



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

## The 2020 Racial and Gender Report Card:

## National Basketball Association

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Presented by:

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



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# *THE 2020 RACIAL AND GENDER REPORT CARD:* **NATIONAL BASKETBALL ASSOCIATION**

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## Executive Summary

### Orlando, FL - July 23, 2020

As our country grapples with an unprecedented global health crisis and a national outcry for justice following the murders of three African-Americans by police, The Institute for Diversity and Ethics in Sport (TIDES) released the 2020 National Basketball Association (NBA) Racial and Gender Report Card (RGRC) today. It is exactly one week before the restart of league play after a four-month suspension because of COVID-19. This decision by Adam Silver and his staff confirms the League's continued position of leadership within the sports industry as its commitment to using basketball as a vehicle to voice the issues and concerns of the players while fostering inclusive racial and gender hiring practices throughout all levels of the organization. The NBA, as well as other leagues, find themselves at a critical intersection of battling racial equality on one end and a health pandemic that has swept across the entire world on the other.

The NBA received an **A+** for racial hiring practices with a score of 96.2 points and a **B** for gender hiring practices with 82.0 points. The overall grade was an **A-** with 89.1 points, decreasing slightly from 89.8 points last year. The reduction was a result of a change in the way TIDES calculated the grades in 2020. The NBA saw increases in most categories within this year's report card and remains as an example for other leagues.

Using data from a snapshot within the 2019-2020 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. The primary data for this report is from the start of the NBA season,

## *Overall Grade*

**A-**

## *Racial Hiring*

**A+**

## *Gender Hiring*

**B**

November 1, 2019. 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, who then analyzed the data. **The listing of owners, head coaches, team presidents and general managers of color for the 2020 Report Card was then updated as of July 8, 2020.** The 2020 Report Card also has the extensive list of NBA diversity initiatives, listed in Appendix II. Tables for the Report Card 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 Card, stated, "The NBA has found a way to continue to lead the way when it comes to diverse and inclusive hiring amongst men's professional sports leagues. There was an upward trend of women in team management positions. The NBA has been working to improve its grades for gender which have caused concern in the league for several years. The NBA League Office saw record highs in racial and gender hiring this year. People of color working in general manager positions saw a 24-year high met this year with the 1.9 percentage point increase to 28.0 percent. Nine NBA teams had either a woman or person of color as the majority team owner, exceeding the other men's leagues by far. The NBA is the only league office that has two women who serve as presidents."

"At the team level, the six women serving as a CEO/President is more than all other men's professional sport leagues combined. The percentage of white players decreased to its lowest point since the 2011 Report Card at 16.9 percent. The number of head coaches of color in the NBA decreased by one to total nine in the 2019-2020 season. That number, however, had increased to ten by the restart of the season. Additionally, the nine female assistant coaches was the highest in league history. This increase is encouraging as we move closer to potentially seeing the first woman NBA head coach in men's professional sport. Also, the percentage of assistant coaches of color this year (45.8 percent) was the second highest in the history of the Report Card."

## NBA RGRC at a Glance

### *Grade for Race of NBA Players*

**A+**  **83.1%**  
People of Color

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

**A+**  **30.0%**  
People of Color

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

**A+**  **45.8%**  
People of Color

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

**A+**  **39.4%**  
People of Color

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

**B+**  **40.3%**  
Women

At the team level, the percentage of people of color in team vice president positions and higher increased slightly from 23.9 percent in 2018-2019 to 24.0 percent in 2019-2020. In the team management category, the percentage of people of color decreased from 31.9 percent to 30.5 percent and decreased from 38.1 percent to 35.9 percent in the team professional staff category.

The NBA saw many improvements in gender hiring categories this year. The percentage of women in team professional staff positions increased by 1.7 percentage points from 37.3 in 2018-2019 to 39.0 percent in 2019-2020, the highest percentage in four seasons. There was a significant increase in the percentage of women in team management positions from 30.9 percent last year to 33.0 percent this year, marking the highest percentage in 20 years. Women are finally gaining more necessary ground on the team level to enter highly coveted leadership positions on these teams. Women who held team vice president and higher positions increased by 1.2 percentage points from 25.4 percent in 2018-2019 to 26.6 percent in 2019-2020. While this is the highest percentage of women as vice presidents in the Report Card history, it remains a low percentage. The best category for the representation of women is in the NBA League Office with professional employees at 40.3 percent women, an increase of 0.6 of a percentage point from the previous year.

The two most closely watched positions on NBA teams are the general manager and head coach positions. The percentage of people of color among general managers increased from 26.1 percent in the 2018-2019 season to 28.0 percent this season, marking a 24-year high. As of July 8, 2020, there were 10 general managers of color, bringing the percentage up to 40.0 percent, with Black or African-American head coaches representing 32.0 percent of all general managers. The NBA leads all men's professional leagues in this position. At the beginning of the season, people of color represented 30.0 percent of all NBA head coaches, a 3.3 percentage point decrease from the previous season.

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/ Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2020

## NBA RGRC at a Glance

### *Racial Hiring Grade for General Managers*

**A-**  **28.0%**  
People of Color

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

**B+**  **24.0%**  
People of Color

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

**D+**  **26.6%**  
Women

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

**A+**  **30.5%**  
People of Color

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

**C+**  **33.0%**  
Women

Report Cards. The 96.2 points for racial hiring practices represented a decrease from 98.7 in the 2019 NBA RGRC and the difference is attributable to the change described above. The 82.0 points for gender hiring practices was an increase from 80.9 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 89.1 points, down from 89.8 in the 2019 NBA RGRC.

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

This Report Card is being released following the murder of George Floyd by Minneapolis police officers, causing months of civil unrest and protests for racial equality and justice, not only for George, but Breonna Taylor, Ahmaud Arbery, and many others who have fallen victim to police brutality and systemic racism within the United States. As of the date of this publication, it is estimated that more than 26 million people have demonstrated to support Black Lives Matter making it the largest mass demonstration in the history of the United States. TIDES is committed to continuing to use this platform to create more awareness of how sport needs to hire more women and people of color so the power of sport can be used to fight for racial justice. We have included a more in-depth statement on this on page five of the report.

Alongside the civil unrest, the global COVID-19 pandemic caused the NBA community to come to a pause on March 12, 2020. After four months of research, deliberation, and consultation amongst the league leadership, the official restart of the 2019-20 NBA season is July 30th in Orlando, Florida. Adam Silver and his NBA leadership team have again shown the world how to build an inclusive work environment by giving their team management and players a voice in the “return to play” decision that involves an intense focus on the health and safety of the players and their families.

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 2020 NBA Racial and Gender Report Card is the first Racial and Gender Report Card for 2020 season and will be followed by the Major League Baseball, Women’s National Basketball Association, Major League Soccer, National Football League, and College Sport Racial and Gender Report Cards.

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 Card for “How Grades Are Calculated.” The result is that the grades for the NBA Racial and Gender Report Card are calculated at a higher standard. The increase was only a partial increase from our previous standards to current census data and in the coming years we will increase the requirements to fully reflect census data.



## TIDES STATEMENT

*The Graduate Assistants at The Institute for Diversity and Ethics in Sport (TIDES) wanted to appropriately address the current social and racial unrest occurring in our country. TIDES believes our Racial and Gender Report Cards are a significant resource to help our professional sports leagues, colleges and universities to become more diverse and inclusive. The TIDES Graduate Assistants lay the groundwork for every Racial and Gender Report Card with the intent that the information is used by the sports organizations and research institutions to enable the United States to confront multiple forms of racism and sexism.*

*TIDES is an academic resource based on data that is designed as an advocacy organization for diversity and inclusion. We acknowledge that our reports can be used in a subjective manner to hide or manipulate the truth. Data can be misleading. Numbers can be presented by the user subjectively. This allows racists, bigots, misogynists, and anyone else who discriminates to continue to covertly undermine equality. We must be better people with the intent of helping others, before we can point to data and make “business” decisions. However, as this protracted struggle for racial equality continues, we must understand and hold each other accountable to address covert and less identifiable forms of racism. We must be intentional with who we hire or recruit. Our colleagues may be good at their job, but do they promote equality, diversity and inclusion in their work? Sport offers a unique opportunity to bring communities together, integrate different ideals and perspectives, and offer what many other parts of our world cannot do. The many different opportunities that the NCAA and its member institutions, professional leagues, and sports media throughout our country have provided to aid in this fight are outlined in our annual reports. However, there is no clear-cut method to make people better leaders, make better human beings, or erase harmful stereotypes indoctrinated over generations. Athletes at every level are beginning to collectively use their platforms to hold amateur, collegiate, and professional leagues accountable. This is the most effective path towards progress and equality.*

*The decision to be equitable is not a “business” decision. We must become better ambassadors for equality before we can become better athletes, CEOs, general managers, students, sons, daughters or any other word used to describe the diverse array of people who call sports a way of life. We must emphasize that the same energy and innovation that increases revenue, attracts students, and sells tickets must also be applied to the goal of sustained equality. Data and numbers may help inform our decisions, but these numbers in our Report Cards cannot solve a problem rooted in ignorance and hate. Instead we must recognize this is a people problem. There will be very little change if we do not hire, retain, and attract the right people who are committed to change leading to equality. **TIDES is committed to continuing to use this platform to create more awareness of how sport needs to hire more women and people of color so the power of sport can be used to fight for racial justice and gender equity.***



## Report Card Highlights

- Those who identified themselves as Black or African-American comprised 74.2 percent of all NBA players (a decrease of 0.6 of a percentage point) while 83.1 percent of players were people of color (an increase of 1.2 percentage points). The percentage of white NBA players was 16.9 percent, a decrease of 1.2 percentage points from the 18.1 percent recorded in 2018-2019.
- International players comprised 21.7 percent (107 players) of the NBA's players during the 2019-2020 season, increasing by 1.0 percentage point from last season (20.7). These international players came from 38 different countries or territories.
- At the start of 2019-2020 NBA season, there were nine head coaches of color, decreasing by one from the start of the 2018-2019 season. Overall, people of color represented 30.0 percent of all NBA head coaches. Black or African-Americans represented 23.3 percent of all head coaches, Hispanics/Latinos represented 3.3 percent, and Asians represented 3.3 percent. As of July 8, 2020, there were 10 head coaches of color, bringing the percentage up to 33.3 percent, with Black or African-American head coaches representing 26.7 percent of all head coaches.
- There were nine women who were assistant coaches in 2019-2020, a significant increase from three last year. These assistant coaches were Kara Lawson (Boston Celtics), Lindsay Gottlieb (Cleveland Cavaliers), Niele Ivey (Memphis Grizzlies), Teresa Witherspoon (New Orleans Pelicans), Brittini Donaldson (Toronto Raptors), Rebecca "Becky" Hammon (San Antonio Spurs), Jenny Boucek (Sacramento Kings), Karen Stack Umlauf (Chicago Bulls), and Kristi Toliver (Washington Wizards). In July 2020, Kara Lawson was hired to be the head coach for the Duke University women's basketball team.
- The NBA has two women who serve as presidents in its League Office. Kathy Behrens is President of

### Players of Color



### Head Coaches of Color



*\*By the restart of the season, the percentage increased*

### General Managers of Color



*\*By the restart of the season, the percentage increased*

### Team VPs and Above of Color



Social Responsibility and Player Programs. Amy Brooks is the President of Team Marketing and Business Operations and is the Chief Innovation Officer. No other league has two women at that level.

- Mark Tatum is the NBA Deputy Commissioner and Chief Operating Officer. When he was appointed in 2014, he became the highest ranked Black or African-American in the league office of any of the major American professional sports.
- At the NBA League Office, 39.4 percent of professional staff positions were held by people of color, an increase of 1.8 percentage points from the 37.6 percent recorded at the end of the 2018-2019 regular season. This season marked the highest ever percentage of people of color in these positions.
- Women held 40.3 percent of all professional positions in the NBA League Office, an increase from 39.7 percent at the end of the 2018-2019 regular season. This was the highest percentage since the 2014-2015 Report Card.
- There were two Hispanic/Latino and four Black or African-American chief executive officers and/or presidents for NBA teams. The percentage of CEOs/presidents of color increased from 10.7 percent in 2018-2019 to 10.9 percent in 2019-2020.
- Nine NBA teams had either a woman or person of color as the majority team owner. No other men's professional sports league is even close to that total.
- In the 2019-2020 season, Matina Kolokotronis (Sacramento Kings), Jeanie Buss (Los Angeles Lakers), Gayle Benson (New Orleans Pelicans), Gillian Zucker (LA Clippers), Gail Miller (Utah Jazz), and Cynthia Marshall (Dallas Mavericks) held the role of either president or CEO for NBA franchises.
- There were seven (28.0 percent) people of color in the role of general manager for NBA teams at the start of the 2019-2020 season, an increase from six (26.1 percent) last year. Five are Black or African-American, and two are listed as "Other." As of July 8, 2020, there were 10 General Managers of color,

bringing the percentage up to 40.0 percent, with Black or African-American head coaches representing 32.0 percent of all General Managers.

- Women held 26.6 percent of team vice president positions, an increase of 1.2 percentage points from the 2018-2019 season. While this is the highest percentage of women as vice presidents in the Report Card history, it remains a low percentage.
- People of color held 24.0 percent of team vice president positions, increasing slightly from the 23.9 percent recorded in the 2018-2019 season. This is 1.5 percentage points lower than the record of 25.4 percent recorded in the 2017-2018 season.
- 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 2019-2020 season, people of color held 35.9 percent of team professional staff positions for NBA teams. This was a decrease of 2.2 percentage points from last year's mark of 38.1 percent. The percentage of women holding team professional staff positions increased by 1.7 percentage points from 37.3 percent in 2018-2019 to 39.0 percent in 2019-2020.
- **As of July 1, 2020**, the percent of NBA head athletic trainers of color was 25.9 percent, the same percentage as recorded in the 2018-2019 season. This remains far behind the 36.7 percent recorded in 2017-2018.
- **As of April 29, 2020**, 54.4 percent of NBA referees were people of color, a 0.9 of a percentage point decrease from the previous Report Card. This season marks the largest ever representation of women as referees as 22.4 percent of referees were women, an increase of 3.3 percentage points from the 2018-2019 season. In the 2017-18 season, women represented just 1.6 percent of all NBA referees. There was an increase from 29 to 33 female referees from last season to the current one.



## Overall Grades

The NBA received an **A+** for racial hiring practices with a score of 96.2 points, a decrease from 98.7 points in 2019, and a **B** for gender hiring practices with 82.0 points, up from 80.9 points in 2019. The overall grade was an **A-** with 89.1 points decreasing from 89.8 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 while earning an **A-** for general managers. The NBA also earned a **B+** for racial hiring practices at the team vice president level and an **F** for team presidents and CEOs.

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

Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2020 Report Cards. The 96.2 points for racial hiring practices represented a decrease from 98.7 in the 2019 NBA RGRC and the difference is attributable to the change described above. The 82.0 points for gender hiring practices was an increase from 80.9 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 89.1 points, down from 89.8 in the 2019 NBA RGRC.

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

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

### Racial Hiring:

<b>98.7</b>		<b>96.2</b>
-2019-		-2020-

### Gender Hiring:

<b>80.9</b>		<b>82.0</b>
-2019-		-2020-

### Overall Score:

<b>89.8</b>		<b>89.1</b>
-2019-		-2020-

## Grades by Category

### *NBA Players*

As of November 1, 2019, 83.1 percent of the NBA's players were people of color, increasing by 1.2 percentage points from the 81.9 percent recorded in the 2018-2019 season. The percentage of players who were classified as Black or African-American in the league was 74.2 percent, a slight decrease of 0.6 of a percentage point from the previous season. There were 2.2 percent of NBA players who were Hispanic/Latino, a 0.2 of a percentage point decrease from the 2018-2019 season. Asian players decreased from 0.8 percent last season to 0.4 percent this season. Players categorized as "other" races increased from 3.9 percent from last season to 6.3 percent. The percentage of white NBA players was 16.9 percent, a decrease of 1.2 percentage points from the 18.1 percent recorded in the 2018-2019 season and is the lowest since the 2010-2011 season.

International players comprised 21.7 percent (107 players) of the NBA's players during the 2019-2020 season, increasing by 1.0 percentage point from last season (20.7 percent). They came from 38 countries and territories.

### *NBA Grade for Race of Players*

**A+**  **83.1%**  
Players of Color

See Table 1.

### *NBA International Players*

**20.7%**  **21.7%**  
2019 2020

### *NBA Coaches*

#### **Head Coaches**

As of November 1, 2019, there were nine head coaches of color, a decrease of one from the start of the 2018-2019 season. Overall, people of color represented 30.0 percent of all NBA head coaches. Black or African-Americans represented 23.3 percent of all head coaches, Hispanics/Latinos represented 3.3 percent, and Asians represented 3.3 percent.

The number of white head coaches was at 70.0 percent at the beginning of the 2019-2020 season, a 3.3 percentage point increase from the year prior.

