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The 2017 Women's National Basketball Association Racial and Gender Report Card

by Richard Lapchick
with Tynelle Taylor-Chase
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EXECUTIVE SUMMARY

Orlando, FL... November 15, 2017 – The WNBA has been the industry leader for racial and gender hiring practices. Since the WNBA's inaugural season it has held that position throughout the history of the Racial and Gender Report Cards (RGRC). In the 2017 Report, the WNBA accumulated 93.7 points for a combined grade of an **A** for race and gender. The WNBA earned an **A+** for race and an **A** for gender in the 2017 WNBA Racial and Gender Report Card issued today by *The Institute for Diversity and Ethics in Sport* (TIDES) at the University of Central Florida.

This was the 13th consecutive year that the WNBA has received at least **As** for its overall race, gender and combined grades. The WNBA had 95.1 points for racial hiring practices and 92.4 points for gender hiring practices in 2017.

The WNBA received an **A+** for gender in five categories including head coaches, assistant coaches, general managers, head trainers and the WNBA League Office. The professional team administrators' category followed closely with a grade of **B+**, while the WNBA received a grade of **C-** in both team vice presidents and team senior administration. The WNBA received at least an **A-** for race in all categories except for team vice presidents, and senior team administrators.

Richard Lapchick, the director of TIDES and primary author of the report, said, "The WNBA continues to lead the way in terms of racial and gender diversity amongst all professional leagues. 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 NBA was the only men's league that was comparable with an **A** for racial hiring practices and a **B** for gender hiring practices in the 2017 NBA RGRC. More specifically, the WNBA experienced increases in a large majority of the categories, with the most notable increases occurring in the racial hiring of head coaches and staff at the WNBA League Office. The percentage of women with majority ownership of WNBA teams also experienced an increase.

Furthermore, despite a steady decline in the percentage of women in senior team administrator positions in previous years, the category experienced its first increase since 2012 with women occupying 27.7 percent of these positions, up 4 percent from last year.

However, in spite of the continued success with long-term high grades, there were some notable declines, including the significant decrease in the percentage of women employed in WNBA League Office positions by 15.6 percentage points. Despite this decline, the WNBA League Office category received an A+ for having 51.2% people of color occupying positions at this level. The WNBA also experienced a decline in the percentage of professional team administrators falling 7.1 percentage points below the findings of 2016. “

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 38.8 percent of all professional positions being held by women and 26.1 percent of all positions being held by people of color. There are 39 women and 16 people of color serving as vice presidents in the WNBA team front offices. Assistant coaches accounted for the highest percentage of any major category in the Report Card of women at 61.5 percent and people of color at 54 percent, an increase of 5 percent and 6 percent from 2016, respectively.

Using data from the 2017 season provided by the WNBA, the Institute conducted an analysis of the racial breakdown of the players. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, senior team administration, professional team administration, physicians and head trainers. Tables for the report are included in Appendix I. The Institute for Diversity and Ethics in Sport located at the University of Central Florida publishes the **Racial and Gender Report Card** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports’ personnel and to contribute to the improvement of integration in front office and college athletics department positions. The WNBA Racial and Gender Report Card is the fourth report issued in 2017 after the releases of the reports on Major League Baseball, National Basketball Association, and National Football League. Listing of professional owners, general managers and head coaches were updated as of May 13, 2017, the beginning of the 2017 season. Other entries and listings were updated as of November 1, 2017. Grades were calculated according to the reporting periods noted herein.

It should be made clear that TIDES has officially changed the grading scale for the first time in the nearly 20 years of the Report Card because of America’s changing demographics. Please note the changes in the section at the end of the report for “How Grades Are Calculated.” The result is that the 2017 grades for the 2017 WNBA Racial and Gender Report have been calculated at a higher standard than in previous reports. The increase was actually only a partial increase from our previous standards to current census data and in the coming years we will increase the requirements to fully reflect census data.

REPORT HIGHLIGHTS

- Eleven women and nine people of color held ownership positions on WNBA franchises in 2017. This represented a decrease of three people in the number of women and an increase of two persons of color from 2016. Most owners were limited partners.
- The percentage of women holding professional level staff positions in the WNBA League Office decreased for the second consecutive year from 69.6 percent in 2016 to 54 percent in 2017 and the percentage of people of color increased significantly from 26.1 percent in 2016 to 51.2 percent.
- WNBA players of color increased by 9.9 percentage points in 2017. African-American or Black players increased from 68.5 percent in 2016 to 76.4 percent in 2017, white players decreased from 24.5 percent to 14.6 percent and players classified as “other” increased from 2.8 percent in 2016 to 5.6 percent in 2017. In 2017, there were four Latina players (2.8 percent), which was a decrease of just one Latina player recorded in 2016. There was one Asian-American player in 2017.
- Former WNBA players Tamika Catchings (Indiana Fever) and Swin Cash (New York Liberty) acquired front office positions at their former teams as the directors of franchise development. Erin Phillips also started the season as the director of franchise development for her former team (Dallas Wings) before being promoted to assistant coach at the conclusion of the 2017 season. Former player Penny Taylor (Phoenix Mercury) was also named the director of player development for her former team in Phoenix.
- For the 2017 season, there were five African-American head coaches (41.5 percent), a two person increase from the 2016 season. There were six women as head coaches in the 2017 season, which was an increase of one compared to the 2016 season.
- The percentage of people of color holding assistant coaching positions increased by 6.2 percentage points from 47.8 percent in 2016 to 53.8 percent in 2017. This represents a record surpassing the previous record of 52 percent in 2014. This is also the highest percentage of people of color holding professional positions in the WNBA for the 2017 season. The percentage of women holding assistant coaching positions substantially increased from 56.5 percent in 2016 to 61.5 percent in 2017, which is also the highest percentage of woman occupied roles in the WNBA this year.
- There were five women who were CEO/Presidents, the same as in 2016. There were three people of color who held these positions in 2017, which was an increase from two in 2016.
- In the 2017 season, there were six women and three African-American general managers. There was no change in the number of women in the general manager position. However, the number of African- Americans in this role increased by one.
- In the 2017 season, the percentage of people of color who held team vice president positions increased by 1.1 percentage points, going from 11 percent in 2016 to 12.1 percent in 2017. The percentage of women team vice presidents increased by 2.9 percentage points from 26.6 percent to 29.5 percent.
- The percentage of women who were senior team administrators increased from 24.4 percent in

2016, to 27.7 percent in 2017. This is the first time this percentage has increased since 2012 and comes after a significant decline last year. There was a substantial increase of 7.4 percentage points of African-American senior team administrators from 12.6 to 20 percent, while the percentage of whites and Latinos decreased from 79 percent and 4.2 percent in 2016 to 76.2 percent and 2.3 percent in 2017, respectively.

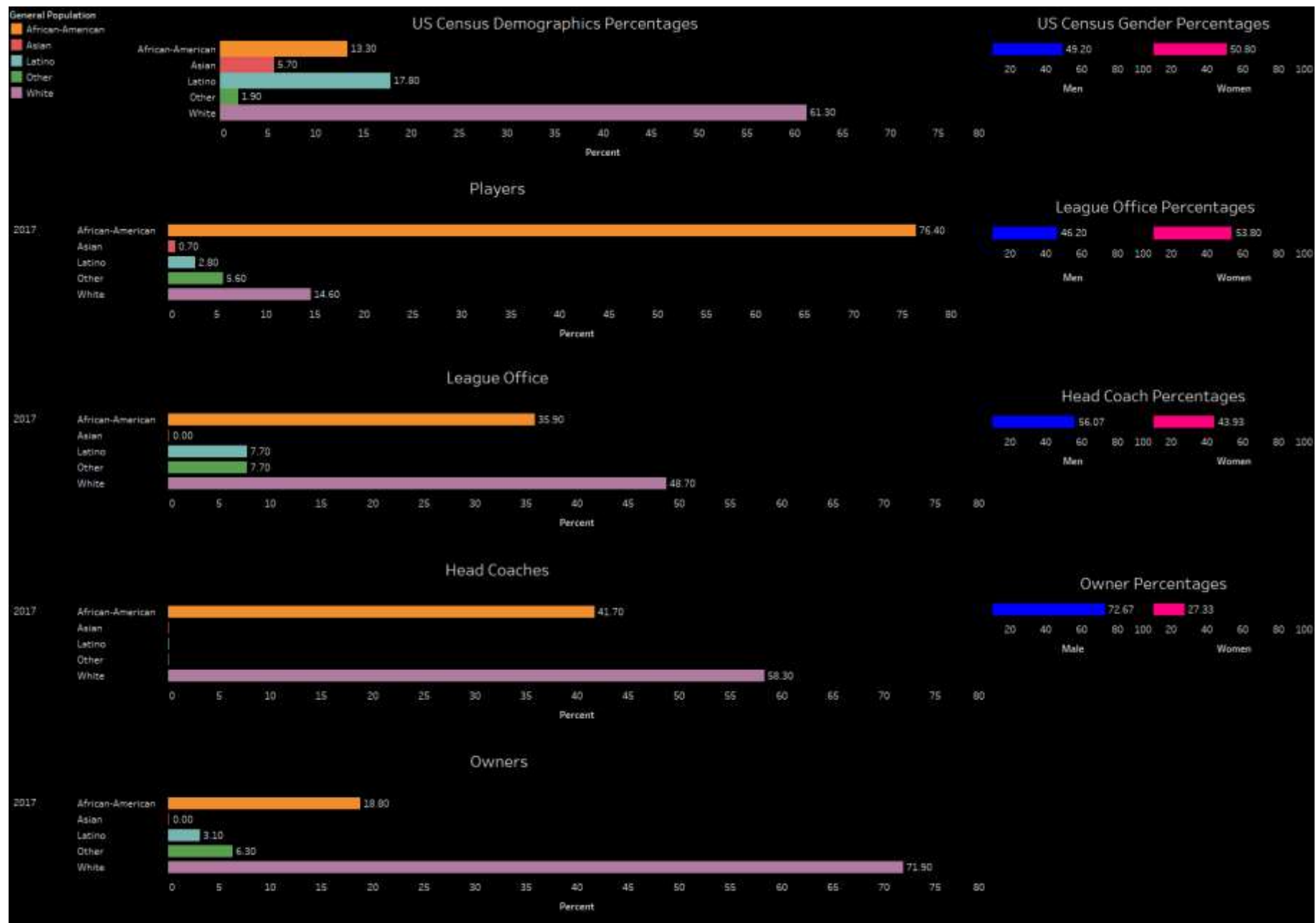
- For the 2017 season, the percentage of people of color holding professional team administrator positions decreased from 33.4 in 2016 to 26.7 percent in 2017. The percentage of women in professional team administration roles also decreased from 44.4 percent in 2016 to 41.2 percent in 2017.
- In 2017, the NBA, on behalf of itself and the WNBA, entered into an agreement with Jopwell, an online recruitment platform that connects minority job candidates with prominent employers across the country. The NBA-Jopwell relationship seeks to create greater awareness of and access to league and team employment opportunities for candidates from underrepresented communities.

