



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

**MAKING WAVES OF CHANGE**

## The 2019 Racial and Gender Report Card:

### Women's National Basketball Association

**by Dr. Richard Lapchick**

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

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## **Executive Summary**

Orlando, FL - October 16, 2019

The 2019 Women's National Basketball Association Racial and Gender Report Card (RGRC) was released today and it confirmed the WNBA continues to remain a leader in the industry among other professional leagues in terms of racial and gender hiring practices. Since the WNBA's inaugural season, it has held the top position in the Racial and Gender Report Cards (RGRC). In the 2019 Report, the WNBA accumulated 94.8 points for a combined grade of an A+. The WNBA earned an A+ for race and an A for gender in the 2019 WNBA Racial and Gender Report Card issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. The WNBA sets the example for a powerful, inclusive representation across their organization in terms of players, coaches, staff, and administration.

This was the 15th consecutive year that the WNBA has received at least an A for its overall race, gender and combined grades. The WNBA had 95.6 points for racial hiring practices and 94.0 points for gender hiring practices in 2019.

The WNBA received an A+ for gender in five categories including team vice presidents and above, assistant coaches, general managers, managers to senior directors and the WNBA League Office. The category of head coaches followed closely with a grade of A-, and the professional team staff category received a B+ grade. The WNBA received at least an A- for race in all categories.

Richard Lapchick, the director of TIDES and

## ***Overall Grade***



A+

## ***Racial Hiring***



A+

## ***Gender Hiring***



A

primary author of the report, said, “The WNBA continues to pave the way for racial and gender diversity amongst all professional leagues. The NBA was the only men’s league close in comparison with an A+ for racial hiring practices and a B for gender hiring practices in the 2019 NBA RGRC. The WNBA again received the highest number of A’s as well as the lowest number of grades below an A in all categories compared to men’s professional leagues. The WNBA experienced the most notable increases occurring in the racial hiring of the categories vice presidents and above this season. In terms of gender hiring, the percentage of women represented as assistant coaches experienced increases in 2019. The WNBA has also shown an increase in the representation of women and people of color in ownership roles for three straight seasons. Additionally, there were five women and only three African-American general managers.

The number of women holding WNBA league office positions has decreased for the fourth consecutive year, from 50.0 percent in 2018 to 48.9 percent in 2019. The representation of people of color as assistant coaches decreased by 7.7 percentage points from 50.0 percent to 42.3 percent in 2019.

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

The WNBA, closely followed by the NBA, is the most diverse league in professional sports with 45.2 percent of all professional positions being held by women and 29.2 percent of all positions being held by people of color. There are 30 women and 17 people of color serving as vice presidents and above in the WNBA team front offices. The highest percentage of women in any category was 61.5 percent of all assistant coaches.

In 2018, there were four positions that were reclassified for the WNBA Racial and Gender Report Card. In the previous editions of the Report Card, the positions categorized as team senior administration included, but were not restricted to titles similar to director, assistant general manager, chief legal counsel, chief operating officer, and chief financial officer. The new classification is managers to senior directors which includes positions from manager to the assistant vice president level. Previous editions included the category of team professional administration. Positions in this category included, but

## WNBA RGRC at a Glance

### *Grade for Race of WNBA Players*

**A+**  **82.7%**  
People of Color

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

**A+**  **46.6%**  
People of Color

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

**A+**  **48.9%**  
Women

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

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

### *Gender Hiring Grade for WNBA Head Coaches*

**A-**  **41.7%**  
Women



were not restricted to titles similar to manager, coordinator, supervisor or administrator. The new classification is team professional staff which includes anyone more junior than a manager but does not include administrative assistants. Team vice presidents and above include but are not restricted to titles similar to vice presidents, senior vice presidents, executive vice presidents, and assistant general managers. Several of the WNBA's teams changed management and/or ownership structures over the last year which had some impact on the results.

Using data from the 2019 season provided by the WNBA, the Institute conducted an analysis of the racial breakdown of the players as well as a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, vice presidents and above, managers to senior directors, professional team staff, and head trainers. Tables for the report are included in Appendix II.

The Institute for Diversity and Ethics in Sport located at the University of Central Florida publishes the Racial and Gender Report Card to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports' personnel and to contribute to the improvement of integration in front office and college athletics department positions. The WNBA Racial and Gender Report Card is the third report issued in 2019 after the release of the reports on Major League Baseball and the National Basketball Association. Listing of professional owners, general managers and head coaches were updated as of May 24, 2019, the beginning of the 2019 season. Other entries and listings were updated as of September 16, 2019. Grades were calculated according to the reporting periods noted herein.

It should be noted that 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 these changes in the section at the end of the report for "How Grades Are Calculated." The changes were only a partial increase from our previous standards to approach current census data and in the coming years we will increase the requirements to fully reflect census data.

## WNBA RGRC at a Glance

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

**A+**  **42.3%**  
People of Color

### *Gender Hiring Grade for WNBA Assistant Coaches*

**A+**  **61.5%**  
Women

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

**A-**  **27.4%**  
People of Color

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

**A+**  **48.4%**  
Women

## Report Highlights

- Fifteen women and 13 people of color held ownership positions on WNBA franchises in 2019. This represented an increase of one person in the number of women and an increase of two persons of color from 2018. Most owners were limited partners.
- The percentage of women holding professional level staff positions in the WNBA League Office decreased for the fourth consecutive year from 50.0 percent in 2018 to 48.9 percent in 2019 and the percentage of people of color decreased significantly from 55.0 percent in 2018 to 46.6 percent. Despite the decreases, both are still higher than any other league covered in the Racial and Gender Report Cards.
- WNBA players of color decreased by 1.6 percentage points in 2019. African-American or Black players decreased from 78.1 percent in 2018 to 67.4 percent in 2019, white players increased from 15.8 percent to 17.4 percent and players classified as “other” increased from 3.4 percent in 2018 to 13.2 percent in 2019. In 2019, there was one Latina player (.7 percent), which was a decrease of one Latina player recorded in 2018. There were two Asian-American players in 2019, the same as in 2018.
- Former WNBA player Tamika Catchings (Indiana Fever) became the Vice President at her former team. Former player Penny Taylor (Phoenix Mercury) was named the assistant coach for her former team in Phoenix in the 2019 season.
- For the 2019 season, there were three African-American head coaches (25.0 percent), remaining the same from the 2018 season. There were five women as head coaches in the 2019 season, which was a decrease of one compared to the 2018 season.
- The percentage of people of color holding assistant coaching positions decreased by 7.7 percentage points from 50.0 percent in 2018 to 42.3 percent in 2019. This represents a downward trend of people

### *Players of Color*

84.2% 2018  82.7% 2019

### *Head Coaches of Color*

25.0% 2018 25.0% 2019

### *Women Head Coaches*

50.0% 2018  41.7% 2019

### *Assistant Coaches of Color*

50.0% 2018  42.3% 2019

### *Women Assistant Coaches*

59.4% 2018  61.5% 2019

of color in this position from the previous record of 52 percent in 2014. The percentage of women holding assistant coaching positions increased from 59.4 percent in 2018 to 61.5 percent in 2019, which is also the highest percentage of women occupied roles in the WNBA this year.

- There were five women who were CEO/Presidents, a decrease of one from 2018. There were three people of color who held these positions in 2019, which was a decrease from four in 2018.
- In the 2019 season, there were five women and three African-American general managers. There have been no Asian or Latino general managers recorded in the history of this report starting in 2004. The record high for women as GMs was ten in 2004.
- In the 2019 season, the percentage of people of color who held team vice president or above positions saw a significant increase of 8.1 percentage points, going from 19.3 percent in 2018 to 27.4 percent in 2019. Note that there was a decrease in the total number of team vice president positions from 2018. The percentage of women team vice presidents decreased by 0.2 percentage points from 48.6 percent to 48.4 percent.
- Cathy Engelbert became Commissioner of the WNBA in July 2019, replacing Lisa Borders, who led the league as President since 2016. In early October, Borders announced she was leaving to become the President and CEO of Time's Up. NBA Deputy Commissioner Mark Tatum oversaw the WNBA on an interim basis until Engelbert took over. The title of the position changed from "President" to "Commissioner".



## ***General Managers of Color***

**25.0%**  **27.3%**  
2018 2019


## ***Women General Managers***

**50.0%**  **45.5%**  
2018 2019

## ***Team VPs and Above of Color***

**16.2%**  **27.4%**  
2018 2019

## ***Women VPs and Above***

**48.6%**  **48.4%**  
2018 2019

## Overall Grades


The WNBA received a combined grade of an A+ after earning an A+ for race and an A for gender in the 2019 WNBA Racial and Gender Report Card. This marks the 15th consecutive year that the WNBA has received at least As for its overall race, gender, and combined grades. The 94.8 points accumulated for the combined grade was 2.8 percentage points below the 2018 WNBA RGRC results. In 2018 the WNBA accrued 97.6 percentage points for a combined grade of an A+, which set the record for the all-time highest combined grade received for the WNBA reports.

The WNBA received an A+ for gender and race in the categories of the WNBA League Office and assistant coaches. An A+ was also given for gender for general managers, team vice presidents and above, and team managers to senior directors. In addition, an A+ was given for race for players and professional team staff.


An A- was given for race for head coaches, general managers, team vice presidents and above, and team managers to senior directors. In gender, the category of head coaches received an A-, while the professional team staff category received a B+.

The WNBA still had the highest number of A+ and the lowest number of grades below an A- in all categories compared to the other professional leagues. There was only one category in gender that received a grade below an A- in the 2019 WNBA RGRC.

### *Racial Hiring:*

<b>95.1</b>		<b>95.6</b>
-2018-		-2019-

### *Gender Hiring:*

<b>99.9</b>		<b>94.0</b>
-2018-		-2019-

### *Overall Score:*

<b>97.6</b>		<b>94.8</b>
-2018-		-2019-



## Grades by Category

### WNBA Players

In the 2019 WNBA season, 17.4 percent of the players were white, which was a 1.6 percent increase from the 2018 season. There were 67.4 percent African-American or Black players (a decrease of 10.7 percent) and players classified as “other” represented 13.2 percent which was a significant increase of 9.8 percent from 2018. In 2019, there was one Latina player (0.7 percent), which was a decrease of one Latina player recorded in 2018. There were two Asian-American players recorded (1.4 percent) in 2019, the same as the 2018 season. There was a significant increase in international players which represented 24.3 percent of the League’s players at the start of the 2019 season, a substantial 10.6 percent increase from the 2018 season.

### WNBA Grade for Race of Players

# A+

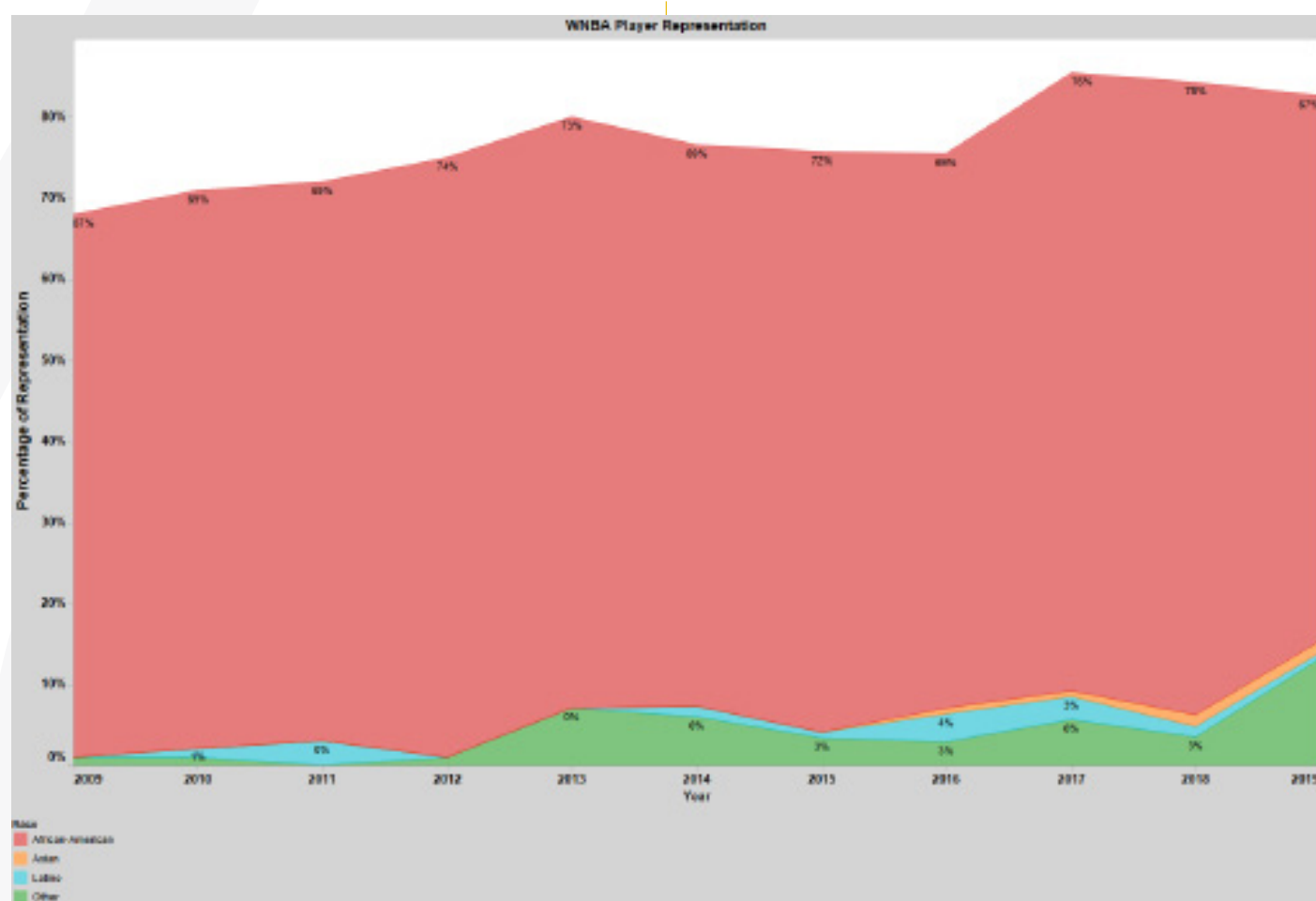


# 82.7%

Players of Color

See Table 1.

*\*Starting with the 2013 WNBA RGRC, reporting on international player data was no longer calculated in the overall player percentages. However, it remains part of the player table (see Table 1). An international player will be classified as both international and under her recognized race.*



## WNBA League Office

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

Cathy Engelbert became Commissioner of the WNBA in July 2019, replacing Lisa Borders, who led the league since 2016. In early October, Borders announced she was leaving to become the President and CEO of Time’s Up. NBA Deputy Commissioner Mark Tatum oversaw the WNBA on an interim basis until Engelbert took over. The title of the position changed from “President” to “Commissioner”.

