



The 2005-06 Season Racial and Gender Report Card: National Basketball Association

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published June 7, 2006

EXECUTIVE SUMMARY

Orlando, FL...The Racial and Gender Report Card for the National Basketball Association for the 2005-06 season showed that the NBA remains an industry leader on issues related to race and gender hiring practices. The Report Card asks, 'Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make a basket or run the business of basketball?'

The NBA has had the top grade among the men's leagues for race for all 12 previous reports over nearly two decades. Based on the total points used in the weighted scales, the NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A** for race and a **B-** for gender for a combined **B+**. The NBA showed dramatic improvement in almost all areas for race in both the league office and at the team levels.

Using data from the 2005-06 season, the Institute for Diversity and Ethics in Sport conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report includes a racial and gender breakdown of management in the NBA League Office and, at the team level, top management, senior administration, professional administration, physicians and head trainers, and broadcasters. The previous Report examined data from the 2003-04 season, and this Report has published data tables including the 2004-05 and 2005-06 seasons. However, the 2005-06 season will be the focus of the text. It is updated through May 26, 2006 for owners, head coaches, team presidents and general managers.

Tables for the Report are included in Appendix I. The NBA's diversity initiatives are listed in Appendix II.

It is imperative that sports teams play the best athletes they have available to win games. The Institute strives to emphasize the value of diversity to sports organizations when they choose their team on the court and in the office. Diversity initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. It is clearly the choice of the organization regarding which applicant is the best fit for their ball club, but the Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender. This element of diversity can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the court.

UCF's Institute for Diversity and Ethics in Sport 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.

REPORT HIGHLIGHTS

- Based on the total points used in the weighted scales, the NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A** for race and a **B-** for gender for a combined **B+**.
- For the 2005-06 season, the NBA earned an **A+** for race in the categories of players, league office professionals, head and assistant coaches. It earned an **A** for race for team senior and professional administrators, an **A-** for general managers, and a **B** for team vice-presidents. For gender, the NBA earned an **A** in the league office and for professional administrators.
- The NBA set historic high marks for race in the following categories: League Office, team senior and professional administrators, president/CEOs, physicians, trainers and radio/TV broadcasters. It equaled the high for team vice-presidents of color.
- In the NBA, almost 78 percent of the players were people of color. The percentage of African-American players decreased to 73 percent since the last Report Card and was the lowest percentage of African-Americans since the 1990-91 season when it was 72 percent. The percentage of Latino and international players continue to increase.
- Professional opportunities for people of color in the NBA League Offices – at 33 percent – increased by four percentage points from the previous Report Card. This was the highest percentage in the NBA's history and was higher than any other men's professional league in any previous Report Card.
- Women held 41 percent of the professional positions in the NBA League Office. This declined by two percentage points from the previous Report Card but still was higher than any other men's professional league in any previous Report Card.
- Robert Johnson, who owns the NBA Charlotte Bobcats, remains men's pro sports only African-American team majority owner.
- In the NBA, there were 11 African-American head coaches during the 2005-06 season. While this number decreased by one since the 2004-05 season, the NBA continues to have the highest percentages in all pro sports history at 37 percent of the total.
- There were four African-American CEO/presidents in the NBA and two additional African-American presidents of basketball operations during the 2005-06 seasons, an all-time high. They are the only African-American CEO/presidents in the history of men's professional sports. Susan O'Malley remains the only female president in the NBA.
- In the season under review, the NBA had seven African-American general managers, raising their percentage of African-Americans to 23 percent, the highest since the 1997-98 season. This was also higher than any other men's professional league in any previous Report Card.
- The NBA had 12 percent of its team vice president positions occupied by people of color, equaling the previous high in 1997-98, 1994-95 and 1993-94.
- In the 2003-04 season, the NBA posted the highest percentage among the men's leagues of female team vice presidents at 17 percent. They improved the percentage of women to 18 percent of total team vice president positions during the 2005-06 season.

- The percentage of people of color holding NBA team senior administrative positions increased from 15 to 20 percent since the last Report Card. This was an all-time record for the NBA. However, the percentage of women holding these positions decreased from 26 percent to 23 percent during the same period.
- The NBA increased both its percentages of people of color and women in team professional administrative positions since the last Report Card with 26 percent and 42 percent of the total, respectively. This was an all-time record for the NBA for race.

OVERALL GRADES

The NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A** for race with 95.5 points (up 1.5 points from the 2004 report) out of a possible 100 and a **B-** for gender with 79.5 points (down from 80) for a combined **B+**. In the 2004 Racial and Gender Report Card, the NBA had an **A** for race and **B** for gender, which combined to give the league an overall grade of **B+**. This overall grade was by far the best out of all the professional men's leagues in 2004.

For the 2005-06 season, the NBA earned an **A+** for race in the categories of players, league office professionals, head and assistant coaches. It earned an **A** for race for team senior and professional administrators, an **A-** for general managers, and a **B** for team vice-presidents. For gender, the NBA earned an **A** in the league office and for professional administrators. It got an **F** for team VPs and senior team administrators.

GRADES BY CATEGORY

Players

In the NBA's 2005-06 season, 73 percent of the players were African-American, 22 percent were white, and three percent were Latino. Asians still comprised less than one percent of NBA rosters, and an additional one percent of people of color are categorized as "other." The percentage of Latino players has steadily increased over the last two seasons while the percentage of white players was the same in 2005-06 as in the 2004 Report Card. The percentage of African-American players decreased by three percentage points since the last Report Card; it was the lowest percentage of African-American players since the 1990-91 season, when it was 72 percent.

Nineteen percent of the players were international, which was an increase of two percentage points from last season and continued to be an important trend. Since the 2004 Report Card, the number of international players increased by 14 players. Most of the additional white players in the NBA are from Eastern Europe, not the United States.

NBA Grade for players: **A+**

See Table 1.

