



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2021 Racial and Gender Report CardTM

Women's National Basketball Association

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

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Executive Summary

Orlando, FL - December 1, 2021

The 2021 Women's National Basketball Association Racial and Gender Report Card (RGRC) was released today and confirmed that the WNBA continues to be a leader in the industry among other professional leagues in terms of racial and gender hiring practices. Since the WNBA's inaugural season, it has held the top position in the Racial and Gender Report Cards (RGRC). In the 2021 Report Card, the WNBA earned 97.6 points for a combined grade of an A+. The WNBA earned an A+ for race and an A+ for gender in the 2021 WNBA Racial and Gender Report Card issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. The WNBA sets the standard for powerful and inclusive representation across their organization in terms of players, coaches, staff, and administration.

This was the 17th consecutive year that the WNBA has received at least an A for its overall race, gender, and combined grades. The WNBA scored 98.3 points for racial hiring practices and 96.8 points for gender hiring practices in 2021.

The WNBA earned an A+ racial score in the following categories: team owners, head coaches, WNBA League Office, assistant coaches, team managers to senior directors, professional team staff, and players. The WNBA earned their lowest racial hiring grade for vice presidents earning a B.

Overall Grade



A+

Racial Hiring



A+

Gender Hiring



A+

The WNBA received an A+ for gender in four categories including assistant coaches, the WNBA League Office, team vice presidents and above, and managers to senior directors. Head coaches followed closely with a grade of an A- respectively. Professional staff had a gender grade of B+. Team owners and team general managers received a C+ for gender hiring.

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

The only men’s leagues close in comparison to the WNBA were the NBA and MLS, both earning an A this year for racial hiring practices. Continuing from years prior, the WNBA received the greatest number of A’s as well as the least number of grades below an A in all categories compared to men’s professional leagues. The WNBA’s most noteworthy improvements includes the percentage of Black or African-American head coaches which increased by 16.7 percentage points from 25.0 percent in 2020 to 41.7 percent in 2021. The percentage of women in ownership positions also saw a significant increase from 33.3 percent in 2020 to 48.8 percent in 2021.

Lapchick continued, “In terms of team presidents, a key decision-making position at the team level, this was the second year that a majority of these positions were held by women.”

In 2020 the number of women holding WNBA league office positions increased to 60.9 percent for the first time in the previous five years. This trend continued in 2021, with the percentage of women holding League Office positions increasing to 65.4 percent. The league has maintained its strong position with Black or African-American vice presidents, never falling below 10 since 2015.

WNBA Racial and Gender Report Card at a Glance

Racial Hiring Grade for Head Coaches

A+  **41.7%**
People of Color

Gender Hiring Grade for Head Coaches

A- **41.7%**
Women

Racial Hiring Grade for Team Owners

A+ **30.8%**
People of Color

Gender Hiring Grade for Team Owners

F **23.1%**
Women

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

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

The Institute for Diversity and Ethics in Sport located at the University of Central Florida publishes the Racial and Gender Report Card to indicate areas of improvement, stagnation, and regression in the racial and gender composition of professional and college sports’ personnel and to contribute to the improvement of integration in front office and college athletics department positions. Listing of team owners, general managers and head coaches were updated as July 1, 2021.

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 98.3 points for racial hiring practices represented an increase from 96.7 in the 2020 WNBA RGRC and the difference would have been greater if not for the change in the grade calculation. The 96.8 points for gender hiring practices was a decrease from 98.0 in 2020 and the difference is partially attributable to the change in the overall grade calculation. The same was true for the overall grade of 97.6 points, an increase from 97.4 in the 2020 WNBA RGRC.

WNBA Racial and Gender Report Card at a Glance

Racial Hiring Grade for Team Presidents

A- **25.0%**
People of Color

Gender Hiring Grade for Team Presidents

A+  **66.7%**
Women

Racial Hiring Grade for Vice Presidents and Above

B+  **21.9%**
People of Color

Gender Hiring Grade for Vice Presidents and Above

A+  **45.3%**
Women

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. In April of 2021, a Public Service Announcement featuring Layshia Clarendon, Nneka Ogwumike, Elizabeth Williams, and A'ja Wilson debuted during the 2021 WNBA Draft. The PSA highlights the significant impacts and disparities that impacted communities of color during the COVID-19 pandemic. The PSA encouraged fans and the public to educate themselves about the COVID-19 vaccine. The WNBA also hosted vaccine clinics across the country in order to emphasize the importance of vaccination, and the WNBA became the first major professional sports league in the United States to have over 99% of its athletes fully vaccinated in June 2021. The WNBA also found a new way to include internal changes that champion diversity and inclusion in the workforce. Recognizing that family planning and personal health has been a challenge for many of its players, the WNBA announced an increase in the benefits related to healthcare and family planning. The agreement between the League and the Players Association includes reimbursing veteran players on family expenses such as surrogacy, adoption, and egg freezing. The agreement also expanded paid maternity leave, child-care, and breast feeding accommodations. The most revolutionary change the agreement included was access to free fertility services.

It should also be noted that the 2021 WNBA Racial and Gender Report Card used the current grading scale based on the 2010 Census results. Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the 2020 census, racial ethnic minorities totaled 42.2 percent compared to the 2010 census where racial ethnic minorities totaled 27.6 percent. The TIDES grading scale was updated in 2016 and the total racial ethnic minorities was presumed to be closer to 35 percent at that time. If the new grading scale would have been used in 2021, the WNBA would have earned an A for racial hiring practices with a score of 93.9 points. The WNBA would have earned an A for gender hiring practices with 92.0 points. The overall grade for the WNBA would have been an A with 92.9 points.

WNBA Racial and Gender Report Card at a Glance

Racial Hiring Grade for Team Managers to Sr Directors

A+  **40.6%**
People of Color

Gender Hiring Grade for Team Managers to Sr Directors

A+  **49.4%**
Women

Racial Hiring Grade for Professional Team Staff

A+  **42.2%**
People of Color

Gender Hiring Grade for Professional Team Staff

B+  **40.1%**
Women

Report Card Highlights

- Black or African-American players increased from 69.4 percent in 2020 to 74.5 percent in 2021.
- The percentage of women holding positions in the WNBA league office increased 4.5 percentage points from 60.9 in 2020 to 65.4 percent in 2021.
- In 2021, the WNBA had better racial and gender scores with regards to the League Office than the men's professional leagues (2021 MLS, 2021 MLB, 2020 NFL, and 2021 NBA).
- In the 2021 season, Black/African-American head coaches increased to five from three in 2020.
- The percentage of people of color who held assistant coaching positions increased for the second consecutive season, increasing from 54.2 percent in 2020 to 61.3 percent in 2021. This 7.1 percentage point increase, (13.1 percent increase), is the largest single season increase.
- The percentage of women who held assistant coaching positions in 2021 increased by two percentage points. This is the highest number of women, 20, that have served as assistant coaches in the WNBA.
- This season marked the first time since 2000 that there were any Hispanic/Latino(a) or Asian assistant coaches. This season, there was one Hispanic/Latino(a) and one Asian assistant coach.
- This was the second consecutive year where the WNBA had a majority of team president positions held by women.
- In 2021, 84 of the 170 managers to senior directors were women (49.4 percent), a 2.7 percentage point increase from 2020.
- People of color in manager to senior director roles increased from 34.8 percent in 2020 to 40.6 percent in 2021, a 16.7 percent increase.
- For the first time, a person of American Indian/Alaskan Native descent held a manager to senior director role.
- There were 13 people of color (28.9 percent) in team ownership during the 2020 season. It increased 38.5 percent to 18 (41.9 percent) in the 2021 season.
- The percentage of women in team ownership in the WNBA increased 40.0 percent from 33.3 percent (15) in 2020 to 48.8 percent (21) in 2021.
- People of color holding professional staff roles in 2021 increased to 42.2 percent from the previous 34.1 percent in 2020 a 46.5 percent increase.
- Following the trend from last season, people identifying as white have continued to decrease in the WNBA in professional staff roles. Over the past five seasons, the percentage has fallen from 73.3 percent in 2017 to now 55.1 percent in 2021.
- The percentage of women in head trainer position decreased from 83.3 percent in 2020 to 76.9 percent in 2021.

Overall Grades

The WNBA received a combined grade of an A+ with 97.6 points after earning an A+ for race with 98.3 points and an A+ for gender with 96.8 points in the 2021 WNBA Racial and Gender Report Card. This marks the 17th consecutive year that the WNBA has received at least an A for its overall race, gender, and combined grades. The 97.6 points accumulated for the combined grade was an increase of 0.2 percentage points from the 2020 WNBA RGRC results.

The WNBA earned an A+ racial score in the following categories: team owners, head coaches, WNBA League Office, assistant coaches, team managers to senior directors, professional team staff, and players. The WNBA earned their lowest grade for vice presidents with a B.


The WNBA received an A+ for gender in four categories including assistant coaches, the WNBA League Office, team vice presidents and above, and managers to senior directors. Head coaches followed closely with a grade of an A- respectively. Professional staff had a gender grade of B+. Team owners and team general managers received a C+ for gender hiring.

The WNBA still had the highest number of A+ and the fewest grades below an A- in all categories compared to the other professional leagues. There were only three gender categories that received a grade below an A- in the 2021 WNBA RGRC.

It should also be noted that the 2021 WNBA Racial and Gender Report Card used the current grading scale based on the 2010 Census results. Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the 2020 census, racial ethnic minorities totaled 42.2 percent compared to the 2010 census where racial ethnic minorities totaled 27.6 percent. The TIDES grading scale was updated in 2016 and the total racial ethnic minorities was presumed to be closer to 35 percent at that time. If the new grading scale would have been

used in 2021, the WNBA would have earned an A for racial hiring practices with a score of 93.9 points. The WNBA would have earned an A for gender hiring practices with 92.0 points. The overall grade for the WNBA would have been an A with 92.9 points.

OVERALL GRADE AND SCORE

A+  **97.6**

Racial Hiring Grade and Score

A+  **98.3**

Gender Hiring Grade and Score

A+  **96.8**

Grades by Category

WNBA PLAYERS

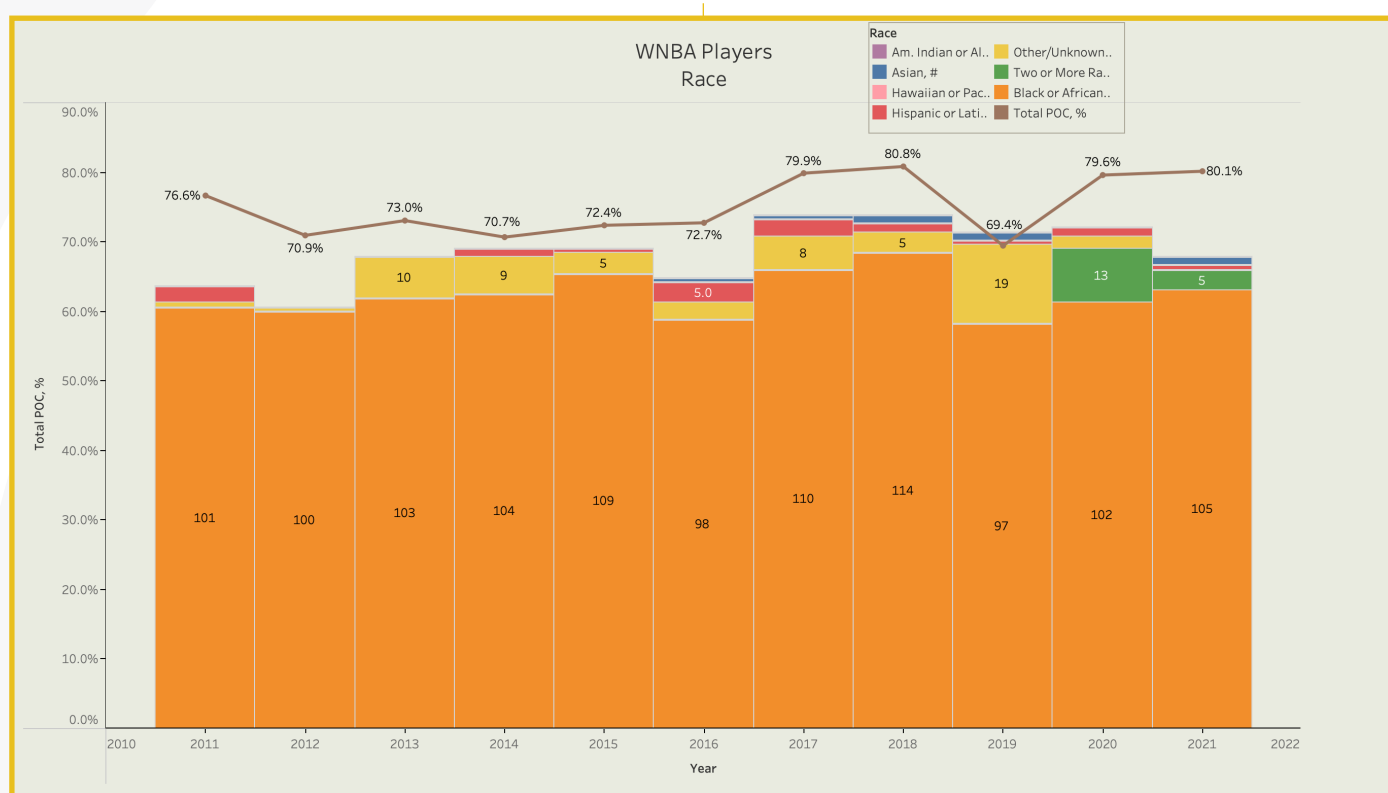
In the 2021 WNBA season, 19.9 percent of the players were white, a 1.5 percentage point increase from the 2020 season. The League was represented by 74.5 percent of Black or African-American players, an increase of 5.1 percentage points from 2020. In 2021, there was one Hispanic/Latina player (0.7 percent of the player population), a decrease from two in 2020. There were two Asian-American players recorded (1.4 percent) in 2021, but none recorded last year due to opt-outs related to COVID-19. Players that identified as Two or more races represented 3.5 percent of the player population in 2021.

Racial Diversity Grade for WNBA Players

A+  **80.1%**
People of Color

See Table 1.

If the 2022 grading scale was used, the WNBA would have earned an A+ for racial diversity.



