



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2018 Racial and Gender Report Card:

Women's National Basketball Association

by Dr. Richard Lapchick

with Brett Estrella and Zachary Gerhart

Published October 25, 2018

Table of Contents



(Click each section header to jump to that section in the report)

Executive Summary.....	1
Report Highlights.....	5
Overall Grades.....	7
Grades By Category.....	8
Players.....	8
WNBA League Office.....	8
WNBA Team Operations and Management.....	9
Owners.....	9
Head Coaches.....	10
Assistant Coaches.....	11
Team Top Management.....	11
Chief Executive Officers/Presidents.....	11
General Managers.....	12
Team Vice Presidents and Above.....	13
Managers to Senior Directors.....	14
Team Professional Staff.....	15
Head Athletic Trainers.....	15
NBA Diversity Initiatives.....	15
How Grades Were Calculated, Methodology, About the Report Card....	16
The Institute for Diversity and Ethics in Sport.....	17
DeVos Sport Business Management Program.....	17
Appendix I - Data Tables.....	18
Appendix II - NBA Diversity and Inclusion Initiatives.....	29

THE 2018 RACIAL AND GENDER REPORT CARD: WOMEN'S NATIONAL BASKETBALL ASSOCIATION



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Executive Summary

Orlando, FL - October 25, 2018

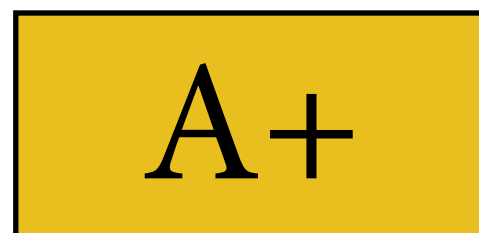
The WNBA set a new record for its combined score for racial and gender hiring practices with 97.6 points. Since the WNBA's inaugural season, it has held the top position in the Racial and Gender Report Cards (RGRCs). In 2018, the score of 97.6 points resulted in combined grade of an A+ for race and gender. The WNBA earned an A+ for race and an A+ for gender in the 2018 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 represents the power of an inclusive workforce.

This was the 14th consecutive year that the WNBA has received at least As for its overall race, gender and combined grades. The WNBA had 95.1 points for racial hiring practices and an unprecedented score of 99.9 points for gender hiring practices in 2018.

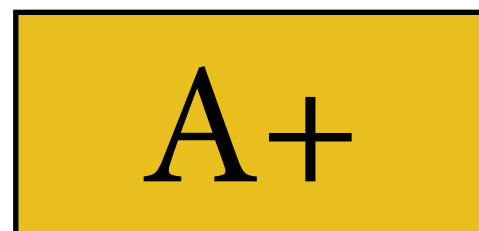
The WNBA received an A+ for gender in seven categories including head coaches, assistant coaches, general managers, vice presidents and above, managers to senior directors, professional staff, and the WNBA League Office. The WNBA received at least an A- for race in all categories except for team vice presidents and above.

Richard Lapchick, the director of TIDES and primary author of the report, said, "The WNBA leads the way for racial and gender diversity. The NBA was the only men's league that was comparable with an A+ for racial hiring practices and a B for gender hiring practices in the 2018 NBA RGRC. More specifically, the WNBA experienced increases in a large majority of the categories, with

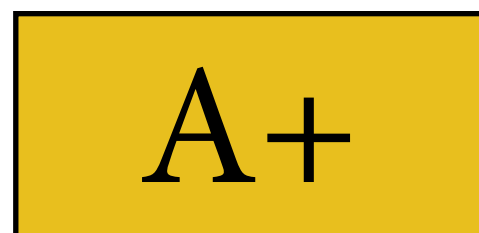
Overall Grade



Racial Hiring



Gender Hiring



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the most notable increases occurring in the gender hiring of vice presidents and above, managers to senior administrators, and professional staff. The WNBA again received the highest number of A's as well as the lowest number of grades below an A in all categories compared to men's professional leagues.

However, in spite of the continued success with long-term high grades, there were some notable declines, including a significant decrease in the percentage of people of color as head coaches by 16.7 percentage points. Having only three head coaches of color tied the lowest number since 2006. The WNBA also experienced a decline in the percentage of people of color as assistant coaches and women in the WNBA League Office by 3.8 and 4.0 percentage points, respectively."

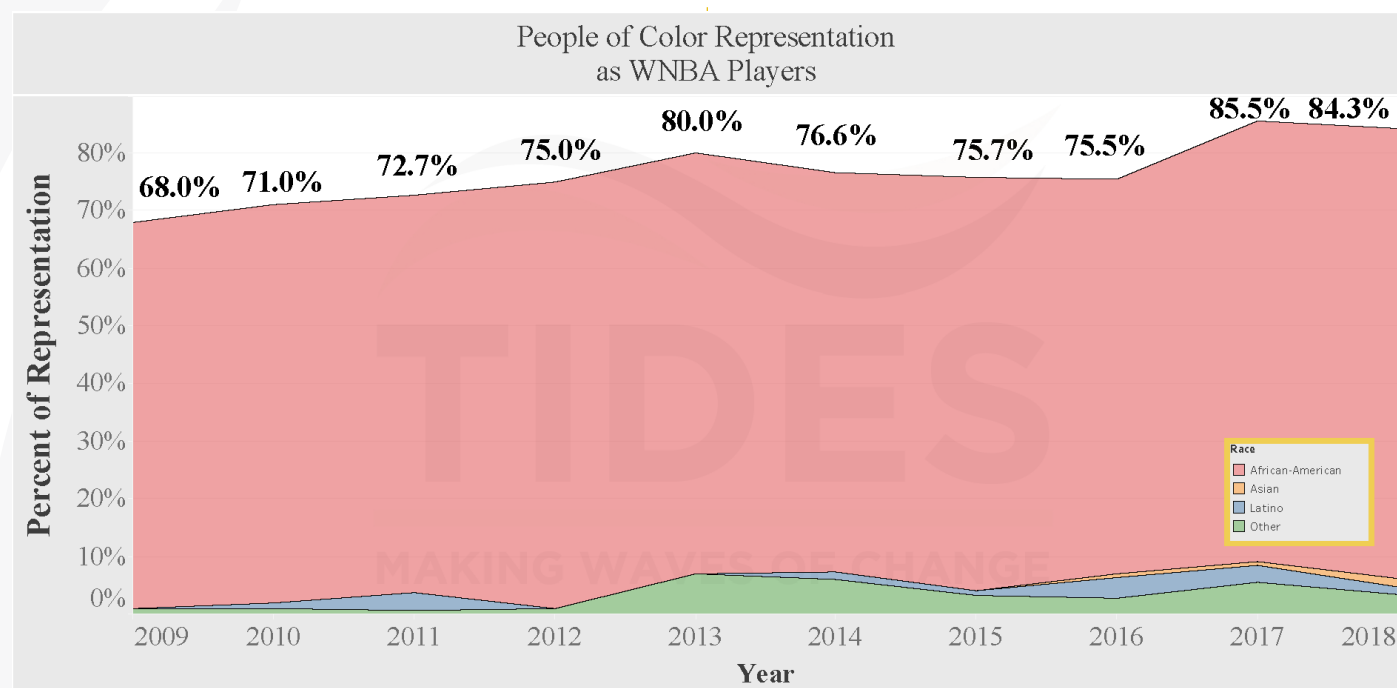
Annually, the Report Card asks, "Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a basket and run the team?" The answer for the WNBA was a resounding "yes" and continues to be the best record in professional sports.

The WNBA, closely followed by the NBA, is the most diverse league in professional sports with 52.0 percent of all team professional positions being held by women and 27.7 percent of all team professional positions being held

"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."

by people of color. There are 36 women and 12 people of color serving as vice presidents and above positions in WNBA team front offices. Assistant coaches accounted for the highest percentage of any major category in the Report Card of women at 59.4 percent and people of color at 50.0 percent, a decrease of 2.1 percentage points and 3.8 percentage points from 2017, respectively.

There were four positions that were reclassified for the 2018 Report Card. In previous editions of the Report Card,



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

Using data from the 2018 season provided by the WNBA, the Institute conducted an analysis of the racial breakdown of the players. In addition, the Report includes 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. The WNBA Racial and Gender Report Card is the fourth report issued in 2018 after the releases of the reports on Major League Baseball, the National Basketball Association, and Division I FBS Leadership. Listing of professional owners, general managers and head coaches were updated as of May 18, 2018, the beginning of the 2018 season. Other entries and listings were updated as of September 12, 2018. Grades were calculated according to the reporting periods noted herein.

It should be made clear that TIDES changed the grading scale for the first time in the nearly 20 years of

WNBA RGRC At a Glance

Grade for Race for Players

A+  **84.2%**
Players of Color

Racial Hiring Grade for WNBA League Office

A+  **55.0%**
People of Color

Gender Hiring Grade for NBA League Office

A+  **50.0%**
Women

Racial Hiring Grade for GMs

A-  **25.0%**
People of Color

Gender Hiring Grade for GMs

A+  **50.0%**
Women

the Report Card last year in 2017 because of America's changing demographics. Please note the changes in the section at the end of the report for "How Grades Are Calculated." The increase was actually only a partial increase from our previous standards to current census data and in the coming years we will increase the requirements to fully reflect census data.



WNBA RGRC At a Glance

Racial Hiring Grade for Head Coaches

A-  **25.0%**
People of Color

Gender Hiring Grade for Head Coaches

A+ | **50.0%**
Women

Racial Hiring Grade for Team VPs and Above

B-  **16.2%**
People of Color

Gender Hiring Grade for Team VPs and Above

A  **48.6%**
Women

Gender Hiring Grade for Team Managers to Sr. Directors

A+  **52.5%**
Women

WNBA Grade for Diversity Initiatives

A+

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Report Highlights

- Fourteen women and eleven people of color held ownership positions on WNBA franchises in 2018. This represented an increase of three people in the number of women and an increase of two persons of color from 2017. Most owners were limited partners. The San Antonio Stars relocated to Las Vegas, NV and the Liberty moved to Westchester, NY which led to some of the changes in ownership.
- The percentage of women holding professional level staff positions in the WNBA League Office decreased for the third consecutive year from 54 percent in 2017 to 50 percent in 2018 while the percentage of people of color increased from 51.2 percent in 2017 to 55.0 percent.
- WNBA players of color decreased by 1.2 percentage points in 2018. African-American or Black players increased from 76.4 percent in 2017 to 78.1 percent in 2018, white players increased from 14.6 percent to 15.8 percent and Asian players increased from 0.7 percent in 2017 to 1.4 percent in 2018. In 2018, there were two Latina players (1.4 percent), which was a decrease of two Latina players recorded in 2017. There were five players (3.4 percent) classified as "Other" in 2018.
- Former WNBA players Rushia Brown (Charlotte Sting) and Asjha Jones (Connecticut Sun) acquired a front office position at the Las Vegas Aces as the Player Programs & Franchise Development Manager and Washington Mystics as the Player Development Assistant respectively.
- For the 2018 season, there were three African-American head coaches (25.0 percent), a two person decrease from the 2017 season. Having only three head coaches of color tied the lowest number since 2006. There were six women as head coaches in the 2018 season, which remained the same as the 2017 season. Seven was the highest number of women as head coaches. The last time the WNBA had seven women as head coaches was 2010.

Players of Color

85.4%  **84.2%**
2017 2018

Head Coaches of Color

41.7%  **25.0%**
2017 2018

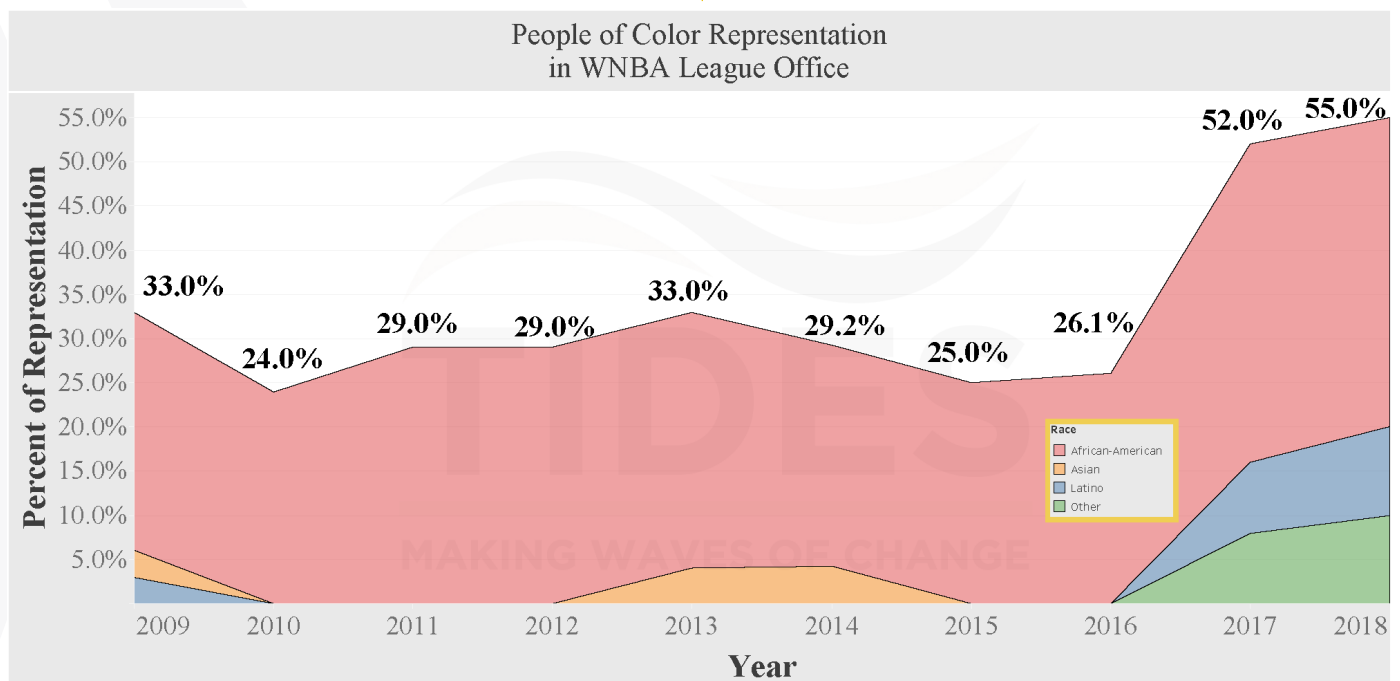
Managers to Senior Directors of Color

23.8%  **26.2%**
2017 2018

Female Team VPs and Above

29.5%  **48.6%**
2017 2018

- The percentage of people of color holding assistant coaching positions decreased by 3.8 percentage points from 53.8 percent in 2017 to 50.0 percent in 2018. This is the highest percentage of people of color holding professional positions in the WNBA for the 2018 season. The percentage of women holding assistant coaching positions decreased from 61.5 percent in 2017 to 59.4 percent in 2018.