TABLEAU VISUALIZATION TABLES

In this year's WNBA Racial and Gender Report Card we have added two Tableau Visualization tables that are meant to help enhance the presentation of the data included in our Racial and Gender Report Cards. We plan to include charts of this nature in future reports as well.

The first chart presents a comparison between US Census racial and gender demographics and the demographics of key WNBA positions of players, head coaches, owners and league office staff. This is important because it emphasizes the overall goal of the Racial and Gender Report Cards which is to demonstrate how the demographics of professional leagues compare to society's demographics.

The second chart compares the race and gender of WNBA players to the race and gender of the key leadership positions of head coach, owner and league office staff within the WNBA. This comparison is vital because it depicts the need for professional league leadership to more closely align with the demographics of players.

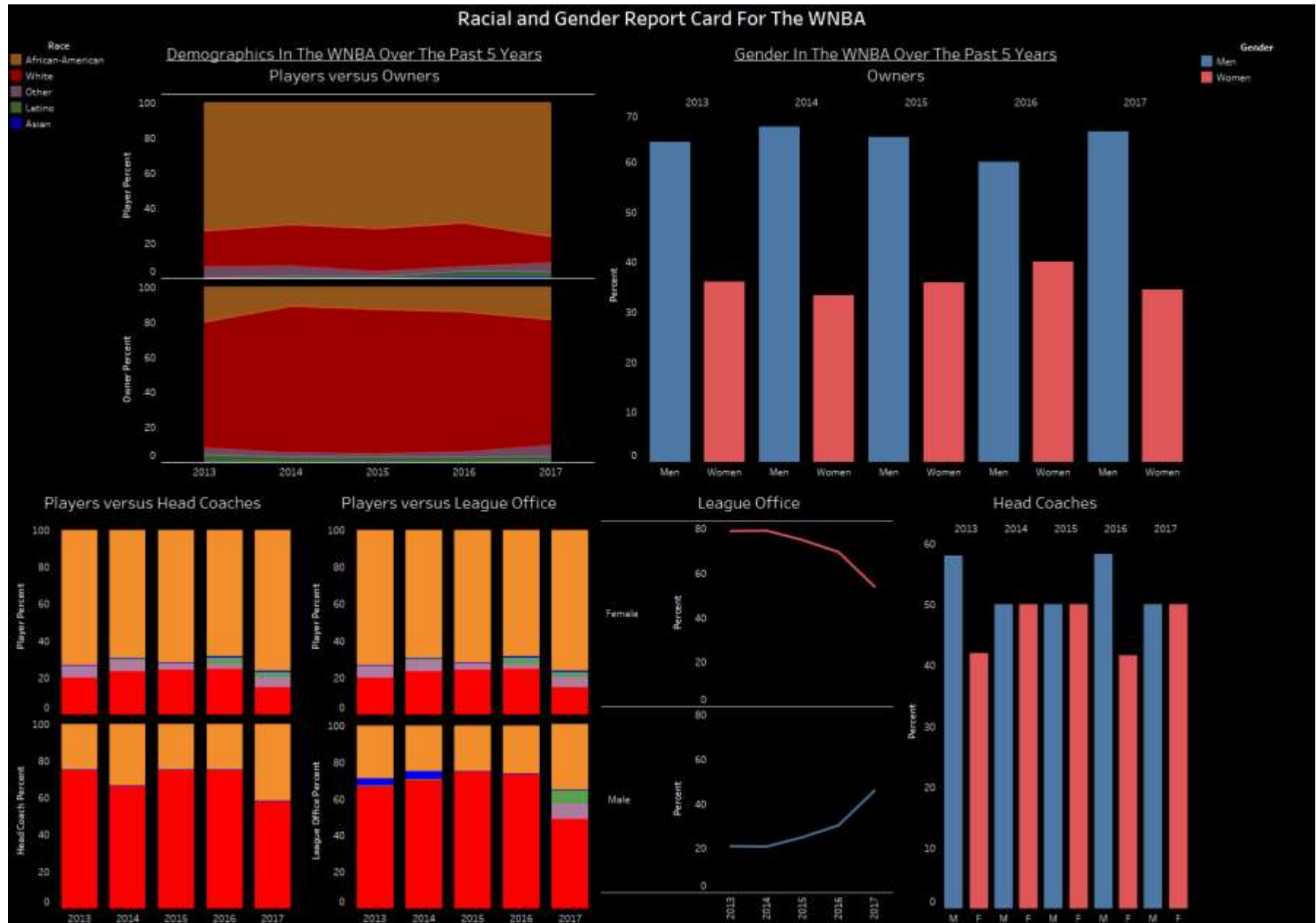


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OVERALL GRADES

The WNBA received a combined grade of an **A** for race and gender after earning an **A+** for race and an **A** for gender in the 2017 WNBA Racial and Gender Report Card. The 93.7 points accumulated for the combined grade was 1.8 percentage points below the 2016 WNBA RGRC results. In 2016 the WNBA accrued 95.5 percentage points for a combined grade of **A+** for race and gender. The difference is attributable to the increased grade requirement adopted this year.

The WNBA received an **A+** for gender and race in the categories of the WNBA League Office, head coaches, and assistant coaches. An **A+** was also given for gender for general managers, while players received an **A+** in race.

An **A-** was given for race for general managers and professional team administrators, while a **B+** was given to the senior team administrator category. In gender, the professional team administrator category received a **B+**.

While there were only two categories in gender that received a grade below an **A-** in the 2016 WNBA RGRC, this year the League experienced wide variations on the grade scale in regard to gender hiring practices. In addition to the grades mentioned above for professional team administrators, grades below an **A-** for gender were a **C-** for vice presidents and a **D+** for senior team administrators. Vice presidents also received a **D+** for race.

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

GRADES BY CATEGORY

Players*

In the 2017 WNBA season, 14.6 percent of the players were white, which was a 9.9 percent decrease from the 2016 season. There were 76.4 percent African-American or Black players (an increase of 7.9 percent) and players classified as “other” represented 5.6 percent which was an increase of 2.8 percent from 2016. In 2017, there were four Latina players (2.8 percent), which was a decrease of just one Latina player recorded in 2016. There was one Asian-American player recorded (0.7 percent) in 2017, the same as the 2016 season; 14 percent of the League’s players were international at the start of the 2017 season, a 2.2 percent decrease from the 2016 season.

WNBA Grade for Players Race: **A+** (85.4 percent)

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.

Lisa Borders was named president of the WNBA in February 2016, replacing Laurel J. Richie, who led the league since 2011. Richie was the first woman of color to be named head of a professional sports league. Borders is the second consecutive African-American woman to lead the WNBA.

The percentage of people of color holding professional level staff positions in the WNBA League Office increased significantly by 25.1 percentage points to 51.2 percent in 2017 (up from 26.1 percent). The percentage of women decreased for the second consecutive year by 15.6 percentage points to 54 percent (down from 69.6 percent). African-Americans occupied 36 percent of the positions in 2017 while whites held 49 percent. For the third consecutive season there were no Asians holding a professional level staff position in the WNBA League Office. For the first time since 2010 there is now a Latino presence in the WNBA League Office with three (8 percent) Latinos holding professional level staff positions. While there were no people listed as “other” in the 2016 WNBA RGRC, in 2017 there were three (8 percent) people in the League Office who were listed in this category.

Grade for WNBA League Office:

Race: A + (51.2 percent)

Gender: A+ (54 percent)

See Table 2

WNBA Team Operations and Management

The Connecticut Sun and Seattle Storm remained the only teams that do not share their markets with NBA teams. In 2017, the Indiana Fever, Minnesota Lynx, New York Liberty, Phoenix Mercury, San Antonio Stars, and Washington Mystics were owned and operated by NBA teams. The NBA team front offices in those cities were responsible for many of the day-to-day operations for the WNBA teams. Each WNBA team employed dedicated coaches, trainers and public relations representatives and, like the League Office, “shared” most of its common non-player personnel with the NBA team operator.

Owners

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

There were nine people of color in ownership during the 2017 season:

- Earvin “Magic” Johnson, Los Angeles Sparks
- Jahm Najafi, Phoenix Mercury
- Sam Combs, Dallas Wings
- Rita Combs, Dallas Wings
- Sheila C. Johnson, Washington Mystics
- Raul Fernandez, Washington Mystics
- David M. Robinson, San Antonio Stars
- John Rogers, Chicago Sky
- The Mohegan Tribe, Connecticut Sun

Eleven women held ownership during the 2017 season:

- Mary Brock, Atlanta Dream
- Kelly Loeffler, Atlanta Dream
- Margaret Stender, Chicago Sky
- Lisa Brummel, Seattle Storm
- Ginny Gilder, Seattle Storm
- Dawn Trudeau, Seattle Storm
- Rita Combs, Dallas Wings
- Paula Marshall, Dallas Wings
- Diane Durant, Dallas Wings
- Julianna Holt, San Antonio Stars
- Sheila C. Johnson, Washington Mystics

See Table 3.