WNBA COACHES

Head Coaches

At the conclusion of the 2021 season, there were five Black or African-American head coaches, an increase from the three at the end of the 2020 season. The Black or African-American head coaches in 2021 were:

- **Darius Taylor**, Atlanta Dream
- **James Wade**, Chicago Sky
- **Vickie Johnson**, Dallas Wings
- **Derek Fisher**, Los Angeles Sparks
- **Noelle Quinn**, Seattle Storm

The Black or African-Americans who held these positions in the 2020 season were:

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

Following the conclusion of the 2021 season, there were five female head coaches, the same as in the 2019 and 2020 seasons. The five female head coaches were:

- **Vickie Johnson**, Dallas Wings
- **Marianne Stanley**, Indiana Fever
- **Cheryl Reeve**, Minnesota Lynx
- **Sandy Brondello**, Phoenix Mercury
- **Noelle Quinn**, Seattle Storm

The women who held this position in the 2020 season were:

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

Racial Hiring Grade for Head Coaches

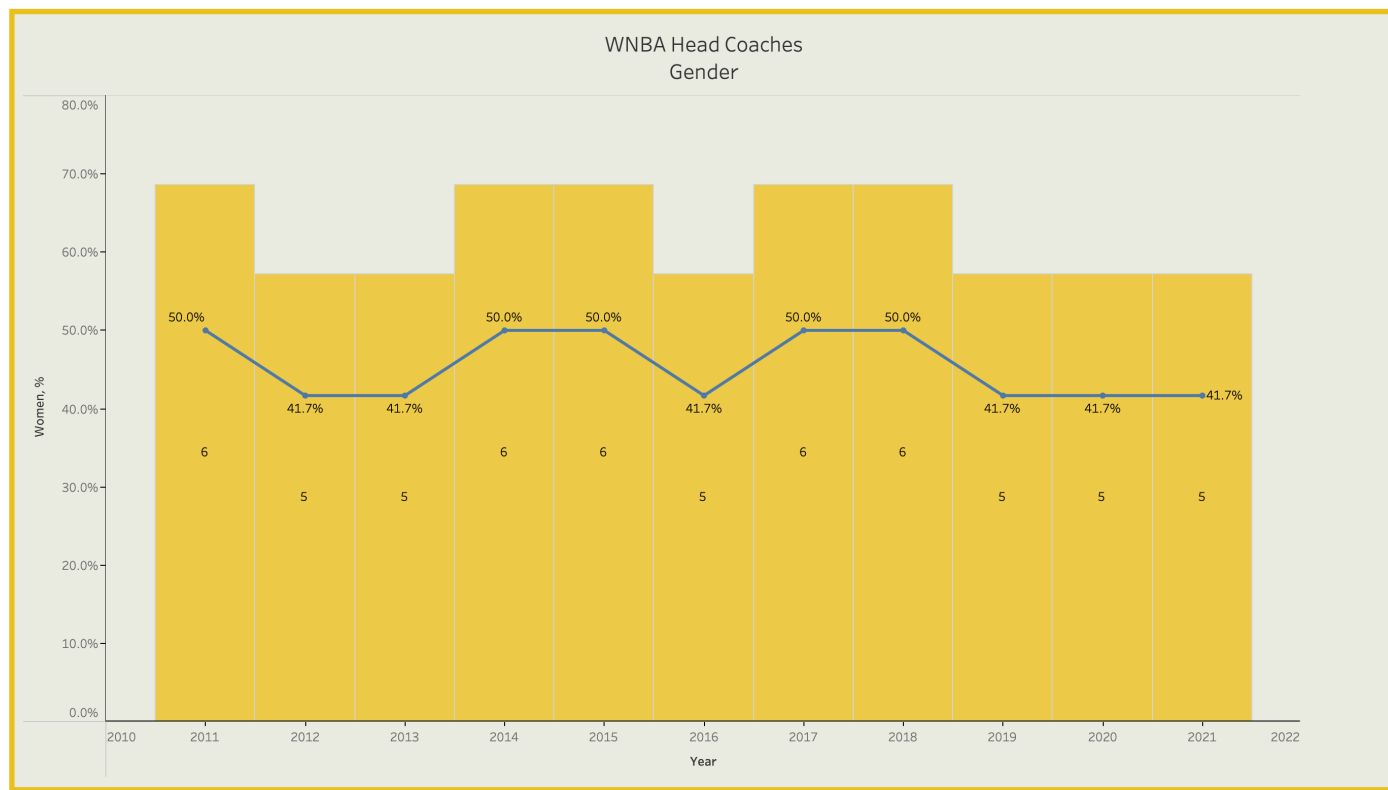
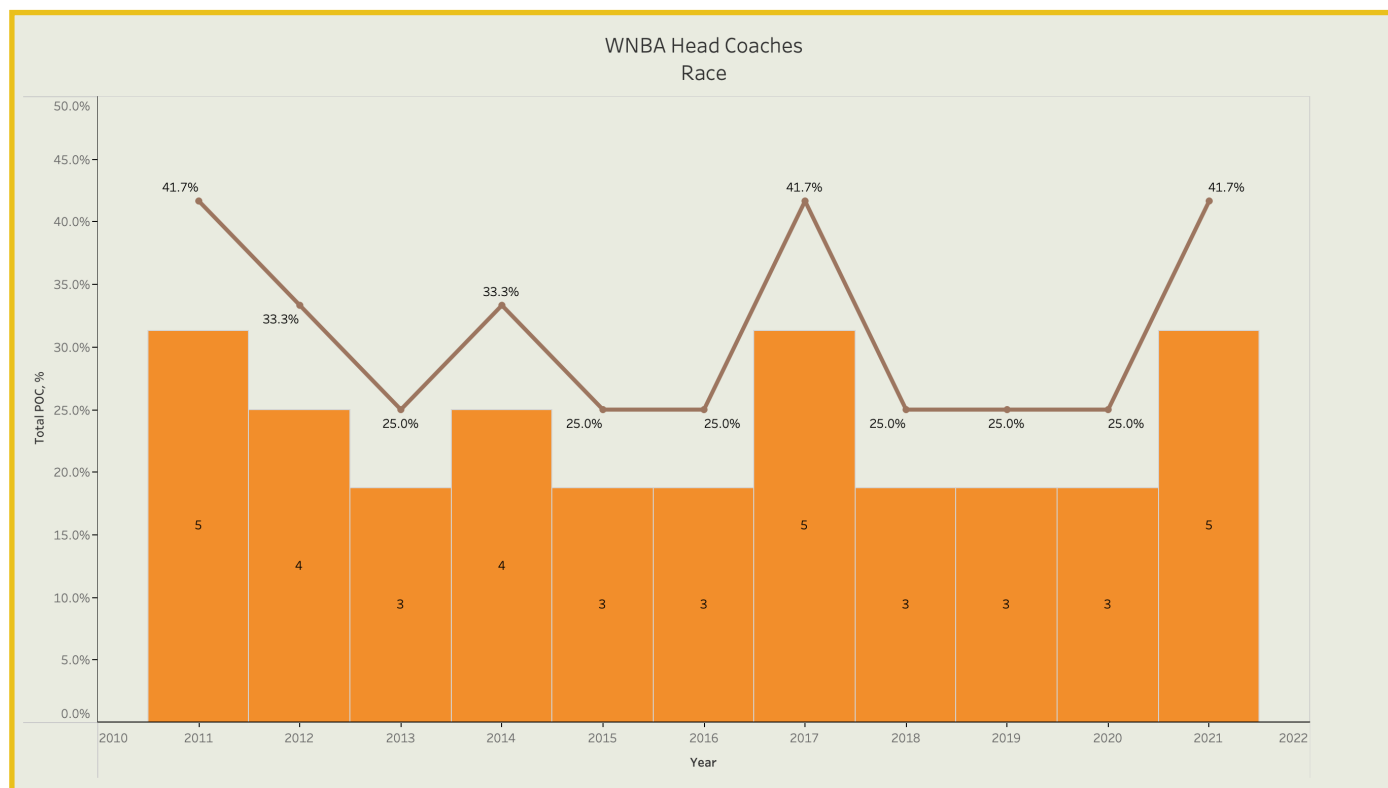
A+  **41.7%**
People of Color

Gender Hiring Grade for Head Coaches

A- **41.7%**
Women

See Table 2.

If the 2022 grading scale was used, the WNBA would have earned an A for racial hiring practices and a B for gender hiring practices.



Assistant Coaches

The percentage of people of color who held assistant coaching positions increased for the second consecutive season, increasing from 54.2 percent in 2020 to 61.3 percent in 2021. This 7.1 percentage point increase is the largest single season increase. In 2021, there was an increase of 2.6 percentage points in Black or African-American assistant coaches from 45.8 percent to 48.4 percent. Since 2002, the WNBA have not had and any Hispanic/Latino(a) or Asian assistant coaches. In 2021, there was one Hispanic/Latino(a) and one Asian assistant coach, combining for 6.5 percent. The percent of coaches that identified as American Indian or Alaska Native decreased from 4.2 percent to 3.2. The percentage of assistant coaches that identified as Two or more races decreased from 4.2 percent to 0.0 percent. The percentage of white assistant coaches decreased from 45.8 percent in 2020 to 38.7 percent in 2021.

The percentage of women who held assistant coaching positions increased from 62.5 percent in 2020 to 64.5 percent in 2021. The 2014 season recorded the highest percentage of assistant coaching positions held by women in the history of the WNBA Report Card with 68.0 percent.

Racial Hiring Grade for Assistant Coaches

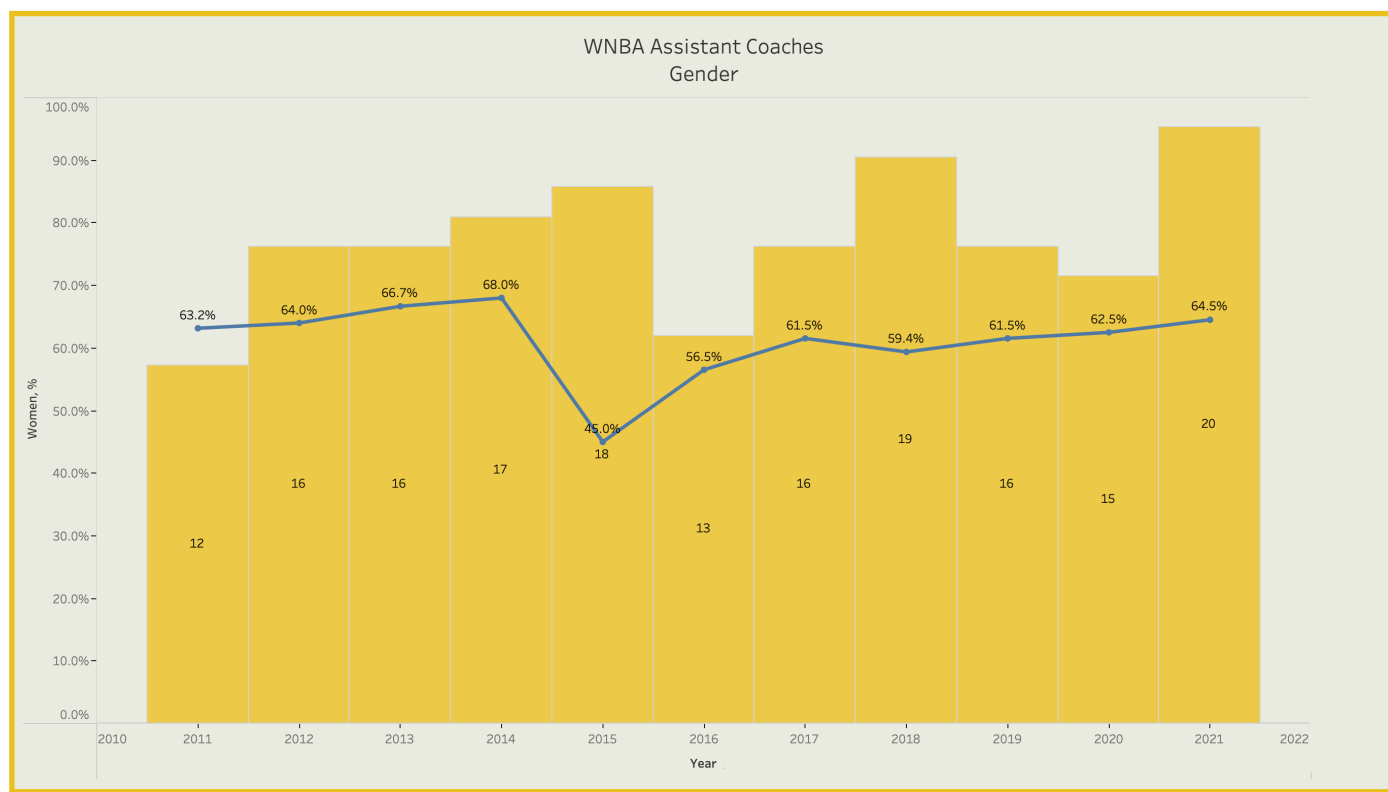
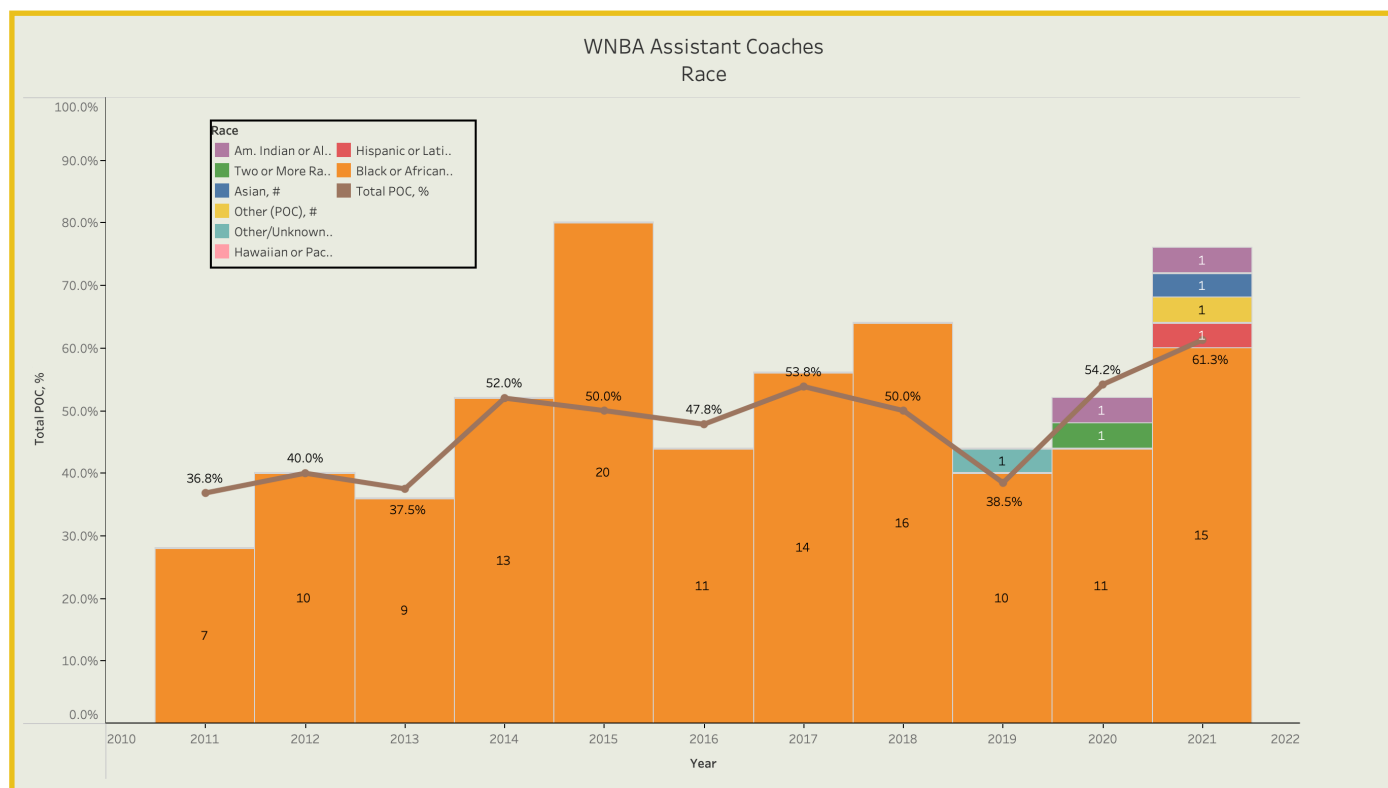
A+  **61.3%**
People of Color

Gender Hiring Grade for Assistant Coaches

A+  **64.5%**
Women

See Table 3.

