



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

**MAKING WAVES OF CHANGE**

## The 2022 Racial and Gender Report Card<sup>TM</sup>

### Women's National Basketball Association

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Presented by:

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with the DeVos Sport Business Management Program  
in the College of Business Administration of the  
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# ***THE 2022 RACIAL AND GENDER REPORT CARD:***

## **Women's National Basketball Association**

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## **Executive Summary**

This 2022 WNBA Racial and Gender Report Card is dedicated to Brittney Griner

**Orlando, FL – December 14, 2022** – The 2022 **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. The WNBA has held the top position in the Racial and Gender Report Cards (RGRC) since its inaugural season. The WNBA earned **93.2** points for a combined grade of an **A**. The WNBA earned an **A+** for race and an **A** for gender in the 2022 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 18th consecutive year that the WNBA has received at least an **A** for its overall race, gender, and combined grades. The WNBA scored **95** points for racial hiring practices and **91.5** points for gender hiring practices in 2022.

The WNBA earned an **A+** racial score in the following categories: players, head coaches, assistant coaches, WNBA League Office, and professional team staff. The WNBA earned their lowest racial hiring grade for team presidents earning a **C-**.

### ***Overall Grade***



A

### ***Racial Hiring***



A+

### ***Gender Hiring***



A

The WNBA received an **A+** for gender in seven categories: head coaches, assistant coaches, WNBA League Office, team presidents, team vice presidents and above, team managers to senior directors, and professional team staff. Their lowest grades were a **B-** in the team owners and general managers categories.

Richard Lapchick, the Director of TIDES and primary author of the Report, said, “The WNBA continues to lead the way with inclusive racial and gender hiring practices across all professional leagues. While there were some areas that were down from last year, the WNBA still has a combined grade of an **A**.”

The only men’s league close in comparison to the WNBA was the NBA, earning an **A** this year for racial hiring practices. Continuing from years prior, the WNBA received the greatest number of **A**’s, 14, as well as the least number of grades below an **A**, five, in all categories compared to men’s professional leagues. The WNBA’s most noteworthy improvements include the percentage of women head coaches which increased by 16.6 percentage points from 41.7 percent in 2021 to 58.3 percent in 2022. This is the first time since the 2010 WNBA season that women filled more than half of the head coaching positions in the WNBA. The growth of women held positions in the WNBA was evident in the 2022 season as the number of women in League Office, managers to senior directors, and professional staff roles increased from 17 to 25, 84 to 95, and 59 to 87, respectively.

Lapchick continued, “The highest percentage of women in any category is that of team president. That is impressive and augurs well for the future.”

In 2022 the number of women holding WNBA League Office positions increased from 65.4 percent to 69.4 percent.

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

## WNBA Racial and Gender Report Card at a Glance

### *Racial Hiring Grade for Head Coaches*

**A+**  **50.0%**  
People of Color

### *Gender Hiring Grade for Head Coaches*

**A+**  **58.3%**  
Women

### *Racial Hiring Grade for Team Governors*

**A+** **33.3%**  
People of Color

### *Gender Hiring Grade for Team Governors*

**B-** **33.3%**  
Women



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 was reported as of September 29, 2022.

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 and later Report Cards. The WNBA had the highest grades for both race (A-) and gender (B-) for Governors.

Beginning in the 2021 RGRC series, TIDES has been awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. The WNBA launched several new initiatives for the 2022 season that focused on social justice, civic engagement, health equity, food insecurity, combatting anti-Asian hate, and economic inclusion. The WNBA's ongoing league diversity and inclusion initiatives centered on social impact programming, health and wellness, gender equity, and LGBTQ+ advocacy. The WNBA also rolled out Title IX programming to highlight the 50th anniversary milestone of Title IX. The WNBA utilized its Her Time To Play initiative to donate participant kits to 50

## WNBA Racial and Gender Report Card at a Glance

### *Racial Hiring Grade for Team Presidents*

**C-**  **16.7%**  
People of Color

### *Gender Hiring Grade for Team Presidents*

**A+**  **75.0%**  
Women

### *Racial Hiring Grade for Vice Presidents and Above*

**B+**  **29.3%**  
People of Color

### *Gender Hiring Grade for Vice Presidents and Above*

**A+**  **45.3%**  
Women

community-based organizations. The participation kits were to influence girls to continue to play the game of basketball, and included, amongst other things, girls' sports bras, feminine products, apparel and disinfecting wipes. An extensive list of all the League and team initiatives is in the Appendix. The WNBA's efforts to bolster positive social change and promote gender and racial equality are exemplary. These efforts led to the WNBA receiving the 2022 League Humanitarian Leadership Award at the 2022 ESPYS for the league's use of resources to make a difference in society.

It should also be noted that the 2022 WNBA Racial and Gender Report Card used the current grading scale based on the 2020 Census results. 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 when the total racial ethnic minorities was estimated to be closer to 35 percent.

## WNBA Racial and Gender Report Card at a Glance

### *Racial Hiring Grade for Team Managers to Sr Directors*

**A-**  **33.5%**  
People of Color

### *Gender Hiring Grade for Team Managers to Sr Directors*

**A+**  **55.9%**  
Women

### *Racial Hiring Grade for Professional Team Staff*

**A+**  **44.6%**  
People of Color

### *Gender Hiring Grade for Professional Team Staff*

**A+**  **49.2%**  
Women

## Report Card Highlights

- Professional team staff saw the largest increase in women in 2022. Women increased from 40.1 percent (59) in 2021 to 49.2 percent (87) in 2022. Black/African Americans holding professional team staff positions increased from 21.8 percent (32) in 2021 to 24.9 (44) percent in 2022.
- The percentage of women holding positions in the WNBA League Office increased 4.0 percentage points from 65.4 in 2021 to 69.4 percent in 2022.
- The highest percentage of women in any category is that of WNBA Team Presidents at 75 percent, the best by far among any of the leagues covered by Racial and Gender Report Cards.
- Black/African American head coaches increased from five in 2021 to six in 2022 representing 50 percent of the teams.
- The percentage of people of color who held assistant coaching positions increased for the third consecutive season, totaling 61.7 percent in 2022.
- The number of women who held assistant coaching positions in 2022 increased from 20 in 2021 to 22 in 2022. The highest recorded percentage of assistant coaching positions held by women in the history of the WNBA Report Card was in the 2014 season at 68.0 percent.
- The percentage of Black/African Americans in positions of VP and above increased by 5.2 percentage points from 17.2 percent in 2021 to 22.4 percent in 2022.
- Women in manager to senior director roles increased from 49.4 percent in 2021 to 55.9 percent in 2022, a 6.5 percent increase.
- The percentage of women in professional team staff positions increased from 40.1 percent in 2021 to 49.2 percent in 2022.
- People of color holding manager to senior director position decreased from 41.8 percent (69) in 2021 to 34.7 (57) in 2022.

## Overall Grades

The WNBA received a combined grade of an **A with 93.2** points after earning an **A+** for race **with 95** points and an **A** for gender **with 91.5** points in the 2022 WNBA Racial and Gender Report Card. This marks the 18th consecutive year that the WNBA has received at least an A for its overall race, gender, and combined grades. The 93.2 points accumulated for the combined grade was a decrease of 4.4 percentage points from the 2021 WNBA RGRC results.

The WNBA earned an **A+** racial score in the following categories: head coaches, WNBA League Office, assistant coaches, professional team staff, and players. The WNBA earned their lowest grade for team presidents with a **C-**.

The WNBA received an **A+** for gender in seven categories including head coaches, assistant coaches, the WNBA League Office, team presidents, team vice presidents and above, managers to senior directors, and professional team staff. Team owners and general managers had a gender grade of **B-**, an improvement from **C+** seen in the 2021 season.

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 two gender categories that received a grade below an **A-** in the 2021 WNBA RGRC.

It should also be noted that the 2022 WNBA Racial and Gender Report Card used the current grading scale based on the 2020 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 old grading scale would have been used in 2022, the WNBA would have earned an **A+**

for racial hiring practices with a score of **98.4** points. The WNBA would have earned an A for gender hiring practices with **91.3** points. The overall grade for the WNBA would have been an A with **94.8** points.

### OVERALL GRADE AND SCORE

**A** ↓ **93.2**

### *Racial Hiring Grade and Score*

**A+** ↓ **95.0**

### *Gender Hiring Grade and Score*

**A** ↓ **91.5**



## Grades by Category

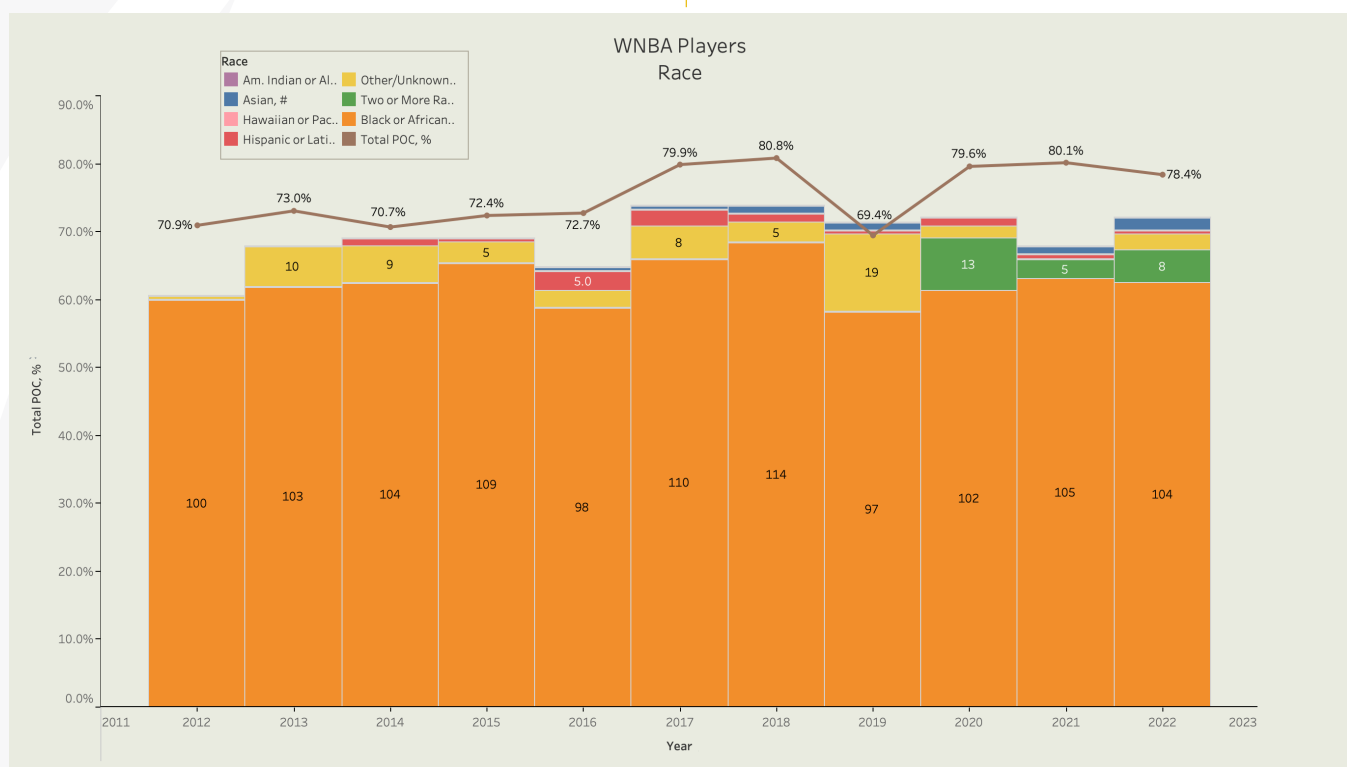
### WNBA PLAYERS

In the 2022 WNBA season, **18.9** percent of the players were white, a **1.0** percentage point decrease from the 2021 season. However, the number of white players remained the same from the 2021 season, but the total number of players reported increased in 2022 (148 vs. 141 in 2021). The League was represented by **70.3** percent of Black or African American players, which was a decrease of **4.2** percentage points from the 2021 season due to a larger count of players across other races (larger distribution across categories). In the 2022 WNBA season, the number of Hispanic/Latina players remained the same at **one (0.7 percent)**. There were **three** Asian players (**2.0 percent**) in the 2022 season, an increase of **0.6** percentage points from the previous season. Eight players identified as Two or More Races represented **5.4 percent**, an increase of **1.9** percentage points. Three players that identified as Other, but are a person of color, made up **2.0 percent** of players, and one player reported race as 'unknown' which made up 0.7 percent of the WNBA.

### Racial Diversity Grade for WNBA Players

**A+**  **81.1%**  
People of Color

See Table 1.



## WNBA COACHES

### *Head Coaches*

At the end of the 2022 season, there were six Black or African American head coaches, an increase from the five at the end of the 2021 season. The Black or African American head coaches at the time of data collection in 2022 were:

- **Tanisha Wright**, Atlanta Dream
- **James Wade**, Chicago Sky
- **Vickie Johnson**, Dallas Wings
- **Carlos Knox**, Indiana Fever
- **Fred Williams**, Los Angeles Sparks
- **Noelle Quinn**, Seattle Storm

The Black or African Americans who held these positions in the 2021 season at the time of data collection were:

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

At the conclusion of the 2022 season, there were seven women head coaches, an increase from five in the 2021 WNBA season at the time of data collection. The seven female head coaches were:

- **Tanisha Wright**, Atlanta Dream
- **Vickie Johnson**, Dallas Wings
- **Rebecca Hammon**, Las Vegas Aces
- **Cheryl Reeve**, Minnesota Lynx
- **Sandra Brondello**, New York Liberty
- **Vanessa Nygaard**, Phoenix Mercury
- **Noelle Quinn**, Seattle Storm

The women who held this position in the 2021 season at the time of data collection were:

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

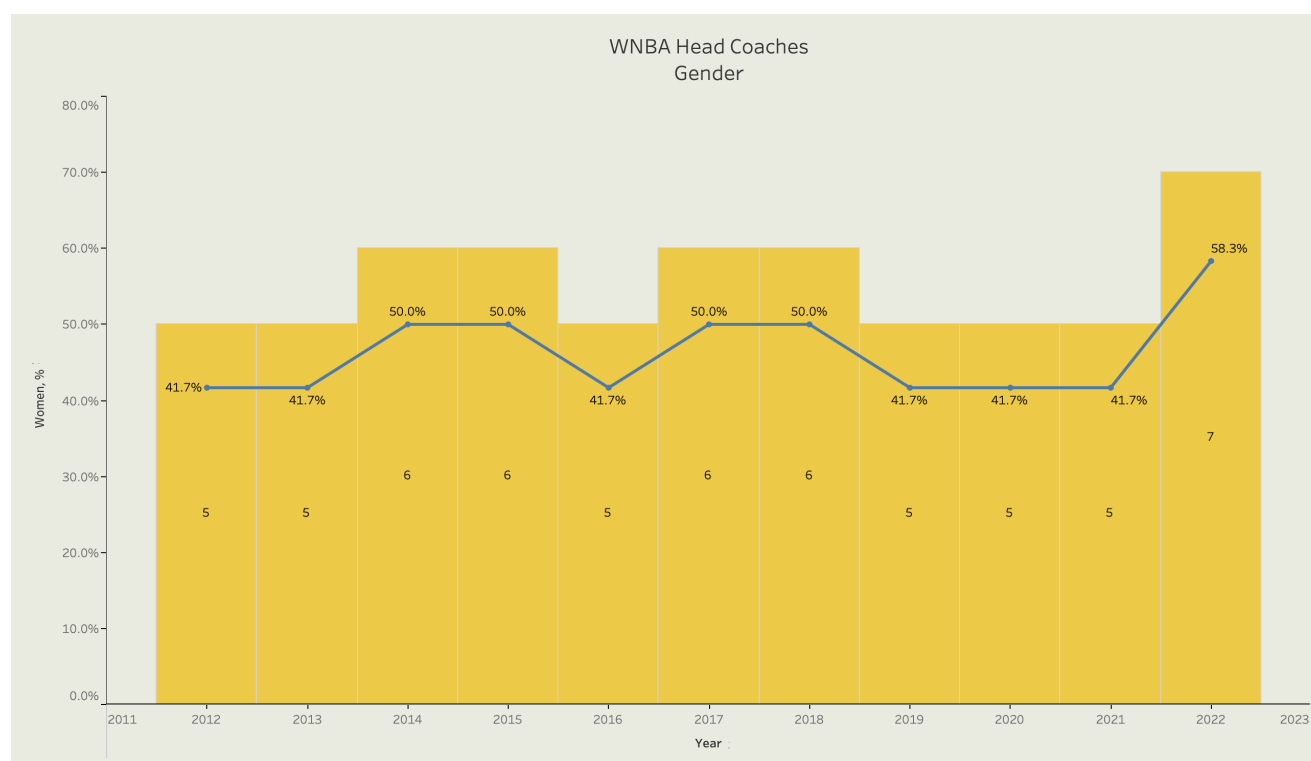
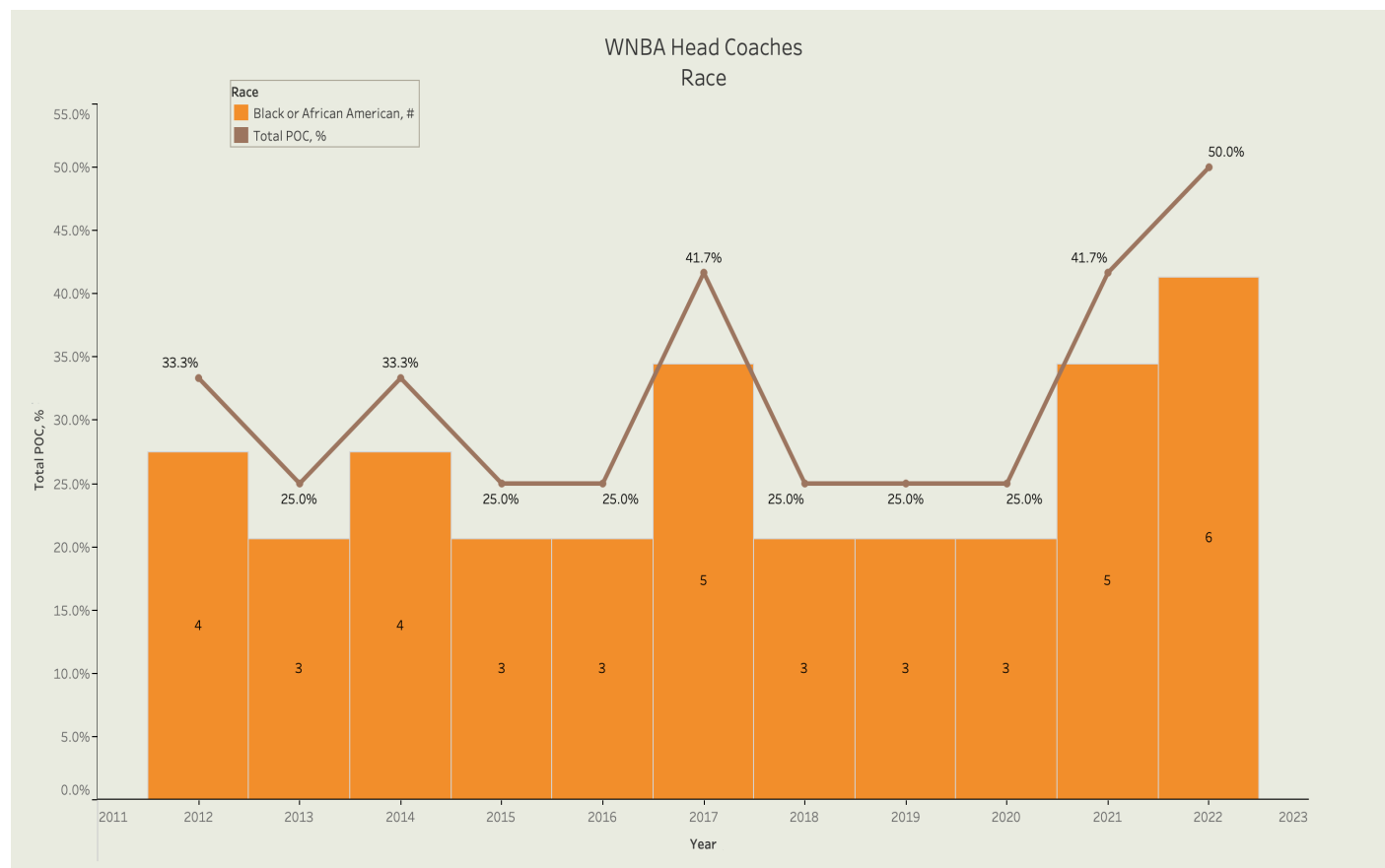
### *Racial Hiring Grade for Head Coaches*

**A+**  **50.0%**  
People of Color

### *Gender Hiring Grade for Head Coaches*

**A+**  **58.3%**  
Women

See Table 2.



### *Assistant Coaches*

The percentage of people of color who held assistant coaching positions increased from 61.3 percent in 2021 to 61.7 percent in 2022 after three consecutive seasons in which increases took place in this category. In 2022, there was a decrease of 1.3 percentage points in Black or African American assistant coaches from 48.4 percent to 47.1 percent. In 2022, there was one Hispanic/Latino(a) and two Asian assistant coaches, combining for 8.8 percent. The percentage of coaches who identified as American Indian or Alaska Native decreased from 3.2 percent to 2.9 percent. The percentage of assistant coaches who identified as Two or More Races remained the same from the 2021 season at 0.0 percent. The percentage of white assistant coaches decreased from 38.7 percent in 2021 to 35.3 percent in 2022.

The percentage of women who held assistant coaching positions increased from 64.5 percent in 2021 to 64.7 percent in 2022. The highest recorded percentage of assistant coaching positions held by women in the history of the WNBA Report Card was in the 2014 season at 68.0 percent.

### *Racial Hiring Grade for Assistant Coaches*

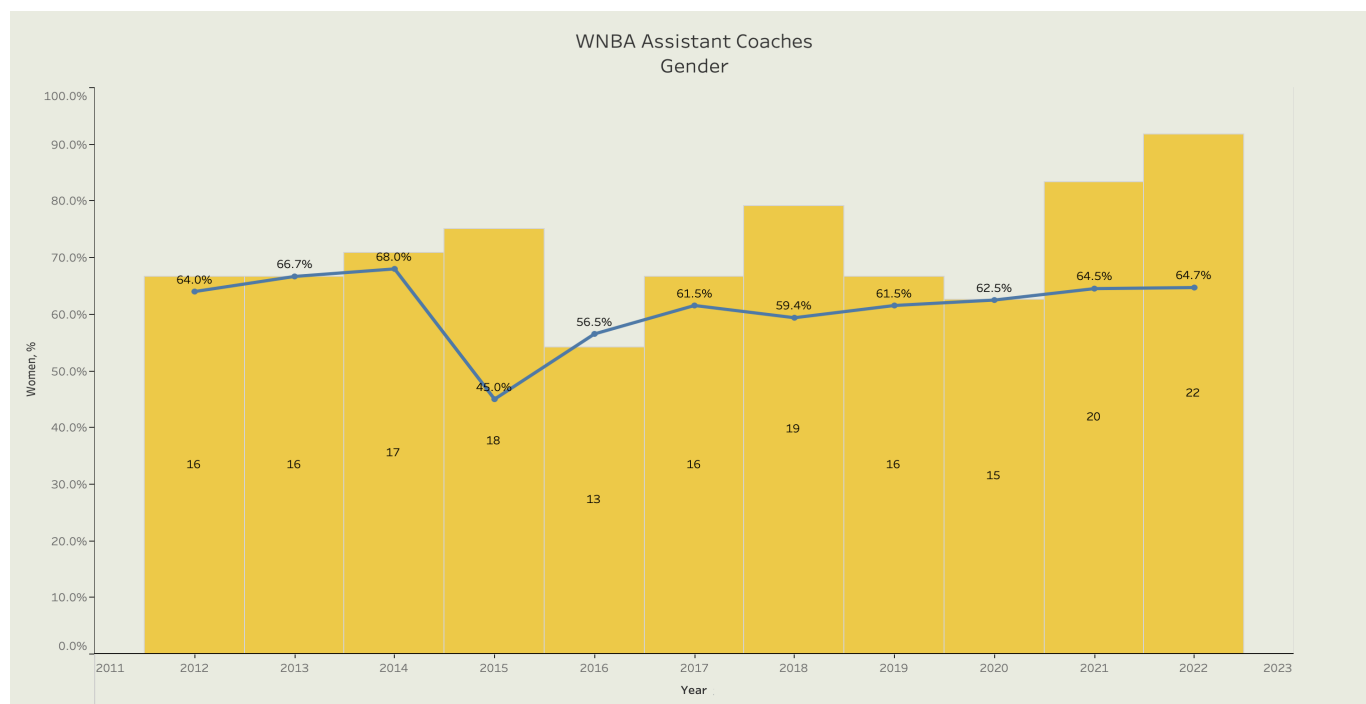
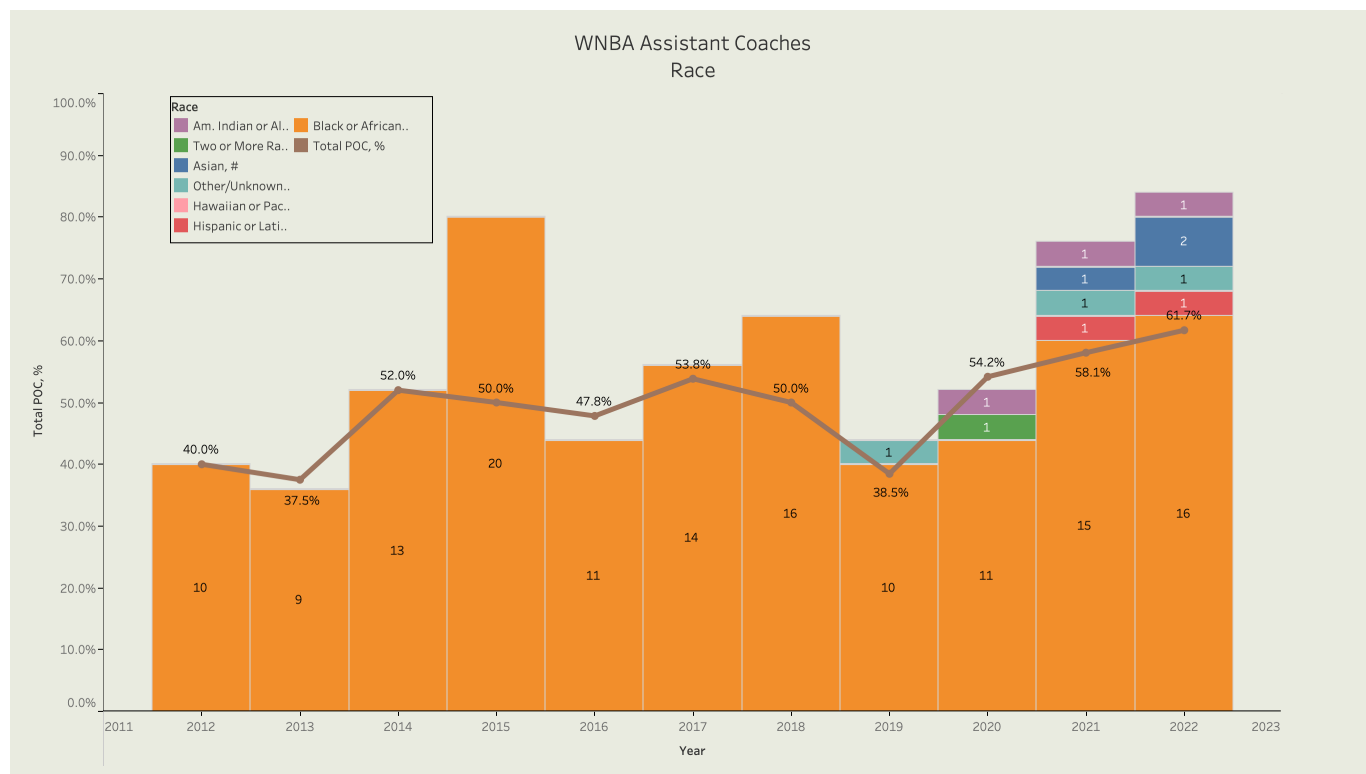
**A+**  **61.7%**  
People of Color

### *Gender Hiring Grade for Assistant Coaches*

**A+**  **64.7%**  
Women

See Table 3.





## 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 marketing. There are various staffing needs performed by NBA Shared Services, such as legal services, production, 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 in the WNBA League Office decreased from **42.3** percent in 2021 to **41.8** percent in 2022, a decrease of **0.6** percentage points. Specifically, Black or African Americans in League Office positions decreased from **30.8** percent to **30.6** percent in 2022. Those who identified as Asian decreased from **7.7** percent to **5.6** percent in 2022. In 2022, there was one (2.8 percent) position held by a Hispanic/Latina(o) staff member in the WNBA League Office, representing no change from the 2021 season. There was one (**2.8** percent) individual identifying as Two or More Races during the 2022 season, a 2.8 percent increase from 0.0 percent in the 2021 season.

In 2022, 69.4 percent of the League Office staff were women, up from 65.4 percent in 2021.”

