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The 2014 Racial and Gender Report Card: National Basketball Association

by Richard Lapchick
with Drew Donovan, Erika Loomer, and Leslie Martinez
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EXECUTIVE SUMMARY

Orlando, FL, June 24, 2014 – The 2014 National Basketball Association Racial and Gender Report Card (RGRC) was released today and demonstrated the League’s continued leadership position in the sports industry with its commitment to and record for racial and gender hiring practices during the 2013-2014 NBA season.

The NBA once again received an **A+** for racial hiring practices and a **B+** for gender hiring practices with scores of **96.6** points (up from 96.5) and **85.5** points (up from 85), respectively. The overall grade was an **A** with 91 points, up from 90.7 in the 2013 RGRC. The NBA is the best for all three categories among the men’s professional sports.

Richard Lapchick, the director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) and primary author of the report, stated, “the NBA remains the industry leader among men’s sports for racial hiring practices. While they do well overall for gender, especially in the League Office, women are still not well represented at the senior team levels. Nonetheless, no other men’s league reaches the same points for race, gender or the combined score.”

In the NBA league office, 35.1 percent of all professional employees are people of color and 40.9 percent are women. There are 42 women serving as vice presidents in the 2013-2014 season. “With Adam Silver replacing David Stern as NBA Commissioner in 2014, he inherits the legacy of an era in professional sport when leagues and teams hire the best people possible. Stern embraced the moral imperative for diversity while helping to show the other leagues that diversity is also a business imperative. The evidence for the NBA’s continued commitment to racial and gender equality is seen in its strong grades in the League Office and in many key areas on the team level.

This season, 43.3 percent of all head coaches were coaches of color. The NBA set a new record for assistant coaches of color with 46.7 percent. The NBA hit another historic high with 48.4 percent of their

officials being people of color in 2013-2014. The NBA is the first league to have two owners of color leading their teams. The number of team presidents/CEOs of color increased by three.

However, there were slight declines for women and people of color in the NBA League Office where the percentage of people of color dropped by 0.6 percentage point while the percentage of women declined by 0.2 percentage point. There were also small declines for both at the team level in senior and professional administrative roles. At the senior level, there were drops of 0.9 and 0.5 percentage points, respectively for people of color and women. At the professional level, there were decreases of 1.9 and 0.4 percentage points for people of color and women, respectively.

Using data from the 2013-2014 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report Card includes a racial and gender breakdown of management in the NBA league office and referees, as well as at various levels within each NBA franchise such as top management, team senior administration, team professional administration, physicians, head trainers and broadcasters. The information used was taken from NBA team media guides as of the beginning of the 2013-2014 season. The listing of owners, head coaches, team presidents and general managers of color for the 2014 Report Card was then updated to reflect changes through the end of the 2013-2014 playoffs. One other change that is worth noting is that during the 2014 NBA playoffs, the Charlotte Bobcats changed their name to the Charlotte Hornets on May 20, 2014. This name change is reflected in the findings of this report. The 2014 Report also has the extensive list of NBA diversity initiatives, which are in Appendix II. Tables for the Report are included in Appendix I. The co-authors of the report are Drew Donovan, Erika Loomer, and Leslie Martinez.

The Institute for Diversity and Ethics in Sport at the University of Central Florida publishes the ***Racial and Gender Report Card*** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions. The 2014 NBA ***Racial and Gender Report Card*** follows the release of the Major League Baseball RGRC. In succession, TIDES will release the ***Racial and Gender Report Cards*** for the National Football League, the Women's National Basketball Association, Major League Soccer and College sport.

REPORT HIGHLIGHTS

- Michael Jordan is the majority owner of the formerly known Charlotte Bobcats, now Charlotte Hornets. Vivek Ranadive, who is from India, is the controlling owner of the Sacramento Kings. They are the first two owners of color to lead their teams in any of the major professional sports leagues.
- African-Americans comprised 77 percent of all NBA players (up by 0.7 percentage point) while 80.5 percent of players were people of color.
- Coaches who are people of color represented 43.3 percent of all NBA head coaches while African-American head coaches represented 40 percent.

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MAKING WAVES OF CHANGE

- Erik Spoelstra, head coach of the Miami Heat, remained the only Asian NBA head coach for the sixth consecutive season. He became the first coach of Asian descent to lead his team to a championship when Miami beat Oklahoma City in 2012. He did it again in 2013 against the San Antonio Spurs.
- The NBA set a new record for assistant coaches of color at 46.7 percent.
- In the NBA league office, 35.1 percent of professional staff positions were held by people of color, a decrease from 35.7 percent at the end of the 2012-2013 season.
- Women held 40.9 percent of all professional positions in the NBA league office, decreasing by 0.2 percentage point from the 2012-2013 season.
- There were seven African-American chief executive officers and presidents in the NBA. Latinos, Asians, or those classified as “others” held none of the CEO/president positions. That was an increase of CEO/president of color from 7.3 percent to 13 percent.
- Matina Kolokotronis (Sacramento Kings) and Jeanie Buss (Los Angeles Lakers) were the only women who held the role of president for NBA franchises as of the beginning of the 2013-2014 season.
- NBA general managers of color remained at 23.3 percent in the 2013-2014 season. There are six African-American (20 percent) general managers in the NBA. Rich Cho, General Manager of the Charlotte Hornets, remains the only Asian general manager in the history of the NBA. Upon his hiring by the Portland Trailblazers in 2010, he became the first Asian-American general manager in major American men’s professional sports.
- Women held 16.6 percent of vice president positions in the NBA, a 1.7 percentage point decrease from the 2012-2013 season.
- As of the start of the 2013-2014 season, there were 11 teams with more than one vice president of color.
- The percentages of people of color and women in team senior administration positions both decreased. People of color represented 19.2 percent of team senior administration positions as of the beginning of the 2013-2014 NBA season, down from 20.1 percent in 2012-2013. The percentage of women who held team senior administration positions decreased by 0.5 percentage point from 21.9 in 2012-2013 to 21.4 percent in 2013-2014.
- The percentage of people of color who held team professional administration positions decreased by 1.9 percentage points to 25.7 percent.
- The percentage of women holding team professional administration positions decreased by a 0.4 percentage point from 35 percent in 2012-2013 to 34.6 percent in 2013-2014.
- The percentage of NBA team physicians who are people of color decreased from 17.8 percent in 2012-2013 to 12.7 percent in 2013-2014.

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- The percentage of head athletic trainers of color increased to 30 percent from 27.3 percent as of the beginning of the 2013-2014 season.
- NBA officials of color increased by 0.9 percentage point to 48.4 percent in 2013-2014, the highest in the history of the NBA. Of the 62 referees, one was a woman.

OVERALL GRADES

The NBA received an **A+** for racial hiring practices and a **B+** for gender hiring practices with scores of **96.6** points (up from 96.5) and **85.5** points (up from 85), respectively. The overall grade was an **A** with 91 points, up from 90.7 in the 2013 RGRC. The NBA is the best for all three categories among the men's professional sports covered in the RGRC.

The grades for race and gender in 2013 and 2014 both stand among the highest in the history of men's professional sport covered in the RGRC.

The NBA maintained its grade of a **B+** for gender hiring practices with 85.5 points in 2014. The grade for gender increased the combined grade slightly from 90.7 in 2013 to 91 in 2014.

The NBA received an **A+** for racial hiring practices in the league office, head coaches, assistant coaches, professional administration at the team level and for player opportunities. Across the League, it earned an **A-** for general managers, **B+/A-** for senior administration, and a **B** for team vice presidents.

The NBA received an **A** for gender hiring practices in the league office and a **B+** for professional administration at the team level. They received an **F** for senior administrators at the team level and for team vice presidents.

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

GRADES BY CATEGORY

NBA Players

For the 2013-2014 season, 80.5 percent of the NBA's players were people of color, decreasing by 0.5 percent from 2012-2013. The percentage of African-American players in the league was 77 percent, an increase of 0.7 percentage point from the previous season. Latino players decreased from 4.4 percent in 2012-2013 to 3.1 percent in 2013-2014. Both Asian players and players categorized as "other" races each remained at 0.2 percent of all players. The percentage of white NBA players was 19.5 percent, an increase of 0.5 percentage point from the recorded 19 percent in 2012-2013.

International players comprised 20.6 percent of the NBA's players during the 2013-2014 season, increasing by 1.9 percentage points from last season.

NBA Grade for Players:**Race: A+ (80.5 percent)**

See Table 1.

NBA League Office

The NBA league office continues to have the highest percentage of people of color and women who held professional positions among all league offices of American men's major professional sports that TIDES reports.

In the NBA league office, 35.1 percent of professional staff positions were held by people of color, a decrease of 0.6 percentage point from 35.7 percent at the end of the 2012-2013 season. As of the end of the 2013-2014 regular season, 64.9 percent of all NBA league office professional employees were white, 17.9 percent were African-American, seven percent were Latino, 9.9 percent were Asian, and less than one percent were classified as "other." According to the data provided by the NBA, the percentage of African-American and Asian professional employees decreased by 0.4 and 0.9 percentage point respectively, while the percentage of white and Latino professional employees increased by 0.6 and 0.7 percentage point respectively. Those classified as "other" remained at 0.3 percent.

According to the gender employment data provided by the NBA, women comprised 40.9 percent of professional employees at the League Office during the 2013-2014 season, decreasing by 0.2 percentage point from the 2012-2013 Report Card. All NBA League Office data was reported as of April 30, 2014.

There were 29 people of color in vice president positions during the 2013-2014 season.

There were 17 African-American men at the vice president level:

- Mark Tatum, Deputy Commissioner and Chief Operating Officer
- Michael A. Bantom, Executive Vice President, Referee Operations
- Emilio Collins, Senior Vice President, Global Marketing Partnerships
- George Land Jr., Senior Vice President, Programming and Production, NBA China
- Kenny J. Payne, Senior Vice President, Events
- Myles C. Pistorius, Senior Vice President, Events
- Stephen O. Richard, Senior Vice President, Business Development and Operations
- Greg Taylor, Senior Vice President, Player Development
- Christopher Benyarko, Vice President, Product Development and Emerging Technology
- Anshell Boggs, Vice President, Risk Management
- Kevin Carr, Vice President, Social Responsibility and Player Programs
- Garth Case, Vice President, CRM Technology
- John Daniels, Vice President, Facilities and Crisis Management
- Aaron Ryan, Vice President, Marketing Solutions and USA Basketball
- Rory Sparrow, Vice President, Player Development
- Andrew Thompson, Vice President, Development

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- Bob Lanier, Vice President and Assistant to the Commissioner

There were six African-American women who held NBA vice president level positions:

- Chrysa Chin, Vice President, Player Development
- Janice Hilliard, Vice President, Player Development
- Michelle Leftwich, Vice President & Assistant General Counsel
- Liliahn Majeed, Vice President, Team Marketing and Business Operations
- Leah M. Wilcox, Vice President, Player and Talent Relations
- Tatia Williams, Vice President, Business Affairs

There were three Asian men who held vice president positions:

- Anil George, Vice President and Senior Intellectual Property Counsel
- Hrishikesh Karthikeyan, Vice President, Legal and Business Affairs
- Edward Whang, Vice President, Legal and Business Affairs

There was one Asian woman who held a vice president level position:

- Shirin Malkani, Senior Vice President, Global Media Distribution and Business Affairs

There was one Latina vice president in the NBA league office:

- Saskia Sorrosa, Vice President, Innovation and Growth Platforms

Including Chin, Hilliard, Leftwich, Majeed, Malkani, Sorrosa, Wilcox and Williams, there were 42 women at the vice president level or higher. This was a decrease of 0.2 percentage point from the 41.1 percent reported as of April 30, 2013. Those not included above are listed as follows:

- Kathleen Behrens, Executive Vice President, Social Responsibility and Player Programs
- Amy M. Brooks, Executive Vice President, Team Marketing and Business Operations
- Kim Bohuny, Senior Vice President, International Basketball Operations
- Melissa Rosenthal Brenner, Senior Vice President, Digital Media
- Ayala Deutsch, Senior Vice President and Deputy General Counsel, NBA Properties
- Kelly Flatow, Senior Vice President, Marketing
- Rachel Jacobson, Senior Vice President, Business Development
- Victoria Picca, Senior Vice President, Licensing and Business Affairs
- Kerry A. Tatlock, Senior Vice President, Global Marketing Partnerships
- Nancy E. Baldwin, Vice President, Corporate Services
- Jean M. Casner, Vice President, Compensation & HRIS
- Jean Cavanagh, Vice President, Facilities
- Sona Chakamian, Vice President, Merchandise Planning
- Kirsten Corio, Vice President, Team Marketing and Business Operations
- Maureen Coyle, Vice President, Basketball Communications
- Robin Ann Dally, Vice President, Marketing Solutions
- Donna Daniels, Vice President, Team Marketing and Business Operations
- Barbara DeCristofaro, Vice President, Events
- Julie de Jesus-Evans, Vice President, Digital Products and League Initiatives
- Janine Dugre, Vice President, Creative Services
- Maria Frangelaki, Vice President, Global Procurement
- Catherine Gaines, Vice President, Global Marketing Partnerships

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- Lisa Goldberg, Vice President, Licensing
- Leslie Julich, Vice President, Employee Relations
- Carolanne E. McAuliffe, Vice President, Marketing
- Stacy McWilliams, Vice President, Team Marketing and Business Operations
- Andrea Mess-Davis, Vice President, Recruiting
- Wendy Morris, Vice President, Team Marketing and Business Operations
- Lisa Piken Koper, Vice President, Licensing
- Michelle Pujals, Vice President and Assistant General Counsel
- Rita Rak, Vice President, Finance and Treasurer
- Susan Tohyama, Vice President, Human Resources – International
- Stephanie Vogel, Vice President and Assistant General Counsel, Deputy Chief Compliance Officer
- Nancy Zellner, Vice President, Benefits

Dan Reed, who is African-American, is the President of the NBA Development League.