If the 2022 grading scale was used, the WNBA would have earned an A+ for racial hiring practices and an A+ for gender hiring practices.



WNBA LEAGUE OFFICE

The WNBA is operated as a separate and independent league from the National Basketball Association (NBA). The WNBA League Office has a dedicated full-time staff that includes personnel in basketball and business operations, player personnel and public relations. There are various staffing needs performed by NBA Shared Services, such as legal services, broadcasting, international development, event management, team operations, internet/technology services and general services. These services are performed on a “shared” basis by personnel who perform the same functions for the NBA affiliate leagues.

The percentage of people of color holding professional level staff positions in the WNBA League Office decreased from 50.0 percent in 2020 to 42.3 percent in 2021, a decrease of 7.7 percentage points. Black or African-Americans in League Office positions decreased from 34.8 percent to 30.8 percent in 2021. Those who identified as Asian/Indian increased from 4.4 percent to 7.7 percent in 2021. In 2021, there was one (3.8 percent) Hispanic/Latina holding a professional level staff position in the WNBA League Office, a decrease from two (4.4 percent) in 2020. In addition, there were no League Office personnel who identified as Two or more races in 2021, a decrease from 6.5 percent in 2020.

Since 2000, the percentage of women employees in the League Office has decreased from 85.0 percent in 2000 to 65.4 percent in 2021. The percentage of women increased by 4.5 percentage points from 60.9 percent in 2020 to 65.4 percent in 2021.

In 2021, 23.1 percent of all professional staff members in the League Office were women of color.

In the WNBA this season, 62.5 percent of WNBA referees were people of color and 50.0 percent were Black or African- American. Women comprised 46.9 percent of referees.

Racial Hiring Grade for WNBA League Office

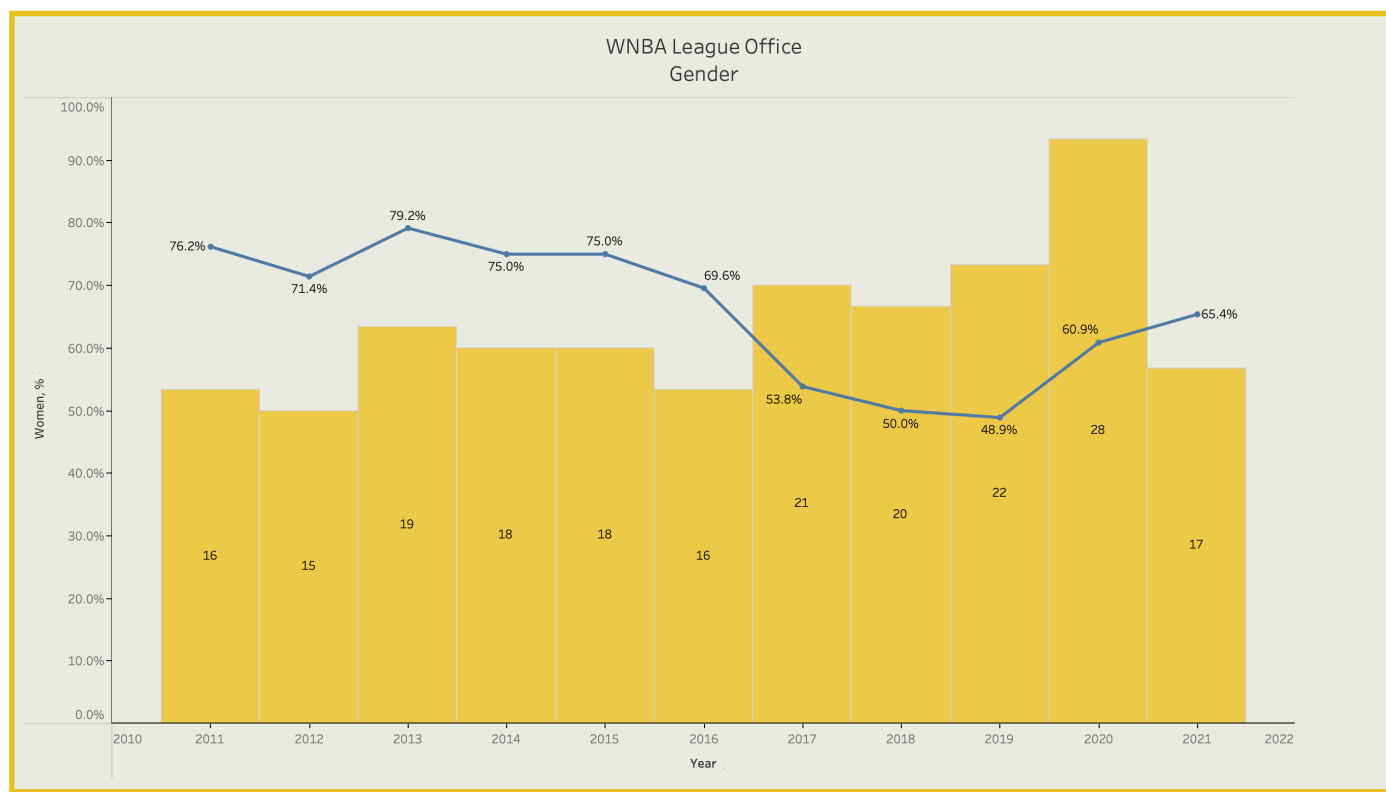
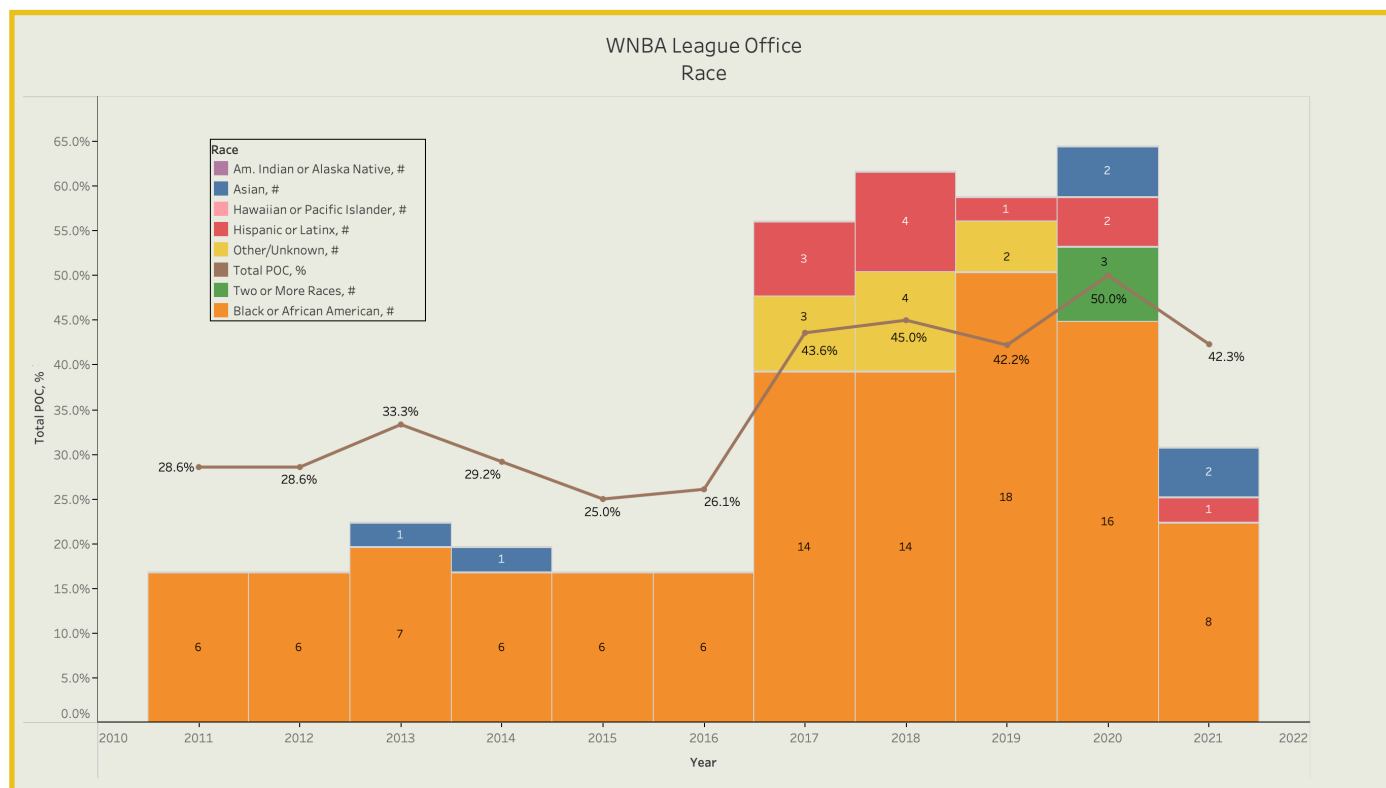
A+  **42.3%**
People of Color

Gender Hiring Grade for WNBA League Office

A+  **65.4%**
Women

See Table 4.

If the 2022 grading scale was used, the WNBA would have earned an A+ for racial hiring practices and a A+ for gender hiring practices.



WNBA TEAM FRONT OFFICES

As of 2021, the Atlanta Dream, Chicago Sky, Connecticut Sun, Dallas Wings, Las Vegas Aces, Los Angeles Sparks and Seattle Storm are independently owned and operated organizations. The Indiana Fever, Minnesota Lynx, New York Liberty, Phoenix Mercury, and Washington Mystics share ownership with NBA teams. The NBA team front offices in those cities were responsible for many of the day-to-day operations for the WNBA teams. Each WNBA team employed dedicated coaches, trainers, and public relations representatives and, like the League Office, “shared” most of its common non-player personnel with the NBA team operator.

Team Owners

Team majority owners included those who represent the governing body of a team and league operations and serve as the representative(s) in league governance. Only team majority owners were used in the calculation of the grade for team owners. Starting in 2021, the grade for team owners is included in the calculation for the overall grades.

In 2021, six WNBA teams had either a woman or person of color as a team majority owner in 2021. Five WNBA teams had a woman as a team majority owner while four WNBA teams had a person of color as a team majority owner. In total, there were five women and five people of color that were a WNBA team majority owner in 2021.

Including majority and minority owners of WNBA teams, there were 18 people of color in ownership for the 2021 season, a 38.5 percent increase from 13 in the 2020 season. These owners included:

- **Renee Montgomery**, Atlanta Dream
- **John Rogers**, Chicago Sky
- **Kathy Regan-Pyne** (via The Mohegan Tribe), Connecticut Sun
- **Al Black**, Dallas Wings
- **Sam Combs**, Dallas Wings
- **Rita Combs**, Dallas Wings
- **Earvin “Magic” Johnson**, Los Angeles Sparks
- **Alex Rodriguez**, Minnesota Lynx
- **Joe Tsai**, New York Liberty
- **Clara Wu**, New York Liberty
- **Larry Fitzgerald**, Phoenix Mercury
- **Jahm Najafi**, Phoenix Mercury
- **Raul Fernandez**, Washington Mystics
- **Sheila C. Johnson**, Washington Mystics

- **Jeong Kim**, Washington Mystics
- **Roger Mody**, Washington Mystics
- **Earl Stafford**, Washington Mystics
- **Michelle Freeman**, Washington Mystics

Including majority and minority owners of WNBA teams, there were 21 women who held ownership positions for the 2021 season, a 40.0 percent increase from 15 in the 2020 season. These women included:

- **Renee Montgomery**, Atlanta Dream
- **Suzanne Abair**, Atlanta Dream
- **Margaret Stender**, Chicago Sky
- **Kathy Regan-Pyne** (via The Mohegan Tribe), Connecticut Sun
- **Rita Combs**, Dallas Wings
- **Paula Marshall**, Dallas Wings
- **Julie Turner**, Dallas Wings
- **Diane Durant**, Dallas Wings
- **Teri Popp**, Minnesota Lynx
- **Diane Vertin**, Minnesota Lynx
- **Clara Wu**, New York Liberty
- **Anne Jaffe**, Phoenix Mercury
- **Cheryl Najafi**, Phoenix Mercury
- **Maria Schlossberg**, Phoenix Mercury
- **Virginia “Ginny” Gilder**, Seattle Storm
- **Lisa Brummel**, Seattle Storm
- **Dawn Trudeau**, Seattle Storm
- **Elle Helme**, Washington Mystics
- **Sheila C. Johnson**, Washington Mystics
- **Michelle Freeman**, Washington Mystics
- **Laurene Powell Jobs**, Washington Mystics

Racial Hiring Grade for Team Owners

A+  **33.3%**
People of Color

Gender Hiring Grade for Team Owners

C+  **33.3%**
Women

See Table 5.

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.

*If the 2022 grading scale was used, the WNBA would have earned a **B** for racial hiring practices and a **C** for gender hiring practices.*

Team Presidents

The team president position includes the principal in charge of team business operations and typically identified as the team president and/or chief operating officer.

In 2021, 25.0 percent of team presidents were people of color, same as in 2020. All were women of color.

There were eight women in team president positions in 2021, an increase from seven women in 2020. At 66.7 percent, this is the second time in the history of the WNBA RGRC that a majority of team presidents are women.