- There were six women who were CEO/Presidents, an increase of one from 2017. This tied the highest number which was achieved in 2010. There were four people of color who held these positions in 2018, which was an increase from three in 2017. This also tied the all-time high achieved in 2015.
- In the 2018 season, there were six women and three African-American general managers, the same as last year. The record high for women as GMs was ten in 2004.
- In the 2018 season, the percentage of people of color who held team vice president or above positions made a large increase of 4.1 percentage points, going from 12.1 percent in 2017 to 16.2 percent in 2018. The percentage of women holding team vice presidents and above positions made a large increase of 19.1 percentage points from 29.5 percent to 48.6 percent.



Overall Grades

The WNBA received a combined grade of an **A+** for race and gender after earning an **A+** for race and an **A+** for gender in the 2018 WNBA Racial and Gender Report Card. The 97.6 points accumulated for the combined grade was 3.9 percentage points above the 2017 WNBA RGRC results. In 2017 the WNBA accrued 93.7 percentage points for a combined grade of **A** for race and gender.

The WNBA received an **A+** for gender and race in the categories of the WNBA League Office, assistant coaches, professional staff. An **A+** was also given for gender for head coaches, general managers, vice presidents and above, and manager to senior director positions.

An **A-** was given for race for head coaches, general managers, and manager to senior director positions. The only grade below an **A-** in the report was a **B-** given for race for vice presidents and above.

As it has had before, the WNBA once again had the highest number of **A+** and the lowest number of grades below an **A-** in all categories compared to the other professional leagues.

Racial Hiring:

95.1	95.1
-2017-	-2018-

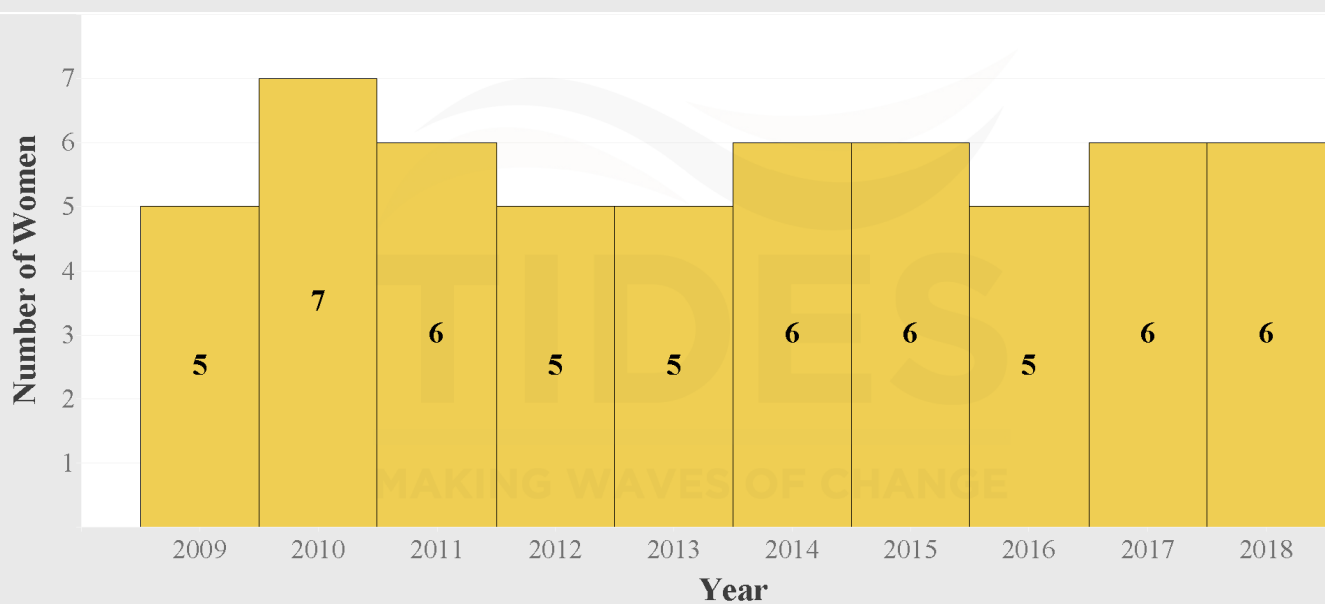
Gender Hiring:

92.4	↑	99.9
-2017-		-2018-

Overall Score:

93.7	↑	97.6
-2017-		-2018-

Women Representation as
WNBA Head Coaches



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Grades By Category

*WNBA Players**

In the 2018 WNBA season, 15.8 percent of the players were white, which was a 1.2 percent increase from the 2017 season. There were 78.1 percent African-American or Black players (an increase of 1.7 percent) and players classified as “other” represented 3.4 percent which was a decrease of 2.2 percent from 2017. In 2018, there were two Latina players (1.4 percent), which was a decrease of two Latina players recorded in 2017. There were two Asian-American players recorded (1.4 percent) in 2018, an increase of one from the 2017 season; 13.7 percent of the League’s players were international at the start of the 2018 season, a 0.3 percent decrease from the 2017 season.

Grade for Race for Players

A+  **84.2%**
Players of Color

See Table 1.

**Starting with the 2013 WNBA RGRC, reporting on international player data was no longer calculated in the overall player percentages. An international player will be classified as both international and under her recognized race.*

WNBA League Office

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

development, event management, team operations, internet/technology services and general services are performed on a “shared” basis by personnel who perform the same functions for the NBA.

Lisa Borders was named president of the WNBA in February 2016, replacing Laurel J. Richie, who led the league since 2011. Richie was the first woman of color to be named head of a professional sports league. Borders is the second consecutive African-American woman to lead the WNBA. In early October, Borders announced she was leaving to become the President and CEO of Time’s Up. NBA Deputy Commissioner Mark Tatum is overseeing the WNBA on an interim basis until a successor is appointed.

The percentage of people of color holding professional level staff positions in the WNBA League Office increased by 3.8 percentage points to 55.0 percent in 2018 (up from 51.2 percent). The percentage of women decreased for the third consecutive year by 4.0 percentage points to 50.0 percent (down from 54.0 percent). African-Americans occupied 35 percent of the positions in 2018 while whites held 45 percent. For the fourth consecutive season there were no Asians holding a professional level staff position in the WNBA League Office. There were four (10.0 percent) Latinos holding professional level staff positions in the WNBA League Office. Four people were listed as “other” in the 2018 WNBA RGRC, in 2017 there were three (8 percent) people.

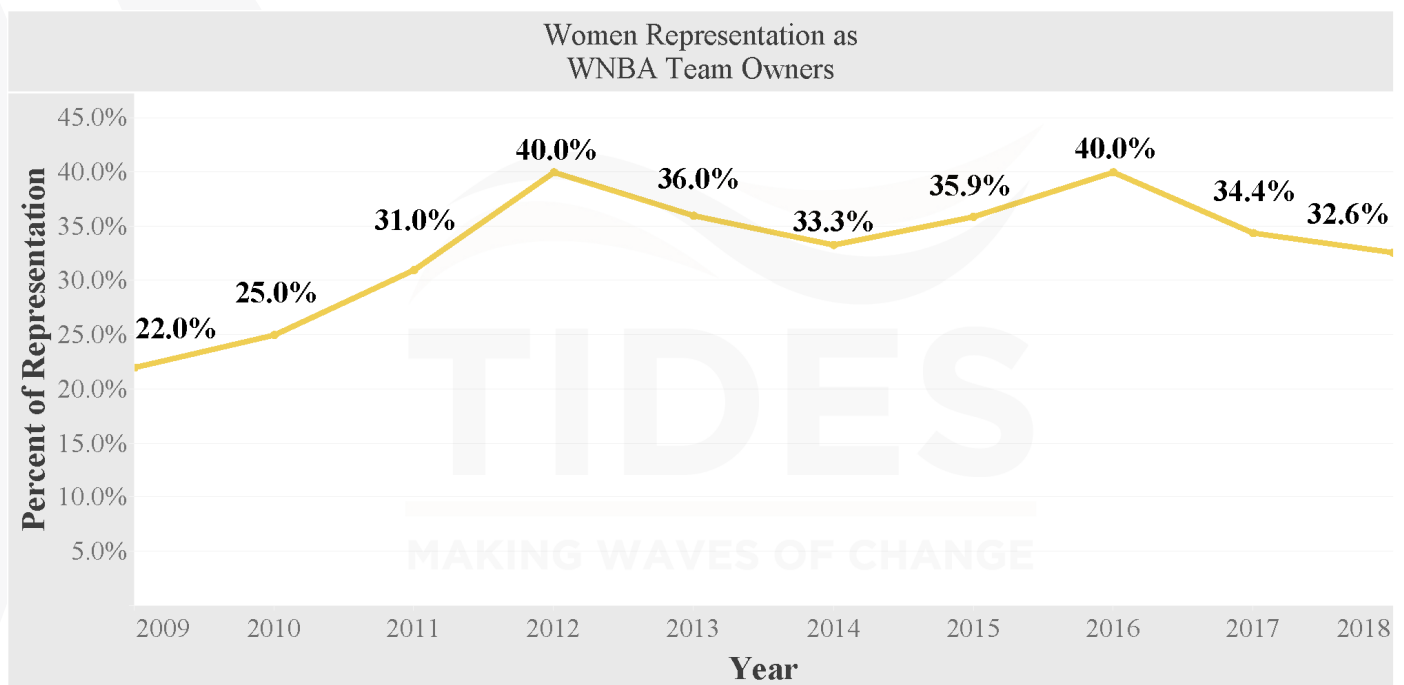
Racial Hiring Grade for WNBA League Office

A+  **55.0%**
People of Color

Gender Hiring Grade for WNBA League Office

A+  **50.0%**
Women

See Table 2



WNBA Team Operations and Management

In 2018, the Atlanta Dream, Chicago Sky, Connecticut Sun, Dallas Wings, Las Vegas Aces, Los Angeles Sparks, and Seattle Storm were 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.

Owners

The “owners” category included majority owners, vice chairmen and minority owners listed by the team. There were 11 people of color in ownership during the 2018 season. This was an increase of two from 2017:

- Earvin “Magic” Johnson, Los Angeles Sparks
- Jahm Najafi, Phoenix Mercury

- Al Black, Dallas Wings
- Sam Combs, Dallas Wings
- Rita Combs, Dallas Wings
- Sheila C. Johnson, Washington Mystics
- Raul Fernandez, Washington Mystics
- Jeong Kim, Washington Mystics
- Earl Stafford, Washington Mystics
- John Rogers, Chicago Sky
- The Mohegan Tribe, Connecticut Sun
-

Fourteen women held ownership during the 2018 season, up from 11 in 2017.:

- Mary Brock, Atlanta Dream
- Kelly Loeffler, Atlanta Dream
- Margaret Stender, Chicago Sky
- The Mohegan Tribe, Connecticut Sun
- Rita Combs, Dallas Wings
- Paula Marshall, Dallas Wings
- Diane Durant, Dallas Wings
- Julie Turner, Dallas Wings
- Lisa Brummel, Seattle Storm
- Ginny Gilder, Seattle Storm
- Dawn Trudeau, Seattle Storm
- Sheila C. Johnson, Washington Mystics

- Laurene Powell Jobs, Washington Mystics
- Michelle Freeman, Washington Mystics

See Table 3.

