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The 2012 Women's National Basketball Association Racial and Gender Report Card

by Richard Lapchick
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EXECUTIVE SUMMARY

Orlando, FL...September 5th, 2012 – The WNBA received a combined grade of **A+** for race and gender after earning an **A+** for race and an **A+** for gender in the 2012 WNBA Racial and Gender Report Card. This was after receiving a combined **A** in 2011 Report Card. The 95.7 points accumulated for the combined grade was the highest in the history of the Racial and Gender Report Cards.

In the 2001, 2004, 2005, 2006-07, 2008, 2009, 2010, 2011, and now 2012 Racial and Gender Report Cards, the WNBA has received at least **A**'s for their race, gender and combined grades. The WNBA has regularly been the industry leader for all professional sport when it comes to diversity.

In 2012, the WNBA received at least an **A** for gender in all categories except for general managers and vice presidents. The percentage of women employed as team senior and professional administrators at the team level increased by 19 percent and four percent, respectively.

The WNBA received at least an **A** for race in all categories except for senior administration where it received an **A-** and vice presidents where it received a **B**. The percentage of people of color increased in many positions within the league. Players, owners, assistant coaches, general managers, vice presidents, and professional administrators all increased. In team professional administration positions, people of color almost doubled increasing from 14 percent in 2011 to 27 percent in 2012.

Richard Lapchick, the director of TIDES and primary author of the report, said, "The standard for racial and gender diversity amongst all professional leagues is led by the WNBA. They have continually set the bar high in racial and gender equality, and they should be used as an example for other leagues to follow. Receiving the highest combined grade in the history of the Racial and Gender Report Cards speaks volumes."

However, not all data was positive for 2012 season with a decrease in the number of women working as general managers (from eight in 2011 to four in 2012) and in the number of head coaches of color (from 42 percent in 2011 to 33 percent in 2012).

Laurel J. Richie, the first woman of color to become president of a professional sports league, continued the WNBA's proud tradition as professional sports' most diverse organization.

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

Using data from the 2012 season, The Institute conducted an analysis of the racial breakdown of the players. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, senior administration, professional administration, physicians and head trainers. Tables for the report are included in Appendix I. The Institute for Diversity and Ethics in Sport (TIDES) located at the University of Central Florida publishes the **Racial and Gender Report Card** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions. The WNBA Racial and Gender Report Card is the third report issued thus far in 2012 after the releases of the reports on Major League Baseball and the National Basketball Association.

REPORT HIGHLIGHTS

- Laurel J. Richie became the president of the WNBA in 2011. She is the first female of color to become president of a professional sports league. Donna Orender stepped down after six successful seasons as president to launch Orender Unlimited.
- The percentage of African-Americans holding professional level staff positions in the WNBA League Office remained the same in 2012 while the percentage of women decreased slightly. African-Americans occupied 29 percent of the positions in 2012 while whites held 71 percent. Women filled 71 percent of the WNBA professional staff positions in 2012, which was a five percentage decrease from 2011. Like in 2010 and 2011, there were no Latinos or Asians holding professional level staff positions in the WNBA League Office.
- The percentage of African-American players increased from 69 percent to 74 percent in 2012 while white players decreased five percentage points from 21 percent to 16 percent. This was the highest percentage of African-American players since the RGRC first covered the WNBA in the 1999 season. Nine percent of the players were international.
- Ten women and seven people of color had some ownership positions on a WNBA franchise in 2012. That was an increase from four positions for women and four for people of color in 2011. Most were limited partners. An African-American owned investment company (The Williams Group) holds a majority ownership interest in the Sparks. There continued to be no individual people of color who were majority owners during the 2012 season.
- For the 2012 season, there were four African-American head coaches (33 percent), a decrease from the five (42 percent) in 2011. The number of female head coaches decreased from six in 2011 to five in 2012.