The women holding these positions at the time of data collection for the 2021 season were:

- **Jennifer Rizzotti**, President, Connecticut Sun
- **Allison Barber**, President and Chief Operating Officer, Indiana Fever
- **Nikki Fargas**, Chief Operating Officer, Las Vegas Aces
- **Natalie White**, Interim President, Los Angeles Sparks
- **Carley Knox**, President of Business Operation, Minnesota Lynx
- **Daakeia Clarke**, Chief Executive Officer, New York Liberty
- **Alisha Valavanis**, Chief Executive Officer and General Manager, Seattle Storm
- **Alycen McAuley**, Senior Vice President of Team Services, Washington Mystics

The women of color holding these positions time of data collection for the 2021 season were:

- **Nikki Fargas**, Chief Operating Officer, Las Vegas Aces
- **Natalie White**, Interim President, Los Angeles Sparks
- **Daakeia Clarke**, Chief Executive Officer, New York Liberty

Racial Hiring Grade for Team Presidents

A-

25.0%
People of Color

Gender Hiring Grade for Team Presidents

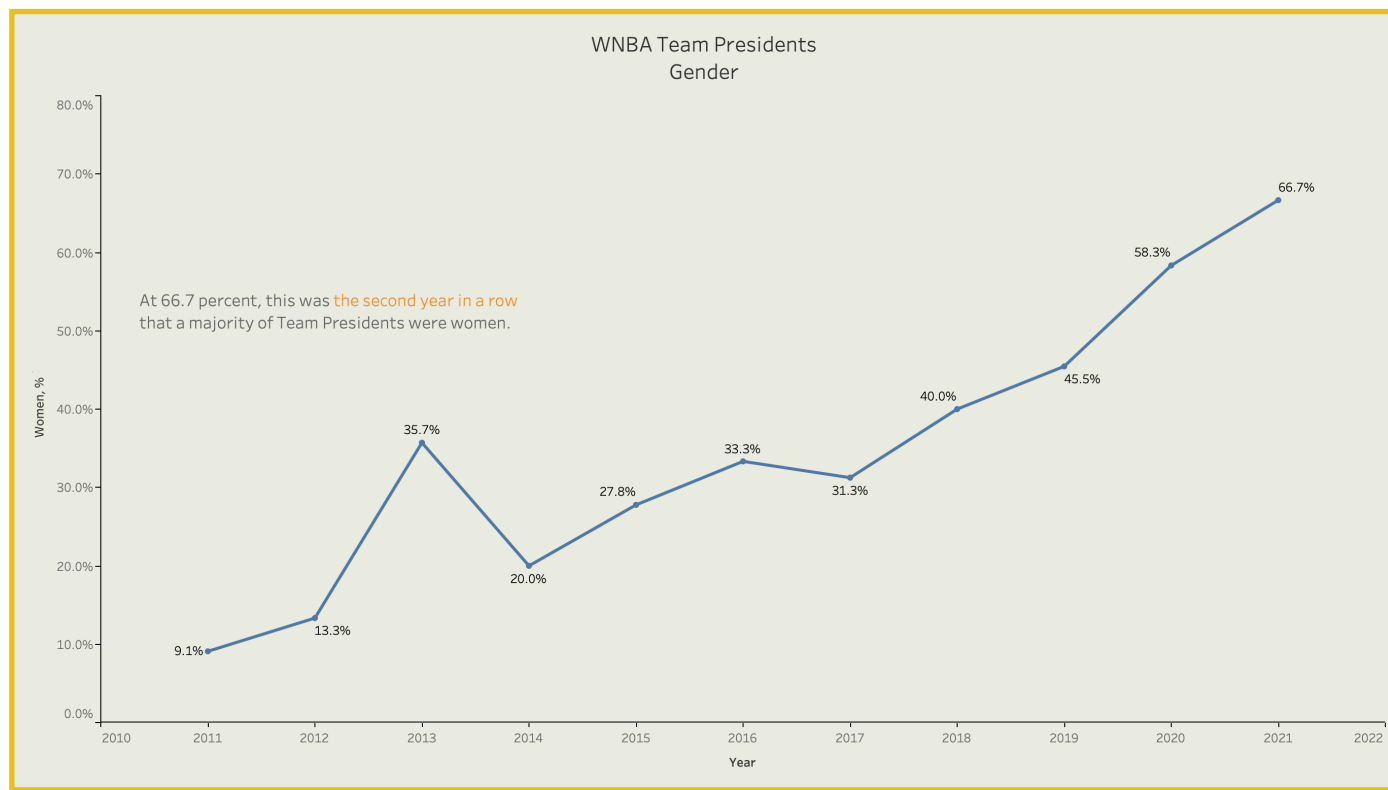
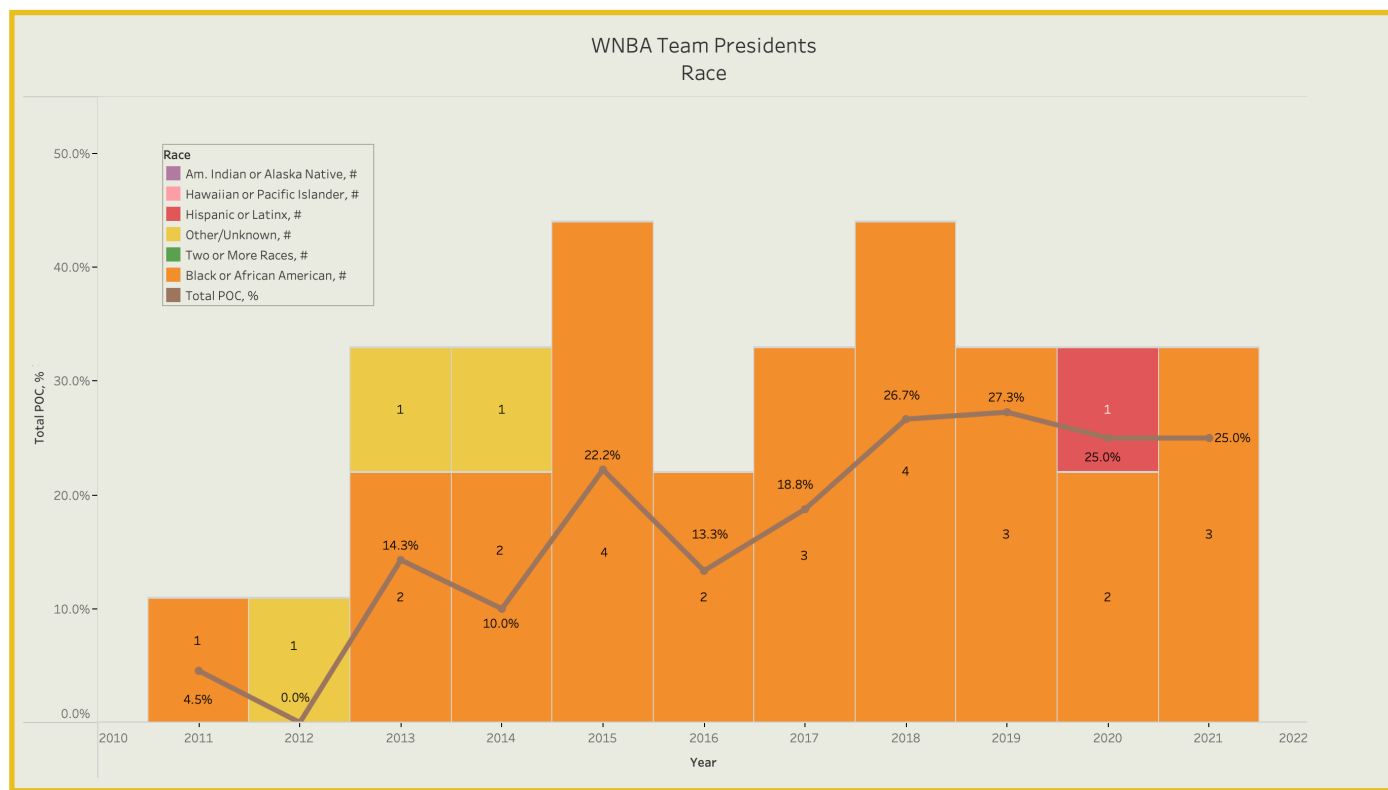
A+



66.7%
Women

See Table 6.

If the 2022 grading scale was used, the WNBA would have earned a C+ for racial hiring practices and an A+ for gender hiring practices.



General Managers

The General Manager position at each team is the principal in charge of team basketball operations.

There were three general managers of color in 2021, all of whom were Black or African-American. This was the same as in 2020. There have been no Asian or Hispanic/Latino general managers recorded in more than a decade of publishing this Report Card.

The people of color who were in general managers positions in 2021 were:

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

The people of color who held general manager positions in the 2020 season were:

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

The number of women who were general managers increased from three in 2020 to four in 2021. The record high was 10 in 2004. The women who held general manager positions during the 2021 season were:

- **Suzanne Abair**, Interim General Manager of the Atlanta Dream
- **Tamika Catchings**, Vice President of Basketball Operations and General Manager, Indiana Fever
- **Cheryl Reeve**, Head Coach and General Manager of the Minnesota Lynx
- **Talisa Rhea**, General Manager of the Seattle Storm

The women who held general manager positions in the 2020 season were:

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

Tamika Catchings, Vice President of Basketball Operations and General Manager for the Indiana Fever, was the one women of color who held a general manager position during the 2021 season.

Racial Hiring Grade for General Managers

A-  **25.0%**
People of Color

Gender Hiring Grade for General Managers

C+  **33.3%**
Women

See Table 7.

If the 2022 grading scale was used, the WNBA would have earned a C+ for racial hiring practices and a C for gender hiring practices.

Vice Presidents and Above

Team vice presidents and above include both basketball and business operations titles such as Arena General Manager and Assistant General Manager as well as Vice President, Executive Vice President and Senior Vice President.

Of the 64 people who held vice president and above positions, 21.9 percent (14) were people of color. This was a decrease from 26.0 percent in 2020. The 14 people of color holding these positions in 2021 were:

- **Watchen Nyanue**, Vice President, Sponsorship, Chicago Sky
- **Jada L. Peterson**, Vice President, Integrated Marketing, Chicago Sky
- **Anthony Whaley**, Vice President, Ticket Sales, Chicago Sky
- **Travis Charles**, Assistant General Manager, Dallas Wings
- **LaDondra Wilson**, Vice President, Social Responsibility, Dallas Wings
- **Tamika Catchings**, Vice President of Basketball Operations, Indiana Fever
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **John Thomas**, Vice President, Community Engagement, Minnesota Lynx
- **Alesia Howard**, Vice President, Communications and Social Responsibility, New York Liberty
- **Shana Stephenson**, Vice President, Marketing, New York Liberty
- **Kim Corbitt**, Vice President, Human Resources, Phoenix Mercury
- **Quentin Addison**, Vice President, Technical and Broadcast, Washington Mystics
- **Ketsia Colimon**, Vice President, Communications-Franchise, Washington Mystics
- **John Ferguson**, Vice President, People and Culture, Washington Mystics

In 2021, 45.3 percent (29 total) of vice president and above positions were held by women. This was a decrease from 50.7 percent (35) in 2020. The 29 women who were in a vice president and above position were:

- **Stephanie Hedrick**, Chief Financial Officer, Chicago Sky
- **Watchen Nyanue**, Vice President, Sponsorship, Chicago Sky
- **Jada L. Peterson**, Vice President, Integrated Marketing, Chicago Sky
- **Amy Scheer**, Vice President of Business Operations, Connecticut Sun
- **Lisa Feigenbaum**, Chief Strategy Officer, Dallas Wings
- **Courtney Oversby**, Vice President, Marketing, Dallas Wings
- **Leah Babbitt**, Vice President, Human Resources, Dallas Wings
- **Rachel Percy**, Vice President, Finance & Controller, Dallas Wings
- **Tamika Catchings**, Vice President of Basketball Operations, Indiana Fever
- **Caroline Young**, Vice President, Corporate Partnerships, Los Angeles Sparks
- **Clare Duwelius**, Assistant General Manager, Minnesota Lynx
- **Laura Meyer**, Vice President, Business Intelligence, Minnesota Lynx
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **Jennifer Ridgeway**, Vice President, Social Responsibility, Minnesota Lynx
- **Suzanne Spellacy**, General Counsel, Minnesota Lynx
- **Alesia Howard**, Vice President, Communications and Social Responsibility, New York Liberty
- **Shana Stephenson**, Vice President, Marketing, New York Liberty
- **Maria Baier**, Senior Vice President of Public Affairs, Phoenix Mercury
- **Melissa Goldenberg**, Senior Vice President and General Counsel, Phoenix Mercury

- **Brooke Campbell**, Vice President, Marketing and Brand Strategy, Phoenix Mercury
- **Ann Myers-Drysdale**, Vice President, Suns and Mercury, Phoenix Mercury
- **Sarah Krahenbuhl**, Vice President, Social Responsibility and Executive Director, Suns Charities, Phoenix Mercury
- **Tricia McLean**, Chief Financial Officer, Seattle Storm
- **Talisa Rhea**, Assistant General Manager, Seattle Storm
- **Ketsia Colimon**, Vice President, Communications-Franchise, Washington Mystics
- **Sashia Jones**, Vice President, Player Development and Social Engagement, Washington Mystics
- **Maria Giovannetti**, Assistant General Manager, Washington Mystics
- **Kelly Skoloda**, Executive Vice President, Chief People Officer, Washington Mystics
- **Rebecca Winn**, Vice President, Marketing, Washington Mystics

In 2021, 9.4 percent (6) of all vice president and above positions were women of color. The six women of color that hold vice president and above positions are:

- **Watchen Nyanue**, Vice President, Sponsorship, Chicago Sky
- **Jada L. Peterson**, Vice President, Integrated Marketing, Chicago Sky
- **Tamika Catchings**, Vice President of Basketball Operations, Indiana Fever
- **Alesia Howard**, Vice President, Communications and Social Responsibility, New York Liberty
- **Shana Stephenson**, Vice President, Marketing, New York Liberty
- **Ketsia Colimon**, Vice President, Communications-Franchise, Washington Mystics

Racial Hiring Grade for Vice Presidents and Above

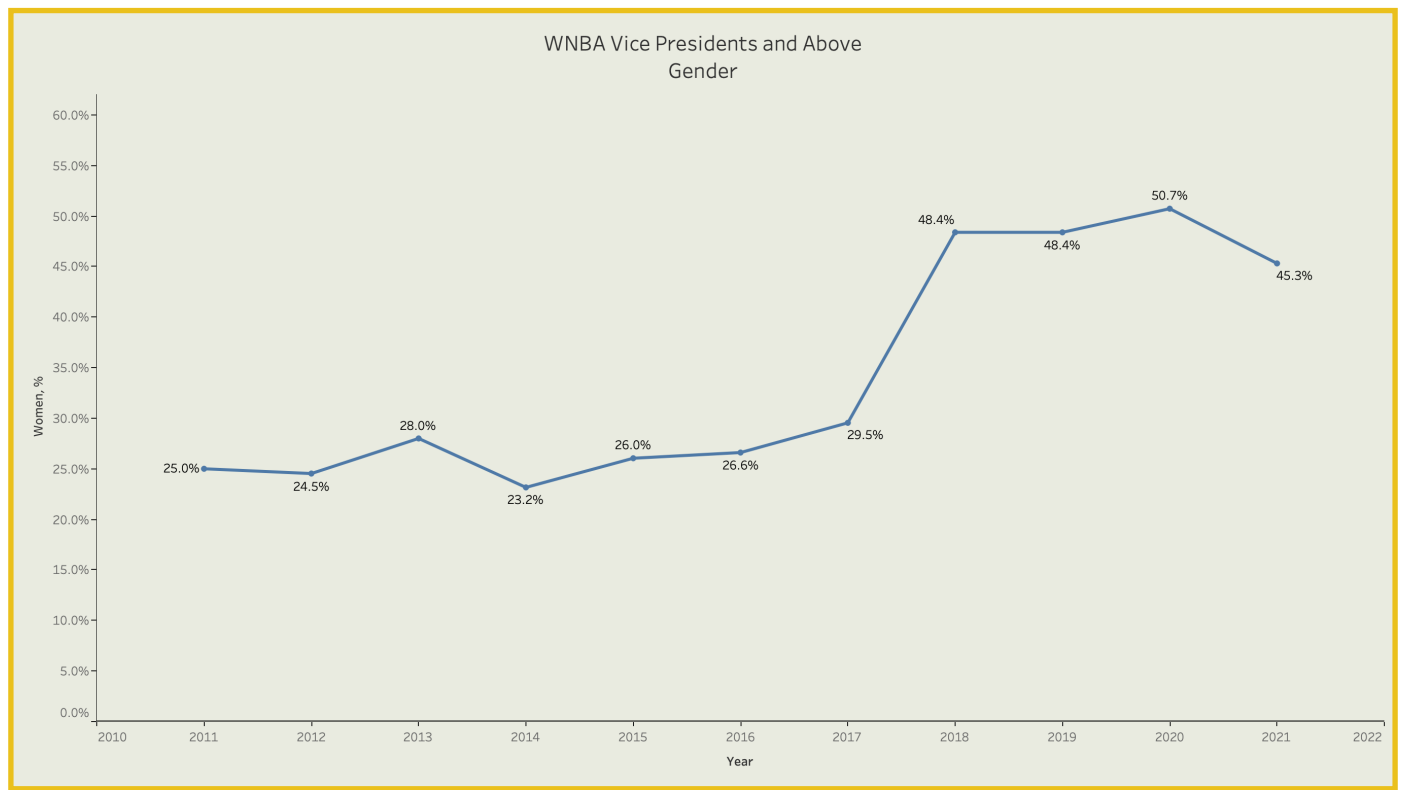
B+  **21.9%**
People of Color

Gender Hiring Grade for Vice Presidents and Above

A+  **45.3%**
Women

See Table 8.