NBA Grade for League Office:

Race:	A+	(35.1 percent)
Gender:	A	(40.9 percent)

See Table 2.

NBA Teams

Owners*

As of the 2014 NBA RGRC, the methodology for collecting data for team ownership includes chairman and minority owners listed by the team.

Michael Jordan is the majority owner of the formerly known Charlotte Bobcats, now Charlotte Hornets. Vivek Ranadive, who is from India, is the controlling owner of the Sacramento Kings. It is the first time in the history of major professional sports in America that there are two owners of color leading their teams.

Karen Gail Miller is majority owner of the Utah Jazz. Jeanie Buss is the controlling owner of the Los Angeles Lakers.

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

- Claude Alexander, Charlotte Hornets (African-American)
- Carlos Evans, Charlotte Hornets (Latino)
- Cornell Haynes Jr. (“Nelly”), Charlotte Hornets (African-American)
- Bob Johnson, Charlotte Hornets (African-American)
- Felix Sabates, Charlotte Hornets (Latino)
- Bob Washington, Charlotte Hornets (African-American)
- Dr. Spurgeon Webber III, Charlotte Hornets (African-American)
- Anfernee “Penny” Hardaway, Memphis Grizzlies (African-American)

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- Elliot Perry, Memphis Grizzlies (African-American)
- Julio Iglesias, Miami Heat (Latino)
- Raanan Katz, Miami Heat (Asian)
- Raj Bhathal, Sacramento Kings (Asian)
- Patrick Soon-Shiong, Los Angeles Lakers (Asian)
- James Lassiter, Philadelphia 76ers (African-American)
- Will Smith, Philadelphia 76ers (African-American)
- Jada Pinkett-Smith, Philadelphia 76ers (African-American)
- Jahm Najafi, Phoenix Suns (Asian)
- Raul Fernandez, Washington Wizards (Latino)
- Jeong H. Kim, Washington Wizards (Asian)
- Earl Stafford, Washington Wizards (African-American)
- Dr. Sheila Johnson, Washington Wizards (African American)

The following women were minority owners during the 2013-2014 season:

- Lynn Beck Simonini, Charlotte Hornets
- Ashley Manning, Memphis Grizzlies
- Rita Benson LeBlanc, New Orleans Pelicans
- Jada Pinkett-Smith, Philadelphia 76ers (African-American)
- Teri E. Popp, Minnesota Timberwolves
- Joyce Sexton, Minnesota Timberwolves
- Michelle DiFebo Freeman, Washington Wizards
- Dr. Sheila Johnson, Washington Wizards (African American)

See Table 3.

**Note: After the release of a recorded conversation involving Los Angeles Clippers owner Donald Sterling, NBA commissioner Adam Silver banned Sterling for life from the NBA and fined him \$2.5 million on April 29, 2014. The case is ongoing.*

Head Coaches

In the 2013-2014 NBA season, the number of head coaches of color decreased from the 2012-2013 season. Overall, people of color represent 43.3 percent of all NBA head coaches compared to 46.7 percent in the 2012-2013 season. African-Americans now represent 40 percent of all head coaches, a decrease of 3.3 percentage points from 2012-2013.

The number of white head coaches increased to 56.7 percent from 53.3 percent in 2012-2013. Erik Spoelstra of the Miami Heat remains the only Asian head coach, and has been for the past six seasons.

The 12 African-American head coaches at the start of the 2013-2014 NBA season were:

- Larry Drew, Milwaukee Bucks
- Mike Brown, Cleveland Cavaliers
- Glenn "Doc" Rivers, Los Angeles Clippers
- Tyrone Corbin, Utah Jazz

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- Mike Woodson, New York Knicks
- Jason Kidd, Brooklyn Nets
- Brian Shaw, Denver Nuggets
- Jacque Vaughn, Orlando Magic
- Monty Williams, New Orleans Pelicans
- Maurice Cheeks, Detroit Pistons
- Dwane Casey, Toronto Raptors
- Mark Jackson, Golden State Warriors

NOTE: On February 9, 2014, the Detroit Pistons fired head coach Maurice Cheeks. John Loyer was appointed as interim head coach, followed by the latest hiring of Stan Van Gundy. This change was not made in the calculation of this section.

By the time the 2014 playoffs ended, the following coaches of color had been let go:

- Mike Brown, Cleveland Cavaliers
- Mike Woodson, New York Knicks
- Maurice Cheeks, Detroit Pistons
- Mark Jackson, Golden State Warriors

The following coach of color was hired during the 2014 playoffs:

- Derek Fisher, New York Knicks

NBA Grade for Head Coaches:

Race: A+ (43.3 percent)

See Tables 4 and 5.

Assistant Coaches

The percentage of NBA assistant coaches of color in the 2013-2014 season was 46.7 percent, setting an all-time record in the history of the NBA. The percentage of African-American assistant coaches increased by 2.5 percentage points to 46 percent. The percentage of Latino assistant coaches remained at less than one percent for the 2013-14 season. There were no Asian assistant coaches.

NBA Grade for Assistant Coaches:

Race: A+ (46.7 percent)

See Table 6.

Team Top Management

Presidents and Chief Executive Officers

African-Americans held seven of the top executive management positions in NBA front offices as of the beginning of the 2013-2014 season, which was 13 percent of the total number of positions on NBA teams, an increase of 5.7 percent from 7.3 percent in 2012-2013. These positions include team presidents and chief executive officers. Terdema Ussery held the role of both CEO and President since 1997.

The African-American chief executive officers included:

- Michael Jordan, CEO, Charlotte Hornets
- Terdema Ussery, CEO, Dallas Mavericks

The African-American team presidents included:

- Joe Dumars, President of Basketball Operations, Detroit Pistons
- Rod Higgins, President of Basketball Operations, Charlotte Hornets
- Fred Whitfield, President and Chief Operating Officer, Charlotte Hornets
- Terdema Ussery, President, Dallas Mavericks
- Steve Mills, President and General Manager, New York Knicks
- Masai Ujiri, President and General Manager, Toronto Raptors

There were two female top executives of NBA franchises during the 2013-2014 season. Matina Kolokotronis was the President of Business Operations for the Sacramento Kings and Jeanie Buss was the President/Governor of the Los Angeles Lakers. Melissa Ormond was the President of MSG Entertainment and Irina Pavlova was the President of ONEXIM Sports and Entertainment Holdings, which serves as a conduit between the Brooklyn Nets management and team ownership.

By the time the 2014 playoffs ended, the following changes had taken place:

- Rich Cho had become in charge of basketball operations for the Charlotte Hornets
- Phil Jackson had become the President of the New York Knicks
- Stan Van Gundy had become the President of the Detroit Pistons

+NBA Grade for CEOs/Presidents:

Race: B (13 percent)

⁺ Not calculated in final grade.

See Table 7.

General Managers

There were seven people of color serving as the top player personnel executive for NBA franchises that accounted for 23.3 percent of the total amount of top player personnel executives. General Managers of color remained the same from the 2012-2013 season. Included in top player personnel executives are

general managers, director of player personnel, and presidents of basketball operations. The seven people of color serving in these positions at the beginning of the season are listed below:

African Americans (20 percent):

- Dell Demps, Vice President Basketball Operations and General Manager, New Orleans Pelicans
- Billy King, General Manager, Brooklyn Nets
- Steve Mills, President and General Manager, New York Knicks
- Masai Ujiri, President and General Manager, Toronto Raptors
- Joe Dumars, President of Basketball Operations, Detroit Pistons
- Milt Newton, General Manager, Minnesota Timberwolves

Asians (3.3 percent):

- Rich Cho, General Manager, Charlotte Hornets

There has never been a Latino or female general manager.

By the time the 2014 playoffs ended, the following changes had taken place:

- Jeff Bower replaced Joe Dumars as General Manager for the Detroit Pistons

NBA Grade for General Managers:

Race: A- (23.3 percent)

See Table 8.

Team Vice Presidents

African-Americans comprised 10.3 percent of NBA franchise vice president positions at the beginning of the 2013-2014 season. The representation of African-American vice presidents increased by 0.3 percentage point from 10 percent in the 2012-2013 season. The percentage of Asian vice presidents remained constant at less than one percent, while there was a 0.9 percentage point decrease in the percent of Latinos holding vice president positions from 2.9 percent in 2012-2013 to two percent in 2013-2014. Overall, people of color held 13.5 percent of NBA vice president positions, which remained the same as in the 2012-2013 season.

Women held 16.6 percent of vice president positions in the NBA, which was a 1.7 percent decrease from the 2012-2013 season.

There were 36 African-American NBA team vice presidents, eight of whom were women.

There were 28 male African-American vice presidents on NBA teams:

- Skip Robinson, Vice President of Community Relations/Player Development, Milwaukee Bucks
- Seth Bennett, Senior Vice President, Marketing, Entertainment, and Interactive Media, Charlotte Hornets
- Ed Lewis, Vice President, Charlotte Hornets
- Joe Pierce, Vice President and General Counsel, Charlotte Hornets

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- Glenn “Doc” Rivers, Senior Vice President of Basketball Operations, Los Angeles Clippers
- David Lee, Vice President, Corporate Partnerships and Business Development, Atlanta Hawks
- Garin Narain, Vice President of Public Relations, Atlanta Hawks
- Dominique Wilkins, Vice President of Basketball, Atlanta Hawks
- Garrick Amos, VP STSR and Assistant General Manager, Miami Heat
- Michael McCullough, Executive Vice President, CMO, Miami Heat
- Alonzo Morning, Vice President, Player Programs, Miami Heat
- Walt Perrin, Vice President, Player Personnel, Utah Jazz
- Chris Bernard, Vice President, Player Development and Team Operations, New York Knicks
- Jamaal Lesane, Vice President, Vice President Legal & Business Affairs, Team & Sports Operations, New York Knicks
- Ervin Johnson, Vice President, Los Angeles Lakers
- Scott Perry, Vice President, Assistant GM, Orlando Magic
- Tomago Collins, Vice President, Communications, Denver Nuggets
- Quinn Buckner, Vice President of Communications, Indiana Pacers
- Clark Kellogg, Vice President of Player Relations, Indiana Pacers
- Dell Demps, Senior Vice President of Basketball Operations/General Manager, New Orleans Pelicans
- Keith Jones, Senior Vice President of Basketball Operations, Houston Rockets
- Zaheer Benjamin, Vice President of Business Planning Analytics, Phoenix Suns
- Troy Weaver, Vice President, Assistant GM, Oklahoma City Thunder
- Michael Lewellen, Vice President, Communications and Public Engagement, Portland Trail Blazers
- Anthony Jones-Deberry, Vice President, Premium Seating, Portland Trail Blazers
- David Kelly, Vice President and General Counsel, Golden State Warriors
- Marc Eversley, Vice President of Scouting, Washington Wizards
- Ed Tapscott, Vice President of Player Programs, Washington Wizards

There were eight female African-American vice presidents on NBA franchises:

- Eve Wright, Vice President, Associate General Counsel, Miami Heat
- Sonia Harty, Vice President, Human Resources, Miami Heat
- Rhonda Curry, Vice President, Human Resources, Charlotte Hornets
- Marlene Hendricks, Vice President of Guest Services and Event Staffing, Charlotte Hornets
- Donna P. Julian, Senior Vice President of Arena and Event Operations/General Manager, Charlotte Hornets
- Kamilah Mitchell-Thomas, Vice President of Human Resources MSG Sports, New York Knicks
- Carlissa Henry, Vice President of Sales and Operations, Phoenix Suns
- Gail Hunter, Vice President of Public Affairs, Golden State Warriors

There were five Latino vice presidents:

- Antony Bonavita, Vice President, Facility Operations, Cleveland Cavaliers
- Andy Montero, Vice President, Retail Business and Development, Miami Heat
- Jeremy Castro, Senior Vice President of Tickets, Suites and Clubs, Utah Jazz
- Anthony Perez, Vice President of Business Strategy, Orlando Magic
- Bobby Perez, Vice President, General Counsel, Corporate Relations, San Antonio Spurs

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MAKING WAVES OF CHANGE

There were two Latina vice presidents:

- Linda Landman-Gonzalez, Vice President, Philanthropy and Multi-Cultural Insights, Orlando Magic
- Elisa Padilla, Vice President of Marketing, Brooklyn Nets

There was one Asian man serving as vice president of an NBA franchise:

- Kevin Nonomura, Senior Vice President, Finance, Toronto Raptors

There was one Asian woman vice president of an NBA franchise:

- Christina Song, Vice President, Business and Legal Affairs, New York Knicks

As of the start of the 2013-2014 season, there were 11 teams with more than one vice president of color: the Portland Trailblazers, Charlotte Hornets, Atlanta Hawks, Miami Heat, Utah Jazz, New York Knicks, Orlando Magic, Indiana Pacers, Phoenix Suns, Golden State Warriors, and Washington Wizards.

