



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2021 Racial and Gender Report CardTM National Basketball Association

By Richard E. Lapchick

Contributing Editors: Daniel Bowman, David Eichenberger, Spencer Ewing, A.J. Forbes,
Amanda Kiernan, Taylor Middleton, Devon Miller, Kyle Richardson and Ashley Turner

Presented by:

The Institute for Diversity and Ethics in SportTM
with the DeVos Sport Business Management Program
in the College of Business Administration of the
University of Central Florida

Table of Contents



Executive Summary.....	1
Report Highlights.....	6
Overall Grades.....	9
Grades By Category.....	10
NBA Players.....	10
NBA League Office.....	10
Team Governors.....	14
NBA Coaches.....	16
Head Coaches.....	16
Assistance Coaches.....	17
NBA Team Front Offices.....	17
Chief Executive Officers and President.....	17
General Managers.....	19
C-Suite.....	20
Team Vice Presidents.....	21
Senior Management.....	21
Professional Staff.....	21
Head Athletic Trainers.....	22
NBA Radio/TV Broadcasters.....	22
NBA Referees.....	22
NBA Diversity and Inclusion Initiatives.....	23
How Grades Were Calculated and Methodology.....	24
About the Report Card.....	25
The Institute for Diversity and Ethics in Sport.....	25
DeVos Sport Business Management Program.....	26
Appendix I -List of Team Vice Presidents.....	27
Appendix II - Diversity and Inclusion Initiatives.....	35
Appendix III - Data Tables.....	57

© 2021 University of Central Florida. All rights reserved.

THE 2021 RACIAL AND GENDER REPORT CARD: **National Basketball Association**

Media Contacts:

A.J. Forbes, (563) 581-7343, anthony.forbes@ucf.edu
Kyle Richardson, (540) 656-6918, kyle.richardson@ucf.edu

Executive Summary

Orlando, FL - August 25, 2021

The Institute for Diversity and Ethics in Sport (TIDES) released the 2021 National Basketball Association (NBA) Racial and Gender Report Card (RGRC) today. After the 2020 season which was marked by the COVID-19 global health crisis and a national outcry for justice, the National Basketball Association (NBA) set new standards in health policies, athlete activism and racial and gender hiring practices.

The NBA received an **A** for racial hiring practices with a score of 94.5 points and a **B** for gender hiring practices with 81.9 points. The NBA saw increases in most categories within this year's Report card and remains an example for other leagues. The overall grade was a **B+** with 88.2 points. That was a slight decrease from 89.1 points last year and resulted from a change in the grading described below.

This Report follows the conclusion of the NBA Finals which featured several notable achievements in racial hiring and ownership. When the Phoenix Suns reached the Finals for the first time since 1993, Head Coach Monty Williams and General Manager James Jones became the second Black or African-American head coach and general manager duo in NBA history to reach the Finals. Also, there were six minority owners who were people of color, with Larry Fitzgerald having a minority stake in the Suns and Valerie Daniels-Carter, Michael Barber, Virgis Colbert, Corey Nettles, and Charles Harvey having minority stakes in the Milwaukee Bucks.

Overall Grade



B+

Racial Hiring



A

Gender Hiring



B

Using data from a snapshot within the 2020-2021 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. The majority of the data for this Report is from January 1, 2021, approximately a week after the season began. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise including top management, team managers, team professional staff, head trainers and broadcasters. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES, which then analyzed the data. The 2021 Report Card also has the extensive list of NBA diversity initiatives, which appears in Appendix II. Tables for the Report Card are included in Appendix III.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2021 Report Cards. The 94.5 points for racial hiring practices represented a decrease from 96.2 in the 2020 NBA RGRC and the difference is partially attributable to adding the graded ownership category, known as governors in the NBA, in 2021. The 81.9 points for gender hiring practices was a decrease from 82.0 in 2020 and the difference is partially attributable to adding the graded governors category. The same was true for the overall grade of 88.2 points, down from 89.1 in the 2020 NBA RGRC.

Also, beginning in the 2021 RGRC series, TIDES will be awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. Among the hiring milestones was that the hiring cycle at the end of the 2020-21 season resulted in seven of the eight head coaching vacancies at the end of the 2021 season were filled by Black or African-American candidates. As of this writing, there are 15 head coaches of color, just one shy of the NBA's all-time high of 16 head coaches of color in the 2011-12 season. The 12 general managers of color,

NBA RGRC at a Glance

Grade for Race of NBA Players

A+  **83.2%**
People of Color

Racial Hiring Grade for NBA Head Coaches

A **30.0%**
People of Color

Racial Hiring Grade for NBA Assistant Coaches

A+  **52.7%**
People of Color

Racial Hiring Grade for General Managers

A+  **40.0%**
People of Color

an increase from seven at the beginning of the 2020 season, was also a milestone as it was an all-time high for the NBA. The percentage of assistant coaches of color this year (52.7 percent) was the highest in the history of the Report Card and represented the first time that over half of the league's assistant coaches were people of color.

The NBA social justice initiatives include establishing the NBA Social Justice Coalition, the NBA Foundation, and the Kareem Abdul-Jabbar Social Justice Champion Award. The Social Justice Coalition was created to leverage the game's influence to advance equality and social justice. Similarly, the NBA Foundation was established to help dismantle systematic inequities plaguing Black youth. Its aim is to address wealth, income and employment disparities by partnering with all 30 teams' affiliated charitable organizations as well as the National Basketball Players Association (NBPA). The Kareem Abdul-Jabbar Social Justice Champion Award is given to a current NBA player who pursues social justice and upholds the league's values of equality, respect and inclusion. The inaugural winner for the 2021 season was Carmelo Anthony, now of the Los Angeles Lakers.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the Report Card, stated, "Amidst one of the most tumultuous years in American history, the NBA was able to have an incredible season including arenas at near-capacity attendance towards the end of the playoffs. That is a testament to its leadership as it also remains the best among men's professional sports leagues when it comes to diverse and inclusive hiring."

Lapchick continued, "a positive trend of women both team and league office-side has continued. The NBA League Office reached its highest percentage of women in professional staff roles in over a decade with 42.0 percent. Both team vice president and team senior management categories saw increases as well, reaching 27.8 percent and 37.9 percent, respectively. Referees reached an all-time high at 23.5 percent."

NBA RGRC at a Glance

Racial Hiring Grade for NBA League Office

A+  **41.6%**
People of Color

Gender Hiring Grade for NBA League Office

A-  **42.0%**
Women

Racial Hiring Grade for NBA Team Vice Presidents

A- **25.5%**
People of Color

Gender Hiring Grade for NBA Team Vice Presidents

C- **27.8%**
Women

At the team level, the four women serving as CEO/presidents is more than all other male professional sport leagues combined. In the 2020-21 season, 83.2 percent of players were people of color, the highest since the 2011 Report Card. The number of head coaches of color in the NBA remained the same at nine from the previous year. Additionally, the eight female assistant coaches was the second highest number in league history. The San Antonio Spurs' Becky Hammon interviewed for head coach with multiple teams during the most recent hiring cycle. This is encouraging as we could potentially see the first woman NBA head coach in men's professional sport within the next few years.

This year is the first time the NBA was graded separately for c-suite executive positions and vice president positions. At the team level, the percentage of people of color in team c-suite positions was 24.0 percent in 2020-2021. The percentage of people of color in team vice president positions was slightly higher at 25.5 percent. In the team senior management category, the percentage of people of color increased from 30.5 percent to 31.3 percent and increased substantially from 35.9 percent to 41.9 percent in the team professional staff category.

The NBA saw some notable improvements in gender hiring categories this year. There was a significant increase in the percentage of women in team senior management positions from 33.0 percent last year to 37.9 percent this year, marking an increase of 6.8 percent over the past two years and the highest percentage since 1999-2000. Women held 23.5 percent of referee roles, an increase of 1.1 percentage points from the 2019-2020 season. By comparison, women only represented 1.6 percent of all NBA referees just a few years ago in 2017-18. Women in NBA team vice president roles reached 27.8 percent, the highest percentage amongst the NFL, MLS and MLB.

The best category for the representation of women is in the NBA League Office with professional employees at 42.0 percent, an increase of 1.7 percentage points from the previous year. This was the highest percentage since the 2009-10 Report Card. The NBA had two women and two people of color serve as presidents in its League Office.

Racial Hiring Grade for NBA Team Senior Management

A+  **31.3%**
People of Color

Gender Hiring Grade for NBA Team Senior Management

B  **37.9%**
Women

Racial Hiring Grade for NBA Team C-Suite

B+ **24.0%**
People of Color

Gender Hiring Grade for NBA Team C-Suite

D+ **26.4%**
Women

Lapchick added, “Traditionally, the two positions on NBA teams under the greatest scrutiny are general manager and head coach. The percentage of people of color among general managers increased dramatically from 28.0 percent in the 2019-2020 season to 40.0 percent this past season, representing the highest mark in the NBA RGRC history. As of the beginning of the 2021 season, there were 12 general managers of color, an increase from seven at the beginning of the 2020 season. The 12 general managers of color was an all-time high for the NBA. The NBA leads all men’s professional leagues in this position. While the position of head coaches failed to see such progress as people of color remained at 30.0 percent for the second consecutive year, that changed dramatically when seven of the eight head coaching vacancies during this past off-season were filled by Black or African-American men, tying their 2012-13 total of 13 Black or African-American head coaches and bringing them one shy of their 2011-12 record high.”

The Institute for Diversity and Ethics in Sport 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 in front office and college athletics department positions. The 2021 NBA Racial and Gender Report Card is the second Racial and Gender Report Card in 2021. The next Report Card will be the 2021 Sports Media Racial and Gender Report Card (APSE) which will be followed by the Racial and Gender Report Cards for the Women’s National Basketball Association, Major League Soccer, the National Football League, and College Sport.

TIDES officially changed the grading scale in 2017 for the first time in the nearly 20 years of the Report because of America’s changing demographics. Please note the changes in the section at the end of the Report for “How Grades Are Calculated.” The result is that the grades for the NBA Racial and Gender Report Card are calculated at a higher standard. The increase was only a partial increase from our previous standards to current census data. With the publication of the *2020 Census*, TIDES

will increase the standards to fully reflect census data. The final change to match America’s changing demographics will take place in the 2022 Racial and Gender Report Cards.



Report Card Highlights

- As of August 2021, there were 19 teams that had or were actively recruiting for dedicated DEI positions across the NBA.
- Those who identified themselves as Black or African-American comprised 73.2 percent of all NBA players (a decrease of 1.0 percentage points), while 83.2 percent of players were people of color (an increase of 0.1 percentage points). The percentage of white NBA players was 16.8 percent, a decrease of 0.1 percentage points from the 16.9 percent recorded in 2019-2020.
- At the start of 2020-2021 NBA season, there were nine head coaches of color, the same as the beginning of the 2019-2020 season. Overall, people of color represented 30.0 percent of all NBA head coaches. Black or African-Americans represented 23.3 percent of all head coaches, Hispanics/Latinos and Asians each represented 3.3 percent. During the hiring cycle at the end of the 2020-21 season, seven of the eight head coaching vacancies were filled by Black or African-American candidates, including five who are first-time head coaches. As of this writing, there are 15 head coaches of color, just one shy of the NBA's all-time high of 16 head coaches of color in the 2011-12 season.
- There were eight women who were assistant coaches in 2020-2021, a decrease from nine last year but the second highest number in league history. These assistant coaches included Jenny Boucek (Dallas), Brittini Donaldson (Toronto), Lindsay Gottlieb (Cleveland), Becky Hammon (San Antonio), Lindsey Harding (Toronto), Natalie Nakase (Los Angeles Clippers), Sonia Raman (Memphis) and Teresa Weatherspoon (New Orleans).
- On December 30, 2020, Becky Hammon became the first woman in NBA history to serve as a head coach in an NBA game between the San Antonio Spurs and Los Angeles Lakers. Hammon

Players of Color

83.1%  83.2%

2020 2021

Head Coaches of Color

30.0% 30.0%

2020 2021

General Managers of Color

28.0%  40.0%

2020 2021

Referees of Color


54.4%  56.9%

2020 2021

had multiple interviews for head coaching vacancies during the most recent hiring cycle.


- The NBA has two women who serve as presidents in its League Office. Kathy Behrens is President of Social Responsibility and Player Programs. Amy Brooks is the President of Team Marketing and Business Operations and is the Chief Innovation Officer. No other league has two women serving in the league office as presidents.
- Mark Tatum is the NBA Deputy Commissioner and Chief Operating Officer. When he was appointed in 2014, he became the highest ranked Black or African-American in the league office of any of the major American professional sports. Byron Spruell is the President of NBA League Operations. Shareef Abdur Rahim is the President of the NBA G-League. No other league has two people of color serving in the league office as presidents.
- At the NBA League Office, 41.6 percent of professional staff positions were held by people of color, an increase of 2.2 percentage points from the 39.4 percent recorded at the end of the 2019-2020 regular season. This season marked the highest ever percentage of people of color in these positions for the second consecutive year.
- Women held 42.0 percent of all professional staff positions in the NBA League Office, an increase from last year's 40.3 percent. This was the highest percentage since the 2009-10 Report Card.
- There were three Black or African-American chief executive officers and/or presidents for NBA teams. These individuals are Fred Whitfield (Charlotte), Cynthia Marshall (Dallas), and Masai Ujiri (Toronto).
- Three NBA teams had a woman as the majority team governor, including the Los Angeles Lakers, New Orleans Pelicans and Portland Trailblazers. Four NBA teams had a person of color as the majority team governor, including the Charlotte Hornets, Sacramento Kings, Brooklyn Nets and Milwaukee Bucks.

Team Senior Management of Color

30.5%  31.3%

2020 2021

Women in Team Senior Management

33.0%  37.9%

2020 2021

Team Professional Staff of Color

35.9%  41.9%

2020 2021

Women in League Office

40.3%  42.0%

2020 2021

- In the 2020-2021 season, Matina Kolokotronis (Sacramento), Jeanie Buss (Los Angeles Lakers), Gillian Zucker (Los Angeles Clippers), and Cynthia Marshall (Dallas) held the role of either president or CEO for NBA franchises.
- There were 12 (40.0 percent) people of color in the role of general manager for NBA teams at the start of the 2020-21 season, a dramatic increase from seven (28.0 percent) last year. Eight were Black or African-American, one was Hispanic/Latino, and three were listed as “Two or More Races/Other.” Gersson Rosas of the Minnesota Timberwolves became the first Latino general manager in NBA history in 2020. The 12 general managers of color was an all-time high for the NBA.
- Women held 27.8 percent of team vice president positions and 26.4 of team c-suite positions at the beginning of the 2020-2021 season.
- People of color held 25.5 percent of team vice president positions and 24.0 percent of team c-suite positions at the beginning of the 2020-2021 season.
- There was an increase for people of color and a decrease for women at the team level in professional staff positions. At the beginning of the 2020-2021 season, people of color held an all-time high of 41.9 percent of team professional staff positions for NBA teams. This was an increase of 6.0 percentage points from last year’s mark of 35.9 percent. The percentage of women holding team professional staff positions decreased by 6.3 percentage points from 39.0 percent in 2019-2020 to 32.7 percent in 2020-2021.
- As of January 1, 2021, the percent of NBA head athletic trainers of color was 32.3 percent, an increase from the 25.9 percent recorded in the 2019-2020 season.
- The percentage of people of color holding radio and television broadcasting positions significantly increased by 13.2 percentage points, bringing the total percentage of people of color from 19.5 percent for the 2019-2020 season to 32.7 percent for the 2020-2021 season. This category included both team and regional sports network (RSN) employees.
- Women held 12.0 percent of radio and TV announcer positions, an increase from 11.4 percent last year. This still falls far behind the record set in 2017-18 of 20.7 percent.
- On March 24th, 2021 the first all-female broadcast team called the Toronto Raptors vs. Denver Nuggets game. Meghan McPeak and Kia Nurse were on the call, Kayla Grey worked the sideline, and Kate Beirness and Amy Audibert were show hosts.
- As of January 1, 2021, 56.9 percent of NBA referees were people of color, a 2.5 percentage point increase from the previous Report and an all-time high for the NBA.
- Women comprised 23.5 percent of referees, an increase of 1.1 percentage points from the 2019-2020 season. For comparison, women only represented 1.6 percent of all NBA referees just a few years ago in 2017-18. Today, the NBA has a total of 36 women referees – which is an all-time high for the NBA.



Overall Grades

The NBA received an A for racial hiring practices with a score of 94.5 points, a decrease from 96.2 points in 2020, and a B for gender hiring practices with 81.9 points, down from 82.0 points in 2020. The overall grade was a B+ with 88.2 points decreasing from 89.1 points last year.

The NBA received an A+ for racial hiring practices in the League Office, assistant coaches, general managers, senior management at the team level, professional staff at the team level and for player opportunities while earning an A for head coaches. The NBA also earned an A- for racial hiring practices at the team vice president level, a B+ for c-suite executives, a C- for governors and an F for team presidents/CEOs.


The NBA received an A- for gender hiring practices in the League Office, a B for senior management at the team level, and a C+ for professional staff at the team level. The NBA also earned a C- for team vice presidents, a D+ for c-suite executives, and an F for team presidents/CEOs and governors.

This is the first year that team governors was accounted for in the racial and gender hiring grades. It was partially responsible for the NBA's final scores dropping from 96.2 to 94.5 for race and from 82.0 to 81.9 for gender. The overall grade decreased from 89.1 to 88.2.

The League earned an A+ for diversity initiatives.



Racial Hiring:

96.2		94.5
-2020-		-2021-

Gender Hiring:

82.0		81.9
-2020-		-2021-

Overall Score:

89.1		88.2
-2020-		-2021-

Grades by Category

NBA Players

For the 2020-2021 season, 83.2 percent of the NBA's players were people of color, increasing by just one-tenth of a percentage point from the 83.1 percent recorded in the 2019-2020 season. The percentage of players who were classified as Black or African-American in the league was 73.2 percent, a slight decrease of 1.0 percentage point from the previous season. Hispanic/Latino players comprised 3.1 percent, a 0.9 percentage point increase from the 2019-2020 season. Asian players remained at 0.4 percent this season. Players categorized as "Two or More Races/Other" increased from 6.3 percent from last season to 6.6 percent. The percentage of white NBA players was 16.8 percent, a slight decrease from the 16.9 percent recorded in the 2019-20 season.

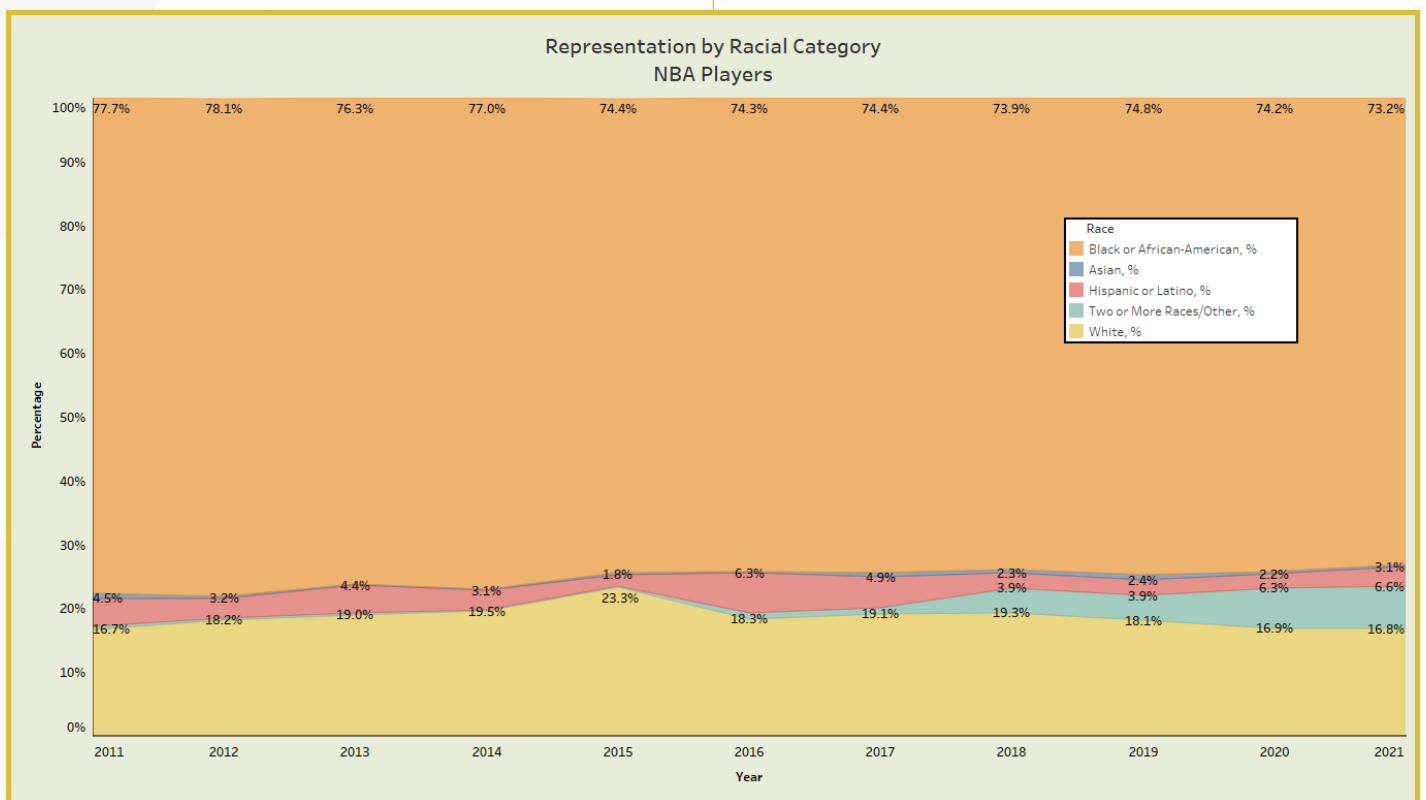
Grade for Race NBA Players

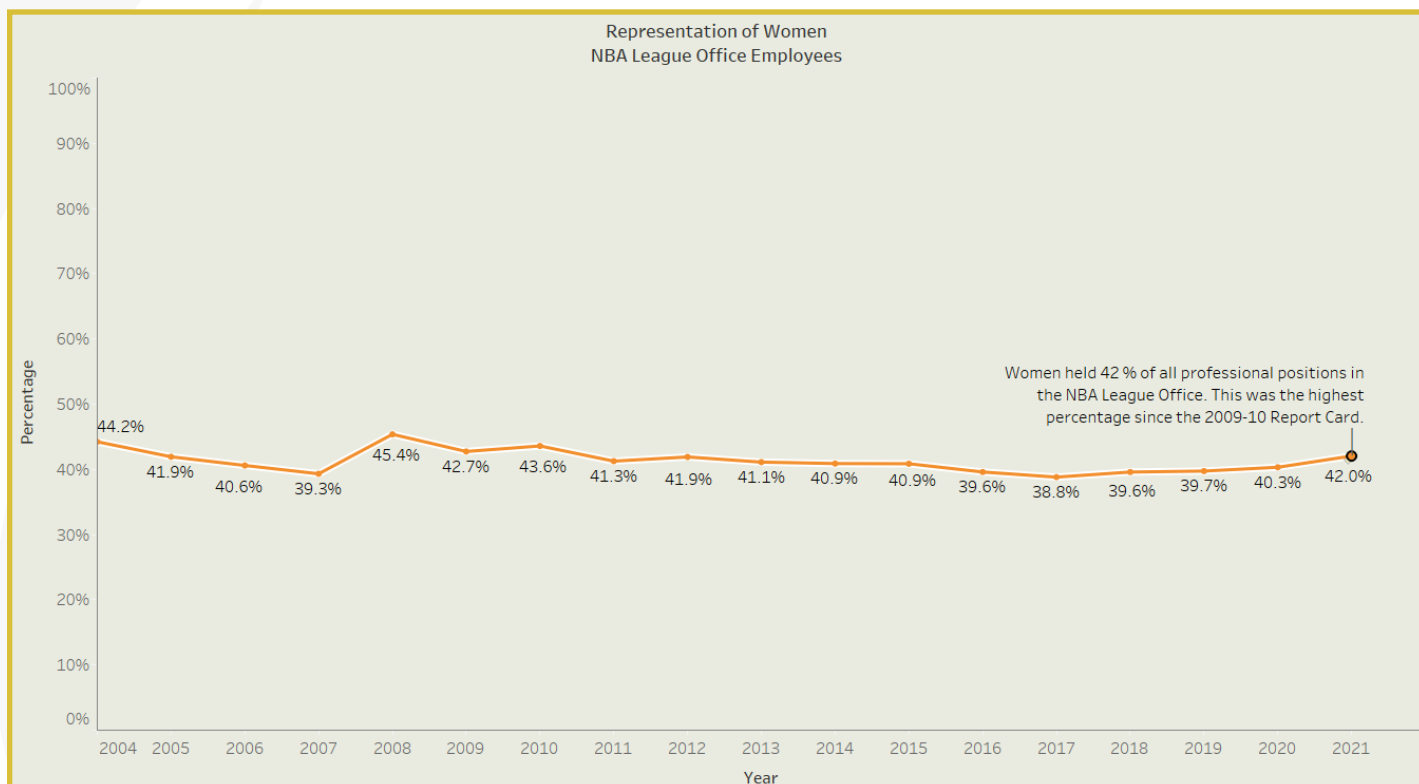
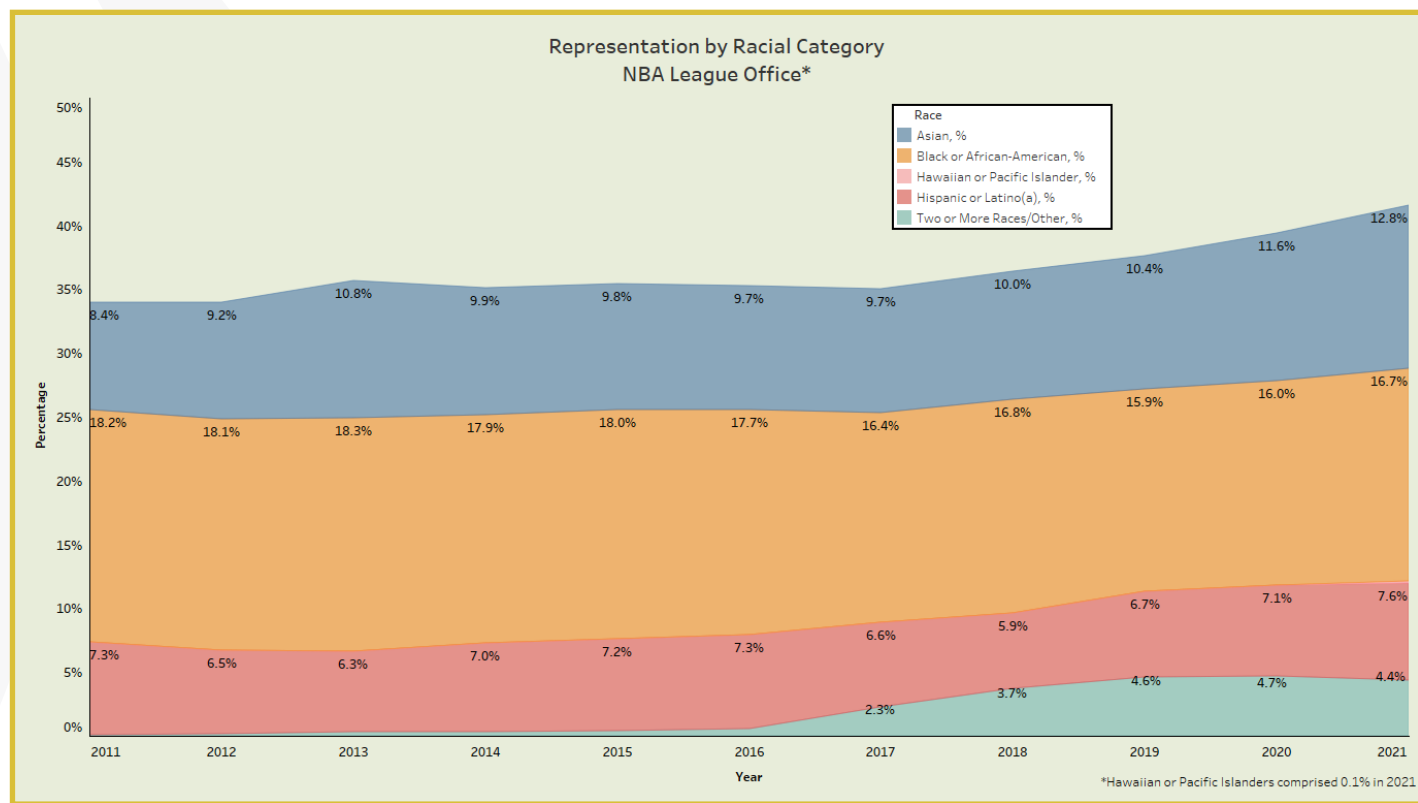
A+  **83.2%**
People of Color

See Table 1.