If the 2022 grading scale was used, the WNBA would have earned a C for racial hiring practices and a A- for gender hiring practices.



Managers to Senior Directors

This category is comprised of both basketball and business operations jobs spanning from the manager to executive director and senior director level, to include player development, strength and conditioning, and general business operations.

In 2021, 40.6 percent of managers to senior directors were people of color, a significant increase from 34.9 percent in 2020. The percentage of Black or African-Americans in these positions increased from 21.7 percent in 2020 to 23.5 percent in 2021. The percentage of Asian/Indian in these positions increased from 4.6 percent in 2020 to 5.3 percent in 2021. The percentage of Hispanic/Latino(a)s in these positions increased from 2.6 percent in 2020 to 5.9 percent in 2021. The percentage of white people in these positions decreased from 65.1 percent in 2020 to 58.2 percent in 2021. For the first time, a person identifying as American Indian or Alaska Native held one of these positions. Additionally, 4.7 percent of people holding manager to senior director positions were classified as Two or more races, marking the second time it was included in the Report Card. The race of two people (1.2 percent) was unknown.

The percentage of women who were managers to senior directors in the WNBA increased from 46.7 percent in 2020 to 49.4 percent in 2021. In 2018, the percentage of managers to senior directors was 52.5 percent and decreases in the years following could be attributed to the staff cuts directly related to the global COVID-19 pandemic that dramatically impacted all amateur, collegiate, and professional sports leagues and teams.

Women of color comprised 27.1 percent of all managers to senior director positions in the WNBA in 2021.

Racial Hiring Grade for Managers to Senior Directors

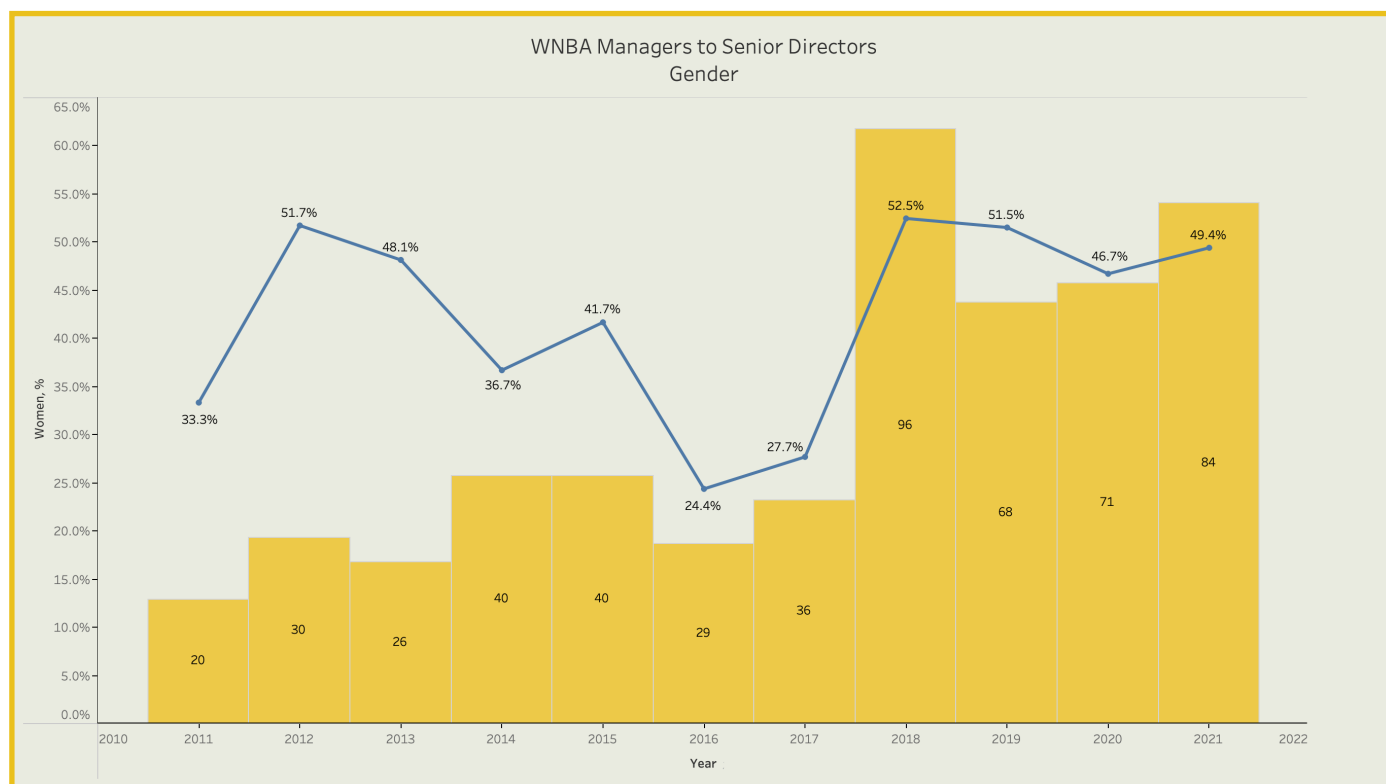
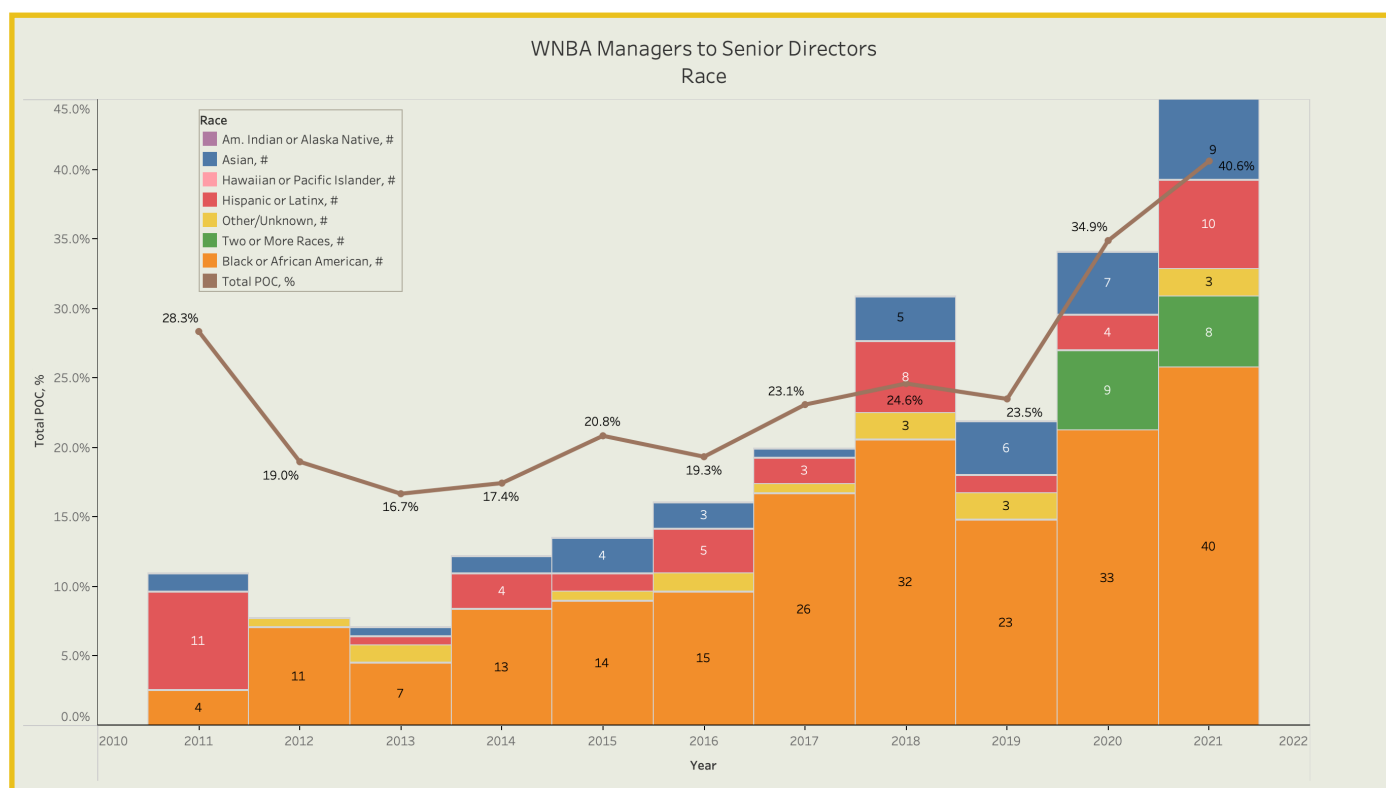
A+  **40.6%**
People of Color

Gender Hiring Grade for Managers to Senior Directors

A+  **49.4%**
Women

See Table 9.

If the 2022 grading scale was used, the WNBA would have earned an A for racial hiring practices and an A for gender hiring practices.



Professional Team Staff

This category includes anyone in a position up to the managerial level but does not include administrative assistants of WNBA teams. Professional Team Staff included job levels such as Basketball PR/Communications, Analytics, Sales Staff, Radio and TV Broadcast, and ‘other’ staff but did not include those in the “administrative support” category.

In professional team staff positions in the 2021 season, the percentage of people of color increased from 34.1 percent in 2020 to 42.2 percent. Black or African-Americans increased from 14.1 percent in 2020 to 21.8 percent in 2021. Those who identified as Hispanic/Latino decreased from 8.1 percent in 2020 to 6.8 percent in 2021. Those identifying as Asian increased from 5.2 percent in 2020 to 6.8 percent in 2021. In 2021, 5.4 percent identified as Two or more races, a decrease of 1.3 percent from the previous season. The percentage of white people in these positions decreased by 9.3 percentage points from 64.4 percent in 2020 to 54.7 percent in 2021. The race of four people (2.7 percent) was unknown.

The percentage of women holding professional team staff positions decreased from 44.4 percent in 2020 to 40.1 percent in 2021.

Women of color comprised 19.0 percent of all professional team staff positions in the WNBA in 2021.

Racial Hiring Grade for Professional Team Staff

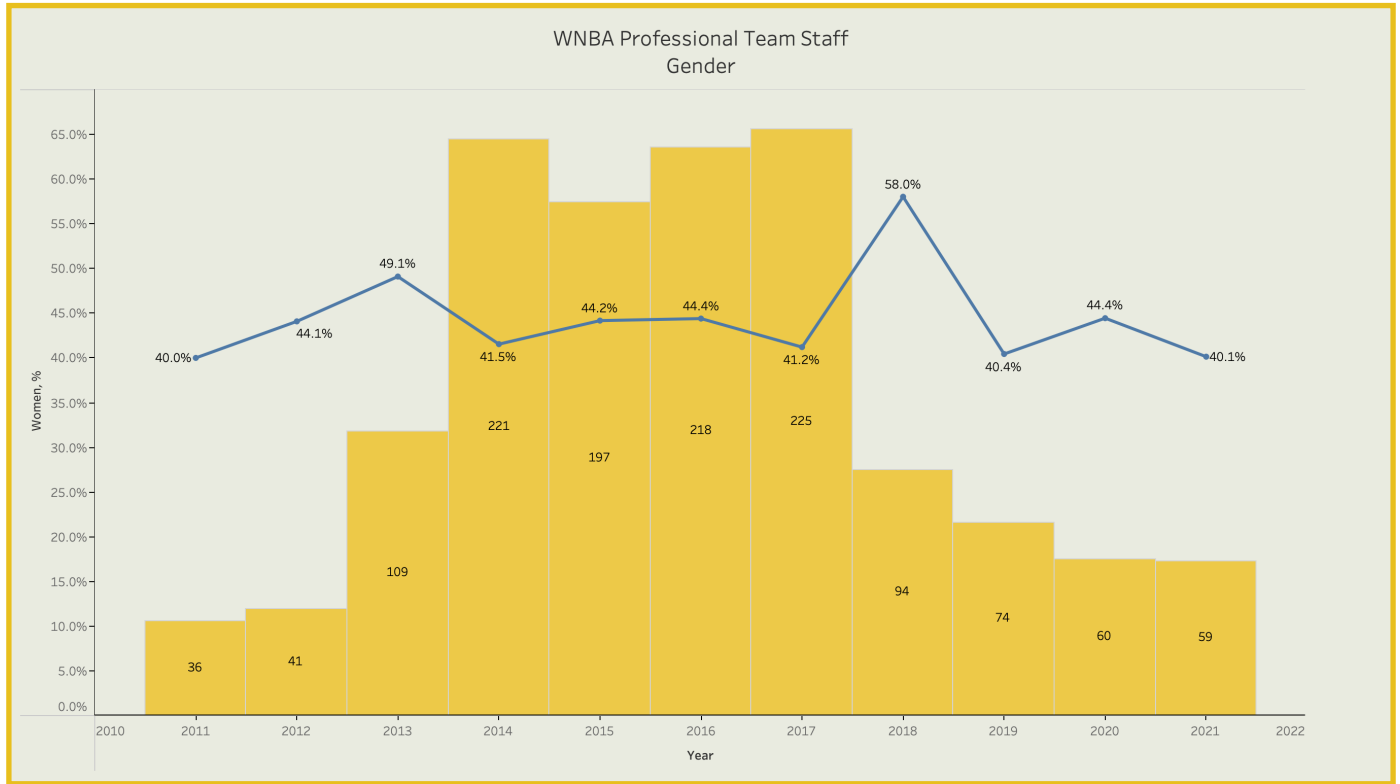
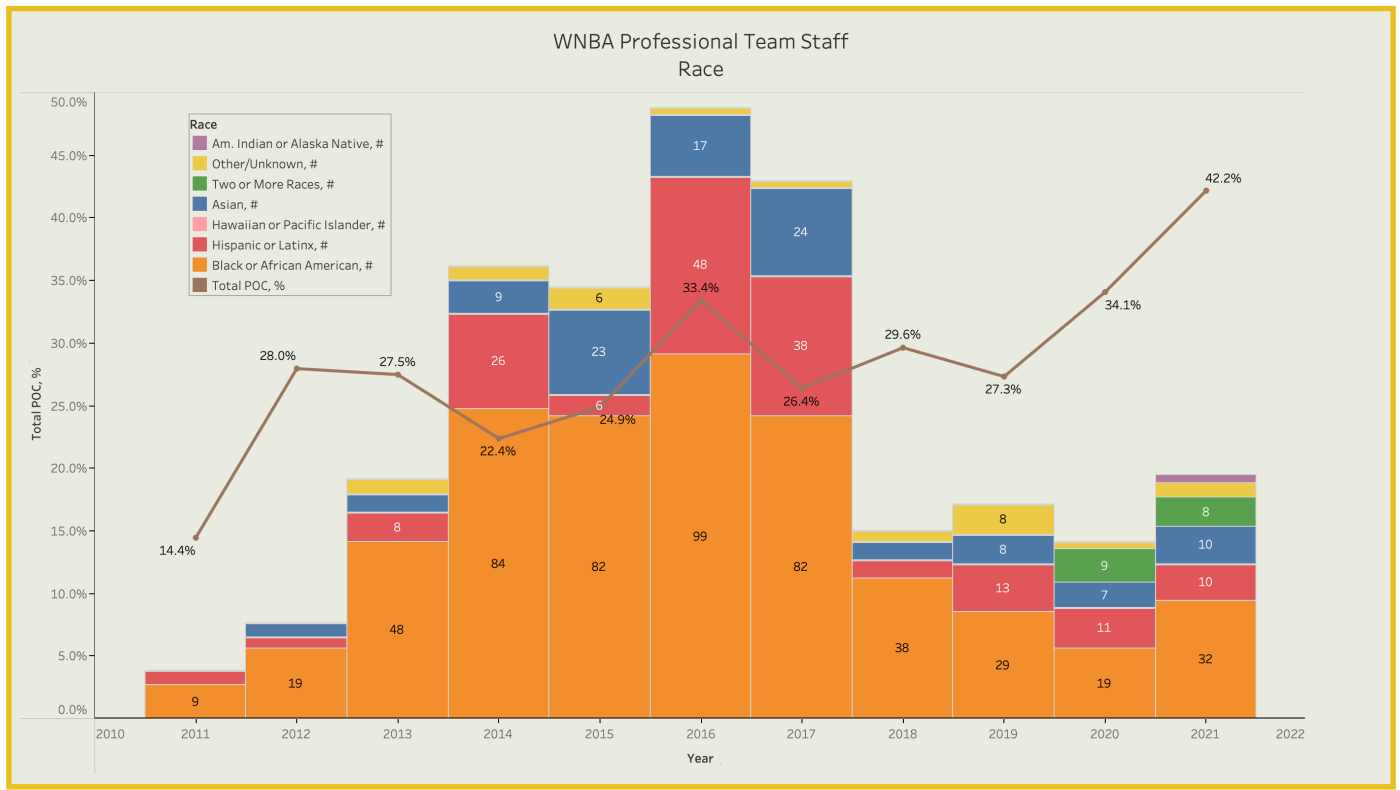
A+  **42.2%**
People of Color