- At 64 percent, women held the highest percentage of assistant coaching positions in the history of the WNBA. The percentage of African-American assistant coaches increased from 36 percent to 40 percent in 2012, while the percentage of white assistant coaches decreased from 63 percent to 60 percent.
- In the 2012 season, the number of women general managers decreased to four from eight in 2011. African-American general managers increased from four in 2011 to five in 2012.
- In the 2012 season, people of color who held team vice president positions increased by six percentage points going from six to 12 percent. African-Americans increased by five percentage points and Latinos increased by one percentage point. Women continued to hold 25 percent of the team vice president positions.
- The percentage of women who were senior team administrators in the WNBA increased from 33 to 52 percent in 2012 which was a 19 percentage point increase.
- People of color increased from 14 to 27 percent of team professional administrative positions in the 2012 season. African-Americans increased from 10 percent to 20 percent while the number of white and Latino professional administrators decreased from 86 percent to 72 percent, and from four percent to three percent, respectively. The percentage of women increased from 40 percent to 44 percent.

OVERALL GRADES

The WNBA received an **A+** for race with 96.4 points, up from 94.7 in 2011 while receiving an **A+** for gender with 94.9 points, up from 92.3 points in 2011. The WNBA received a combined grade for race and gender of **A+** with 95.7 points, up from 93.5 points in 2011. This was the highest combined grade in the history of the Racial and Gender Report cards.

The WNBA received an **A+** for race and gender in the WNBA League Office and for assistant coaches.

It received an **A+** for race for players, head coaches and general managers. It received an **A+** for gender in team senior administration.

It received an **A** for race and gender in team professional administration and an **A-** for race in team senior administration.

The only grades below an **A** were a **B** for gender in general managers, a **B** for race and a **D+** for gender in team vice-presidents.

As it has had before, the WNBA once again had the highest number of **A**'s as well as the lowest number of grades below an **A** in all categories compared to the other professional leagues in the history of the Racial and Gender Report Card.

GRADES BY CATEGORY

Players

In the 2012 WNBA season, 16 percent of the players were white and 74 percent were African-American. There were no Asian or Latina players. African-American players increased by five percentage points while white players decreased by five percentage points. There were no Latinos or Asian players in 2012. Nine percent of the players were international, which was an increase from six percent in the 2011 season.

WNBA Grade for Players:

Race: A+

See Table 1.

WNBA League Office

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

are performed on a “shared” basis by personnel who perform the same functions for the NBA.

Laurel J. Richie became the president of the WNBA in 2011. She is the first female of color to become president of a professional sports league. Donna Orender stepped down after six successful seasons as president to launch Orender Unlimited.

The percentage of African-Americans holding professional level staff positions in the WNBA League Office remained the same in 2012 while the percentage of women decreased slightly. African-Americans occupied 29 percent of the positions in 2012 while whites held 71 percent. Women filled 71 percent of the WNBA professional staff positions in 2012, which was a five percentage decrease from 2011. Since 2010 there have been no Latinos or Asians holding professional level staff positions in the WNBA League Office.

Grade for WNBA League Office:

Race: A+

Gender: A+

See Table 2.

WNBA Team Operations and Management

The Tulsa Shock, Connecticut Sun and Seattle Storm are the only current teams that do not share the market with an NBA team. At this time the Minnesota Lynx, Washington Mystics, New York Liberty, Phoenix Mercury, Indiana Fever and San Antonio Silver Stars are the current teams owned and operated by NBA teams. The NBA team front offices in those cities are responsible for many of the day-to-day operations of the WNBA teams. Each WNBA team employs dedicated coaches, trainers and public relations representatives and, like the League Office, “shares” most of its common non-player personnel with the NBA team operator.

Owners

The methodology for collecting data for team ownership changed for this report. Vice chairmen and minority owners listed by the team are now included in this category.