Head Coaches

During the 2017 season, there were five African-American head coaches, which was a two person increase from the 2016 season. The five African-American head coaches at the beginning of the 2017 season were:

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

The African-Americans who held these positions in the 2016 season were:

- Michael Cooper, Atlanta Dream
- Pokey Chatman, Chicago Sky
- Fred Williams, Dallas Wings

The League had six women who were head coaches in the 2017 season, one more than the 2016 season. The six female head coaches in 2017 were:

- Pokey Chatman, Chicago Sky

- Cheryl Reeve, Minnesota Lynx
- Sandy Brondello, Phoenix Mercury
- Jenny Boucek, Seattle Storm
- Vickie Johnson, San Antonio Stars
- Amber Stocks, Chicago Sky

Pokey Chatman, Cheryl Reeve, Sandy Brondello, Jenny Boucek, and Stephanie White were head coaches for the 2016 season.

WNBA Grade for Head Coaches:

Race: A+ (41.7 percent)

Gender: A+ (50 percent)

See Table 4.

Assistant Coaches

The percentage of people of color who held assistant coaching positions increased from 47.8 percent in 2016 to a record breaking 53.8 percent in 2017. The previous record was 52 percent of people of color in 2014. The percentage of women who held assistant coaching positions increased from 56.5 percent in 2016 to 61.5 percent in 2017. The 68 percent recorded in 2014 was the highest percentage of assistant coaching positions held by women in the history of the WNBA.

In 2017, there was an increase of 6 percentage points in African-American assistant coaches from 47.8 percent to 53.8 percent. There have been no Latino or Asian assistant coaches since 2000. The percentage of white assistant coaches decreased from 52 percent in 2015 to 46.2 percent in 2017.

WNBA Grade for Assistant Coaches:

Race: A+ (54 percent)

Gender: A+ (61.5 percent)

See Table 5.

Top Management

CEOs/Presidents

There were five women in CEO/President positions in 2017, which was the same as in 2016. The women holding these positions at the start of the 2017 season were:

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

- Theresa Wenzel, President, Atlanta Dream

The women holding these positions in the 2016 season were:

- Kelly Krauskopf, President and General Manager, Indiana Fever
- Christine Simmons, President and COO, Los Angeles Sparks
- Alisha Valavanis, President and General Manager, Seattle Storm
- Mary O' Connor, President, Dallas Wings
- Theresa Wenzel, President, Atlanta Dream

People of color in CEO/President positions increased to three in 2017:

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

The people of color holding these positions in the 2016 season were:

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

See Table 6.

General Manager

The number of general managers who were African-American increased to three at the start of the 2017 season from two during the 2016 season. There have been no Asian or Latino general managers in more than a decade. The African-Americans who were general managers in 2017 were:

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

The people of color who held General Manager positions in the 2016 season were:

- Pokey Chatman, General Manager and Head Coach, Chicago Sky
- Penny Toler, Executive Vice President and General Manager, Los Angeles Sparks

The number of women who were general managers in 2017 remained at six. In addition to the women mentioned above, Kelly Krauskopf was the President and General Manager of the Indiana Fever, Ruth Riley was the General Manager of the San Antonio Stars, and Alisha Valavanis was the President and General Manager of the Seattle Storm.

The women who held General Manager positions in the 2016 season were:

- Pokey Chatman, General Manager and Head Coach, Chicago Sky
- Kristin Bernert, General Manager, New York Liberty
- Alisha Valavanis, President and General Manager, Seattle Storm
- Kelley Krauskopf, General Manager, Indiana Fever
- Penny Toler, General Manager, Los Angeles Sparks
- Ruth Riley, General Manager, San Antonio Stars

WNBA Grade for General Manager:**Race: A- (27.2 percent)****Gender: A+ (54.5 percent)***See Table 7.***Team Vice Presidents**

There were 39 women (29.5 percent) holding team vice president positions in 2017, which was an increase of 2.9 percentage points from 2016. The female vice presidents were:

- Cheryl LaFoy, Vice President, Business & Event Operations, Atlanta Dream
- Natalie White, Vice President, Basketball Operations, Atlanta Dream
- Michelle Henstock, Vice President, Marketing and Operations, Chicago Sky
- Julie Seyller, Vice President, Ticket Sales, Services and Marketing, Chicago Sky
- Amber Cox, Vice President of Sports, Connecticut Sun
- Ashley Miller, Vice President of Basketball Operations, Dallas Wings
- Nicole Smith, Chief Marketing Officer, Dallas Wings
- Mel Raines, Senior Vice President, Facilities Operations, Indiana Fever
- Julie Graue, Chief Operating Officer, Indiana Fever
- Lori Miser, Vice President, Engineering and Construction, Indiana Fever
- Donna Wilkinson, Vice President, Human Resources, Indiana Fever Penny Toler, Executive Vice President and General Manager, Los Angeles Sparks
- Danita Johnson, VP Ticket Sales, Los Angeles Sparks
- Carley Knox, Vice President of Lynx Business Operations, Minnesota Lynx
- Laura Meyer, Vice President, Business Intelligence, Minnesota Lynx
- Lindsay Milne, Vice President of Marketing, Minnesota Lynx
- Sianneh Mulbah, Vice President, Human Resources, Minnesota Lynx
- Lisa Aulebach, Vice President, Account Planning, New York Liberty
- Dashawnda Brown, Vice President, Corporate Hospitality Services, New York Liberty
- Dr. Lisa Callahan, Senior Vice President, Player Care and Chief Medical Officer, New York Liberty
- Keia Clarke, Vice President, Team Business Development, New York Liberty
- Donna Coleman, Chief Financial Officer, New York Liberty
- Courtney Jeffries, Vice President, Service & Retention, New York Liberty
- Laura Lash, Vice President, Business Operations, New York Liberty
- Jeanine McGrory, Senior Vice President, Finance, New York Liberty
- Sharon Otterman, Executive Vice President & Chief Marketing Officer, New York Liberty
- Rebecca Taylor, Vice President, Photo Services, New York Liberty
- Maria Baier, Senior Vice President, Public Affairs, Phoenix Mercury
- Sandy Brondello, Head Coach and Vice President of Player Personnel, Phoenix Mercury
- Carlissa Henry, Vice President, Sales and Operations, Phoenix Mercury
- Ann Meyers Drysdale, Vice President, Phoenix Mercury
- Karen Rausch, Vice President, Human Resources, Phoenix Mercury
- Tammy Turner, Vice President, Human Resources and Corporate Administration, San Antonio Stars
- Lori Warren, Senior Vice President of Finance and Corporate Administration San Antonio Stars

- Shannon Burley, Senior Vice President, Business Operations, Seattle Storm
- Tricia McLean, Vice President, Human Resources and Finance, Seattle Storm
- Kim Frank, Vice President of Marketing, Washington Mystics
- Kelly Skoloda, Senior Vice President, Human Resources, Washington Mystics
- Michelle Trostle, Senior Vice President, Administration, Washington Mystics

There were 14 team vice presidents of color in the 2017 season, which was an increase from the 12 recorded in the 2016 season. The 14 people of color were:

- Natalie White, Vice President, Basketball Operations, Atlanta Dream
- Ashley Miller, Vice President of Basketball Operations, Dallas Wings
- Nicole Smith, Chief Marketing Officer, Dallas Wings
- Quinn Buckner, Vice President, Communications, Indiana Fever
- Carl Daniels, Vice President, Player Development, Indiana Fever
- Penny Toler, Executive Vice President and General Manager, Los Angeles Sparks
- Danita Johnson, Vice President, Ticket Sales, Los Angeles Sparks
- Sianneh Mulbah, Vice President, Human Resources, Minnesota Lynx
- Keia Clarke, Vice President, Team Business Development, New York Liberty
- Jamaal Lesane, Vice President, Legal and Business Affairs Sports Operations, New York Liberty
- Dashawnda Brown, Vice President, Corporate Hospitality Services, New York Liberty
- Carlissa Henry, Vice President, Sales and Operations, Phoenix Mercury
- Marc Eversley, Vice President, Player Personnel, Washington Mystics
- Bobby Perez, Senior Vice President, General Counsel and Corporate Relations, San Antonio Stars

WNBA Grade for Team Vice Presidents:

Race: D+ (12.1 percent)

Gender: C- (29.5 percent)

See Table 8.

Senior Team Administration

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

Blacks or African Americans experienced a significant increase in the percentage of people holding senior administrator position from 12.6 percent in 2016 to 20 percent in 2017. The percentage of Latinos, Asians and whites in senior team administrator positions decreased from 2016 to 2017. Latinos decreased from 4.2 percent to 2.3 percent, Asians from 2.5 percent to 0.8 percent and whites decreased from 79 percent to 76.2 percent. There were 0.8 percent of people holding a senior team administrator position that identified as "other."

The percentage of women who were senior team administrators increased from 24.4 percent in 2016 to 27.7 percent in 2017.

WNBA Grade for Senior Team Administration:

Race: B+ (23.8 percent)
Gender: D+ (27.7 percent)

See Table 9.

Professional Team Administration

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

In professional team administrative positions in the 2017 season, the percentage of whites increased substantially from 66.2 percent in 2016 to 73.3 percent.

The percentage of African-Americans decreased significantly by 5.2 percentage points to 15 percent. The percentage of Latinos decreased from 9.8 percent to 7 percent in 2017, while the percentage of Asians increased 0.9 percentage points in 2016 from 3.5 percent to 4.4 percent. The percentage of those classified as “other” remained the same between 2016 and 2017 at 0.4 percent.

