



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

**MAKING WAVES OF CHANGE**

## The 2019 Racial and Gender Report Card:

## National Basketball Association

**by Dr. Richard Lapchick**

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# ***THE 2019 RACIAL AND GENDER REPORT CARD: NATIONAL BASKETBALL ASSOCIATION***

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## **Executive Summary**

**Orlando, FL - June 18, 2019**

The **2019 National Basketball Association (NBA) Racial and Gender Report Card (RGRC)** was released today and it confirmed the League's continued leadership position in the sports industry with its commitment to inclusive racial and gender hiring practices. The new grading scale that was implemented in the 2017 Report Card to correspond with America's changing demographics was also used.

The NBA received an **A+** for racial hiring practices with a score of 98.7 points, which was the same score in 2018, and a **B** for gender hiring practices with 80.9 points, down from 81.1 points in 2018. The overall grade was an **A** with 89.8 points decreasing from 89.9 points last year. While there are slight decreases in some categories from last year, the NBA continues to be a frontrunner of diversity and inclusion amongst the professional sports landscape.

Using data from the 2018-2019 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise such as top management, team managers, team professional staff, head trainers and broadcasters. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES which then analyzed the data. The listing of owners, head coaches, team presidents and general managers of color for the 2019 Report Card was then updated to reflect changes through the end of the 2019 regular season. The 2019

## ***Overall Grade***



A

## ***Racial Hiring***



A+

## ***Gender Hiring***



B

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Report also has the extensive list of NBA diversity initiatives, which are in Appendix II. Tables for the Report are included in Appendix III.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the report, stated, “Based upon a thorough review of the data provided by the NBA, we find that the NBA continues to lead in men's professional sport in racial hiring practices. Despite continuing to be a leader with gender hiring practices amongst the other men's professional sport leagues, the NBA is trending downward with women in team management positions. As has been the history, we found that the NBA League Office had better racial and gender hiring percentages than the individual teams. People of color working in team professional staff positions represented the largest increase of any category in the past five years (+12.4%). The NBA continues to have the most owners of color and the most female majority owners.

The percentage of women CEO/Presidents has increased three years in a row, as there are more women serving in this leadership position (seven) than all other professional sport leagues combined. With respect to the diversity of players in the league, the percentage of white players has decreased to its lowest point since 2010 (18.1%). The NBA has the highest percentage of head coaches of color since 2014 and that has been trending upward over the past three years. Additionally, the NBA has seen a growth in the number of female assistant coaches leading to the highest number in league history (four), while the percentage of assistant coaches of color was the lowest it has been since the 2014-2015 season. Although still higher than the other professional leagues, the percentage of general managers of color is the lowest of the NBA's categories for the percent of people of color.”

At the team level, the percentage of people of color in team vice president positions and higher decreased from 25.4 percent in 2017-2018 to 23.9 percent in 2018-2019. In the team management category, the percentage of people of color increased from 31.2 percent to 31.9 percent, while they decreased from 39.5 percent to 38.1 percent at the team professional staff category.

Women who held team vice president and higher positions increased by 1.9 percentage points from 23.5 percent in 2017-2018 to 25.4 percent in 2018-2019. The percentage of women in team professional staff positions

## NBA RGRC at a Glance

### *Grade for Race of NBA Players*

**A+**  **81.9%**  
People of Color

### *Racial Hiring Grade for NBA League Office*

**A+**  **37.6%**  
People of Color

### *Gender Hiring Grade for NBA League Office*

**B+**  **39.7%**  
Women

### *Racial Hiring Grade for NBA Head Coaches*

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

### *Racial Hiring Grade for NBA Assistant Coaches*

**A+**  **42.5%**  
People of Color

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increased by .1 of a percentage point from 37.2 in 2017-2018 to 37.3 percent in 2018-2019. There was a decrease in the percentage of women in team management positions from 31.6 percent last year to 30.9 percent this year. This is the fourth consecutive year that women lost ground at the team level. While trending downward in overall percentage over the past few years, the number of women hired for team management positions is significantly higher (912) compared to the number five years ago (196). The best category for the representation of women is in the NBA League Office with professional employees at 39.7 percent, an increase of 0.1 percent from the previous year.

In arguably of the two the most closely watched positions, the percentage of people of color among general managers increased from 20 percent in the 2017-2018 season to 26.1 percent this season. The NBA leads all men's professional leagues in this position. At the beginning of the season, people of color represented 33.3 percent of all NBA head coaches which was a 3.3 percent increase over the previous season.

The Institute for Diversity and Ethics in Sport at the University of Central Florida publishes the Racial and Gender Report Card to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions. The 2019 NBA Racial and Gender Report Card follows the release of the Major League Baseball RGRC.

TIDES officially changed the grading scale in 2017 for the first time in the nearly 20 years of the Report Card because of America's changing demographics. Please note the changes in the section at the end of the report for "How Grades Are Calculated." The result is that the grades for the 2019 NBA Racial and Gender Report have been calculated at a higher standard. 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.



## NBA RGRC at a Glance

### *Racial Hiring Grade for General Managers*

**A-**  **26.1%**  
People of Color

### *Racial Hiring Grade for NBA Team VPs and Above*

**B+**  **23.9%**  
People of Color

### *Gender Hiring Grade for NBA Team VPs and Above*

**D+**  **25.4%**  
Women

### *Racial Hiring Grade for NBA Team Management*

**A+**  **31.6%**  
People of Color

### *Gender Hiring Grade for NBA Team Management*

**C**  **30.9%**  
Women

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## Report Highlights


- Those who identified themselves as African-American comprised 74.8 percent of all NBA players (an increase of 0.9 of a percentage point) while 81.9 percent of players were people of color (an increase of 1.2 percentage points). The percentage of white NBA players was 18.1 percent, a decrease of 1.2 percentage points from the 19.3 percent recorded in 2017-2018.
- International players comprised 20.7 percent (102 players) of the NBA's players during the 2018-2019 season, increasing by 0.8 of a percentage point from last season (19.9).
- At the start of 2018-2019 NBA season, there were 10 head coaches of color which increased by one from the start of the 2017-2018 season. Overall, people of color represented 33.3 percent of all NBA head coaches. African-Americans represented 26.7 percent of all head coaches, Hispanic/Latino represented 3.3 percent, and Asian represented 3.3 percent.
- There were three women who were assistant coaches in 2018-2019, Rebecca "Becky" Hammon (San Antonio Spurs), Jenny Boucek (Sacramento Kings) and Karen Stack Umlauf (Chicago Bulls). After the season ended, the Cleveland Cavaliers hired Lindsay Gottlieb.
- Mark Tatum is the NBA Deputy Commissioner and Chief Operating Officer. When he was appointed, he became the highest ranked African-American in the league office of any of the major American professional sports.
- Kathleen Behrens, President, Social Responsibility and Player Programs and Amy M. Brooks, President, Team Marketing & Business Operations and Chief Innovation Officer were the first two women who held the title of President in the league office of a major men's professional sports league.
- At the NBA League Office, 37.6 percent of professional staff positions were held by people of color,

### *Players of Color*

80.7%  81.9%

2018 2019

### *Head Coaches of Color*

30.0%  33.3%

2018 2019

### *General Managers of Color*

20.0%  26.1%

2018 2019

### *Team VPs and Above of Color*

25.4%  23.9%

2018 2019

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an increase of 1.2 percentage points from the 36.4 percent recorded at the end of the 2017-2018 season. This season marked the highest ever percentage of people of color in these positions.

- Women held 39.7 percent of all professional positions in the NBA League Office, an increase from 39.6 percent at the end of the 2017-2018 season.
- There was one Latino and five African-American chief executive officers and/or presidents for NBA teams. Those classified as “others” and Asian had no representation at the CEO/president positions. The percent of CEOs/presidents of color increased from 9.8 percent in 2017-2018 to 10.7 percent in 2018-2019.
- In the 2018-2019 season, Maureen Hanlon (Brooklyn Nets), Matina Kolokotronis (Sacramento Kings), Jeanie Buss (Los Angeles Lakers), Gayle Benson (New Orleans Pelicans), Gillian Zucker (LA Clippers), Julianna Hawn Holt (San Antonio Spurs), and Cynthia Marshall (Dallas Mavericks), held the role of either president or CEO for NBA franchises. This has been more than in any other of the men’s professional sports for each of the last four years.
- There were five (21.7 percent) people of color in the role of general manager for NBA teams in the 2018-2019 season. Four are African-American, and one is “other” (Pacific Islander). Those classified as Latinos or Asian had no representation at the general manager position.
- Women held 25.4 percent of team vice president positions, an increase of 1.9 percentage points from the 2017-2018 season.
- People of color held 23.9 percent of team vice president positions, which decreased from the 25.4 percent recorded in the 2017-2018 season, when it reached an all-time high for people of color.
- There was a decrease for people of color and an increase for women at the team level in professional staff positions. At the beginning of the 2018-2019 season, people of color held 38.1 percent of team

professional staff positions for NBA teams. This was a decrease of 1.4 percentage points from last year’s mark of 39.5 percent. The percentage of women holding team professional staff positions increased by 0.1 percentage points from 37.2 percent in 2017-2018 to 37.3 percent in 2018-2019.

- As of March 1, 2019, the percent of NBA head athletic trainers of color was 25.9 percent, a significant decrease versus the 36.7 percent in the 2017-2018 season.
- As of March 1, 2019, 55.3 percent of NBA referees were people of color, which was 0.9 of a percentage point decrease from the previous report. This season marks the largest ever representation of women as referees as 19.1 percent of referees were women, an increase of 5.3 percentage points from the 2017-2018 season. There was an increase from 18 to 29 female referees from last season to the current one.
- On May 15, 2019, Cathy Engelbert, former Chief Executive Officer, Deloitte US, was named WNBA Commissioner.



## Overall Grades

The NBA received an **A+** for racial hiring practices with a score of 98.7 points, which was the same score in 2018, and a **B** for gender hiring practices with 80.9 points, down from 81.1 points in 2018. The overall grade was an **A** with 89.8 points decreasing from 89.9 points last year.

The NBA received an **A+** for racial hiring practices in the League Office, head coaches, assistant coaches, management at the team level, professional staff at the team level and for player opportunities. The NBA earned an **A-** for general managers at the team level and a **B+** for vice presidents at the team level.

The NBA received a **B+** for gender hiring practices in the League Office, a **B-** for professional staff at the team level, a **C** for management positions at the team level, and a **D+** for team vice presidents.


The grade for CEOs/Presidents was not used in the calculation of the final grade but the NBA received an **F** for racial and gender hiring practices of CEOs/Presidents.

The League earned an **A+** for diversity initiatives.


### *Racial Hiring:*

<b>98.7</b>	<b>98.7</b>
<b>-2018-</b>	<b>-2019-</b>

### *Gender Hiring:*

<b>81.1</b>		<b>80.9</b>
<b>-2018-</b>		<b>-2019-</b>

### *Overall Score:*

<b>89.9</b>		<b>89.8</b>
<b>-2018-</b>		<b>-2019-</b>



## Grades by Category

### *NBA Players*

For the 2018-2019 season, 81.9 percent of the NBA's players were people of color, increasing by 1.2 percent from the 80.7 percent recorded in the 2017-2018 season. The percentage of players who were classified as African-American in the league was 74.8 percent, an increase of .9 of a percentage point from the previous season. There was an increase of 0.1 of a percentage point in players who were classified as Latino, going from 2.3 percent in 2017-2018 to 2.4 percent this season. Asian players increased from 0.6 percent last season to 0.8 percent this season. Players categorized as "other" races stayed constant at 3.9 percent compared to last year.

The percentage of white NBA players was 18.1 percent, a decrease of 1.2 percentage points from the 19.3 percent recorded in the 2017-2018 season.

International players comprised 20.7 percent (102 players) of the NBA's players during the 2018-2019 season, increasing by 0.8 of a percentage point from last season (19.9).

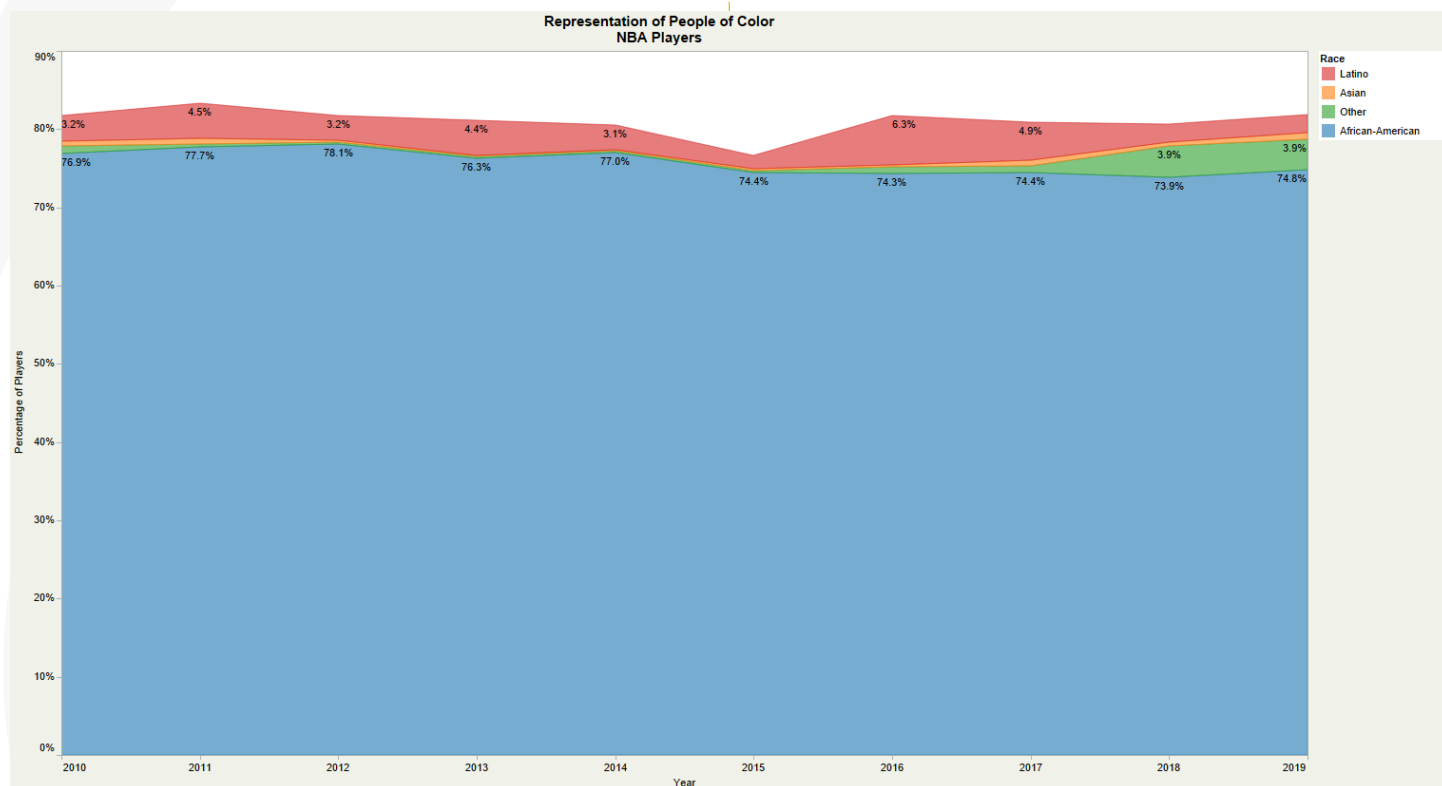
### *NBA Grade for Race of Players*

**A+**  **81.9%**  
Players of Color

See Table 1.

### *NBA International Players*

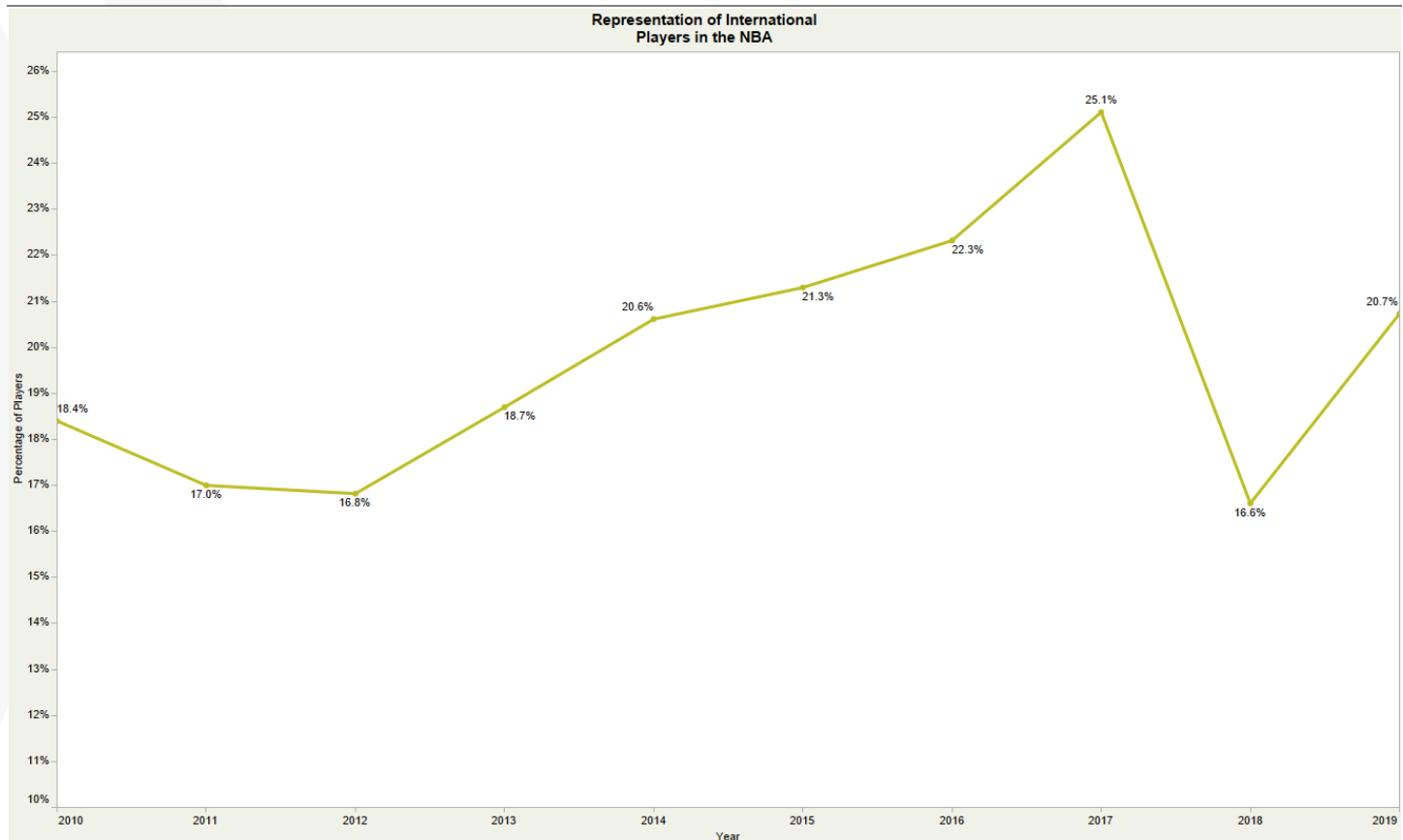
**19.9%**  **20.7%**  
2018 2019



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### ***NBA League Office***

The NBA League Office has the best record for people of color (37.6 percent, up 1.2 percentage points) in men's professional sport. This season marked the highest ever percentage of people of color in these positions. In addition, professional staff positions at the NBA League Office had the best representation of women (39.7 percent, up 0.1 of a percentage point) out of all of the graded categories in this year's report.

As of March 1, 2019, 62.4 percent of all NBA League Office professional employees were white, 15.9 percent were African-American, 6.7 percent were Latino, 10.4 percent were Asian, and 4.6 percent were classified as "other." The percentage of Latino professional employees, Asian and those classified as "other" professional employees increased by 0.8, 0.4 and 0.9 percentage points, respectively. The percentage of white and African-American professional employees decreased by 1.2 percentage points and 0.9 of a percentage point, respectively.

All NBA League Office data was reported as of March 1st, 2019.

There were 44 people of color in vice president posi-

tions or higher during the 2018-2019 season. Notably, Mark Tatum was the NBA's Deputy Commissioner and Chief Operating Officer. When appointed, he became the highest-ranking African-American in the League Office of any of the major American professional sports. Kathleen Behrens, President, Social Responsibility and Player Programs and Amy M. Brooks, President, Team Marketing & Business Operations and Chief Innovation Officer were the first two women who held the title of President in the league office of a major men's professional sports league.

There were 20 African-American men who held a vice president position or higher:

- **Mark Tatum**, Deputy Commissioner & Chief Operating Officer
- **Julius Shareef Abdur-Rahim**, President, NBA G League
- **Byron Spruell**, President, League Operations
- **Michael Bantom**, Executive Vice President, Head of Basketball Development – League Operations
- **Eric Hutcherson**, Executive Vice President, Chief Human Resources Officer
- **Jerome Pickett**, Executive Vice President & Chief Se-

curity Officer

- **Oris R. Stuart**, Executive Vice President, Chief Diversity & Inclusion Officer
- **Kivin Jones**, Senior Vice President, Global Human Resources
- **Christopher Benyarko**, Senior Vice President, Direct to Consumer, Product and Content Strategy
- **Kenneth Payne**, Senior Vice President, Event Management – Guest Experience
- **Gregory Taylor**, Senior Vice President, Head of Player Development
- **Kevin Best**, Vice President, Advertising & Media Group Lead
- **Anshell Boggs**, Vice President, Head of Risk Management
- **Fidelis Igiehon**, Vice President, Head of Compensation
- **Robert Lanier**, Vice President, Advisor to the Commissioner
- **Rory Sparrow**, Vice President, Player Development Program Manager
- **Andrew Thompson**, Vice President, Content Production
- **Jonathan A. Tillman**, Vice President, Account Management, NBA and Ticket Sales Team

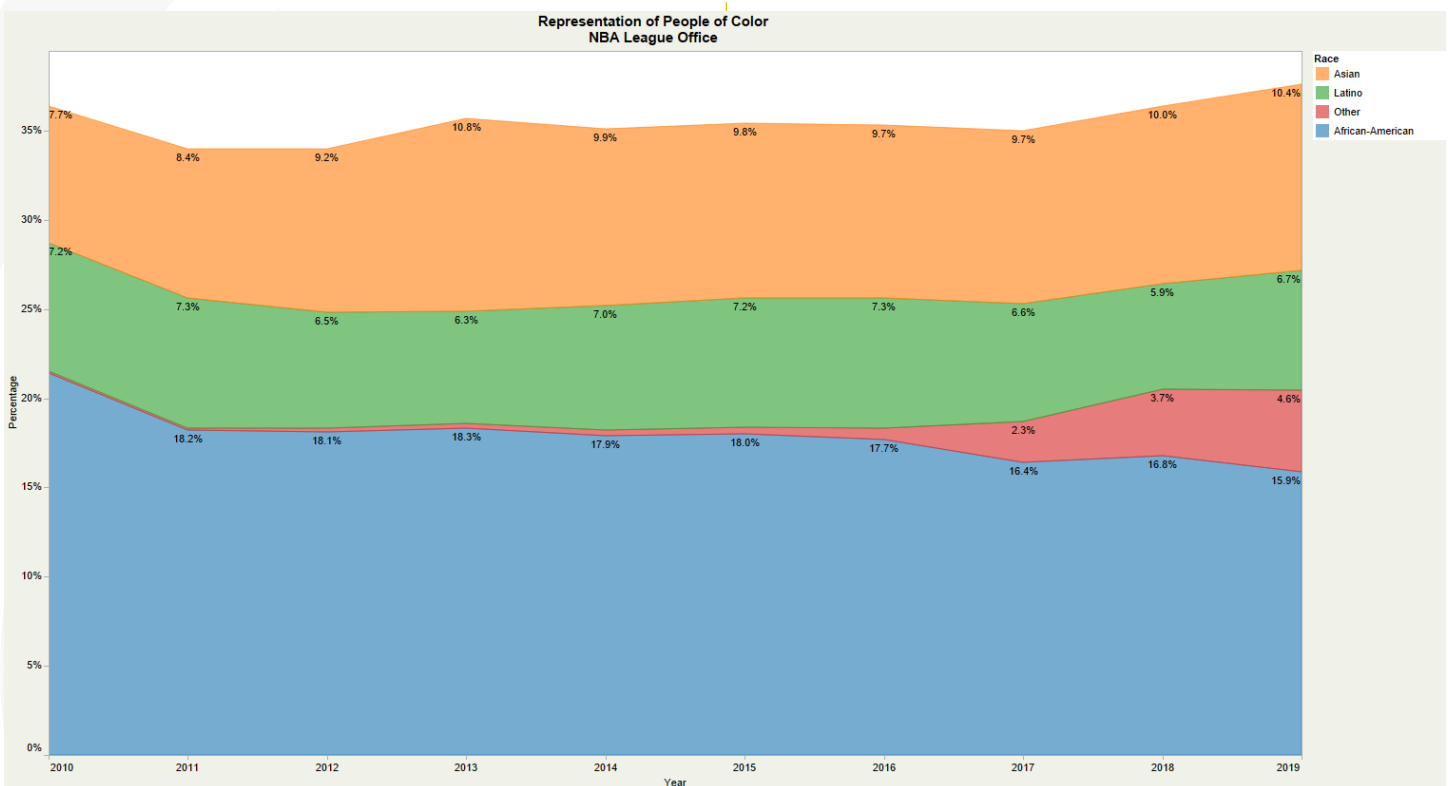
- **Leroy Sims**, Vice President, Medical Services
- **Marcus Snipe**, Vice President, International Events and Facilities