## Racial Hiring Grade for WNBA League Office

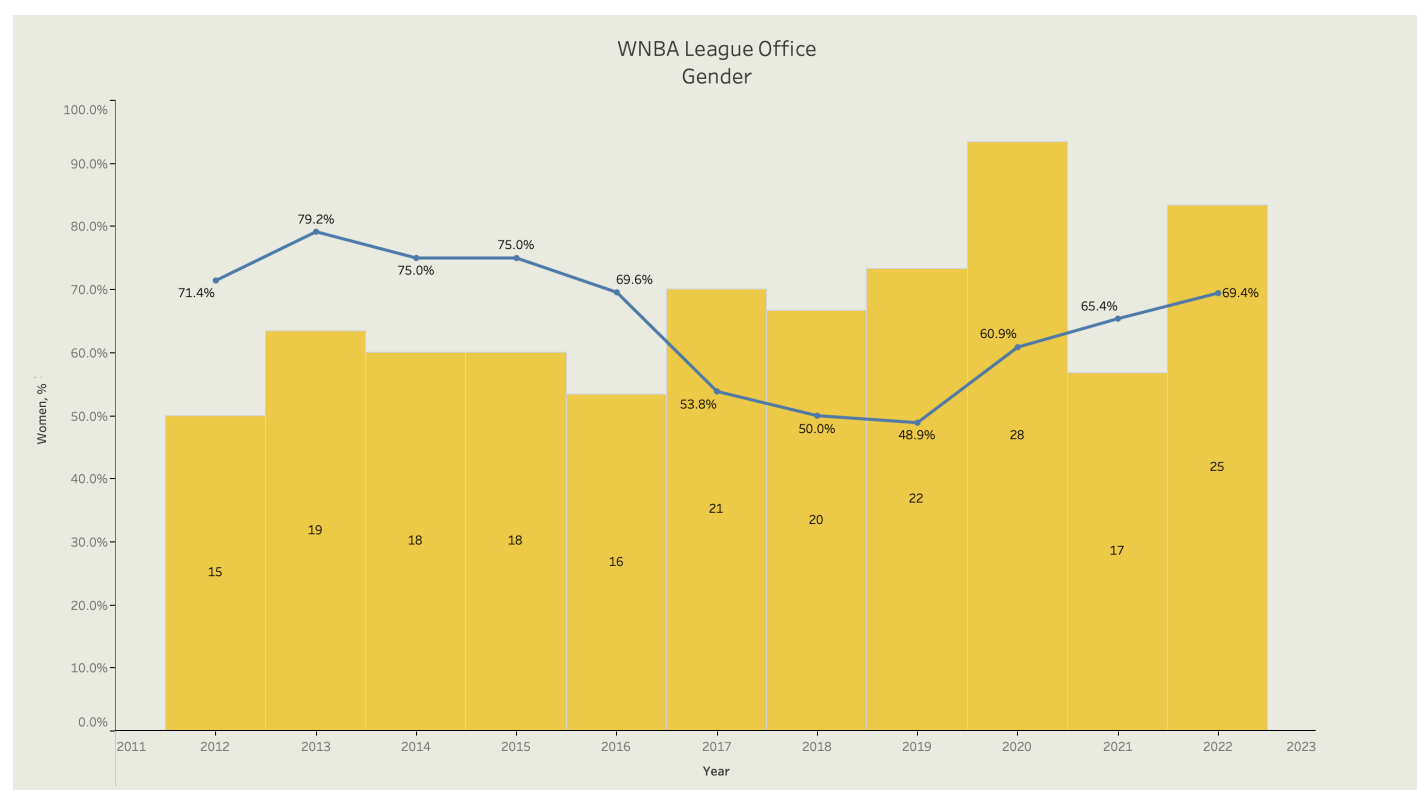
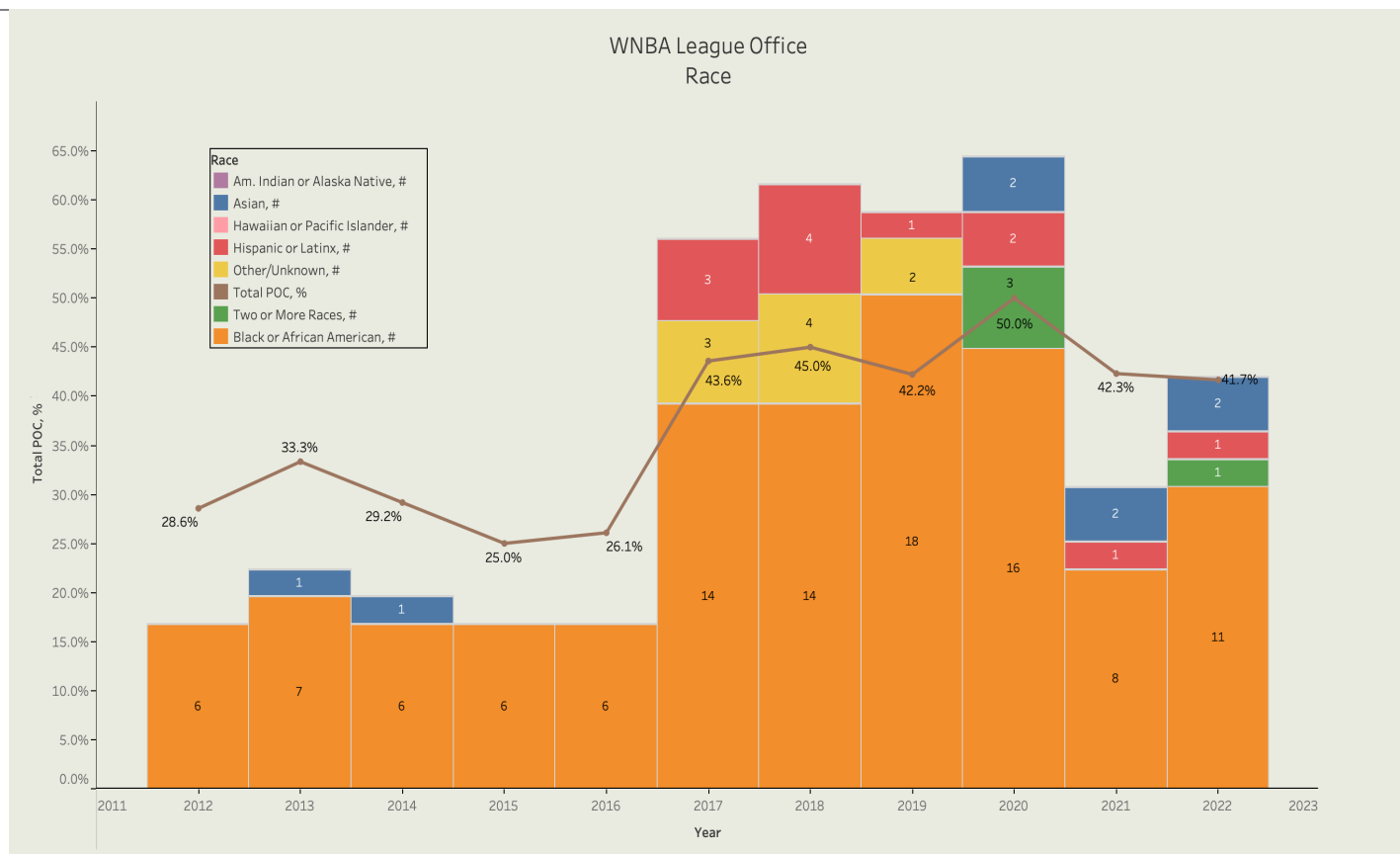
**A+**  **41.8%**  
People of Color

## Gender Hiring Grade for WNBA League Office

**A+**  **69.4%**  
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 Governors*

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

In 2022, four WNBA teams had a woman as a team majority governor at the time of data collection. The four women who are team majority governors are:

- **Kathy Regan-Pyne**, Connecticut Sun
- **Clara Wu**, New York Liberty
- **Virginia Gilder**, Seattle Storm
- **Sheila Johnson**, Washington Mystics

There were four WNBA teams that had a person of color as a team majority governor at the time of data collection. The four majority governors of color are:

- **Kathy Regan-Pyne**, Connecticut Sun
- **Eric Holoman**, Los Angeles Sparks
- **Clara Wu Tsai**, New York Liberty
- **Sheila Johnson**, Washington Mystics

The methodology for collecting data for team governors included the Primary Governor and Alternate Governor listed by the team. Only Primary governors are counted towards the overall grade.

Including majority and alternate governors of WNBA teams, there were 19 people of color in governorship for the 2022 season, a 5.6 percent increase from 18 in the 2021 season. See Appendix I for list.

Including majority and alternate governors of WNBA teams, there were 21 women who held governorship positions for the 2022 season, which remained the same as the 2021 season. See Appendix I for list.

### *Racial Hiring Grade for Team Governors*

**A-**  **33.3%**  
People of Color

### *Gender Hiring Grade for Team Governors*

**B-** **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 Governorship 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. Had this approach been applied in the prior years, there would not have been a reduction.*



### *Team Presidents*

The team president position includes the principal in charge of team business operations.

In 2022, 16.7 percent of those who held team president positions were people of color, a decrease of 8.3 percentage points from 25.0 percent in 2021 due to the resignation of one person of color in the role and the hiring of a woman who was not a person of color.

Contrastingly, we witnessed an 8.3 percentage point increase of women who held team president positions, with 75.0 percent in 2022 compared to 66.7 percent in 2021. There were **nine** women in team president positions in 2022, an increase from eight women in 2021. At **75.0** percent, this is the **third** 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 2022 season were:

- **Morgan Shaw Parker**, Atlanta Dream
- **Jennifer Rizzotti**, Connecticut Sun
- **Allison Barber**, Indiana Fever
- **Nikki Fargas**, Las Vegas Aces
- **Vanessa Shay**, Los Angeles Sparks
- **Carley Knox**, Minnesota Lynx
- **Daakeia Clarke**, New York Liberty
- **Alisha Valavanis**, Seattle Storm
- **Alycen Charlotte McAuley**, Washington Mystics

The women of color holding these positions time of data collection for the 2022 season were:

- **Nikki Fargas**, Las Vegas Aces
- **Daakeia Clarke**, New York Liberty

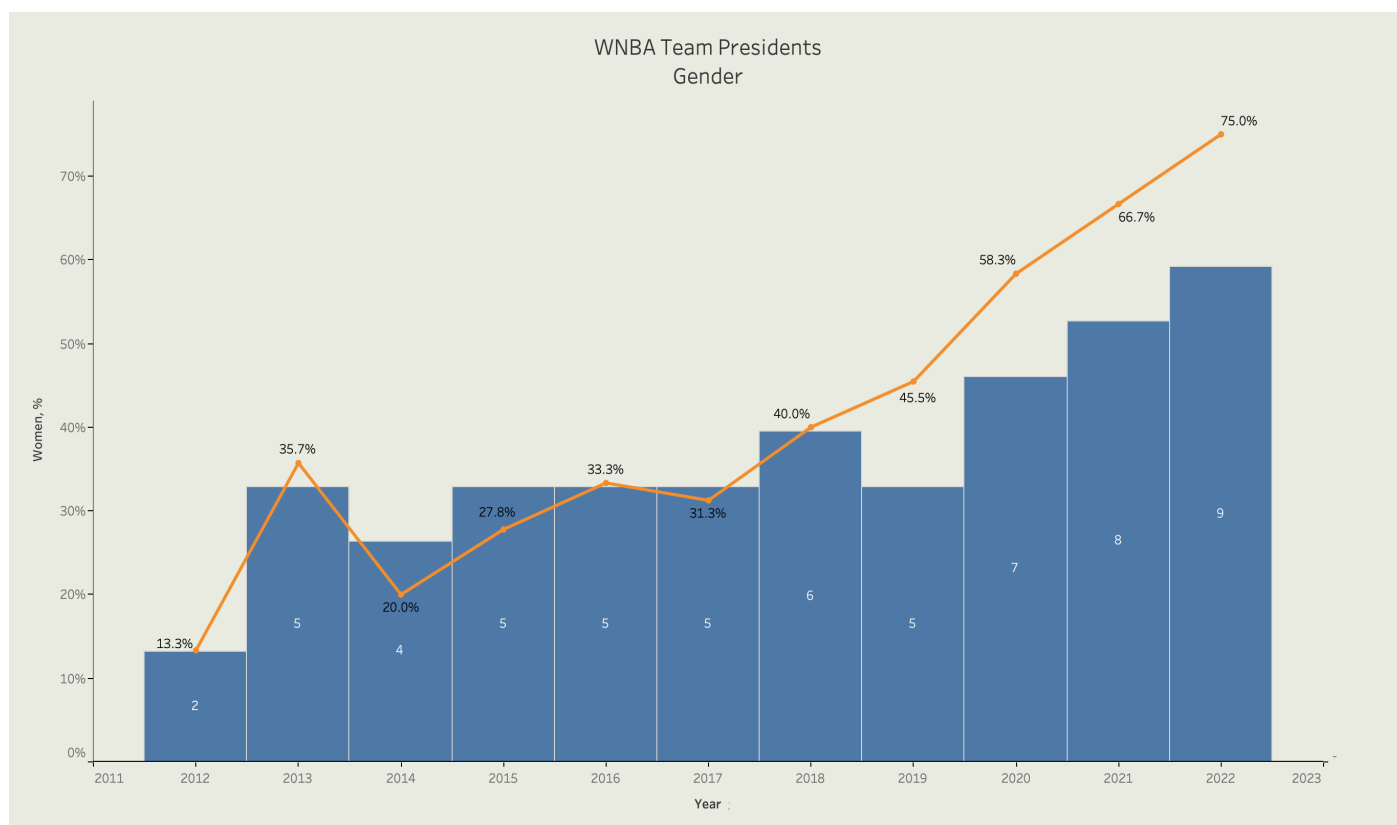
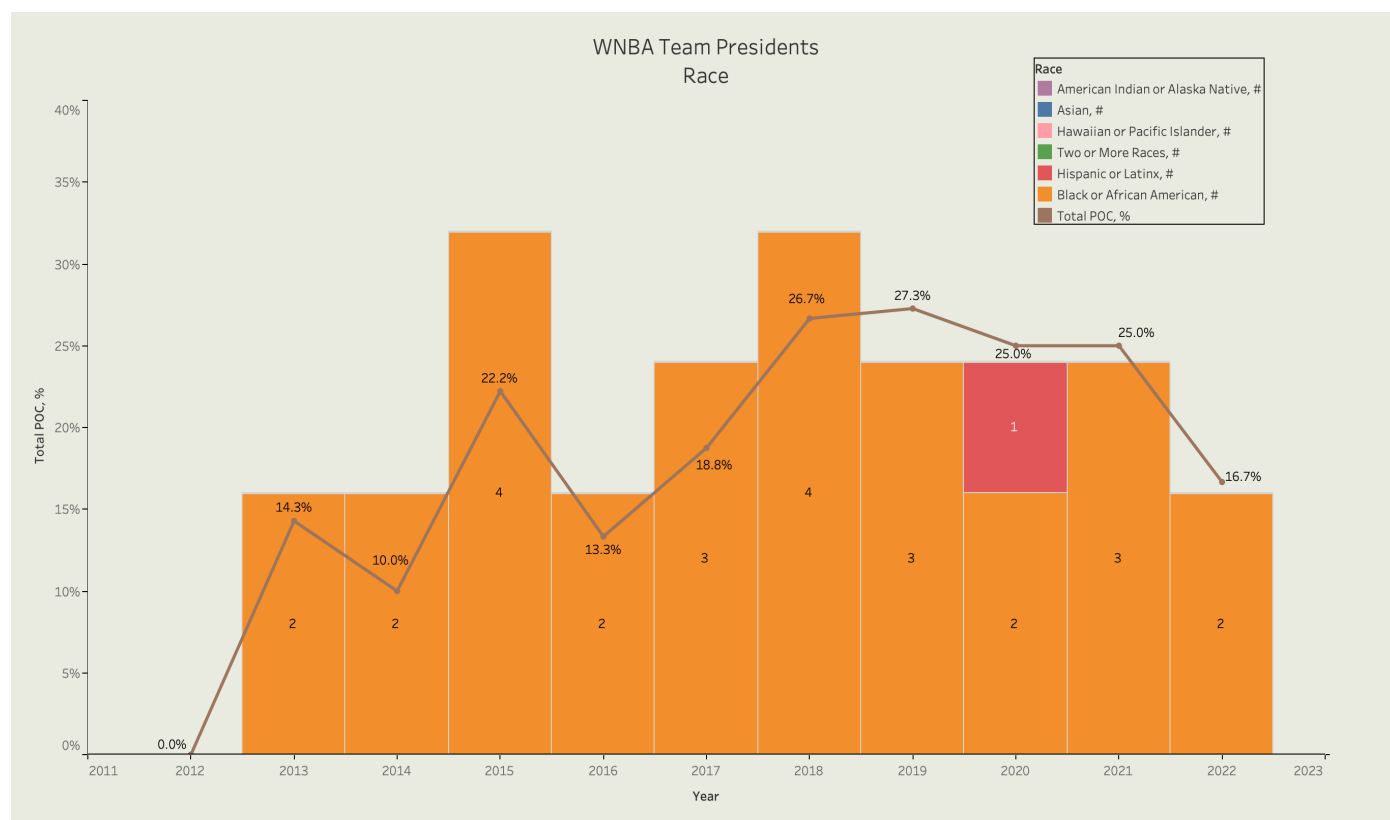
### *Racial Hiring Grade for Team Presidents*

**C-**  **16.7%**  
People of Color

### *Gender Hiring Grade for Team Presidents*

**A+**  **75.0%**  
Women

See Table 6.