The percentage of women holding professional team administrative positions decreased from 44.4 percent in 2016 to 41.2 percent in 2017.

WNBA Grade for Professional Team Administration:

Race: A- (26.7 percent)
Gender: B+ (41.2 percent)

See Table 10.

Physicians

In 2017, the percentage of white physicians decreased from 88.9 percent to 73.7 percent. There were five physicians of color in 2017, which was three more than in 2016. The number of women physicians increased from five in 2016 to six in 2017.

See Table 11.

Head Trainers

The percentage of white head trainers increased from 66.7 percent in 2016 to 75 percent in 2017, while the percent of African-Americans decreased from 25 percent to 17 percent. The percentage of women

increased from 50 percent in 2016 to 58 percent in 2017.

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 II.

WNBA Grade for Diversity Initiatives: A+

HOW GRADES WERE CALCULATED

As in previous reports, the 2017 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an A was achieved if 24 percent of the positions were held by people of color, B if 12 percent of the positions were held by people of color, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

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

Race		Gender	
A+	>30	A+	>45
A	29-30	A	45
A-	25-28.5	A-	42-44
B+	20-24.5	B+	39-41.5
B	17-19.5	B	38
B-	16	B-	35-37.5
C+	15	C+	32-34.5
C	14	C	31
C-	13	C-	28-30.5
D+	12	D+	25-27.5
D	11	D	24
F	<11	F	<24

METHODOLOGY

The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program collected all data.

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

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

The report covers the 2017 season for the Women's National Basketball Association. Listing of professional owners, general managers and head coaches were updated as of the start of the 2017 season on May 13, 2017. Grades were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD

This is the 25th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks the eleventh time the Report Card is being issued sport-by-sport; the 2017 report for MLB, NBA and NFL have already been released. The complete Racial and Gender Report Card, including all the leagues, will be issued after the release of subsequent individual reports on the MLS 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, Tynelle Taylor-Chase, Todd Currie and Destini Orr contributed greatly to the WNBA Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

APPENDIX I

Players							
		%	#			%	#
2017	White	14.6%	21	2008	White	21%	44
	African-American	76.4%	110		African-American	65%	139
	Latino	2.8%	4		Latino	0%	0
	Asian	0.7%	1		Asian	0	0
	Other	5.6%	8		Other	0%	0
	International	14.0%	20		International	14%	31
2016	White	24.5%	35	2007	White	35%	66
	African-American	68.5%	98		African-American	63%	117
	Latino	3.5%	5		Latino	0%	0
	Asian	0.7%	1		Asian	1	1
	Other	2.8%	4		Other	2%	3
	International				International	14%	27
2015	White	24.3%	37	2006	White	36%	75
	African-American	71.7%	109		African-American	63%	133
	Latino	0.7%	1		Latino	0%	0
	Asian	0.0%	0		Asian	0	1
	Other	3.3%	5		Other	1%	2
	International	16.4%	25		International	17%	36
2014	White	23.3%	35	2005	White	34%	64
	African-American	69.3%	104		African-American	63%	100
	Latino	1.3%	2		Latino	1%	3
	Asian	0.0%	0		Asian	0	0
	Other	6.0%	9		Other	1%	4
	International	14.0%	21		International	19%	39
2013	White	20%	28	2004	White	33%	66
	African-American	73%	103		African-American	66%	134
	Latino	0%	0		Latino	1%	2
	Asian	0%	0		Asian	0	0
	Other	7%	10		Other	0%	0
	International	9%	12		International	16%	33
2012	White	16%	22	2002	White	35%	x
	African-American	74%	100		African-American	61%	x
	Latino	0%	0		Latino	<3	x
	Asian	0%	0		Asian	<1	x
	Other	1%	1		Other	<1	x
	International	9%	12				
2011	White	21%	31	2001	White	34%	x
	African-American	69%	101		African-American	63%	x
	Latino	3%	4		Latino	3%	x
	Asian	0%	0		Other	x	x
	Other	>1%	1				
	International	6%	9				
2010	White	16%	26	2000	White	33%	x
	African-American	69%	112		African-American	65%	x
	Latino	1%	1		Latino	2	x
	Asian	0%	0		Other	0%	x
	Other	1%	1	1999	White	32%	x
	International	14%	23		African-American	64%	x
2009	White	20%	38		Latino	2%	x
	African-American	67%	126		Other	0%	x
	Latino	0%	0				
	Asian	0%	0				
	Other	1%	1				
	International	12%	23				
x=Data not recorded							
Table							

Table 1

League Office: Professional Employees							
		%	#			%	#
2017	White	49%	19	2008	White	67%	22
	African-American	36%	14		African-American	27%	9
	Latino	8%	3		Latino	3%	1
	Asian	0%	0		Asian	3%	1
	Other	8%	3		Other	0%	0
	Women	54%	21		Women	x	x
	Total	x	39		Total	x	33
2016	White	73.9%	17	2007	White	64%	27
	African-American	26.1%	6		African-American	21%	9
	Latino	0.0%	0		Latino	2%	1
	Asian	0.0%	0		Asian	12%	5
	Other	0.0%	0		Other	0%	0
	Women	69.6%	16		Women	74%	31
	Total	x	23		Total	x	42
2015	White	75.0%	18	2006	White	66%	29
	African-American	25.0%	6		African-American	20.5%	9
	Latino	0.0%	0		Latino	2.2%	1
	Asian	0.0%	0		Asian	11.3%	5
	Other	0.0%	0		Other	0%	0
	Women	75.0%	18		Women	75%	33
	Total	x	24		Total	x	44
2014	White	70.8%	17	2005	White	65%	15
	African-American	25.0%	6		African-American	26%	6
	Latino	0.0%	0		Latino	0%	0
	Asian	4.2%	1		Asian	9%	2
	Other	0.0%	0		Other	0%	0
	Women	79.2%	19		Women	70%	16
	Total	x	24		Total	x	23
2013	White	67%	16	2004	White	60%	6
	African-American	29%	7		African-American	40%	4
	Latino	0%	0		Latino	0%	0
	Asian	4%	1		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	79%	19		Women	90%	9
	Total	x	24		Total	x	10
2012	White	71%	15	2003	Data Not Recorded		
	African-American	29%	6		2002	White	55%
	Latino	0%	0	African-American		36%	8
	Asian	0%	0	Latino		9%	2
	Other	0%	0	Asian		0%	0
	Women	71%	15	Other		0%	0
	Total	x	21	Women		95%	21
2011	White	71%	15	2001	Data Not Recorded		
	African-American	29%	6		2000	White	55%
	Latino	0%	0	African-American		35%	7
	Asian	0%	0	Latino		5%	1
	Other	0%	0	Asian		0%	0
	Women	76%	16	Other		5%	1
	Total	x	21	Women		85%	17
2010	White	76%	22	1999	Data Not Recorded		
	African-American	24%	7		1998	White	69%
	Latino	0%	0	African-American		23%	3
	Asian	0%	0	Latino		0	0
	Other	0%	0	Asian		8%	1
	Women	69%	20	Other		0%	0
	Total	x	29	Women		69%	9
2009	White	67%	22	Total	x	13	
	African-American	27%	9		Total	x	33
	Latino	3%	1			x=Data not recorded	
	Asian	3%	1			**Information submitted by the WNBA League Office	
	Other	0%	0			TABLE	
	Women	100%	33				
	Total	x	33				

x=Data not recorded

**Information submitted by the WNBA League Office

TABLE 2

Majority Owners							
		%	#			%	#
2017	White	71.9%	23	2010	White	100%	12
	African-American	18.8%	6		African-American	0%	0
	Latino	3.1%	1		Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	6.3%	2		Other	0%	0
	Women	34.4%	11		Women	25%	3
2016	White	80.0%	28	2009	White	100%	18
	African-American	14.3%	5		African-American	0%	0
	Latino	2.9%	1		Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	2.9%	1		Other	0%	0
	Women	40.0%	14		Women	22%	4
2015	White	82.1%	32	2008	White	100%	20
	African-American	12.8%	5		African-American	0%	0
	Latino	2.6%	1		Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	2.6%	1		Other	0%	0
	Women	35.9%	14		Women	20%	4
2014	White	83.3%	30	2007	White	100%	20
	African-American	11.1%	4		African-American	0%	0
	Latino	2.8%	1		Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	2.8%	1		Other	0%	0
	Women	33.3%	12		Women	20%	4
2013	White	72%	18	2006	White	95%	18
	African-American	20%	5		African-American	5%	1
	Latino	4%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	4%	1		Other	0%	0
	Women	36%	9		Women	11%	2
2012	White	72%	18	2005	White	92%	21
	African-American	20%	5		African-American	8%	2
	Latino	4%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	4%	1		Other	0%	0
	Women	40%	10		Women	16%	4
2011	White	100%	13	2004	White	94%	16
	African-American	0%	0		African-American	6%	1
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	31%	4		Women	18%	3

