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The 2008 Women's National Basketball Association Racial and Gender Report Card:

by Richard Lapchick
with Colleen Lerner and Jessica Zahn
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EXECUTIVE SUMMARY

The WNBA received an **A+** for gender and an **A+** for race for a record combined grade for race and gender of an **A+** in the 2008 WNBA Racial and Gender Report Card. This was the highest combined grade for any sport in the history of the Racial and Gender Report Card.

The WNBA continues to be the best among pro sports leagues for both race and gender. 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?" Consistently, the answer for the WNBA is an emphatic "yes."

In the last Report Card, the WNBA once again got an **A** for race but slipped to a **B+** for gender while maintaining an **A** as a combined grade. In the 2001, 2004 and 2005 Racial and Gender Report Cards, the WNBA had received **A**'s in all three. No other professional sports league has achieved that even once.

In 2007, people of color gained ground in terms of percentage as head coaches, presidents/CEOs, WNBA League Office staff, head trainers and players. However, people of color lost ground as general managers, vice presidents, assistant coaches, and senior administrators.

In 2007, women made gains in terms of percentage as owners, head coaches, team presidents, vice presidents, senior administrators and professional administrators. Women lost ground as assistant coaches in the WNBA League Office and as team physicians and head trainers.

In the 2008 season, women gained further ground as head coaches, general managers and as owners.

Using data from the 2007 season, The Institute conducted an analysis of racial breakdowns of the players, general managers and coaches. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, senior administration, professional administration, physicians and head trainers. Positions of head coach, general manager, team president and owner were updated as of July 1, 2008. Tables for the Report are included in Appendix I.

The Institute for Diversity and Ethics in Sport (TIDES) 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 so far in 2008 after the releases of the reports on Major League Baseball and the National Basketball Association.

REPORT HIGHLIGHTS

- The WNBA received the highest combined grade for any sport in the history of the Racial and Gender Report Card with an **A+** for gender with a 97.5 and an **A+** for race with a 94.5. In the combined grade for race and gender, the WNBA earned an **A+** with 96 points.
- The WNBA had the highest number of **A**'s as well as the lowest number of grades below an **A** in all categories in the history of the Racial and Gender Report Card
- In 2007, people of color gained ground in terms of percentage as head coaches, presidents/CEOs, WNBA League office staff, head trainers and players. However, people of color lost ground as owners, general managers, vice presidents, assistant coaches, physicians, professional administrators and senior administrators.
- In 2007, women made gains in terms of percentage as owners, head coaches, team presidents, vice presidents, senior administrators and professional administrators. Women lost ground as assistant coaches, in WNBA League Office and as team physicians and head trainers
- Donna Orender remains the only woman president of a professional sports league.
- The percentage of African-American WNBA players in 2007 remained at 63 percent while international players decreased by three percentage points to 14 percent. The total percentage of players of color increased to nearly 66 percent.
- Women employed in the league office decreased slightly from 75 percent in 2006 to 74 percent in 2008.
- People of color in professional positions increased to 36 percent in the League Office.
- The number of women who were owners of a WNBA franchise doubled from two in 2006 to four in 2007. It doubled again in the 2008 season to eight.
- In the 2008 WNBA season, there were five African-Americans (one of whom was a woman) and a total of four women as head coaches. That improved the number of African-American head coaches by two over the 2007 season.
- The percentage of women assistant coaches in Report Card history dropped four percentage points to 52 percent in the 2007 season. The percentage of African-American assistant coaches was 39 percent in 2007, down two percentage points.
- The WNBA had four women and two African-Americans as team President/CEO's in both 2007 and 2008, tying the all-time high from the 2006 Report Card.
- There were three African-Americans (up one) and seven women general managers in the 2008 WNBA season.

- The percentage of women in vice president positions increased from 20 in 2006 to 26 in 2007. African-American vice presidents decreased from 10 percent in 2006 to six percent in 2007.
- The percentage of people of color decreased slightly in 2007 while the percentage of women increased dramatically for team senior administrators. Whites held 82 percent of these positions and people of color 18 percent. However, 43 percent of senior team administrators in the WNBA were women, up from 28 percent in 2006.
- In team professional administrative positions in the 2007 season, whites increased by three percentage points to 71 percent while people of color dropped to 29 percent. The percentage of women holding team professional administrative positions increased from 44 to 48 percent.