The percentage of people of color holding professional level staff positions in the WNBA League Office decreased by 8.4 percentage points to 46.6 percent in 2019 (down from

55.0 percent). The percentage of women decreased for the fourth consecutive year by 1.1 percentage points to 48.9 percent (down from 50.0 percent). African-Americans occupied 40 percent of the positions in 2019 while whites held 53.3 percent. For the fifth consecutive season there were no Asians holding a professional level staff position in the WNBA League Office. There is one (2.2 percent) Latino holding professional level staff positions in the WNBA League Office. Two people (4.4 percent) were listed as “other” in the 2019 WNBA RGRC; in 2018 there were four (10 percent) people.

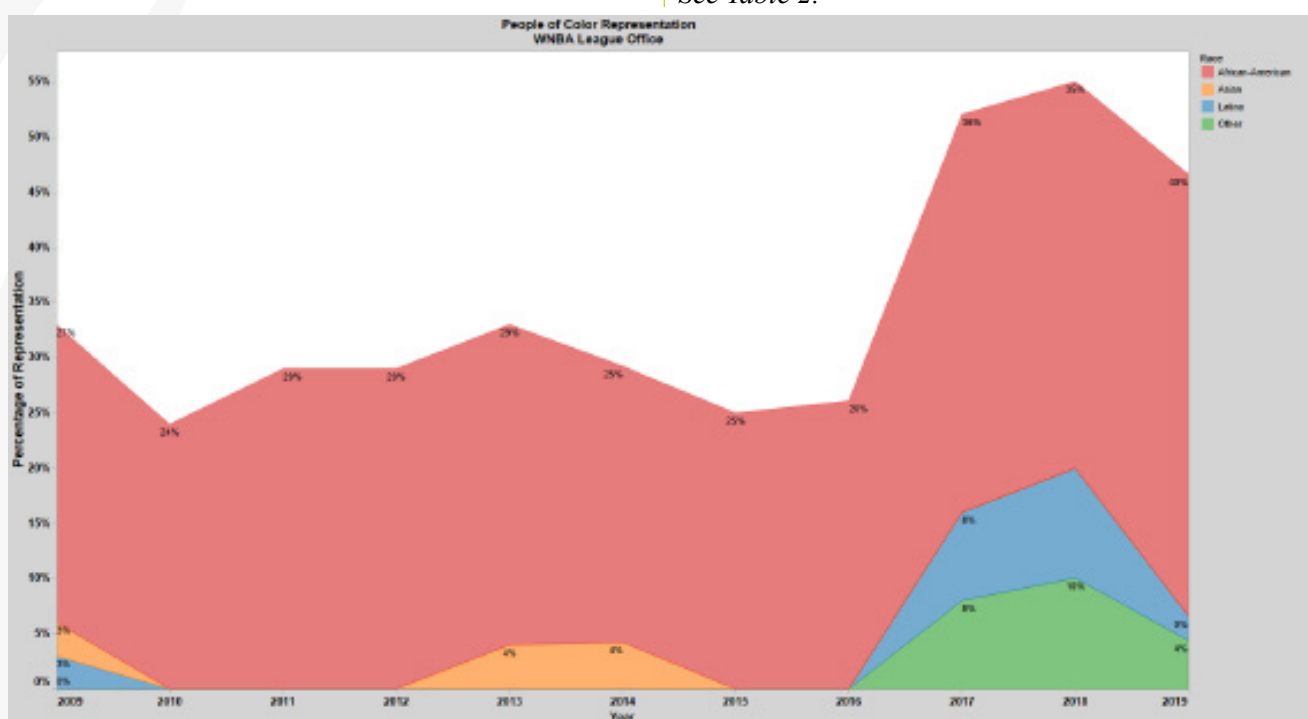
### Racial Hiring Grade for WNBA League Office

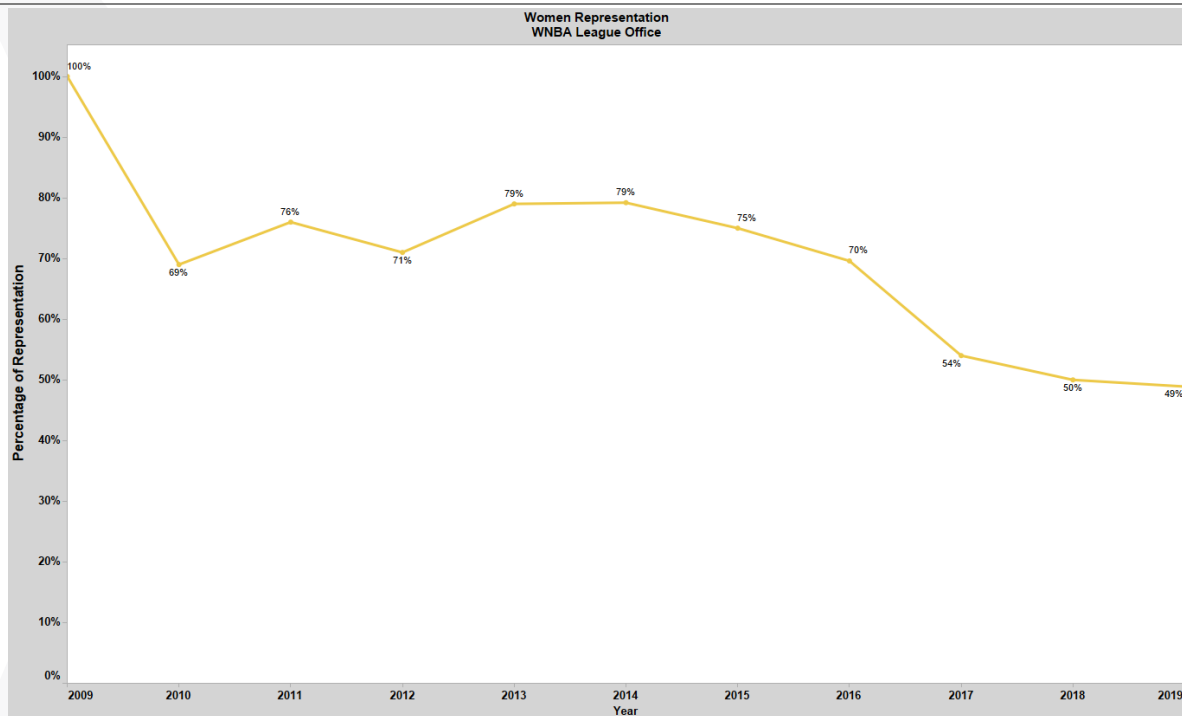
**A+** ↓ **46.6%**  
People of Color

### Gender Hiring Grade for WNBA League Office

**A+** ↓ **48.9%**  
Women

See Table 2.





### ***WNBA Team Operations and Management***

As of 2019, the Atlanta Dream, Chicago Sky, Connecticut Sun, Dallas Wings, Las Vegas Aces, Los Angeles Sparks, Seattle Storm and New York Liberty are independently owned and operated organizations. The Indiana Fever, Minnesota Lynx, Phoenix Mercury, and Washington Mystics share ownership with NBA teams. The NBA team front offices in those cities were responsible for many of the day-to-day operations for the WNBA teams. Each WNBA team employed dedicated coaches, trainers and public relations representatives and, like the League Office, “shared” most of its common non-player personnel with the NBA team operator.

#### ***Team Owners***

The “owners” category included majority owners, vice chairmen and minority owners listed by the team.

There were 13 people of color in ownership during the 2019 season:

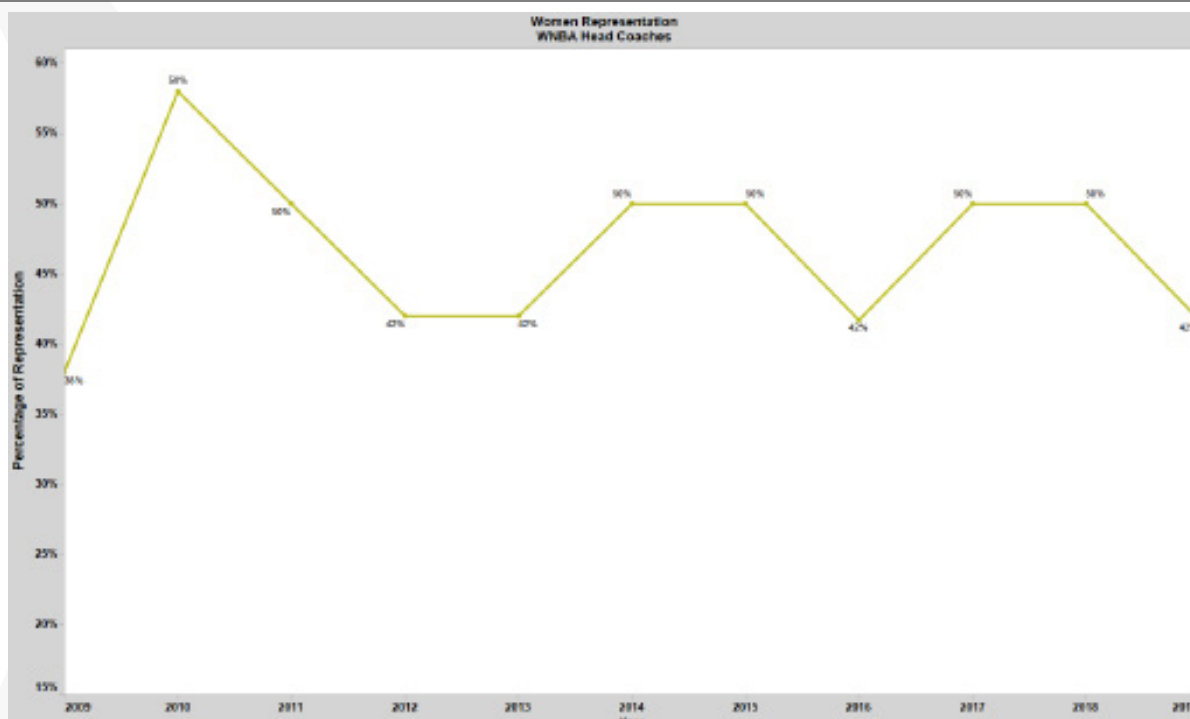
- **John Rogers**, Chicago Sky
- **The Mohegan Tribe**, Connecticut Sun
- **Al Black**, Dallas Wings
- **Sam Combs**, Dallas Wings
- **Rita Combs**, Dallas Wings

- **Earvin “Magic” Johnson**, Los Angeles Sparks
- **Joe Tsai**, New York Liberty
- **Jahm Najafi**, Phoenix Mercury
- **Raul Fernandez**, Washington Mystics
- **Sheila C. Johnson**, Washington Mystics
- **Jeong Kim**, Washington Mystics
- **Roger Mody**, Washington Mystics
- **Earl Stafford**, Washington Mystics

There were 15 women in ownership during the 2019 season:

- **Kelly Loeffler**, Atlanta Dream
- **Mary Brock**, Atlanta Dream
- **Margaret Stender**, Chicago Sky
- **Rita Combs**, Dallas Wings
- **Paula Marshall**, Dallas Wings
- **Julie Turner**, Dallas Wings
- **Diane Durant**, Dallas Wings
- **Teri Popp**, Minnesota Lynx
- **Joyce Sexton**, Minnesota Lynx
- **Virginia “Ginny” Gilder**, Seattle Storm
- **Lisa Brummel**, Seattle Storm
- **Dawn Trudeau**, Seattle Storm
- **Sheila C. Johnson**, Washington Mystics
- **Michelle Freeman**, Washington Mystics
- **Laurene Powell Jobs**, Washington Mystics

*See Table 3.*



### Head Coaches

During the 2019 season, there were three African-American head coaches, which remained the same as the 2018 season. The three African-American head coaches at the beginning of the 2019 season were:

- **James Wade**, Chicago Sky
- **Dana “Pokey” Chatman**, Indiana Fever
- **Derek Fisher**, Los Angeles Sparks

The African-Americans who held these positions in the 2018 season were:

- **Amber Stocks**, Chicago Sky
- **Fred Williams**, Dallas Wings
- **Dana “Pokey” Chatman**, Indiana Fever

The League had five women who were head coaches in the 2019 season, one less than the 2018 season. The five female head coaches in 2019 were:

- **Nicki Collen**, Atlanta Dream
- **Dana “Pokey” Chatman**, Indiana Fever
- **Cheryl Reeve**, Minnesota Lynx
- **Katie Smith**, New York Liberty
- **Sandy Brondello**, Phoenix Mercury

The women who held this position in the 2018 season were:

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

### Racial Hiring Grade for WNBA Head Coaches

**A-**

**25.0%**  
People of Color

### Gender Hiring Grade for WNBA Head Coaches

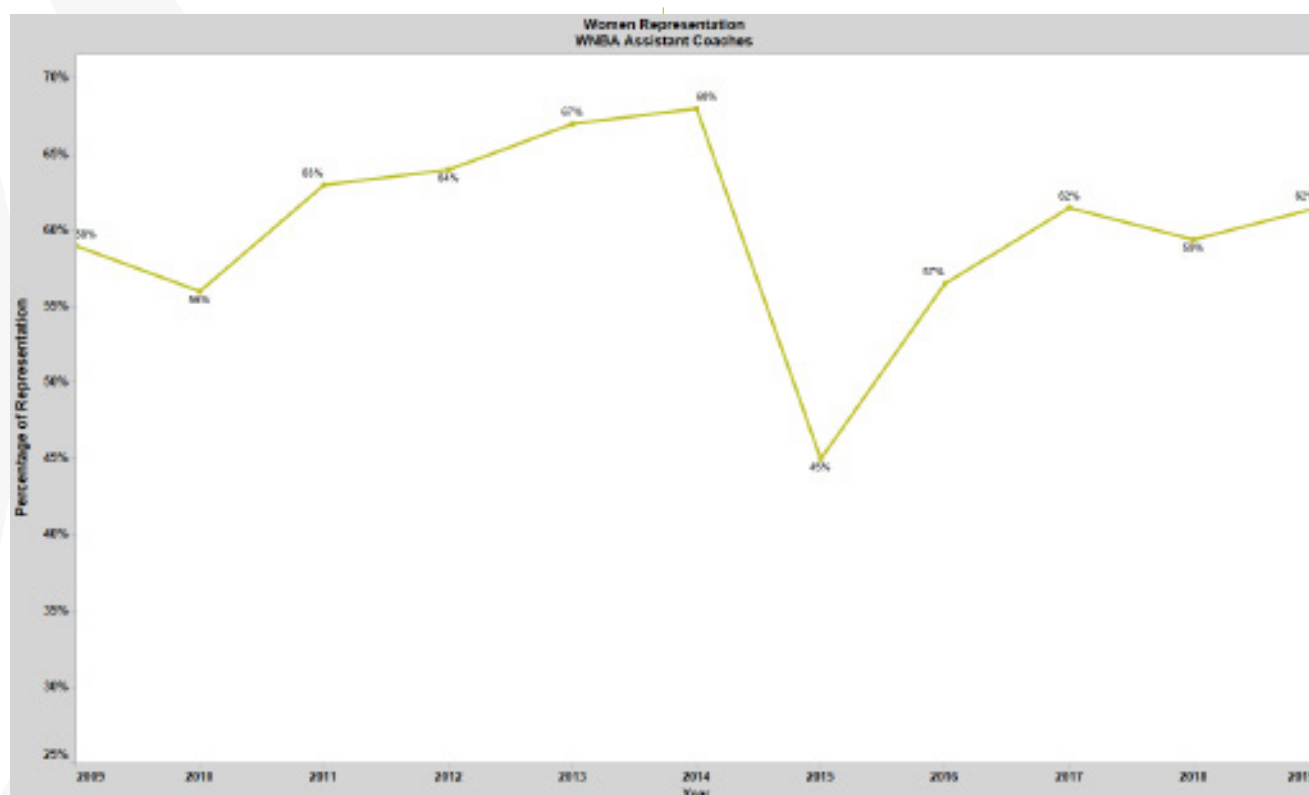
**A-**



**41.7%**  
Women

See Table 4.