NBA League Office

In the NBA's League Office, as of April 21, 2006, 33 percent of all professional positions were held by people of color, an increase of four percentage points since the last Report Card that covered the 2003-04 season. Of all professional employees, 67 percent were white, 19 percent were

African-American, seven percent were Latino and six percent were Asian. Since the previous RGRC, the percentages of Latinos and Asians and African-Americans each increased by one percentage point. Women made up 41 percent of professional employees, a decline of two percentage points from the 2004 Report Card.

There were 18 people of color in vice president positions at the NBA during the 2005-06 season:

- Michael Bantom, senior vice president, Player and Basketball Development
- Linda L. Choong, vice president, Retail Group
- Stuart Jackson, senior vice president, Basketball Operations
- Stephen O. Richard, senior vice president, Finance
- Gail Hunter, vice president, Events and Attractions
- Robert Jamieson, vice president, Financial Planning and Analysis
- Stephanie A. Murphy, vice president for Retail Sales
- Kenneth J. Payne, vice president, Events and Attractions
- Thomas Sanders, vice president, Player Programs
- Bernard Tolbert, senior vice president, Security
- Mark Tatum, vice president, Marketing and Media
- Leah M. Wilcox, vice president, Player and Talent Relations
- Bob Lanier, special assistant to the Commissioner
- Arturas Nunez, vice president, NBA Latin America
- Jared Bartie, vice president, Team Business Development
- Michael Curry, vice president, NBA Development League – Player Development
- Emilio Collins, vice president, Marketing Partnerships
- Rory Sparrow, vice president, Community and Player Programs

Including Choong, Hunter, Murphy and Wilcox, there were 16 women at this level:

- Carol Albert, vice president, Production Management and Marketing Integration
- Kathleen Behrens, senior vice president, Community and Player Programs
- Donna Daniels, vice president, Marketing and Strategic Planning
- Kimberly Bohuny, vice president, Basketball Operations-International
- Ayala Deutsch, vice president and Senior Intellectual Property Counsel
- Noreen Reilly, vice president, Administration
- Brenda Spoonemore, senior vice president, Interactive Services
- Heidi Ueberroth, executive vice president, Global Media Properties and Marketing Partnerships
- Carolyn Blitz, vice president, Commissioner's Office
- Mary Pat Gillin, vice president, Marketing Services
- Leslie Julich, vice president, Employee Relations
- Nancy Zellner, vice president, Benefits

NBA Grade for League Central Offices:

Race: A+
Gender: A

See Table 2.

Ownership

There were three women who had majority ownership of NBA franchises. Colleen J. Maloof and Adrienne Maloof-Nassif were part of the Maloof family ownership of the NBA's Sacramento Kings. Irene Pollin was co-owner of the NBA's Washington Wizards and WNBA's Washington Mystics with her husband Abe.

Robert L. Johnson, the owner of the Charlotte Bobcats, is the NBA's only African-American owner. He is also the only African-American majority owner in men's professional sport.

See Table 3.

Head Coaches

African-Americans held 11 head coaching jobs at the start of the 2005-06 NBA season, which represented 37 percent of the total. While this was a decrease from the 2004-05 season, it was still one of the highest percentages throughout the years. The 2001-02 season recorded the highest percentage of African-American head coaches (48 percent) in the history of any sport—collegiate or professional. However, the 2004-05 season's percentage of African-American head coaches in the NBA was the second-highest in history (40 percent). There were 19 white head coaches (63 percent) and no Asian or Latino NBA head coaches during the 2005-06 season.

For the 2005-06 season, there were 11 African-American head coaches in the NBA:

- Mike Woodson, Atlanta Hawks
- Doc Rivers, Boston Celtics
- Bernie Bickerstaff, Charlotte Bobcats
- Mike Brown, Cleveland Cavaliers
- Avery Johnson, Dallas Mavericks
- Byron Scott, New Orleans Hornets
- Dwayne Casey, Minnesota Timberwolves
- Nate McMillan, Portland Trail Blazers
- Maurice Cheeks, Philadelphia 76ers
- Sam Mitchell, Toronto Raptors
- Eddie Jordan, Washington Wizards

There were 12 African-American head coaches during the 2004-05 season. Paul Silas of the Cleveland Cavaliers and Johnny Davis of the Orlando Magic were no longer coaching at the end of that season, so there were only 10 African-American head coaches remaining after the close of the 2004-05 season.

NBA Grade for Head Coaches: A+

See Table 4.

Historical Listing of African-American Professional Head Coaches in the NBA

NBA (52 coaches as of end of 2005-06 season)

