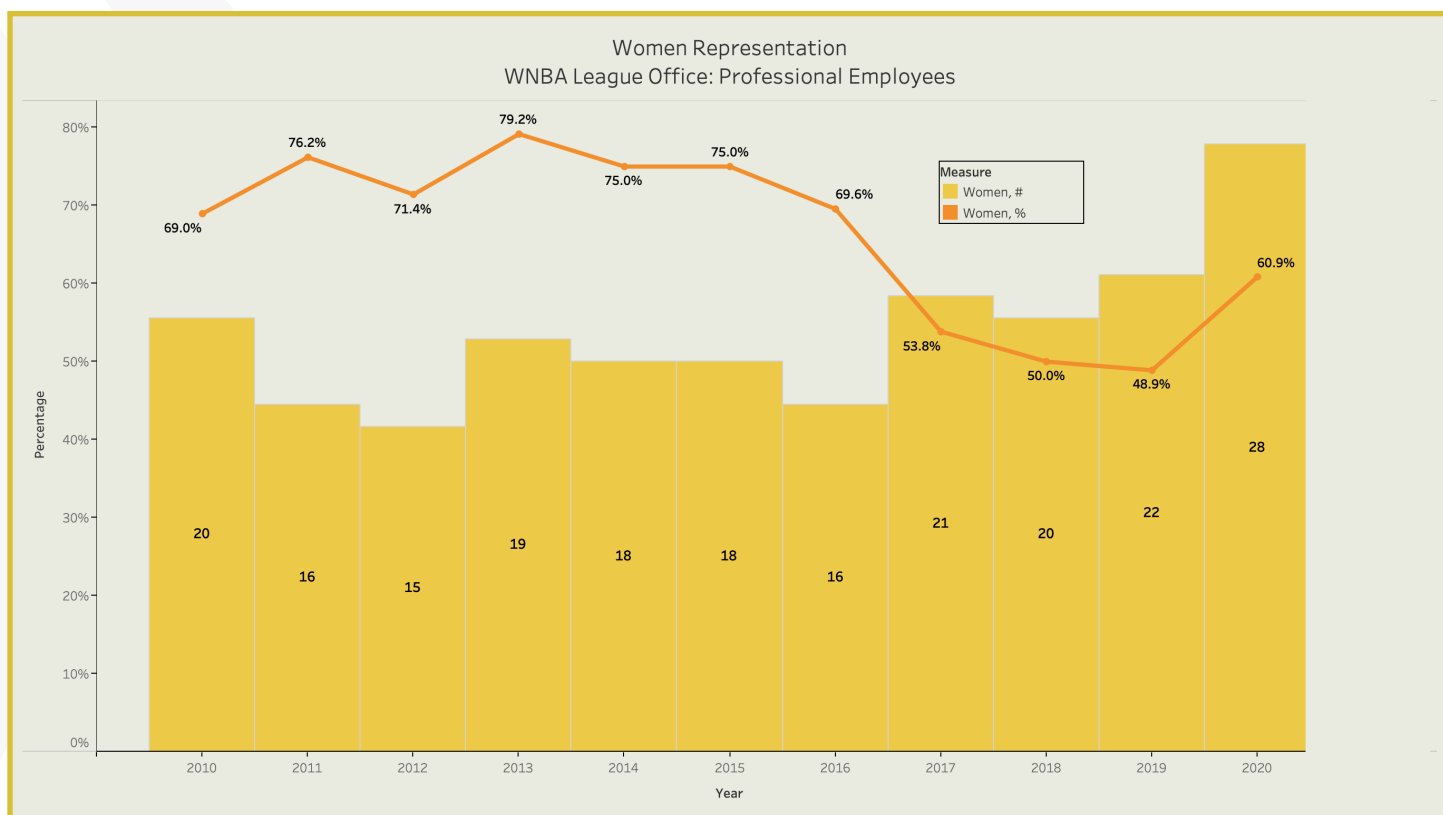
**Starting with the 2013 WNBA RGRC, reporting on international player data was no longer calculated in the overall player percentages.*

WNBA League Office

The WNBA is operated as a separate and independent league from the National Basketball Association (NBA). According to information provided by the league, the WNBA League Office has a dedicated full-time staff that includes personnel in basketball and business operations, player personnel and public relations. However, with respect to other staff services, the league decided there would be significant cost-saving opportunities arising from common ownership and related functions that must be performed by both leagues. As a result, WNBA staffing needs with respect to administration, advertising, product licensing, legal services, broadcasting, international development, event management, team operations, internet/technology services and general services are performed on a “shared” basis by personnel who perform the same functions for the NBA.

The percentage of people of color holding professional level staff positions in the WNBA League Office increased by 3.4 percentage points to 50.0 percent in 2020 (up from 46.6 percent), while white League Office staff went down to 50.0 percent.

The percentage of women increased for the first time since 2016 by 11.9 percentage points from 48.9 percent to 60.9 percent. Black or African-Americans in League Office positions decreased from 40.0 percent to 34.8 percent of the positions in 2020. However, for the first time since 2015, 4.4 percent identified as Asian. In 2020, there were two (4.4 percent) Hispanic/Latinas holding professional level staff positions in the WNBA League Office. This was an increase of one person from the 2019 season. In addition, 6.5 percent identified as Two or more races in 2020.



Racial Hiring Grade for WNBA League Office

A+  **50.0%**
People of Color

Gender Hiring Grade for WNBA League Office

A+  **60.9%**
Women

See Table 2

WNBA Team Operations and Management

As of 2020, the Atlanta Dream, Chicago Sky, Connecticut Sun, Dallas Wings, Las Vegas Aces, Los Angeles Sparks and Seattle Storm are independently owned and operated organizations. The Indiana Fever, Minnesota Lynx, New York Liberty, Phoenix Mercury, and Washington Mystics share ownership with NBA teams. The NBA team front offices in those cities were responsible for many of the day-to-day operations for the WNBA teams. Each WNBA team employed dedicated coaches, trainers and public relations representatives and, like the League Office, “shared” most of its common non-player personnel with the NBA team operator.

Team Owners

The “owners” category included majority owners, vice chairmen and women and minority owners listed by the team.

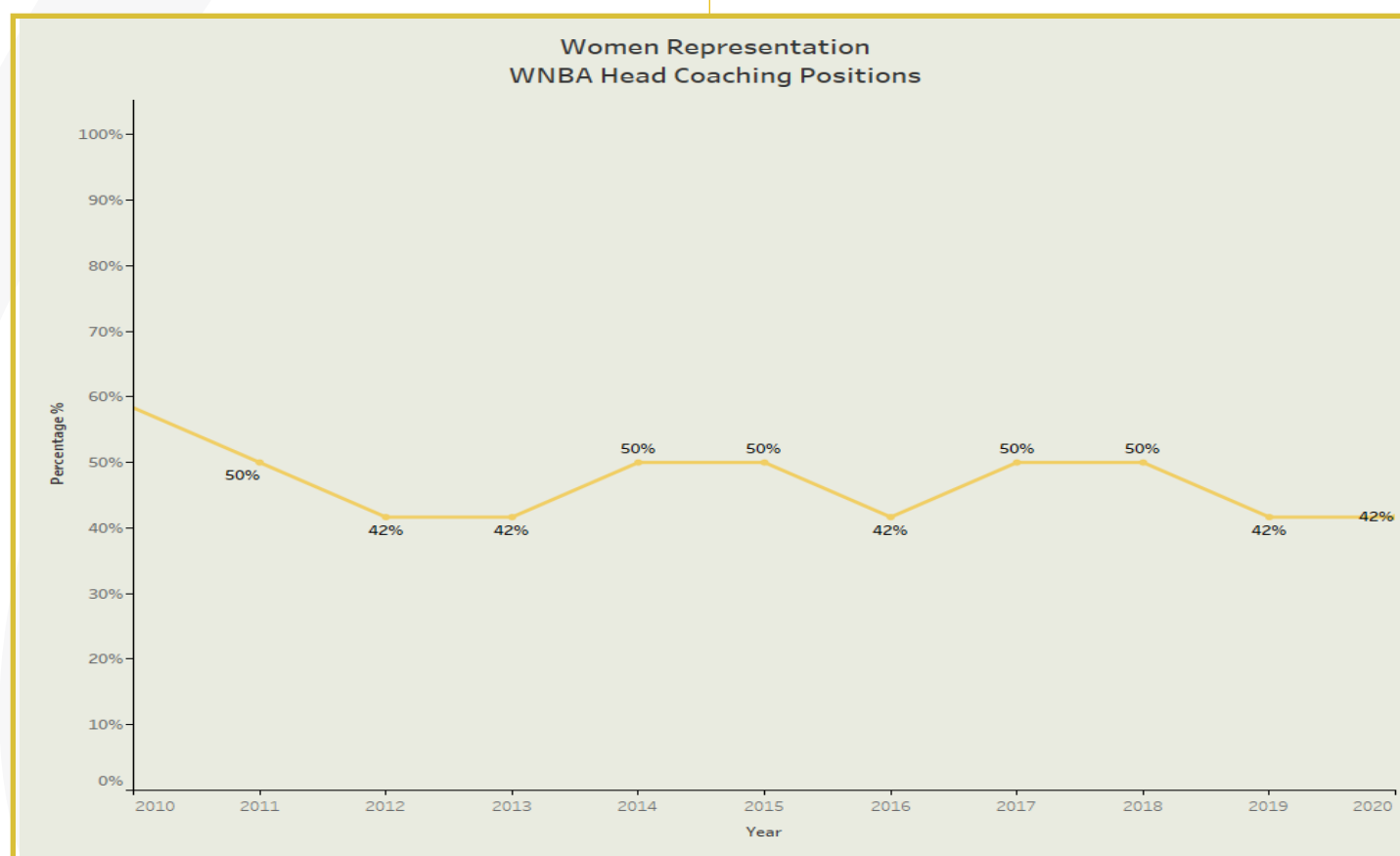
There were 13 people of color in ownership for the second consecutive year during the 2020 season. These owners included:

- **John Rogers**, Chicago Sky
- **The Mohegan Tribe**, Connecticut Sun
- **Al Black**, Dallas Wings
- **Sam Combs**, Dallas Wings
- **Rita Combs**, Dallas Wings
- **Earvin “Magic” Johnson**, Los Angeles Sparks
- **Jahm Najafi**, Phoenix Mercury
- **Raul Fernandez**, Washington Mystics
- **Sheila C. Johnson**, Washington Mystics
- **Jeong Kim**, Washington Mystics
- **Roger Mody**, Washington Mystics
- **Earl Stafford**, Washington Mystics
- **Joe Tsai**, New York Liberty

Fifteen women held ownership positions for the second consecutive year during the 2020 season. These women included:

- **Kelly Loeffler**, Atlanta Dream
- **Mary Brock**, Atlanta Dream
- **Margaret Stender**, Chicago Sky
- **Rita Combs**, Dallas Wings
- **Paula Marshall**, Dallas Wings
- **Julie Turner**, Dallas Wings
- **Diane Durant**, Dallas Wings
- **Teri Popp**, Minnesota Lynx
- **Joyce Sexton**, Minnesota Lynx
- **Virginia “Ginny” Gilder**, Seattle Storm
- **Lisa Brummel**, Seattle Storm
- **Dawn Trudeau**, Seattle Storm
- **Sheila C. Johnson**, Washington Mystics
- **Michelle Freeman**, Washington Mystics
- **Laurene Powell Jobs**, Washington Mystics

See Table 3.



Head Coaches

Following the conclusion of the 2020 season, there were three Black or African-American head coaches, which remained the same as the 2019 season. The three Black or African-American head coaches in 2020 were:

- **James Wade**, Chicago Sky
- **Derek Fisher**, Los Angeles Sparks*
- **Vickie Johnson**, Dallas Wings*

The Black or African-Americans who held these positions in the 2019 season were:

- **Dana “Pokey” Chatman**, Indiana Fever
- **James Wade**, Chicago Sky
- **Derek Fisher**, Los Angeles Sparks*

Following the conclusion of the 2020 season, there were five female head coaches, remaining the same from the 2019 season but one less than the 2018 season. The five female head coaches were:

- **Nicki Collen**, Atlanta Dream
- **Cheryl Reeve**, Minnesota Lynx
- **Sandy Brondello**, Phoenix Mercury
- **Vickie Johnson**, Dallas Wings*
- **Marianne Stanley**, Indiana Fever

The women who held this position in the 2019 season were:

- **Nicki Collen**, Atlanta Dream
- **Dana “Pokey” Chatman**, Indiana Fever
- **Cheryl Reeve**, Minnesota Lynx
- **Katie Smith**, New York Liberty
- **Sandy Brondello**, Phoenix Mercury

* *Vickie Johnson was hired on December 9, 2020*

* *Derek Fisher was promoted to General Manager and Head Coach in December 2020*

Racial Hiring Grade for WNBA Head Coaches

A- **25.0%**
People of Color

Gender Hiring Grade for WNBA Head Coaches

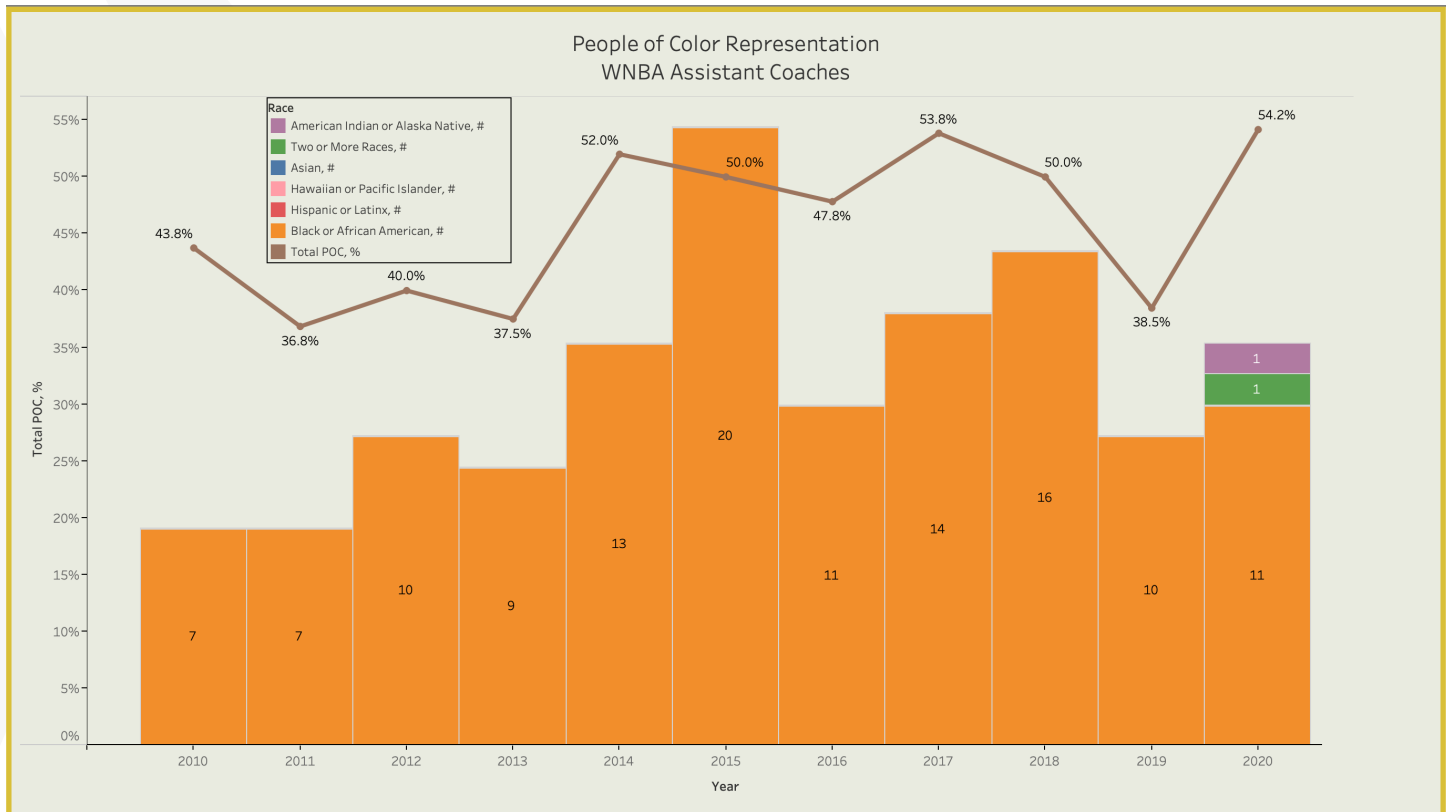
A- **41.7%**
Women

See Table 4.

Assistant Coaches

The percentage of people of color who held assistant coaching positions increased for the first time since 2017, increasing from 42.3 percent in 2019 to 54.2 percent in 2020. This surpassed the all-time high of 53.8 percent of people of color set in 2017. The percentage of women who held assistant coaching positions increased from 61.5 percent in 2019 to 62.5 percent in 2020. The 2014 season recorded the highest percentage of assistant coaching positions held by women in the history of the WNBA Report Card with 68.0 percent.