Overall, there were 58 (16.6 percent) female vice presidents of all races. Aside from the women of color listed above, the female vice presidents of NBA franchises were as follows:

- Jamie Morningstar, Vice President, Ticket Sales and Services, Milwaukee Bucks
- Susan Goodenow, Vice President, Branding & Communications, Chicago Bulls
- Leslie Forman, Vice President of Chicago Bulls Charities, Chicago Bulls
- Colleen Garrity, Vice President, Community Relations & Player Programs, Cleveland Cavaliers
- Mozelle Jackson, Executive Vice President/Chief Financial Officer, Cleveland Cavaliers
- Tracy Marek, Senior Vice President, Chief Marketing Officer, Cleveland Cavaliers
- Mackenzie Henderson, Vice President, Ticket Sales and Advertising, Boston Celtics
- Raquel Libman, Executive Vice President, General Counsel, Miami Heat
- Jennifer Mallery, Vice President, Ticket Operations and Strategic Planning, Miami Heat
- Kim Stone, Executive Vice President, General Manager, AmericanAirlines Arena, Miami Heat
- Kim Henderson, Vice President, Community Relations and Executive Director of Cats Care Foundation, Charlotte Hornets
- Ailey Penningroth, Senior Vice President, Chief Marketing Officer, Atlanta Hawks
- Donna Ruiz, Vice President, Human Resources, Sacramento Kings
- Donna Schwartze, Vice President Communications, Sacramento Kings
- Lisa Aulebach, Vice President Account Planning, New York Knicks
- Lisa Branbury, Vice President, Corporate Hospitality, New York Knicks
- Dr. Lisa Callahan, Chief Medical Officer & Vice President, Player Care, New York Knicks
- Vicki Shapiro, Vice President Digital, New York Knicks
- Lauren Stangel, Vice President Integrated Sales, New York Knicks
- Rebecca Taylor, Vice President, MSG Photo Services, New York Knicks
- Marie Chindamo, Executive Vice President of Human Resources, Brooklyn Nets
- Petra Pope, Senior Vice President, Event Marketing & Community Relations, Brooklyn Nets
- Deb Dowling-Canino, Vice President, Community Relations & Fan Development, Denver Nuggets
- Lisa Johnson, Vice President of Basketball Operations, Denver Nuggets
- Catherine Young Carlson, Vice President, Corporate Partnership Activation, Orlando Magic
- Lisa Cotter, Vice President of Marketing, Orlando Magic
- Audra Hollifield, Senior Vice President of Human Resources, Orlando Magic

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- Julie Graue, Vice President, Business Operations and Sales, Indiana Pacers
- Donna Wilkinson, Vice President, Human Resources, Indiana Pacers
- Vicky Neumeyer, Senior Vice President, General Counsel, New Orleans Pelicans
- Lara Price, Senior Vice President of Business Operations, Philadelphia 76ers
- Diane Gonzalez-Ferranti, Vice President, Creative Services, Detroit Pistons
- Shannon Hosford, Vice President, Marketing and Communications, Toronto Raptors
- Gretchen Sheirr, Vice President, Sales & Services, Houston Rockets
- Tammy Turner, Vice President of Human Resources & Corporate Administration, San Antonio Spurs
- Nina Daily, Vice President, Marketing, Phoenix Suns
- Julie Fie, Vice President, Basketball Communications, Phoenix Suns
- Karen Rausch, Vice President, Human Resources, Phoenix Suns
- DeeAnn Palin, Senior Vice President Operations and Strategy, Phoenix Suns
- Tanya Wheelless, Senior Vice President, Communications and Public Affairs, Phoenix Suns
- Katy Semtner, Vice President, Human Resources, Oklahoma City Thunder
- Kristy Badger, Vice President of Marketing, Minnesota Timberwolves
- Cheri Hanson, Vice President, Team Relations, Portland Trail Blazers
- Sarah Petrone, Vice President of Human Resources, Portland Trail Blazers
- Traci Rose, Vice President, Community Relations, Portland Trail Blazers
- Shari Howard, Vice President, Partnership Marketing, Washington Wizards
- Kellie Vugrincic, Vice President, Human Resources, Golden State Warriors

The New York Knicks led the NBA with eight female vice presidents. The Phoenix Suns were second with six female vice presidents. The following teams each had four or five female vice presidents: Miami Heat, Charlotte Hornets, and Orlando Magic. The following three teams had three female vice presidents: Cleveland Cavaliers, Brooklyn Nets, and Portland Trail Blazers.

NBA Grade for Team Vice Presidents:

Race:	B	(13.5 percent)
Gender:	F	(16.6 percent)

See Table 9.

Team Senior Administrators

The percentages of people of color and women in team senior administration positions both decreased. People of color represented 19.2 percent of team senior administration positions as of the beginning of the 2013-2014 NBA season, down from 20.1 percent in 2012-2013. African-Americans held 13.7 percent of team senior administration positions while Latinos held 3.6 percent, Asians held 1.4 percent and people of "other" races held the remaining 0.6 percentage point of these positions. The percentage of people of color in team senior administration positions increased for African-Americans and decreased for Latino, Asians and people of "other" races.

Women experienced a decrease in the percentage of team senior administration positions from 21.9 percent in 2012-2013 to 21.4 percent in 2013-2014.

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This category includes the following titles but is not restricted to: director, assistant general manager, chief legal counsel, chief operating officer, and chief financial officer.

NBA Grade for Team Senior Administrators

Race:	B+/A-	(19.2 percent)
Gender:	F	(21.4 percent)

See Table 10.

Team Professional Administration

As of the beginning of the 2013-2014 season, people of color held 25.7 percent of team professional administration positions for NBA franchises. This was a 1.9 percent decrease from last year's mark of 27.6 percent. African-Americans comprised 15.6 percent of team professional administration positions, Latinos accounted for 6.1 percent, Asians held 2.8 percent and those classified as "other" races comprised the remaining 1.3 percent of such positions.

The percentage of women holding team professional administration positions decreased by 0.4 percentage point from 35 percent in 2012-13 to 34.6 percent in 2013-2014.

Positions categorized as team professional administration include, but are not restricted to titles similar to: manager, coordinator, supervisor or administrator. This category excludes the traditional support staff positions such as secretaries, administrative assistants, staff assistants and receptionists.

NBA Grade for Team Professional Administration

Race:	A+	(25.7 percent)
Gender:	B+	(34.6 percent)

See Table 11.

Physicians

The percentage of NBA team physicians who are people of color decreased from 17.8 percent in 2012-2013 to 12.7 percent in 2013-14.

African-Americans held 4.2 percent and Asians held 5.1 percent of physician positions, respectively.

The percentage of women holding NBA team physician positions increased from 1.7 percent in 2012-2013 to 2.5 percent for the 2013-2014 season.

NBA team physicians include, but are not limited to the following positions: Orthopedist, Internist, Dentist, Cardiologist, and Ophthalmologist.

See Table 12.

Head Athletic Trainers

The percentage of NBA head athletic trainers of color increased from 27.3 percent to 30 percent as of the beginning of the 2013-2014 season. However, African-American trainers represented 23.3 percent of all head athletic trainers compared to 24.2 percent in the previous year. Latinos and Asians both represented the remaining 6.6 percent.

There were no women who served as NBA head athletic trainers in the 2013-2014 season.

See Table 13.

Radio/TV Broadcasters

The percentage of people of color holding radio and television broadcasting positions decreased by 1.1 percentage points leaving the total percentage of people of color at 28.8 percent for 2013-14. African-Americans accounted for 19.4 percent of the radio and television broadcast positions, while Latinos accounted for 9.4 percent.

Women accounted for 4.4 percent of NBA radio and television broadcast positions, down 0.6 percentage points from the 2012-2013 season.

See Table 14.

Referees

As of the beginning of the 2013-2014 season, 48.4 percent of NBA referees were people of color, the highest in the history of the NBA. The percentage of whites referees decreased by 0.9 percentage point to 51.6 percent during the 2013-2014 season, while the percentage of African-American NBA referees increased by 0.9 percentage point to 46.8 percent of total referees. Latinos and those categorized as "other" races remained at 1.6 percent and zero percent of NBA referees, respectively, during the 2013-2014 NBA season, respectively.

In 1997, Violet Palmer and Dee Kanter were signed by the NBA to become the first female referees in U.S. major professional sport history. Palmer is currently the only female referee in the NBA, accounting for 1.6 percent of all NBA referees, which has remained constant since the 2005-06 season.

See Table 15.

NBA Diversity Initiatives

The NBA has had an outstanding 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.

NBA Grade for Diversity Initiatives: A+

HOW GRADES WERE CALCULATED

As in previous reports, the 2013-14 Racial and Gender Report Card data demonstrates the inequity in the amount of people of color working in the front office of NBA franchises and NBA League Office as compared to the number of people of color competing in the NBA. Communicating this to the public, however, can be difficult without the proper perspective. In order to ease the communication process, The Institute issues letter grades in relation to overall demographics in the United States. Federal affirmative action policies state that the percentage of a particular race in the workplace should reflect the percentage of the composition of the U.S. population. Currently, 24 percent of the U.S. population is comprised of people of color, thus an **A** was achieved if 24 percent of the positions were held by people of color. A position was determined to have earned a **B** if people of color held 12 percent of the positions, and a **C** was earned if people of color held only 9 percent of positions. Positions in which people of color held only six percent of positions earned a **D**, and any position below six percent was deemed to have earned a grade of **F**.

For issues of gender, an **A** is earned if 40 percent of the employees of a particular position were women, **B** for 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for any position in which women comprise less than 22 percent of the available positions. Similar to the racial standards, the 40 percent threshold is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

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

Baseline data was gathered from media guides for each of the National Basketball Association teams, provided by the NBA league office. The data was compiled in spreadsheets, which were used to classify individuals by position. The data was then classified by race and gender. Upon collecting the data from each team, the data was then assembled into the final master spreadsheet.

In addition to team data, the NBA League Office provided data on its personnel. The findings were assimilated into spreadsheets and compared to data from previous years in the same manner as the individual team information. After evaluating the data, the report text was drafted, referencing changes in statistics from previous years.

The report draft was sent to the NBA 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 2013-2014 season for the National Basketball Association. Listings of professional owners, general managers and head coaches were updated as of the beginning of the regular season. Grades, however, were calculated according to the reporting periods noted herein.