	Team	Year(s)	Record		Team	Year(s)	Record
Bill Russell	Boston	1966-69	162-123	Sidney Lowe	Minnesota	1993-94	33-102
	Seattle	1973-77	162-166		Vancouver/Memphis	2001-03	46-126
	Sacramento	1987-88	17-41	John Lucas	San Antonio	1992-94	94-49
Al Attles	San Fran/Golden State	1969-83	557-518		Philadelphia	1994-96	42-122
Lenny Wilkens	Seattle	1969-72	121-125		Cleveland	2001-03	37-87
	Portland	1974-76	75-89	Quinn Buckner	Dallas	1993-94	13-69
	Seattle	1977-85	357-277	Magic Johnson	L.A. Lakers	1993-94	11-May
	Cleveland	1986-93	316-258	Butch Beard	New Jersey	1994-96	60-104
	Atlanta	1993-00	310-232	Alvin Gentry	Miami	1994-95	15-21
	Toronto	2000-02	121-142		Detroit	1997-2000	73-72
	New York	2004-2005	40-45		L.A. Clippers	2000-03	89-133
Earl Loyd	Detroit	1971-72	22-53	Bob Lanier	Golden State	1994-95	25-Dec
Ray Scott	Detroit	1972-76	147-134	M.L. Carr	Boston	1995-97	48-116
K.C. Jones	Capital/Washington	1973-76	155-91	Jim Cleamons	Dallas	1996-98	28-70
	Boston	1983-88	308-102	Johnny Davis	Philadelphia	1996-97	22-60
	Seattle	1990-92	59-59		Orlando	2003-2005	51-84
Draff Young	Kansas City/Omaha	1973-74	0-3	Eddie Jordan	Sacramento	1996-98	33-64
Elgin Baylor	New Orleans	1974-75	0-1		Washington	2003-present	118-143
	New Orleans	1976-79	64-98	Darrell Walker	Toronto	1996-98	41-90
Bob Hopkins	Seattle	1977-78	17-May		Washington	1999-00	15-23
Willis Reed	New York	1977-79	49-47	Butch Carter	Toronto	1998-00	68-64
	New Jersey	1987-89	33-77	Lionel Hollins	Vancouver	1999-00	18-42
Tom Sanders	Boston	1977-79	23-39	Doc Rivers	Orlando	1999-03	176-178
Paul Silas	San Diego	1980-83	78-168		Boston	2004-present	81-90
	Charlotte/New Orleans	1998-2002	221-171	Leonard Hamilton	Washington	2000-01	19-63
	Cleveland	2003-05	69-77	Nate McMillan	Seattle	2000-2005	220-191
Don Chaney	L.A. Clippers	1984-87	53-132		Portland	2005-present	21-61
	Houston	1988-92	164-134	Byron Scott	New Jersey	2000-2003	174-154
	Detroit	1993-95	48-116		New Orleans	2004-present	56-108
	New York	2001-2003	72-112	Isiah Thomas	Indiana	2000-03	136-125
Bernie Bickerstaff	Seattle	1985-90	202-208	Bill Cartwright	Chicago	2001-04	51-100
	Denver	1994-96	59-68	Maurice Cheeks	Portland	2001-05	165-146
	Washington	1997-99	77-72		Philadelphia	2005-present	38-44
	Charlotte Bobcats	2004-present	44-120	Mike Evans	Denver	2001-02	18-38
Gene Littles	Cleveland	1985-86	11-Apr	Frank Johnson	Phoenix	2001-04	65-75
	Charlotte	1989-91	37-87	Keith Smart	Cleveland	2003	Sep-31
	Denver	1994-95	13-Mar	Mike Woodson	Atlanta	2004-present	39-125
Wes Unseld	Washington	1987-94	202-345	Terry Porter	Milwaukee	2003-2005	72-97
Mel Daniels	Indiana	1988-89	0-2	Sam Mitchell	Toronto	2004-present	60-104
Stu Jackson	New York	1989-91	52-45	Randy Ayers	Philadelphia	2003-04	21-31
	Vancouver	1996-97	Jun-33	Herb Williams	New York	2005-present	
Mack Calvin	L.A. Clippers	1991-92	1-Jan	Avery Johnson	Dallas	2005-present	86-31
Fred Carter	Philadelphia	1992-94	32-76	Mike Brown	Cleveland	2005-present	53-31
Gar Heard	Dallas	1992-93	Sep-44				
	Washington	1999-00	14-30				

Assistant Coaches

The percentage of African-Americans in assistant coaching positions in the National Basketball Association during the 2005-06 season increased from 29 percent in the 2003-04 season to 38 percent. The percentage of assistant coaching positions held by whites in the NBA has steadily declined since the 2003-04 season from 71 percent to 62 percent in the 2005-06 season.

NBA Grade for Assistant Coaches: A+

See Table 5.

Top Management

Chief Executive Officer

As of the end of the 2005-06 regular season, there were four African-American CEOs/presidents in the NBA, an all-time high:

- Terdema Ussery, Dallas Mavericks
- Ed Tapscott, Charlotte Bobcats
- Steve Mills, New York Knicks and New York Liberty
- Billy King, Philadelphia 76ers

There also were two African-American presidents of basketball operations in the NBA:

- Joe Dumars, Detroit Pistons
- Isiah Thomas, New York Knicks

The above-listed individuals represent the only CEOs/presidents of color in all of the major professional sports.

Susan O'Malley is the Washington Sports & Entertainment president, overseeing all business operations for the Washington Wizards and Washington Mystics.

It is important to note that Steve Mills is the president of all team operations at Madison Square Garden, making him the CEO of three franchises: the New York Knicks, New York Rangers and New York Liberty.

See Table 6.

General Manager

During the 2005-06 season, there were seven African-American (23 percent) principals in charge of day-to-day operations/general managers in the NBA:

- Billy Knight, general manager, Atlanta Hawks
- Bernie Bickerstaff, head coach and general manager, Charlotte Bobcats
- Elgin Baylor, vice president of Basketball Operations, Los Angeles Clippers
- Joe Dumars, president of Basketball Operations, Detroit Pistons
- Isiah Thomas, president and general manager, New York Knicks
- Otis Smith, co-general manager, Orlando Magic
- Rod Higgins, general manager, Golden State Warriors

The percentage of African-Americans has increased over the last two seasons to the highest percentage since the 1997-98 season. In the 2004 Report Card, reflecting the 2003-04 season, 17 percent of the GM positions were held by African-Americans. There were no Latinos as general managers. Following the 2005-06 season on May 3, 2006, Otis Smith of the Orlando Magic was named general manager. He formerly shared the position with Dave Twardzik, who remains the assistant general manager.

NBA Grade for General Manager: A-

See Table 7.

Team Vice Presidents

In the NBA, eight percent of the team vice president positions were held by African-Americans (down one percentage point since the last Report Card) while Latinos held three percent, up one percent. Whites held 87 percent of the vice president positions, up one percent from the 2004 Report Card. The percentage of Asian vice presidents increased to one percent after there were none previously. With 12 percent of its team vice president positions occupied by people of color, the NBA equaled its previous high in 1997-98, 1994-95 and 1993-94.

Women occupied 18 percent of these posts in each of the last two report cards. Prior to the most recent years, women had made steady increases as team vice-presidents since the Racial and Gender Report Card first kept this data in the 1993-94 season when they held only three percent of these positions.

There were 24 African-American NBA team vice presidents, nine of whom were female.