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

- **Kori Davis Porter**, Senior Vice President, Content Business Operations
- **Kimberly Clark**, Vice President, International Marketing Group
- **Liliahn Majeed**, Vice President, Diversity & Inclusion
- **Geraldine Pamphile**, Vice President, International Business Development
- **Leah Wilcox**, Vice President, Player Family Liaison
- **Tatia Williams**, Vice President, Assistant General Counsel - Social Responsibility & Player Programs and Media
- **Jamila Wideman**, Vice President, Player Development

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

- **Krishna Bhagavathula**, Senior Vice President, Chief Technology Officer



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- **Hrishi Karthikeyan**, Senior Vice President, Assistant General Counsel – Global Partnerships
- **Rishi Tripathi**, Senior Vice President, Chief Information Security Officer
- **Anil George**, Vice President, Assistant General Counsel – Intellectual Property
- **Jang Woo Lee**, Vice President, Digital Product Management
- **Vinay Reddy**, Vice President, Strategic Communications Lead
- **Edward Whang**, Vice President, Assistant General Counsel – International
- **Andrew Song**, Vice President, Global Content Media Distribution

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

- **Jennifer Chun**, Senior Vice President, Global Media Distribution
- **Fay Gosiengfiao**, Vice President, Financial Analysis Team Lead
- **Diane Gotua**, Vice President, Global Business Operations & USA Basketball Lead
- **Li Li Leung**, Vice President, Partner Management Strategic Leader
- **Simran Santiago**, Vice President, Accounting

There was one Latino vice president or higher in the NBA League Office:

- **Rafael Carvalho Siqueira Elia**, Vice President, Media Distribution – Latin America

There was one Latina vice president or higher in the NBA League Office:

- **Graciela Mercado**, Vice President, Human Resources

There was one male who held a vice president position or higher who was identified as “other” in the NBA League Office:

- **Ira Reiss**, Vice President, Financial Analysis Group Lead

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

- **Julie de Jesus-Evans**, Vice President, Digital Project & Partner Management

Including all women of color who are vice presidents, there were 54 women who held a vice president or higher position. This was reported as of March 1st, 2019. The following are white women holding the position of vice president level or higher in the League Office:

- **Kathleen Behrens**, President, Social Responsibility & Player Programs
- **Amy M. Brooks**, President, Team Marketing & Business Operations and Chief Innovation Officer
- **Melissa Anne Brenner**, Executive Vice President, Digital Media
- **Ayala Deutsch**, Executive Vice President and Deputy General Counsel, NBA Properties
- **Kimberly F. Bohuny**, Senior Vice President, Head of International Basketball Operations
- **Julie Derene**, Senior Vice President, Chief Talent Officer
- **Janine Dugre**, Senior Vice President, Creative Services Production Management
- **Kelly A. Flatow**, Senior Vice President, Event Management
- **Amanda George**, Senior Vice President, Global Partnerships, Digital Media and Youth Basketball Communications Lead
- **Lisa Goldberg**, Senior Vice President, Head of Business Operations & Hospitality
- **Michelle Denise Johnson**, Senior Vice President, Head of Referee Operations
- **Lisa Piken Koper**, Senior Vice President, Head of Merchandising Partnerships
- **Elizabeth Maringer**, Senior Vice President and Assistant General Counsel – Integrity & Investigations
- **Heidi Nadler**, Senior Vice President, Global Head of League Finance
- **Jeannette Neyses**, Senior Vice President, Deputy Chief Security Officer
- **Erin E. Schnieders**, Senior Vice President, Head of Arena Development & Standards
- **Danielle Shanes**, Senior Vice President, Human Resources
- **Kerry A. Tatlock**, Senior Vice President, Head of Marketing Partnerships
- **Nancy E. Baldwin**, Vice President, Corporate Services
- **Sona Chakamian**, Vice President, International Retail
- **Lauren Cohen**, Vice President, Partner Management & Activation Strategic Leader
- **Maureen Coyle**, Vice President, Media Operations &



## Event Management

- **Barbara DeCristofaro**, Vice President, Event Management – Hotels
- **Catherine M. Gaines**, Vice President, Partner Management Strategic Leader
- **Christine Hedgpeth**, Vice President/Chief Operating Officer, WNBA
- **Michelle Gabel**, Vice President, Retail Integration
- **Zoe Hilden**, Vice President, General Counsel
- **Francesca A. Martinelli**, Vice President, Broadcast Operations
- **Carolanne E. McAuliffe**, Vice President, Lead Integration Strategist
- **Stacy McWilliams**, Vice President, International Account Management
- **Beth Meek**, Vice President, Corporate Services
- **Julie O. Morris**, Vice President, Media Partnerships Group Leader
- **Tara Mulcahy**, Vice President, Partner Management Strategic Leader
- **Siroui Mushegian**, Vice President, Head of Program Delivery and Business Operations
- **Juliana Peters**, Vice President, Brand Marketing
- **Rita A. Rak**, Vice President, Treasury Lead

- **Tara Schwartz**, Vice President, Social Responsibility
- **Lauren Sullivan**, Vice President, Global Partnerships
- **Stephanie K. Vogel**, Vice President, Deputy Chief Compliance Officer
- **Laura Wilhelm**, Vice President, International Tax Lead

### *Racial Hiring Grade for NBA League Office*

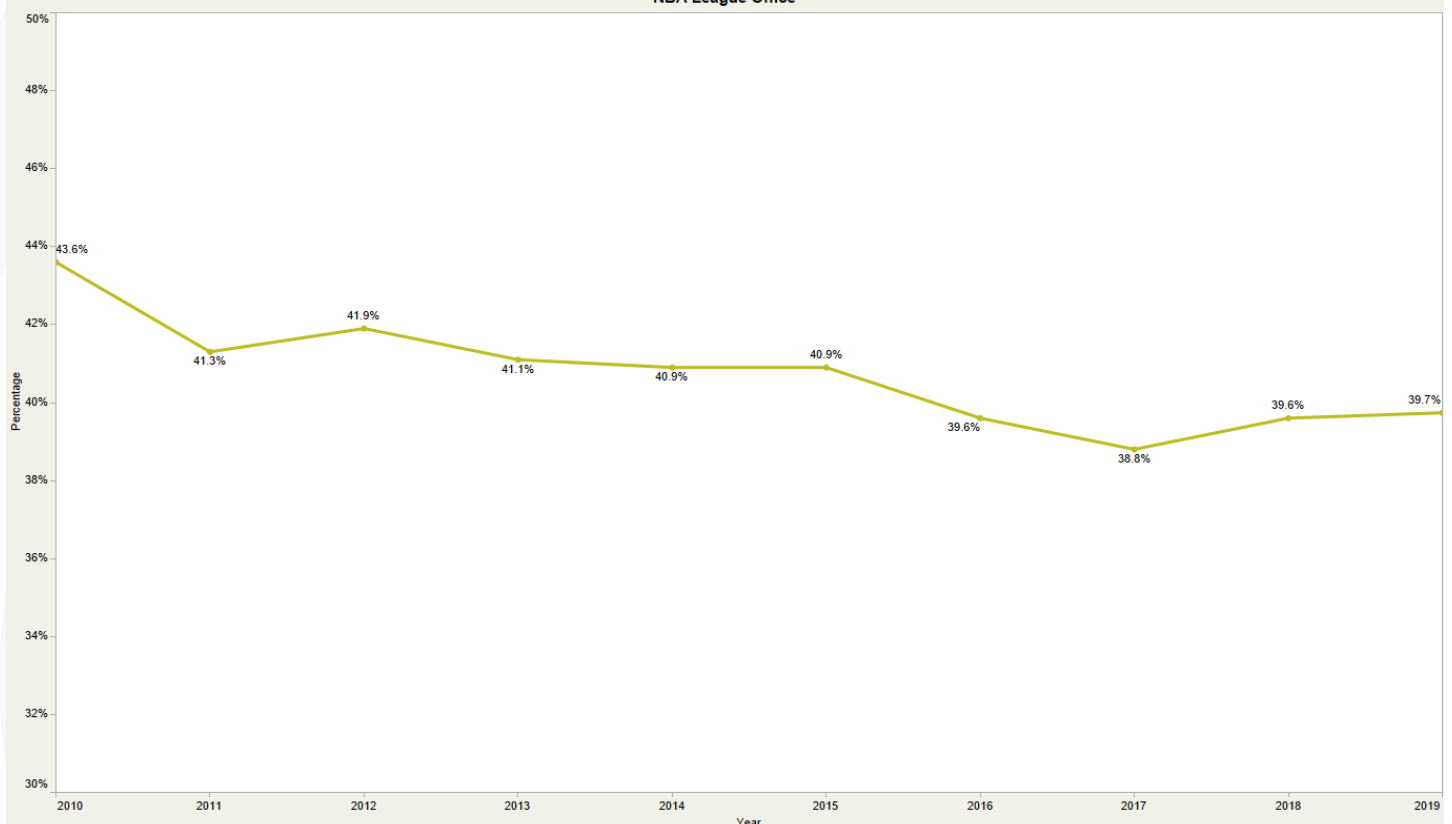
**A+** ↑ **37.6%**  
People of Color

### *Gender Hiring Grade for NBA League Office*

**B+** ↑ **39.7%**  
Women

See Table 2.

Representation of Women  
NBA League Office



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## NBA Teams

### Team Owners

As of the 2015 NBA RGRC, the methodology for collecting data for team ownership included chairpersons and minority team owners listed by the team.

Michael Jordan was the majority team owner and Chairman of the Charlotte Hornets. Vivek Ranadive, who is from India, was the team owner of the Sacramento Kings. Marc Lasry, who was born in Morocco, was a team owner of the Milwaukee Bucks. The 2016-2017 season was the first time three team owners of color had run their organizations simultaneously.

Gail Miller was majority team owner and Chairman of the Board of the Utah Jazz. Jeanie Buss was the controlling team owner and Chief Executive Officer of the Los Angeles Lakers. Julianna Hawn Holt was the majority team owner and President/CEO of the San Antonio Spurs. Gayle Benson became the team owner of the New Orleans Pelicans last season.

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

- **Grant Hill**, Atlanta Hawks
- **Sara Blakely**, Atlanta Hawks
- **Mit Shah**, Atlanta Hawks
- **Dr. James I. Cash, Jr.**, Boston Celtics
- **Ronald McCray**, Boston Celtics
- **Mark Wan**, Boston Celtics
- **Joe Tsai**, Brooklyn Nets
- **Claude Alexander**, Charlotte Hornets
- **Lynn Beck Simonini**, Charlotte Hornets
- **Les King**, Charlotte Hornets
- **Bob Washington**, Charlotte Hornets
- **Fred Whitefield**, Charlotte Hornets
- **Felix Sabates**, Charlotte Hornets
- **Dr. Spurgeon Webber III**, Charlotte Hornets
- **Gretchen Williams**, Dallas Mavericks
- **Erika Glazer**, Golden State Warriors
- **Chamath Palihapitiya**, Golden State Warriors
- **Dr. Patrick Shoon-Shiong**, Los Angeles Lakers
- **Dennis Wong**, LA Clippers
- **Ashley Manning**, Memphis Grizzlies
- **Brandon Arrindell**, Memphis Grizzlies
- **Harold Ford Jr.**, Memphis Grizzlies
- **Penny Hardaway**, Memphis Grizzlies
- **Elliot Perry**, Memphis Grizzlies

- **Julio Iglesias**, Miami Heat
- **Michael Barber**, Milwaukee Bucks
- **Virgis Colbert**, Milwaukee Bucks
- **Valerie Daniels-Carter**, Milwaukee Bucks
- **Charles Harvey**, Milwaukee Bucks
- **Corey Nettles**, Milwaukee Bucks
- **Lizhang Jiang**, Minnesota Timberwolves
- **James Lassiter**, Philadelphia 76ers
- **Will Smith**, Philadelphia 76ers
- **Jada Pinkett-Smith**, Philadelphia 76ers
- **Raj Bhathal**, Sacramento Kings
- **Shaquille O'Neal**, Sacramento Kings
- **David Robinson**, San Antonio Spurs
- **Raul Fernandez**, Washington Wizards
- **Dr. Sheila Johnson**, Washington Wizards
- **Michelle DiFebo Freeman**, Washington Wizards
- **Jeong H. Kim**, Washington Wizards
- **Earl Stafford**, Washington Wizards
- **Laurene Powell Jobs**, Washington Wizards

The following women were minority team owners during the 2018-2019 season:

- **Sara Blakely**, Atlanta Hawks
- **Lynn Beck Simonini**, Charlotte Hornets
- **Gretchen Williams**, Dallas Mavericks
- **Erika Glazer**, Golden State Warriors
- **Ashley Manning**, Memphis Grizzlies
- **Valerie Daniels-Carter**, Milwaukee Bucks (African-American)
- **Jada Pinkett-Smith**, Philadelphia 76ers (African-American)
- **Dr. Sheila Johnson**, Washington Wizards (African-American)
- **Michelle DiFebo Freeman**, Washington Wizards
- **Laurene Powell Jobs**, Washington Wizards

See Table 3.

## Head Coaches

As of March 1, 2019, there were 10 head coaches of color which increased by one from the start of the 2017-2018 season. Overall, people of color represented 33.3 percent of all NBA head coaches. African-Americans represented 26.7 percent of all head coaches, Hispanic/Latino represented 3.3 percent, and Asian represented 3.3 percent.

The number of white head coaches was at 66.7 percent at the beginning of the 2018-2019 season, which was a 3.3 percent decrease from the year prior.

The one Asian, one Latino and eight African-American head coaches at the start of the 2018-2019 NBA season were:

- **Lloyd Pierce**, Atlanta Hawks
- **James Borrego**, Charlotte Hornets
- **Larry Drew**, Cleveland Cavaliers
- **Dwane Casey**, Detroit Pistons
- **Nate McMillan**, Indiana Pacers
- **Doc Rivers**, LA Clippers
- **JB Bickerstaff**, Memphis Clippers
- **Erik J. Spoelstra**, Miami Heat
- **Alvin Gentry**, New Orleans Pelicans
- **David Fizdale**, New York Knicks

At the end of the season, there were a number of coaching changes:

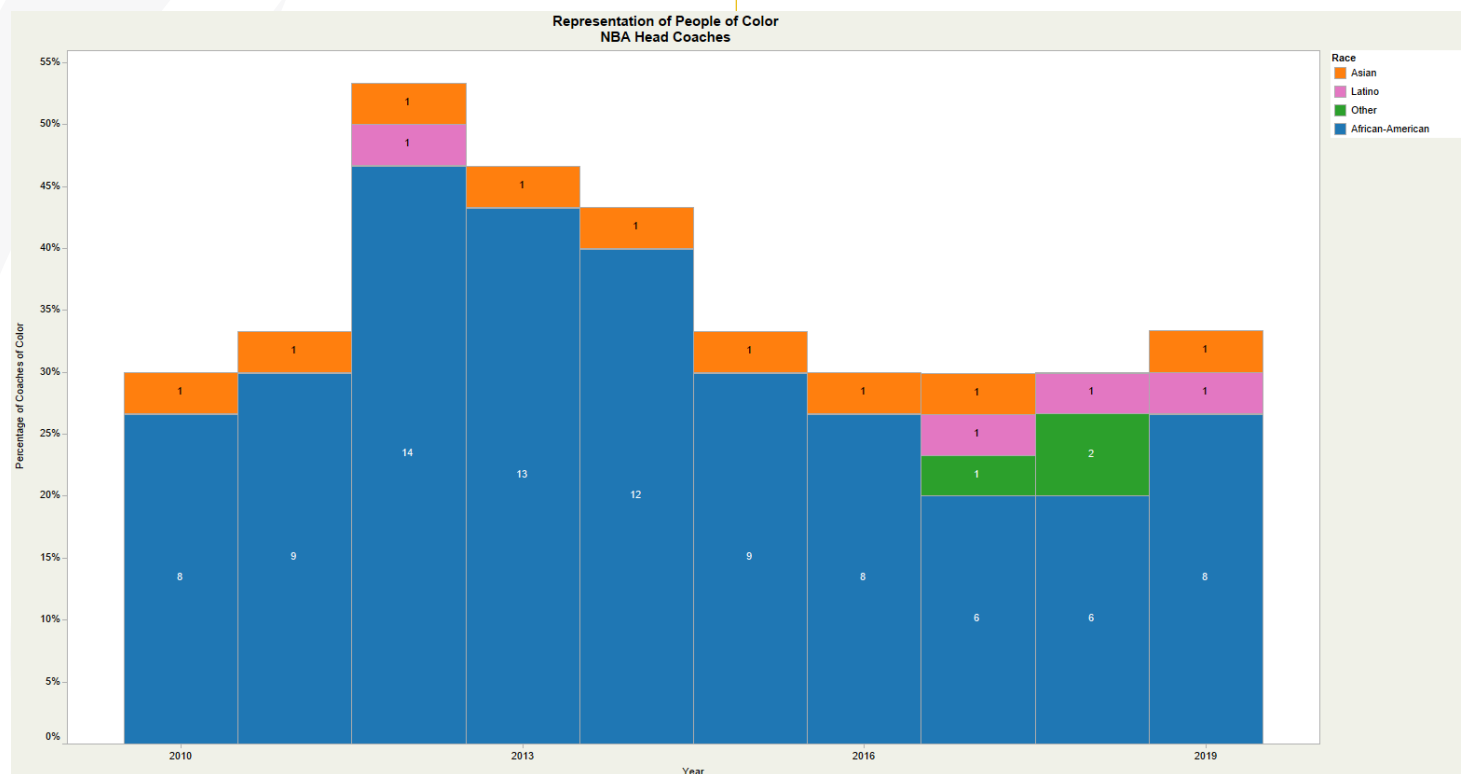
- Larry Drew (African-American) was released by Cleveland and replaced by John Beilein.
- Luke Walton was released by Los Angeles and replaced by Frank Vogel.
- J.B. Bickerstaff (African-American) was released by Memphis and replaced by Taylor Jenkins.
- Dave Joerger was released by Sacramento and replaced by Luke Walton.
- Igor Kokoskov was released by Phoenix and replaced by Monty Williams (African-American)

## Racial Hiring Grade for NBA Head Coaches

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

See Tables 4 and 5.

\* Coaches are also included in the Vice President and Above category



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**Assistant Coaches**

The percentage of NBA assistant coaches of color in the 2018-2019 season was 42.5 percent, a decrease of 3.2 percent from the 2017-2018 season when it was 45.7 percent. The percentage of African-American assistant coaches decreased by 3.4 percentage points to 37.1 percent. The percentage of Latino assistant coaches increased by 0.1 of a percentage point to 3.0 percent for the 2018-2019 season. The percentage of Asian coaches was 0.6 percent and “other” assistant coaches was 1.8 percent in the 2018-2019 season.

There were three women who were assistant coaches in 2018-2019. At the beginning of the 2014 season, the San Antonio Spurs hired Rebecca “Becky” Hammon as the first full-time female NBA assistant coach. Nancy Lieberman was an assistant at Sacramento and was the second. In August 2017, Jenny Boucek was hired by the Sacramento Kings as an assistant coach, becoming the third full-time female assistant coach in NBA history. Karen Stack Umlauf is a female assistant coach who is with the Chicago Bulls. At the end of the season, the Cleveland Cavaliers hired Lindsay Gottlieb.

### ***Racial Hiring Grade for NBA Assistant Coaches***

**A+**  **42.5%**  
People of Color

See Table 6.

**Presidents and Chief Executive Officers**

These positions include team presidents, chief executive officers, chairmen, vice chairmen, and some chief operating officers. There were five top executive management positions in NBA team front offices held by African-Americans as of the beginning of the 2018-2019 season. These five CEO/Presidents represented 8.9 percent which was an increase of 0.7 of a percentage point from the 8.2 percent in 2017-2018. There was one Latino executive during this season accounting for 1.8 percent. Overall, the percentage of people of color in these positions was 10.7 percent. The percentage of women in executive management positions was 12.5 percent. The following NBA team data was reported as of March 1, 2019.

The African-American team presidents included:

- **Fred Whitfield**, President and Vice Chairman, Charlotte Hornets
- **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
- **Earvin "Magic" Johnson**, President of Basketball Operations, Los Angeles Lakers
- **Stephen C. Mills**, President, New York Knicks
- **Masai Ujiri**, President, Toronto Raptors\*

There was one Latino executive:

- **Raul Fernandez**, Vice Chairman, Washington Wizards

The seven female executives of NBA teams were:

- **Maureen Hanlon**, President of ONEXIM Sports and Entertainment Holdings (serves as a conduit between the Brooklyn Nets management and team ownership)
- **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
- **Gillian Zucker**, President of Business Operations, LA Clippers
- **Jeanie Buss**, Chief Executive Officer and Controlling Team Owner, Los Angeles Lakers
- **Gayle Benson**, Executive Officer, New Orleans Pelicans
- **Matina Kolokotronis**, Chief Operating Officer, Sacramento Kings
- **Julianna Hawn Holt**, Chairman and Chief Executive Officer, San Antonio Spurs

### ***Racial Hiring Grade for NBA Team Presidents/CEOs***

**F**  **10.7%**  
People of Color

### ***Gender Hiring Grade for NBA Team Presidents/CEOs***

**F**  **12.5%**  
Women

See Table 7.

+ Not calculated in final grade.