### Assistant Coaches

The percentage of people of color who held assistant coaching positions continued to decrease for the second year from 50.0 percent in 2018 to 42.3 percent in 2019. The all-time high was 53.8 percent of people of color in 2017. The percentage of women who held assistant coaching positions increased from 59.4 percent in 2018 to 61.5 percent in 2019. The 2014 season recorded the highest percentage of assistant coaching positions held by women in the history of the WNBA with 68 percent.

In 2019, there was a decrease of 11.5 percentage points in African-American assistant coaches from 50 percent to 38.5 percent. There have been no Latino or Asian assistant coaches since 2000. However, 3.8 percentage of assistant coaches are classified as “other.” The percentage of white assistant coaches increased from 50 percent in 2018 to 57.7 percent in 2019.

### Racial Hiring Grade for WNBA Assistant Coaches

**A+**  **42.3%**  
People of Color

### Gender Hiring Grade for WNBA Assistant Coaches

**A+**  **61.5%**  
Women

See Table 5.

**Presidents and Chief Executive Officers**

There were five women in CEO/President positions in 2019, which was a decrease from six women holding this position in 2018.

The women holding these positions at the start of the 2019 season were:

- **Allison Barber**, President and Chief Operating Officer, Indiana Fever
- **Danita Johnson**, President and Chief Operating Officer, Los Angeles Sparks
- **Daakeia Clarke**, Chief Operating Officer, New York Liberty
- **Alisha Valavanis**, Chief Operating Officer and General Manager, Seattle Storm
- **Sheila C. Johnson**, Vice Chairman, President and Managing Director, Washington Mystics

The women holding these positions in the 2018 season were:

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

People of color in CEO/President positions decreased to three in 2019, down from four in 2018:

- **Danita Johnson**, President and Chief Operating Officer, Los Angeles Sparks
- **Daakeia Clarke**, Chief Operating Officer, New York Liberty
- **Sheila C. Johnson**, Vice Chairman, President and Managing Director, Washington Mystics

The people of color holding these positions in the 2018 season were:

- **Christine N. Simmons**, President and Chief Operating Officer, Los Angeles Sparks
- **Daakeia Clarke**, Chief Operating Officer, New York Liberty
- **Isiah Thomas**, President, New York Liberty

- **Sheila C. Johnson**, Vice Chairman, President and Managing Partner, Washington Mystics

See Table 6.

**General Managers**

The number of general managers who were African-American remained the same with three at the start of the 2019 season. There have been no Asian or Latino general managers recorded in more than a decade of doing this report.

The African-Americans who were general managers in 2019 were:

- **James Wade**, General Manager and Head Coach, Chicago Sky
- **Dana “Pokey” Chatman**, Head Coach and General Manager, Indiana Fever
- **Penny Toler**, Executive Vice President and General Manager, Los Angeles Sparks

The people of color who held General Manager positions in the 2018 season were:

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

The number of women who were general managers in 2019 decreased to five from six in 2018. The record high was 10 in 2004. The women who held General Manager positions in 2019 season were:

- **Dana “Pokey” Chatman**, Head Coach and General Manager, Indiana Fever
- **Penny Toler**, Executive Vice President and General Manager, Los Angeles Sparks
- **Cheryl Reeve**, Head Coach and General Manager of the Minnesota Lynx
- **Sandy Brondello**, Phoenix Mercury
- **Alisha Valavanis**, Chief Executive Officer and General Manager of the Seattle Storm

The women who held General Manager positions in the 2018 season were:

- **Amber Stocks**, General Manager and Head Coach, Chicago Sky
- **Ashley Miller**, Vice President of Basketball Operations, Dallas Wings
- **Dana “Pokey” Chatman**, Head Coach and General Manager, Indiana Fever
- **Penny Toler**, Executive Vice President and General Manager, Los Angeles Sparks
- **Cheryl Reeve**, Head Coach and General Manager, Minnesota Lynx
- **Alisha Valavanis**, President and General Manager, Seattle Storm

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

**A-**  **27.3%**  
People of Color

### ***Gender Hiring Grade for WNBA General Managers***

**A+**  **45.5%**  
Women

See Table 7.

#### ***Team Vice Presidents and Above***

There were 30 women (48.4 percent) holding team vice president and above positions in 2019, which was a decrease of 0.2 percentage points from 2018. The female vice presidents were:

- **Stephanie Hedrick**, Chief Financial Officer, Chicago Sky
- **Watchen Nyanue**, Vice President, Sponsorship, Chicago Sky
- **Jada L. Peterson**, Vice President, Integrated Marketing, Chicago Sky
- **Amber Cox**, Vice President, Connecticut Sun
- **Paulina Chapa-Trevino**, Vice President, Marketing, Dallas Wings
- **Leah Babbitt**, Vice President, Human Resources, Dal-

las Wings

- **Liliana Camarillo**, Vice President, Finance & Controller, Dallas Wings
- **Tamika Catchings**, Vice President of Basketball Operations, Indiana Fever
- **Christine Monjer**, Assistant General Manager, Las Vegas Aces
- **Natalie White**, Senior Vice President, Los Angeles Sparks
- **Caroline Young**, Vice President, Corporate Partnerships, Los Angeles Sparks
- **Clare Duwelius**, Assistant General Manager, Minnesota Lynx
- **Laura Meyer**, Vice President, Business Intelligence, Minnesota Lynx
- **Jennifer Ridgeway**, Vice President, Social Responsibility, Minnesota Lynx
- **Carley Knox**, Vice President, Lynx Business Operations, Minnesota Lynx
- **Shana Stephenson**, Vice President, Marketing, New York Liberty
- **Maria Baier**, Senior Vice President of Public Affairs, Phoenix Mercury
- **Melissa Goldenberg**, Senior Vice President and General Counsel, Phoenix Mercury
- **Karen Rausch**, Senior Vice President, People Experience, Phoenix Mercury
- **Brooke Campbell**, Vice President, Marketing and Brand Strategy, Phoenix Mercury
- **Ann Myers-Drysdale**, Vice President, Suns and Mercury, Phoenix Mercury
- **Sarah Krahenbuhl**, Vice President, Social Responsibility and Executive Director, Suns Charities, Phoenix Mercury
- **Tricia McLean**, Chief Financial Officer, Seattle Storm
- **Talisa Rhea**, Assistant General Manager, Seattle Storm
- **Ketsia Colimon**, Vice President, Communications-Franchise, Washington Mystics
- **Sashia Jones**, Vice President, Player Development and Social Engagement, Washington Mystics
- **Maria Giovannetti**, Assistant General Manager, Washington Mystics
- **Charlotte McAuley**, Senior Vice President, Team Services, Washington Mystics
- **Kelly Skoloda**, Executive Vice President, Chief People Officer, Washington Mystics
- **Rebecca Winn**, Vice President, Marketing, Washington Mystics

There were 17 team vice presidents of color in the 2019 season, which was an increase of five from the 12 recorded in the 2018 season. The 17 people of color were:

- **Anthony Whaley**, Vice President, Ticket Sales, Chicago Sky
- **Watchen Nyanue**, Vice President, Sponsorship, Chicago Sky
- **Jada L. Peterson**, Vice President, Integrated Marketing, Chicago Sky
- **Paulina Chapa-Trevino**, Vice President, Marketing, Dallas Wings
- **Travis Charles**, Assistant General Manager, Dallas Wings
- **Charles Johnson**, Senior Vice President, Corporate Partnerships, Dallas Wings
- **Liliana Camarillo**, Vice President, Finance and Controller, Dallas Wings
- **Tamika Catchings**, Vice President of Basketball Operations, Indiana Fever
- **Christine Monjer**, Assistant General Manager, Las Vegas Aces
- **Natalie White**, Senior Vice President, Los Angeles Sparks
- **John Thomas**, Vice President, Community Engagement, Minnesota Lynx
- **Sianneh Mulbah**, Chief People Officer, Minnesota Lynx
- **Shana Stephenson**, Vice President, Marketing, New York Liberty
- **Ketsia Colimon**, Vice President, Communications-Franchise, Washington Mystics
- **Quentin Addison**, Vice President, Technical and Broadcast, Washington Mystics
- **Sashia Jones**, Vice President, Player Development and Social Engagement, Washington Mystics
- **John Ferguson**, Vice President, People and Culture, Washington Mystics

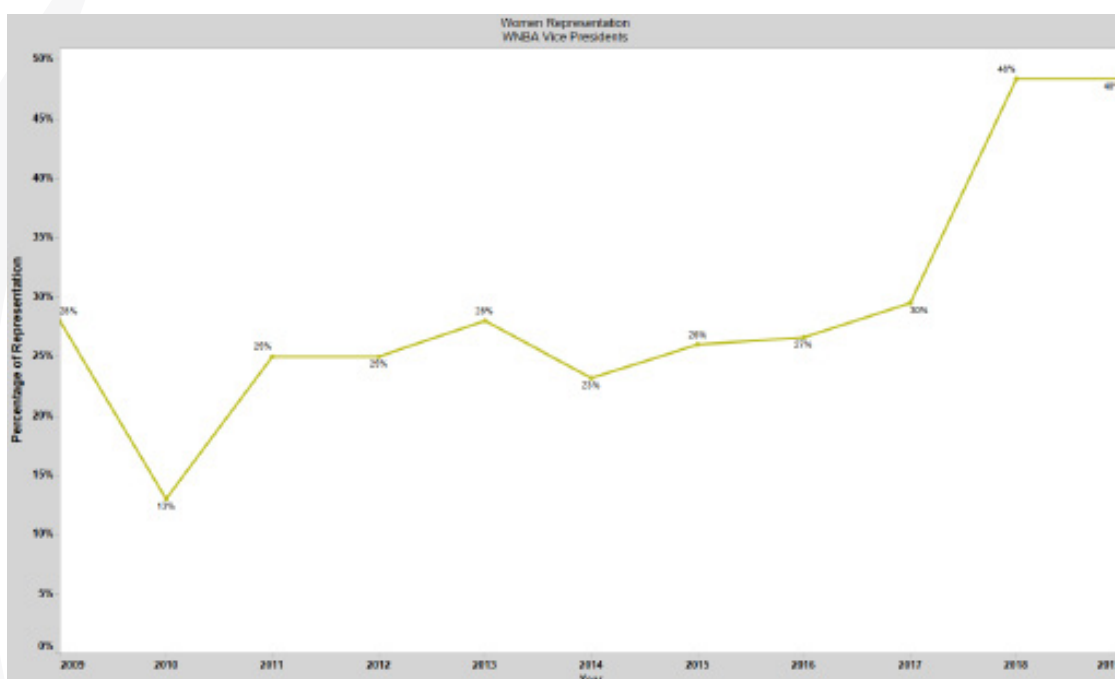
### ***Racial Hiring Grade for WNBA Team VPs and Above***

**A-**  **27.4%**  
People of Color

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

**A+**  **48.4%**  
Women

See Table 8.





**Managers to Directors**

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

African-Americans in these positions experienced a slight decrease from 17.5 percent to 17.4 percent in 2019. Latinos decreased significantly from 4.4 percent in 2018 to 1.5 percent in 2019. Whites in these positions increased from 2018 to 2019 from 73.8 percent to 74.2 percent. The percentage of Asians in these positions increased appreciably from 2.7 percent in 2018 to 4.5 percent in 2019. There were 2.3 percent of people holding manager to senior director positions that classified as “other,” which was a 0.7 percentage point increase from 2018.

The percentage of women who were managers to senior directors in the WNBA decreased from 52.5 percent in 2018 to 51.5 percent in 2019.

### ***Racial Hiring Grade for WNBA Manager to Directors***

**A-**  **25.7%**  
People of Color

### ***Gender Hiring Grade for WNBA Manager to Directors***

**A+**  **51.5%**  
Women

See Table 9.

**Professional Team Staff**

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

In professional team staff positions in the 2019 season, the percentage of African-Americans decreased by 7.7 percentage points from 23.5 percent in 2018 to 15.8 percent in 2019. Whites in these positions decreased by 0.2 percentage points from 68.5 percent in 2018 to 68.3 percent in 2019. The percentage of Latinos and Asians in-

creased from 3.1 percent to 7.1 percent and 3.1 percent to 4.4 percent, respectively. The percentage of those classified as “other” increased from 1.9 percent to 4.4 percent in 2019.

The percentage of women holding professional team staff positions marked a very large decrease from 58.0 percent in 2018 to 40.4 percent in 2019.

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

**A+**  **31.7%**  
People of Color

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

**B+**  **40.4%**  
Women

See Table 10.

**Head Trainers**

The percentage of white head trainers had a large decrease from 70.0 percent in 2018 to 44.4 percent in 2019. African-American representation increased from 10.0 percent to 22.2 percent in 2019, the first substantial increase in this position since 2016. Latinos in this role increased to 22.2 percent after there was no representation of Latinos in this role in 2018. The percentage of Asian head trainers increased from 10.0 percent to 11.1 percent. The classification of “other” was not represented in this category in 2019. The percentage of women decreased from 80 percent in 2018 to 77.8 percent in 2019, and Asians represented 3.7 percent.

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

See Table 12.

***WNBA Diversity Initiatives***

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

***Grade for  
WNBA Diversity Initiatives*****A+**

## How Grades Were Calculated

As in previous reports, the 2019 Racial and Gender Report Card data shows that professional sports front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had 9 percent, a **D** if it was at least 6 percent and **F** for anything below 6 percent.

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

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

## Methodology

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

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

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

The report covers the 2019 season for the Women's National Basketball Association. Listings of professional owners, general managers and head coaches were updated as of the start of the 2019 season on May 24, 2019. Grades were calculated according to the reporting periods noted herein.

## About the Racial and Gender Report Card

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

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

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the Racial Report Card.) In addition to Lapchick, Brittany Barber, Lee Bowman, Yecheng Fan, Nate Harvey, Daniel Martin, Miranda Murphy, William Thomas II, and David Zimmerman contributed greatly to the WNBA Racial and Gender Report Card.

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

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





# Appendix I

## 2019 NATIONAL BASKETBALL ASSOCIATION / WOMEN'S NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES

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

### Global Inclusion Council

In 2016, the NBA established the Global Inclusion Council. Comprised of 16 senior leaders from the league offices and NBA and WNBA teams, the Council provides strategic guidance, establishes benchmarks, reviews policies and serves as a catalyst for diversity and inclusion efforts leaguewide.