Male African-American vice presidents on NBA teams included:

- Quinn Buckner, vice president, Communications, Indiana Pacers
- Arthur Triche, vice president, Communications, Atlanta Hawks
- Dominique Wilkens, vice president, Basketball Operations, Atlanta Hawks
- David Lee, vice president, Business Development, Atlanta Hawks
- Ed Lewis, vice president, Government Relations, Charlotte Bobcats
- Steve Martin, senior vice president, Community and Public Affairs, New Orleans Hornets

- Dwayne Redmon, vice president, Finance, Golden State Warriors
- Travis Stanley, executive vice president, Team Marketing, Golden State Warriors
- Keith Jones, vice president, Basketball Operations, Houston Rockets
- Elgin Baylor, vice president, Basketball Operations, Los Angeles Clippers
- Earvin “Magic” Johnson, vice president, Los Angeles Lakers
- Michael McCullough, executive vice president/chief marketing officer, Miami Heat
- Willis Reed, vice president, Basketball Operations, New Orleans Hornets
- Wayne Cooper, vice president, Basketball Operations, Sacramento Kings
- Ian Clarke, senior vice president/chief financial officer, Toronto Raptors

Female African-American vice presidents on NBA teams included:

- LaVerne Henderson, vice president, Community Development, Atlanta Hawks
- Sheryl Allen, vice president, Finance/Controller, Charlotte Bobcats
- LaRita Barber, vice president, Community Relations and Players Programs, Charlotte Bobcats
- Kathryn Jordan, vice president, Communications, Indiana Pacers
- Vivian L. Mora, vice president, Human Resources, Houston Rockets
- Anucha Browne-Sanders, senior vice president, Marketing and Business Operations, New York Knicks
- Sarah Mensah, vice president, Sponsor Sales & Services, Portland Trail Blazers
- Judy Holland-Burton, vice president, Community Relations, Washington Wizards
- Karin Buchholz, vice president, Community Relations and Fan Development, New York Knicks

There were six Latino vice-presidents on NBA teams, including:

- Mario Etemad, senior vice president, Detroit Pistons
- Tony Coba, vice president and chief information officer, Miami Heat
- Alex Diaz, vice president, Facilities and general manager of American Airlines Arena, Miami Heat
- Leo Gomez, vice president, External Affairs, San Antonio Spurs
- Joe Favorito, vice president, Public Relations, New York Knicks
- Diego Rocca Salva, vice president, Operations, Toronto Raptors

The two Latina vice presidents were:

- Sandy Tacas, vice president, Business Systems and Technology, Golden State Warriors
- Loris Garcia, vice president, Human Resources, Orlando Magic

There were three Asian men serving as vice-presidents on NBA teams, including:

- Peter Wong, vice president, Human Resources, Phoenix Suns
- Rich Cho, vice president, Legal and Assistant General Manager, Seattle SuperSonics
- Kevin Nonomura, vice president, Finance, Toronto Raptors

There was one Asian female vice president:

- Naomi Travers, vice president, Media Rights and Entertainment, Charlotte Bobcats

There were five teams with more than one African-American vice president: the Atlanta Hawks, Golden State Warriors, Indiana Pacers, Charlotte Bobcats and New York Knicks. The Golden State Warriors and Miami Heat both had Latino and African-American vice presidents.

Including Henderson, Allen, Jordan, Barber, Mora, Browne-Sanders, Buchholz, Holland-Burton, Mensah, Garcia, Tacas, and Travers there were 52 (18 percent) women vice presidents during the 2005-06 NBA season:

- Rena Dershowitz, vice president, Legal and Business Affairs, New York Knicks
- Polly Pearce, vice president, Special Events, Charlotte Bobcats
- Kay Lowery, vice president, Human Resources, Charlotte Bobcats
- Colleen Millsap, executive vice president, Administration, Charlotte Bobcats
- Ailey Penningroth, vice president, Strategic Planning, Atlanta Hawks
- Ellen Gahagan, vice president, OG Marketing, Detroit Pistons
- Susan Greenfield, vice president, Legal, Detroit Pistons
- Marilyn Hauser, senior vice president, Bookings/Marketing, Detroit Pistons
- Deb Dowling-Canino, vice president, Community Relations, Denver Nuggets
- Kellie Krauskopf, senior vice president, Fever Basketball, Indiana Pacers
- Jane Wardle, vice president, Budgeting, Indiana Pacers
- Donna Wilkinson, vice president, Human Resources, Indiana Pacers
- Donna Johnson, vice president, Finance, Los Angeles Clippers
- Jeanie Buss, executive vice president, Business Operations, Los Angeles Lakers
- Kim Stone, chief of staff and vice president, Business Development, Miami Heat
- Lorraine Mondich, vice president, Fan Experience, Miami Heat
- Mary Ann Saleski, senior vice president, Comcast Spectator Foundation, Philadelphia 76ers
- Amy Cohen, vice president, Associate General Counsel, Philadelphia 76ers
- Alice Marini, vice president, Human Resources, Philadelphia 76ers
- Peggy Moroz, vice president, 3601 Creative Group, Philadelphia 76ers
- Stephanie Smith, vice president, Comcast Sportsnet, Philadelphia 76ers
- Cynthia Weiss, vice president, Comcast Sportsnet Marketing, Philadelphia 76ers
- Karen Frasca, vice president, Communications, Philadelphia 76ers
- Lara Price, senior vice president, Business Operations, Philadelphia 76ers
- Suzanne Werdann, vice president of Community Relations, New Orleans Hornets
- Lynn Agnello, vice president, Corporate Sales, Phoenix Suns
- Julie Fie, vice president, Basketball Communications, Phoenix Suns
- Cathey Moses, vice president, Marketing, Phoenix Suns
- Danette Leighton, vice president, Marketing, Brand Development, and Monarchs Business Operations, Sacramento Kings
- Donna Ruiz, vice president, Human Resources, Sacramento Kings
- Marta Monetti, vice president, Marketing & Communications, Portland Trail Blazers
- Alison Fox, executive vice president, Community Relations, Spurs Sports and Entertainment, San Antonio Spurs
- Lori Warren, vice president, Finance, San Antonio Spurs
- Paula Winslow, vice president, Human Resources, San Antonio Spurs