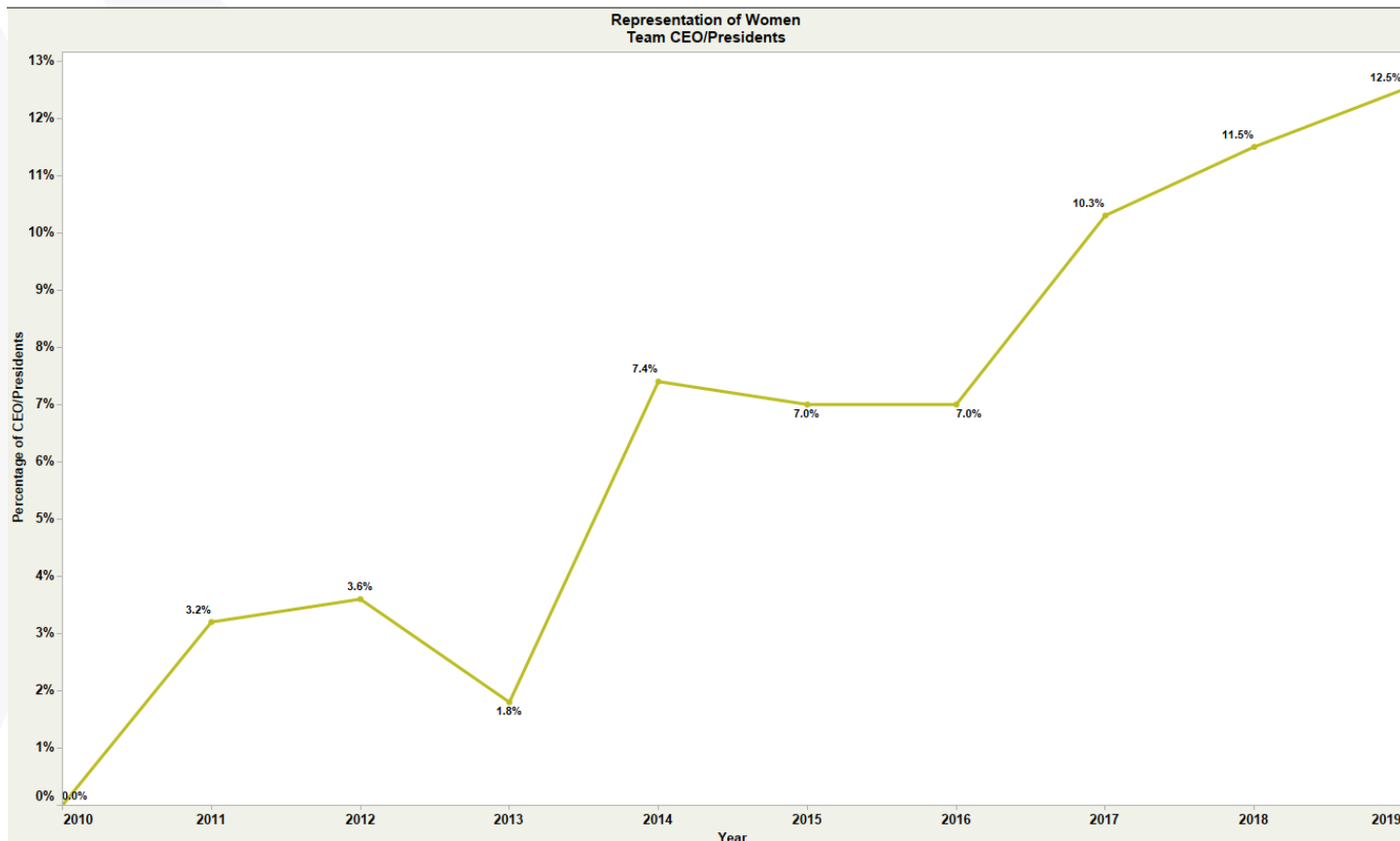
\* CEOs/ Presidents are also included in the Vice President and Above category.

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### *General Managers*

There were six people of color serving as the general manager at the beginning of the season which accounted for 26.1 percent of the total of general managers. This was an increase of 6.1 percent from the 2017-2018 season. Five people of color serving in these positions at the beginning of the season were African-Americans, and one was classified as “other” (Pacific Islander).

African-Americans (21.7 percent):

- **Koby Altman**, General Manager, Cleveland Cavaliers
- **Elton Brand**, General Manager, Philadelphia 76ers
- **Dell Demps**, General Manager, New Orleans Pelicans
- **Scott Perry**, General Manager, New York Knicks
- **James Jones**, Interim General Manager, Phoenix Suns

“Other” (4.3 percent):

- **Bobby Webster**, General Manager, Toronto Raptors

*There has never been a Latino or female general manager.*

### *Racial Hiring Grade for NBA General Managers*

**A-**



**26.1%**  
People of Color

See Table 8.

\* General Managers are also included in the Vice President and Above category

### *Team Vice Presidents and Above*

African-Americans comprised 14.8 percent of NBA team vice president and higher positions at the beginning of the 2018-2019 season, which was a decrease of 0.8 of a percentage point from the 2017-2018 season. The percent of Asian vice presidents and higher increased by 0.4 of a percentage point from 2.2 percent in 2017-2018 to 2.6 percent in 2018-2019. The percent of Latinos holding vice president and higher positions increased 1.2 percentage points from 3.4 percent in 2017-2018 to 4.6 percent in 2018-2019.

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The percent of team vice presidents and higher categorized as “other” decreased by 2.2 of a percentage point from 4.1 percentage points in 2017-2018 to 1.9 percent this season. Overall, people of color held 23.9 percent of NBA vice president and higher positions, which decreased from the 25.4 percent recorded in the 2017-2018 season, an all-time recorded high for people of color.

Women held 25.4 percent of vice president and higher positions at the NBA team level, which was an increase of 1.9 percentage points from the previous season, an all-time recorded high for women vice presidents and higher at the team level.

Positions categorized as team vice presidents and higher include but are not restricted to titles similar to assistant general managers, chief medical officers, and anyone with a title of vice president and higher.

### ***Racial Hiring Grade for NBA Team VPs and Above***

**B+**  **23.9%**  
People of Color

### ***Gender Hiring Grade for NBA Team VPs and Above***

**D+**  **25.4%**  
Women

See Table 9.

\*A list of Team Vice Presidents and Above is included in Appendix I

#### ***Team Management***

People of color held 31.9 percent of team management positions as of the beginning of the 2018-2019 NBA season, up from 31.2 percent in 2017-2018. African-Americans held 15.8 percent of team management positions, Latinos held 6.5 percent, Asians held 3.5 percent, Native Americans held 0.2 of a percentage point and people of “other” races held the remaining 5.9 percent of these positions.

Women held 30.9 percent of team management positions, a decrease of 0.7 percent from 2017-2018.

### ***Racial Hiring Grade for NBA Team Management***

**A+**  **31.9%**  
People of Color

### ***Gender Hiring Grade for NBA Team Management***

**C**  **30.9%**  
Women

See Table 10.

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

There was a decrease for people of color and a slight increase for women at the team level in professional staff positions. As of March 1, 2019, people of color held 38.1 percent of team professional staff positions for NBA teams. This was a decrease of 1.4 percentage points from last year’s mark of 39.5 percent. African-Americans comprised 20 percent of team professional staff positions, Latinos accounted for 10.1 percent, Asians held 3.6 percent, Native Americans held 0.3 of a percentage point, and those classified as “other” races comprised the remaining 4.2 percent of these positions. In the 2017-2018 season, African-Americans held 17.7 percent, Latinos held 7.6 percent, Asians held 3.9 percent, Native Americans held 0.4 percent and those classified as “other” races held the remaining 9.9 percent of the team professional staff positions.

The percentage of women holding team professional staff positions increased by 0.1 of a percentage point from 37.2 percent in 2017-2018 to 37.3 percent in 2018-2019.

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

**A+**  **38.1%**  
People of Color

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

**B-**  **37.3%**  
Women

See Table 11.

### ***Head Athletic Trainers***

At the beginning of the 2018-2019 season, the percent of NBA head athletic trainers of color was 25.9 percent, a significant decrease versus the 36.7 percent in the 2017-2018 season. African-American trainers accounted for 18.5 percent of all head athletic trainers. Latinos accounted for 3.7 percent and Asians represented 3.7 percent.

There were no women who served as NBA head athletic trainers in the 2018-2019 season. There have only been three seasons where there was at least one woman athletic trainer in the past 22 seasons.

See Table 12.

### ***Radio/TV Broadcasters***

The percentage of people of color and women holding radio and television broadcasting positions decreased. People of color decreased by 7 percentage points bringing the total percentage of people of color to 27 percent for 2018-2019. African-Americans accounted for 16.5 percent of the radio and television broadcast positions, while Latinos, Asians, and people of “other” races accounted for 7.3 percent, 0.0 percent and 3.5 percent, respectively.

Women accounted for 9.6 percent of NBA radio and television broadcast positions, a decrease of 11.1 percentage points from the 20.7 percent recorded during the 2017-2018 season.

See Table 13.

### ***Referees***

As of March 1, 2019, 55.3 percent of NBA referees were people of color, which was a 0.9 of a percentage point decrease from the previous report. The percent of African-American NBA referees decreased by 3.3 percentage points to 42.1 percent of total referees. Latinos accounted for 5.9 percent, Asians represented 1.3 percent, and people of “other” races accounted for 5.9 percent of all referees.

Violet Palmer and Dee Kanter were signed by the NBA in 1997 to become the first female referees in U.S. major men’s professional sport history. This season marks the largest ever representation of women as referees as 19.1 percent of referees were women, an increase of 5.3 percentage points from the 2017-2018 season. There was an increase from 18 to 29 female referees from last season to the current one.

See Table 14.

### ***NBA Diversity Initiatives***

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

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



## How Grades Were Calculated

As in previous reports, the 2019 Racial and Gender Report Card data shows that professional sports 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.

### *Race*

A+	>30
A	28.6-30
A-	24.6-28.5
B+	19.6-24.5
B	17-19.5
B-	16.0-16.9
C+	15.0-15.9
C	14.0-14.9
C-	13.0-13.9
D+	12.0-12.9
D	11.0-11.9
F	<11

### *Gender*

A+	>45
A	44.1-45
A-	41.6-44
B+	39-41.5
B	37.6-38.9
B-	34.6-37.5
C+	32-34.5
C	30.6-31.9
C-	27.6-30.5
D+	25-27.5
D	24-24.9
F	<24

## Methodology

All data was collected by the NBA League Office and passed on to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos Sport Business Management Graduate Program. TIDES was able to do this because of the in-depth human resource record keeping being done by the NBA.

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

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

The report covers the 2019 season for the National Basketball Association. Listings of professional owners, general managers and head coaches were updated as of December 31, 2018. Grades were calculated according to the reporting periods noted herein.

## About the Racial and Gender Report Card

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

The Complete Racial and Gender Report Card, including all the Leagues and college sport, will be issued after the release of individual reports on the NBA and WNBA, NFL, NHL, MLS and College Sport.

The **Racial and Gender Report Card** is published



by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the Racial Report Card.) In addition to Lapchick, Brittany Barber, Meaghan Coleman, DeAnna Glover, Kasimu “Moe” Greenidge, Nate Harvey, Daniel Martin, William Thomas, and David Zimmerman contributed greatly to the completion of the 2019 NBA Racial and Gender Report Card.

## The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute’s founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as “the racial conscience of sport,” Dr. Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Dr. Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), a group of more than 280 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).

## DeVos 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

## List of Team Vice Presidents and Above

- **Lloyd Pierce**, Head Coach, Atlanta Hawks
- **Jeff Peterson**, Assistant General Manager, Atlanta Hawks
- **Garin Narain**, Senior Vice President - Hawks Public Relations, Atlanta Hawks
- **Rod Higgins**, Vice President - Basketball Operations, Atlanta Hawks
- **Michelle Leftwich**, Vice President - Salary Cap Administration, Atlanta Hawks
- **David Lee**, Executive Vice President - External Affairs, Atlanta Hawks
- **Melissa Proctor**, Executive Vice President & Chief Marketing Officer, Atlanta Hawks
- **Camye Mackey**, Senior Vice President & Chief People Officer, Atlanta Hawks
- **Nzinga Shaw**, Chief Diversity & Inclusion Officer and SVP, Community, Atlanta Hawks
- **Lester Jones**, Vice President - Financial Planning & Analysis, Atlanta Hawks
- **Rebecca Rosenberg**, Vice President - Controller, Atlanta Hawks
- **Samir Mayur**, Vice President - Business Operations and Strategy, Atlanta Hawks
- **Amy Phuong**, Vice President - Government Relations, Atlanta Hawks
- **George Turner**, Vice President - Safety & Security, Atlanta Hawks
- **David Garcia**, Vice President - Guest Experience, Atlanta Hawks
- **Amy Serino**, Vice President - Brand Merchandising, Atlanta Hawks
- **Andrea Carter**, Vice President - Corporate Social Responsibility & Inclusion, Atlanta Hawks
- **Dominique Wilkins**, Vice President - Basketball, Atlanta Hawks
- **Mackenzie Silverio Henderson**, Vice President - Ticket Sales, Boston Celtics
- **Nicole Federico**, Vice President - Business Development, Boston Celtics
- **Kara Walker**, Vice President - Marketing & Content Strategy, Boston Celtics
- **Trajan S. Langdon**, Assistant General Manager, Brooklyn Nets
- **Amanda Arcus**, Vice President - Communications, Brooklyn Nets
- **Savan Hacknorath**, Vice President - Human Resources, Brooklyn Nets
- **Maureen Hanlon**, President of ONEXIM Sports and Entertainment Holdings, Brooklyn Nets
- **Kellen Benjamin**, Vice President - Global Partnerships, Brooklyn Nets
- **Maurice Stinnett**, Vice President - Diversity & Inclusion, Brooklyn Nets
- **Josue Napa**, Vice President & Controller, Brooklyn Nets
- **Randolph L. Lewis**, Vice President - Business Strategy & Analytics, Brooklyn Nets
- **Kari Cohen**, Vice President, Deputy General Counsel, Brooklyn Nets
- **Eu-Genie Sung**, Chief Financial Officer, Brooklyn Nets
- **Emmanuel Jacobo**, Vice President - Ticket Sales, Brooklyn Nets
- **Rhonda Curry**, Vice President - Human Resources, Charlotte Hornets
- **Marlene Hendricks**, Vice President - Guest Services, Charlotte Hornets
- **Donna Julian**, Senior Vice President, Arena General Manager, Charlotte Hornets
- **Seth Bennett**, Senior Vice President - Marketing, Charlotte Hornets
- **Ronnie Bryant**, Vice President - Information Technology, Charlotte Hornets
- **James Jordan**, Executive Vice President, Chief Administrative Officer, Charlotte Hornets
- **Joe Pierce**, Vice President and General Counsel, Charlotte Hornets
- **Fred Whitfield**, President and Vice Chairman, Charlotte Hornets
- **Joe Sharpe**, Chief Medical Officer, Charlotte Hornets
- **Leslie Forman**, Vice President of Chicago Bulls Charities, Chicago Bulls
- **Susan Goodenow**, Vice President of Marketing & Communications, Chicago Bulls
- **Ram Padmanabhan**, Vice President of Financial & General Counsel, Chicago Bulls
- **Nancy Reinsdorf**, President of Chicago Bulls Charities, Chicago Bulls
- **Larry Drew**, Head Coach, Cleveland Cavaliers
- **Koby Altman**, General Manager, Cleveland Cavaliers
- **Shelly Cayette**, Vice President - Global Corporate Part-

- nership, Cleveland Cavaliers
- **Holly Yanak**, Vice President - Community Relations, Cleveland Cavaliers
- **Margaret Murray**, Vice President - General Counsel, Cleveland Cavaliers
- **Ron Velezquez**, Vice President - Ticket Operations, Cleveland Cavaliers
- **Alberta Lee**, Vice President - Human Resources, Cleveland Cavaliers
- **Tracy Marek**, Executive Vice President & Chief Marketing Officer, Cleveland Cavaliers
- **Beverly Skaar**, Vice President - Finance, Cleveland Cavaliers
- **Sarah Melton**, Vice President - Media Relations, Dallas Mavericks
- **Michael Finley**, Vice President - Basketball Ops, Dallas Mavericks
- **Cynthia Marshall**, President and CEO, Dallas Mavericks
- **Cynthia Wales**, Chief Ethics and Compliance Officer, Dallas Mavericks
- **Tarsha LaCour**, Senior Vice President - Human Resources, Dallas Mavericks
- **Katie Edwards**, Vice President - Community Relations, Dallas Mavericks
- **Erin Finegold**, Vice President - Corporate Communications, Dallas Mavericks
- **Nicole Leach**, Associate General Counsel, Vice President, Dallas Mavericks
- **Whitney Neil**, Vice President - Ticket Sales, Dallas Mavericks
- **Gail O'Bannon**, Vice President - Diversity and Inclusion, Dallas Mavericks
- **Alison Panasik**, Vice President - Merchandising, Dallas Mavericks
- **Jerome Elenez**, Chief Marketing Officer, Dallas Mavericks
- **Sekou Lewis**, General Counsel, Dallas Mavericks
- **Greg Nared**, Senior Vice President - Gaming, Community Relations, Youth Basketball, Dallas Mavericks
- **Theo Hodges**, Vice President - Ticket Sales, Dallas Mavericks
- **Calvin Booth**, Assistant General Manager, Denver Nuggets
- **Lisa Johnson**, Vice President - Basketball Administration, Denver Nuggets
- **Camille Hammond**, Senior Vice President - Partnership Marketing & Media Sales, Denver Nuggets
- **Deb Dowling**, Vice President, Community Relations, Denver Nuggets
- **Tracy Hartman**, Vice President - Premium Sales & Service, Denver Nuggets
- **Tomago Collins**, Vice President - Communications, Denver Nuggets
- **Meg Ryan**, Vice President - Marketing, Denver Nuggets
- **Billi Capra**, Vice President - Broadcast Services, Denver Nuggets
- **Kari Innes**, Vice President - Business Intelligence, Denver Nuggets
- **Glen Lucero**, Vice President - Venue Operations, Denver Nuggets
- **Dwane Casey**, Head Coach, Detroit Pistons
- **Sachin Gupta**, Assistant General Manager, Detroit Pistons
- **Malik Rose**, Assistant General Manager, Detroit Pistons
- **Diane Gonzalez-Ferranti**, Vice President - Programming & Production, Detroit Pistons
- **Alicia Marie Jeffreys**, Vice President - Brand Marketing, Detroit Pistons
- **Awenate Cobbina**, Vice President - Business Affairs & Associate Counsel, Detroit Pistons
- **Elizabeth Godek**, Vice President - Premium & Membership Development, Detroit Pistons
- **Laura Ferich**, Corporate Controller, Detroit Pistons
- **Jennifer Cabalquinto**, Chief Financial Officer, Golden State Warriors
- **David Kelly**, General Counsel & Vice President - Basketball Management & Strategy, Golden State Warriors
- **Stevie Gray**, Vice President - Ticket Operations, Golden State Warriors
- **Jen Millet**, Vice President - Marketing, Golden State Warriors
- **Keith Jones**, Head Trainer/Vice President - Basketball Operations, Houston Rockets
- **Gersson Rosas**, Vice President - Basketball Operations, Houston Rockets
- **Alex Santos**, Vice President - Basketball Operations, Houston Rockets
- **Gretchen Sheirr**, Chief Revenue Officer, Houston Rockets
- **Rafael Stone**, General Counsel, Houston Rockets
- **Tracey Hughes**, Vice President - Media Relations, Houston Rockets
- **Kelly Krauskopf**, Assistant General Manager, Indiana Pacers
- **Nate McMillan**, Head Coach, Indiana Pacers



- **Mel Raines**, Senior Vice President - Facility Operations, Indiana Pacers
- **Lori Miser**, Vice President - Engineering & Construction, Indiana Pacers
- **Donna Wilkinson**, Senior Vice President - Human Resources, Indiana Pacers
- **Quinn Buckner**, Vice President - Communications, Indiana Pacers
- **Tatiana Holifield**, Vice President - Head of Digital Strategy, Indiana Pacers
- **Allison Barber**, President/Chief Operations Officer, Indiana Fever and Indiana Pacers
- **Doc Rivers**, Head Coach, LA Clippers
- **Mark Hughes**, Assistant General Manager, LA Clippers
- **Gillian Zucker**, President of Business Operations, LA Clippers
- **Eric Chan**, Chief Financial Officer, LA Clippers
- **Nicole Duckett**, General Counsel, LA Clippers
- **Denise Booth**, Vice President - Community Relations, LA Clippers
- **Raymond Ortegaso**, Vice President - Human Resources, LA Clippers
- **Elaine Shen**, Chief of Staff, Los Angeles Lakers
- **Earvin Johnson**, President - Basketball Operations, Los Angeles Lakers
- **Jeanie Buss**, Chief Executive Officer and Controlling Team Owner, Los Angeles Lakers
- **Allison Howard**, Vice President - Corporate Partnerships, Los Angeles Lakers
- **Lisa Estrada**, Vice President - Facilities & Building Operations, Los Angeles Lakers
- **Veronica Lawlor**, Vice President - Ticket Sales, Los Angeles Lakers
- **Chantal Hassard**, Vice President - Team Operations & Player Programs, Memphis Grizzlies
- **JB Bickerstaff**, Head Coach, Memphis Grizzlies
- **Arnetria Knowles**, Vice President - Human Resources, Memphis Grizzlies
- **Abuseri Ohwofasa**, Vice President - Community Engagement, Memphis Grizzlies
- **Rolanda Gregory**, Vice President - Marketing, Memphis Grizzlies
- **Nancy Alyea**, Vice President - Finance, Memphis Grizzlies
- **Dwight Johnson**, Vice President - Arena Operations, Memphis Grizzlies
- **Alonzo Mourning**, Vice President - Player Programs, Miami Heat
- **Erik J. Spoelstra**, Head Coach, Miami Heat
- **Shane Battier**, Vice President - Basketball Development & Analytics, Miami Heat
- **Sonia K. Harty**, Vice President - Human Resources, Miami Heat
- **Garrick Amos**, Vice President - Season Ticket Membership/Assistant General Manager, Miami Heat
- **Edson Crevecoeur**, Vice President - Business Intelligence & Strategy, Miami Heat
- **Andres Montero**, Vice President - Retail Business Development, Miami Heat
- **Mark B. Brown**, Vice President - Tickets & Premium Sales/Service, Miami Heat
- **Jennifer Mallery**, Vice President - Ticket Operations & Strategic Planning, Miami Heat
- **Vered Yakovee**, Vice President - Associate General Counsel, Miami Heat
- **Michael A. McCullough**, Executive Vice President, Chief Marketing Officer, Miami Heat
- **Kimberly Stone**, Executive Vice President, Business Development, Miami Heat
- **Raquel N. Libman**, Executive Vice President - General Counsel, Miami Heat
- **Lorrie Ann Diaz**, Vice President - Business Communications & Social Responsibility, Miami Heat
- **Brendan Perrin**, Vice President - Finance & Strategic Planning, Miami Heat
- **Jennifer Tobias Alvarez**, Vice President - Creative & Digital Marketing, Miami Heat
- **Suki Hobson**, Vice President, Head of Strength & Conditioning, Milwaukee Bucks
- **Milt Newton**, Assistant General Manager, Milwaukee Bucks
- **Kelly Kauffman**, Chief Human Capital Officer, Milwaukee Bucks
- **Jamie Morningstar**, Senior Vice President - Ticket Sales & Service, Milwaukee Bucks
- **Kareeda Chones-Aguam**, Vice President - Business Development & Activation, Milwaukee Bucks
- **Raj Saha**, Arena General Manager, Milwaukee Bucks
- **Robert Cordova**, Chief Technology Officer, Milwaukee Bucks
- **Paul Bee**, Vice President - Ticket Sales, Milwaukee Bucks
- **Jordan Lopez**, Vice President - Ticket Service, Milwaukee Bucks
- **Arvind Gopalratnam**, Vice President - Community