In 2020, there was an increase of 7.3 percentage points in Black or African-American assistant coaches from 38.5 percent to 45.8 percent. There have been no Hispanic/Latino or Asian assistant coaches since 2002. However, 4.2 percent of assistant coaches identified as American Indian or Alaska Native and another 4.2 percent identified as Two or more races. The percentage of white assistant coaches decreased from 57.7 percent in 2019 to 45.8 percent in 2020.



Of the 15 assistant coaches reported, 11 were former WNBA players. It should be noted that Vickie Johnson, formerly an assistant coach of the Las Vegas Aces, was promoted to the head coach of the Dallas Wings in December 2020.

Racial Hiring Grade for WNBA Assistant Coaches

A+  **44.2%**
People of Color

Gender Hiring Grade for WNBA Assistant Coaches

A+  **62.5%**
Women

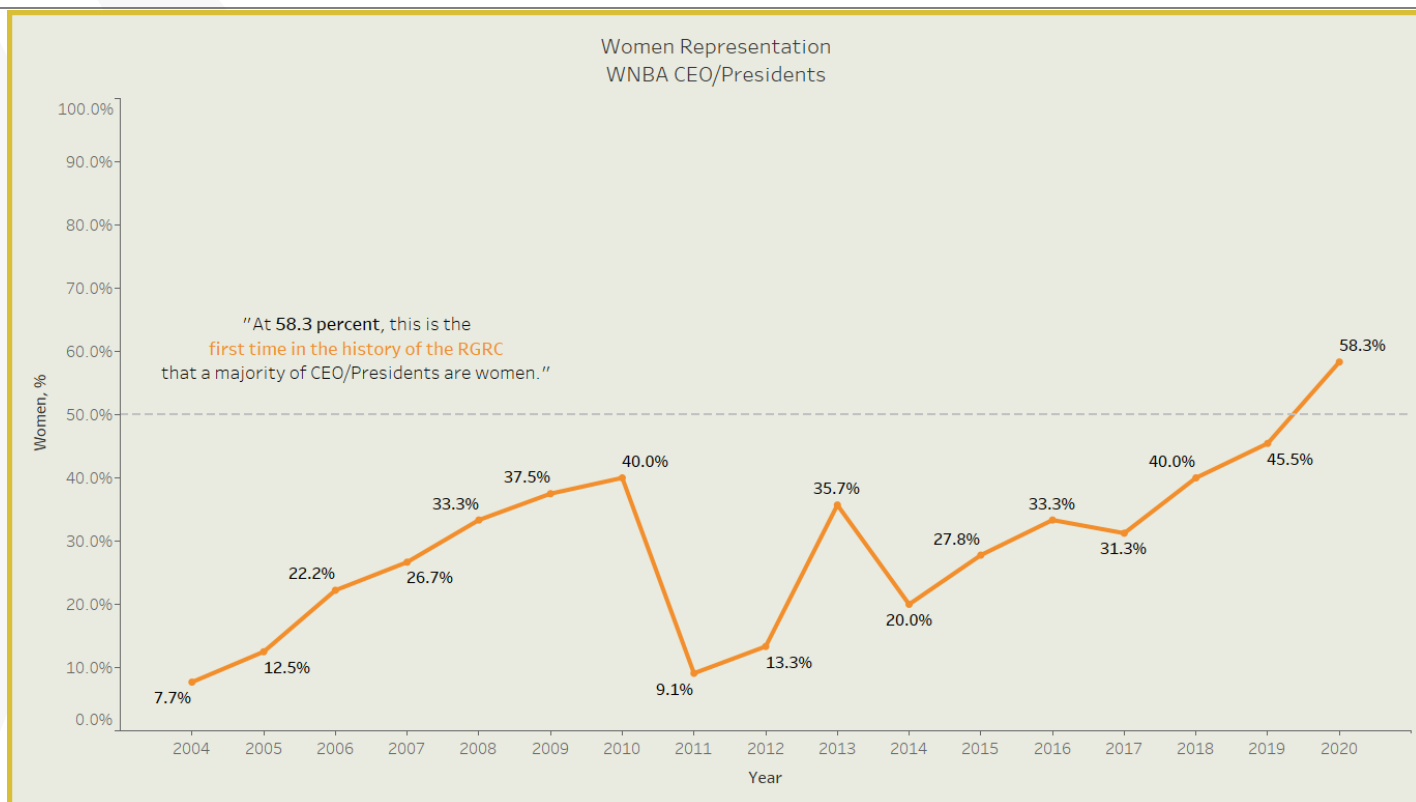
See Table 5.

Presidents and Chief Executive Officers

There were seven women in CEO/President positions in 2020, which was an increase from five women in 2019. At 58.3 percent, this is the first time in the history of the WNBA RGRC that a majority of CEO/Presidents are women.

The women holding these positions at the start of the 2020 season were:

- **Amber Cox**, President, Connecticut Sun
- **Allison Barber**, President and Chief Operating Officer, Indiana Fever
- **Danita Johnson**, President and Chief Operating Officer, Los Angeles Sparks*
- **Christine Monjer**, Chief Operating Officer, Las Vegas Aces
- **Keia Clarke**, Chief Executive Officer, New York Liberty
- **Alisha Valavanis**, Chief Executive Officer and General Manager, Seattle Storm
- **Alycen McAuley**, President, Team Services, Washington Mystics



In 2020, 25.0 percent of CEO/Presidents were people of color, a decrease from 27.3 percent in 2019. It should be noted that this decrease can be attributed to there being 12 CEO/Presidents reported this year compared 11 last year. The number of CEO/Presidents of color remained at three, the same as last year's Report Card.

Christine Monjer, Chief Operating Officer for the Las Vegas Aces, is the first Latinx CEO/President in the history of the WNBA RGRC.

The women of color holding these positions at the start of the 2020 season were:

- **Christine Monjer**, Chief Operating Officer, Las Vegas Aces
- **Danita Johnson**, President and Chief Operating Officer, Los Angeles Sparks*
- **Keia Clarke**, Chief Executive Officer, New York Liberty

*As of December 2020, Danita Johnson is no longer with the Los Angeles Sparks organization.

D.C. United announced she would join the club as its president of business operations. She is the first Black president of an MLS club, and the third woman to hold such a role in the history of the league.

Racial Hiring Grade for WNBA President and CEO

A-  **25.0%**
People of Color

Gender Hiring Grade for WNBA President and CEO

A+  **58.3%**
Women

See Table 6.

General Managers

There were three general managers of color in 2020, all of whom were Black or African-American. This was the same as in 2019. There have been no Asian or Hispanic/Latino general managers recorded in more than a decade of doing this Report.

The people of color who were in general managers positions in 2020 were:

- **James Wade**, General Manager and Head Coach, Chicago Sky
- **Tamika Catchings**, Vice President of Basketball Operations and General Manager, Indiana Fever
- **Eric Holoman**, General Manager and President, Los Angeles Sparks*

**As of December 2020, Derek Fisher was promoted to general manager of the Los Angeles Sparks organization, replacing Eric Holoman.*

The people of color who held general manager positions in the 2019 season were:

- **James Wade**, General Manager and Head Coach, Chicago Sky
- **Dana “Pokey” Chatman**, Head Coach and General Manager, Indiana Fever
- **Penny Toler**, Executive Vice President and General Manager, Los Angeles Sparks

The number of women who were general managers in 2020 decreased to three from four in 2019. The record high was 10 in 2004. The women who held general manager positions during the 2020 season were:

- **Tamika Catchings**, Vice President of Basketball Operations and General Manager, Indiana Fever
- **Cheryl Reeve**, Head Coach and General Manager of the Minnesota Lynx
- **Alisha Valavanis**, Chief Executive Officer and General Manager of the Seattle Storm

The women who held general manager positions in the 2019 season were:

- **Dana “Pokey” Chatman**, Head Coach and General Manager, Indiana Fever
- **Penny Toler**, Executive Vice President and General Manager, Los Angeles Sparks
- **Cheryl Reeve**, Head Coach and General Manager of the Minnesota Lynx
- **Alisha Valavanis**, Chief Executive Officer and General Manager of the Seattle Storm

Racial Hiring Grade for WNBA General Managers

A- **27.3%**
People of Color

Gender Hiring Grade for WNBA General Managers

D+  **27.3%**
Women

See Table 7.

Team Vice Presidents and Above

Of all team vice president and above positions in 2020, which includes both basketball and business operations titles such as Arena General Manager and Assistant General Manager as well as Vice President, Executive Vice President and Senior Vice President, 50.7 percent (35 total) were held by women which was an increase of 2.3 percentage points from 2019. This is the highest percentage of female vice presidents ever recorded in the WNBA Report Card. The female vice presidents and above were:

- **Stephanie Hedrick**, Chief Financial Officer, Chicago Sky
- **Watchen Nyanue**, Vice President, Sponsorship, Chicago Sky
- **Jada L. Peterson**, Vice President, Integrated Marketing, Chicago Sky

- **Courtney Oversby**, Vice President, Marketing and Brand Strategy, Dallas Wings
- **Leah Babbitt**, Vice President, Human Resources, Dallas Wings
- **Rachel Percy**, Vice President, Finance & Controller, Dallas Wings
- **Tamika Catchings**, Vice President of Basketball Operations, Indiana Fever
- **Natalie White**, Senior Vice President, Los Angeles Sparks
- **Caroline Young**, Vice President, Corporate Partnerships, Los Angeles Sparks
- **Clare Duwelius**, Assistant General Manager, Minnesota Lynx
- **Laura Meyer**, Vice President, Business Intelligence, Minnesota Lynx
- **Jennifer Ridgeway**, Vice President, Social Responsibility, Minnesota Lynx
- **Carley Knox**, Vice President, Lynx Business Operations, Minnesota Lynx
- **Shana Stephenson**, Vice President, Marketing, New York Liberty
- **Maria Baier**, Senior Vice President of Public Affairs, Phoenix Mercury
- **Melissa Goldenberg**, Senior Vice President and General Counsel, Phoenix Mercury
- **Karen Rausch**, Senior Vice President, People Experience, Phoenix Mercury
- **Brooke Campbell**, Vice President, Marketing and Brand Strategy, Phoenix Mercury
- **Ann Myers-Drysdale**, Vice President, Suns and Mercury, Phoenix Mercury
- **Sarah Krahenbuhl**, Vice President, Social Responsibility and Executive Director, Suns Charities, Phoenix Mercury
- **Tricia McLean**, Chief Financial Officer, Seattle Storm
- **Talisa Rhea**, Assistant General Manager, Seattle Storm
- **Ketsia Colimon**, Vice President, Communications-Franchise, Washington Mystics
- **Sashia Jones**, Vice President, Player Development and Social Engagement, Washington Mystics
- **Maria Giovannetti**, Assistant General Manager, Washington Mystics
- **Kelly Skoloda**, Executive Vice President, Chief People Officer, Washington Mystics
- **Rebecca Winn**, Vice President, Marketing, Washington Mystics
- **Michele Raines**, Executive Vice President, Corporate Communications, Community Engagement and Family Operations, Indiana Fever
- **LaDondra Wilson**, Vice President, Social Responsibility, Dallas Wings
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **Ohemaa Nyanin**, Director of Basketball Operations, New York Liberty
- **Kari Krover**, Director of Basketball Operations, Los Angeles Sparks
- **Tammi Stollberg**, Chief Financial Officer, Atlanta Dream
- **Marissa Blomstrom**, Senior Vice President, General Counsel, Phoenix Mercury
- **Bri Bauer**, Communications Vice President, Minnesota Lynx

Of the 35 women holding vice president positions or higher, ten were women of color. The ten women of color holding these positions included:

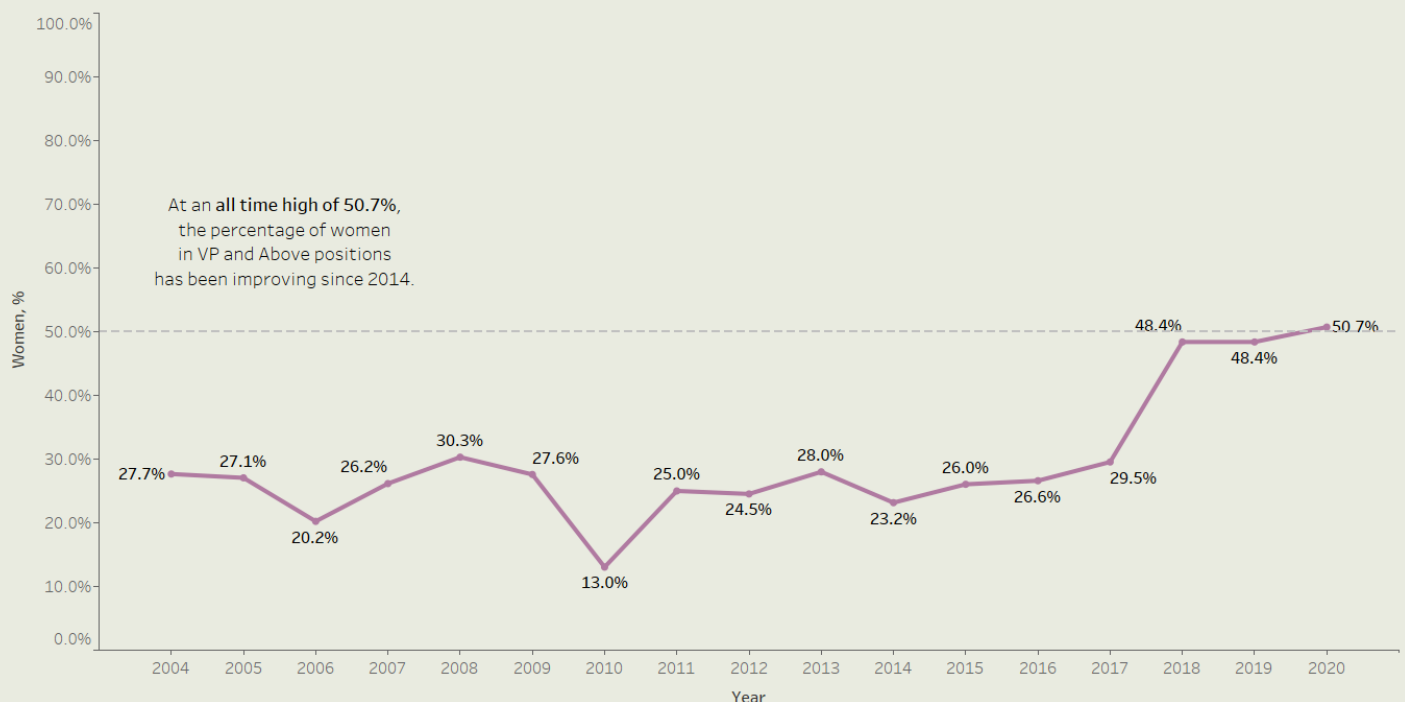
- **Watchen Nyanue**, Vice President, Sponsorship, Chicago Sky
- **Jada L. Peterson**, Vice President, Integrated Marketing, Chicago Sky
- **LaDondra Wilson**, Vice President, Social Responsibility, Dallas Wings
- **Tamika Catchings**, Vice President of Basketball Operations, Indiana Fever
- **Natalie White**, Senior Vice President, Los Angeles Sparks
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **Shana Stephenson**, Vice President, Marketing, New York Liberty
- **Ketsia Colimon**, Vice President, Communications-Franchise, Washington Mystics

- **Sashia Jones**, Vice President, Player Development and Social Engagement, Washington Mystics
- **Ohemaa Nyanin**, Director of Basketball Operations, New York Liberty

There were 18 team vice presidents of color in the 2020 season, which was an increase of one from the 17 recorded in the 2019 season. The 18 people of color were:

- **Anthony Whaley**, Vice President, Ticket Sales, Chicago Sky
- **Watchen Nyanue**, Vice President, Sponsorship, Chicago Sky
- **Jada L. Peterson**, Vice President, Integrated Marketing, Chicago Sky
- **LaDondra Wilson**, Vice President, Social Responsibility, Dallas Wings
- **Travis Charles**, Assistant General Manager, Dallas Wings
- **Charles Johnson**, Senior Vice President, Corporate Partnerships, Dallas Wings
- **Sashi Brown**, Chief Planning and Operations Officer, Washington Mystics
- **Tamika Catchings**, Vice President of Basketball Operations, Indiana Fever
- **Ohemaa Nyanue**, Director of Basketball Operations, New York Liberty
- **Natalie White**, Senior Vice President, Los Angeles Sparks
- **John Thomas**, Vice President, Community Engagement, Minnesota Lynx
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **Shana Stephenson**, Vice President, Marketing, New York Liberty
- **Ketsia Colimon**, Vice President, Communications-Franchise, Washington Mystics
- **Quentin Addison**, Vice President, Technical and Broadcast, Washington Mystics
- **Sashia Jones**, Vice President, Player Development and Social Engagement, Washington Mystics
- **John Ferguson**, Vice President, People and Culture, Washington Mystics
- **Fred Williams**, Lead Assistant Coach, Los Angeles Sparks

Women Representation
VP and Above



Racial Hiring Grade for WNBA Team VPs and Above

A-  **26.1%**
People of Color

Gender Hiring Grade for WNBA Team VPs and Above

A+  **50.7%**
Women

See Table 8.