NBA League Office

The NBA League Office continues to have the best record for people of color (41.6 percent, up 2.2 percentage points) in men's professional sport. This season marked yet another high percentage of people of color in these positions. In addition, professional staff positions at the NBA League Office had the best representation of women (42.0 percent, up 1.7 percentage points) out of all the graded categories in this year's Report Card.





As of January 1, 2021, 58.4 percent of all NBA League Office professional employees were white, 16.7 percent were Black or African-American, 7.6 percent were Hispanic/Latino, 12.8 percent were Asian, 0.1 percent were Hawaiian or Pacific Islander, and 4.4 percent were classified as Two or More races/other. The percentage of Latino and Asian professional employees, increased by 0.5 and 1.2 percent, respectively. The percentage of professional employees classified as Two or More races decreased by 0.3 percent. The percentage of white professional employees decreased by 2.2 percentage points, while Black or African-American professional employees increased by 0.7 percentage points.

There were 49 people of color in vice president positions or higher during the 2020-2021 season, down from 52 during the 2019-2020 season.

Notably, Mark Tatum was the NBA's Deputy Commissioner and Chief Operating Officer. When appointed in 2014, he became the highest-ranking Black or African-American in the League Office of any of the major American professional sports. Byron Spruell, is the President, League Operations. Shareef Abdur Rahim is the President of the NBA G-League. No other league has two people of color serving in the league office as presidents.

The NBA has two women who serve as presidents. Kathy Behrens is President of Social Responsibility and Player Programs. Amy Brooks is the President of Team Marketing and Business Operations and is the Chief Innovation Officer. No other league has two women serving in the league office as presidents.

The NBA had the highest percentage of women in League Office professional staff positions among the four major men's professional sport leagues.

There were 19 Black or African-American men who held a vice president position or higher:

- **Christopher Benyarko**, Executive Vice President, Direct to Consumer, Product and Content Strategy
- **Oris R. Stuart**, Executive Vice President, Chief People & Inclusion Officer

- **Anshell Boggs**, Senior Vice President, Head of Risk Management
- **Kivin Jones**, Senior Vice President, Deputy Chief Human Resources Officer
- **Kenneth Payne**, Senior Vice President, Event Management – Guest Experience
- **Gregory Taylor**, Senior Vice President, Executive Director – NBA Foundation
- **Fidelis Igiehon**, Senior Vice President, Head of Compensation
- **Leroy Sims**, Senior Vice President, Medical Affairs
- **Andrew Thompson**, Vice President, Content Production
- **Jonathan A. Tillman**, Senior Vice President, Account Management, NBA
- **Bradley Walker**, Vice President, Head of NBA G League Basketball Operations
- **James A. Cadogan**, Senior Vice President, Executive Director – Social Justice Coalition
- **Gregory A. Michel**, Vice President, Head of Procurement
- **Marcus A. Miniffee**, Vice President, Partner Marketing Leader
- **Carlton E. Myers**, Vice President, Head of Live Production & Entertainment
- **Leonza Newsome**, Senior Vice President, Chief Security Officer
- **Jabari M. Rose**, Vice President, Basketball Operations Advisor
- **Julius Abdur-Rahmin**, President, NBA G League
- **Byron Spruell**, President, League Operations

There were nine Black or African-American women who held a vice president position or higher:

- **Kori Davis Porter**, Senior Vice President, Content Business Operations
- **Portia Fultz Archer**, Senior Vice President, Chief Operating Officer, NBA G League
- **Danielle Lee**, Senior Vice President, Chief Fan Officer
- **Bethany Donaphin**, Vice President, Head of WNBA League Operations
- **Jamila Wideman**, Senior Vice President, Player Development Group Lead
- **Leah Wilcox**, Vice President, Player Family Liaison

- **Tatia Williams**, Vice President, Assistant General Counsel - Social Responsibility & Player Programs and Media
- **Kelley Renee Coleman**, Vice President, Head of Brand & Creative
- **Domonique Imari Worship**, Vice President, Diversity & Inclusion Lead

There were seven Asian men who held a vice president position or higher:

- **Krishna Bhagavathula**, Senior Vice President, Chief Technology Officer
- **Minesh Gulab Lad**, Senior Vice President, Head of Growth & Media
- **Sahil Gupta**, Senior Vice President, Head of Application Development
- **Hrishi Karthikeyan**, Senior Vice President, Assistant General Counsel – Global Partnerships
- **Anil George**, Vice President, Assistant General Counsel – Intellectual Property
- **Jang Woo Lee**, Vice President, Product Experience Leader, Next Gen
- **Edward Whang**, Senior Vice President, Assistant General Counsel – International

There were six Asian women who held a vice president position or higher:

- **Jennifer Chun**, Senior Vice President, Global Media Distribution
- **Anne Carroll**, Vice President, Financial Analysis Team Lead
- **Salina Cheung**, Vice President, Media Technology Development
- **Diane Gotua**, Vice President, Global Business Operations Lead
- **Simran Santiago**, Vice President, Senior Director of Accounting
- **Jessica Park**, Vice President, Global Fan Marketing Team Lead

There were two Hispanic/Latino vice president or higher in the NBA League Office:

- **Rafael Carvalho Siqueira Elia**, Vice President, Media Distribution Lead – Latin America
- **Damien Eckert**, Vice President, Head of Marketing Analytics

There were two male vice president level or higher that was identified as “other” in the NBA League Office:

- **Mark A. Tatum**, Deputy Commissioner, Deputy Commissioner & Chief Operating Officer
- **Sacha A. Tarrant**, Vice President, Digital Rights Strategy & Enforcement

There were two female vice president level or higher that was identified as “other” in the NBA League Office:

- **Julie de Jesus-Evans**, Vice President, Digital Project & Partner Management
- **Nicole Womack**, Vice President, Ticketing Lead

Including all women of color who are vice presidents, there were 66 women who held a vice president or higher position. This was reported as of January 1, 2021. The following are white women holding the position of vice president level or higher in the League Office:

- **Cathy Engelbert**, WNBA Commissioner
- **Kathleen Behrens**, President, Social Responsibility & Player Programs
- **Amy M. Brooks**, President, Team Marketing & Business Operations and Chief Innovation Officer
- **Melissa Brenner**, Executive Vice President, Digital Media
- **Ayala Deutsch**, Executive Vice President and Deputy General Counsel, NBA Properties
- **Kelly Flatow**, Executive Vice President, Event Management
- **Kathryn Tanneyhill**, Executive Vice President, Chief Marketing Officer
- **Kimberly Bohuny**, Senior Vice President, Head of International Basketball Operations
- **Julie Morris**, Senior Vice President, Media Partnerships Group Leader
- **Janine Dugre**, Senior Vice President, Creative Services Production Management
- **Amanda George**, Senior Vice President, Global Partnerships, Social Impact and International Communications
- **Lisa Goldberg**, Senior Vice President, Head of Business Operations & Partner Services
- **Christin Hedgpeth**, Senior Vice President, Chief Operating Officer, WNBA

- **Rita A. Rak**, Senior Vice President, Treasurer
- **Zoe Hilden**, Senior Vice President, Assistant General Counsel - Media
- **Stephanie K. Vogel**, Senior Vice President, Deputy Chief Compliance Officer
- **Elizabeth Maringer**, Senior Vice President, Assistant General Counsel – Integrity & Investigations
- **Heidi Nadler**, Senior Vice President, Global Head of League Finance
- **Lisa Piken Koper**, Senior Vice President, Head of Merchandising Partnerships
- **Erin E. Schnieders**, Senior Vice President, Head of Arena Development & Standards
- **Tara Schwartz**, Senior Vice President, Social Responsibility Group Leader
- **Tara Mulcahy**, Senior Vice President, Partner Management Strategic Leader
- **Danielle Shanes**, Senior Vice President, Head of Benefits and Wellbeing
- **Kerry A. Tatlock**, Senior Vice President, Head of Marketing Partnerships
- **Nancy E. Baldwin**, Vice President, Corporate Services
- **Sona Chakamian**, Vice President, International Retail
- **Lauren Cohen**, Vice President, Partner Management & Activation Strategic Leader
- **Maureen Coyle**, Vice President, Media Operations & Event Management
- **Jessica Doyle**, Vice President, Group Marketing Team Leader
- **Samantha Engelhardt**, Vice President, Strategic Portfolio Management Lead
- **Michelle Gabel**, Vice President, Retail Partnerships Team Leader
- **Catherine M. Gaines**, Vice President, Partner Management Strategic Leader
- **Larisa Johnson**, Vice President, Media Marketing Team Lead
- **Kelly Machiz**, Vice President, Assistant General Counsel – Global Partnerships & Team Marketing and Business Operations
- **Stacy McWilliams**, Vice President, International Account Management Lead
- **Beth Meek**, Vice President, Corporate Services
- **Amy Moshovos**, Vice President, Business Operations
- **Jennifer O'Neill**, Vice President, Head of

Program Delivery and Business Operations

- **Juliana Peters**, Vice President, Lead Brand Marketing Specialist
- **Cara Schultz**, Vice President, Senior Technical Accountant
- **Marcia Steinberg**, Vice President, Account Management - NBA, WNBA, and NBA G League
- **Dana Stone**, Vice President, Media Technology & Product Management
- **Lauren Sullivan**, Vice President, Partner Management Strategic Leader
- **Hope Tannenbaum**, Vice President, Head of Membership – Next Gen Experience
- **Yolanda Urbanski**, Vice President, Head of Intelligence
- **Laura Wilhelm**, Vice President, International Tax Lead
- **Sara Zuckert**, Vice President, Head of Next Gen Telecast

Grade for Race League Office

A+  **41.6%**
People of Color

Grade for Gender League Office

A-  **42.0%**
Women

See Table 2

NBA Team Governors

The NBA was the first league to change the title of team “Owners” to “Governors” because of the historical implications of the term “owner” as it relates to individuals. As of this publication, no other league has made this change.

The methodology for collecting data for team governors included chairpersons and minority team owners listed by the team. Only majority team

governors are counted towards the overall grade.

Seven NBA teams had either a woman or person of color as the majority team governor, two less than last year. Three NBA teams had a woman as the majority team governor while four NBA teams had a person of color as the majority team governor.

Across the league, there were four majority governors of color. Michael Jordan was the majority team governor and Chairman of the Charlotte Hornets. Vivek Ranadive, who is from India, was the team governor of the Sacramento Kings. Joe Tsai, who was born in Taiwan, was the majority team governor and chairman of the Brooklyn Nets. Marc Lasry, who was born in Morocco, was a team governor for the Milwaukee Bucks. This is the second season when four team governors of color have run their organizations simultaneously. No other professional league has such representation.

There are three women who are the team governors. Jeanie Buss was the controlling team governor and Chief Executive Officer of the Los Angeles Lakers. Gayle Benson was the principal governor of the New Orleans Pelicans. Last year, Jody Allen became the majority team governor of the Portland Trail Blazers.

Phoenix and Milwaukee, the two teams in the NBA Finals, had six minority owners who were people of color, with Larry Fitzgerald having a minority stake in the Suns and Valerie Daniels-Carter, Michael Barber, Virgis Colbert, Corey Nettles, and Charles Harvey having minority stakes in the Bucks.

On July 20, 2021, Alex Rodriguez purchased a minority stake in the Minnesota Timberwolves with an option to purchase a majority stake in 2023.

The following is a list of minority team owners who were people of color:

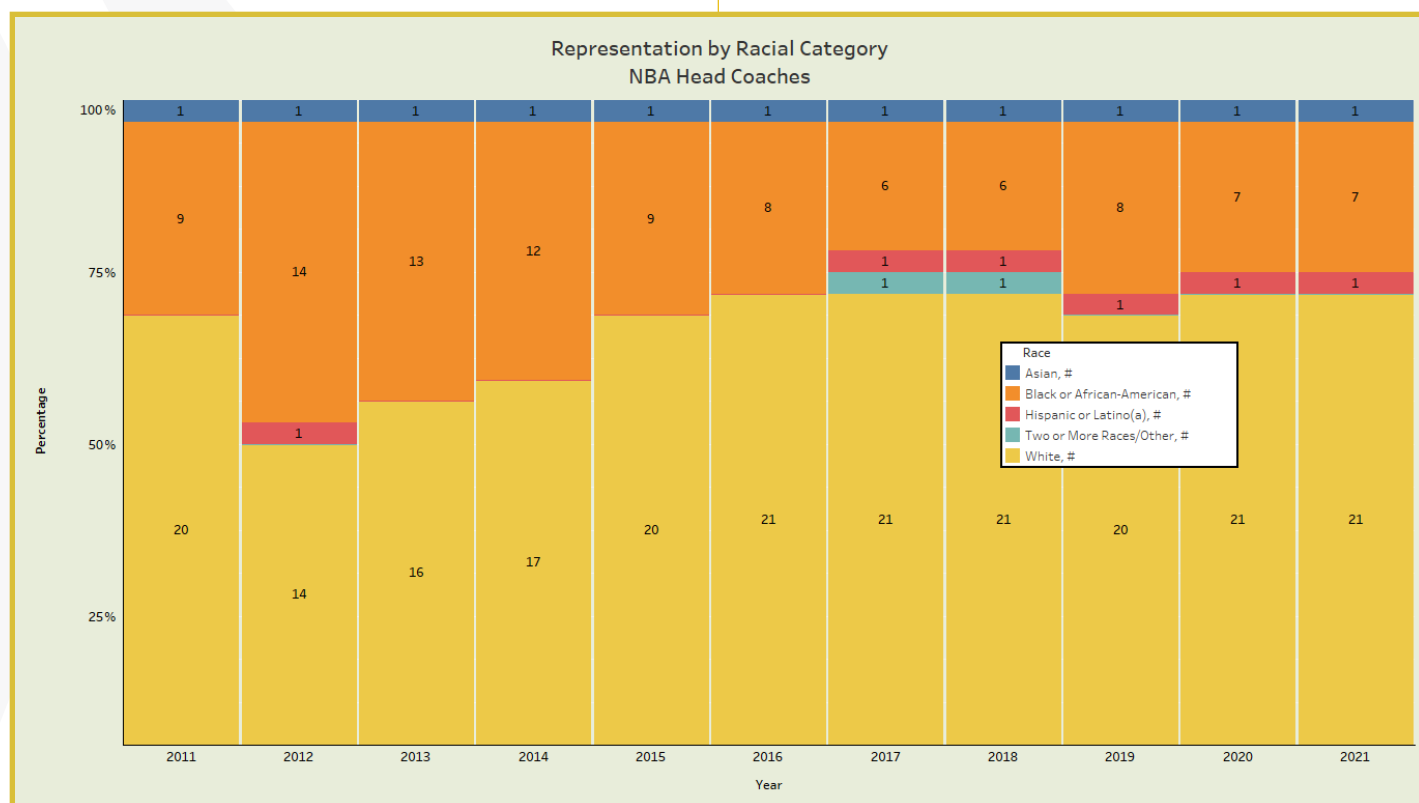
- **Grant Hill**, Atlanta Hawks
- **Mit Shah**, Atlanta Hawks
- **Dr. James I. Cash, Jr.**, Boston Celtics
- **Ronald McCray**, Boston Celtics
- **Mark Wan**, Boston Celtics
- **Claude Alexander**, Charlotte Hornets
- **Les King**, Charlotte Hornets

- **Felix Sabates**, Charlotte Hornets
- **Bob Washington**, Charlotte Hornets
- **Dr. Spurgeon Webber III**, Charlotte Hornets
- **Fred Whitfield**, Charlotte Hornets
- **Chamath Palihapitiya**, Golden State Warriors
- **Dr. Patrick Shoon-Shiong**, Los Angeles Lakers
- **Dennis Wong**, LA Clippers
- **Brandon Arrindell**, Memphis Grizzlies
- **Harold Ford Jr.**, Memphis Grizzlies
- **Penny Hardaway**, Memphis Grizzlies
- **Elliot Perry**, Memphis Grizzlies
- **Julio Iglesias**, Miami Heat
- **Michael Barber**, Milwaukee Bucks
- **Virgis Colbert**, Milwaukee Bucks
- **Valerie Daniels-Carter**, Milwaukee Bucks
- **Charles Harvey**, Milwaukee Bucks
- **Corey Nettles**, Milwaukee Bucks
- **James Lassiter**, Philadelphia 76ers
- **Will Smith**, Philadelphia 76ers
- **Larry Fitzgerald**, Phoenix Suns
- **Raj Bhathal**, Sacramento Kings
- **Shaquille O'Neal**, Sacramento Kings
- **David Robinson**, San Antonio Spurs
- **Raul Fernandez**, Washington Wizards
- **Dr. Sheila Johnson**, Washington Wizards
- **Jeong H. Kim**, Washington Wizards
- **Earl Stafford**, Washington Wizards

The following women were minority team owners during the 2020-21 season:

- **Sara Blakely**, Atlanta Hawks
- **Lynn Beck Simonini**, Charlotte Hornets
- **Gretchen Williams**, Dallas Mavericks
- **Erika Glazer**, Golden State Warriors
- **Ashley Manning**, Memphis Grizzlies
- **Valerie Daniels-Carter**, Milwaukee Bucks
- **Julianna Hawn Holt**, San Antonio Spurs
- **Gail Miller**, Utah Jazz
- **Michelle DiFebo Freeman**, Washington Wizards
- **Dr. Sheila Johnson**, Washington Wizards
- **Laurene Powell Jobs**, Washington Wizards

See Table 3.



NBA Coaches

Head Coaches

As of January 1, 2021, there were nine head coaches of color. That was the same as at the start of the 2019-2020 season. Overall, people of color represented 30.0 percent of all NBA head coaches. Black or African-Americans represented 23.3 percent of all head coaches, Hispanics/Latinos represented 3.3 percent, and Asians also represented 3.3 percent.

The number of white head coaches was at 70.0 percent at the beginning of the 2020-2021 season, the same percentage from the year prior.

The nine head coaches of color at the start of the 2020-2021 NBA season were:

- **Lloyd Pierce**, Atlanta Hawks
- **JD Bickerstaff**, Cleveland Cavaliers
- **James Borrego**, Charlotte Hornets
- **Dwane Casey**, Detroit Pistons
- **Stephen Silas**, Houston Rockets

- **Tyronn Lue**, Los Angeles Clippers
- **Erik J. Spoelstra**, Miami Heat
- **Doc Rivers**, Philadelphia 76ers
- **Monty Williams**, Phoenix Suns

During the hiring cycle at the end of the 2020-21 season, seven of the eight head coaching vacancies were filled by Black or African-American candidates, including five who are first-time head coaches. The seven hires include:

- **Chauncey Billups**, Portland Trail Blazers
- **Willie Green**, New Orleans Pelicans
- **Jason Kidd**, Dallas Mavericks
- **Nate McMillan**, Atlanta Hawks
- **Jamahl Mosley**, Orlando Magic
- **Ime Udoka**, Boston Celtics
- **Wes Unseld Jr.**, Washington Wizards

Nate McMillan of the Atlanta Hawks was announced as Interim Head Coach for the franchise after the departure of Lloyd Pierce in March 2021, before being named Head Coach on July 5, 2021.

Please note all coaches brought on after January

1, 2021 were not counted towards the grade calculation for this section.

Racial Hiring Grade for NBA Head Coaches

A+

30.0%
People of Color

See Table 5.

Assistant Coaches

The percentage of NBA assistant coaches of color in the 2020-2021 season was 52.7 percent. This is the highest percentage for people of color in assistant coach roles in NBA RGRC history. It represented a significant increase of 6.9 percentage points from the 2019-2020 season when it was 45.8 percent. The percentage of Black or African-American assistant coaches also increased by 5.1 percentage points to 42.5 percent. The percentage of Hispanic/Latino assistant coaches decreased by 0.5 of a percentage point to 3.4 percent for the 2020-2021 season. The percentage of Asian coaches increased to 1.0 percent from 0.6 percent.

Notably, there were eight women who were assistant coaches in 2020-2021, a decrease from nine in the 2019-2020 season. These women included Jenny Boucek (Dallas), Brittnei Donaldson (Toronto), Lindsay Gottlieb (Cleveland), Becky Hammon (San Antonio), Lindsey Harding (Toronto), Natalie Nakase (Los Angeles Clippers), Sonia Raman (Memphis) and Teresa Weatherspoon (New Orleans).

On December 30, 2020, Becky Hammon became the first woman in NBA history to serve as a head coach in an NBA game between the San Antonio Spurs and Los Angeles Lakers. Hammon had multiple interviews for head coaching vacancies during the most recent hiring cycle.

Please note all coaches brought on after January 1, 2021 were not counted towards the grade calculation for this section.

Racial Hiring Grade for NBA Assistant Coaches

A+



52.7%
People of Color

See Table 6.

NBA Team Front Offices

Presidents and Chief Executive Officers

These positions include team presidents, chief executive officers, chairmen, vice chairmen, and some chief operating officers. This category includes the individuals in charge of team business operations, while the following general manager category captures the person in charge of team basketball operations.