Gender Hiring Grade for Professional Team Staff

B+  **40.1%**
Women

See Table 10.

If the 2022 grading scale was used, the WNBA would have earned an A+ for racial hiring practices and a B for gender hiring practices.



Head Trainers

The number of head trainers increased from 12 in 2020 to 13 in 2021. The percentage of WNBA head athletic trainers of color increased from 32.3 percent in 2020 to 53.8 percent in 2021. Black or African-American trainers increased from 22.6 percent in 2020 to 38.5 percent in 2021. Hispanic/Latino(a) trainers increased from 6.5 percent in 2020 to 7.7 percent in 2021. Trainers that identified as Two or More Races increased from 0.0 percent in 2020 to 7.7 percent in 2021.

The number of women in a head trainer position decreased from 83.3 percent in 2020 to 76.9 percent in 2021.

Women of color comprised 50.0 percent of all head trainer positions in the WNBA in 2021.

See Table 11.

WNBA DIVERSITY AND INCLUSION INITIATIVES

The WNBA has a variety of diversity initiatives impacting several areas including employee training and development, employee recruitment, vendor diversity and community relations, as outlined in Appendix II. Many of these initiatives are shared across NBA Family Leagues.

Grade for Diversity Initiatives

A+



How Grades Were Calculated

As in previous reports, 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 TIDES 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 following chart shows the current scale used for 2021 Racial and Gender Report Cards. For issues of race, an A would be earned if 28.6 percent of the employees were people of color, B for 17.0 percent, C for 14.0 percent, D for 11.0 percent, and F for anything below 11.0 percent. For issues of gender, an A would be earned if 44.1 percent of the employees were women, B for 37.6 percent, C for 30.6 percent, D for 24.0 percent and F for anything below 24.0 percent.

Race	Percentage	Gender	Percentage
A+	30.1 and above	A+	45.1 and above
A	28.6-30.0	A	44.1 - 45.0
A-	24.6 - 28.5	A-	41.6 - 44.0
B+	19.6 - 24.5	B+	39.0 - 41.5
B	17.0 - 19.5	B	37.6 - 38.9
B-	16.0 - 16.9	B-	34.6 - 37.5
C+	15.0 - 15.9	C+	32.0 - 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+	25.0 - 27.5
D	11.0 - 11.9	D	24.0 - 24.9
F	10.9 and below	F	23.9 and below

Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the 2020 census, racial ethnic minorities totaled 42.2 percent compared to the 2010 census where racial ethnic

minorities totaled 27.6 percent. The TIDES grading scale was updated in 2016 and the total racial ethnic minorities was presumed to be closer to 35 percent at that time. The adapted grading scale is shown below for comparison purposes but did not factor into the grades for this Report Card. For issues of race, an A would be earned if 39.3 percent of the employees were people of color, B for 30.6 percent, C for 21.9 percent, D for 13.2 percent and F for anything below 13.2 percent. For issues of gender, an A would be earned if 47.5 percent of the employees were women, B for 40.0 percent, C for 32.5 percent, D for 25.0 percent and F for anything below 25.0 percent.

If the new grading scale would have been used in 2021, the WNBA would have earned an A for racial hiring practices with a score of 93.9 points. The WNBA would have earned an A for gender hiring practices with 92.0 points. The overall grade for the WNBA would have been an A with 92.9 points.

Race	Percentage	Gender	Percentage
A+	42.2 and above	A+	50.0 and above
A	39.3-42.1	A	47.5-49.9
A-	36.4-39.2	A-	45.0-47.4
B+	33.5-36.3	B+	42.5-44.9
B	30.6-33.4	B	40.0-42.4
B-	27.7-30.5	B-	37.5-39.9
C+	24.8-27.6	C+	35.0-37.4
C	21.9-24.7	C	32.5-34.9
C-	19.0-21.8	C-	30.0-32.4
D+	16.1-18.9	D+	27.5-29.9
D	13.2-16.0	D	25.0-27.4
F	13.1 and below	F	24.9 and below

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 98.3 points for racial hiring practices represented an increase from 96.7 in the 2020 WNBA RGRC and the difference would have been greater if not for the change in the grade calculation. The 96.8 points for gender hiring practices was a decrease from 98.0 in 2020 and the difference is partially attributable to the change in the overall grade calculation. The same was true for the overall grade of 97.6 points, an increase from 97.4 in the 2020 WNBA 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. In April of 2021, a Public Service Announcement featuring Layshia Clarendon, Nneka Ogwumike, Elizabeth Williams, and A’ja Wilson debuted during the 2021 WNBA Draft. The PSA highlights the significant impacts and disparities that impacted communities of color during the COVID-19 pandemic. The PSA encouraged fans and the public to educate themselves about the COVID-19 vaccine. The WNBA also hosted vaccine clinics across the country in order to emphasize the importance of vaccination, and the WNBA became the first major professional sports league in the United States to have over 99% of its athletes fully vaccinated in June 2021. The WNBA also found a new way to include internal changes that champion diversity and inclusion in the workforce. Recognizing that family planning and personal health has been a challenge for many of its players, the WNBA announced an increase in the benefits related to healthcare and family planning. The agreement between the League and the Players Association includes reimbursing veteran players on family expenses such as surrogacy, adoption, and egg freezing. The agreement also expanded paid maternity leave, child-care, and breast feeding accommodations. The most revolutionary change the agreement included was access to free fertility services.

Methodology

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

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

The report draft was sent to the WNBA League Office to be reviewed for accuracy. The WNBA responded with updates and corrections that were then incorporated into the final report.

The report covers the 2021 season for the Women’s National Basketball Association. All data was reported to the league by the WNBA teams as of July 1, 2021.

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 full report considers the composition – assessed by racial and gender makeup – of players, coaches, and front office/athletic department employees in our country’s leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women’s National Basketball Association (WNBA), as well as in collegiate athletics departments.

The 2021 report for College Sport, MLB, NBA, and MLS, have already been released. The complete Racial and Gender Report Card, including all the leagues, will be issued after the release of the individual report on the NFL.

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

In addition to Lapchick, Noor Ahmed, Molly O’Halloran, Brianna Patton, Darnell Theriot, Jr., and David Zimmerman contributed greatly to the WNBA Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute’s founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as “the racial conscience of sport,” Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of The Institute for Sport and Social Justice (ISSJ), a group of more than 260 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women.



DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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



DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA

Appendix I

WNBA Diversity and Inclusion Initiatives

Civic Engagement

On Sept. 28, 2021, during National Voter Registration Day, the WNBA family took action to encourage fans to check their registration status and get registered to vote. Players wore custom voting T-shirts by March On and Future Coalition, with proceeds going to young activists fighting for voting rights. The WNBA distributed voting rights materials to teams and players compiled with input from the NAACP LDF, ACLU, and New Georgia Project. The Los Angeles Sparks, Washington Mystics, Atlanta Dream, Dallas Wings, New York Liberty, Indiana Fever, and Seattle Storm were WNBA teams that used social media to encourage fans to register to vote.

The league hosted a Voting Rights Panel to educate WNBA players and team and league staff on the voting rights landscape with leaders from the NAACP Legal Defense and Education Fund, the ACLU and the New Georgia Project. The panel dove into what the implications of the voting rights landscape look like heading into the 2022 midterm elections.

In 2020, WNBA players also were active in civic engagement with several players working polling places during the general election in November 2020, and players also dedicated their efforts to amplify the Georgia U.S. Senate race specifically in support of Raphael Warnock's campaign. The masses grew familiar with Warnock's campaign in part due to the consistent and impactful messaging relayed by WNBA players. Voter registration climbed, and Warnock won a Senate seat.

Combatting Anti-Asian Hate

The WNBA and NBA collaborated with licensee Hyperfly and artist Jasper Wong to create WNBA and NBA league-branded hoodies and T-shirts featuring

“Stop Asian Hate” in Chinese characters. Items are for sale on the WNBA and NBA online stores with all WNBA/NBA proceeds being donated to the AAPI Visibility Pledge

To tip off AAPI Heritage Month in May 2021, some of the most influential Asian American business leaders, including New York Liberty owner Joe Tsai, pledged \$125 million to a newly-formed initiative, The Asian American Foundation. The Foundation offers 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/WNBA, Walmart, the Ford Foundation and other organizations, and is now the single largest philanthropic gift devoted to Asian Americans.

Economic Inclusion

Launched in October 2020, Answering The Call (ATC) is a program to further diversify the WNBA's and NBA's licensing portfolio. ATC enables minority-owned businesses to obtain an WNBA/NBA license, opening a suite of league benefits and assets to any new licensee. Also, several WNBA teams engage with minority-owned businesses as part of their normal business operations.

Food Insecurity

Focused on food insecurity in local communities, Kaiser Permanente and the WNBA hosted five grocery pop-ups in partnership with Goodr during WNBA All-Star 2021 and throughout the month of August 2021 as part of WNBA FIT Month. The WNBA FIT Month grocery pop-up series provided families facing food insecurity with healthy food options in Las Vegas, Los Angeles, Seattle, Atlanta, and Washington, DC. Over 25,000 meals were distributed at each pop-up, equaling over 125,000 meals to families in need throughout the series.

Health Equity

In April 2021, the WNBA produced a player-led vaccine Public Service Announcement featuring Layshia Clarendon, Nneka Ogwumike, Elizabeth Williams, and A’ja Wilson. It debuted during the 2021 WNBA Draft. Throughout the PSA, the players shine a light on health inequities experienced by communities of color and the significant impacts of COVID-19 specifically on Black women and girls. The Public Service Announcement supported further awareness and education around the vaccine. The WNBA was the first professional sports league to become 99% fully vaccinated and led community efforts and messaging publicly.

Partnering with Walmart and the Black Women’s Health Imperative, the WNBA held vaccine clinics across WNBA markets to further promote the importance of vaccination and to increase access, especially to communities of color.

As part of the WNBA’s commitment to combat pre-existing racial and economic inequities, including underinvestment in public health and unequal access to care, the league partnered with the WNBPA to donate \$25,000 to the Black Women’s Health Imperative, supporting their mission to help protect and advance the health and wellness of Black women and girls.

On July 11, 2021, the New York Liberty hosted the Connecticut Sun at Barclays Center for their fifth annual UNITY Day Game presented by Empire BlueCross BlueShield (Empire). This year’s UNITY Day programming focused on the health disparities and inequities faced by women of color as a direct result of structural racism.

LGBTQ+ Advocacy

The WNBA partnered with GLAAD for GLAAD Spirit Day on the third Thursday in October to take a stand against bullying, particularly for youth who identify as LGBTQ+. As part of the activation, the WNBA

published a variety of social media posts encouraging fans to take the Spirit Day Pledge and to wear purple in observance of Spirit Day.

On March 31, 2021, the WNBA family supported and celebrated the transgender community to raise awareness of the discrimination that transgender people face as part of Trans Day of Visibility.

As part of the virtual Jr. NBA Conference in May 2021, the Jr. NBA partnered with Athlete Ally to curate a substantive video discussion featuring Anne Lieberman of Athlete Ally and Brianna Turner of the Phoenix Mercury focusing on what it means to be Trans and sharing personal stories about the importance of creating inclusive environments in youth sports.

On June 16, 2021, league and team employees took part in a comprehensive ally training led by Athlete Ally that discussed obstacles for inclusion facing the LGBTQ community within sports, dispelling myths regarding transgender inclusion in sport, and outlining practical steps we can all take to be better allies.

The WNBA hosted a special screening with league and team staff and community partners of the documentary *Changing the Game*, which focuses on the lives of three high school athletes at different stages of their athletic seasons, personal lives, and their unique paths as transgender teens. In partnership with the creators of the documentary, the WNBA was able to discuss recent legislation around trans youth and their participation in sports. The league engaged team players and staff in panel conversations to promote allyship for the trans community.

Social Justice and Social Programming & Initiatives

The WNBA conducted four one-on-one conversations between leaders in the social justice space and WNBA players throughout February 2021 as part of the league’s Black History Month Speaker Series. The series was designed to authentically engage and discuss issues of racial and social injustice. The four conversations focused on were activism, leadership

and organizing, advocacy for trans individuals, voting rights and civic engagement, and the Say Her Name campaign. The conversations were shared on WNBA social media channels and can also be found on the league's YouTube channel.