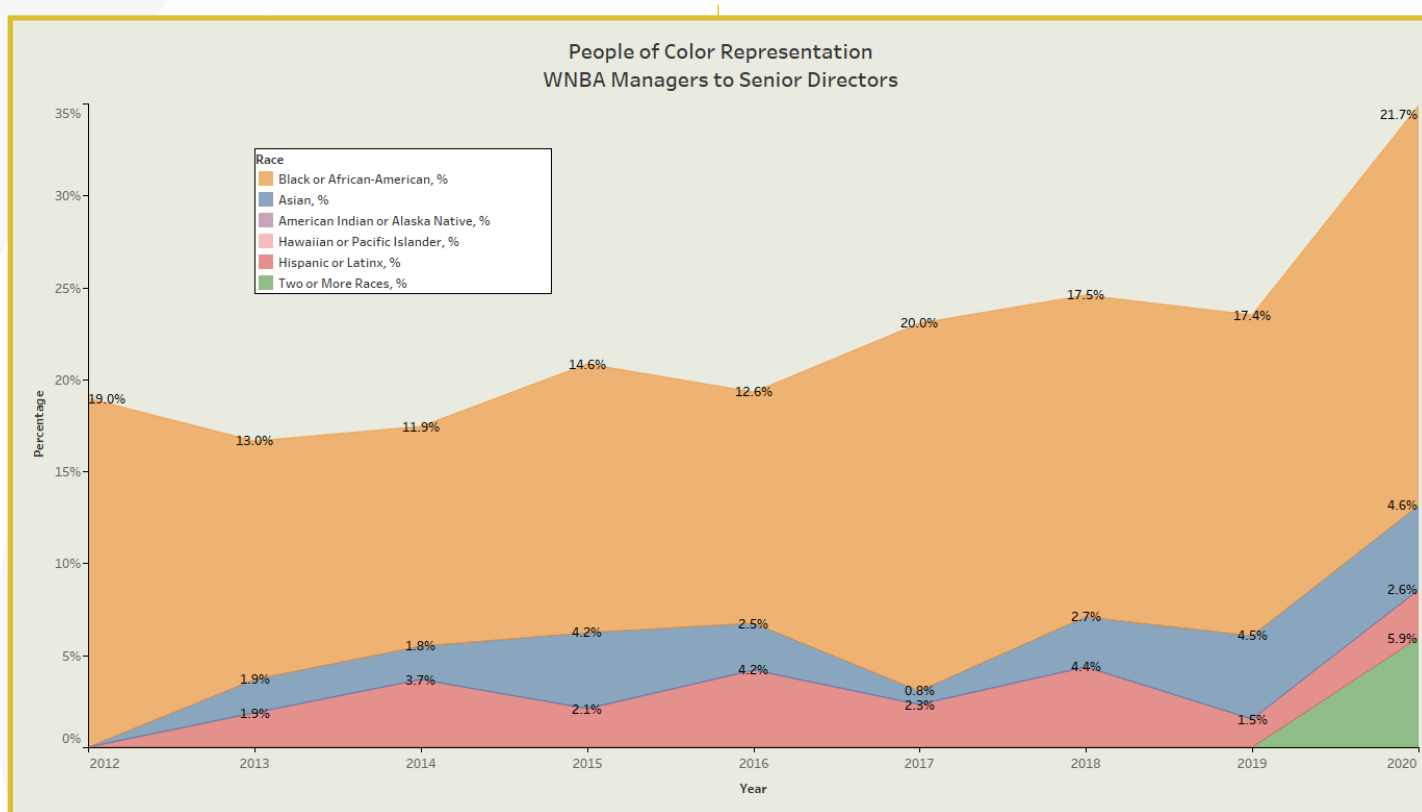
Managers to Senior Directors

This category is comprised of both basketball and business operations jobs spanning from the manager to assistant vice president level, which includes player

development, strength and conditioning and general business operations.

In 2020, 34.9 percent of managers to senior directors were people of color, a significant increase from 25.7 percent in 2019. The percentage of Black or African-Americans in these positions increased from 17.4 percent in 2019 to 21.7 percent in 2020. The percentage of Asians in these positions increased slightly from 4.5 percent in 2019 to 4.6 percent in 2020. The percentage of Hispanic/Latinos in these positions increased from 1.5 percent in 2019 to 2.6 percent in 2020. The percentage of white people in these positions decreased from 74.2 percent in 2019 to 65.1 percent in 2020. Additionally, 5.9 percent of people holding manager to senior director positions were classified as Two or more races, which was not recorded in the 2019 Report Card.

The percentage of women who were managers to senior directors in the WNBA decreased from 51.5 percent in 2019 to 46.7 percent in 2020. This is the second consecutive year that the percentage of women holding these positions has decreased. In 2018, the percentage was 52.5 percent.



Racial Hiring Grade for WNBA Manager to Directors

A+  **34.9%**
People of Color

Gender Hiring Grade for WNBA Manager to Directors

A+  **46.7%**
Women

See Table 9

Head Trainers

There were three additional head trainers reported in 2020 compared to 2019. The percentage of white head trainers had an increase from 44.4 percent in 2019 to 50.0 percent in 2020. Black or African-American representation had a significant increase from 22.2 percent to 41.7 percent in 2020, the largest increase in this position since 2016. Hispanic/Latinos in this role decreased from 22.2 percent in 2019 to 8.2 percent in 2020. There was no representation of Asian people in 2020 after 11.1 percent in 2019.

The percentage of women increased from 77.8 percent in 2019 to 83.3 percent in 2020.

See Table 12.

Professional Team Staff

This category includes anyone in a position up to the managerial level but does not include administrative assistants of WNBA teams.

In professional team staff positions in the 2020 season, the percentage of people of color

increased from 31.7 percent in 2019 to 34.1 percent. Black or African-Americans decreased by 1.7 percentage points from 15.8 percent in 2019 to 14.1 percent in 2020. Those who identified as Hispanic/Latino increased from 7.1 percent to 8.1 percent and those identifying as Asian rose from 4.4 percent in 2019 to 5.2 percent. In 2020, 6.7 percent identified as Two or more races. The percentage of white people in these positions decreased by 3.9 percentage points from 68.3 percent in 2019 to 64.4 percent in 2020.

The percentage of women holding professional team staff positions increased from 40.4 percent in 2019 to 44.4 percent in 2020.

Racial Hiring Grade for WNBA Team Professional Staff

A+  **34.1%**
People of Color

Gender Hiring Grade for WNBA Team Professional Staff

A  **44.4%**
Women

See Table 10.

WNBA Diversity Initiatives

Combined with the NBA, the WNBA has a variety of diversity initiatives impacting a number of areas including employee training and development, employee recruitment, vendor diversity and community relations, as outlined in Appendix II.

Grade for WNBA Diversity Initiatives

A+

How Grades Were Calculated

As in previous reports, the 2020 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an A was achieved if 24 percent of the positions were held by people of color, B if 12 percent of the positions were held by people of color, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

The change in the nation's demographics has been dramatic with the most recent census making all people of color and minorities closer to 35 percent. To be fair in transition to the organizations and sports we examine in the Racial and Gender Report Cards, we decided to increase the standards in two steps. The following chart shows the new scale we are using for race and gender. To get an A for race, the category now needs to have 30 percent people of color and to get an A for gender, 45 percent is needed.

<i>Race</i>		<i>Gender</i>	
A+	>30	A+	>45
A	28.6-30	A	44.1-45
A-	24.6-28.5	A-	41.6-44
B+	19.6-24.5	B+	39-41.5
B	17-19.5	B	37.6-38.9
B-	16.0-16.9	B-	34.6-37.5
C+	15.0-15.9	C+	32-34.5
C	14.0-14.9	C	30.6-31.9
C-	13.0-13.9	C-	27.6-30.5
D+	12.0-12.9	D+	25-27.5
D	11.0-11.9	D	24-24.9
F	<11	F	<24

Methodology

The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program worked with representatives from the WNBA and NBA League Office to collect data from the WNBA's organizations.

In addition to team data, the WNBA League Office provided data on its personnel. The findings were put into spreadsheets and compared to data from previous years. After evaluating the data, the report text was drafted; it references changes to statistics from previous years.

The report draft was sent to the WNBA League Office to be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred during or after the seasons being reported. The WNBA responded with updates and corrections that were then incorporated into the final report.

The report covers the 2020 season for the Women's National Basketball Association. Listing of professional owners, general managers and head coaches were updated as December 9, 2020. Due to the unique 2020 season format as a result of the global COVID-19 pandemic, of WNBA players were updated as of the end of the 2020 regular season on September 13, 2020. Grades were calculated according to the reporting periods noted herein.

About the Racial and Gender Report Card

The *Racial and Gender Report Card (RGRC)* is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women's National Basketball Association (WNBA), as well as in collegiate

athletics departments.

The 2020 report for MLB, NFL, MLS, and NBA have already been released. The complete Racial and Gender Report Card, including all the leagues, will be issued after the release of subsequent individual report on college sport.

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the Racial Report Card.)

In addition to Lapchick, Daniel Bowman, David Eichenberger, Spencer Ewing, A.J. Forbes, Alayshia Green, Brady Johnson-Schmeltzer, Amanda Kiernan, Taylor Middleton, Devon Miller, Kyle Richardson and David Zimmerman contributed greatly to the WNBA Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport (“TIDES” or the “Institute”) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sport as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices coaching and sport management in professional and college sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute’s founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as “the racial conscience of sport,” Lapchick is Chair

of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of The Institute for Sport and Social Justice (ISSJ), a group of more than 260 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and social issues in sport. It offers a dual-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.



Appendix I

WOMEN'S NATIONAL BASKETBALL ASSOCIATION/NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES 2020

The National Basketball Association and Women's National Basketball Association have a variety of diversity initiatives impacting a number of areas, including employee learning and development, recruiting, supplier diversity and community relations. Below is a summary of various ways the NBA and WNBA have sought to promote diversity at their league offices and through their social responsibility and grassroots initiatives.

Inclusion Leadership

- The NBA's Global Inclusion Council, established in 2016, is comprised of senior leaders from the league office and teams. The council provides strategic guidance, establishes benchmarks, reviews policies and serves as a catalyst for diversity and inclusion efforts leaguewide.

Key Inclusion Programming, Learning Initiatives and Professional Development

- The WNBA dedicated its 2020 season to social justice. Together with the Women's National Basketball Players Association (WNBPA), the league created a bold new platform, The WNBA Justice Movement, to amplify the voices and leadership of WNBA players in their efforts to advance social justice. With the creation of this platform and the launch of the WNBA/WNBPA Social Justice Council, WNBA players have worked to bring awareness to and fight against systemic racism. In partnership with the African American Policy Forum (AAPF), which created the #SayHerName campaign in 2014, WNBA players have shed light on the policy issues contributing to police brutality and racialized violence and connected with the families of female victims to elevate their stories. WNBA players continued to "Say Her Name" throughout the season as they aimed to

be a voice for the voiceless.

- Throughout the 2020 season, in addition to having "Black Lives Matter" featured prominently on the floor, Breonna Taylor's name on the uniforms, and "Say Her Name" on warmup shirts, WNBA players have worked with AAPF to have on-court moments of recognition to raise awareness of the female victims of police brutality -- women like Michelle Cusseaux, Kayla Moore, Tanisha Anderson, and many others. Through the leadership of the Social Justice Council, the players have called for action to address the policy issues highlighted by AAPF; convened activists, organizers, and elected officials in powerful forums; and promoted community education on the census and voting rights.
- The NBA's Women's Leadership Initiative (WLI) is designed to strengthen recruitment, development and retention of league and team women, and to build engagement with our female fans and community by strengthening and deepening our understanding of and connection with female fans, promoting a culture of sponsorship within the NBA among women and men, preparing high potential women to take on senior level leadership roles, and creating a pipeline of candidates who will be promoted into roles that are broader in scope, or who will be provided opportunities across the NBA.
- The NBA Women's Leadership Forum (WLF), a key program of WLI, is an annual day-long gathering of league and team employees featuring a series of discussions and workshops that celebrate diversity, share collective experiences and break down barriers to inspire attendees to achieve their full potential.
- The NBA and WNBA continue to expand upon their current platform of inclusion learning programs. In 2016, the league launched Conscious Inclusion training, an enterprise-wide learning experience designed to help employees understand and manage unconscious bias. The training, which has the primary objective of enhancing and maintaining an inclusive work

environment, covered a range of topics, including understanding what unconscious bias is and how it affects organizational culture; discovering the links between diversity, inclusion and unconscious bias; and gaining practical tips to increase inclusion. All NBA and WNBA league employees globally completed this training. In 2018, the NBA and WNBA followed up this training with another enterprise-wide learning experience that focused on delivering practical strategies and behaviors to interrupt bias and increase inclusion in the workplace. The league continues to deliver training for all league office managers that concentrates on the talent life cycle, focusing on strategies to advance inclusive recruiting, development, retention and advancement practices throughout the organization.

- In support of efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league regularly issues to all teams recommended best practices regarding respect in the workplace policies and training. In 2018, the NBA created a toll-free hotline that is available to all league and team employees to make complaints or report any workplace concerns. This hotline allows callers to remain anonymous. Also in 2018, the league conducted mandatory group discussions for all employees focusing on the prevention of sexual harassment.
- The NBA's Employee Resource Teams (ERTs) support the league's diversity, inclusion and business objectives by facilitating connections between employees with shared interests or backgrounds. ERTs provide networking and professional development opportunities and support the performance and growth of the organization. The league office's seven ERTs are: NBA Women's Network, Conexión éne-bé-a, NBA Pride, Dream in Color, APEX, the NBA Young Professionals Network, and NBA VETS. NBA China (Beijing and Shanghai) and NBA EME (London) each have two ERTs: NBA Women's Network and NBA Young Professionals Network.
- The NBA Women's Network aims to create a community for women at the league that fosters dialogue and promotes professional growth. It helps empower women at the NBA and WNBA by providing a forum to share collective knowledge, experience, and success strategies; connecting women through networking opportunities; providing women with visibility to NBA's senior leadership; and leveraging women's talents and expertise to drive the NBA's global growth.
- Conexión éne-bé-a aims to promote the development of Latinx/Hispanic cultural awareness within the NBA while contributing to the league's success, diversity and business objectives through career development, education and community involvement.
- NBA/WNBA Pride aims to bring together LGBTQ employees and allies to foster an environment in which all employees feel empowered and encouraged to bring their whole selves to work each day. In 2019, for the 16th consecutive year, the WNBA celebrated LGBTQ+ inclusion and equality during Pride Month in June.
- Dream in Color aims to serve as a resource to promote the continued growth and retention of Black employees, create a platform to facilitate engagement and mentorship, and provide community service opportunities geared towards urban-youth development. Its primary goal is to encourage members to strengthen their internal and external networks by providing opportunities to share experiences and best practices for success in the sports industry.
- APEX (Asian Professional Exchange) is committed to promoting and celebrating Asian cultures within the NBA family, with a focus on engagement, inclusion, and league advocacy of Asian professionals. In doing so, it strives to contribute to the growth and success of the league. Programming is focused on four strategic areas: professional and

leadership development, enhancing industry knowledge, networking and mentorship and cultural and community outreach.

- The NBA/WNBA Young Professionals Network is designed to be a resource for those in their early career stages interested in developing a professional brand and personal narrative. The YPN provides programming tailored toward building a more collaborative organization, increasing members' exposure to professionals in and out of the sports industry, and developing a better understanding of members' career opportunities.
- NBA VETS (Voices of Employees That Served) aims to promote the experiences and contributions of current and former service members, provide professional development and networking opportunities for members, and create lasting relationships with community military organizations.
- On September 25, 2019, the WNBA partnered with the Female Quotient to host Believe in Women, a day-long event designed to celebrate the power of women that featured a fireside chat with WNBA Commissioner Cathy Engelbert and NBA Commissioner Adam Silver, and panel discussions with trailblazers and leaders in sports and business.
- Additionally, the NBA and WNBA partnered with the Female Quotient to host the Equality Lounge for the second year at NBA All-Star 2020. A pop-up space with proven success at global conferences and events, the lounge brought together thought leaders across technology, sports, media and entertainment to provide a forum for people to connect, collaborate and participate in a variety of discussions on gender equality and inclusivity. Daily panels focus on personal, community and global impact.

External Affinity Organizations

- The NBA and WNBA collaborate with select organizations that are committed to diversity

and inclusion and foster environments for engagement across the sports industry.

- The NBA/WNBA is entering into its seventh year of partnership with Women in Sports and Events (WISE), a national organization focusing on professional development and networking for women in the industry. Via the relationship, the league offers 60 paid WISE memberships to its employees and additionally sponsors four women leaders from across the company to attend WISE's weeklong Executive Leadership Institute at Dartmouth College and 15 colleagues to attend WISE's annual WISE/R Symposium.
- The NBA and WNBA are members of the Diversity & Inclusion Sports Consortium (DISC). DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in North America. Members of the consortium work together to openly exchange best practices for diversity and inclusion efforts in the sports industry. DISC members also partner to produce and host an annual two-day Diversity and Inclusion Symposium for a broader audience of sports professionals.
- Several senior leaders within the league are members of other prominent diversity organizations. WNBA Commissioner Cathy Engelbert is the first woman to serve as chair of the Catalyst Board, a global non-profit organization that promotes inclusive workplaces for women. NBA Commissioner Adam Silver sits on the board of E Pluribus Unum. Deputy Commissioner Mark Tatum, President of League Operations Byron Spruell, and Executive Vice President and Chief People & Inclusion Officer Oris Stuart are members of the Executive Leadership Council. Oris Stuart is also an executive board member of the National Black MBA Association. Bill Koenig, President, Global Media Content Distribution, is an executive board member of the T. Howard Foundation.