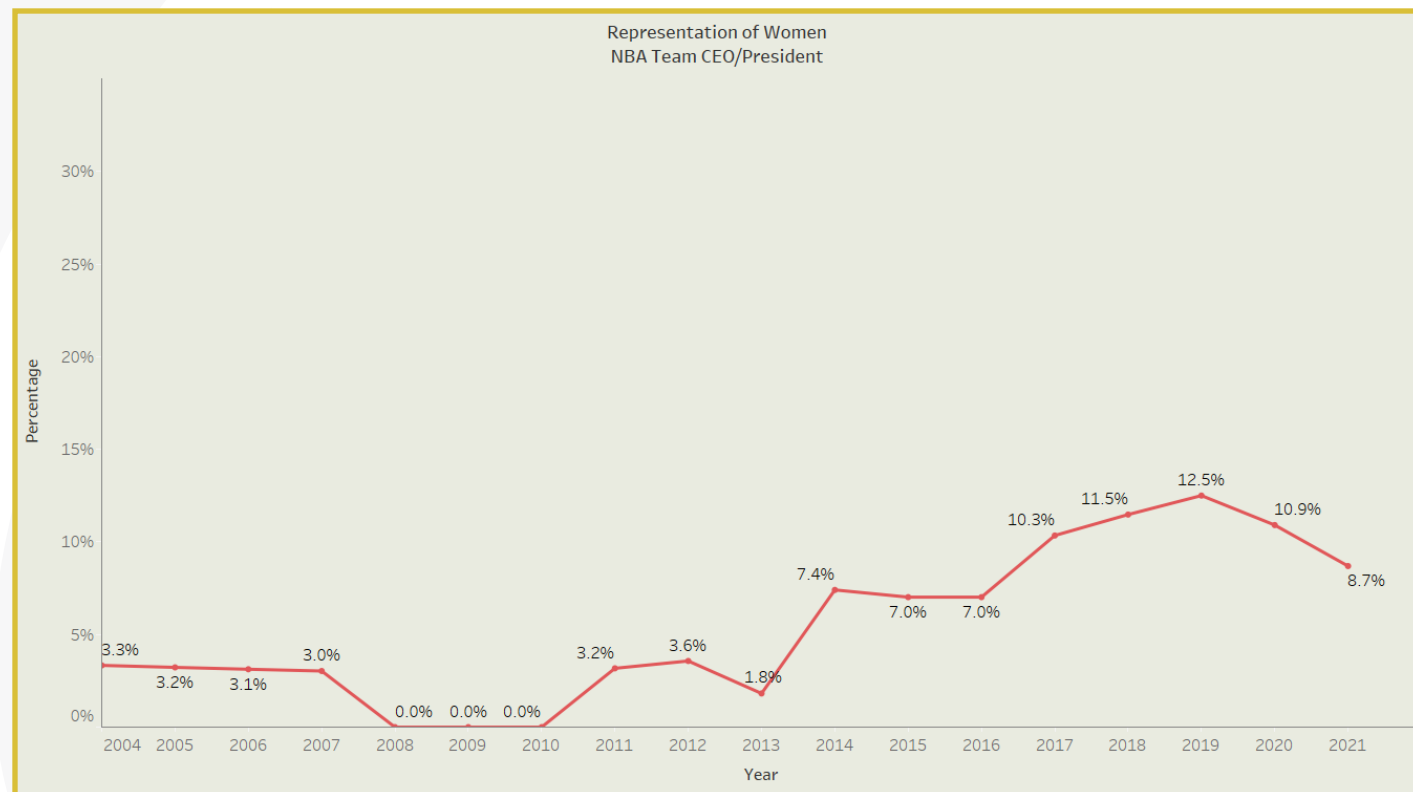
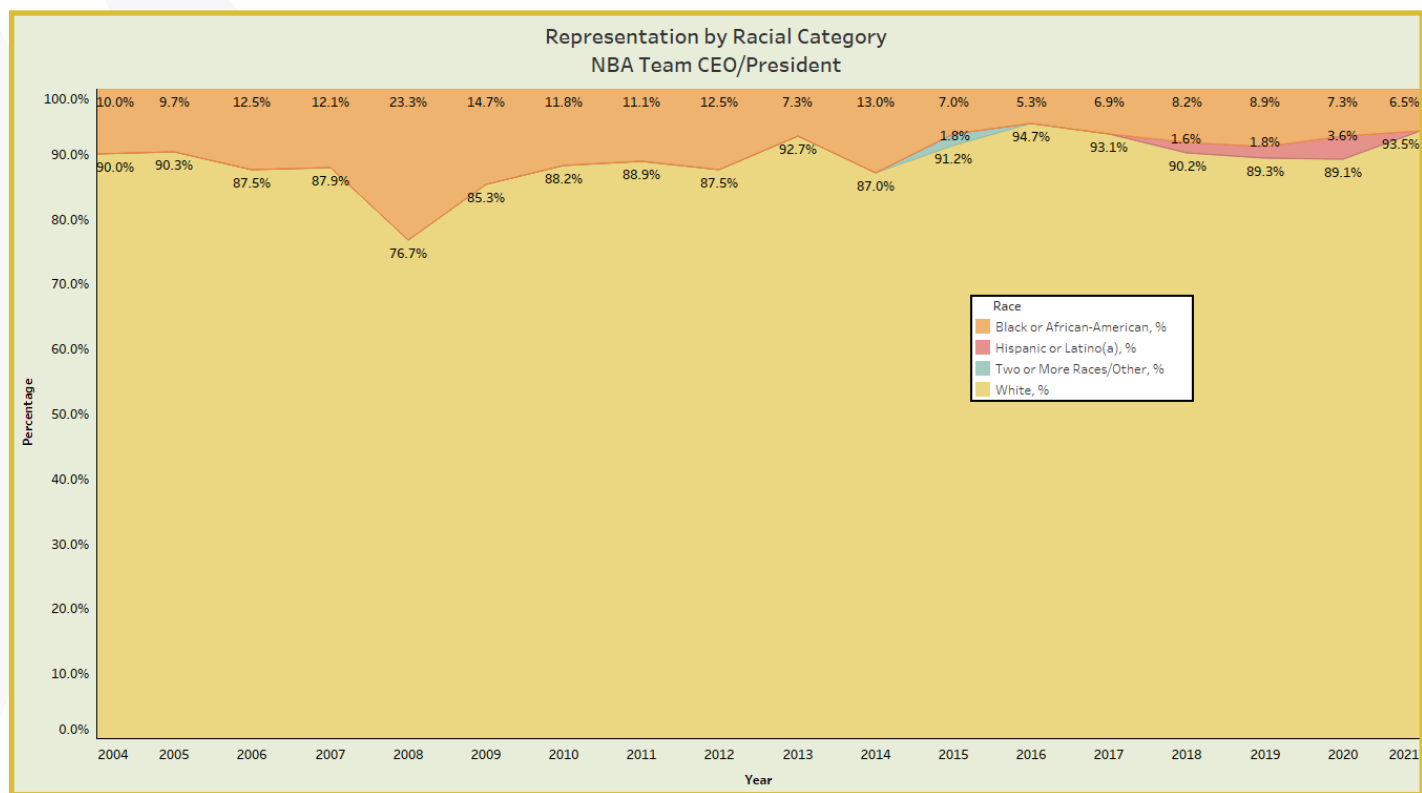
There were three top executive management positions in NBA team front offices held by persons of color, all of which were Black or African-Americans, as of the beginning of the 2020-2021 season. These three CEO/Presidents represented 6.5 percent. Cynthia Marshall, who was hired in 2018, became the first Black or African-American female in the history of the NBA to hold the position of President and CEO. The percentage of women in executive management positions decreased from 10.9 percent in 2019-2020 to 8.7 percent this season.

It should also be noted that Houston's Gretchen Scheirr was promoted to President of Business Operations in May 2021.

The three Black or African-American team presidents included:

- **Fred Whitfield**, President and Vice Chairman, Charlotte Hornets
- **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
- **Masai Ujiri**, President, Toronto Raptors*

*Masai Ujiri is from Nigeria.



The four female top executives of NBA teams included:

- **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
- **Gillian Zucker**, President of Business Operations, LA Clippers
- **Jeanie Buss**, Chief Executive Officer and Controlling Team Owner, Los Angeles Lakers
- **Matina Kolokotronis**, Chief Operating Officer, Sacramento Kings

Please note all executives brought on after January 1, 2021, were not counted towards the grade calculation for this section.

Racial Hiring Grade for NBA Team Presidents/CEOs



See Table 7.

Head of Basketball Operations/ General Managers

As of January 1, 2021, there were 12 people of color holding general manager or president of basketball operations positions, accounting for 40.0 percent of the total of general managers in the NBA. This was a significant increase of 12.0 percentage points from the 2019-2020 season. Additionally, the 12.0 percent increase marked their largest increase in the Report. Eight people of color serving in these positions at the beginning of the season were Black or African-American, one was Hispanic/Latino and three classified as Two or More Races/Other. The 12 general managers of color was an all-time high for the NBA.

Black or African-Americans (26.7 percent):

- **Koby Altman**, General Manager, Cleveland Cavaliers
- **Scott Perry**, General Manager, New York Knicks
- **Elton Brand**, General Manager, Philadelphia 76ers
- **James Jones**, General Manager, Phoenix Suns
- **Brian Wright**, General Manager, San Antonio Spurs
- **Marc Eversley**, General Manager, Chicago Bulls
- **Calvin Booth**, General Manager, Denver Nuggets
- **Troy Weaver**, General Manager, Detroit Pistons

Hispanic/Latino (3.3 percent)

- **Gersson Rosas**, President of Basketball Operations, Minnesota Timberwolves

Two or More Races/Other (10.0 percent):

- **Trajan Langdon**, General Manager, New Orleans Pelicans
- **Bobby Webster**, General Manager, Toronto Raptors
- **Rafael Stone**, General Manager, Houston Rockets

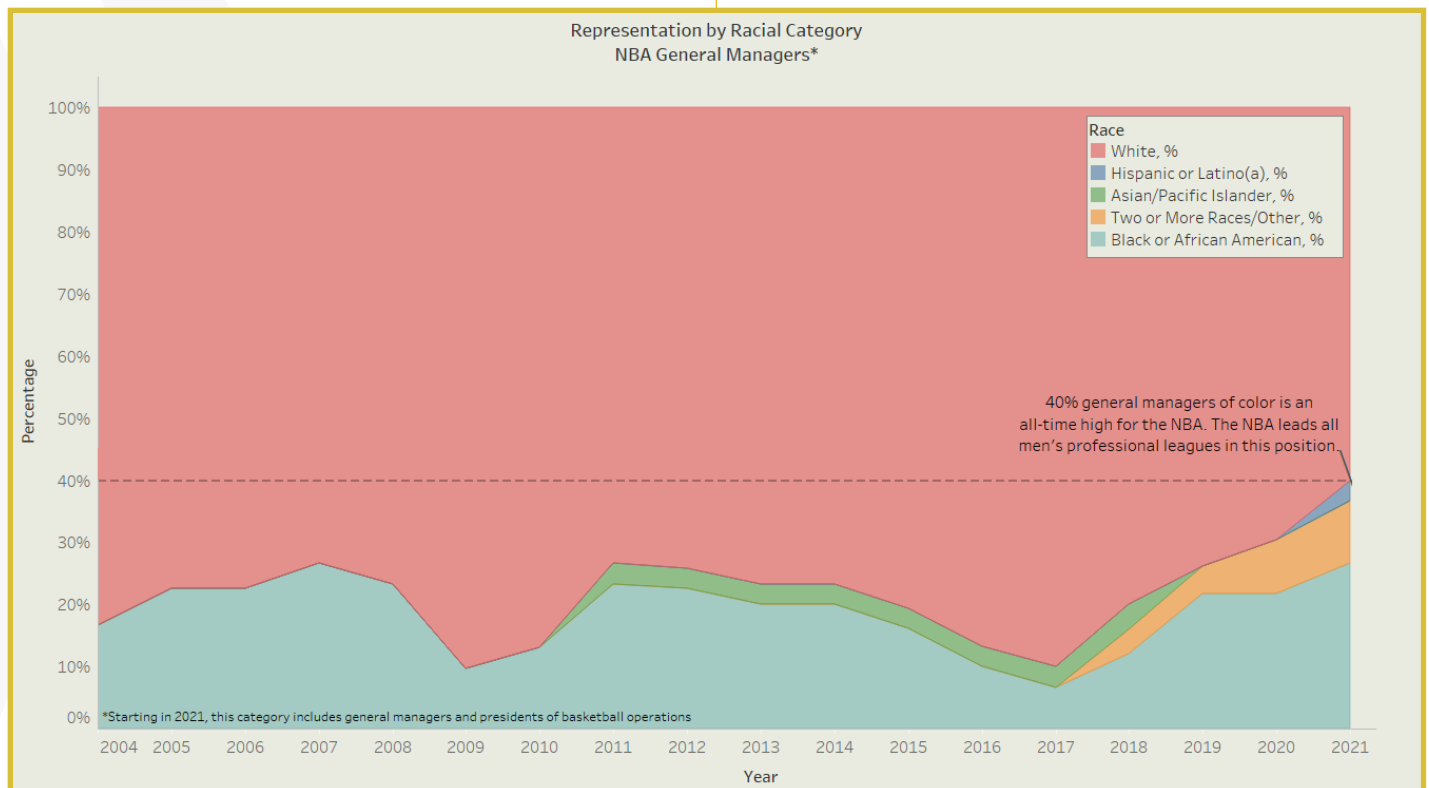
There has never been a female general manager in the NBA.

Please note that this section includes individuals representing the 30 teams who oversee all team personnel decisions. Their titles vary but include General Manager and President of Basketball Operations. In previous Report Cards, Gersson Rosas was listed under the President/CEO category. However, he remains in the same position as President of Basketball Operations with the Minnesota Timberwolves.

Racial Hiring Grade for NBA General Managers



See Table 8.



Team C-Suite

This was the first year that TIDES has analyzed c-suite executives as a separate category for the NBA. “C-Suite” refers to executive-level managers, such as chief financial officers, chief operating officers, and chief information officers. These are the most influential personnel that are ultimately responsible for developing and executing the overall strategy and business operations of the franchise. Chief Executive Officers were not included within this analysis because they were accounted for in the CEOs/Presidents category.

People of color represented 24.0 percent of team c-suite executives in the 2020-2021 NBA season. Black or African-American executives represented 15.7 percent of team c-suite positions. Hispanics/Latino executives comprised 4.1 percent while Asian/Pacific Islanders represented 2.5 percent. Finally, 1.7 percent of c-suite positions were comprised of Two or More races/Other. Women held 26.4 percent of team c-suite level positions in the 2020-2021 NBA season.

It should be noted that on July 19, 2021, the Houston Rockets announced Julian Duncan as their Chief Marketing & Strategy Officer. The New York Knick’s recently hired Adam Laitsas as Senior Vice President of Marketing.

Racial Hiring Grade for NBA Team C-Suite

B+ 24.0%
People of Color

Gender Hiring Grade for NBA Team C-Suite

D+ 26.4%
Women

Team Vice Presidents

Overall, people of color held 25.5 percent of NBA vice president positions. For Black or African-American representation, the NBA had 16.3 percent in 2020-2021. The percentage of Asian/Pacific Islander vice presidents reached 3.7 percent, while Hispanic/Latino vice presidents comprised 3.2 percent. The NBA's vice presidents were 74.5 percent white for the 2020-2021 NBA season.

It should be noted that this is the first year that the Report separates Team Vice Presidents and C-Suite Executives. Previously, both categories were aggregated in a Vice President and Above Category.

Women held 27.8 percent (up from 26.6 percent) of vice president positions at the NBA team level. Positions categorized as team vice presidents include but are not restricted to titles such as executive vice president, senior vice president, and other vice president titles. While this is the highest percentage amongst the other three men's professional leagues, there remains substantial room for improvement.

Racial Hiring Grade for NBA Team Vice Presidents

A- **25.5%**
People of Color

Gender Hiring Grade for NBA Team Vice Presidents

C- **27.8%**
Women

See Table 9.

Team Senior Management

The Senior Management category includes individuals from Manager to Senior Director level within team leadership.

People of color held 31.3 percent of team senior management positions as of the beginning of the 2020-2021 NBA season, an increase from 30.5 percent in 2019-2020. Black or African-Americans held 15.0 percent of team management positions, Hispanic/Latinos held 7.6 percent and Asian/Pacific Islanders held 5.1 percent. American Indian/Alaska Natives comprised 0.2 percent, while those categorized as unknown comprised 0.7 percent of these positions.

Women held 37.9 percent of team senior management positions, a substantial increase of 4.9 percentage points from 2019-2020.

Racial Hiring Grade for NBA Team Senior Management

A+ **31.3%**
People of Color

Gender Hiring Grade for NBA Team Senior Management

B **37.9%**
Women

See Table 10.

Team Professional Staff

The Team Professional Staff category includes individuals under the Manager/Senior Director level within each organization but do not include administrative assistants.

This season the NBA reached an all-time high as it saw a 6.0 percentage point increase for people of color in the team professional staff category, from 35.9 percent to 41.9 percent. Black or African-Americans comprised 19.0 percent of team professional staff positions an increase from 16.4 percent, Hispanic/Latinos accounted for 11.7

percent an increase of 1.5 percentage points, Asians held 6.3 percent an increase of 1.5 percentage points, and those classified as “Two or more races/other” comprised the remaining 4.6 percent of these positions a slight increase of 0.4 percentage points.

The percentage of women holding team professional staff positions decreased by 6.3 percentage points from 39.0 percent in 2019-2020 to 32.7 percent in 2020-2021.

Racial Hiring Grade for Professional Staff

A+  **41.9%**
People of Color

Gender Hiring Grade for Professional Staff

C+  **32.7%**
Women

See Table 11.

Head Athletic Trainers

At the beginning of the 2020-2021 season, the percentage of NBA head athletic trainers of color was 32.3 percent, an increase from 25.9 percent in the 2019-2020 season. Black or African-American trainers accounted for 22.6 percent of all head athletic trainers, a significant increase from 14.8 percent in 2019-20. Hispanic/Latinos accounted for 6.5 percent an increase from 3.7 percent last season, and Asians represented 3.2 percent, a decrease from last season.

There was one woman who served as an NBA head athletic trainer in the 2020-2021 season. There have only been five seasons within the past 23 seasons when there was a woman as head athletic trainer.

See Table 12.

Radio/TV Broadcasters

The percentage of people of color holding radio and television broadcasting positions significantly increased 13.2 percentage points, bringing the total percentage of people of color from 19.5 percent for the 2019-2020 season to 32.7 percent for the 2020-2021 season. There was a notable 16.5 percentage point increase for Black or African-American announcers after rising from 12.2 percent to 28.7 percent. Those who identify as Two or More Races/Other also saw a notable increase, going from 0.8 percent to 4.0 percent.

Women held 12.0 percent of radio and TV announcer positions, an increase from 11.4 percent last year. This still falls far behind the record set in 2017-18 of 20.7 percent.

On March 24th, 2021 the first all-female broadcast team called the Toronto Raptors vs. Denver Nuggets game. Meghan McPeak and Kia Nurse were on the call, Kayla Grey worked the sideline, and Kate Beirness and Amy Audibert were show hosts.

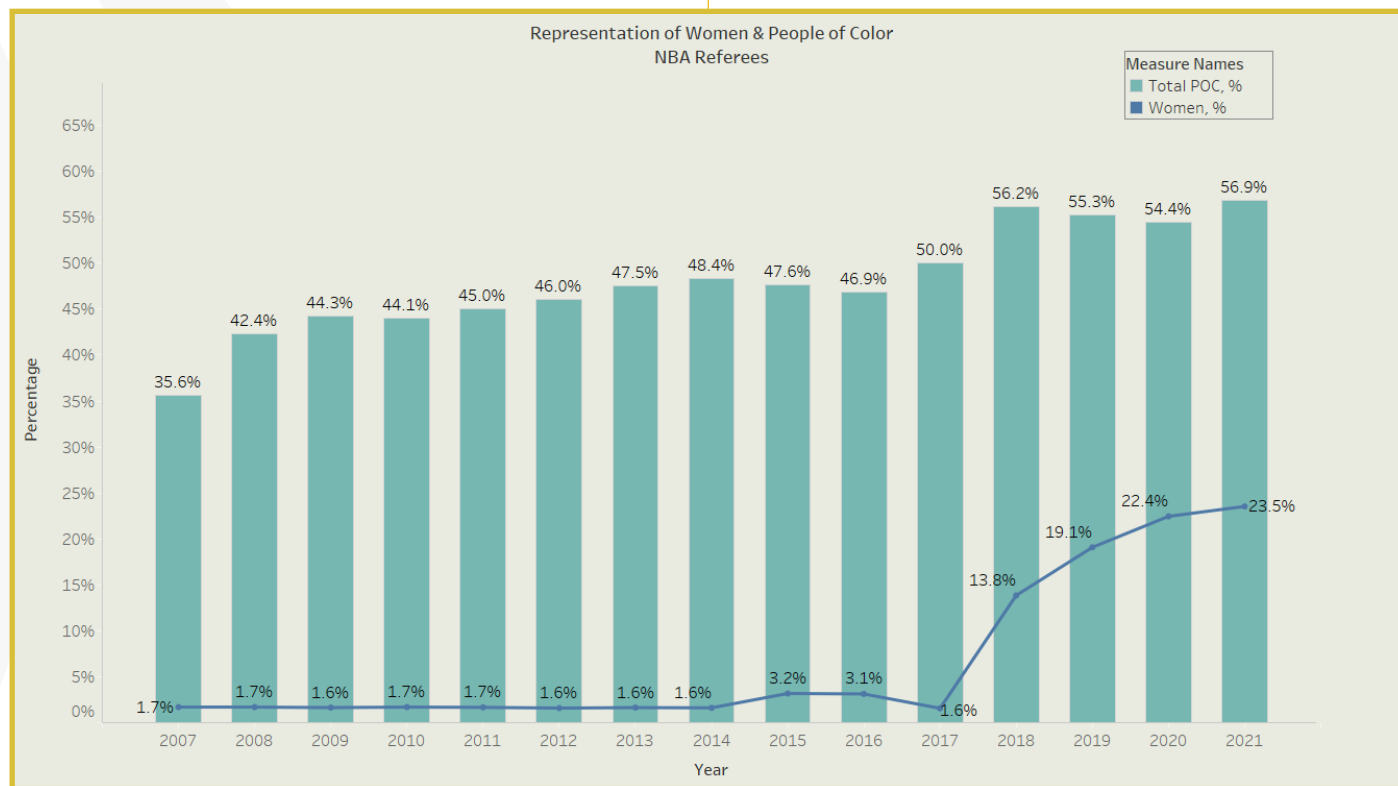
See Table 13.

Referees

As of January 1, 2021, 56.9 percent of NBA referees were people of color, a 2.5 percentage point increase from the previous Report and an all-time high for the NBA. The percentage of Black or African-American NBA referees decreased by 1.0 percent to 41.2 percent of total referees. Hispanics/Latinos accounted for 5.9 percent, Asians represented 2.6 percent, and people identifying as Two or More/Other races accounted for 7.2 percent of all referees.

Women comprised 23.5 percent of referees, an increase of 1.1 percentage points from the 2019-2020 season. For comparison, women only represented 1.6 percent of all NBA referees just a few years ago in 2017-18. Today, the NBA has a total of 36 women referees – which is an all-time high for the NBA.

On January 25, 2021, Natalie Sago and Jenna



Schroeder broke barriers during a Charlotte Hornets and Orlando Magic game, becoming the NBA's first two-women referee crew. This marked the first time in NBA history that an NBA referee crew included two women.

See Table 14.

NBA Diversity Initiatives

The NBA had an outstanding variety of diversity initiatives impacting several areas including employee training and development, employee recruitment, supplier diversity and community relations, as outlined in Appendix II.

In addition, in June 2015, the NBA hired Oris Stuart as Chief Diversity and Inclusion Officer. Stuart is responsible for overseeing diversity and inclusion strategies for the NBA, WNBA, NBA G League, and NBA 2K League. He was since promoted to EVP, Chief People and Inclusion Officer.

NBA Grade for Diversity Initiatives

A+



How Grades Were Calculated

As in previous Report Cards, the 2021 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 40 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

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Ownership, known as Team Governors for the NBA, is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2021 Report Cards. The 94.5 points for racial hiring practices represented a decrease from 96.2 in the 2020 NBA RGRC and the difference is partially attributable to adding the graded ownership category in 2021. The 81.9 points for gender hiring practices was a decrease from 82.0 in 2020 and the difference is partially attributable to adding the graded ownership category. The same was true for the overall grade of 88.2 points, down from 89.1 in the 2020 NBA RGRC.

Team ownerships positions have been predominately held by white men. TIDES believes that by grading this position it will make the teams be more accountable in finding ways to increase diversity within these key positions that are ultimately responsible for developing and executing the overall strategy and operations of the teams within each league.

TIDES will use the 2020 Census data starting with the 2022 Racial and Gender Report Card series.

Methodology

All data was collected by the NBA League Office and passed on to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos Sport Business Management Graduate Program.

The data was placed into spreadsheets and compared to data from previous years. After evaluating the data, the Report Card text was drafted; it references changes in statistics from previous years.

The Report Card draft was sent to the League Office so that it could be reviewed for accuracy. The NBA responded with updates and corrections that were then incorporated into the final Report Card. In addition, updates were requested for notable personnel changes that had occurred during or after January 1st. However, these updates were not included in the overall grades.

The Report Card covers the 2020-21 season for NBA. All categories were updated as of January 1, 2021.

Note: The General Managers section includes individuals representing the 30 teams who oversee all team personnel decisions. Their titles vary but include General Manager and President of Basketball Operations. This is different from previous Report Cards when some individuals were counted in the President/CEO category.

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 Card 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 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 Card 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 Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport, a part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all Report Cards, first at Northeastern University and now at UCF. (Until 1998, the Report Card was known as the Racial Report Card.) In addition to Lapchick, Daniel Bowman, David Eichenberger, Spencer Ewing, A.J. Forbes, Amanda Kiernan, Taylor Middleton, Devon Miller and Kyle Richardson contributed greatly

to the completion of the 2021 NBA 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 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,” Dr. 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, Dr. Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), a group of more than 280 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. It was formerly known as the National Consortium for Academics and Sports (NCAS).

DeVos Sports 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.