In July 2020, the Seattle Storm announced the creation of Force4Change, a comprehensive social justice platform. Force4Change focuses on four key areas related to voter registration and the amplification of Black women, LGBTQ+ leaders of color, and organizations serving Black communities. In February, the Seattle Storm announced two-time WNBA All-Star Crystal Langhorne would be hired into the inaugural position of Director of Community Engagement for the Force4Change initiative. Langhorne collaborates with ownership, leadership, players, and community partners to promote the Storm's engagement in the local community.

In 2016, the league launched Conscious Inclusion training, an enterprise-wide learning experience designed to help employees understand and manage unconscious bias. The training, which has the primary objective of enhancing and maintaining an inclusive work environment, covered a range of topics, including understanding what unconscious bias is and how it affects organizational culture; discovering the links between diversity, inclusion, and unconscious bias; and gaining practical tips to increase inclusion. All NBA and WNBA league employees globally completed this training.

In 2018, the NBA/WNBA followed up this training with another enterprise-wide learning experience that focused on delivering practical strategies and behaviors to interrupt bias and increase inclusion in the workplace. The league continues to deliver training for all league office managers that concentrates on the talent life cycle, focusing on strategies to advance inclusive recruiting, development, retention and advancement practices throughout the organization.

The WNBA and NBA are in their 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 leagues offer paid WISE memberships to employees and additionally sponsor 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.

In 2020-21, the league delivered 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. It shares evidenced-based, culturally responsive strategies that can lead to improved performance, cultural competence and socioeconomic awareness for employees.

Appendix II

PLAYERS								
	%	#		%	#		%	#
2021			2014			2007		
White	19.9%	28	White	23.3%	35	White	35.0%	66
Black or African-American	74.5%	105	African-American	69.3%	104	African-American	63.0%	117
Hispanic/Latino	0.7%	1	Latino	1.3%	2	Latino	0.0%	0
Asian	1.4%	2	Asian	0.0%	0	Asian	1.0%	1
Hawaiian or Pac. Islander	0.0%	0	Other	6.0%	9	Other	2.0%	3
Am. Indian or Alaska Native	0.0%	0	International	14.0%	21	International	14.0%	27
Two or More Races	3.5%	5						
Unknown	0.0%	0						
2020			2013			2006		
White	18.4%	27	White	20.0%	28	White	36.0%	75
Black or African-American	69.4%	102	African-American	73.0%	103	African-American	63.0%	133
Hispanic/Latino	1.4%	2	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	1
Hawaiian or Pac. Islander	0.0%	0	Other	7.0%	10	Other	1.0%	2
Am. Indian or Alaska Native	0.0%	0	International	8.5%	12	International	17.0%	36
Two or More Races	8.8%	13						
Unknown	2.0%	3						
2019			2012			2005		
White	17.4%	25	White	16.0%	22	White	34.0%	64
African-American	67.4%	97	African-American	74.0%	100	African-American	63.0%	100
Latino	0.7%	1	Latino	0.0%	0	Latino	1.0%	3
Asian	1.4%	2	Asian	0.0%	0	Asian	0.0%	0
Other	13.2%	19	Other	1.0%	1	Other	1.0%	4
			International	9.0%	12	International	19.0%	39
2018			2011			2004		
White	15.8%	23	White	21.0%	31	White	33.0%	66
African-American	78.1%	114	African-American	69.0%	101	African-American	66.0%	134
Latino	1.4%	2	Latino	3.0%	4	Latino	1.0%	2
Asian	1.4%	2	Asian	0.0%	0	Asian	0.0%	0
Other	3.4%	5	Other	>1%	1	Other	0.0%	0
			International	6.0%	9	International	16.0%	33
2017			2010			2002		
White	14.6%	21	White	16.0%	26	White	35.0%	x
African-American	76.4%	110	African-American	69.0%	112	African-American	61.0%	x
Latino	2.8%	4	Latino	1.0%	1	Latino	<3%	x
Asian	0.7%	1	Asian	0.0%	0	Asian	<1%	x
Other	5.6%	8	Other	1.0%	1	Other	<1%	x
			International	14.0%	23			
2016			2009			2001		
White	24.5%	35	White	20.0%	38	White	34.0%	x
African-American	68.5%	98	African-American	67.0%	126	African-American	63.0%	x
Latino	3.5%	5	Latino	0.0%	0	Latino	3.0%	x
Asian	0.7%	1	Asian	0.0%	0	Other	x	x
Other	2.8%	4	Other	1.0%	1			
			International	12.0%	23			
2015			2008			2000		
White	24.3%	37	White	21.0%	44	White	33.0%	x
African-American	71.7%	109	African-American	65.0%	139	African-American	65.0%	x
Latino	0.7%	1	Latino	0.0%	0	Latino	2.0%	x
Asian	0.0%	0	Asian	0.0%	0	Other	0.0%	x
Other	3.3%	5	Other	0.0%	0			
International	16.4%	25	International	14.0%	31			
						1999		
						White	32.0%	x
						African-American	64.0%	x
						Latino	2.0%	x
						Other	0.0%	x

x=Data not recorded

Table 1

Head Coaches								
	%	#		%	#		%	#
2021			2014			2006		
White	58.3%	7	White	66.7%	8	White	86.0%	12
Black or African-American	41.7%	5	African-American	33.3%	4	African-American	14.0%	2
Hispanic/Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	50.0%	6	Women	21.0%	3
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	41.7%	5						
2020			2013			2005		
White	75.0%	9	White	75.0%	9	White	85.0%	11
Black or African-American	25.0%	3	African-American	25.0%	3	African-American	15.0%	2
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	42.0%	5	Women	38.0%	5
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	41.7%	5						
2019			2012			2004		
White	75.0%	9	White	67.0%	8	White	69.0%	9
African-American	25.0%	3	African-American	33.0%	4	African-American	31.0%	4
Latino	0.0%	0	Latino	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	41.7%	5	Women	42.0%	5	Women	38.0%	5
2018			2011			2002		
White	75.0%	9	White	58.0%	7	White	82.0%	14
African-American	25.0%	3	African-American	42.0%	5	African-American	18.0%	3
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	50.0%	6	Women	41.0%	7
2017			2010			2001		
White	58.3%	7	White	67.0%	8	White	75.0%	12
African-American	41.7%	5	African-American	33.0%	4	African-American	25.0%	4
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	58.0%	7	Women	44.0%	7
2016			2009			2000		
White	75.0%	9	White	77.0%	10	White	69.0%	11
African-American	25.0%	3	African-American	23.0%	3	African-American	31.0%	5
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	41.7%	5	Women	38.0%	5	Women	44.0%	7
2015			2008			1999		
White	75.0%	9	White	64.0%	9	White	75.0%	9
African-American	25.0%	3	African-American	36.0%	5	African-American	25.0%	3
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	36.0%	5	Women	50.0%	6
2014			2007			1998		
White	75.0%	9	White	77.0%	10	White	42.9%	3
African-American	25.0%	3	African-American	23.0%	3	African-American	57.1%	4
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	31.0%	4	Women	70.0%	7

Table 2

Assistant Coaches

	%	#		%	#		%	#
2021			2013			2006		
White	38.7%	12	White	63.0%	15	White	59.0%	16
Black or African-American	48.4%	15	African-American	38.0%	9	African-American	41.0%	11
Hispanic/Latino	3.2%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	3.2%	1	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	3.2%	1	Women	67.0%	16	Women	56.0%	15
Two or More Races	0.0%	0						
Other or Unknown	3.2%	1						
Women	64.5%	20						
2020			2012			2005		
White	45.8%	11	White	60.0%	15	White	65.0%	17
Black or African-American	45.8%	11	African-American	40.0%	10	African-American	35.0%	9
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	4.2%	1	Women	64.0%	16	Women	65.0%	17
Two or More Races	4.2%	1						
Unknown	0.0%	0						
Women	62.5%	15						
2019			2011			2004		
White	57.7%	15	White	63.0%	12	White	55.0%	18
African-American	38.5%	10	African-American	36.0%	7	African-American	45.0%	15
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	3.8%	1	Other	0.0%	0	Other	0.0%	0
Women	61.5%	16	Women	63.0%	12	Women	58.0%	19
2018			2010			2002		
White	50.0%	16	White	56.0%	9	White	68.0%	27
African-American	50.0%	16	African-American	44.0%	7	African-American	33.0%	13
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	59.4%	19	Women	56.0%	9	Women	55.0%	19
2017			2009			2000		
White	46.2%	12	White	59.0%	16	White	75.0%	27
African-American	53.8%	14	African-American	41.0%	11	African-American	22.0%	13
Latino	0.0%	0	Latino	0.0%	0	Latino	3.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	61.5%	16	Women	59.0%	16	Women	61.0%	22
2016			2008			1999		
White	52.2%	12	White	58.0%	18	White	74.0%	17
African-American	47.8%	11	African-American	42.0%	13	African-American	22.0%	5
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	4.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	56.5%	13	Women	55.0%	17	Women	52.0%	12
2015			2007			1998		
White	50.0%	20	White	61.0%	19	White	63.0%	2
African-American	50.0%	20	African-American	39.0%	12	African-American	31.0%	5
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	6.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	45.0%	18	Women	52.0%	16	Women	50.0%	8
2014								
White	48.0%	12						
African-American	52.0%	13						
Latino	0.0%	0						
Asian	0.0%	0						
Other	0.0%	0						
Women	68.0%	17						

Table 3

League Office: Professional Employees

	%	#		%	#		%	#
2021			2014			2007		
White	57.7%	15	White	70.8%	17	White	64.0%	27
Black or African-American	30.8%	8	African-American	25.0%	6	African-American	21.0%	9
Hispanic/Latino	3.8%	1	Latino	0.0%	0	Latino	2.0%	1
**Asian	7.7%	2	Asian	4.2%	1	Asian	12.0%	5
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	79.2%	19	Women	74.0%	31
Two or More Races	0.0%	0	Total	-	24	Total	-	42
Unknown	0.0%	0						
Women	65.4%	17						
Total	-	26						
2020			2013			2006		
White	50.0%	23	White	67.0%	16	White	66.0%	29
Black or African-American	34.8%	16	African-American	29.0%	7	African-American	20.5%	9
Hispanic/Latino	4.3%	2	Latino	0.0%	0	Latino	2.2%	1
**Asian	4.3%	2	Asian	4.0%	1	Asian	11.3%	5
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	79.0%	19	Women	75.0%	33
Two or More Races	6.5%	3	Total	-	24	Total	-	44
Unknown	0.0%	0						
Women	60.9%	28						
Total	-	46						
2019			2012			2005		
White	53.3%	24	White	71.0%	15	White	65.0%	15
African-American	40.0%	18	African-American	29.0%	6	African-American	26.0%	6
Latino	2.2%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	9.0%	2
Other	4.4%	2	Other	0.0%	0	Other	0.0%	0
Women	48.9%	22	Women	71.0%	15	Women	70.0%	16
Total	-	45	Total	-	21	Total	-	23
2018			2011			2004		
White	45.0%	18	White	71.0%	15	White	60.0%	6
African-American	35.0%	14	African-American	29.0%	6	African-American	40.0%	4
Latino	10.0%	4	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	10.0%	4	Other	0.0%	0	Other	0.0%	0
Women	50.0%	20	Women	76.0%	16	Women	90.0%	9
Total	-	40	Total	-	21	Total	-	10
2017			2010			2002		
White	49.0%	19	White	76.0%	22	White	55.0%	12
African-American	36.0%	14	African-American	24.0%	7	African-American	36.0%	8
Latino	8.0%	3	Latino	0.0%	0	Latino	9.0%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	8.0%	3	Other	0.0%	0	Other	0.0%	0
Women	54.0%	21	Women	69.0%	20	Women	95.0%	21
Total	-	39	Total	-	29	Total	-	22
2016			2009			2000		
White	73.9%	17	White	67.0%	22	White	55.0%	11
African-American	26.1%	6	African-American	27.0%	9	African-American	35.0%	7
Latino	0.0%	0	Latino	3.0%	1	Latino	5.0%	1
Asian	0.0%	0	Asian	3.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	5.0%	1
Women	69.6%	16	Women	100.0%	33	Women	85.0%	17
Total	-	23	Total	-	33	Total	-	20
2015			2008			1998		
White	75.0%	18	White	67.0%	22	White	69.0%	9
African-American	25.0%	6	African-American	27.0%	9	African-American	23.0%	3
Latino	0.0%	0	Latino	3.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	3.0%	1	Asian	8.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	75.0%	18	Women	x	x	Women	69.0%	9
Total	-	24	Total	-	33	Total	-	13

Table 4

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

x=Data not recorded

*Information submitted by the WNBA League Office

Owners								
	%	#		%	#		%	#
2021			2015			2009		
White	66.7%	10	White	82.1%	32	White	100.0%	18
Black or African-American	13.3%	2	African-American	12.8%	5	African-American	0.0%	0
Hispanic/Latino	0.0%	0	Latino	2.6%	1	Latino	0.0%	0
*Asian	13.3%	2	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	2.6%	1	Other	0.0%	0
Am. Indian or Alaska Native	6.7%	1	Women	35.9%	14	Women	22.0%	4
Two or More Races	0.0%	0						
Other/Unknown	0.0%	0						
Women	33.3%	5						
2020			2014			2008		
White	71.1%	32	White	83.3%	30	White	100.0%	20
Black or African-American	15.6%	7	African-American	11.1%	4	African-American	0.0%	0
Hispanic/Latino	2.2%	1	Latino	2.8%	1	Latino	0.0%	0
*Asian	4.4%	2	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	2.8%	1	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	33.3%	12	Women	20.0%	4
Two or More Races	0.0%	0						
Other/Unknown	6.7%	3						
Women	33.3%	15						
2019			2013			2007		
White	74.4%	32	White	72.0%	18	White	100.0%	20
African-American	16.3%	7	African-American	20.0%	5	African-American	0.0%	0
Latino	2.3%	1	Latino	4.0%	1	Latino	0.0%	0
Asian	2.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.7%	3	Other	4.0%	1	Other	0.0%	0
Women	32.6%	15	Women	36.0%	9	Women	20.0%	4
2018			2012			2006		
White	74.4%	32	White	72.0%	18	White	95.0%	18
African-American	16.3%	7	African-American	20.0%	5	African-American	5.0%	1
Latino	2.3%	1	Latino	4.0%	1	Latino	0.0%	0
Asian	2.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.7%	2	Other	4.0%	1	Other	0.0%	0
Women	32.6%	14	Women	40.0%	10	Women	11.0%	2
2017			2011			2005		
White	71.9%	23	White	100.0%	13	White	92.0%	21
African-American	18.8%	6	African-American	0.0%	0	African-American	8.0%	2
Latino	3.1%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	6.3%	2	Other	0.0%	0	Other	0.0%	0
Women	34.4%	11	Women	31.0%	4	Women	16.0%	4
2016			2010			2004		
White	80.0%	28	White	100.0%	12	White	94.0%	16
African-American	14.3%	5	African-American	0.0%	0	African-American	6.0%	1
Latino	2.9%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
Women	40.0%	14	Women	25.0%	3	Women	18.0%	3

Table 5

Note: Data prior to 2021 included majority and minority owners. Starting in 2021 data included only majority owners.