Recruiting

- The NBA and WNBA continue to embrace a multifaceted approach to maintaining a globally diverse workforce. The leagues seek a diverse applicant pool in their hiring processes and encourages all NBA teams to do the same. This is accomplished by the use of strategic partnerships, targeted conferences, and online job postings with a variety of diverse organizations.
- The NBA was instrumental in forming the Thurgood Marshall Scholarship Fund (now Thurgood Marshall College Fund) in 1987. The NBA, TMCF, and NBA and WNBA players collaborate on many events and public awareness campaigns. NBA spokespersons for TMCF, Ray Allen and Shane Battier, have appeared in PSAs for the fund and provide ongoing support for the fund's activities. The league also administers the David J. Stern Scholarship through the TMCF.
- On April 2, 2020, The NBA and Thurgood Marshall College Fund (TMCF) hosted a virtual "Innovate the Future" Pitch Competition for students attending publicly supported HBCUs. The scholars were entrepreneurial-minded leaders with concentrations in business and technology. As such, the NBA and TMCF selected five HBCU teams, each comprised of three students, to solve case studies addressing an array of topics relevant to the NBA's core business. The event culminated with the presentation of the 2020 David J. Stern Sports Scholarship to Morgan State University's team – each member earning \$10,000 towards their continued education.
- As part of leaguewide efforts to support military members and their families, the NBA family continues to highlight career opportunities posted on nba.com on its NBA Cares Hoops for Troops website, which promotes job opportunities to veterans and reservists. The NBA partners with the Chamber of Commerce, the Office of the Secretary of Defense, the Wounded Warrior Project, the New York National Guard, and Paralyzed Veterans of America to further support military members and their families.

- The NBA family participates in a range of events and career fairs, sponsored by affinity-based professional organizations that provide access to minority candidates, including the National Sales Network, the Hispanic Alliance for Career Enhancement, and The Alumni Society.

Supplier Diversity

- The NBA and WNBA are committed to economic inclusion by identifying women, minority-owned, and other diverse businesses among their suppliers. The Supplier Diversity Program looks to expand opportunities for enterprises that are capable of delivering exceptional goods and services in one or more of our targeted commodity areas. The NBA and WNBA work with community groups, businesses, professional associations, and certifying agencies to identify and invite suppliers to apply for the program. In connection with the NBA's annual All-Star event, the NBA also maintains the following initiatives for diverse enterprises: (i) building alliances in the All-Star host city with business advocacy organizations, tourism officials, and local business regulatory agencies; and (ii) informing prospective business entities of the types of contracting opportunities available (e.g., hosting informational webinars and local on-site Supplier Diversity Summits). Based on alliances that have been built in All-Star host cities, the NBA continues to engage those businesses for potential opportunities for other events and business initiatives.

Social Responsibility Initiatives

- The WNBA, NBA, NBA G League, and NBA 2K League pursue global social responsibility initiatives that build on the organizations' long tradition of addressing important issues worldwide through philanthropy, hands-on service, and legacy projects. The leagues work to use their unique position to bring attention to important social issues, focusing on inclusion and equality, education, youth and family development, health and wellness, protecting the environment, and supporting military members and their families.
- Her Time To Play: (HTTP) is a national initiative

led by the WNBA that is dedicated to championing change on behalf of girls and women. It aims to improve female participation in sport; giving girls and young women a forum to connect, collaborate, and actively engage with basketball as well as celebrate their achievements. The program's free curriculum co-created with the Women's Sports Foundation pairs on-court training with off-court life skills lessons to build girls' confidence, prepare them for the challenges of adolescence and teach values like teamwork. Each chapter highlights personal life experiences and stories shared by WNBA players, with all 12 WNBA teams represented throughout the curriculum.

- October 5, 2020 – As part of the WNBA Finals, the Las Vegas Aces participated in a Her Time To Play Virtual Community Conversation with more than 100 girls ages 12-16. Las Vegas Aces players and staff joined a panel discussion moderated by the Women's Sports Foundation exploring the challenges that girls and women face in sports and in life, interacted with the youth participants during a live Q&A session, and helped lead a mindfulness moment and brief in-home fitness session.
- October 3, 2020 - As part of the WNBA Finals, the Seattle Storm participated in a Her Time To Play Virtual Community Conversation with more than 100 girls ages 12-16. Las Vegas Aces players and staff joined a panel discussion moderated by the Women's Sports Foundation exploring the challenges that girls and women face in sports and in life, interacted with the youth participants during a live Q&A session, and helped lead a mindfulness moment and brief in-home fitness session.
- August 13, 2020 – The WNBA hosted an intimate and interactive Her Time To Play Community Conversation for 150 girls ages 12-16, led by current and former WNBA players and moderated by the Women's Sports Foundation. The hour-long virtual event included a panel discussion moderated by the Women's Sports Foundation exploring the challenges that girls and women face in sports and in life, a mindfulness moment and brief in-

home fitness session.

- June 29, 2020 – The WNBA hosted an intimate and interactive Her Time To Play Community Conversation for 150 girls ages 12-16, led by current and former WNBA players and moderated by the Women's Sports Foundation. The hour-long virtual event included a panel discussion moderated by the Women's Sports Foundation exploring the challenges that girls and women face in sports and in life, a mindfulness moment and brief in-home fitness session.
- April 23, 2020 – As part of the WNBA Draft, the WNBA hosted an intimate and interactive Her Time To Play Community Conversation for 150 girls ages 12-16, led by 2020 WNBA Draftees which was moderated by the Women's Sports Foundation. The hour-long virtual event began with a panel discussion exploring challenges that girls and women face in sports and in life. The participants had the opportunity to interact with the players and legends by asking questions live during Q&A. Following the discussion, all participants were led through a mindfulness moment and brief in-home fitness session.
- August 25, 2019 – The Seattle Storm hosted a Her Time To Play practice with the Mercer Island Lakers on the Storm's practice court.
- August 17, 2019 – As part of WNBA FIT Month, the Phoenix Mercury hosted a Her Time To Play clinic in partnership with the team's hospital partner, Steward. The event consisted of a chalk talk focused on healthy eating and training and an hour-long clinic run by assistant coach Julie Hairgrove on the Mercury's main court. Mercury players Briann January and Brianna Turner participated.
- August 15, 2019 – The Dallas Wings hosted a Her Time To Play Panel with players Kaela Davis, Imani McGee-Stafford, and Allisha Gray.
- August 10, 2019 – The Minnesota Lynx hosted a Her Time To Play clinic featuring 100 girls, grades 7-12. The girls participated in basketball skills stations hosted by the Timberwolves and

Lynx Basketball Academy and then rotated through facilitated discussions on leadership, mental health, confidence and the impact of stress.

- July 25, 2019 – The WNBA hosted a WNBA All-Star Her Time To Play Clinic and Panel to inspire girls to play basketball and follow their dreams in a positive and healthy way. Approximately 150 girls, ages 7-13, from Las Vegas YMCA and Girls Youth Basketball Las Vegas participated in an on-court clinic focused on teaching the fundamentals of the game. They also attended a panel discussion led by WNBA All-Stars, Legends, and female influencers in the industry for a discussion about the obstacles girls and women in sports face. Panelists provided insights into their careers, shared strategies on facing adversity, and offered advice on overcoming self-doubt to reach one's goals.
- July 15, 2019 - The Dallas Wings hosted a Her Time To Play Panel with local AAU Girls' Basketball Teams.
- July 15, 2019 – The Seattle Storm hosted a practice for KMBA (an all-girls program) as part of a Her Time To Play activation. CEO/GM Alisha Valavanis ran the girls through on-court drills at the Storm practice facility. All girls who participated received a Her Time To Play shirt and headband.
- May 30, 2019 – Phoenix Mercury Legend Ann Meyers Drysdale, Scorch the mascot, and members of the Jr. Mercury basketball staff hosted a Her Time To Play clinic with the Phoenix PD and local girls. The Mercury team supported them this year by providing jerseys, backpacks, and tickets to Opening Night, as well as coaching the girls through drills for an hour. Ann Meyers Drysdale also spoke to the girls on her experience and life lessons.
- May 28, 2019 – The Phoenix Mercury's Yvonne Turner and Stephanie Talbot put on a Her Time To Play basketball clinic for 100 youth from the Pima Maricopa Indian Tribe in

Scottsdale, AZ.

- May 18, 2019 – The Phoenix Mercury's Sophie Cunningham dropped by a local AAU tournament for a Her Time To Play appearance where she greeted local teams and gave them advice on basketball, school, and life in general.
- May 16, 2019 – The Indiana Fever hosted their "Choices for Champions" event for around 2,000 4th-8th graders. At this education event on anti-bullying, which included a health and mental wellness component, the Fever distributed a Her Time To Play curriculum to every student as a giveaway.
- 2020 Dawn Staley Community Leadership Award: Indiana Fever center Natalie Achonwa earned the Dawn Staley Community Leadership Award for outstanding leadership and commitment to the community.
- The award, which is named in honor of WNBA legend and Hall of Famer Dawn Staley, was created to recognize a WNBA player who best exemplifies the characteristics of a leader in the community where she works or lives and focuses exclusively on a player's activities during the offseason. The award and its winner reflect Staley's spirit, leadership, charitable efforts, love for the game and inspirational presence in the community.
- Throughout March, Achonwa participated in various events surrounding mental health. She spoke to young women from Indianapolis Public Schools and emphasized the need to take care of your mental health and end the stigma. Additionally, Achonwa helped events surrounding the Big 10 Women's Tournament by speaking on a panel to adults about resiliency and mental health in work and sport.
- Throughout the offseason, Achonwa developed a way to stay emotionally connected to fans and the community with "Nat Chat," where she interviewed other personalities in sports and discussed important initiatives such as mental health and racial injustices. In June, Achonwa

joined Tamika Catchings, George Hill and others in the Monumental March and the Voter Registration peaceful protest in Indianapolis.

- Civic Engagement and Voting: WNBA players, teams, and the league have been active in promoting non-partisan voting initiatives to help expand voting access and encouraging fans to register to vote.
- WNBA Unite The Vote Challenge: Nine WNBA teams – the Atlanta Dream, Chicago Sky, Connecticut Sun, Las Vegas Aces, Minnesota Lynx, New York Liberty, Phoenix Mercury, Seattle Storm, and Washington Mystics – teamed up with When We All Vote to launch the Unite The Vote challenge, a competition between teams to see who can register the most voters. The effort is a WNBA-specific extension of the Rally The Vote Coalition, which includes more than 40 professional sports teams uniting to share voting messaging, create opportunities for employees to volunteer, and leverage team resources in support of election-related activities.
- WNBA and WNBA Rock The Vote Campaign: The WNBA and WNBA Rock The Vote partnered with Rock The Vote to help mobilize fans to participate in the 2020 election. The campaign includes a :30 spot airing during NBA and WNBA playoff games and support for the “Hoopers Vote” campaign platform engaging Lisa Leslie, Nneka Ogumike, Layshia Clarendon, Duncan Robinson, Jaren Jackson Jr., James Worthy and a number of current and former NBA players.
- Expanding Voting Access: In response to the nationwide shortage of polling locations, WNBA teams have been working with local election officials to offer team facilities and arenas as polling locations. In Washington DC, Natasha Cloud of the Washington Mystics spoke out about the lack of polling sites in Wards 7 and 8 (both predominantly communities of color) and worked with the Mystics to offer the Entertainment and Sports Arena as a voting location. In Phoenix, the Phoenix Mercury and Suns worked with local election officials to transform Veterans Memorial Coliseum into a voting site.
- National Voter Registration Day: On Sept. 22, 2020, the NBA and WNBA participated in National Voter Registration Day, hosting events and sharing voter registration messaging across broadcast and social media. On social media alone, the NBA family collectively shared more than 200 posts (from all 30 NBA teams, all 12 WNBA teams, and 15 G League teams) generating 5.7M video views and 410K engagements.
- Season-Long WNBA Cares Community Assist Award presented by State Farm: As part of dedicating the 2020 WNBA season to social justice, the WNBA and State Farm announced the naming of all WNBA players as the recipients of the 2020 season-long WNBA Community Assist Award presented by State Farm for the players’ continued commitment, leadership and collaborative efforts to promote racial equality and systemic change. As part of the historic announcement, the WNBA and State Farm also donated \$50,000 to the #SayHerName Campaign, an initiative of The African American Policy Forum.
- NBA and WNBA Together: NBA and WNBA Together is the leaguewide, global community outreach and social engagement campaign to support, engage, educate and inspire youth, families, fans and the general public during the pandemic. Through its four pillars – Know The Facts, Acts of Caring, Expand Your Community and NBA Together Live – Together uses the leagues’ digital footprints and voices across the NBA and WNBA family to amplify global health information and keep communities connected through social tools and virtual events. Additionally, public health data has made clear that the coronavirus pandemic is hitting historically marginalized communities of color the hardest and its effects have been intensified by pre-existing racial and economic inequities. As part of NBA Together, the NBA and WNBA family partnered with Magic Johnson and leading organizations like the National Urban League and UnidosUS to raise awareness around these disparities and promote

health, economic and social equity. Key highlights from #WNBATogether include:

- **Support for Direct Relief:** As part of the WNBA Draft in April 2020, the WNBA teamed up with the WNBPA and presenting partner State Farm to donate \$240,000 to Direct Relief – \$20,000 for each of the 12 first-round picks in Friday’s draft. Direct Relief is a humanitarian organization working to get protective gear and critical medications into the hands of as many health workers as possible, as quickly as possible, with emergency deliveries leaving daily for medical facilities across the U.S.
- **Health Care Heroes:** The WNBA and WNBPA teamed up to produce a PSA featuring Sue Bird, Nneka Ogwumike, Elena Delle Donne, and other WNBA stars thanking health care workers on the front lines in the fight against COVID-19.
- **Jr. NBA At Home:** Launched in response to the ongoing public health situation, Jr. NBA at Home provides basketball skills and drills to young players around the world. The interactive series, featuring more than 50 NBA and WNBA players and coaches, was designed to help young players stay active and develop their game in a safe and healthy way. In total, the NBA and WNBA created over 150 videos resulting in over 100 million video views worldwide. Many WNBA players participated, including Dallas Wings’ Moriah Jefferson, Phoenix Mercury’s Sophie Cunningham, Chicago Sky’s Cheyenne Parker, New York Liberty’s Reshanda Gray, Atlanta Dream’s Renee Montgomery, Los Angeles Sparks Chiney Ogwumike, Phoenix Mercury’s Skylar Diggins-Smith
- Additionally, the NBA and WNBA Family, led by players and teams have donated more than \$100 million to people and communities impacted by the pandemic, supplied more than 10 million PPE and donated 9 million meals to food-insecure populations across the world during the pandemic.
- **Jr. NBA Global Championship:** Nearly 500 players from more than 20 countries joined in a multiweek,

virtual, bracket-style competition, leveraged through the HomeCourt app. The event went beyond basketball, as more than 200 additional girls and boys from around the world shared their vision of global unity and social change. There were leadership development sessions alongside NBA and WNBA players, and a cross-cultural event experience connected nearly 1,000 youth from more than 60 countries.

- **Jr. NBA Youth Leadership Conference:** This year’s virtual conference included conversations on how to support youth athletes during the pandemic, physical and mental wellness, and leadership in challenging times. It featured speakers including Stephen Curry, Candace Parker, Doris Burke, Jay Bilas, Rick Carlisle, Dawn Staley, and Doc Rivers, among others. Nearly one million views of the conference were recorded in the first 24 hours.
- **Jr. NBA Network:** The Jr. NBA in the U.S. connects with more than 17,000 organizations reaching 5.2 million youth ages 6-14 through a network of affiliated youth basketball organizations, live events and interactive experiences. The Jr. NBA network is comprised of youth basketball programs of all NBA, WNBA, and NBA G League teams, as well as elementary and middle schools, military bases and longstanding community partners, including Boys & Girls Clubs of America, National Association of Police Athletic Leagues and others. The U.S. activation is highlighted by a series of national programs including the Jr. NBA Global Championship, Jr. NBA 3v3 Leagues, Jr. NBA Skills Challenge, and Combine Series.

Inclusion and Equality

- **WNBA Social Justice Council:** Upon dedicating the 2020 WNBA season to social justice, the WNBA and the WNBPA together launched “The WNBA Justice Movement” and created the WNBA/WNBPA Social Justice Council. The mission of the council is to be a driving force of necessary and continuing conversations about race, voting rights, LGBTQ+ advocacy, and gun control among other important societal issues. In its inaugural season, the Social Justice Council cultivated and designated spaces for community conversations, virtual roundtables,

player-produced podcasts, and other activations to address this country's long history of inequality, implicit bias and systemic racism that has targeted Black and Brown communities. The Social Justice Council and the African American Policy Forum worked closely throughout the season to bring awareness around the "Say Her Name" campaign and held powerful conversations with the families of female victims.