UCF

DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA



TIDES

Appendix I

List of Team Vice Presidents and Above (People of Color and Women)

*Data as of January 1, 2021

Atlanta Hawks (18)

- **Garin Narain**, Senior Vice President – Hawks Public Relations, Atlanta Hawks
- **Derek Pierce**, Vice President – Player Personnel, Atlanta Hawks
- **Dan Martinez**, Vice President, Team Operations, Atlanta Hawks
- **Rod Higgins**, Vice President – Basketball Operations, Atlanta Hawks
- **Michelle Leftwich**, Vice President – Salary Cap Administration, Atlanta Hawks
- **David Lee**, Executive Vice President – External Affairs, Atlanta Hawks
- **Melissa Proctor**, Executive Vice President & Chief Marketing Officer, Atlanta Hawks
- **Camye Mackey**, Senior Vice President & Chief People Officer, Atlanta Hawks
- **Lester Jones**, Vice President – Financial Planning & Analysis, Atlanta Hawks
- **Amy Phuong**, Vice President – Government Relations, Atlanta Hawks
- **George Turner**, Vice President – Safety & Security, Atlanta Hawks
- **David Garcia**, Vice President – Guest Experience, Atlanta Hawks
- **Andrea Carter**, Vice President – Corporate Social Responsibility & Inclusion, Atlanta Hawks
- **Dominique Wilkins**, Vice President – Basketball, Atlanta Hawks
- **Shirley Zhang**, Vice President – Brand Creative, Atlanta Hawks
- **Janet Smith**, Vice President - Brand Communications, Atlanta Hawks
- **Kiy Jackson**, Vice President – People and Culture, Atlanta Hawks
- **Landry Fields**, Assistant General Manager, Atlanta Hawks

Boston Celtics (8)

- **Tessa Caffrey**, Vice President CP Events and Hospitality, Boston Celtics
- **Nicole Federico**, Vice President Partnerships Development, Boston Celtics
- **Mackenzie Henderson**, Vice President Ticket Sales, Boston Celtics
- **Barbara Reed**, Vice President Human Resources, Boston Celtics
- **Heather Walker**, Vice President Public Relations, Boston Celtics
- **Kara Walker**, Vice President Marketing and Content Strategy, Boston Celtics
- **Dajuan Eubanks**, Boston Celtics Vice President & President of Maine Red Claws, Boston Celtics
- **Allison Feaster**, Vice President – Player Development and Organizational Behavior, Boston Celtics

Brooklyn Nets (14)

- **Jeff Peterson**, Assistant General Manager, Brooklyn Nets
- **Katrina Wu**, Chief of Staff, Brooklyn Nets
- **Emerson Moore**, Executive Vice President – Chief People Officer, Brooklyn Nets
- **Amos Varon**, Senior Vice President – Global Partnerships & Premium Development, Brooklyn Nets
- **Mandy Gutmann**, Senior Vice President – Communications & Community Relations, Brooklyn Nets
- **Savan Hacknorath**, Senior Vice President, Human Resources, Brooklyn Nets
- **Travis Sampson**, Chief Information Officer, Brooklyn Nets
- **Christine Bowns**, Vice President, Membership Services, Brooklyn Nets
- **Josue Napa**, Vice President, Controller, Brooklyn Nets
- **Alton Byrd**, Vice President – Growth Properties, Brooklyn Nets
- **Randy Lewis**, Vice President – Marketing Technology
- **Jackie Wilson II**, Executive Director – Diversity & Inclusion, Brooklyn Nets
- **Adina Erwin**, General Manager – Barclays Center, Brooklyn Nets
- **Jacque Vaughn**, Lead Assistant Coach, Brooklyn Nets

Charlotte Hornets (12)

- **Fred Whitfield**, President and Vice Chairman, Charlotte Hornets
- **James Borrego**, Head Coach, Charlotte Hornets
- **Joseph Sharpe**, Chief Medical Officer/Head Athletic Trainer, Charlotte Hornets
- **Trista Langdon**, Vice President of Arena & Event Operations, Charlotte Hornets
- **Freddrick Richardson**, Vice President of Arena Security & Public Safety, Charlotte Hornets
- **Seth Bennett**, Senior Vice President of Consumer Engagement, Charlotte Hornets
- **Ronnie Bryant**, Chief Information Officer, Charlotte Hornets
- **Marlene Hendricks**, Senior Vice President of Guest Experience, Charlotte Hornets
- **Tamara Daniels**, Senior Vice President & General Counsel, Charlotte Hornets
- **James Jordan**, Executive Vice President & Chief Operating Officer, Charlotte Hornets
- **Donna Julian**, Executive Vice President & Spectrum Center GM, Charlotte Hornets
- **Larry Jordan**, Vice President – Player Personnel, Charlotte Hornets

Chicago Bulls (4)

- **Susan Goodenow**, Vice President of Marketing & Communications, Chicago Bulls
- **Ram Padmanabhan**, Vice President of Financial & General Counsel, Chicago Bulls
- **Nancy Reinsdorf**, President of Chicago Bulls Charities, Chicago Bulls
- **Jimmy Polk**, Assistant General Manager, Chicago Bulls

Cleveland Cavaliers (12)

- **JB Bickerstaff**, Lead Assistant Coach, Cleveland Cavaliers
- **Koby Altman**, General Manager, Cleveland Cavaliers
- **Shelly Cayette**, Executive Vice President & Chief Commercial Officer, Cleveland Cavaliers
- **Margaret Murray**, Vice President General Counsel, Cleveland Cavaliers
- **Ron Velezquez**, Vice President Ticket Operations, Cleveland Cavaliers
- **Alberta Lee**, Vice President Human Resources, Cleveland Cavaliers
- **Tracy Marek**, Executive Vice President & Chief

Marketing Officer, Cleveland Cavaliers

- **Kevin Clayton**, Vice President Diversity, Inclusion & Community Engagement, Cleveland Cavaliers
- **Brooke A. Bockelman**, Vice President Booking/Events, Cleveland Cavaliers
- **Charles Burns**, Vice President – Security, Cleveland Cavaliers
- **Stefanie Meade**, Chief Financial Officer, Cleveland Cavaliers
- **Antonio Lang**, Lead Assistant Coach, Cleveland Cavaliers

Dallas Mavericks (13)

- **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
- **Iris Diaz**, Chief Marketing Officer, Dallas Mavericks
- **Michael Finley**, Vice President Basketball Operations, Dallas Mavericks
- **Jamahl Mosley**, Lead Assistant Coach, Dallas Mavericks
- **Tarsha LaCour**, Senior Vice President-Human Resources, Dallas Mavericks
- **Katie Edwards**, Vice President-Community Relations/President of Mavs Foundation, Dallas Mavericks
- **Nicole Leach**, Associate General Counsel, Vice President, Dallas Mavericks
- **Gail O'Bannon**, Vice President Diversity and Inclusion, Dallas Mavericks
- **Alison Panasik**, Vice President Merchandising, Dallas Mavericks
- **Sekou Lewis**, General Counsel, Dallas Mavericks
- **Greg Nared**, Senior Vice President Gaming, Player Relations, Youth Basketball, Dallas Mavericks
- **Theo Hodges IV**, Senior Vice President Ticket Sales, Dallas Mavericks
- **Erin White**, Vice President – Corporate Communications, Public Relations and Events, Dallas Mavericks

Denver Nuggets (16)

- **Calvin Booth**, General Manager, Denver Nuggets
- **Jordi Fernandez**, Lead Assistant Coach, Denver Nuggets
- **Wes Unseld Jr.**, Lead Assistant Coach, Denver Nuggets
- **Keirstin Beck**, Senior Vice President & General Council, Denver Nuggets

- **Michelle Sturgell**, Senior Vice President – Human Resources, Denver Nuggets
- **Lisa Johnson**, Vice President Basketball Administration, Denver Nuggets
- **Kelsey Bannister**, Vice President, Premium Client Services, Denver Nuggets
- **Tomago Collins**, Vice President, Communications, Denver Nuggets
- **Deb Dowling**, Vice President, Community Relations, Denver Nuggets
- **Camille Hammond**, Senior Vice President, Partnership Marketing & Media Sales, Denver Nuggets
- **Tracy Hartman**, Vice President, Premium Hospitality, Denver Nuggets
- **Kari Innes**, Vice President, Business Intelligence, Denver Nuggets
- **Melinda Konig**, Vice President, Payroll, Denver Nuggets
- **Glen Lucero**, Vice President, Venues & Facility Operations, Denver Nuggets
- **Emily Maguire**, Vice President, Ticket Sales & Service, Denver Nuggets
- **Peggi Miller**, Vice President – Risk Management, Denver Nuggets

Detroit Pistons (11)

- **Troy Weaver**, General Manager, Detroit Pistons
- **Dwane Casey**, Head Coach, Detroit Pistons
- **Sidney Lowe**, Lead Assistant Coach, Detroit Pistons
- **Alicia Jeffreys**, Vice President, Brand Marketing, Detroit Pistons
- **Nicolet Lewis**, Vice President, Human Resources, Detroit Pistons
- **Laura Ferich**, Senior Vice President, Corporate Controller, Detroit Pistons
- **Elizabeth Godek**, Vice President, Premium and Membership Development, Detroit Pistons
- **Leah Emmons**, Vice President, Partnership Engagement, Detroit Pistons
- **Cletus Lewis**, Vice President – Public Relations, Detroit Pistons
- **Erika Swilley**, Vice President – Community & Social Responsibility, Detroit Pistons
- **Tyrel Kirkham**, Vice President – Brand & Marketing Strategy, Detroit Pistons

Golden State Warriors (13)

- **Michael Brown**, Lead Assistant Coach, Golden State Warriors
- **Kimberly Stone**, General Manager, Chase Center, Golden State Warriors
- **Jennifer Millet**, Senior Vice President, Marketing, Golden State Warriors
- **Erin Dangerfield**, Vice President, Human Resources & IT, Golden State Warriors
- **Yoyo Chan**, Vice President, Public & Governmental Affairs, Golden State Warriors
- **Amanda Chin**, Vice President, Brand Marketing, Golden State Warriors
- **Stevie Gray**, Vice President, Ticket Operations, Golden State Warriors
- **David Kelly**, Chief Legal Officer, Business and Basketball, Golden State Warriors
- **Michael Kitts**, Senior Vice President, Partnerships, Golden State Warriors
- **Emmanuel Thomas**, Vice President, Event Services, Golden State Warriors
- **Paul Fenstermaker**, Vice President & Deputy General Counsel, Golden State Warriors
- **Liz Cardenas**, Vice President – Financial Planning & Analysis, Golden State Warriors
- **Sheena Way**, Vice President – Content & Programing, Golden State Warriors

Houston Rockets (4)

- **Keith Jones**, Head Trainer/Vice President Basketball Operations, Houston Rockets
- **John Lucas**, Assistant Coach/Vice President Player Development, Houston Rockets
- **Rafael Stone**, Executive Vice President & General Counsel, Houston Rockets
- **Tracey Hughes**, Vice President, Media Relations, Houston Rockets

Indiana Pacers (15)

- **Kelly Krauskopf**, Assistant General Manager, Indiana Pacers
- **Nate McMillan**, Head Coach, Indiana Pacers
- **Sonya Clutinger**, Vice President/Basketball Administration, Indiana Pacers
- **Karen Atkeson**, Vice President/Player Relations, Indiana Pacers
- **Mel Raines**, Executive Vice President/Corporate Communications, Community Engagement and

Facility Operations, Indiana Pacers

- **Lori Miser**, Vice President/Engineering & Construction, Indiana Pacers
- **Donna Wilkinson**, Senior Vice President/Human Resources, Indiana Pacers
- **Quinn Buckner**, Vice President/Communications, Indiana Pacers
- **Melody Park**, Vice President/Team Owner's Representative, Indiana Pacers
- **Angela Lee**, Vice President/Human Resources & Payroll, Indiana Pacers
- **Kate Denton**, Vice President/Marketing & Brand, Indiana Pacers
- **Ted Wu**, Vice President – Basketball Operations & Cap Management, Indiana Pacers
- **Tamika Catchings**, Vice President & General Manager – Fever Basketball Operations, Indiana Pacers
- **Corey Wilson**, Vice President – Community Engagement, Executive Director – Pacers Foundation, Indiana Pacers
- **Jill Marchick**, Vice President – Customer Insight & Engagement, Indiana Pacers

Los Angeles Clippers (9)

- **Doc Rivers**, Head Coach, LA Clippers
- **Mark Hughes**, Assistant General Manager, LA Clippers
- **Tyronn Lue**, Lead Assistant Coach, LA Clippers
- **Alexander Diaz**, Chief Operating Officer – Inglewood Basketball & Entertainment, LA Clippers
- **Eric Chan**, Chief Financial Officer, LA Clippers
- **Nicole Duckett**, General Counsel, LA Clippers
- **Denise Booth**, Vice President, Community Relations, LA Clippers
- **Raymond Ortegaso**, Vice President, Human Resources, LA Clippers
- **Krystle Hogan**, Vice President – Ticket Sales & Service, LA Clippers

Los Angeles Lakers (8)

- **Jeanie Buss**, Chief Executive Officer and Controlling Owner, Los Angeles Lakers
- **Jason Kidd**, Lead Assistant Coach, Los Angeles Lakers
- **Samantha Tubman**, Chief of Staff, Los Angeles Lakers

- **AJ Harris**, Vice President – Accounting & Finance/Controller, Los Angeles Lakers
- **Allison Howard**, Vice President, Corporate Partnerships, Los Angeles Lakers
- **Lisa Estrada**, Vice President, Building Operations, Los Angeles Lakers
- **Veronica Lawlor**, Vice President, Ticket Sales, Los Angeles
- **Samantha Khoury**, Vice President, Human Resources, Los Angeles Lakers

Memphis Grizzlies (9)

- **Chantal Hassard**, Vice President, Team Operations, Memphis Grizzlies
- **Laura Ehret**, Vice President, Communication, Memphis Grizzlies
- **Arnetria Knowles**, Vice President, Human Resources, Memphis Grizzlies
- **Abusheri Ohwofasa**, Vice President, Community Engagement, Memphis Grizzlies
- **Rolanda Gregory**, Vice President, Marketing, Memphis Grizzlies
- **Nancy Alyea**, Vice President, Finance, Memphis Grizzlies
- **Richard Cho**, Vice President – Basketball Strategy, Memphis Grizzlies
- **Tayshaun Prince**, Vice President – Basketball Affairs, Memphis Grizzlies
- **Dwight Johnson**, Vice President – Arena Operations, Memphis Grizzlies

Miami Heat (15)

- **Erik J. Spoelstra**, Miami Heat
- **Hugo Gonzalez**, Chief Risk Management Officer, Miami Heat
- **Alonzo Mourning**, Vice President Player Programs, Miami Heat
- **Shane Battier**, Vice President Basketball Development & Analytics, Miami Heat
- **Garrick Amos**, Vice President Ticket Membership/Assistant General Manager, Miami Heat
- **Edson Crevecoeur**, Vice President, Business Intelligence & Strategy, Miami Heat
- **Sonia K. Harty**, Vice President Human Resources, Miami Heat
- **Andres Montero**, Vice President Retail Business Development, Miami Heat
- **Mark B. Brown**, Vice President, Tickets Premium

Sales Service, Miami Heat

- **Jennifer Mallery**, Vice President Ticket Operations Strategic Planning, Miami Heat
- **Michael A. McCullough**, Executive Vice President, Chief Marketing Officer, Miami Heat
- **Raquel N. Libman**, Executive Vice President, Miami Heat
- **Lorrie Ann Diaz**, Vice President, Business Communications & Social Responsibility, Miami Heat
- **Brendan Perrin**, Vice President, Finance & Strategic Planning, Miami Heat
- **Jennifer Tobias Alvarez**, Vice President, Creative & Digital Marketing, Miami Heat

Milwaukee Bucks (15)

- **Milt Newton**, Assistant General Manager, Milwaukee Bucks
- **Darvin Ham**, Lead Assistant Coach, Milwaukee Bucks
- **Kelly Kauffman**, Chief Human Capital Officer, Milwaukee Bucks
- **Raven Jemison**, Executive Vice President – Business Operations, Milwaukee Bucks
- **Roger Kamau**, Senior Vice President – Financial Analysis & Strategy, Milwaukee Bucks
- **Starr Butler**, Vice President – Events & Booking
- **Katelyn Griggs**, Vice President – Event Operations, Milwaukee Bucks
- **Erin Borkowsky**, Vice President – Marketing & Brand Strategy, Milwaukee Bucks
- **Katie Dempsey-Fischer**, Vice President – Ticket Operations, Milwaukee Bucks
- **Kareeda Chones-Aguam**, Vice President Business Development & Activation, Milwaukee Bucks
- **Raj Saha**, Arena General Manager, Milwaukee Bucks
- **Robert Cordova**, Chief Technology Officer, Milwaukee Bucks
- **Paul Bee**, Vice President, Ticket Sales, Milwaukee Bucks
- **Arvind Gopalratnam**, Vice President, Community and Social Responsibility, Milwaukee Bucks
- **Joel Rozelle**, Vice President – Housekeeping, Milwaukee Bucks

Minnesota Timberwolves (13)

- **Gersson Rosas**, President of Basketball Operations, Minnesota Timberwolves

- **Robby Sikka**, Vice President of Basketball Performance and Technology, Minnesota Timberwolves
- **Joe Branch**, Assistant General Manager, Minnesota Timberwolves
- **David Vanderpool**, Lead Assistant Coach, Minnesota Timberwolves
- **Sachin Gupta**, Executive Vice President of Basketball Operations, Minnesota Timberwolves
- **Laura Meyer**, Vice President of Business Intelligence, Minnesota Timberwolves
- **Siannah Mulbah**, Chief People Officer, Minnesota Timberwolves
- **Jennifer Ridgeway**, Vice President of Social Responsibility, Minnesota Timberwolves
- **Bri Bauer**, Vice President of Communications and Engagement, Minnesota Timberwolves
- **John Thomas**, Vice President – Basketball Development, Minnesota Timberwolves
- **Tru Pettigrew**, Vice President – Player Programs and Diversity & Inclusion, Minnesota Timberwolves
- **Javair Gillett**, Vice President – Sports Science & Performance, Minnesota Timberwolves
- **Marissa Blomstrom**, Vice President – Marketing, Minnesota Timberwolves

New Orleans Pelicans (7)

- **Gayle Benson**, Executive Officer, New Orleans Pelicans
- **Trajan Langdon**, General Manager, New Orleans Pelicans
- **Bryson Graham**, Assistant General Manager, New Orleans Pelicans
- **Swin Cash-Canal**, Vice President Basketball Operations/Team Development, New Orleans Pelicans
- **Vicky Neumeyer**, Senior Vice President/General Counsel, New Orleans Pelicans
- **Jennifer Martindale**, Vice President, Brand Strategy, New Orleans Pelicans
- **Shaneika Dabney-Henderson**, Vice President, Production, New Orleans Pelicans

New York Knicks (20)

- **Lisa Callahan**, Chief Medical Officer/Senior Vice President Player Care, New York Knicks
- **Scott Perry**, General Manager, New York Knicks
- **Clinton Neils**, General Manager, New York Knicks

- **Walter Perrin**, Assistant General Manager – College Scouting, New York Knicks
- **Victoria Mink**, Chief Financial Officer & Executive Vice President, New York Knicks
- **Michelle McGoldrick**, Chief Medical Officer & Senior Vice President – Player Care, New York Knicks
- **Kimberly Kerns**, Chief Communications Officer, New York Knicks
- **Sandra Kapell**, Chief Administrative Officer & Executive Vice President, New York Knicks
- **Jamie Morningstar**, Senior Vice President – Ticketing, New York Knicks
- **Lainie Doherty**, Senior Vice President – People Practices, New York Knicks
- **Jamaal Lesane**, Senior Vice President & Associate General Counsel, New York Knicks
- **William Wesley**, Executive Vice President & Senior Basketball Advisor, New York Knicks
- **Rebecca Valle**, Vice President & Head of Marketing, New York Knicks
- **Emily Bonfanti**, Vice President – Human Resources, New York Knicks
- **Susan Hamlin**, Vice President – Account Management, New York Knicks
- **Omar Qureishi**, Vice President – Strategy & Business Operations, New York Knicks
- **Sean Finley**, Vice President – Marketing Partnerships, New York Knicks
- **Kristofor Elvgren**, Vice President – Partnership Strategy, New York Knicks
- **Jeanine McGrory**, Senior Vice President Finance Teams, New York Knicks
- **Michael Verna**, Vice President Account Activation, New York Knicks

Oklahoma City Thunder (5)

- **Hakeem Onafowokan**, Vice President – Corporate Counsel, Oklahoma City Thunder
- **Will Dawkins**, Vice President of Identification and Intelligence, Oklahoma City Thunder
- **Amanda Green**, Vice President / Team Counsel & Strategic Alignment, Oklahoma City Thunder
- **Christine Berney**, Vice President, Community Relations, Oklahoma City Thunder
- **Katy Semtner**, Vice President, Human Resources, Oklahoma City Thunder

Orlando Magic (8)

- **Tyrone Corbin**, Lead Assistant Coach, Orlando Magic
- **Audra L. Romao**, Chief People Officer, Orlando Magic
- **Esu Ma'at**, Chief Diversity, Equity and Inclusion Officer, Orlando Magic
- **Shelly Wilkes**, Senior Vice President – Marketing & Social Responsibility
- **Katie S. Miller**, Senior Vice President-Fan Experience, Premium & Customer Service, Orlando Magic
- **Brenda Hayslett**, Vice President of People, Orlando Magic
- **Linda Landman Gonzalez**, Vice President of Social Responsibility, Orlando Magic
- **Nyea G. Sturman**, Vice President & General Counsel, Orlando Magic

Philadelphia 76ers (16)

- **Elton Brand**, General Manager, Philadelphia 76ers
- **David Gould**, Chief Diversity & Impact Officer, Philadelphia 76ers
- **Brittanie Boyd**, Senior Vice President – Marketing, Philadelphia 76ers
- **Ning Sun**, Vice President – Global Strategy & Development, Philadelphia 76ers
- **Victoria Isley**, Vice President – Partnership Solutions, Philadelphia 76ers
- **Robin Burgos**, Vice President – Human Resources, Philadelphia 76ers
- **Prosper Karangwa**, Vice President – Player Personnel, Philadelphia 76ers
- **Annelie Schmittle**, Vice President, Player Development, Philadelphia 76ers
- **Jill Snodgrass**, Vice President, Corporate Partnerships Activation, Philadelphia 76ers
- **Patrick Rees**, Vice President, Communications, Philadelphia 76ers
- **Kathryn Alario**, Vice President, Marketing, Philadelphia 76ers
- **Lara Toscani-Weems**, Vice President, Corporate Communications, Philadelphia 76ers
- **Susan Williamson**, Senior Vice President, Business Operations, Philadelphia 76ers
- **Lara Price**, Chief Operating Officer, Philadelphia 76ers

- **Katherine O'Reilly**, Chief Marketing Officer, Philadelphia 76ers
- **Tina Szwak**, Vice President Controller, Finance, Philadelphia 76ers

Phoenix Suns (10)

- **James Jones**, General Manager, Phoenix Suns
- **Monty Williams**, Head Coach, Phoenix Suns
- **Anita Tasavanh**, Vice President – Business Intelligence, Phoenix Suns
- **Sheila Yammer**, Vice President – Payroll Services, Phoenix Suns
- **Ann Myers Drysdale**, Vice President, Suns / Mercury, Phoenix Suns
- **Julie Fie**, Vice President, Basketball Communication, Phoenix Suns
- **Melissa Goldenberg**, Senior Vice President & General Counsel, Phoenix Suns
- **Karen Rausch**, Senior Vice President, People Experience, Phoenix Suns
- **Sarah Schock**, Vice President, Booking & Event Production, Phoenix Suns
- **Brooke Campbell**, Vice President, Marketing & Brand Strategy, Phoenix Suns

Portland Trail Blazers (7)

- **Ashley Clinkscale**, Senior Vice President – Communications and Community & Diversity, Portland Trail Blazers
- **Michelle Soares**, Vice President – Technology, Portland Trail Blazers
- **Amy Corbett**, Vice President – Corporate Partnerships, Portland Trail Blazers
- **Cheri Hanson**, Vice President, Team Relations, Portland Trail Blazers
- **Sarah Petrone**, Senior Vice President, People & Culture, Portland Trail Blazers
- **Amanda Mann**, Senior Vice President, General Manager Rose Quarter Operations, Portland Trail Blazers
- **Christa Stout**, Vice President, Social Responsibility, Portland Trail Blazers

Sacramento Kings (12)

- **Alvin Gentry**, Lead Assistant Coach, Sacramento Kings
- **Joe Dumars**, Special Advisor to the General Manager, Sacramento Kings

- **Teena Murray**, Vice President, Health & Performance, Sacramento Kings
- **Galen Duncan**, Vice President Kings Academy, Sacramento Kings
- **Joelle Terry**, Senior Vice President, Communications, Sacramento Kings
- **Stacy Wegzyn**, Senior Vice President, Human Resources, Sacramento Kings
- **Eric King**, Vice President, Technology, Sacramento Kings
- **Timothy Lea**, Vice President Security Operations, Sacramento Kings
- **Amee Lile-Schrock**, Vice President & Controller, Sacramento Kings
- **Alexander Rodrigo**, Senior Vice President and General Manager, Sacramento Kings
- **Lisa Feigenbaum**, Vice President, Group Premium Hospitality & Event Sales, Sacramento Kings
- **Maritza Davis**, Vice President, Experiences and Social Responsibility, Sacramento Kings

San Antonio Spurs (7)

- **Brian Wright**, General Manager, San Antonio Spurs
- **Brandon James**, Vice President Basketball Administration/Deputy General Counsel, San Antonio Spurs
- **Brandon Gayle**, Executive Vice President Partnership & Revenue, San Antonio Spurs
- **Lori Warren**, Executive Vice President Corporate Finance & Strategy, San Antonio Spurs
- **Tammy Turner**, Senior Vice President of Corporate Administration & Facilities, San Antonio Spurs
- **Bobby Perez**, Executive Vice President & General Counsel, San Antonio Spurs
- **Rebecca Kimbro**, Vice President of Brand and Marketing, San Antonio Spurs

*Toronto Raptors (7)

- *Toronto has not submitted data on an individual level

Utah Jazz (9)

- **Julio Morgan Evans**, Vice President – Retail Operations, Utah Jazz
- **Briana Barker**, Vice President – Marketing Operations, Utah Jazz
- **Amber Robinson**, Vice President – Human

Resources, Utah Jazz

- **Emily Justice**, Vice President of Arena Events, Utah Jazz
- **Steve Smith**, Vice President of Team Security, Utah Jazz
- **Derek Garduno**, Vice President of Basketball Communications, Utah Jazz
- **Meikle Lahue**, Vice President of Game Operations, Utah Jazz
- **Kari Holt Larson**, Vice President of Community and Events, Utah Jazz
- **Elaina Pappas**, Vice President of Marketing and Fan Development, Utah Jazz

Washington Wizards (20)

- **Raul Fernandez**, Vice Chairman and Partner, Washington Wizards
- **Sashia Jones**, Vice President, Player Development & Social Engagement, Washington Wizards
- **John Thompson III**, Vice President, Player Programs, Washington Wizards
- **Sashi Brown**, Senior Vice President, Chief Planning & Operations Officer, Washington Wizards
- **Franklin Ross**, Vice President, Player Personnel, Washington Wizards
- **Mark Simpson**, Vice President, Player Performance, Washington Wizards
- **Tony Brown**, Lead Assistant Coach, Washington Wizards
- **Monica Maples Dixon**, Executive Vice President & Chief of Staff, Washington Wizards
- **Kelly M. Skoloda**, Executive Vice President & Chief People Officer, Washington Wizards
- **Michele Powell**, Senior Vice President & General Manager, Washington Wizards
- **Alycen McAuley**, Senior Vice President – Team Services, Washington Wizards
- **Abigail Blomstrom**, Executive Vice President & Deputy General Counsel, Washington Wizards
- **Anupama Rangappa**, Vice President, Social Impact, Washington Wizards
- **Rebecca Winn**, Vice President, Marketing, Washington Wizards
- **Ketsia Colimon**, Vice President, Franchise Communications, Washington Wizards
- **Quentin Addison**, Vice President, Broadcast & Technical Operations, Washington Wizards

- **John Ferguson**, Vice President, People & Culture, Washington Wizards
- **Kameron Florence**, Vice President – Ticket Sales & Service, Washington Wizards
- **Lorin Fantaskey**, Vice President – Suites, Client Services & Operations, Washington Wizards
- **Aimee Brillhart**, Vice President – Productions, Washington Wizards

Appendix II

NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES - 2021

The NBA, along with the WNBA, NBA G League, NBA 2K League and Basketball Africa League, has a wide range of diversity and inclusion initiatives, which are summarized below.

Key Milestones and Hires

- On June 28th, the Dallas Mavericks announced the hiring of Nico Harrison as General Manager and Head of Basketball Operations. His appointment increased the number of General Managers of Color to 12, an all-time high for the league.
- Seven Black head coaches were hired after the conclusion of the 2020-21 regular season. This brought the total number of head coaches of color to 15, one short of the all-time high of 16 established during the 2011-12 season. The newly hired coaches are:
 - Chauncey Billups, Portland Trail Blazers
 - Willie Green, New Orleans Pelicans
 - Jason Kidd, Dallas Mavericks
 - Nate McMillan, Atlanta Hawks
 - Jamahl Mosley, Orlando Magic
 - Ime Udoka, Boston Celtics
 - Wes Unseld, Washington Wizards

All but Jason Kidd and Nate McMillan are first-time head coaches.

New Social Justice and Inclusion Initiatives

- The league office has convened a cross-departmental Social Impact Task Force to harness the full power of the organization to create sustained change by addressing racial inequality, creating greater economic opportunity, advocating for needed reform and promoting civic engagement. To further our collective response, we committed to increasing Black representation across the NBA and teams to better reflect the diversity of our core fans; ensuring greater inclusion of diverse-owned and operated businesses across NBA business

activities; and leveraging the power of our partnerships to drive meaningful change.