Head Coaches

During the 2018 season, there were three African-American head coaches, which was a two person decrease from the 2017 season. Having only three head coaches of color tied the lowest number since 2006. The three African-American head coaches at the beginning of the 2018 season were:

- Pokey Chatman, Indiana Fever
- Amber Stocks, Chicago Sky
- Fred Williams, Dallas Wings

The African-Americans who held these positions in the 2017 season were:

- Michael Cooper, Atlanta Dream
- Dana “Pokey” Chatman, Indiana Fever
- Vickie Johnson, San Antonio Stars
- Amber Stocks, Chicago Sky
- Fred Williams, Dallas Wings

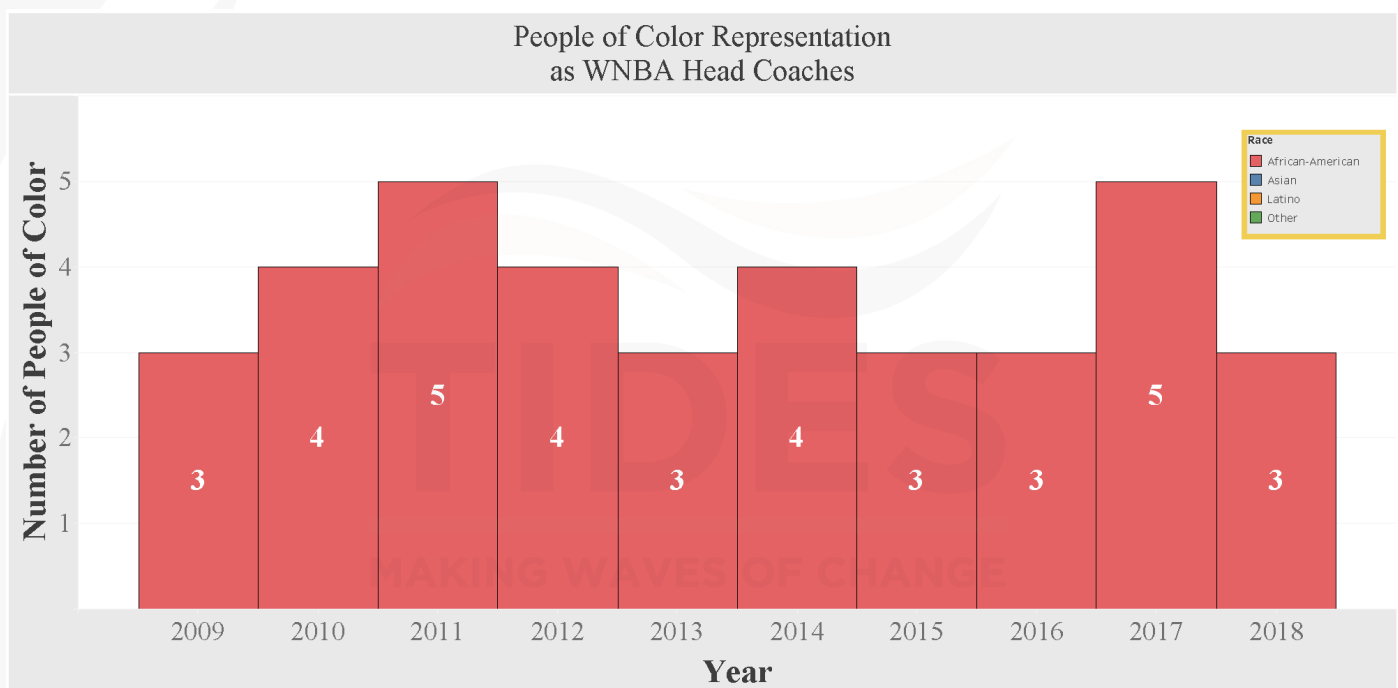
The League had six women who were head coaches in the 2018 season, the same as the 2017 season. The six female head coaches in 2018 were:

- Dana “Pokey” Chatman, Head Coach and General Manager, Indiana Fever
- Cheryl Reeve, Head Coach and General Manager, Minnesota Lynx
- Sandy Brondello, Phoenix Mercury
- Amber Stocks, Head Coach and General Manager, Chicago Sky
- Nicki Collen, Atlanta Dream
- Katie Smith, New York Liberty

Pokey Chatman, Cheryl Reeve, Sandy Brondello, Jenny Boucek, Amber Stocks, and Vickie Johnson were head coaches for the 2017 season. Seven was the highest number of women as head coaches. The last time the WNBA had seven women as head coaches was 2010.

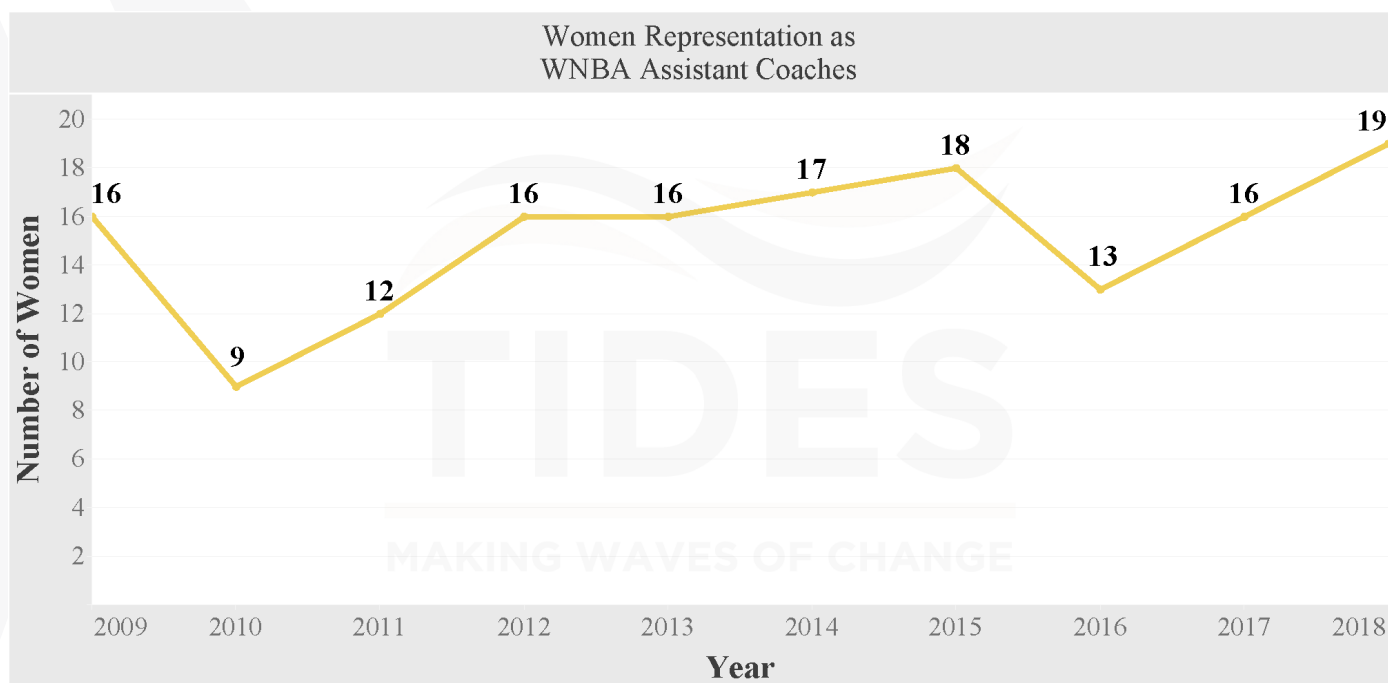
Racial Hiring Grade for Head Coaches

A-  **25.0%**
People of Color



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Gender Hiring Grade for Head Coaches

A+ | **50.0%**
Women

See Table 4.

Assistant Coaches

The percentage of people of color who held assistant coaching positions decreased from what was a record-breaking 53.8 percent in 2017 to 50.0 percent in 2018. The percentage of women who held assistant coaching positions also decreased from 61.5 percent in 2017 to 59.4 percent in 2018. The 68 percent recorded in 2014 was the highest percentage of assistant coaching positions held by women in the history of the WNBA.

In 2018, there was a decrease of 3.8 percentage points in African-American assistant coaches from 53.8 percent to 50.0 percent. There have been no Latino or Asian assistant coaches since 2000. The percentage of white assistant coaches increased from 46.2 percent in 2017 to 50.0 percent in 2018.

Racial Hiring Grade for Assistant Coaches

A+ ↓ **50.0%**
People of Color

Gender Hiring Grade for Assistant Coaches

A+ ↓ **59.4%**
Women

See Table 5.

Team Top Management

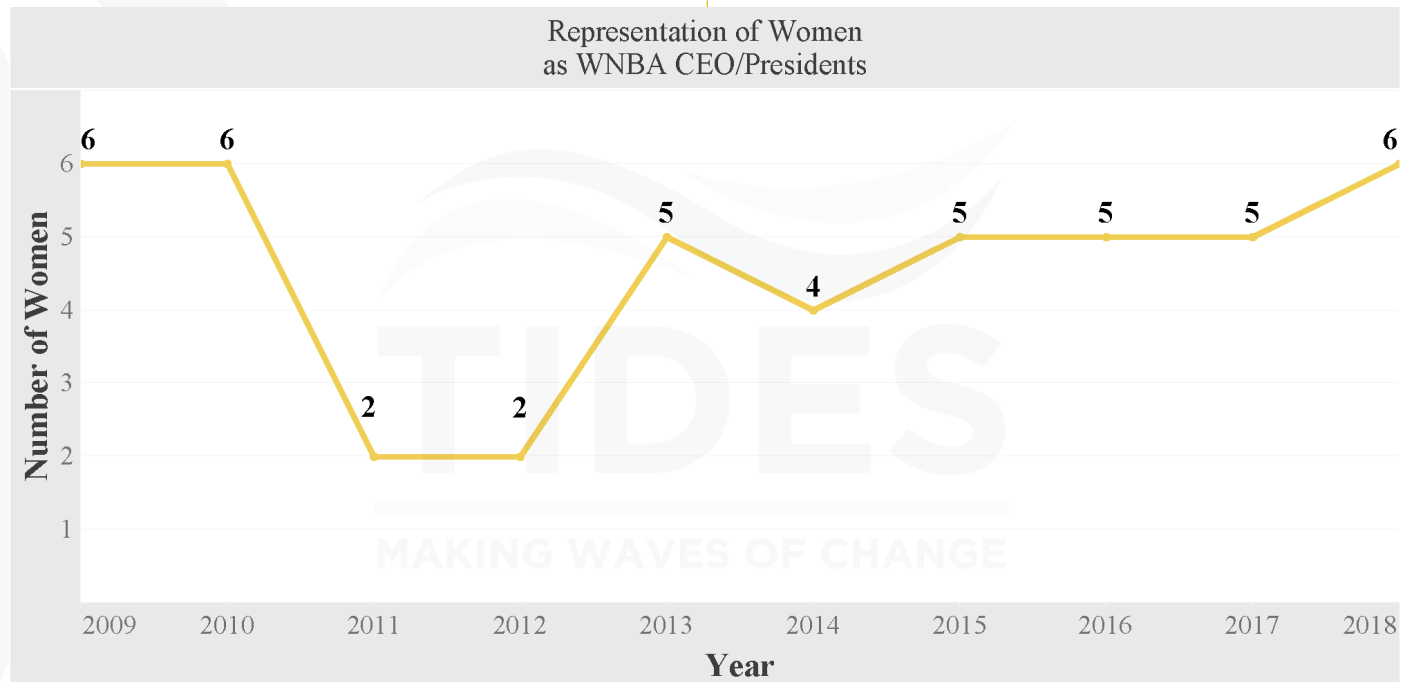
CEOs/Presidents

There were six women in CEO/President positions in 2018, which was an increase of one from 2017. This tied the highest number which was achieved in 2010. The women holding these positions at the start of the 2018 season were:

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- Kelly Krauskopf, President, Indiana Fever
- Christine N. Simmons, President and COO, Los Angeles Sparks
- Alisha Valavanis, President and General Manager, Seattle Storm
- Sheila C. Johnson, Vice Chairman, President and Managing Director, Washington Mystics
- Theresa Wenzel, President, Atlanta Dream
- Daakeia Clarke, COO, New York Liberty

The women holding these positions in the 2017 season were:

- Kelly Krauskopf, President and General Manager, Indiana Fever
- Christine N. Simmons, President and COO, Los Angeles Sparks
- Alisha Valavanis, President and General Manager, Seattle Storm
- Sheila C. Johnson, Vice Chairman, President and Managing Director, Washington Mystics
- Theresa Wenzel, President, Atlanta Dream

People of color in CEO/President positions increased to four in 2018. This also tied the all-time high achieved in 2015. They were:

- Christine N. Simmons, President and COO, Los Angeles Sparks
- Isiah Thomas, President, New York Liberty

- Sheila C. Johnson, Vice Chairman, President and Managing Partner, Washington Mystics
- Daakeia Clarke, COO, New York Liberty

The people of color holding these positions in the 2017 season were:

- Christine Simmons, President and COO, Los Angeles Sparks
- Isiah Thomas, President, New York Liberty
- Sheila C. Johnson, Vice Chairman, President and Managing Partner, Washington Mystics

See Table 6.

General Manager

The number of general managers who were African-American remained the same with three at the start of the 2018 season. The record high was five in 2012. There have been no Asian or Latino general managers in more than a decade. The African-Americans who were general managers in 2018 were:

- Dana “Pokey” Chatman, Head Coach and General Manager, Indiana Fever
- Amber Stocks, General Manager and Head Coach, Chicago Sky
- Penny Toler, Executive Vice President/General

Manager, Los Angeles Sparks

The people of color who held General Manager positions in the 2017 season were:

- Amber Stocks, Head Coach and General Manager, Chicago Sky
- Ashley Miller, Vice President of Basketball Operations, Dallas Wings
- Penny Toler, Executive Vice President/General Manager, Los Angeles Sparks

The number of women who were general managers in 2018 was six, the same as 2017. The record high was ten in 2004. In addition to the women mentioned above, Cheryl Reeve was the Head Coach and General Manager of the Minnesota Lynx, Alisha Valavanis was the President and General Manager for the Seattle Storm, and Ashley Miller was the Vice President of Basketball Operations for the Dallas Wings but served in the role of general manager.

The women who held General Manager positions in the 2017 season were:

- Amber Stocks, Head Coach and General Manager, Chicago Sky
- Ashley Miller, Vice President of Basketball Operations, Dallas Wings
- Penny Toler, Executive Vice President/General Manager, Los Angeles Sparks
- Kelly Krauskopf, President and General Manager, Indiana Fever
- Ruth Riley, General Manager, San Antonio Stars
- Alisha Valavanis, President and General Manager, Seattle Storm

Racial Hiring Grade for General Managers

A-  **25.0%**
People of Color

Gender Hiring Grade for General Managers

A+  **50.0%**
Women

See Table 7.