TABLE 3

TABLE 3

Head Coaches								
		%	#			%	#	
2017	White	58.3%	7	2007	White	77%	10	
	African-American	41.7%	5		African-American	23%	3	
	Latino	0%	0		Asian	0%	0	
	Asian	0%	0		Latino	0%	0	
	Other	0%	0		Other	0%	0	
	Women	50%	6		Women	31%	4	
2016	White	75%	9	2006	White	86%	12	
	African-American	25%	3		African-American	14%	2	
	Latino	0%	0		Asian	0%	0	
	Asian	0%	0		Latino	0%	0	
	Other	0%	0		Other	0%	0	
	Women	41.7%	5		Women	21%	3	
2015	White	75%	9	2005	White	85%	11	
	African-American	25%	3		African-American	15%	2	
	Latino	0%	0		Asian	0%	0	
	Asian	0%	0		Latino	0%	0	
	Other	0%	0		Other	0%	0	
	Women	50%	6		Women	38%	5	
2014	White	66.7%	8	2004	White	69%	9	
	African-American	33.3%	4		African-American	31%	4	
	Asian	0.0%	0		Asian	0%	0	
	Latino	0.0%	0		Latino	0%	0	
	Other	0.0%	0		Other	0%	0	
	Women	50.0%	6		Women	38%	5	
2013	White	75%	9	2003	Data Not			
	African-American	25%	3		2002	White	82%	14
	Latino	0%	0			African-American	18%	3
	Asian	0%	0			Asian	0%	0
	Other	0%	0			Latino	0%	0
	Women	42%	5			Other	0%	0
2012	White	67%	8	2001		Women	41%	7
	African-American	33%	4		White	75%	12	
	Latino	0%	0		African-American	25%	4	
	Asian	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	42%	5		Other	0%	0	
2011	White	58%	7	2000	Women	44%	7	
	African-American	42%	5		White	69%	11	
	Asian	0%	0		African-American	31%	5	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	50%	6		Other	0%	0	
2010	White	67%	8	1999	Women	44%	7	
	African-American	33%	4		White	75%	9	
	Latino	0%	0		African-American	25%	3	
	Asian	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	58%	7		Other	0%	0	
2009	White	77%	10	1998	Women	50%	6	
	African-American	23%	3		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	38%	5		Other	0%	0	
2008	White	64%	9	1997	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
2007	White	64%	9	1996	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
2006	White	64%	9	1995	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
2005	White	64%	9	1994	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
2004	White	64%	9	1993	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
2003	White	64%	9	1992	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
2002	White	64%	9	1991	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
2001	White	64%	9	1990	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
2000	White	64%	9	1989	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1999	White	64%	9	1988	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1998	White	64%	9	1987	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1997	White	64%	9	1986	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1996	White	64%	9	1985	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1995	White	64%	9	1984	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1994	White	64%	9	1983	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1993	White	64%	9	1982	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1992	White	64%	9	1981	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1991	White	64%	9	1980	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1990	White	64%	9	1979	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1989	White	64%	9	1978	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1988	White	64%	9	1977	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1987	White	64%	9	1976	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1986	White	64%	9	1975	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1985	White	64%	9	1974	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1984	White	64%	9	1973	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1983	White	64%	9	1972	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1982	White	64%	9	1971	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1981	White	64%	9	1970	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1980	White	64%	9	1969	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1979	White	64%	9	1968	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1978	White	64%	9	1967	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1977	White	64%	9	1966	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1976	White	64%	9	1965	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1975	White	64%	9	1964	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1974	White	64%	9	1963	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5		Other	0%	0	
1973	White	64%	9	1962	Women	70%	7	
	African-American	36%	5		White	43	3	
	Asian	0%	0		African-American	57	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36						

Assistant Coaches							
		%	#			%	#
2017	White	46.2%	12	2008	White	58%	18
	African-American	53.8%	14		African-American	42%	13
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	61.5%	16		Women	55%	17
2016	White	52.2%	12	2007	White	61%	19
	African-American	47.8%	11		African-American	39%	12
	Latino	0.0%	0		Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	0.0%	0		Other	0%	0
	Women	56.5%	13		Women	52%	16
2015	White	50%	20	2006	White	59%	16
	African-American	50%	20		African-American	41%	11
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	45%	18		Women	56%	15
2014	White	48%	12	2005	White	65%	17
	African-American	52%	13		African-American	35%	9
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	68%	17		Women	65%	17
2013	White	63%	15	2004	White	55%	18
	African-American	38%	9		African-American	45%	15
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	67%	16		Women	58%	19
2012	White	60%	15			Data Not	
	African-American	40%	10	2002	White	68%	27
	Latino	0%	0		African-American	33%	13
	Asian	0%	0		Latino	0%	0
	Other	0%	0		Asian	0%	0
	Women	64%	16		Other	0%	0
2011	White	63%	12		Women	55%	19
	African-American	36%	7			Data Not	
	Latino	0%	0	2000	White	75%	27
	Asian	0%	0		African-American	22%	13
	Other	0%	0		Latino	3%	0
	Women	63%	12		Asian	0%	0
2010	White	56%	9		Other	0%	0
	African-American	44%	7		Women	61%	22
	Latino	0%	0	1999	White	74%	17
	Asian	0%	0		African-American	22%	5
	Other	0%	0		Latino	0%	0
	Women	56%	9		Asian	4%	1
2009	White	59%	16		Other	0%	0
	African-American	41%	11		Women	52%	12
	Latino	0%	0	1998	White	63%	2
	Asian	0%	0		African-American	31%	5
	Other	0%	0		Latino	0%	0
	Women	59%	16		Asian	6%	1
			Other		0%	0	
			Women		50%	8	
TABLE							

TABLE 5

CEO/President							
		%	#			%	#
2017	White	81.3%	13	2010	White	87%	13
	African-American	18.8%	3		African-American	7%	1
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	7%	1
	Women	31.3%	5		Women	40%	6
2016	White	86.7%	13	2009	White	88%	14
	African-American	13.3%	2		African-American	6%	1
	Latino	0.0%	0		Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	0.0%	0		Other	6%	1
	Women	33.3%	5		Women	38%	6
2015	White	77.8%	14	2008	White	80%	12
	African-American	22.2%	4		African-American	13%	2
	Latino	0.0%	0		Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	0.0%	0		Other	7%	1
	Women	27.8%	5		Women	33%	5
2014	White	85%	17	2007	White	87%	13
	African-American	10%	2		African-American	13%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	5%	1		Other	0%	0
	Women	20%	4		Women	27%	4
2013	White	79%	11	2006	White	89%	16
	African-American	14%	2		African-American	11%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	7%	1		Other	0%	0
	Women	36%	5		Women	22%	4
2012	White	93%	14	2005	White	90%	14
	African-American	0%	0		African-American	10%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	7%	1		Other	0%	0
	Women	13%	2		Women	10%	2
2011	White	91%	20	2004	White	85%	11
	African-American	5%	1		African-American	15%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	5%	1		Other	0%	0
	Women	9%	2		Women	8%	1

TABLE 6

TABLE 6

General Manager							
		%	#			%	#
2017	White	72.7%	8	2010	White	67%	8
	African-American	27.3%	3		African-American	33%	4
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	54.5%	6		Women	67%	6
2016	White	80%	8	2009	White	75%	9
	African-American	20%	2		African-American	25%	3
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	50%	5		Women	50%	6
2015	White	72.7%	8	2008	White	77%	10
	African-American	27.3%	3		African-American	21%	3
	Latino	0.0%	0		Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	0.0%	0		Other	0%	0
	Women	54.5%	6		Women	54%	7
2014	White	70%	7	2007	White	85%	11
	African-American	30%	3		African-American	15%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	40%	4		Women	54%	7
2013	White	64%	7	2006	White	82%	9
	African-American	36%	4		African-American	18%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	36%	4		Women	55%	6
2012	White	58%	7	2005	White	73%	9
	African-American	42%	5		African-American	27%	3
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	33%	4		Women	67%	8
2011	White	67%	8	2004	White	77%	10
	African-American	33%	4		African-American	23%	3
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	67%	8		Women	77%	10

Table 7

Table 7

Vice Presidents							
		%	#			%	#
2017	White	87.9%	116	2010	White	91%	21
	African-American	10.7%	14		African-American	4%	1
	Latino	0.8%	1		Latino	4%	1
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
2016	Women	29.5%	39	2009	Women	13%	3
	White	89.0%	97		White	93%	54
	African-American	10.1%	11		African-American	3%	2
	Latino	0.9%	1		Latino	3%	2
	Asian	0.0%	0		Asian	0%	0
2015	Other	0.0%	0	2008	Other	0%	0
	Women	26.6%	29		Women	28%	16
	White	90.6%	87		White	92%	61
	African-American	8.3%	8		African-American	6%	4
	Latino	0.0%	0		Latino	2%	1
2014	Asian	1.0%	1	2007	Asian	0%	0
	Other	0.0%	0		Other	0%	0
	Women	26.0%	25		Women	30%	20
	White	92.6%	88		White	94%	61
	African-American	6.3%	6		African-American	6%	4
2013	Latino	1.1%	1	2006	Latino	0%	0
	Asian	0.0%	0		Asian	0%	0
	Other	0.0%	0		Other	0%	0
	Women	23.2%	22		Women	26%	17
	White	94%	47		White	90%	80
2012	African-American	4%	2	2005	African-American	10%	9
	Latino	2%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	28%	14		Women	20%	18
2011	White	89%	47	2004	White	91%	77
	African-American	8%	4		African-American	8%	7
	Latino	4%	2		Latino	0%	0
	Asian	0%	0		Asian	1%	1
	Other	0%	0		Other	0%	0
2010	Women	25%	13	2003	Women	27%	23
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
2009	Other	0%	0	2002	Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
2008	Asian	0%	0	2001	Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
2007	Latino	3%	1	2000	Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
2006	African-American	3%	1	1999	African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
2005	White	94%	34	1998	White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
2004	Women	25%	9	1997	Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
2003	Other	0%	0	1996	Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
2002	Asian	0%	0	1995	Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
2001	Latino	3%	1	1994	Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
2000	African-American	3%	1	1993	African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
1999	White	94%	34	1992	White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
1998	Women	25%	9	1991	Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
1997	Other	0%	0	1990	Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
1996	Asian	0%	0	1989	Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
1995	Latino	3%	1	1988	Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
1994	African-American	3%	1	1987	African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
1993	White	94%	34	1986	White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
1992	Women	25%	9	1985	Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
1991	Other	0%	0	1984	Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
1990	Asian	0%	0	1983	Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
1989	Latino	3%	1	1982	Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
1988	African-American	3%	1	1981	African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
1987	White	94%	34	1980	White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
1986	Women	25%	9	1979	Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
1985	Other	0%	0	1978	Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
1984	Asian	0%	0	1977	Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
1983	Latino	3%	1	1976	Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
1982	African-American	3%	1	1975	African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
1981	White	94%	34	1974	White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
1980	Women	25%	9	1973	Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
1979	Other	0%	0	1972	Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
1978	Asian	0%	0	1971	Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
1977	Latino	3%	1	1970	Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
1976	African-American	3%	1	1969	African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
1975	White	94%	34	1968	White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
1974	Women	25%	9	1967	Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
1973	Other	0%	0	1966	Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
1972	Asian	0%	0	1965	Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
1971	Latino	3%	1	1964	Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
1970	African-American	3%	1	1963	African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
1969	White	94%	34	1962	White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
1968	Women	25%	9	1961	Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
1967	Other	0%	0	1960	Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
	Latino	3%	1		Latino	0%	0
1966	Asian	0%	0	1959	Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	28%	13
	White	94%	34		White	89%	42
	African-American	3%	1		African-American	11%	5
1965	Latino	3%	1	1958	Latino	0%	0
	Asian	0%	0		Asian	0%	0