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ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 22nd 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 tenth time the Report Card is being issued sport-by-sport; the 2013-2014 report for MLB has 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 WNBA, 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, Drew Donovan, Erika Loomer, and Leslie Martinez contributed greatly to the completion of the 2013-2014 NBA Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sport and social 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 280 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity and inclusion, 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

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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					
	%	#		%	#
2013-2014			2003-2004		
White	19.5%	89	White	22.2%	91
African-American	77.0%	351	African-American	75.9%	311
Latino	3.1%	14	Latino	1.2%	5
Asian	0.2%	1	Asian	0.7%	3
Other	0.2%	1	Other	0.0%	0
International	20.6%	94	International	16.6%	68
Total		456	Total		410
2012-2013			2001-2002		
White	19.0%	87	White	20.0%	x
African-American	76.3%	350	African-American	78.0%	x
Latino	4.4%	20	Latino	1.0%	x
Asian	0.2%	1	Asian	<1	x
Other	0.2%	1	Other	0.0%	x
International	18.7%	86			
Total		459	2000-2001		
2011-2012			White	21.0%	x
White	18.2%	79	African-American	78.0%	x
African-American	78.1%	339	Latino	1.0%	x
Latino	3.2%	14	Other	0.0%	x
Asian	0.2%	1	1999-2000		
Other	0.2%	1	White	22.0%	x
International	16.8%	73	African-American	78.0%	x
Total		434	Latino	<1%	x
2010-2011			Other	0.0%	x
White	16.7%	75	1998-1999		
African-American	77.7%	348	White	21.0%	x
Latino	4.5%	20	African-American	78%	x
Asian	0.7%	3	Latino	1.0%	x
Other	0.4%	2	Other	0.0%	x
International	17.0%	76	1997-1998		
Total		448	White	23.0%	x
2009-2010			African-American	77%	x
White	18.4%	81	Latino	<1%	x
African-American	76.9%	339	Other	0.0%	x
Latino	3.2%	14	1996-1997		
Asian	0.7%	3	White	20.0%	x
Other	0.9%	4	African-American	79.0%	x
International	18.4%	81	Latino	<1%	x
Total		441	Other	<1%	x
2008-2009			1995-1996		
White	18.2%	82	White	20.0%	x
African-American	77.3%	348	African-American	80.0%	x
Latino	3.1%	14	Latino	0.0%	x
Asian	0.7%	3	Other	<1%	x
Other	0.7%	3	1994-1995		
International	17.6%	79	White	18.0%	x
Total		450	African-American	82.0%	x
2007-2008			Latino	0.0%	x
White	19.6%	89	Other	0.0%	x
African-American	75.6%	343	1993-1994		
Latino	3.3%	15	White	21.0%	x
Asian	0.4%	2	African-American	79.0%	x
Other	1.1%	5	Latino	0.0%	x
International	17.8%	81	Other	0.0%	x
Total		454	1992-1993		
2006-2007			White	23.0%	x
White	20.7%	91	African-American	77.0%	x
African-American	75.0%	330	Latino	0.0%	x
Latino	3.0%	13	1991-1992		
Asian	0.5%	2	White	25.0%	x
Other	0.9%	4	African-American	75.0%	x
International	18.6%	82	Latino	0.0%	x
Total		440	1990-1991		
2005-2006			White	28.0%	x
White	22.5%	97	African-American	72.0%	x
African-American	72.9%	315	Latino	0.0%	x
Latino	3.0%	13	1989-1990		
Asian	0.5%	2	White	25.0%	x
Other	1.2%	5	African-American	75.0%	x
International	19.0%	82	Latino	0.0%	x
Total		432	2004-2005		
White	22.8%	98	White	22.8%	98
African-American	73.0%	313	African-American	73.0%	313
Latino	2.1%	9	Latino	2.1%	9
Asian	0.7%	3	Asian	0.7%	3
Other	1.4%	6	Other	1.4%	6
International	18.9%	81	International	18.9%	81
Total		429	Total		429

Table 1

League Office: Professional Employees					
	%	#		%	#
2013-2014			2004-2005		
White	64.9%	481	White	68.3%	474
African-American	17.9%	133	African-American	18.3%	127
Latino	7.0%	52	Latino	6.9%	48
Asian	9.9%	73	Asian	6.3%	44
Other	0.3%	2	Other	0.1%	1
Women	40.9%	303	Women	41.9%	291
People of Color Total	35.1%	260	People of Color Total	31.7%	220
Total		741	Total		694
2012-2013			2003-2004		
White	64.3%	452	White	70.7%	484
African-American	18.3%	129	African-American	18.8%	129
Latino	6.3%	44	Latino	5.7%	39
Asian	10.8%	76	Asian	4.8%	33
Other	0.3%	2	Other	0.0%	0
Women	41.1%	289	Women	44.2%	303
People of Color Total	35.7%	251	People of Color Total	29.3%	201
Total		703	Total		685
2011-2012			2001-2002		
White	66.0%	416	White	85.0%	459
African-American	18.1%	114	African-American	2.0%	11
Latino	6.5%	41	Latino	7.2%	39
Asian	9.2%	58	Asian	5.6%	30
Other	0.2%	1	Other	0.2%	1
Women	41.9%	264	Women	48.0%	259
People of Color Total	34.0%	214	People of Color Total	15.0%	81
Total		630	Total		540
2010-2011			1999-2000		
White	66.0%	472	White	75%	434
African-American	18.2%	130	African-American	18%	105
Latino	7.3%	52	Latino	4%	25
Asian	8.4%	60	Asian	3%	15
Other	0.1%	1	Other	0%	1
Women	41.3%	295	Women	42%	246
People of Color Total	34.0%	243	People of Color Total	25%	146
Total		715	Total		580
2009-2010			1997-1998		
White	63.6%	496	White	78%	415
African-American	21.4%	167	African-American	16%	86
Latino	7.2%	56	Latino	4%	19
Asian	7.7%	60	Asian	2%	13
Other	0.1%	1	Other	0%	0
Women	43.6%	340	Women	45%	239
People of Color Total	36.4%	284	People of Color Total	22%	118
Total		780	Total		533
2008-2009			1996-1997		
White	64.9%	478	White	78%	377
African-American	20.4%	150	African-American	17%	83
Latino	7.2%	53	Latino	3%	14
Asian	7.5%	55	Asian	2%	12
Other	0.1%	1	Other	0%	0
Women	42.7%	315	Women	44%	214
People of Color Total	35.1%	259	People of Color Total	22%	109
Total		737	Total		486
2007-2008			1995-1996		
White	65.8%	541	White	79%	306
African-American	19.8%	163	African-American	16%	61
Latino	7.2%	59	Latino	2%	7
Asian	7.1%	58	Asian	3%	10
Other	0.1%	1	Other	1%	3
Women	41.0%	337	Women	49%	188
People of Color Total	34.2%	281	People of Color Total	21%	81
Total		822	Total		387
2006-2007			1994-1995		
White	66.5%	529	White	80%	251
African-American	20.1%	160	African-American	17%	52
Latino	6.7%	53	Latino	2%	6
Asian	6.7%	53	Asian	2%	5
Other	0.1%	1	Other	0%	1
Women	39.3%	313	Women	48%	151
People of Color Total	33.5%	267	People of Color Total	20%	64
Total		796	Total		315
2005-2006					
White	67.0%	492			
African-American	19.5%	143			
Latino	7.1%	52			
Asian	6.3%	46			
Other	0.1%	1			
Women	40.6%	298			
People of Color Total	33.0%	242			
Total		734			

Table 2

Majority Owners *and Controlling Owners					
	%	#		%	#
2014			2009		
White	94.4%	34	White	96.7%	29
African-American	2.8%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	3.3%	1
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	5.6%	2	People of Color Total	3.3%	1
Women	5.6%	2	Women	0.0%	0
Total		36	Total		30
2013			2008		
White	98.0%	48	White	96.7%	29
African-American	2.0%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	3.3%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.0%	1	People of Color Total	3.3%	1
Women	16.3%	8	Women	0.0%	0
Total		49	Total		30
2012			2007		
White	96.4%	53	White	96.8%	30
African-American	1.8%	1	African-American	0.0%	0
Latino	1.8%	1	Latino	3.2%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	3.6%	2	People of Color Total	3.2%	1
Women	12.7%	7	Women	0.0%	0
Total		55	Total		31
2011			2006		
White	97.5%	39	White	96.4%	27
African-American	0.0%	0	African-American	0.0%	0
Latino	2.5%	1	Latino	3.6%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.5%	1	People of Color Total	3.6%	1
Women	7.5%	3	Women	0.0%	0
Total		40	Total		28
2010			2005		
White	98.0%	49	White	96.9%	31
African-American	0.0%	0	African-American	0.0%	0
Latino	2.0%	1	Latino	3.1%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.0%	1	People of Color Total	3.1%	1
Women	6.0%	3	Women	0.0%	0
Total		50	Total		32

Table 3

Head Coaches					
	%	#		%	#
2013-2014			2001-2002		
White	56.7%	17	White	51.7%	15
African-American	40.0%	12	African-American	48.3%	14
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	43.3%	13	Total People of Color	48.3%	14
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2012-2013			2000-2001		
White	53.3%	16	White	65.5%	19
African-American	43.3%	13	African-American	34.5%	10
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	46.7%	14	Total People of Color	34.5%	10
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2011-2012			1999-2000		
White	46.7%	14	White	79.3%	23
African-American	46.7%	14	African-American	20.7%	6
Asian	3.3%	1	Asian	0.0%	0
Latino	3.3%	1	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	53.3%	16	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2010-2011			1998-1999		
White	66.7%	20	White	86.2%	25
African-American	30.0%	9	African-American	13.8%	4
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2009-2010			1997-1998		
White	70.0%	21	White	82.8%	24
African-American	26.7%	8	African-American	17.2%	5
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	17.2%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2008-2009			1996-1997		
White	60.0%	18	White	75.9%	22
African-American	36.7%	11	African-American	24.1%	7
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.0%	12	Total People of Color	24.1%	7
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2007-2008			1995-1996		
White	60.0%	18	White	79.3%	23
African-American	40.0%	12	African-American	20.7%	6
Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.0%	12	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2006-2007			1994-1995		
White	60.0%	18	White	81.5%	22
African-American	40.0%	12	African-American	18.5%	5
Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.0%	12	Total People of Color	18.5%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		27
2005-2006			1993-1994		
White	63.3%	19	White	81.5%	22
African-American	36.7%	11	African-American	18.5%	5
Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	36.7%	11	Total People of Color	18.5%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		27
2004-2005			1992-1993		
White	60.0%	18	White	74.1%	20
African-American	40.0%	12	African-American	25.9%	7
Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.0%	12	Total People of Color	25.9%	7
Women	0.0%	0	Women	0.0%	0
Total		30	Total		27
2003-2004			1991-1992		
White	63.3%	19	White	92.6%	25
African-American	36.7%	11	African-American	7.4%	2
Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	36.7%	11	Total People of Color	7.4%	2
Women	0.0%	0	Women	0.0%	0
Total		30	Total		27