There were seven people of color in ownership positions during the 2012 season:

- Lisa Leslie, Los Angeles Sparks
- Paula Williams Madison, Los Angeles Sparks
- Jahm Najafi, Phoenix Mercury
- Sam Combs, Tulsa Shock
- Rita Combs, Tulsa Shock
- Shelia C. Johnson, Washington Mystics
- Raul Fernandez, Washington Mystics

Ten women held ownership positions during the 2012 season:

- Mary Brock, Atlanta Dream
- Kelly Loeffler, Atlanta Dream

- Margaret Stender, Chicago Sky
- Paula Williams Madison, Los Angeles Sparks.
- Lisa Leslie, Los Angeles Sparks
- Lisa Brummel, Seattle Storm
- Ginny Gilder, Seattle Storm
- Dawn Trudeau, Seattle Storm
- Rita Combs, Tulsa Shock
- Sheila C. Johnson, Washington Mystics

Paula Williams Madison (The Williams Group) is an African-American owned investment company and holds a majority ownership interest in the Sparks.

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

The Connecticut Sun is owned by Mohegan Sun.

See Table 3.

Head Coaches

For the 2012 season, there were four African-American head coaches, a decrease from five (42 percent to 33 percent). The four African-American head coaches in the 2012 season were:

- Fred Williams, Atlanta Dream
- Pokey Chatman, Chicago Sky
- Corey Gaines, Phoenix Mercury
- Trudi Lacey, Washington Mystics

The league decreased from six to five female head coaches in the 2012 season (down from 50 to 42 percent). The five female head coaches in the 2012 season were:

- Cheryl Reeve, Minnesota Lynx
- Carol Ross, Los Angeles Sparks
- Lin Dunn, Indiana Fever
- Trudi Lacey, Washington Mystics
- Pokey Chatman, Chicago Sky

On August, 28th 2012 the Atlanta Dream named Fred Williams as its new head coach and general manager replacing Marynell Meadors.

WNBA Grade for Head Coaches:

Race: A+

Gender: A

See Table 4.

Assistant Coaches

In 2012, there was a four percentage point increase for African-American assistant coaches from 36 percent to 40 percent. For the eighth consecutive year there were no Latino or Asian assistant coaches. The percentage of white assistant coaches decreased three percentage points from 63 percent to 60 percent. The percentage of women as assistant coaches increased one percentage point from 63 percent to 64 percent. At 64 percent, women held the highest percentage of assistant coaching positions in the history of the WNBA.

WNBA Grade for Assistant Coaches:

Race: A+

Gender: A+

See Table 5.

Top Management

CEOs/Presidents

The number of women in a top management role stayed the same between 2011 and 2012 with two women at the start of the 2012 season. They were:

- Amber Cox, President, Phoenix Mercury
- Karen Bryant, CEO, Seattle Storm

There were no African-Americans in this role. In 2011 there was one African-American.

See Table 6.

General Manager/Director of Player Personnel

The number of African-Americans who were general managers in 2012 increased to five, representing 42 percent. The African-American general managers were:

- Fred Williams, general manager and head coach, Atlanta Dream
- Pokey Chatman, general manager and head coach, Chicago Sky
- Penny Toler, general manager, Los Angeles Sparks
- Corey Gaines, general manager and head coach, Phoenix Mercury
- Trudi Lacey, general manager and head coach, Washington Mystics

There were four women who were general managers in the WNBA in 2012, a decrease from eight in 2011. Women accounted for 33 percent of the individuals in this position, down from 67 percent in 2011. The four women were:

- Pokey Chatman, general manager and head coach, Chicago Sky
- Kelly Krauskopf, chief operating officer and general manager, Indiana Fever
- Penny Toler, general manager, Los Angeles Sparks
- Trudi Lacy, general manager and head coach, Washington Mystics

WNBA Grade for General Manager/Director of Player Personnel:**Race: A+****Gender: B**

See Table 7.