## 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 2022. 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 at the time of data collection in 2022 were:

- **James Wade**, Chicago Sky
- **Natalie Williams**, Las Vegas Aces
- **Derek Fisher**, Los Angeles Sparks

The people of color who held general manager positions at the time of data collection in the 2021 season were:

- **James Wade**, Chicago Sky
- **Tamika Catchings**, Indiana Fever
- **Derek Fisher**, Los Angeles Sparks

The number of women who were general managers stayed the same at four in 2021 and in 2022. The record high was 10 in 2004. The women who held general manager positions at the time of data collection for the 2022 season were:

- **Lin Dunn**, Indiana Fever
- **Natalie Williams**, Las Vegas Aces
- **Cheryl Reeve**, Minnesota Lynx
- **Talisa Rhea**, Seattle Storm

The women who held general manager positions at the time of data collection in the 2021 season were:

- **Suzanne Abair**, Atlanta Dream
- **Tamika Catchings**, Indiana Fever

- **Cheryl Reeve**, Minnesota Lynx
- **Talisa Rhea**, Seattle Storm

Natalie Williams, General Manager for the Las Vegas Aces, was the one women of color who held a general manager position during the 2022 season.

## Racial Hiring Grade for General Managers

**A-**  **25.0%**  
People of Color

## Gender Hiring Grade for General Managers

**B-** **33.3%**  
Women

See Table 7.

### *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. This category includes many different titles that are Vice President and Above in Levels.

Of the 60 people who were considered vice president and above positions in 2022, **28.4** percent (17) were people of color. This was an increase from **21.9** percent in 2021. See Appendix I for list.

In 2022, **48.3** percent (29) of vice president and above positions were held by women. This was a **3.0** percentage points increase from **45.3** percent (29) in 2021. See Appendix I for list.

In 2022, **20.0** percent (12) of all vice president and above positions were women of color. See Appendix I for list.

### *Racial Hiring Grade for Vice Presidents and Above*

**B+**  **28.4%**  
People of Color

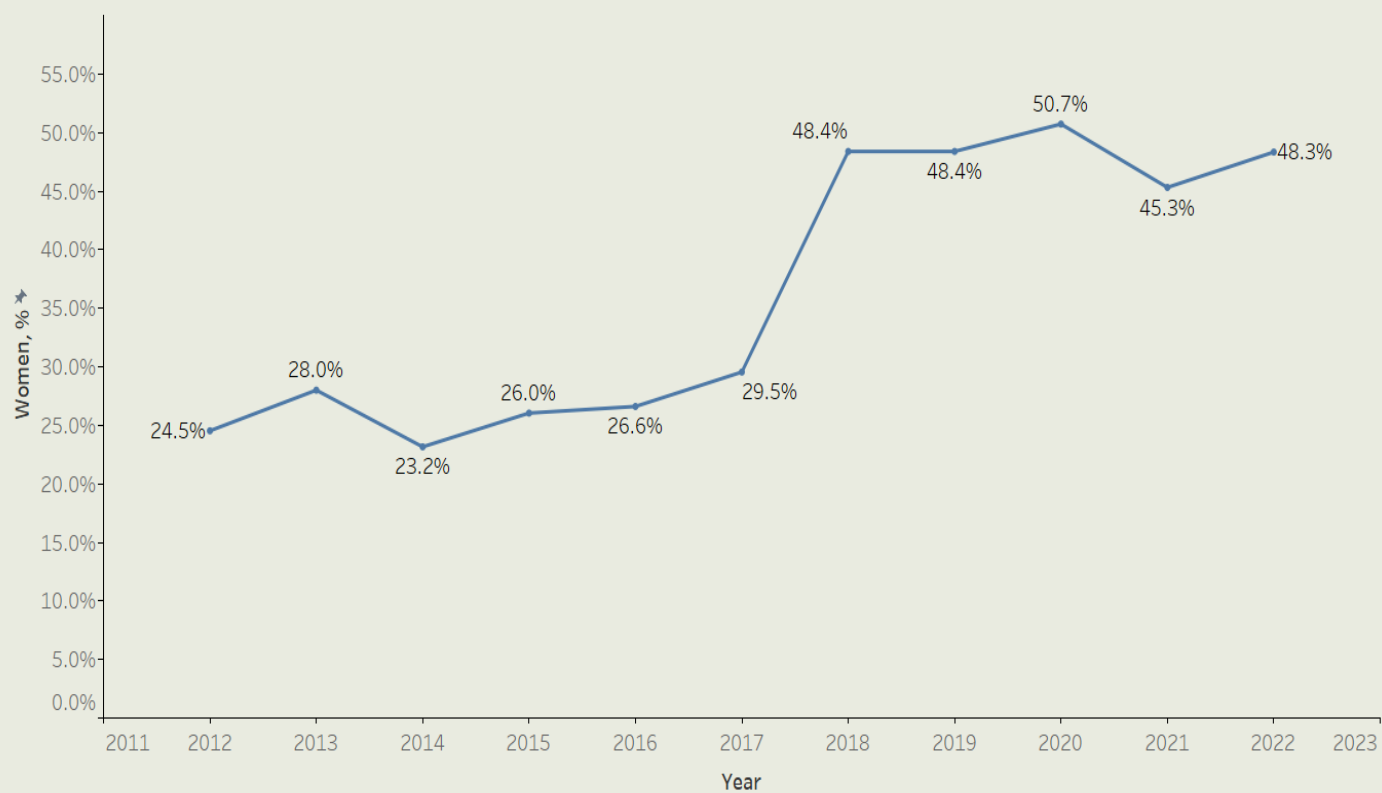
### *Gender Hiring Grade for Vice Presidents and Above*

**A+**  **48.3%**  
Women

See Table 8.



### WNBA Vice Presidents and Above Gender



### *Managers to Senior Directors*

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

In 2022, **33.5** percent of managers to senior directors were people of color, a decrease from **40.6** percent in 2021. The percentage of Black or African Americans in these positions decreased from **23.5** percent in 2021 to **20.0** percent in 2022. The percentage of Asians in these positions decreased from **5.3** percent in 2021 to **3.5** percent in 2022. The percentage of Hispanic/Latino(a)s in these positions decreased from **5.9** percent in 2021 to **4.7** percent in 2022. The percentage of white people in these positions increased from **58.2** percent in 2021 to **65.3** percent in 2022. No person identifying as American Indian, or Alaska Native held one of these positions in 2022. Additionally, **4.1** percent of people holding manager to senior director positions were classified as Two or More Races. 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 **49.4** percent in 2021 to **55.9** percent in 2022. In 2019, the percentage of managers to senior directors was **51.5** percent for women and decreases in the years following (2020 and 2021) 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 **22.9** percent of all managers to senior director positions in the WNBA in 2022.

### *Racial Hiring Grade for Managers to Senior Directors*

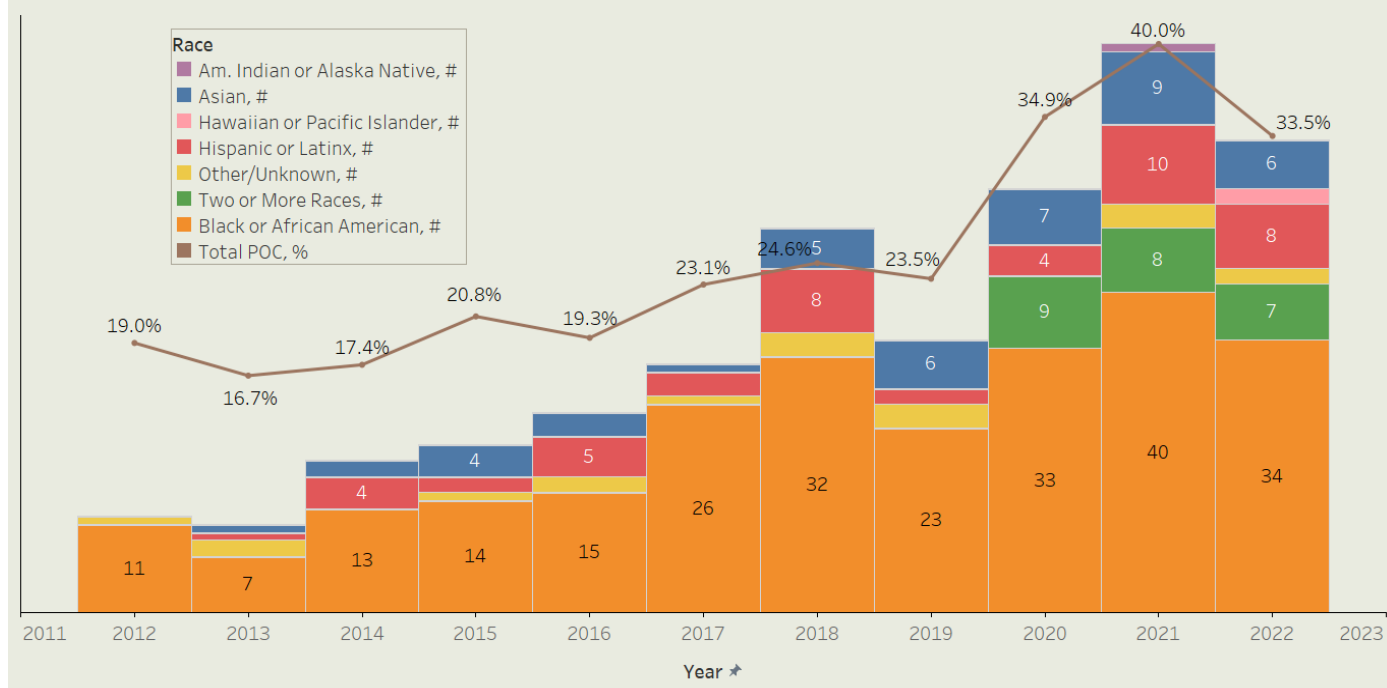
**A-**  **33.5%**  
People of Color

### *Gender Hiring Grade for Managers to Senior Directors*

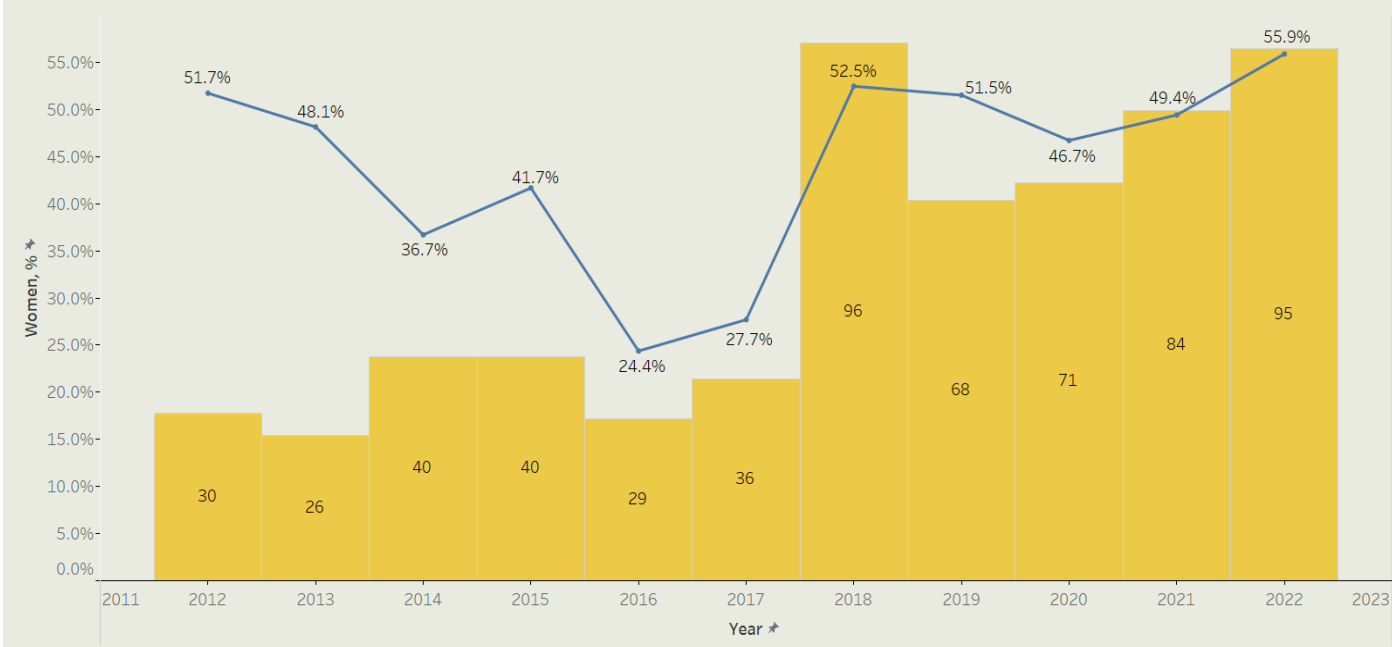
**A+**  **55.9%**  
Women

See Table 9.

### WNBA Managers to Senior Directors Race



### WNBA Managers to Senior Directors Gender



### ***Professional Team Staff***


This category includes anyone in a position up to the managerial level (“Manager” job 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’ junior staff but did not include those in the “administrative support” category.

In 2022, the total number of professional staff reported was larger than the total reported in 2021 which could be a result of post-pandemic re-hiring. In professional team staff positions in the 2022 season, the percentage of people of color increased from **42.2** percent in 2021 to **44.6** percent. Black or African Americans increased from **21.8** percent in 2021 to **24.9** percent in 2022. Those who identified as Hispanic/Latino increased from **6.8** percent in 2021 to **11.9** percent in 2022. Those identifying as Asian decreased from **6.8** percent in 2021 to **3.4** percent in 2022. In 2022, **4.0** percent identified as Two or More Races, a decrease of **1.4** percent from the previous season. The percentage of whites in these positions decreased by **2.0** percentage points from **55.1** percent in 2021 to **53.1** percent in 2022. The race of **four** people (**2.3** percent) was unknown.

The percentage of women holding professional team staff positions significantly increased from **40.1** percent in 2021 to **49.2** percent in 2022.

Women of color comprised **20.3** percent of all professional team staff positions in the WNBA in 2022.