- Beth Robertson, vice president, Marketing, Toronto Raptors
- Robin Brudner, vice president and general counsel, Toronto Raptors
- Mardi Walker, vice president, People, Toronto Raptors
- Rhonda Ballute, vice president, Customer Service and Ticket Operations, Washington Wizards
- Ann Nicholaides, vice president, Marketing, Washington Wizards
- Neda Kia (Barrie), executive vice president, Business Development, Golden State Warriors

The Philadelphia 76ers, Charlotte Bobcats and Indiana Pacers led the league in total number of female vice presidents with eight, six and four respectively. The Detroit Pistons, Washington Wizards, San Antonio Spurs, Toronto Raptors, Phoenix Suns, and New York Knicks were close behind with three each.

NBA Grade for Team Vice Presidents:

Race: B
Gender: F

See Table 8.

Senior Administrators

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

The percentage of people of color holding senior administrative positions on NBA teams increased from 15 to 20 percent since the 2004 Racial and Gender Report Card. This was an all-time record for the NBA. In 2005-06, 80 percent of senior administrators were white, 13 percent were African-American, five percent were Latino and two percent were Asian. The percentages of African-Americans, Asians and Latinos have all increased since the last Report Card was published by one, two and three percent respectively. The percentage of women in senior administrative positions however, decreased from 26 percent in the last Report Card to 23 percent.

NBA Grade for Senior Administration

Race: A-
Gender: F

See Tables 9.

Professional Administration

Positions categorized as professional administration include, but are not restricted to, professionals who hold titles similar to manager, coordinator, supervisor, or administrator in business operations,

marketing, promotions, publications and various other departments. The category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

The percentage of people of color holding professional positions on NBA teams also increased from 24 to 26 percent since the 2004 Racial and Gender Report Card. This was an all-time record for the NBA for race. During the 2005-06 NBA season whites holding professional administration positions decreased two percentage points from 76 percent in the 2004 Report to 74 percent. African-Americans holding professional administrative positions remained at 14 percent in the 2005-06 season. Latinos and Asians both increased one percentage point to eight percent and three percent, respectively. The percentage of “other” people of color remained the same at one percent.

The percentage of women in these professional positions climbed since the 2004 Report Card when we noted a major decline to 39 percent from 48 percent in the 2003 Racial and Gender Report Card. Women occupied 42 percent of these positions in the 2005-06 season, a three percent increase.

NBA Grade for Professional Administration:

Race: A
Gender: A

See Table 10.

Physicians and Head Trainers

In the NBA, people of color held 12 percent of the team physician positions, up from approximately three percent in the 2004 Report Card. White team physicians decreased from 97 percent to 89 percent in the last two seasons while the percentage of physicians who were people of color rose from less than four percent in the last Report Card to 11 percent. This was an all-time record for the NBA for race. There was one woman serving in this position in the 2005-06 season, while there had been none in the last Report Card.

See Table 11.

In the 2005-06 season, whites held 76 percent of the head trainers positions and African-Americans held 20 percent of these positions which represented a three percent increase since the 2004 Report Card. Among the trainers in 2005-06, there was one Latino, one Asian and one woman. This was an all-time record for the NBA for race.

See Table 12.

Radio/TV Broadcasters

In the 2005-06 NBA season, whites filled 74 percent of the radio/TV broadcast posts (down one percent), African-Americans held 18 percent (up one percent), Latinos continued to hold eight percent, and women held six percent. There were no Asian broadcasters. This was another all-time record for the NBA for race. The percentage of women increased by three percent.

See Table 13.

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Referees

As of the end of the 2005-06 season, 62 percent of the NBA's referees were white, 34 percent were African-American, and three percent were Latino. One of the 61 referees was a woman.

HOW GRADES WERE CALCULATED

As in previous reports, the 2005 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, and **C** if it had only nine percent. Grades for race below this level were assigned a **D** for six percent or **F** for any percent equal to or below five percent. The category of players was weighted at 20 percent, League Office at 15 percent, head and assistant coaches at 20 and 5 percent, respectively, general managers at 10 percent, team vice-presidents at 5 percent, senior administration at 10 percent and professional administrators at 15 percent for race.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 35 percent, **C** for 30 percent, **D** for 25 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The category of League Office was weighted at 30 percent, team vice-presidents at 5 percent, senior administration at 30 percent and professional administrators at 35 percent for gender. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

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

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

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

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

The report covers the 2005-06 season for the NBA. Listings of professional owners, general managers and head coaches were updated as of May 26, 2006. Grades, however, were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 14th 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), National Hockey League (NHL), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks only the second time the Report Card is being issued sport-by-sport; reports for MLB have already been released. The complete Racial and Gender Report Card, including all the leagues and college sport, will be issued after the release of subsequent individual reports on the WNBA, NFL, NHL, MLS and college sport.

The ***Racial and Gender Report Card*** is published by the Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern and now at UCF. (Until 1998, the report was known as the *Racial Report Card*.) In addition to Lapchick and Martin, Danielle Kushner, Jenny Brenden, Sunny Sha, and Ryan Vandament contributed greatly to this report. Their research efforts were invaluable.