OVERALL GRADES

The WNBA received an **A+** for gender with a 97.5 and an **A+** for race with a 94.5. In the combined grade for race and gender, the WNBA earned an **A+** with 96 points. This was the highest combined grade for any sport in the history of the Racial and Gender Report Card.

The WNBA received **A**'s for race in the WNBA League Office, head and assistant coaches, general managers, team professional administration and player opportunities. It received **A**'s for gender in the WNBA League Office, head and assistant coaches, general manager, team senior administration and team professional administration. The WNBA only had one category below an **A** for gender (team vice-presidents). For race there were two categories below an **A** in team vice president and senior administrative positions.

The WNBA had the highest number of **A**'s as well as the lowest number of grades below an **A** in all categories in the history of the Racial and Gender Report Card

GRADES BY CATEGORY

Players

In the 2007 WNBA season, 35 percent of the players were white, 63 percent were African-American, one percent was Asian, and two percent were other people of color. Fourteen percent of the players were international, a decrease of three percentage points from the 2006-07 RGRC. The percentage of African-American players stayed the same, while white players decreased by one percentage point. Other people of color increased by one percentage point, while Asian players increased by one percentage. There were no Latina players during the 2007 season.

WNBA Grade for Players:

Race: A+

See Table 1.

WNBA League Office

In February 2005, Donna Orender became the second WNBA President. The WNBA is the only professional league in which a woman has always served as president.

The WNBA is operated as a separate and independent league from the NBA. According to information provided by the league, the WNBA League Office has a dedicated staff that includes full-time personnel in basketball and business operations, player personnel, marketing partnership, sales and services, 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 or similar functions for the National Basketball Association.

At the professional staff level in the WNBA League Office, African-Americans occupied 21 percent of the positions, Asians held 12 percent, while whites held 64 percent and Latinos held two percent. People of color increased to 36 percent in the League Office. Asians increased by about 0.7 percentage points, while the percentage of whites decreased by two percentage points. The percentage of Latinos occupied in a professional position in the League Office decreased by 0.2 percentage points.

Women filled 74 percent of WNBA professional staff positions in 2008, which was a one percentage point decrease from 2007. Renee Brown, an African-American woman, is Chief of Basketball Operations and Player Relations. She was the only person of color in a vice president position. Paula Hanson, senior vice president, Team Business Development, Rachael Jacobson, vice president, Business Development, Kristin Bernert, vice president, Team Business Development, and Hilary Shaev, vice president, Marketing were the other female executives at the vice president level in the WNBA League Office. Jamin Dershowitz is the WNBA's General Counsel, a position that is a higher level than VP.

Grade for WNBA League Office:

Race: A+

Gender: A+

See Table 2.

WNBA Team Operations and Management

With the exception of the Connecticut Sun, Houston Comets, Washington Mystics, Los Angeles Sparks and Chicago Sky, all other WNBA teams are operated by the NBA teams in their respective cities. NBA team front offices in those cities are responsible for many of the day-to-day operations of the WNBA teams. Each WNBA team employs dedicated coaches, trainers

and public relations representatives and, like the League Office, “shares” most of its common non-player personnel with the NBA team operator.

Owners

There were no people of color considered as owners during the 2007 season. There were four women who held ownership in a WNBA franchise:

- Carla Christofferson, Los Angeles Sparks
- Katherine Goodman, Los Angeles Sparks
- Colleen J. Maloof, Sacramento Monarchs
- Adrienne Maloof-Nassif, Sacramento Monarchs

Christofferson and Goodman replaced Jerry Buss as the owners of the Los Angeles Sparks, increasing the number to four women as majority owners at the start of the 2007 season.

For the 2008 season there were four additional female owners in the WNBA. The owners of the Seattle Storm included Anne Levinson, Ginny Gilder, Dawn Trudeau and Lisa Brummel.

In 2006, Sheila Johnson became the first African-American woman to hold any ownership in a WNBA team. Ms. Johnson was named managing partner of the Washington Mystics when Lincoln Holdings, LLC acquired the team from Abe and Irene Pollin. Ms. Johnson owns approximately 6-7 percent of Lincoln Holdings.

See Table 3.

Head Coaches

There were two African-American head coaches at the start of the 2007 WNBA season. Tree Rollins was hired during the 2007 season by the Washington Mystics bringing the total to three.