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- and Social Responsibility, Milwaukee Bucks
- **Noah Croom**, Assistant General Manager, Minnesota Timberwolves
  - **Laura Meyer**, Vice President - Business Intelligence, Minnesota Timberwolves
  - **Siannah Mulbah**, Chief People Officer, Minnesota Timberwolves
  - **John Thomas**, Vice President - Community Engagement, Minnesota Timberwolves
  - **Jennifer Ridgeway**, Vice President - Social Responsibility, Minnesota Timberwolves
  - **Lindsay Milne**, Vice President - Marketing, Minnesota Timberwolves
  - **Alvin Gentry**, Head Coach, New Orleans Pelicans
  - **Vicky Neumeyer**, Senior Vice President/General Counsel, New Orleans Pelicans
  - **Gayle Benson**, Executive Officer, New Orleans Pelicans
  - **Lisa Callahan**, Chief Medical Officer/Senior Vice President - Player Care, New York Knicks
  - **Stephen C. Mills**, President, New York Knicks
  - **Scott Perry**, General Manager, New York Knicks
  - **Miguel Vazquez**, Vice President - Building Operations Practice Facility, New York Knicks
  - **Craig Robinson**, Vice President - Player Development & Minor League Operations, New York Knicks
  - **Gerald Madkins**, Assistant General Manager, New York Knicks
  - **Allan Houston**, Special Assistant to General Manager, New York Knicks
  - **David Fizdale**, Head Coach New York Knicks, New York Knicks
  - **Dina DePina**, Vice President - Marketing Productions, New York Knicks
  - **Lauren Trusty**, Vice President - Event Presentation, New York Knicks
  - **Christine Esser**, Vice President - Pricing & Planning, New York Knicks
  - **Jamaal Lesane**, Senior Vice President Associate General Counsel - Teams/Sports, New York Knicks
  - **Alonso Davila**, Senior Vice President/Exec Creative Director, New York Knicks
  - **Michael Verna**, Vice President - Account Activation, New York Knicks
  - **Marc Jackson**, Vice President - Season Membership Sales, New York Knicks
  - **Geraldine Calpin**, Executive Vice President & Chief Marketing Officer, New York Knicks
  - **Francesca Merlino**, Vice President - Integrated Media Strategy, New York Knicks
  - **Rebecca Taylor**, Vice President - Photo Services, New York Knicks
  - **Mary Breen**, Vice President - Account Management, New York Knicks
  - **Michelle McGoldrick**, Vice President - Business Solutions/Sales Analytics, New York Knicks
  - **Susan Hamlin**, Vice President - Entertainment Sales, New York Knicks
  - **Kristin Bernert**, Senior Vice President - Business Operations, New York Knicks
  - **Jeanine McGrory**, Senior Vice President - Finance Teams, New York Knicks
  - **Kimberly Cantor**, Vice President - Account Management & Sales, New York Knicks
  - **Troy Weaver**, Vice President - Basketball Operations, Oklahoma City Thunder
  - **Will Dawkins**, Vice President - Identification and Intelligence, Oklahoma City Thunder
  - **Christine Berney**, Vice President - Community Relations, Oklahoma City Thunder
  - **Katy Semtner**, Vice President - Human Resources, Oklahoma City Thunder
  - **Audra L. Hollifield**, Chief People Officer, Orlando Magic
  - **Katie S. Miller**, Vice President - Client Services & Fan Experience, Orlando Magic
  - **Lisa L. Cotter**, Vice President - Marketing, Orlando Magic
  - **Linda Landman Gonzalez**, Vice President - Social Responsibility, Orlando Magic
  - **Melissa A. Brennan**, Vice President - Corporate Partnership Sales, Orlando Magic
  - **Marc Eversley**, Vice President - Athletic Care, Philadelphia 76ers
  - **Carlos Medina-Leal**, Vice President - Athletic Care, Philadelphia 76ers
  - **Annelie Schmittel**, Vice President - Player Development, Philadelphia 76ers
  - **Elton Brand**, General Manager, Philadelphia 76ers
  - **Tyneeha Rivers**, Vice President - Human Resources, Philadelphia 76ers
  - **Desron Dorset**, Vice President - Business Development, Philadelphia 76ers
  - **Brandon Harrell**, Vice President - Legal & Business Affairs, Philadelphia 76ers
  - **Jill Snodgrass**, Vice President - Service & Operations,

## Philadelphia 76ers

- **Katherine O'Reilly**, Chief Marketing Officer, Philadelphia 76ers
- **Lara Price**, Chief Operating Officer, Philadelphia 76ers
- **Susan Williamson**, Vice President - Business Operations, Philadelphia 76ers
- **Amy Hever**, Executive Director - Social Responsibility, Philadelphia 76ers
- **Ann Myers Drysdale**, Vice President, Suns / Mercury, Phoenix Suns
- **Julie Fie**, Vice President - Basketball Communication, Phoenix Suns
- **James Jones**, Interim General Manager, Phoenix Suns
- **Mark West**, Vice President - Player Development, Phoenix Suns
- **Carlissa Wright**, Senior Vice President - Marketing Partners, Phoenix Suns
- **Maria Baier**, Senior Vice President - Communications & PA, Phoenix Suns
- **Brooke Campbell**, Vice President - Marketing & Brand Strategy, Phoenix Suns
- **Karen Rausch**, Senior Vice President - People Experience, Phoenix Suns
- **Melissa Goldenberg**, Senior Vice President & General Counsel, Phoenix Suns
- **Sarah Krahenbuhl**, Vice President - Social Responsibility & Executive Director, Phoenix Suns
- **Cheri Hanson**, Vice President - Team Relations, Portland Trail Blazers
- **Sarah Petrone**, Senior Vice President - People & Culture, Portland Trail Blazers
- **Amanda Mann**, Vice President - General Manager Rose Quarter Operations, Portland Trail Blazers
- **Christa Stout**, Vice President - Social Responsibility, Portland Trail Blazers
- **Michael Lewellen**, Vice President - Communications & Public Engagement, Portland Trail Blazers
- **Anthony Jones-DeBerry**, Vice President - Premium Seating, Portland Trail Blazers
- **Brandon Williams**, Assistant General Manager, Sacramento Kings
- **Galen Duncan**, Vice President - Kings Academy, Sacramento Kings
- **Matina Kolokotronis**, Chief Operating Officer, Sacramento Kings
- **Joelle Terry**, Senior Vice President - Communications, Sacramento Kings
- **Stacy Wegzyn**, Senior Vice President - Human Re-

## sources, Sacramento Kings

- **Ryan Montoya**, Chief Technology Officer, Sacramento Kings
- **Eric King**, Vice President - Technology, Sacramento Kings
- **Timothy Lea**, Vice President - Security Operations, Sacramento Kings
- **Amee Lile-Schrock**, Vice President & Controller, Sacramento Kings
- **Alexander Rodrigo**, Senior Vice President and General Manager, Sacramento Kings
- **Lisa Feigenbaum**, Vice President - Group, Premium Hospitality & Event Sales, Sacramento Kings
- **Maritza Davis**, Vice President - Experiences and Social Responsibility, Sacramento Kings
- **Brian Wright**, Assistant General Manager, San Antonio Spurs
- **Juliana Hawn-Holt**, Chairman and Chief Executive Officer, San Antonio Spurs
- **Lori Warren**, Senior Vice President - Corporate Finance & Strategy, San Antonio Spurs
- **Tammy Turner**, Vice President - Corporate Administration, San Antonio Spurs
- **Jeanne Garza**, Vice President - Partnership & Broadcast, San Antonio Spurs
- **Bobby Perez**, Senior Vice President & General Counsel, San Antonio Spurs
- **Becky Kimbro**, Vice President - Brand and Marketing, San Antonio Spurs
- **Masai Ujiri**, President, Toronto Raptors
- **Bobby Webster**, General Manager, Toronto Raptors
- **Cynthia Devine**, Chief Financial Officer, Toronto Raptors
- **Shannon Hosford**, Senior Vice President - Marketing & Fan Experience, Toronto Raptors
- **Kim Carter**, Senior Vice President - Human Resources, Toronto Raptors
- **Linda Luchetti**, Senior Vice President - Basketball Operations, Utah Jazz
- **Walt Perrin**, Vice President - Player Personnel, Utah Jazz
- **Michelle Smith**, Senior Vice President - People and Culture, Utah Jazz
- **Meikle Lahue**, Vice President - Game Operations, Utah Jazz
- **Kari Holt Larson**, Vice President - Community and Events, Utah Jazz
- **Derek Garduno**, Vice President - Communications,

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## Utah Jazz

- **Jeremy Castro**, Senior Vice President - Content and Entertainment, Utah Jazz
- **Ed Tapscott**, Vice President - Player Development, Washington Wizards
- **Frank Ross**, Vice President - Player Personnel, Washington Wizards
- **Monica Maples Dixon**, Chief of Staff, Washington Wizards
- **Kelly M. Skoloda**, Chief People Officer, Washington Wizards
- **Michele Powell**, Senior Vice President/General Manager, Washington Wizards
- **Abigail Anna Blomstrom**, Senior Vice President/Deputy General Counsel, Washington Wizards
- **Sashia Rujill Jones**, Vice President - Community Relations, Washington Wizards
- **Rebecca Winn**, Vice President - Marketing, Washington Wizards
- **Patsy Coyle**, Vice President - Retention, Washington Wizards
- **Raul Fernandez**, Vice Chairman, Washington Wizards
- **Ketsia Colimon**, Vice President - Franchise Communications, Washington Wizards
- **Quentin Addison**, Vice President - Broadcast & Technical Operations, Washington Wizards

## Appendix II

### NBA Diversity and Inclusion Initiatives

The National Basketball Association, along with the Women's National Basketball Association, NBA G League, and NBA 2K League, has a wide range of diversity and inclusion initiatives, which are summarized below.

#### Global Inclusion Council

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

#### Inclusion Learning and Professional Development

- The NBA continues to expand upon its current platform of inclusion learning programs. In 2016, the league launched Conscious Inclusion training, an enterprise-wide learning experience designed to help employees understand and manage unconscious bias. The training, which has the primary objective of enhancing and maintaining an inclusive work environment, covered a range of topics, including understanding what unconscious bias is and how it affects organizational culture; discovering the links between diversity, inclusion and unconscious bias; and gaining practical tips to increase inclusion. All NBA league employees globally completed this training. In 2018, the NBA followed up this training with another enterprise-wide learning experience that focused on delivering practical strategies and behaviors to interrupt bias and increase inclusion in the workplace. The league is currently rolling out a new training program for all league office managers that hones in on the talent life cycle, focusing on strategies to advance inclusive recruiting, development, and retention practices throughout the organization.
- In support of NBA teams' efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league regularly issues to all teams recommended best

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

- The NBA's Employee Resource Teams (ERTs) support the league's diversity, inclusion and business objectives by facilitating connections between employees with shared interests or backgrounds. ERTs provide networking and professional development opportunities and support the performance and growth of the organization. The league office's seven ERTs are: NBA Women's Network, Conexión éne-bé-a, NBA Pride, Dream in Color, APEX, the NBA Young Professionals Network, and NBA VETS.
  - ◇ The NBA Women's Network aims to create a community for women at the league that fosters dialogue and promotes professional growth. It helps empower women at the NBA by providing a forum to share collective knowledge, experience, and success strategies; connecting women through networking opportunities; providing women with visibility to NBA's senior leadership; and leveraging women's talents and expertise to drive the NBA's global growth.
  - ◇ Conexión éne-bé-a aims to promote the development of Latinx/Hispanic cultural awareness within the NBA while contributing to the league's success, diversity and business objectives through career development, education and community involvement.
  - ◇ NBA Pride aims to bring together LGBTQ employees and allies to foster an environment in which all employees feel empowered and encouraged to bring their whole selves to work each day. In June 2019, NBA Pride will host the league's participation in the NYC Pride March for the fourth consecutive year. In 2016, the NBA became the first professional sports league to participate in the march.
  - ◇ Dream in Color aims to serve as a resource to promote the continued growth and retention of black employees, create a platform to facilitate engagement and mentorship, and provide community service oppor-



tunities geared towards urban-youth development. Its primary goal is to encourage members to strengthen their internal and external networks by providing opportunities to share experiences and best practices for success in the sports industry.

- ◇ APEX (Asian Professional Exchange) is committed to promoting and celebrating Asian cultures within the NBA, with a focus on engagement, inclusion, and league advocacy of Asian professionals. In doing so, it strives to contribute to the growth and success of the league. Programming is focused on four strategic areas: professional and leadership development, enhancing industry knowledge, networking and mentorship and cultural and community outreach.
- ◇ The NBA Young Professionals Network is designed to be a resource for those in their early career stages interested in developing a professional brand and personal narrative. The YPN provides programming tailored toward building a more collaborative organization, increasing members' exposure to professionals in and out of the sports industry, and developing a better understanding of members' career opportunities.
- ◇ NBA VETS (Voices of Employees That Served) aims to promote the experiences and contributions of current and former service members, provide professional development and networking opportunities for members, and create lasting relationships with community military organizations.
- On September 24, 2018, the NBA hosted its inaugural Women's Leadership Forum, convening more than 400 women from the NBA league office for discussions and workshops intended to celebrate our diversity, inspire each other, learn from collective experience, and break down barriers. A larger event, incorporating employees from NBA teams, is planned for November 2019.

### **External Affinity Organizations**

- The NBA collaborates with select organizations that are committed to diversity and inclusion and foster environments for engagement across the sports industry.
- The NBA is entering into its sixth 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 is a member of the Diversity & Inclusion Sports Consortium (DISC). DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in North America. Members of the consortium work together to openly exchange best practices for diversity and inclusion efforts in the sports industry. DISC members also partner to produce and host an annual two-day Diversity and Inclusion Symposium for a broader audience of sports professionals.
- Several senior leaders within the league are members of other prominent diversity organizations. 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, Executive Vice President and Chief Human Resources Officer Eric Hutcherson, and Executive Vice President 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 continues to embrace a multifaceted approach to maintaining a globally diverse workforce. The league seeks a diverse applicant pool in its hiring process and encourages all NBA teams to do the same. This is accomplished by the use of strategic partnerships, targeted conferences, and online job postings with a variety of diverse organizations.
- The NBA was instrumental in forming the Thurgood Marshall Scholarship Fund (now Thurgood Marshall College Fund) in 1987 and has provided consistent 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 many events and public awareness campaigns. NBA spokespersons for TMCF, Ray Allen and Shane Battier, have appeared in PSAs for the fund and provide ongoing support for the fund's activities.

- As part of leaguewide efforts to support military members and their families, the NBA continues to highlight career opportunities posted on nba.com on its NBA Cares Hoops for Troops website, which promotes job opportunities to veterans and reservists. Furthermore, the NBA continues to partner with military-serving organizations, including the Department of Defense and Secretary of Defense's office, to support those who serve.
- Women and minorities represent 71% and 72% respectively of the 2019 Associate class and 42% and 48% of the 2019 summer intern class. Recruiting sources include diversity partners such as the Hispanic Scholarship Fund, the Columbia HBCU Fellowship and the T. Howard Foundation. The NBA continues to establish relationships with schools that have a diverse student body.
- The NBA participates in a range of events and career fairs, sponsored by affinity-based professional organizations that provide access to minority candidates, including the National Sales Network and The Alumni Society. 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 Summits). Based on alliances that have been built in All-Star host cities, the NBA continues to engage those businesses for potential opportunities for other events and business initiatives.

### **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.
- NBA Cares is the league's global social responsibility program that builds on the NBA's mission of addressing important social issues. NBA Cares programs and participants have provided more than 4.7 million hours of hands-on service and created more than 1,250 places in 37 countries and territories where kids and families can live, learn or play in communities around the world. The NBA also engages more than 26 million youth annually, inspiring play and teaching the values of the game. NBA Cares works with internationally recognized youth-serving programs that support education, youth and family development, and health-related causes, including: Thurgood Marshall College Fund, Special Olympics, YMCA of the USA, Boys & Girls Clubs of America, UNICEF, the Make-A-Wish Foundation, Share Our Strength and GLSEN. These projects include new and refurbished

basketball courts, houses, playgrounds, technology centers and more.

### Inclusion and Equality

- The NBA and its players have a long history of working together on important societal issues. Launched in 2018 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 family has:
  - ◇ Supported more than 800 programs, events and initiatives in all 30 NBA markets, 6 G-League markets, and 7 WNBA markets
  - ◇ Driven more than 50,000 new mentor signups at mentoring.org
  - ◇ Launched seven 10-week Building Bridges Through Basketball programs in New Orleans, Los Angeles, Chicago, Detroit and Charlotte
  - ◇ Brought together more than 12,000 youth and law enforcement officers in communities nationwide
- NBA Voices Network: As part of the NBA Voices Network, the NBA and its 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:
    - 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)
    - October 2018 - Detroit Pistons (with RISE, Detroit Police, SAY Detroit, Detroit PAL)
    - March 2019 - Charlotte (with Under Armour, RISE, Mecklenburg County Parks & Recreation, CMPD)
    - March 2019 - Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
- Basketball & Life Skills on Rikers Island: Since 2016, the NBA family has partnered with the East River Academy on Rikers Island to help incarcerated students (ages 16-17 years old) continue their studies and get on a pathway to success. To date, the league has brought NBA players and legends to Rikers Island for 18 basketball clinics and life skills sessions (including the first-ever game between students and correctional officers on April 20, 2018); worked with leading youth support organizations like Getting Out, Staying Out to support transition services; and hosted conversations between WNBA legends and incarcerated female students.
- NBA Coaches Association Partnership with the Innocence Project: Through their partnership with the Innocence Project & Innocence Network, the NBA Coaches Association works with NBA teams and coaches to invite exonerated people to share their stories with coaches and players, organize community forums, and use social media to shine a light on the injustice of wrongful conviction.
- Vera Institute of Justice Correctional Facility Visits: The NBA works with the Vera Institute of Justice to organize opportunities for teams, players, legends and coaches to visit correctional facilities across the country. These programs provide an opportunity to interact with incarcerated people and learn about the criminal justice system.



- Community Conversation at NBA All Star in Charlotte: In partnership with the Charlotte-Mecklenburg School District, Time Out Youth Center and Right Moves for Youth, the NBA brought together 50 local youth, law enforcement and community leaders for a facilitated discussion about identity, inclusivity, allyship, equity, community safety, and strategies for building a stronger, safer and more inclusive community. NBA All-Stars James Harden, Karl-Anthony Towns, and D'Angelo Russell, Los Angeles Laker Reggie Bullock, and Legends Jason Collins, Muggsy Bogues, Rodney Rogers, Swin Cash and Jennifer Azzi participated in the conversation.
- NBA Retired Players Association Full Court Press Program: In partnership with the NBRPA, the NBA continues to grow the highly successful "Full Court Press" program, which brings together NBA Legends, underserved youth, and law enforcement for basketball, life skills, and mentoring. The program holds day-long events in 15 markets every year.
- Atlanta Hawks Annual MLK Classic Basketball Tournament & Coaching Seminar: On January 14, 2019, the Atlanta Hawks celebrated Martin Luther King Jr. Day by hosting their Annual MLK Classic Youth Basketball Tournament. Hawks Basketball Academy hosted a coaching seminar/panel discussion featuring Hawks alumni and offered a Positive Coaching Alliance Workshop for 75 local youth coaches. Returning to the location of a recently renovated Hawks outdoor court to host a community conversation at Gresham Park, the Hawks brought young people from five different rec locations to discuss Dr. King's legacy and how youth can draw from it to make an impact in their communities today.
- Atlanta Hawks MOSAIC: On February 6, 2019, the Atlanta Hawks hosted their fourth annual MOSAIC symposium. MOSAIC is an acronym for Model of Shaping Atlanta through Inclusive Conversations and the event is a day-long symposium that brought together hundreds of local leaders and special guests, including Jason Collins, Soledad O'Brien, Dr. Steve Robbins, and Michael Skolnik.
- Boston Celtics' Playbook Initiative: Inspired by members of the 2016-17 Celtics roster, the Celtics' Shamrock Foundation launched an anti-discrimination and bias-prevention program called The Playbook Initiative. Currently in its second year, the program brings together young people from diverse backgrounds for regular dialogues and workshops on race, religion, gender, class, disability and sexual orientation. These sessions are aimed at cultivating leaders and equipping them with the tools to intervene in challenging social situations, as memorialized in the student-authored "playbook" for students, schools, and community organizations.
- Brooklyn Nets Wrongful Conviction Panel and Theme Night in Partnership with the Innocence Project: On January 29, 2019, the Nets partnered with the Innocence Project to host a pre-game panel discussion on the issue of wrongful convictions. The panel was moderated by NBA Legend Len Elmore and included Brooklyn DA Eric Gonzalez, Innocence Project exoneree Mark Denny, and Innocence Project senior staff attorney Nina Morrison.
- Charlotte Hornets K(no)w Justice K(no)w Peace Community Conversation: On February 28, 2019, staff members from the Charlotte Hornets participated in a curated K(NO)W Justice K(NO)W Peace conversation focused on protest, policing, and the historical context in which police-involved shootings occur.
- Chicago Bulls Anti-Violence Programs & Community Basketball Tournaments: In 2017, the Chicago Bulls led the formation of the Chicago Sports Alliance, a groundbreaking partnership with the city's other professional sports franchises to fund more than \$1 million in anti-violence, crime prevention, and mentoring programs in partnership with the University of Chicago Crime Lab. In 2018, the Alliance announced another round of grants totaling \$1 million to support high-intensity mentoring programs and an innovative therapy-informed career development initiative focused on individuals with the most elevated risk of gun violence involvement in Chicago. In addition, the Bulls have partnered with Youth Guidance's "Becoming A Man" program to host twelve community basketball tournaments bringing together Bulls players and legends, underserved youth, and Chicago Police Department officers for competitive basketball and facilitated conversations discussing topics including integrity, empathy, perseverance, and strategies for strengthening Chicago.



- Chicago Bulls MLK Day Community Conversation: On January 21, 2019, the Chicago Bulls hosted students from Youth Guidance's Becoming a Man and Working on Womanhood programs at the United Center for a day of reflecting on the life and legacy of Dr. Martin Luther King Jr. through positive conversation and plans to impact their communities. Students worked with their program counselors and legend Horace Grant to create Dream Boards to map out their futures.
- Cleveland Cavaliers Employ Mentoring Program: During the 2018-19 season, eight members of the Cleveland Cavaliers participated in a seasonlong mentoring program in partnership with Values in Action (VIA), which trains and mentors 11th and 12th graders from the Cleveland Metropolitan Schools. Over the course of the 17-week program, Cavaliers employees served as employer mentors, working with young people to develop their skills, and character, and to gain valuable professional experience.
- Dallas Mavericks Café Momentum Q&A Forum with Harrison Barnes, Chief Brown: On January 17, 2019, the Dallas Mavericks partnered with Café Momentum, former Dallas Police Chief David Brown, and Harrison Barnes to host a Q&A forum prior to the students' evening serving shift at Café Momentum. Café Momentum is a transformative experience of a 12-month paid post-release internship program for young men and women coming out of juvenile facilities. Students rotate through all aspects of the restaurant, focusing on life and social skills, coaching and development, as well as access to a case management staff.
- Denver Nuggets Community Conversations: Throughout the 2018-19 season, NBA Legend Ervin Johnson hosted community conversations at local public schools. Each conversation focused on overcoming obstacles, the importance of teachers and community leaders, and facilitating Q&A with students.
- Detroit Pistons 10-week Building Bridges Through Basketball Programs: In 2018-19, for the second consecutive season, the Pistons partnered with RISE to host a 10-week Building Bridges Through Basketball program. The program brings local youth and law enforcement together for weekly sessions featuring basketball programming and leadership workshops that create space for honest dialogue on themes including empathy, identity, conflict resolution and implicit biases.
- Golden State Warriors Community Conversation with San Francisco PD & RISE: On February 11, 2019, the Warriors returned to Ella Hill Hutch Community Center to host a community conversation with local youth and members of law enforcement. Warriors players Damian Jones and Tim Hardaway joined Legend Adonal Foyle and San Francisco Police Chief Bill Scott and Supervisor Vallie Brown for a closed-door, facilitated discussion with small groups of young people, law enforcement, and community leaders to create space for youth to express their feelings, learn about issues, and come together as a community.
- Golden State Warriors Peaceful Warriors Summit: On February 11, 2019, in partnership with Adobe, the Warriors hosted a Peaceful Warriors Summit to educate youth on the causes and impacts of bullying. In celebration of Black History Month, the Warriors worked with African American-owned local companies for the event, including all catering from Red Door Catering, giveaways from Blended Designs, and printing services from Tony Lopez International. The Peaceful Warriors Summit focused on educating youth on the causes, impacts and solutions surrounding violence and bullying, and used visual arts and basketball as a tool to have a positive impact on campus. The students participated in anti-bullying exercises facilitated by Soul Shoppe, a Bay Area-based organization that helps build inclusive communities, and Adobe provided activities for students to learn about creative expression as a positive outlet.
- Houston Rockets "Clutching Accountability" Mentoring Program: During the 2018-19 season, the Houston Rockets and PricewaterhouseCoopers partnered to implement the Clutching Accountability mentoring program for high school seniors. This program is designed to help seniors from Yes Prep Northside transition successfully from high school to college. PwC associates served as mentors to 30 YES Prep students. The mentors committed to working with selected mentees through their senior year of high school until the end of their first year of college. The Rockets and PwC will host seven Clutching Accountability group activities.
- Indiana Pacers Community Conversations and Hoops

for Peace Tournament: In 2018, the Indiana Pacers partnered with Stop the Violence Indy to host a “Youth Truth Blue Truth” community conversation, bringing together 200 high school students, law enforcement and local leaders to develop action plans to create a stronger Indianapolis. The Pacers have also partnered with IMPD and the Indianapolis Boys & Girls Club to organize a number of other programs, including game outings for youth and law enforcement, coffee with a cop conversations, and the first ever 3-on-3 Hoops For Peace Tournament.