Team Vice Presidents and Above

There were 36 women (48.6 percent) holding team vice president and above positions in 2018, which was an increase of 19.1 percentage points from 2017. The female vice presidents were:

- Cheryl LaFoy, Vice President, Business and Event Operations, Atlanta Dream
- Stephanie Hedrick, Chief Financial Officer, Chicago Sky
- Watchen Nyanue, Vice President, Marketing Partnerships, Chicago Sky
- Amber Cox, Vice President, Connecticut Sun
- Leah Babbitt, Vice President Human Resources, Dallas Wings
- Linda Webber, Vice President of Finance and Controller, Dallas Wings
- Paulina Chapman Trevino, Vice President Marketing, Dallas Wings
- Julie Graue, Chief Operating Officer, Indiana Fever
- Mel Raines, Senior Vice President, Facilities, Indiana Fever
- Donna Wilkinson, Senior Vice President, Human Resources, Indiana Fever
- Lori Miser, Vice President, Engineering and Construction, Indiana Fever
- Christine Monjer, Assistant General Manager, Business Operations, Las Vegas Aces
- Laura Ramus, Assistant General Manager and Strength Coach, Las Vegas Aces
- Natalie White, Senior Vice President, Los Angeles Sparks
- Sianneh Mulbah, Chief People Officer, Minnesota Lynx
- Charley Knox, Vice President of Business Operations, Minnesota Lynx
- Laura Meyer, Vice President of Business Intelligence, Minnesota Lynx
- Lindsay Milne, Vice President of Marketing, Minnesota Lynx
- Jennifer Ridgway, Vice President of Social Responsibility, Minnesota Lynx
- Clare Duwelius, Assistant General Manager, Minnesota Lynx
- Dr. Lisa Callahan, Chief Medical Officer and SVP of Player Care, New York Liberty

- Donna Coleman, Chief Financial Officer, New York Liberty
- Jeanine McGroy, Senior Vice President, Finance, New York Liberty
- Rebecca Taylor, Vice President, Photo Services, New York Liberty
- Maria Baier, Senior Vice President of Public Affairs, Phoenix Mercury
- Carlissa Henry, Senior Vice President of Marketing Partnerships, Phoenix Mercury
- Melissa Goldenberg, Senior Vice President and General Counsel, Phoenix Mercury
- Karen Rausch, Senior Vice President, People Experience, Phoenix Mercury
- Brooke Campbell, Vice President Marketing and Brand Strategy, Phoenix Mercury
- Ann Meyers-Drysdale, Vice President, Suns and Mercury, Phoenix Mercury
- Tricia McLean, Senior Vice President, Human Resources and Finance, Seattle Storm
- Sashia Jones, Vice President, Human Resources and Finance, Seattle Storm
- Abigail Blomstrom, Vice President, Assistant General Counsel, Washington Mystics
- Rebecca Winn, Vice President Marketing, Washington Mystics
- Kelly Skoloda, Senior Vice President People and Culture, Washington Mystics
- Maria Giovannetti, Assistant General Manager, Washington Mystics

There were 12 team vice presidents and above of color in the 2018 season, which was a two person decrease from the 14 recorded in the 2017 season. The 12 people of color were:


- Watchen Nyanue, Vice President, Marketing Partnerships, Chicago Sky
- Anthony Whaley, Vice President, Ticket Sales, Chicago Sky
- Paulina Chapman Trevino, Vice President, Marketing, Dallas Wings
- Charles Johnson, Senior Vice President, Corporate Partnerships, Dallas Wings
- Quinn Buckner, Vice President, Communications, Indiana Fever
- Natalie White, Senior Vice President, Los Angeles Sparks

- Sianneh Mulbah, Chief People Officer, Minnesota Lynx
- John Thomas, Vice President of Community Basketball, Minnesota Lynx
- Jamaal Lesane, Senior Vice President, Legal and Business Affairs Sports Operations, New York Liberty
- Marc Jackson, Vice President, Ticket Sales, New York Liberty
- Carlissa Henry, Senior Vice President of Marketing Partnerships, Phoenix Mercury
- Sashia Jones, Vice President Community Relations, Washington Mystics

Racial Hiring Grade for Team VPs and Above

B-  **16.2%**
People of Color

Gender Hiring Grade for Team VPs and Above

A+  **48.6%**
Women

See Table 8.

Managers to Senior Directors

This new category includes positions from manager to the assistant vice president level.

Blacks or African Americans experienced a decrease in the percentage of people holding these positions from 20.0 percent in 2017 to 17.5 percent in 2018. The percentage of whites in these positions decreased from 2017 to 2018 from 76.2 to 73.8 percent. Latinos increased from 2.3 percent to 4.4 percent, Asians from 0.8 percent to 2.7 percent and those classified as “other” increased from 0.8 percent to 1.6 percent.

The percentage of women who were managers to senior directors in the WNBA increased from 27.7 percent in 2017 to 52.5 percent in 2018.

Racial Hiring Grade for Team Mgrs. to Sr. Dir.

A+  **31.5%**
People of Color

Gender Hiring Grade for Team Mgrs. to Sr. Dir.

A+  **58.0%**
Women

See Table 9.

Professional Team Staff

This new classification includes anyone more junior than a manager but does not include administrative assistants at teams across the WNBA.

In professional team staff positions in the 2018 season, the percentage of whites decreased by 4.8 percentage points from 73.3 percent in 2017 to 68.5 percent.

The percentage of African-Americans increased significantly by 8.5 percentage points to 23.5 percent. The percentage of Latinos and Asians decreased from 7.0 percent to 3.1 percent and 4.4 percent to 3.1 percent in 2018, respectively. The percentage of those classified as “other” increased between 2017 and 2018 to 1.9 percent.

The percentage of women holding professional team staff positions made a huge increase from 41.2 percent in 2017 to 58.0 percent in 2018.

Racial Hiring Grade for Team Mgrs. to Sr. Dir.

A-  **26.2%**
People of Color

Gender Hiring Grade for Team Mgrs. to Sr. Dir.

A+  **52.5%**
Women

See Table 10.

Head Trainers

The percentage of white head trainers decreased from 75.0 percent in 2017 to 70.0 percent in 2018. African-American representation as head trainers also decreased from 17 percent to 10 percent, the category’s second consecutive substantial decrease. The percentage of Asian head trainers and those classified as “other” increased by 2.0 percentage points and 10.0 percentage points, respectfully. The percentage of women increased from 58 percent in 2017 all the way to 80 percent in 2018.

See Table 11.

WNBA Diversity Initiatives

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

WNBA Grade for Diversity Initiatives

A+


TIDES


UCF DeVos
Sport Business
MBA/MSBM

Richard E. Lapchick, Director

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How Grades Were Calculated

As in previous reports, the 2018 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an A was achieved if 24 percent of the positions were held by people of color, B if 12 percent of the positions were held by people of color, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

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

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

Methodology

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

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

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

The report covers the 2018 season for the Women's National Basketball Association. Listing of professional owners, general managers and head coaches were updated as of the start of the 2018 season on May 18, 2018. Grades were calculated according to the reporting periods noted herein.

About the Racial and Gender Report Card

This is the 26th issue of the *Racial and Gender Report Card (RGRC)*, which 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.

This marks the twelfth time the Report Card is being issued sport-by-sport; the 2018 report for MLB, NBA and Division I FBS Leadership have already been

released. The complete Racial and Gender Report Card, including all the leagues, will be issued after the release of subsequent individual reports on the MLS, NFL, 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, Brett Estrella and Zachary Gerhart contributed greatly to the WNBA Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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



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APPENDIX I

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

x=Data not recorded

Table 1

League Office: Professional Employees								
	%	#		%	#		%	#
2018			2012			2006		
White	45.0%	18	White	71.0%	15	White	66.0%	29
African-American	35.0%	14	African-American	29.0%	6	African-American	20.5%	9
Latino	10.0%	4	Latino	0.0%	0	Latino	2.2%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	11.3%	5
Other	10.0%	4	Other	0.0%	0	Other	0.0%	0
Women	50.0%	20	Women	71.0%	15	Women	75.0%	33
Total	x	40	Total	x	21	Total	x	44
2017			2011			2005		
White	49.0%	19	White	71.0%	15	White	65.0%	15
African-American	36.0%	14	African-American	29.0%	6	African-American	26.0%	6
Latino	8.0%	3	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	9.0%	2
Other	8.0%	3	Other	0.0%	0	Other	0.0%	0
Women	54.0%	21	Women	76.0%	16	Women	70.0%	16
Total	x	39	Total	x	21	Total	x	23
2016			2010			2004		
White	73.9%	17	White	76.0%	22	White	60.0%	6
African-American	26.1%	6	African-American	24.0%	7	African-American	40.0%	4
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	69.6%	16	Women	69.0%	20	Women	90.0%	9
Total	x	23	Total	x	29	Total	x	10
2015			2009			2003		
White	75.0%	18	White	67.0%	22	Data Not Recorded		
African-American	25.0%	6	African-American	27.0%	9	2002		
Latino	0.0%	0	Latino	3.0%	1	White	55.0%	12
Asian	0.0%	0	Asian	3.0%	1	African-American	36.0%	8
Other	0.0%	0	Other	0.0%	0	Latino	9.0%	2
Women	75.0%	18	Women	100.0%	33	Asian	0.0%	0
Total	x	24	Total	x	33	Other	0.0%	0
2014			2008			Women	95.0%	21
White	70.8%	17	White	67.0%	22	Total	x	22
African-American	25.0%	6	African-American	27.0%	9	2001		
Latino	0.0%	0	Latino	3.0%	1	Data Not Recorded		
Asian	4.2%	1	Asian	3.0%	1	2000		
Other	0.0%	0	Other	0.0%	0	White	55.0%	11
Women	79.2%	19	Women	x	x	African-American	35.0%	7
Total	x	24	Total	x	33	Latino	5.0%	1
2013			2007			Asian	0.0%	0
White	67.0%	16	White	64.0%	27	Other	5.0%	1
African-American	29.0%	7	African-American	21.0%	9	Women	85.0%	17
Latino	0.0%	0	Latino	2.0%	1	Total	x	20
Asian	4.0%	1	Asian	12.0%	5	1999		
Other	0.0%	0	Other	0.0%	0	Data Not Recorded		
Women	79.0%	19	Women	74.0%	31	1998		
Total	x	24	Total	x	42	White	69.0%	9
						African-American	23.0%	3
						Latino	0.0%	0
						Asian	8.0%	1
						Other	0.0%	0
						Women	69.0%	9
						Total	x	13

TABLE 2

x=Data not recorded

**Information submitted by the WNBA L

Majority Owners

	%	#		%	#		%	#
2018			2013			2008		
White	74.4%	32	White	72.0%	18	White	100.0%	20
African-American	16.3%	7	African-American	20.0%	5	African-American	0.0%	0
Latino	2.3%	1	Latino	4.0%	1	Latino	0.0%	0
Asian	2.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.7%	2	Other	4.0%	1	Other	0.0%	0
Women	32.6%	14	Women	36.0%	9	Women	20.0%	4
2017			2012			2007		
White	71.9%	23	White	72.0%	18	White	100.0%	20
African-American	18.8%	6	African-American	20.0%	5	African-American	0.0%	0
Latino	3.1%	1	Latino	4.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	6.3%	2	Other	4.0%	1	Other	0.0%	0
Women	34.4%	11	Women	40.0%	10	Women	20.0%	4
2016			2011			2006		
White	80.0%	28	White	100.0%	13	White	95.0%	18
African-American	14.3%	5	African-American	0.0%	0	African-American	5.0%	1
Latino	2.9%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
Women	40.0%	14	Women	31.0%	4	Women	11.0%	2
2015			2010			2005		
White	82.1%	32	White	100.0%	12	White	92.0%	21
African-American	12.8%	5	African-American	0.0%	0	African-American	8.0%	2
Latino	2.6%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	2.6%	1	Other	0.0%	0	Other	0.0%	0
Women	35.9%	14	Women	25.0%	3	Women	16.0%	4
2014			2009			2004		
White	83.3%	30	White	100.0%	18	White	94.0%	16
African-American	11.1%	4	African-American	0.0%	0	African-American	6.0%	1
Latino	2.8%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	2.8%	1	Other	0.0%	0	Other	0.0%	0
Women	33.3%	12	Women	22.0%	4	Women	18.0%	3

Table 3

Head Coaches								
	%	#		%	#		%	#
2018			2011			2004		
White	75.0%	9	White	58.0%	7	White	69.0%	9
African-American	25.0%	3	African-	42.0%	5	African-American	31.0%	4
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	50.0%	6	Women	38.0%	5
2017			2010			2003		
White	58.3%	7	White	67.0%	8	Data Not Recorded		
African-American	41.7%	5	African-	33.0%	4	2002		
Latino	0.0%	0	Asian	0.0%	0	White	82.0%	14
Asian	0.0%	0	Latino	0.0%	0	African-American	18.0%	3
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	50.0%	6	Women	58.0%	7	Latino	0.0%	0
2016			2009			Other	0.0%	0
White	75.0%	9	White	77.0%	10	Women	41.0%	7
African-American	25.0%	3	African-	23.0%	3	2001		
Latino	0.0%	0	Asian	0.0%	0	White	75.0%	12
Asian	0.0%	0	Latino	0.0%	0	African-American	25.0%	4
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	41.7%	5	Women	38.0%	5	Latino	0.0%	0
2015			2008			Other	0.0%	0
White	75.0%	9	White	64.0%	9	Women	44.0%	7
African-American	25.0%	3	African-	36.0%	5	2000		
Latino	0.0%	0	Asian	0.0%	0	White	69.0%	11
Asian	0.0%	0	Latino	0.0%	0	African-American	31.0%	5
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	50.0%	6	Women	36.0%	5	Latino	0.0%	0
2014			2007			Other	0.0%	0
White	66.7%	8	White	77.0%	10	Women	44.0%	7
African-American	33.3%	4	African-	23.0%	3	1999		
Asian	0.0%	0	Asian	0.0%	0	White	75.0%	9
Latino	0.0%	0	Latino	0.0%	0	African-American	25.0%	3
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	50.0%	6	Women	31.0%	4	Latino	0.0%	0
2013			2006			Other	0.0%	0
White	75.0%	9	White	86.0%	12	Women	50.0%	6
African-American	25.0%	3	African-	14.0%	2	1998		
Latino	0.0%	0	Asian	0.0%	0	White	42.9%	3
Asian	0.0%	0	Latino	0.0%	0	African-American	57.1%	4
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	42.0%	5	Women	21.0%	3	Latino	0.0%	0
2012			2005			Other	0.0%	0
White	67.0%	8	White	85.0%	11	Women	70.0%	7
African-American	33.0%	4	African-	15.0%	2			
Latino	0.0%	0	Asian	0.0%	0			
Asian	0.0%	0	Latino	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Women	42.0%	5	Women	38.0%	5			