### Inclusion Learning & Professional Development

- The NBA and WNBA continue to expand upon their platform of inclusion learning programs. In 2016, the league launched Conscious Inclusion training, an enterprise-wide learning experience designed to help employees understand and manage unconscious bias. The training, which has the primary objective of enhancing and maintaining an inclusive work environment, covered a range of topics, including understanding what unconscious bias is and how it affects organizational culture; discovering the links between diversity, inclusion and unconscious bias; and gaining practical tips to increase inclusion. All NBA league office employees completed this training. In 2018, the NBA followed up this training with another enterprise-wide learning experience that focused on delivering practical strategies and behaviors to interrupt bias and increase inclusion in the workplace. The league is currently rolling out a new training program for all league office managers

that hones in on the talent life cycle, focusing on strategies to advance inclusive recruiting, development, and retention practices throughout the organization.

- In support of teams' efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league regularly issues to all teams recommended best practices regarding respect in the workplace policies and training. In 2018, the NBA created a toll-free hotline that is available to all league and team employees to make complaints or report any workplace concerns. This hotline allows callers to remain anonymous. Also in 2018, the league conducted mandatory group discussions for all employees focusing on the prevention of sexual harassment.
- The NBA's Employee Resource Teams (ERTs) support the league's diversity, inclusion and business objectives by facilitating connections between employees with shared interests or backgrounds. ERTs provide networking and professional development opportunities and support the performance and growth of the organization. The league office's seven ERTs are: NBA Women's Network, Conexión éne-bé-a, NBA Pride, Dream in Color, APEX, the NBA Young Professionals Network, and NBA VETS.
  - The NBA Women's Network aims to create a community for women at the league that fosters dialogue and promotes professional growth. It helps empower women at the NBA by providing a forum to share collective knowledge, experience, and success strategies; connecting women through networking opportunities; providing women with visibility to senior leadership; and leveraging women's talents and expertise to drive the leagues' global growth.
  - Conexión éne-bé-a aims to promote the development of Latinx/Hispanic cultural awareness within the NBA while contributing to the leagues' success, diversity and business objectives through career development, education and community involvement.
  - NBA Pride aims to bring together LGBTQ employees and allies to foster an environment in which all employees feel empowered and encouraged to bring their whole selves to work each day. In June 2019, NBA

Pride will host the league's participation in the NYC Pride March for the fourth consecutive year. In 2016, the NBA became the first professional sports league to participate in the march.

- » Dream in Color aims to serve as a resource to promote the continued growth and retention of black employees, create a platform to facilitate engagement and mentorship, and provide community service 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.
- On September 25, 2019, the WNBA partnered with the Female Quotient to host **Believe in Women**, a day-long event designed to celebrate the power of women that featured a fireside chat with WNBA Commissioner Cathy Engelbert and NBA Commissioner Adam Silver, and panel discussions with trailblazers and leaders

in sports and business.

- On September 24, 2018, the NBA hosted its inaugural **Women's Leadership Forum**, convening more than 400 women from the league office for discussions and workshops to celebrate diversity, inspire each other, learn from collective experience, and break down barriers. A larger event, incorporating employees from NBA, WNBA, NBA G League and NBA 2K League teams, is planned for November 2019.

### External Affinity Organizations

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

- The NBA is entering into its 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 and WNBA are members of the Diversity & Inclusion Sports Consortium (DISC). DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in North America. Members of the consortium work together to openly exchange best practices for diversity and inclusion efforts in the sports industry. DISC members also partner to produce and host an annual two-day Diversity and Inclusion Symposium for a broader audience of sports professionals.
- Several senior leaders within the leagues 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 & Inclu-

sion Officer Oris Stuart are members of the Executive Leadership Council. Oris Stuart is also an Executive Board member of the National Black MBA Association. Bill Koenig, President, Global Media Content Distribution, is an Executive Board Member of the T. Howard Foundation.

## Recruiting

The NBA and WNBA continue to embrace a multifaceted approach to maintaining a globally diverse workforce. The leagues seek a diverse applicant pool in their hiring processes and encourage all teams to do the same. This is accomplished by the use of strategic partnerships, targeted conferences, and online job postings with a variety of diverse organizations.

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

As part of NBA's and WNBA's leaguewide efforts to support military members and their families, the NBA continues to highlight career opportunities posted on nba.com on its NBA Cares Hoops for Troops website, which promotes job opportunities to veterans and reservists. Furthermore, the NBA continues to partner with military-serving organizations, including the Department of Defense and Secretary of Defense's office, to support those who serve.

- Women and minorities represent 71% and 72% respectively of the 2019 Associate class and 42% and 48% of the 2019 summer intern class. Recruiting sources include diversity partners such as the Hispanic Scholarship Fund, the Columbia HBCU Fellowship and the T. Howard Foundation. The NBA continues to establish relationships with schools that have a diverse student body.
- The NBA participates in a range of events and career

fairs, sponsored by affinity-based professional organizations that provide access to minority candidates, including the National Sales Network and The Alumni Society. The league also administers the David J. Stern Scholarship through the Thurgood Marshall College Fund.

- In addition to the league's U.S.-based university initiatives, the NBA offers international intern opportunities through its Global Intern Program and its Global Associate Program. The expansion of these development programs continues to highlight the skills of diverse and talented collegiate-level professionals throughout China (Beijing and Shanghai), Asia (Hong Kong), the U.K. (London), Spain (Madrid), and India (Mumbai).

## Supplier Diversity

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

## NBA and WNBA Social Responsibility Initiatives

- The NBA, WNBA, NBA G League, and NBA 2K League pursue global social responsibility initiatives that build on the organizations' long tradition of addressing important issues worldwide through philanthropy, hands-on service, and legacy projects. The league works to use its unique position to bring attention to important social issues. Which focus on



**inclusion and equality, education, youth and family development, health and wellness, protecting the environment, and supporting military members and their families.**

- Through WNBA Cares, the league's teams, players and partners are deeply committed to creating programs that improve the quality of life for all people, with a special emphasis on education, youth and family development, and health and wellness. Together, NBA Cares and WNBA Cares programs and participants have provided more than 5 million hours of hands-on service and created more than 1,300 places in 40 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.

### **Inclusion and Equality**

- The NBA and its players have a long history of working together on important social issues. Launched on Martin Luther King Jr. Weekend, **NBA Voices** is the NBA's initiative to address social injustice, promote inclusion, uplift voices and bridge divides in our communities. It represents another step in the league's ongoing work to bring people together and use the game of basketball to demonstrate the importance of equality, diversity and inclusion. Using the unifying power of community conversations, mentoring, and the game of basketball, NBA Voices brings together NBA and WNBA teams, players, legends, fans and community partners to address social and economic inequality, criminal justice reform and career development. Over the last two years, the NBA & WNBA family has:
  - » supported more than 900 programs, events and initiatives in all 30 NBA markets and all 12 WNBA markets;
  - » driven more than 50,000 new mentor signups at mentoring.org;
  - » launched eight 10-week Building Bridges Through Basketball programs in New Orleans, LA, Chicago, Charlotte, and Detroit; and
  - » brought together more than 12,000 youth and law enforcement officers in communities nationwide.
- NBA Voices Network. As part of the NBA Voices

Network, the NBA, WNBA and their teams support a network of community-based organizations working to address inequality and empower young people across the country, including MENTOR, Lean In, Vera Institute of Justice, Athlete Ally, RISE, Brotherhood Crusade, GLSEN, the Obama Foundation's My Brother's Keeper Alliance and more.

- "Building Bridges Through Basketball" Programs. The NBA developed a 10-week leadership and basketball program that brings together local youth and law enforcement for weekly 2.5-hour sessions. These sessions feature a combination of on-court basketball programming and a curriculum on leadership, conflict resolution, identity and diversity. They provide an opportunity for youth and law enforcement to share perspectives on important issues in society and develop bonds of trust.

#### Programs:

- » January 2017 - New Orleans (with NORD-C, RISE, Up2Us Sports, New Orleans Pelicans)
- » March 2017 - Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
- » October 2017 - Detroit Pistons (with RISE, Detroit Police, SAY Detroit, Detroit PAL)
- » January 2018 - Los Angeles (with Challengers Boys and Girls Club, RISE, Under Armour, LAPD)
- » March 2018 - Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
- » October 2018 - Detroit Pistons (with RISE, Detroit Police, SAY Detroit, Detroit PAL)
- » March 2019 - Charlotte (with Under Armour, RISE, Mecklenburg County Parks & Recreation, CMPD)
- » March 2019 - Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)

- Basketball and 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 18 day-long programs. The programs both inspire students to continue their education and support their transition in partnership with leading organizations like Exalt 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 hosted facilitated conversations between WNBA legends and incarcerated female students.

- » August 27, 2019 – The **Indiana Fever** hosted youth from Boys & Girls Clubs for a Building Bridges Through Basketball pre-game discussion with IMPD.
- » August 22, 2019 – **Phoenix Mercury Correctional Facility Visit with Vera Institute.** Phoenix Mercury player DeWanna Bonner visited the Estrella Women's Jail. As part of the visit, she sat down with a group of incarcerated women to hear their stories and discuss a range of criminal justice issues, including childcare for incarcerated mothers.
- » August 11, 2019 – **New York Liberty UNITY Game.** The **New York Liberty** had their UNITY Day game against the Seattle Storm. This year's UNITY Day followed the work the Liberty has done for the past three years – with UNITY Days centered around issues such as racial injustice, gun violence, and equality. Prior to the game, the Liberty hosted a series of events and invited the Brooklyn community to participate in programs focused on raising awareness, empowering women and girls, and restoring dignity to incarcerated women and their families.
- The Liberty hosted a panel discussion entitled: "Forgotten Behind Bars: Women's Health Care, Family, and Representation." Experts, activists, policymakers and formerly incarcerated women addressed how the criminal justice system unjustly affects women, society's role in marginalizing female prisoners, and solutions for change.
- The team held a pre-game youth basketball clinic at Barclay's Center. It was geared toward youth who have incarcerated family members in order to help them find an outlet to express themselves freely and meet others who can relate.
- The team hosted a pre-game workshop with Wowzdom! The Girl's Guide to the Positive and the Possible. WOWzdom! uses the power of authentic storytelling to provide encouragement and offer real-world advice for young women and girls facing challenges. Local young women and girls participated alongside Wowzdom! author and

former WNBA president, Donna Orender.

- There was a pre-game performance in partnership with BOUNCE. The main theme of BOUNCE centers on gun violence and bouncing back from the tragedy and trauma that gun violence creates. The production, which paired a diverse cast with a fresh approach to arts education, connected local high school students with opera and musical theater through basketball. The performance ran for 7-minutes.
- » July 19, 2019 – The **Indiana Fever** hosted a Building Bridges Through Basketball Chalk Talk with Coach Pokey before their home game. There was a postgame autograph session for participants featuring Shenise Johnson and Erica McCall.
- » June 25, 2019 – The **Indiana Fever** hosted youth and IMPD officers for a pre-game Building Bridges Through Basketball event. The event included a discussion on issues facing the Indianapolis community and ways to make a positive impact. Participants were then invited to watch the game in a suite.
- » June 17, 2019 – **Dallas Wings** players interacted with students in 7th and 8th grade during the Arlington Police Athletic League Camp. The camp focused on youth crime prevention, education, and athletic and recreational activities.
- NBA and WNBA Family Trip to Equal Justice Initiative. From July 30-31, Maya Moore, Sam Perkins, Kathy Behrens, Shareef Abdul-Rahim, and other NBA family members visited the Equal Justice Initiative's museum and memorial in Montgomery, AL. The two-day trip explored the roots of racial oppression in the United States and featured a conversation with EJI's founder and civil rights lawyer Bryan Stevenson about EJI's ongoing efforts in pursuit of restorative justice.
- Community Conversation at NBA All-Star in Charlotte. In partnership with the Charlotte-Mecklenburg School District, Time Out Youth Center and Right Moves for Youth, the NBA brought together 50 local youth, law enforcement and community leaders for a facilitated discussion about identity, inclusivity, allyship, equity, community safety, and strategies for building a stronger, safer and more inclusive com-

munity. NBA All-Stars James Harden, Karl-Anthony Towns, and D'Angelo Russell, Los Angeles Laker Reggie Bullock, NBA Legends Jason Collins, Muggsy Bogues, Rodney Rogers, and WNBA Legends Swin Cash and Jennifer Azzi participated in the conversation.

- Time Out Youth Dinner and Conversation at NBA All-Star in Charlotte. NBA and WNBA legends joined executives and employees from the NBA and the Charlotte Hornets for a conversation and dinner with LGBTQ+ youth and allies from Time Out Youth Center. One of the few truly safe spaces for LGBTQ+ youth in the Charlotte area, Time Out Youth (TOY) provides in-depth personalized support services, free meals, programming, and an inclusive community where everyone is welcome.
- Her Time To Play: The WNBA and NBA recognize the valuable role sports can play in the development of young girls and the advancement of women as leaders in society. Her Time To Play (HTTP) is a national initiative that is dedicated to championing change on behalf of girls and women. It aims to help all females participate fully across all sectors; giving them a forum to connect, collaborate, and actively engage with basketball, and celebrating their achievements. The program's free curriculum, co-created with the Women's Sports Foundation, 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.
  - » May 16, 2019 – The **Indiana Fever** hosted their “Choices for Champions” event for around 2,000 4th-8th graders. At this education event on anti-bullying, which included a health and mental wellness component, the Fever distributed a *Her Time To Play* curriculum to every student as a giveaway.
  - » May 18, 2019 – The **Phoenix Mercury**'s Sophie Cunningham dropped by a local AAU tournament for a *Her Time To Play* appearance where she greeted local teams and gave them advice on basketball, school, and life in general.
- » May 28, 2019 – The **Phoenix Mercury**'s Yvonne Turner and Stephanie Talbot put on a *Her Time To Play* basketball clinic for 100 youth from the Pima Maricopa Indian Tribe in Scottsdale, AZ.
- » May 30, 2019 – **Phoenix Mercury** Legend Ann Meyers Drysdale, Scorch the mascot, and members of the Jr. Mercury basketball staff hosted a *Her Time To Play* clinic with the Phoenix PD and at-risk girls. Female officers from Phoenix PD hosted a week-long summer clinic for at-risk girls for the last 10+ years. The Mercury team supported them this year by providing jerseys, backpacks, and tickets to Opening Night, as well as coaching the girls through drills for an hour. Ann Meyers Drysdale also spoke to the girls on her experience and life lessons.
- » July 15, 2019 – The **Seattle Storm** hosted a practice for KMBA (an all-girls program) as part of a *Her Time To Play* activation. CEO/GM Alisha Valavanis ran the girls through on-court drills at the Storm practice facility. All girls who participated received a *Her Time To Play* shirt and headband.
- » July 15, 2019 - The **Dallas Wings** hosted a *Her Time To Play* Panel with local AAU Girls' Basketball Teams.
- » July 25, 2019 – **WNBA All-Star Her Time To Play Clinic and Panel**. The WNBA, through *Her Time To Play*, hosted an event to inspire girls to play basketball and follow their dreams in a positive and healthy way. Approximately 150 girls, ages 7-13, from Las Vegas YMCA and Girls Youth Basketball Las Vegas participated in an on-court clinic focused on teaching the fundamentals of the game. They also attended a panel discussion led by WNBA All-Stars, Legends, and female influencers in the industry for a discussion about the obstacles girls and women in sports face. Panelists provided insights into their careers, shared strategies on facing adversity, and offered advice on overcoming self-doubt to reach one's goals.
- » August 10, 2019 – The **Minnesota Lynx** hosted a *Her Time To Play* clinic featuring 100 girls, grades 7-12. The girls participated in basketball skills stations hosted by the Timberwolves and Lynx Basket-

ball Academy and then rotated through facilitated discussions on leadership, mental health, confidence and the impact of stress.