### ***Racial Hiring Grade for Professional Team Staff***

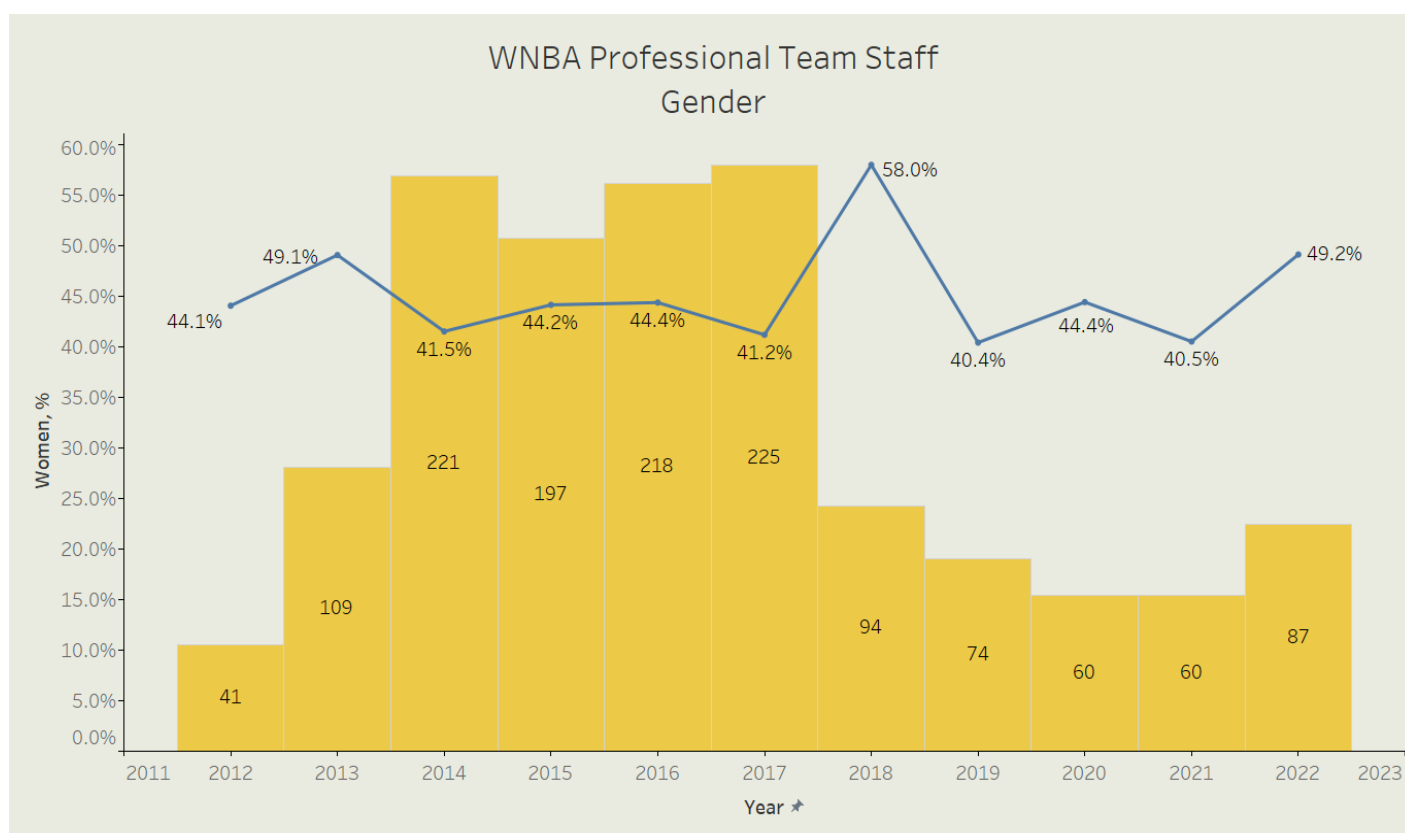
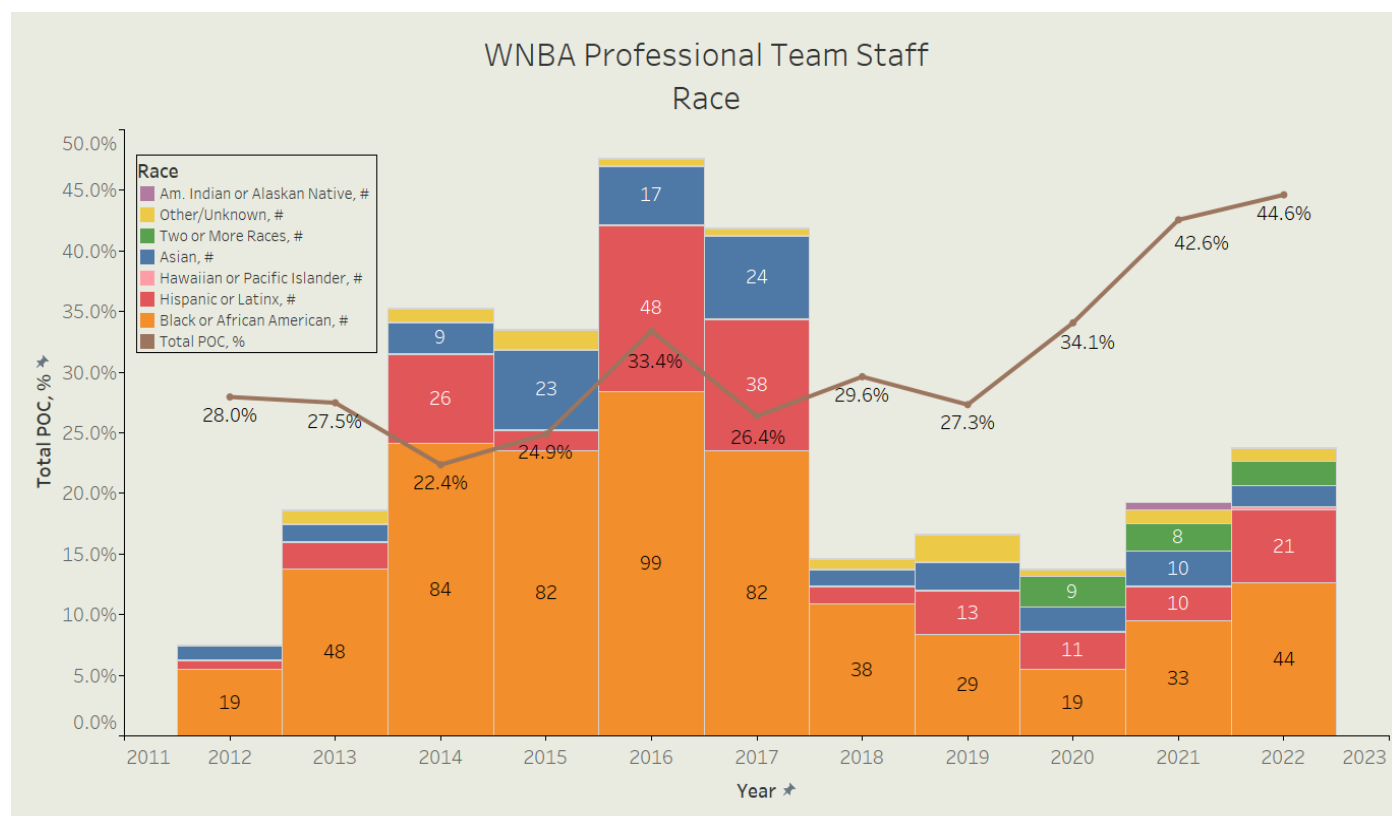
**A+**  **44.6%**  
People of Color

### ***Gender Hiring Grade for Professional Team Staff***

**A+**  **49.2%**  
Women

*See Table 10.*





### *Head Trainers*

The number of head trainers reported increased from **ten** in 2021 to **12** in 2022. The percentage of WNBA head athletic trainers of color increased from **50.0** percent in 2021 to **58.3** percent in 2022. Black or African American trainers increased from **40.0** percent in 2021 to **45.5** percent in 2022. Hispanic/Latino(a) trainers increased from **0.0** percent in 2021 to **9.1** percent in 2022.

The number of women in a head trainer position for 2022 is 83.3%.

Women of color comprised **58.3** percent of all head trainer positions in the WNBA in 2022.

*See Table 11.*

### *Racial Hiring Grade for Head Trainers*

**A+****58.3%**  
People of Color

### *Gender Hiring Grade for Head Trainers*

**A+****83.3%**  
Women

## 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 2022 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 2022 Racial and Gender Report Card series is the first year TIDES is using the updated grading scale that is reflective of the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. For issues of race, an **A** will be earned if 35.1 percent of the employees are people of color, **B** for 26.1 percent, **C** for 17.1 percent, **D** for 9.1 percent and **F** for anything below 9.0 percent. For issues of gender, an **A** will be earned if 42.5 percent of the employees are women, **B** for 34.0 percent, **C** for 26.5 percent, **D** for 20.0 percent and **F** for anything below 20.0 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

Using the new grading scale, the WNBA received an overall grade of 93.2. If last year's data chart (below) had been used, the WNBA would have received 94.8.

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 starting last year with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for team ownership was calculated into the final grades. Also, beginning last year in the 2021 RGRC series, TIDES began awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones.

## 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 2022 season for the Women's National Basketball Association. All data was reported to the league by the WNBA teams as of July 1, 2022.

## 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 2022 reports for MLB, NBA, and NFL, 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 MLS and College Sport.

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

In addition to Lapchick, Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O'Halloran, Alan Owens, Darnell Theriot, Jr., and Inigo Velasco Elordi 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 the former 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), providing leadership on issues such as diversity, equity and inclusion, 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.



UCF

## DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA



# TIDES

# Appendix I

## *List of Team Majority Governors (12)*

- **Larry Gottesdiener**, Atlanta Dream
- **Michael Alter**, Chicago Sky
- **Kathy Regan-Pyne**, Connecticut Sun
- **Bill Cameron**, Dallas Wings
- **Herb Simon**, Indiana Fever
- **Mark Davis**, Las Vegas Aces
- **Eric Holomon**, Los Angeles Sparks
- **Glen Taylor**, Minnesota Lynx
- **Clara Wu**, New York Liberty
- **Robert Sarver**, Phoenix Mercury
- **Virginia Gilder**, Seattle Storm
- **Sheila Johnson**, Washington Mystics

## *List of Team Minority and Majority Governors who are People of Color (19)*

- **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
- **Eric Holoman**, Los Angeles Sparks
- **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
- **Michelle Freeman**, Washington Mystics
- **Sheila Johnson**, Washington Mystics
- **Jeong Kim**, Washington Mystics
- **Roger Mody**, Washington Mystics
- **Earl Stafford**, Washington Mystics

## *List of Team Minority and Majority Governors who are Women (21)*

- **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
- **Diane Durant**, Dallas Wings
- **Paula Marshall**, Dallas Wings
- **Julie Turner**, Dallas Wings
- **Teri Popp**, Minnesota Lynx
- **Diane Vertin**, Minnesota Lynx
- **Clara Wu**, New York Liberty
- **Ann Jaffe**, Phoenix Mercury
- **Cheryl Najafi**, Phoenix Mercury
- **Maria Schlossberg**, Phoenix Mercury
- **Lisa Brummel**, Seattle Storm
- **Virginia “Ginny” Gilder**, Seattle Storm
- **Dawn Trudeau**, Seattle Storm
- **Michelle Freeman**, Washington Mystics
- **Elle Helme**, Washington Mystics
- **Sheila Johnson**, Washington Mystics
- **Laurene Powell Jobs**, Washington Mystics

## *List of Vice Presidents & Above who are People of Color (17)*

- **Adam Boliek**, Vice President, Ticket Sales & Service, Atlanta Dream
- **Janet Sevilla**, Vice President, Social Impact, Atlanta Dream
- **Andy Esworthy**, Vice President, Broadcasting & communications, Dallas Wings
- **LaDondra Wilson**, Vice President, Community Relations, Dallas Wings
- **Antoinette Brown**, Vice President, Business Operations, Los Angeles Sparks
- **Natalie White**, Vice President, Community Relations, Los Angeles Sparks
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **Dwayne Pettigrew**, Vice President, Player Programs, Minnesota Lynx
- **John Thomas**, Vice President, Basketball Development, Minnesota Lynx
- **Obaahemaa Nyanin**, Assistant General Manager, New York Liberty
- **Shana Stephenson**, Vice President, Social Media Manager, New York Liberty
- **Kim Corbitt**, Vice President, Business Operations, Phoenix Mercury

- **Anita Tasavanh**, Vice President, Business Intelligence, Phoenix Mercury
- **Tramon Thomas**, Vice President, Digital & Social, Phoenix Mercury
- **Dana Latrise Campbell**, Vice President, Marketing Washington Mystics
- **Anne Marie Ketsia Colimon**, Vice President, Communications, Washington Mystics

***List of Vice Presidents & Above who are Women (27)***

- **Janet Sevilla**, VP of Community Impact, Atlanta Dream
- **Leah Babbitt**, Chief People Officer, Dallas Wings
- **Amber Cox**, Chief Operating Officer, Dallas Wings
- **Jennifer Fusci**, Ticket Sales, Dallas Wings
- **LaDondra Wilson**, Community Relations, Dallas Wings
- **Antoinette Brown**, Business Operations, Los Angeles Sparks
- **Jael Gallagher**, Partnership Management and Activation, Los Angeles Sparks
- **Kristy Smith**, Finance, Los Angeles Sparks
- **Natalie White**, Community Relations, Los Angeles Sparks
- **Laura Meyer**, Business Intelligence, Minnesota Lynx
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **Jennifer Ridgeway**, Social Responsibility, Minnesota Lynx
- **Suzanne Spellacy**, General Counsel, Minnesota Lynx
- **Obaahemaa Nyanin**, Assistant General Manager, New York Liberty
- **Shana Stephenson**, Social Media Manager, New York Liberty
- **Kim Corbitt**, SVP People & Culture, Phoenix Mercury
- **Ann Meyers Drysdale**, Broadcasting & Communications, Phoenix Mercury
- **Melissa Goldenberg**, General Counsel, Phoenix Mercury
- **Sarah Krahenbuhl**, Social Responsibility, Phoenix Mercury

- **Nicole Strunks**, Partnership Management and Activation, Phoenix Mercury
- **Anita Tasavanh**, Business Operations, Phoenix Mercury
- **Sheila Yammer**, Payroll, Phoenix Mercury
- **Tricia McLean**, Chief Financial Officer, Seattle Storm
- **Dana Latrise Campbell**, Business Operations, Washington Mystics
- **Anne Marie Ketsia Colimon**, Business Operations, Washington Mystics
- **Kelly Skoloda**, People & Culture, Washington Mystics
- **Maribeth Gainard**, Chief Human Resources Officer, New York Liberty
- **Donna Wilkinson**, Chief People Officer, Indiana Fever

***List of Vice President & Above who are Women of Color (11)***

- **Janet Sevilla**, VP of Community Impact, Atlanta Dream
- **LaDondra Wilson**, Social Responsibility, Dallas Wings
- **Antoinette Brown**, Business Operations, Los Angeles Sparks
- **Natalie White**, Community Relations, Los Angeles Sparks
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **Obaahemaa Nyanin**, Assistant General Manager, New York Liberty
- **Shana Stephenson**, Chief Brand Officer New York Liberty
- **Kim Corbitt**, Business Operations, Phoenix Mercury
- **Anita Tasavanh**, Business Operations, Phoenix Mercury
- **Dana Latrise Campbell**, Business Operations, Washington Mystics
- **Anne Marie Ketsia Colimon**, Business Operations, Washington Mystics

## Appendix II

### 2022 WNBA / NBA Diversity Initiatives

#### 2022 Key Milestones and Hires

- January 24, 2022: Vanessa Nygaard is hired as head coach of the Phoenix Mercury.
- January 7, 2022: The New York Liberty hired former Phoenix Mercury head coach Sandy Brondello to lead the team. She replaced Walt Hopkins, who had parted ways with the team a month earlier.
- January 1, 2022: The Las Vegas Aces announce the hiring of Becky Hammon as the team's new head coach. Hammon replaced Bill Laimbeer, who had led the team since it relocated from San Antonio to Las Vegas in 2018.
- March 10, 2022: The WNBA and U.S. Bank announced U.S. Bank partnership. U.S. Bank comes on as the 5th WNBA Changemaker, a collective of top-tier league partners.
- May 25, 2022: The Indiana Fever parted ways with head coach Marianne Stanley, who had led the program since 2020. Assistant Carlos Knox was tapped to lead the team through the end of the 2022 WNBA season.
- July 2022: The WNBA was the winner of the 2022 League Humanitarian Leadership Award at the 2022 ESPYS. As part of the Sports Humanitarian Awards, the leadership award recognizes professional sports leagues that use their platforms and resources to make a difference.

#### New Social Justice and Inclusion Initiatives

##### Social Justice

##### League Led:

- During Black History Month, the WNBA partnered with Playa Society to create limited edition Black History Month merchandise. The t-shirts stated "80% of WNBA players are Black women influencing

basketball, culture, and society." A portion of the proceeds from each shirt sold were donated to Black Girl Ventures, an organization dedicated to providing Black/Brown woman-identifying founders with access to community, capital, and capacity building to support them in their business ventures.

- The WNBA players wore special Juneteenth warm up shirts, educated around the history of Juneteenth on WNBA.com and social channels, and moderated a conversation with Elizabeth Williams of the Atlanta Dream on the significance of the day.

##### Team Led:

- In May 2022, the Mystics Assist DC Program returned, partnering with College Track Ward 8 to create paths for children in Ward 8 get into college. For every assist made by a Mystics player during the 2022 season, a monetary contribution was donated to College Track Ward 8, providing opportunities for underserved students to seek higher education.
- In May 2022, the Seattle Storm's Force4Change program returned, reaffirming its commitment to benefitting local non-profits that work directly with BIPOC youth. In 2021, Force4Change raised nearly \$300,000 supporting organizations and individuals that promote racial, social and civic justice and the platform continued its efforts throughout the 2022 season.
- On July 27, 2022, the Phoenix Mercury recognized the 32nd Anniversary of the signing of the Americans with Disabilities Act (ADA) with the unveiling of a new, in-arena Sensory Room. The room services fans with disabilities and features tools like noise cancelling headphones and sensory bags to improve their fan experience. In addition, the game featured the national anthem performed in ASL, a performance by the HipHop Homies – a dance troupe for adults with Down Syndrome, and a halftime wheelchair basketball game with Ability 360.
- On June 16, 2022, the New York Liberty hosted their second-annual Juneteenth Game in honor of the oldest nationally commemorative observance of the conclusion of slavery. The game celebrated Black



culture through performances, art exhibits, and a silent auction that benefited a local nonprofit.