Team Vice Presidents

There were 13 women (25 percent) as team vice presidents, increasing from nine in 2011. The female vice presidents were:

- Michelle Henstock, vice president, Operations, Chicago Sky
- Melissa Rentz, vice president, Marketing, Washington Mystics
- Penny Toler, vice president, Los Angeles Sparks
- Diana Imhoff, vice president, Los Angeles Sparks
- Jamie Berns, vice president, Entertainment, Indiana Fever
- Julie Graue, vice president, Business Operations, Indiana Fever
- Donna Wilkinson, vice president, Human Resources, Indiana Fever
- Susan Schroeder, senior vice president, Account Planning, New York Liberty
- Kristen Bernert, vice president, Marketing and Operations, New York Liberty
- Shannon Burley, vice president, Marketing, Seattle Storm
- Lorie Warren, senior vice president, Finance and Corporate, San Antonio Stars
- Lynn Agnello, senior vice president, Marketing Partnerships, Phoenix Mercury
- Ann Myers Drysdale, vice president, Phoenix Mercury

There were six team vice presidents of color (12 percent) in the 2012 season, which was an increase from two in the 2011 season. The six people of color were:

- Penny Toler, vice president, Los Angeles Sparks
- Julie Graue, vice president, Business Operations, Indiana Fever
- Jamie Berns, vice president, Entertainment, Indiana Fever
- Quinn Buckner, vice president, Communications, Indiana Fever
- Leo Gomez, vice president, Public & Government Affairs, San Antonio Silver Stars
- Kevin Christie, senior vice president, Business Development, New York Liberty

WNBA Grade for Team Vice Presidents:**Race: B****Gender: D+**

See Table 8.

Senior Administration

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

For the 2012 season, the WNBA dropped below its all time high of 28 percent of team senior administrators who were people of color in 2011 to 21 percent in 2012. African-Americans increased by 12 percentage points to 19 percent while Latinos and Asians decreased from 18 percentage points to zero percent and from three to zero percent, respectively. Whites increased from 72 percent to 79 percent of the senior team administrative positions.

The percentage of women who were senior team administrators in the WNBA increased from 33 to 52 percent in 2012 which was a 19 percentage point increase.

WNBA Grade for Senior Administration:

Race: A-

Gender: A+

See Table 9.

Professional Administration

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

In team professional administrative positions in the 2012 season, whites had a 14 percentage point decrease from 86 percent to 72 percent. People of color increased from 14 to 27 percent.

African-Americans increased by 10 percentage points to 20 percent. Latinos decreased from four percent in 2011 to three percent in 2012, while there was an increase in Asians from zero percent to four percent at this level.

The percentage of women holding team professional administrative positions increased from 40 percent to 44 percent.

WNBA Grade for Professional Administration:

Race: A

Gender: A

See Table 10.

Physicians

In 2012, the percentage of white physicians increased from 88 percent to 100 percent. There were no physicians of color in 2012. The number of women physicians increased from one to three in 2012 (from 12 to 27 percent).

See Table 11.

Head Trainers

The percentage of white trainers increased from 67 percent to 75 percent in 2012 while the percentage of African-Americans decreased from 33 percent to 19 percent. There have been no Latino or Asian head trainers since 2007. The percentage of women increased 13 percentage points from 50 percent in 2011 to 63 percent in 2012.

See Table 12.

WNBA Diversity Initiatives

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

WNBA Grade for Diversity Initiatives: A+

HOW GRADES WERE CALCULATED

As in previous reports, the 2012 Racial and Gender Report Card data demonstrates the inequity in the amount of people of color working in the front office of WNBA franchises and the WNBA League Office as compared to the number of people of color competing in the WNBA. 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

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

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

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

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

The report covers the 2012 season for the Women's National Basketball Association. Grades were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 20th 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 eight time the Report Card is being issued sport-by-sport; the 2012 report for MLB and the NBA 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 NFL, 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, Michelle Milkovich, Staci O'Keefe and Sean Smith contributed greatly to the completion of the 2012 WNBA Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports

industry while also emphasizing diversity, community service and social issues in sport. It offers a dual-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.