- Los Angeles Lakers Month-Long Building Bridges Through Basketball Program: Every Saturday in February 2019, the Los Angeles Lakers, along with the LAPD and Lakers legends, hosted a group of underserved high school youth from the Drew League for facilitated community conversations and basketball scrimmages.
- Memphis Grizzlies Martin Luther King Jr. Student Roundtable Community Conversation: On January 15, 2019, Grizzlies players Joakim Noah and Jaren Jackson Jr. hosted a group of 100 students from Booker T. Washington high school for a facilitated discussion about issues of race in society, moderated by RISE.
- Miami Heat School to Work Program: The Miami Heat School to Work mentoring program serves alumni of the Heat Academy and offers Miami-Dade high school students the opportunity to form relationships with established professionals within the Heat organization. Qualified incoming high school freshmen are paired with Heat management after a comprehensive interview and evaluation coordinated by Big Brothers Big Sisters. Once a month during the school year, students visit American Airlines Arena for four hours. The students participate in informative workshops and seminars while shadowing their mentors.
- Milwaukee Bucks Barbershop Monday Community Conversation with Sterling Brown: On January 27, 2019, Bucks player Sterling Brown hosted an installment of “Barbershop Mondays,” which are led by Safe and Sound and turn community rooms in local neighborhoods into barbershops offering free haircuts. The barbershop format creates dialogue between the young men who come and middle-aged barbers who volunteer on their day off. The overall goals of these sessions are

not only to provide free haircuts but to discuss how to build social and emotional confidence, and how to develop mentor relationships.

- New Orleans Pelicans Coaching Symposium on Race & Sports: On January 27, 2019, the New Orleans Pelicans and Sprite hosted a Black History Month Coaches Symposium at the Ochsner Sports Performance Center. Head Coach Alvin Gentry, Director of College Scouting Bryson Graham, and other local community leaders spoke to a group of local youth basketball coaches on race in sports how basketball can promote positive change in the community.
- New York Knicks Youth Thought Leadership Summit: On February 27, 2019, the Knicks culminated Black History Month by hosting a discussion for 300 high school aged students at The Schomburg Center for Research in Black Culture. The event featured a panel discussion focused on the black youth experience with Knicks Legends Lance Thomas and Allan Houston, Charece Williams (Head of Pepsi Hoops), and Tiff McFierce.
- Oklahoma City Thunder Native American Youth Computer Science Program: The Oklahoma City Thunder celebrated Native American Heritage Month, in partnership with Google and the Smithsonian’s National Museum of the American Indian, by hosting workshops at Chesapeake Energy Arena to help teachers of Native American students. Google led a presentation of “Teaching Computer Science for Native Students” and the Smithsonian presented “Teaching Native History and Culture in the Classroom” as part of the museum’s education initiative, Native Knowledge 360.
- Philadelphia 76ers Black History Month “Kids Can!” Program: During February 2019, the 76ers partnered with PECO to launch Kids Can!, a service learning challenge between two middle school-aged classrooms at Harambee Institute of Science and Technology Charter School and Samuel Gompers. Participating classes were paired with a community advocate to serve as the team captain and mentor for the project focused on answering Dr. Martin Luther King Jr.’s question, “What are you doing for others?” The two participating classes were provided a \$1,500 stipend for their project. On February 11, 2019, the program culminated in a presentation at the African American Museum in front of a panel of judges

from the Mayor's Office of Black Male Engagement, African American Chamber of Commerce, members of the 76ers, and others. The winning youth classroom won tickets to a 76ers home game where they were recognized on-court for their accomplishment.

- Portland Trailblazers Black History Month Community Conversation: On February 6, 2019, Trailblazers players CJ McCollum, Evan Turner, and Caleb Swanigan engaged in a conversation with youth of color from Elevate Oregon to discuss African American identity and safety in today's society.
- Sacramento Kings Build Black Coalition Partnership: Following the tragic death of Stephon Clark, the Sacramento Kings launched a partnership with Build Black Coalition to develop a host of programs focused on addressing inequity and empowering local youth of color, including the Kings & Queens Rise: A Youth Forum for Healing; the summer-long Kings & Queens Rise Co-Ed Basketball League, which seeks to interrupt violence by providing an opportunity for young people to engage in intercommunity sports; and a range of other community conversations and career development programs. In February 2019, the Kings partnered with the Milwaukee Bucks to host Team Up For Change, a daylong summit convening community leaders, law enforcement and youth advocates from Sacramento and Milwaukee to discuss both organizations' commitment to the pursuit of more equitable communities. During the event, the Kings Foundation announced \$50,000 in scholarship funding to benefit local youth pursuing advanced training in law enforcement and higher education.
- San Antonio Spurs Mentoring Program: During the 2018-19 season, the Spurs continued their mentoring program in partnership with Sam Houston High School, hosting regular outings, college tours, community conversations, film screenings, and other events with local youth and Spurs employees, coaches, and players.
- Toronto Raptors Fred VanVleet Mentoring Basketball Clinic: On December 8, 2018, Toronto Raptors point guard Fred VanVleet hosted a free basketball clinic for 100 youth and mentors in the Big Brothers Big Sisters program in Toronto.
- Utah Jazz MLK Day Community Conversation: On January 21, 2019, the Utah Jazz participated in a local MLK Luncheon in partnership with the NAACP and hosted a community conversation with 60 youth, focused on MLK's principles of justice and nonviolence.
- Washington Wizards Bradley Beal Mentoring Program: Throughout the 2018-19 season, Bradley Beal hosted regular outings with middle school young men of color from Ron Brown Preparatory High School. During Black History Month, Beal joined the group on a visit to the National African American History & Culture Museum.
- Indiana Fever Community Conversations & Game Tickets for Youth & Law Enforcement: During the 2018 season, the Indiana Fever hosted groups of local youth and law enforcement at six home games, where they attended pre-game conversations to meet each other, share perspectives, and interact with WNBA players and executives.
- New York Liberty Unity Game: During the 2018 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, which 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.
- Erie Bayhawks Launch Project: HOPE: On November 15, 2018, the Erie Bayhawks (NBA G League affiliate of the Atlanta Hawks) announced the creation of Project: HOPE, which stands for "Helping Create Opportunities and Possibilities for Erie's youth." The program is aimed at helping to create more opportunities for Erie's minority youth in the areas of education, careers and overall quality of life. The program engaged 100 young people from underserved communities in the Erie area through job shadows and workplace visits, college visits, participation in the BayHawks MLK Celebration game on January 19, 2019, and an opportunity for participants to play basketball at Erie Insurance Arena and meet Bay-



Hawks players and coaches.

- The NBA's Autism Awareness initiative aims to raise awareness and promote equality and inclusion for kids and families living with sensory limitations.
- ◇ In 2017, the NBA partnered with KultureCity, a non-profit that works to help autistic individuals gain acceptance and inclusion and reach their full potential, to re-think accessibility and implement features that create permanent accessibility for those with sensory needs. To date, 20 NBA teams have partnered with KultureCity to certify their arenas as sensory inclusive: Atlanta Hawks, Brooklyn Nets, Charlotte Hornets, Chicago Bulls, Cleveland Cavaliers, Denver Nuggets, Detroit Pistons, Golden State Warriors, Indiana Pacers, Miami Heat, Milwaukee Bucks, New Orleans Pelicans, New York Knicks, Orlando Magic, Oklahoma City Thunder, Philadelphia 76ers, Phoenix Suns, Portland Trail Blazers, Sacramento Kings, San Antonio Spurs.
- ◇ Sensory inclusive features and programs include comprehensive training for customer-facing staff, dedicated entry and exit points, and the option for fans to use sensory bags with noise-canceling headphones, branded identifiers, fidget toys, weighted lap pads, etc.
- ◇ Every year, to celebrate World Autism Awareness Day on April 2, the flagship NBA Store on Fifth Avenue "goes blue" alongside many other global landmarks in support of Autism Speaks' Light It Up Blue campaign, which aims to shine a light on autism.
- ◇ The flagship NBA Store on Fifth Avenue was certified as the first sensory inclusive retail store in the world, with the help of KultureCity.
- ◇ For the past three years, the NBA has promoted the work of Luv Michael through the league office's Fast Break snack program for employees. Luv Michael is an organization that produces organic, gluten-free, and nut-free granola while providing life skills education and employing people on the autism spectrum.
- As part of our ongoing commitment to equality, diver-

sity and inclusion, the NBA and WNBA family works in partnership with leading LGBTQ organizations to support a variety of programs and initiatives designed to support LGBTQ equality and create a more inclusive environment in youth sports.

- ◇ **NBA & WNBA Pride.** Every year throughout the month of June, the NBA celebrates the LGBTQ community and its allies through leaguewide activities that empower teams, players, fans and employees to share their voices and create a more inclusive environment for all. During the month, teams host Pride-themed in-arena nights, participate in local pride marches and hold special events for local community groups. In addition, the NBA and WNBA partner with Fanatics and GLSEN every June to create an exclusive line of Pride T-Shirts featuring NBA and WNBA team logos. The shirts are available for retail purchase, with all league proceeds benefitting GLSEN.
- ◇ Participation in Local Pride Marches: In 2016, NBA Commissioner Adam Silver joined NBA Cares Ambassador Jason Collins and hundreds of NBA and WNBA employees at the NYC Pride March, becoming the first professional sports league to participate in the march. The league has marched in NYC Pride every year since, and many NBA and WNBA teams (including Atlanta, Brooklyn, Chicago, Dallas, Miami, Philadelphia and New York) have participated in local pride marches and festivals, engaging players, coaches, employees and fans to show their support for the LGBTQ community, including:
  - On April 7, 2019, the **Miami Heat** marched in the Miami Beach Pride March as an organization. In 2018 and 2017, the Heat hosted a Loud & Proud dance party for the local LGBTQ community as part of the event, earning the team "2018 Champion of Diversity" honors by SAVE, a South Florida organization dedicated to promoting, protecting and defending equality for LGBTQ community.
  - On September 16, 2018, **Dallas Mavericks** employees marched alongside their team float in the Dallas Pride Parade, becoming the first professional sports team in Dallas to participate.
- ◇ In-arena Pride Nights: This season, 19 NBA teams



hosted a Pride-themed LGBTQ equality game night in-arena. As part of Pride night programming, teams have honored local LGBTQ community leaders and barrier breakers, convened panel discussions on inclusivity and LGBTQ equality, and raised funds in support of local LGBTQ organizations.

- **March 29, 2019 – New York Knicks Pride Night:** The Knicks hosted their second annual Pride Night celebration, which supports diversity and inclusion by showcasing members, supporters and organizations from the LGBTQ community.
- **March 28, 2019 – The Detroit Pistons** hosted a Pride in-arena night with a pre-game panel on LGBTQ equality, PRIDE warmup shirts, Detroit Gay Men's Choir anthem performance, and the Mayor presenting the game ball.
- **March 26 – Dallas Mavericks Pride Night:** The Mavericks hosted a Pride Celebration, offering ticket-price discounts to LGBT basketball fans and supporters. Along with ticket discounts, fans received a DAL Pride T-shirt, and a portion of proceeds from each ticket was donated to Resource Center, which is the primary LGBTQ and HIV/AIDS service organization in North Texas.
- **February 14, 2019 – The Atlanta Hawks** hosted their first Pride Night, with a "Love Wins" theme. The night celebrated a spirit of inclusion, from a special rainbow lighting of the iconic "ATLANTA" letters, to a pregame dance party, special halftime performances, unique menu items, Pride Collection apparel and more. Former President Jimmy Carter and First Lady Rosalynn Carter attended the game and were honored on court as part to the team's 50th Anniversary celebration.
- **January 31, 2019 – The Toronto Raptors** hosted their second annual Pride Night in partnership with the You Can Play project, an organization dedicated to ensuring equality, respect, and safety for all who participate in sports, including LGBTQ athletes, coaches and fans. In addition to hosting young people and leaders from local LGBTQ organizations for pre-game shootaround and an on-court ceremony, the team created custom Pride hats and donated the net proceeds to You Can Play.
- **January 2, 2019 – The Charlotte Hornets** hosted their first-ever Pride Night in partnership with

Charlotte Pride. As part of the event celebrating LGBTQ equality, diversity and inclusion, the Hornets hosted LGBTQ youth from local organizations, wore custom Pride-themed warmup shirts, became the first pro-sports team in North Carolina to host a performance of the Charlotte Gay Men's Chorus, featured a video of Hornets employees discussing the importance of LGBTQ equality, and donated a portion of the ticket sale proceeds to the Charlotte Pride Scholarship Program, benefitting LGBTQ and ally students from local high schools and colleges in the Charlotte area.

- **October 4, 2018 – The Los Angeles Lakers** hosted their first-ever Pride Night, celebrating diversity, inclusion, and unity by hosting members and supporters from the LGBTQ community. The team honored several champions for LGBTQ equality, including NBA Cares Ambassador Jason Collins, the Trevor Project and Los Angeles LGBTQ Chamber of Commerce. All fans were given a Lakers Pride shirt, the Gay Men's Chorus of Los Angeles performed the National Anthem and LAMBDA (Los Angeles Gay Basketball League) took part in a pregame basketball contest.
- ◇ 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. Reggie Bullock also serves as an ambassador for Athlete Ally and Dallas Mavericks owner Mark Cuban serves on Athlete Ally's National Advisory Board.
- ◇ Los Angeles Lakers' Reggie Bullock on LGBTQ Equality and Trans Visibility. Inspired by the tragic murder of his sister, Lakers Forward Reggie Bullock has participated in community conversations, panel discussions, donated funds, taken to social media and spoken out for LGBTQ equality and trans visibility in partnership with LGBTQ organizations including GLAAD & Athlete Ally.
- ◇ On June 23, 2018, the NBA partnered with Athlete Ally and Positive Coaching Alliance to host a series

of NBA Voices events focused on creating a more inclusive youth sports environment for LGBTQ youth and building athletes of character. These programs included a basketball clinic, community conversation and a Jr. NBA Coaches Forum for youth basketball coaches in the New York area and featured **Reggie Bullock, Jason Collins, WNBA Legend Sue Wicks, and NBA Referee Billy Kennedy.**

- ◇ On January 16, 2019, the **Chicago Bulls** partnered with the Center on Halsted to host middle school students for a basketball clinic and community conversation. **Bulls Legend Horace Grant** participated in programming at the center, which is a safe space for the LGBTQ community to participate in social and public programming and health check-ups.
- **Jr. NBA Coaches Forums:** The Jr. NBA is committed to teaching the fundamentals of basketball and using the sport to instill core character values, including sportsmanship, teamwork and respect. As part of that mission, the Jr. NBA organizes regular Coaches Forums that bring together youth basketball coaches to discuss issues related to diversity and gender identity, and strategies that empower coaches as leaders in building an open and inclusive culture in youth basketball. Developed in partnership with Athlete Ally and Positive Coaching Alliance, these forums provide coaches with research, inclusive coaching strategies, and a forum for coaches to ask questions, hear best practices from their peers and develop action plans they can take back to their team or league. Program highlights include:
  - ◇ On February 17, 2019, as part of NBA All-Star in Charlotte, the Jr. NBA partnered with Athlete Ally, A Call to Men, and Positive Coaching Alliance to host a forum designed to educate coaches on issues related to gender and sexuality. Its aim is to empower coaches as leaders to create team cultures that embrace diversity and inclusion. The forum is part of an ongoing series of Coaches Forums focused on building a more inclusive culture in youth sports and featured NBA Legends Grant Hill and Bruce Bowen, the Los Angeles Lakers' Reggie Bullock, WNBA player and Wizards assistant coach Kristi Toliver, and Greensboro Swarm assistant coach Chasity Melvin, as well as 100 youth basketball coaches.
  - ◇ On January 21, 2019 as part of the league's celebration of MLK Day, the Jr. NBA and **Memphis Grizzlies** partnered with Athlete Ally, Positive Coaching Alliance, and A Call to Men to host a Coaches Forum with 50 youth basketball coaches from the Memphis Area. Los Angeles Sparks Center Candace Parker, Grizzlies Coach JB Bickerstaff, and Pelicans Coach Alvin Gentry participated in a panel discussion about the role coaches can play in fostering inclusive environments for young athletes. Following the panel, facilitators from Athlete Ally, PCA and A Call to Men led coaches through exercises designed to confront unconscious bias and equip coaches with strategies they can use when working with youth.
  - ◇ On December 6, 2018, The Jr. NBA and the **Sacramento Kings** partnered with Athlete Ally and Positive Coaching Alliance to host a workshop designed to engage local youth coaches in a candid discussion about identity, inclusion and respect with the goal of empowering coaches as leaders who can create team cultures that embrace diversity and inclusion. As part of the event, Sacramento Kings Assistant Coach Larry Lewis and guard Yogi Ferrell participated in the panel discussion as well as role-playing exercises alongside the participants.
- Each year, the NBA celebrates the life and legacy of **Dr. Martin Luther King, Jr.** through a variety of programs and activities. In addition to focusing attention on the life and legacy of Martin Luther King, Jr. and other leaders of the civil and human rights movements, the NBA's grassroots events, fundraising, and leadership supported the building of the MLK, Jr. Memorial. In 2019, teams competing during MLK weekend wore a customized Nike MLK warm up shirt in honor of Martin Luther King's famous "I Have a Dream" speech. In addition, the Memphis Grizzlies celebrated MLK Day by hosting the fourth annual Jr. NBA MLK tournament, featuring a discussion on race in society with NBA legends and Terri Freeman from the National Civil Rights Museum. The team also partnered with the National Civil Rights Museum to host a tour of the Lorraine Motel for the Lakers and Pelicans to reflect on the life and legacy of Dr. King. Following the tour, the Grizzlies hosted an award ceremony to honor of members of the NBA family who carry on the tradition and legacy of Dr. King. Around the league, teams hosted

a variety of service, mentoring, and community events to honor Dr. King's life and legacy, including the **Atlanta Hawks MLK Day Clinic & Court Dedication** on January 17, 2019, where Hawks owner Tony Ressler, CEO Steve Koonin, Head Coach Lloyd Pierce, and players Trae Young and Kent Bazemore, in partnership with State Farm and UPS, teamed up with the City of Atlanta and Mayor Keisha Lance-Bottoms to unveil the 23rd community court at Selena S. Butler Park located next to the Martin Luther King Recreation and Aquatic Center. On MLK Day, the Hawks hosted 30 Brown Middle School students from the College For Every Student (CFES) Brilliant Pathways Mentoring program at the Hawks Dream Day seminar. The students participated in conversations and activities around Dr. King and his legacy of social activism and inclusion before attending the Hawks game that afternoon.

- Every February, the NBA family celebrates **Black History Month** and the legacy of the civil rights movement through grassroots programs, broadcast and digital ads, retail activation, and in-arena and online programming. This year, all 30 NBA teams activated in the community, online, or in-arena to celebrate Black History Month, with multiple teams hosting NBA Voices Community Conversations, Black History Month Essay Contests, days of service, and other events. The NBA also partnered with Nike to create an equality-themed Black History Month warmup shirt available at retail, with NBA proceeds donated to the Equal Justice Initiative.
- **Her Time To Play:** On October 8, 2018, the NBA and WNBA launched Her Time To Play, a grassroots initiative to inspire girls ages 7-14 to play basketball in a positive and healthy way. The program offers a free curriculum, created in partnership with the Women's Sports Foundation, that pairs on-court training with off-court life skills lessons to build girls' confidence, prepare them for the challenges of adolescence and teach values like teamwork. Each chapter highlights personal life experiences and stories shared by WNBA players, with all 12 WNBA teams represented throughout the curriculum.
- **Memphis Grizzlies Girls Summit:** On March 25, 2019, the Memphis Grizzlies hosted their Third Annual Girls Summit in celebration of Women's History Month along with the Women's Foundation for a Greater Memphis and Nike. WNBA Atlanta Dream guard Renee Montgomery,

USA Basketball's Nina Davis, USA Rugby's Naya Tapper, UFC and USA Wrestling's Sarah McMann, former USA Ice Hockey strength coach Sarah CaHill and members of the Grizz Fam including Nikki Bickerstaff all joined more than 400 girls from Shelby County Schools, charter schools and independent schools. The event exposed girls to a range of movement, non-traditional, and traditional sports clinics with hands-on demonstrations and panel discussions facilitated by the University of Memphis Women's Basketball, Memphis Inner City Rugby, Wrestle Like a Girl, University of Memphis Women's Soccer, GrizzFit and the Grizzlies Foundation.

- **Detroit Pistons Girls Summit:** On March 6, 2019, the Detroit Pistons hosted their inaugural Girls Summit to tip off their Women's History Month celebration. The summit was geared towards high school students and highlighted the success of local women leaders with a goal of incorporating current trends in leadership, entrepreneurship, communication and diversity during enriching breakout sessions.
- **Golden State Warriors STEM Women's History Month Event:** To celebrate Women's History Month, PG&E and Golden State Warriors employees volunteered their time and resources to lead young women in a STEM workshop. The day inspired and empowered young women to pursue careers in STEM, aimed to close the gender gap in technology, and provided an opportunity for youth to be global change makers. At the Local Warriors STEM Project, 40 PG&E and Warriors employee volunteers lead 50 middle school-aged youth in STEM projects throughout the day. The participating youth were from Rise University Preparatory and CORAL. Students participated in three STEM focused rotations, Solve the Fall, Micro Bio Design and We are Solar.
- **Portland Trail Blazers Women in Sports Night in Partnership with Betties360:** The Portland Trail Blazers hosted a Women in Sports Game Night and Celebration. A portion of the event's proceeds were donated to Betties360, a non-profit whose mission is to inspire confidence, well-being and community in girls through action sports, outdoor adventure, and life-skill education.
- **Houston Rockets Women's History Month Event with Anti-Defamation League:** On March 8, 2019, the Houston Rockets, in partnership with the Anti-Defamation



League, hosted an International Women's Day pre-game reception and women's leadership panel featuring Tina Thompson (former Houston Comet and Basketball Hall of Famer), Rockets female executives and local community leaders. During the game, the Rockets honored influential female Houstonians, highlight prominent women in history, and gave away purple rally towels to fans.

- LA Clippers Girls Mentoring Event: On March 21, 2019, the LA Clippers partnered with City National Bank to host 30 young women from local mentorship organizations for an event focused on financial literacy, education and careers. In conjunction with Women's History Month, the event included all female staff members from City National Bank participating in roundtable discussion groups with the young women.
- Atlanta Hawks Women's History Month Business of Basketball: On March 29, 2019, the Atlanta Hawks hosted a special Women's History Month edition of Business of Basketball. This program provides students with the opportunity to understand the business behind Hawks basketball through an immersive experience. Students are encouraged to develop an understanding of various career roles in sports and entertainment through facilitated conversations with Hawks staff, tours of the Hawks business offices and State Farm arena and pre-game shoot-around, player meet and greets.
- Knicks Careers in Sports Visit for Young Women (National Girls and Women in Sports Day): On February 6, 2019, as part of Her Time To Play, the Knicks hosted a group of local young women for a tour of Madison Square Garden, where they met women from different departments who talked with the girls about working in sports (i.e. Event Presentation, Community Relations, Merchandising, MSG Networks, etc.).
- Nets Careers in Sports Visit for Young Women (National Girls and Women in Sports Day): On February 6, 2019 as part of Her Time to Play, the Nets hosted a group of local young women for a basketball clinic at Barclays Center and panel session about breaking barriers, pursuing one's dreams, and opportunities for females within the sports industry.

- WNBA Take A Seat Take A Stand: In 2018, the WNBA launched Take A Seat Take A Stand, an empowerment program that allowed fans to support leading community organizations and at the same time send young women and girls to WNBA games. Fans had the ability to purchase WNBA tickets and select an organization to support, triggering a contribution from the WNBA to their selected organization, which included MENTOR, Bright Pink, United State of Women, GLSEN, It's On Us, and Planned Parenthood.

### Education

- In 2016, interactive math problems derived from NBA and WNBA game footage and statistics such as points, rebounds, assists and more, were integrated into Discovery Education's award-winning Math Techbook. Since then, these dynamic, interactive resources have supported students as they use real-world basketball experiences to deepen their understanding of core math and science concepts. In February 2019, the NBA and Discovery Education launched a new basketball-themed content collection that includes a variety of powerful Lesson Starters, as well as an Educator Companion Guide that was recently added to Discovery Education's curriculum resources and digital content services. In addition, the NBA and Discovery Education invite teachers and students nationwide to participate in NBA-themed Virtual Field Trips to teach youth about how STEM skills learned in school translate to real-life careers across the NBA and its teams. The field trips target students grades 3-8 and include corresponding lesson plans based on the math concepts featured in the video. The Careers that Count and All-Star Virtual Field Trips collectively reached more than 8,500 classrooms and 360,000 youth in all 50 states and the District of Columbia.
- The NBA 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 and NBA 2K League employees and partners who discuss their career paths throughout the digital space as well as the importance of education.
- 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 1,250 new places to live, learn, or play in over 37 countries and territories.