Table 4

Assistant Coaches								
	%	#		%	#		%	#
2018			2011			2004		
White	50.0%	16	White	63.0%	12	White	55.0%	18
African-American	50.0%	16	African-American	36.0%	7	African-American	45.0%	15
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	59.4%	19	Women	63.0%	12	Women	58.0%	19
2017			2010			2003		
White	46.2%	12	White	56.0%	9	Data Not Recorded		
African-American	53.8%	14	African-American	44.0%	7	2002		
Latino	0.0%	0	Latino	0.0%	0	White	68.0%	27
Asian	0.0%	0	Asian	0.0%	0	African-American	33.0%	13
Other	0.0%	0	Other	0.0%	0	Latino	0.0%	0
Women	61.5%	16	Women	56.0%	9	Asian	0.0%	0
2016			2009			Other	0.0%	0
White	52.2%	12	White	59.0%	16	Women	55.0%	19
African-American	47.8%	11	African-American	41.0%	11	2001		
Latino	0.0%	0	Latino	0.0%	0	Data Not Recorded		
Asian	0.0%	0	Asian	0.0%	0	2000		
Other	0.0%	0	Other	0.0%	0	White	75.0%	27
Women	56.5%	13	Women	59.0%	16	African-American	22.0%	13
2015			2008			Latino	3.0%	0
White	50.0%	20	White	58.0%	18	Asian	0.0%	0
African-American	50.0%	20	African-American	42.0%	13	Other	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Women	61.0%	22
Asian	0.0%	0	Asian	0.0%	0	1999		
Other	0.0%	0	Other	0.0%	0	White	74.0%	17
Women	45.0%	18	Women	55.0%	17	African-American	22.0%	5
2014			2007			Latino	0.0%	0
White	48.0%	12	White	61.0%	19	Asian	4.0%	1
African-American	52.0%	13	African-American	39.0%	12	Other	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Women	52.0%	12
Asian	0.0%	0	Asian	0.0%	0	1998		
Other	0.0%	0	Other	0.0%	0	White	63.0%	2
Women	68.0%	17	Women	52.0%	16	African-American	31.0%	5
2013			2006			Latino	0.0%	0
White	63.0%	15	White	59.0%	16	Asian	6.0%	1
African-American	38.0%	9	African-American	41.0%	11	Other	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Women	50.0%	8
Asian	0.0%	0	Asian	0.0%	0	Table 5		
Other	0.0%	0	Other	0.0%	0			
Women	67.0%	16	Women	56.0%	15			
2012			2005					
White	60.0%	15	White	65.0%	17			
African-American	40.0%	10	African-American	35.0%	9			
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	64.0%	16	Women	65.0%	17			

CEO/President								
	%	#		%	#		%	#
2018			2013			2008		
White	73.3%	11	White	79.0%	11	White	80.0%	12
African-American	26.7%	4	African-American	14.0%	2	African-American	13.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	7.0%	1
Women	40.0%	6	Women	36.0%	5	Women	33.0%	5
2017			2012			2007		
White	81.3%	13	White	93.0%	14	White	87.0%	13
African-American	18.8%	3	African-American	0.0%	0	African-American	13.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	31.3%	5	Women	13.0%	2	Women	27.0%	4
2016			2011			2006		
White	86.7%	13	White	91.0%	20	White	89.0%	16
African-American	13.3%	2	African-American	5.0%	1	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	5.0%	1	Other	0.0%	0
Women	33.3%	5	Women	9.0%	2	Women	22.0%	4
2015			2010			2005		
White	77.8%	14	White	87.0%	13	White	90.0%	14
African-American	22.2%	4	African-American	7.0%	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	7.0%	1	Other	0.0%	0
Women	27.8%	5	Women	40.0%	6	Women	10.0%	2
2014			2009			2004		
White	85.0%	17	White	88.0%	14	White	85.0%	11
African-American	10.0%	2	African-American	6.0%	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	5.0%	1	Other	6.0%	1	Other	0.0%	0
Women	20.0%	4	Women	38.0%	6	Women	8.0%	1

TABLE 6

General Manager

	%	#		%	#		%	#
2018			2013			2008		
White	75.0%	9	White	64.0%	7	White	77.0%	10
African-American	25.0%	3	African-American	36.0%	4	African-American	21.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	36.0%	4	Women	54.0%	7
2017			2012			2007		
White	72.7%	8	White	58.0%	7	White	85.0%	11
African-American	27.3%	3	African-American	42.0%	5	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	54.5%	6	Women	33.0%	4	Women	54.0%	7
2016			2011			2006		
White	80.0%	8	White	67.0%	8	White	82.0%	9
African-American	20.0%	2	African-American	33.0%	4	African-American	18.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	5	Women	67.0%	8	Women	55.0%	6
2015			2010			2005		
White	72.7%	8	White	67.0%	8	White	73.0%	9
African-American	27.3%	3	African-American	33.0%	4	African-American	27.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	54.5%	6	Women	67.0%	6	Women	67.0%	8
2014			2009			2004		
White	70.0%	7	White	75.0%	9	White	77.0%	10
African-American	30.0%	3	African-American	25.0%	3	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	40.0%	4	Women	50.0%	6	Women	77.0%	10

Table 7

Vice Presidents and Above

	%	#		%	#		%	#
2018			2013			2008		
White	83.8%	62	White	94.0%	47	White	92.0%	61
African-American	13.5%	10	African-American	4.0%	2	African-American	6.0%	4
Latino	1.4%	1	Latino	2.0%	1	Latino	2.0%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	1.4%	1	Other	0.0%	0	Other	0.0%	0
Women	48.6%	36	Women	28.0%	14	Women	30.0%	20
2017			2012			2007		
White	87.9%	116	White	89.0%	47	White	94.0%	61
African-American	11.4%	15	African-American	8.0%	4	African-American	6.0%	4
Latino	0.8%	1	Latino	4.0%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	29.5%	39	Women	25.0%	13	Women	26.0%	17
2016			2011			2006		
White	89.0%	97	White	94.0%	34	White	90.0%	80
African-American	10.1%	11	African-American	3.0%	1	African-American	10.0%	9
Latino	0.9%	1	Latino	3.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	26.6%	29	Women	25.0%	9	Women	20.0%	18
2015			2010			2005		
White	90.6%	87	White	91.0%	21	White	91.0%	77
African-American	8.3%	8	African-American	4.0%	1	African-American	8.0%	7
Latino	0.0%	0	Latino	4.0%	1	Latino	0.0%	0
Asian	1.0%	1	Asian	0.0%	0	Asian	1.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	26.0%	25	Women	13.0%	3	Women	27.0%	23
2014			2009			2004		
White	92.6%	88	White	93.0%	54	White	89.0%	42
African-American	6.3%	6	African-American	3.0%	2	African-American	11.0%	5
Latino	1.1%	1	Latino	3.0%	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	23.2%	22	Women	28.0%	16	Women	28.0%	13

TABLE 8

Managers to Senior Directors

	%	#		%	#		%	#
2018			2013			2008		
White	73.8%	135	White	80.0%	43	White	78.0%	56
African-American	17.5%	32	African-American	13.0%	7	African-American	13.0%	9
Latino	4.4%	8	Latino	2.0%	1	Latino	4.0%	3
Asian	2.7%	5	Asian	2.0%	1	Asian	4.0%	3
Other	1.6%	3	Other	4.0%	2	Other	1.0%	1
Women	52.5%	96	Women	48.0%	26	Women	49.0%	35
2017			2012			2007		
White	76.2%	99	White	79.0%	46	White	82.0%	50
African-American	20.0%	26	African-American	19.0%	11	African-American	11.0%	7
Latino	2.3%	3	Latino	0.0%	0	Latino	5.0%	3
Asian	0.8%	1	Asian	0.0%	0	Asian	2.0%	1
Other	0.8%	1	Other	2.0%	1	Other	0.0%	0
Women	27.7%	36	Women	52.0%	30	Women	43.0%	26
2016			2011			2006		
White	79.0%	94	White	72.0%	43	White	81.0%	94
African-American	12.6%	15	African-American	7.0%	4	African-American	9.0%	11
Latino	4.2%	5	Latino	18.0%	11	Latino	7.0%	8
Asian	2.5%	3	Asian	3.0%	2	Asian	2.0%	2
Other	1.7%	2	Other	0.0%	0	Other	1.0%	1
Women	24.4%	29	Women	33.0%	20	Women	28.0%	33
2015			2010			2005		
White	78.1%	75	White	72.0%	12	White	80.0%	99
African-American	14.6%	14	African-American	22.0%	4	African-American	11.0%	14
Latino	2.1%	2	Latino	6.0%	1	Latino	6.0%	7
Asian	4.2%	4	Asian	0.0%	0	Asian	2.0%	3
Other	1.0%	1	Other	0.0%	0	Other	0.0%	0
Women	34.4%	33	Women	61.0%	11	Women	37.0%	45
2014			2009			2004		
White	82.6%	90	White	81.0%	42	White	81.0%	74
African-American	11.9%	13	African-American	12.0%	6	African-American	12.0%	11
Latino	3.7%	4	Latino	6.0%	3	Latino	3.0%	3
Asian	1.8%	2	Asian	2.0%	1	Asian	2.0%	2
Other	0.0%	0	Other	0.0%	0	Other	1.0%	1
Women	36.7%	40	Women	44.0%	23	Women	42.0%	38

TABLE 9

Professional Team Staff (Excludes Admins)

	%	#		%	#		%	#
2018			2013			2008		
White	68.5%	111	White	71.0%	157	White	72.0%	115
African-American	23.5%	38	African-American	22.0%	48	African-American	14.0%	23
Latino	3.1%	5	Latino	4.0%	8	Latino	10.0%	16
Asian	3.1%	5	Asian	2.0%	5	Asian	1.0%	2
Other	1.9%	3	Other	2.0%	4	Other	2.0%	3
Women	58.0%	94	Women	49.0%	109	Women	52.0%	83
2017			2012			2007		
White	73.3%	400	White	72.0%	67	White	71.0%	132
African-American	15.0%	82	African-American	20.0%	19	African-American	13.0%	25
Latino	7.0%	38	Latino	3.0%	3	Latino	15.0%	28
Asian	4.4%	24	Asian	4.0%	4	Asian	1.0%	1
Other	0.4%	2	Other	0.0%	0	Other	1.0%	1
Women	41.2%	225	Women	44.0%	41	Women	48.0%	90
2016			2011			2006		
White	66.2%	325	White	86.0%	77	White	68.0%	159
African-American	20.2%	99	African-American	10.0%	9	African-American	16.0%	38
Latino	9.8%	48	Latino	4.0%	4	Latino	11.0%	26
Asian	3.5%	17	Asian	0.0%	0	Asian	3.0%	7
Other	0.4%	2	Other	0.0%	0	Other	2.0%	5
Women	44.4%	218	Women	40.0%	36	Women	44.0%	103
2015			2010			2005		
White	73.8%	329	White	80.0%	28	White	70.0%	165
African-American	18.4%	82	African-American	17.0%	6	African-American	17.0%	41
Latino	1.3%	6	Latino	0.0%	0	Latino	8.0%	19
Asian	5.2%	23	Asian	0.0%	0	Asian	4.0%	10
Other	1.3%	6	Other	3.0%	1	Other	0.0%	1
Women	44.2%	197	Women	54.0%	19	Women	50.0%	118
2014			2009			2004		
White	76.9%	409	White	77.0%	79	White	69.0%	268
African-American	15.8%	84	African-American	15.0%	15	African-American	22.0%	86
Latino	4.9%	26	Latino	3.0%	3	Latino	5.0%	18
Asian	1.7%	9	Asian	5.0%	5	Asian	3.0%	14
Other	0.8%	4	Other	>1%	1	Other	<1%	3
Women	41.5%	221	Women	49.0%	50	Women	44.0%	170

Table 10

Head Athletic Trainers								
	%	#		%	#		%	#
2018			2011			2004		
White	70.0%	7	White	67.0%	8	White	77.0%	10
African-American	10.0%	1	African-American	33.0%	4	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	10.0%	1	Asian	0.0%	0	Asian	8.0%	1
Other	10.0%	1	Other	0.0%	0	Other	0.0%	0
Women	80.0%	8	Women	50.0%	6	Women	92.0%	12
2017			2010			2003		
White	75.0%	9	White	65.0%	11	Data Not Recorded		
African-American	17.0%	2	African-American	29.0%	5	2002		
Latino	0.0%	0	Latino	0.0%	0	White	86.0%	12
Asian	8.0%	1	Asian	0.0%	0	African-American	7.0%	1
Other	0.0%	0	Other	6.0%	1	Latino	0.0%	0
Women	58.0%	7	Women	53.0%	9	Asian	7.0%	1
2016			2009			Other	0.0%	0
White	66.7%	8	White	65.0%	13	Women	88.0%	14
African-American	25.0%	3	African-American	25.0%	5	2001		
Latino	0.0%	0	Latino	0.0%	0	Data Not Recorded		
Asian	8.3%	1	Asian	0.0%	0	2000		
Other	0.0%	0	Other	10.0%	2	White	88.0%	1
Women	50.0%	6	Women	22.0%	4	African-American	6.0%	1
2015			2008			Latino	0.0%	0
White	76.9%	10	White	67.0%	14	Asian	0.0%	0
African-American	23.1%	3	African-American	29.0%	6	Other	6.0%	1
Latino	0.0%	0	Latino	0.0%	0	Women	88.0%	10
Asian	0.0%	0	Asian	0.0%	0	1999		
Other	0.0%	0	Other	5.0%	1	White	92.0%	11
Women	61.5%	8	Women	52.0%	11	African-American	0.0%	0
2014			2007			Latino	1.0%	0
White	76.9%	10	White	65.0%	13	Asian	0.0%	0
African-American	15.4%	2	African-American	20.0%	4	Other	1.0%	0
Latino	0.0%	0	Latino	10.0%	2	Women	83.0%	11
Asian	7.7%	1	Asian	0.0%	0	1998		
Other	0.0%	0	Other	5.0%	1	White	100.0%	10
Women	53.8%	7	Women	45.0%	9	African-American	0.0%	0
2013			2006			Latino	0.0%	0
White	70.0%	7	White	68.0%	15	Asian	0.0%	0
African-American	20.0%	2	African-American	18.0%	4	Other	0.0%	0
Latino	0.0%	0	Latino	9.0%	2	Women	100.0%	10
Asian	10.0%	1	Asian	0.0%	0	Table 11		
Other	0.0%	0	Other	5.0%	1			
Women	40.0%	4	Women	59.0%	13			
2012			2005					
White	75.0%	12	White	70.0%	16			
African-American	19.0%	3	African-American	22.0%	5			
Latino	0.0%	0	Latino	9.0%	2			
Asian	0.0%	0	Asian	0.0%	0			
Other	6.0%	1	Other	0.0%	0			
Women	63.0%	10	Women	70.0%	16			

APPENDIX II

NATIONAL BASKETBALL ASSOCIATION/ WOMEN'S NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES 2018

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

Global Inclusion Council

In 2016, the NBA established the Global Inclusion Council. Comprised of 18 senior leaders from the league offices and NBA and WNBA teams, the Council provides strategic guidance, establishes benchmarks, reviews policies and serves as a catalyst for diversity and inclusion efforts leaguewide.