The nine identified head coaches of color at the start of the 2019-2020 NBA season were:

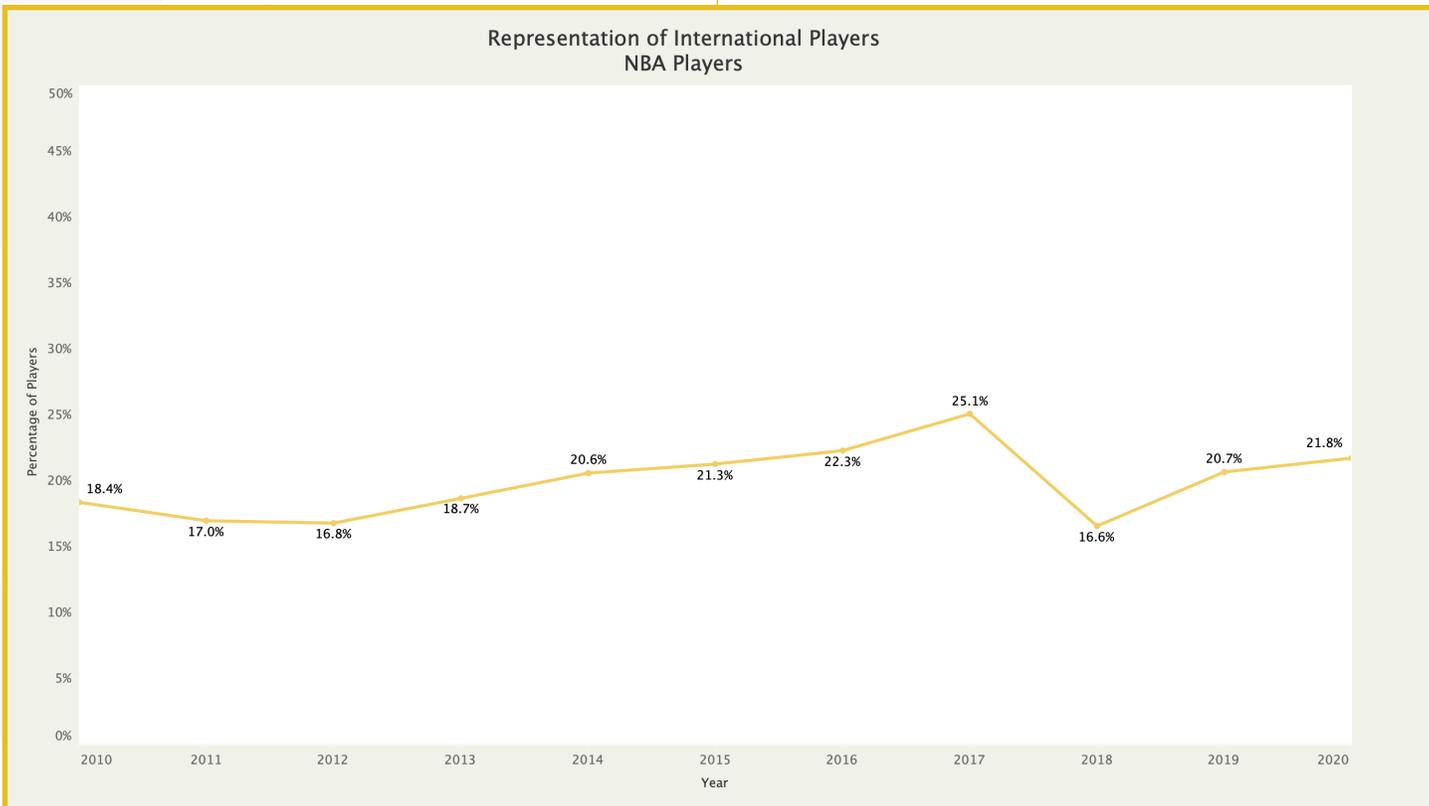
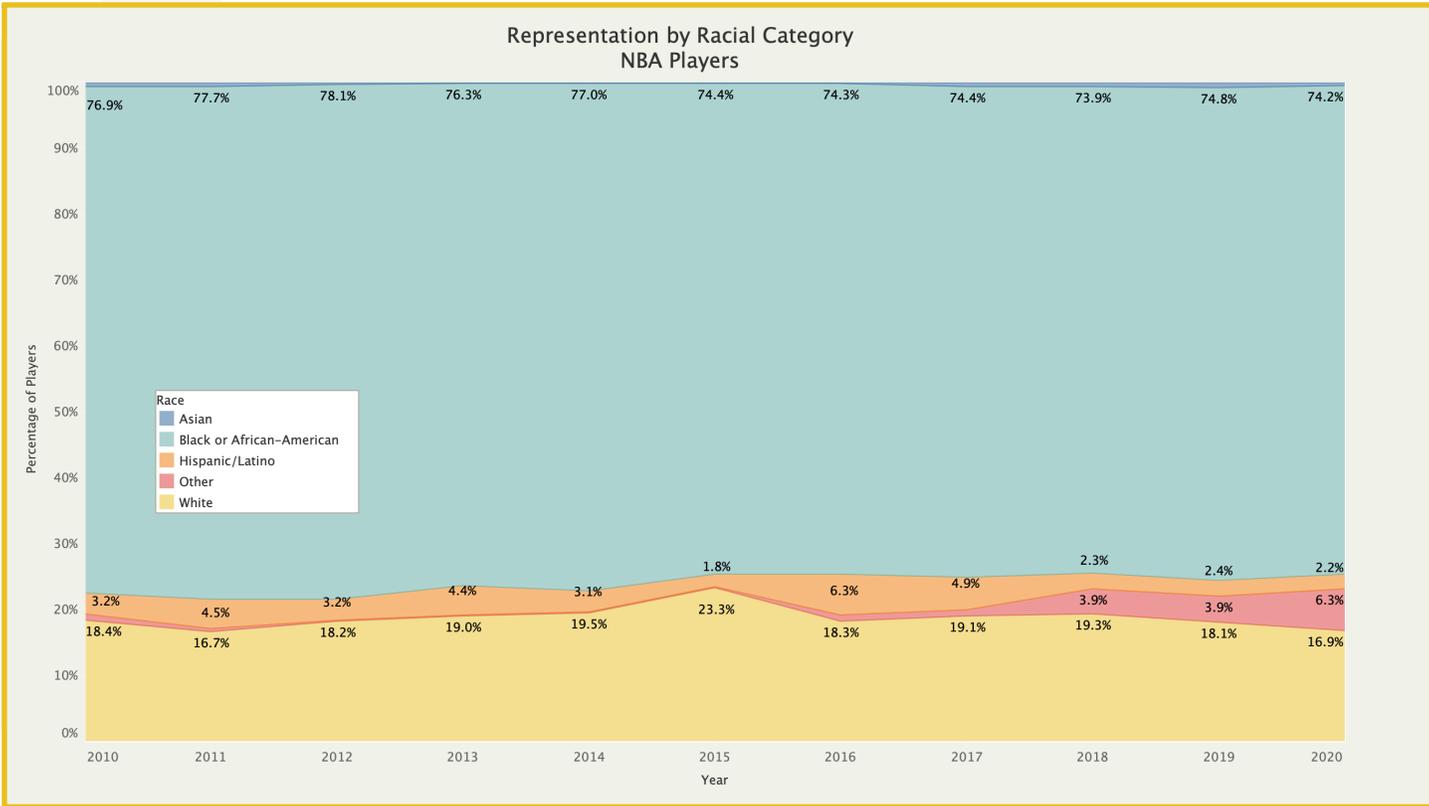
- **Lloyd Pierce**, Atlanta Hawks
  - **James Borrego**, Charlotte Hornets
  - **Dwane Casey**, Detroit Pistons
  - **Nate McMillan**, Indiana Pacers
  - **Doc Rivers**, LA Clippers
  - **Erik J. Spoelstra**, Miami Heat
  - **Alvin Gentry**, New Orleans Pelicans
  - **David Fizdale**, New York Knicks
  - **Monty Williams**, Phoenix Suns
- *J.B. Bickerstaff, Cleveland Cavaliers, served as the Head Coach for the franchise after the departure of John Beilein in February 2020.*
- *Jacque Vaughn, Brooklyn Nets, served as the Interim Head Coach for the franchise after the departure of Kenny Atkinson in March 2020. (During COVID suspension)*

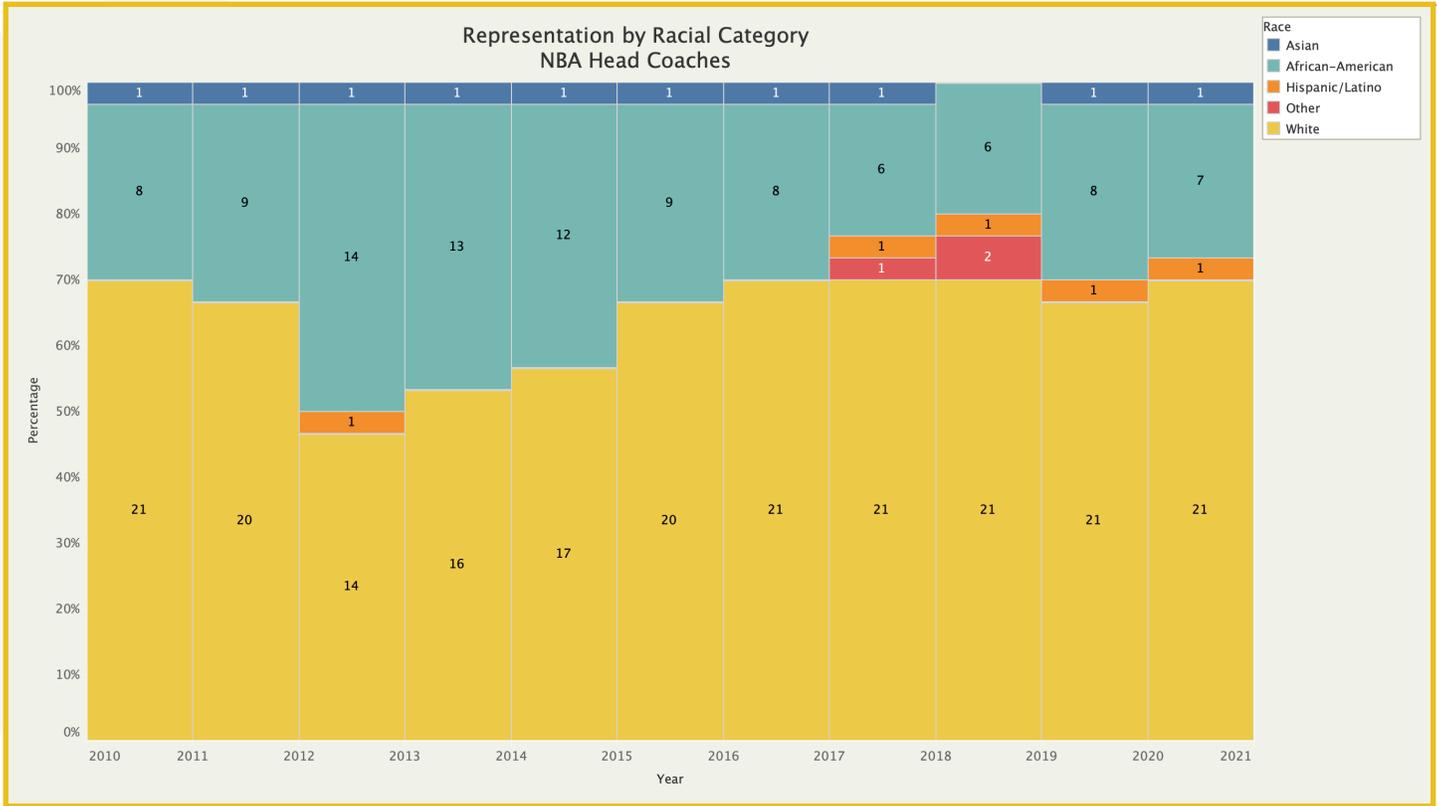
### *Racial Hiring Grade for NBA Head Coaches*

**A+**  **30.0%**  
People of Color

See Tables 4 and 5.

Note: The overall grade calculation is based on the data collected at the beginning of the season on November 1, 2019. As of July 8, 2020 there were 10 head coaches of color, bringing the percentage up to 33.3 percent, with Black or African-American head coaches representing 26.7 percent of all head coaches.





**Assistant Coaches**

As of November 1, 2019, the percentage of NBA assistant coaches of color in the 2019-2020 season was 45.8 percent, an increase of 3.3 percent from the 2018-2019 season when it was 42.5 percent. The percentage of Black or African-American assistant coaches also increased by 0.3 percent to 37.4 percent. The percentage of Hispanic/Latino assistant coaches increased by 0.9 of a percentage point to 3.9 percent for the 2019-2020 season. The percentage of Asian coaches remained at 0.6 percent and assistant coaches identified as “other” represented 3.9 percent in the 2019-2020 season.

Notably, there were nine women who were assistant coaches in 2019-2020, a significant increase from just three in the 2018-2019 season. These women were Kara Lawson of the Boston Celtics (now the head coach for Duke University women's basketball team), Karen Stack Umlauf of the Chicago Bulls, Lindsay Gottlieb of the Cleveland Cavaliers, Jenny Boucek of the Dallas Mavericks, Niele Ivey of the Memphis Grizzlies, Teresa Weatherspoon of the New Orleans Pelicans, Rebecca “Becky” Hammon of the San Antonio Spurs, Brittni Donaldson of the Toronto Raptors, and Kristi Toliver of the Washington Wizards.

**Racial Hiring Grade for NBA Assistant Coaches**

**A+** ↑ **45.8%**  
People of Color

See Table 6.  
Note: The overall grade calculation is based on the data collected at the beginning of the season on November 1, 2019.

## *NBA League Office*

**All NBA League Office data was reported as of April 29, 2020.** The NBA League Office continues to have the best record for people of color (39.4 percent, up 1.8 percentage points) in men's professional sport. This season marked yet another high percentage of people of color in these positions. In addition, professional staff positions at the NBA League Office had the best representation of women (40.3 percent, up 0.6 of a percentage point) across all of the graded categories in this year's Report Card.

**As of April 29, 2020,** 60.6 percent of all NBA League Office professional employees were white, 16.0 percent were Black or African-American, 7.1 percent were Hispanic/Latino, 11.6 percent were Asian, and 4.7 percent were classified as "other." The percentage of Latino professional employees, Asian and those classified as "other" professional employees increased by 0.4, 1.2, and 0.1 percentage points, respectively. The percentage of white professional employees decreased by 1.8 percentage points, while Black or African American professional employees increased by 0.1 of a percentage point.

There were 52 people of color in vice president positions or higher during the 2019-2020 season, up from 44 during the 2018-2019 season. Notably, Mark Tatum was the NBA's Deputy Commissioner and Chief Operating Officer. When appointed in 2014, he became the highest-ranking Black or African-American in the League Office of any of the major American professional sports.

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

There were 21 Black or 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

- **Christopher Benyarko**, Executive Vice President, Direct to Consumer, Product and Content Strategy
- **Eric Hutcherson**, Executive Vice President, Chief Human Resources Officer
- **Jerome Pickett**, Executive Vice President & Chief Security Officer
- **Oris R. Stuart**, Executive Vice President, Chief Diversity & Inclusion Officer
- **Anshell Boggs**, Senior Vice President, Head of Risk Management
- **Kivin Jones**, Senior Vice President, Head of US HR Business Partnerships
- **Kenneth Payne**, Senior Vice President, Event Management – Guest Experience
- **Gregory Taylor**, Senior Vice President, Head of Player Development
- **Kevin Best**, Vice President, Brand and Advertising Group Lead
- **Fidelis Igiehon**, Vice President, Head of Compensation
- **Robert Lanier**, Vice President, Advisor to the Commissioner
- **Leroy Sims**, Vice President, Event Medical Director
- **Marcus Snipe**, Vice President, Head of Facilities and Events Security
- **Rory Sparrow**, Vice President, Player Development Program Manager
- **Andrew Thompson**, Vice President, Content Production
- **Jonathan A. Tillman**, Vice President, Account Management, NBA
- **Bradley Walker**, Vice President, Head of NBA G League Basketball Operations

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

- **Kori Davis Porter**, Senior Vice President, Content Business Operations
- **Portia Fultz Archer**, Senior Vice President, Chief Operating Officer, NBA G League
- **Danielle Lee**, Senior Vice President, Chief Fan Officer
- **Liliahn Majeed**, Senior Vice President, Diversity & Inclusion
- **Kimberly Clark**, Vice President, International Marketing Group Lead
- **Bethany Donaphin**, Vice President, Head of WNBA League Operations

- **Raven Jemison**, Vice President, Account Management – NBA
- **Jamila Wideman**, Vice President, Player Development Team Leader
- **Leah Wilcox**, Vice President, Player Family Liaison
- **Tatia Williams**, Vice President, Assistant General Counsel - Social Responsibility & Player Programs and Media