Table 4

Historical Listing of Head Coaches of Color in the NBA							
NBA (70 coaches as of end of 2013-2014 season)							
	Team	Year(s)	Record		Team	Year(s)	Record
Bill Russell	Boston	1966-69	190-101	Eddie Jordan	Sacramento	1996-98	33-64
	Seattle	1973-77	168-175		Washington	2003-09	205-242
	Sacramento	1987-88	17-41		Philadelphia	2009-10	27-55
All Attles	San Fran/Golden State	1969-83	588-548	Darrell Walker	Toronto	1996-98	41-90
Lenny Wilkens	Seattle	1969-72	121-125		Washington	1999-00	15-23
	Portland	1974-76	75-89	Toronto	1997-00	73-95	
Earl Lloyd	Seattle	1977-85	394-309	Butch Carter	Vancouver	1999-00	18-42
	Cleveland	1986-93	334-281		Memphis	2004-05	0-4
	Atlanta	1993-00	327-262	Lionel Hollins	Memphis	2008-2013	214-172
	Toronto	2000-02	121-142		Orlando	1999-03	176-178
	New York	2003-05	40-45	Doc Rivers	Boston	2004-2013	475-352
	Detroit	1971-73	22-53		L.A. Clippers	2013-Present	63-32
	Ray Scott	Detroit	1972-76	151-140	Washington	2000-01	19-63
K.C. Jones	Capital/Washington	1973-76	169-112	Nate McMillan	Seattle	2000-05	220-191
	Boston	1983-88	373-139		Portland	2005-2012	272-281
Draff Young	Seattle	1990-92	61-62	Byron Scott	New Jersey	2000-03	174-154
	Kansas City/Omaha	1973-74	0-4		New Orleans	2004-09	211-225
Elgin Baylor	New Orleans	1974-75	0-1	Isiah Thomas	Cleveland	2010-2013	64-166
	New Orleans	1976-79	86-134		Indiana	2000-03	136-125
Bob Hopkins	Seattle	1977-78	5-17	New York	2006-07	56-108	
Willis Reed	New York	1977-79	51-51		Chicago	2001-04	51-100
	New Jersey	1987-89	33-77	Bill Cartwright	Portland	2001-04	165-146
Tom Sanders	Boston	1977-79	23-39		Maurice Cheeks	Philadelphia	2005-08
	Paul Silas	San Diego	1980-83	78-168		Detroit	2013-2014
Don Chaney		Charlotte/New Orleans	1998-2003	221-171	Mike Evans	Denver	2001-02
	Cleveland	2003-05	69-77	Phoenix		2001-04	65-75
	Charlotte Bobcats	2010-12	32-88	Frank Johnson	L.A. Clippers	2002-03	8-16
	L.A. Clippers	1984-87	53-132		Dennis Johnson	Cleveland	2002-03
	Houston	1988-92	166-143	Golden State		2010-11	36-46
Detroit	1993-95	48-116	Keith Smart	Sacramento	2011-2013	48-93	
New York	2001-03	72-112		Atlanta	2004-10	217-304	
Bernie Bickerstaff	Seattle	1985-90	214-223	Mike Woodson	New York	2012-2014	116-89
	Denver	1994-96	59-71		Terry Porter	Milwaukee	2003-04
	Washington	1997-99	77-75	Phoenix	2008-09	28-23	
	Charlotte Bobcats	2004-06	77-169	Sam Mitchell	Toronto	2004-08	159-197
L.A. Lakers (Interrim)	2013-14	4-1	Randy Ayers		Philadelphia	2003-04	21-31
Gene Littleles	Cleveland	1985-86	4-11	Herb Williams	New York	2003-04	17-27
	Charlotte	1989-91	37-87		Dwane Casey	Minnesota	2005-07
	Denver	1994-95	3-13	Toronto		2011-present	108-129
Wes Unseld	Washington	1987-94	204-348	Avery Johnson	Dallas	2005-08	217-94
	Indiana	1988-89	0-2		New Jersey/Brooklyn	2010-13	60-116
Mel Daniels	New York	1989-91	56-51	Mike Brown	Cleveland	2005-10	314-167
	Vancouver	1996-97	6-33		L.A. Lakers	2011-13	47-36
Stu Jackson	L.A. Clippers	1991-92	1-1	Cleveland	2013-2014	33-49	
	Philadelphia	1992-94	32-76	Reggie Theus	Sacramento	2007-09	44-62
Mack Calvin	Dallas	1992-93	9-44	Sam Vincent	Charlotte	2007-08	32-50
	Washington	1999-00	14-30		Michael Curry	Detroit	2008-09
Fred Carter	Minnesota	1993-94	33-102	Kenny Natt	Sacramento	2008-09	11-47
	Vancouver/Memphis	2001-03	46-126		Ed Tapscott	Washington	2008-09
Gar Heard	San Antonio	1992-94	100-57	Erik Spoelstra	Miami	2008-present	377-198
	Philadelphia	1994-96	42-122		Larry Drew	Atlanta	2010-2013
Sidney Lowe	Cleveland	2001-03	37-87	Monty Williams	Milwaukee	2013-Present	15-67
	Dallas	1993-94	13-69		New Orleans	2010-present	130-188
John Lucas	L.A. Lakers	1993-94	5-11	Pete Myers	Chicago	2003 & 2008	0-3
	New Jersey	1994-96	60-104	Mark Jackson	Golden State	2011-2014	130-119
Quinn Buckner	Miami	1994-95	15-21	Tyrone Corbin	Utah	2010-2014	112-150
	Detroit	1997-2000	75-75		Michael Cooper	Denver	2004
Magic Johnson	L.A. Clippers	2000-03	89-133	Bill Berry	Chicago	2001-02	0-2
	Phoenix	2008-present	168-150		Portland	2012	8-15
Butch Beard	Golden State	1994-95	12-25	Kaleb Canales	Denver	2013-Present	36-46
	Boston	1995-97	48-116		Brian Shaw	Orlando	2012-present
Alvin Gentry	Dallas	1996-98	28-70	Jacque Vaughn			
	Philadelphia	1996-97	22-60				
Bob Lanier	Orlando	2004-05	51-84				
	Memphis	2009	0-2				
M.L. Carr							
Jim Clemons							
Johnny Davis							

Table 5

Assistant Coaches					
	%	#		%	#
2013-2014			2003-2004		
White	53.3%	80	White	71.0%	98
African-American	46.0%	69	African-American	29.0%	40
Latino	0.7%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	46.7%	70	Total People of Color	29.0%	40
Women	0.0%	0	Women	0.0%	0
Total		150	Total		138
2012-2013			2001-2002		
White	54.4%	80	White	66.9%	79
African-American	43.5%	64	African-American	33.1%	39
Latino	0.7%	1	Latino	0.0%	0
Asian	0.7%	1	Asian	0.0%	0
Other	0.7%	1	Other	0.0%	0
Total People of Color	45.6%	67	Total People of Color	33.1%	39
Women	0.0%	0	Women	0.0%	0
Total		147	Total		118
2011-2012			1999-2000		
White	56.5%	83	White	64.3%	74
African-American	41.5%	61	African-American	35.7%	41
Latino	0.7%	1	Latino	0.0%	0
Asian	0.7%	1	Asian	0.0%	0
Other	0.7%	1	Other	0.0%	0
Total People of Color	43.5%	64	Total People of Color	35.7%	41
Women	0.0%	0	Women	0.0%	0
Total		147	Total		115
2010-2011			1998-1999		
White	55.8%	87	White	67.0%	77
African-American	42.3%	66	African-American	33.0%	38
Latino	0.6%	1	Latino	0.0%	0
Asian	0.6%	1	Asian	0.0%	0
Other	0.6%	1	Other	0.0%	0
Total People of Color	44.2%	69	Total People of Color	33.0%	38
Women	0.0%	0	Women	0.0%	0
Total		156	Total		115
2009-2010			1997-1998		
White	58.6%	92	White	66.1%	76
African-American	40.8%	64	African-American	33.9%	39
Latino	0.6%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	41.4%	65	Total People of Color	33.9%	39
Women	0.0%	0	Women	0.0%	0
Total		157	Total		115
2008-2009			1996-1997		
White	58.5%	93	White	65.6%	61
African-American	40.9%	65	African-American	34.4%	32
Latino	0.6%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	41.5%	66	Total People of Color	34.4%	32
Women	0.0%	0	Women	0.0%	0
Total		159	Total		93
2007-2008			1995-1996		
White	58.4%	97	White	59.3%	51
African-American	39.8%	66	African-American	40.7%	35
Latino	0.6%	1	Latino	0.0%	0
Asian	0.6%	1	Asian	0.0%	0
Other	0.6%	1	Other	0.0%	0
Total People of Color	41.6%	69	Total People of Color	40.7%	35
Women	0.0%	0	Women	0.0%	0
Total		166	Total		86
2006-2007			1994-1995		
White	59.2%	93	White	60.0%	45
African-American	40.1%	63	African-American	40.0%	30
Latino	0.6%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.8%	64	Total People of Color	40.0%	30
Women	0.0%	0	Women	0.0%	0
Total		157	Total		75
2005-2006			1993-1994		
White	61.5%	96	White	61.5%	48
African-American	37.8%	59	African-American	38.5%	30
Latino	0.6%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	38.5%	60	Total People of Color	38.5%	30
Women	0.0%	0	Women	0.0%	0
Total		156	Total		78
2004-2005			1992-1993		
White	66.2%	100	White	73.1%	49
African-American	33.1%	50	African-American	26.9%	18
Latino	0.0%	0	Latino	0.0%	0
Asian	0.7%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	33.8%	51	Total People of Color	26.9%	18
Women	0.0%	0	Women	0.0%	0
Total		151	Total		67
			1991-1992		
			White	67.1%	51
			African-American	32.9%	25
			Total		76

Table 6

CEO/President					
	%	#		%	#
2013-2014			2005-2006		
White	87.0%	47	White	87.5%	28
African-American	13.0%	7	African-American	12.5%	4
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.0%	7	Total People of Color	12.5%	4
Women	7.4%	4	Women	3.1%	1
Total		54	Total		32
2012-2013			2004-2005		
White	92.7%	51	White	90.3%	28
African-American	7.3%	4	African-American	9.7%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	7.3%	4	Total People of Color	9.7%	3
Women	1.8%	1	Women	3.2%	1
Total		55	Total		31
2011-2012			2003-2004		
White	87.5%	49	White	90.0%	27
African-American	12.5%	7	African-American	10.0%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	12.5%	7	Total People of Color	10.0%	3
Women	3.6%	2	Women	3.0%	1
Total		56	Total		30
2010-2011			2001-2002		
White	88.9%	56	White	96.0%	x
African-American	11.1%	7	African-American	4.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	11.1%	7	Total People of Color	4.0%	x
Women	3.2%	2	Women	4.0%	x
Total		63	Total		x
2009-2010			2000-2001		
White	88.2%	30	White	90.0%	x
African-American	11.8%	4	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	11.8%	4	Total People of Color	10.0%	x
Women	0.0%	0	Women	3.0%	x
Total		34	Total		x
2008-2009			1999-2000		
White	85.3%	29	White	90.0%	x
African-American	14.7%	5	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	14.7%	5	Total People of Color	10.0%	x
Women	0.0%	0	Women	3.0%	x
Total		34	Total		x
2007-2008			1998-1999		
White	76.7%	23	White	90.0%	x
African-American	23.3%	7	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	23.3%	7	Total People of Color	10.0%	x
Women	0.0%	0	Women	3.0%	x
Total		30	Total		x
2006-2007			1997-1998		
White	87.9%	29	White	90.0%	x
African-American	12.1%	4	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	12.1%	4	Total People of Color	10.0%	x
Women	3.0%	1	Women	7.0%	x
Total		33	Total		x

Table 7

General Manager					
	%	#		%	#
2013-2014			2003-2004		
White	76.7%	23	White	83.3%	25
African-American	20.0%	6	African-American	16.7%	5
Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.3%	7	Total People of Color	16.7%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		30
2012-2013			2001-2002		
White	76.7%	23	White	83.3%	25
African-American	20.0%	6	African-American	16.7%	5
Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.3%	7	Total People of Color	16.7%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		30
2011-2012			2000-2001		
White	74.2%	23	White	79.3%	23
African-American	22.6%	7	African-American	20.7%	6
Latino	0.0%	0	Latino	0.0%	0
Asian	3.2%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	25.8%	8	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0
Total		31	Total		29
2010-2011			1999-2000		
White	73.3%	22	White	86.2%	25
African-American	23.3%	7	African-American	13.8%	4
Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	26.7%	8	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2009-2010			1998-1999		
White	87.0%	20	White	79.3%	23
African-American	13.0%	3	African-American	20.7%	6
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.0%	3	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0
Total		23	Total		29
2008-2009			1997-1998		
White	90.3%	28	White	72.4%	21
African-American	9.7%	3	African-American	27.6%	8
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	9.7%	3	Total People of Color	27.6%	8
Women	0.0%	0	Women	0.0%	0
Total		31	Total		29
2007-2008			1996-1997		
White	76.7%	23	White	72.4%	21
African-American	23.3%	7	African-American	27.6%	8
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.3%	7	Total People of Color	27.6%	8
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2006-2007			1995-1996		
White	73.3%	22	White	69.0%	20
African-American	26.7%	8	African-American	31.0%	9
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	26.7%	8	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2005-2006			1994-1995		
White	77.4%	24	White	69.0%	20
African-American	22.6%	7	African-American	31.0%	9
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	22.6%	7	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0
Total		31	Total		29
2004-2005					
White	77.4%	24			
African-American	22.6%	7			
Latino	0.0%	0			
Asian	0.0%	0			
Other	0.0%	0			
Total People of Color	22.6%	7			
Women	0.0%	0			
Total		31			