- In the Fall of 2018, as part of the NBA's Hackathon, the league invited 10 young women of color from Code Nation to participate in a mini-hackathon to promote the importance of diversity in STEM. Code Nation equips students in under-resourced high schools with the skills, experiences, and connections that together create access to careers in technology.

### Youth and Family Development

- In 2014, the NBA family became the first sports league to join President Obama's My Brother's Keeper initiative, focused on closing opportunity gaps facing boys and young men of color. The NBA committed to partner with MENTOR: The National Mentoring Partnership on a campaign to encourage 25,000 Americans to become mentors over five years. Using the power of PSAs (featuring [Steph Curry and President Obama](#), [Kemba Walker](#), [Blake Griffin](#), [Aaron Gordon](#), [Isaiah Thomas](#), [Dikembe Mutombo](#), and more), online organizing, and grassroots events in communities around the country to highlight the power of mentors to change lives. On February 19, 2019, President Obama and Stephen Curry took the stage at MBK Rising in Oakland where Steph announced that the NBA family has more than doubled the original goal, driving more than 50,000 new mentoring sign-ups at [mentoring.org/nba](http://mentoring.org/nba).
- Player Mentoring Programs: For the second consecutive season, Charlotte Hornets guard [Kemba Walker](#) has organized regular outings for a group of four young people and their mentors in partnership with Big Brothers Big Sisters of Central Carolinas. In addition, the Indiana Pacers' TJ Leaf, the Milwaukee Bucks' Pat Connaughton, and the Atlanta Dream's Angel McCoughtry have all organized similar programs in partnership with

local mentoring organizations.

- Milwaukee Bucks Mentoring Affiliate and Programs: This season, the Milwaukee Bucks partnered with the Milwaukee Public Schools and a group of leading mentoring organizations to launch MENTOR Greater Milwaukee, the 25th affiliate of MENTOR's National Mentoring Network designed to increase the quantity and quality of mentoring relationships. In addition, the Milwaukee Bucks have deepened their support for the local mentoring movement through programs including "Own Your Future" nights for youth to learn about careers in sports and the successful "Barbershop Monday" community conversation series.
- Orlando Magic's "Magic of Mentoring" Program: The Magic of Mentoring initiative works to reduce the achievement gap among local young men of color by providing mentorship, educational experiences, and exposure to careers in sports. For the past three years the Orlando Magic has hosted over 450 Central Florida youth in the Magic of Mentoring Minority Male Youth Summit to hear from distinguished leaders. This year, the Magic expanded mentorship efforts with The City of Orlando and Orange County Public Schools, pairing Magic staff with local youth for an in-depth mentoring experience and hosting their fourth annual Magic of Mentoring Minority Male Youth Summit.
- Dallas Mavericks Mentoring Event: On March 21, 2019, Dallas Mavericks ManiAACs and Mavs Ambassador Retired Dallas Police Chief David Brown participated in Big Thought's and Big Brothers Big Sisters "BIG Breakfast." During this breakfast male role models in Dallas are united with over 500 middle school male students with the objective to create one-to-one mentor relationships.
- LA Clippers Mentoring Road Trip: From February 28 – March 2, 2019, the LA Clippers hosted 14 young men and 10 young women on the 3rd Annual Mentorship Trip to Sacramento and San Francisco. The youth were selected from local mentorship organizations and none of them had traveled far outside of their communities or flown on an airplane. The trip included a visit to the Verizon Innovation Center in San Francisco, visits to local sights in San Francisco and Sacramento, and the Clippers vs. Kings game in Sacramento on March 1.

- Suns Mentor Road Trip: On February 13, 2019, the Suns hosted The Southwest Airlines Symbol of Freedom Trip with 10 Phoenix-based 7th graders and their mentors to travel with the team for the road game against the Los Angeles Clippers. Following the game, the group participated in a meet & greet with the players and mentees.
- Milwaukee Bucks Employee Mentoring Program with Our Next Generation: During the 2018-19 season, employees from the Milwaukee Bucks' hosted a season-long mentoring program with youth from Our Next Generation. Bucks staff were paired up with youth at the beginning of the school year and met with their mentees each Tuesday throughout the year to go over homework or read books together, and organize outings in the community.
- Dallas Mavericks Mentoring Event: On January 22, 2019, as part of National Mentoring Month, the Dallas Mavericks hosted a pre-game recruitment event for Big Brother Big Sisters of Greater Dallas. One hundred Mavs fans interested in mentoring participated in an informational session hosted by Big Brothers Big Sisters, along with Dallas Mavericks and American Airlines Center staff who have a passion for mentorship, to share their stories and promote mentorship.
- Los Angeles Lakers Mentor Night: On January 21, 2019, the Los Angeles Lakers hosted their annual Mentor Night as part of National Mentoring Month. During the night, the team welcomed mentoring organizations from Southern California at the game against the Warriors.
- Memphis Grizzlies MLK Day Mentor Recruitment Fair: On January 21, 2019, the Memphis Grizzlies hosted a mentor pre-game recruitment fair. Community partners and mentoring organizations hosted booths on the concourse at FedExForum to answer questions and discuss recruitment opportunities.
- Milwaukee Bucks Khris Middleton Mentoring Event: Before the Milwaukee Bucks game on December 20, 2018, Khris Middleton hosted a meet & greet with students from Milwaukee Public Schools' mentoring program as part of Khris' #12DaysofKhris campaign.
- The Jr. NBA in the U.S. connects with more than 16,500 organizations reaching 4.7 million youth ages 6-14 through a network of affiliated youth basketball organizations, live events and interactive experiences. The Jr. NBA network is comprised of youth basketball programs of all NBA, WNBA and NBA G League teams, as well as elementary and middle schools, military bases and longstanding community partners, including Boys & Girls Clubs of America, National Association of Police Athletic Leagues and others. The U.S. activation is highlighted by a series of national programs including Jr. NBA Global Championship, Jr. NBA 3v3 Leagues, Jr. NBA Skills Challenge, Combine Series, and tournaments.

### Health and Wellness

- NBA FIT is the league's health and wellness platform that encourages physical and mental wellbeing for fans of all ages. NBA FIT utilizes the best athletes in the world to showcase their extensive training and nutrition regimens and to promote the understanding of the benefits of a healthy body and mind.
- Since the beginning of the 2014-15 NBA Season, Kaiser Permanente has served as the league's official health care partner. As an official partner of NBA and WNBA FIT, Kaiser Permanente provides health and wellness consulting with a focus on joint research initiatives, digital content, and year-round grassroots programs that aim to create safe spaces and build healthier communities. Since the inception of the partnership, the NBA and Kaiser Permanente have hosted more than 200 events, reached 30,000 youth, and built or refurbished 17 Live, Learn, and Play Centers.
- For four years, the NBA and Kaiser Permanente have hosted the Total Health Forum – an annual event that brings together leaders from sport, business, community organizations, and government to discuss the most pressing community health issues facing our country. Previous forums were held in Washington, D.C., Los Angeles, Atlanta. The fourth annual Total Health Forum took place in New York City in March 2019 and addressed stressors youth, girls and women face and the power of resiliency in building solutions, with a focus on mental health. Participants included NBA Commissioner Adam Silver, Kaiser Permanente Chairman and CEO Bernard

Tyson, NBA Legend Alonzo Mourning, Olympic Gold Medalist and Activist Aly Raisman, WNBA Legend Chamique Holdsclaw, New York Liberty Head Coach Katie Smith and ESPN's Hannah Storm.

- In partnership with community experts, the National Basketball Coaches Association, the NBA Strength & Conditioning Coaches Association, and the NBA Physicians Association, NBA FIT provides diverse health and wellness information to children and their families through social media, grassroots events, and products.
- NBA FIT Week presented by Kaiser Permanente highlights the importance of leading a healthy life through mind, body, and spirit. NBA FIT Week features all NBA and NBA G League teams and players joining community members and partners to highlight the importance of living an active, healthy lifestyle through grassroots programs and events, broadcast and digital ads, retail activation, and in-arena and online programming.
- In April 2018, the NBA launched its first-ever mental wellness campaign with a PSA featuring the San Antonio Spurs' DeMar DeRozan and the Cleveland Cavaliers' Kevin Love. The PSA directs fans to [nba.com/mindhealth](http://nba.com/mindhealth) where they can learn more on how to live more healthy, resilient lives. In addition, NBA FIT programming incorporates mental wellness messaging and mindfulness training with the support of community experts like the JED Foundation and Headspace. Mental wellness offerings extend to employees as well through access to mindfulness trainings and with activities such as anti-stigma conversations.
- In August 2017, the WNBA launched its first WNBA FIT Month, encouraging teams and players to host health and wellness programs and events. The month utilizes the best athletes in the world showcasing their extensive training and nutrition regimens through digital and social media. Since August 2018, Kaiser Permanente has served as presenting partner of WNBA FIT month.
- As a part of NBA All-Star, NBA FIT works with local community organizations and schools to bring health and wellness and basketball-related programming to youth through the NBA All-Star FIT Celebration. For All-Star 2019, the NBA FIT Celebration presented by

Kaiser Permanente brought members of the NBA family together to dedicate two newly refurbished locker rooms and meditation space at West Charlotte High School and engage students in fitness and mental wellness activities.

- 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 NBA All-Star Chris Paul. During the 2018-19 season, NBA Cares collaborated with No Kid Hungry in support of National Youth Day, School Breakfast week, and the Summer of Strength campaign. 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.
- NBA Cares and WNBA Cares are founding partners of the United Nations Foundation's Nothing But Nets campaign, a grassroots movement to save lives by preventing malaria (the leading killer of children in Africa). The NBA and WNBA have helped raise more than \$56 million to distribute more than 9 million life-saving bed nets. 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. In April 2019, the NBA once again hosted the Nothing But Nets Pop-a-Shot Challenge at the NBA Store in Manhattan.
- The NBA and WNBA and their 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.

- 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 help raise awareness and inspire others in the fight against breast cancer. During Breast Health month, each team partners with community-based organizations like Bright Pink to host Breast Health Awareness Nights and events in the community.

### **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 servicemen, women, and their families.
- Hoops for Troops supports local communities and hundreds of thousands of active and retired armed forces members and their families each year, focusing on four pillars – transition, community, leadership, and health. Led by teams and current and former players, the initiative features a full schedule of events across the country including USO Tours with legends of the game, exhibition games, clinics, open practices, speaking engagements, meet-and-greets, game tickets and more.
- Hoops for Troops 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 participated in the USO Vice Chairman of the Joint Chiefs of Staff Tour in April 2018 with multiple stops worldwide, including, Italy, Japan, South Korea, Djibouti, Iraq, and the United Arab Emirates. 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. [NBA.com/HoopsforTroops](http://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, 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.

- Since 2012, the NBA has been measuring environmental impact through a variety of tools. Program efforts throughout offices and arenas include utilizing sustainable supplies, promoting the use of mass transit, implementing recycling programs, installing energy and water-saving fixtures, purchasing renewable energy credits and carbon offsets, and more.
- For every three-pointer made during the NBA playoffs between April 19 – April 22, 2019 (Earth Day) three trees were planted by the NBA in partnership with the Arbor Day Foundation. In 2019, 314 three-pointers were made, equaling 942 trees. In addition to trees for threes, every time #NBAGreen was used from April 19 – April 22nd, an additional tree was planted, resulting in 4,770 more trees.
- All 30 NBA teams have worn the Nike Vapor Uniform System since the start of the 2017-18 season. The jerseys are made from a fabric blend that includes polyester derived from recycled plastic water bottles. Each uniform represents approximately 20 discarded bottles, which were reclaimed, melted down, and converted into new yarn.
- The NBA league office is undergoing extensive renovations that will incorporate elements into the design allowing for the organization to apply for LEED certification. Design elements include construction and development, air, energy, water, and recycling.
- Eight NBA team arenas have received LEED® certification by the U.S. Green Building Council: State Farm Arena (Atlanta Hawks), AmericanAirlines 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). AmericanAirlines 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 gets all its electricity primarily from solar power. UCLA Health Training Center - Los Angeles Lakers HQ is LEED Platinum Certified.

- Five NBA teams have installed solar panels on their arenas, garages, or practice facilities: Pepsi Center (Denver Nuggets), Talking Stick Resort Arena (Phoenix Suns/Mercury), Staples Center (Los Angeles Lakers/Clippers) Oracle Arena (Golden State Warriors) and AT&T Center (San Antonio Spurs/Stars).
- The NBA Flagship Store on Fifth Avenue achieved Leadership in Energy and Environmental Design (LEED) Commercial Interior's (CI) v3 Gold level certification.

### **International Initiatives**

- Through a variety of youth participation programs, including Jr. NBA, NBA FIT and NBA Cares, the NBA reached more than 51 million youth in 75 countries through league play, in-school programming, clinics, skills challenges, and other outreach events during the 2018-19 season. NBA Cares programs and participants have provided more than 4.7 million hours of hands-on service and created more than 1,250 places where kids and families can live, learn or play in communities around the world. Internationally, NBA Cares has created more than 278 places where kids and families can live, learn, or play in 37 countries and territories.
- **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 57 BWB camps in 36 cities in 28 countries on six continents. BWB has hosted more than 3,400 participants from 129 countries and territories. More than 290 current and former NBA/WNBA players have joined more than 230 NBA team personnel from all 30 NBA teams with 54 BWB campers drafted into the NBA. Additionally, six BWB campers signed as free agents. In addition to working with the campers on the court, NBA players and coaches lead extensive community outreach programs through NBA Cares and participate in daily seminars that promote education, leadership, character, healthy living and HIV/AIDS awareness and prevention.
- In August of 2018, the NBA hosted the third **NBA Africa Game** at Time Square Sun Arena in support of The Nelson Mandela Foundation. Previous games benefitted UNICEF, SOS Children's Village Association of South

Africa and the Nelson Mandela Foundation. The 2018 game was broadcast in 215 countries in 26 languages and 70 million 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' Sports Diplomacy Office as well as the Empowering Women and Girls Through Sport Initiative, more than 78 current and former NBA and WNBA players and coaches have traveled to 83 countries as ambassadors of sport, conducting clinics, visiting schools and speaking to youth. Additionally, the NBA and WNBA support the U.S. State Department's Sports Visitor Program by partnering to host youth and coaches during their visits to the U.S.
- 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 education, health, and development programs. These efforts reach more than 300,000 underprivileged youth in China every year.
- In Brazil, the NBA launched a new partnership with Trade Social to support underserved people in Rio de Janeiro. On November 24, 2018, employees from NBA Brazil volunteered to serve meals to 90 people dealing with homelessness. In January 2019, NBA Brazil began a refurbishment project to improve facilities at Cruzada Sao Sebastiao, a local housing complex that is home to over 7,000 low-income Brazilians. In addition, NBA Brazil has organized and sponsored after school basketball and sports programming for youth in the complex.
- 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 use sport to transcend social, economic, and political barriers, bringing youth together and encouraging healthy lifestyles and community development.
- The NBA is hosting the second annual **Jr. NBA Global Championship** in 2019, a high-profile, aspirational global 14U competition that elevates youth basketball and the Jr. NBA around the world. The culminating event will be played at the ESPN Wide World of Sports Complex at the Walt Disney World Resort in Orlando, Fla., from Aug. 6-11, 2019, with 32 teams (16 boys, 16 girls) representing eight U.S. regions (Central, Mid-Atlantic, Midwest, Northeast, Northwest, South, Southeast, West) and eight international regions (Africa, Asia Pacific, Canada, China, Europe & Middle East, India, Latin America, Mexico).
- NBA India and Reliance Foundation have partnered on the Jr. NBA program for the past seven years. This year, the program for youth ages 8-16 spans 14 primary cities and 20 affiliate cities. Since its launch in 2013, the Reliance Foundation Jr. NBA program has reached more than 6.5 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.
- The Jr. NBA program in Asia will reach more than 19.5 million youth, targeting boys and girls ages 10-14. Jr. NBA programs in this region currently are executed in Indonesia, Malaysia, Vietnam, Thailand, Singapore and the Philippines, with plans to expand into Australia, South Korea and Japan. Programming includes fan fests, youth clinics, train-the-trainer sessions, and national camps.
- China's Jr. NBA program reached more than 8.9 million youth ages 6-18 in 2018-19 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, which will funnel to the Jr. NBA World Championship. PE teachers select their best players to play in regional competitions, with the best teams advancing the Jr. NBA World Championship China Regional Finals at the NBA Center in Wuqing, Tianjin. 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 more than 5,000 participating schools. It incorporates weekly mandatory basketball programs into physical education classes using the curriculum designed by the NBA.

- In 2018, the Jr. NBA tipped off the Jerusalem International YMCA (JIY) Jr. NBA League, providing best in class basketball instruction, competitive play, and life skills to more than 400 youth in Jerusalem from diverse backgrounds and communities. As part of the global YMCA community, the JIY prides itself on youth development, healthy living and creating a space for youth from all backgrounds in society, regardless of faith and nationality, to learn and play together. The 30-team league serves boys and girls (under 14) and includes league play, tournaments, and special events with NBA legends.

# Appendix III

Players								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2010-2011</b>			<b>2001-2002</b>		
White	18.1%	89	White	16.7%	75	White	20.0%	x
African-American	74.8%	368	African-American	77.7%	348	African-American	78.0%	x
Latino	2.4%	12	Latino	4.5%	20	Latino	1.0%	x
Asian	0.8	4	Asian	0.7%	3	Asian	<1	x
Other	3.9%	19	Other	0.4%	2	Other	0.0%	x
International	20.7%	102	International	17.0%	76			
Total		492	Total		448			
<b>2017-2018</b>			<b>2009-2010</b>			<b>2000-2001</b>		
White	19.3%	93	White	18.4%	81	White	21.0%	x
African-American	73.9%	356	African-American	76.9%	339	African-American	78.0%	x
Latino	2.3%	11	Latino	3.2%	14	Latino	1.0%	x
Asian	0.6%	3	Asian	0.7%	3	Other	0.0%	x
Other	3.9%	19	Other	0.9%	4			
International	16.6%	96	International	18.4%	81	<b>1999-2000</b>		
Total		578	Total		441	White	22.0%	x
<b>2016-2017</b>			<b>2008-2009</b>			African-American	78.0%	x
White	19.1%	86	White	18.2%	82	Latino	<1%	x
African-American	74.4%	335	African-American	77.3%	348	Other	0.0%	x
Latino	4.9%	22	Latino	3.1%	14	<b>1998-1999</b>		
Asian	0.7%	3	Asian	0.7%	3	White	21.0%	x
Other	0.9%	4	Other	0.7%	3	African-American	78%	x
International	25.1%	113	International	17.6%	79	Latino	1.0%	x
Total		450	Total		450	Other	0.0%	x
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	18.3%	82	White	19.6%	89	White	23.0%	x
African-American	74.3%	333	African-American	75.6%	343	African-American	77%	x
Latino	6.3%	28	Latino	3.3%	15	Latino	<1%	x
Asian	0.2%	1	Asian	0.4%	2	Other	0.0%	x
Other	0.9%	4	Other	1.1%	5	<b>1996-1997</b>		
International	22.3%	100	International	17.8%	81	White	20.0%	x
Total		448	Total		454	African-American	79.0%	x
<b>2014-2015</b>			<b>2006-2007</b>			Latino	<1%	x
White	23.3%	104	White	20.7%	91	Other	<1%	x
African-American	74.4%	332	African-American	75.0%	330	<b>1995-1996</b>		
Latino	1.8%	8	Latino	3.0%	13	White	20.0%	x
Asian	0.2%	1	Asian	0.5%	2	African-American	80.0%	x
Other	0.2%	1	Other	0.9%	4	Latino	0.0%	x
International	21.3%	95	International	18.6%	82	Other	<1%	x
Total		446	Total		440	<b>1994-1995</b>		
<b>2013-2014</b>			<b>2005-2006</b>			White	18.0%	x
White	19.5%	89	White	22.5%	97	African-American	82.0%	x
African-American	77.0%	351	African-American	72.9%	315	Latino	0.0%	x
Latino	3.1%	14	Latino	3.0%	13	Other	0.0%	x
Asian	0.2%	1	Asian	0.5%	2	<b>1993-1994</b>		
Other	0.2%	1	Other	1.2%	5	White	21.0%	x
International	20.6%	94	International	19.0%	82	African-American	79.0%	x
Total		456	Total		432	Latino	0.0%	x
<b>2012-2013</b>			<b>2004-2005</b>			Other	0.0%	x
White	19.0%	87	White	22.8%	98	<b>1992-1993</b>		
African-American	76.3%	350	African-American	73.0%	313	White	23.0%	x
Latino	4.4%	20	Latino	2.1%	9	African-American	77.0%	x
Asian	0.2%	1	Asian	0.7%	3	Latino	0.0%	x
Other	0.2%	1	Other	1.4%	6	<b>1991-1992</b>		
International	18.7%	86	International	18.9%	81	White	25.0%	x
Total		459	Total		429	African-American	75.0%	x
<b>2011-2012</b>			<b>2003-2004</b>			Latino	0.0%	x
White	18.2%	79	White	22.2%	91	<b>1990-1991</b>		
African-American	78.1%	339	African-American	75.9%	311	White	28.0%	x
Latino	3.2%	14	Latino	1.2%	5	African-American	72.0%	x
Asian	0.2%	1	Asian	0.7%	3	Latino	0.0%	x
Other	0.2%	1	Other	0.0%	0	<b>1989-1990</b>		
International	16.8%	73	International	16.6%	68	White	25.0%	x
Total		434	Total		410	African-American	75.0%	x
						Latino	0.0%	x

Table 1

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"MAKING WAVES OF CHANGE"



League Office: Professional Employees								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2010-2011</b>			<b>2003-2004</b>		
White	62.40%	669	White	66.0%	472	White	70.7%	484
African-American	15.9%	170	African-American	18.2%	130	African-American	18.8%	129
Latino	6.7%	72	Latino	7.3%	52	Latino	5.7%	39
Asian	10.4%	112	Asian	8.4%	60	Asian	4.8%	33
Other	4.6%	49	Other	0.1%	1	Other	0.0%	0
Women	39.7%	426	Women	41.3%	295	Women	44.2%	303
People of Color Total	37.6%	403	People of Color Total	34.0%	243	People of Color Total	29.3%	201
Total		1072	Total		715	Total		685
<b>2017-2018</b>			<b>2009-2010</b>			<b>2001-2002</b>		
White	63.8%	623	White	63.6%	496	White	85.0%	459
African-American	16.8%	165	African-American	21.4%	167	African-American	2.0%	11
Latino	5.9%	58	Latino	7.2%	56	Latino	7.2%	39
Asian	10.0%	98	Asian	7.7%	60	Asian	5.6%	30
Other	3.7%	36	Other	0.1%	1	Other	0.2%	1
Women	39.6%	388	Women	43.6%	340	Women	48.0%	259
People of Color Total	36.4%	357	People of Color Total	36.4%	284	People of Color Total	15.0%	81
Total		980	Total		780	Total		540
<b>2016-2017</b>			<b>2008-2009</b>			<b>1999-2000</b>		
White	64.9%	557	White	64.9%	478	White	75%	434
African-American	16.4%	141	African-American	20.4%	150	African-American	18%	105
Latino	6.6%	57	Latino	7.2%	53	Latino	4%	25
Asian	9.7%	83	Asian	7.5%	55	Asian	3%	15
Other	2.3%	20	Other	0.1%	1	Other	0%	1
Women	38.8%	333	Women	42.7%	315	Women	42%	246
People of Color Total	35.1%	301	People of Color Total	35.1%	259	People of Color Total	25%	146
Total		858	Total		737	Total		580
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	64.7%	547	White	65.8%	541	White	78%	415
African-American	17.7%	150	African-American	19.8%	163	African-American	16%	86
Latino	7.3%	62	Latino	7.2%	59	Latino	4%	19
Asian	9.7%	82	Asian	7.1%	58	Asian	2%	13
Other	0.6%	5	Other	0.1%	1	Other	0%	0
Women	39.6%	335	Women	41.0%	337	Women	45%	239
People of Color Total	35.3%	299	People of Color Total	34.2%	281	People of Color Total	22%	118
Total		846	Total		822	Total		533
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	64.6%	509	White	66.5%	529	White	78%	377
African-American	18.0%	142	African-American	20.1%	160	African-American	17%	83
Latino	7.2%	57	Latino	6.7%	53	Latino	3%	14
Asian	9.8%	77	Asian	6.7%	53	Asian	2%	12
Other	0.4%	3	Other	0.1%	1	Other	0%	0
Women	40.9%	322	Women	39.3%	313	Women	44%	214
People of Color Total	35.4%	279	People of Color Total	33.5%	267	People of Color Total	22%	109
Total		788	Total		796	Total		486
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	64.9%	481	White	67.0%	492	White	79%	306
African-American	17.9%	133	African-American	19.5%	143	African-American	16%	61
Latino	7.0%	52	Latino	7.1%	52	Latino	2%	7
Asian	9.9%	73	Asian	6.3%	46	Asian	3%	10
Other	0.3%	2	Other	0.1%	1	Other	1%	3
Women	40.9%	303	Women	40.6%	298	Women	49%	188
People of Color Total	35.1%	260	People of Color Total	33.0%	242	People of Color Total	21%	81
Total		741	Total		734	Total		387
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	64.3%	452	White	68.3%	474	White	80%	251
African-American	18.3%	129	African-American	18.3%	127	African-American	17%	52
Latino	6.3%	44	Latino	6.9%	48	Latino	2%	6
Asian	10.8%	76	Asian	6.3%	44	Asian	2%	5
Other	0.3%	2	Other	0.1%	1	Other	0%	1
Women	41.1%	289	Women	41.9%	291	Women	48%	151
People of Color Total	35.7%	251	People of Color Total	31.7%	220	People of Color Total	20%	64
Total		703	Total		694	Total		315
<b>2011-2012</b>								
White	66.0%	416						
African-American	18.1%	114						
Latino	6.5%	41						
Asian	9.2%	58						
Other	0.2%	1						
Women	41.9%	264						
People of Color Total	34.0%	214						
Total		630						