TABLE 8

Senior Team Administration							
		%	#			%	#
2017	White	76.2%	99	2010	White	72%	12
	African-American	20%	26		African-American	22%	4
	Latino	2.3%	3		Latino	6%	1
	Asian	0.8%	1		Asian	0%	0
	Other	0.8%	1		Other	0%	0
	Women	27.7%	36		Women	61%	11
2016	White	79.0%	94	2009	White	81%	42
	African-American	12.6%	15		African-American	12%	6
	Latino	4.2%	5		Latino	6%	3
	Asian	2.5%	3		Asian	2%	1
	Other	1.7%	2		Other	0%	0
	Women	24.4%	29		Women	44%	23
2015	White	78.1%	75	2008	White	78%	56
	African-American	14.6%	14		African-American	13%	9
	Latino	2.1%	2		Latino	4%	3
	Asian	4.2%	4		Asian	4%	3
	Other	1.0%	1		Other	1%	1
	Women	34.4%	33		Women	49%	35
2014	White	82.6%	90	2007	White	82%	50
	African-American	11.9%	13		African-American	11%	7
	Latino	3.7%	4		Latino	5%	3
	Asian	1.8%	2		Asian	2%	1
	Other	0.0%	0		Other	0%	0
	Women	36.7%	40		Women	43%	26
2013	White	80%	43	2006	White	81%	94
	African-American	13%	7		African-American	9%	11
	Latino	2%	1		Latino	7%	8
	Asian	2%	1		Asian	2%	2
	Other	4%	2		Other	1%	1
	Women	48%	26		Women	28%	33
2012	White	79%	46	2005	White	80%	99
	African-American	19%	11		African-American	11%	14
	Latino	0%	0		Latino	6%	7
	Asian	0%	0		Asian	2%	3
	Other	2%	1		Other	0%	0
	Women	52%	30		Women	37%	45
2011	White	72%	43	2004	White	81%	74
	African-American	7%	4		African-American	12%	11
	Latino	18%	11		Latino	3%	3
	Asian	3%	2		Asian	2%	2
	Other	0%	0		Other	1%	1
	Women	33%	20		Women	42%	38
TABLE 9							

TABLE 9

Professional Team Administration							
		%	#			%	#
2017	White	73.3%	400	2010	White	80%	28
	African-American	15%	82		African-American	17%	6
	Latino	7%	38		Latino	0%	0
	Asian	4.4%	24		Asian	0%	0
	Other	0.4%	2		Other	3%	1
	Women	41.2%	225		Women	54%	19
2016	White	66.2%	325	2009	White	77%	79
	African-American	20.2%	99		African-American	15%	15
	Latino	9.8%	48		Latino	3%	3
	Asian	3.5%	17		Asian	5%	5
	Other	0.4%	2		Other	>1%	1
	Women	44.4%	218		Women	49%	50
2015	White	73.8%	329	2008	White	72%	115
	African-American	18.4%	82		African-American	14%	23
	Latino	1.3%	6		Latino	10%	16
	Asian	5.2%	23		Asian	1%	2
	Other	1.3%	6		Other	2%	3
	Women	44.2%	197		Women	52%	83
2014	White	76.9%	409	2007	White	71%	132
	African-American	15.8%	84		African-American	13%	25
	Latino	4.9%	26		Latino	15%	28
	Asian	1.7%	9		Asian	1%	1
	Other	0.8%	4		Other	1%	1
	Women	41.5%	221		Women	48%	90
2013	White	71%	157	2006	White	68%	159
	African-American	22%	48		African-American	16%	38
	Latino	4%	8		Latino	11%	26
	Asian	2%	5		Asian	3%	7
	Other	2%	4		Other	2%	5
	Women	49%	109		Women	44%	103
2012	White	72%	67	2005	White	70%	165
	African-American	20%	19		African-American	17%	41
	Latino	3%	3		Latino	8%	19
	Asian	4%	4		Asian	4%	10
	Other	0%	0		Other	0%	1
	Women	44%	41		Women	50%	118
2011	White	86%	77	2004	White	69%	268
	African-American	10%	9		African-American	22%	86
	Latino	4%	4		Latino	5%	18
	Asian	0%	0		Asian	3%	14
	Other	0%	0		Other	<1%	3
	Women	40%	36		Women	44%	170
TABLE 10							

TABLE 10

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

TABLE 11

TABLE 12

APPENDIX II

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, recruitment, supplier diversity and community relations. Below is a summary of various ways the NBA and WNBA have sought to promote diversity at their league offices and through their social responsibility and grassroots initiatives.

Global Inclusion Council

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

Inclusion Learning & Professional Development

- The NBA and WNBA continue to expand upon their platform of inclusion learning programs. In 2016, the leagues 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, covers 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 and WNBA league office employees completed this training.
- The NBA and WNBA conduct live and online "Respect in the Workplace" training. The live training is completed by all of the leagues' employees every two to three years, with a separate track for managers focusing on manager accountability. The content is focused on one of the NBA's and WNBA's core values – respect – and sessions are conducted in small groups to encourage dialogue. All new hires must attend the live training during their first several months of employment. In addition to the live training, all new employees are required to complete an online "Respect in the Workplace" program as part of their new hire orientation.
- To support NBA and WNBA teams' efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the leagues have issued to all teams recommended best practices regarding respect in the workplace policies and training.
- The NBA's Employee Resource Teams (ERTs) support the league's diversity and inclusion goals by providing an opportunity to facilitate connections between employees with shared interests or backgrounds. ERTs are committed to providing networking and professional development opportunities. The NBA has five ERTs: NBA Women's Network, Conexión éne-bé-a, NBA Pride, Dream in Color and APEX.

o 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 and WNBA 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. The Network presently has over 170 members globally and offers a wide variety of engagement opportunities for its members and community.

- o Conexión éne-bé-a aims to promote the development of Latino/Hispanic cultural awareness within the NBA and WNBA while contributing to the leagues' success, diversity and business objectives through career development, education and community involvement.

- o NBA Pride aims to bring together LGBTQ employees and allies to foster an environment in which all employees feel empowered and encouraged to bring their whole selves to work each day. In June 2017, NBA Pride hosted the leagues' participation in the NYC Pride March for the second consecutive year. In 2016, the NBA, WNBA and NBA G League became the first professional sports leagues to participate in the march.

- o 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.

- o APEX's (Asian Professional Exchange) mission is to promote the growth of the game and support the NBA's and WNBA's vision of diversity and inclusion by advocating and advancing the contributions of Asian American professionals within the leagues and supporting a range of career development, education and community engagement activities.

External Affinity Organizations

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

- As an extension of the NBA Women's Network, the league partners 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 NBA and WNBA offer 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.
- The NBA is a founding member of the *Diversity & Inclusion Sports Consortium* (DISC). DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in North America. Members of the consortium work together to openly exchange best practices for diversity and inclusion efforts in the sports industry. DISC members also partner to produce and host an annual two-day Diversity and Inclusion Symposium for a broader audience of sports professionals.
- Several senior leaders within the 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, WNBA President Lisa Borders, President of League Operations Byron Spruell, Chief Marketing Officer Pam El, and Senior Vice President of Human Resources Eric Hutcherson are members of the Executive Leadership Council. Chief Diversity & Inclusion Officer Oris Stuart is an Executive Board member of the National Black MBA

Association. Bill Koenig, President, Global Media Content Distribution, is an Executive Board Member of the T. Howard Foundation.

Recruiting

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

- The NBA was instrumental in the forming of the **Thurgood Marshall Scholarship Fund** (now Thurgood Marshall College Fund - TMCf) in 1987 and has provided steady leadership to the organization since its inception. NBA Commissioner Emeritus David Stern serves on the TMCf Board and the NBA, TMCf, and NBA players collaborate on a number of events and public awareness campaigns. NBA spokesmen for TMCf, Ray Allen and Shane Battier, have appeared in PSAs for the fund and provide on-going support for the fund's activities. In 2015, the league created the David J. Stern Scholarship through the Thurgood Marshall College Fund, which provides financial and scholastic support, internships, and mentoring opportunities for underrepresented minority students interested in pursuing careers in the sports industry.
- As part of the NBA's and WNBA's leaguewide efforts to support military members and their families, the NBA and WNBA continue to highlight career opportunities posted on the NBA Cares Hoops for Troops website, which promotes NBA and WNBA job opportunities to veterans and reservists. The leagues continue to support the Annual Veterans on Wall Street Conference to expand on pipelining efforts for veterans within the sports industry. Furthermore, the NBA continues to partner with the Chamber of Commerce and has established relationships with the Office of the Secretary of Defense, the New York National Guard, and Paralyzed Veterans of America to further its efforts to support military members and their families.
- In 2017, the NBA entered into an agreement with Jopwell, an online recruitment platform that connects minority job candidates with prominent employers across the country. The NBA-Jopwell relationship seeks to create greater awareness of and access to league and team employment opportunities for candidates from underrepresented communities.
- Women and minorities represent 67% and 50% respectively of the leagues' 2017 Associate class and 51% and 30% of the intern class. Recruiting sources include diversity partners such as Prep for Prep, A Better Chance, and the T. Howard Foundation. The NBA continues to establish relationships with schools that have a diverse student body and has conducted on-campus recruiting visits at a number of those schools.
- The NBA participates in a range of events and career fairs, sponsored by affinity-based professional organizations that provide access to minority candidates. These organizations include Management Leadership for Tomorrow (MLT), the International Radio and Television Society Foundation (IRTS), the National Black MBA Association, Prospanica (formerly the National Society for Hispanic MBAs) and the National Sales Network.
- In addition to the league's U.S.-based university initiatives, the NBA offers international intern opportunities through its Global Intern Program and 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 Summit(s)). Based on alliances that have been built in All-Star host cities, the NBA continues to engage those businesses for potential opportunities for other events and business initiatives.