APPENDIX I

Players					
	%	#		%	#
2012			2006		
White	16%	22	White	36%	75
African-American	74%	100	African-American	63%	133
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0	1
Other	1%	1	Other	1%	2
International	9%	12	International	17%	36
2011			2005		
White	21%	31	White	34%	64
African-American	69%	101	African-American	63%	100
Latino	3%	4	Latino	1%	3
Asian	0%	0	Asian	0	0
Other	>1%	1	Other	1%	4
International	6%	9	International	19%	39
2010			2004		
White	16%	26	White	33%	66
African-American	69%	112	African-American	66%	134
Latino	1%	1	Latino	1%	2
Asian	0%	0	Asian	0	0
Other	1%	1	Other	0%	0
International	14%	23	International	16%	33
2009			2002		
White	20%	38	White	35%	x
African-American	67%	126	African-American	61%	x
Latino	0%	0	Latino	<3	x
Asian	0%	0	Asian	<1	x
Other	1%	1	Other	<1	x
International	12%	23	2001		
2008			White	34%	x
White	21%	44	African-American	63%	x
African-American	65%	139	Latino	3%	x
Latino	0%	0	Other	x	x
Asian	0	0	2000		
Other	0%	0	White	33%	x
International	14%	31	African-American	65%	x
2007			Latino	2	x
White	35%	66	Other	0%	x
African-American	63%	117	1999		
Latino	0%	0	White	32%	x
Asian	1	1	African-American	64%	x
Other	2%	3	Latino	2%	x
International	14%	27	Other	0%	x

x=Data not recorded

TABLE 1

League Office: Professional Employees					
	%	#		%	#
2012			2006		
White	71%	15	White	66%	29
African-American	29%	6	African-American	20.5%	9
Latino	0%	0	Latino	2.2%	1
Asian	0%	0	Asian	11.3%	5
Other	0%	0	Other	0	0
Women	71%	15	Women	75%	33
Total	x	21	Total	x	44
2011			2005		
White	71%	15	White	65%	15
African-American	29%	6	African-American	26%	6
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	9%	2
Other	0%	0	Other	0	0
Women	76%	16	Women	70%	16
Total	x	21	Total	x	23
2010			2004		
White	76%	22	White	60%	6
African-American	24%	7	African-American	40%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0	0	Other	0%	0
Women	69%	20	Women	90%	9
Total	x	29	Total	x	10
2009			2003		
White	67%	22	Data Not Recorded		
African-American	27%	9	2002		
Latino	3%	1	White	55%	12
Asian	3%	1	African-American	36%	8
Other	0	0	Latino	9%	2
Women	100%	33	Asian	0%	0
Total	x	33	Other	0	0
2008			Women	95%	21
White	67%	22	Total	x	22
African-American	27%	9	2001		
Latino	3%	1	Data Not Recorded		
Asian	3%	1	2000		
Other	0	0	White	55%	11
Women	x	x	African-American	35%	7
Total	x	33	Latino	5%	1
2007			Asian	0%	0
White	64%	27	Other	5%	1
African-American	21%	9	Women	85%	17
Latino	2%	1	Total	x	20
Asian	12%	5	1999		
Other	0	0	Data Not Recorded		
Women	74%	31	1998		
Total	x	42	White	69%	9
			African-American	23%	3
			Latino	0	0
			Asian	8%	1
			Other	0	0
			Women	69%	9
			Total	x	13

TABLE 2

Majority Owners								
			%	#				
2012					2007			
	White		72%	18		White	100%	20
	African-American		20%	5		African-American	0%	0
	Latino		4%	1		Latino	0%	0
	Asian		0%	0		Asian	0%	0
	Other		4%	1		Other	0%	0
	Women		40%	10		Women	20%	4
2011					2006			
	White		100%	13		White	95%	18
	African-American		0%	0		African-American	5%	1
	Latino		0%	0		Latino	0%	0
	Asian		0%	0		Asian	0%	0
	Other		0%	0		Other	0%	0
	Women		31%	4		Women	11%	2
2010					2005			
	White		100%	12		White	92%	21
	African-American		0%	0		African-American	8%	2
	Latino		0%	0		Latino	0%	0
	Asian		0%	0		Asian	0%	0
	Other		0%	0		Other	0%	0
	Women		25%	3		Women	16%	4
2009					2004			
	White		100%	18		White	94%	16
	African-American		0%	0		African-American	6%	1
	Latino		0%	0		Latino	0%	0
	Asian		0%	0		Asian	0%	0
	Other		0%	0		Other	0%	0
	Women		22%	4		Women	18%	3
2008					2001-2003			
	White		100%	20	Data Not Recorded			
	African-American		0%	0				
	Latino		0%	0				
	Asian		0%	0				
	Other		0%	0				
	Women		20%	4				