Institute for Diversity and Ethics in Sport

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

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

APPENDIX I

Players					
	%	#		%	#
2005-06			1997-98		
White	22%	97	White	23%	x
African-American	73%	315	African-American	77%	x
Latino	3%	13	Latino	<1%	x
Asian	<1%	2	Other	0%	x
Other	1%	5	1996-97		
International	19%	82	White	20%	x
2004-05			African-American	79%	x
White	23%	98	Latino	<1%	x
African-American	73%	313	Other	<1%	x
Latino	2%	9	1995-96		
Asian	<1%	3	White	20%	x
Other	1%	6	African-American	80%	x
International	19%	81	Latino	0%	x
2003-04			Other	<1%	x
White	22%	91	1994-95		
African-American	76%	311	White	18%	x
Latino	1%	5	African-American	82%	x
Asian	<1%	3	Latino	0%	x
Other	0%	0	Other	0%	x
International	17%	68	1993-94		
2001-02			White	21%	x
White	20%	x	African-American	79%	x
African-American	78%	x	Latino	0%	x
Latino	1%	x	1992-93		
Asian	<1%	x	White	23%	x
Other	0%	x	African-American	77%	x
2000-01			Latino	0%	x
White	21%	x	Other	0%	x
African-American	78%	x	1991-92		
Latino	1%	x	White	25%	x
Other	0%	x	African-American	75%	x
1999-2000			Latino	0%	x
White	22%	x	1990-91		
African-American	78%	x	White	28%	x
Latino	<1%	x	African-American	72%	x
Other	0%	x	Latino	0%	x
1998-99					
White	21%	x			
African-American	78%	x			
Latino	1%	x			
Other	0%	x			

x=Data not recorded

TABLE 1

League Office: Professional Employees

	%	#		%	#
2005-06			1997-98		
White	67%	492	White	78%	415
African-American	19%	143	African-American	16%	86
Latino	7%	52	Latino	4%	19
Asian	6%	46	Asian	2%	13
Other	<1%	1	Other	0%	0
Women	41%	298	Women	45%	239
Total	x	734	Total	x	533
2004-05			1996-97		
White	68%	474	White	77%	377
African-American	18%	127	African-American	17%	83
Latino	7%	48	Latino	3%	14
Asian	6%	44	Asian	3%	12
Other	<1%	1	Other	0%	0
Women	42%	291	Women	44%	214
Total	x	694	Total	x	486
2003-04			1995-96		
White	71%	484	White	79%	306
African-American	18%	129	African-American	16%	61
Latino	6%	39	Latino	<2.0%	7
Asian	5%	33	Asian	3%	10
Other	0%	0	Other	<1.0%	3
Women	43%	303	Women	49%	188
Total	x	685	Total	x	387
2001-02			1994-95		
White	72%	459	White	77%	251
African-American	17%	11	African-American	19%	52
Latino	6%	39	Latino	<2%	6
Asian	5%	30	Asian	<2.0%	5
Other	0%	1	Other	<1.0%	1
Women	40%	259	Women	46%	151
Total	x	640	Total	x	325
1999-2000					
White	75%	434			
African-American	18%	105			
Latino	4%	25			
Asian	3%	15			
Other	<1.0%	1			
Women	42%	246			
Total	x	580			

Note: The NBA League data includes the league office, NBA Properties, and NBA Entertainment. Data provided by the NBA league offices. x= Data not recorded

TABLE 2

Majority Owners

	%	#		%	#
2005-06			2000-01		
White	98%	44	White	100%	x
African-American	2%	1	African-American	0%	x
Latino	0%	0	Latino	0%	x
Asian	0%	0	Asian	0%	x
Other	0%	0	Women	0%	x
Women	6%	3	1999-2000		
2004-05			White	100%	x
White	91%	50	African-American	0%	x
African-American	9%	1	Latino	0%	x
Latino	0%	0	Asian	0%	x
Asian	0%	0	Women	0%	x
Other	0%	0	1998-99		
Women	5%	3	White	100%	x
2003-04			African-American	0%	x
White	96%	25	Latino	0%	x
African-American	4%	1	Asian	0%	x
Latino	0%	0	Women	0%	x
Asian	0%	0	1997-98		
Other	0%	0	White	100%	x
Women	12%	3	African-American	0%	x
2001-02			Latino	0%	x
White	100%	x	Asian	0%	x
African-American	0%	x	Women	0%	x
Latino	0%	x			
Asian	0%	x			
Women	0%	x			

x= Data not recorded

TABLE 3

Head Coaches					
	%	#		%	#
2005-06			1998-99		
White	63%	19	White	86%	25
African-American	37%	11	African-American	14%	4
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2004-05			1997-98		
White	60%	18	White	83%	24
African-American	40%	12	African-American	17%	5
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2003-04			1996-97		
White	63%	19	White	76%	22
African-American	37%	11	African-American	24%	7
Asian	0%	0	Latino	0%	0
Latino	0%	0	1995-96		
Women	0%	0	White	81%	23
2001-02			African-American	19%	6
White	52%	15	Latino	0%	0
African-American	48%	14	1994-95		
Asian	0%	0	White	81%	22
Latino	0%	0	African-American	19%	5
Women	0%	0	Latino	0%	0
2000-01			1993-94		
White	66%	19	White	81%	22
African-American	34%	10	African-American	19%	5
Asian	0%	0	Latino	0%	0
Latino	0%	0	1992-93		
Women	0%	0	White	74%	20
1999-2000			African-American	26%	7
White	79%	23	Latino	0%	0
African-American	21%	6	1991-92		
Asian	0%	0	White	93%	25
Latino	0%	0	African-American	7%	2
Women	0%	0	Latino	0%	0

x= Data not recorded

TABLE 4

Assistant Coaches

	%	#		%	#
2005-06			1997-98		
White	62%	96	White	66%	76
African-American	38%	59	African-American	34%	39
Latino	1%	1	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0	Women	0%	0
2004-05			1996-97		
White	66%	100	White	66%	61
African-American	33%	50	African-American	34%	32
Latino	0%	0	Latino	0%	0
Asian	1%	1	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0			
2003-04			1995-96		
White	71%	98	White	59%	51
African-American	29%	40	African-American	41%	35
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0			
2001-02			1994-95		
White	67%	79	White	60%	45
African-American	33%	39	African-American	40%	30
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	0%	0			
2000-01			1993-94		
	Data Not Recorded		White	68%	48
			African-American	32%	30
			Latino	0%	0
			Other	0%	0
1999-2000			1992-93		
White	64%	74	White	73%	49
African-American	36%	41	African-American	27%	18
Latino	0%	0	Latino	0%	0
Asian	0%	0	Other	0%	0
Other	0%	0			
Women	0%	0	1991-92		
1998-99			White	67%	51
White	67%	77	African-American	33%	25
African-American	33%	38			
Latino	0%	0			
Asian	0%	0			
Other	0%	0			
Women	0%	0			