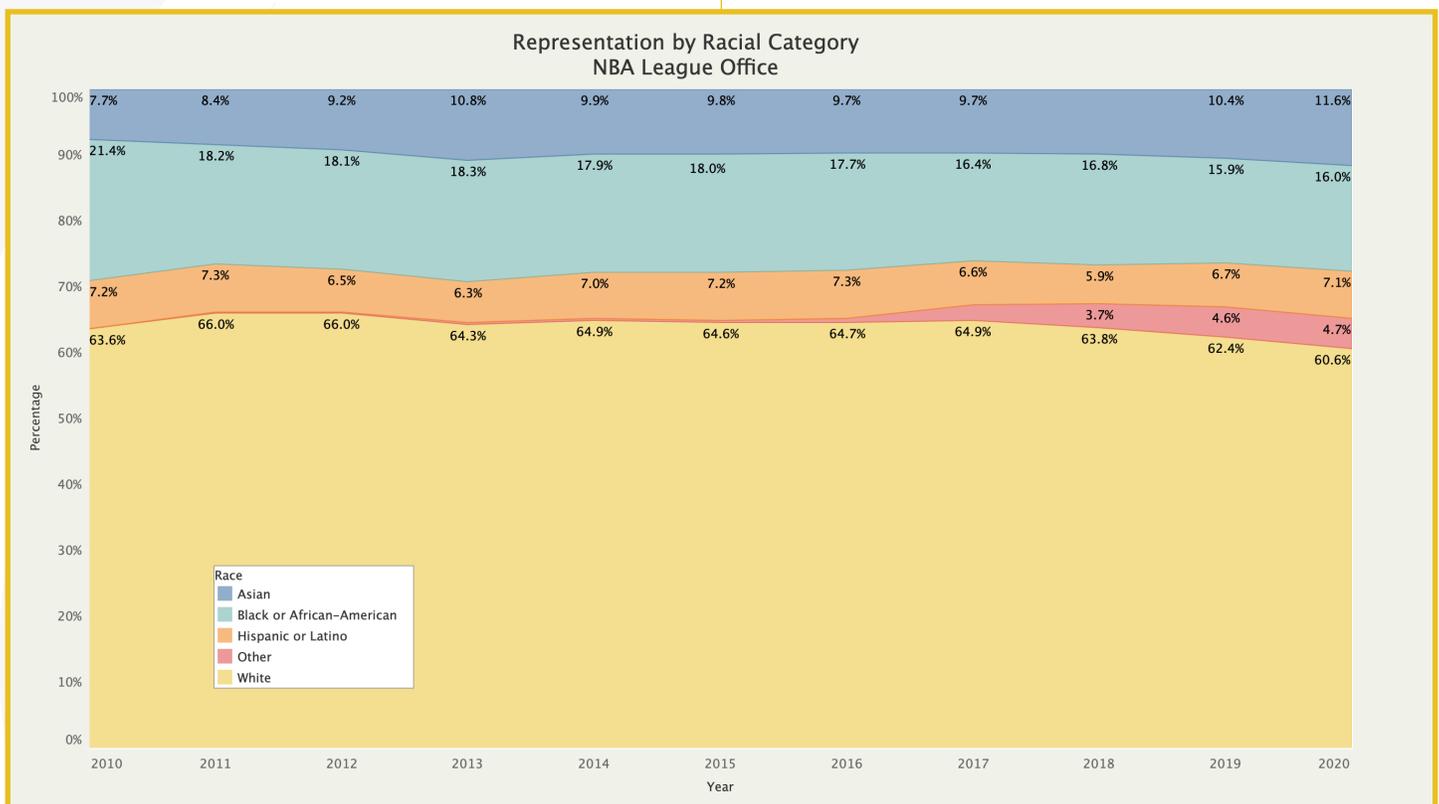
There were 10 Asian men who held a vice president position or higher:

- **Krishna Bhagavathula**, Senior Vice President, Chief Technology Officer
- **Minesh Gulab Lad**, Senior Vice President, Head of Growth & Media
- **Sahil Gupta**, Senior Vice President, Head of Application Development
- **Hrishi Karthikeyan**, Senior Vice President, Assistant General Counsel – Global Partnerships
- **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 and Editorial Lead
- **Andrew Song**, Vice President, Global Media Distribution
- **Edward Whang**, Vice President, Assistant General Counsel – International

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

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



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

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

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

- **Graciela Mercado**, Vice President, Head of Team HR Support

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

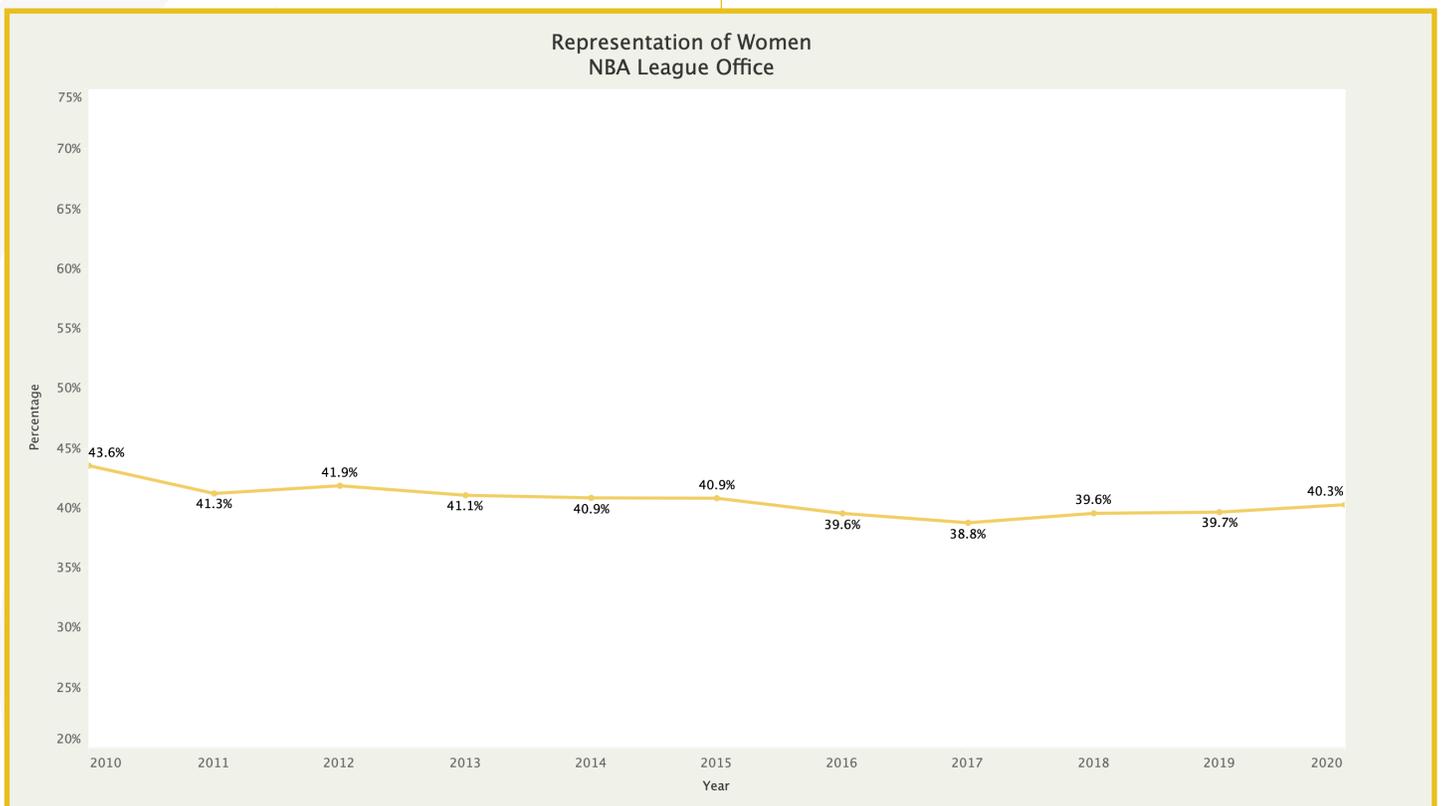
- **Ira Reiss**, Vice President, Financial Analysis Group Lead

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

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

**As of April 29, 2020**, including all women of color who are vice presidents, there were 62 women who held a vice president or higher position. The following are white women holding the position of vice president level or higher in the League Office:

- **Cathy Engelbert**, WNBA Commissioner
- **Kathleen Behrens**, President, Social Responsibility & Player Programs
- **Amy M. Brooks**, President, Team Marketing & Business Operations and Chief Innovation Officer
- **Melissa Brenner**, Executive Vice President, Digital Media
- **Ayala Deutsch**, Executive Vice President and Deputy General Counsel, NBA Properties
- **Kelly A. Flatow**, Executive Vice President, Event Management
- **Kate Jhayeri**, Executive Vice President, Chief Marketing Officer
- **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



- **Amanda George**, Senior Vice President, Global Partnerships, Digital Media and Youth Basketball Communications Lead
- **Lisa Goldberg**, Senior Vice President, Head of Business Operations & Partner Services
- **Christine Hedgpeth**, Senior Vice President, Chief Operating Officer, WNBA
- **Elizabeth Maringer**, Senior Vice President, Assistant General Counsel – Integrity & Investigations
- **Heidi Nadler**, Senior Vice President, Global Head of League Finance
- **Jeannette Neyses**, Senior Vice President, DCSO, Head of Strategic Initiatives & Business Operations
- **Lisa Piken Koper**, Senior Vice President, Head of Merchandising Partnerships
- **Erin E. Schnieders**, Senior Vice President, Head of Arena Development & Standards
- **Tara Schwartz**, Senior Vice President, Social Responsibility Group Leader
- **Danielle Shanes**, Senior Vice President, Head of Benefits and Wellbeing
- **Kerry A. Tatlock**, Senior Vice President, Head of Marketing Partnerships
- **Nancy E. Baldwin**, Vice President, Corporate Services
- **Sona Chakamian**, Vice President, International Retail
- **Lauren Cohen**, Vice President, Partner Management & Activation Strategic Leader
- **Maureen Coyle**, Vice President, Media Operations & Event Management
- **Barbara DeCristofaro**, Vice President, Event Management – Hotels
- **Michelle Gabel**, Vice President, Retail Partnerships Team Leader
- **Catherine M. Gaines**, Vice President, Partner Management Strategic Leader
- **Zoe Hilden**, Vice President, Assistant General Counsel - Media
- **Francesca A. Martinelli**, Vice President, Broadcast Operations
- **Carolanne E. McAuliffe**, Vice President, Lead Integration Strategist
- **Stacy McWilliams**, Vice President, International Account Management Lead
- **Beth Meek**, Vice President, Corporate Services
- **Julie O. Morris**, Vice President, Media Partnerships Group Leader
- **Tara Mulcahy**, Vice President, Partner Management Strategic Leader
- **Jennifer O'Neill**, Vice President, Head of Program Delivery and Business Operations
- **Juliana Peters**, Vice President, Lead Brand Marketing Specialist
- **Rita A. Rak**, Vice President, Treasurer
- **Dana Stone**, Vice President, Media Technology Product Management
- **Lauren Sullivan**, Vice President, Partner Management Strategic Leader
- **Yolanda Urbanski**, Vice President, Head of Intelligence
- **Stephanie K. Vogel**, Vice President, Deputy Chief Compliance Officer
- **Laura Wilhelm**, Vice President, International Tax Lead

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

**A+**  **39.4%**  
People of Color

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

**B+**  **40.3%**  
Women

See Table 2.

## NBA Team Front Offices

### 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.

Nine NBA teams had either a woman or person of color as the majority team owner. No other men's league is even close to that total.

Across the league, there were four majority owners of color. Michael Jordan, a Black or African-American, 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. Joe Tsai, who was born in Taiwan, was the majority team owner and chairman of the Brooklyn Nets. Marc Lasry, who was born in Morocco, was a team owner for the Milwaukee Bucks. This is the first season when four team owners of color have run their organizations simultaneously.

There are five women who sit in team ownership positions. Gail Miller was the majority team owner and Chairwoman of the Board who oversees 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. Most recently, Jody Allen became the majority team owner of the Portland Trail Blazers during the 2019-20 season.

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

- **Grant Hill**, Atlanta Hawks
- **Mit Shah**, Atlanta Hawks
- **Dr. James I. Cash, Jr.**, Boston Celtics
- **Ronald McCray**, Boston Celtics
- **Mark Wan**, Boston Celtics
- **Claude Alexander**, Charlotte Hornets
- **Les King**, Charlotte Hornets
- **Felix Sabates**, Charlotte Hornets
- **Bob Washington**, Charlotte Hornets
- **Dr. Spurgeon Webber III**, Charlotte Hornets
- **Fred Whitfield**, Charlotte Hornets
- **Chamath Palihapitiya**, Golden State Warriors
- **Dr. Patrick Shoon-Shiong**, Los Angeles Lakers

- **Dennis Wong**, LA Clippers
- **Brandon Arrindell**, Memphis Grizzlies
- **Harold Ford Jr.**, Memphis Grizzlies
- **Penny Hardaway**, Memphis Grizzlies
- **Elliot Perry**, Memphis Grizzlies
- **Julio Iglesias**, Miami Heat
- **Michael Barber**, Milwaukee Bucks
- **Virgis Colbert**, Milwaukee Bucks
- **Valerie Daniels-Carter**, Milwaukee Bucks
- **Charles Harvey**, Milwaukee Bucks
- **Corey Nettles**, Milwaukee Bucks
- **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
- **Jeong H. Kim**, Washington Wizards
- **Earl Stafford**, Washington Wizards

The following women were minority team owners during the 2019-2020 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 (Black or African-American)
- **Jada Pinkett-Smith**, Philadelphia 76ers (Black or African-American)
- **Michelle DiFebo Freeman**, Washington Wizards
- **Dr. Sheila Johnson**, Washington Wizards (Black or African-American)
- **Laurene Powell Jobs**, Washington Wizards

*\*Note: This category is not counted in the overall grade.*

See Table 3.

### CEOs/Presidents

These positions include team presidents, chief executive officers, chairmen, vice chairmen, and some chief operating officers. There were four top executive management positions in NBA team front offices held by Black or African-Americans as of the beginning of the 2019-2020 season. These four CEO/Presidents represented 7.3 percent, a decrease of 1.6 percentage points from 8.9 percent in 2018-2019. There were two Hispanic/Latino executives during this season accounting for a 1.8 percentage point increase. Overall, the percentage of people of color in these positions was 10.9 percent, up 0.2 of a percentage point from last season. The percentage of women in executive management positions decreased to 10.9 percent. **The following NBA team data was reported as of November 1, 2019.**

The Black or African-American team presidents included:

- **Fred Whitfield**, President and Vice Chairman, Charlotte Hornets
- **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
- **Stephen C. Mills**, President, New York Knicks\*
- **Masai Ujiri**, President, Toronto Raptors\*\*

\*Note: As of March 2020, Stephen Mills was relieved of his duties as New York Knicks President and replaced by Leon Rose.

\*\*Masai Ujiri is from Nigeria.

There were two Hispanic/Latino executives during the 2019-2020 season:

- **Gersson Rosas**, President of Basketball Operations, Minnesota Timberwolves
- **Raul Fernandez**, Vice Chairman, Washington Wizards

The six female top executives of NBA teams during the 2019-2020 season were:

- **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
- **Gail Miller**, Chairwoman, Utah Jazz

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

**F**  **10.9%**  
People of Color

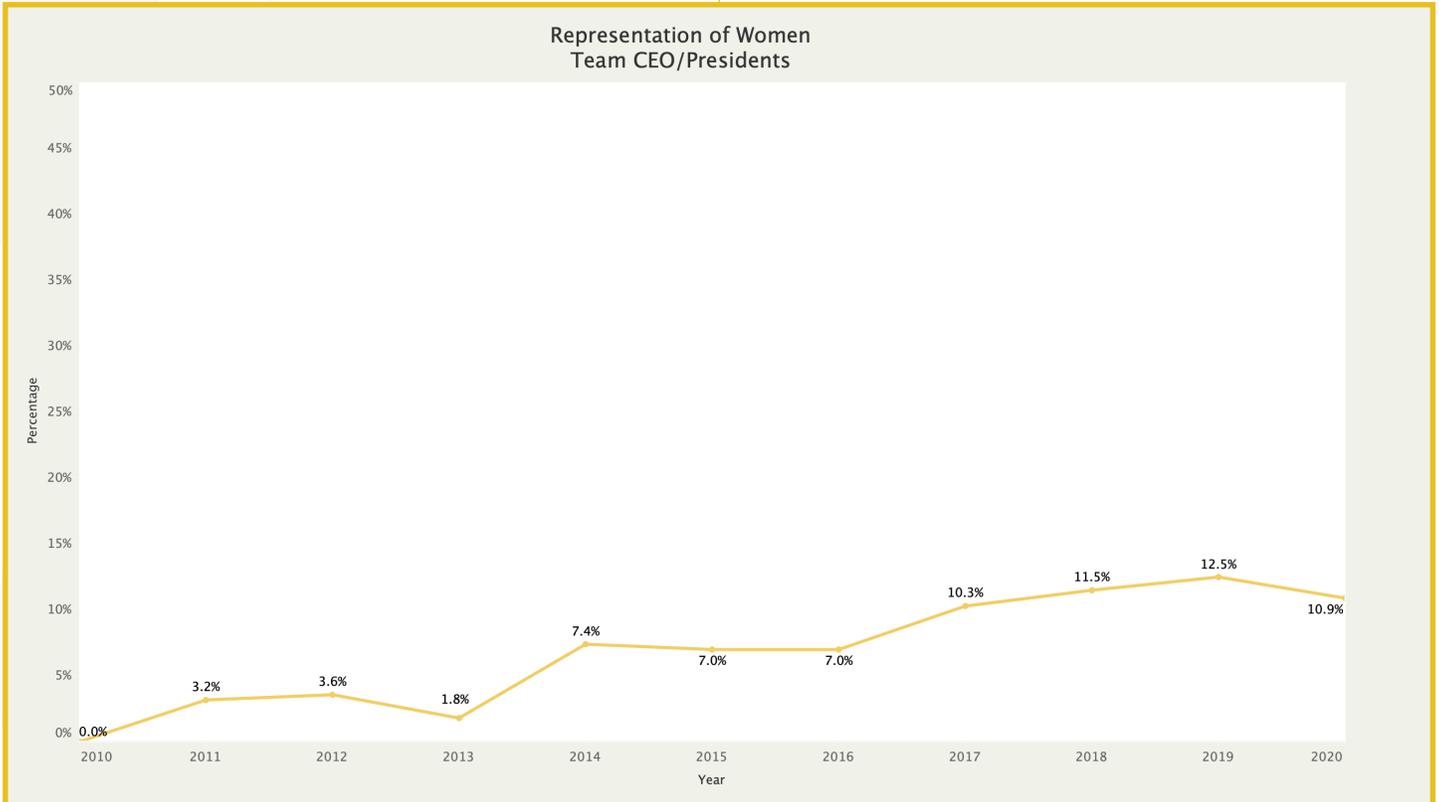
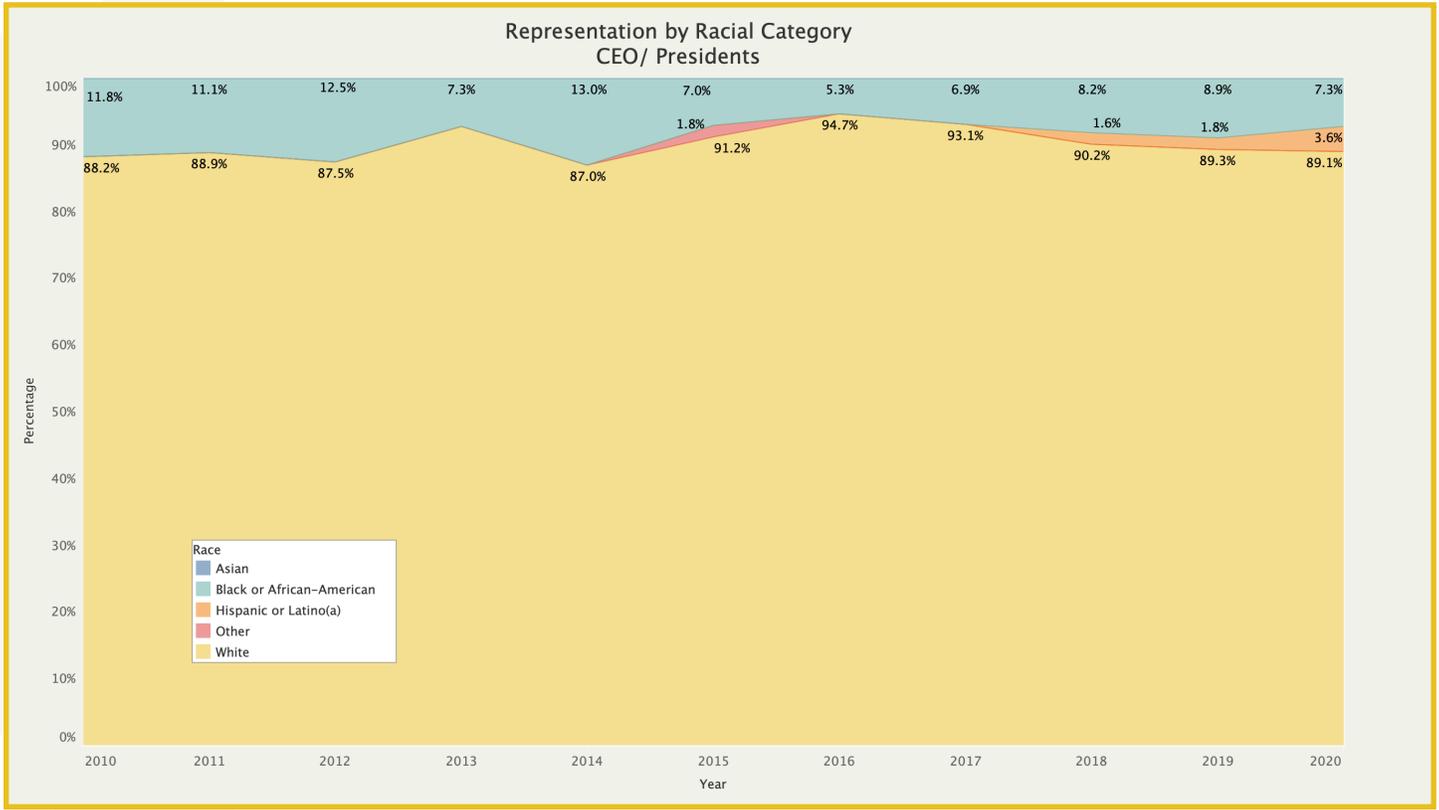
### *Gender Hiring Grade for NBA Team Presidents/CEOs*