x= Data not recorded

TABLE 3

Head Coaches								
			%	#				
2012					2005			
	White		67%	8		White	85%	11
	African-American		33%	4		African-American	15%	2
	Latino		0%	0		Asian	0%	0
	Asian		0%	0		Latino	0%	0
	Other		0%	0		Other	0%	0
	Women		42%	5		Women	38%	5
2011					2004			
	White		58%	7		White	69%	9
	African-American		42%	5		African-American	31%	4
	Asian		0%	0		Asian	0%	0
	Latino		0%	0		Latino	0%	0
	Other		0%	0		Other	0%	0
	Women		50%	6		Women	38%	5
2010					2003			
	White		67%	8	Data Not Recorded			
	African-American		33%	4	2002			
	Asian		0%	0		White	82%	14
	Latino		0%	0		African-American	18%	3
	Other		0%	0		Asian	0%	0
	Women		58%	7		Latino	0%	0
2009						Other	0%	0
	White		77%	10		Women	41%	7
	African-American		23%	3	2001			
	Asian		0%	0		White	75%	12
	Latino		0%	0		African-American	25%	4
	Other		0%	0		Asian	0%	0
	Women		38%	5		Latino	0%	0
2008						Other	0%	0
	White		64%	9		Women	44%	7
	African-American		36%	5	2000			
	Asian		0%	0		White	69%	11
	Latino		0%	0		African-American	31%	5
	Other		0%	0		Asian	0%	0
	Women		36%	5		Latino	0%	0
2007						Other	0%	0
	White		77%	10		Women	44%	7
	African-American		23%	3	1999			
	Asian		0%	0		White	75%	9
	Latino		0%	0		African-American	25%	3
	Other		0%	0		Asian	0%	0
	Women		31%	4		Latino	0%	0
2006						Other	0%	0
	White		86%	12		Women	50%	6
	African-American		14%	2	1998			
	Asian		0%	0		White	60%	3
	Latino		0%	0		African-American	4000%	4
	Other		0%	0		Asian	0%	0
	Women		21%	3		Latino	0%	0
						Other	0%	0
						Women	70%	7

TABLE 4

Assistant Coaches					
2012			2005		
	%	#		%	#
White	60%	15	White	65%	17
African-American	40%	10	African-American	35%	9
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	64%	16	Women	65%	17
2011			2004		
White	63%	12	White	55%	18
African-American	36%	7	African-American	45%	15
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	63%	12	Women	58%	19
2010			2003		
White	56%	9	Data Not Recorded		
African-American	44%	7	2002		
Latino	0%	0	White	68%	27
Asian	0%	0	African-American	33%	13
Other	0%	0	Latino	0%	0
Women	56%	9	Asian	0%	0
2009			Other	0%	0
White	59%	16	Women	55%	19
African-American	41%	11	2001		
Latino	0%	0	Data Not Recorded		
Asian	0%	0	2000		
Other	0%	0	White	75%	27
Women	59%	16	African-American	22%	13
2008			Latino	3%	0
White	58%	18	Asian	0%	0
African-American	42%	13	Other	0%	0
Latino	0%	0	Women	61%	22
Asian	0%	0	1999		
Other	0%	0	White	74%	17
Women	55%	17	African-American	22%	5
2007			Latino	0%	0
White	61%	19	Asian	4%	1
African-American	39%	12	Other	0%	0
Latino	0%	0	Women	52%	12
Asian	0%	0	1998		
Other	0%	0	White	63%	2
Women	52%	16	African-American	31%	5
2006			Latino	0%	0
White	59%	16	Asian	6%	1
African-American	41%	11	Other	0%	0
Latino	0%	0	Women	50%	8
Asian	0%	0			
Other	0%	0			
Women	56%	15			