Table 8

Vice President					
	%	#		%	#
2013-2014			2003-2004		
White	86.5%	302	White	88.1%	192
African-American	10.3%	36	African-American	8.7%	19
Latino	2.0%	7	Latino	3.2%	7
Asian	0.6%	2	Asian	0.0%	0
Other	0.6%	2	Other	0.0%	0
Total People of Color	13.5%	47	Total People of Color	11.9%	26
Women	16.6%	58	Women	17.9%	39
Total		349	Total		218
2012-2013			2001-2002		
White	86.5%	302	White	90.7%	175
African-American	10.0%	35	African-American	6.7%	13
Latino	2.9%	10	Latino	2.6%	5
Asian	0.6%	2	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.5%	47	Total People of Color	9.3%	18
Women	18.3%	64	Women	15.0%	29
Total		349	Total		193
2011-2012			1999-2000		
White	87.7%	285	White	89.6%	164
African-American	9.8%	32	African-American	9.8%	18
Latino	1.5%	5	Latino	0.5%	1
Asian	0.9%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	12.3%	40	Total People of Color	10.4%	19
Women	17.8%	58	Women	13.1%	24
Total		325	Total		183
2010-2011			1998-1999		
White	86.7%	268	White	89.9%	170
African-American	10.4%	32	African-American	9.0%	17
Latino	2.6%	8	Latino	1.1%	2
Asian	1.0%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.9%	43	Total People of Color	10.1%	19
Women	15.5%	48	Women	11.6%	22
Total		311	Total		189
2009-2010			1997-1998		
White	85.9%	249	White	86.8%	138
African-American	11.0%	32	African-American	11.9%	19
Latino	2.1%	6	Latino	1.3%	2
Asian	1.0%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	14.1%	41	Total People of Color	13.2%	21
Women	17.9%	52	Women	10.1%	16
Total		290	Total		159
2008-2009			1996-1997		
White	86.6%	251	White	89.7%	140
African-American	10.7%	31	African-American	9.6%	15
Latino	2.1%	6	Latino	0.6%	1
Asian	0.7%	2	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.4%	39	Total People of Color	10.3%	16
Women	17.6%	51	Women	8.3%	13
Total		290	Total		156
2007-2008			1995-1996		
White	85.1%	258	White	91.7%	132
African-American	10.6%	32	African-American	8.3%	12
Latino	3.0%	9	Latino	0.0%	0
Asian	1.3%	4	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	14.9%	45	Total People of Color	8.3%	12
Women	18.2%	55	Women	6.9%	10
Total		303	Total		144
2006-2007			1994-1995		
White	84.9%	248	White	87.2%	109
African-American	11.0%	32	African-American	12.0%	15
Latino	2.7%	8	Latino	0.0%	0
Asian	1.4%	4	Asian	0.8%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	15.1%	44	Total People of Color	12.8%	16
Women	16.8%	49	Women	6.4%	8
Total		292	Total		125
2005-2006			1993-1994		
White	87.5%	252	White	86.6%	97
African-American	8.3%	24	African-American	12.5%	14
Latino	2.8%	8	Latino	0.0%	0
Asian	1.4%	4	Asian	0.9%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	12.5%	36	Total People of Color	13.4%	15
Women	18.1%	52	Women	3.6%	4
Total		288	Total		112
2004-2005					
White	86.2%	232			
African-American	10.4%	28			
Latino	2.2%	6			
Asian	1.1%	3			
Other	0.0%	0			
Total People of Color	13.8%	37			
Women	17.8%	48			
Total		269			

Table 9

Senior Administrators					
	%	#		%	#
2013-2014			2004-2005		
White	80.8%	584	White	83.5%	370
African-American	13.7%	99	African-American	11.7%	52
Latino	3.6%	26	Latino	3.4%	15
Asian	1.4%	10	Asian	1.4%	6
Other	0.6%	4	Other	0.0%	0
Total People of Color	19.2%	139	Total People of Color	16.5%	73
Women	21.4%	155	Women	24.4%	108
Total		723	Total		443
2012-2013			2003-2004		
White	79.9%	508	White	85.0%	283
African-American	13.2%	84	African-American	12.6%	42
Latino	3.8%	24	Latino	1.2%	4
Asian	1.7%	11	Asian	1.2%	4
Other	1.4%	9	Other	0.0%	0
Total People of Color	20.1%	128	Total People of Color	15.0%	50
Women	21.9%	139	Women	25.2%	84
Total		636	Total		333
2011-2012			2001-2002		
White	78.5%	601	White	83.0%	x
African-American	12.9%	99	African-American	14.0%	x
Latino	6.5%	50	Latino	3.0%	x
Asian	1.6%	12	Asian	2.0%	x
Other	0.5%	4	Other	0.0%	x
Total People of Color	21.5%	165	Total People of Color	19.0%	x
Women	24.7%	189	Women	29.0%	x
Total		766	Total		x
2010-2011			2000-2001		
White	78.3%	447	White	83.0%	x
African-American	14.4%	82	African-American	12.0%	x
Latino	6.1%	35	Latino	3.0%	x
Asian	1.1%	6	Asian	2.0%	x
Other	0.2%	1	Other	0.0%	x
Total People of Color	21.7%	124	Total People of Color	17.0%	x
Women	27.1%	155	Women	36.0%	x
Total		571	Total		x
2009-2010			1999-2000		
White	79.9%	481	White	85.0%	x
African-American	13.8%	83	African-American	10.0%	x
Latino	5.3%	32	Latino	3.0%	x
Asian	0.8%	5	Asian	2.0%	x
Other	0.2%	1	Other	0.0%	x
Total People of Color	20.1%	121	Total People of Color	15.0%	x
Women	25.2%	152	Women	40.0%	x
Total		602	Total		x
2008-2009			1998-1999		
White	77.4%	439	White	86.0%	x
African-American	15.7%	89	African-American	11.0%	x
Latino	5.5%	31	Latino	<2%	x
Asian	1.2%	7	Asian	<2%	x
Other	0.2%	1	Other	0.0%	x
Total People of Color	22.6%	128	Total People of Color	<15%	x
Women	24.2%	137	Women	41.0%	x
Total		567	Total		x
2007-2008			1997-1998		
White	78.3%	401	White	87.0%	x
African-American	13.9%	71	African-American	11.0%	x
Latino	5.9%	30	Latino	0.0%	x
Asian	1.8%	9	Asian	0.0%	x
Other	0.2%	1	Other	2.0%	x
Total People of Color	21.7%	111	Total People of Color	13.0%	x
Women	26.6%	136	Women	31.0%	x
Total		512	Total		x
2006-2007			1996-1997		
White	80.2%	377	White	88.0%	x
African-American	13.4%	63	African-American	11.0%	x
Latino	5.1%	24	Latino	0.0%	x
Asian	1.3%	6	Asian	0.0%	x
Other	0.0%	0	Other	1.0%	x
Total People of Color	19.8%	93	Total People of Color	12.0%	x
Women	24.9%	117	Women	23.0%	x
Total		470	Total		x
2005-2006					
White	80.3%	367			
African-American	12.7%	58			
Latino	5.5%	25			
Asian	1.5%	7			
Other	0.0%	0			
Total People of Color	19.7%	90			
Women	23.4%	107			
Total		457			

Table 10

Professional Administration					
2013-2014			2003-2004		
	%	#		%	#
White	74.3%	1931	White	76.4%	1192
African-American	15.6%	404	African-American	14.2%	222
Latino	6.1%	158	Latino	6.9%	108
Asian	2.8%	72	Asian	1.9%	30
Other	1.3%	33	Other	0.6%	9
Total People of Color	25.7%	667	Total People of Color	23.6%	369
Women	34.6%	898	Women	38.6%	602
Total		2598	Total		1561
2012-2013			2001-2002		
White	72.4%	1556	White	79.0%	x
African-American	15.7%	338	African-American	13.0%	x
Latino	8.4%	181	Latino	6.0%	x
Asian	2.1%	45	Asian	<2%	x
Other	1.3%	29	Other	<1%	x
Total People of Color	27.6%	593	Total People of Color	<22%	x
Women	35.0%	752	Women	48.0%	x
Total		2149	Total		x
2011-2012			1999-2000		
White	75.5%	858	White	77.0%	x
African-American	13.8%	157	African-American	15.0%	x
Latino	7.0%	80	Latino	6.0%	x
Asian	2.7%	31	Asian	2.0%	x
Other	1.0%	11	Other	0.0%	x
Total People of Color	24.5%	279	Total People of Color	23.0%	x
Women	39.3%	447	Women	52.0%	x
Total		1137	Total		x
2010-2011			1998-1999		
White	72.5%	667	White	83.0%	x
African-American	16.0%	147	African-American	13.0%	x
Latino	8.4%	77	Latino	3.0%	x
Asian	2.4%	22	Asian	1.0%	x
Other	0.8%	7	Other	0.0%	x
Total People of Color	27.5%	253	Total People of Color	17.0%	x
Women	38.6%	355	Women	39.0%	x
Total		920	Total		x
2009-2010			1997-1998		
White	73.6%	871	White	83.0%	x
African-American	15.6%	184	African-American	13.0%	x
Latino	7.5%	89	Latino	3.0%	x
Asian	2.7%	32	Asian	1.0%	x
Other	0.6%	7	Other	0.0%	x
Total People of Color	26.4%	312	Total People of Color	17.0%	x
Women	39.1%	462	Women	39.0%	x
Total		1183	Total		x
2008-2009			1996-1997		
White	71.3%	761	White	83.0%	x
African-American	16.2%	173	African-American	14.0%	x
Latino	9.3%	99	Latino	0.0%	x
Asian	2.7%	29	Asian	0.0%	x
Other	0.5%	5	Other	3.0%	x
Total People of Color	28.7%	306	Total People of Color	17.0%	x
Women	40.0%	427	Women	38.0%	x
Total		1067	Total		x
2007-2008			1995-1996		
White	72.3%	777	White	84.0%	x
African-American	16.0%	172	African-American	13.0%	x
Latino	8.8%	95	Latino	0.0%	x
Asian	2.5%	27	Asian	0.0%	x
Other	0.4%	4	Other	<3%	x
Total People of Color	27.7%	298	Total People of Color	<16%	x
Women	39.9%	429	Women	45.0%	x
Total		1075	Total		x
2006-2007			1994-1995		
White	73.6%	818	White	87.0%	x
African-American	14.9%	165	African-American	10.0%	x
Latino	7.6%	84	Latino	<1%	x
Asian	3.3%	37	Asian	<1%	x
Other	0.6%	7	Other	1.0%	x
Total People of Color	26.4%	293	Total People of Color	<13%	x
Women	41.4%	460	Women	32.0%	x
Total		1111	Total		x
2005-2006			1993-1994		
White	73.8%	672	White	84.0%	x
African-American	14.3%	130	African-American	13.0%	x
Latino	8.3%	76	Latino	2.0%	x
Asian	3.1%	28	Asian	<1%	x
Other	0.5%	5	Other	<1%	x
Total People of Color	26.2%	239	Total People of Color	<17%	x
Women	41.7%	380	Total		x
Total		911	Total		x
2004-2005			1992-1993		
White	77.4%	684	White	86.0%	x
African-American	12.7%	112	African-American	11.0%	x
Latino	6.8%	60	Latino	2.0%	x
Asian	2.8%	25	Asian	1.0%	x
Other	0.3%	3	Other	<1%	x
Total People of Color	22.6%	200	Total People of Color	<15%	x
Women	43.1%	381	Total		x
Total		884	Total		x