**F**  **10.9%**  
Women

See Table 7.

Note: The overall grade calculation is based on the data collected at the beginning of the season on November 1, 2019.

Note: Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2020 Report Cards. The 96.2 points for racial hiring practices represented a decrease from 98.7 in the 2019 NBA RGRC and the difference is attributable to the change described above. The 82.0 points for gender hiring practices was an increase from 80.9 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 89.1 points, down from 89.8 in the 2019 NBA RGRC.



### General Managers

As of November 1, 2019, there were seven people of color serving as the general manager, accounting for 28.0 percent of the total of general managers in the NBA. This was an increase of 1.9 percentage points from the 2018-2019 season. Five people of color serving in these positions at the beginning of the season were Black or African-Americans, and two were classified as “other.” Additionally, late in the season, the Chicago Bulls hired Marc Eversely, the Detroit Pistons hired Troy Weaver, and the Denver Nuggets promoted Calvin Booth. All three men are Black or African-American and demonstrate the commitment the NBA has shown to putting people of color in major leadership positions.

Black or African-Americans (20.0 percent):

- **Koby Altman**, General Manager, Cleveland Cavaliers
- **Scott Perry**, General Manager, New York Knicks
- **Elton Brand**, General Manager, Philadelphia 76ers
- **James Jones**, General Manager, Phoenix Suns
- **Brian Wright**, General Manager, San Antonio Spurs

“Other” (8.0 percent):

- **Trajan Langdon**, General Manager, New Orleans Pelicans
- **Bobby Webster**, General Manager, Toronto Raptors

The following individuals are African-American men and were hired after the season was suspended due to COVID-19.

- **Marc Eversley**, General Manager, Chicago Bulls
- **Calvin Booth**, General Manager, Denver Nuggets
- **Troy Weaver**, General Manager, Detroit Pistons

There has never been a Latino or female general manager.

## Racial Hiring Grade for NBA General Managers

**A-**  **28.0%**  
People of Color

See Table 8.

*Note: There are 25 “General Managers” counted within this section due to five teams (Boston, Charlotte, Golden State, Dallas, and Portland) having Presidents of Basketball Operations and no General Manager designation. These individuals are counted within the “President” category.*

*Note: The overall grade calculation is based on the data collected at the beginning of the season on November 1, 2019. As of July 8, 2020 there were 10 General Managers of color, bringing the percentage up to 40.0 percent, with Black or African-American head coaches representing 32.0 percent of all General Managers.*

**Vice Presidents and Above**

The NBA's vice presidents were 76.0 percent white for the 2019-2020 NBA season, down slightly from 76.1 percent in 2018-2019. The league's Black or African-American representation increased from 14.8 percent in 2018-2019 to 15.4 percent in 2019-2020. The percentage of Asian vice presidents increased from 2.6 percent in 2018-2019 to 2.7 percent in 2019-2020. The percentage of Hispanics/Latinos holding vice president and higher positions decreased 0.9 percentage points from 4.6 percent in 2018-2019 to 3.7 percent in 2019-2020. The percentage of team vice presidents and higher categorized as "other" increased by 0.3 of a percentage point from 1.9 percentage points in 2018-2019 to 2.2 percent this season. Overall, people of color held 24.0 percent of NBA vice president positions, an increase from the 23.9 percent recorded in the 2018-2019.

Women held 26.6 percent of vice president and higher positions at the NBA team level, an increase of 1.2 percentage points from the previous season's mark of 25.4. This marks an all-time recorded high for women vice presidents 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+**  **24.0%**  
People of Color

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

**D+**  **26.6%**  
Women

See Table 9.

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

**Senior Management**

The Team Management category includes individuals from Manager down to Senior Director level within team leadership. People of color held 30.5 percent of team management positions as of the beginning of the 2019-2020 NBA season, down from 31.9 percent in 2018-2019. Black or African-Americans held 14.9 percent of team management positions, Hispanics/Latinos held 7.2 percent, Asians held 4.9 percent, American Indians held 0.2 of a percentage point and people of "other" races held 3.3 percent of these positions.

Women held 33.0 percent of team management positions, an increase of 2.1 percentage points from 2018-2019.

***Racial Hiring Grade for NBA Senior Management***

**A+**  **30.5%**  
People of Color

***Gender Hiring Grade for NBA Senior Management***

**C+**  **33.0%**  
Women

See Table 10.

### Professional Staff

The Team Professional Staff category includes individuals under the Manager/Senior Director level within each organization but do not include administrative assistants. There has been a downward trend for people of color in the team professional staff category. As of the 2019-2020 season, people of color held 35.9 percent of team professional staff positions for NBA teams. This was a decrease of 2.2 percentage points from last year's mark of 38.1 percent. Black or African-Americans comprised 16.4 percent of team professional staff positions, Hispanics/Latinos accounted for 10.2 percent, Asians held 4.8 percent, American Indians held 0.2 of a percentage point, and those classified as "other" races comprised the remaining 4.2 percent of these positions. In the 2018-2019 season, Black or African-Americans held 20.0 percent, Hispanics/Latinos held 10.1 percent, Asians held 3.6 percent, American Indians held 0.3 percent and those classified as "other" races held the remaining 4.2 percent of the team professional staff positions.

The percentage of women holding team professional staff positions increased by 1.7 percentage points from 37.3 percent in 2017-2018 to 39 percent in 2019-2020.

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

**A+**  **35.9%**  
People of Color

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

**B+**  **39.0%**  
Women

See Table 11.

### Head Athletic Trainers

At the beginning of the 2019-2020 season, the percentage of NBA head athletic trainers of color was 25.9 percent, remaining the same as the 2018-2019 season. Black or African-American trainers accounted for 14.8 percent of all head athletic trainers. Hispanics/Latinos accounted for 3.7 percent and Asians represented 7.4 percent.

There was one woman who served as an NBA head athletic trainer in the 2019-2020 season. There have only been four seasons within the past 22 seasons when there was a woman as head athletic trainer.

See Table 12.

### *Radio/TV Broadcasters*

The percentage of people of color holding radio and television broadcasting positions decreased 7.5 percentage points, bringing the total percentage of people of color to 19.5 percent for the 2019-2020 season. This is the lowest percentage for the category since the 1996-1997 season when this figure was 19.0 percent. Black or African-Americans accounted for 12.2 percent of the radio and television broadcast positions, while Hispanics/Latinos, Asians, and people of “other” races accounted for 6.5 percent, 0.0 percent and 0.8 percent, respectively.

Women accounted for 11.4 percent of NBA radio and television broadcast positions, an increase of 1.8 percentage points from the 9.6 percent recorded during the 2018-2019 season.

See Table 13.

### *Referees*

As of April 29, 2020, 54.4 percent of NBA referees were people of color, a 0.9 percentage point decrease from the previous Report Card. The percentage of Black or African-American NBA referees increased by 0.1 of a percentage point to 42.2 percent of total referees. Hispanics/Latinos accounted for 4.8 percent, Asians represented 1.4 percent, and people of “other” races accounted for 6.1 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 22.4 percent of referees were women, an increase of 3.3 percentage points from the 2018-2019 season. There was an increase from 29 to 33 female referees from last season to the current one. In the 2017-18 season, women only represented 1.6 percent of all NBA referees.

See Table 14.

### *NBA Diversity and Inclusion Initiatives*

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

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

### *NBA Grade for Diversity Initiatives*

# A+



# TIDES

## How Grades Were Calculated

As in previous Report Cards, the 2020 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had 9 percent, a **D** if it was at least 6 percent and **F** for anything below 6 percent.

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

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

*Note: Beginning with the 2020 Racial and Gender Report Card series, a racial and gender hiring grade for Team CEO/Presidents is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2020 Report Cards. The 96.2 points for racial hiring practices represented a decrease from 98.7 in the 2019 NBA RGRC and the difference is attributable to the change described above. The 82.0 points for gender hiring practices was an increase from 80.9 in 2019 and would have been a slightly greater increase in 2020 if not for the change described above. The same was true for the overall grade of 89.1 points, down from 89.8 in the 2019 NBA RGRC.*

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

## Methodology

*Using data from a snapshot within the 2019-2020 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. The data for this report was collected at the start of the NBA season on November 1, 2019. 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, where it was then analyzed. **The listing of owners, head coaches, team presidents and general managers of color for the 2020 Report Card was then updated as of July 8, 2020. All NBA League Office data was reported as of April 29, 2020.***

*Note: There were only 25 "General Managers" included within the data due to five teams (Boston, Charlotte, Golden State, Dallas, Portland) having Presidents of Basketball Operations and no General Managers. These individuals are counted within the "President" category.*

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

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

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

The 2020 Racial and Gender Report Card covers the 2019-2020 season for the National Basketball Association.

Please note the delay in the Report Card was due to COVID-19 virus and suspension of league play starting March 11th, 2020 with the anticipated resumption on July 30th, 2020.

## About the Racial and Gender Report Card

The Racial and Gender Report Card (RGRC) is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The Report Card considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National 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, a part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all Report Cards, first at Northeastern University and now at UCF. (Until 1998, the Report Card was known as the Racial Report Card.) In addition to Dr. Lapchick, Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, David Morrin, Nicholas Mutebi, Andre Vasquez, and David Zimmerman contributed greatly to the completion of this year's 2020 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.



UCF

## DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA



# TIDES

## Appendix I

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

\*Data as of November 1, 2020

#### Atlanta Hawks (20)

- **Lloyd Pierce**, Head Coach,
- **Camye Mackey**, Senior Vice President & Chief People Officer
- **Melissa Proctor**, Executive Vice President & Chief Marketing Officer
- **Nzinga Shaw**, Chief Diversity & Inclusion Officer and SVP, Community
- **Garin Narain**, Senior Vice President – Hawks Public Relations
- **Andrea Carter**, Vice President – Corporate Social Responsibility & Inclusion
- **David Garcia**, Vice President – Guest Experience
- **Rod Higgins**, Vice President – Basketball Operations
- **Lester Jones**, Vice President – Financial Planning & Analysis
- **Chelsea Lane**, Vice President – Athletic Performance & Sports Medicine
- **David Lee**, Executive Vice President – External Affairs
- **Michelle Leftwich**, Vice President – Salary Cap Administration
- **Dan Martinez**, Vice President, Team Operations
- **Samir Mayur**, Vice President – Business Operations and Strategy
- **Amy Phuong**, Vice President – Government Relations
- **Derek Pierce**, Vice President – Player Personnel
- **Rebecca Rosenburg**, Vice President, Controller
- **Amy Serino**, Vice President – Brand Merchandising
- **George Turner**, Vice President – Safety & Security
- **Dominique Wilkins**, Vice President – Basketball

#### Boston Celtics (6)

- **Tessa Caffrey**, Vice President CP Events and Hospitality
- **Nicole Federico**, Vice President Partnerships Development
- **Mackenzie Henderson**, Vice President Ticket Sales
- **Barbara Reed**, Vice President Human Resources

- **Heather Walker**, Vice President Public Relations
- **Kara Walker**, Vice President Marketing and Content Strategy

#### Brooklyn Nets (12)

- **Jeff Peterson**, Assistant General Manager
- **Kari Cohen**, Deputy General Counsel
- **Travis Sampson**, Chief Information Officer
- **Eu-Gene Sung**, Chief Financial Officer
- **Keith Sheldon**, Executive Vice President, Programming
- **Amanda Arcus**, Senior Vice President, Communications
- **Savan Hacknorath**, Senior Vice President, Human Resources
- **Marilyn Houser**, Senior Vice President, Programming
- **Christine Bowns**, Vice President, Membership Services
- **Randolph L. Lewis**, Vice President, Business Strategy & Analytics
- **Josue Napa**, Vice President, Controller
- **Maurice A. Stinnett**, Vice President, Diversity & Inclusion

#### Charlotte Hornets (11)

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

**Chicago Bulls (4)**

- **Nancy Reinsdorf**, President of Chicago Bulls Charities
- **Leslie Forman**, Vice President of Chicago Bulls Charities
- **Susan Goodenow**, Vice President of Marketing & Communications
- **Ram Padmanabhan**, Vice President of Financial & General Counsel

**Cleveland Cavaliers (11)**

- **JB Bickerstaff**, Lead Assistant Coach
- **Koby Altman**, General Manager
- **Shelly Cayette**, Executive Vice President & Chief Commercial Officer
- **Tracy Marek**, Executive Vice President & Chief Marketing Officer
- **Brooke A. Bockelman**, Vice President Booking/Events
- **Kevin Clayton**, Vice President Diversity, Inclusion & Community Engagement
- **Stefanie Clemens**, Senior Vice President Global Partnerships
- **Alberta Lee**, Vice President Human Resources
- **Margaret Murray**, Vice President General Counsel
- **Ron Velezquez**, Vice President Ticket Operations
- **Holly Yanak**, Vice President Community Relations

**Dallas Mavericks (16)**

- **Jamahl Mosley**, Lead Assistant Coach
- **Cynthia Marshall**, President and Chief Executive Officer
- **Nwanye Barnes**, Chief of Staff to CEO
- **Jerome Elenez**, Chief Marketing Officer
- **Nicole Leach**, Associate General Counsel, Vice President
- **Sekou Lewis**, General Counsel
- **Cynthia Wales**, Chief Ethics and Compliance Officer
- **Theo Hodges**, Senior Vice President Ticket Sales
- **Tarsha LaCour**, Senior Vice President-Human Resources
- **Greg Nared**, Senior Vice President Gaming, Player Relations, Youth Basketball
- **Katie Edwards**, Vice President-Community Relations/President of Mavs Foundation
- **Erin Finegold**, Vice President Corporate Communications

- **Michael Finley**, Vice President Basketball Operations
- **Sarah Melton**, Vice President Media Relations
- **Gail O'Bannon**, Vice President Diversity and Inclusion
- **Alison Panasik**, Vice President Merchandising

**Denver Nuggets (16)**

- **Calvin Booth**, Assistant General Manager
- **Jordi Fernandez**, Lead Assistant Coach
- **Wes Unseld Jr.**, Lead Assistant Coach
- **Kelsey Bannister**, Vice President, Premium Client Services
- **Billi Capra**, Vice President, Broadcast Services
- **Tomago Collins**, Vice President, Communications
- **Deb Dowling**, Vice President, Community Relations
- **Camille Hammond**, Senior Vice President, Partnership Marketing & Media Sales
- **Tracy Hartman**, Vice President, Premium Hospitality
- **Kari Innes**, Vice President, Business Intelligence
- **Lisa Johnson**, Vice President Basketball Administration
- **Melinda Konig**, Vice President, Payroll
- **Glen Lucero**, Vice President, Venues & Facility Operations
- **Emily Maguire**, Vice President, Ticket Sales & Service
- **Carin Reinhardt**, Vice President, Human Resources
- **Meg Ryan**, Vice President, Marketing