TABLE 5

CEO/President								
			%	#				
2012					2007			
	White		100%	15		White	87%	13
	African-American		0%	0		African-American	13%	2
	Latino		0%	0		Latino	0%	0
	Asian		0%	0		Asian	0%	0
	Other		0%	0		Other	0%	0
	Women		13%	2		Women	27%	4
2011					2006			
	White		96%	21		White	89.00%	16
	African-American		4%	1		African-American	11.00%	2
	Latino		0%	0		Latino	0%	0
	Asian		0%	0		Asian	0%	0
	Other		0%	0		Other	0%	0
	Women		9%	2		Women	22%	4
2010					2005			
	White		93%	14		White	90%	14
	African-American		7%	1		African-American	10%	2
	Latino		0%	0		Latino	0%	0
	Asian		0%	0		Asian	0%	0
	Other		0%	0		Other	0%	0
	Women		40%	6		Women	10%	2
2009					2004			
	White		94%	15		White	85%	11
	African-American		6%	1		African-American	15%	2
	Latino		0%	0		Latino	0%	0
	Asian		0%	0		Asian	0%	0
	Other		0%	0		Other	0%	0
	Women		38%	6		Women	8%	1
2008								
	White		67%	13				
	African-American		13%	2				
	Latino		0%	0				
	Asian		0%	0				
	Other		0%	0				
	Women		33%	5				

x= Data not recorded

TABLE 6

General Manager/Director of Player Personnel					
		%	#		
2012				2007	
	White	58%	7		White
	African-American	42%	5		African-American
	Latino	0%	0		Latino
	Asian	0%	0		Asian
	Other	0%	0		Other
	Women	33%	4		Women
2011				2006	
	White	67%	8		White
	African-American	33%	4		African-American
	Latino	0%	0		Latino
	Asian	0%	0		Asian
	Other	0%	0		Other
	Women	67%	8		Women
2010				2005	
	White	67%	8		White
	African-American	33%	4		African-American
	Latino	0%	0		Latino
	Asian	0%	0		Asian
	Other	0%	0		Other
	Women	67%	6		Women
2009				2004	
	White	75%	9		White
	African-American	25%	3		African-American
	Latino	0%	0		Latino
	Asian	0%	0		Asian
	Other	0%	0		Other
	Women	50%	6		Women
2008					
	White	77%	10		
	African-American	21%	3		
	Latino	0%	0		
	Asian	0%	0		
	Other	0%	0		
	Women	54%	7		

Table 7

Vice Presidents							
		%	#		%	#	
2012				2007			
	White	89%	47		White	94%	61
	African-American	8%	4		African-American	6%	4
	Latino	4%	2		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	13		Women	26%	17
2011				2006			
	White	94%	34		White	90%	80
	African-American	3%	1		African-American	10%	9
	Latino	3%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	25%	9		Women	20%	18
2010				2005			
	White	91%	21		White	91%	77
	African-American	4%	1		African-American	8%	7
	Latino	4%	1		Latino	0%	0
	Asian	0%	0		Asian	1%	1
	Other	0%	0		Other	0%	0
	Women	13%	3		Women	27%	23
2009				2004			
	White	93%	54		White	89%	42
	African-American	3%	2		African-American	11%	5
	Latino	3%	2		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	28%	16		Women	28%	13
2008							
	White	92%	61				
	African-American	6%	4				
	Latino	2%	1				
	Asian	0%	0				
	Other	0%	0				
	Women	30%	20				