Table 2

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Majority * and Controlling Owners								
	%	#		%	#		%	#
<b>2019</b>			<b>2014</b>			<b>2009</b>		
White	91.4%	32	White	94.4%	34	White	96.7%	29
African-American	2.9%	1	African-American	2.8%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	3.3%	1
Asian	2.9%	1	Asian	2.8%	1	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
People of Color Total	8.7%	3	People of Color Total	5.6%	2	People of Color Total	3.3%	1
Women	11.4%	4	Women	5.6%	2	Women	0.0%	0
Total		35	Total		36	Total		30
<b>2018</b>			<b>2013</b>			<b>2008</b>		
White	91.4%	32	White	98.0%	48	White	96.7%	29
African-American	2.9%	1	African-American	2.0%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	3.3%	1
Asian	2.9%	1	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
People of Color Total	8.7%	3	People of Color Total	2.0%	1	People of Color Total	3.3%	1
Women	11.4%	4	Women	16.3%	8	Women	0.0%	0
Total		35	Total		49	Total		30
<b>2017</b>			<b>2012</b>			<b>2007</b>		
White	91.4%	32	White	96.4%	53	White	96.8%	30
African-American	2.9%	1	African-American	1.8%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	1.8%	1	Latino	3.2%	1
Asian	2.9%	1	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
People of Color Total	5.7%	2	People of Color Total	3.6%	2	People of Color Total	3.2%	1
Women	8.6%	3	Women	12.7%	7	Women	0.0%	0
Total		35	Total		55	Total		31
<b>2016</b>			<b>2011</b>			<b>2006</b>		
White	95.2%	40	White	97.5%	39	White	96.4%	27
African-American	2.4%	1	African-American	0.0%	0	African-American	0.0%	0
Latino	0.0%	0	Latino	2.5%	1	Latino	3.6%	1
Asian	2.4%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
People of Color Total	4.8%	2	People of Color Total	2.5%	1	People of Color Total	3.6%	1
Women	7.1%	3	Women	7.5%	3	Women	0.0%	0
Total		42	Total		40	Total		28
<b>2015</b>			<b>2010</b>			<b>Table 3</b>		
White	95.0%	38	White	98.0%	49			
African-American	2.5%	1	African-American	0.0%	0			
Latino	0.0%	0	Latino	2.0%	1			
Asian	2.0%	1	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
People of Color Total	5.0%	2	People of Color Total	2.0%	1			
Women	5.0%	2	Women	6.0%	3			
Total		40	Total		50			

Head Coaches								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	66.7%	20	White	70.0%	21	White	79.3%	23
African-American	26.7%	8	African-American	26.7%	8	African-American	20.7%	6
Asian	3.3%	1	Asian	3.3%	1	Asian	0.0%	0
Latino	3.3%	1	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	30.0%	9	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		29
<b>2017-2018</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	70.0%	21	White	60.0%	18	White	86.2%	25
African-American	20.0%	6	African-American	36.7%	11	African-American	13.8%	4
Asian	0.0%	0	Asian	3.3%	1	Asian	0.0%	0
Latino	3.3%	1	Latino	0.0%	0	Latino	0.0%	0
Other	6.7%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	40.0%	12	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		29
<b>2016-2017</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	70.0%	21	White	60.0%	18	White	82.8%	24
African-American	20.0%	6	African-American	40.0%	12	African-American	17.2%	5
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	0.0%	0	Latino	0.0%	0
Other	3.3%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	40.0%	12	Total People of Color	17.2%	5
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		29
<b>2015-2016</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	70.0%	21	White	60.0%	18	White	75.9%	22
African-American	26.7%	8	African-American	40.0%	12	African-American	24.1%	7
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	40.0%	12	Total People of Color	24.1%	7
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		29
<b>2014-2015</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	66.7%	20	White	63.3%	19	White	79.3%	23
African-American	30.0%	9	African-American	36.7%	11	African-American	20.7%	6
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	36.7%	11	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		29
<b>2013-2014</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	56.7%	17	White	60.0%	18	White	81.5%	22
African-American	40.0%	12	African-American	40.0%	12	African-American	18.5%	5
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	43.3%	13	Total People of Color	40.0%	12	Total People of Color	18.5%	5
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		27
<b>2012-2013</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	53.3%	16	White	63.3%	19	White	81.5%	22
African-American	43.3%	13	African-American	36.7%	11	African-American	18.5%	5
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	46.7%	14	Total People of Color	36.7%	11	Total People of Color	18.5%	5
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		27
<b>2011-2012</b>			<b>2001-2002</b>			<b>1992-1993</b>		
White	46.7%	14	White	51.7%	15	White	74.1%	20
African-American	46.7%	14	African-American	48.3%	14	African-American	25.9%	7
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Latino	3.3%	1	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	53.3%	16	Total People of Color	48.3%	14	Total People of Color	25.9%	7
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		29	Total		27
<b>2010-2011</b>			<b>2000-2001</b>			<b>Table 4</b>		
White	66.7%	20	White	65.5%	19			
African-American	30.0%	9	African-American	34.5%	10			
Asian	3.3%	1	Asian	0.0%	0			
Latino	0.0%	0	Latino	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total People of Color	33.3%	10	Total People of Color	34.5%	10			
Women	0.0%	0	Women	0.0%	0			
Total		30	Total		29			

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"MAKING WAVES OF CHANGE"

Historical Listing of Head Coaches of Color in the NBA							
NBA (80 coaches as of end of 2018-2019 season)							
	Team	Year(s)	Record		Team	Year(s)	Record
Bill Russell	Boston	1966-69	190-101	Earl Watson	Phoenix	2016-present	33-82
	Seattle	1973-77	168-175	Eddie Jordan	Sacramento	1996-98	33-64
	Sacramento	1987-88	17-41		Washington	2003-09	205-242
Al Attles	San Fran/Golden State	1969-83	588-548		Philadelphia	2009-10	27-55
Lenny Wilkens	Seattle	1969-72	121-125	Darrell Walker	Toronto	1996-98	41-90
	Portland	1974-76	75-89		Washington	1999-00	15-23
	Seattle	1977-85	394-309	Butch Carter	Toronto	1997-00	73-95
	Cleveland	1986-93	334-281	Lionel Hollins	Vancouver	1999-00	18-42
	Atlanta	1993-00	327-262		Memphis	2004-05	0-4
	Toronto	2000-02	121-142		Memphis	2008-2013	214-172
Earl Lloyd	New York	2003-05	40-45	Doc Rivers	Brooklyn	2014-2016	48-71
	Detroit	1971-73	22-53		Orlando	1999-03	176-178
Ray Scott	Detroit	1972-76	151-140		Boston	2004-2013	475-352
K.C. Jones	Capital/Washington	1973-76	169-112	Leonard Hamilton	L.A. Clippers	2013-Present	259-151
	Boston	1983-88	373-139		Washington	2000-01	19-63
	Seattle	1990-92	61-62	Nate McMillan	Seattle	2000-05	220-191
Draff Young	Kansas City/Omaha	1973-74	0-4		Portland	2005-2012	272-281
David Fizdale	Memphis	2017-2018	50-51		Indiana	2017-Present	90-74
	New York Knicks	2018-Present	17-65	Byron Scott	New Jersey	2000-03	174-154
Elgin Baylor	New Orleans	1974-75	0-1		New Orleans	2004-09	211-225
	New Orleans	1976-79	86-134		Cleveland	2010-2013	64-166
Bob Hopkins	Seattle	1977-78	5-17		L.A. Lakers	2014-Present	38-126
Willis Reed	New York	1977-79	51-51	Isiah Thomas	Indiana	2000-03	136-125
	New Jersey	1987-89	33-77		New York	2006-07	56-108
Tom Sanders	Boston	1977-79	23-39	Bill Cartwright	Chicago	2001-04	51-100
Paul Silas	San Diego	1980-83	78-168	Maurice Cheeks	Portland	2001-04	165-146
	Charlotte/New Orleans	1998-2003	221-171		Philadelphia	2005-08	124-151
	Cleveland	2003-05	69-77		Detroit	2013-2014	21-29
	Charlotte Bobcats	2010-12	32-88	Mike Evans	Denver	2001-02	18-38
Don Chaney	L.A. Clippers	1984-87	53-132	Frank Johnson	Phoenix	2001-04	65-75
	Houston	1988-92	166-143	Dennis Johnson	L.A. Clippers	2002-03	8-16
	Detroit	1993-95	48-116	Keith Smart	Cleveland	2002-03	9-31
	New York	2001-03	72-112		Golden State	2010-11	36-46
Bernie Bickerstaff	Seattle	1985-90	214-223		Sacramento	2011-2013	48-93
	Denver	1994-96	59-71	Mike Woodson	Atlanta	2004-10	217-304
	Washington	1997-99	77-75		New York	2012-2014	116-89
	Charlotte Bobcats	2004-06	77-169	Terry Porter	Milwaukee	2003-04	72-97
	L.A. Lakers (Interim)	2012-2013	4-1		Phoenix	2008-09	28-23
Gene Littles	Cleveland	1985-86	4-11	Sam Mitchell	Toronto	2004-08	159-197
	Charlotte	1989-91	37-87		Minnesota	2015-2016	29-53
	Denver	1994-95	3-13	Randy Ayers	Philadelphia	2003-04	21-31
Wes Unseld	Washington	1987-94	204-348	Herb Williams	New York	2003-04	17-27
Mel Daniels	Indiana	1988-89	0-2	Dwane Casey	Minnesota	2005-07	53-69
Stu Jackson	New York	1989-91	56-51		Toronto	2011-2018	261-215
	Vancouver	1996-97	6-33		Detroit	2018-Present	41-41
Mack Calvin	L.A. Clippers	1991-92	1-1	Avery Johnson	Dallas	2005-08	217-94
Fred Carter	Philadelphia	1992-94	32-76		New Jersey/Brooklyn	2010-13	60-116
Gar Heard	Dallas	1992-93	9-44		Cleveland	2005-10	314-167
	Washington	1999-00	14-30	Mike Brown	L.A. Lakers	2011-13	47-36
Sidney Lowe	Minnesota	1993-94	33-102		Cleveland	2013-2014	33-49
	Vancouver/Memphis	2001-03	46-126	Reggie Theus	Sacramento	2007-09	44-62
John Lucas	San Antonio	1992-94	100-57	Sam Vincent	Charlotte	2007-08	32-50
	Philadelphia	1994-96	42-122	Michael Curry	Detroit	2008-09	39-43
	Cleveland	2001-03	37-87	Kenny Natt	Sacramento	2008-09	11-47
Quinn Buckner	Dallas	1993-94	13-69	Ed Tapscott	Washington	2008-09	18-53
Magic Johnson	L.A. Lakers	1993-94	5-11	Erik Spoelstra	Miami	2008-Present	484-320
Butch Beard	New Jersey	1994-96	60-104	Larry Drew	Atlanta	2010-2013	138-116
	Miami	1994-95	15-21		Milwaukee	2013-2014	15-67
	Detroit	1997-2000	75-75		Cleveland Cavaliers	2018-2019	19-57
	L.A. Clippers	2000-03	89-133	Monty Williams	New Orleans	2010-2015	173-221
	Phoenix	2008-2013	158-144	Pete Myers	Chicago	2003 & 2008	0-3
	New Orleans	2015-Present	112-134	Mark Jackson	Golden State	2011-2014	130-119
Bob Lanier	Golden State	1994-95	12-25	Tyrone Corbin	Utah	2010-2014	112-150
M.L. Carr	Boston	1995-97	48-116	Michael Cooper	Denver	2004	4-10
Jim Cleamons	Dallas	1996-98	28-70	Bill Berry	Chicago	2001-02	0-2
Johnny Davis	Philadelphia	1996-97	22-60	Kaleb Canales	Portland	2012	8-15
	Orlando	2004-05	51-84	Brian Shaw	Denver	2013-2015	56-85
	Memphis	2009	0-2	Jacque Vaughn	Orlando	2012-2015	58-158
Derek Fisher	New York	2014-2016	40-96	Melvin Hunt	Denver	2015	10-13
J.B. Bickerstaff	Houston (Interim)	2015-2016	37-34	Jason Kidd	Brooklyn	2013-2014	44-38
	Memphis	2017-2019	48-97		Milwaukee	2014-2018	139-152
Tony Brown	Brooklyn (Interim)	2016	11-34	Tyrone Lue	Cleveland	2016-Present	128-77
James Borrego	Charlotte	2018-Present	39-43	Lloyd Pierce	Atlanta	2018-Present	29-53

Table 5

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"MAKING WAVES OF CHANGE"



Assistant Coaches								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2010-2011</b>			<b>2001-2002</b>		
White	57.5%	96	White	55.8%	87	White	66.9%	79
African-American	37.1%	62	African-American	42.3%	66	African-American	33.1%	39
Latino	3.0%	5	Latino	0.6%	1	Latino	0.0%	0
Asian	0.6%	1	Asian	0.6%	1	Asian	0.0%	0
Other	1.8%	3	Other	0.6%	1	Other	0.0%	0
Total People of Color	42.5%	71	Total People of Color	44.2%	69	Total People of Color	33.1%	39
Women	1.8%	3	Women	0.0%	0	Women	0.0%	0
Total		167	Total		156	Total		118
<b>2017-2018</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	54.3%	94	White	58.6%	92	White	64.3%	74
African-American	40.5%	70	African-American	40.8%	64	African-American	35.7%	41
Latino	2.9%	5	Latino	0.6%	1	Latino	0.0%	0
Asian	1.2%	2	Asian	0.0%	0	Asian	0.0%	0
Other	1.2%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	45.7%	79	Total People of Color	41.4%	65	Total People of Color	35.7%	41
Women	1.2%	2	Women	0.0%	0	Women	0.0%	0
Total		173	Total		157	Total		115
<b>2016-2017</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	54.6%	89	White	58.5%	93	White	67.0%	77
African-American	41.7%	68	African-American	40.9%	65	African-American	33.0%	38
Latino	3.1%	5	Latino	0.6%	1	Latino	0.0%	0
Asian	0.6%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	45.4%	74	Total People of Color	41.5%	66	Total People of Color	33.0%	38
Women	1.2%	2	Women	0.0%	0	Women	0.0%	0
Total		163	Total		159	Total		115
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	55.7%	83	White	58.4%	97	White	66.1%	76
African-American	43.0%	64	African-American	39.8%	66	African-American	33.9%	39
Latino	0.7%	1	Latino	0.6%	1	Latino	0.0%	0
Asian	0.7%	1	Asian	0.6%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.6%	1	Other	0.0%	0
Total People of Color	44.3%	66	Total People of Color	41.6%	69	Total People of Color	33.9%	39
Women	1.3%	2	Women	0.0%	0	Women	0.0%	0
Total		149	Total		166	Total		115
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	59.2%	109	White	59.2%	93	White	65.6%	61
African-American	39.7%	73	African-American	40.1%	63	African-American	34.4%	32
Latino	1.1%	2	Latino	0.6%	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
Total People of Color	40.8%	75	Total People of Color	40.8%	64	Total People of Color	34.4%	32
Women	0.5%	1	Women	0.0%	0	Women	0.0%	0
Total		184	Total		157	Total		93
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	53.3%	80	White	61.5%	96	White	59.3%	51
African-American	46.0%	69	African-American	37.8%	59	African-American	40.7%	35
Latino	0.7%	1	Latino	0.6%	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
Total People of Color	46.7%	70	Total People of Color	38.5%	60	Total People of Color	40.7%	35
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		150	Total		156	Total		86
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	54.4%	80	White	66.2%	100	White	60.0%	45
African-American	43.5%	64	African-American	33.1%	50	African-American	40.0%	30
Latino	0.7%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.7%	1	Asian	0.7%	1	Asian	0.0%	0
Other	0.7%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	45.6%	67	Total People of Color	33.8%	51	Total People of Color	40.0%	30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		147	Total		151	Total		75
<b>2011-2012</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	56.5%	83	White	71.0%	98	White	61.5%	48
African-American	41.5%	61	African-American	29.0%	40	African-American	38.5%	30
Latino	0.7%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.7%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.7%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	43.5%	64	Total People of Color	29.0%	40	Total People of Color	38.5%	30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		147	Total		138	Total		78

Table 6

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CEO/President								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2011-2012</b>			<b>2004-2005</b>		
White	89.30%	50	White	87.5%	49	White	90.3%	28
African-American	8.9%	5	African-American	12.5%	7	African-American	9.7%	3
Latino	1.8%	1	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
Total People of Color	10.70%	6	Total People of Color	12.5%	7	Total People of Color	9.7%	3
Women	12.5%	7	Women	3.6%	2	Women	3.2%	1
Total		56	Total		56	Total		31
<b>2017-2018</b>			<b>2010-2011</b>			<b>2003-2004</b>		
White	90.2%	55	White	88.9%	56	White	90.0%	27
African-American	8.2%	5	African-American	11.1%	7	African-American	10.0%	3
Latino	1.6%	1	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
Total People of Color	9.8%	6	Total People of Color	11.1%	7	Total People of Color	10.0%	3
Women	11.5%	7	Women	3.2%	2	Women	3.0%	1
Total		61	Total		63	Total		30
<b>2016-2017</b>			<b>2009-2010</b>			<b>2001-2002</b>		
White	93.1%	54	White	88.2%	30	White	96.0%	x
African-American	6.9%	4	African-American	11.8%	4	African-American	4.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total People of Color	6.9%	4	Total People of Color	11.8%	4	Total People of Color	4.0%	x
Women	10.3%	6	Women	0.0%	0	Women	4.0%	x
Total		58	Total		34	Total		x
<b>2015-2016</b>			<b>2008-2009</b>			<b>2000-2001</b>		
White	94.7%	54	White	85.3%	29	White	90.0%	x
African-American	5.3%	3	African-American	14.7%	5	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total People of Color	5.3%	3	Total People of Color	14.7%	5	Total People of Color	10.0%	x
Women	7.0%	4	Women	0.0%	0	Women	3.0%	x
Total		57	Total		34	Total		x
<b>2014-2015</b>			<b>2007-2008</b>			<b>1999-2000</b>		
White	91.2%	52	White	76.7%	23	White	90.0%	x
African-American	7.0%	4	African-American	23.3%	7	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	1.8%	1	Other	0.0%	0	Other	0.0%	x
Total People of Color	8.8%	5	Total People of Color	23.3%	7	Total People of Color	10.0%	x
Women	7.0%	4	Women	0.0%	0	Women	3.0%	x
Total		57	Total		30	Total		x
<b>2013-2014</b>			<b>2006-2007</b>			<b>1998-1999</b>		
White	87.0%	47	White	87.9%	29	White	90.0%	x
African-American	13.0%	7	African-American	12.1%	4	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total People of Color	13.0%	7	Total People of Color	12.1%	4	Total People of Color	10.0%	x
Women	7.4%	4	Women	3.0%	1	Women	3.0%	x
Total		54	Total		33	Total		x
<b>2012-2013</b>			<b>2005-2006</b>			<b>Table 7</b>		
White	92.7%	51	White	87.5%	28			
African-American	7.3%	4	African-American	12.5%	4			
Latino	0.0%	0	Latino	0.0%	0			
Asian	0.0%	0	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total People of Color	7.3%	4	Total People of Color	12.5%	4			
Women	1.8%	1	Women	3.1%	1			
Total		55	Total		32			

Richard E. Lapchick, Director

Tel: 407-823-1516 or 407-823-4887 | Fax: 407-823-3771 | Web: [www.tidesport.org](http://www.tidesport.org)

"MAKING WAVES OF CHANGE"

General Manager								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2010-2011</b>			<b>2001-2002</b>		
White	73.9%	17	White	73.3%	22	White	83.3%	25
African-American	21.7%	5	African-American	23.3%	7	African-American	16.7%	5
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	3.3%	1	Asian	0.0%	0
Other	4.3%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	26.1%	6	Total People of Color	26.7%	8	Total People of Color	16.7%	5
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		23	Total		30	Total		30
<b>2017-2018</b>			<b>2009-2010</b>			<b>2000-2001</b>		
White	80.0%	20	White	87.0%	20	White	79.3%	23
African-American	12.0%	3	African-American	13.0%	3	African-American	20.7%	6
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	4.0%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.0%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	20.0%	5	Total People of Color	13.0%	3	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		25	Total		23	Total		29
<b>2016-2017</b>			<b>2008-2009</b>			<b>1999-2000</b>		
White	90.0%	27	White	90.3%	28	White	86.2%	25
African-American	6.7%	2	African-American	9.7%	3	African-American	13.8%	4
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	10.0%	3	Total People of Color	9.7%	3	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		31	Total		29
<b>2015-2016</b>			<b>2007-2008</b>			<b>1998-1999</b>		
White	86.7%	26	White	76.7%	23	White	79.3%	23
African-American	10.0%	3	African-American	23.3%	7	African-American	20.7%	6
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	13.3%	4	Total People of Color	23.3%	7	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		29
<b>2014-2015</b>			<b>2006-2007</b>			<b>1997-1998</b>		
White	80.6%	25	White	73.3%	22	White	72.4%	21
African-American	16.1%	5	African-American	26.7%	8	African-American	27.6%	8
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	3.2%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	19.4%	6	Total People of Color	26.7%	8	Total People of Color	27.6%	8
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		31	Total		30	Total		29
<b>2013-2014</b>			<b>2005-2006</b>			<b>1996-1997</b>		
White	76.7%	23	White	77.4%	24	White	72.4%	21
African-American	20.0%	6	African-American	22.6%	7	African-American	27.6%	8
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	23.3%	7	Total People of Color	22.6%	7	Total People of Color	27.6%	8
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		31	Total		29
<b>2012-2013</b>			<b>2004-2005</b>			<b>1995-1996</b>		
White	76.7%	23	White	77.4%	24	White	69.0%	20
African-American	20.0%	6	African-American	22.6%	7	African-American	31.0%	9
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	23.3%	7	Total People of Color	22.6%	7	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		31	Total		29
<b>2011-2012</b>			<b>2003-2004</b>			<b>1994-1995</b>		
White	74.2%	23	White	83.3%	25	White	69.0%	20
African-American	22.6%	7	African-American	16.7%	5	African-American	31.0%	9
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	3.2%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	25.8%	8	Total People of Color	16.7%	5	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		31	Total		30	Total		29

Table 8

Richard E. Lapchick, Director

Tel: 407-823-1516 or 407-823-4887 | Fax: 407-823-3771 | Web: [www.tidesport.org](http://www.tidesport.org)

"MAKING WAVES OF CHANGE"