Table 11

Physicians					
	%	#		%	#
2013-2014			2003-2004		
White	87.3%	103	White	96.8%	60
African-American	4.2%	5	African-American	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Asian	5.1%	6	Asian	1.6%	1
Other	3.4%	4	Other	1.6%	1
Total People of Color	12.7%	15	Total People of Color	3.2%	2
Women	2.5%	3	Women	0.0%	0
Total		118	Total		62
2012-2013			2001-2002		
White	82.2%	97	White	98.5%	65
African-American	5.1%	6	African-American	0.0%	0
Latino	5.1%	6	Latino	0.0%	0
Asian	5.1%	6	Asian	1.5%	1
Other	2.5%	3	Other	0.0%	0
Total People of Color	17.8%	21	Total People of Color	1.5%	1
Women	1.7%	2	Women	0.0%	0
Total		118	Total		66
2011-2012			1999-2000		
White	82.4%	84	White	96.0%	48
African-American	4.9%	5	African-American	2.0%	1
Latino	2.9%	3	Latino	0.0%	0
Asian	5.9%	6	Asian	2.0%	1
Other	3.9%	4	Other	0.0%	0
Total People of Color	17.6%	18	Total People of Color	4.0%	2
Women	2.9%	3	Women	2.0%	1
Total		102	Total		50
2010-2011			1998-1999		
White	86.6%	58	White	92.9%	65
African-American	1.5%	1	African-American	2.9%	2
Latino	1.5%	1	Latino	1.4%	1
Asian	7.5%	5	Asian	2.9%	2
Other	3.0%	2	Other	0.0%	0
Total People of Color	13.4%	9	Total People of Color	7.1%	5
Women	1.5%	1	Women	1.4%	1
Total		67	Total		70
2009-2010			1997-1998		
White	86.5%	83	White	95.0%	96
African-American	3.1%	3	African-American	2.0%	2
Latino	3.1%	3	Latino	1.0%	1
Asian	2.1%	2	Asian	2.0%	2
Other	5.2%	5	Other	0.0%	0
Total People of Color	13.5%	13	Total People of Color	5.0%	5
Women	1.0%	1	Women	2.0%	2
Total		96	Total		101
2008-2009			1996-1997		
White	87.7%	64	White	91.8%	45
African-American	2.7%	2	African-American	2.0%	1
Latino	2.7%	2	Latino	2.0%	1
Asian	2.7%	2	Asian	0.0%	0
Other	4.1%	3	Other	4.1%	2
Total People of Color	12.3%	9	Total People of Color	8.2%	4
Women	1.4%	1	Women	0.0%	0
Total		73	Total		49
2007-2008			1995-1996		
White	89.4%	59	White	93.8%	45
African-American	3.0%	2	African-American	0.0%	0
Latino	1.5%	1	Latino	0.0%	0
Asian	3.0%	2	Asian	0.0%	0
Other	3.0%	2	Other	6.3%	3
Total People of Color	10.6%	7	Total People of Color	6.3%	3
Women	1.5%	1	Women	0.0%	0
Total		66	Total		48
2006-2007			1994-1995		
White	89.1%	57	White	98.2%	109
African-American	3.1%	2	African-American	0.0%	0
Latino	0.0%	0	Latino	0.9%	1
Asian	6.3%	4	Asian	0.0%	0
Other	1.6%	1	Other	0.9%	1
Total People of Color	10.9%	7	Total People of Color	1.8%	2
Women	1.6%	1	Women	0.9%	1
Total		64	Total		111
2005-2006			1993-1994		
White	89.3%	50	White	95.2%	59
African-American	3.6%	2	African-American	1.6%	1
Latino	1.8%	1	Latino	1.6%	1
Asian	3.6%	2	Asian	0.0%	0
Other	1.8%	1	Other	1.6%	1
Total People of Color	10.7%	6	Total People of Color	4.8%	3
Women	1.8%	1	Women		
Total		56	Total		62
2004-2005			1992-1993		
White	88.9%	56	White	98.5%	66
African-American	3.2%	2	African-American	1.5%	1
Latino	1.6%	1	Latino	0.0%	0
Asian	3.2%	2	Asian	0.0%	0
Other	3.2%	2	Other	0.0%	0
Total People of Color	11.1%	7	Total People of Color	1.5%	1
Women	3.2%	2	Women		
Total		63	Total		67

Table 12

Head Athletic Trainers					
	%	#		%	#
2013-2014			2003-2004		
White	70.0%	21	White	83.3%	25
African-American	23.3%	7	African-American	16.7%	5
Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	16.7%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		30
2012-2013			2001-2002		
White	72.7%	24	White	85.7%	24
African-American	24.2%	8	African-American	10.7%	3
Latino	3.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	3.6%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	27.3%	9	Total People of Color	14.3%	4
Women	0.0%	0	Women	0.0%	0
Total		33	Total		28
2011-2012			1999-2000		
White	67.3%	35	White	86.2%	25
African-American	21.2%	11	African-American	13.8%	4
Latino	5.8%	3	Latino	0.0%	0
Asian	5.8%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	32.7%	17	Total People of Color	13.8%	4
Women	1.9%	1	Women	0.0%	0
Total		52	Total		29
2010-2011			1998-1999		
White	80.0%	36	White	89.7%	26
African-American	15.6%	7	African-American	10.3%	3
Latino	2.2%	1	Latino	0.0%	0
Asian	2.2%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	20.0%	9	Total People of Color	10.3%	3
Women	0.0%	0	Women	0.0%	0
Total		45	Total		29
2009-2010			1997-1998		
White	76.5%	39	White	86.2%	25
African-American	15.7%	8	African-American	13.8%	4
Latino	2.0%	1	Latino	0.0%	0
Asian	5.9%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.5%	12	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		51	Total		29
2008-2009			1996-1997		
White	81.6%	40	White	86.2%	25
African-American	14.3%	7	African-American	13.8%	4
Latino	2.0%	1	Latino	0.0%	0
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	18.4%	9	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		49	Total		29
2007-2008			1995-1996		
White	78.4%	40	White	89.3%	25
African-American	17.6%	9	African-American	10.7%	3
Latino	2.0%	1	Latino	0.0%	0
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	21.6%	11	Total People of Color	10.7%	3
Women	0.0%	0	Women	0.0%	0
Total		51	Total		28
2006-2007			1994-1995		
White	75.5%	37	White	92.6%	25
African-American	20.4%	10	African-American	7.4%	2
Latino	2.0%	1	Latino	0.0%	0
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	24.5%	12	Total People of Color	7.4%	2
Women	0.0%	0	Women	0.0%	0
Total		49	Total		27
2005-2006			1993-1994		
White	76.5%	39	White	92.6%	25
African-American	19.6%	10	African-American	3.7%	1
Latino	2.0%	1	Latino	0.0%	0
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	3.7%	1
Total People of Color	23.5%	12	Total People of Color	7.4%	2
Women	2.0%	1	Total		27
Total		51			
2004-2005			1992-1993		
White	76.9%	40	White	92.6%	25
African-American	21.2%	11	African-American	7.4%	2
Latino	0.0%	0	Latino	0.0%	0
Asian	1.9%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.1%	12	Total People of Color	7.4%	2
Women	0.0%	0	Total		27
Total		52			

Table 13

Radio and TV Announcers							
			%				%
2013-2014				2003-2004			
	White	71.3%			White	75.0%	
	African-American	19.4%			African-American	17.0%	
	Latino	9.4%			Latino	8.0%	
	Asian	0.0%			Asian	0.0%	
	Other	0.0%			Other	<1%	
Total People of Color		28.8%	Total People of Color			<26%	
Women		4.4%	Women			3.0%	
2012-2013				2001-2002			
	White	65.2%			White	77.0%	
	African-American	19.4%			African-American	16.0%	
	Latino	10.4%			Latino	7.0%	
	Asian	0.0%			Asian	0.0%	
	Other	0.0%			Other	0.0%	
Total People of Color		29.9%	Total People of Color			23.0%	
Women		5.0%	Women			3.0%	
2011-2012				1999-2000			
	White	69.0%			White	76.0%	
	African-American	19.0%			African-American	16.0%	
	Latino	11.0%			Latino	8.0%	
	Asian	1.0%			Asian	0.0%	
	Other	0.0%			Other	0.0%	
Total People of Color		31.0%	Total People of Color			24.0%	
Women		4.0%	Women			2.0%	
2010-2011				1998-1999			
	White	72.0%			White	78.0%	
	African-American	17.0%			African-American	18.0%	
	Latino	10.0%			Latino	4.0%	
	Asian	1.0%			Asian	0.0%	
	Other	0.0%			Other	0.0%	
Total People of Color		28.0%	Total People of Color			22.0%	
Women		3.0%	Women			2.0%	
2009-2010				1997-1998			
	White	72.0%			White	77.0%	
	African-American	18.0%			African-American	18.0%	
	Latino	9.0%			Latino	5.0%	
	Asian	1.0%			Asian	0.0%	
	Other	1.0%			Other	0.0%	
Total People of Color		29.0%	Total People of Color			23.0%	
Women		5.0%	Women			0.0%	
2008-2009				1996-1997			
	White	73.0%			White	80.0%	
	African-American	18.0%			African-American	16.0%	
	Latino	9.0%			Latino	3.0%	
	Asian	1.0%			Asian	0.0%	
	Other	0.0%			Other	0.0%	
Total People of Color		28.0%	Total People of Color			19.0%	
Women		8.0%	Women			0.0%	
2007-2008				1995-1996			
	White	73.0%			White	78.0%	
	African-American	18.0%			African-American	18.0%	
	Latino	8.0%			Latino	3.0%	
	Asian	1.0%			Asian	0.0%	
	Other	0.0%			Other	0.0%	
Total People of Color		27.0%	Total People of Color			21.0%	
Women		7.0%	Women			3.0%	
2006-2007				1993-1994			
	White	75.0%			White	81.0%	
	African-American	19.0%			African-American	12.0%	
	Latino	6.0%			Latino	7.0%	
	Asian	0.0%			Asian	0.0%	
	Other	0.0%			Other	0.0%	
Total People of Color		25.0%	Total People of Color			19.0%	
Women		6.0%	Women				
2005-2006				1992-1993			
	White	74.0%			White	81.0%	
	African-American	18.0%			African-American	12.0%	
	Latino	8.0%			Latino	7.0%	
	Asian	0.0%			Asian	0.0%	
	Other	0.0%			Other	0.0%	
Total People of Color		26.0%	Total People of Color			19.0%	
Women		6.0%	Women				
2004-2005							
	White	74.0%					
	African-American	16.0%					
	Latino	10.0%					
	Asian	0.0%					
	Other	0.0%					
Total People of Color		26.0%					
Women		5.0%					

Table 14

NBA Referees		
	%	#
2013-2014		
White	51.6%	32
African-American	46.8%	29
Latino	1.6%	1
Asian	0.0%	0
Other	0.0%	0
Total People of Color	48.4%	30
Women	1.6%	1
Total		62
2012-2013		
White	52.5%	32
African-American	45.9%	28
Latino	1.6%	1
Asian	0.0%	0
Other	0.0%	0
Total People of Color	47.5%	29
Women	1.6%	1
Total		61
2011-2012		
White	54.0%	34
African-American	41.3%	26
Latino	3.2%	2
Asian	0.0%	0
Other	1.6%	1
Total People of Color	46.0%	29
Women	1.6%	1
Total		63
2010-2011		
White	55.0%	33
African-American	41.7%	25
Latino	3.3%	2
Asian	0.0%	0
Other	0.0%	0
Total People of Color	45.0%	27
Women	1.7%	1
Total		60
2009-2010		
White	55.9%	33
African-American	40.7%	24
Latino	3.4%	2
Asian	0.0%	0
Other	0.0%	0
Total People of Color	44.1%	26
Women	1.7%	1
Total		59
2008-2009		
White	55.7%	34
African-American	39.3%	24
Latino	4.9%	3
Asian	0.0%	0
Other	0.0%	0
Total People of Color	44.3%	27
Women	1.6%	1
Total		61
2007-2008		
White	57.6%	34
African-American	37.3%	22
Latino	5.1%	3
Asian	0.0%	0
Other	0.0%	0
Total People of Color	42.4%	25
Women	1.7%	1
Total		59
2006-2007		
White	64.4%	38
African-American	32.2%	19
Latino	3.4%	2
Asian	0.0%	0
Other	0.0%	0
Total People of Color	35.6%	21
Women	1.7%	1
Total		59
2005-2006		
White	62.3%	38
African-American	34.4%	21
Latino	3.3%	2
Asian	0.0%	0
Other	0.0%	0
Total People of Color	37.7%	23
Women	1.6%	1
Total		61

Table 15

APPENDIX II

NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES

The National Basketball Association has a variety of diversity initiatives impacting a number of areas including employee training and development, employee recruitment, vendor diversity and community relations. Below is a summary of various ways the NBA has sought to promote diversity at its league office and through its social responsibility and grassroots initiatives:

Employee Learning & Development

- The NBA conducts live and online diversity and “Respect in the Workplace” training. All league employees will complete live training every two years, with a separate track for managers focusing on manager accountability. The content is focused on one of the NBA’s core values -- respect -- and sessions are conducted in small groups to encourage dialogue on respectful treatment and diversity awareness. All new hires attend this live program as well during their first three 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 new hire orientation.
- In 2008, to support NBA teams’ efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league issued respect in the workplace baseline best practices to all teams. Since then, the NBA has educated teams on an ongoing basis on new best practices based on changes in the law and policy. Teams have used these best practices to refine their policies and procedures.
- Since 2006, the NBA has provided all league and team employees with access to GlobeSmart, a web-based tool that provides information on countries and cultures from around the world. This tool helps users better understand the diverse world in which we work and live. Using the GlobeSmart Assessment Profile, we developed the Cultural Self Awareness workshop in 2008. Available to all employees, this workshop is designed to increase an individual’s awareness on their business styles, resulting in enhanced communication with others. This program has been delivered in NBA offices in the U.S. Europe, and Asia. In addition, in 2012, the NBA partnered with Aperian Global, creators of GlobeSmart, to create and deliver cross-cultural diversity training. The first program in this series, “Working Effectively Across Cultures,” was delivered in NBA China and focused on cultural and diversity challenges in working with Western cultures. A complimentary program is being designed for the NBA U.S. offices, focusing on doing business with China. We view diversity management and inclusion as a business imperative and a key facilitator of success in building the NBA brand globally.
- The NBA’s Employee Resource Teams (ERTs) are designed to welcome and value the ideas and contributions of all of its members. ERTs provide an opportunity to facilitate connections between employees with shared interests or backgrounds committed to furthering the NBA’s Mission and Values, supporting the Strategic Priorities of the NBA’s league office, and providing networking and professional development opportunities. The NBA currently has two Employee Resource Teams that have been in existence since 2011: NBA Women’s Network and Conexión éne-bé-a. The NBA

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Women's Network has over 150 global members and aims to create a community for women at the league that fosters dialogue and promotes professional growth through empowerment, networking, and leveraging of talents and expertise to drive the NBA's global growth. Conexión éne-bé-a has over 35 members and aims to promote the development of Latino/Hispanic cultural awareness within the NBA while contributing to the league's successes, diversity, and business objectives through career development, education, and community involvement.