- WNBA Players Receive Wilma Rudolph Courage Award: For their strength, unity and bravery, the players of the WNBA as a collective were the 2020 Wilma Rudolph Courage Award recipient, awarded at the Women's Sports Foundation annual Salute to Women in Sports event. The WNBA players join a long list of accomplished past honorees that includes Marta Vieira da Silva, Caster Semenya and Tatyana McFadden.
- The WNBA players received the award in recognition of the WNBA's WNBA Justice Movement, the launch of the first ever WNBA Social Justice Council, and a range of leaguewide efforts by players and teams to elevate issues of social justice.
- In addition to the league-wide initiatives, teams and individual players have begun their own movements. The Indiana Fever players led the #Rebounds4Change campaign as a fundraiser for fans to donate to social justice causes for each rebound this season. The Atlanta Dream, Phoenix Mercury and Chicago Sky wore "Vote Warnock" shirts to support the Senate campaign of Raphael Warnock in Georgia, who is running against Dream owner Kelly Loeffler, an outspoken opponent of the Black Lives Matter movement. Maya Moore, Natasha Cloud, Renee Montgomery and others have taken the bold step of opting out of the season, in effect pausing their WNBA careers, to fight for social justice off the court. Further, several players, including Candace Parker, Devereaux Peters, Jonquel Jones, A'ja Wilson and Layshia Clarendon have penned pieces in The Players' Tribune about their experiences as Black women in the U.S., and others such as Katie Lou Samuelson, Elena Delle Donne and Natalie Achonwa have publicly
- spoken out about their struggles with health, both mental and physical.
- Team Up For Change: On Oct. 21, nine NBA and WNBA teams (the Kings, Bucks, Cavaliers, Pacers, Mavericks, Timberwolves, Lynx, Wings, and Fever) hosted Team Up For Change, a virtually held social justice summit that addressed issues of police brutality, criminal justice reform, economic empowerment and diversity. The summit was followed by a Week of Action that featured virtual and socially distanced in-person events for teens and young adults ages 14-24 in Sacramento, Milwaukee, Minneapolis, Indianapolis, Dallas and Cleveland, all in partnership with community organizations and local leaders.
- Seattle Storm's "Force4Change" Platform: In July, the Seattle Storm announced the creation of Force4Change, a comprehensive social justice platform that will allow the Storm to be a force to effect meaningful change in Seattle throughout the 2020 WNBA season and beyond. Bringing together players, the front office, ownership and partners, Force4Change will focus on four key areas related to voter registration and the amplification of Black women, LGBTQ+ leaders of color and organizations serving Black communities. This will extend beyond words on the court and placards on jerseys into fundraising and education aimed at voter registration. Recognizing that voter suppression disproportionately affects Black people in the United States, education on voter engagement will be a key aspect of the campaign. Storm players teamed up with LCKR ROOM, a design company in Atlanta founded in 2020 by Britt Davis and Kaila Pettis. Through one-on-one conversations, Davis and Pettis and Storm players collaborated to produce custom shoes that the team wore in honor of the Storm's Kicks for Equality game on Aug. 22 against the Las Vegas Aces. The customized sneakers were auctioned off to raise funds for the NAACP Legal Defense and Educational Fund, one of America's premier legal organization fighting for racial justice.
- WNBA Jersey Auction for Social Justice: As part of the WNBA's 2020 season dedicated to social justice, the WNBA launched a Social Justice

Auction offering jerseys and signed memorabilia to raise funds for The Breonna Taylor Foundation and The African American Policy Forum's #SayHerName Mothers Network.

- Virtual Roundtable Series: As part of the leagues' efforts to raise awareness about COVID's disproportionate impact on communities of color and support response efforts focused on health and economic equity, the NBA and WNBA hosted a Virtual Roundtable Series featuring candid conversations between current and former players, coaches, civil rights leaders, public health experts, and other thought leaders. Each conversation focused on a specific topic and sought to unpack historical factors contributing to inequality, creating space for sharing personal experience/perspectives, and raising awareness about actions fans can take to support the most at-risk communities. Participants included NBA Commissioner Adam Silver, Caron Butler, Bryan Stevenson, Andrew Yang, Jaylen Brown of the Boston Celtics, former WNBA player Swin Cash, and DeWanna Bonner of the Connecticut Sun.
 - April 28: COVID and Communities of Color
 - Featuring Caron Butler, Kyle Korver, Swin Cash, Marc Morial
 - May 5: COVID in the Correctional System
 - Featuring Caron Butler, Bryan Stevenson, Hawks Coach Lloyd Pierce, DeWanna Bonner
 - May 12: Countering Anti-Asian Discrimination
 - Featuring Caron Butler, Andrew Yang, Jeremy Lin, Vanita Gupta
 - May 19: COVID and Black America
 - Featuring Caron Butler, Valerie Jarrett, Marc Morial, and Grant Hill
 - May 26: COVID and Young People of Color
 - Featuring Caron Butler, Jaylen Brown, Cynt Marshall, and Dr. Kensa Gunter
 - June 2: COVID and Health Equity
 - Featuring Caron Butler, Kareem Abdul-Jabbar, Mitch Landrieu, and Maurice Jones
 - June 9: COVID and the Latino Community
 - Featuring Caron Butler, Janet Murguia, JJ Barea, and Paola Ramos
 - June 16: Long Term Change
 - Featuring Adam Silver, Magic Johnson, Lori Lightfoot
- NBA Voices is the NBA and WNBA family's initiative to address social injustice, promote inclusion, uplift voices and bridge divides in our communities. It represents another step in the league's ongoing work to bring people together and use the game of basketball to demonstrate the importance of equality, diversity and inclusion. Using the power of community conversations, mentoring, and the game of basketball, NBA Voices brings together NBA and WNBA teams, players, legends, fans and community partners to address issues of social and economic inequality, criminal justice reform and career development. Over last three years, the NBA & WNBA family has:
 - Supported more than 1,150 programs, events and initiatives in all 30 NBA markets, all 12 WNBA markets, and 7 G-League markets (Erie, Grand Rapids, Salt Lake, Santa Cruz, Austin, Westchester, Wisconsin).
 - Driven more than 50,000 new mentor signups at mentoring.org
 - Launched nine 10-week Building Bridges Through Basketball programs in New Orleans, Chicago, Detroit and Charlotte
 - Brought together more than 13,000 youth and law enforcement officers in communities nationwide
 - "Building Bridges Through Basketball" Programs: In partnership with Under Armour, RISE, local youth programs and law enforcement, the NBA family has launched eight 10-week programs that bring together youth and law enforcement for basketball, facilitated conversations and leadership activities to explore concepts of identity, stereotyping, conflict resolution and teamwork in Charlotte, Los Angeles, New Orleans and Detroit. In 2019, the program was recognized by ESPN during the Sports Humanitarian Awards.
 - March 2020 – Charlotte (with Under Armour, RISE, Mecklenburg County Parks & Recreation, CMPD) *Currently suspended due to COVID-19

until safe to resume.

- February 2020 – Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
*Currently suspended due to COVID-19 until safe to resume.
- March 2019 – Charlotte (with Under Armour, RISE, Mecklenburg County Parks & Recreation, CMPD)
- March 2019 – Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
- October 2018 – Detroit Pistons (with RISE, Detroit Police, SAY Detroit, Detroit PAL)
- March 2018 – Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
- January 2018 - Los Angeles (with Challengers Boys and Girls Club, RISE, Under Armour, LAPD)
- October 2017 - Detroit Pistons (with RISE, Detroit Police, SAY Detroit, Detroit PAL)
- March 2017 - Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
- January 2017 - New Orleans (with NORD-C, RISE, Up2Us Sports, New Orleans Pelicans)
- Criminal Justice Reform: The NBA and WNBA are committed to using the power of basketball to engage with system impacted young people and citizens. Working in partnership with leading organizations like Represent Justice, Vera Institute of Justice, Innocence Project and more, the NBA and WNBA family has organized a variety of programs to highlight issues of justice and uplift stories of redemption.
- Maya Moore: WNBA Champion Maya Moore put her playing career on pause in 2019 to focus her attention on the case of Jonathan Irons, a wrongfully convicted family friend who had been incarcerated for 22 years. Maya worked tirelessly to shine a light on the issue of wrongful convictions and Jonathan's struggle for freedom, which culminated with his release in July of 2020. She has received multiple honors for advocacy, including being named a finalist for the 2020 ESPN Muhammed Ali Sports Humanitarian of the Year Award and the winner of the 2020 US Olympic and Paralympic Committee's Jack Jelly Fair Play Award.
- Basketball and Life Skills with Incarcerated Citizens: Since 2016, the NBA family has partnered with the New York City Department of Education to deliver regular basketball and life skills programs for incarcerated students in the New York area. To date, the league has brought NBA and WNBA players and legends to correctional facilities (including Rikers Island) for 30 day-long programs. The programs both inspire students to continue their education and support their transition in partnership with leading organizations like Exalt Youth. In addition, the NBA organized the first-ever game between students and correctional officers at the East River Academy on Riker's Island (on April 20, 2018) and hosted facilitated conversations between WNBA legends and incarcerated female students.
- Phoenix Mercury Correctional Facility Visit with Vera Institute: Phoenix Mercury player DeWanna Bonner visited the Estrella Women's Jail on August 22, 2019. As part of the visit, she sat down with a group of incarcerated women to hear their stories and discuss a range of criminal justice issues, including childcare for incarcerated mothers.
- Law Enforcement Accountability and Community Conversations: The NBA and WNBA are committed to convening important conversations between law enforcement and the community focused on addressing root causes of systemic racism, police-community mistrust and identifying proactive solutions to create a stronger, safer community.
- August 27, 2019 – The Indiana Fever hosted youth from Boys & Girls Clubs for a Building Bridges Through Basketball pre-game discussion with IMPD.

- August 11, 2019 –The New York Liberty had their UNITY Day game against the Seattle Storm. This year's UNITY Day followed the work the Liberty has done for the past three years – with UNITY Days centered around issues such as racial injustice, gun violence, and equality. Prior to the game, the Liberty hosted a series of events and invited the Brooklyn community to participate in programs focused on raising awareness, empowering women and girls, and restoring dignity to incarcerated women and their families.
- Panel discussion entitled: "Forgotten Behind Bars: Women's Health Care, Family, and Representation." Experts, activists, policymakers and formerly incarcerated women addressed how the criminal justice system unjustly affects women, society's role in marginalizing female prisoners, and solutions for change.
- Pre-game youth basketball clinic at Barclay's Center geared toward youth who have incarcerated family members in order to help them find an outlet to express themselves freely and meet others who can relate.
- Pre-game workshop with Wowsdom! The Girl's Guide to the Positive and the Possible. WOWsdom! uses the power of authentic storytelling to provide encouragement and offer real-world advice for young women and girls facing challenges.
- Pre-game performance in partnership with BOUNCE. The main theme of BOUNCE centers on gun violence and bouncing back from the tragedy and trauma that gun violence creates. The production, which paired a diverse cast with a fresh approach to arts education, connected local high school students with opera and musical theater through basketball. The performance ran for 7-minutes
- July 19, 2019 – The Indiana Fever hosted a Building Bridges Through Basketball Chalk Talk with Coach Pokey before their home game. There was a postgame autograph session for participants featuring Shenise Johnson and Erica McCall.
- June 25, 2019 – The Indiana Fever hosted youth and IMPD officers for a pre-game Building Bridges Through Basketball event. The event included a discussion on issues facing the Indianapolis community and ways to make a positive impact. Participants were then invited to watch the game in a suite.
- June 17, 2019 – Dallas Wings players interacted with students in 7th and 8th grade during the Arlington Police Athletic League Camp. The camp focused on youth crime prevention, education, and athletic and recreational activities.
- NBA and WNBA Family Trip to Equal Justice Initiative: From July 30-31, 2019, WNBA Champion Maya Moore, Sam Perkins, Kathy Behrens, Shareef Abdul-Rahim, and other NBA family members visited the Equal Justice Initiative's museum and memorial in Montgomery, AL. The two-day trip explored the roots of racial oppression in the United States and featured a conversation with EJI's founder and civil rights lawyer Bryan Stevenson about EJI's ongoing efforts in pursuit of restorative justice.
- Creation of the Youth Leadership Council in Celebration of NBA All-Star in Chicago: The NBA and WNBA developed the Youth Leadership Council, a group of youth leaders made up of teams of 3-4 high school-aged students from six underserved neighborhoods in Chicago. Between Nov. 1, 2019, and Feb. 13, 2020, the group met weekly to identify and research issues their neighborhoods face and to develop a proposal for a youth-led community project. The Council worked closely with leading community organizations and the NBA and WNBA to develop their vision ahead of NBA All-Star 2020, when the groups presented their projects and received project funding.
- NBA Voices Youth Summit at NBA All-Star in Chicago: In partnership with After School Matters, Chicago CRED, and Youth Guidance, the NBA brought together community leaders, the NBA All Star Youth Leadership Council and

other youth leaders from around Chicago for a series of engaging conversations and activations focused on empowering local youth to drive change in their neighborhood. WNBA champion Renee Montgomery and current and former NBA players Muggsy Bogues, Jason Collins, Mickey Johnson, Felipe Lopez, Pat Connaughton, Zach LaVine, and Damian Lillard and participated in the conversation and workshop.

- Center on Halsted Dinner and Conversation at NBA All-Star in Chicago: Current and former NBA and WNBA players, members of the NBA Pride Employee Resource Team, and executives from the NBA and WNBA and the Chicago Bulls visited the Center on Halsted to participate in a tour of the center, dinner, and a talent show comprised of youth members from the Center. WNBA Legends Taj McWilliams-Franklin and the Chicago Sky's Cheyenne Parker, as well as NBA Legends Horace Grant, Jason Collins, and Mickey Johnson participated in the event.
- Women and Girls Empowerment Programs: In 2019 and 2020, NBA and WNBA teams hosted programs and events aimed at empowering and inspiring young women and girls.
 - February 5, 2020 - The Indiana Fever hosted a sports career clinic at Bankers Life Fieldhouse for around 1,000 girls. General Manager Tamika Catchings tipped off the event as the keynote speaker. Girls then heard from various panels of women in the sports industry.
 - February 5, 2020 - The Dallas Wings hosted a skills and drills academy at the Ursuline Academy of Dallas, an all-girls school in celebration of Girls and Women in Sports Day.
 - February 5, 2020 - The WNBA celebrated National Girls and Women in Sports Day with a Her Time to Play clinic at The Academy for Personal Leadership and Excellence in Bronx, NY. League representatives, including Dallas Wings forward Azura Stevens, WNBA Taj McWilliams-Franklin and Head of Operations Bethany Donaphin, led 60 students through a day of fitness and discussion.
- February 1, 2020 - The Las Vegas Aces partnered with UNLV Women's Basketball Team to host a free National Girls and Women in Sports Day clinic at the UNLV Mendenhall Center. Aces staff and players assisted with stations and provided closing remarks to youth. Over 300 children from 2nd-8th grade attended the event.
- August 29, 2019 – The Seattle Storm held a StormAcademy Session presented by Symetra. Participants went through a series of activities that encourage and engage girls in areas of leadership, mindfulness, overcoming adversity and teambuilding. The girls interacted with a panel of strong female influencers, met a Storm player, and learned mindfulness and relaxation strategies through yoga and painting.
- August 25, 2019 – The Los Angeles Sparks extended their #WeAreWomen campaign for a fifth year by hosting pre-game panel featuring accomplished women from the world of sports and entertainment. They shared their thoughts on the importance of diversity and inclusion, equality and equity.
- August 24, 2019 – The Minnesota Lynx honored Sarah Olson, former director of the Twin Cities Chapter of Women Who Code and founder of MNclude, a safe and supportive community of individuals and peer groups in the Minnesota tech industry.
- August 20, 2019 – The Seattle Storm held a StormAcademy Session presented by Alaska Airlines at the Museum of Flight. Participants were encouraged to explore careers in STEM and aviation through a series of workshops designed to inspire a group of local girls to become powerful leaders. The girls learned how to think like a pilot in the Alaska Learning Center and went on a tour of the Museum of Flight. The session concluded with a panel of female leaders from Alaska Airlines and a Seattle Storm player.
- August 20, 2019 – The Atlanta Dream hosted 40 Bright Pink ambassadors from Zeta Tau Alpha for their Women of Inspiration Night featuring

WNBA Commissioner Cathy Engelbert.

- August 18, 2019 – The Seattle Storm held a StormAcademy Session presented by AT&T at Alaska Airlines Arena before their game against the Minnesota Lynx. Participants from Girls Who Code learned about the behind the scenes production of a Storm game and different technology careers in sports.
- August 11, 2019 – The Las Vegas Aces hosted a Women of Inspiration Panel as part of the WNBA's Inspiring Women platform. Through the event, the Aces celebrated strong and successful women throughout the State of Nevada who inspire and encourage others through both their personal and professional leadership.
- July 17, 2019 – The Minnesota Lynx Inspiring Women Program celebrated women throughout the state who inspire, motivate and encourage others around them through personal and professional leadership. In conjunction with Native American Heritage Night, the Lynx honored Shelley Buck, a member of the Prairie Island Tribal Council. Shelley also serves as the Vice Chair of the Minnesota Indian Affairs Council and is on the board of the Native Vote Alliance of Minnesota.
- July 16, 2019 – The Las Vegas Aces hosted a joint community service activity with their Lace Up mentees from their high school girls' basketball mentorship program. The three high schools volunteered with the entire Aces team at Spread The Word Nevada, a children's literacy non-profit.
- June 14, 2019 – The Minnesota Lynx Inspiring Women Program celebrated women throughout the state who inspire, motivate and encourage others around them through personal and professional leadership. In conjunction with Pride Night, the Lynx honored Nancy Lyons, CEO of Clockwork, a Minneapolis based tech and interactive-design company, who has been a longstanding champion of change and inclusion in the workplace.
- February 6, 2019 – National Girls and Women

in Sports Day. The WNBA celebrated National Girls and Women in Sports Day with a surprise recess at PS 9 in Brooklyn. In partnership with Playworks, the WNBA hosted recess stations for 4th and 5th graders with WNBA players and legends.