- » August 15, 2019 – The **Dallas Wings** hosted a *Her Time To Play* Panel with players Kaela Davis, Imani McGee-Stafford, and Allisha Gray.
- » August 17, 2019 – As part of WNBA FIT Month, the **Phoenix Mercury** hosted a *Her Time To Play* clinic in partnership with the team's hospital partner, Steward. The event consisted of a chalk talk focused on healthy eating and training and an hour-long clinic run by Assistant Coach Julie Hairgrove on the Mercury's main court. Mercury players Briann January and Brianna Turner participated.
- » August 25, 2019 – The **Seattle Storm** hosted a *Her Time To Play* practice with the Mercer Island Lakers on the Storm's practice court.
- Women and Girls Empowerment Programs. In 2018 and 2019, NBA and WNBA teams hosted programs and events aimed at empowering and inspiring young women and girls.
  - » August 29, 2019 – The **Seattle Storm** held a Storm Academy Session presented by Symetra. Participants went through a series of activities that encourage and engage girls in areas of leadership, mindfulness, overcoming adversity and teambuilding. The girls interacted with a panel of strong female influencers, met a Storm player, and learned mindfulness and relaxation strategies through yoga and painting.
  - » August 25, 2019 – The **Los Angeles Sparks** extended their #WeAreWomen campaign for a fifth year by hosting pre-game panel featuring accomplished women from the world of sports and entertainment. They shared their thoughts on the importance of diversity and inclusion, equality and equity.
  - » August 24, 2019 – The **Minnesota Lynx** honored Sarah Olson, former director of the Twin Cities Chapter of Women Who Code and founder of MN-clude, a safe and supportive community of individuals and peer groups in the Minnesota tech industry.
- » August 20, 2019 – The **Seattle Storm** held a StormAcademy Session presented by Alaska Airlines at the Museum of Flight. Participants were encouraged to explore careers in STEM and aviation through a series of workshops designed to inspire a group of local girls to become powerful leaders. The girls learned how to think like a pilot in the Alaska Learning Center and went on a tour of the Museum of Flight. The session concluded with a panel of female leaders from Alaska Airlines and a Seattle Storm player.
- » August 20, 2019 – The **Atlanta Dream** hosted 40 Bright Pink ambassadors from Zeta Tau Alpha for their Women of Inspiration Night featuring WNBA Commissioner Cathy Engelbert.
- » August 18, 2019 – The **Seattle Storm** held a StormAcademy Session presented by AT&T at Alaska Airlines Arena before their game against the Minnesota Lynx. Participants from Girls Who Code learned about the behind the scenes production of a Storm game and different technology careers in sports.
- » August 11, 2019 – The **Las Vegas Aces** hosted a Women of Inspiration Panel as part of the WNBA's Inspiring Women platform. Through the event, the Aces celebrated strong and successful women throughout the State of Nevada who inspire and encourage others through both their personal and professional leadership.
- » July 17, 2019 – The **Minnesota Lynx** Inspiring Women Program celebrated women throughout the state who inspire, motivate and encourage others around them through personal and professional leadership. In conjunction with Native American Heritage Night, the Lynx honored Shelley Buck, a member of the Prairie Island Tribal Council. Shelley also serves as the Vice Chair of the Minnesota Indian Affairs Council and is on the board of the Native Vote Alliance of Minnesota.
- » July 16, 2019 – The **Las Vegas Aces** hosted a joint community service activity with their Lace Up mentees from their high school girls' basketball mentorship program. The three high schools volunteered with the entire Aces team at Spread the Word Neva-



da, a children's literacy non-profit.

- » June 14, 2019 – The **Minnesota Lynx** Inspiring Women Program celebrated women throughout the state who inspire, motivate and encourage others around them through personal and professional leadership. In conjunction with Pride Night, the Lynx honored Nancy Lyons, CEO of Clockwork, a Minneapolis based tech and interactive-design company, who has been a longstanding champion of change and inclusion in the workplace.
- » February 6, 2019 – **National Girls and Women in Sports Day**. The WNBA celebrated National Girls and Women in Sports Day with a surprise recess at PS 9 in Brooklyn. In partnership with Playworks, the WNBA hosted recess stations for 4th and 5th graders with WNBA players and legends.
- **NBA & WNBA Pride**. Every year the NBA and WNBA celebrate 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. Teams host Pride-themed in-arena nights, participate in local pride marches and hold special events for local community groups.
  - » For the 15th consecutive year, the WNBA celebrated LGBTQ+ inclusion and equality during Pride Month in June. The WNBA works year-round to promote these values and support the national dialogue on LGBTQ+ rights.
  - » Fanatics Pride Line. The NBA and WNBA partners 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 benefiting 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 have participated in local pride marches and festivals, engaging players, coaches, employees and fans

to show their support for the LGBTQ+ community, including:

- » October 2019 – The **Las Vegas Aces** and the **Atlanta Dream** will participate in their respective cities' Pride celebrations.
- » June 22, 2019 – The **Minnesota Lynx** and **Timberwolves** attended a local Pride Parade and Festival. Both teams' staff had volunteer opportunities.
- » June 8, 2019 – The **Washington Mystics** participated in the Capital Pride Parade and Festival. Mystics staff, the Mystics mascot and Monumental Sports & Entertainment staff marched together in the parade and the organization sold t-shirts benefiting the You Can Play organization.
- » June 8, 2019 – The **Indiana Fever** participated in the Indianapolis Pride Parade. The entire coaching staff and select players, including Paris Kea, Erica McCall, and Shenise Johnson, joined the parade in partnership with Salesforce.
- » June 2, 2019 – The **Dallas Wings** participated in the Dallas Pride Parade.
- **In-Arena Pride Nights**: Both NBA and WNBA teams host Pride-themed LGBTQ+ equality game nights in-arena each season. 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. This season, all 12 WNBA teams hosted an in-arena pride night.
  - » July 12, 2019 – The **Connecticut Sun** hosted their Pride In-Arena Night. Following the game, the team hosted a postgame panel discussion featuring local celebrities and stakeholders, as well as a Suns player.
  - » June 30, 2019 – The **Seattle Storm** hosted a Pride In-Arena Night.
  - » June 30, 2019 – The **Atlanta Dream** hosted a Pride In-Arena Night.



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- » June 29, 2019 – The **Las Vegas Aces** hosted a Pride In-Arena Night.
  - » June 29, 2019 – The **Dallas Wings** hosted a Celebrity Serve fundraising event to benefit the Coalition for Aging LGBT.
  - » June 28, 2019 – The **New York Liberty** hosted their annual Pride Night celebration. The Loft's Pride Chorus sang the National Anthem, blending voices representing different sexual orientations, gender identities, ages, races, abilities and music/choral histories.
  - » June 27, 2019 – The **WNBA** awarded **Phoenix Mercury** player Briann January with the May WNBA Cares Community Assist Award for working as a role model for young, at-risk girls and LGBTQ+ youth. Briann's charity beneficiary, Odyssey Youth Movement – a resource for LGBTQ+ youth in Briann's hometown, received a \$5,000 donation on her behalf.
  - » June 27, 2019 – The **Los Angeles Sparks** partnered with greater Los Angeles area high schools to celebrate the Authenticity Games. The #Authenticity Games was a collaboration between the Sparks, local girl and boy high school basketball programs, their school and the Gay Straight Alliance on campus to provide a climate for individuals to feel safe being themselves. As part of the day, the team also hosted an Authenticity Panel. It was a 45-minute discussion on the LGBTQ+ community, during which members and advocates spoke on their journeys of finding #Authenticity for themselves.
    - As part of their #Authenticity Games initiative, the Sparks hosted two teams comprised of 5 girl and 5 boy high school basketball players. They competed at STAPLES Center to win either a \$3,500 or \$2,500 donation for the Sparks' LGBTQ+ non-profit of the night.
    - The Sparks hosted a postgame roof top party known as "The Do-Over" in conjunction with their #Authenticity Prom. The Do-Over created a space for people to go to prom with someone of the same sex or for those who shared the same perspectives on gender identity. This event took place during the Sparks LGBTQ+ Pride Night game at STAPLES Center.
  - » June 24-29, 2019 – The **Washington Mystics** hosted an online Pride auction featuring Mystics items and items from other MSE properties. Proceeds from the auction benefitted the HRC Foundation.
  - » June 23, 2019 – The **Chicago Sky** hosted a Pride In-Arena Night.
  - » June 20, 2019 – The **Dallas Wings** held a pre-game inclusion panel hosted by Toyota's Lead for Diversity and Inclusion prior to their Pride Night game. The panel featured members from the Human Rights Campaign and the North Texas GLBT Chamber.
  - » June 14, 2019 – The **Phoenix Mercury** hosted a Pride In-Arena Night.
  - » June 14, 2019 – The **Minnesota Lynx** hosted their Pride Night presented by Xcel Energy. It featured a pre-game conversation with influential and inspiring LGBTQ+ community leaders along with a postgame celebration with Lynx guard Danielle Robinson and Assistant Coach Plenette Pierson. In-game, the Lynx celebrated Pride with a Color Guard featuring LGBTQ+ military members, who presented a rainbow flag during the National Anthem.
  - » June 10, 2019 – In celebration of Pride, the **Minnesota Lynx** and **Timberwolves** staff and players completed a community service project alongside Xcel Energy volunteers. The collective group gathered at MATTER to assemble snack packs for LGBTQ+ youth at Avenues for Homeless Youth. Avenues for Homeless Youth serves LGBTQ+ youth through programs and host homes that respond to the need for culturally specific housing. Lynx Captains Seimone Augustus, Sylvia Fowles and Danielle Robinson participated in the event.
  - » June 9, 2019 – The **Indiana Fever** hosted a Pride In-Arena Night. It included a "Best Buddies Post-game Inclusion Chat" with Shenise Johnson and a postgame autograph session with Teaira McCowan and Erica Wheeler.
  - Jr. NBA Coaches Forums: The Jr. NBA is committed
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to teaching the fundamentals of basketball and using the sport to instill core character values; including sportsmanship, teamwork and respect. As part of that mission, the Jr. NBA organizes regular Coaches Forums that bring together youth basketball coaches to discuss issues related to diversity and gender identity, and strategies that empower coaches as leaders in building an open and inclusive culture in youth basketball. Developed in partnership with Athlete Ally and Positive Coaching Alliance, these forums provide coaches with research, inclusive coaching strategies, and a forum for coaches to ask questions, hear best practices from their peers and develop action plans they can take back to their team or league. Program highlights include:

- » On February 17, 2019, as part of NBA All-Star in Charlotte, the Jr. NBA partnered with Athlete Ally, A Call to Men, and Positive Coaching Alliance to host a forum designed to educate coaches on issues related to gender and sexuality. Its aim is to empower coaches as leaders to create team cultures that embrace diversity and inclusion. The forum is part of an ongoing series of Coaches Forums focused on building a more inclusive culture in youth sports and featured NBA Legends Grant Hill and Bruce Bowen, the Los Angeles Lakers' Reggie Bullock, WNBA player and Wizards assistant coach Kristi Toliver, and Greensboro Swarm assistant coach Chasity Melvin, as well as 100 youth basketball coaches.
- » On January 21, 2019 as part of the league's celebration of MLK Day, the Jr. NBA and **Memphis Grizzlies** partnered with Athlete Ally, Positive Coaching Alliance, and A Call to Men to host a Coaches Forum with 50 youth basketball coaches from the Memphis Area. Los Angeles Sparks Center Candace Parker, Grizzlies Coach JB Bickerstaff, and Pelicans Coach Alvin Gentry participated in a panel discussion about the role coaches can play in fostering inclusive environments for young athletes. Following the panel, facilitators from Athlete Ally, PCA and A Call to Men led coaches through exercises designed to confront unconscious bias and equip coaches with strategies they can use when working with youth.
- The NBA's **Autism Awareness** initiative aims to raise awareness and promote equality and inclusion for kids and families living with sensory limitations.
  - » In 2017, the NBA partnered with KultureCity, a non-profit that works to help autistic individuals gain acceptance and inclusion and reach their full potential, to re-think accessibility and implement features that create permanent accessibility for those with sensory needs. To date, 26 NBA teams have partnered with KultureCity to certify their arenas as sensory inclusive: Atlanta Hawks, Brooklyn Nets, Charlotte Hornets, Chicago Bulls, Cleveland Cavaliers, Denver Nuggets, Detroit Pistons, Golden State Warriors, 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, LA Clippers, LA Lakers, 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.
  - » Every year, to celebrate World Autism Awareness Day on April 2, the flagship NBA Store on Fifth Avenue "goes blue" alongside many other global landmarks in support of Autism Speaks' "Light It Up Blue" campaign, which aims to shine a light on autism.
  - » The flagship NBA Store on Fifth Avenue was certified as the first sensory inclusive retail store in the world, with the help of KultureCity.
  - » For the past three years, the NBA has promoted the work of Luv Michael through the league office's Fast Break snack program for employees. Luv Michael is an organization that produces organic, gluten-free, and nut-free granola while providing life skills education and employing people on the autism spectrum.

## Education

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

Through NBA Cares, the league works to combat global illiteracy and to encourage young people to develop a life-long love of reading. Teams and players participate in reading events during visits to schools and community organizations. The league and its teams and players also create NBA Cares Learn and Play Centers in schools and community organizations in need. These projects include reading rooms, libraries, computer centers, and more. They also include extensive renovations, book donations, educational software, and resources. These centers provide children and families with the opportunity to access educational and technological resources and a stimulating and safe place to learn. To date, the NBA family has created more than 1,300 new places to live, learn, or play in over 40 countries and territories.

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

careers in technology. On Saturday, September 2, 2019 the NBA hosted 20 high school-aged youth from Code Nation to participate in this year's Hackathon. Students were split into teams of 5 and asked to build a website to display basketball and financial statistics. The event ran from 10am to 5pm and, in addition to coding, the students got to meet with NBA Deputy Commissioner Mark Tatum, take a tour of the replay center and attend a panel discussion with a variety of legends and talent from around the sports industry.