- Karleen Thompson, Houston Comets
- Michael Cooper, Los Angeles Sparks

Including Thompson, there were four women head coaches at the helm at the start of the 2007 season:

- Pat Coyle, New York Liberty
- Jenny Boucek, Sacramento Monarchs
- Anne Donovan, Seattle Storm

For the 2008 season, Steven Key replaced Bo Overton as head coach of the Chicago Sky and Corey Gaines replaced Paul Westhead as head coach of the Phoenix Mercury, increasing the number of African-American head coaches to five or 36 percent of the total.

The five African-American head coaches in the 2008 season were:

- Karleen Thompson, Houston Comets
- Michael Cooper, Los Angeles Sparks
- Tree Rollins, Washington Mystics
- Steven Key, Chicago Sky
- Corey Gaines, Phoenix Mercury

Also at the beginning of the 2008 season, Lin Dunn replaced Brian Winters as head coach of the Indiana Fever, while Anne Donovan was replaced by Brian Agler. Marynell Meadors was named head coach in Atlanta resulting in five women as head coaches in 2008. Thus, the women head coaches in 2008 were:

- Linn Dunn, Indiana Fever
- Pat Coyle, New York Liberty
- Jenny Boucek, Sacramento Monarchs
- Karleen Thompson, Houston Comets
- Marynell Meadors, Atlanta Dream

They made up 36 percent of the total.

WNBA Grade for Head Coaches:

Race: A+

Gender: A-

See Table 4.

Assistant Coaches

There was a two percentage point decrease for African-American assistant coaches from 41 percent to 39 percent. There were no Latinos or Asian assistant coaches. The percentage of white assistant coaches increased from 59 to 61 percent.

The percent of female assistant coaches dropped from 56 percent to 52 percent, down four percentage points since last year's RGRC. The 65 percent in the 2005 season was the highest percent of women as assistant coaches in WNBA history.

WNBA Grade for Assistant Coaches:

Race: A+

Gender: A+

See Table 5.

Top Management

CEOs/Presidents

The number of women in a top management role remained at four in the 2007 season. Margaret Stender was President of the Chicago Sky, Nancy Spears was president of the Los Angeles Sparks, Jay L. Parry was President of the Phoenix Mercury and Sheila Johnson was President of the Washington Mystics. In June 2007, Kathy Goodman took over for Nancy Spears as President of the Los Angeles Sparks.

Steve Mills, president of the New York Knicks and New York Liberty, was the only African-American who was president of both NBA and WNBA teams in 2007. Mills and Johnson were the only two African-American CEOs/Presidents in the WNBA in 2007.

See Table 6.

General Manager/Principal-in-Charge

The WNBA had two African-American women general managers in 2007, the same as reported in 2006, representing 15 percent of the total in this role. They were:

- Karleen Thompson, general manager and head coach, Houston Comets
- Penny Toler, general manager, Los Angeles Sparks

Including Thompson and Toler, there were seven women in this post in the WNBA in 2007, up from six in 2006. These seven women account for 54 percent of the individuals in this position. The other five women were:

- Carol Blazejowski, senior vice president and general manager, New York Liberty
- Kelly Krauskopf, general manager, Indiana Fever
- Linda Hargrove, general manager, Washington Mystics
- Anne Donovan, general manager and head coach, Seattle Storm
- Anna Meyers Drysdale, general manager, Phoenix Mercury

At the start of the 2008 season, Steven Key replaced Bo Overton for the Chicago Sky becoming the third African-American general manager in the league. Also Karen Bryant replaced Anne Donovan as general manager of the Seattle Storm, and Marynell Meadors was named GM in Atlanta, raising the number of women general managers to eight.

WNBA Grade for Top Management:

Race: A-

Gender: A+

See Table 7.

Team Vice Presidents

There were four African-American team vice presidents, dropping percentage from 10 percent in 2006 to six percent during the 2007 WNBA season. The four were:

- Quinn Buckner, vice president, Communications, Indiana Fever
- Kathryn Jordan, vice president, Team Development, Indiana Fever
- Angela Taylor, vice president, Business Development, Minnesota Lynx
- Jacque Coleman, vice president, Game and Broadcast Operations, Washington Mystics

There were 17 women as team vice presidents, increasing from 20 percent in 2006 to 26 percent in 2007. Along with Jordan, Taylor and Coleman, the other female vice presidents were:

- Jo Gilley, vice president, Marketing, Chicago Sky
- Marilyn Hauser, executive vice president, Detroit Shock
- Ellen Gahagan, vice president, Marketing, Detroit Shock
- Susan Greenfield, vice president, Legal, Detroit Shock
- Donna Wilkinson, vice president, Human Resources, Indiana Fever
- Jane Wardle, vice president, Budgeting, Indiana Fever
- Carol Blazejowski, senior vice president and general manager, New York Liberty
- Donna Ruiz, vice president, Human Resources, Sacramento Monarchs
- Danette Leighton, vice president, Marketing and Monarchs Business Operations, Sacramento Monarchs
- Alison Fox, vice president, Community Relations, San Antonio Silver Stars
- Lori Warren, vice president, Finance, San Antonio Silver Stars
- Paula Winslow, vice president, Human Resources, San Antonio Silver Stars
- Karen Bryant, vice president, Community Development, Seattle Storm

- Stacey Girard, vice president, Marketing and Sales, Washington Mystics

WNBA Grade for Team Vice Presidents:

Race: D
Gender: C-

See Table 8.

Senior Administration

This category includes the following titles but is not restricted to: directors, assistant general managers, chief legal counsel, chief operating officer, chief financial officer, public relations director and director of community relations.

During the 2007 WNBA season, 18 percent of team senior administrators were people of color including 11 percent African-American (up two percentage points), five percent Latino (down two percentage points) and two percent Asian. Whites held 82 percent of the senior team administrative positions.

Forty three percent of senior team administrators in the WNBA were women, up from 28 percent in 2006. That represented one of the biggest category gains in the history of the Report Card.

WNBA Grade for Senior Administration:

Race: B+
Gender: A

See Table 9.

Professional Administration

Positions categorized as professional team administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations, marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

In team professional administrative positions in the 2007 season, whites increased by three percentage points to 71 percent while African-Americans decreased by three percentage points

to 13 percent. Latinos increased from 2006 by four percentage points, while Asians decreased by two percentage points.

The percentage of women holding team professional administrative positions increased from 44 to 48 percent.

WNBA Grade for Professional Administration:

Race: A
Gender: A+

See Table 10.

Physicians and Head Trainers

In 2007, there was a four percentage point increase in African-American team physicians and a five percentage point decrease of Latino physicians. There were no Asian physicians.

Females in these positions decreased from 27 percent to 23 percent in 2007.

See Table 11.

In the WNBA, African-American head trainers increased two percentage points from 18 to 20 percent during the 2007 season. Latino head trainers increased by one percentage point to 10 percent. There were no Asian head trainers in 2007. Whites fell three percentage points from 68 to 65 percent.

The percentage of women decreased 14 percentage points, going from 59 percent in 2006 to 45 percent in 2007.

See Table 12.

HOW GRADES WERE CALCULATED

As in previous reports, the 2006 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, 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, and **C** if it had only nine percent. Grades for race below this level were assigned a **D** for six percent or **F** for any percent equal to or below five percent.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

All data was collected by a research team at The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos School of Sport Business Management.

Baseline data was gathered from media guides for Women's National Basketball Association teams. The data was placed in spreadsheets; each team had its own spreadsheet, with each position broken down by race and gender. The team data was then combined into one master spreadsheet.

In addition to team data, the League Office provided data on its personnel. The findings were put into spreadsheets and compared to data from previous years. After evaluating the data, the report text was drafted; it references changes 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 2006 season for Women's National Basketball Association. Listings of professional owners, general managers and head coaches were updated as of July 1, 2008.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 15th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The 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 Women's National Basketball Association (WNBA), as well as in collegiate athletic departments.

The Report Card is issued sport-by-sport. The WNBA Racial and Gender Report Card is the third report issued so far in 2008 after the releases of reports on Major League Baseball and the National Basketball Association. The complete Racial and Gender Report Card will be issued after the release of the NFL, MLS and college sport reports.

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 and now at UCF. (Until 1998 the report was known as the *Racial Report Card*.) In addition to Lapchick, Colleen Lerner and Jessica Zahn contributed greatly to this report. Their research efforts were invaluable.

Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports. TIDES researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, The Institute conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Lapchick is chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as president and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and sport and social issues. It is the only program in a business college to offer a two degree option, allowing students to earn a master's of business administration (MBA) degree in addition to the master's 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

Players					
	%	#		%	#
2007			2003		
White	35%	66	Data Not Recorded		
African-American	63%	117	2002		
Latina	0%	0	White	35%	x
Asian	1%	1	African-American	61%	x
Other	2%	3	Latina	<3%	x
International	14%	27	Asian	<1%	x
2006			Other	<1%	x
White	36%	75	2001		
African-American	63%	133	White	34%	x
Latina	0%	0	African-American	63%	x
Asian	0%	1	Latina	3%	x
Other	1%	2	Other	x	x
International	17%	36	2000		
2005			White	33%	x
White	34%	69	African-American	65%	x
African-American	63%	130	Latina	2%	x
Latina	1%	2	Other	0%	x
Asian	0%	1	1999		
Other	1%	3	White	32%	x
International	19%	39	African-American	64%	x
2004			Latina	2%	x
White	33%	66	Other	0%	x
African-American	66%	134			
Latina	1%	2			
Asian	0%	0			
Other	0%	0			
International	16%	33			

x=Data not recorded

Table 1

League Office: Professional Employees

	%	#		%	#
2008			2003		
White	64.0%	27	Data Not Recorded		
African-American	21.0%	9	2002		
Latino	2.0%	1	White	55%	12
Asian	12.0%	5	African-American	36%	8
Other	0.0%	0	Latino	9%	2
Women	74.0%	31	Asian	0%	0
Total	x	42	Other	0%	0
2007			Women	95%	21
White	66.0%	29	Total	x	22
African-American	20.5%	9	2000		
Latino	2.2%	1	White	55%	11
Asian	11.3%	5	African-American	35%	7
Other	0.0%	0	Latino	5%	1
Women	75.0%	33	Asian	0%	0
Total	x	44	Other	5%	1
2005			Women	85%	17
White	65%	15	Total	x	20
African-American	26%	6	1998		
Latino	0%	0	White	69%	9
Asian	9%	2	African-American	23%	3
Other	0%	0	Latino	0%	0
Women	70%	16	Asian	8%	1
Total	x	23	Other	0%	0
2004			Women	69%	9
White	60%	6	Total	x	13
African-American	40%	4			
Latino	0%	0			
Asian	0%	0			
Other	0%	0			
Women	90%	9			
Total	x	10			

Note: Data provided by the WNBA league offices.

x= Data not recorded

Table 2

Majority Owners

		%	#
2008			
	White	100%	24
	African-American	0%	0
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	33%	8
2007			
	White	100%	20
	African-American	0%	0
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	20%	4
2006			
	White	95%	18
	African-American	5%	1
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	11%	2
2005			
	White	92%	21
	African-American	8%	2
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	16%	4
2004			
	White	94%	16
	African-American	6%	1
	Latino	0%	0
	Asian	0%	0
	Other	0%	0
	Women	18%	3
2001 - 2003			
Data Not Recorded			

Table 3

Head Coaches

	%	#		%	#
2008			2003		
White	64%	9		Data Not Recorded	
African-American	36%	5	2002		
Asian	0%	0	White	82%	14
Latino	0%	0	African-American	18%	3
Other	0%	0	Asian	0%	0
Women	36%	5	Latino	0%	0
2007			Women	41%	7
White	77%	10	2001		
African-American	23%	3	White	75%	12
Asian	0%	0	African-American	25%	4
Latino	0%	0	Asian	0%	0
Other	0%	0	Latino	0%	0
Women	31%	4	Women	44%	7
2006			2000		
White	86%	12	White	69%	11
African-American	14%	2	African-American	31%	5
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Other	0%	0	Women	44%	7
Women	21%	3	1999		
2005			White	75%	9
White	85%	11	African-American	25%	3
African-American	15%	2	Asian	0%	0
Asian	0%	0	Latino	0%	0
Latino	0%	0	Women	50%	6
Other	0%	0	1998		
Women	38%	5	White	60%	3
2004			African-American	40%	4
White	69%	9	Asian	0%	0
African-American	31%	4	Latino	0%	0
Asian	0%	0	Women	70%	7
Latino	0%	0			
Women	38%	5			

Table 4

Assistant Coaches

	%	#		%	#
2007			2002		
White	61%	19	White	68%	27
African-American	39%	12	African-American	33%	13
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	52%	16	Women	55%	22
2006			2000		
White	59%	16	White	75%	27
African-American	41%	11	African-American	22%	8
Latino	0%	0	Latino	3%	1
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	56%	15	Women	61%	22
2005			1999		
White	65%	17	White	74%	17
African-American	35%	9	African-American	22%	5
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	4%	1
Other	0%	0	Other	0%	0
Women	65%	17	Women	52%	12
2004			1998		
White	55%	18	White	63%	2
African-American	45%	15	African-American	31%	5
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	6%	1
Other	0%	0	Other	0%	0
Women	58%	19	Women	50%	8
2003	Data Not Recorded				