- NBA & WNBA Pride: Every year the NBA and WNBA celebrate the LGBTQ+ community and its allies through leaguewide activities that empower teams, players, fans and employees to share their voices and create a more inclusive environment for all. Teams host Pride-themed in-arena nights, participate in local pride marches and hold special events for local community groups.
- For the 16th consecutive year, the WNBA celebrated LGBTQ+ inclusion and equality during Pride Month in June. The WNBA works year-round to promote these values and support the national dialogue on LGBTQ+ rights.
- The NBA and WNBA partnered with Fanatics and GLSEN for the fourth year in a row to create an exclusive line of Pride T-Shirts featuring NBA and WNBA team logos. The shirts are available for retail purchase, with all league proceeds benefitting GLSEN.
- In June 2020, the NBA and WNBA partnered with Athlete Ally to host a virtual Ally Training for 300 league and team staff focused on the tangible ways to be an ally every day.
- The Chicago Sky hosted a PRIDE - "Being Unapologetically You" virtual event featuring a panel discussion about the importance of being unapologetically you and the lessons and triumphs learned along the way. Stefanie Dolson of the Chicago Sky, Jerome' Holston of the Illinois LGBT Chamber of Commerce, and Windy City Times Editor Tracy Baim participated in the discussion.
- The Dallas Wings engaged their fans to share their "coming out" stories and to talk about Pride on social media, which the team shared on its social channels.

- Natalie Achonwa and Kennedy Burk of the Indiana Fever participated in the virtual Indy Pride Festival.
- The Minnesota Lynx participated in the virtual Twin Cities Pride Parade by recording videos of players to be featured during the event.
- The New York Liberty released a month-long series of digital and social content in support of Pride Month.
- Participation in Local Pride Marches: In 2016, NBA Commissioner Adam Silver joined NBA Cares Ambassador Jason Collins and hundreds of NBA and WNBA employees at the NYC Pride March, becoming the first professional sports league to participate in the march. The league has marched in NYC Pride every year since, and nine WNBA (Atlanta, Chicago, Los Angeles, Dallas, Minnesota, New York, Phoenix, Seattle, Washington) and 14 NBA (Atlanta, Brooklyn, Charlotte, Chicago, Dallas, Denver, Golden State, Miami, Minnesota, New York, Orlando, Portland, Philadelphia, Washington) teams have participated in local pride marches and festivals, engaging players, coaches, employees and fans to show their support for the LGBTQ+ community.
- In-Arena Pride Nights: Throughout the year or during Pride Month in June, both NBA and WNBA teams host Pride-themed LGBTQ+ equality game nights in-arena each season. As part of Pride night programming, teams have honored local LGBTQ+ community leaders and barrier breakers, convened panel discussions on inclusivity and LGBTQ+ equality, and raised funds in support of local LGBTQ+ organizations. In 2019, all 12 WNBA teams hosted an in-arena pride night.
- Jr. NBA Coaches Forums: The Jr. NBA is committed to teaching the fundamentals of basketball and using the sport to instill core character values; including sportsmanship, teamwork and respect. As part of that mission, the Jr. NBA organizes regular Coaches Forums that bring together youth basketball coaches to discuss issues related to diversity and gender identity, and strategies that empower coaches as leaders in building an open and inclusive culture in youth basketball. Developed in partnership with Athlete Ally and Positive Coaching Alliance, these forums provide coaches with research, inclusive coaching strategies, and a forum for coaches to ask questions, hear best practices from their peers and develop action plans they can take back to their team or league. Program highlights include:
 - June 25, 2020 – In celebration of Pride Month in June, the NBA and WNBA hosted a virtual Jr. NBA Coaches forum for youth basketball coaches featuring Las Vegas Aces forward Angel McCoughtry.
 - February 17, 2020 – As part of NBA All-Star 2020, the NBA and WNBA hosted a Jr. NBA Coaches Forum for over 75 youth basketball coaches in an effort to promote healthy and respectful relationships between players, coaches, parents, and referees to help create a positive youth sports culture and advance the Jr. NBA's core values of teamwork, determination, respect, and community.
 - On February 17, 2019 - As part of NBA All-Star in Charlotte, the Jr. NBA partnered with Athlete Ally, A Call to Men, and Positive Coaching Alliance to host a forum designed to educate coaches on issues related to gender and sexuality. Its aim is to empower coaches as leaders to create team cultures that embrace diversity and inclusion. The forum is part of an ongoing series of Coaches Forums focused on building a more inclusive culture in youth sports and featured NBA Legends Grant Hill and Bruce Bowen, the Los Angeles Lakers' Reggie Bullock, WNBA player and Wizards assistant coach Kristi Toliver, and Greensboro Swarm assistant coach Chasity Melvin, as well as 100 youth basketball coaches.
 - On January 21, 2019 - As part of the league's celebration of MLK Day, the Jr. NBA and Memphis Grizzlies partnered with Athlete Ally, Positive Coaching Alliance, and A Call to Men to host a Coaches Forum with 50 youth basketball coaches from the Memphis Area. Los Angeles Sparks Center Candace Parker, Grizzlies Coach JB Bickerstaff, and Pelicans Coach Alvin

Gentry participated in a panel discussion about the role coaches can play in fostering inclusive environments for young athletes.

family has created more than 1,650 places new places to live, learn, or play in over 40 countries and territories.

Education

- **Math Techbook**: In 2016, statistics such as points, rebounds, assists and more, were integrated into Discovery Education's award-winning Math Techbook. Since then, these dynamic, interactive resources have supported students as they use real-world basketball experiences to deepen their understanding of core math and science concepts. In February 2019, the NBA, WNBA and Discovery Education launched a new basketball-themed content collection that includes a variety of powerful Lesson Starters, as well as an Educator Companion Guide that was recently added to Discovery Education's curriculum resources and digital content services. In addition, in the lead-up to NBA All-Star 2020 in Chicago, the NBA and Discovery Education invited teachers and students nationwide to participate in an NBA-themed Virtual Field Trip to teach youth about the various careers across the NBA and its teams focusing on telling our stories. The field trips target students in grades 3-8 and include corresponding lesson plans based on the math concepts featured in the video. The Careers that Count and All-Star Virtual Field Trips collectively reached more than 8,500 classrooms and 360,000 youth in all 50 states and the District of Columbia.
- **NBA Cares Learn and Play Centers**: Through NBA Cares, the NBA family, led by NBA and WNBA players and coaches, works to encourage young people to develop a life-long love of reading. Teams and players participate in reading events during visits to schools and community organizations. The league and its teams and players also create NBA Cares Learn and Play Centers in schools and community organizations in need. These projects include reading rooms, libraries, computer centers, and more. They also include extensive renovations, book donations, educational software, and resources. These centers provide children and families with the opportunity to access educational and technological resources and a stimulating and safe place to learn. To date, the NBA and WNBA

- **NBA Math Hoops**: NBA Math Hoops is a comprehensive community program, featuring a basketball board game, mobile app, and curriculum, that allows students to learn fundamental math skills through the game of basketball. The game features statistics from NBA and WNBA players. All program content is developed in alignment Common Core State Standards and 21st Century Learning Skills and has been shown to improve students' foundational math and social-emotional skills. The NBA Math Hoops program experienced is managed by Learn Fresh, a 501(c)3 nonprofit, in association with NBA Cares.

Youth and Family Development

- **MLK Day Classic Tournament**: On January 20, 2020, the Minnesota Timberwolves & Lynx Basketball Academy hosted their 9th Annual MLK Day Classic Tournament. The tournament included the state's best 24 girls teams, grades 4-8, at Maple Grove Middle School and 40 boys teams, grades 4-8. WNBA Champion Sylvia Fowles of the Minnesota Lynx made an appearance at the girls' tournament location to speak to the youth. The Memphis Grizzlies also hosted coaches from 60 local youth basketball teams to join Robert Parish, Caron Butler, coaches Taylor Jenkins, Alvin Gentry, and Jason March, and WNBA Legend Sheryl Swoopes for a forum designed to foster healthier relationships amongst players, parents, referees, and coaches in youth sports.
- **Big Brothers Big Sisters**: The Minnesota Lynx partnered with Big Brothers Big Sisters in January 2019 to sign five new honorary members to their roster. Each honorary member was paired with a player who served as a mentor for practice and throughout the season as part of the team's 2019 "Dream Team." The mentors included Danielle Robinson, Damiris Dantas, Karima Christmas-Kelly, Odyssey Sims and Napheesa Collier. In addition to signing an honorary contract, the new members of the Lynx team had one-on-one time with their mentors, took part in practice, ran

through skills and drills and ate lunch in the Lynx players' lounge. The Dream Team was honored on-court prior to a game and participated in community service events.

- Player Mentoring Programs: For the second consecutive season, Charlotte Hornets guard Kemba Walker organized regular outings for a group of four young people and their mentors in partnership with Big Brothers Big Sisters of Central Carolinas. In addition, the Atlanta Dream's Angel McCoughtry, the Indiana Pacers' TJ Leaf, and the Milwaukee Bucks' Pat Connaughton organized similar programs in partnership with local mentoring organizations.

Health and Wellness

- Headspace: In March 2018, the NBA and WNBA teamed up with Headspace to provide training and resources to league and team staff. As part of the partnership, all WNBA players and team staff receive complimentary access to Headspace's library of mindfulness content. Additionally, in July 2019, the NBA and WNBA launched a co-branded Performance Mindset category within the Headspace app, featuring WNBA players Sue Bird and Nneka Ogwumike.
- Mind Health: In April 2018, the NBA launched its first-ever mental wellness campaign with a PSA of DeMar DeRozan and Kevin Love. The PSA directs fans to wnba.com/mindhealth where they can learn more on how to live more healthy, resilient lives, hear stories of mental health journeys from NBA and WNBA talent, and access resources from the league's mental health and wellness partners. The Jed Foundation, together with WNBA Legend Chamique Holdsclaw, created a self-study reflection guide based on Holdsclaw's film of her mental health and wellness journey: *Mind/Game*, which is featured on the site. Inspired by the momentum created by players like Holdsclaw, as well as Kevin Love and DeMar DeRozan, several other players, legends, and coaches, have come forward and shared their experiences.
- In May 2020, the NBA and WNBA, in partnership with the NBPA and WNBP, launched their first-ever joint Mind Health PSA featuring Layshia Clarendon along with Kevin Love and DeAndre Jordan. The PSA directs fans back to wnba.com/mindhealth.
- In addition, NBA FIT, WNBA FIT, Her Time To Play and Jr. NBA programming incorporates mental wellness messaging and mindfulness training with the support of community experts like The Jed Foundation, Headspace, and the Child Mind Institute. In January, we created a resource for Jr. NBA youth programs, as well as NBA and WNBA players, to provide support in the wake of Kobe and Gigi Bryant's passing. The "Coping with Grief & Loss" document was shared with all players across both leagues and featured in the Jr. NBA monthly newsletter. Additional mental wellness offerings have extended to employees as well through access to mindfulness trainings, mental health and wellness conversations, and Mental Health First Aid training courses.
- The WNBA celebrated World Mental Health Awareness Month by promoting healthy minds and bodies and increasing awareness around emotional well-being through digital and social content. The league hosted a conversation for league and team employees with former Surgeon General, Dr. Vivek Murthy and WNBA Legend Chamique Holdsclaw to discuss Dr. Murthy's book, *Together*, on the healing power of human connection and tips for managing stress during uncertain times.
- WNBA Together: Through WNBA Together, our global outreach and engagement campaign, the WNBA has worked with players, partners and health experts to provide information and programs for youth, parents, and fans to help navigate different feelings during these uncertain times, including a dedicated resource for tips on how to manage feelings of uncertainty. We also partnered with Discovery Education and Child Mind Institute on a series of mental wellness videos featuring Alysha Clark and Sheryl Swoopes, as

well as Bismack Biyombo and Smush Parker.

- NBA/WNBA FIT: FIT is the league's health and wellness platform that encourages physical and mental wellbeing for fans of all ages. NBA FIT utilizes the best athletes in the world to showcase their extensive training and nutrition regimens and to promote the understanding of the benefits of a healthy body and mind.
- WNBA FIT Month presented by Kaiser Permanente: highlights the importance of leading a healthy life through mind, body and spirit with a focus on total health, fitness, nutrition and self-esteem. WNBA teams and players join community members and partners and encourage physical activity, mental wellbeing and healthy living for children and families through grassroots programs and events, broadcast and digital ads and in-arena and online programming. Since 2015, the NBA, WNBA and NBA G League teams have hosted over 350 health and wellness events, impacting more than 166,000 people.
- WNBA Breast Health Awareness: As part of WNBA FIT Month, the WNBA and its teams support its longest running platform WNBA Breast Health Awareness. WNBA Breast Health Awareness, launched in the WNBA's inaugural season, focuses on generating awareness, educating women, and inspiring others in the fight against breast cancer, in addition to raising funds for breast health initiatives. Each season, the WNBA and its teams help raise awareness and inspire others in the fight against breast cancer during Breast Health Awareness Week, when each team partners with community-based organizations like Bright Pink to host Breast Health Awareness Nights, events in the community, and wearing custom Breast Health warm up shirts for select games. In 2019, the WNBA raised over \$20,000 for breast health related organizations.
- Total Athlete Community Conversation – As part of WNBA FIT week, the WNBA

hosted an intimate virtual Total Athlete Community Conversation for over 100 girls, ages 10-16 and featured current and former WNBA Players and staff. Participants had the opportunity to listen to an expert panel discussion exploring how and what elite WNBA athletes do in order to perform their best. Topics included, diet, nutrition, time management and routines, mental health, and taking care of one's body.

- Total Health Forum: For four years, the NBA and Kaiser Permanente have hosted the Total Health Forum – an annual event that brings together leaders from sport, business, community organizations, and government to discuss the most pressing community health issues facing our country. Previous forums were held in Washington, D.C., Los Angeles, Atlanta. The fourth annual Total Health Forum took place in New York City in March 2019 and addressed stressors youth, girls and women face and the power of resiliency in building solutions, with a focus on mental health. Participants included NBA Commissioner Adam Silver, Kaiser Permanente Chairman and CEO Bernard Tyson, NBA Legend Alonzo Mourning, Olympic Gold Medalist and Activist Aly Raisman, WNBA Legend Chamique Holdsclaw, WNBA coach Katie Smith and ESPN's Hannah Storm.
- Nothing But Nets: NBA Cares and WNBA Cares are founding partners of the United Nations Foundation's Nothing But Nets campaign, a grassroots movement to save lives by preventing malaria (the leading killer of children in Africa). The NBA and WNBA have helped raise more than \$56 million to distribute more than 9 million life-saving bed nets.

Hoops for Troops

- NBA Cares Hoops for Troops is the leagues' global, year-round program in collaboration with the Department of Defense and Joint Chiefs of Staff showcasing our commitment to service and honoring active and retired servicemen, women, and their families.

- Hoops for Troops supports local communities and hundreds of thousands of active and retired armed forces members and their families each year, focusing on four pillars – transition, community, leadership, and health. Led by teams and current and former players, the initiative features a full schedule of events across the country including USO Tours with legends of the game, exhibition games, clinics, open practices, speaking engagements, meet-and-greets, game tickets and more.
- TAPS: The NBA, WNBA and NBA G League work closely with the Tragedy Assistance Program for Survivors (TAPS) throughout the year to support families who have lost loved ones serving in the armed forces. Players, coaches, referees, and teams host TAPS families for unique experiences including meet-and-greets and on-court recognition moments.
- Veterans Day: Hoops for Troops Veterans Day activation honors and supports active and retired military and their families. This past season the league and teams, alongside current and former NBA and WNBA players, worked with all six branches of the military in communities across the country to coordinate events and in-arena activities for troops and their families. To commemorate the holiday, players and officials wore special on-court apparel including Hoops for Troops warmups.
- The NBA family worked closely with the Department of Defense, Tragedy Assistance Program for Survivors and the USO to provide in-arena experiences (ie. ball kid experiences, color guards, concourse activation and pre-game meet & greet experiences) as well as game tickets throughout the weekend to both military personnel and their families in the Greater Chicago area during NBA All-Star.
- Jr. NBA: As part of the NBA and WNBA's longstanding relationship with the US military, the Jr. NBA provides support to youth basketball leagues on installations around the world. Jr.

NBA Military Leagues engage military youth, coaches, and families by providing uniforms, equipment, and skill and character development resources to each participating organization. Leagues also have the opportunity to apply for the Jr. NBA Program of the Year Award for the chance to earn recognition as one of the countries outstanding youth organizations and a \$5,000 grant.