## Youth and Family Development

In 2014, the NBA family became the first sports league to join President Obama's My Brother's Keeper initiative, focused on closing opportunity gaps facing boys and young men of color. The NBA committed to partner with MENTOR: The National Mentoring Partnership on a campaign to encourage 25,000 Americans to become mentors over five years. Using the power of PSAs (featuring Steph Curry and President Obama, Kemba Walker, Blake Griffin, Aaron Gordon, Isaiah Thomas, Dikembe Mutombo, and more), online organizing, and grassroots events in communities around the country to highlight the power of mentors to change lives. On February 19, 2019, President Obama and Stephen Curry took the stage at MBK Rising in Oakland where Steph announced that the NBA family has more than doubled the original goal, driving more than 50,000 new mentoring sign-ups at mentoring.org/nba.

- June 19, 2019 – The **Minnesota Lynx** partnered with Big Brothers Big Sisters to sign five new honorary members to their roster. Each honorary member was paired with a player who served as a mentor for practice and throughout the season as part of the team's 2019 "Dream Team." The mentors included Danielle Robinson, Damiris Dantas, Karima Christmas-Kelly, Odyssey Sims and Napheesa Collier. In addition to signing an honorary contract, the new members of the Lynx team had one-on-one time with their mentors, took part in practice, ran through skills and drills and ate lunch in the Lynx players' lounge. The Dream Team was honored on-court prior to a game and participated in community service events.
- Player Mentoring Programs: For the second consecutive season, Charlotte Hornets guard Kemba Walker organized regular outings for a group of four young



people and their mentors in partnership with Big Brothers Big Sisters of Central Carolinas. In addition, the Indiana Pacers' TJ Leaf, the Milwaukee Bucks' Pat Connaughton, and the Atlanta Dream's Angel McCoughtry all organized similar programs in partnership with local mentoring organizations.

- The Jr. NBA in the U.S. connects with more than 17,000 organizations reaching 5.2 million youth ages 6-14 through a network of affiliated youth basketball organizations, live events and interactive experiences. The Jr. NBA network is comprised of youth basketball programs of all NBA, WNBA, and NBA G League teams, as well as elementary and middle schools, military bases and longstanding community partners, including Boys & Girls Clubs of America, National Association of Police Athletic Leagues and others. The U.S. activation is highlighted by a series of national programs including the Jr. NBA Global Championship, Jr. NBA 3v3 Leagues, Jr. NBA Skills Challenge, and Combine Series.

### Health and Wellness

- In April 2018, the NBA launched its first-ever mental wellness campaign with a PSA of DeMar DeRozan and Kevin Love. The PSA directs fans to [nba.com/mindhealth](http://nba.com/mindhealth) where they can learn more on how to live more healthy, resilient lives, hear stories of mental health journeys from NBA and WNBA talent, and access resources from the league's mental health and wellness partners.
- In addition, NBA FIT, WNBA FIT, *Her Time To Play* and Jr. NBA programming incorporates mental wellness messaging and mindfulness training with the support of community experts like The Jed Foundation and Headspace. Additional mental wellness offerings have extended to employees as well through access to mindfulness trainings, mental health and wellness conversations, and Mental Health First Aid training courses.
- The league's enhanced program provides mental health education and resources to teams, access to mental health professionals that players, their families, and team staff can utilize, and support and guidance for teams to bolster their programs for players.
- » Resources for coaches, referees, athletic trainers, and other player-facing team staff focus on raising awareness, enabling team staff to recognize mental health challenges, and creating an environment that promotes mental wellness.
- **NBA/WNBA FIT** is the league's health and wellness platform that encourages physical and mental wellbeing for fans of all ages. NBA FIT utilizes the best athletes in the world to showcase their extensive training and nutrition regimens and to promote the understanding of the benefits of a healthy body and mind.
- » **WNBA FIT Month presented by Kaiser Permanente** highlights the importance of leading a healthy life through mind, body and spirit with a focus on total health, fitness, nutrition and self-esteem. WNBA teams and players join community members and partners and encourage physical activity, mental wellbeing and healthy living for children and families through grassroots programs and events, broadcast and digital ads and in-arena and online programming. Since 2015, the NBA, WNBA and NBA G League teams have hosted over 350 health and wellness events, impacting more than 166,000 people.
- » As part of WNBA FIT Month, the WNBA and its teams support its longest running platform **WNBA Breast Health Awareness**. WNBA Breast Health Awareness, launched in the WNBA's inaugural season, focuses on generating awareness, educating women, and inspiring others in the fight against breast cancer, in addition to raising funds for breast health initiatives. Each season, the WNBA and its teams help raise awareness and inspire others in the fight against breast cancer during Breast Health Awareness Week, when each team partners with community-based organizations like Bright Pink to host Breast Health Awareness Nights, events in the community, and wearing custom Breast Health warm up shirts for select games. In 2019, the WNBA raised over \$20,000 for breast health related organizations.
- For four years, the NBA and Kaiser Permanente have hosted the **Total Health Forum** – an annual event that brings together leaders from sport, business, community organizations, and government to discuss the most pressing community health issues facing our country.



Previous forums were held in Washington, D.C., Los Angeles, Atlanta. The fourth annual Total Health Forum took place in New York City in March 2019 and addressed stressors youth, girls and women face and the power of resiliency in building solutions, with a focus on mental health. Participants included NBA Commissioner Adam Silver, Kaiser Permanente Chairman and CEO Bernard Tyson, NBA Legend Alonzo Mourning, Olympic Gold Medalist and Activist Aly Raisman, WNBA Legend Chamique Holdseclaw, New York Liberty Head Coach Katie Smith and ESPN's Hannah Storm.

- NBA Cares has partnered with **Share Our Strength's No Kid Hungry Campaign** to raise awareness and funds to help end childhood hunger in America, including a PSA campaign with NBA All-Star Chris Paul. During the 2018-19 season, NBA Cares collaborated with No Kid Hungry in support of National Youth Day, School Breakfast week, and the Summer of Strength campaign. In 2017, the NBA partnered with No Kid Hungry and the Warriors to film and promote a "What Are You Hungry For?" video, telling the story of a young woman in Oakland who overcame the murder of her best friend and hunger issues to pursue success in school and on the basketball court.
- NBA Cares and WNBA Cares are founding partners of the United Nations Foundation's **Nothing But Nets** campaign, a grassroots movement to save lives by preventing malaria (the leading killer of children in Africa). The NBA and WNBA have helped raise more than \$56 million to distribute more than 9 million life-saving bed nets. In July 2013, NBA player Stephen Curry traveled to Tanzania to support the Nothing But Nets campaign, and continues his "Three for Three" campaign, donating three malaria bed nets for every three-pointer he makes. On World Malaria Day in 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 trav-

eled to the Dominican Republic with Nothing But Nets to visit communities affected by malaria and highlight the need to eradicate the deadly disease. In April 2019, the NBA once again hosted the Nothing But Nets Pop-a-Shot Challenge at the NBA Store in Manhattan.

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

### Military Support

- From June 4-8, 2019, the NBA partnered with USO for the 2019 NBA Finals Tour to visit service members stationed in Hawaii. Tour stops included military unit visits at the Joint Base Pearl Harbor – Hickam and Kaneohe Bay, as well as a live viewing party of Game 4 of the 2019 NBA Finals presented by YouTube TV at the Schofield Barracks. Tour participants included Naismith Memorial Basketball Hall of Famers Ray Allen and Coach Don Nelson, NBA legends Roy Hibbert and Kevin Ollie, and WNBA legend and coach Taj McWilliams-Franklin.
- NBA Cares Hoops for Troops is the league's global, year-round program in collaboration with the Department of Defense and Joint Chiefs of Staff showcasing the league's commitment to service and honoring active and retired servicemen, women, and their families.
- **Hoops for Troops** supports local communities and hundreds of thousands of active and retired armed forces members and their families each year, focusing on four pillars – transition, community, leadership, and health. Led by teams and current and former players, the initiative features a full schedule of

events across the country including USO Tours with legends of the game, exhibition games, clinics, open practices, speaking engagements, meet-and-greets, game tickets and more.

- **Hoops for Troops Veterans Day** activation honors and supports active and retired military and their families. The league and teams, alongside current and former NBA players, work with all six branches of the military in communities across the country to coordinate events and in-arena activities for troops and their families. To commemorate the holiday, NBA players and officials wear special on-court apparel including Hoops for Troops shooting shirts.
- As part of the Jr. NBA's commitment to engaging military members through basketball, the Jr. NBA works with the Army, Marines, Navy, and Air Force to host Jr. NBA Military Tip-Off celebration events at military installations across the country and provides sustainable youth basketball programming and support to service members and their families.
- The NBA participated in the USO Vice Chairman of the Joint Chiefs of Staff Tour in April 2018 with multiple stops worldwide, including, Italy, Japan, South Korea, Djibouti, Iraq, and the United Arab Emirates. The Vice Chairman's global troop visit is an expression of appreciation to our troops serving overseas and an opportunity to meet with service men and women, family members and commanders on the ground. [NBA.com/HoopsforTroops](http://NBA.com/HoopsforTroops) continues to promote NBA.com career opportunities to veterans and reservists. The NBA partners with the Chamber of Commerce, the Office of the Secretary of Defense, the Wounded Warrior Project, the New York National Guard, and Paralyzed Veterans of America to further support military members and their families.
- The NBA works closely with the Tragedy Assistance Program for Survivors (TAPS) throughout the year to support families who have lost loved ones serving in the armed forces. Players, coaches, referees, and teams host TAPS families for unique experiences including meet-and-greets and on-court recognition moments.
- In 2015, the NBA appointed General Martin E.

Dempsey, the 18th Chairman of the Joint Chiefs of Staff, as the Special Adviser to Commissioner Adam Silver. General Dempsey, who held the position as highest-ranking U.S. military officer, provides the NBA with counsel on leadership and service and serves as chairman of the Jr. NBA Leadership Council.

## Environment

- **NBA Green** is a leaguewide program in partnership with the Green Sports Alliance (GSA) and Sports and Sustainability International (SandSi) that generates awareness for protecting the environment domestically and internationally. The league and its teams and players are taking steps to be more environmentally friendly and are encouraging fans to participate in local greening initiatives.
- In 2019, the NBA became the first professional sports league to join the United Nations Framework Convention on Climate Change's (UNFCCC) Sports for Climate Action Framework by pledging to 1) undertake systematic efforts to promote greater environmental responsibility, 2) reduce overall climate impact, 3) educate for climate action, 4) promote sustainable and responsible consumption, and 5) advocate for climate action through communication.
- In partnership with the Arbor Day Foundation and to celebrate Earth Day, the NBA donated three trees for every three-point shot made in the 2019 NBA Playoffs and planted an additional tree when fans shared their own eco-friendly acts on social media using #NBAGreen. In total, more than 5,000 trees were planted in forests damaged by the Northern California wildfires.
- Since the start of the 2017-18 season, all 30 NBA teams have worn Nike Vapor Uniform System. The eco-friendly jerseys are made from a fabric blend that includes polyester derived from recycled plastic water bottles, each uniform representing approximately 20 discarded bottles which were reclaimed, melted down, and converted into new yarn.
- The league and its teams are committed to building eco-friendlier operations. Since 2012, the NBA has

been measuring environmental impact through a variety of tools. Additional program efforts throughout offices and arenas include utilizing sustainable supplies, promoting use of mass transit, implementing recycling programs, installing energy and water-saving fixtures, and purchasing renewable energy credits and carbon offsets.

- Eight NBA team arenas have received **LEED® certification** by the U.S. Green Building Council: State Farm Arena (Atlanta Hawks), American Airlines Arena (Miami Heat), Chase Center (Golden State Warriors), Toyota Center (Houston Rockets), Barclays Center (Brooklyn Nets) and Amway Center (Orlando Magic). Golden 1 Center (Sacramento Kings) and Moda Center (Portland Trail Blazers) are both Platinum Certified arenas. UCLA Health Training Center, home of the NBA G League's South Bay Lakers and Los Angeles Lakers Training Facility is also LEED Platinum Certified.
- The NBA Flagship Store on Fifth Avenue achieved Leadership in Energy and Environmental Design (LEED) Commercial Interior's (CI) v3 Gold level certification by the US Green Building Council\* (USGBC).

### International Initiatives

- Through a variety of Youth Participation programs, including Jr. NBA, NBA FIT and NBA Cares, the NBA reached more than 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 5.0 million hours of hands-on service and created more than 1,300 places where kids and families can live, learn or play in communities around the world. Internationally, NBA Cares has created more than 323 places where kids and families can live, learn, or play in 40 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 59 BWB camps in 38 cities in 30 countries on six continents. BWB has hosted more than 3,500 participants from 129 countries and territories. More than 290 current and former NBA/WNBA players have joined more than 240 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 partnership with the U.S. Department of State's Bureau of Educational and Cultural Affairs' Sports Diplomacy Office as well as the Empowering Women and Girls Through Sport Initiative, more than 78 current and former NBA and WNBA players and coaches have traveled to 83 countries as ambassadors of sport, conducting clinics, visiting schools and speaking to youth. Additionally, the NBA and WNBA support the U.S. State Department's Sports Visitor Program by partnering to host youth and coaches during their visits to the U.S.
- In China, NBA Cares works with leading non-profit organizations and community partners such as the China Youth Development Foundation, China Foundation For Disabled Persons, China Soong Ching Ling Foundation, Yao Foundation and Special Olympics, to support a range of education, health, and development programs. These efforts reach more than 300,000 underprivileged youth in China every year.
- In Brazil, the NBA launched a new partnership with Trade Social to support underserved people in Rio de Janeiro. On November 24, 2018, employees from NBA Brazil volunteered to serve meals to 90 people dealing with homelessness. In January 2019, NBA Brazil began a refurbishment project to improve facilities at Cruzada Sao Sebastiao, a local housing complex that is home to over 7,000 low-income Brazilians. In addition, NBA Brazil has organized and sponsored after school basketball and sports programming for youth in the complex.