**Detroit Pistons (10)**

- **Dwane Casey**, Head Coach
- **Sidney Lowe**, Lead Assistant Coach
- **Malik Rose**, Assistant General Manager
- **Laura Ferich**, Senior Vice President, Corporate Controller
- **Awenate Cobbina**, Vice President, Public & Business Affairs
- **Leah Emmons**, Vice President, Partnership Engagement
- **Elizabeth Godek**, Vice President, Premium and Membership Development
- **Diane Gonzalez-Ferranti**, Vice President, Programming & Production
- **Alicia Jeffreys**, Vice President, Brand Marketing
- **Nicolet Lewis**, Vice President, Human Resources

**Golden State Warriors (13)**

- **Michael Brown**, Lead Assistant Coach
- **Kimberly Stone**, General Manager, Chase Center
- **Jennifer Cabalquinto**, Chief Financial Officer
- **David Kelly**, Chief Legal Officer, Business and Basketball
- **Michael Kitts**, Senior Vice President, Partnerships
- **Jennifer Millet**, Senior Vice President, Marketing
- **Yoyo Chan**, Vice President, Public & Governmental Affairs
- **Amanda Chin**, Vice President, Brand Marketing
- **Erin Fantin**, Vice President, Human Resources
- **Lisa Goodwin**, Vice President, Corporate Communications
- **Stevie Gray**, Vice President, Ticket Operations
- **Melanie Moore**, Executive Director Warriors Community Foundation & Vice President Community Relations
- **Emmanuel Thomas**, Vice President, Event Services

**Houston Rockets (6)**

- **Gretchen Sheirr**, Chief Revenue Officer
- **Rafael Stone**, Executive Vice President & General Counsel
- **Keith Jones**, Head Trainer/Vice President Basketball Operations
- **John Lucas**, Assistant Coach/Vice President Player Development
- **Tracey Hughes**, Vice President, Media Relations
- **Alex Santos**, Vice President, Personnel and Scout

**Indiana Pacers (13)**

- **Nate McMillan**, Head Coach
- **Kelly Krauskopf**, Assistant General Manager
- **Allison Barber**, President/Chief Operations Officer of the Indiana Fever
- **Mel Raines**, Executive Vice President/Corporate Communications, Community Engagement and Facility Operations
- **Donna Wilkinson**, Senior Vice President/Human Resources
- **Karen Atkeson**, Vice President/Player Relations
- **Quinn Buckner**, Vice President/Communications
- **Sonya Clutinger**, Vice President/Basketball Administration
- **Kate Denton**, Vice President/Marketing & Brand

- **Tatiana Holifield**, Vice President/Head of Digital Strategy
- **Angela Lee**, Vice President/Human Resources & Payroll
- **Lori Miser**, Vice President/Engineering & Construction
- **Melody Park**, Vice President/Team Owner's Representative

**LA Clippers (11)**

- **Doc Rivers**, Head Coach
- **Tyronn Lue**, Lead Assistant Coach
- **Mark Hughes**, Assistant General Manager
- **Gillian Zucker**, President of Business Operations
- **Eric Chan**, Chief Financial Officer
- **Nicole Duckett**, General Counsel
- **Annemarie Loffin**, Chief of Staff
- **Jasen Powell**, Chief Medical Officer/Head Athletic Trainer
- **Dee Brown**, Vice President, Integrated Development & Evaluation
- **Denise Booth**, Vice President, Community Relations
- **Raymond Ortegaso**, Vice President, Human Resources

**Los Angeles Lakers (6)**

- **Jeanie Buss**, Chief Executive Officer and Controlling Owner
- **Elaine Shen**, Chief of Staff
- **Lisa Estrada**, Vice President, Building Operations
- **Allison Howard**, Vice President, Corporate Partnerships
- **Veronica Lawlor**, Vice President, Ticket Sales, Los Angeles
- **Samantha Stewart**, Vice President, Human Resources

**Memphis Grizzlies (6)**

- **Nancy Alyea**, Vice President, Finance
- **Laura Ehret**, Vice President, Communication
- **Rolanda Gregory**, Vice President, Marketing
- **Chantal Hassard**, Vice President, Team Operations, Memphis Grizzlies
- **Arnetria Knowles**, Vice President, Human Resources
- **Abuseri Ohwofasa**, Vice President, Community Engagement

**Miami Heat (15)**

- **Erik J. Spoelstra**, Head Coach
- **Raquel N. Libman**, Executive Vice President
- **Michael A. McCullough**, Executive Vice President, Chief Marketing Officer
- **Jennifer Tobias Alvarez**, Vice President, Creative & Digital Marketing
- **Garrick Amos**, Vice President Ticket Membership/ Assistant General Manager
- **Lorrie Ann Diaz**, Vice President, Business Communications & Social Responsibility
- **Brendan Perrin**, Vice President, Finance & Strategic Planning
- **Shane Battier**, Vice President Basketball Development & Analytics
- **Mark B. Brown**, Vice President, Tickets Premium Sales Service
- **Edson Crevecoeur**, Vice President, Business Intelligence & Strategy
- **Sonia K. Harty**, Vice President Human Resources
- **Jennifer Mallery**, Vice President Ticket Operations Strategic Planning
- **Andres Montero**, Vice President Retail Business Development
- **Alonzo Mourning**, Vice President Player Programs
- **Vered Yakovee**, Vice President Associate General Counsel

**Milwaukee Bucks (10)**

- **Darvin Ham**, Lead Assistant Coach
- **Milt Newton**, Assistant General Manager
- **Raj Saha**, Arena General Manager
- **Robert Cordova**, Chief Technology Officer
- **Kelly Kauffman**, Chief Human Capital Officer
- **Jamie Morningstar**, Senior Vice President Ticket Sales & Service
- **Paul Bee**, Vice President, Ticket Sales
- **Kareeda Chones-Aguam**, Vice President Business Development & Activation
- **Arvind Gopalratnam**, Vice President, Community and Social Responsibility
- **Suki Hobson**, Vice President, Head of Strength & Conditioning

**Minnesota Timberwolves (9)**

- **David Vanderpool**, Lead Assistant Coach
- **Joe Branch**, Assistant General Manager
- **Gersson Rosas**, President of Basketball Operations
- **Siannah Mulbah**, Chief People Officer
- **Sachin Gupta**, Executive Vice President of Basketball Operations
- **Bri Bauer**, Vice President of Communications and Engagement
- **Laura Meyer**, Vice President of Business Intelligence
- **Jennifer Ridgeway**, Vice President of Social Responsibility
- **Robby Sikka**, Vice President of Basketball Performance and Technology

**New Orleans Pelicans (8)**

- **Alvin Gentry**, Head Coach
- **Trajan Langdon**, General Manager
- **Gayle Benson**, Executive Officer
- **Vicky Neumeier**, Senior Vice President/General Counsel
- **Swin Cash-Canal**, Vice President Basketball Operations/Team Development
- **Shaneika Dabney-Henderson**, Vice President, Production
- **Jennifer Martindale**, Vice President, Brand Strategy
- **Diane North**, Vice President, Finance, Corporate/New Business

**New York Knicks (20)**

- **David Fizdale**, Head Coach
- **Scott Perry**, General Manager
- **Gerald Madkins**, Assistant General Manager
- **Allan Houston**, Special Assistant to General Manager
- **Stephen C. Mills**, President
- **Lisa Callahan**, Chief Medical Officer/Senior Vice President Player Care
- **Kristin Bernert**, Senior Vice President Business Operations NYK & WCK
- **Alonso Davila**, Senior Vice President Executive Creative Director
- **Jeanine McGrory**, Senior Vice President Finance Teams
- **Mary Breen**, Vice President Account Management
- **Geraldine Calpin**, Vice President Account Activation
- **Dina DePina**, Vice President Marketing Productions
- **Christine Esser**, Vice President Pricing & Planning

- **Marc Jackson**, Vice President Season Membership Sales
- **Francesca Merlino**, Vice President Integrated Media Strategy
- **Craig Robinson**, Vice President Player Development & Minor League Operations
- **Rebecca Taylor**, Vice President Photo Services
- **Lauren Trusty**, Vice President Event Presentation
- **Miguel Vazquez**, Vice President Building Operations Practice Facility
- **Michael Verna**, Vice President Account Activation

### Oklahoma City Thunder (5)

- **Christine Berney**, Vice President, Community Relations
- **Will Dawkins**, Vice President of Identification and Intelligence
- **Amanda Green**, Vice President / Team Counsel & Strategic Alignment
- **Katy Semtner**, Vice President, Human Resources
- **Troy Weaver**, Vice President Basketball Operations

### Orlando Magic (8)

- **Tyrone Corbin**, Lead Assistant Coach
- **Audra L. Romao**, Chief People Officer
- **Katie S. Miller**, Senior Vice President-Fan Experience, Premium & Customer Service
- **Melissa A. Brennan**, Vice President-Corporate Partnership Sales
- **Lisa L. Cotter**, Vice President-Marketing
- **Brenda Hayslett**, Vice President of People
- **Linda Landman Gonzalez**, Vice President of Social Responsibility
- **Nyea G. Sturman**, Vice President & General Counsel

### Philadelphia 76ers (15)

- **Ime Udoka**, Lead Assistant Coach
- **Elton Brand**, General Manager
- **Katherine O'Reilly**, Chief Marketing Officer
- **Lara Price**, Chief Operating Officer
- **Amy Hever**, Executive Vice President, Foundation/Social Responsibility
- **Marc Eversley**, Senior Vice President Player Personnel
- **Susan Williamson**, Senior Vice President, Business Operations
- **Kathryn Alario**, Vice President, Marketing

- **Desron Dorset**, Vice President, Business Development
- **Brandon Harrell**, Vice President, Legal & Business Affairs
- **Patrick Rees**, Vice President, Communications
- **Annelie Schmittel**, Vice President, Player Development
- **Jill Snodgrass**, Vice President, Corporate Partnerships Activation
- **Tina Szwak**, Vice President Controller, Finance
- **Lara Toscani-Weems**, Vice President, Corporate Communications

### Phoenix Suns (11)

- **James Jones**, General Manager
- **Monty Williams**, Head Coach
- **Maria Baier**, Senior Vice President, Communications & Public Affairs
- **Melissa Goldenberg**, Senior Vice President & General Counsel
- **Karen Rausch**, Senior Vice President, People Experience
- **Brooke Campbell**, Vice President, Marketing & Brand Strategy
- **Ann Myers Drysdale**, Vice President, Suns / Mercury
- **Julie Fie**, Vice President, Basketball Communication
- **Sarah Krahenbuhl**, Vice President, Social Responsibility & Executive Director Phoenix Suns Charities
- **Sarah Schock**, Vice President, Booking & Event Production
- **Mark West**, Vice President, Player Development

### Portland Trail Blazers (4)

- **Amanda Mann**, Senior Vice President, General Manager Rose Quarter Operations
- **Sarah Petrone**, Senior Vice President, People & Culture
- **Cheri Hanson**, Vice President, Team Relations
- **Christa Stout**, Vice President, Social Responsibility

### Sacramento Kings (13)

- **Joe Dumars**, Special Advisor to the General Manager
- **Matina Kolokotronis**, Chief Operating Officer
- **Ryan Montoya**, Chief Technology Officer
- **Alexander Rodrigo**, Senior Vice President and General Manager
- **Joelle Terry**, Senior Vice President, Communications

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

### San Antonio Spurs (8)

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

### Toronto Raptors (7)

- **Bobby Webster**, General Manager
- **Masai Ujiri**, President
- **Cynthia Devine**, Chief Financial Officer
- **Humza Teherany**, Chief Technology and Digital Officer
- **Kim Carter**, Senior Vice President, Human Resources
- **Shannon Hosford**, Senior Vice President, Marketing & Fan Experience
- **Teresa Resch**, Vice President Basketball Operations

### Utah Jazz (11)

- **Gail Miller**, Chairwoman
- **Jeremy Castro**, Senior Vice President Content and Entertainment
- **Linda Luchetti**, Senior Vice President, Basketball Operations

- **Michelle Smith**, Senior Vice President of People and Culture
- **Briana Barker**, Vice President of Content Strategy
- **Meikle Lahue**, Vice President of Game Operations
- **Derek Garduno**, Vice President of Basketball Communications
- **Kari Holt Larson**, Vice President of Community and Events
- **Elaina Pappas**, Vice President of Marketing and Fan Development
- **Walt Perrin**, Vice President of Player Personnel
- **Steve Smith**, Vice President of Team Security

### Washington Wizards (17)

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

## 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.

#### Inclusion Leadership

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

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

- In 2019, the NBA and NBA Coaches Association (NBCA) created the NBA Coaches Equality Initiative (NBACEI), a partnership between the two organizations designed to identify and develop top coaching talent. The program's goal is to grow the number of highly skilled coaches in the NBA and ensure a level playing field for the development of all qualified coaching candidates regardless of race, religion, gender or sexual orientation. NBACEI programs include coaching workshops; learning and curriculum highlighting head coach competencies, skill development and executive coaching sessions; and networking opportunities at league events, including the NBA Coaches Summit at NBA Summer League in Las Vegas. Currently in development is the NBACEI database, a resource to give team decision-makers access to accurate information on all qualified coaching candidates.

- The NBA's Women's Leadership Initiative (WLI) is designed to strengthen recruitment, development and retention of league and team women, and to build engagement with our female fans and community by strengthening and deepening our understanding of and connection with female fans, promoting a culture of sponsorship within the NBA among women and men, preparing high potential women to take on senior level leadership roles, and creating a pipeline of candidates who will be promoted into roles that are broader in scope, or who will be provided opportunities across the NBA.

- ◊ The NBA Women's Leadership Forum (WLF), a key program of WLI, is an annual day-long gathering of league and team employees featuring a series of discussions and workshops that celebrate diversity, share collective experiences and break down barriers to inspire attendees to achieve their full potential.

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

- ◊ Dallas Mavericks (Inclusion Leadership Award, 2020) – The team instituted a comprehensive diversity and inclusion strategy that covers Customers, Reputation, Agenda for Women, Family, Talent and Suppliers (C.R.A.F.T.S.), and includes several innovative policies and initiatives, such as establishing four new employee resource groups; building a network of influencers to create awareness of their cultural theme nights, which generated 2.7 million impressions on social media; developing the Dallas Mavericks Advisory Council, a group of 24 influential and diverse business and

community leaders; and strengthening their supplier diversity efforts to triple spend with minority, women and disadvantaged business enterprises.

- ◇ Sacramento Kings and Milwaukee Bucks (Inclusion Innovation Award, 2020) – This marked the first time the award has been shared by two teams. Though the Sacramento Kings and Milwaukee Bucks are from different sides of the country, both communities have been affected by social injustice. The Kings partnered with the Bucks to each host a “Team Up for Change” event, a first-of-their-kind daylong summit convened to address social inequality. The events brought together community leaders, law enforcement and youth advocates from Sacramento and Milwaukee to guide and inform conversations around issues at the intersection of sports, race and the pursuit of more equitable communities.
- ◇ Atlanta Hawks (2019) – The Hawks were the first team to hire a chief diversity officer and the first to establish an inclusion council, strengthening their ties throughout the Atlanta community. In 2016, the team created MOSAIC (Model of Shaping Atlanta through Inclusive Conversations), which brings together more than 300 influential Atlanta residents annually to discuss the role that sports leaders play in diversity. In 2017, the Hawks’ inclusion council launched “Courageous Conversations,” an internal forum for employees to freely discuss current events and the issues shaping their community. The monthly series has featured thought leadership around sensory inclusion, domestic violence, racial intolerance and privilege. The team also made supplier diversity central to its construction investments, hiring H.J. Russell & Company, the nation’s largest black-owned construction and real estate firm, as the project management team for both its arena transformation project and for the building of its training and practice facility.
- ◇ Sacramento Kings (2019) – After the tragic killing of Stephon Clark, an unarmed Black

man, by police in March 2018, the Kings made a public commitment to work with the community to prevent future tragedies. Working with the Build. Black. Coalition, a group of local leaders who support transformational change for Black or African-American communities, the Kings created several programs to invest proactively in Black youth, including youth healing forums, STEM education workshops and a co-ed youth basketball league, Kings and Queens Rise, all focused on using sport as an agent for change.

- ◇ Miami Heat (2018) – Inclusion is embedded in the team’s culture, with diverse senior leadership whose long-standing commitment to championing diversity and inclusion has become simply how the organization does business. The Heat uses diverse sourcing channels for its employee recruiting, partners with professional organizations that engage minority constituencies, implemented sensory inclusion and gender-neutral restrooms in its arena, and offers effective community outreach and cultural celebrations. At the time of the award, 70 percent of the Heat’s full-time employees were people of color.
- ◇ Toronto Raptors (2018) – The Raptors created an “Empower Her” program in partnership with MLSE’s Women Leadership Forum launched the previous year. The program is a mentoring effort between female executives at Raptors’ parent Maple Leaf Sports & Entertainment and about 40 girls ages 12 to 14. The executives work with the girls in developing life skills and exposing them to sports leadership positions as part of the programs at MLSE’s Launchpad community facility in Toronto.
- The NBA continues to expand upon its 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 continues to deliver training for all league office managers that concentrates on the talent life cycle, focusing on strategies to advance inclusive recruiting, development, retention and advancement practices throughout the organization.