x= Data not recorded

TABLE 5

CEO/President							
		%	#				
2005-06			2000-01				
	White	88%	35		White	90%	x
	African-American	13%	4		African-American	10%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Women	3%	1		Women	3%	x
2004-05			1999-2000				
	White	92%	33		White	90%	x
	African-American	8%	3		African-American	10%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Women	3%	1		Women	3%	x
2003-04			1998-99				
	White	90%	27		White	90%	x
	African-American	10%	3		African-American	10%	x
	Latino	0%	0		Latino	0%	x
	Asian	0%	0		Asian	0%	x
	Women	3%	1		Women	3%	x
2001-02			1997-98				
	White	96%	x		White	90%	x
	African-American	4%	x		African-American	10%	x
	Latino	0%	x		Latino	0%	x
	Asian	0%	x		Other	0%	x
	Women	4%	x		Women	7%	x

x= Data not recorded

TABLE 6

**General Manager/
Director of Player Personnel**

		%	#			%	#
2005-06				1999-2000			
	White	77%	24		White	84%	25
	African-American	23%	7		African-American	16%	4
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2004-05				1998-99			
	White	77%	24		White	79%	23
	African-American	23%	7		African-American	21%	6
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2003-04				1997-98			
	White	83%	25		White	72%	21
	African-American	17%	5		African-American	28%	8
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Women	0%	0		Women	0%	0
2001-02				1996-97			
	White	83%	25		White	72%	21
	African-American	17%	5		African-American	28%	8
	Latino	0%	0		Latino	0%	0
	Asian	0%	0				
	Women	0%	0	1995-96			
2000-01					White	72%	20
	White	79%	23		African-American	28%	9
	African-American	21%	6		Latino	0%	0
	Latino	0%	0	1994-95			
	Asian	0%	0		White	69%	20
	Women	0%	0		African-American	31%	9
					Latino	0%	0

x= Data not recorded

TABLE 7

Vice Presidents

	%	#		%	#
2005-06			1997-98		
White	87%	252	White	87%	138
African-American	8%	24	African-American	12%	19
Latino	3%	8	Latino	1%	2
Asian	1%	4	Asian	0%	0
Women	18%	52	Women	12%	16
2004-05			1996-97		
White	86%	232	White	90%	140
African-American	10%	28	African-American	10%	15
Latino	2%	6	Latino	<1%	1
Asian	1%	3	Other	0%	0
Women	18%	48	Women	8%	13
2003-04			1995-96		
White	88%	192	White	92%	132
African-American	9%	19	African-American	8%	12
Latino	3%	7	Latino	0%	0
Asian	0%	0	Other	0%	0
Women	17%	39	Women	7%	10
2001-02			1994-95		
White	90%	175	White	87%	109
African-American	7%	13	African-American	12%	15
Latino	3%	5	Latino	0%	0
Asian	0%	0	Asian	<1%	1
Women	15%	29	Women	6%	8
1999-2000			1993-94		
White	89%	164	White	87%	97
African-American	10%	18	African-American	12%	14
Latino	1%	1	Latino	0%	0
Asian	0%	0	Asian	<1%	1
Women	13%	24	Women	3%	4
1998-99					
White	90%	170			
African-American	9%	17			
Latino	1%	2			
Asian	0%	0			
Women	12%	22			

x= Data not recorded

TABLE 8

Senior Administrators

	%	#		%	#
2005-06			2000-01		
White	80%	367	White	83%	x
African-American	13%	58	African-American	12%	x
Latino	5%	25	Latino	3%	x
Asian	2%	7	Asian	2%	x
Other	0%	0	Women	36%	x
Women	23%	107	1999-2000		
2004-05			White	85%	x
White	84%	370	African-American	10%	x
African-American	12%	52	Latino	3%	x
Latino	3%	15	Asian	2%	x
Asian	1%	6	Women	40%	x
Other	0%	0	1998-99		
Women	24%	108	White	86%	x
2003-04			African-American	11%	x
White	84%	283	Latino	<2%	x
African-American	12%	42	Asian	<2%	x
Latino	2%	4	Women	41%	x
Asian	<1%	4	1997-98		
Other	0%	0	White	87%	x
Women	26%	84	African-American	11%	x
2001-02			Other	2%	x
White	83%	x	Women	31%	x
African-American	14%	x	1996-97		
Latino	3%	x	White	88%	x
Asian	2%	x	African-American	11%	x
Women	29%	x	Other	1%	x
			Women	23%	x

x= Data not recorded

TABLE 9

Professional Administration

	%	#		%	#
2005-06			1997-98		
White	74%	672	White	83%	x
African-American	14%	130	African-American	13%	x
Latino	8%	76	Latino	3%	x
Asian	3%	28	Asian	1%	x
Other	1%	5	Women	39%	x
Women	42%	380	1996-97		
2004-05			White	83%	x
White	77%	684	African-American	14%	x
African-American	13%	112	Other	3%	x
Latino	7%	60	Women	38%	x
Asian	3%	25	1995-96		
Other	0%	3	White	84%	x
Women	43%	381	African-American	13%	x
2003-04			Other	<3%	x
White	76%	1192	Women	45%	x
African-American	14%	222	1994-95		
Latino	7%	108	White	87%	x
Asian	2%	30	African-American	10%	x
Other	1%	9	Latino	<1%	x
Women	39%	602	Asian	<1%	x
2001-02			Other	1%	x
White	79%	x	Women	32%	x
African-American	13%	x	1993-94		
Latino	6%	x	White	84%	x
Asian	<2%	x	African-American	13%	x
Other	<1%	x	Latino	2%	x
Women	48%	x	Asian	<1%	x
1999-2000			Other	<1%	x
White	77%	x	1992-93		
African-American	15%	x	White	86%	x
Latino	6%	x	African-American	11%	x
Asian	2%	x	Latino	2%	x
Women	52%	x	Asian	1%	x
1998-99			Other	<1%	x
White	83%	x			
African-American	12%	x			
Latino	4%	x			
Asian	1%	x			
Women	39%	x			