- NBA Finals USO Tour: From June 4-8, 2019, the NBA/WNBA partnered with USO for the 2019 NBA Finals Tour to visit service members stationed in Hawaii. Tour stops included military unit visits at the Joint Base Pearl Harbor – Hickam and Kaneohe Bay, as well as a live viewing party of Game 4 of the 2019 NBA Finals presented by YouTube TV at the Schofield Barracks. Tour participants included Naismith Memorial Basketball Hall of Famers Ray Allen and Coach Don Nelson, NBA legends Roy Hibbert and Kevin Ollie, and WNBA legend Taj McWilliams-Franklin.
- General Martin E. Dempsey: In 2015, the NBA appointed General Martin E. Dempsey, the 18th Chairman of the Joint Chiefs of Staff, as the Special Adviser to Commissioner Adam Silver. General Dempsey, who held the position as highest-ranking U.S. military officer, provides the NBA with counsel on leadership and service and serves as chairman of the Jr. NBA Leadership Council.

International Initiatives

- NBA Cares and Jr. NBA Internationally: Through a variety of youth participation programs, including Jr. NBA, NBA/WNBA FIT and NBA Cares, the NBA and WNBA reached more than 60 million youth in 75 countries through league play, in-school programming, clinics, skills challenges, and other outreach events during the 2018-19 season. NBA Cares programs and participants have provided more than 5.8 million hours of hands-on service and created more than 1,650 places where kids and families can live, learn or play in communities

around the world. Internationally, NBA Cares has created more than 323 places where kids and families can live, learn, or play in 40 countries and territories.

- NBA India and Reliance Foundation have partnered on the Jr. NBA program for the past seven years. This year, the program for youth ages 8-16 spans across 34 cities. Since its launch in 2013, the Reliance Foundation Jr. NBA program has reached more than 11 million youth and trained more than 13,000 physical education instructors in more than 13,000 schools nationwide. The Reliance Foundation Jr. NBA program focuses on inspiring youth to adopt a healthy, active lifestyle by integrating basketball into each participating school's physical education curriculum.
- The Jr. NBA program in Asia reached more than 19.5 million youth in 2019, targeting boys and girls ages 10-14. Jr. NBA programs in this region are currently executed in Indonesia, Malaysia, Vietnam, Thailand, Singapore and the Philippines, with plans to expand into Australia, South Korea and Japan. Programming includes fan fests, youth clinics, train-the-trainer sessions, and national camps.
- Basketball Without Borders: Basketball Without Borders (BWB) is the NBA and WNBA's FIBA's global basketball development and community outreach program that unites young basketball players to promote the sport and encourage positive social change in the areas of education and health. Since 2001, the NBA and FIBA have staged 59 BWB camps in 38 cities in 30 countries on six continents. BWB has hosted more than 3,500 participants from 129 countries and territories. More than 290 current and former NBA/WNBA players have joined more than 240 NBA team personnel from all 30 NBA teams with 54 BWB campers drafted into the NBA. Additionally, six BWB campers signed as free agents. In addition to working with the campers on the court, NBA players

and coaches lead extensive community outreach programs through NBA Cares and participate in daily seminars that promote education, leadership, character, healthy living and HIV/AIDS awareness and prevention.

- Empowering Women and Girls Through Sport Initiative: In partnership with the U.S. Department of State's Bureau of Educational and Cultural Affairs' Sports Diplomacy Office as well as the Empowering Women and Girls Through Sport Initiative, more than 78 current and former NBA and WNBA players and coaches have traveled to 83 countries as ambassadors of sport, conducting clinics, visiting schools and speaking to youth. Additionally, the NBA and WNBA support the U.S. State Department's Sports Visitor Program by partnering to host youth and coaches during their visits to the U.S.
- Live, Learn and Play: The NBA and WNBA, in partnership with the USAID, developed Live, Learn and Play: Sustainable, Scalable Basketball for Youth Development (LLP), a public-private partnership to foster youth development in Africa through sustainable basketball and life skills development. To date, LLP has trained 205 coaches and partnered with 21 schools and youth clubs, reaching a total of 849 youth. LLP programs use sport to transcend social, economic, and political barriers, bringing youth together and encouraging healthy lifestyles and community development.
- Jr. NBA Global Championship: The NBA and WNBA hosted the second annual Jr. NBA Global Championship in 2019, a high-profile, aspirational global 14U competition that elevates youth basketball and the Jr. NBA around the world. The culminating event was played at the ESPN Wide World of Sports Complex at the Walt Disney World Resort in Orlando, FL, from Aug. 6-11, 2019, with 32 teams (16 boys, 16 girls) representing eight U.S. regions (Central, Mid-Atlantic, Midwest, Northeast, Northwest, South, Southeast, West) and eight international regions (Africa, Asia Pacific, Canada, China, Europe & Middle East, India, Latin America, Mexico).

Appendix II

Players								
	%	#		%	#		%	#
2020			2013			2006		
White	18.4%	27	White	20.0%	28	White	36.0%	75
Black or African-American	69.4%	102	African-American	73.0%	103	African-American	63.0%	133
Hispanic/Latino	1.4%	2	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	1
Hawaiian or Pac. Islander	0.0%	0	Other	7.0%	10	Other	1.0%	2
Am. Indian or Alaska Native	0.0%	0	International	8.5%	12	International	17.0%	36
Two or More Races	8.8%	13						
Unknown	2.0%	3						
2019			2012			2005		
White	17.4%	25	White	16.0%	22	White	34.0%	64
African-American	67.4%	97	African-American	74.0%	100	African-American	63.0%	100
Latino	0.7%	1	Latino	0.0%	0	Latino	1.0%	3
Asian	1.4%	2	Asian	0.0%	0	Asian	0.0%	0
Other	13.2%	19	Other	1.0%	1	Other	1.0%	4
			International	9.0%	12	International	19.0%	39
2018			2011			2004		
White	15.8%	23	White	21.0%	31	White	33.0%	66
African-American	78.1%	114	African-American	69.0%	101	African-American	66.0%	134
Latino	1.4%	2	Latino	3.0%	4	Latino	1.0%	2
Asian	1.4%	2	Asian	0.0%	0	Asian	0.0%	0
Other	3.4%	5	Other	>1%	1	Other	0.0%	0
			International	6.0%	9	International	16.0%	33
2017			2010			2002		
White	14.6%	21	White	16.0%	26	White	35.0%	x
African-American	76.4%	110	African-American	69.0%	112	African-American	61.0%	x
Latino	2.8%	4	Latino	1.0%	1	Latino	<3%	x
Asian	0.7%	1	Asian	0.0%	0	Asian	<1%	x
Other	5.6%	8	Other	1.0%	1	Other	<1%	x
			International	14.0%	23			
2016			2009			2001		
White	24.5%	35	White	20.0%	38	White	34.0%	x
African-American	68.5%	98	African-American	67.0%	126	African-American	63.0%	x
Latino	3.5%	5	Latino	0.0%	0	Latino	3.0%	x
Asian	0.7%	1	Asian	0.0%	0	Other	x	x
Other	2.8%	4	Other	1.0%	1			
			International	12.0%	23			
2015			2008			2000		
White	24.3%	37	White	21.0%	44	White	33.0%	x
African-American	71.7%	109	African-American	65.0%	139	African-American	65.0%	x
Latino	0.7%	1	Latino	0.0%	0	Latino	2.0%	x
Asian	0.0%	0	Asian	0.0%	0	Other	0.0%	x
Other	3.3%	5	Other	0.0%	0			
International	16.4%	25	International	14.0%	31			
2014			2007			1999		
White	23.3%	35	White	35.0%	66	White	32.0%	x
African-American	69.3%	104	African-American	63.0%	117	African-American	64.0%	x
Latino	1.3%	2	Latino	0.0%	0	Latino	2.0%	x
Asian	0.0%	0	Asian	1.0%	1	Other	0.0%	x
Other	6.0%	9	Other	2.0%	3			
International	14.0%	21	International	14.0%	27			

x=Data not recorded

Table 1

League Office: Professional Employees								
	%	#		%	#		%	#
2020			2013			2006		
White	50.0%	23	White	67.0%	16	White	66.0%	29
Black or African-American	34.8%	16	African-American	29.0%	7	African-American	20.5%	9
Hispanic/Latino	4.3%	2	Latino	0.0%	0	Latino	2.2%	1
**Asian	4.3%	2	Asian	4.0%	1	Asian	11.3%	5
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	79.0%	19	Women	75.0%	33
Two or More Races	6.5%	3	Total	-	24	Total	-	44
Unknown	0.0%	0						
Women	60.9%	28						
Total	-	46						
2019			2012			2005		
White	53.3%	24	White	71.0%	15	White	65.0%	15
African-American	40.0%	18	African-American	29.0%	6	African-American	26.0%	6
Latino	2.2%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	9.0%	2
Other	4.4%	2	Other	0.0%	0	Other	0.0%	0
Women	48.9%	22	Women	71.0%	15	Women	70.0%	16
Total	-	45	Total	-	21	Total	-	23
2018			2011			2004		
White	45.0%	18	White	71.0%	15	White	60.0%	6
African-American	35.0%	14	African-American	29.0%	6	African-American	40.0%	4
Latino	10.0%	4	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	10.0%	4	Other	0.0%	0	Other	0.0%	0
Women	50.0%	20	Women	76.0%	16	Women	90.0%	9
Total	-	40	Total	-	21	Total	-	10
2017			2010			2002		
White	49.0%	19	White	76.0%	22	White	55.0%	12
African-American	36.0%	14	African-American	24.0%	7	African-American	36.0%	8
Latino	8.0%	3	Latino	0.0%	0	Latino	9.0%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	8.0%	3	Other	0.0%	0	Other	0.0%	0
Women	54.0%	21	Women	69.0%	20	Women	95.0%	21
Total	-	39	Total	-	29	Total	-	22
2016			2009			2000		
White	73.9%	17	White	67.0%	22	White	55.0%	11
African-American	26.1%	6	African-American	27.0%	9	African-American	35.0%	7
Latino	0.0%	0	Latino	3.0%	1	Latino	5.0%	1
Asian	0.0%	0	Asian	3.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	5.0%	1
Women	69.6%	16	Women	100.0%	33	Women	85.0%	17
Total	-	23	Total	-	33	Total	-	20
2015			2008			1998		
White	75.0%	18	White	67.0%	22	White	69.0%	9
African-American	25.0%	6	African-American	27.0%	9	African-American	23.0%	3
Latino	0.0%	0	Latino	3.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	3.0%	1	Asian	8.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	75.0%	18	Women	x	x	Women	69.0%	9
Total	-	24	Total	-	33	Total	-	13
2014			2007			Table 2 <i>**Data reported in this category may include those identifying as Hawaiian or Pacific Islander</i> <i>x=Data not recorded</i> <i>*Information submitted by the WNBA League Office</i>		
White	70.8%	17	White	64.0%	27			
African-American	25.0%	6	African-American	21.0%	9			
Latino	0.0%	0	Latino	2.0%	1			
Asian	4.2%	1	Asian	12.0%	5			
Other	0.0%	0	Other	0.0%	0			
Women	79.2%	19	Women	74.0%	31			
Total	-	24	Total	-	42			

Majority Owners

	%	#		%	#		%	#
2020			2015			2009		
White	71.1%	32	White	82.1%	32	White	100.0%	18
Black or African-American	15.6%	7	African-American	12.8%	5	African-American	0.0%	0
Hispanic/Latino	2.2%	1	Latino	2.6%	1	Latino	0.0%	0
*Asian	4.4%	2	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	2.6%	1	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	35.9%	14	Women	22.0%	4
Two or More Races	0.0%	0	2014			2008		
Other/Unknown	6.7%	3	White	83.3%	30	White	100.0%	20
Women	33.3%	15	African-American	11.1%	4	African-American	0.0%	0
2019			Latino	2.8%	1	Latino	0.0%	0
White	74.4%	32	Asian	0.0%	0	Asian	0.0%	0
African-American	16.3%	7	Other	2.8%	1	Other	0.0%	0
Latino	2.3%	1	Women	33.3%	12	Women	20.0%	4
Asian	2.3%	1	2013			2007		
Other	4.7%	3	White	72.0%	18	White	100.0%	20
Women	32.6%	15	African-American	20.0%	5	African-American	0.0%	0
2018			Latino	4.0%	1	Latino	0.0%	0
White	74.4%	32	Asian	0.0%	0	Asian	0.0%	0
African-American	16.3%	7	Other	4.0%	1	Other	0.0%	0
Latino	2.3%	1	Women	36.0%	9	Women	20.0%	4
Asian	2.3%	1	2012			2006		
Other	4.7%	2	White	72.0%	18	White	95.0%	18
Women	32.6%	14	African-American	20.0%	5	African-American	5.0%	1
2017			Latino	4.0%	1	Latino	0.0%	0
White	71.9%	23	Asian	0.0%	0	Asian	0.0%	0
African-American	18.8%	6	Other	4.0%	1	Other	0.0%	0
Latino	3.1%	1	Women	40.0%	10	Women	11.0%	2
Asian	0.0%	0	2011			2005		
Other	6.3%	2	White	100.0%	13	White	92.0%	21
Women	34.4%	11	African-American	0.0%	0	African-American	8.0%	2
2016			Latino	0.0%	0	Latino	0.0%	0
White	80.0%	28	Asian	0.0%	0	Asian	0.0%	0
African-American	14.3%	5	Other	0.0%	0	Other	0.0%	0
Latino	2.9%	1	Women	31.0%	4	Women	16.0%	4
Asian	0.0%	0	2010			2004		
Other	2.9%	1	White	100.0%	12	White	94.0%	16
Women	40.0%	14	African-American	0.0%	0	African-American	6.0%	1
Table 3			Latino	0.0%	0	Latino	0.0%	0
*Data reported in this category may include those identifying as Hawaiian or Pacific Islander			Asian	0.0%	0	Asian	0.0%	0
			Other	0.0%	0	Other	0.0%	0
			Women	25.0%	3	Women	18.0%	3

Head Coaches								
	%	#		%	#		%	#
2020			2013			2006		
White	75.0%	9	White	75.0%	9	White	86.0%	12
Black or African-American	25.0%	3	African-American	25.0%	3	African-American	14.0%	2
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	42.0%	5	Women	21.0%	3
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	41.7%	5						
2019			2012			2005		
White	75.0%	9	White	67.0%	8	White	85.0%	11
African-American	25.0%	3	African-American	33.0%	4	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	41.7%	5	Women	42.0%	5	Women	38.0%	5
2018			2011			2004		
White	75.0%	9	White	58.0%	7	White	69.0%	9
African-American	25.0%	3	African-American	42.0%	5	African-American	31.0%	4
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	50.0%	6	Women	38.0%	5
2017			2010			2002		
White	58.3%	7	White	67.0%	8	White	82.0%	14
African-American	41.7%	5	African-American	33.0%	4	African-American	18.0%	3
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	58.0%	7	Women	41.0%	7
2016			2009			2001		
White	75.0%	9	White	77.0%	10	White	75.0%	12
African-American	25.0%	3	African-American	23.0%	3	African-American	25.0%	4
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	41.7%	5	Women	38.0%	5	Women	44.0%	7
2015			2008			2000		
White	75.0%	9	White	64.0%	9	White	69.0%	11
African-American	25.0%	3	African-American	36.0%	5	African-American	31.0%	5
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	36.0%	5	Women	44.0%	7
2014			2007			1999		
White	66.7%	8	White	77.0%	10	White	75.0%	9
African-American	33.3%	4	African-American	23.0%	3	African-American	25.0%	3
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	31.0%	4	Women	50.0%	6
Table 4						1998		
						White	42.9%	3
						African-American	57.1%	4
						Asian	0.0%	0
						Latino	0.0%	0
						Other	0.0%	0
						Women	70.0%	7

Assistant Coaches								
	%	#		%	#		%	#
2020			2013			2006		
White	45.8%	11	White	63.0%	15	White	59.0%	16
Black or African-American	45.8%	11	African-American	38.0%	9	African-American	41.0%	11
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	4.2%	1	Women	67.0%	16	Women	56.0%	15
Two or More Races	4.2%	1						
Unknown	0.0%	0						
Women	62.5%	15						
2019			2012			2005		
White	57.7%	15	White	60.0%	15	White	65.0%	17
African-American	38.5%	10	African-American	40.0%	10	African-American	35.0%	9
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	3.8%	1	Other	0.0%	0	Other	0.0%	0
Women	61.5%	16	Women	64.0%	16	Women	65.0%	17
2018			2011			2004		
White	50.0%	16	White	63.0%	12	White	55.0%	18
African-American	50.0%	16	African-American	36.0%	7	African-American	45.0%	15
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	59.4%	19	Women	63.0%	12	Women	58.0%	19
2017			2010			2002		
White	46.2%	12	White	56.0%	9	White	68.0%	27
African-American	53.8%	14	African-American	44.0%	7	African-American	33.0%	13
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	61.5%	16	Women	56.0%	9	Women	55.0%	19
2016			2009			2000		
White	52.2%	12	White	59.0%	16	White	75.0%	27
African-American	47.8%	11	African-American	41.0%	11	African-American	22.0%	13
Latino	0.0%	0	Latino	0.0%	0	Latino	3.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	56.5%	13	Women	59.0%	16	Women	61.0%	22
2015			2008			1999		
White	50.0%	20	White	58.0%	18	White	74.0%	17
African-American	50.0%	20	African-American	42.0%	13	African-American	22.0%	5
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	4.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	45.0%	18	Women	55.0%	17	Women	52.0%	12
2014			2007			1998		
White	48.0%	12	White	61.0%	19	White	63.0%	2
African-American	52.0%	13	African-American	39.0%	12	African-American	31.0%	5
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	6.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	68.0%	17	Women	52.0%	16	Women	50.0%	8