Inclusion Learning & Professional Development

- The NBA and WNBA continue to expand upon their platform of inclusion learning programs. In 2016, the league launched Conscious Inclusion training, an enterprise-wide learning experience designed to help employees understand and manage unconscious bias. The training, which has the primary objective of enhancing and maintaining an inclusive work environment, covered a range of topics, including understanding what unconscious bias is and how it affects organizational culture; discovering the links between diversity, inclusion and unconscious bias; and gaining practical tips to increase inclusion. All NBA league and team employees globally completed this training. In summer 2018, the leagues followed up this training with another enterprise-wide learning experience, called Everyday Inclusion, that is focused on delivering practical skills and behaviors to increase inclusion in the workplace.
- In support of teams' efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the

league regularly issues to all teams recommended best practices regarding respect in the workplace policies and training. In 2018, the NBA created a toll-free hotline that is available to all league and team employees to make complaints or report any workplace concerns. This hotline allows callers to remain anonymous. Also in 2018, the league conducted mandatory group discussions for all employees focusing on the prevention of sexual harassment.

- The NBA's Employee Resource Teams (ERTs) support the leagues' 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 six ERTs are: NBA Women's Network, Conexión éne-bé-a, NBA Pride, Dream in Color, APEX, and the NBA Young Professionals Network.
 - The NBA Women's Network aims to create a community for women at the league that fosters dialogue and promotes professional growth. It helps empower women at the NBA by providing a forum to share collective knowledge, experience, and success strategies; connecting women through networking opportunities; providing women with visibility to NBA's senior leadership; and leveraging women's talents and expertise to drive the NBA's global growth. The Network presently has over 170 members globally and offers a wide variety of engagement opportunities for its members and community. For example, in 2016, the NBA Women's Network launched a new set of workshops called the Women's Network Empowerment Series, which facilitates an intimate environment to approach current trends, needs and areas focus for the group.
 - Conexión éne-bé-a aims to promote the development of Latino/Hispanic cultural awareness within the NBA while contributing

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to the league's success, diversity and business objectives through career development, education and community involvement.

- NBA Pride aims to bring together LGBTQ employees and allies to foster an environment in which all employees feel empowered and encouraged to bring their whole selves to work each day. In June 2017, NBA Pride will host the league's participation in the NYC Pride March for the 2nd consecutive year. In 2016, the NBA became the first professional sports league to participate in the march.
- Dream in Color aims to serve as a resource to promote the continued growth and retention of black employees, create a platform to facilitate engagement and mentorship, and provide community service opportunities geared towards urban-youth development. Its primary goal is to encourage members to strengthen their internal and external networks by providing opportunities to share experiences and best practices for success in the sports industry.
- APEX 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.
- The NBA Young Professionals Network is designed to be a resource for those in their early career stages interested in developing a professional brand and personal narrative. The YPN provides programming tailored toward building a more collaborative organization, increasing members' exposure to professionals in and out of the sports industry, and developing a better understanding of members' career opportunities.

External Affinity Organizations

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

inclusion and foster environments for engagement across the sports industry.

- The NBA is entering into its fifth year of partnership with *Women in Sports and Events* (WISE), a national organization focusing on professional development and networking for women in the industry. Via the relationship, the league offers 60 paid WISE memberships to its employees and additionally sponsors four women leaders from across the company to attend WISE's weeklong Executive Leadership Institute at Dartmouth College and 15 colleagues to attend WISE's annual WISE/R Symposium.
- The NBA and WNBA are members of the *Diversity & Inclusion Sports Consortium* (DISC). DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in North America. Members of the consortium work together to openly exchange best practices for diversity and inclusion efforts in the sports industry. DISC members also partner to produce and host an annual two-day Diversity and Inclusion Symposium for a broader audience of sports professionals.
- Several senior leaders within the league are members of prominent diversity organizations. NBA Commissioner Adam Silver sits on the board of the Ross Initiative in Sports for Equality (RISE). Deputy Commissioner Mark Tatum, President of League Operations Byron Spruell, WNBA President Lisa Borders, Chief Marketing Officer Pam El, Executive Vice President and Chief Human Resources Officer Eric Hutcherson, and Chief Diversity & Inclusion Officer Oris Stuart are members of the Executive Leadership Council. Oris Stuart is also an Executive Board member of the National Black MBA Association. Bill Koenig, President, Global Media Content Distribution, is an Executive Board Member of the T. Howard Foundation.

Recruiting

The NBA and WNBA continue to embrace a multifaceted approach to maintaining a globally diverse

workforce. The leagues seek a diverse applicant pool in their hiring processes and encourage all teams to do the same. This is accomplished by the use of targeted conferences, social networking sites, and online job postings with a variety of diverse organizations.

The NBA was instrumental in the forming of the **Thurgood Marshall Scholarship Fund** (now Thurgood Marshall College Fund - TMCF) in 1987 and has provided steady leadership to the organization since its inception. NBA Commissioner Emeritus David Stern serves on the TMCF Board and the NBA, TMCF, and NBA players collaborate on a number of events and public awareness campaigns. NBA spokesmen for TMCF, Ray Allen and Shane Battier, have appeared in PSAs for the fund and provide on-going support for the fund's activities.

As part of the NBA's and WNBA's leaguewide efforts to support military members and their families, the NBA and WNBA continue to highlight career opportunities posted on the NBA Cares Hoops for Troops website, which promotes NBA and WNBA job opportunities to veterans and reservists. The leagues continue to support the Annual Veterans on Wall Street Conference to expand on pipelining efforts for veterans within the sports industry. Furthermore, the NBA continues to partner with the Chamber of Commerce and has established relationships with the Office of the Secretary of Defense, the New York National Guard, and Paralyzed Veterans of America to further its efforts to support military members and their families.

In 2017, the NBA entered into an agreement with Jopwell, an online recruitment platform that connects minority job candidates with prominent employers across the country. The NBA-Jopwell relationship seeks to create greater awareness of and access to league and team employment opportunities for candidates from underrepresented communities.

- Women and minorities represent 67% and 33% respectively of the 2018 Associate class and 49% and 30% if the intern class. Recruiting sources include diversity partners such as Prep for Prep, A Better Chance, Hispanic Scholarship Fund and the T. Howard Foundation. The NBA continues to establish relationships with schools that have a diverse student

body and has conducted on-campus recruiting visits at a number of those schools.

- The NBA participates in a range of events and career fairs, sponsored by affinity-based professional organizations that provide access to minority candidates. These organizations include Management Leadership for Tomorrow (MLT), the International Radio and Television Society Foundation (IRTS), the National Black MBA Association, Prospanica (formerly the National Society for Hispanic MBAs) and the National Sales Network. The league also administers the David J. Stern Scholarship through the Thurgood Marshall College Fund.
- In addition to the league's U.S.-based university initiatives, the NBA offers international opportunities through its Global Intern Program and its Global Associate Program. The expansion of these development programs continues to highlight the skills of diverse and talented collegiate-level professionals throughout China (Beijing and Shanghai), Asia (Hong Kong), the U.K. (London), Spain (Madrid), and India (Mumbai).

Supplier Diversity

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

to engage those businesses for potential opportunities for other events and business initiatives.

NBA and WNBA Social Responsibility Initiatives

- The NBA, WNBA, NBA G League, and NBA 2K League pursue global social responsibility initiatives that build on the organizations' long tradition of addressing important issues worldwide through philanthropy, hands-on service, and legacy projects. The league works to use its unique position to bring attention to important social issues focusing on **inclusion and equality, education, youth and family development, health and wellness, protecting the environment, and supporting military members and their families.**
- Through WNBA Cares, the league's teams, players and partners are deeply committed to creating programs that improve the quality of life for all people, with a special emphasis on education, youth and family development, and health and wellness. Together, NBA Cares and WNBA Cares programs and participants have provided more than 4.3 million hours of hands-on service and created more than 1,175 places where kids and families can live, learn or play in 37 countries and territories around the world. The NBA also engages more than 18 million youth annually, inspiring play and teaching the values of the game.

Inclusion and Equality

- In the 2018 season, with the launch of the **WNBA's Take a Seat, Take a Stand campaign**, fans who bought WNBA tickets did more than support women's sports – they supported organizations that are changing the game for women and girls. For each ticket purchased, the WNBA donated \$5 to the organization of the fan's choice (Planned Parenthood, It's On Us, GLSEN, MENTOR, Bright Pink, or The United State of Women) as well as a ticket to send a young woman or girl to a WNBA game, inspiring her by the strength, talent and leadership of the women of the WNBA. Since 1996, the WNBA and its players have been on the front lines of progress for female empowerment, gender equality and LGBTQ rights. And the league, from its inception, has always

been diverse, inclusive and intersectional.

- The NBA and its players have a long history of working together on important societal issues. Launched on Martin Luther King Jr. Weekend, **NBA Voices** is the NBA's initiative to address social injustice, promote inclusion, uplift voices and bridge divides in our communities. It represents another step in the league's ongoing work to bring people together and use the game of basketball to demonstrate the importance of equality, diversity and inclusion. Using the unifying power of community conversations, mentoring, and the game of basketball, NBA Voices brings together NBA and WNBA teams, players, legends, fans and community partners to address issues of social and economic inequality, criminal justice reform and career development. Over last two years, the NBA & WNBA family has:
 - supported more than 425 programs, events and initiatives;
 - driven more than 46,000 new mentor signups at mentoring.org;
 - launched five 10-week Building Bridges Through Basketball programs in New Orleans, LA, Chicago and Detroit; and
 - brought together more than 11,500 youth and law enforcement officers in communities nationwide.
- NBA Voices Network. As part of the NBA Voices Network, the NBA, WNBA and their teams support a network of community-based organizations working to address inequality and empower young people across the country, including: MENTOR, Lean In, Vera Institute of Justice, Athlete Ally, RISE, Brotherhood Crusade, GLSEN, the Obama Foundation's My Brother's Keeper Alliance and more.
- 10-week "Building Bridges Through Basketball" Programs The NBA developed a 10-week leadership and basketball program that brings together local youth and law enforcement for weekly 2.5-hour sessions featuring a combination of on-court basketball programming and a curriculum on leadership, conflict resolution, identity and diversity. These sessions provide an opportunity for youth and

law enforcement to share perspectives on important issues in society and develop bonds of trust. Programs with this model:

○ Programs:

- **January 2017 - New Orleans** (with NORD-C, RISE, Up2Us Sports, New Orleans Pelicans) **March 2017 - Chicago** (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
 - **October 2017 - Detroit Pistons** (with RISE, Detroit Police, SAY Detroit, Detroit PAL)
 - **January 2018 - Los Angeles** (with Challengers Boys and Girls Club, RISE, Under Armour, LAPD)
 - **March 2018 - Chicago** (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
- Basketball & Lifeskills on Rikers Island. Since 2016, the NBA family has partnered the East River Academy on Rikers Island to help incarcerated students ages 16-17 years old continue their studies and get on the pathway to success. To date, the league has hosted conversations between WNBA legends and incarcerated female students; brought NBA players and legends to Rikers Island for 12 basketball clinics and life skills sessions (including the first ever game between students and correctional officers on April 20, 2018); and incorporated leading youth support organizations like Getting Out, Staying Out and Friends of the Island Academy.
 - Community Conversation at NBA All-Star in Los Angeles. The NBA and NBPA partnered with Brotherhood Crusade and the Los Angeles Police Department to host a community conversation at John Muir Middle School focused on strengthening the ties between law enforcement and the local community. The conversation will bring together local youth, law enforcement and community leaders for a candid discussion about the challenges facing their communities, and their shared responsibility to create change. The conversation featured WNBA Player Imani McGee-Stafford, WNBA Legends Swin Cash and Michele Van Gorp, NBA All-Stars James Harden, DeMarcus Cousins, Damian Lillard, Andre Drummond; and NBA Legends AC Green, Horace Grant, Muggsy Bogues, Jason Collins, Felipe Lopez, and Cherokee Parks.
 - New York Liberty. This season the entire Liberty team worked with RISE to conduct a strategy session on ways to take action on social issues. The outcome of that session was the first ever [Unity Game at the Garden](#) held on August 20th against the Minnesota Lynx. Activation included a panel/ community conversation with WNBA legends, community leaders and youth, both teams linking arms together with members of the NYPD and youth from Covenant House during the national anthem, and RISE activation for fans on the concourse. For their efforts, the entire Liberty team received the seasonlong WNBA Community Assist Award presented by State Farm.
 - Indiana Fever Community Conversations & Game Tickets for Youth & Law Enforcement. This season, the Indiana Fever will host groups of local youth and law enforcement at 6 home games, where they will attend pre-game conversations to meet each other, share perspectives, and interact with WNBA players and executives.
 - Building Bridges Through Basketball 10-week Program Celebration at NBA Draft Combine. On May 16, Jay Bilas joined the NBA, Under Armour, RISE, and Union League Boys and Girls Club for an NBA Draft Combine-style celebration for youth and CPD officers who completed a 10-week leadership & basketball curriculum built around concepts of leadership, conflict resolution, identity and diversity. The Chicago program was the fifth of its kind launched by the NBA to date.
 - Collaboration with the United States Conference of Mayors. This season, the NBA family worked with local Mayors to host a series of community programs designed to engage young people, law enforcement, community organizations, and local leaders. Given that every community has its own unique history and set of challenges/opportunities, the goal of this effort is to leverage the collective power of NBA teams and local mayors in support of existing community

efforts making a difference in our communities.