- On July 28, 2022, the Atlanta Dream hosted their first annual HBCU + Divine Nine Weekend, a celebration that included HBCU Night presented by Georgia Lottery on July 28 and a Divine Nine themed game presented by Microsoft on July 30. In partnership with the Atlanta HBCU Alumni Alliance, a portion from each fundraised ticket went towards scholarships for metro Atlanta students. Additionally, two HBCU Dream Scholarships were awarded to local female athletes who have exhibited excellence on the court and in the classroom.

### ***Civic Engagement***

#### *League Led:*

- In 2022 the Commissioner's Cup presented by Coinbase featured a new platform where the league, WNBA teams, and the WNBPA worked together ahead of the 2022 midterm elections to further promote the work the players have focused on by empowering communities through voter registration and voting rights education and advocacy. Led by the efforts of the joint WNBA/WNBPA Social Justice Council, the WNBA family implemented a series of activations and initiatives that encouraged active participation in the civic process, including voter education, registration, and long-term engagement.
- The league and teams collaborated to select non-profit organizations in each market that are tied to voting in each team's local community. For each Commissioner's Cup regular season game, the WNBA donated \$2,000 to the winning team's chosen organization and an additional \$500 to the losing team's chosen organization. To spotlight the Championship Game, the league also donated \$10,000 to the winning team's organization and \$5,000 to the organization of the runner-up. The accumulated donations amounted to \$165,000 dollars and were spread across twelve organizations supporting civic engagement and voting efforts in each WNBA team market.

- On July 25, 2022, as part of the season long WNBA Commissioner's Cup theme of Voting Rights and Civic Engagement, the WNBA and the Women's National Basketball Players Association (WNBPA) hosted a Voting Rights Town Hall. The conversation was moderated by Carolyn DeWitt, President and Executive Director of Rock the Vote, and featured Sophia Lin Lakin, Deputy Director of ACLU's Voting Rights Project, and Nse Ufot, CEO of the New Georgia Project. The discussion highlighted the civic engagement focus of the Commissioner's Cup and created a call to action to support voting rights efforts. Each panelist provided key information about the current state of the voting rights fight and spoke of the important work WNBA players have done to educate fans on voting practices.
- On Sept. 20, 2022, during National Voter Registration Day, the WNBA family took action to encourage fans to check their registration status and get registered to vote.

#### *WNBA Team Led:*

- On July 1, 2022, the Seattle Storm hosted its first Voting Rights Night as part of Force4Change—the Storm's comprehensive social justice platform. The team partnered with non-profits Rock the Vote, ACLU Washington, and Common Power to encourage voter registration and raise awareness of voting in different elections.
- On July 31, 2022, the New York Liberty hosted its sixth annual UNITY Game with the 2022 theme of "See Black Women". The Liberty's UNITY and social justice initiatives look to amplify Black women who are transforming mainstream spaces and creating pathways to racial, gender, social and financial equity.
- On July 19, 2022, the Seattle Storm hosted its annual Believe in Women Night presented by Symetra. During the game, programming centered around women's empowerment and three honorees were recognized for their accomplishments and dedication to being civic leaders.

- On July 21, 2022, the Washington Mystics and Monumental Sports & Entertainment (MSE) partnered with HeadCount, a nonpartisan, nonprofit voter registration organization, to encourage sports and entertainment fans to register to vote. This partnership emphasizes the Mystics commitment to promoting civic engagement and educating their fans on voting rights.

### ***Health Equity***

#### *League Led:*

- In August 2022, the WNBA celebrated WNBA FIT month. The WNBA FIT platform is the league's comprehensive health and wellness program that encourages physical activity, mental wellbeing and healthy living for children and families through grassroots programs and events. This year's WNBA FIT Month was presented by Kaiser Permanente.
- On August 31, 2022, the WNBA partnered with American Cancer Society on a HEALED Community Gathering in support of WNBA FIT Month and Breast Health Awareness. The discussion featured WNBA Legends Simone Edwards and Rushia Brown and topics included the 40% lower survival rate of breast cancer among Black women and the barriers women of color face in healthcare. As part of the conversation, the WNBA and Kaiser Permanente made a contribution to American Cancer Society's Diversity in Research initiative – funding students from minority backgrounds to explore health-related science careers.

#### *WNBA Team Led:*

- On August 6, 2022, the Phoenix Mercury hosted Rock the Pink Night brought to you by Banner Health, the team's annual initiative to raise awareness and funds for breast health. During the game, the Mercury honored cancer survivors, battlers, and medical professionals in attendance, and included survivors in pregame player introductions and the presentation of the national anthem.

- On August 7, 2022, the Minnesota Lynx celebrated its annual Women's Health Night presented by Mayo Clinic. The annual night focuses on women's health education, prevention, and care and this year, grants were presented to the Mayo Clinic to support cancer research and to the African American Breast Cancer Alliance (AABCA) to support breast cancer awareness and education.

### ***Food Insecurity***

#### *League Led:*

- During WNBA FIT Month, the WNBA and Kaiser Permanente hosted four grocery pop-ups in partnership with Goodr, a certified B-Corp that uses technology and logistics to fight food waste and insecurity. Designed to provide healthy food options to families facing food insecurity and HBCU students who are returning to campus, the pop-ups took place in Los Angeles, Seattle, Atlanta and Washington, D.C., with each event feeding more 250 families and students, and serving over 27,000 meals in total

### ***LGBTQ+ Advocacy***

- During Pride Month, the WNBA had six televised Pride Games broadcasted across ESPN, ESPN2, and CBS. Additionally, the league collaborated with GLSEN and Fanatics on an exclusive line of Pride apparel, including WNBA t-shirts from Fanatics Brands. All WNBA proceeds benefited GLESEN, an organization that works to provide safe spaces for LGBTQ+ youth. The league also participated in the NYC Pride March on Sunday, June 26, with a float shared with the NBA and each organization held Pride Nights at their home arenas throughout the month of June.



## ***Combatting Anti-Asian Hate***

### *WNBA Team Led:*

- On July 17, 2022, the Washington Mystics partnered with the Embassy of Japan to host a Japanese Heritage Day. This event highlighted Japanese Olympic medalist and Washington Mystics guard Rui Machida and showcased interactive activities focused on Japanese culture, including a booth featuring the Tokyo 2020 Olympic Torch.
- On May 13, 2022, the New York Liberty hosted its first-ever Asian American and Pacific Islander (AAPI) Heritage Night. The game featured AAPI activations that recognized AAPI pioneers and community members and promoted local Asian businesses and performers.
- On July 14, 2022, the Minnesota Lynx celebrated Native American Heritage Night, presented by Treasure Island Resort & Casino and the Prairie Island Indian Community. The annual night celebrated the Native American community and highlighted the Prairie Island Indian Community, uplifting their heritage and sharing stories of culture and traditions.

## ***Economic Inclusion***

### *League Led:*

- Starting in June 2022, the WNBA and U.S. Bank teamed up with Project Destined to launch She's Invested: Supporting Emerging Female Leaders, the first all-female mentorship program for the organization. The program provided mentoring and financial education to women of color from Historically Black Colleges and Universities (HBCUs) as well as public universities in Southern California. Students attended a speaker series led by executives and WNBA players that focused on resilience, building a mental mode of success and other financial topics as well as participated in virtual internship programs with team-based competitions.

- Answering The Call (ATC), launched in October 2020, 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.

### *WNBA Team Led:*

- During the 2022 Season, the Connecticut Sun partnered with Fidelity Investments, Inc. to combat financial illiteracy in the state of Connecticut. During the Sun's summer basketball camps, a learning session was held to educate the girls on how to save, spend, and invest their money. Additionally, campers and their families were given a \$50 deposit when they opened a Fidelity Youth Account.
- On May 10, 2022, the Los Angeles Sparks announced its partnership with LegalZoom.com, Inc. that will help empower, celebrate, and uplift women-led small businesses. The partnership will continue LegalZoom's Fast Break For Small Business with the NBA, WNBA and NBA G League; a grant program that provides millions of dollars in grants and LegalZoom services to business owners in underserved communities. In addition, LegalZoom partnered with Sparks All-Star forward Nneka Ogwumike to launch Small Business Champions, a campaign where LegalZoom highlighted the Southern California small business community, creating an uplifting platform for entrepreneurs and celebrating women-led businesses.

## ***Ongoing League Diversity and Inclusion Initiatives***

### ***Social Impact Programming***

- The **WNBA Cares Community Assist Award** presented by State Farm recognizes WNBA players for both their outstanding efforts in the community and for their ongoing philanthropic and charitable work throughout the WNBA season. The program is open to all WNBA players and includes four monthly

awards (May – August) and one season-long award. Each monthly award winner received \$5,000 for the charitable organization of their choice and the winner of the season-long award will receive \$20,000 to the charitable organization of their choice to benefit a cause important to the player. Isabelle Harrison of the Dallas Wings received the May WNBA Cares Community Assist Award, Brianna Turner of the Phoenix Mercury received the June WNBA Cares Community Assist Award, and Sylvia Fowles of the Minnesota Lynx received the July WNBA Cares Community Assist Award. The August and season-long WNBA Cares Community Assist Awards will be announced during the WNBA Finals.

- The WNBA, NBA, 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 6.2 million hours of hands-on service and created more than 2,040 places in 40 countries and territories where kids and families can live, learn or play in communities around the world. 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.

### *Health and Wellness*

- **WNBA FIT** is the league's comprehensive health and wellness platform that encourages physical and mental wellbeing for fans of all ages. WNBA FIT Month presented by Kaiser Permanente engages players, partners and community organizations to highlight the importance of leading a healthy life through mind, body, and spirit. The month featured WNBA teams and players joining community members and partners to highlight the importance of living an active, healthy lifestyle through grassroots programs and events, broadcast and digital ads, and in-arena and online programming. In addition, the WNBA worked with community experts to share the latest health and health equity information to address health disparities faced by communities of color. As part of WNBA FIT Month, from August 18-31, the WNBA and its teams continued its longest running platform, WNBA Breast Health Awareness, to help raise awareness and inspire others in the fight against breast cancer. As part of the platform, the WNBA donated to the American Cancer Society to support their Diversity in Cancer Research initiative.

### *Gender Equity*

- Her Time To Play (HTTP) is a national initiative led by the WNBA that is dedicated to championing change on behalf of girls and women. It aims to improve female participation in sport; giving girls and young women a forum to connect, collaborate, and actively engage with basketball as well as celebrate their achievements.
  - Through a partnership with AT&T, the WNBA hosts a series of five Her Time To Play events during each WNBA season. The 2022 events each included a basketball clinic focused on teaching the fundamentals of the game as well as a panel discussion/life skills session led by sports host Ari Chambers and comprised of leading female voices, including WNBA talent and an AT&T representative, who will discuss the challenges girls and women may face in sports and life.

- October 2022 – As part of the WNBA Finals, the WNBA hosted two Her Time To Play events with each respective Finals team for girls ages 12-17 in each Finals market. YouTube TV also helped provide tickets for 30 youth from each event to attend the game and have a special experience on-court with WNBA talent.
- August 15, 2022 – Girls ages 8-15 from Union Settlement participated in a clinic led by Court of Leaders and a panel led by host Ari Chambers and featured WNBA legend Tamecka Dixon, NY Liberty DJ Ria Clifton, and AT&T executive Nicky Nieves along with participants from the Jr. NBA Court of Leaders.
- July 8, 2022 – As part of WNBA All-Star, Her Time to Play and AT&T hosted an event for girls ages 10-16 from local girl-serving community groups across Chicago. The event was led by host Ari Chambers and featured WNBA All-Star/New York Liberty player Natasha Howard, WNBA All-Star/Las Vegas Aces player Jackie Young, Minnesota Lynx's Napheesa Collier, New York Liberty's Betnijah Laney, Atlanta Dream's, Erica Wheeler, and AT&T's AVP of Sponsorships & Experiential Marketing, Sabina Ahmed.
- July 6, 2022 – Her Time To Play and AT&T hosted an event focused on inspiring female basketball players to follow their dreams in a positive and healthy way at the Run 4 Roses girls basketball tournament. The event was led by host Ari Chambers and featured WNBA legend Val Whiting, Moolah Kicks' CEO and Founder Natalie White, and AT&T's Director of External Affairs, Hollie Spade.
- On September 19, 2022, the WNBA will host the Her Time to Play Summit. The summit will feature collaborative working sessions aimed at increasing participation, retention, and development across all levels of the girls basketball landscape.

### ***LGBTQ+ Advocacy***

As part of the WNBA's ongoing commitment to equality, diversity and inclusion, the league works in partnership with leading LGBTQ organizations – including Athlete Ally, GLAAD and GLSEN – to support a variety of

programs and initiatives designed to support LGBTQ equality and create a more inclusive environment in youth sports.

- 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, 2022, 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. The WNBA family continues to work closely with partners to distribute helpful resources for all close to the game – teams, young people, parents and coaches – in an effort to encourage better ally-ship and to create more spaces of inclusion and acceptance.
- To uphold and take a stand for the league's core values of equality, diversity and inclusion, the WNBA family hosted leaguewide activities throughout the month of June that address the needs of the LGBTQ+ community in recognition of **Pride Month 2022**.

### ***Title IX Programming (Specific to 2022)***

- On June 23, 2022, the WNBA recognized the 50th anniversary of Title IX, one of the most significant pieces of Civil Rights legislation in American history as it pertains to opportunities for women and girls in sports. Through HTTP, the WNBA and all 12 WNBA teams had the opportunity to select a total of 50 community-based organizations to donate participant kits to encourage girls to keep playing the game of basketball. In collaboration with WNBA partners DICK'S Sporting Goods, Kaiser Permanente, Outerstuff, New Era, and Clorox, each kit supported up to 50 girls and included items such as girls' sports bras, feminine products such as tampons, pads, deodorant and hair ties, athletic socks, disinfecting wipes, WNBA hats, and t-shirts. In addition, HTTP and Positive Coaching Alliance partnered to create



a new Title IX educational resource called Gender Equity in Sports 101. The resource provided education and information about Title IX including steps we can take to advance Title IX in local communities. There are two versions – one geared towards coaches and one geared towards young athletes.

- On June 22, 2022, the Connecticut Sun partnered with the Naismith Memorial Basketball Hall of Fame to celebrate the 50th Anniversary of Title IX. During the game, representatives from the Basketball Hall of Fame and WNBA Legends were celebrated and available for an exclusive meet and greet after the game. In addition, the Connecticut Sun hosted the Connecticut Sun Title IX Panel and Networking Event that celebrated the legislation, discussed issues that women still face today, and addressed how to best advocate for change. Proceeds from the tickets were given to the Women's Sports Foundation.
- On June 23, 2022, the Minnesota Lynx celebrated the 50th anniversary of Title IX. During the game, the team highlighted their 2020 Nike Game Growers participants, Claire and Lila, who helped host the Minnesota Basketball Summit during the weekend of the 2022 NCAA Women's Final Four in Minneapolis.
- On June 24, 2022, the Atlanta Dream and the U.S. Secretary of Education, Miguel Cardona, visited with young women at the Martin Luther King Recreation and Aquatic Center to celebrate the 50th Anniversary of Title IX. During the event, Dream representatives and Miguel Cardona spoke about how opportunities for girls have expanded since its implementation and what needs to be done to continue progress for women and girls in the future. During the discussion, 20 girls from the Atlanta Girls Leadership Academy participated in a Title IX and Leadership learning activity, where they gave their insight on gender equity in sports.