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

CEO/President								
	%	#		%	#		%	#
2021			2015			2009		
White	75.0%	9	White	77.8%	14	White	88.0%	14
Black or African-American	25.0%	3	African-American	22.2%	4	African-American	6.0%	1
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	6.0%	1
Am. Indian or Alaska Native	0.0%	0	Women	27.8%	5	Women	38.0%	6
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	66.7%	8						
2020			2014			2008		
White	75.0%	9	White	85.0%	17	White	80.0%	12
Black or African-American	16.7%	2	African-American	10.0%	2	African-American	13.0%	2
Hispanic/Latino	8.3%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	5.0%	1	Other	7.0%	1
Am. Indian or Alaska Native	0.0%	0	Women	20.0%	4	Women	33.0%	5
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	58.3%	7						
2019			2013			2007		
White	72.7%	8	White	79.0%	11	White	87.0%	13
African-American	27.3%	3	African-American	14.0%	2	African-American	13.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	45.5%	5	Women	36.0%	5	Women	27.0%	4
2018			2012			2006		
White	73.3%	11	White	93.0%	14	White	89.0%	16
African-American	26.7%	4	African-American	0.0%	0	African-American	11.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	40.0%	6	Women	13.0%	2	Women	22.0%	4
2017			2011			2005		
White	81.3%	13	White	91.0%	20	White	90.0%	14
African-American	18.8%	3	African-American	5.0%	1	African-American	10.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	0.0%	0
Women	31.3%	5	Women	9.0%	2	Women	10.0%	2
2016			2010			2004		
White	86.7%	13	White	87.0%	13	White	85.0%	11
African-American	13.3%	2	African-American	7.0%	1	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	33.3%	5	Women	40.0%	6	Women	8.0%	1

Table 6

General Manager								
	%	#		%	#		%	#
2021			2015			2009		
White	75.0%	9	White	72.7%	8	White	75.0%	9
African-American	25.0%	3	African-American	27.3%	3	African-American	25.0%	3
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
American Indian or Alaska Native	0.0%	0	Women	54.5%	6	Women	50.0%	6
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	33.3%	4						
2020			2014			2008		
White	72.7%	8	White	70.0%	7	White	77.0%	10
African-American	27.3%	3	African-American	30.0%	3	African-American	21.0%	3
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
American Indian or Alaska Native	0.0%	0	Women	40.0%	4	Women	54.0%	7
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	27.3%	3						
2019			2013			2007		
White	72.7%	8	White	64.0%	7	White	85.0%	11
African-American	27.3%	3	African-American	36.0%	4	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	45.5%	5	Women	36.0%	4	Women	54.0%	7
2018			2012			2006		
White	75.0%	9	White	58.0%	7	White	82.0%	9
African-American	25.0%	3	African-American	42.0%	5	African-American	18.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	33.0%	4	Women	55.0%	6
2017			2011			2005		
White	72.7%	8	White	67.0%	8	White	73.0%	9
African-American	27.3%	3	African-American	33.0%	4	African-American	27.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	54.5%	6	Women	67.0%	8	Women	67.0%	8
2016			2010			2004		
White	80.0%	8	White	67.0%	8	White	77.0%	10
African-American	20.0%	2	African-American	33.0%	4	African-American	23.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	5	Women	67.0%	6	Women	77.0%	10

Table 7

Vice Presidents and Above

	%	#		%	#		%	#
2021			2015			2009		
White	78.1%	50	White	90.6%	87	White	93.0%	54
African-American	17.2%	11	African-American	8.3%	8	African-American	3.0%	2
Hispanic/Latino	3.1%	2	Latino	0.0%	0	Latino	3.0%	2
Asian	0.0%	0	Asian	1.0%	1	Asian	0.0%	0
Native Hawaiian/Pacific	0.0%	0	Other	0.0%	0	Other	0.0%	0
American Indian or Alaska	0.0%	0	Women	26.0%	25	Women	28.0%	16
Two or More Races	0.0%	0						
Other	1.6%	1						
Women	45.3%	29						
2020			2014			2008		
White	73.9%	51	White	92.6%	88	White	92.0%	61
African-American	24.6%	17	African-American	6.3%	6	African-American	6.0%	4
Hispanic/Latino	0.0%	0	Latino	1.1%	1	Latino	2.0%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Native Hawaiian/Pacific	0.0%	0	Other	0.0%	0	Other	0.0%	0
American Indian or Alaska	0.0%	0	Women	23.2%	22	Women	30.0%	20
Two or More Races	1.4%	1						
Unknown	0.0%	0						
Women	50.7%	35						
2019			2013			2007		
White	72.6%	45	White	94.0%	47	White	94.0%	61
African-American	22.6%	14	African-American	4.0%	2	African-American	6.0%	4
Latino	4.8%	3	Latino	2.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	48.4%	30	Women	28.0%	14	Women	26.0%	17
2018			2012			2006		
White	72.6%	45	White	89.0%	47	White	90.0%	80
African-American	22.6%	14	African-American	8.0%	4	African-American	10.0%	9
Latino	4.8%	3	Latino	4.0%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	48.4%	30	Women	25.0%	13	Women	20.0%	18
2017			2011			2005		
White	87.9%	116	White	94.0%	34	White	91.0%	77
African-American	11.4%	15	African-American	3.0%	1	African-American	8.0%	7
Latino	0.8%	1	Latino	3.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	1.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	29.5%	39	Women	25.0%	9	Women	27.0%	23
2016			2010			2004		
White	89.0%	97	White	91.0%	21	White	89.0%	42
African-American	10.1%	11	African-American	4.0%	1	African-American	11.0%	5
Latino	0.9%	1	Latino	4.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	26.6%	29	Women	13.0%	3	Women	28.0%	13

TABLE 8

**In 2018, this category was renamed to "Vice Presidents and Above," all previous data was classified as Vice Presidents*

Managers to Senior Directors

	%	#		%	#		%	#
2021			2016			2010		
White	58.2%	99	White	79.0%	94	White	72.0%	12
African-American	23.5%	40	African-American	12.6%	15	African-American	22.0%	4
Hispanic/Latino	5.9%	10	Latino	4.2%	5	Latino	6.0%	1
**Asian	5.3%	9	Asian	2.5%	3	Asian	0.0%	0
Native Hawaiian/Pacific	0.0%	0	Other	1.7%	2	Other	0.0%	0
American Indian or Alaska	0.6%	1	Women	24.4%	29	Women	61.0%	11
Two or More Races	4.7%	8						
Other	0.6%	1	2015			2009		
Unknown	1.2%	2	White	78.1%	75	White	81.0%	42
Women	49.4%	84	African-American	14.6%	14	African-American	12.0%	6
			Latino	2.1%	2	Latino	6.0%	3
			Asian	4.2%	4	Asian	2.0%	1
			Other	1.0%	1	Other	0.0%	0
			Women	34.4%	33	Women	44.0%	23
2020			2014			2008		
White	65.1%	99	White	82.6%	90	White	78.0%	56
African-American	21.7%	33	African-American	11.9%	13	African-American	13.0%	9
Hispanic/Latino	2.6%	4	Latino	3.7%	4	Latino	4.0%	3
**Asian	4.6%	7	Asian	1.8%	2	Asian	4.0%	3
Native Hawaiian/Pacific	0.0%	0	Other	0.0%	0	Other	1.0%	1
American Indian or Alaska	0.0%	0	Women	36.7%	40	Women	49.0%	35
Two or More Races	5.9%	9						
Unknown	0.0%	0						
Women	46.7%	71						
2019			2013			2007		
White	74.2%	98	White	80.0%	43	White	82.0%	50
African-American	17.4%	23	African-American	13.0%	7	African-American	11.0%	7
Latino	1.5%	2	Latino	2.0%	1	Latino	5.0%	3
Asian	4.5%	6	Asian	2.0%	1	Asian	2.0%	1
Other	2.3%	3	Other	4.0%	2	Other	0.0%	0
Women	51.5%	68	Women	48.0%	26	Women	43.0%	26
2018			2012			2006		
White	73.8%	135	White	79.0%	46	White	81.0%	94
African-American	17.5%	32	African-American	19.0%	11	African-American	9.0%	11
Latino	4.4%	8	Latino	0.0%	0	Latino	7.0%	8
Asian	2.7%	5	Asian	0.0%	0	Asian	2.0%	2
Other	1.6%	3	Other	2.0%	1	Other	1.0%	1
Women	52.5%	96	Women	52.0%	30	Women	28.0%	33
2017			2011			2005		
White	76.2%	99	White	72.0%	43	White	80.0%	99
African-American	20.0%	26	African-American	7.0%	4	African-American	11.0%	14
Latino	2.3%	3	Latino	18.0%	11	Latino	6.0%	7
Asian	0.8%	1	Asian	3.0%	2	Asian	2.0%	3
Other	0.8%	1	Other	0.0%	0	Other	0.0%	0
Women	27.7%	36	Women	33.0%	20	Women	37.0%	45
						2004		
						White	81.0%	74
						African-American	12.0%	11
						Latino	3.0%	3
						Asian	2.0%	2
						Other	1.0%	1
						Women	42.0%	38

TABLE 9

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

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

Professional Team Staff (Excludes Admins)

	%	#		%	#		%	#
2021			2015			2009		
White	55.1%	81	White	73.8%	329	White	77.0%	79
African-American	21.8%	32	African-American	18.4%	82	African-American	15.0%	15
Hispanic/Latino	6.8%	10	Latino	1.3%	6	Latino	3.0%	3
**Asian	6.8%	10	Asian	5.2%	23	Asian	5.0%	5
Native Hawaiian/Pacific	0.0%	0	Other	1.3%	6	Other	>1%	1
American Indian or Alaska	1.4%	2	Women	44.2%	197	Women	49.0%	50
Two or More Races	5.4%	8						
Unknown	2.7%	4						
Women	40.1%	59						
2020			2014			2008		
White	64.4%	87	White	76.9%	409	White	72.0%	115
African-American	14.1%	19	African-American	15.8%	84	African-American	14.0%	23
Hispanic/Latino	8.1%	11	Latino	4.9%	26	Latino	10.0%	16
**Asian	5.2%	7	Asian	1.7%	9	Asian	1.0%	2
Native Hawaiian/Pacific	0.0%	0	Other	0.8%	4	Other	2.0%	3
American Indian or Alaska	0.0%	0	Women	41.5%	221	Women	52.0%	83
Two or More Races	6.7%	9						
Unknown	1.5%	2						
Women	44.4%	60						
2019			2013			2007		
White	68.3%	125	White	71.0%	157	White	71.0%	132
African-American	15.8%	29	African-American	22.0%	48	African-American	13.0%	25
Latino	7.1%	13	Latino	4.0%	8	Latino	15.0%	28
Asian	4.4%	8	Asian	2.0%	5	Asian	1.0%	1
Other	4.4%	8	Other	2.0%	4	Other	1.0%	1
Women	40.4%	74	Women	49.0%	109	Women	48.0%	90
2018			2012			2006		
White	68.5%	111	White	72.0%	67	White	68.0%	159
African-American	23.5%	38	African-American	20.0%	19	African-American	16.0%	38
Latino	3.1%	5	Latino	3.0%	3	Latino	11.0%	26
Asian	3.1%	5	Asian	4.0%	4	Asian	3.0%	7
Other	1.9%	3	Other	0.0%	0	Other	2.0%	5
Women	58.0%	94	Women	44.0%	41	Women	44.0%	103
2017			2011			2005		
White	73.3%	400	White	86.0%	77	White	70.0%	165
African-American	15.0%	82	African-American	10.0%	9	African-American	17.0%	41
Latino	7.0%	38	Latino	4.0%	4	Latino	8.0%	19
Asian	4.4%	24	Asian	0.0%	0	Asian	4.0%	10
Other	0.4%	2	Other	0.0%	0	Other	0.0%	1
Women	41.2%	225	Women	40.0%	36	Women	50.0%	118
2016			2010			2004		
White	66.2%	325	White	80.0%	28	White	69.0%	268
African-American	20.2%	99	African-American	17.0%	6	African-American	22.0%	86
Latino	9.8%	48	Latino	0.0%	0	Latino	5.0%	18
Asian	3.5%	17	Asian	0.0%	0	Asian	3.0%	14
Other	0.4%	2	Other	3.0%	1	Other	<1%	3
Women	44.4%	218	Women	54.0%	19	Women	44.0%	170

Table 10

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

**In 2018, this category was reclassified to "Professional Staff," all previous data was classified as Professional Administration.*

Head Athletic Trainers								
	%	#		%	#		%	#
2021			2013			2006		
White	50.0%	5	White	70.0%	7	White	68.0%	15
African-American	40.0%	4	African-American	20.0%	2	African-American	18.0%	4
Hispanic/Latino	0.0%	0	Latino	0.0%	0	Latino	9.0%	2
Asian	0.0%	0	Asian	10.0%	1	Asian	0.0%	0
Native Hawaiian/Pacific	0.0%	0	Other	0.0%	0	Other	5.0%	1
American Indian or Alaska	0.0%	0	Women	40.0%	4	Women	59.0%	13
Two or More Races	10.0%	1						
Unknown	0.0%	0						
Women	90.0%	9						
2020			2012			2005		
White	50.0%	6	White	75.0%	12	White	70.0%	16
African-American	41.7%	5	African-American	19.0%	3	African-American	22.0%	5
Hispanic/Latino	8.3%	1	Latino	0.0%	0	Latino	9.0%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Native Hawaiian/Pacific	0.0%	0	Other	6.0%	1	Other	0.0%	0
American Indian or Alaska	0.0%	0	Women	63.0%	10	Women	70.0%	16
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	83.3%	10						
2019			2011			2004		
White	44.4%	4	White	67.0%	8	White	77.0%	10
African-American	22.2%	2	African-American	33.0%	4	African-American	15.0%	2
Latino	22.2%	2	Latino	0.0%	0	Latino	0.0%	0
Asian	11.1%	1	Asian	0.0%	0	Asian	8.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	77.8%	7	Women	50.0%	6	Women	92.0%	12
2018			2010			2002		
White	70.0%	7	White	65.0%	11	White	86.0%	12
African-American	10.0%	1	African-American	29.0%	5	African-American	7.0%	1
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	10.0%	1	Asian	0.0%	0	Asian	7.0%	1
Other	10.0%	1	Other	6.0%	1	Other	0.0%	0
Women	80.0%	8	Women	53.0%	9	Women	88.0%	14
2017			2009			2000		
White	75.0%	9	White	65.0%	13	White	88.0%	1
African-American	17.0%	2	African-American	25.0%	5	African-American	6.0%	1
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	8.0%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	10.0%	2	Other	6.0%	1
Women	58.0%	7	Women	22.0%	4	Women	88.0%	10
2016			2008			1999		
White	66.7%	8	White	67.0%	14	White	92.0%	11
African-American	25.0%	3	African-American	29.0%	6	African-American	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	1.0%	0
Asian	8.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	1.0%	0
Women	50.0%	6	Women	52.0%	11	Women	83.0%	11
2015			2007			1998		
White	76.9%	10	White	65.0%	13	White	100.0%	10
African-American	23.1%	3	African-American	20.0%	4	African-American	0.0%	0
Latino	0.0%	0	Latino	10.0%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	0.0%	0
Women	61.5%	8	Women	45.0%	9	Women	100.0%	10
2014								
White	76.9%	10						
African-American	15.4%	2						
Latino	0.0%	0						
Asian	7.7%	1						
Other	0.0%	0						
Women	53.8%	7						

Table 11