- In support of NBA teams' efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league regularly issues to all teams recommended best practices regarding respect in the workplace policies and training. In 2018, the NBA created a toll-free hotline that is available to all league and team employees to make complaints or report any workplace concerns. This hotline allows callers to remain anonymous. Also, in 2018, the league conducted mandatory group discussions for all employees focusing on the prevention of sexual harassment, and the league provides annual training to all employees on this subject.
- The NBA's Employee Resource Teams (ERTs) support the league's diversity, inclusion and business objectives by facilitating connections between employees with shared interests or backgrounds. ERTs provide networking and professional development opportunities and support the performance and growth of the organization. The league office's seven U.S. ERTs are: NBA Women's Network, Conexión éne-bé-a, NBA Pride, Dream in Color, APEX, the NBA Young Professionals Network, and NBA VETS. NBA China (Beijing and Shanghai) and NBA EME (London) each have two ERTs: NBA Women's Network and NBA Young Professionals Network.
- The NBA Women's Network aims to create a community for women at the league that fosters dialogue and promotes professional growth. It helps empower women at the NBA by providing a forum to share collective knowledge, experience, and success

strategies; connecting women through networking opportunities; providing women with visibility to NBA's senior leadership; and leveraging women's talents and expertise to drive the NBA's global growth.

- Conexión éne-bé-a aims to promote the development of Latinx/Hispanic cultural awareness within the NBA while contributing to the league's success, diversity and business objectives through career development, education and community involvement.
- NBA Pride aims to bring together LGBTQ employees and allies to foster an environment in which all employees feel empowered and encouraged to bring their whole selves to work each day. In June 2019, NBA Pride participated in the NYC Pride March for the fourth consecutive year. In 2016, the NBA became the first professional sports league to participate in the march.
- Dream in Color aims to serve as a resource to promote the continued growth and retention of Black employees, create a platform to facilitate engagement and mentorship, and provide community service opportunities geared towards urban-youth development. Its primary goal is to encourage members to strengthen their internal and external networks by providing opportunities to share experiences and best practices for success in the sports industry.
- APEX (Asian Professional Exchange) is committed to promoting and celebrating Asian cultures within the NBA, with a focus on engagement, inclusion, and league advocacy of Asian professionals. In doing so, it strives to contribute to the growth and success of the league. Programming is focused on four strategic areas: professional and leadership development, enhancing industry knowledge, networking and mentorship and cultural and community outreach.
- 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.

### External Affinity Organizations

- The NBA collaborates with organizations that are committed to diversity and inclusion and foster environments for engagement across the sports industry.
- The NBA is entering 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 among 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. The NBA will host the next DISC Diversity and Inclusion Symposium in 2021.
- 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 using 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. 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. The league also administers the David J. Stern Scholarship through the TMCF.
- On April 2, 2020, the NBA and Thurgood Marshall College Fund (TMCF) hosted a virtual "Innovate the Future" Pitch Competition for students attending publicly supported HBCUs. The scholars were entrepreneurial-minded leaders with concentrations in business and technology. As such, the NBA and TMCF selected five (5) HBCU teams, each comprised of three (3) students, to solve case studies addressing an array of topics relevant to the NBA's core business. The event culminated with the presentation of the 2020 David J. Stern Sports Scholarship to Morgan State University's team – each member earning \$10,000 towards their continued education.
- As part of league wide efforts to support military members and their families, the NBA continues to highlight career opportunities posted on nba.com on its NBA Cares Hoops for Troops website, which promotes job opportunities to veterans and reservists. The NBA partners with the Chamber of Commerce, the Office of the Secretary of Defense, the Wounded Warrior Project,

the New York National Guard, and Paralyzed Veterans of America to further support military members and their families.

- 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, the Hispanic Alliance for Career Enhancement, and The Alumni Society.

### 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 can deliver 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.

### Social Responsibility Initiatives

- The NBA, along with the 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, 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.

### COVID-19 Pandemic Response – NBA Together

- **NBA Together.** In March 2020, the NBA launched NBA Together, a league wide, global community outreach and social engagement campaign to support, engage, educate and inspire youth, families, fans and the general public in response to the coronavirus pandemic. The program is centered on four pillars – Know the Facts, Acts of Caring, Expand Your Community and NBA Together Live – that amplify the latest global health and safety information, share guidelines and resources, and keep people and communities socially connected through digital tools and virtual events as everyone copes with the impact of the pandemic. As part of NBA Together, the NBA family has helped raise more than \$90 million to support people impacted by the coronavirus and community and healthcare organizations providing vital services around the world. The NBA also has provided nearly 8 million meals for food-insecure populations and nearly 10 million PPE masks for healthcare workers.
- **NBA Together Reach.** Since the NBA Together launch, the league has generated more than one billion video views and 95 million actions across league accounts, including PSAs in 8 different languages, sharing more than 40 player-driven social media posts that have yielded 60 million views, as well as a new Jr. NBA at Home content series that has been watched 112 million

times. In April, the league announced the sale of NBA and WNBA cloth face coverings to benefit Feeding America and Second Harvest following the CDC's recommendation that coverings be worn in public settings to help slow the spread of the coronavirus.

- NBA Together Equity Efforts. Public health data has also made clear that the impacts of the coronavirus are most concentrated in historically marginalized communities of color. As part of NBA Together, the NBA family is working with Magic Johnson and leading organizations (such as the National Urban League, UnidosUS, Local Initiatives Support Corporation (LISC), NAACP, Represent Justice, Equal Justice Initiative, RISE, and Vera Institute of Justice) to raise awareness about these disparities and promote health, economic and social equity.
- PSAs, Roundtables and More. Using the league's digital footprint, the NBA is amplifying the work of leading organizations and supporting marginalized communities impacted by coronavirus through a series of messages, virtual content and community programs and partnerships:
  - ◊ Public Service Messages: players, legends, coaches and other members of the NBA family are sharing messages that recognize the impact of the virus on Black, Hispanic, Asian and other communities, and drive support to response efforts.
  - ◊ The first PSA, featuring Kareem Abdul-Jabbar, debuted April 22 during BET's "Saving Our Selves" COVID-19 relief benefit concert.
- NBA Together Virtual Roundtable Series hosted by Caron Butler: the eight-week series aired every Tuesday at 7 p.m. ET on NBA Twitter and 8:30 p.m. ET on NBA TV and featured members of the NBA family including players, legends and coaches, civic and public health leaders discussing specific challenges facing communities of color, systemic causes of health and economic inequity and actions fans can take in response.
- HBCU Virtual Commencement: in mid-May, the NBA supported a two-day virtual graduation ceremony for thousands of graduates from more than 90 historically black colleges and universities.
- Community Partnerships: The NBA family will continue to support national and local organizations

working to protect the health and economic security of communities of color. (e.g. donating face masks, PPE, and other health/safety supplies, team foundation grants, technology donations.)

- Support for Diverse-Owned Businesses: The NBA is engaging its network of diverse suppliers to share information on free financial coaching offered by NUL and Operation HOPE designed to help small businesses access public relief programs.
- Engaging NBA Employees: the league is creating forums for conversation on issues facing communities of color and creating volunteer opportunities for employees to give back. For example, on May 5 and 6, the NBA partnered with the Harlem Educational Activities Fund to conduct virtual mock interviews and career strategy sessions with high-school students.

Player and Team Support of Communities of Color. The NBA also is working to engage teams and players in efforts to support communities of color, including:

- Detroit Pistons teaming up with local teams and businesses to raise \$23 million to provide public school students with laptops and wi-fi.
- San Antonio Spurs partnering with AT&T to expand free public wi-fi across the AT&T Center campus for families in need to utilize.
- Memphis Grizzlies launching a fund and mobile food pantries to support food insecure families and fill gaps in local relief programs.
- Russell Westbrook will work with Tulco to donate 4.2 million masks and other personal protective equipment to medical workers in Black or African American communities hard hit by the coronavirus crisis. He also donated 650 computers to Houston students in need of technology in order to learn remotely during the stay-at-home order.
- Atlanta Hawks partnered with Atlanta Parks & Recreation to distribute food at local recreation centers (incl. Hawks and State Farm Good Neighbor Clubs) via pop-up grocery stores.
- Brooklyn Nets:
  - Barclays Center (in partnership with Food Bank for New York City) hosted a pop-up food bank on 4/24 (5,000 meals; 500 families).
  - The Joe and Clara Tsai Foundation donated PPE to the City of Detroit. In partnership with the Mayor's office, the donation includes 350,000 face masks (split between DOT, PD and FD),

- 100,000 pairs of goggles to the FD and 500 home care ventilators.
  - Minnesota Timberwolves donated meals to the Prairie Island Indian Community's Tribal Elders.
  - Harrison Barnes and his wife, Brittany, donated \$40,000 to provide weekly groceries for vulnerable families and senior citizens for the next month. The donation was coordinated in partnership with The Center at Sierra Health Foundation, the Black Child Legacy Campaign and seven BCLC community partners.
  - Dennis Smith Jr. purchased food vouchers for 575 first responders in his hometown of Fayetteville, NC. He also purchased 32 computers for local students to have the ability to learn remotely while their schools are closed.
  - JJ Redick and his wife, Chelsea, partnered with Lineage Logistics to bring 1.8M meals to those in need in New Orleans.
  - James Harden partnered with Kroger to provide a week's worth of groceries to 600 families each week for eight weeks to benefit the most vulnerable communities during the coronavirus crises (families in Alief, Third Ward, Fifth Ward, Southeast Houston, and Northeast Houston).
- ◇ Driven more than 50,000 new mentor signups at Mentoring.org.
  - ◇ Launched nine, 10-week Building Bridges Through Basketball programs in New Orleans, LA, Chicago, Detroit and Charlotte.
  - ◇ Brought together more than 13,000 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, Equal Justice Initiative, Represent Justice, the Obama Foundation's My Brother's Keeper Alliance and more.
  - Building Bridges Through Basketball. In partnership with Under Armour, RISE, local youth programs and law enforcement, the NBA family has launched nine 10-week programs that bring together youth and law enforcement for basketball, facilitated conversations and leadership activities to explore concepts of identity, stereotyping, conflict resolution and teamwork in Chicago, Charlotte, Los Angeles, New Orleans and Detroit. In 2019, the program was recognized by ESPN during the Sports Humanitarian Awards.
  - Social Justice Task Force. The Orlando Magic is developing an internal task force to address a number of issues related to racism. Among those: law enforcement relations, government policy, voting, player programs, internal diversity and inclusion, league programs, economic disparity, business networks and hiring and recruiting.
  - Represent Justice Campaign - Play for Justice. In December 2019, the Sacramento Kings, Milwaukee Bucks, Los Angeles Lakers, and Cleveland Cavaliers partnered with Represent Justice to organize facilitated conversations with incarcerated people and basketball games at correctional facilities. The effort was designed to lift narratives of hope and redemption and break down stigmas associated with individuals – disproportionately people of color and the poor – who are impacted by the criminal justice system.

## Inclusion and Equality

### *NBA Voices*

- NBA Voices. The league and 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 1,150 programs, events and initiatives in all 30 NBA markets, all 12 WNBA markets, and 7 NBA G League markets.

- Magic of Mentoring Summit. Hosted 150 Black or African-American male youth at Magic of Mentoring Summit to learn about careers in sports, leadership, and teamwork.
- Utah Jazz's Lead Together Initiative. On October 25, 2019, the Utah Jazz joined a group of local sports franchises, universities, and athletes to launch the "Lead Together" initiative, a long-term commitment to cultivating and promoting a community culture of inclusion and belonging in professional sports and the community. As part of the effort, the Jazz will host conduct a series of "Let's Talk" town hall events exploring themes of diversity, inclusion and belonging with the goal of identifying actionable steps individuals and organizations can take to create a stronger community.
- 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. The program is designed to train and support 16 high school aged "student trainers" who facilitate regular dialogues and workshops on race, religion, gender, class, disability and sexual orientation with middle school students from diverse backgrounds. These sessions are aimed at cultivating leaders and equipping them with the tools to intervene in challenging social situations using student-authored strategies memorialized in a "playbook" made available to their fellow students, schools, and community organizations.
- Basketball & Life Skills with Incarcerated Young People. Since 2016, the NBA family has partnered with the New York City Department of Education to deliver regular basketball and life skills programs for incarcerated students in the New York area. To date, the league has brought NBA and WNBA players and legends to correctional facilities (including Rikers Island) for 19 day-long programs focused on inspiring students to continue their education and supporting their transition in partnership with leading organizations like Exalt Youth working to empower system-involved youth. In addition, the NBA organized the first-ever game between students and correctional officers at the East River Academy on Riker's Island (on April 20, 2018) and has hosted facilitated conversations between WNBA legends and incarcerated female students.
- NBA Coaches Association partnership with the Innocence Project. Through their partnerships with the Innocence Project & Innocence Network, the NBA Coaches Association works with NBA teams and coaches to invite exonerated people to share their stories with coaches and players, organize community forums, and use social media to shine a light on the injustice of wrongful conviction.
- Vera Institute of Justice Correctional Facility Visits. The NBA works with the Vera Institute of Justice to organize opportunities for teams, players, legends and coaches to visit correctional facilities across the country. These programs provide an opportunity to interact with incarcerated people and learn about the criminal justice system. NBA Legend Caron Butler has participated in multiple programs and events in partnership with Vera, sharing his story and experiences with the criminal justice system to inspire others and shine a light on criminal justice issues.

#### Sensory Inclusion

- KultureCity. In 2017, the NBA partnered with KultureCity, a non-profit that works to help autistic individuals gain acceptance and inclusion and reach their full potential, to re-think accessibility and implement features that create permanent accessibility for those with sensory needs. To date, 29 total teams have launched sensory inclusive partnerships, including 25 NBA teams that 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, Houston Rockets, Indiana Pacers, Memphis Grizzlies, Miami Heat, Milwaukee Bucks, New Orleans Pelicans, New York Knicks, Orlando Magic, Oklahoma City Thunder, Philadelphia 76ers, Phoenix Suns, Portland Trail Blazers, San Antonio Spurs, Sacramento Kings, Toronto Raptors, Utah Jazz, Washington Wizards.
- 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.

- Autism Awareness. 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. In 2018, the flagship NBA Store on Fifth Avenue was certified as the first sensory inclusive retail store in the world, with the help of KultureCity. For the past four years, the NBA has promoted the work of Luv Michael through the league office’s Fast Break snack program for employees. Luv Michael is an organization that produces organic, gluten-free, and nut-free granola while providing life skills education and employing people on the autism spectrum.

### **NBA Pride**

- NBA Pride and Partnerships. As part of the NBA’s ongoing commitment to equality, diversity and inclusion, the NBA and WNBA family works in partnership with leading LGBTQ organizations to support a variety of programs and initiatives designed to support LGBTQ equality and create a more inclusive environment in youth sports. Every year throughout the month of June, the NBA celebrates the LGBTQ community and its allies through leaguewide activities that empower teams, players, fans and employees to share their voices and create a more inclusive environment for all. During the month, teams host Pride-themed in-arena nights, participate in local pride marches and hold special events for local community groups. In addition, the NBA and WNBA partner with Fanatics and GLSEN every June to create an exclusive line of Pride T-Shirts featuring NBA and WNBA team logos. The shirts are available for retail purchase, with all league proceeds benefitting GLSEN.
- Participation in Local Pride Marches: In 2016, NBA Commissioner Adam Silver joined NBA Cares Ambassador Jason Collins and hundreds of NBA and WNBA employees at the NYC Pride March, becoming the first professional sports league to participate in the march. The league has marched in NYC Pride every year since, and many NBA and WNBA teams (including Atlanta, Brooklyn, Chicago, Dallas, Miami, Philadelphia and New York) have participated

in local pride marches and festivals, engaging players, coaches, employees and fans to show their support for the LGBTQ community, 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 October 13, 2019, the Atlanta Hawks participated in the Atlanta Pride Parade.
- In-arena Pride Nights: This season, 19 NBA teams hosted or had plans to host 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. Some highlights include:
  - October 16, 2019 - The Los Angeles Lakers hosted an in-arena pride game which included special in-game entertainment, giveaways and more. During the game, the annual “Laces of Unity” Award was presented by last year’s recipient Jason Collins, to Robbie Rogers. The Laces of Unity Award recognizes individuals in the sports community who have significantly contributed to the LGBTQ community.
  - October 30, 2019 - The Golden State Warriors hosted and LGBTQ In-Arena Game with the team hosting a panel discussion following the game featuring Sue Bird and Megan Rapinoe in addition to several executives including Warriors CEO Rick Welts. Prior to tip-off, Donna Sachet, a San Francisco-based drag actor, singer and activist, performed with members of the San Francisco Gay Men’s Chorus and the San Francisco Flagggers, and one of the original rainbow flags created in San Francisco by Gilbert Baker. The San Francisco Gay & Lesbian Band performed the National Anthem. Cheer SF, founded in 1980 as the world’s first LGBTQ-identified cheerleading team, performed at halftime.

- December 4, 2019 - The Portland Trail Blazers hosted the 4th annual “Rip City Pride Night”. The game featured Cover and feature stories in the team’s game day magazine, performances of the national anthem and halftime, Unique retail items worn by all performance teams and Game Ops staff, a Game Day poster designed by a member of the LGBTQ2SIA+ community & more, a welcome video by Damian Lillard on the big screen, and Digital Rip City Pride Graphics displayed throughout the arena.
- January 4, 2020 - The Chicago Bulls hosted the organization’s second annual Pride game in partnership with BMO Harris Bank featuring a special national anthem and halftime performances by the Chicago Gay Men’s Chorus, along with Pride-themed in-game graphics and entertainment, a pregame player address, a Pride-inspired BMO Artist Hat Series giveaway by local artist and LGBTQ advocate, Nina Palomba, and an “Inspire With Us” shirt and tote, designed in collaboration with Boy Meets Girl for purchase in the Madhouse Team Store.
- Athlete Ally. Kenneth Faried became the first NBA player to serve as an ambassador of Athlete Ally. Athlete Ally is an organization focused on ending homophobia in sports by educating allies in the athletic community and empowering them to take a stand. Athlete Ally provides public awareness campaigns, education programming, and tools and resources to help foster inclusive sports communities. 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 LGTBQ equality and trans visibility in partnership with LGBTQ organizations including GLAAD & Athlete Ally.
- Support for Zebra Coalition. helping the LGBTQ+ youth who have been rejected, many end up on the streets where they are exposed to even more victimization and harassment. The Zebra Coalition has been a \$100,000 recipient from the Orlando Magic Youth Foundation.
- NBA All-Star LGBTQ+ Community Event. On February 12, 2020, during NBA All-Star 2020 in Chicago, the NBA and the Chicago Bulls partnered with Center on Halsted to visit the Center. As part of the visit, NBA and WNBA legends Horace Grant, Jason Collins, Mickey Johnson, and Taj McWilliams-Franklin, as well as Chicago Sky forward Cheyenne Parker participated in a tour of the Center, dinner, and a talent show comprised of youth members from the Center.
- Jr. NBA Coaches Forums: The Jr. NBA is committed to teaching the fundamentals of basketball and using the sport to instill core character values, including sportsmanship, teamwork and respect. As part of that mission, the Jr. NBA organizes regular Coaches Forums that bring together youth basketball coaches to discuss issues related to diversity and gender identity, and strategies that empower coaches as leaders in building an open and inclusive culture in youth basketball. Developed in partnership with Athlete Ally and Positive Coaching Alliance, these forums provide coaches with research, inclusive coaching strategies, and a forum for coaches to ask questions, hear best practices from their peers and develop action plans they can take back to their team or league.