- The NBA, in partnership with the **USAID**, 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, reaching 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, FL, 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 reached more than 19.5 million youth in 2019, targeting boys and girls ages 10-14. Jr. NBA programs in this region are currently 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 included Jr. NBA Leagues with the support of MOE and local sports bureaus and basketball associations, which funneled into the Jr. NBA Global Championship. PE teachers selected their best players to play in regional competitions, with the best teams advancing the Jr. NBA Global Championship China Regional Finals at the NBA Center in Wuqing, Tianjin. The "School Basketball" program, launched at the start of the 2016 school year, is a partnership between the NBA and the Chinese Ministry of Education, with more than 5,000 participating schools. It incorporates weekly mandatory basketball programs into physical education classes using a 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 II

Players								
	%	#		%	#		%	#
2019			2013			2007		
White	17.4%	25	White	20.0%	28	White	35.0%	66
African-American	67.4%	97	African-American	73.0%	103	African-American	63.0%	117
Latino	0.7%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	1.4%	2	Asian	0.0%	0	Asian	1.0%	1
Other	13.2%	19	Other	7.0%	10	Other	2.0%	3
			International	8.5%	12	International	14.0%	27
2018			2012			2006		
White	15.8%	23	White	16.0%	22	White	36.0%	75
African-American	78.4%	114	African-American	74.0%	100	African-American	63.0%	133
Latino	1.4%	2	Latino	0.0%	0	Latino	0.0%	0
Asian	1.4%	2	Asian	0.0%	0	Asian	0.0%	1
Other	3.4%	5	Other	1.0%	1	Other	1.0%	2
			International	9.0%	12	International	17.0%	36
2017			2011			2005		
White	14.6%	21	White	21.0%	31	White	34.0%	64
African-American	76.4%	110	African-American	69.0%	101	African-American	63.0%	100
Latino	2.8%	4	Latino	3.0%	4	Latino	1.0%	3
Asian	0.7%	1	Asian	0.0%	0	Asian	0.0%	0
Other	5.6%	8	Other	>1%	1	Other	1.0%	4
			International	6.0%	9	International	19.0%	39
2016			2010			2004		
White	24.5%	35	White	16.0%	26	White	33.0%	66
African-American	68.5%	98	African-American	69.0%	112	African-American	66.0%	134
Latino	3.5%	5	Latino	1.0%	1	Latino	1.0%	2
Asian	0.7%	1	Asian	0.0%	0	Asian	0.0%	0
Other	2.8%	4	Other	1.0%	1	Other	0.0%	0
			International	14.0%	23	International	16.0%	33
2015			2009			2002		
White	24.3%	37	White	20.0%	38	White	35.0%	x
African-American	71.7%	109	African-American	67.0%	126	African-American	61.0%	x
Latino	0.7%	1	Latino	0.0%	0	Latino	<3%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	<1%	x
Other	3.3%	5	Other	1.0%	1	Other	<1%	x
International	16.4%	25	International	12.0%	23			
2014			2008			2001		
White	23.3%	35	White	21.0%	44	White	34.0%	x
African-American	69.3%	104	African-American	65.0%	139	African-American	63.0%	x
Latino	1.3%	2	Latino	0.0%	0	Latino	3.0%	x
Asian	0.0%	0	Asian	0.0%	0	Other	x	x
Other	6.0%	9	Other	0.0%	0			
International	14.0%	21	International	14.0%	31	2000		
x=Data not recorded						White	33.0%	x
						African-American	65.0%	x
						Latino	2.0%	x
						Other	0.0%	x
						1999		
						White	32.0%	x
						African-American	64.0%	x
						Latino	2.0%	x
						Other	0.0%	x

**Table 1**

League Office: Professional Employees								
	%	#		%	#		%	#
2019			2013			2006		
White	53.3%	24	White	67.0%	16	White	66.0%	29
African-American	40.0%	18	African-American	29.0%	7	African-American	20.5%	9
Latino	2.2%	1	Latino	0.0%	0	Latino	2.2%	1
Asian	0.0%	0	Asian	4.0%	1	Asian	11.3%	5
Other	4.4%	2	Other	0.0%	0	Other	0.0%	0
Women	48.9%	22	Women	79.0%	19	Women	75.0%	33
Total	x	45	Total	x	24	Total	x	44
2018			2012			2005		
White	45.0%	18	White	71.0%	15	White	65.0%	15
African-American	35.0%	14	African-American	29.0%	6	African-American	26.0%	6
Latino	10.0%	4	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	9.0%	2
Other	10.0%	4	Other	0.0%	0	Other	0.0%	0
Women	50.0%	20	Women	71.0%	15	Women	70.0%	16
Total	x	40	Total	x	21	Total	x	23
2017			2011			2004		
White	49.0%	19	White	71.0%	15	White	60.0%	6
African-American	36.0%	14	African-American	29.0%	6	African-American	40.0%	4
Latino	8.0%	3	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	8.0%	3	Other	0.0%	0	Other	0.0%	0
Women	54.0%	21	Women	76.0%	16	Women	90.0%	9
Total	x	39	Total	x	21	Total	x	10
2016			2010			2003		
White	73.9%	17	White	76.0%	22	Data Not Recorded		
African-American	26.1%	6	African-American	24.0%	7	2002		
Latino	0.0%	0	Latino	0.0%	0	White	55.0%	12
Asian	0.0%	0	Asian	0.0%	0	African-American	36.0%	8
Other	0.0%	0	Other	0.0%	0	Latino	9.0%	2
Women	69.6%	16	Women	69.0%	20	Asian	0.0%	0
Total	x	23	Total	x	29	Other	0.0%	0
2015			2009			Women	95.0%	21
White	75.0%	18	White	67.0%	22	Total	x	22
African-American	25.0%	6	African-American	27.0%	9	2001		
Latino	0.0%	0	Latino	3.0%	1	Data Not Recorded		
Asian	0.0%	0	Asian	3.0%	1	2000		
Other	0.0%	0	Other	0.0%	0	White	55.0%	11
Women	75.0%	18	Women	100.0%	33	African-American	35.0%	7
Total	x	24	Total	x	33	Latino	5.0%	1
2014			2008			Asian	0.0%	0
White	70.8%	17	White	67.0%	22	Other	5.0%	1
African-American	25.0%	6	African-American	27.0%	9	Women	85.0%	17
Latino	0.0%	0	Latino	3.0%	1	Total	x	20
Asian	4.2%	1	Asian	3.0%	1	1999		
Other	0.0%	0	Other	0.0%	0	Data Not Recorded		
Women	79.2%	19	Women	x	x	1998		
Total	x	24	Total	x	33	White	69.0%	9
<b>Table 2</b> <i>x=Data not recorded</i> <i>**Information submitted by the WNBA League</i>			2007			African-American	23.0%	3
			White	64.0%	27	Latino	0.0%	0
			African-American	21.0%	9	Asian	8.0%	1
			Latino	2.0%	1	Other	0.0%	0
			Asian	12.0%	5	Women	69.0%	9
			Other	0.0%	0	Total	x	13
			Women	74.0%	31			
			Total	x	42			

Majority Owners								
	%	#		%	#		%	#
2019			2014			2009		
White	74.4%	32	White	83.3%	30	White	100.0%	18
African-American	16.3%	7	African-American	11.1%	4	African-American	0.0%	0
Latino	2.3%	1	Latino	2.8%	1	Latino	0.0%	0
Asian	2.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.7%	3	Other	2.8%	1	Other	0.0%	0
Women	32.6%	15	Women	33.3%	12	Women	22.0%	4
2018			2013			2008		
White	74.4%	32	White	72.0%	18	White	100.0%	20
African-American	16.3%	7	African-American	20.0%	5	African-American	0.0%	0
Latino	2.3%	1	Latino	4.0%	1	Latino	0.0%	0
Asian	2.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.7%	2	Other	4.0%	1	Other	0.0%	0
Women	32.6%	14	Women	36.0%	9	Women	20.0%	4
2017			2012			2007		
White	71.9%	23	White	72.0%	18	White	100.0%	20
African-American	18.8%	6	African-American	20.0%	5	African-American	0.0%	0
Latino	3.1%	1	Latino	4.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	6.3%	2	Other	4.0%	1	Other	0.0%	0
Women	34.4%	11	Women	40.0%	10	Women	20.0%	4
2016			2011			2006		
White	80.0%	28	White	100.0%	13	White	95.0%	18
African-American	14.3%	5	African-American	0.0%	0	African-American	5.0%	1
Latino	2.9%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
Women	40.0%	14	Women	31.0%	4	Women	11.0%	2
2015			2010			2005		
White	82.1%	32	White	100.0%	12	White	92.0%	21
African-American	12.8%	5	African-American	0.0%	0	African-American	8.0%	2
Latino	2.6%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	2.6%	1	Other	0.0%	0	Other	0.0%	0
Women	35.9%	14	Women	25.0%	3	Women	16.0%	4
Table 3						2004		
						White	94.0%	16
						African-American	6.0%	1
						Latino	0.0%	0
						Asian	0.0%	0
						Other	0.0%	0
						Women	18.0%	3

Head Coaches								
	%	#		%	#		%	#
2019			2012			2005		
White	75.0%	9	White	67.0%	8	White	85.0%	11
African-American	25.0%	3	African-American	33.0%	4	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	41.7%	5	Women	42.0%	5	Women	38.0%	5
2018			2011			2004		
White	75.0%	9	White	58.0%	7	White	69.0%	9
African-American	25.0%	3	African-American	42.0%	5	African-American	31.0%	4
Latino	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Asian	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	50.0%	6	Women	38.0%	5
2017			2010			2003		
White	58.3%	7	White	67.0%	8	Data Not Recorded		
African-American	41.7%	5	African-American	33.0%	4	2002		
Latino	0.0%	0	Asian	0.0%	0	White	82.0%	14
Asian	0.0%	0	Latino	0.0%	0	African-American	18.0%	3
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	50.0%	6	Women	58.0%	7	Latino	0.0%	0
2016			2009			Other	0.0%	0
White	75.0%	9	White	77.0%	10	Women	41.0%	7
African-American	25.0%	3	African-American	23.0%	3	2001		
Latino	0.0%	0	Asian	0.0%	0	White	75.0%	12
Asian	0.0%	0	Latino	0.0%	0	African-American	25.0%	4
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	41.7%	5	Women	38.0%	5	Latino	0.0%	0
2015			2008			Other	0.0%	0
White	75.0%	9	White	64.0%	9	Women	44.0%	7
African-American	25.0%	3	African-American	36.0%	5	2000		
Latino	0.0%	0	Asian	0.0%	0	White	69.0%	11
Asian	0.0%	0	Latino	0.0%	0	African-American	31.0%	5
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	50.0%	6	Women	36.0%	5	Latino	0.0%	0
2014			2007			Other	0.0%	0
White	66.7%	8	White	77.0%	10	Women	44.0%	7
African-American	33.3%	4	African-American	23.0%	3	1999		
Asian	0.0%	0	Asian	0.0%	0	White	75.0%	9
Latino	0.0%	0	Latino	0.0%	0	African-American	25.0%	3
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	50.0%	6	Women	31.0%	4	Latino	0.0%	0
2013			2006			Other	0.0%	0
White	75.0%	9	White	86.0%	12	Women	50.0%	6
African-American	25.0%	3	African-American	14.0%	2	1998		
Latino	0.0%	0	Asian	0.0%	0	White	42.9%	3
Asian	0.0%	0	Latino	0.0%	0	African-American	57.1%	4
Other	0.0%	0	Other	0.0%	0	Asian	0.0%	0
Women	42.0%	5	Women	21.0%	3	Latino	0.0%	0
						Other	0.0%	0
						Women	70.0%	7

Table 4



Assistant Coaches								
	%	#		%	#		%	#
2019			2012			2005		
White	57.7%	15	White	60.0%	15	White	65.0%	17
African-American	38.5%	10	African-American	40.0%	10	African-American	35.0%	9
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	3.8%	1	Other	0.0%	0	Other	0.0%	0
Women	61.5%	16	Women	64.0%	16	Women	65.0%	17
2018			2011			2004		
White	50.0%	16	White	63.0%	12	White	55.0%	18
African-American	50.0%	16	African-American	36.0%	7	African-American	45.0%	15
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	59.4%	19	Women	63.0%	12	Women	58.0%	19
2017			2010			2003		
White	46.2%	12	White	56.0%	9	Data Not Recorded		
African-American	53.8%	14	African-American	44.0%	7	2002		
Latino	0.0%	0	Latino	0.0%	0	White	68.0%	27
Asian	0.0%	0	Asian	0.0%	0	African-American	33.0%	13
Other	0.0%	0	Other	0.0%	0	Latino	0.0%	0
Women	61.5%	16	Women	56.0%	9	Asian	0.0%	0
2016			2009			Other	0.0%	0
White	52.2%	12	White	59.0%	16	Women	55.0%	19
African-American	47.8%	11	African-American	41.0%	11	2001		
Latino	0.0%	0	Latino	0.0%	0	Data Not Recorded		
Asian	0.0%	0	Asian	0.0%	0	2000		
Other	0.0%	0	Other	0.0%	0	White	75.0%	27
Women	56.5%	13	Women	59.0%	16	African-American	22.0%	13
2015			2008			Latino	3.0%	0
White	50.0%	20	White	58.0%	18	Asian	0.0%	0
African-American	50.0%	20	African-American	42.0%	13	Other	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Women	61.0%	22
Asian	0.0%	0	Asian	0.0%	0	1999		
Other	0.0%	0	Other	0.0%	0	White	74.0%	17
Women	45.0%	18	Women	55.0%	17	African-American	22.0%	5
2014			2007			Latino	0.0%	0
White	48.0%	12	White	61.0%	19	Asian	4.0%	1
African-American	52.0%	13	African-American	39.0%	12	Other	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Women	52.0%	12
Asian	0.0%	0	Asian	0.0%	0	1998		
Other	0.0%	0	Other	0.0%	0	White	63.0%	2
Women	68.0%	17	Women	52.0%	16	African-American	31.0%	5
2013			2006			Latino	0.0%	0
White	63.0%	15	White	59.0%	16	Asian	6.0%	1
African-American	38.0%	9	African-American	41.0%	11	Other	0.0%	0
Latino	0.0%	0	Latino	0.0%	0	Women	50.0%	8
Asian	0.0%	0	Asian	0.0%	0	Table 5		
Other	0.0%	0	Other	0.0%	0			
Women	67.0%	16	Women	56.0%	15			

CEO/President								
	%	#		%	#		%	#
2019			2014			2009		
White	72.7%	8	White	85.0%	17	White	88.0%	14
African-American	27.3%	3	African-American	10.0%	2	African-American	6.0%	1
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	6.0%	1
Women	45.5%	5	Women	20.0%	4	Women	38.0%	6
2018			2013			2008		
White	73.3%	11	White	79.0%	11	White	80.0%	12
African-American	26.7%	4	African-American	14.0%	2	African-American	13.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	7.0%	1
Women	40.0%	6	Women	36.0%	5	Women	33.0%	5
2017			2012			2007		
White	81.3%	13	White	93.0%	14	White	87.0%	13
African-American	18.8%	3	African-American	0.0%	0	African-American	13.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	31.3%	5	Women	13.0%	2	Women	27.0%	4
2016			2011			2006		
White	86.7%	13	White	91.0%	20	White	89.0%	16
African-American	13.3%	2	African-American	5.0%	1	African-American	11.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	5.0%	1	Other	0.0%	0
Women	33.3%	5	Women	9.0%	2	Women	22.0%	4
2015			2010			2005		
White	77.8%	14	White	87.0%	13	White	90.0%	14
African-American	22.2%	4	African-American	7.0%	1	African-American	10.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	7.0%	1	Other	0.0%	0
Women	27.8%	5	Women	40.0%	6	Women	10.0%	2
TABLE 6						2004		
						White	85.0%	11
						African-American	15.0%	2
						Latino	0.0%	0
						Asian	0.0%	0
						Other	0.0%	0
						Women	8.0%	1