NBA Foundation

- In August 2020, the NBA Board of Governors, representing all 30 teams, announced that it will contribute \$300 million (\$30M per year) over 10 years in initial funding to establish the NBA Foundation. Through funding and additional support, the Foundation seeks to help dismantle systemic inequities to increase access and support for high school, college-aged and career-ready Black youth, and assist nonprofits that provide skills training, mentorship, coaching and pipeline development in NBA markets and communities across the U.S. and Canada.
- The Foundation's efforts aim to address glaring wealth, income and employment disparities in our society. Working directly with all 30 teams, their affiliated charitable organizations and the NBPA, the Foundation will support national organizations and their local affiliates as well as local grassroots organizations in team markets with emphasis on three critical employment transition points: personal and professional and obtaining a first job; securing employment following high school or college; and career advancement once employed.
- The Foundation's Board of Directors is comprised of eight representatives from the NBA Board of Governors, players and executives from the NBPA and the league office: players Harrison Barnes and Tobias Harris; governors Gayle Benson, Michael Jordan, Tony Ressler and Larry Tanenbaum; and executives Adam Silver and Michele Roberts.
- To date, the Foundation has provided two rounds of grants totaling more than \$5 million in support of programs focused on STEM, workforce development, mentorship, internships, and other forms of education.
- In Dec. 2020, the Foundation announced

a total of \$2 million in inaugural grants to seven organizations: exalt, Management Leadership for Tomorrow, Marcus Graham Project, Operation DREAM, TEAM Inc., The Knowledge House and the Youth Empowerment Project.

- In April 2021, the Foundation completed its second grant round of \$3 million to nine organizations: Big Brothers Big Sisters of Miami, Braven, Center for Leadership Development, City Year, CodeCrew, The Collective Blueprint, NAF, New Heights Youth and Road to Hire.
- On Feb. 12, the Foundation's grant application portal launched and began accepting applications on a rolling basis.
- Through additional partnerships and grants, the Foundation will focus on programming in areas including STEM education, job shadows and apprenticeships, development pathways outside of traditional higher education, career placement, professional mentorship, networking and specific opportunities with HBCUs.

National Basketball Social Justice Coalition

- On November 20, 2020, the NBA and NBPA jointly announced the formation of the National Basketball Social Justice Coalition, an organization that will lead the NBA family's collective efforts to advance equality and social justice. Through its mission to leverage the game's influence to raise awareness, educate and advocate for meaningful reform, the Coalition will focus on action and change in several areas, including voting access and criminal justice system reform at the national, state and local level.
- The National Basketball Social Justice Coalition is led by Executive Director James Cadogan as well as a group of five team governors, five players and two coaches. Additionally, NBA Commissioner Adam Silver, NBA Deputy Commissioner and Chief Operating Officer Mark Tatum and NBPA Executive Director Michele Roberts will serve on the Coalition's board. The inaugural board members are:

- Micky Arison, Miami Heat Managing General Partner
- Steve Ballmer, L.A. Clippers Chairman
- Clay Bennett, Oklahoma City Thunder Chairman
- Marc Lasry, Milwaukee Bucks Governor
- Vivek Ranadivé, Sacramento Kings Governor and Chairman
- Carmelo Anthony, Portland Trail Blazers Forward
- Avery Bradley, Los Angeles Lakers Guard
- Sterling Brown, Milwaukee Bucks Guard-Forward
- Donovan Mitchell, Utah Jazz Guard
- Karl-Anthony Towns, Minnesota Timberwolves Forward
- Lloyd Pierce, NBA Coach
- Doc Rivers, Philadelphia 76ers Head Coach
- On May 24, the day prior to the anniversary of George Floyd's murder, Cadogan released a statement on behalf of the Coalition endorsing the George Floyd Justice in Policing Act. The statement explained that systemic problems demand systemic solutions and, because police actions are governed by a diverse array of state laws and local policies, the Floyd Act takes unprecedented strides towards consistency in reforming at a federal level the practices that failed Floyd and countless other victims of police brutality and force.

Civic Engagement

- The NBA supported civic engagement efforts to expand voting access and voter awareness ahead of the 2020 general election. In total, 23 teams committed their arenas or practice facilities for voting-related activities to allow for a safe in-person voting option for communities.
- Early voting at State Farm Arena in Atlanta began on Monday, Oct. 12, 2020 and was also a ballot location for the Georgia Senate runoff in January.
- On Election Day, 15 arenas were utilized as polling locations, and Bloomberg estimates more than 300,000 people cast ballots at NBA arenas this election.

- Beyond opening team facilities, the NBA utilized its platforms to promote greater civic engagement, including through advertising spots, live reads, and courtside signage in each 2020 NBA playoff game featuring members of the NBA family and non-partisan partners I Am A Voter, When We All Vote, More Than A Vote, vote.org and NAACP LDF. Additionally, during the Conference Finals and 2020 NBA Finals, NBA players debuted new warm-up shirts created in partnership with the NBA and NBPA that displayed the message “VOTE”.
- During Game 1 of the NBA Finals, the NBA hosted 40 first-time poll workers from More Than A Vote in a virtual fan section alongside President Obama, Robin Roberts, and 15 NBA Champions. The honoring was part of the NBA’s partnership with More Than A Vote, the NAACP LDF, and Power The Polls to support the “We Got Next” poll worker recruitment campaign, which registered 40,000 new poll workers since it launched in September.
- The league also participated in various non-partisan voter efforts, including National Voter Registration Day, a non-partisan day of action to encourage Americans to take the first step in the voting process. As part of the celebration on Sept. 22, the league launched vote.nba.com, a new online resource hub highlighting leaguewide efforts around voting and civic engagement to connect fans with non-partisan voting and Census completion resources.
- Additionally, the NBA took part in National Vote Early Day on October 24 by releasing a new video featuring the 2020 NBA Champion Los Angeles Lakers discussing the importance of voting and encouraging fans to make their early voting plan at vote.nba.com.
- On Sept. 18, the NBA joined BET, National Urban League and other leading civil rights organizations to hold the first-ever National Black Voter Day (NBVD) to inform, empower and mobilize Black Americans’ participation in the November election. NBVD leveraged resources to help register voters, demystify voting laws and processes, provide guidance on voting rights restoration and help all create a plan.
- The NBA, WNBA and NBA G League also joined the Civic Alliance, a non-partisan group of businesses focused on shifting the culture on voting and encouraging civic participation.
- The NBA and NBPA also met with teams on campus in Orlando to introduce them to a number of voting resources offered through the on-campus app, and hosted pop-up registration tables for teams, players, staff and guests to check their registration status and register while on campus. All 30 teams also shared information on their state’s voting process and voter registration deadlines with their players, and encouraged them to communicate this information with families and friends to ensure everyone has a plan. Per the Players Association, more than 96% of all eligible NBA players registered to vote.

Kareem Abdul-Jabbar Social Justice Champion Award

- In 2021, the NBA created the Kareem Abdul-Jabbar Social Justice Champion Award, a new annual honor that recognizes a current NBA player for pursuing social justice and upholding the league’s values of equality, respect and inclusion. All 30 NBA teams will nominate one player from their roster for the award. The finalists and winner will be selected by a committee composed of NBA legends, league executives and social justice leaders. The winner will select an organization to receive a \$100,000 contribution on his behalf, while the other four finalists will each select an organization to receive a \$25,000 contribution.

Inclusion Learning Programs and Resources

- The NBA continues to expand upon its inclusion learning programs. In 2020, the league began delivering Practicing Inclusion, a two-day virtual anti-racism intensive. Practicing Inclusion provides participants with shared skills and language for communicating around

race, intersectionality and anti-racism, and shares evidenced-based, culturally responsive strategies that can lead to improved performance, cultural competence and socioeconomic awareness for employees.

- NBA Family Virtual Town Halls bring together league and team employees on a quarterly basis to hear from social justice thought leaders and share how the NBA is leveraging its collective platform to bring about sustained action and systemic change. Past speakers have included Ford Foundation President Darren Walker, African American Policy Forum Co-Founder and Executive Director Kimberlé Crenshaw, author Jelani Cobb, Asian Americans Advancing Justice/AAJC President and Executive Director John Yang, Paul Quinn College President Dr. Michael Sorrell and Management Leadership for Tomorrow Founder and President John Rice.

Talent Acquisition and Development Programs

- The Future Sales Stars Program is a virtual development program designed to promote and increase diversity in the ticket sales and corporate partnerships fields by targeting participants from underrepresented communities to introduce them to careers in sports and accelerate their career trajectories. The six-month program provides participants with access to mentorship, networking, and development opportunities, as well as real-world insights, and connects executives in these fields with the next generation of leaders in revenue generating roles. Programming includes ticketing and partnership sales training, guest speakers and candid discussions on how to thrive in the sports industry, along with skill-building sessions like resume writing, interview preparation and networking. Based on the success of Future Sales Stars, the league is expanding the program to reach other fields and areas of expertise, beginning with analytics. The first cohort of the Future Analytics Stars Program, which focuses on basketball, business, and marketing analytics, will launch in August 2021.
- The Executive Highlighting Initiative, launched

in August 2020, is a bimonthly newsletter for NBA team leaders that focuses on proactive recruiting and networking. Each newsletter features external executives, all of whom identify as women or people of color, who have expressed interest in working with the NBA across business disciplines, including revenue, marketing, digital, strategy and analytics, and more. Teams are strongly encouraged to engage these executives for employment consideration and networking.

- The goal of the NBA Mentorship Program, launched in August 2020, is to retain and develop diverse talent by connecting young executives with mentors across the league to offer advice and share experiences. Mentees were nominated to participate by senior leadership from each of the 30 NBA teams, then matched with a more senior mentor. More than 175 leaders across the league, including all 30 NBA team presidents and ticketing, partnership, marketing and business operations executives, volunteered to serve as mentors.

Economic Inclusion

- Answering The Call (ATC), launched in October 2020, is a program to further diversify the NBA's licensing portfolio. ATC enables minority-owned businesses to obtain an NBA/WNBA license, opening a suite of league benefits and assets to any new licensee.
- In the Black History Month Spotlight program, the NBA worked with its marketing partners for the first-ever opportunity to come together and highlight Black-owned businesses, organizations, and initiatives throughout Black History Month. In highlighting these Black-owned businesses, organizations, and initiatives, the NBA and its marketing partners provided a new level of recognition, reach, and exposure to these groups.

NBA All-Star 2021 and Support for HBCUs

- Knowing that HBCUs have been underfunded for decades, and the COVID-19 pandemic has hit schools, students, and families hard, the NBA family felt it was important to use NBA All-Star 2021 to offer support and resources for these important institutions.
- NBA All-Star events generated more than \$3 million in initial support of HBCUs and communities of color disproportionately impacted by COVID-19.
- Under the 2021 All-Star Game format, Team LeBron played for TMCF and Team Durant played for the United Negro College Fund (UNCF) as their respective All-Star beneficiary, providing scholarship funding to further HBCU students' higher education. Team LeBron raised \$1.25 million for TMCF, while Team Durant raised \$500,000 for UNCF.
- As part of the Taco Bell Skills Challenge, the NBA donated \$250,000 to UNCF's Emergency Student Aid Program, which provides direct financial support to HBCU students to cover tuition, food, technology, and housing needs.
- As part of the MTN DEW 3-Point Contest, \$250,000 dollars were raised for Direct Relief's Fund for Health Equity to ensure health centers and free clinics located in minority communities have access to the medicines and funding they need to serve their communities.
- As part of AT&T Slam Dunk, the league donated \$250,000 to TMCF's COVID-19 HBCU Emergency Fund, which provides financial support for HBCU students, faculty and/or programs that address emergency aid, technology needs, food insecurities and mental health issues due to the pandemic.
- Throughout the All-Star events, HBCUs were honored in-arena and broadcast, with special court designs, jersey patches, artwork and musical performances. All three NBA referees who officiated the All-Star Game are HBCU graduates – Tom Washington (Norfolk State), Courtney Kirkland (Southern Univ.) and Tony Brown (Clark Atlanta Univ.).

- Together with the National Black MBA Association (NBMBA), the NBA has created a scholarship program to fund four scholarships annually for students and alumni of Historically Black Colleges and Universities (HBCUs) to put toward graduate education. To be eligible for the scholarship, applicants must: be graduate students enrolled full-time in an accredited degree program at a HBCU, or HBCU undergraduate alumni who are currently graduate students enrolled full-time in an accredited degree program; submit an essay responding to a prompt; demonstrate academic excellence; demonstrate exceptional leadership potential; and be actively involved in their local communities through service to others.

Combatting Anti-Asian Hate

- Launch of The Asian American Foundation (TAAF). To tip off AAPI Heritage Month, some of the most influential Asian American business leaders, including Brooklyn Nets Governor Joe Tsai, pledged \$125 million to a newly-formed initiative, The Asian American Foundation, to offer funding and resources to organizations focused on mobilizing action against hate and violence and building infrastructure to improve AAPI advocacy, power and representation across society. The foundation has raised another \$125 million in initial investments from the NBA, Walmart, the Ford Foundation and other organizations, and is now the single largest philanthropic gift devoted to Asian Americans, who comprise about 6% of the U.S. population but receive less than 1% of philanthropic funding.
- AAPI Visibility Pledge. Rise and RUN AAPI, nonprofit organizations focused on supporting AAPI communities in America, created a campaign to increase AAPI community visibility. Launched at AAPIpledge.US, the NBA – alongside Melinda Gates' Pivotal Ventures, Uber and the Rockefeller Foundation, among others – signed as an inaugural signatory of the AAPI Visibility Pledge, committing

to denounce violence against and uplift AAPI communities within their respective organizations.

- **Hyperfly x NBA Lab Apparel.** The league's NBA Lab licensee Hyperfly created NBA and WNBA league-branded hoodies and T-shirts featuring "Stop Asian Hate" in Chinese characters. Items are for sale on [NBASore.com](https://www.nbastore.com) and [WNBASore.com](https://www.wnbastore.com) and all NBA proceeds will be donated to the AAPI Visibility Pledge.
- **NBA Stop Asian Hate PSA feat. Damian Lillard.** To bring attention to the significant rise in hate crimes and violence against Asian people, the NBA debuted a new PSA on May 9 featuring Portland Trail Blazers guard Damian Lillard calling for unity and an end to racism and xenophobia and encouraging fans to learn more at [StandAgainstHared.org](https://standagainsthared.org). This season, Damian has consistently spoken out against anti-Asian hate and, alongside many other NBA players, has used his platform to raise awareness of racial injustices in our society.
- **Stop Asian Hate Virtual Roundtable.** On May 24, the league hosted a candid conversation on NBA Twitter at 4 p.m. ET focused on understanding and confronting the rise in anti-Asian hate and discrimination, personal experiences on racism and how to advance cross-racial allyship. The conversation featured NBA champion Jeremy Lin and former NBA player and Atlanta Hawks Assistant GM Landry Fields, hosted by Bobby Hundreds, co-founder of The Hundreds streetwear brand and Asian American activist.
- **AAJC Bystander Intervention Training.** The league's Asian Professional Exchange (APEX) employee resource group hosted a bystander intervention training for employees led by Asian Americans Advancing Justice (AAJC) and Hollaback!, focusing on how to intervene effectively without compromising safety.

International Social Justice Programs

- **NBA Africa and the Basketball Africa League** are building on the NBA's commitment to social

justice by helping advance gender equality on behalf of women and girls across Africa, with a focus on gender-based violence, supporting girls' education, and increasing female representation across basketball. They are using their collective platforms and resources to promote gender equality among fans and key stakeholders, advocate for local allyship through collaborative efforts with corporate and community partners, and develop pipelines for women to fully participate and be visible across the league and its programs. The league has also made a commitment to practice greater economic inclusion across its business activities and partnerships with the Africa region focused on engaging more African-owned small and mid-size enterprises.

- In May 2021, NBA Canada announced NBA Creators presented by Microsoft, a new initiative that commissions and promotes the work of several Canadian Black, Indigenous and other People of Color (BIPOC) artists, illustrators and multi-media creatives. All of the featured work is being designed on Microsoft Surface products and will be shared on both NBA and Microsoft social media platforms in Canada. In Fall 2021, the program will evolve into a more comprehensive activation with an open call for Canadian submissions, with artwork spanning the 2021-22 season.

Team Social Justice Programming

- **Chicago Bulls and Oklahoma City Thunder Black History Classroom Exchange.** In February 2020, the Chicago Bulls and Oklahoma City Thunder teamed up to launch a virtual Black History Classroom Exchange program, a first of its kind, multi-year partnership between the two teams. The program will give students in Chicago and Tulsa a chance to learn about two tragic events in U.S. history often left out of school curriculum – the Chicago Race Riot of 1919 and the 1921 Tulsa Race Massacre. Coming on the heels of the centennial recognition of the Chicago Race Riot and just ahead of the 100-year mark of the Tulsa Race Massacre, the

interactive program provided regular opportunities to illuminate the past in an effort to empower the future and encourage students to explore ways to expand economic empowerment within their communities. Through the end of the school year, students from African American history classes from Chicago's South Shore International High School and Booker T. Washington High School in Tulsa virtually participated in six interactive workshops together.

- **Charlotte Hornets Racial Justice Commitment.** Following the murder of George Floyd, Hornets Governor Michael Jordan and the Jordan Brand announced a \$100 million donation over 10 years to organizations dedicated to ensuring racial equality, social justice and greater access to education. In July, Jordan Brand announced \$1 million contributions to the NAACP Legal Defense and Educational Fund and the Formerly Incarcerated and Convicted people and Families Movement (FICPFM), as well as a \$500,000 contribution to Black Voters Matter.
- **Represent Justice Campaign - Play for Justice.** During the 2019-20 NBA season the Sacramento Kings, Milwaukee Bucks, Los Angeles Lakers, and Cleveland Cavaliers partnered with Represent Justice to organize facilitated conversations with incarcerated people and basketball games at correctional facilities. The effort was designed to lift up narratives of hope and redemption and break down stigmas associated with individuals – disproportionately people of color and the poor – who are impacted by the criminal justice system.
- **Team Up For Change.** In Oct. 2020, the Kings partnered with eight other NBA and WNBA teams to host “Team Up for Change,” a virtual summit focused on issues of police brutality, criminal justice reform, economic empowerment and inclusion. The summit was followed by a week of action in each community, with each participating team organizing a series of community events and programs.
- **Utah Jazz's Scholarship Program.** For every Jazz win during the 2020-21 season, the Utah Jazz are

providing a full, four-year scholarship to an underrepresented student of color enrolling as a freshman for the 2021-22 school year. The award will cover up to the full cost of attendance — including tuition, books, fees, and room and board — for each recipient's full undergraduate education at one of six universities in the state of Utah.

- **Los Angeles Lakers “Game Changer” Policing Dialogues.** The Lakers are partnering with an organization called “Game Changer” to conduct a series of virtual training events featuring Lakers legends, Los Angeles-based law enforcement agencies and Los Angeles County residents. Each conversation includes moderated focus groups unpacking the root causes of racialized policing. The Lakers' work with Game Changer builds upon the Los Angeles Lakers Youth Foundation's annual Building Bridges With Basketball program that brings together LAPD officers and at-risk Los Angeles youth to dialogue and play basketball.
- **Boston Celtics United.** In Sept. 2020, the Celtics launched Boston Celtics United, a 10-year, \$25 million multi-focus commitment to address racial injustice and social inequities in the Greater Boston area, with an emphasis on combating issues that have impacted the Black community as a result of the nation's long-term history of systemic racism.
- **Brooklyn Nets Social Justice Commitment.** The Brooklyn Nets and the Joe and Clara Tsai Foundation have announced an ambitious new social justice effort, including a \$50M funding commitment over 10 years to drive economic empowerment and address the systemic imbalances that produce racial gaps in education, health, and wealth, with a priority focus on Brooklyn.
- **Dallas Mavericks Take Action.** The Mavericks have launched a comprehensive social justice effort called Mavericks Take Action. The team is committed to listen, learn and unite Dallas-Fort Worth communities to address

racial inequities and disparities, promote social justice, and drive sustainable change, including a minimum \$5M investment and 10,000 employee volunteer hours over the next three years. The effort includes a commitment to take action on 25 new initiatives focused on public policy, criminal justice education, employment, child welfare and healthcare.

- Philadelphia 76ers Racial Justice Commitment. In Aug. 2020, Harris Blitzer Sports and Entertainment pledged \$20 million over the next five years to drive action and invest in the cities where our teams live, work, play and perform. The investment includes \$10 million for the newly formed NBA Foundation and \$10 million invested locally in Philadelphia and Newark.
- Mavs Major Program in partnership with Paul Quinn College. The Dallas Mavericks announced a new partnership and \$500,000 investment in Paul Quinn College, the only Historically Black College / University in the Dallas-Fort Worth area and a model for urban higher education nationally, to develop the Mavs Major academic program. Over the next 18 months, the grant will fund the development of an innovative new Bachelor of Arts in Leadership, including diverse coursework in: leadership, innovation, sports management, technology, entrepreneurship, and networking.

Team Support for Black-Owned Businesses

- Atlanta Hawks Historic Agreement with Black-Owned Banks. In December 2020, the Hawks announced an agreement to refinance the construction loan for the Emory Sports Medicine Complex with a syndicate of Black-owned banks. The \$35 million loan marks the first time a professional sports franchise has had a significant loan underwritten exclusively by Black banks.
- Boston Celtics Power Forward Small Business Grant Program. In February 2021, Vistaprint and the Boston Celtics Shamrock Foundation announced a combined commitment of \$1 million and the launch of the Power Forward Small Business Grant in partnership with the NAACP.
- The new grant program aims to create a lasting impact through the economic empowerment of Black-owned small businesses across New England with grants of \$25,000 to be awarded on a rolling basis.
- Chicago Bulls Black-Owned Business Initiative. The Chicago Bulls partnered with BMO Harris to launch a platform supporting Black-owned businesses. The effort included monthly storytelling and marketing support for local Black-owned businesses leveraging the Bulls and BMO's collective platforms.
- Dallas Mavericks Truth to Power Project. Leveraging music as a vehicle to lift voices, share messages, shift perspectives and advance change, Truth to Power serves to create a more unified, equitable and inspired common culture, with the team investing in the project led by Mavs' broadcaster Jeff "Skin" Wade and Eastwood Music Group to produce an album benefiting a more inclusive arts industry and Dallas-Fort Worth's Black-owned businesses and entrepreneurship.
- Detroit Pistons Support Black Owned Businesses. On Feb. 17, 2021, the Detroit Pistons supported Black businesses in Detroit through infusing dollars into the local community by giving team employees a "stipend" to spend at a list of identified Detroit Black small businesses.
- The Golden State Warriors Partner with Black Joy Parade. The Golden State Warriors partnered with Black Joy Parade, a hyper-positive movement to celebrate the Black experience and to empower Black-owned businesses and entrepreneurs. In addition, the Warriors partnered with Marcus Books, the oldest Black owned bookstore in the country, during Black History Month to provide a mobile bookstore to give books to local children and families.
- Indiana Pacers Highlight Local Black-Owned Businesses. Throughout 2020-21 NBA season, the Indiana Pacers highlighted Black-owned businesses in the Indianapolis community and

statewide once a week on their social channels. During the hiatus, Pacers big man Myles Turner supported the Black community, compiling and sharing lists of Black-owned businesses in the greater Indianapolis area for his social media followers.

- **Clippers Local Business Partners Program.** To mark Black History Month, the Clippers created a program designed to provide resources, support, and promotion for six Black-owned businesses across Los Angeles for each remaining month this season.
- **Memphis Grizzlies “Shop Local”.** Grizz Shop Local is an initiative created to help support and sustain local businesses during the pandemic. In partnership with Cynthia Daniels & Co., Grizz Shop Local-Black History Month Edition, is a virtual shopping platform and event that provides economic equity and empowerment featuring 12 Black-owned, local Memphis businesses during the month of February. Throughout February, the team shared a calendar on grizzlies.com/BHM, highlighting a different locally owned Black business such as B Chill Lemonade, Premier Flowers and many more every day in February.
- **Miami Heat Black-Owned Business Spotlight.** A recurring element of the team’s new “Beyond the Hardwood” digital content feature was shining a light on local, Black-owned businesses in Miami and South Florida.

The Philadelphia 76ers Buy Black Partnership Program. The 76ers and Devils launched the Buy Black Partnership Program on MLK Day to promote and market local Black-owned businesses. Each company selected as part of this program will become an official team partner with the 76ers/Devils for the 2020-21 season and receive a minimum of \$100,000 in marketing value and team assets.

- **Portland Trail Blazers Support Black-Owned Businesses.** As part of Black History Month, the team created a dedicated webpage at www.trailblazers.com/bhm to include a calendar of events, digital assets for fans, and a list Black-

owned small business support efforts. In September 2020, Trail Blazers Forward Robert Covington teamed up with former players Luol Deng, Pops Mensah-Bonsu and Matt Barnes and On Our Own to launch an impact investment to provide affordable housing and community development in the West Pullman neighborhood company on Chicago’s South Side.

- **Sacramento Kings Supporting Sacramento’s Black-Owned Businesses.** To highlight and elevate local Black businesses, the organization teamed up with the Build.Black. Coalition to amplify the launch of the Build.Black. mobile app, a digital platform designed to bring together entrepreneurs, artists, businesses, consumers and community members to build the social, economic and cultural vitality in Sacramento and beyond.
- **Utah Jazz Black-Owned Businesses in Utah Highlight.** Throughout February, the team hosted a 4-part digital series (aired every Monday in February) highlighting four Black-owned businesses that were launched in Utah. The series featured exclusive interviews with the owners/business partners discussing their business, ups/downs, the importance of representation and the beauty of the community.
- **Washington Wizards Black-Owned DMV Series.** As part of each of the team’s home game in February, the Wizards integrated six local Black-owned businesses into their game-day presentation through a digital content initiative featuring videos, pregame announcements, and exclusive interviews dedicated to sharing each business’s unique story.

Ongoing Diversity and Inclusion Initiatives **Inclusion Leadership**

- The NBA’s Global Inclusion Council, established in 2016, is comprised of senior leaders from the league office and teams. The GIC provides strategic guidance, establishes benchmarks, reviews policies and serves

as a catalyst for diversity and inclusion efforts leaguewide.

- NBA Commissioner Adam Silver is a signatory of the CEO Action for Diversity & Inclusion pledge, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

Key Inclusion Programming, Learning Initiatives and Professional Development

Coaches Equality Initiative

- In 2019, the NBA and NBA Coaches Association (NBCA) created the NBA Coaches Equality Initiative (CEI), a partnership between the two organizations designed to identify and develop top coaching talent. The program's goal is to grow the number of highly skilled coaches in the NBA and ensure a level playing field for the development of all qualified coaching candidates regardless of race, religion, gender or sexual orientation. CEI programs include coaching workshops; learning and curriculum highlighting head coach competencies, skill development and executive coaching sessions; and networking opportunities at league events, including the NBA Coaches Summit at NBA Summer League in Las Vegas. In summer 2020, CEI launched the NBA Coaches Database, a resource to give team decision-makers a single, comprehensive and verified resource for researching a coach's qualifications as they consider and evaluate talent for their coaching staffs.