#### **Celebrating MLK Day and Black History Month**

- MLK Day. Each year, the NBA celebrates the life and legacy of Dr. Martin Luther King Jr. through a variety of programs and activities. In addition to focusing attention on the life and legacy of Dr. King and other leaders of the civil and human rights movements, the NBA’s grassroots events, fundraising, and leadership has supported the building of the MLK, Jr. Memorial.
- Nike MLK warm-up shirt. In 2020, teams competing during MLK weekend wore a customized Nike MLK warm-up shirt in honor of Dr. King’s famous “We Cannot Walk Alone” speech. In addition, the Memphis Grizzlies celebrated MLK Day by hosting the fifth annual Jr. NBA MLK tournament, featuring a discussion on race in society with NBA and WNBA

Legends Sheryl Swoopes, Darrell Armstrong, Rick Mahorn, Grant Hill, Elliot Perry, 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 Grizzlies and Pelicans to reflect on the life and legacy of Dr. King. Following the tour, the Grizzlies hosted an award ceremony to honor members of the NBA family who carry on the tradition and legacy of Dr. King.

- **Team MLK Celebrations.** Around the league, teams hosted a variety of service, mentoring, and community events to honor Dr. King’s life and legacy. Sample highlights include:
  - Atlanta Hawks Civil Rights Tour of Atlanta. The Atlanta Hawks, along with Head Coach Lloyd Pierce, toured the King Center District as part of their “Day in the A.” T visit included stops at the Martin Luther King, Jr. National Historical Park Visitors Center, Ebenezer Baptist Church, the crypt of Dr. and Mrs. King, Dr. King’s Birth Home and Freedom Hall.
  - Chicago Bulls “Just Mercy” Film Screening and Community Conversation - Centered around MLK Day, Chicago Bulls players Coby White, Kris Dunn and Denzel Valentine hosted a movie screening for 250 students from Urban Prep and Youth Guidance. The film is about world-renowned civil rights defense attorney Bryan Stevenson working to free a wrongly condemned death row prisoner. Following the film, the youth participated in a community conversation moderated by Xavier McElrath-Bey, from Represent Justice.
  - The Minnesota Timberwolves & Lynx Basketball Academy hosted their 9th Annual MLK Day Classic Tournament. The tournament included the state’s best 24 girls’ teams, grades 4-8, at Maple Grove Middle School and 40 boys’ teams, grades 4-8, at Bloomington Kennedy High School.
  - Washington Wizards “We Are Dreamers” Community Conversation. The Wizards hosted 50 young people of color and six young professionals of color for an MLK Day conversation focused on goal setting. The participants created “Dream Boards” – charting

their goals, resources, and values.

- The New York Knicks hosted two Junior Knicks MLK Day Clinics. The Knicks partnered with Breakaway Hoops to host a special clinic, in celebration of the life of Martin Luther King, Jr. The clinic was hosted at Columbia University. Participants received a Knicks branded t-shirt and Knicks Alumni Larry Johnson made an appearance to talk with the youth about leadership, sacrifice, and integrity. The second clinic was hosted by Level Up Basketball in Old Westbury, NY. John Starks made an appearance and engaged with youth.
- Utah Jazz MLK Day Community Conversation and Clinic. The Utah Jazz held an educational workshop and basketball clinic for students at Vivint Smart Home Arena on MLK Day. The event began with a Martin Luther King-themed coding activity for seventh and eighth grade students. The activity invited the youth to solve coding problems and incorporates King’s tenets of nonviolence, social change and justice. Following the workshop, the students participated in a basketball clinic led by Jazz Youth coaches on the home court of the Jazz. The participants returned to Vivint Smart Home Arena for the Jazz vs. Pacers game that evening, where the team commemorated Dr. King with numerous in-game activations.
- **Black History Month.** 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.

### **Gender Equality**

- **Her Time to Play.** In 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.

- Women and Girls Empowerment Programs. Every season, NBA and WNBA teams host programs and events aimed at empowering and inspiring young women and girls. NBA efforts have included the Golden State Warriors Take Flight initiative, Detroit Pistons Girls Summit, Portland Trailblazers Women in Sports initiative, Utah Jazz “Women Empowered” seminar, Sacramento Kings Women of Inspiration summit, Memphis Grizzlies Girls' Summit and the Atlanta Hawks Business of Basketball initiative. WNBA efforts have included Minnesota Lynx Inspiring Women program, Las Vegas Aces Women of Inspiration panel, Phoenix Mercury Estrella Women’s Jail visit, Los Angeles Sparks #WeAreWomen campaign, and the New York Liberty UNITY Day.
- National Girls and Women in Sports Day. On February 5, 2020, the WNBA joined youth organizations across the country to celebrate the 34th annual National Girls & Women in Sports Day (NGWSD). NGWSD is a national celebration, led by the Women’s Sports Foundation, that recognizes the extraordinary achievements of women and girls in sports. All twelve WNBA teams, eight NBA teams, and an NBA G League team activated around the day in record numbers. The league held a clinic and mentorship event at a New York City school with current and former WNBA players, WNBA employees, and NBA Women’s Network members serving as mentors and volunteer coaches.
- Women’s History Month and International Women’s Day. In March 2020, the NBA, WNBA, NBA G League and NBA 2K League celebrated Women’s History Month (WHM) and International Women’s Day (IWD) in-arena, across broadcast and through community engagement opportunities to highlight the economic and cultural achievements of women. Multiple NBA teams held in-arena theme nights and community events, including the Charlotte Hornets,

Dallas Mavericks, New York Knicks, Houston Rockets, Memphis Grizzlies, Orlando Magic, Utah Jazz, and Washington Wizards.

### Education

- Discovery Education. In 2016, the NBA partnered with Discovery Education to build interactive math problems derived from NBA and WNBA game footage and statistics, including points, rebounds, assists and more, to be 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, each year the NBA and Discovery Education educators 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 virtual field trips target students grade 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.
- NBA Math Hoops. NBA Math Hoops features a fast-paced basketball board game and mobile app that build fundamental math skills through direct engagement with real statistics of NBA and WNBA players. The NBA Math Hoops game engages 3rd-8th grade students with everything from basic arithmetic to coordinate geometry, percentages, and statistical analysis. It helps develop cognitive skills such as operational fluency, decision-making, visual analysis, while simultaneously developing students’ intrinsic interest in the real-world applications of math. In 2019, students who completed the program achieved 33% gains in basic math fluency and 18% improvement on a test measuring higher-order skills related to statistics and data analysis. To date, over 250,000 students have solved more than 175 million math problems through the NBA Math Hoops program.

**NBA Math Breaks.** Through NBA Math Breaks presented by AT&T, students stay engaged in learning outside of the classroom. Each week, NBA and WNBA players walk students through basic math skills that are embedded within and work beyond the core NBA Math Hoops curriculum. Since its launch on April 20, 2020, NBA Math Breaks presented by AT&T has generated over 3.5M views and 17K actions across @NBA and @JrNBA social channels.

- **Girls Who Code.** 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.
- **Live, Learn and Play Centers.** 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 Live, 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 1,300 new places to live, learn, or play in over 40 countries and territories.
- **NBA Hackathon.** In the Fall of 2019, as part of the NBA's Hackathon, the league invited 20 young women and men of color from Script Ed 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

- **National Mentor Recruitment Campaign.** 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).
- **Milwaukee Bucks Mentoring Affiliate and Programs.** In January 2019, 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. In 2019, the Magic expanded their mentorship efforts with The City of Orlando & Orange County Public Schools, paired Magic staff with local youth for an in-depth mentoring experience and hosted their fourth annual Magic of Mentoring Minority Male Youth Summit in January.

- **Player Mentoring Programs.** Many NBA and WNBA players have launched mentoring initiatives to support young people with participating mentors, including, Bradley Beal, Damian Lillard, George Hill, Caris LeVert, Kemba Walker, Pat Connaughton, and the Atlanta Dream's Angel McCoughtry.
- **Jr. NBA.** In 2015, the NBA relaunched the Jr. NBA as the league's youth basketball participation program that provides a fun environment for kids to learn the fundamentals and values of the game. The Jr. NBA, presented by Under Armour in the U.S., is focused on promoting healthy and respectful relationships between players, coaches, parents, and referees, and offers a free coaching curriculum covering all levels of the game on JrNBA.com. Through a network of affiliated youth basketball organizations and programs such as the Jr. NBA Global Championship, a national skills challenge competition, 3v3 leagues, and a girls participation initiative Her Time To Play, the Jr. NBA program in the U.S. reaches more than ten million youth ages 6-14 each year, while Jr. NBA continues to grow internationally across 72 countries reaching 60.4 million boys and girls.

### **Health and Wellness**

- **NBA FIT.** NBA FIT is the league's comprehensive health and wellness platform that encourages physical and mental well-being for fans of all ages. NBA FIT utilizes the best athletes in the world to showcase their extensive training and nutrition regimens as well as to promote a holistic approach to total health; physically, mentally and emotionally.
- **Mind Health.** In 2018, the NBA integrated mental wellbeing and mindfulness programming into NBA FIT programs that reach millions of youth across the country. Throughout the year and during NBA FIT Week, WNBA FIT Month, NBA All-Star, and Mental Health Awareness Month, the league leads conversations, provides instruction and shares resources and tools with youth around mental wellness: coping with stress, building resiliency, the challenges of adolescence and the benefits of mindfulness and meditation practices. The NBA has also provided free tools for teachers and schools for mindfulness programming and has renovated or refurbished spaces that encourage meditation and mindfulness practice.

The league partners with best-in-class organizations, including Headspace, The Jed Foundation, Crisis Text Line and Mental Health America to help guide and inform the support provided to fans, youth and members of the NBA family.

- **Kaiser Permanente Partnership.** Since the beginning of the 2014-15 NBA Season, Kaiser Permanente has served as the league's official health care partner and official partner of NBA and WNBA FIT, providing 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.
- **NBA FIT Week.** Presented by Kaiser Permanente, NBA FIT Week 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, and in-arena and online programming.
- **WNBA FIT Month.** In August 2017, the WNBA launched its first WNBA FIT Month, utilizing the voices of the best female athletes to share their approach to physical and mental well-being and encourage fitness among fans of all ages. As part of WNBA FIT Month presented by Kaiser Permanente, the WNBA and its teams also support WNBA Breast Health Awareness, raising awareness and inspiring others in the fight against breast cancer. In partnership with Bright Pink, the WNBA focuses on the prevention and early detection of breast and ovarian cancer in young women while providing support for high-risk individuals.
- **All-Star FIT Celebration.** 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 our NBA All-Star FIT Celebration. For All-Star 2020, the NBA FIT Celebration presented by Kaiser Permanente brought members of the NBA and WNBA family together to dedicate and celebrate new parent resource center and mindfulness rooms along with a newly refurbished gym at Emmett Louis Till Math and Science Academy

in Chicago.

- **Total Health Forum.** Since 2015, the NBA and Kaiser Permanente have convened guests from the worlds of sport, business, community, and government for the annual Total Health Forum. Each year, the Total Health Forum addresses unique and pressing health concerns for our nation, including most recently the impact of housing and socioeconomic factors on health outcomes. Featured speakers have included NBA Commissioner Adam Silver, Kaiser Permanente Chairman and CEO Greg Adams, NBA and WNBA Legends Alonzo Mourning and Chamique Holdsclaw, and Olympic Gold Medalist Aly Raisman.
- **Hoops for St. Jude.** The NBA celebrates Hoops for St. Jude as part of NBA FIT Week presented by Kaiser Permanente. Since 2009, St. Jude and the NBA have joined forces for a season-long campaign that unites the entire NBA community in supporting children battling cancer and other life-threatening diseases. During Hoops for St. Jude, NBA teams, players and coaches create unique ways to build awareness and raise money for St. Jude, while showing fans how it helps to give back.
- **Make-A-Wish.** The NBA, its teams and players have partnered with Make-A-Wish since 2006 to create lasting memories and life-changing experiences for children with critical illnesses. Make-A-Wish is the world's leading children's wish-granting organization, serving children in every community in the United States and in more than 50 countries worldwide.
- **No Kid Hungry Campaign.** 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. In 2020, as part of NBA Together, the NBA is supporting No Kid Hungry's efforts to fight food insecurity and connect families with meals. In recent years, the NBA has partnered with No Kid Hungry to create a PSA campaign with NBA All-Star Chris Paul, drive support of National Youth Day, School Breakfast week, and the Summer of Strength campaigns. 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.
- **Nothing But Nets.** As 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.
- **AIDS Awareness.** 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.
- **WNBA Breast Health.** 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**

- Hoops for Troops. NBA Cares Hoops for Troops is the league's program committed to service and honoring active and retired service men, women and their families in collaboration with the Department of Defense and Joint Chiefs of Staff. Each year, through the Commitment to Service initiative, the NBA supports hundreds of thousands of active and retired armed forces members and their families by focusing on four pillars – transition, community, leadership, and health. Led by teams and current and former players, the initiative features a year-long schedule of events across the country, including USO Tours, exhibition games, basketball clinics, open practices, speaking engagements, meet-and-greets, special experiences for TAPS families, and more. Community partnerships under the Hoops for Troops umbrella include Department of Defense, Tragedy Assistance Program for Survivors, United Service Organizations (USO), United Through Reading and Soldier Strong.
- Hoops for Troops Week. During Hoops for Troops Week and Veterans Day activations, the league, teams and current and former NBA players work with all five branches of the military in communities to coordinate events and in-arena activities for troops and their families. To commemorate the holiday, NBA players and referees wear special on-court apparel, including Hoops for Troops warm-ups.
- Jr. NBA on Military Bases. 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 on bases.
- General Martin E. Dempsey. 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 provides the NBA with counsel on leadership

and service and serves as chairman of the Jr. NBA Leadership Council.

- Tragedy Assistance Program for Survivors (TAPS). The NBA works closely with TAPS throughout the year to support families who have lost loved ones serving in the armed forces. Players, coaches, referees, and teams host TAPS families for unique experiences including meet-and-greets and on-court recognition moments.
- Joint Chiefs of Staff Tour. The NBA participates in the USO Vice Chairman of the Joint Chiefs of Staff Tour each year, with members of the NBA family joining multiple stops worldwide, including Europe, Asia, and the Middle East. The Vice Chairman's global troop visit is an expression of appreciation to our troops serving overseas and an opportunity to meet with service men and women, family members and commanders on the ground.
- NBA Family Military Ties. Many current and former NBA and WNBA players and coaches have personal ties to the military and are passionate about supporting troops and veterans, including Rip Hamilton, John Collins, Ray Allen, Marshall Plumlee, Nassir Little, Karl Malone, David Robinson, Shaquille O'Neal, Robert Horry, Ruthie Bolton, Taj McWilliams-Franklin, Ruth Riley, Cody Zeller, Kevin Knox and Lenny Wilkens.