NBA and WNBA Social Responsibility Initiatives

The NBA and WNBA 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 NBA and WNBA work to use their unique position to bring attention to important social issues focusing on **inclusion and equality, education, youth and family development, health and wellness, protecting the environment, and supporting military members and their families.**

Inclusion and Equality

- The NBA, WNBA and their players have a long history of working together on important societal issues. In response to public tragedies and social unrest across the country, our players are once again leading the charge to create stronger, safer communities. The NBA and WNBA family are working together with teams, experts, and community leaders to develop and implement impactful community programs that engage youth and law enforcement using three strategies: 1) Community Conversations, an opportunity for young people, parents, community leaders and law enforcement to engage in candid dialogue about the challenges we face and our shared responsibility to create change. 2) Building Bridges Through Basketball, using the game of basketball to bring people together and deepen important bonds of trust between young people, mentors, community leaders and law enforcement. 3) Mentoring and Economic Empowerment, building on the NBA family's support for mentoring and developing new efforts to help expand economic opportunity for young people of color. **To date, the NBA family has supported more than 125 total events,** initiatives and programs., including:
 - The NBA family hosted a Building Bridges Through Basketball and Community Conversation event with 10 officers from the LAPD and 40 youth from the LA Boys & Girls Clubs and The Brotherhood Crusade. **Bob Lanier, Jason Collins, AC Green, and Swin Cash** participated in 3-on-3 basketball games and a facilitated life skills workshop focusing on improving interactions between law enforcement and the communities they serve.

- **WNBA Legend Tamika Catchings** hosted a community conversation with law enforcement, members of the Indianapolis Colts, executives from the Pacers & Fever, and more than 70 young people from Indianapolis Public Schools, Indy Parks, and the Boys and Girls Club of Indianapolis.
 - The **Detroit Pistons, WNBA Legend Swin Cash, and NBA Legend Earl Cureton** participated in an “Opportunity Summit,” hosted by the My Brother’s Keeper Alliance. The event provided 750+ young men of color with an opportunity to interview with employers, connect to community resources, and participate in career preparation and leadership development training. Swin Cash participated in a facilitated dialogue with 20 young people and law enforcement about the relationship between law enforcement and the communities they serve.
 - **WNBA Legend Swin Cash** made remarks to an audience of 950 during a plenary session at the MENTOR summit.
 - **NBA and WNBA Players and Legends** joined youth and law enforcement from the Baton Rouge community for a basketball court dedication, basketball clinic and a Building Bridges through Basketball workshop focused on strengthening the ties between law enforcement and the community.
 - **Former WNBA player Nancy Lieberman** honored former Dallas Police Chief David Brown, the late Muhammad Ali and his widow, Lonnie Ali, at her Dream Ball Gala. Lieberman hosted the event to raise money for her “Kids and Cops” initiative, which places basketball courts in at-risk areas in an attempt to bring children and police officers closer.
 - Catchings and **NBA Legend Shawn Marion** hosted a tip-off celebration event for 60 local youth and law enforcement at the Union League Boys and Girls Club in Chicago, IL. During the event, the NBA, Under Armour, RISE, and the Union League Boys and Girls Club announced they were teaming up to create a 10-week “Building Bridges Through Basketball” summer enrichment program that brings local youth and law enforcement together. The program engaged 60 young people in weekly sessions featuring a combination of on-court basketball programming and hands-on learning focused on leadership, conflict resolution, identity, and diversity.
 - **New York Liberty players** partnered with RISE, the NYPD, and community activists to host the first Unity Night at Madison Square Garden for 250 community leaders, players, fans, and young people. The pre-game and in-arena activations promoted healthy relationships between law enforcement and urban communities and supported the fight against gun violence.
 - **WNBA Tickets for Mentors/Mentees.** Over the course of the WNBA regular season, WNBA Cares donated more than 400 game tickets to mentor and mentee pairs from 22 mentoring organizations in Seattle, Washington, DC and Los Angeles.
- Beginning in March 2015, the NBA and WNBA teamed up with **LeanIn.org** to launch a public awareness campaign focused on gender equality. The campaign, now in its third year, features NBA and WNBA players using #LeanInTogether to emphasize how men benefit from supporting women at home and at work — happier marriages, more successful children, and better team outcomes — and provide practical information on how men can do their part. As a result, the NBA and Lean In were nominated for and received the Public

Service Announcement Award at the annual Cynopsis Social Good Awards Breakfast in New York.

- The NBA works closely with **GLAAD** to ensure a safe environment is created for all fans, employees, and players, and together, they have provided diversity and inclusion training to all rookies attending the NBA Rookie Transition Program. The NBA joins millions of Americans and GLAAD on Spirit Day (October 17) and takes a stand against bullying by “going purple” in support of lesbian, gay, bisexual, and transgender youth. WNBA player Brittney Griner and NBA player Jason Collins serve as Spirit Day Ambassadors, joining other leading figures in the entertainment industry.
- The Denver Nuggets’ Kenneth Faried became the first NBA player to serve as an ambassador of **Athlete Ally**. Athlete Ally is an organization focused on ending homophobia in sports by educating allies in the athletic community and empowering them to take a stand. Athlete Ally provides public awareness campaigns, education programming, and tools and resources to help foster inclusive sports communities. Dallas Mavericks owner Mark Cuban also serves on Athlete Ally’s National Advisory Board.
- As part of **WNBA Pride**, the WNBA, its teams, and its players celebrate inclusion and equality in support of the LGBT community. In 2017, the WNBA celebrated Pride Month for the fourth consecutive year. In celebration of Pride Month, the NBA and WNBA partnered with Fanatics and GLSEN to release a Pride T-Shirt Collection featuring NBA and WNBA team logos, with a portion of the proceeds benefitting GLSEN.
- In 2017, teams competing during MLK weekend wore customized MLK shooting shirts in honor of Martin Luther King’s contributions to society. In addition, the Memphis Grizzlies celebrated MLK Day by hosting the 2nd annual Jr. NBA MLK tournament, featuring a discussion on race in society with NBA Legend Grant Hill and WNBA Legend Lisa Leslie. The team also partnered with the National Civil Rights Museum to host their annual MLK Symposium in honor of members of the NBA Family who carry on the tradition and legacy of Dr. King and organized a variety of community service projects as a part of their Day of Service. In Atlanta, the Hawks Basketball Academy hosted the third annual MLK Classic, a tournament followed by MLK Luncheon and Workshop honoring Dr. King’s Legacy.

Education

- Through NBA and WNBA Cares, the leagues work to combat global illiteracy and encourage young people to develop a life-long love of reading. Teams and players participate in reading events during visits to schools and community organizations. The NBA, WNBA, and their teams 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.
- In 2016, the NBA/WNBA and Discovery Education launched a partnership that deepens middle and high school students’ engagement in mathematics nationwide by combining the passion for professional basketball with key math concepts. The collaboration includes interactive math problems with real-time NBA and WNBA statistics, game footage, highlights and player images, which have been integrated

into Discovery Education's [Math Techbook™](#), a digital textbook that transforms the way students and teachers experience math through real-world problems. In addition, the NBA/WNBA and Discovery Education launched [Careers that Count: A Virtual Field Trip with the NBA](#), a 30-minute field trip that targets students grades 3-8 and explores how math is used in careers across the NBA. In its first week, more than 3,400 classrooms across all 50 states + D.C. registered to tune-in, reaching more than 120,000 students. Participating schools will also have the opportunity to complete [lesson plans](#) based on math concepts featured in the video.

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

Youth and Family Development

- In 2014, the NBA/WNBA, the National Basketball Players Association and the National Basketball Retired Players Association announced a five-year commitment to support My Brother's Keeper, a multi-sector effort launched by President Obama to help put boys and young men of color on a pathway to success. As part of this commitment, the NBA family partnered with [MENTOR: The National Mentoring Partnership](#) to support their "In Real Life" campaign, using PSAs, grassroots events, and social media to highlight the power of mentoring and encourage Americans to become mentors.
- **Key Metrics.** In 2014, the NBA family set a goal to recruit 25,000 new mentors over five years, with a focus on adult males of color. In less than one year since the campaign's launch, more than 25,000 Americans signed up to become a mentor and were connected directly to a mentoring program in their community. In 2016, the NBA family renewed its commitment to mentoring by setting a new goal of increasing sign-ups by an additional 25,000 adult mentors.
- Through NBA Cares, in partnership with various community-based and youth-serving organizations, the leagues and their teams and players have **built more than 1,090 places in 37 countries and territories** where kids and families can live, learn, or play, contributing to the development of urban communities. These projects include new and refurbished basketball courts, houses, playgrounds, technology centers and more.
- The Jr. NBA in the U.S. and Canada connects with more than 7,000 organizations reaching more than 2.1 million youth ages 6-14 through a network of affiliated youth basketball organizations, live events and interactive experiences. The Jr. NBA partnership network is comprised of youth basketball programs of all NBA, WNBA and NBA G League teams as well as elementary and middle schools, military bases and longstanding community partners, including Boys & Girls Clubs of America, National Association of Police Athletic Leagues and others. The U.S. activation is

highlighted by a series of national programs including Jr. NBA 3x3 Leagues, National Skills Challenge, Combine Series, and tournaments.