Recruiting

- The NBA has continued to embrace a multi-faceted approach in maintaining a globally diverse workforce. Year after year, the organization has attained a high level of success in staffing a workforce that is balanced in terms of gender, and broad in terms of ethnic classification. The NBA maintains a globally diverse applicant pool in its hiring process and encourages all NBA teams to do the same. This is accomplished by the use of targeted conferences, social networking sites, and on-line job postings with a variety of diverse organizations.
- As part of our league-wide efforts to support military members and their families, we continue to highlight nba.com career opportunities on our NBA Cares Hoops for Troops website to promote job opportunities to veterans and reservists. The NBA also participated in the third Annual Veterans On Wall Street Conference in November 2013 and connected with the "Hiring Our Heroes" program to share job postings for NBA All-Star 2014.
- In staffing its Associate and Intern Programs, the NBA uses a number of sources as a feeder pool for diverse candidates – the 2014 Associate class is 63% diverse and 50% female, and the 2014 Intern class is 37% diverse and 42% female. 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 conducted on-campus recruiting visits at some of those schools, including Howard University, Spelman College, Morehouse College and Florida A&M University. In addition, the NBA participated in programs with The Black Student Association and Women in Business at Harvard University. The NBA also participates in a variety of events and career fairs that target a diverse set of candidates through organizations including the Thurgood Marshall College Fund and Leadership Institute, Management Leadership for Tomorrow (MLT), The International Radio and Television Society Foundation (IRTS) and the National Black MBA Association.

Vendor Diversity

- 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 maintains the following vendor diversity and inclusion sourcing initiatives for Women/Minority Business Enterprises in connection with the NBA's annual All-Star event: (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 a diversity and inclusion vendor fair in the host city; and (iii) compiling and publishing a comprehensive vendor resource guide that serves as the central resource

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for the NBA, its sponsors and contractors in identifying prospective vendors. Based on the alliances that have been built in the All-Star host cities, we continue to provide opportunities to those businesses when we host other events in their cities. The NBA also continues to work with event and staffing agencies to engage with Women/Minority Business Enterprises in connection with the NBA's touring events such as the NBA Nation Tour.

NBA and WNBA Cares Initiatives

- NBA and WNBA Cares are the leagues' 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 **education, youth and family development, health and wellness, protecting the environment** and **supporting our military members and their families**.

Education

- Through NBA & 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 **Reading and Learning 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 provide them with a stimulating and safe place to learn.
- The NBA partnered with the U.S. Department of Education on the national Public Service Announcement for its **TEACH campaign**. Los Angeles Clippers All-Star Chris Paul filmed a PSA, where he talked about his 10th grade biology teacher. The TEACH campaign seeks to raise awareness of teaching as a valuable profession and to increase the number, quality, and diversity of educators by providing aspiring teachers with the tools they need to launch their careers.
- BBVA Compass and NBA Cares are partnering for the fourth year and will be educating more than **25,000 students in 19 markets and 6 states** on the importance of **financial literacy**. BBVA and NBA Cares continue to partner with EverFi, an award winning financial education learning platform designed to teach K-12 students the concepts and skills to manage their personal finances. At the conclusion of the 2014 school year, NBA Cares and BBVA Compass will have 400 schools active on the EverFi Financial Literacy platform.

Youth and Family Development

- Through NBA Cares, in partnership with various organizations such as KaBOOM!, Rebuilding Together, and the Boys and Girls Clubs of America, the league and its teams and players have **built more than 860 places in 25 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.

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Health & Wellness

- **NBA/WNBA FIT** is the leagues comprehensive health and wellness platform promoting healthy, active lifestyles for children, adults and families. These initiatives encourage physical activity and healthy living through products, events and programs reaching more than 1,200 organizations and 2.5 million children and families. 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.”**
- During **NBA/WNBA FIT Live Healthy Week**, the NBA family – led by the NBA/WNBA FIT Team – joins community members and partners to highlight the importance of healthy living and encourage fans to pledge NBA/WNBA FIT. All 30 NBA teams and their players joined community members and partners to highlight the importance of living an active, healthy lifestyle through grassroots programs and events, special on-court apparel, in-arena health screenings, and online programming.
- NBA/WNBA FIT launched **NBA FIT Food** in partnership with Wal-Mart in January 2014. NBA FIT branded oranges were sold in more than **3,600 Wal-Mart stores** nationwide. Additionally, the NBA hosted NBA FIT clinics at various Wal-Mart stores.
- 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 player Chris Paul and a commitment to connect 50,000 children across the country with free summer meals in 2012. As part of State Farm All-Star Saturday Night 2013, the NBA in partnership with State Farm donated \$175,000 to Share Our Strength’s No Kid Hungry Campaign and provided more than 170,000 healthy meals to the Houston community in partnership with the Houston Food Bank, a Share Our Strength affiliate. During NBA All-Star 2014 in New Orleans, the NBA partnered with Share our Strength and Let’s Move Active Schools to host a healthy breakfast program and fitness clinic at a local elementary school.
- Through NBA/WNBA FIT, the NBA and WNBA continue to partner with the **First Lady’s Let’s Move! Active Schools campaign**, the Presidential Council on Fitness, Sports & Nutrition and the Partnership for a Healthier America. The effort tipped off in 2011 with the debut of the NBA FIT/Let’s Move! public service announcement featuring First Lady Michelle Obama and continues to support the annual White House Easter Egg Roll. In 2014, the NBA launched a promotional program to support Let’s Move Active Schools encouraging schools across the country to register their school. Additionally, NBA players and legends Chris Paul, Grant Hill, Alonzo Mourning and Jason Collins serve on the President’s Council on Fitness, Sports and Nutrition.
- 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 \$40 million to distribute more than 7 million life-saving bed nets. In July, NBA player Stephen Curry traveled to Tanzania to support the Nothing But Nets campaign in its global fight against malaria.

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- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including partnerships with Greater Than AIDS, GBCHealth, Elizabeth Glaser Pediatric AIDS and UNICEF, 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 encourage 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 **\$3.5 million** to aid in the **fight against breast cancer**.

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.
- During Veterans Day weekend, the NBA family joins military communities to highlight the importance of honoring and supporting active and retired service men, women and their families. Teams, players and legends host events around the country and all players wear special Hoops for Troops shooting shirts throughout the weekend.

Environment

- Through NBA Green, the NBA has partnered with the **Natural Resources Defense Council and the Green Sports Alliance** to generate awareness and funds for protecting the environment. The NBA is the only professional sports league to dedicate an entire week to educating fans about responsible environmental stewardship.
- During NBA Green Week presented by Sprint, the league, its teams and players take part in a variety of “greening” programs and events, including recycling programs, community service projects and sustainability education programs.

Grassroots Programs

- **Basketball without Borders** (BWB) is the NBA and FIBA’s global basketball development and community outreach program that unites young basketball players to promote the sport and encourage positive social change in the areas of education and health. Since its inaugural year in 2001, **37 BWB camps** have taken place **in 20 cities and 18 countries on five continents**. To promote

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friendship and diversity, participating campers are divided into teams without regard to race or nationality. As part of BWB, the NBA has created **61** places to live, learn or play.

- In partnership with the **U.S. Department of State's Bureau of Educational and Cultural Affairs' Sports United Program as well as the Empowering Women and Girls Through Sport Initiative**, more than 72 current and former NBA and WNBA players and coaches have traveled to 44 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 United States.
- 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 (called Vilas Olimpicas) to 140,000 children and youth.
- The NBA in partnership with the **USAID** has developed **Live, Learn and Play: Sustainable, Scalable Basketball for Youth Development (LLP)**, a four-year public-private partnership to foster youth development in Africa through sustainable basketball and life skills development. LLP programs will use sport to transcend social, economic and political barriers bringing youth together and encouraging healthy lifestyles and community development. The pilot program will tip off in May 2014 in Senegal.
- The NBA in partnership with ExxonMobil and Africare launched **Power Forward** in Abuja, Nigeria, a program which has reached more than 300 kids with weekly programming. This youth development program leverages the power of basketball and the NBA to teach life skills and public health awareness.
- The NBA in partnership with Multi Screen Media and Magic Bus have developed a comprehensive **NBA Cares program in India** including a jointly developed basketball curriculum for boys and girls ages 7-13 to help promote life skills in the areas of gender equality, education, health, social and emotional learning as well as the right to play. Launched in 2013, the weekly basketball program has reached more than 250,000 youth through the Magic Bus network and featured 12 basketball clinics in Mumbai, Pune, Delhi, Bangalore, Hyderabad, Ranchi, Jaipur and Chennai.
- Together with the **Reliance Foundation**, the NBA launched the **Jr. NBA** in Mumbai and Kerala (India) for youth ages 8-16. In 2013, the program reached more than **142,000 youth and 260 coaches in 228 partner schools**. Schools in the program ranged from elite schools with sophisticated basketball infrastructure to small government run schools with no basketball infrastructure helping the program illustrate the importance of team sport in youth development. In 2015, the program plans to expand to 6 cities reaching an estimated 420,000 youth in 525 schools.

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NBA Cares and Other Community Programs

- Since October 2005, through NBA Cares, the league, players and teams have raised and contributed more than **\$230 million** for charity and donated **2.8 million hours** of hands-on service to communities worldwide.
- As part of rebuilding efforts following the earthquakes, which struck the Sichuan Province, China in 2008 and 2013, the NBA has refurbished **13 basketball courts**, committed to building **3 Project Hope Schools** and provided portable classrooms and financial assistance to affected families in partnership with the China Youth Development Foundation. Additionally, the NBA has supported the Yao Foundation Hope Primary School Basketball Season for the second consecutive year, which has been hosted in approximately **80 Hope Schools across** China and provided more than **40,000 underprivileged students** with basketball programming and life skills in the areas of teamwork, sportsmanship and health and wellness.
- In May 2012, **The Gay, Lesbian & Straight Education Network (GLSEN)** presented the NBA with the **“Commitment to Diversity and Inclusion Award”** at the 9th Annual Respect Awards for a joint PSA featuring Phoenix Suns players Grant Hill and Jared Dudley that addresses the use of anti-gay language among teens. The PSA launched during the 2011 NBA Conference Finals and is an extension of the award-winning “Think B4 You Speak” campaign and GLSEN's "Changing the Game" initiative.
- The NBA has worked closely with **GLAAD** to ensure a safe environment is created for all fans, employees and players, and together 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.
- Denver Nugget 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.
- The NBA celebrates the life and legacy of **Dr. Martin Luther King, Jr.** through a variety of programs and activities. In addition to focusing attention on the life and legacy of Martin Luther King, Jr. and the leaders of the civil rights and human rights movements, the NBA's grassroots events, fundraising and leadership supported the building of the **MLK, Jr. Memorial**.
- The NBA was instrumental in the forming of the **Thurgood Marshall Scholarship Fund** (now Thurgood Marshall College Fund - TCMF) in 1987 and has provided steady leadership to the organization since its inception. NBA Commissioner Emeritus David Stern serves on the TCMF Board and the NBA, TCMF and NBA players collaborate on a number of events and public awareness campaigns. NBA spokesmen for TCMF, Ray Allen and Shane Battier, have appeared in PSAs for the Fund and provide on-going support for the Fund's activities.

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- The **Jr. NBA/Jr. WNBA program** supports youth basketball through programs and events outside the United States and Canada. All Jr. NBA/Jr. WNBA initiatives are designed to teach basketball fundamentals, promote sportsmanship and encourage healthy lifestyle choices.