### **Environment**

- NBA Green is a league wide 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), Chase Center (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) Chase Center (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 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 hosted 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 was 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 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>2019-2020</b>			<b>2010-2011</b>			<b>2001-2002</b>		
White	16.9%	83	White	16.7%	75	White	20.0%	x
Black or African-American	74.2%	365	Black or African-American	77.7%	348	Black or African-American	78.0%	x
Hispanic or Latino(a)	2.2%	11	Hispanic or Latino(a)	4.5%	20	Hispanic or Latino(a)	1.0%	x
Asian	0.4%	2	Asian	0.7%	3	Asian	<1	x
Am. Indian or Alaska Native	0.0%	0	Other	0.4%	2	Other	0.0%	x
Other	6.3%	31	International	17.0%	76			
Total		492	Total		448			
<b>2018-2019</b>			<b>2009-2010</b>			<b>2000-2001</b>		
White	18.1%	89	White	18.4%	81	White	21.0%	x
Black or African-American	74.8%	368	Black or African-American	76.9%	339	Black or African-American	78.0%	x
Hispanic or Latino(a)	2.4%	12	Hispanic or Latino(a)	3.2%	14	Hispanic or Latino(a)	1.0%	x
Asian	0.8%	4	Asian	0.7%	3	Other	0.0%	x
Other	3.9%	19	Other	0.9%	4			
International	20.7%	102	International	18.4%	81			
Total		492	Total		441			
<b>2017-2018</b>			<b>2008-2009</b>			<b>1999-2000</b>		
White	19.3%	93	White	18.2%	82	White	22.0%	x
Black or African-American	73.9%	356	Black or African-American	77.3%	348	Black or African-American	78.0%	x
Hispanic or Latino(a)	2.3%	11	Hispanic or Latino(a)	3.1%	14	Hispanic or Latino(a)	<1%	x
Asian	0.6%	3	Asian	0.7%	3	Other	0.0%	x
Other	3.9%	19	Other	0.7%	3			
International	16.6%	96	International	17.6%	79			
Total		578	Total		450			
<b>2016-2017</b>			<b>2007-2008</b>			<b>1998-1999</b>		
White	19.1%	86	White	19.6%	89	White	21.0%	x
Black or African-American	74.4%	335	Black or African-American	75.6%	343	Black or African-American	78.0%	x
Hispanic or Latino(a)	4.9%	22	Hispanic or Latino(a)	3.3%	15	Hispanic or Latino(a)	1.0%	x
Asian	0.7%	3	Asian	0.4%	2	Other	0.0%	x
Other	0.9%	4	Other	1.1%	5			
International	25.1%	113	International	17.8%	81			
Total		450	Total		454			
<b>2015-2016</b>			<b>2006-2007</b>			<b>1997-1998</b>		
White	18.3%	82	White	20.7%	91	White	23.0%	x
Black or African-American	74.3%	333	Black or African-American	75.0%	330	Black or African-American	77.0%	x
Hispanic or Latino(a)	6.3%	28	Hispanic or Latino(a)	3.0%	13	Hispanic or Latino(a)	<1%	x
Asian	0.2%	1	Asian	0.5%	2	Other	0.0%	x
Other	0.9%	4	Other	0.9%	4			
International	22.3%	100	International	18.6%	82			
Total		448	Total		440			
<b>2014-2015</b>			<b>2005-2006</b>			<b>1996-1997</b>		
White	23.3%	104	White	22.5%	97	White	20.0%	x
Black or African-American	74.4%	332	Black or African-American	72.9%	315	Black or African-American	79.0%	x
Hispanic or Latino(a)	1.8%	8	Hispanic or Latino(a)	3.0%	13	Hispanic or Latino(a)	<1%	x
Asian	0.2%	1	Asian	0.5%	2	Other	<1%	x
Other	0.2%	1	Other	1.2%	5			
International	21.3%	95	International	19.0%	82			
Total		446	Total		432			
<b>2013-2014</b>			<b>2004-2005</b>			<b>1995-1996</b>		
White	19.5%	89	White	22.8%	98	White	20.0%	x
Black or African-American	77.0%	351	Black or African-American	73.0%	313	Black or African-American	80.0%	x
Hispanic or Latino(a)	3.1%	14	Hispanic or Latino(a)	2.1%	9	Hispanic or Latino(a)	0.0%	x
Asian	0.2%	1	Asian	0.7%	3	Other	<1%	x
Other	0.2%	1	Other	1.4%	6			
International	20.6%	94	International	18.9%	81			
Total		456	Total		429			
<b>2012-2013</b>			<b>2003-2004</b>			<b>1994-1995</b>		
White	19.0%	87	White	22.2%	91	White	18.0%	x
Black or African-American	76.3%	350	Black or African-American	75.9%	311	Black or African-American	82.0%	x
Hispanic or Latino(a)	4.4%	20	Hispanic or Latino(a)	1.2%	5	Hispanic or Latino(a)	0.0%	x
Asian	0.2%	1	Asian	0.7%	3	Other	0.0%	x
Other	0.2%	1	Other	0.0%	0			
International	18.7%	86	International	16.6%	68			
Total		459	Total		410			
<b>2011-2012</b>						<b>1993-1994</b>		
White	18.2%	79				White	21.0%	x
Black or African-American	78.1%	339				Black or African-American	79.0%	x
Hispanic or Latino(a)	3.2%	14				Hispanic or Latino(a)	0.0%	x
Asian	0.2%	1				Other	0.0%	x
Other	0.2%	1						
International	16.8%	73						
Total		434						
						<b>1992-1993</b>		
						White	23.0%	x
						Black or African-American	77.0%	x
						Hispanic or Latino(a)	0.0%	x
						<b>1991-1992</b>		
						White	25.0%	x
						Black or African-American	75.0%	x
						Hispanic or Latino(a)	0.0%	x
						<b>1990-1991</b>		
						White	28.0%	x
						Black or African-American	72.0%	x
						Hispanic or Latino(a)	0.0%	x
						<b>1989-1990</b>		
						White	25.0%	x
						Black or African-American	75.0%	x
						Hispanic or Latino(a)	0.0%	x

Table 1

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

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

Table 3

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

Table 4

Historical Listing of Head Coaches of Color in the NBA									
NBA (83 coaches as of July 22 of the 2019-2020 season)									
Atlanta Hawks			Houston Rockets			Seattle SuperSonics/Oklahoma City Thunder			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Lenny Wilkens	1993-00	327-262	Don Chaney	1988-92	166-143	Lenny Wilkens	1969-72	121-125	
Mike Woodson	2004-10	217-304	<i>J.B. Bickerstaff</i>	2015-16	37-34	Bill Russell	1973-77	168-175	
Larry Drew	2010-13	138-116				Lenny Wilkens	1977-85	394-309	
Lloyd Pierce	2018-Present	49-100				Bob Hopkins	1977-78	5-17	
						Bernie Bickerstaff	1985-90	214-223	
						K.C. Jones	1990-92	61-62	
						Nate McMillan	2000-05	220-191	
<b>Total</b>	<b>731-782</b>		<b>Total</b>	<b>203-177</b>		<b>Total</b>	<b>1,183-1,102</b>		
Boston Celtics			Indiana Pacers			Orlando Magic			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Bill Russell	1966-69	190-101	Mel Daniels	1988-89	0-2	Doc Rivers	1999-03	176-178	
Tom Sanders	1977-79	23-39	Isaih Thomas	2000-03	136-125	Johnny Davis	2004-05	51-84	
K.C. Jones	1983-88	373-139	Nate McMillan	2016-Present	177-134	Jacque Vaughn	2012-15	58-158	
M.L. Carr	1995-97	48-116							
Doc Rivers	2004-2013	475-352							
<b>Total</b>	<b>1,109-747</b>		<b>Total</b>	<b>313-261</b>		<b>Total</b>	<b>285-420</b>		
New Jersey/Brooklyn Nets			Los Angeles Clippers			Philadelphia 76ers			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Avery Johnson	2010-13	60-116	Don Chaney	1984-87	53-132	Fred Carter	1992-94	32-76	
Jason Kidd	2013-14	44-38	Mack Calvin	1991-92	1-1	John Lucas	1994-96	42-122	
Lionel Hollins	2014-16	48-71	Alvin Gentry	2000-03	89-133	Johnny Davis	1996-97	22-60	
<i>Tony Brown</i>	2016	11-34	Dennis Johnson	2002-03	8-16	Randy Avers	2003-04	21-31	
Jacque Vaughn	2019-Present	2-0	Doc Rivers	2013-Present	351-205	Maurice Cheeks	2005-08	124-151	
						Eddie Jordan	2009-10	27-55	
<b>Total</b>	<b>165-259</b>		<b>Total</b>	<b>502-487</b>		<b>Total</b>	<b>268-495</b>		
Charlotte Hornets			Los Angeles Lakers			Phoenix Suns			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Gene Littles	1989-91	37-87	Magic Johnson	1993-94	5-11	Frank Johnson	2001-04	65-75	
Paul Silas	1998-03	221-171	Mike Brown	2011-13	47-36	Terry Porter	2008-09	28-23	
Bernie Bickerstaff	2004-06	77-169	<i>Bernie Backerstaff</i>	2012-13	4-1	Alvin Gentry	2008-13	158-144	
Sam Vincent	2007-08	32-50	Byron Scott	2014-16	38-126	Earl Watson	2015-18	33-85	
Paul Silas	2010-12	32-88				Monty Williams	2019-Present	26-39	
James Borrego	2018-Present	62-85							
<b>Total</b>	<b>461-650</b>		<b>Total</b>	<b>94-174</b>		<b>Total</b>	<b>310-363</b>		
Chicago Bulls			Vancouver/Memphis Grizzlies			Portland Trailblazers			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
<i>Bill Berry</i>	2001-02	0-2	Sidney Lowe	2001-03	46-126	Lenny Wilkens	1974-76	75-89	
Bill Cartwright	2001-04	51-100	Lionel Hollins	2004-05	0-4	Maurice Cheeks	2001-04	165-146	
<i>Pete Myers</i>	2003 & 2008	0-3	Lionel Hollins	2008-13	214-172	Nate McMillan	2005-12	272-281	
			Johnny Davis	2009	0-2	Kaleb Canales	2012-13	8-15	
			David Fizdale	2017-18	50-51				
<b>Total</b>	<b>51-105</b>		<b>Total</b>	<b>310-355</b>		<b>Total</b>	<b>520-531</b>		
Cleveland Cavaliers			Miami Heat			Sacramento Kings			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Gene Littles	1985-86	4-11	Alvin Gentry	1994-95	15-21	Bill Russell	1987-88	17-41	
Lenny Wilkens	1986-93	334-281	Erik Spoelstra	2008-Present	564-387	Eddie Jordan	1996-98	33-64	
John Lucas	2001-03	37-87				Reggie Theus	2007-09	44-62	
Keith Smart	2002-03	9-31				Kenny Natt	2008-09	11-47	
Paul Silas	2003-05	69-77				Keith Smart	2011-13	48-93	
Mike Brown	2005-10	314-167							
Byron Scott	2010-13	64-166							
Mike Brown	2013-14	33-49							
Tyron Lue	2016 - 19	128-83							
<i>J.B. Bickerstaff</i>	2019-Present	5-6							
<b>Total</b>	<b>997-958</b>		<b>Total</b>	<b>579-408</b>		<b>Total</b>	<b>153-307</b>		
Dallas Mavericks			Milwaukee Bucks			San Antonio Spurs			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Gar Heard	1992-93	9-44	Terry Porter	2003-04	72-97	John Lucas	1992-94	100-57	
Quinn Buckner	1993-94	13-69	Larry Drew	2013-14	15-67				
Jim Cleamons	1996-98	28-70	Jason Kidd	2014-18	139-152				
Avery Johnson	2005-08	217-94							
<b>Total</b>	<b>267-277</b>		<b>Total</b>	<b>226-316</b>		<b>Total</b>	<b>100-57</b>		
Denver Nuggets			Minnesota Timberwolves			Toronto Raptors			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Gene Littles	1994-95	3-13	Sidney Lowe	1993-94	33-102	Darrell Walker	1996-98	41-90	
Bernie Backerstaff	1994-96	59-71	Dwane Casey	2005-07	53-69	Butch Carter	1997-00	73-95	
Mike Evans	2001-02	18-38	Sam Mitchell	2015-16	29-53	Lenny Wilkens	2000-02	121-142	
Michael Cooper	2004	4-10				Sam Mitchell	2004-08	159-197	
Brian Shaw	2013-15	56-85				Dwane Casey	2011-18	261-215	
Melvin Hunt	2015	10-13							
<b>Total</b>	<b>150-230</b>		<b>Total</b>	<b>115-224</b>		<b>Total</b>	<b>655-739</b>		
Detroit Pistons			New Orleans Pelicans			Utah Jazz			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Earl Lloyd	1971-73	22-53	Elgin Baylor	1974-75	0-1	Tyrone Corbin	2010-2014	112-150	
Ray Scott	1972-76	151-140	Elgin Baylor	1976-79	86-134				
Don Chaney	1993-95	48-116	Paul Silas	1998-03	221-171				
Alvin Gentry	1997-00	75-75	Byron Scott	2004-09	211-225				
Michael Curry	2008-09	39-43	Monty Williams	2010-15	173-221				
Maurice Cheeks	2013-14	21-29	Alvin Gentry	2015-Present	173-219				
Dwayne Casey	2018-Present	61-87							
<b>Total</b>	<b>447-543</b>		<b>Total</b>	<b>864-971</b>		<b>Total</b>	<b>112-150</b>		
Golden State Warriors			New York Knicks			Washington Wizards			
Coach	Year(s)	Record	Coach	Year(s)	Record	Coach	Year(s)	Record	Coach
Al Attles	1969-83	588-548	Willis Reed	1977-79	51-51	K.C. Jones	1973-76	169-112	
Bob Lanier	1994-95	12-25	Stu Jackson	1989-91	56-51	Wes Unseld	1987-94	204-348	
Keith Smart	2010-11	36-46	Don Chaney	2001-03	72-112	Bernie Bickerstaff	1997-99	77-75	
Mark Jackson	2011-14	130-119	Herb Williams	2003-04	17-27	Gar Heard	1999-00	14-30	
			Lenny Wilkens	2003-05	40-45	Darrell Walker	1999-00	15-23	
			Isiah Thomas	2006-07	56-108	Leonard Hamilton	2000-01	19-63	
			Mike Woodson	2012-14	116-89	Eddie Jordan	2003-09	205-242	
			Derek Fisher	2014-16	40-96	Ed Tapscott	2008-09	18-53	
			David Fizdale	2018-20	21-83				
<b>Total</b>	<b>766-738</b>		<b>Total</b>	<b>469-662</b>		<b>Total</b>	<b>313-946</b>		

Table 5

*Italicized names: interim coaches* Records are as of July 22, 2020.

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

Table 6

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

Table 7

General Manager								
	%	#		%	#		%	#
2019-2020			2010-2011			2001-2002		
White	72.0%	18	White	73.3%	22	White	83.3%	25
Black or African-American	20.0%	5	Black or African-American	23.3%	7	Black or African-American	16.7%	5
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	3.3%	1	Asian	0.0%	0
Other	8.0%	2	Other	0.0%	0	Other	0.0%	0
Total		25	Total		30	Total		30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2018-2019			2009-2010			2000-2001		
White	73.9%	17	White	87.0%	20	White	79.3%	23
Black or African-American	21.7%	5	Black or African-American	13.0%	3	Black or African-American	20.7%	6
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	4.3%	1	Other	0.0%	0	Other	0.0%	0
Total		23	Total		23	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2017-2018			2008-2009			1999-2000		
White	80.0%	20	White	90.3%	28	White	86.2%	25
Black or African-American	12.0%	3	Black or African-American	9.7%	3	Black or African-American	13.8%	4
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	4.0%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.0%	1	Other	0.0%	0	Other	0.0%	0
Total		25	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2016-2017			2007-2008			1998-1999		
White	90.0%	27	White	76.7%	23	White	79.3%	23
Black or African-American	6.7%	2	Black or African-American	23.3%	7	Black or African-American	20.7%	6
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015-2016			2006-2007			1997-1998		
White	86.7%	26	White	73.3%	22	White	72.4%	21
Black or African-American	10.0%	3	Black or African-American	26.7%	8	Black or African-American	27.6%	8
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014-2015			2005-2006			1996-1997		
White	80.6%	25	White	77.4%	24	White	72.4%	21
Black or African-American	16.1%	5	Black or African-American	22.6%	7	Black or African-American	27.6%	8
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.2%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		31	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013-2014			2004-2005			1995-1996		
White	76.7%	23	White	77.4%	24	White	69.0%	20
Black or African-American	20.0%	6	Black or African-American	22.6%	7	Black or African-American	31.0%	9
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012-2013			2003-2004			1994-1995		
White	76.7%	23	White	83.3%	25	White	69.0%	20
Black or African-American	20.0%	6	Black or African-American	16.7%	5	Black or African-American	31.0%	9
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2011-2012								
White	74.2%	23						
Black or African-American	22.6%	7						
Hispanic or Latino(a)	0.0%	0						
Asian	3.2%	1						
Other	0.0%	0						
Total		31						
Women	0.0%	0						

Table 8

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

Table 9

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

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

Table 11

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

Table 12

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

**Table 13**

NBA Referees					
	%	#		%	#
2019-2020			2012-2013		
White	45.6%	67	White	52.5%	32
Black or African-American	42.2%	62	Black or African-American	45.9%	28
Hispanic or Latino(a)	4.8%	7	Hispanic or Latino(a)	1.6%	1
Asian	1.4%	2	Asian	0.0%	0
Other	6.1%	9	Other	0.0%	0
Total		147	Total		61
Women	22.4%	33	Women	1.6%	1
2018-2019			2011-2012		
White	44.7%	68	White	54.0%	34
Black or African-American	42.1%	64	Black or African-American	41.3%	26
Hispanic or Latino(a)	5.9%	9	Hispanic or Latino(a)	3.2%	2
Asian	1.3%	2	Asian	0.0%	0
Other	5.9%	9	Other	1.6%	1
Total		152	Total		63
Women	19.1%	29	Women	1.6%	1
2017-2018			2010-2011		
White	43.8%	57	White	55.0%	33
Black or African-American	45.4%	59	Black or African-American	41.7%	25
Hispanic or Latino(a)	4.6%	6	Hispanic or Latino(a)	3.3%	2
Asian	1.5%	2	Asian	0.0%	0
Other	4.6%	6	Other	0.0%	0
Total		117	Total		60
Women	13.8%	18	Women	1.7%	1
2016-2017			2009-2010		
White	50.0%	32	White	55.9%	33
Black or African-American	43.8%	28	Black or African-American	40.7%	24
Hispanic or Latino(a)	3.1%	2	Hispanic or Latino(a)	3.4%	2
Asian	0.0%	0	Asian	0.0%	0
Other	3.1%	2	Other	0.0%	0
Total		64	Total		59
Women	1.6%	1	Women	1.7%	1
2015-2016			2008-2009		
White	53.1%	34	White	55.7%	34
Black or African-American	45.3%	29	Black or African-American	39.3%	24
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	4.9%	3
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total		64	Total		61
Women	3.1%	2	Women	1.6%	1
2014-2015			2007-2008		
White	52.4%	33	White	57.6%	34
Black or African-American	46.0%	29	Black or African-American	37.3%	22
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	5.1%	3
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total		63	Total		59
Women	3.2%	2	Women	1.7%	1
2013-2014			2006-2007		
White	51.6%	32	White	64.4%	38
Black or African-American	46.8%	29	Black or African-American	32.2%	19
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	3.4%	2
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total		62	Total		59
Women	1.6%	1	Women	1.7%	1

Table 14