Table 5

CEO/President

	%	#
2008		
White	87%	13
African-American	13%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	27%	4
2007		
White	87%	13
African-American	13%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	27%	4
2006		
White	89%	16
African-American	11%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	22%	4
2005		
White	90%	14
African-American	10%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	10%	2
2004		
White	85%	11
African-American	15%	2
Latino	0%	0
Asian	0%	0
Women	8%	1

Table 6

**General Manager/
Director of Player Personnel**

	%	#
2008		
White	79%	11
African-American	21%	3
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	57%	8
2007		
White	85%	11
African-American	15%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	54%	7
2006		
White	82%	9
African-American	18%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	55%	6
2005		
White	73%	9
African-American	27%	3
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	67%	8
2004		
White	77%	10
African-American	23%	3
Latino	0%	0
Asian	0%	0
Women	77%	10

Table 7

Vice Presidents

	%	#
2007		
White	94%	61
African-American	6%	4
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	26%	17
2006		
White	90%	80
African-American	10%	9
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	20%	18
2005		
White	91%	77
African-American	8%	7
Latino	0%	0
Asian	1%	1
Other	0%	0
Women	27%	23
2004		
White	89%	42
African-American	11%	5
Latino	0%	0
Asian	0%	0
Women	28%	13

Table 8

Senior Administrators

	%	#
2007		
White	82%	50
African-American	11%	7
Latino	5%	3
Asian	2%	1
Other	0%	0
Women	43%	26
2006		
White	81%	94
African-American	9%	11
Latino	7%	8
Asian	2%	2
Other	1%	1
Women	28%	33
2005		
White	80%	99
African-American	11%	14
Latino	6%	7
Asian	2%	3
Other	0%	0
Women	37%	45
2004		
White	81%	74
African-American	12%	11
Latino	3%	3
Asian	2%	2
Other	1%	1
Women	42%	38

Table 9

Professional Administration

	%	#
2007		
White	71%	132
African-American	13%	25
Latino	15%	28
Asian	1%	1
Other	1%	1
Women	48%	90
2006		
White	68%	159
African-American	16%	38
Latino	11%	26
Asian	3%	7
Other	2%	5
Women	44%	103
2005		
White	70%	165
African-American	17%	41
Latino	8%	19
Asian	4%	10
Other	0%	1
Women	50%	118
2004		
White	69%	268
African-American	22%	86
Latino	5%	18
Asian	3%	14
Other	<1%	3
Women	44%	170

Table 10

Physicians		
	%	#
2007		
White	82%	18
African-American	9%	2
Latino	9%	2
Asian	0%	0
Other	0%	0
Women	23%	5
2006		
White	82%	18
African-American	5%	1
Latino	14%	3
Asian	0%	0
Other	0%	0
Women	27%	6
2005		
White	82%	14
African-American	6%	1
Latino	12%	2
Asian	0%	0
Other	0%	0
Women	18%	3
2004		
White	100%	13
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	8%	1
2003		
Data Not Recorded		
2002		
White	88%	x
African-American	6%	x
Latino	0%	x
Asian	6%	x
Other	0%	x
Women	22%	x
<i>x= Data not recorded</i>		

Table 11

Head Trainers		
	%	#
2007		
White	65%	13
African-American	20%	4
Latino	10%	2
Asian	0%	0
Other	5%	1
Women	45%	9
2006		
White	68%	15
African-American	18%	4
Latino	9%	2
Asian	0%	0
Other	5%	1
Women	59%	13
2005		
White	70%	16
African-American	22%	5
Latino	9%	2
Asian	0%	0
Other	0%	0
Women	70%	16
2004		
White	77%	10
African-American	15%	2
Latino	0%	0
Asian	8%	1
Other	0%	0
Women	92%	12
2003		
Data Not Recorded		
2002		
White	86%	12
African-American	7%	1
Latino	0%	0
Asian	7%	1
Other	0%	0
Women	88%	14
2000		
White	88%	1
African-American	6%	1
Latino	0%	0
Other	6%	1
Women	88%	10
1999		
White	92%	11
African-American	0%	0
Latino	1%	0
Other	1%	0
Women	83%	11
1998		
White	100%	10
African-American	0%	0
Latino	0%	0
Other	0%	0
Women	100%	10

Table 12