## ***Key Inclusion Programming, Learning Initiatives and Professional Development***

### ***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 WNBA league employees completed this training. In 2018, the 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 continues to expand upon its inclusion learning programs. In 2020-21, the league has 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, and shares evidenced-based, culturally responsive strategies that can lead to improved performance, cultural competence and socioeconomic awareness for employees.

- In support of WNBA 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 WNBA 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 WNBA'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.

- 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 2016, the WNBA became the first professional sports league to participate in the march and has participated every year since.
- 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 (AAPI 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 Network of Emerging Talent (NET) 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.
- The WNBA and NBA are members of the Diversity & Inclusion Sports Consortium. 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.

### ***Recruiting***

- The WNBA and NBA continue to embrace a multifaceted approach to maintaining a globally diverse workforce. The leagues seek a diverse applicant pool in its hiring process and encourages all 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.

### ***External Affinity Organizations***

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

- 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.

### ***Economic Inclusion***

- The WNBA and NBA are 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 leagues work with community groups, businesses, professional associations, and certifying agencies to identify and invite suppliers to participate in the program.



# Appendix III

Players								
	%	#		%	#		%	#
<b>2022</b>			<b>2014</b>			<b>2006</b>		
White	18.9%	28	White	23.3%	35	White	36.0%	75
Black or African-American	70.3%	104	African-American	69.3%	104	African-American	63.0%	133
Hispanic/Latina	0.7%	1	Latina	1.3%	2	Latina	0.0%	0
Asian	2.0%	3	Asian	0.0%	0	Asian	0.0%	1
Hawaiian or Pac. Islander	0.0%	0	Other	6.0%	9	Other	1.0%	2
Am. Indian or Alaska Native	0.0%	0	International	14.0%	21	International	17.0%	36
Two or More Races	5.4%	8						
Other (POC)	2.0%	3						
Unknown	0.7%	1						
<b>2021</b>			<b>2013</b>			<b>2005</b>		
White	19.9%	28	White	20.0%	28	White	34.0%	64
Black or African-American	74.5%	105	African-American	73.0%	103	African-American	63.0%	100
Hispanic/Latina	0.7%	1	Latina	0.0%	0	Latina	1.0%	3
Asian	1.4%	2	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	7.0%	10	Other	1.0%	4
Am. Indian or Alaska Native	0.0%	0	International	8.5%	12	International	19.0%	39
Two or More Races	3.5%	5						
Unknown	0.0%	0						
<b>2020</b>			<b>2012</b>			<b>2004</b>		
White	18.4%	27	White	16.0%	22	White	33.0%	66
Black or African-American	69.4%	102	African-American	74.0%	100	African-American	66.0%	134
Hispanic/Latina	1.4%	2	Latina	0.0%	0	Latina	1.0%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	1.0%	1	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	International	9.0%	12	International	16.0%	33
Two or More Races	8.8%	13						
Unknown	2.0%	3						
<b>2019</b>			<b>2011</b>			<b>2002</b>		
White	17.4%	25	White	21.0%	31	White	35.0%	x
African-American	67.4%	97	African-American	69.0%	101	African-American	61.0%	x
Latina	0.7%	1	Latina	3.0%	4	Latina	<3%	x
Asian	1.4%	2	Asian	0.0%	0	Asian	<1%	x
Other	13.2%	19	Other	>1%	1	Other	<1%	x
			International	6.0%	9			
<b>2018</b>			<b>2010</b>			<b>2001</b>		
White	15.8%	23	White	16.0%	26	White	34.0%	x
African-American	78.1%	114	African-American	69.0%	112	African-American	63.0%	x
Latina	1.4%	2	Latina	1.0%	1	Latina	3.0%	x
Asian	1.4%	2	Asian	0.0%	0	Other	x	x
Other	3.4%	5	Other	1.0%	1			
			International	14.0%	23			
<b>2017</b>			<b>2009</b>			<b>2000</b>		
White	14.6%	21	White	20.0%	38	White	33.0%	x
African-American	76.4%	110	African-American	67.0%	126	African-American	65.0%	x
Latina	2.8%	4	Latina	0.0%	0	Latina	2.0%	x
Asian	0.7%	1	Asian	0.0%	0	Other	0.0%	x
Other	5.6%	8	Other	1.0%	1			
			International	12.0%	23			
<b>2016</b>			<b>2008</b>			<b>1999</b>		
White	24.5%	35	White	21.0%	44	White	32.0%	x
African-American	68.5%	98	African-American	65.0%	139	African-American	64.0%	x
Latina	3.5%	5	Latina	0.0%	0	Latina	2.0%	x
Asian	0.7%	1	Asian	0.0%	0	Other	0.0%	x
Other	2.8%	4	Other	0.0%	0			
			International	14.0%	31			
<b>2015</b>			<b>2007</b>			Table 1		
White	24.3%	37	White	35.0%	66			
African-American	71.7%	109	African-American	63.0%	117			
Latina	0.7%	1	Latina	0.0%	0			
Asian	0.0%	0	Asian	1.0%	1			
Other	3.3%	5	Other	2.0%	3	x= Data not recorded		
International	16.4%	25	International	14.0%	27			

Head Coaches								
	%	#		%	#		%	#
<b>2022</b>			<b>2014</b>			<b>2006</b>		
White	50.0%	6	White	66.7%	8	White	86.0%	12
Black or African-American	50.0%	6	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						
Other (POC)	0.0%	0						
Unknown	0.0%	0						
Women	58.3%	7						
<b>2021</b>			<b>2013</b>			<b>2005</b>		
White	58.3%	7	White	75.0%	9	White	85.0%	11
Black or African-American	41.7%	5	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						
<b>2020</b>			<b>2012</b>			<b>2004</b>		
White	75.0%	9	White	67.0%	8	White	69.0%	9
Black or African-American	25.0%	3	African-American	33.0%	4	African-American	31.0%	4
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						
<b>2019</b>			<b>2011</b>			<b>2002</b>		
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	41.7%	5	Women	50.0%	6	Women	41.0%	7
<b>2018</b>			<b>2010</b>			<b>2001</b>		
White	75.0%	9	White	67.0%	8	White	75.0%	12
African-American	25.0%	3	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
<b>2017</b>			<b>2009</b>			<b>2000</b>		
White	58.3%	7	White	77.0%	10	White	69.0%	11
African-American	41.7%	5	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	50.0%	6	Women	38.0%	5	Women	44.0%	7
<b>2016</b>			<b>2008</b>			<b>1999</b>		
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	41.7%	5	Women	36.0%	5	Women	50.0%	6
<b>2015</b>			<b>2007</b>			<b>1998</b>		
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								
	%	#		%	#		%	#
<b>2022</b>			<b>2014</b>			<b>2006</b>		
White	35.3%	12	White	48.0%	12	White	59.0%	16
Black or African-American	47.1%	16	African-American	52.0%	13	African-American	41.0%	11
Hispanic/Latino	2.9%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	5.9%	2	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	2.9%	1	Women	68.0%	17	Women	56.0%	15
Two or More Races	0.0%	0						
Other (POC)	2.9%	1						
Unknown	2.9%	1						
Women	64.7%	22						
<b>2021</b>			<b>2013</b>			<b>2005</b>		
White	38.7%	12	White	63.0%	15	White	65.0%	17
Black or African-American	48.4%	15	African-American	38.0%	9	African-American	35.0%	9
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	65.0%	17
Two or More Races	0.0%	0						
Other or Unknown	3.2%	1						
Women	64.5%	20						
<b>2020</b>			<b>2012</b>			<b>2004</b>		
White	45.8%	11	White	60.0%	15	White	55.0%	18
Black or African-American	45.8%	11	African-American	40.0%	10	African-American	45.0%	15
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	58.0%	19
Two or More Races	4.2%	1						
Unknown	0.0%	0						
Women	62.5%	15						
<b>2019</b>			<b>2011</b>			<b>2003</b>		
White	57.7%	15	White	63.0%	12	White	68.0%	27
African-American	38.5%	10	African-American	36.0%	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	3.8%	1	Other	0.0%	0	Other	0.0%	0
Women	61.5%	16	Women	63.0%	12	Women	55.0%	19
<b>2018</b>			<b>2010</b>			<b>2000</b>		
White	50.0%	16	White	56.0%	9	White	75.0%	27
African-American	50.0%	16	African-American	44.0%	7	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	59.4%	19	Women	56.0%	9	Women	61.0%	22
<b>2017</b>			<b>2009</b>			<b>1999</b>		
White	46.2%	12	White	59.0%	16	White	74.0%	17
African-American	53.8%	14	African-American	41.0%	11	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	61.5%	16	Women	59.0%	16	Women	52.0%	12
<b>2016</b>			<b>2008</b>			<b>1998</b>		
White	52.2%	12	White	58.0%	18	White	63.0%	2
African-American	47.8%	11	African-American	42.0%	13	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	56.5%	13	Women	55.0%	17	Women	50.0%	8
<b>2015</b>			<b>2007</b>			Table 3		
White	50.0%	20	White	61.0%	19			
African-American	50.0%	20	African-American	39.0%	12			
Latino	0.0%	0	Latino	0.0%	0			
Asian	0.0%	0	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Women	45.0%	18	Women	52.0%	16			

League Office: Professional Employees								
	%	#		%	#		%	#
<b>2022</b>			<b>2014</b>			<b>2007</b>		
White	58.3%	21	White	70.8%	17	White	64.0%	27
Black or African-American	30.6%	11	African-American	25.0%	6	African-American	21.0%	9
Hispanic/Latino	2.8%	1	Latino	0.0%	0	Latino	2.0%	1
Asian	5.6%	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	2.8%	1	Total	-	24	Total	-	42
Unknown	0.0%	0						
Women	69.4%	25						
Total	-	36						
<b>2021</b>			<b>2013</b>			<b>2006</b>		
White	57.7%	15	White	67.0%	16	White	66.0%	29
Black or African-American	30.8%	8	African-American	29.0%	7	African-American	20.5%	9
Hispanic/Latino	3.8%	1	Latino	0.0%	0	Latino	2.2%	1
Asian	7.7%	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	0.0%	0	Total	-	24	Total	-	44
Unknown	0.0%	0						
Women	65.4%	17						
Total	-	26						
<b>2020</b>			<b>2012</b>			<b>2005</b>		
White	50.0%	23	White	71.0%	15	White	65.0%	15
Black or African-American	34.8%	16	African-American	29.0%	6	African-American	26.0%	6
Hispanic/Latino	4.3%	2	Latino	0.0%	0	Latino	0.0%	0
Asian	4.3%	2	Asian	0.0%	0	Asian	9.0%	2
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	71.0%	15	Women	70.0%	16
Two or More Races	6.5%	3	Total	-	21	Total	-	23
Unknown	0.0%	0						
Women	60.9%	28						
Total	-	46						
<b>2019</b>			<b>2011</b>			<b>2004</b>		
White	53.3%	24	White	71.0%	15	White	60.0%	6
African-American	40.0%	18	African-American	29.0%	6	African-American	40.0%	4
Latino	2.2%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	4.4%	2	Other	0.0%	0	Other	0.0%	0
Women	48.9%	22	Women	76.0%	16	Women	90.0%	9
Total	-	45	Total	-	21	Total	-	10
<b>2018</b>			<b>2010</b>			<b>2002</b>		
White	45.0%	18	White	76.0%	22	White	55.0%	12
African-American	35.0%	14	African-American	24.0%	7	African-American	36.0%	8
Latino	10.0%	4	Latino	0.0%	0	Latino	9.0%	2
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	69.0%	20	Women	95.0%	21
Total	-	40	Total	-	29	Total	-	22
<b>2017</b>			<b>2009</b>			<b>2000</b>		
White	49.0%	19	White	67.0%	22	White	55.0%	11
African-American	36.0%	14	African-American	27.0%	9	African-American	35.0%	7
Latino	8.0%	3	Latino	3.0%	1	Latino	5.0%	1
Asian	0.0%	0	Asian	3.0%	1	Asian	0.0%	0
Other	8.0%	3	Other	0.0%	0	Other	5.0%	1
Women	54.0%	21	Women	100.0%	33	Women	85.0%	17
Total	-	39	Total	-	33	Total	-	20
<b>2016</b>			<b>2008</b>			<b>1998</b>		
White	73.9%	17	White	67.0%	22	White	69.0%	9
African-American	26.1%	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	69.6%	16	Women	x	x	Women	69.0%	9
Total	-	23	Total	-	33	Total	-	13
<b>2015</b>			<p>Table 4</p> <p>x= Data not recorded</p> <p>*Information submitted by the WNBA League Office</p>					
White	75.0%	18						
African-American	25.0%	6						
Latino	0.0%	0						
Asian	0.0%	0						
Other	0.0%	0						
Women	75.0%	18						
Total	-	24						

Owners								
	%	#		%	#		%	#
<b>2022</b>			<b>2015</b>			<b>2009</b>		
White	66.7%	8	White	82.1%	32	White	100.0%	18
Black or African-American	16.7%	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	8.3%	1	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	8.3%	1	Women	35.9%	14	Women	22.0%	4
Two or More Races	0.0%	0						
Other/Unknown	0.0%	0						
Women	33.3%	4						
<b>2021</b>			<b>2014</b>			<b>2008</b>		
White	66.7%	10	White	83.3%	30	White	100.0%	20
Black or African-American	13.3%	2	African-American	11.1%	4	African-American	0.0%	0
Hispanic/Latino	0.0%	0	Latino	2.8%	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	2.8%	1	Other	0.0%	0
Am. Indian or Alaska Native	6.7%	1	Women	33.3%	12	Women	20.0%	4
Two or More Races	0.0%	0						
Other/Unknown	0.0%	0						
Women	33.3%	5						
<b>2020</b>			<b>2013</b>			<b>2007</b>		
White	71.1%	32	White	72.0%	18	White	100.0%	20
Black or African-American	13.3%	7	African-American	20.0%	5	African-American	0.0%	0
Hispanic/Latino	2.2%	1	Latino	4.0%	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	4.0%	1	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	36.0%	9	Women	20.0%	4
Two or More Races	0.0%	0						
Other/Unknown	6.7%	3						
Women	33.3%	15						
<b>2019</b>			<b>2012</b>			<b>2006</b>		
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%	3	Other	4.0%	1	Other	0.0%	0
Women	32.6%	15	Women	40.0%	10	Women	11.0%	2
<b>2018</b>			<b>2011</b>			<b>2005</b>		
White	74.4%	32	White	100.0%	13	White	92.0%	21
African-American	16.3%	7	African-American	0.0%	0	African-American	8.0%	2
Latino	2.3%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	2.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.7%	2	Other	0.0%	0	Other	0.0%	0
Women	32.6%	14	Women	31.0%	4	Women	16.0%	4
<b>2017</b>			<b>2010</b>			<b>2004</b>		
White	71.9%	23	White	100.0%	12	White	94.0%	16
African-American	18.8%	6	African-American	0.0%	0	African-American	6.0%	1
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	25.0%	3	Women	18.0%	3
<b>2016</b>			Table 5					
White	80.0%	28						
African-American	14.3%	5						
Latino	2.9%	1						
Asian	0.0%	0						
Other	2.9%	1						
Women	40.0%	14						