Vice President								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2010-2011</b>			<b>2001-2002</b>		
White	76.1%	447	White	86.7%	268	White	90.7%	175
African-American	14.8%	87	African-American	10.4%	32	African-American	6.7%	13
Latino	4.6%	27	Latino	2.6%	8	Latino	2.6%	5
Asian	2.6%	15	Asian	1.0%	3	Asian	0.0%	0
Other	1.9%	11	Other	0.0%	0	Other	0.0%	0
Total People of Color	23.9%	140	Total People of Color	13.9%	43	Total People of Color	9.3%	18
Women	25.4%	149	Women	15.5%	48	Women	15.0%	29
Total		587	Total		311	Total		193
<b>2017-2018</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	74.6%	435	White	85.9%	249	White	89.6%	164
African-American	15.6%	91	African-American	11.0%	32	African-American	9.8%	18
Latino	3.4%	20	Latino	2.1%	6	Latino	0.5%	1
Asian	2.2%	13	Asian	1.0%	3	Asian	0.0%	0
Other	4.1%	24	Other	0.0%	0	Other	0.0%	0
Total People of Color	25.4%	148	Total People of Color	14.1%	41	Total People of Color	10.4%	19
Women	23.5%	137	Women	17.9%	52	Women	13.1%	24
Total		583	Total		290	Total		183
<b>2016-2017</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	80.5%	356	White	86.6%	251	White	89.9%	170
African-American	13.3%	59	African-American	10.7%	31	African-American	9.0%	17
Latino	3.8%	17	Latino	2.1%	6	Latino	1.1%	2
Asian	1.8%	8	Asian	0.7%	2	Asian	0.0%	0
Other	0.5%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	19.5%	86	Total People of Color	13.4%	39	Total People of Color	10.1%	19
Women	24.2%	107	Women	17.6%	51	Women	11.6%	22
Total		442	Total		290	Total		189
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	81.8%	354	White	85.1%	258	White	86.8%	138
African-American	12.7%	55	African-American	10.6%	32	African-American	11.9%	19
Latino	3.0%	13	Latino	3.0%	9	Latino	1.3%	2
Asian	2.1%	9	Asian	1.3%	4	Asian	0.0%	0
Other	0.5%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	18.2%	79	Total People of Color	14.9%	45	Total People of Color	13.2%	21
Women	21.5%	93	Women	18.2%	55	Women	10.1%	16
Total		433	Total		303	Total		159
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	84.7%	343	White	84.9%	248	White	89.7%	140
African-American	10.9%	44	African-American	11.0%	32	African-American	9.6%	15
Latino	2.2%	9	Latino	2.7%	8	Latino	0.6%	1
Asian	1.2%	5	Asian	1.4%	4	Asian	0.0%	0
Other	1.0%	4	Other	0.0%	0	Other	0.0%	0
Total People of Color	15.3%	62	Total People of Color	15.1%	44	Total People of Color	10.3%	16
Women	20.2%	82	Women	16.8%	49	Women	8.3%	13
Total		405	Total		292	Total		156
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	86.5%	302	White	87.5%	252	White	91.7%	132
African-American	10.3%	36	African-American	8.3%	24	African-American	8.3%	12
Latino	2.0%	7	Latino	2.8%	8	Latino	0.0%	0
Asian	0.6%	2	Asian	1.4%	4	Asian	0.0%	0
Other	0.6%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	13.5%	47	Total People of Color	12.5%	36	Total People of Color	8.3%	12
Women	16.6%	58	Women	18.1%	52	Women	6.9%	10
Total		349	Total		288	Total		144
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	86.5%	302	White	86.2%	232	White	87.2%	109
African-American	10.0%	35	African-American	10.4%	28	African-American	12.0%	15
Latino	2.9%	10	Latino	2.2%	6	Latino	0.0%	0
Asian	0.6%	2	Asian	1.1%	3	Asian	0.8%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	13.5%	47	Total People of Color	13.8%	37	Total People of Color	12.8%	16
Women	18.3%	64	Women	17.8%	48	Women	6.4%	8
Total		349	Total		269	Total		125
<b>2011-2012</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	87.7%	285	White	88.1%	192	White	86.6%	97
African-American	9.8%	32	African-American	8.7%	19	African-American	12.5%	14
Latino	1.5%	5	Latino	3.2%	7	Latino	0.0%	0
Asian	0.9%	3	Asian	0.0%	0	Asian	0.9%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	12.3%	40	Total People of Color	11.9%	26	Total People of Color	13.4%	15
Women	17.8%	58	Women	17.9%	39	Women	3.6%	4
Total		325	Total		218	Total		112

Table 9

Richard E. Lapchick, Director

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"MAKING WAVES OF CHANGE"



Team Management								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2010-2011</b>			<b>2003-2004</b>		
White	68.1%	2,010	White	78.3%	447	White	85.0%	283
African-American	15.8%	467	African-American	14.4%	82	African-American	12.6%	42
Latino	6.5%	192	Latino	6.1%	35	Latino	1.2%	4
Asian	3.5%	103	Asian	1.1%	6	Asian	1.2%	4
American Indian	0.2%	6	Other	0.2%	1	Other	0.0%	0
Other	5.9%	174	Total People of Color	21.7%	124	Total People of Color	15.0%	50
Total People of Color	31.9%	942	Women	27.1%	155	Women	25.2%	84
Women	30.9%	912	Total		571	Total		333
Total		2952						
<b>2017-2018</b>			<b>2009-2010</b>			<b>2001-2002</b>		
White	68.8%	1698	White	79.9%	481	White	83.0%	x
African-American	15.8%	390	African-American	13.8%	83	African-American	14.0%	x
Latino	5.8%	144	Latino	5.3%	32	Latino	3.0%	x
Asian	4.3%	106	Asian	0.8%	5	Asian	2.0%	x
American Indian	0.2%	5	Other	0.2%	1	Other	0.0%	x
Other	5.1%	126	Total People of Color	20.1%	121	Total People of Color	19.0%	x
Total People of Color	31.2%	771	Women	25.2%	152	Women	29.0%	x
Women	31.6%	779	Total		602	Total		x
Total		2469						
<b>2016-2017</b>			<b>2008-2009</b>			<b>2000-2001</b>		
White	76.6%	570	White	77.4%	439	White	83.0%	x
African-American	12.2%	91	African-American	15.7%	89	African-American	12.0%	x
Latino	5.5%	41	Latino	5.5%	31	Latino	3.0%	x
Asian	4.0%	30	Asian	1.2%	7	Asian	2.0%	x
Other	1.6%	12	Other	0.2%	1	Other	0.0%	x
Total People of Color	23.4%	174	Total People of Color	22.6%	128	Total People of Color	17.0%	x
Women	29.3%	218	Women	24.2%	137	Women	36.0%	x
Total		744	Total		567	Total		x
<b>2015-2016</b>			<b>2007-2008</b>			<b>1999-2000</b>		
White	76.5%	634	White	78.3%	401	White	85.0%	x
African-American	14.0%	116	African-American	13.9%	71	African-American	10.0%	x
Latino	4.8%	40	Latino	5.9%	30	Latino	3.0%	x
Asian	3.3%	27	Asian	1.8%	9	Asian	2.0%	x
Other	1.4%	12	Other	0.2%	1	Other	0.0%	x
Total People of Color	23.5%	195	Total People of Color	21.7%	111	Total People of Color	15.0%	x
Women	23.6%	196	Women	26.6%	136	Women	40.0%	x
Total		829	Total		512	Total		x
<b>2014-2015</b>			<b>2006-2007</b>			<b>1998-1999</b>		
White	80.0%	654	White	80.2%	377	White	86.0%	x
African-American	14.9%	122	African-American	13.4%	63	African-American	11.0%	x
Latino	3.1%	25	Latino	5.1%	24	Latino	<2%	x
Asian	1.5%	12	Asian	1.3%	6	Asian	<2%	x
Other	0.6%	5	Other	0.0%	0	Other	0.0%	x
Total People of Color	20.0%	164	Total People of Color	19.8%	93	Total People of Color	<15%	x
Women	24.0%	196	Women	24.9%	117	Women	41.0%	x
Total		818	Total		470	Total		x
<b>2013-2014</b>			<b>2005-2006</b>			<b>1997-1998</b>		
White	80.8%	584	White	80.3%	367	White	87.0%	x
African-American	13.7%	99	African-American	12.7%	58	African-American	11.0%	x
Latino	3.6%	26	Latino	5.5%	25	Latino	0.0%	x
Asian	1.4%	10	Asian	1.5%	7	Asian	0.0%	x
Other	0.6%	4	Other	0.0%	0	Other	2.0%	x
Total People of Color	19.2%	139	Total People of Color	19.7%	90	Total People of Color	13.0%	x
Women	21.4%	155	Women	23.4%	107	Women	31.0%	x
Total		723	Total		457	Total		x
<b>2012-2013</b>			<b>2004-2005</b>			<b>1996-1997</b>		
White	79.9%	508	White	83.5%	370	White	88.0%	x
African-American	13.2%	84	African-American	11.7%	52	African-American	11.0%	x
Latino	3.8%	24	Latino	3.4%	15	Latino	0.0%	x
Asian	1.7%	11	Asian	1.4%	6	Asian	0.0%	x
Other	1.4%	9	Other	0.0%	0	Other	1.0%	x
Total People of Color	20.1%	128	Total People of Color	16.5%	73	Total People of Color	12.0%	x
Women	21.9%	139	Women	24.4%	108	Women	23.0%	x
Total		636	Total		443	Total		x
<b>2011-2012</b>								
White	78.5%	601						
African-American	12.9%	99						
Latino	6.5%	50						
Asian	1.6%	12						
Other	0.5%	4						
Total People of Color	21.5%	165						
Women	24.7%	189						
Total		766						

Table 10

Richard E. Lapchick, Director

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"MAKING WAVES OF CHANGE"

Professional Staff								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2010-2011</b>			<b>2001-2002</b>		
White	61.9%	1,860	White	72.5%	667	White	79.0%	x
African-American	20.0%	601	African-American	16.0%	147	African-American	13.0%	x
Latino	10.1%	303	Latino	8.4%	77	Latino	6.0%	x
Asian	3.6%	107	Asian	2.4%	22	Asian	<2%	x
American Indian	0.3%	10	Other	0.8%	7	Other	<1%	x
Other	4.2%	126	Total People of Color	27.5%	253	Total People of Color	<22%	x
Total People of Color	38.1%	1,147	Women	38.6%	355	Women	48.0%	x
Women	37.3%	1,122	Total		920	Total		x
Total		3007						
<b>2017-2018</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	60.5%	1736	White	73.6%	871	White	77.0%	x
African-American	17.7%	508	African-American	15.6%	184	African-American	15.0%	x
Latino	7.6%	218	Latino	7.5%	89	Latino	6.0%	x
Asian	3.9%	113	Asian	2.7%	32	Asian	2.0%	x
American Indian	0.4%	12	Other	0.6%	7	Other	0.0%	x
Other	9.9%	284	Total People of Color	26.4%	312	Total People of Color	23.0%	x
Total People of Color	39.5%	1135	Women	39.1%	462	Women	52.0%	x
Women	37.2%	1068	Total		1183	Total		x
Total		2871						
<b>2016-2017</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	67.4%	2021	White	71.3%	761	White	83.0%	x
African-American	17.1%	511	African-American	16.2%	173	African-American	13.0%	x
Latino	9.5%	286	Latino	9.3%	99	Latino	3.0%	x
Asian	3.8%	114	Asian	2.7%	29	Asian	1.0%	x
Other	2.2%	65	Other	0.5%	5	Other	0.0%	x
Total People of Color	32.6%	976	Total People of Color	28.7%	306	Total People of Color	17.0%	x
Women	40.1%	1202	Women	40.0%	427	Women	39.0%	x
Total		2997	Total		1067	Total		x
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	67.9%	1760	White	72.3%	777	White	83.0%	x
African-American	18.4%	478	African-American	16.0%	172	African-American	13.0%	x
Latino	7.7%	200	Latino	8.8%	95	Latino	3.0%	x
Asian	4.0%	103	Asian	2.5%	27	Asian	1.0%	x
Other	2.0%	51	Other	0.4%	4	Other	0.0%	x
Total People of Color	32.1%	832	Total People of Color	27.7%	298	Total People of Color	17.0%	x
Women	36.1%	937	Women	39.9%	429	Women	39.0%	x
Total		2592	Total		1075	Total		x
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	73.6%	2425	White	73.6%	818	White	83.0%	x
African-American	15.7%	516	African-American	14.9%	165	African-American	14.0%	x
Latino	6.5%	214	Latino	7.6%	84	Latino	0.0%	x
Asian	3.1%	103	Asian	3.3%	37	Asian	0.0%	x
Other	1.2%	39	Other	0.6%	7	Other	3.0%	x
Total People of Color	26.4%	872	Total People of Color	26.4%	293	Total People of Color	17.0%	x
Women	36.1%	1189	Women	41.4%	460	Women	38.0%	x
Total		3297	Total		1111	Total		x
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	74.3%	1931	White	73.8%	672	White	84.0%	x
African-American	15.6%	404	African-American	14.3%	130	African-American	13.0%	x
Latino	6.1%	158	Latino	8.3%	76	Latino	0.0%	x
Asian	2.8%	72	Asian	3.1%	28	Asian	0.0%	x
Other	1.3%	33	Other	0.5%	5	Other	<3%	x
Total People of Color	25.7%	667	Total People of Color	26.2%	239	Total People of Color	<16%	x
Women	34.6%	898	Women	41.7%	380	Women	45.0%	x
Total		2598	Total		911	Total		x
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	72.4%	1556	White	77.4%	684	White	87.0%	x
African-American	15.7%	338	African-American	12.7%	112	African-American	10.0%	x
Latino	8.4%	181	Latino	6.8%	60	Latino	<1%	x
Asian	2.1%	45	Asian	2.8%	25	Asian	<1%	x
Other	1.3%	29	Other	0.3%	3	Other	1.0%	x
Total People of Color	27.6%	593	Total People of Color	22.6%	200	Total People of Color	<13%	x
Women	35.0%	752	Women	43.1%	381	Women	32.0%	x
Total		2149	Total		884	Total		x
<b>2011-2012</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	75.5%	858	White	76.4%	1192	White	84.0%	x
African-American	13.8%	157	African-American	14.2%	222	African-American	13.0%	x
Latino	7.0%	80	Latino	6.9%	108	Latino	2.0%	x
Asian	2.7%	31	Asian	1.9%	30	Asian	<1%	x
Other	1.0%	11	Other	0.6%	9	Other	<1%	x
Total People of Color	24.5%	279	Total People of Color	23.6%	369	Total People of Color	<17%	x
Women	39.3%	447	Women	38.6%	602	Total		
Total		1137	Total		1561			

Table 11

Richard E. Lapchick, Director

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"MAKING WAVES OF CHANGE"

Head Athletic Trainers								
	%	#		%	#		%	#
<b>2018-2019</b>			<b>2010-2011</b>			<b>2001-2002</b>		
White	74.10%	20	White	80.0%	36	White	85.7%	24
African-American	18.5%	5	African-American	15.6%	7	African-American	10.7%	3
Latino	3.7%	1	Latino	2.2%	1	Latino	0.0%	0
Asian	3.7%	1	Asian	2.2%	1	Asian	3.6%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	25.9%	7	Total People of Color	20.0%	9	Total People of Color	14.3%	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		27	Total		45	Total		28
<b>2017-2018</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	63.3%	19	White	76.5%	39	White	86.2%	25
African-American	26.7%	8	African-American	15.7%	8	African-American	13.8%	4
Latino	6.7%	2	Latino	2.0%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	5.9%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	36.7%	11	Total People of Color	23.5%	12	Total People of Color	13.8%	4
Women	3.3%	1	Women	0.0%	0	Women	0.0%	0
Total		30	Total		51	Total		29
<b>2016-2017</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	63.3%	19	White	81.6%	40	White	89.7%	26
African-American	26.7%	8	African-American	14.3%	7	African-American	10.3%	3
Latino	6.7%	2	Latino	2.0%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	36.7%	11	Total People of Color	18.4%	9	Total People of Color	10.3%	3
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		49	Total		29
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	66.7%	20	White	78.4%	40	White	86.2%	25
African-American	26.7%	8	African-American	17.6%	9	African-American	13.8%	4
Latino	3.3%	1	Latino	2.0%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	21.6%	11	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		51	Total		29
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	66.7%	20	White	75.5%	37	White	86.2%	25
African-American	23.3%	7	African-American	20.4%	10	African-American	13.8%	4
Latino	3.3%	1	Latino	2.0%	1	Latino	0.0%	0
Asian	6.7%	2	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	24.5%	12	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		49	Total		29
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	70.0%	21	White	76.5%	39	White	89.3%	25
African-American	23.3%	7	African-American	19.6%	10	African-American	10.7%	3
Latino	3.3%	1	Latino	2.0%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	23.5%	12	Total People of Color	10.7%	3
Women	0.0%	0	Women	2.0%	1	Women	0.0%	0
Total		30	Total		51	Total		28
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	72.7%	24	White	76.9%	40	White	92.6%	25
African-American	24.2%	8	African-American	21.2%	11	African-American	7.4%	2
Latino	3.0%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	1.9%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	27.3%	9	Total People of Color	23.1%	12	Total People of Color	7.4%	2
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		33	Total		52	Total		27
<b>2011-2012</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	67.3%	35	White	83.3%	25	White	92.6%	25
African-American	21.2%	11	African-American	16.7%	5	African-American	3.7%	1
Latino	5.8%	3	Latino	0.0%	0	Latino	0.0%	0
Asian	5.8%	3	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	3.7%	1
Total People of Color	32.7%	17	Total People of Color	16.7%	5	Total People of Color	7.4%	2
Women	1.9%	1	Women	0.0%	0	Total		27
Total		52	Total		30			

Table 12

Richard E. Lapchick, Director

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"MAKING WAVES OF CHANGE"

Radio and TV Announcers					
	%		%		%
<b>2018-2019</b>		<b>2010-2011</b>		<b>2001-2002</b>	
White	73.0%	White	72.0%	White	77.0%
African-American	16.5%	African-American	17.0%	African-American	16.0%
Latino	7.0%	Latino	10.0%	Latino	7.0%
Asian	0.0%	Asian	1.0%	Asian	0.0%
Other	3.5%	Other	0.0%	Other	0.0%
Total People of Color	27.0%	Total People of Color	28.0%	Total People of Color	23.0%
Women	9.6%	Women	3.0%	Women	3.0%
<b>2017-2018</b>		<b>2009-2010</b>		<b>1999-2000</b>	
White	66.1%	White	72.0%	White	76.0%
African-American	11.5%	African-American	18.0%	African-American	16.0%
Latino	8.0%	Latino	9.0%	Latino	8.0%
Asian	2.9%	Asian	1.0%	Asian	0.0%
Other	11.5%	Other	1.0%	Other	0.0%
Total People of Color	33.9%	Total People of Color	29.0%	Total People of Color	24.0%
Women	20.7%	Women	5.0%	Women	2.0%
<b>2016-2017</b>		<b>2008-2009</b>		<b>1998-1999</b>	
White	67.7%	White	73.0%	White	78.0%
African-American	22.9%	African-American	18.0%	African-American	18.0%
Latino	7.3%	Latino	9.0%	Latino	4.0%
Asian	0.0%	Asian	1.0%	Asian	0.0%
Other	2.1%	Other	0.0%	Other	0.0%
Total People of Color	32.3%	Total People of Color	28.0%	Total People of Color	22.0%
Women	4.2%	Women	8.0%	Women	2.0%
<b>2015-2016</b>		<b>2007-2008</b>		<b>1997-1998</b>	
White	68.8%	White	73.0%	White	77.0%
African-American	20.6%	African-American	18.0%	African-American	18.0%
Latino	10.0%	Latino	8.0%	Latino	5.0%
Asian	0.6%	Asian	1.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Total People of Color	31.2%	Total People of Color	27.0%	Total People of Color	23.0%
Women	5.9%	Women	7.0%	Women	0.0%
<b>2014-2015</b>		<b>2006-2007</b>		<b>1996-1997</b>	
White	68.8%	White	75.0%	White	80.0%
African-American	18.8%	African-American	19.0%	African-American	16.0%
Latino	11.8%	Latino	6.0%	Latino	3.0%
Asian	0.5%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Total People of Color	31.1%	Total People of Color	25.0%	Total People of Color	19.0%
Women	3.2%	Women	6.0%	Women	0.0%
<b>2013-2014</b>		<b>2005-2006</b>		<b>1995-1996</b>	
White	71.3%	White	74.0%	White	78.0%
African-American	19.4%	African-American	18.0%	African-American	18.0%
Latino	9.4%	Latino	8.0%	Latino	3.0%
Asian	0.0%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Total People of Color	28.8%	Total People of Color	26.0%	Total People of Color	21.0%
Women	4.4%	Women	6.0%	Women	3.0%
<b>2012-2013</b>		<b>2004-2005</b>		<b>1993-1994</b>	
White	65.2%	White	74.0%	White	81.0%
African-American	19.4%	African-American	16.0%	African-American	12.0%
Latino	10.4%	Latino	10.0%	Latino	7.0%
Asian	0.0%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Total People of Color	29.9%	Total People of Color	26.0%	Total People of Color	19.0%
Women	5.0%	Women	5.0%	Women	
<b>2011-2012</b>		<b>2003-2004</b>		<b>1992-1993</b>	
White	69.0%	White	75.0%	White	81.0%
African-American	19.0%	African-American	17.0%	African-American	12.0%
Latino	11.0%	Latino	8.0%	Latino	7.0%
Asian	1.0%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	<1%	Other	0.0%
Total People of Color	31.0%	Total People of Color	<26%	Total People of Color	19.0%
Women	4.0%	Women	3.0%	Women	

**Table 13**

Richard E. Lapchick, Director

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"MAKING WAVES OF CHANGE"



NBA Referees					
	%	#		%	#
<b>2018-2019</b>			<b>2011-2012</b>		
White	44.7%	68	White	54.0%	34
African-American	42.1%	64	African-American	41.3%	26
Latino	5.9%	9	Latino	3.2%	2
Asian	1.3%	2	Asian	0.0%	0
Other	5.9%	9	Other	1.6%	1
Total People of Color	55.3%	84	Total People of Color	46.0%	29
Women	19.1%	29	Women	1.6%	1
Total		152	Total		63
<b>2017-2018</b>			<b>2010-2011</b>		
White	43.8%	57	White	55.0%	33
African-American	45.4%	59	African-American	41.7%	25
Latino	4.6%	6	Latino	3.3%	2
Asian	1.5%	2	Asian	0.0%	0
Other	4.6%	6	Other	0.0%	0
Total People of Color	56.2%	73	Total People of Color	45.0%	27
Women	13.8%	18	Women	1.7%	1
Total		117	Total		60
<b>2016-2017</b>			<b>2009-2010</b>		
White	50.0%	32	White	55.9%	33
African-American	43.8%	28	African-American	40.7%	24
Latino	3.1%	2	Latino	3.4%	2
Asian	0.0%	0	Asian	0.0%	0
Other	3.1%	2	Other	0.0%	0
Total People of Color	50.0%	32	Total People of Color	44.1%	26
Women	1.6%	1	Women	1.7%	1
Total		64	Total		59
<b>2015-2016</b>			<b>2008-2009</b>		
White	53.1%	34	White	55.7%	34
African-American	45.3%	29	African-American	39.3%	24
Latino	1.6%	1	Latino	4.9%	3
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	46.9%	30	Total People of Color	44.3%	27
Women	3.1%	2	Women	1.6%	1
Total		64	Total		61
<b>2014-2015</b>			<b>2007-2008</b>		
White	52.4%	33	White	57.6%	34
African-American	46.0%	29	African-American	37.3%	22
Latino	1.6%	1	Latino	5.1%	3
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	47.6%	30	Total People of Color	42.4%	25
Women	3.2%	2	Women	1.7%	1
Total		63	Total		59
<b>2013-2014</b>			<b>2006-2007</b>		
White	51.6%	32	White	64.4%	38
African-American	46.8%	29	African-American	32.2%	19
Latino	1.6%	1	Latino	3.4%	2
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	48.4%	30	Total People of Color	35.6%	21
Women	1.6%	1	Women	1.7%	1
Total		62	Total		59
<b>2012-2013</b>			<b>Table 14</b>		
White	52.5%	32			
African-American	45.9%	28			
Latino	1.6%	1			
Asian	0.0%	0			
Other	0.0%	0			
Total People of Color	47.5%	29			
Women	1.6%	1			
Total		61			