Women's Leadership Initiative

- 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 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.

Inclusion Learning Programs and Resources

- Since 2016, the league office has regularly convened Community Conversations to create a safe space for league office employees to engage in small-group dialogue and share their thoughts on important, and often uncomfortable, issues. Past conversation topics have included the murders of George Floyd, Breonna Taylor and Ahmaud Arbery, and the racial disparities in policing, economics, mental healthcare highlighted by their deaths and by the COVID-19 pandemic; the rise in anti-Asian hate and discrimination; and the 2020 presidential election.
- 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 league employees globally completed this training. In 2018, the NBA 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 NBA teams' 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.

Employee Resource Teams

- 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 U.S. 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 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 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 June 2019, NBA Pride participated in the NYC Pride March for the fourth consecutive year. In 2016, the NBA became the first professional sports league to participate in the march.
- 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, 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.
- Asians in Sports and Culture Symposium. Together with the Asian employee groups at the NFL and MLB, the NBA's APEX employee resource team co-hosted its fourth annual symposium for AAPI community members and allies to learn from industry leaders and provide

networking opportunities. This year's event featured a panel discussion on current events entitled "Together We Rise" with Kim Pegula (Owner, Buffalo Bills), Natalie Nakase (asst. coach, LA Clippers), and Ron Darling (TBS commentator and former MLB player). The panel was moderated by Pablo Torre (ESPN host).

- The NBA 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.

NBA Inclusion Awards

- All 30 NBA teams are engaged in a range of diversity and inclusion-related programming internally and externally. In 2018, the league created the NBA Inclusion Awards to recognize NBA teams for outstanding programming that promotes inclusive practices. The Inclusion Awards are given in two categories: the Inclusion Leadership Award recognizes an organization's history of and commitment to inclusion as a key business strategy, evaluating the team's full slate of inclusion programming; the Inclusion Innovation Award recognizes a specific innovative program that advances inclusive practices. The awards are given out at the annual NBA Sales & Marketing Meetings. Past winners include:
- Dallas Mavericks (Inclusion Leadership Award, 2020) – The team instituted a comprehensive diversity and inclusion strategy that covers

Customers, Reputation, Agenda for Women, Family, Talent and Suppliers (C.R.A.F.T.S.), and includes several innovative policies and initiatives, such as establishing four new employee resource groups; building a network of influencers to create awareness of their cultural theme nights, which generated 2.7 million impressions on social media; developing the Dallas Mavericks Advisory Council, a group of 24 influential and diverse business and community leaders; and strengthening their supplier diversity efforts to triple spend with minority, women and disadvantaged business enterprises.

- Sacramento Kings and Milwaukee Bucks (Inclusion Innovation Award, 2020) – This marked the first time the award has been shared by two teams. Though the Sacramento Kings and Milwaukee Bucks are from different sides of the country, both communities have been affected by social injustice. The Kings partnered with the Bucks to each host a "Team Up for Change" event, a first-of-its-kind daylong summit convened to address social inequality. The events brought together community leaders, law enforcement and youth advocates from Sacramento and Milwaukee to guide and inform conversations around issues at the intersection of sports, race and the pursuit of more equitable communities.
- Atlanta Hawks (2019) – The Hawks were the first team to hire a chief diversity officer and the first to establish an inclusion council, strengthening their ties throughout the Atlanta community. In 2016, the team created MOSAIC (Model of Shaping Atlanta through Inclusive Conversations), which brings together more than 300 influential Atlanta residents annually to discuss the role that sports leaders play in diversity. In 2017, the Hawks' inclusion council launched "Courageous Conversations," an internal forum for employees to freely discuss current events and the issues shaping their community. The monthly series has featured thought leadership around sensory inclusion, domestic violence, racial intolerance and

privilege. The team also made supplier diversity central to its construction investments, hiring H.J. Russell & Company, the nation's largest black-owned construction and real estate firm, as the project management team for both its arena transformation project and for the building of its training and practice facility.

- **Sacramento Kings (2019)** – After the tragic killing of Stephon Clark, an unarmed Black man, by police in March 2018, the Kings made a public commitment to work with the community to prevent future tragedies. Working with the Build.Black. Coalition, a group of local leaders who support transformational change for African-American communities, the Kings created several programs to invest proactively in Black youth, including youth healing forums, STEM education workshops and a co-ed youth basketball league, Kings and Queens Rise, all focused on using sport as an agent for change.
- **Miami Heat (2018)** – Inclusion is embedded in the team's culture, with diverse senior leadership whose long-standing commitment to championing diversity and inclusion has become simply how the organization does business. The Heat uses diverse sourcing channels for its employee recruiting, partners with professional organizations that engage minority constituencies, implemented sensory inclusion and gender neutral restrooms in its arena, and offers effective community outreach and cultural celebrations. At the time of the award, 70 percent of the Heat's full-time employees were people of color.
- **Toronto Raptors (2018)** – The Raptors created an "Empower Her" program in partnership with MLSE's Women Leadership Forum launched the previous year. The program is a mentoring effort between female executives at Raptors' parent Maple Leaf Sports & Entertainment and about 40 girls ages 12 to 14. The executives work with the girls in developing life skills and exposing them to sports leadership positions as part of the programs at MLSE's LaunchPad community facility in Toronto.

External Affinity Organizations

The NBA collaborates with select organizations that are committed to diversity and inclusion and foster environments for engagement across the sports industry.

- The NBA 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 paid WISE memberships to its employees and additionally sponsors women leaders from across the company to attend WISE's week-long Executive Leadership Institute at Dartmouth College and colleagues to attend WISE's annual WISE/R Symposium.
- The NBA is a member of the Diversity & Inclusion Sports Consortium (DISC), and NBA Chief Diversity & Inclusion Officer Oris Stuart serves as the organization's Chair. DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in the United States. 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. 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 Content & Media Distribution, is an Executive Board Member of the T. Howard Foundation.

Recruiting

- The NBA continues to embrace a multifaceted approach to maintaining a globally diverse workforce. The league seeks a diverse applicant pool in its hiring process 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 organizations, including the T. Howard Foundation, the National Sales Network, the Hispanic Alliance for Career Enhancement, The Alumni Society, Women in Sports Tech, PowerToFly and the Sports & Entertainment Equity Network.
- As part of leaguewide efforts to support military members and their families, the NBA 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.

Economic Inclusion

- The NBA is committed to economic inclusion by identifying women, minority-owned, and other diverse businesses among its suppliers. The Business-to-Business (B2B) 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 works with community groups, businesses, professional associations, and certifying agencies to identify and invite suppliers to participate in the program. In connection with the NBA's annual All-Star events, 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 matchmaking events). 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.

Support for HBCUs

- Since its founding, the Thurgood Marshall College Fund (TMCf) has been an important partner of the NBA.
- The NBA was instrumental in forming the Thurgood Marshall Scholarship Fund (now Thurgood Marshall College Fund) in 1987. The NBA, TMCf, and NBA players collaborate on many events and public awareness campaigns.
- In 2014, the league established the David J. Stern Sports Scholarship to provide talented and promising students the opportunity to further their study of sports management.
- In May 2021, the NBA and TMCf hosted the "Innovate the Future" Pitch Competition for the second consecutive year. The event featured 15 innovative and entrepreneurial-minded HBCU student leaders competing for a chance to win a merit-based scholarship and other prizes.

Social Impact Programming

- The NBA, WNBA, NBA G League, NBA 2K League and Basketball Africa League pursue global social responsibility initiatives that build on the organizations' long traditions of addressing important issues worldwide through philanthropy, hands-on service, and legacy projects. The leagues work to use their unique positions to bring attention to important social issues focusing on advancing social justice and creating opportunity for people of color, inclusion and equality, education, youth and family development, health and wellness, and supporting military members and their families.
- NBA Cares is the league's global social responsibility program that builds on the NBA's mission of addressing important social

issues. NBA Cares programs and participants have provided more than 5.8 million hours of hands-on service and created more than 1,675 places in 40 countries and territories where kids and families can live, learn or play in communities around the world. The NBA also engages more than 26 million youth annually, inspiring play and teaching the values of the game. NBA Cares works with internationally recognized youth-serving programs that support education, youth and family development, and health-related causes, including: Boys & Girls Clubs of America, Vera Institute of Justice, Thurgood Marshall College Fund, UNICEF, Special Olympics, The Jed Foundation, Share Our Strength and GLSEN. These projects include new and refurbished basketball courts, houses, playgrounds, technology centers and more.

- In May 2021, NBA Commissioner Adam Silver joined alongside other prominent leaders across business, sports, entertainment, and nonprofit sectors to launch Financial Literacy for All. This national initiative will support embedding financial literacy into American culture. This 10-year commitment will reach millions of youth and working adults enabling them to achieve greater financial success for themselves and their families.

Social Justice Programs

- Since 2016, the NBA family has supported more than 1,150 programs, events and initiatives focused on addressing issues of social and racial injustice. Going forward, we will continue to deepen and expand ongoing league- and team-driven programming, including Play For Justice and other initiatives engaging incarcerated communities; Building Bridges Through Basketball and Community Conversations focused on police relations and reform; mentoring; and partnerships with leading civil rights organizations, such as the NAACP LDF, the Equal Justice Initiative, Vera Institute of Justice and more.
- Building Bridges Through Basketball. In partnership with Under Armour, RISE, local youth programs and law enforcement, the NBA family has launched nine 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 Chicago, Charlotte, Los Angeles, New Orleans and Detroit. In 2019, the program was recognized by ESPN during the Sports Humanitarian Awards.

- Basketball & Life Skills with Incarcerated Young People. 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 19 day-long programs focused on inspiring students to continue their education and supporting their transition in partnership with leading organizations like Exalt Youth working to empower system-involved 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 has hosted facilitated conversations between WNBA legends and incarcerated female students.
- NBA Coaches Association partnership with the Innocence Project. Through their partnership with the Innocence Project & Innocence Network, the NBA Coaches Association works with NBA teams and coaches to invite exonerated people to share their stories with coaches and players, organize community forums, and use social media to shine a light on the injustice of wrongful conviction.
- Vera Institute of Justice Correctional Facility Visits. The NBA works with the Vera Institute of Justice to organize opportunities for teams, players, legends and coaches to visit correctional facilities across the country. These programs provide an opportunity to interact with incarcerated people and learn about the criminal justice system. NBA Legend Caron Butler has participated in multiple programs

and events in partnership with Vera, sharing his story and experiences with the criminal justice system to inspire others and shine a light on criminal justice issues. In February of 2021, the Vera Institute of Justice launched a new spot featuring Carmelo Anthony presenting statistics about racial disparities in policing.

Mentoring

- **Grant Williams Mentoring Program and Award.** In January 2021, Boston Celtics player Grant Williams became the second-ever recipient of the Bill Russell Mentoring Legacy Award. The award is meant to honor and recognize the ways Williams supported young people during an unprecedented, difficult year. Williams began a group mentoring program with six Massachusetts-based high school students in April 2020, shortly after the NBA paused its 2019-2020 season. In addition to weekly group sessions over Zoom, the group got to know one another through Instagram and text messages. Over the months the group has grown close, the young men turning to Williams and each other for support and to talk through both the good and the challenging things happening in their lives. They already have plans to meet up in person after COVID-19 restrictions are lifted.
- **Mentoring Partnership with ESPN and My Brother's Keeper Alliance.** In January 2021, the NBA teamed up with My Brother's Keeper Alliance and ESPN to launch a mentoring program to support youth of color in the greater Los Angeles, New York City and District of Columbia communities. MBK Alliance focuses on building safe and supportive communities for boys and young men of color where they feel valued and have clear pathways to opportunity. Through the partnership adult mentors will serve as role models, offer career counseling advice, provide educational guidance and encourage the young men to define their aspirations and map out the future they envision for themselves. In April 2021, students in the program virtually attended the MBKA Speaker Series "On and Off the Court" with Marc Spears, featuring Bradley Beal of the Washington Wizards and Natasha Cloud of the Washington Mystics.
- **Sacramento Kings Mentoring Campaign.** In January of 2021, the Sacramento team announced a yearlong campaign to promote mentoring, pledging to recruit 120 new mentors in 2021 and host several sessions to connect mentees and mentors with Kings team members, players, and other sports and entertainment professionals.
- **National Mentor Recruitment Campaign.** Every January, the NBA family supports National Mentoring Month through content sharing the importance of mentoring and driving mentor recruitment; events and programs engaging mentoring organizations and mentor/mentee matches, and other activations. In 2014, the NBA family became the first sports league to join President Obama's My Brother's Keeper initiative, focused on closing opportunity gaps facing boys and young men of color. The NBA committed to partner with MENTOR: The National Mentoring Partnership on a campaign to encourage 25,000 Americans to become mentors over five years. Using the power of PSAs (featuring Steph Curry and President Obama, Kemba Walker, Blake Griffin, Aaron Gordon, Isaiah Thomas, Dikembe Mutombo, and more), online organizing, and grassroots events in communities around the country to highlight the power of mentors to change lives. On February 19, 2019, President Obama and Stephen Curry took the stage at MBK Rising in Oakland where Steph announced that the NBA family has more than doubled the original goal – driving more than 50,000 new mentoring sign ups at mentoring.org/nba.
- **Lakers Mentoring Program.** In January 2021, the Lakers launched a new mentoring program engaging 12th-grade students from local organizations, including Crenshaw High School and 4WRD Progress, in a virtual mentorship program with the Lakers. In this four-week program, Lakers employees serve as positive role models and resources for students, many of whom are pursuing secondary education as the first generation and are unable to go on college tours or know what to expect.

- Orlando Magic's "Magic of Mentoring" Program. The Magic of Mentoring initiative works to reduce the achievement gap among local young men of color by providing mentorship, educational experiences, and exposure to careers in sports. For the past four years the Orlando Magic has hosted over 450 Central Florida youth in the Magic of Mentoring Minority Male Youth Summit to hear from distinguished leaders. In 2021, the Magic hosted multiple sessions with staff mentors and youth, supported local mentor recruitment efforts, and hosted an in-arena Mentoring Night on January 29.
- Milwaukee Bucks Mentoring Affiliate and "Excellence in Mentoring Public Elevation Award." In 2021, MENTOR presented Milwaukee Bucks with the 2021 Excellence in Mentoring Public Elevation Award at last week's National Mentoring Summit. The Excellence in Mentoring awards represent the breadth and depth of the mentoring movement and the power of mentoring relationships to support, inspire, and engage young people. The Bucks were recognized for their consistent leadership in supporting local mentoring programs and youth, including the launch MENTOR Greater Milwaukee, the 25th affiliate of MENTOR's National Mentoring Network designed to increase the quantity and quality of mentoring relationships.
- Player Mentoring Programs. Many NBA and WNBA players have launched mentoring initiatives to support young people and mentors, including, Bradley Beal, Damian Lillard, George Hill, Caris LeVert, Kemba Walker, Pat Connaughton, and the Atlanta Dream's Angel McCoughtry have all organized similar programs in partnership with local mentoring organizations.
- Through NBA Together and its four pillars – Know the Facts, Acts of Caring, Expand Your Community and NBA Together Live – the league used its digital footprint and voices of NBA family members to amplify the latest global health and safety information and shared guidelines and resources to keep people informed, safe and connected.
- The NBA family continues to work with the White House, public health officials and organizations on how the leagues can help support distribution and public health messaging to educate the NBA family and the general public about the safety and efficacy of the vaccines.
- Creating an Impact #NBATogether. Since #NBATogether launched, the league has generated more than 1 billion views and 95 million actions through its social media activations.
 - NBA Together generated more than \$100 million towards supporting part-time arena staff, healthcare workers and vital services; has provided more than 10 million PPE masks for healthcare workers; and has donated 9 million meals to food-insecure populations.
 - PSAs created by current and former players have generated more than 65 million video views across league and international accounts.
 - #JrNBAAatHome - an interactive content series providing basketball skills and drills featuring NBA and WNBA players - garnered more than 116 million video views on league channels.

NBA Together/Healthy Equity

- In response to the coronavirus pandemic in March 2020, the league launched NBA Together, the leaguewide, global community outreach and social engagement campaign to support, engage, educate and inspire youth, families, fans and the general public.
- Know the Facts - Public Service Announcements (PSAs). Since March 2020, NBA and WNBA players, legends and coaches filmed more than 50 PSAs, sharing messages of support and tips for reducing risk, staying healthy and physical distancing.
 - At the end of 2020, when vaccines began to become available, the NBA family

continued its work with public health officials and organizations like the Ad Council and the COVID-19 Prevention Network on how we can help support distribution and public health messaging as the vaccines. To date, we have debuted five vaccine-related PSAs featuring current and former NBA players and coaches receiving the COVID-19 vaccine.

- **Equity Efforts.** Public health data has made clear that the coronavirus continues to hit historically marginalized communities of color the hardest. In response, the NBA 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.
- **NBA Champion and Vera Institute of Justice trustee Caron Butler** hosted a virtual roundtable series to examine the disproportionate impacts on communities of color featuring leading voices from the NBA and WNBA family, public health experts and social justice leaders. The eight-part series has generated 5.1M views and over 30K watch hours. Additional efforts included PSAs, featuring current and former players like Al Horford and Kareem Abdul-Jabbar, recognizing the impact of the virus and driving support to response efforts, and community partnerships that protect the health and economic security.
- **NBA Community Testing Program.** As part of the restart and NBA Together, the league announced a new community testing program in July providing thousands of free COVID-19 PCR tests in Orlando and team markets nationwide. To address a need and lack of testing available to communities of color, the NBA collaborated with UnidosUS, the National Urban League and several private laboratories to identify communities most in need and provide access to free testing programs. The program included a series of pop-up testing events, mobile collection sites and additional tests provided by the NBA to Federally Qualified Health Centers (FQHCs) in 29 team markets nationwide.
- **Acts of Caring.** In total, the league, teams and players provided more than \$100 million towards

supporting part-time arena staff, healthcare workers and vital services and support across the globe. Players and teams have donated 9 million meals to food-insecure populations and supplied 10.3 million PPE masks for healthcare workers. Additionally, more than 150 players have provided resources to families and medical centers across the globe.

- **Connecting Fans with Experts in the Field.** NBATogether.com provided fans with the latest information in their regions on how they can stop the spread of the coronavirus, featuring infographics and shareable resources with guidance from the CDC, WHO, and healthcare experts, including Dr. David Ho and Former U.S. Surgeon General Dr. Vivek Murthy.
- **Global Citizen Vax Live.** The NBA and WNBA supported Global Citizen's Vax Live concert to help people overcome vaccine hesitancy in the US and globally. Through the donation of 2021 WNBA All-Star tickets and 2022 NBA All-Star tickets, fans who pledged to get the vaccine entered to win a chance for tickets.

Sensory Inclusion

- **KultureCity.** In 2017, the NBA partnered with KultureCity, a non-profit that works to help autistic individuals gain acceptance and inclusion and reach their full potential, to re-think accessibility and implement features that create permanent accessibility for those with sensory needs. To date, all 30 NBA teams have completed steps and accommodations to certify their arenas as sensory inclusive.
- Sensory inclusive features and programs include comprehensive training for customer-facing staff, dedicated entry and exit points, and the option for fans to use sensory bags with noise-canceling headphones, branded identifiers, fidget toys, weighted lap pads, etc.
- In August 2019, KultureCity partnered with the National Basketball Players Association to unveil a sensory room and sensory inclusion certification at Marvel Stadium

in Melbourne, Australia, ahead of the matchup between the Australian and U.S. national teams. The initiative was started by Australian native and Utah Jazz forward Joe Ingles, whose son was diagnosed with Autism earlier in the year.

- Autism Awareness and Acceptance. Every year, to celebrate World Autism Acceptance Day on April 2, the flagship NBA Store on Fifth Avenue “goes blue” alongside many other global landmarks in support of Autism Speaks’ Light It Up Blue campaign, which aims to shine a light on autism.
- In 2018, the flagship NBA Store on Fifth Avenue was certified as the first sensory inclusive retail store in the world, with the help of KultureCity. For the past four years, the NBA has promoted the work of Luv Michael through the league office’s Fast Break snack program for employees. Luv Michael is an organization that produces organic, gluten-free, and nut-free granola while providing life skills education and employing people on the autism spectrum.
- In 2021, NBA legend Domonique Wilkins joined KultureCity’s Dr. Michele Kong to talk about the importance of moving past awareness and into acceptance for families living with sensory needs.

Pride / LGBTQ+

- NBA Pride and Partnerships. As part of its ongoing commitment to equality, diversity and inclusion, the NBA and WNBA family works in partnership with leading LGBTQ organizations to support a variety of programs and initiatives designed to support LGBTQ equality and create a more inclusive environment in youth sports. Every year throughout the month of June, the NBA celebrates 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. During the month, teams host Pride-themed in-arena nights, participate in local pride marches and hold special events for local community groups. In addition, the NBA and WNBA partner with Fanatics and GLSEN every June 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.

- 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 many NBA and WNBA teams (including Atlanta, Brooklyn, Chicago, Dallas, Miami, Philadelphia and New York) 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. NBA and WNBA teams host Pride-themed LGBTQ equality games in-arena. 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.
- Athlete Ally. Kenneth Faried became the first NBA player to serve as an ambassador of Athlete Ally. Athlete Ally is an organization focused on ending homophobia in sports by educating allies in the athletic community and empowering them to take a stand. Athlete Ally provides public awareness campaigns, education programming, and tools and resources to help foster inclusive sports communities. Several current and former NBA & WNBA players serve as Ambassadors for Athlete Ally, including Reggie Bullock and Cappie Pondexter.
- 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.

Celebrating MLK Day and Black History Month

- **MLK Day.** Each year, the NBA celebrates the life and legacy of Dr. Martin Luther King Jr. through a variety of programs and activities. In addition to focusing attention on the life and legacy of Martin Luther King Jr. and other leaders of the civil and human rights movements, the NBA's grassroots events, fundraising, and leadership supported the building of the MLK, Jr. Memorial.
- **Nike MLK warm-up shirt.** In 2021, teams competing during MLK weekend wore a customized Nike MLK warm-up shirt designed in collaboration with the NBPA, MLK Foundation and Martin Luther King III. The front of the T-shirt featured words from MLK's timeless "I Have a Dream" speech at the March on Washington on Aug. 28, 1963, "NOW IS THE TIME TO MAKE JUSTICE A REALITY FOR ALL," while the back read "HONOR KING" with the lettering adorned with Dr. King Jr.'s signature. Both messages were printed in a font derived from the carrying signs used in Dr. King Jr.'s memorial march on April 8, 1968.
- **"We Must Learn" MLK Spot.** This year, the NBA also unveiled "We Must Learn," a new spot that encouraged all to celebrate Dr. Martin Luther King Jr.'s life by continuing his legacy. Featuring soundbites of Dr. King and the instrumental of Public Enemy's "Harder Than You Think," the spot depicted still images and video from peaceful protests throughout the Civil Rights Movement infused with footage of NBA players, coaches and leaders demonstrating in their communities in the wake of social injustice over the past year.

- **NBA MLK Day Virtual Roundtable.** As part of the celebrations, the league hosted an NBA Virtual Roundtable to discuss Dr. King's vision for racial equality and the modern movement for social justice. NBA Champion and the league's first Black General Manager Wayne Embry, National Civil Rights Museum President Terri Freeman and Founder of E Pluribus Unum and former Mayor of New Orleans Mitch Landrieu joined host Caron Butler, NBA Champion, Miami Heat assistant coach and Vera Institute of Justice board member, for a candid discussion on Dr. King's life and vision for equality, as well as the impact of racism and inequity in America today on NBA Twitter.
- **Black History Month.** Every February, the NBA family celebrates Black History Month and supports the ongoing pursuit of racial justice by elevating the voices, experiences and perspectives of Black players, coaches, employees and fans through various activations across the league and teams. Throughout the month, all NBA teams wore custom NBA Black History Month warm-up shirts featuring the words "BUILT BY BLACK HISTORY." The "BUILT BY" letters, designed by Nike, were inspired by African quilt patterns while the words "BLACK HISTORY" feature significant years in NBA history when the league's Black trailblazers broke barriers and stood up for the principles of equality, diversity and inclusion.

Gender Equality

- **Women's History Month and International Women's Day.** In March 2021, the NBA, WNBA, NBA G League and NBA 2K League celebrated Women's History Month (WHM) and International Women's Day (IWD) in-arena, across broadcast and through community engagement opportunities to highlight the economic and cultural achievements of women. Multiple NBA teams held in-arena theme nights and community events, including the Detroit Pistons, New York Knicks, and Dallas Mavericks. The Sacramento Kings and NBC Sports California partnered to have an

exclusively women and non-binary announcing and coverage team on March 27. The Toronto Raptors also had an all-female broadcast team for the Raptors game on March 24.

- Women's Leadership Forum. This March, the NBA hosted the third annual gathering of women from the league office and NBA, WNBA NBA G League, NBA 2K League and Basketball Africa League teams. The forum celebrated champions and changemakers and organized discussions that empowered women to inspire one another, break down barriers, and learn from the collective experience of women in the sports industry.
- Her Time to Play. The WNBA and NBA recognize the valuable role sports can play in the development of young girls and the advancement of women as leaders in society. Her Time To Play is a national initiative dedicated to inspiring girls ages 7-14 to play basketball in a positive and safe way. Since the start of the 2020 WNBA season and throughout the 2020-21 NBA season, hundreds of girl-serving community organizations and coaches reaching thousands of girls have received new digital resources and participated in virtual Her Time To Play programming, including panel discussions led by WNBA talent and female business women, coaches development trainings, and a girl-focused summit that helped girls around the world learn how to gain confidence, face challenges, and develop their voice.

Military and Veteran Support

- Hoops for Troops. NBA Cares Hoops for Troops is the league's global, year-long program committed to service and honoring active and retired service men, women and their families in collaboration with the Department of Defense and Joint Chiefs of Staff. Each year through the Hoops for Troops initiative, the NBA supports hundreds of thousands of active and retired armed forces members and their families by focusing on four pillars – transition, community, leadership, and health. Led by teams and current and former players, the initiative features a year-long schedule of events across the country including USO Tours, exhibition games, basketball clinics, open practices, speaking engagements, meet-and-greets, special experiences, game tickets and more.
- Hoops for Troops Week. During Hoops for Troops Week and Veterans Day activations, the league, teams and current and former NBA players work with all six branches of the military in communities to coordinate events and in-arena activities for troops and their families. To commemorate the holiday, NBA players and officials wear special on-court apparel, including Hoops for Troops warm-ups. The NBA Family also recognizes the service men and women who have made the ultimate sacrifice in service to our country around the Memorial Day holiday.
- Jr. NBA on Military Bases. 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 grants.
- General Martin E. Dempsey. In 2015, the NBA appointed General Martin E. Dempsey, the 18th Chairmen of the Joint Chiefs of Staff, as the Special Adviser to Commissioner Adam Silver. General Dempsey provides the NBA with counsel on leadership and service and serves as chairman of the Jr. NBA Leadership Council.
- Tragedy Assistance Program for Survivors (TAPS). The NBA works closely with 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.