General Manager								
	%	#		%	#		%	#
2019			2014			2009		
White	72.7%	8	White	70.0%	7	White	75.0%	9
African-American	27.3%	3	African-American	30.0%	3	African-American	25.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	45.5%	5	Women	40.0%	4	Women	50.0%	6
2018			2013			2008		
White	75.0%	9	White	64.0%	7	White	77.0%	10
African-American	25.0%	3	African-American	36.0%	4	African-American	21.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	6	Women	36.0%	4	Women	54.0%	7
2017			2012			2007		
White	72.7%	8	White	58.0%	7	White	85.0%	11
African-American	27.3%	3	African-American	42.0%	5	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	54.5%	6	Women	33.0%	4	Women	54.0%	7
2016			2011			2006		
White	80.0%	8	White	67.0%	8	White	82.0%	9
African-American	20.0%	2	African-American	33.0%	4	African-American	18.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	50.0%	5	Women	67.0%	8	Women	55.0%	6
2015			2010			2005		
White	72.7%	8	White	67.0%	8	White	73.0%	9
African-American	27.3%	3	African-American	33.0%	4	African-American	27.0%	3
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	54.5%	6	Women	67.0%	6	Women	67.0%	8
Table 7						2004		
						White	77.0%	10
						African-American	23.0%	3
						Latino	0.0%	0
						Asian	0.0%	0
						Other	0.0%	0
						Women	77.0%	10

## Vice Presidents and Above

	%	#		%	#		%	#
<b>2019</b>			<b>2014</b>			<b>2009</b>		
White	72.6%	45	White	92.6%	88	White	93.0%	54
African-American	22.6%	14	African-American	6.3%	6	African-American	3.0%	2
Latino	4.8%	3	Latino	1.1%	1	Latino	3.0%	2
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	48.4%	30	Women	23.2%	22	Women	28.0%	16
<b>2018</b>			<b>2013</b>			<b>2008</b>		
White	83.8%	62	White	94.0%	47	White	92.0%	61
African-American	13.5%	10	African-American	4.0%	2	African-American	6.0%	4
Latino	1.4%	1	Latino	2.0%	1	Latino	2.0%	1
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	1.4%	1	Other	0.0%	0	Other	0.0%	0
Women	48.6%	36	Women	28.0%	14	Women	30.0%	20
<b>2017</b>			<b>2012</b>			<b>2007</b>		
White	87.9%	116	White	89.0%	47	White	94.0%	61
African-American	11.4%	15	African-American	8.0%	4	African-American	6.0%	4
Latino	0.8%	1	Latino	4.0%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	29.5%	39	Women	25.0%	13	Women	26.0%	17
<b>2016</b>			<b>2011</b>			<b>2006</b>		
White	89.0%	97	White	94.0%	34	White	90.0%	80
African-American	10.1%	11	African-American	3.0%	1	African-American	10.0%	9
Latino	0.9%	1	Latino	3.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	26.6%	29	Women	25.0%	9	Women	20.0%	18
<b>2015</b>			<b>2010</b>			<b>2005</b>		
White	90.6%	87	White	91.0%	21	White	91.0%	77
African-American	8.3%	8	African-American	4.0%	1	African-American	8.0%	7
Latino	0.0%	0	Latino	4.0%	1	Latino	0.0%	0
Asian	1.0%	1	Asian	0.0%	0	Asian	1.0%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Women	26.0%	25	Women	13.0%	3	Women	27.0%	23
<b>TABLE 8</b>  *In 2018, this category was renamed to "Vice Presidents and Above," all previous data was classified as Vice Presidents						<b>2004</b>		
						White	89.0%	42
						African-American	11.0%	5
						Latino	0.0%	0
						Asian	0.0%	0
						Other	0.0%	0
						Women	28.0%	13



## Managers to Senior Directors

	%	#		%	#		%	#
<b>2019</b>			<b>2014</b>			<b>2009</b>		
White	74.2%	98	White	82.6%	90	White	81.0%	42
African-American	17.4%	23	African-American	11.9%	13	African-American	12.0%	6
Latino	1.5%	2	Latino	3.7%	4	Latino	6.0%	3
Asian	4.5%	6	Asian	1.8%	2	Asian	2.0%	1
Other	2.3%	3	Other	0.0%	0	Other	0.0%	0
Women	51.5%	68	Women	36.7%	40	Women	44.0%	23
<b>2018</b>			<b>2013</b>			<b>2008</b>		
White	73.8%	135	White	80.0%	43	White	78.0%	56
African-American	17.5%	32	African-American	13.0%	7	African-American	13.0%	9
Latino	4.4%	8	Latino	2.0%	1	Latino	4.0%	3
Asian	2.7%	5	Asian	2.0%	1	Asian	4.0%	3
Other	1.6%	3	Other	4.0%	2	Other	1.0%	1
Women	52.5%	96	Women	48.0%	26	Women	49.0%	35
<b>2017</b>			<b>2012</b>			<b>2007</b>		
White	76.2%	99	White	79.0%	46	White	82.0%	50
African-American	20.0%	26	African-American	19.0%	11	African-American	11.0%	7
Latino	2.3%	3	Latino	0.0%	0	Latino	5.0%	3
Asian	0.8%	1	Asian	0.0%	0	Asian	2.0%	1
Other	0.8%	1	Other	2.0%	1	Other	0.0%	0
Women	27.7%	36	Women	52.0%	30	Women	43.0%	26
<b>2016</b>			<b>2011</b>			<b>2006</b>		
White	79.0%	94	White	72.0%	43	White	81.0%	94
African-American	12.6%	15	African-American	7.0%	4	African-American	9.0%	11
Latino	4.2%	5	Latino	18.0%	11	Latino	7.0%	8
Asian	2.5%	3	Asian	3.0%	2	Asian	2.0%	2
Other	1.7%	2	Other	0.0%	0	Other	1.0%	1
Women	24.4%	29	Women	33.0%	20	Women	28.0%	33
<b>2015</b>			<b>2010</b>			<b>2005</b>		
White	78.1%	75	White	72.0%	12	White	80.0%	99
African-American	14.6%	14	African-American	22.0%	4	African-American	11.0%	14
Latino	2.1%	2	Latino	6.0%	1	Latino	6.0%	7
Asian	4.2%	4	Asian	0.0%	0	Asian	2.0%	3
Other	1.0%	1	Other	0.0%	0	Other	0.0%	0
Women	34.4%	33	Women	61.0%	11	Women	37.0%	45
<b>TABLE 9</b>  *In 2018, this category was reclassified to "Managers to Senior Directors," all previous data was classified as Senior Management			<b>2004</b>			White	81.0%	74
						African-American	12.0%	11
						Latino	3.0%	3
						Asian	2.0%	2
						Other	1.0%	1
						Women	42.0%	38

Professional Team Staff (Excludes Admins)								
	%	#		%	#		%	#
2019			2014			2009		
White	68.3%	125	White	76.9%	409	White	77.0%	79
African-American	15.8%	29	African-American	15.8%	84	African-American	15.0%	15
Latino	7.1%	13	Latino	4.9%	26	Latino	3.0%	3
Asian	4.4%	8	Asian	1.7%	9	Asian	5.0%	5
Other	4.4%	8	Other	0.8%	4	Other	>1%	1
Women	40.4%	74	Women	41.5%	221	Women	49.0%	50
2018			2013			2008		
White	68.5%	111	White	71.0%	157	White	72.0%	115
African-American	23.5%	38	African-American	22.0%	48	African-American	14.0%	23
Latino	3.1%	5	Latino	4.0%	8	Latino	10.0%	16
Asian	3.1%	5	Asian	2.0%	5	Asian	1.0%	2
Other	1.9%	3	Other	2.0%	4	Other	2.0%	3
Women	58.0%	94	Women	49.0%	109	Women	52.0%	83
2017			2012			2007		
White	73.3%	400	White	72.0%	67	White	71.0%	132
African-American	15.0%	82	African-American	20.0%	19	African-American	13.0%	25
Latino	7.0%	38	Latino	3.0%	3	Latino	15.0%	28
Asian	4.4%	24	Asian	4.0%	4	Asian	1.0%	1
Other	0.4%	2	Other	0.0%	0	Other	1.0%	1
Women	41.2%	225	Women	44.0%	41	Women	48.0%	90
2016			2011			2006		
White	66.2%	325	White	86.0%	77	White	68.0%	159
African-American	20.2%	99	African-American	10.0%	9	African-American	16.0%	38
Latino	9.8%	48	Latino	4.0%	4	Latino	11.0%	26
Asian	3.5%	17	Asian	0.0%	0	Asian	3.0%	7
Other	0.4%	2	Other	0.0%	0	Other	2.0%	5
Women	44.4%	218	Women	40.0%	36	Women	44.0%	103
2015			2010			2005		
White	73.8%	329	White	80.0%	28	White	70.0%	165
African-American	18.4%	82	African-American	17.0%	6	African-American	17.0%	41
Latino	1.3%	6	Latino	0.0%	0	Latino	8.0%	19
Asian	5.2%	23	Asian	0.0%	0	Asian	4.0%	10
Other	1.3%	6	Other	3.0%	1	Other	0.0%	1
Women	44.2%	197	Women	54.0%	19	Women	50.0%	118
<b>Table 10</b>  *In 2018, this category was reclassified to "Professional Staff," all previous data was classified as Professional Administration.						2004		
						White	69.0%	268
						African-American	22.0%	86
						Latino	5.0%	18
						Asian	3.0%	14
						Other	<1%	3
						Women	44.0%	170

## Physicians

	%	#		%	#		%	#
<b>2019</b>			<b>2014</b>			<b>2008</b>		
White			White	86.4%	19	White	80%	12
African-American			African-American	4.5%	1	African-American	7%	1
Latino			Latino	4.5%	1	Latino	13%	2
Asian			Asian	0.0%	0	Asian	0%	0
Other			Other	50.0%	1	Other	0%	0
Women			Women	18.2%	4	Women	27%	4
<b>2018</b>			<b>2013</b>			<b>2007</b>		
White			White	60%	6	White	82%	18
African-American			African-American	10%	1	African-American	9%	2
Latino			Latino	0%	0	Latino	9%	2
Asian			Asian	10%	1	Asian	0%	0
Other			Other	20%	2	Other	0%	0
Women			Women	20%	2	Women	23%	5
<b>2017</b>			<b>2012</b>			<b>2006</b>		
White	73.7%	14	White	100%	11	White	82%	18
African-American	5.3%	1	African-American	0%	0	African-American	5%	1
Latino	0%	0	Latino	0%	0	Latino	14%	3
Asian	10.5%	2	Asian	0%	0	Asian	0%	0
Other	10.5%	2	Other	0%	0	Other	0%	0
Women	31.6%	6	Women	27%	3	Women	27%	6
<b>2016</b>			<b>2011</b>			<b>2005</b>		
White	88.9%	16	White	88%	7	White	82%	14
African-American	5.6%	1	African-American	0%	0	African-American	6%	1
Latino	0.0%	0	Latino	12%	1	Latino	12%	2
Asian	5.6%	1	Asian	0%	0	Asian	0%	0
Other	0.0%	0	Other	0%	0	Other	0%	0
Women	27.8%	5	Women	12%	1	Women	18%	3
<b>2015</b>			<b>2010</b>			<b>2004</b>		
White	88.5%	23	White	80%	8	White	100%	13
African-American	3.8%	1	African-American	10%	1	African-American	0%	0
Latino	3.8%	1	Latino	0%	0	Latino	0%	0
Asian	0.0%	0	Asian	10%	1	Asian	0	0
Other	3.8%	1	Other	0%	0	Other	0%	0
Women	34.6%	9	Women	20%	2	Women	8%	1
<b>Table 11</b>			<b>2009</b>			<b>2003</b>		
			White	78%	7	Data Not Recorded		
			African-American	11%	1	<b>2002</b>		
			Latino	11%	1	White	88%	x
			Asian	0%	0	African-American	6%	x
			Other	0%	0	Latino	0%	x
			Women	33%	3	Asian	6%	x
						Other	0%	x
						Women	22%	x

Head Athletic Trainers								
	%	#		%	#		%	#
2019			2012			2005		
White	44.4%	4	White	75.0%	12	White	70.0%	16
African-American	22.2%	2	African-American	19.0%	3	African-American	22.0%	5
Latino	22.2%	2	Latino	0.0%	0	Latino	9.0%	2
Asian	11.1%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	6.0%	1	Other	0.0%	0
Women	77.8%	7	Women	63.0%	10	Women	70.0%	16
2018			2011			2004		
White	70.0%	7	White	67.0%	8	White	77.0%	10
African-American	10.0%	1	African-American	33.0%	4	African-American	15.0%	2
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0
Asian	10.0%	1	Asian	0.0%	0	Asian	8.0%	1
Other	10.0%	1	Other	0.0%	0	Other	0.0%	0
Women	80.0%	8	Women	50.0%	6	Women	92.0%	12
2017			2010			2003		
White	75.0%	9	White	65.0%	11	Data Not Recorded		
African-American	17.0%	2	African-American	29.0%	5	2002		
Latino	0.0%	0	Latino	0.0%	0	White	86.0%	12
Asian	8.0%	1	Asian	0.0%	0	African-American	7.0%	1
Other	0.0%	0	Other	6.0%	1	Latino	0.0%	0
Women	58.0%	7	Women	53.0%	9	Asian	7.0%	1
2016			2009			Other	0.0%	0
White	66.7%	8	White	65.0%	13	Women	88.0%	14
African-American	25.0%	3	African-American	25.0%	5	2001		
Latino	0.0%	0	Latino	0.0%	0	Data Not Recorded		
Asian	8.3%	1	Asian	0.0%	0	2000		
Other	0.0%	0	Other	10.0%	2	White	88.0%	1
Women	50.0%	6	Women	22.0%	4	African-American	6.0%	1
2015			2008			Latino	0.0%	0
White	76.9%	10	White	67.0%	14	Asian	0.0%	0
African-American	23.1%	3	African-American	29.0%	6	Other	6.0%	1
Latino	0.0%	0	Latino	0.0%	0	Women	88.0%	10
Asian	0.0%	0	Asian	0.0%	0	1999		
Other	0.0%	0	Other	5.0%	1	White	92.0%	11
Women	61.5%	8	Women	52.0%	11	African-American	0.0%	0
2014			2007			Latino	1.0%	0
White	76.9%	10	White	65.0%	13	Asian	0.0%	0
African-American	15.4%	2	African-American	20.0%	4	Other	1.0%	0
Latino	0.0%	0	Latino	10.0%	2	Women	83.0%	11
Asian	7.7%	1	Asian	0.0%	0	1998		
Other	0.0%	0	Other	5.0%	1	White	100.0%	10
Women	53.8%	7	Women	45.0%	9	African-American	0.0%	0
2013			2006			Latino	0.0%	0
White	70.0%	7	White	68.0%	15	Asian	0.0%	0
African-American	20.0%	2	African-American	18.0%	4	Other	0.0%	0
Latino	0.0%	0	Latino	9.0%	2	Women	100.0%	10
Asian	10.0%	1	Asian	0.0%	0	Table 11		
Other	0.0%	0	Other	5.0%	1			
Women	40.0%	4	Women	59.0%	13			