- On October 25, the Milwaukee Bucks partnered with the City of Milwaukee, Safe & Sound and Running Rebels to host an interactive “Face-to-Face” community conversation. The conversation paired up 10 adults (Bucks players Malcolm Brogdon and Greg Monroe, Team President Peter Feigin, NBA Cares Ambassador Tamika Catchings, Mayor Tom Barrett, Police Chief Ed Flynn, and 4 MPD officers) and 10 formerly incarcerated or system-involved youth for a highly personal facilitated conversation about life, overcoming challenges, and the relationship between law enforcement and young people in Milwaukee. The event concluded with an open-press basketball clinic.
- On October 26, the Golden State Warriors partnered with the City of Oakland and RISE to host a community conversation with young people, law enforcement, and local leaders. Warriors Players Draymond Green and David West joined NBA Cares Ambassador Jason Collins and special guests Daveed Diggs and Mayor Libby Schaaf for the discussion, which brought together 45 high school aged youth, law enforcement, and local leaders for conversation on mentorship, sidelining racism, and police-community relations.
- On November 21, The Atlanta Hawks partnered with the City of Atlanta and Fearless Dialogues to host a Community Conversation with law enforcement and youth at the newly opened At-Promise Youth Center, opened as part of a partnership with the Atlanta Police Foundation, Boys & Girls Clubs of America, Police Athletic League, and the City of Atlanta.
- Detroit Pistons’ Reggie Bullock on LGBT Equality and Trans Visibility. Inspired by the tragic murder of his sister, Pistons Forward Reggie Bullock has participated in community conversations, panel discussions, and taken to social media advocating for LGTBQ equality, and trans visibility in partnership with Athlete Ally.
- Memphis Grizzlies Women’s Summit. On Mar. 27-28, WNBA Legend Tamika Catchings joined

the Memphis Grizzlies, National Civil Rights Museum, and the Women’s Foundation of the Mid-South to host the Second Annual Girl’s Summit, in celebration of the 46th Anniversary of Title IX. The two-day event brought together 300 middle and high school female student athletes for activities designed to expose them to career opportunities available through competitive sports.

- Minnesota Timberwolves Community Conversation. On February 12, the Minnesota Timberwolves’ Karl Anthony Towns, Jamal Crawford, and Cole Aldrich hosted a Community Conversation event with 20 local youth and the Minneapolis Police Department. The discussion was facilitated by a trained facilitator from RISE, who created a safe space for a candid conversation exploring perceptions and dynamics affecting law enforcement and youth from the communities they serve.
- Golden State Warriors Peaceful Warriors Summit. On March 15, The Golden State Warriors in partnership with Adobe, hosted a Peaceful Warriors Summit at Starr King Elementary School in San Francisco. The Peaceful Warriors Summit presented by Adobe will focus on educating youth on the causes, impact, and solutions around violence and bullying. The Peaceful Warriors Summit provides a platform by using visual arts and basketball as a tool to help address and change the culture at Starr King Elementary. Over eighty 4th and 5th grade students will participate in exercises lead by Soul Shoppe, Golden State Warriors youth basketball and Oakland Digital to discuss anti-bullying and build inclusive communities.
- Atlanta Hawks: On August 1, Hawks Owner Grant Hill and Hawks Forward Taurean Prince dedicated a refurbished basketball court at the new At-Promise Youth Center, opened as part of a partnership with the Atlanta Police Foundation, Boys and Girls Clubs, Police Athletic League, and Atlanta Mayor Kasim Reed. The facility brings various program offerings together to help expand pathways to success for youth in Atlanta and reduce the number of young people who interact with the criminal justice system. The center will house community serving organizations

with each offering a variety of leadership, mentorship, and professional development services.

- The **NBA's Autism Awareness** initiative aims to raise awareness and promote equality and inclusion for kids and families living with sensory limitations. Partnering with Autism Speaks to support their Light It Up Blue campaign, and KultureCity to rethink accessibility for families living sensory needs, the NBA is turning awareness into action for all families living with sensory needs.
- Every year, to celebrate **World Autism Awareness Day** on April 2, the flagship NBA Store on 5th Avenue "goes blue" alongside many other global landmarks in support of Autism Speaks' Light It Up Blue campaign, which aims to shine a light on autism.
- On April 2, 2018, the flagship NBA Store on 5th Avenue was certified as the **first sensory inclusive retail store in the world** with the help of KultureCity. As part of the announcement, the NBA hosted three Sports Management students from Adelphi University's Bridges Program to the store to participate in a shopping spree alongside New York Knicks forward Kyle O'Quinn. The Adelphi University Bridges program offers individualized comprehensive academic, social and vocational services to adults on the autism spectrum.
- By the start of the 2018-19 NBA season, 22 teams (20 arenas) will have taken steps to make their arenas or venues inclusive and accommodating to families with sensory needs. Sensory-inclusive refers to a space that offers permanent accommodations for those with sensory needs: autism, PTSD, SPD, blindness/low vision, hearing loss, etc. Features and programs can include: comprehensive training for customer-facing staff, and the option for fans to use sensory bags, which include noise canceling head phones, branded identifiers, and fidget toys.

Every year since 2015, the NBA and WNBA have teamed up with **LeanIn.org** to launch a public awareness campaign focused on gender equality. The campaign features NBA and WNBA players using

#LeanInTogether to emphasize how men benefit from supporting women at home and at work — happier marriages, more successful children, and better team outcomes — and provide practical information on how men can do their part. As a result, the NBA and Lean In were nominated for and received the 2017 Public Service Announcement Award at the annual Cynopsis Social Good Awards Breakfast in New York. The 2018 [PSA](#), featuring Indiana Pacer Victor Oladipo, Toronto Raptors GM Masai Ujiri, Raptors VP of Basketball Operations and Player Development Teresa Resch, and Boston Celtic Al Horford, debuted across NBA and ESPN assets in March 2018. Since 2015, millions of NBA fans have seen the #LeanInTogether PSAs on TV and at games. Players and coaches who have previously participated in the campaign include Stephen Curry, Draymond Green, Gordon Hayward, Becky Hammon, Brad Stevens, Paul George, Kyle Lowry, Jrue Holiday, and Devin Booker.

- In celebration of Pride Month, the NBA and WNBA partnered with Fanatics and GLSEN to release a Pride T-Shirt Collection featuring NBA, WNBA and NBA G League T-shirts and New Era Caps featuring NBA and WNBA team logos, with all league proceeds benefitting GLSEN.
- In 2018, for the fifth consecutive year, the WNBA celebrated inclusion and equality during LGBTQ Pride Month in June. WNBA Pride month featured five nationally televised games on ESPN2.
- Denver Nuggets player Kenneth Faried became the first NBA player to serve as an ambassador of **Athlete Ally**. Athlete Ally is an organization focused on ending homophobia in sports by educating allies in the athletic community and empowering them to take a stand. Athlete Ally provides public awareness campaigns, education programming, and tools and resources to help foster inclusive sports communities. Detroit Piston Reggie Bullock also serves as an ambassador for Athlete Ally and Dallas Mavericks owner Mark Cuban also serves on Athlete Ally's National Advisory Board.
- On Saturday June 23, the NBA partnered with Athlete Ally, A Call to Men and Positive Coaching Alliance to host a series of NBA Voices events focused on

creating an inclusive youth sports environment for LGBTQ youth and building athletes of character. The events were led by NBA and WNBA players and legends and included a basketball clinic, community conversation and a Jr. NBA Coaches Forum for youth basketball coaches in the New York area.

Education

In 2016, the NBA and Discovery Education launched a partnership that deepens middle and high school students' engagement in mathematics nationwide by combining the passion for professional basketball with key math concepts. The collaboration includes interactive math problems with real-time NBA and WNBA statistics, game footage, highlights and player images, which have been integrated into Discovery Education's [Math Techbook™](#), a digital textbook that transforms the way students and teachers experience math through real-world problems. In addition, the NBA and Discovery Education launched [Careers that Count: A Virtual Field Trip with the NBA](#), a 30-minute field trip targets students grades 3-8 and explores how math is used in careers across the NBA. In its first week, more than 3,400 classrooms across all 50 states + D.C. registered to tune-in, reaching more than 120,000 students. Participating schools will also have the opportunity to complete [lesson plans](#) based on math concepts featured in the video.

Through NBA Cares, the league works to combat global illiteracy and encourage young people to develop a life-long love of reading. Teams and players participate in reading events during visits to schools and community organizations. The league and its teams and players also create **NBA Cares Learn and Play Centers** in schools and community organizations in need. These projects include reading rooms, libraries, computer centers, and more. They also include extensive renovations, book donations, educational software, and resources. These centers provide children and families with the opportunity to access educational and technological resources and a stimulating and safe place to learn. To date, the NBA family has created more than 1,175 new places to live, learn, or play in over 37 countries and territories.

- The Jr. NBA, Kaiser Permanente, and Scholastic leverage the power of basketball to educate 5th – 8th graders through a robust educational curriculum

program called Slam Dunk: Skills for Success. This curriculum teaches vital life skills, including fitness, respect, teamwork, and mindfulness that are integral to both the game of basketball and total health and wellness.

- The National Basketball Association has teamed up with Girls Who Code to host students for career panel discussions along with tours of the NBA Office. Panelists are made up of NBA employees and WNBA Talent who discuss their career paths throughout the digital space as well as the importance of education.

Youth and Family Development

In 2014, the NBA, the National Basketball Players Association and the National Basketball Retired Players Association announced a five-year commitment to support My Brother's Keeper, a multi-sector effort launched by President Obama to help put boys and young men of color on a pathway to success. As part of this commitment, the NBA family partnered with [MENTOR: The National Mentoring Partnership](#) to support their "In Real Life" campaign, using PSAs, grassroots events, and social media to highlight the power of mentoring and encourage Americans to become mentors.

- **Key Metrics.** In 2014, the NBA family set a goal to recruit 25,000 new mentors over five years, with a focus on adult males of color. Less than one year after the campaign's launch, more than 25,000 Americans signed up to become a mentor and been connected directly to a mentoring program in their community. To date, the NBA family has driven more than 44,000 new mentor sign ups. Going forward, the NBA family is renewing its commitment to mentoring by setting a new goal of increasing sign-ups by an additional 25,000 adult mentors.
- **NBA Family Activation Overview.** In January 2016, the "In Real Life" campaign tipped-off during National Mentoring Month with the launch of the #MentorIRL viral storytelling series highlighting mentoring stories from around the NBA family and challenging Americans to mentor a young person in their local community by signing up at [mentoring.org](#).

In partnership with the White House, NBA Cares helped to create, film, and promote a [mentoring PSA featuring President Obama and NBA MVP Stephen Curry](#). The spot debuted during the 2016 NBA Playoffs, has been viewed more than 25 million times, and drove an 80% increase in mentor sign ups.

- The NBA and MENTOR have produced a series of video vignettes featuring NBA players highlighting the impact mentors can make.

2016 Vignettes: [Carmelo Anthony](#), [Al Horford](#), [Karl-Anthony Towns](#), and [Marcus Smart](#)

2017 Vignettes: [Isaiah Thomas](#), [Blake Griffin](#), [Aaron Gordon](#), [Dwight Howard](#), and [Tobias Harris](#)

2018 Vignettes: [Dikembe Mutombo](#)

- Through NBA Cares, in partnership with various community-based and youth-serving organizations, the league and its teams and players have **built more than 1175 places in 37 countries and territories** where kids and families can live, learn, or play, contributing to the development of urban communities. These projects include new and refurbished basketball courts, houses, playgrounds, technology centers and more.
- The Jr. NBA in the U.S. and Canada connects with more than 12,000 organizations reaching more than 4 million youth ages 6-14 through a network of affiliated youth basketball organizations, live events and interactive experiences. The Jr. NBA partnership network is comprised of youth basketball programs of all NBA, WNBA and NBA G League teams as well as elementary and middle schools, military bases and longstanding community partners, including Boys & Girls Clubs of America, National Association of Police Athletic Leagues and others. The U.S. activation is highlighted by a series of national programs including Jr. NBA 3v3 Leagues, National Skills Challenge, Combine Series, and tournaments.

Health and Wellness

- **NBA/WNBA FIT** is a comprehensive health and wellness platform that encourages the NBA and WNBA family to “Be Active, Eat Healthy and

Play Together” while promoting the values of the game through programs, events, and products. In partnership with community experts, the National Basketball Coaches Association, the NBA Strength and Conditioning Coaches Association, and the NBA Physicians Association, NBA/WNBA FIT provides diverse health and fitness information to children and their families through social media and interactive online content at [fit.nba.com](#) and other media outlets. Since the beginning of the 2014-15 NBA Season, Kaiser Permanente has served as the league’s official healthcare partner. As an official partner of NBA FIT, Kaiser Permanente provides research-oriented strategic consulting, health-related content, and also assists with the development of year-round health and wellness programs.

- **WNBA FIT Month presented by Kaiser Permanente** encourages physical activity, mental wellbeing and healthy living for children and families through grassroots programs and events, and products related to health, fitness, nutrition and self-esteem. NBA, WNBA and NBA G League teams have hosted 350 health and wellness events since 2015 impacting more than 166,000 people.
- The **WNBA Breast Health Awareness** program focuses on generating awareness and educating women about breast cancer in addition to raising funds for the initiative. The WNBA and its teams have raised more than **\$3.6 million** to aid in the **fight against breast cancer**. Each season, the WNBA and its teams will help raise awareness and inspire others in the fight against breast cancer. during Breast Health month, when each team partners with community based organizations like Bright Pink to host Breast Health Awareness Nights, events in the community, and wearing custom Breast Health warm up shirts for select games.
- For three years, the NBA and Kaiser Permanente have hosted the **Total Health Forum**, and annual event that brings together leaders from sports, healthcare business, community organizations, and government to discuss the most pressing community health issues facing our country. Previous forums were held in Washington, D.C. and Los Angeles,

and most recently in Atlanta, GA in March, when 250 guests came together to discuss opportunities for building community resiliency and achieving total health of mind, body, and spirit. Participants included NBA Deputy Commissioner Mark Tatum, Kaiser Permanente Chairman and CEO Bernard Tyson, NBA All-Star Stephen Curry, Laila Ali, WNBA President Lisa Borders, NBA Hall of Famer Dikembe Mutombo, Ruth Peterson of the CDC and Atlanta Mayor Keisha Lance Bottoms. The forum was emceed by ESPN's Hannah Storm.