- Joint Chiefs of Staff Tour. The NBA participates in the USO Vice Chairman of the Joint Chiefs of Staff Tour each year, with members of the NBA family joining multiple stops worldwide; including, Europe, Asia, and the Middle East. The Vice Chairman's global troop visit is an expression of appreciation to our troops serving overseas and an opportunity to meet with service men and women, family members and commanders on the ground.

Appendix III

Players											
	%	#		%	#		%	#		%	#
2020-2021			2013-2014			2006-2007			1997-1998		
White	16.8%	87	White	19.5%	89	White	20.7%	91	White	23.0%	x
Black or African-American	73.2%	379	Black or African-American	77.0%	351	Black or African-American	75.0%	330	Black or African-American	77.0%	x
Hispanic or Latino(a)	3.1%	16	Hispanic or Latino(a)	3.1%	14	Hispanic or Latino(a)	3.0%	13	Hispanic or Latino(a)	<1%	x
Asian	0.4%	2	Asian	0.2%	1	Asian	0.5%	2	Other	0.0%	x
Am. Indian or Alaska Native	0.0%	0	Other	0.2%	1	Other	0.9%	4			
Two or More Races/Other	6.6%	34	International	20.6%	94	International	18.6%	82			
Total		518	Total		456	Total		440			
2019-2020			2012-2013			2005-2006			1996-1997		
White	16.9%	83	White	19.0%	87	White	22.5%	97	White	20.0%	x
Black or African-American	74.2%	365	Black or African-American	76.3%	350	Black or African-American	72.9%	315	Black or African-American	79.0%	x
Hispanic or Latino(a)	2.2%	11	Hispanic or Latino(a)	4.4%	20	Hispanic or Latino(a)	3.0%	13	Hispanic or Latino(a)	<1%	x
Asian	0.4%	2	Asian	0.2%	1	Asian	0.5%	2	Other	<1%	x
Am. Indian or Alaska Native	0.0%	0	Other	0.2%	1	Other	1.2%	5			
Other	6.3%	31	International	18.7%	86	International	19.0%	82			
Total		492	Total		459	Total		432			
2018-2019			2011-2012			2004-2005			1995-1996		
White	18.1%	89	White	18.2%	79	White	22.8%	98	White	20.0%	x
Black or African-American	74.8%	368	Black or African-American	78.1%	339	Black or African-American	73.0%	313	Black or African-American	80.0%	x
Hispanic or Latino(a)	2.4%	12	Hispanic or Latino(a)	3.2%	14	Hispanic or Latino(a)	2.1%	9	Hispanic or Latino(a)	0.0%	x
Asian	0.8%	4	Asian	0.2%	1	Asian	0.7%	3	Other	0.0%	x
Other	3.9%	19	Other	0.2%	1	Other	1.4%	6			
International	20.7%	102	International	16.8%	73	International	18.9%	81			
Total		492	Total		434	Total		429			
2017-2018			2010-2011			2003-2004			1993-1994		
White	19.3%	93	White	16.7%	75	White	22.2%	91	White	21.0%	x
Black or African-American	73.9%	356	Black or African-American	77.7%	348	Black or African-American	75.9%	311	Black or African-American	79.0%	x
Hispanic or Latino(a)	2.3%	11	Hispanic or Latino(a)	4.5%	20	Hispanic or Latino(a)	1.2%	5	Hispanic or Latino(a)	0.0%	x
Asian	0.6%	3	Asian	0.7%	3	Asian	0.7%	3	Other	0.0%	x
Other	3.9%	19	Other	0.4%	2	Other	0.0%	0			
International	16.6%	96	International	17.0%	76	International	16.6%	68			
Total		578	Total		448	Total		410			
2016-2017			2009-2010			2001-2002			1992-1993		
White	19.1%	86	White	18.4%	81	White	20.0%	x	White	23.0%	x
Black or African-American	74.4%	335	Black or African-American	76.9%	339	Black or African-American	78.0%	x	Black or African-American	77.0%	x
Hispanic or Latino(a)	4.9%	22	Hispanic or Latino(a)	3.2%	14	Hispanic or Latino(a)	1.0%	x	Hispanic or Latino(a)	0.0%	x
Asian	0.7%	3	Asian	0.7%	3	Asian	<1	x			
Other	0.9%	4	Other	0.9%	4	Other	0.0%	x			
International	25.1%	113	International	18.4%	81						
Total		450	Total		441						
2015-2016			2008-2009			2000-2001			1991-1992		
White	18.3%	82	White	18.2%	82	White	21.0%	x	White	25.0%	x
Black or African-American	74.3%	333	Black or African-American	77.3%	348	Black or African-American	78.0%	x	Black or African-American	75.0%	x
Hispanic or Latino(a)	6.3%	28	Hispanic or Latino(a)	3.1%	14	Hispanic or Latino(a)	1.0%	x	Hispanic or Latino(a)	0.0%	x
Asian	0.2%	1	Asian	0.7%	3	Other	0.0%	x			
Other	0.9%	4	Other	0.7%	3						
International	22.3%	100	International	17.6%	79						
Total		448	Total		450						
2014-2015			2007-2008			1999-2000			1990-1991		
White	23.3%	104	White	19.6%	89	White	22.0%	x	White	28.0%	x
Black or African-American	74.4%	332	Black or African-American	75.6%	343	Black or African-American	78.0%	x	Black or African-American	72.0%	x
Hispanic or Latino(a)	1.8%	8	Hispanic or Latino(a)	3.3%	15	Hispanic or Latino(a)	<1%	x	Hispanic or Latino(a)	0.0%	x
Asian	0.2%	1	Asian	0.4%	2	Other	0.0%	x			
Other	0.2%	1	Other	1.1%	5						
International	21.3%	95	International	17.8%	81						
Total		446	Total		454	1998-1999			1989-1990		
						White	21.0%	x	White	25.0%	x
						Black or African-American	78.0%	x	Black or African-American	75.0%	x
						Hispanic or Latino(a)	1.0%	x	Hispanic or Latino(a)	0.0%	x
						Other	0.0%	x			

Table 1

League Office: Professional Employees

	%	#		%	#		%	#
2020-2021			2012-2013			2004-2005		
White	58.4%	661	White	64.3%	452	White	68.3%	474
Black or African-American	16.7%	189	Black or African-American	18.3%	129	Black or African-American	18.3%	127
Hispanic or Latino(a)	7.6%	86	Hispanic or Latino(a)	6.3%	44	Hispanic or Latino(a)	6.9%	48
Asian	12.8%	145	Asian	10.8%	76	Asian	6.3%	44
Hawaiian/Pacific Islander	0.1%	1	Other	0.3%	2	Other	0.1%	1
Two or More Races/Other	4.4%	50	Total		703	Total		694
Total		1132	Women	41.1%	289	Women	41.9%	291
Women	42.0%	476						
2019-2020			2011-2012			2003-2004		
White	60.6%	676	White	66.0%	416	White	70.7%	484
Black or African-American	16.0%	179	Black or African-American	18.1%	114	Black or African-American	18.8%	129
Hispanic or Latino(a)	7.1%	79	Hispanic or Latino(a)	6.5%	41	Hispanic or Latino(a)	5.7%	39
Asian	11.6%	130	Asian	9.2%	58	Asian	4.8%	33
Other	4.7%	52	Other	0.2%	1	Other	0.0%	0
Total		1116	Total		630	Total		685
Women	40.3%	450	Women	41.9%	264	Women	44.2%	303
2018-2019			2010-2011			2001-2002		
White	62.4%	669	White	66.0%	472	White	85.0%	459
Black or African-American	15.9%	170	Black or African-American	18.2%	130	Black or African-American	2.0%	11
Hispanic or Latino(a)	6.7%	72	Hispanic or Latino(a)	7.3%	52	Hispanic or Latino(a)	7.2%	39
Asian	10.4%	112	Asian	8.4%	60	Asian	5.6%	30
Other	4.6%	49	Other	0.1%	1	Other	0.2%	1
Total		1072	Total		715	Total		540
Women	39.7%	426	Women	41.3%	295	Women	48.0%	259
2017-2018			2009-2010			1999-2000		
White	63.8%	623	White	63.6%	496	White	74.8%	434
Black or African-American	16.8%	165	Black or African-American	21.4%	167	Black or African-American	18.1%	105
Hispanic or Latino(a)	5.9%	58	Hispanic or Latino(a)	7.2%	56	Hispanic or Latino(a)	4.3%	25
Asian	10.0%	98	Asian	7.7%	60	Asian	2.6%	15
Other	3.7%	36	Other	0.1%	1	Other	0.2%	1
Total		980	Total		780	Total		580
Women	39.6%	388	Women	43.6%	340	Women	42.4%	246
2016-2017			2008-2009			1997-1998		
White	64.9%	557	White	64.9%	478	White	77.9%	415
Black or African-American	16.4%	141	Black or African-American	20.4%	150	Black or African-American	16.1%	86
Hispanic or Latino(a)	6.6%	57	Hispanic or Latino(a)	7.2%	53	Hispanic or Latino(a)	3.6%	19
Asian	9.7%	83	Asian	7.5%	55	Asian	2.4%	13
Other	2.3%	20	Other	0.1%	1	Other	0.0%	0
Total		858	Total		737	Total		533
Women	38.8%	333	Women	42.7%	315	Women	44.8%	239
2015-2016			2007-2008			1996-1997		
White	64.7%	547	White	65.8%	541	White	77.6%	377
Black or African-American	17.7%	150	Black or African-American	19.8%	163	Black or African-American	17.1%	83
Hispanic or Latino(a)	7.3%	62	Hispanic or Latino(a)	7.2%	59	Hispanic or Latino(a)	2.9%	14
Asian	9.7%	82	Asian	7.1%	58	Asian	2.5%	12
Other	0.6%	5	Other	0.1%	1	Other	0.0%	0
Total		846	Total		822	Total		486
Women	39.6%	335	Women	41.0%	337	Women	44.0%	214
2014-2015			2006-2007			1995-1996		
White	64.6%	509	White	66.5%	529	White	79.1%	306
Black or African-American	18.0%	142	Black or African-American	20.1%	160	Black or African-American	15.8%	61
Hispanic or Latino(a)	7.2%	57	Hispanic or Latino(a)	6.7%	53	Hispanic or Latino(a)	1.8%	7
Asian	9.8%	77	Asian	6.7%	53	Asian	2.6%	10
Other	0.4%	3	Other	0.1%	1	Other	0.8%	3
Total		788	Total		796	Total		387
Women	40.9%	322	Women	39.3%	313	Women	48.6%	188
2013-2014			2005-2006			1994-1995		
White	64.9%	481	White	67.0%	492	White	79.7%	251
Black or African-American	17.9%	133	Black or African-American	19.5%	143	Black or African-American	16.5%	52
Hispanic or Latino(a)	7.0%	52	Hispanic or Latino(a)	7.1%	52	Hispanic or Latino(a)	1.9%	6
Asian	9.9%	73	Asian	6.3%	46	Asian	1.6%	5
Other	0.3%	2	Other	0.1%	1	Other	0.3%	1
Total		741	Total		734	Total		315
Women	40.9%	303	Women	40.6%	298	Women	47.9%	151

Table 2

Team Governors								
	%	#		%	#		%	#
2020-2021			2014-2015			2009-2010		
White	86.7%	26	White	95.0%	38	White	98.0%	49
Black or African-American	6.5%	0	Black or African-American	2.5%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	2.0%	1
Asian/Pacific Islander	0.0%	0	Asian	2.0%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		40	Total		50
Unknown	0.0%	0	Women	5.0%	2	Women	6.0%	3
Total		30						
Women	10.0%	3						
2019-2020			2013-2014			2008-2009		
White	88.6%	31	White	94.4%	34	White	96.7%	29
Black or African-American	2.9%	1	Black or African-American	2.8%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	3.3%	1
Asian	5.7%	2	Asian	2.8%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Other	2.9%	1	Total		36	Total		30
Total		35	Women	5.6%	2	Women	0.0%	0
Women	14.3%	5						
2018-2019			2012-2013			2007-2008		
White	91.4%	32	White	98.0%	48	White	96.7%	29
Black or African-American	2.9%	1	Black or African-American	2.0%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	3.3%	1
Asian	2.9%	1	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
Total		35	Total		49	Total		30
Women	11.4%	4	Women	16.3%	8	Women	0.0%	0
2017-2018			2011-2012			2006-2007		
White	91.4%	32	White	96.4%	53	White	96.8%	30
Black or African-American	2.9%	1	Black or African-American	1.8%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	1.8%	1	Hispanic or Latino(a)	3.2%	1
Asian	2.9%	1	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
Total		35	Total		55	Total		31
Women	11.4%	4	Women	12.7%	7	Women	0.0%	0
2016-2017			2010-2011			2005-2006		
White	91.4%	32	White	97.5%	39	White	96.4%	27
Black or African-American	2.9%	1	Black or African-American	0.0%	0	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	2.5%	1	Hispanic or Latino(a)	3.6%	1
Asian	2.9%	1	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
Total		35	Total		40	Total		28
Women	11.4%	4	Women	7.5%	3	Women	0.0%	0
2015-2016			Table 3					
White	95.2%	40						
Black or African-American	2.4%	1						
Hispanic or Latino(a)	0.0%	0						
Asian	2.4%	1						
Other	0.0%	0						
Total		42						
Women	7.1%	3						

Head Coaches								
	%	#		%	#		%	#
2020-2021			2010-2011			2000-2001		
White	70.0%	21	White	66.7%	20	White	65.5%	19
Black or African-American	23.3%	7	Black or African-American	30.0%	9	Black or African-American	34.5%	10
Hispanic or Latino(a)	3.3%	1	Asian	3.3%	1	Asian	0.0%	0
Asian	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		30	Total		29
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2019-2020			2009-2010			1999-2000		
White	70.0%	21	White	70.0%	21	White	79.3%	23
Black or African-American	23.3%	7	Black or African-American	26.7%	8	Black or African-American	20.7%	6
Hispanic or Latino(a)	3.3%	1	Asian	3.3%	1	Asian	0.0%	0
Asian	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Other	0.0%	0	Total		30	Total		29
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2018-2019			2008-2009			1998-1999		
White	66.7%	20	White	60.0%	18	White	86.2%	25
Black or African-American	26.7%	8	Black or African-American	36.7%	11	Black or African-American	13.8%	4
Asian	3.3%	1	Asian	3.3%	1	Asian	0.0%	0
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2017-2018			2007-2008			1997-1998		
White	70.0%	21	White	60.0%	18	White	82.8%	24
Black or African-American	20.0%	6	Black or African-American	40.0%	12	Black or African-American	17.2%	5
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	6.7%	2	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2016-2017			2006-2007			1996-1997		
White	70.0%	21	White	60.0%	18	White	75.9%	22
Black or African-American	20.0%	6	Black or African-American	40.0%	12	Black or African-American	24.1%	7
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	3.3%	1	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015-2016			2005-2006			1995-1996		
White	70.0%	21	White	63.3%	19	White	79.3%	23
Black or African-American	26.7%	8	Black or African-American	36.7%	11	Black or African-American	20.7%	6
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014-2015			2004-2005			1994-1995		
White	66.7%	20	White	60.0%	18	White	81.5%	22
Black or African-American	30.0%	9	Black or African-American	40.0%	12	Black or African-American	18.5%	5
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		27
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013-2014			2003-2004			1993-1994		
White	56.7%	17	White	63.3%	19	White	81.5%	22
Black or African-American	40.0%	12	Black or African-American	36.7%	11	Black or African-American	18.5%	5
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		27
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012-2013			2001-2002			1992-1993		
White	53.3%	16	White	51.7%	15	White	74.1%	20
Black or African-American	43.3%	13	Black or African-American	48.3%	14	Black or African-American	25.9%	7
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		29	Total		27
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2011-2012								
White	46.7%	14						
Black or African-American	46.7%	14						
Asian	3.3%	1						
Hispanic or Latino(a)	3.3%	1						
Other	0.0%	0						
Total		30						
Women	0.0%	0						

Table 4

Assistant Coaches								
	%	#		%	#		%	#
2020-2021			2011-2012			2001-2002		
White	47.3%	98	White	56.5%	83	White	66.9%	79
Black or African-American	42.5%	88	Black or African-American	41.5%	61	Black or African-American	33.1%	39
Hispanic or Latino(a)	3.4%	7	Hispanic or Latino(a)	0.7%	1	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	1.0%	2	Asian	0.7%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.5%	1	Other	0.7%	1	Other	0.0%	0
Two or More Races/Other	5.3%	11	Total		147	Total		118
Unknown	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		207						
Women	2.9%	6						
2019-2020			2010-2011			1999-2000		
White	54.2%	84	White	55.8%	87	White	64.3%	74
Black or African-American	37.4%	58	Black or African-American	42.3%	66	Black or African-American	35.7%	41
Hispanic or Latino(a)	3.9%	6	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.6%	1	Asian	0.6%	1	Asian	0.0%	0
Other	3.9%	6	Other	0.6%	1	Other	0.0%	0
Total		155	Total		156	Total		115
Women	5.8%	9	Women	0.0%	0	Women	0.0%	0
2018-2019			2009-2010			1998-1999		
White	57.5%	96	White	58.6%	92	White	67.0%	77
Black or African-American	37.1%	62	Black or African-American	40.8%	64	Black or African-American	33.0%	38
Hispanic or Latino(a)	3.0%	5	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.6%	1	Asian	0.0%	0	Asian	0.0%	0
Other	1.8%	3	Other	0.0%	0	Other	0.0%	0
Total		167	Total		157	Total		115
Women	1.8%	3	Women	0.0%	0	Women	0.0%	0
2017-2018			2008-2009			1997-1998		
White	54.3%	1	White	58.5%	93	White	66.1%	76
Black or African-American	40.5%	70	Black or African-American	40.9%	65	Black or African-American	33.9%	39
Hispanic or Latino(a)	2.9%	5	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	1.2%	2	Asian	0.0%	0	Asian	0.0%	0
Other	1.2%	2	Other	0.0%	0	Other	0.0%	0
Total		173	Total		159	Total		115
Women	1.2%	2	Women	0.0%	0	Women	0.0%	0
2016-2017			2007-2008			1996-1997		
White	54.6%	89	White	58.4%	97	White	65.6%	61
Black or African-American	41.7%	68	Black or African-American	39.8%	66	Black or African-American	34.4%	32
Hispanic or Latino(a)	3.1%	5	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.6%	1	Asian	0.6%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.6%	1	Other	0.0%	0
Total		163	Total		166	Total		93
Women	1.2%	2	Women	0.0%	0	Women	0.0%	0
2015-2016			2006-2007			1995-1996		
White	55.7%	83	White	59.2%	93	White	59.3%	51
Black or African-American	43.0%	64	Black or African-American	40.1%	63	Black or African-American	40.7%	35
Hispanic or Latino(a)	0.7%	1	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.7%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		149	Total		157	Total		86
Women	1.3%	2	Women	0.0%	0	Women	0.0%	0
2014-2015			2005-2006			1994-1995		
White	59.2%	109	White	61.5%	96	White	60.0%	45
Black or African-American	39.7%	73	Black or African-American	37.8%	59	Black or African-American	40.0%	30
Hispanic or Latino(a)	1.1%	2	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	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
Total		184	Total		156	Total		75
Women	0.5%	1	Women	0.0%	0	Women	0.0%	0
2013-2014			2004-2005			1993-1994		
White	53.3%	80	White	66.2%	100	White	61.5%	48
Black or African-American	46.0%	69	Black or African-American	33.1%	50	Black or African-American	38.5%	30
Hispanic or Latino(a)	0.7%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	0.7%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		150	Total		151	Total		78
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012-2013			2003-2004			Table 6		
White	54.4%	80	White	71.0%	98			
Black or African-American	43.5%	64	Black or African-American	29.0%	40			
Hispanic or Latino(a)	0.7%	1	Hispanic or Latino(a)	0.0%	0			
Asian	0.7%	1	Asian	0.0%	0			
Other	0.7%	1	Other	0.0%	0			
Total		147	Total		138			
Women	0.0%	0	Women	0.0%	0			

CEO/President								
	%	#		%	#		%	#
2020-2021			2012-2013			2005-2006		
White	93.5%	43	White	92.7%	51	White	87.5%	28
Black or African-American	6.5%	3	Black or African-American	7.3%	4	Black or African-American	12.5%	4
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		55	Total		32
Unknown	0.0%	0	Women	1.8%	1	Women	3.1%	1
Total		46						
Women	8.7%	4						
2019-2020			2011-2012			2004-2005		
White	89.1%	49	White	87.5%	49	White	90.3%	28
Black or African-American	7.3%	4	Black or African-American	12.5%	7	Black or African-American	9.7%	3
Hispanic or Latino(a)	3.6%	2	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	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
Total		55	Total		56	Total		31
Women	10.9%	6	Women	3.6%	2	Women	3.2%	1
2018-2019			2010-2011			2003-2004		
White	89.3%	50	White	88.9%	56	White	90.0%	27
Black or African-American	8.9%	5	Black or African-American	11.1%	7	Black or African-American	10.0%	3
Hispanic or Latino(a)	1.8%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	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
Total		56	Total		63	Total		30
Women	12.5%	7	Women	3.2%	2	Women	3.0%	1
2017-2018			2009-2010			2001-2002		
White	90.2%	55	White	88.2%	30	White	96.0%	x
Black or African-American	8.2%	5	Black or African-American	11.8%	4	Black or African-American	4.0%	x
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		61	Total		34	Total		x
Women	11.5%	7	Women	0.0%	0	Women	4.0%	x
2016-2017			2008-2009			2000-2001		
White	93.1%	54	White	85.3%	29	White	90.0%	x
Black or African-American	6.9%	4	Black or African-American	14.7%	5	Black or African-American	10.0%	x
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		58	Total		34	Total		x
Women	10.3%	6	Women	0.0%	0	Women	3.0%	x
2015-2016			2007-2008			1999-2000		
White	94.7%	54	White	76.7%	23	White	90.0%	x
Black or African-American	5.3%	3	Black or African-American	23.3%	7	Black or African-American	10.0%	x
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		57	Total		30	Total		x
Women	7.0%	4	Women	0.0%	0	Women	3.0%	x
2014-2015			2006-2007			1998-1999		
White	91.2%	52	White	87.9%	29	White	90.0%	x
Black or African-American	7.0%	4	Black or African-American	12.1%	4	Black or African-American	10.0%	x
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	1.8%	1	Other	0.0%	0	Other	0.0%	x
Total		57	Total		33	Total		x
Women	7.0%	4	Women	3.0%	1	Women	3.0%	x
2013-2014			Table 7					
White	87.0%	47						
Black or African-American	13.0%	7						
Hispanic or Latino(a)	0.0%	0						
Asian	0.0%	0						
Other	0.0%	0						
Total		54						
Women	7.4%	4						

General Manager								
	%	#		%	#		%	#
2020-2021			2011-2012			2001-2002		
White	60.0%	18	White	74.2%	23	White	83.3%	25
Black or African-American	26.7%	8	Black or African-American	22.6%	7	Black or African-American	16.7%	5
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	0.0%	0	Asian	3.2%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	10.0%	3	Total		31	Total		30
Unknown	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30						
Women	0.0%	0						
2019-2020			2010-2011			2000-2001		
White	69.6%	16	White	73.3%	22	White	79.3%	23
Black or African-American	21.7%	5	Black or African-American	23.3%	7	Black or African-American	20.7%	6
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	3.3%	1	Asian	0.0%	0
Other	8.7%	2	Other	0.0%	0	Other	0.0%	0
Total		23	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2018-2019			2009-2010			1999-2000		
White	73.9%	17	White	87.0%	20	White	86.2%	25
Black or African-American	21.7%	5	Black or African-American	13.0%	3	Black or African-American	13.8%	4
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	4.3%	1	Other	0.0%	0	Other	0.0%	0
Total		23	Total		23	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2017-2018			2008-2009			1998-1999		
White	80.0%	20	White	90.3%	28	White	79.3%	23
Black or African-American	12.0%	3	Black or African-American	9.7%	3	Black or African-American	20.7%	6
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	4.0%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.0%	1	Other	0.0%	0	Other	0.0%	0
Total		25	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2016-2017			2007-2008			1997-1998		
White	90.0%	27	White	76.7%	23	White	72.4%	21
Black or African-American	6.7%	2	Black or African-American	23.3%	7	Black or African-American	27.6%	8
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015-2016			2006-2007			1996-1997		
White	86.7%	26	White	73.3%	22	White	72.4%	21
Black or African-American	10.0%	3	Black or African-American	26.7%	8	Black or African-American	27.6%	8
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014-2015			2005-2006			1995-1996		
White	80.6%	25	White	77.4%	24	White	69.0%	20
Black or African-American	16.1%	5	Black or African-American	22.6%	7	Black or African-American	31.0%	9
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.2%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		31	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013-2014			2004-2005			1994-1995		
White	76.7%	23	White	77.4%	24	White	69.0%	20
Black or African-American	20.0%	6	Black or African-American	22.6%	7	Black or African-American	31.0%	9
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012-2013			2003-2004			Table 8		
White	76.7%	23	White	83.3%	25			
Black or African-American	20.0%	6	Black or African-American	16.7%	5			
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0			
Asian	3.3%	1	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total		30	Total		30			
Women	0.0%	0	Women	0.0%	0			