Health and Wellness

- **NBA/WNBA FIT** is the leagues' comprehensive health and wellness platform promoting healthy, active lifestyles for children, adults, and families. The initiative encourages physical activity and healthy living through products, events, and programs. NBA/WNBA FIT utilizes current and former players, coaches, trainers, and nutritionists to share important health and fitness tips focused around encouraging youth and their families to "Be Active, Eat Healthy and Play Together."
- **WNBA FIT Month.** Each August, WNBA teams and players host health and wellness program and organize distribution opportunities for fans and communities. The month also utilizes the best athletes in the world showcasing their extensive training and nutrition regimens through digital and social media. As part of WNBA FIT Month, in partnership with Bright Pink the WNBA and its teams help raise awareness and inspire others in the fight against breast cancer as part of WNBA Breast Health Awareness. Throughout the month, WNBA teams host unique fitness activations for community members and dedicate in-game entrainment to focus on health and wellness.
- 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. In 2012, the NBA made a commitment to connect 50,000 children across the country with free summer meals, and in 2017, the NBA and Golden State Warriors created a video vignette as part of NKH's "What are you hungry for?" campaign.
- NBA/WNBA Cares are founding partners of the United Nations Foundation's **Nothing But Nets** campaign, a grassroots movement to save lives by preventing malaria (the leading killer of children in Africa). The NBA and WNBA have helped raise more than \$56 million to distribute more than 9 million life-saving bed nets. In July 2013, NBA Champion Stephen Curry traveled to Tanzania to support the Nothing But Nets campaign, and continues his "Three for Three" campaign, donating three malaria bed nets for every three-pointer he makes. On World Malaria Day, 2016, the NBA and WNBA supported Nothing But Nets' #CallYourShot challenge, an online campaign to raise awareness and funds to fight malaria. In 2017, NBA Cares and Nothing But Nets hosted a "Pop a Shot" tournament at the NBA Store in New York and recorded web videos from NBA Cares Global Ambassador Dikembe Mutombo, WNBA Legend Swin Cash, and NBA Cares Ambassador Ruth Riley.
- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including through partnerships with Greater Than AIDS, GBCHealth, Elizabeth Glaser Pediatric AIDS, and UNICEF, through grassroots events, and through extensive charitable donations. Through the Emmy award winning awareness campaign "**Get Tested**," the NBA, HBO, the Global Business Coalition on HIV/AIDS, Tuberculosis, and Malaria (GBC), and the Kaiser Family Foundation came together to produce a series of television, radio, and print PSAs that encouraged people in urban communities to learn about their HIV/AIDS status.
- The **WNBA Breast Health Awareness** program focuses on generating awareness and educating women about breast cancer in addition to raising funds for the

initiative. The WNBA and its teams have raised more than **\$3.6 million** to aid in the **fight against breast cancer**, in addition to helping raise awareness about the disease. With Bright Pink, the WNBA focuses on the prevention and early detection of breast and ovarian cancer in young women while providing support for high-risk individuals. As part of the weeklong effort, each team works with community-based organizations to host Breast Health Awareness Nights and host an event in the community.

Military Support

- Hoops for Troops is a comprehensive partnership with the Department of Defense to show the NBA's commitment to service. Using the sport of basketball, the partnership supports local communities and hundreds of thousands of active and retired armed forces members and their families each year. The program focuses on four pillars – **Transition, Community, Leadership, and Health** – and 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.
- As part of All-Star 2017, the NBA celebrated the 75th anniversary of the USO by engaging with General Thomson and the 1st Cavalry Division deployed in Afghanistan. NBA Legends Sam Perkins and Caron Butler, WNBA player Ivory Latta, and NBA Director of Officials Bob Delaney participated in tour activities, hosted the first ever Hoops for Troops Basketball Tournament, and joined service members for a viewing party of the 66th NBA All-Star game.
- Many current and former NBA and WNBA players and coaches have personal ties to the military and are passionate about supporting troops and veterans, including Ray Allen, Karl Malone, David Robinson, Shaquille O'Neal, Robert Horry, Ruthie Bolton, Taj McWilliams-Franklin, Ruth Riley and Lenny Wilkens.

Environment

- NBA Green is a leaguewide program in partnership with the Green Sports Alliance (GSA) that generates awareness for protecting the environment. The leagues and their teams and players are taking steps to be more environmentally friendly and are encouraging fans to participate in local greening initiatives.
- In 2017, NBA Green joined the global celebration of the 47th annual [Earth Day](#) by officially launching the NBA Green Energy All-Star Campaign that highlights the NBA's commitment to energy efficiency and renewable energy. As part of the campaign, NBA Green partnered with [NEEF](#) (National Environmental Education Foundation) to create a vignette featuring NBA Legends Bill Walton, Dikembe Mutombo, Jason Collins, and Felipe Lopez, and former WNBA superstars Swin Cash and Ruth Riley as animated bobbleheads during a timeout huddle. Players share energy-saving tips, reminding fans of the simple, everyday things they can all do to save energy as well as save money improve their health and have a positive impact on the environment.

- The league and its teams are committed to greening efforts that build more eco-friendly operations. In 2013, the NBA launched Anthesis (formally Mosaic), an online tool designed to measure environmental impact. In partnership with Green Sports Alliance and Renewable Choice Energy, ---Anthesis allows all NBA teams and venues to track, analyze, and identify cost savings opportunities within their environmental footprint. Additional program efforts throughout offices and arenas include utilizing sustainable supplies, promoting use of mass transit, implementing recycling programs, installing energy and water-saving fixtures, purchasing renewable energy credits and carbon offsets, and more.

International Initiatives

- The Jr. NBA, the league's global youth basketball program for boys and girls, teaches the fundamental skills as well as the core values of the game at the grassroots level to help grow and improve the youth basketball experience for players, coaches and parents. During the 2016-17 season, the NBA reached more than 18 million youth in 53 countries through its youth participation initiatives.
- **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. In 2017, BWB camps were held in Israel (Europe), South Africa (Africa) and the Bahamas (Americas). Since 2001, the NBA and FIBA have staged 45 BWB camps in 25 countries on six continents. BWB has reached more than 2,720 participants from 134 countries and territories since 2001, with 43 campers drafted into the NBA. More than 230 current and former NBA, WNBA and FIBA players have joined more than 185 NBA team personnel from all 30 NBA teams to support BWB across the world. Twenty-three former BWB campers were on opening-night rosters for the 2016-17 season including Omri Casspi (Minnesota Timberwolves; Israel; BWB Europe 2005), Danilo Gallinari (Denver Nuggets; Italy; BWB Europe 2003) and Marc Gasol (Memphis Grizzlies; Spain; BWB Europe 2003). In addition to working with the campers on the court, NBA players and coaches lead extensive community outreach programs through NBA Cares. These social responsibility efforts focus on education, grassroots basketball development and health and wellness, highlighted by the creation of safe places where kids and families can live, learn or play. NBA Cares has created more than 1,090 safe places for kids and families around the world.
- In partnership with the **U.S. Department of State's Bureau of Educational and Cultural Affairs' SportsUnited Program, as well as the Empowering Women and Girls Through Sport Initiative**, more than 80 current and former NBA and WNBA players and coaches have traveled to 45 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.

- The NBA, in partnership with ExxonMobil and Africare, in 2013 launched **Power Forward** in Abuja, Nigeria, a program which has trained **20 coaches**, partnered with **10 schools** and reached more than **440 youth** with weekly programming. This youth development program leverages the power of basketball and the NBA to teach health, leadership, and life skills.
- In April 2011, **the Alliance for Sport and Development between the Inter-American Development Bank (IDB)**, the NBA, the FC Barcelona Foundation, Visa, Colgate, and the City of Rio, Brazil announced a new sports partnership that seeks to provide programming into favela sports complexes to 5,000 children and youth. Brazil also conducts its Jr. NBA Rocinha program, consisting of basketball training and clinics for players and coaches in the favela. Youth between ages 10-16 register for weekly clinics that run from April through December each year.
- Together with the **Reliance Foundation**, the NBA launched the **Jr. NBA** in 18 cities in India for youth ages 6-16. In its fifth year, the program reached more than **3.4 million youth and more than 1,000 physical education coaches in nearly 3,000 local schools**. The Reliance Foundation Jr. NBA program focuses on inspiring youth to adopt a healthy, active lifestyle by integrating basketball into each participating school's physical education curriculum.
- Jr. NBA Asia, in partnership with FrieslandCampina, Alaska Milk, and Dutch Lady, hosts youth basketball programming for youth ages 7-14 to develop basketball skills and promote the values of the game through instructional camps and clinics in the Philippines, Indonesia, Malaysia, Thailand, and Vietnam. In 2016-17, Jr. NBA Asia engaged more than 3.2 million youth, largely through a program with the Ministry of Education in Indonesia, Malaysia, Vietnam, and Thailand.
- China's Jr. NBA program reaches more than one million youth ages 6-18 through various youth basketball programs, anchored by its "School Basketball" initiative with the Chinese Ministry of Education (MOE). Additional programming includes Jr. NBA leagues with the support of MOE and local sports bureaus and basketball associations; Jr. NBA Children's Day, and youth clinics. The School Basketball program, launched at the start of the 2016 school year, is a partnership between the NBA and the Chinese Ministry of Education with 525 participating schools in year one. It incorporates weekly mandatory basketball programs into physical education classes using the curriculum designed by the NBA. The partnership aims to reach 20,000 elementary, middle, and high schools across China by 2021.