- NBA Cares has partnered with **Share Our Strength's No Kid Hungry Campaign** to raise awareness and funds to help end childhood hunger in America, including a PSA campaign with Los Angeles Clippers All-Star Chris Paul. In 2017, the NBA partnered with No Kid Hungry and the Warriors to film and promote a "What Are You Hungry For?" video, telling the story of a young woman in Oakland who overcame the murder of her best friend and hunger issues to pursue success in school and on the basketball court. Additionally, in 2012, the NBA made a commitment to connect 50,000 children across the country with free summer meals.
- NBA/WNBA Cares are founding partners of the United Nations Foundation's **Nothing But Nets** campaign, a grassroots movement to save lives by preventing malaria (the leading killer of children in Africa). The NBA and WNBA have helped raise more than \$56 million to distribute more than 9 million life-saving bed nets. In July 2013, NBA player Stephen Curry traveled to Tanzania to support the Nothing But Nets campaign, and continues his "Three for Three" campaign, donating three malaria bed nets for every three-pointer he makes. On World Malaria Day, 2016, the NBA and WNBA supported Nothing But Nets' #CallYourShot challenge, an online campaign to raise awareness and funds to fight malaria. In 2017, NBA Cares hosted its third youth basketball event at the NBA Store in New York and recorded web videos from NBA Cares Global Ambassador Dikembe Mutombo, WNBA player Swin Cash, and NBA Cares Ambassador Ruth Riley. In September 2017, NBA Cares Ambassador Felipe Lopez traveled to the Dominican Republic

with Nothing But Nets to visit communities affected by malaria and highlight the need to eradicate the deadly disease.

- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including through partnerships with Greater Than AIDS, GBCHealth, Elizabeth Glaser Pediatric AIDS, and UNICEF; through grassroots events; and through extensive charitable donations. Through the Emmy award-winning awareness campaign "**Get Tested**," the NBA, HBO, the Global Business Coalition on HIV/AIDS, Tuberculosis, and Malaria (GBC), and the Kaiser Family Foundation came together to produce a series of television, radio, and print PSAs that encouraged people in urban communities to learn about their HIV/AIDS status.

In April 2018, the NBA launched its **first-ever mental health campaign** with a [PSA](#) of DeMar DeRozan and Kevin Love. The PSA directs fans to a landing page where they can learn more on how to live more healthy, resilient lives. In addition, NBA FIT programming will begin to incorporate mental wellness messaging and mindfulness training with the support of community experts like the Jed Foundation. Mental wellness offerings have been extended to employees as well through access to mindfulness training with Headspace and with activities like painting and pet therapy.

Military Support

- NBA Cares **Hoops for Troops** is the league's global, year-round program in collaboration with the Department of Defense and Joint Chiefs of Staff showcasing the league's commitment to service and honoring active and retired service men, women, and their families.
- Hoops for Troops supports local communities and hundreds of thousands of active and retired armed forces members and their families each year focusing on four pillars – transition, community, leadership, and health. Led by teams and current and former players, the initiative features a full schedule of events across the country including USO Tours with legends of the game, exhibition games,

clinics, open practices, speaking engagements, meet-and-greets, game tickets and more.

- **Hoops for Troops Week** (Veterans Day) activation honors and supports active and retired military and their families. The league and teams alongside current and former NBA players work with all six branches of the military in communities across the country to coordinate events and in-arena activities for troops and their families. To commemorate the holiday, NBA players and officials wear special on court apparel including Hoops for Troops shooting shirts.
- As part of the Jr. NBA's commitment to engaging military members through basketball, the Jr. NBA works with the Army, Marines, Navy, and Air Force to host Jr. NBA Military Tip-Off celebration events at military installations across the country, and provides sustainable youth basketball programming and support to service members and their families.
- The NBA will once again participate in the USO Vice Chairman of the Joint Chiefs of Staff Tour in April 2018 with multiple stops worldwide; including, Europe, Asia, and the Middle East. The Vice Chairman's global troop visit is an expression of appreciation to our troops serving overseas and an opportunity to meet with service men and women, family members and commanders on the ground. Many current and former NBA and WNBA players and coaches have personal ties to the military and are passionate about supporting troops and veterans, including John Collins, Ray Allen, Karl Malone, David Robinson, Shaquille O'Neal, Robert Horry, Ruthie Bolton, Taj McWilliams-Franklin, Ruth Riley and Lenny Wilkens.
- As part of All-Star 2017, the NBA celebrated the 75th anniversary of the USO by engaging with General Thomson and the 1st Cavalry Division deployed in Afghanistan. NBA legends Sam Perkins and Caron Butler, WNBA player Ivory Latta, and NBA Director of Officials Bob Delaney participated in tour activities, hosted the first ever Hoops for Troops Basketball Tournament, and joined service members for a viewing party of the 66th NBA All-Star game.

- NBA.com/HoopsforTroops continues to promote NBA.com career opportunities to veterans and reservists. The NBA partners with the Chamber of Commerce, the Office of the Secretary of Defense, the Wounded Warrior Project, the New York National Guard, and Paralyzed Veterans of America to further support military members and their families.
- The NBA works closely with the **Tragedy Assistance Program for Survivors (TAPS)** throughout the year to support families who have lost loved ones serving in the armed forces. Players, coaches, referees, and teams host TAPS families for unique experiences including meet-and-greets and on-court recognition moments.
- In 2015, the NBA appointed General Martin E. Dempsey, the 18th Chairman of the Joint Chiefs of Staff, as the Special Adviser to Commissioner Adam Silver. General Dempsey, who held the position as highest-ranking U.S. military officer for the past four years, provides the NBA with counsel on leadership and service and serves as chairman of the Jr. NBA Leadership Council.

Environment

- **NBA Green** is a leaguewide program in partnership with the Green Sports Alliance (GSA) and Sports and Sustainability International (SandSi) that generates awareness for protecting the environment domestically and internationally. The league and its teams and players are taking steps to be more environmentally friendly and are encouraging fans to participate in local greening initiatives.
- The league and its teams are committed to greening efforts that build more eco-friendly operations. In 2012, the NBA launched *Mosaic* now *Anthesis*, an online tool designed to measure environmental impact. In partnership with Green Sports Alliance and Renewable Choice Energy, *Anthesis* allows all NBA teams and venues to track, analyze, and identify cost savings opportunities within their environmental footprint. Additional program efforts throughout offices and arenas include utilizing sustainable supplies, promoting use of mass transit, implementing recycling programs, installing energy

and water-saving fixtures, purchasing renewable energy credits and carbon offsets, and more.

- Partnering with NEEF (National Environmental Education Foundation), the NBA Green Energy All-Star campaign highlighted the NBA's commitment to energy efficiency and renewable energy by inviting fans to join the league and its teams to be an energy all-star. The campaign featured a public service announcement that focused in on an NBA Green timeout huddle. The blacktop pickup game featured NBA legends Bill Walton, Dikembe Mutombo, Jason Collins, and Felipe Lopez, former WNBA superstars Swin Cash and Ruth Riley, as animated bobble heads. Sharing energy saving tips, each player reminded fans of the simple, everyday things they could all do to save energy as well as save money improve their health and have a positive impact on the environment.
- Eight NBA team arenas have received **LEED® certification** by the U.S. Green Building Council: Philips Arena (Atlanta Hawks), American Airlines Arena (Miami Heat), Moda Center (Portland Trail Blazers), Oracle Arena (Golden State Warriors), Toyota Center (Houston Rockets), Barclays Center (Brooklyn Nets) and Amway Center (Orlando Magic). American Airlines Arena Is the World's First Sports & Entertainment Facility to Achieve LEED® Gold Recertification. Golden 1 Center (Sacramento Kings) is the league's only Platinum certified arena. Golden 1 Center is carbon and grid neutral and will get all its electricity primarily from solar power. UCLA Health Training Center - Los Angeles Lakers HQ was LEED Platinum Certified!
- Five NBA teams have installed solar panels on their arenas, garages, or practice facilities: Pepsi Center (Denver Nuggets), US Airways Center (Phoenix Suns/Mercury), Staples Center (Los Angeles Lakers/Clippers) Warriors Arena (Golden State Warriors) and AT&T Center (San Antonio Spurs/Stars).
- The NBA Flagship Store achieved Leadership in Energy and Environmental Design (LEED) Commercial Interior's (CI) v3 Gold level certification by the US Green Building Council* (USGBC).

International Initiatives

- Through a variety of Youth Participation programs including Jr. NBA, NBA FIT and NBA Cares, the NBA reached more than 12.3 million youth in 36 counties and territories annually. NBA Cares programs and participants have provided more than 4.3 million hours of hands-on service and created more than 1,125 places where kids and families can live, learn or play in communities around the world. Internationally, NBA Cares has created more than 237 places where kids and families can live, learn, or play in 37 countries and territories.
- The **Jr. NBA**, the league's global youth basketball program for boys and girls, teaches the fundamental skills as well as the core values of the game at the grassroots level to help grow and improve the youth basketball experience for players, coaches and parents. This year, the NBA will engage 26.4 million youth in 71 countries through a variety of Jr. NBA and NBA Cares programming, including youth basketball camps, clinics, skills challenges and league play.
- **Basketball Without Borders (BWB)** is the NBA's and FIBA's global basketball development and community outreach program that unites young basketball players to promote the sport and encourage positive social change in the areas of education and health. Since 2001, The NBA and FIBA have staged 53 BWB camps in 34 cities in 27 countries on six continents. BWB has hosted more than 3,190 participants from 127 countries and territories. More than 250 different current and former NBA/WNBA players have joined more than 200 NBA team personnel from all 30 NBA teams with 47 BWB campers drafted into the NBA. Additionally, five BWB campers signed as free agents. In addition to working with the campers on the court, NBA players and coaches lead extensive community outreach programs through NBA Cares and participate in daily seminars that promote education, leadership, character, healthy living and HIV/AIDS awareness and prevention.
- In August of 2018, the NBA hosted the third **NBA**

Africa Game at Time Square Sun Arena in support of The Nelson Mandela Foundation. The 2017 game benefitted UNICEF, SOS Children's Village Association of South Africa and the Nelson Mandela Foundation. The first game took place in August of 2015, at Ellis Park Arena in Johannesburg in a Team World versus Team Africa format. The game was broadcast in 215 countries in 26 languages and 70M homes and reached more than 1 million users on NBA Africa's social media platforms.

- In partnership with the **U.S. Department of State's Bureau of Educational and Cultural Affairs' SportsUnited Program as well as the Empowering Women and Girls Through Sport Initiative**, more than 78 current and former NBA and WNBA players and coaches have traveled to 44 countries as ambassadors of sport, conducting clinics, visiting schools and speaking to youth. Additionally, the NBA and WNBA support the U.S. State Department's Sports Visitor Program by partnering to host youth and coaches during their visits to the U.S.
- In China, NBA Cares works with leading non-profit organizations and community partners such as the China Youth Development Foundation, China Foundation For Disabled Persons, China Soong Ching Ling Foundation, Yao Foundation and Special Olympics, to support a range of programs education, health, and development programs. These efforts reach more than 300,000 underprivileged youth in China every year.
- The NBA, in partnership with ExxonMobil and Africare, in 2013 launched **Power Forward** in Abuja, Nigeria, a program which has trained **20 coaches**, partnered with **10 schools** and reached more than **440 youth** with weekly programing. This youth development program, which is in its second year, leverages the power of basketball and the NBA to teach health, leadership, and life skills.
- The NBA in partnership with the **USAID** has developed **Live, Learn and Play: Sustainable, Scalable Basketball for Youth Development (LLP)**, a public-private partnership to foster youth development in Africa through sustainable

basketball and life skills development. To date, LLP has trained 205 coaches and partnered with 21 schools and youth clubs, and reached a total of 849 youth. LLP programs will use sport to transcend social, economic, and political barriers bringing youth together and encouraging healthy lifestyles and community development.

- The **Jr. NBA World Championship** is a new, annual 14U boys and girls' global basketball tournament that tipped off in April 2018 – and will unify existing youth programming around the globe. Winners from regional competitions traveled to Disney's Wide World of Sports complex in August to compete for the first ever Jr. NBA World Championship.
- Together with the **Reliance Foundation**, the **NBA launched the Jr. NBA** in 18 Cities (India) for youth ages 8-16. Since its launch in 2013, The Reliance Foundation Jr. NBA program has reached more **than 6 million youth** and trained more **than 5,000 physical education instructors** in more than 3,000 schools nationwide. The Reliance Foundation Jr. NBA program focuses on inspiring youth to adopt a healthy, active lifestyle by integrating basketball into each participating school's physical education curriculum.
- Jr. NBA Asia, in partnership with FrieslandCampina, Alaska Milk, and Dutch Lady, hosts youth basketball programming for youth ages 7-14 to develop basketball skills and promote the values of the game through instructional camps and clinics in the Philippines, Indonesia, Malaysia, Thailand, and Vietnam. In 2016-17, **Jr. NBA Asia will engage more than 3.2 million youth**, largely through a program with the Ministry of Education in Indonesia, Malaysia, Vietnam, and Thailand
- Jr. NBA programming in Europe currently spans 17 countries impacting 2.0 million youth and families. Additional programming includes NBA player camps, youth clinics, skills challenge competitions, and Jr. NBA Leagues. EME currently runs 25 Jr. NBA Leagues in 16 countries, with its format mirroring the NBA with a team draft, regular season, single-elimination playoffs and finals to determine the Jr.

NBA Champion.

- China's Jr. NBA program reaches more than 1M youth ages 6-18 through various youth basketball programs, anchored by its "School Basketball" initiative with the Chinese Ministry of Education (MOE). Additional programming includes Jr. NBA leagues with the support of MOE and local sports bureaus and basketball associations; Jr. NBA Children's Day, and youth clinics. The School Basketball program, launched at the start of the 2016 school year, is a partnership between the NBA and the Chinese Ministry of Education with 525 participating schools in year one. It incorporates weekly mandatory basketball programs into physical education classes using the curriculum designed by the NBA. The partnership aims to reach 20,000 elementary, middle, and high schools across China by 2021.