x= Data not recorded

TABLE 10

Physicians

	%	#		%	#
2005-06			1997-98		
White	89%	50	White	95%	96
African-American	4%	2	African-American	2%	2
Latino	2%	1	Latino	1%	1
Asian	4%	2	Asian	2%	2
Other	2%	1	Women	2%	2
Women	2%	1	1996-97		
2004-05			White	92%	45
White	89%	56	African-American	2%	1
African-American	3%	2	Latino	2%	1
Latino	2%	1	Other	4%	2
Asian	3%	2	Women	0%	0
Other	3%	2	1995-96		
Women	3%	2	White	94%	45
2003-04			African-American	0%	0
White	97%	60	Latino	0%	0
African-American	0%	0	Other	6%	3
Latino	0%	0	Women	0%	0
Asian	<2%	1	1994-95		
Other	<2%	1	White	97%	109
Women	0%	0	African-American	0%	0
2001-02			Latino	<2%	1
White	98%	65	Other	<2%	1
African-American	0%	0	Women	<2%	1
Latino	0%	0	1993-94		
Asian	2%	1	White	95%	59
Other	0%	0	African-American	<2%	1
Women	0%	0	Latino	<2%	1
1999-2000			Other	<2%	1
White	96%	48	1992-93		
African-American	2%	1	White	99%	66
Latino	0%	0	African-American	<2%	1
Asian	2%	1	Latino	0%	0
Women	2%	1	1998-99		
1998-99			White	92%	65
White	92%	65	African-American	3%	2
African-American	3%	2	Latino	1%	1
Latino	1%	1	Asian	3%	2
Asian	3%	2	Women	1%	1
Women	1%	1			

x= Data not recorded

TABLE 11

Head Trainers

	%	#		%	#
2005-06			1998-99		
White	76%	39	White	90%	26
African-American	20%	10	African-American	10%	3
Latino	2%	1	Latino	0%	0
Asian	2%	1	Other	0%	0
Other	0%	0	Women	0%	0
Women	2%	1	1997-98		
2004-05			White	87%	25
White	77%	40	African-American	13%	4
African-American	21%	11	Latino	0%	0
Latino	0%	0	Other	0%	0
Asian	2%	1	Women	0%	0
Other	0%	0	1996-97		
Women	0%	0	White	86%	25
2003-04			African-American	14%	4
White	83%	25	Other	0%	0
African-American	17%	5	1995-96		
Latino	0%	0	White	89%	25
Asian	0%	0	African-American	11%	3
Other	0%	0	Other	0%	0
Women	0%	0	1994-95		
2001-02			White	93%	25
White	85%	24	African-American	7%	2
African-American	11%	3	Other	0%	0
Latino	0%	0	1993-94		
Asian	4%	1	White	89%	25
Other	0%	0	African-American	7%	1
Women	0%	0	Other	4%	1
1999-2000			1992-93		
White	86%	25	White	92%	25
African-American	14%	4	African-American	4%	2
Latino	0%	0	Other	4%	0
Other	0%	0			
Women	0%	0			

x= Data not recorded

TABLE 12

Radio and TV Announcers

2005-06		1998-99	
White	74%	White	78%
African-American	18%	African-American	18%
Latino	8%	Latino	4%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	6%	Women	2%
2004-05		1997-98	
White	74%	White	77%
African-American	16%	African-American	18%
Latino	10%	Latino	5%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	5%	Women	0%
2003-04		1996-97	
White	75%	White	80%
African-American	17%	African-American	16%
Latino	8%	Latino	3%
Asian	0%	Asian	0%
Other	<1%	Other	0%
Women	3%	Women	0%
2001-02		1995-96	
White	77%	White	78%
African-American	16%	African-American	18%
Latino	7%	Latino	3%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	3%	Women	3%
1999-2000		1993-94	
White	76%	White	81%
African-American	16%	African-American	12%
Latino	8%	Latino	7%
Asian	0%		
Other	0%	1992-93	
Women	2%	White	81%
		African-American	12%
		Latino	7%

x= Data not recorded

TABLE 13

Appendix II

NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES

- The NBA League office was the first to undertake mandatory diversity management training. In 1997, all 730 employees at the time went through an eight-hour session in groups of 25 or less.
- The NBA conducts periodic mandatory diversity and respectful workplace training programs for league employees. The NBA's new employee orientation also includes a diversity awareness component.
- The NBA maintains diverse applicant pools in its hiring process and encourages all NBA teams to do so as well. This includes, among other things, active recruitment at historically black colleges and universities and posting job openings on diversity websites.
- Consistent with the National Basketball Association's Vendor Diversity Policy Statement, the NBA takes steps to further its goal of maximizing contracting opportunities for Women/Minority Business Enterprises to participate in the business opportunities generated by the NBA. The NBA has implemented a process by which potential suppliers who are Women/Minority Business Enterprises can be identified for inclusion in the NBA's vendor procurement process.

The NBA maintains a vendor diversity-sourcing program in connection with the NBA's annual All-Star event. This includes: (i) building alliances in the All-Star host city with business advocacy organizations, tourism officials and local business regulatory agencies; (ii) informing prospective local business entities of the types of contracting opportunities available by conducting vendor diversity seminars in the host city; and (iii) compiling and publishing a comprehensive vendor resource guide to aid the NBA, its sponsors and local contractors in identifying prospective vendors.