Table 5

CEO/President								
	%	#		%	#		%	#
2020			2015			2009		
White	75.0%	9	White	77.8%	14	White	88.0%	14
Black or African-American	16.7%	2	African-American	22.2%	4	African-American	6.0%	1
Hispanic/Latino	8.3%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	6.0%	1
Am. Indian or Alaska Native	0.0%	0	Women	27.8%	5	Women	38.0%	6
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	58.3%	7						
2019			2014			2008		
White	72.7%	8	White	85.0%	17	White	80.0%	12
African-American	27.3%	3	African-American	10.0%	2	African-American	13.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	7.0%	1
Women	45.5%	5	Women	20.0%	4	Women	33.0%	5
2018			2013			2007		
White	73.3%	11	White	79.0%	11	White	87.0%	13
African-American	26.7%	4	African-American	14.0%	2	African-American	13.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	40.0%	6	Women	36.0%	5	Women	27.0%	4
2017			2012			2006		
White	81.3%	13	White	93.0%	14	White	89.0%	16
African-American	18.8%	3	African-American	0.0%	0	African-American	11.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	31.3%	5	Women	13.0%	2	Women	22.0%	4
2016			2011			2005		
White	86.7%	13	White	91.0%	20	White	90.0%	14
African-American	13.3%	2	African-American	5.0%	1	African-American	10.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	0.0%	0
Women	33.3%	5	Women	9.0%	2	Women	10.0%	2
Table 6			2010			2004		
			White	87.0%	13	White	85.0%	11
			African-American	7.0%	1	African-American	15.0%	2
			Latino	0.0%	0	Latino	0.0%	0
			Asian	0.0%	0	Asian	0.0%	0
			Other	7.0%	1	Other	0.0%	0
			Women	40.0%	6	Women	8.0%	1

General Manager								
	%	#		%	#		%	#
2020			2015			2009		
White	72.7%	8	White	72.7%	8	White	75.0%	9
African-American	27.3%	3	African-American	27.3%	3	African-American	25.0%	3
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
American Indian or Alaska Native	0.0%	0	Women	54.5%	6	Women	50.0%	6
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	27.3%	3						
2019			2014			2008		
White	72.7%	8	White	70.0%	7	White	77.0%	10
African-American	27.3%	3	African-American	30.0%	3	African-American	21.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	45.5%	5	Women	40.0%	4	Women	54.0%	7
2018			2013			2007		
White	75.0%	9	White	64.0%	7	White	85.0%	11
African-American	25.0%	3	African-American	36.0%	4	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	36.0%	4	Women	54.0%	7
2017			2012			2006		
White	72.7%	8	White	58.0%	7	White	82.0%	9
African-American	27.3%	3	African-American	42.0%	5	African-American	18.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	54.5%	6	Women	33.0%	4	Women	55.0%	6
2016			2011			2005		
White	80.0%	8	White	67.0%	8	White	73.0%	9
African-American	20.0%	2	African-American	33.0%	4	African-American	27.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	5	Women	67.0%	8	Women	67.0%	8
Table 7			2010			2004		
			White	67.0%	8	White	77.0%	10
			African-American	33.0%	4	African-American	23.0%	3
			Latino	0.0%	0	Latino	0.0%	0
			Asian	0.0%	0	Asian	0.0%	0
			Other	0.0%	0	Other	0.0%	0
			Women	67.0%	6	Women	77.0%	10

Vice Presidents and Above

	%	#		%	#		%	#
2020			2015			2009		
White	73.9%	51	White	90.6%	87	White	93.0%	54
African-American	24.6%	17	African-American	8.3%	8	African-American	3.0%	2
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Latino	3.0%	2
Asian	0.0%	0	Asian	1.0%	1	Asian	0.0%	0
Native Hawaiian/Pacific Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
American Indian or Alaska Native	0.0%	0	Women	26.0%	25	Women	28.0%	16
Two or More Races	1.4%	1						
Unknown	0.0%	0						
Women	50.7%	35						
2019			2014			2008		
White	72.6%	45	White	92.6%	88	White	92.0%	61
African-American	22.6%	14	African-American	6.3%	6	African-American	6.0%	4
Latino	4.8%	3	Latino	1.1%	1	Latino	2.0%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	48.4%	30	Women	23.2%	22	Women	30.0%	20
2018			2013			2007		
White	72.6%	45	White	94.0%	47	White	94.0%	61
African-American	22.6%	14	African-American	4.0%	2	African-American	6.0%	4
Latino	4.8%	3	Latino	2.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	48.4%	30	Women	28.0%	14	Women	26.0%	17
2017			2012			2006		
White	87.9%	116	White	89.0%	47	White	90.0%	80
African-American	11.4%	15	African-American	8.0%	4	African-American	10.0%	9
Latino	0.8%	1	Latino	4.0%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	29.5%	39	Women	25.0%	13	Women	20.0%	18
2016			2011			2005		
White	89.0%	97	White	94.0%	34	White	91.0%	77
African-American	10.1%	11	African-American	3.0%	1	African-American	8.0%	7
Latino	0.9%	1	Latino	3.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	1.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	26.6%	29	Women	25.0%	9	Women	27.0%	23
TABLE 8 <i>*In 2018, this category was renamed to "Vice Presidents and Above," all previous data was classified as Vice Presidents</i>			2010			2004		
			White	91.0%	21	White	89.0%	42
			African-American	4.0%	1	African-American	11.0%	5
			Latino	4.0%	1	Latino	0.0%	0
			Asian	0.0%	0	Asian	0.0%	0
			Other	0.0%	0	Other	0.0%	0
			Women	13.0%	3	Women	28.0%	13

Managers to Senior Directors								
	%	#		%	#		%	#
2020			2015			2009		
White	65.1%	99	White	78.1%	75	White	81.0%	42
African-American	21.7%	33	African-American	14.6%	14	African-American	12.0%	6
Hispanic/Latino	2.6%	4	Latino	2.1%	2	Latino	6.0%	3
**Asian	4.6%	7	Asian	4.2%	4	Asian	2.0%	1
Native Hawaiian/Pacific Islander	0.0%	0	Other	1.0%	1	Other	0.0%	0
American Indian or Alaska Native	0.0%	0	Women	34.4%	33	Women	44.0%	23
Two or More Races	5.9%	9	2014			2008		
Unknown	0.0%	0	White	82.6%	90	White	78.0%	56
Women	46.7%	71	African-American	11.9%	13	African-American	13.0%	9
			Latino	3.7%	4	Latino	4.0%	3
			Asian	1.8%	2	Asian	4.0%	3
			Other	0.0%	0	Other	1.0%	1
			Women	36.7%	40	Women	49.0%	35
2019			2013			2007		
White	74.2%	98	White	80.0%	43	White	82.0%	50
African-American	17.4%	23	African-American	13.0%	7	African-American	11.0%	7
Latino	1.5%	2	Latino	2.0%	1	Latino	5.0%	3
Asian	4.5%	6	Asian	2.0%	1	Asian	2.0%	1
Other	2.3%	3	Other	4.0%	2	Other	0.0%	0
Women	51.5%	68	Women	48.0%	26	Women	43.0%	26
2018			2012			2006		
White	73.8%	135	White	79.0%	46	White	81.0%	94
African-American	17.5%	32	African-American	19.0%	11	African-American	9.0%	11
Latino	4.4%	8	Latino	0.0%	0	Latino	7.0%	8
Asian	2.7%	5	Asian	0.0%	0	Asian	2.0%	2
Other	1.6%	3	Other	2.0%	1	Other	1.0%	1
Women	52.5%	96	Women	52.0%	30	Women	28.0%	33
2017			2011			2005		
White	76.2%	99	White	72.0%	43	White	80.0%	99
African-American	20.0%	26	African-American	7.0%	4	African-American	11.0%	14
Latino	2.3%	3	Latino	18.0%	11	Latino	6.0%	7
Asian	0.8%	1	Asian	3.0%	2	Asian	2.0%	3
Other	0.8%	1	Other	0.0%	0	Other	0.0%	0
Women	27.7%	36	Women	33.0%	20	Women	37.0%	45
2016			2010			2004		
White	79.0%	94	White	72.0%	12	White	81.0%	74
African-American	12.6%	15	African-American	22.0%	4	African-American	12.0%	11
Latino	4.2%	5	Latino	6.0%	1	Latino	3.0%	3
Asian	2.5%	3	Asian	0.0%	0	Asian	2.0%	2
Other	1.7%	2	Other	0.0%	0	Other	1.0%	1
Women	24.4%	29	Women	61.0%	11	Women	42.0%	38

TABLE 9

*In 2018, this category was reclassified to "Managers to Senior Directors." All previous data was classified as Senior Management.

**Data reported in this category may include those identifying as Hawaiian or Pacific Islander

Professional Team Staff (Excludes Admins)								
	%	#		%	#		%	#
2020			2015			2009		
White	64.4%	87	White	73.8%	329	White	77.0%	79
African-American	14.1%	19	African-American	18.4%	82	African-American	15.0%	15
Hispanic/Latino	8.1%	11	Latino	1.3%	6	Latino	3.0%	3
**Asian	5.2%	7	Asian	5.2%	23	Asian	5.0%	5
Native Hawaiian/Pacific Islander	0.0%	0	Other	1.3%	6	Other	>1%	1
American Indian or Alaska Native	0.0%	0	Women	44.2%	197	Women	49.0%	50
Two or More Races	6.7%	9						
Unknown	1.5%	2						
Women	44.4%	60						
2019			2014			2008		
White	68.3%	125	White	76.9%	409	White	72.0%	115
African-American	15.8%	29	African-American	15.8%	84	African-American	14.0%	23
Latino	7.1%	13	Latino	4.9%	26	Latino	10.0%	16
Asian	4.4%	8	Asian	1.7%	9	Asian	1.0%	2
Other	4.4%	8	Other	0.8%	4	Other	2.0%	3
Women	40.4%	74	Women	41.5%	221	Women	52.0%	83
2018			2013			2007		
White	68.5%	111	White	71.0%	157	White	71.0%	132
African-American	23.5%	38	African-American	22.0%	48	African-American	13.0%	25
Latino	3.1%	5	Latino	4.0%	8	Latino	15.0%	28
Asian	3.1%	5	Asian	2.0%	5	Asian	1.0%	1
Other	1.9%	3	Other	2.0%	4	Other	1.0%	1
Women	58.0%	94	Women	49.0%	109	Women	48.0%	90
2017			2012			2006		
White	73.3%	400	White	72.0%	67	White	68.0%	159
African-American	15.0%	82	African-American	20.0%	19	African-American	16.0%	38
Latino	7.0%	38	Latino	3.0%	3	Latino	11.0%	26
Asian	4.4%	24	Asian	4.0%	4	Asian	3.0%	7
Other	0.4%	2	Other	0.0%	0	Other	2.0%	5
Women	41.2%	225	Women	44.0%	41	Women	44.0%	103
2016			2011			2005		
White	66.2%	325	White	86.0%	77	White	70.0%	165
African-American	20.2%	99	African-American	10.0%	9	African-American	17.0%	41
Latino	9.8%	48	Latino	4.0%	4	Latino	8.0%	19
Asian	3.5%	17	Asian	0.0%	0	Asian	4.0%	10
Other	0.4%	2	Other	0.0%	0	Other	0.0%	1
Women	44.4%	218	Women	40.0%	36	Women	50.0%	118
Table 10 **Data reported in this category may include those identifying as Hawaiian or Pacific Islander <i>*In 2018, this category was reclassified to "Professional Staff," all previous data was classified as Professional Administration.</i>			2010			2004		
			White	80.0%	28	White	69.0%	268
			African-American	17.0%	6	African-American	22.0%	86
			Latino	0.0%	0	Latino	5.0%	18
			Asian	0.0%	0	Asian	3.0%	14
			Other	3.0%	1	Other	<1%	3
			Women	54.0%	19	Women	44.0%	170

Physicians								
	%	#		%	#		%	#
2020			2014			2008		
White			White	86.4%	19	White	80%	12
African-American			African-American	4.5%	1	African-American	7%	1
Hispanic/Latino			Latino	4.5%	1	Latino	13%	2
Asian			Asian	0.0%	0	Asian	0%	0
Native Hawaiian/ Pacific Islander			Other	50.0%	1	Other	0%	0
American Indian or Alaska Native			Women	18.2%	4	Women	27%	4
Two or More Races								
Unknown								
Women								
2019			2013			2007		
White			White	60%	6	White	82%	18
African-American			African-American	10%	1	African-American	9%	2
Latino			Latino	0%	0	Latino	9%	2
Asian			Asian	10%	1	Asian	0%	0
Other			Other	20%	2	Other	0%	0
Women			Women	20%	2	Women	23%	5
2018			2012			2006		
White			White	100%	11	White	82%	18
African-American			African-American	0%	0	African-American	5%	1
Latino			Latino	0%	0	Latino	14%	3
Asian			Asian	0%	0	Asian	0%	0
Other			Other	0%	0	Other	0%	0
Women			Women	27%	3	Women	27%	6
2017			2011			2005		
White	73.7%	14	White	88%	7	White	82%	14
African-American	5.3%	1	African-American	0%	0	African-American	6%	1
Latino	0%	0	Latino	12%	1	Latino	12%	2
Asian	10.5%	2	Asian	0%	0	Asian	0%	0
Other	10.5%	2	Other	0%	0	Other	0%	0
Women	31.6%	6	Women	12%	1	Women	18%	3
2016			2010			2004		
White	88.9%	16	White	80%	8	White	100%	13
African-American	5.6%	1	African-American	10%	1	African-American	0%	0
Latino	0.0%	0	Latino	0%	0	Latino	0%	0
Asian	5.6%	1	Asian	10%	1	Asian	0	0
Other	0.0%	0	Other	0%	0	Other	0%	0
Women	27.8%	5	Women	20%	2	Women	8%	1
2015			2009			2002		
White	88.5%	23	White	78%	7	White	88%	x
African-American	3.8%	1	African-American	11%	1	African-American	6%	x
Latino	3.8%	1	Latino	11%	1	Latino	0%	x
Asian	0.0%	0	Asian	0%	0	Asian	6%	x
Other	3.8%	1	Other	0%	0	Other	0%	x
Women	34.6%	9	Women	33%	3	Women	22%	x

Table 11

Head Athletic Trainers								
	%	#		%	#		%	#
2020			2013			2006		
White	50.0%	6	White	70.0%	7	White	68.0%	15
African-American	41.7%	5	African-American	20.0%	2	African-American	18.0%	4
Hispanic/Latino	8.3%	1	Latino	0.0%	0	Latino	9.0%	2
Asian	0.0%	0	Asian	10.0%	1	Asian	0.0%	0
Native Hawaiian/Pacific Islander	0.0%	0	Other	0.0%	0	Other	5.0%	1
American Indian or Alaska Native	0.0%	0	Women	40.0%	4	Women	59.0%	13
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	83.3%	10						
2019			2012			2005		
White	44.4%	4	White	75.0%	12	White	70.0%	16
African-American	22.2%	2	African-American	19.0%	3	African-American	22.0%	5
Latino	22.2%	2	Latino	0.0%	0	Latino	9.0%	2
Asian	11.1%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	6.0%	1	Other	0.0%	0
Women	77.8%	7	Women	63.0%	10	Women	70.0%	16
2018			2011			2004		
White	70.0%	7	White	67.0%	8	White	77.0%	10
African-American	10.0%	1	African-American	33.0%	4	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	10.0%	1	Asian	0.0%	0	Asian	8.0%	1
Other	10.0%	1	Other	0.0%	0	Other	0.0%	0
Women	80.0%	8	Women	50.0%	6	Women	92.0%	12
2017			2010			2002		
White	75.0%	9	White	65.0%	11	White	86.0%	12
African-American	17.0%	2	African-American	29.0%	5	African-American	7.0%	1
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	8.0%	1	Asian	0.0%	0	Asian	7.0%	1
Other	0.0%	0	Other	6.0%	1	Other	0.0%	0
Women	58.0%	7	Women	53.0%	9	Women	88.0%	14
2016			2009			2000		
White	66.7%	8	White	65.0%	13	White	88.0%	1
African-American	25.0%	3	African-American	25.0%	5	African-American	6.0%	1
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	8.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	10.0%	2	Other	6.0%	1
Women	50.0%	6	Women	22.0%	4	Women	88.0%	10
2015			2008			1999		
White	76.9%	10	White	67.0%	14	White	92.0%	11
African-American	23.1%	3	African-American	29.0%	6	African-American	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	1.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	1.0%	0
Women	61.5%	8	Women	52.0%	11	Women	83.0%	11
2014			2007			1998		
White	76.9%	10	White	65.0%	13	White	100.0%	10
African-American	15.4%	2	African-American	20.0%	4	African-American	0.0%	0
Latino	0.0%	0	Latino	10.0%	2	Latino	0.0%	0
Asian	7.7%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	0.0%	0
Women	53.8%	7	Women	45.0%	9	Women	100.0%	10

Table 11