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



CEO/President								
	%	#		%	#		%	#
<b>2022</b>			<b>2015</b>			<b>2009</b>		
White	83.3%	10	White	77.8%	14	White	88.0%	14
Black or African-American	16.6%	2	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	75.0%	9						
<b>2021</b>			<b>2014</b>			<b>2008</b>		
White	75.0%	9	White	85.0%	17	White	80.0%	12
Black or African-American	25.0%	3	African-American	10.0%	2	African-American	13.0%	2
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	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	66.7%	8						
<b>2020</b>			<b>2013</b>			<b>2007</b>		
White	75.0%	9	White	79.0%	11	White	87.0%	13
Black or African-American	16.7%	2	African-American	14.0%	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	7.0%	1	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	36.0%	5	Women	27.0%	4
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	58.3%	7						
<b>2019</b>			<b>2012</b>			<b>2006</b>		
White	72.7%	8	White	93.0%	14	White	89.0%	16
African-American	27.3%	3	African-American	0.0%	0	African-American	11.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	45.5%	5	Women	13.0%	2	Women	22.0%	4
<b>2018</b>			<b>2011</b>			<b>2005</b>		
White	73.3%	11	White	91.0%	20	White	90.0%	14
African-American	26.7%	4	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	40.0%	6	Women	9.0%	2	Women	10.0%	2
<b>2017</b>			<b>2010</b>			<b>2004</b>		
White	81.3%	13	White	87.0%	13	White	85.0%	11
African-American	18.8%	3	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	31.3%	5	Women	40.0%	6	Women	8.0%	1
<b>2016</b>			Table 6					
White	86.7%	13						
African-American	13.3%	2						
Latino	0.0%	0						
Asian	0.0%	0						
Other	0.0%	0						
Women	33.3%	5						

General Manager								
	%	#		%	#		%	#
<b>2022</b>			<b>2015</b>			<b>2009</b>		
White	66.6%	8	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	8.3%	1						
Women	33.3%	4						
<b>2021</b>			<b>2014</b>			<b>2008</b>		
White	75.0%	9	White	70.0%	7	White	77.0%	10
African-American	25.0%	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	33.3%	4						
<b>2020</b>			<b>2013</b>			<b>2007</b>		
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
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	36.0%	4	Women	54.0%	7
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	27.3%	3						
<b>2019</b>			<b>2012</b>			<b>2006</b>		
White	72.7%	8	White	58.0%	7	White	82.0%	9
African-American	27.3%	3	African-American	42.0%	5	African-American	18.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	45.5%	5	Women	33.0%	4	Women	55.0%	6
<b>2018</b>			<b>2011</b>			<b>2005</b>		
White	75.0%	9	White	67.0%	8	White	73.0%	9
African-American	25.0%	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	50.0%	6	Women	67.0%	8	Women	67.0%	8
<b>2017</b>			<b>2010</b>			<b>2004</b>		
White	72.7%	8	White	67.0%	8	White	77.0%	10
African-American	27.3%	3	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	54.5%	6	Women	67.0%	6	Women	77.0%	10
<b>2016</b>			Table 7					
White	80.0%	8						
African-American	20.0%	2						
Latino	0.0%	0						
Asian	0.0%	0						
Other	0.0%	0						
Women	50.0%	5						

Vice Presidents and Above								
	%	#		%	#		%	#
<b>2022</b>			<b>2015</b>			<b>2009</b>		
White	71.7%	43	White	90.6%	87	White	93.0%	54
African-American	21.7%	13	African-American	8.3%	8	African-American	3.0%	2
Hispanic/Latino	1.7%	1	Latino	0.0%	0	Latino	3.0%	2
Asian	1.7%	1	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	3.3%	2						
Other (POC)	0.0%	0						
Unknown	0.0%	0						
Women	48.3%	29						
<b>2021</b>			<b>2014</b>			<b>2008</b>		
White	78.1%	50	White	92.6%	88	White	92.0%	61
African-American	17.2%	11	African-American	6.3%	6	African-American	6.0%	4
Hispanic/Latino	3.1%	2	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	0.0%	0						
Other	1.6%	1						
Women	45.3%	29						
<b>2020</b>			<b>2013</b>			<b>2007</b>		
White	73.9%	51	White	94.0%	47	White	94.0%	61
African-American	24.6%	17	African-American	4.0%	2	African-American	6.0%	4
Hispanic/Latino	0.0%	0	Latino	2.0%	1	Latino	0.0%	0
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	28.0%	14	Women	26.0%	17
Two or More Races	1.4%	1						
Unknown	0.0%	0						
Women	50.7%	35						
<b>2019</b>			<b>2012</b>			<b>2006</b>		
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
<b>2018</b>			<b>2011</b>			<b>2005</b>		
White	72.6%	45	White	94.0%	34	White	91.0%	77
African-American	22.6%	14	African-American	3.0%	1	African-American	8.0%	7
Latino	4.8%	3	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	48.4%	30	Women	25.0%	9	Women	27.0%	23
<b>2017</b>			<b>2010</b>			<b>2004</b>		
White	87.9%	116	White	91.0%	21	White	89.0%	42
African-American	11.4%	15	African-American	4.0%	1	African-American	11.0%	5
Latino	0.8%	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	29.5%	39	Women	13.0%	3	Women	28.0%	13
<b>2016</b>			<b>TABLE 8</b>  <i>*In 2018, this category was renamed to "Vice Presidents and Above." All previous data was classified as Vice Presidents.</i>					
White	89.0%	97						
African-American	10.1%	11						
Latino	0.9%	1						
Asian	0.0%	0						
Other	0.0%	0						
Women	26.6%	29						

Managers to Senior Directors								
	%	#		%	#		%	#
<b>2022</b>			<b>2017</b>			<b>2010</b>		
White	65.3%	111	White	76.2%	99	White	72.0%	12
African-American	20.0%	34	African-American	20.0%	26	African-American	22.0%	4
Hispanic/Latino	4.7%	8	Latino	2.3%	3	Latino	6.0%	1
Asian	3.5%	6	Asian	0.8%	1	Asian	0.0%	0
Native Hawaiian/Pacific Islander	1.2%	2	Other	0.8%	1	Other	0.0%	0
American Indian or Alaska	0.0%	0	Women	27.7%	36	Women	61.0%	11
Two or More Races	4.1%	7						
Other	0.0%	0	<b>2016</b>			<b>2009</b>		
Unknown	1.2%	2	White	79.0%	94	White	81.0%	42
Women	55.9%	95	African-American	12.6%	15	African-American	12.0%	6
			Latino	4.2%	5	Latino	6.0%	3
			Asian	2.5%	3	Asian	2.0%	1
			Other	1.7%	2	Other	0.0%	0
			Women	24.4%	29	Women	44.0%	23
<b>2021</b>			<b>2015</b>			<b>2008</b>		
White	58.2%	99	White	78.1%	75	White	78.0%	56
African-American	23.5%	40	African-American	14.6%	14	African-American	13.0%	9
Hispanic/Latino	5.9%	10	Latino	2.1%	2	Latino	4.0%	3
Asian	5.3%	9	Asian	4.2%	4	Asian	4.0%	3
Native Hawaiian/Pacific Islander	0.0%	0	Other	1.0%	1	Other	1.0%	1
American Indian or Alaska	0.6%	1	Women	34.4%	33	Women	49.0%	35
Two or More Races	4.7%	8						
Other	0.6%	1	<b>2014</b>			<b>2007</b>		
Unknown	1.2%	2	White	82.6%	90	White	82.0%	50
Women	49.4%	84	African-American	11.9%	13	African-American	11.0%	7
			Latino	3.7%	4	Latino	5.0%	3
			Asian	1.8%	2	Asian	2.0%	1
			Other	0.0%	0	Other	0.0%	0
			Women	36.7%	40	Women	43.0%	26
<b>2020</b>			<b>2013</b>			<b>2006</b>		
White	65.1%	99	White	80.0%	43	White	81.0%	94
African-American	21.7%	33	African-American	13.0%	7	African-American	9.0%	11
Hispanic/Latino	2.6%	4	Latino	2.0%	1	Latino	7.0%	8
Asian	4.6%	7	Asian	2.0%	1	Asian	2.0%	2
Native Hawaiian/Pacific Islander	0.0%	0	Other	4.0%	2	Other	1.0%	1
American Indian or Alaska	0.0%	0	Women	48.0%	26	Women	28.0%	33
Two or More Races	5.9%	9						
Unknown	0.0%	0						
Women	46.7%	71						
<b>2019</b>			<b>2012</b>			<b>2005</b>		
White	74.2%	98	White	79.0%	46	White	80.0%	99
African-American	17.4%	23	African-American	19.0%	11	African-American	11.0%	14
Latino	1.5%	2	Latino	0.0%	0	Latino	6.0%	7
Asian	4.5%	6	Asian	0.0%	0	Asian	2.0%	3
Other	2.3%	3	Other	2.0%	1	Other	0.0%	0
Women	51.5%	68	Women	52.0%	30	Women	37.0%	45
<b>2018</b>			<b>2011</b>			<b>2004</b>		
White	73.8%	135	White	72.0%	43	White	81.0%	74
African-American	17.5%	32	African-American	7.0%	4	African-American	12.0%	11
Latino	4.4%	8	Latino	18.0%	11	Latino	3.0%	3
Asian	2.7%	5	Asian	3.0%	2	Asian	2.0%	2
Other	1.6%	3	Other	0.0%	0	Other	1.0%	1
Women	52.5%	96	Women	33.0%	20	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.

Professional Team Staff (Excludes Admins)								
	%	#		%	#		%	#
<b>2022</b>			<b>2015</b>			<b>2009</b>		
White	53.1%	94	White	73.8%	329	White	77.0%	79
African-American	24.9%	44	African-American	18.4%	82	African-American	15.0%	15
Hispanic/Latino	11.9%	21	Latino	1.3%	6	Latino	3.0%	3
Asian	3.4%	6	Asian	5.2%	23	Asian	5.0%	5
Native Hawaiian/Pacific	0.6%	1	Other	1.3%	6	Other	>1%	1
American Indian or Alaska	0.0%	0	Women	44.2%	197	Women	49.0%	50
Two or More Races	4.0%	7						
Unknown	2.3%	4						
Women	49.2%	87						
<b>2021</b>			<b>2014</b>			<b>2008</b>		
White	55.1%	81	White	76.9%	409	White	72.0%	115
African-American	21.8%	32	African-American	15.8%	84	African-American	14.0%	23
Hispanic/Latino	6.8%	10	Latino	4.9%	26	Latino	10.0%	16
Asian	6.8%	10	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	1.4%	2	Women	41.5%	221	Women	52.0%	83
Two or More Races	5.4%	8						
Unknown	2.7%	4						
Women	40.1%	59						
<b>2020</b>			<b>2013</b>			<b>2007</b>		
White	64.4%	87	White	71.0%	157	White	71.0%	132
African-American	14.1%	19	African-American	22.0%	48	African-American	13.0%	25
Hispanic/Latino	8.1%	11	Latino	4.0%	8	Latino	15.0%	28
Asian	5.2%	7	Asian	2.0%	5	Asian	1.0%	1
Native Hawaiian/Pacific	0.0%	0	Other	2.0%	4	Other	1.0%	1
American Indian or Alaska	0.0%	0	Women	49.0%	109	Women	48.0%	90
Two or More Races	6.7%	9						
Unknown	1.5%	2						
Women	44.4%	60						
<b>2019</b>			<b>2012</b>			<b>2006</b>		
White	68.3%	125	White	72.0%	67	White	68.0%	159
African-American	15.8%	29	African-American	20.0%	19	African-American	16.0%	38
Latino	7.1%	13	Latino	3.0%	3	Latino	11.0%	26
Asian	4.4%	8	Asian	4.0%	4	Asian	3.0%	7
Other	4.4%	8	Other	0.0%	0	Other	2.0%	5
Women	40.4%	74	Women	44.0%	41	Women	44.0%	103
<b>2018</b>			<b>2011</b>			<b>2005</b>		
White	68.5%	111	White	86.0%	77	White	70.0%	165
African-American	23.5%	38	African-American	10.0%	9	African-American	17.0%	41
Latino	3.1%	5	Latino	4.0%	4	Latino	8.0%	19
Asian	3.1%	5	Asian	0.0%	0	Asian	4.0%	10
Other	1.9%	3	Other	0.0%	0	Other	0.0%	1
Women	58.0%	94	Women	40.0%	36	Women	50.0%	118
<b>2017</b>			<b>2010</b>			<b>2004</b>		
White	73.3%	400	White	80.0%	28	White	69.0%	268
African-American	15.0%	82	African-American	17.0%	6	African-American	22.0%	86
Latino	7.0%	38	Latino	0.0%	0	Latino	5.0%	18
Asian	4.4%	24	Asian	0.0%	0	Asian	3.0%	14
Other	0.4%	2	Other	3.0%	1	Other	<1%	3
Women	41.2%	225	Women	54.0%	19	Women	44.0%	170
<b>2016</b>			<b>Table 10</b>  <i>*In 2018, this category was reclassified to "Professional Staff." All previous data was classified as Professional Administration.</i>					
White	66.2%	325						
African-American	20.2%	99						
Latino	9.8%	48						
Asian	3.5%	17						
Other	0.4%	2						
Women	44.4%	218						

Head Athletic Trainers								
	%	#		%	#		%	#
<b>2022</b>			<b>2014</b>			<b>2006</b>		
White	41.7%	5	White	76.9%	10	White	68.0%	15
African-American	50.0%	6	African-American	15.4%	2	African-American	18.0%	4
Hispanic/Latino	8.3%	1	Latino	0.0%	0	Latino	9.0%	2
Asian	0.0%	0	Asian	7.7%	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	53.8%	7	Women	59.0%	13
Two or More Races	0.0%	0						
Other (POC)	0.0%	0						
Unknown	0.0%	0						
Women	83.3%	10						
<b>2021</b>			<b>2013</b>			<b>2005</b>		
White	50.0%	5	White	70.0%	7	White	70.0%	16
African-American	40.0%	4	African-American	20.0%	2	African-American	22.0%	5
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	0.0%	0
American Indian or Alaska	0.0%	0	Women	40.0%	4	Women	70.0%	16
Two or More Races	10.0%	1						
Unknown	0.0%	0						
Women	90.0%	9						
<b>2020</b>			<b>2012</b>			<b>2004</b>		
White	50.0%	6	White	75.0%	12	White	77.0%	10
African-American	41.7%	5	African-American	19.0%	3	African-American	15.0%	2
Hispanic/Latino	8.3%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	8.0%	1
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	92.0%	12
Two or More Races	0.0%	0						
Unknown	0.0%	0						
Women	83.3%	10						
<b>2019</b>			<b>2011</b>			<b>2002</b>		
White	44.4%	4	White	67.0%	8	White	86.0%	12
African-American	22.2%	2	African-American	33.0%	4	African-American	7.0%	1
Latino	22.2%	2	Latino	0.0%	0	Latino	0.0%	0
Asian	11.1%	1	Asian	0.0%	0	Asian	7.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	77.8%	7	Women	50.0%	6	Women	88.0%	14
<b>2018</b>			<b>2010</b>			<b>2000</b>		
White	70.0%	7	White	65.0%	11	White	88.0%	1
African-American	10.0%	1	African-American	29.0%	5	African-American	6.0%	1
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	10.0%	1	Asian	0.0%	0	Asian	0.0%	0
Other	10.0%	1	Other	6.0%	1	Other	6.0%	1
Women	80.0%	8	Women	53.0%	9	Women	88.0%	10
<b>2017</b>			<b>2009</b>			<b>1999</b>		
White	75.0%	9	White	65.0%	13	White	92.0%	11
African-American	17.0%	2	African-American	25.0%	5	African-American	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	1.0%	0
Asian	8.0%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	10.0%	2	Other	1.0%	0
Women	58.0%	7	Women	22.0%	4	Women	83.0%	11
<b>2016</b>			<b>2008</b>			<b>1998</b>		
White	66.7%	8	White	67.0%	14	White	100.0%	10
African-American	25.0%	3	African-American	29.0%	6	African-American	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	8.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	0.0%	0
Women	50.0%	6	Women	52.0%	11	Women	100.0%	10
<b>2015</b>			<b>2007</b>			<b>Table 11</b>		
White	76.9%	10	White	65.0%	13			
African-American	23.1%	3	African-American	20.0%	4			
Latino	0.0%	0	Latino	10.0%	2			
Asian	0.0%	0	Asian	0.0%	0			
Other	0.0%	0	Other	5.0%	1			
Women	61.5%	8	Women	45.0%	9			