Vice President								
	%	#		%	#		%	#
2020-2021			2011-2012			2001-2002		
White	74.5%	420	White	87.7%	285	White	90.7%	175
Black or African-American	16.3%	92	Black or African-American	9.8%	32	Black or African-American	6.7%	13
Hispanic or Latino(a)	3.2%	18	Hispanic or Latino(a)	1.5%	5	Hispanic or Latino(a)	2.6%	5
Asian/Pacific Islander	3.7%	21	Asian	0.9%	3	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	2.3%	13	Total		325	Total		193
Unknown	0.0%	0	Women	17.8%	58	Women	15.0%	29
Total		564						
Women	27.8%	157						
2019-2020			2010-2011			1999-2000		
White	76.0%	528	White	86.7%	268	White	89.6%	164
Black or African-American	15.4%	107	Black or African-American	10.4%	32	Black or African-American	9.8%	18
Hispanic or Latino(a)	3.7%	26	Hispanic or Latino(a)	2.6%	8	Hispanic or Latino(a)	0.5%	1
Asian	2.7%	19	Asian	1.0%	3	Asian	0.0%	0
Other	2.2%	15	Other	0.0%	0	Other	0.0%	0
Total		695	Total		311	Total		183
Women	26.6%	185	Women	15.5%	48	Women	13.1%	24
2018-2019			2009-2010			1998-1999		
White	76.1%	447	White	85.9%	249	White	89.9%	170
Black or African-American	14.8%	87	Black or African-American	11.0%	32	Black or African-American	9.0%	17
Hispanic or Latino(a)	4.6%	27	Hispanic or Latino(a)	2.1%	6	Hispanic or Latino(a)	1.1%	2
Asian	2.6%	15	Asian	1.0%	3	Asian	0.0%	0
Other	1.9%	11	Other	0.0%	0	Other	0.0%	0
Total		587	Total		290	Total		189
Women	25.4%	149	Women	17.9%	52	Women	11.6%	22
2017-2018			2008-2009			1997-1998		
White	74.6%	435	White	86.6%	251	White	86.8%	138
Black or African-American	15.6%	91	Black or African-American	10.7%	31	Black or African-American	11.9%	19
Hispanic or Latino(a)	3.4%	20	Hispanic or Latino(a)	2.1%	6	Hispanic or Latino(a)	1.3%	2
Asian	2.2%	13	Asian	0.7%	2	Asian	0.0%	0
Other	4.1%	24	Other	0.0%	0	Other	0.0%	0
Total		583	Total		290	Total		159
Women	23.5%	137	Women	17.6%	51	Women	10.1%	16
2016-2017			2007-2008			1996-1997		
White	80.5%	356	White	85.1%	258	White	89.7%	140
Black or African-American	13.3%	59	Black or African-American	10.6%	32	Black or African-American	9.6%	15
Hispanic or Latino(a)	3.8%	17	Hispanic or Latino(a)	3.0%	9	Hispanic or Latino(a)	0.6%	1
Asian	1.8%	8	Asian	1.3%	4	Asian	0.0%	0
Other	0.5%	2	Other	0.0%	0	Other	0.0%	0
Total		442	Total		303	Total		156
Women	24.2%	107	Women	18.2%	55	Women	8.3%	13
2015-2016			2006-2007			1995-1996		
White	81.8%	354	White	84.9%	248	White	91.7%	132
Black or African-American	12.7%	55	Black or African-American	11.0%	32	Black or African-American	8.3%	12
Hispanic or Latino(a)	3.0%	13	Hispanic or Latino(a)	2.7%	8	Hispanic or Latino(a)	0.0%	0
Asian	2.1%	9	Asian	1.4%	4	Asian	0.0%	0
Other	0.5%	2	Other	0.0%	0	Other	0.0%	0
Total		433	Total		292	Total		144
Women	21.5%	93	Women	16.8%	49	Women	6.9%	10
2014-2015			2005-2006			1994-1995		
White	84.7%	343	White	87.5%	252	White	87.2%	109
Black or African-American	10.9%	44	Black or African-American	8.3%	24	Black or African-American	12.0%	15
Hispanic or Latino(a)	2.2%	9	Hispanic or Latino(a)	2.8%	8	Hispanic or Latino(a)	0.0%	0
Asian	1.2%	5	Asian	1.4%	4	Asian	0.8%	1
Other	1.0%	4	Other	0.0%	0	Other	0.0%	0
Total		405	Total		288	Total		125
Women	20.2%	82	Women	18.1%	52	Women	6.4%	8
2013-2014			2004-2005			1993-1994		
White	86.5%	302	White	86.2%	232	White	86.6%	97
Black or African-American	10.3%	36	Black or African-American	10.4%	28	Black or African-American	12.5%	14
Hispanic or Latino(a)	2.0%	7	Hispanic or Latino(a)	2.2%	6	Hispanic or Latino(a)	0.0%	0
Asian	0.6%	2	Asian	1.1%	3	Asian	0.9%	1
Other	0.6%	2	Other	0.0%	0	Other	0.0%	0
Total		349	Total		269	Total		112
Women	16.6%	58	Women	17.8%	48	Women	3.6%	4
2012-2013			2003-2004			Table 9		
White	86.5%	302	White	88.1%	192			
Black or African-American	10.0%	35	Black or African-American	8.7%	19			
Hispanic or Latino(a)	2.9%	10	Hispanic or Latino(a)	3.2%	7			
Asian	0.6%	2	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total		349	Total		218			
Women	18.3%	64	Women	17.9%	39			

Team Management								
	%	#		%	#		%	#
2020-2021			2012-2013			2004-2005		
White	68.0%	1612	White	79.9%	508	White	83.5%	370
Black or African-American	15.0%	356	Black or African-American	13.2%	84	Black or African-American	11.7%	52
Hispanic or Latino(a)	7.6%	181	Hispanic or Latino(a)	3.8%	24	Hispanic or Latino(a)	3.4%	15
Asian/Pacific Islander	5.1%	121	Asian	1.7%	11	Asian	1.4%	6
Am. Indian or Alaskan Native	0.2%	4	Other	1.4%	9	Other	0.0%	0
Two or More Races/Other	3.4%	81	Total		636	Total		443
Unknown	0.7%	12	Women	21.9%	139	Women	24.4%	108
Total		2369						
Women	37.9%	899						
2019-2020			2011-2012			2003-2004		
White	69.5%	2469	White	78.5%	601	White	85.0%	283
Black or African-American	14.9%	531	Black or African-American	12.9%	99	Black or African-American	12.6%	42
Hispanic or Latino(a)	7.2%	257	Hispanic or Latino(a)	6.5%	50	Hispanic or Latino(a)	1.2%	4
Asian	4.9%	173	Asian	1.6%	12	Asian	1.2%	4
Am. Indian or Alaska Native	0.2%	6	Other	0.5%	4	Other	0.0%	0
Other	3.3%	118	Total		766	Total		333
Total		3554	Women	24.7%	189	Women	25.2%	84
Women	33.0%	1173						
2018-2019			2010-2011			2001-2002		
White	68.1%	2010	White	78.3%	447	White	83.0%	x
Black or African-American	15.8%	467	Black or African-American	14.4%	82	Black or African-American	14.0%	x
Hispanic or Latino(a)	6.5%	192	Hispanic or Latino(a)	6.1%	35	Hispanic or Latino(a)	3.0%	x
Asian	3.5%	103	Asian	1.1%	6	Asian	2.0%	x
Am. Indian or Alaska Native	0.2%	6	Other	0.2%	1	Other	0.0%	x
Other	5.9%	174	Total		571	Total		x
Total		2952	Women	27.1%	155	Women	29.0%	x
Women	30.9%	912						
2017-2018			2009-2010			2000-2001		
White	68.8%	1698	White	79.9%	481	White	83.0%	x
Black or African-American	15.8%	390	Black or African-American	13.8%	83	Black or African-American	12.0%	x
Hispanic or Latino(a)	5.8%	144	Hispanic or Latino(a)	5.3%	32	Hispanic or Latino(a)	3.0%	x
Asian	4.3%	106	Asian	0.8%	5	Asian	2.0%	x
Am. Indian or Alaska Native	0.2%	5	Other	0.2%	1	Other	0.0%	x
Other	5.1%	126	Total		602	Total		x
Total		2469	Women	25.2%	152	Women	36.0%	x
Women	31.6%	779						
2016-2017			2008-2009			1999-2000		
White	76.6%	570	White	77.4%	439	White	85.0%	x
Black or African-American	12.2%	91	Black or African-American	15.7%	89	Black or African-American	10.0%	x
Hispanic or Latino(a)	5.5%	41	Hispanic or Latino(a)	5.5%	31	Hispanic or Latino(a)	3.0%	x
Asian	4.0%	30	Asian	1.2%	7	Asian	2.0%	x
Other	1.6%	12	Other	0.2%	1	Other	0.0%	x
Total		744	Total		567	Total		x
Women	29.3%	218	Women	24.2%	137	Women	40.0%	x
2015-2016			2007-2008			1998-1999		
White	76.5%	634	White	78.3%	401	White	86.0%	x
Black or African-American	14.0%	116	Black or African-American	13.9%	71	Black or African-American	11.0%	x
Hispanic or Latino(a)	4.8%	40	Hispanic or Latino(a)	5.9%	30	Hispanic or Latino(a)	<2%	x
Asian	3.3%	27	Asian	1.8%	9	Asian	<2%	x
Other	1.4%	12	Other	0.2%	1	Other	0.0%	x
Total		829	Total		512	Total		x
Women	23.6%	196	Women	26.6%	136	Women	41.0%	x
2014-2015			2006-2007			1997-1998		
White	80.0%	654	White	80.2%	377	White	87.0%	x
Black or African-American	14.9%	122	Black or African-American	13.4%	63	Black or African-American	11.0%	x
Hispanic or Latino(a)	3.1%	25	Hispanic or Latino(a)	5.1%	24	Hispanic or Latino(a)	0.0%	x
Asian	1.5%	12	Asian	1.3%	6	Asian	0.0%	x
Other	0.6%	5	Other	0.0%	0	Other	2.0%	x
Total		196	Total		470	Total		x
Women	24.0%	196	Women	24.9%	117	Women	31.0%	x
2013-2014			2005-2006			1996-1997		
White	80.8%	584	White	80.3%	367	White	88.0%	x
Black or African-American	13.7%	99	Black or African-American	12.7%	58	Black or African-American	11.0%	x
Hispanic or Latino(a)	3.6%	26	Hispanic or Latino(a)	5.5%	25	Hispanic or Latino(a)	0.0%	x
Asian	1.4%	10	Asian	1.5%	7	Asian	0.0%	x
Other	0.6%	4	Other	0.0%	0	Other	1.0%	x
Total		723	Total		457	Total		x
Women	21.4%	155	Women	23.4%	107	Women	23.0%	x

Table 10

Professional Staff								
	%	#		%	#		%	#
2020-2021			2011-2012			2001-2002		
White	57.4%	1664	White	75.5%	858	White	79.0%	x
Black or African-American	19.0%	552	Black or African-American	13.8%	157	Black or African-American	13.0%	x
Hispanic or Latino(a)	11.7%	339	Hispanic or Latino(a)	7.0%	80	Hispanic or Latino(a)	6.0%	x
Asian/Pacific Islander	6.3%	183	Asian	2.7%	31	Asian	<2%	x
Am. Indian or Alaskan Native	0.3%	8	Other	1.0%	11	Other	<1%	x
Two or More Races/Other	4.6%	133	Total		1137	Total		x
Unknown	0.7%	22	Women	39.3%	447	Women	48.0%	x
Total		2901						
Women	32.7%	948						
2019-2020			2010-2011			1999-2000		
White	64.1%	1617	White	72.5%	667	White	77.0%	x
Black or African-American	16.4%	414	Black or African-American	16.0%	147	Black or African-American	15.0%	x
Hispanic or Latino(a)	10.2%	257	Hispanic or Latino(a)	8.4%	77	Hispanic or Latino(a)	6.0%	x
Asian	4.8%	122	Asian	2.4%	22	Asian	2.0%	x
Am. Indian or Alaska Native	0.2%	5	Other	0.8%	7	Other	0.0%	x
Other	4.2%	106	Total		920	Total		x
Total		2521	Women	38.6%	355	Women	52.0%	x
Women	39.0%	983						
2018-2019			2009-2010			1998-1999		
White	61.9%	1860	White	73.6%	871	White	83.0%	x
Black or African-American	20.0%	601	Black or African-American	15.6%	184	Black or African-American	13.0%	x
Hispanic or Latino(a)	10.1%	303	Hispanic or Latino(a)	7.5%	89	Hispanic or Latino(a)	3.0%	x
Asian	3.6%	107	Asian	2.7%	32	Asian	1.0%	x
Am. Indian or Alaska Native	0.3%	10	Other	0.6%	7	Other	0.0%	x
Other	4.2%	126	Total		1183	Total		x
Total		3007	Women	39.1%	462	Women	39.0%	x
Women	37.3%	1122						
2017-2018			2008-2009			1997-1998		
White	60.5%	1736	White	71.3%	761	White	83.0%	x
Black or African-American	17.7%	508	Black or African-American	16.2%	173	Black or African-American	13.0%	x
Hispanic or Latino(a)	7.6%	218	Hispanic or Latino(a)	9.3%	99	Hispanic or Latino(a)	3.0%	x
Asian	3.9%	113	Asian	2.7%	29	Asian	1.0%	x
Am. Indian or Alaska Native	0.4%	12	Other	0.5%	5	Other	0.0%	x
Other	9.9%	284	Total		1067	Total		x
Total		2871	Women	40.0%	427	Women	39.0%	x
Women	37.2%	1068						
2016-2017			2007-2008			1996-1997		
White	67.4%	2021	White	72.3%	777	White	83.0%	x
Black or African-American	17.1%	511	Black or African-American	16.0%	172	Black or African-American	14.0%	x
Hispanic or Latino(a)	9.5%	286	Hispanic or Latino(a)	8.8%	95	Hispanic or Latino(a)	0.0%	x
Asian	3.8%	114	Asian	2.5%	27	Asian	0.0%	x
Other	2.2%	65	Other	0.4%	4	Other	3.0%	x
Total		2997	Total		1075	Total		x
Women	40.1%	1202	Women	39.9%	429	Women	38.0%	x
2015-2016			2006-2007			1995-1996		
White	67.9%	1760	White	73.6%	818	White	84.0%	x
Black or African-American	18.4%	478	Black or African-American	14.9%	165	Black or African-American	13.0%	x
Hispanic or Latino(a)	7.7%	200	Hispanic or Latino(a)	7.6%	84	Hispanic or Latino(a)	0.0%	x
Asian	4.0%	103	Asian	3.3%	37	Asian	0.0%	x
Other	2.0%	51	Other	0.6%	7	Other	<3%	x
Total		2592	Total		1111	Total		x
Women	36.1%	937	Women	41.4%	460	Women	45.0%	x
2014-2015			2005-2006			1994-1995		
White	73.6%	2425	White	73.8%	672	White	87.0%	x
Black or African-American	15.7%	516	Black or African-American	14.3%	130	Black or African-American	10.0%	x
Hispanic or Latino(a)	6.5%	214	Hispanic or Latino(a)	8.3%	76	Hispanic or Latino(a)	<1%	x
Asian	3.1%	103	Asian	3.1%	28	Asian	<1%	x
Other	1.2%	39	Other	0.5%	5	Other	1.0%	x
Total		3297	Total		911	Total		x
Women	36.1%	1189	Women	41.7%	380	Women	32.0%	x
2013-2014			2004-2005			1993-1994		
White	74.3%	1931	White	77.4%	684	White	84.0%	x
Black or African-American	15.6%	404	Black or African-American	12.7%	112	Black or African-American	13.0%	x
Hispanic or Latino(a)	6.1%	158	Hispanic or Latino(a)	6.8%	60	Hispanic or Latino(a)	2.0%	x
Asian	2.8%	72	Asian	2.8%	25	Asian	<1%	x
Other	1.3%	33	Other	0.3%	3	Other	<1%	x
Total		2598	Total		884			
Women	34.6%	898	Women	43.1%	381			
2012-2013			2003-2004			Table 11		
White	72.4%	1556	White	76.4%	1192			
Black or African-American	15.7%	338	Black or African-American	14.2%	222			
Hispanic or Latino(a)	8.4%	181	Hispanic or Latino(a)	6.9%	108			
Asian	2.1%	45	Asian	1.9%	30			
Other	1.3%	29	Other	0.6%	9			
Total		2149	Total		1561			
Women	35.0%	752	Women	38.6%	602			

Head Athletic Trainers								
	%	#		%	#		%	#
2020-2021			2011-2012			2001-2002		
White	67.7%	21	White	67.3%	35	White	85.7%	24
Black or African-American	22.6%	7	Black or African-American	21.2%	11	Black or African-American	10.7%	3
Hispanic or Latino(a)	6.5%	2	Hispanic or Latino(a)	5.8%	3	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	3.2%	1	Asian	5.8%	3	Asian	3.6%	1
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		52	Total		28
Unknown	0.0%	0	Women	1.9%	1	Women	0.0%	0
Total		31						
Women	3.2%	1						
2019-2020			2010-2011			1999-2000		
White	74.1%	20	White	80.0%	36	White	86.2%	25
Black or African-American	14.8%	4	Black or African-American	15.6%	7	Black or African-American	13.8%	4
Hispanic or Latino(a)	3.7%	1	Hispanic or Latino(a)	2.2%	1	Hispanic or Latino(a)	0.0%	0
Asian	7.4%	2	Asian	2.2%	1	Asian	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Other	0.0%	0	Total		45	Total		29
Total		27	Women	0.0%	0	Women	0.0%	0
Women	3.7%	1						
2018-2019			2009-2010			1998-1999		
White	74.1%	20	White	76.5%	39	White	89.7%	26
Black or African-American	18.5%	5	Black or African-American	15.7%	8	Black or African-American	10.3%	3
Hispanic or Latino(a)	3.7%	1	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	3.7%	1	Asian	5.9%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		27	Total		51	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2017-2018			2008-2009			1997-1998		
White	63.3%	19	White	81.6%	40	White	86.2%	25
Black or African-American	26.7%	8	Black or African-American	14.3%	7	Black or African-American	13.8%	4
Hispanic or Latino(a)	6.7%	2	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		49	Total		29
Women	3.3%	1	Women	0.0%	0	Women	0.0%	0
2016-2017			2007-2008			1996-1997		
White	63.3%	19	White	78.4%	40	White	86.2%	25
Black or African-American	26.7%	8	Black or African-American	17.6%	9	Black or African-American	13.8%	4
Hispanic or Latino(a)	6.7%	2	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		51	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015-2016			2006-2007			1995-1996		
White	66.7%	20	White	75.5%	37	White	89.3%	25
Black or African-American	26.7%	8	Black or African-American	20.4%	10	Black or African-American	10.7%	3
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		49	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014-2015			2005-2006			1994-1995		
White	66.7%	20	White	76.5%	39	White	92.6%	25
Black or African-American	23.3%	7	Black or African-American	19.6%	10	Black or African-American	7.4%	2
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	6.7%	2	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		51	Total		27
Women	0.0%	0	Women	2.0%	1	Women	0.0%	0
2013-2014			2004-2005			1993-1994		
White	70.0%	21	White	76.9%	40	White	92.6%	25
Black or African-American	23.3%	7	Black or African-American	21.2%	11	Black or African-American	3.7%	1
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	1.9%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	3.7%	1
Total		30	Total		52	Total		27
Women	0.0%	0	Women	0.0%	0			
2012-2013			2003-2004			Table 12		
White	72.7%	24	White	83.3%	25			
Black or African-American	24.2%	8	Black or African-American	16.7%	5			
Hispanic or Latino(a)	3.0%	1	Hispanic or Latino(a)	0.0%	0			
Asian	0.0%	0	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total		33	Total		30			
Women	0.0%	0	Women	0.0%	0			

Radio and TV Announcers					
	%			%	
2020-2021			2011-2012		
White	67.3%		White	69.0%	
Black or African-American	28.7%		Black or African-American	19.0%	
Hispanic or Latino(a)	0.0%		Hispanic or Latino(a)	11.0%	
Asian/Pacific Islander	0.0%		Asian	1.0%	
Am. Indian or Alaskan Native	0.0%		Other	0.0%	
Two or More Races/Other	4.0%		Women	4.0%	
Unknown	0.0%				
Women	12.0%				
2019-2020			2010-2011		
White	80.5%		White	72.0%	
Black or African-American	12.2%		Black or African-American	17.0%	
Hispanic or Latino(a)	6.5%		Hispanic or Latino(a)	10.0%	
Asian	0.0%		Asian	1.0%	
Am. Indian or Alaska Native	0.0%		Other	0.0%	
Other	0.8%		Women	3.0%	
Women	11.4%				
2018-2019			2009-2010		
White	73.0%		White	72.0%	
Black or African-American	16.5%		Black or African-American	18.0%	
Hispanic or Latino(a)	7.0%		Hispanic or Latino(a)	9.0%	
Asian	0.0%		Asian	1.0%	
Other	3.5%		Other	1.0%	
Women	9.6%		Women	5.0%	
2017-2018			2008-2009		
White	66.1%		White	73.0%	
Black or African-American	11.5%		Black or African-American	18.0%	
Hispanic or Latino(a)	8.0%		Hispanic or Latino(a)	9.0%	
Asian	2.9%		Asian	1.0%	
Other	11.5%		Other	0.0%	
Women	20.7%		Women	8.0%	
2016-2017			2007-2008		
White	67.7%		White	73.0%	
Black or African-American	22.9%		Black or African-American	18.0%	
Hispanic or Latino(a)	7.3%		Hispanic or Latino(a)	8.0%	
Asian	0.0%		Asian	1.0%	
Other	2.1%		Other	0.0%	
Women	4.2%		Women	7.0%	
2015-2016			2006-2007		
White	68.8%		White	75.0%	
Black or African-American	20.6%		Black or African-American	19.0%	
Hispanic or Latino(a)	10.0%		Hispanic or Latino(a)	6.0%	
Asian	0.6%		Asian	0.0%	
Other	0.0%		Other	0.0%	
Women	5.9%		Women	6.0%	
2014-2015			2005-2006		
White	68.8%		White	74.0%	
Black or African-American	18.8%		Black or African-American	18.0%	
Hispanic or Latino(a)	11.8%		Hispanic or Latino(a)	8.0%	
Asian	0.5%		Asian	0.0%	
Other	0.0%		Other	0.0%	
Women	3.2%		Women	6.0%	
2013-2014			2004-2005		
White	71.3%		White	74.0%	
Black or African-American	19.4%		Black or African-American	16.0%	
Hispanic or Latino(a)	9.4%		Hispanic or Latino(a)	10.0%	
Asian	0.0%		Asian	0.0%	
Other	0.0%		Other	0.0%	
Women	4.4%		Women	5.0%	
2012-2013			2003-2004		
White	65.2%		White	75.0%	
Black or African-American	19.4%		Black or African-American	17.0%	
Hispanic or Latino(a)	10.4%		Hispanic or Latino(a)	8.0%	
Asian	0.0%		Asian	0.0%	
Other	0.0%		Other	<1%	
Women	5.0%		Women	3.0%	
2001-2002			1999-2000		
White	77.0%		White	76.0%	
Black or African-American	16.0%		Black or African-American	16.0%	
Hispanic or Latino(a)	7.0%		Hispanic or Latino(a)	8.0%	
Asian	0.0%		Asian	0.0%	
Other	0.0%		Other	0.0%	
Women	3.0%		Women	2.0%	
1998-1999			1997-1998		
White	78.0%		White	77.0%	
Black or African-American	18.0%		Black or African-American	18.0%	
Hispanic or Latino(a)	4.0%		Hispanic or Latino(a)	5.0%	
Asian	0.0%		Asian	0.0%	
Other	0.0%		Other	0.0%	
Women	2.0%		Women	0.0%	
1996-1997			1995-1996		
White	80.0%		White	78.0%	
Black or African-American	16.0%		Black or African-American	18.0%	
Hispanic or Latino(a)	3.0%		Hispanic or Latino(a)	3.0%	
Asian	0.0%		Asian	0.0%	
Other	0.0%		Other	0.0%	
Women	0.0%		Women	3.0%	
1993-1994			1992-1993		
White	81.0%		White	81.0%	
Black or African-American	12.0%		Black or African-American	12.0%	
Hispanic or Latino(a)	7.0%		Hispanic or Latino(a)	7.0%	
Asian	0.0%		Asian	0.0%	
Other	0.0%		Other	0.0%	
Women	0.0%		Women	0.0%	

Table 13

NBA Referees					
	%	#		%	#
2020-2021			2012-2013		
White	43.1%	66	White	52.5%	32
Black or African-American	41.2%	63	Black or African-American	45.9%	28
Hispanic or Latino(a)	5.9%	9	Hispanic or Latino(a)	1.6%	1
Asian	2.6%	4	Asian	0.0%	0
Two or More Races/Other	7.2%	11	Other	0.0%	0
Total		153	Total		61
Women	23.5%	36	Women	1.6%	1
2019-2020			2011-2012		
White	45.6%	67	White	54.0%	34
Black or African-American	42.2%	62	Black or African-American	41.3%	26
Hispanic or Latino(a)	4.8%	7	Hispanic or Latino(a)	3.2%	2
Asian	1.4%	2	Asian	0.0%	0
Other	6.1%	9	Other	1.6%	1
Total		147	Total		63
Women	22.4%	33	Women	1.6%	1
2018-2019			2010-2011		
White	44.7%	68	White	55.0%	33
Black or African-American	42.1%	64	Black or African-American	41.7%	25
Hispanic or Latino(a)	5.9%	9	Hispanic or Latino(a)	3.3%	2
Asian	1.3%	2	Asian	0.0%	0
Other	5.9%	9	Other	0.0%	0
Total		152	Total		60
Women	19.1%	29	Women	1.7%	1
2017-2018			2009-2010		
White	43.8%	57	White	55.9%	33
Black or African-American	45.4%	59	Black or African-American	40.7%	24
Hispanic or Latino(a)	4.6%	6	Hispanic or Latino(a)	3.4%	2
Asian	1.5%	2	Asian	0.0%	0
Other	4.6%	6	Other	0.0%	0
Total		130	Total		59
Women	13.8%	18	Women	1.7%	1
2016-2017			2008-2009		
White	50.0%	32	White	55.7%	34
Black or African-American	43.8%	28	Black or African-American	39.3%	24
Hispanic or Latino(a)	3.1%	2	Hispanic or Latino(a)	4.9%	3
Asian	0.0%	0	Asian	0.0%	0
Other	3.1%	2	Other	0.0%	0
Total		64	Total		61
Women	1.6%	1	Women	1.6%	1
2015-2016			2007-2008		
White	53.1%	34	White	57.6%	34
Black or African-American	45.3%	29	Black or African-American	37.3%	22
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	5.1%	3
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total		64	Total		59
Women	3.1%	2	Women	1.7%	1
2014-2015			2006-2007		
White	52.4%	33	White	64.4%	38
Black or African-American	46.0%	29	Black or African-American	32.2%	19
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	3.4%	2
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total		63	Total		59
Women	3.2%	2	Women	1.7%	1
2013-2014			Table 14		
White	51.6%	32			
Black or African-American	46.8%	29			
Hispanic or Latino(a)	1.6%	1			
Asian	0.0%	0			
Other	0.0%	0			
Total		62			
Women	1.6%	1			