TABLE 8

Senior Administrators								
			%	#				
2012					2007			
	White		79%	46		White	82%	50
	African-American		19%	11		African-American	11%	7
	Latino		0%	0		Latino	5%	3
	Asian		0%	0		Asian	2%	1
	Other		2%	1		Other	0%	0
	Women		52%	30		Women	43%	26
2011					2006			
	White		72%	43		White	81%	94
	African-American		7%	4		African-American	9%	11
	Latino		18%	11		Latino	7%	8
	Asian		3%	2		Asian	2%	2
	Other		0%	0		Other	1%	1
	Women		33%	20		Women	28%	33
2010					2005			
	White		72%	12		White	80%	99
	African-American		22%	4		African-American	11%	14
	Latino		6%	1		Latino	6%	7
	Asian		0%	0		Asian	2%	3
	Other		0%	0		Other	0%	0
	Women		61%	11		Women	37%	45
2009					2004			
	White		81%	42		White	81%	74
	African-American		12%	6		African-American	12%	11
	Latino		6%	3		Latino	3%	3
	Asian		2%	1		Asian	2%	2
	Other		0%	0		Other	1%	1
	Women		44%	23		Women	42%	38
2008								
	White		78%	56				
	African-American		13%	9				
	Latino		4%	3				
	Asian		4%	3				
	Other		1%	1				
	Women		49%	35				

x=Data not recorded

TABLE 9

Professional Administration								
			%	#				
2012					2007			
	White		72%	67		White	71%	132
	African-American		20%	19		African-American	13%	25
	Latino		3%	3		Latino	15%	28
	Asian		4%	4		Asian	1%	1
	Other		0%	0		Other	1%	1
	Women		44%	41		Women	48%	90
2011					2006			
	White		86%	77		White	68%	159
	African-American		10%	9		African-American	16%	38
	Latino		4%	4		Latino	11%	26
	Asian		0%	0		Asian	3%	7
	Other		0%	0		Other	2%	5
	Women		40%	36		Women	44%	103
2010					2005			
	White		80%	28		White	70%	165
	African-American		17%	6		African-American	17%	41
	Latino		0%	0		Latino	8%	19
	Asian		0%	0		Asian	4%	10
	Other		3%	1		Other	0%	1
	Women		54%	19		Women	50%	118
2009					2004			
	White		77%	79		White	69%	268
	African-American		15%	15		African-American	22%	86
	Latino		3%	3		Latino	5%	18
	Asian		5%	5		Asian	3	14
	Other		>1%	1		Other	<1%	3
	Women		49%	50		Women	44%	170
2008								
	White		72%	115				
	African-American		14%	23				
	Latino		10%	16				
	Asian		1%	2				
	Other		2%	3				
	Women		52%	83				

x=Data not recorded

TABLE 10

Physicians					
	%	#		%	#
2012			2007		
White	100%	11	White	82%	18
African-American	0%	0	African-American	9%	2
Latino	0%	0	Latino	9%	2
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	27%	3	Women	23%	5
2011			2006		
White	88%	7	White	82%	18
African-American	0%	0	African-American	5%	1
Latino	12%	1	Latino	14%	3
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	12%	1	Women	27%	6
2010			2005		
White	80%	8	White	82%	14
African-American	10%	1	African-American	6%	1
Latino	0%	0	Latino	12%	2
Asian	10%	1	Asian	0%	0
Other	0%	0	Other	0%	0
Women	20%	2	Women	18%	3
2009			2004		
White	78%	7	White	100%	13
African-American	11%	1	African-American	0%	0
Latino	11%	1	Latino	0%	0
Asian	0%	0	Asian	0	0
Other	0%	0	Other	0%	0
Women	33%	3	Women	8%	1
2008			2003		
White	80%	12	Data Not Recorded		
African-American	7%	1	2002		
Latino	13%	2	White	88%	x
Asian	0%	0	African-American	6%	x
Other	0%	0	Latino	0%	x
Women	27%	4	Asian	6%	x
			Other	0%	x
			Women	22%	x

TABLE 11

Head Athletic Trainers								
			%	#				
2012					2005			
	White		75%	12		White	70%	16
	African-American		19%	3		African-American	22%	5
	Latino		0%	0		Latino	9%	2
	Asian		0%	0		Asian	0%	0
	Other		6%	1		Other	0%	0
	Women		63%	10		Women	70%	16
2011					2004			
	White		67%	8		White	77%	10
	African-American		33%	4		African-American	15%	2
	Latino		0%	0		Latino	0%	0
	Asian		0%	0		Asian	8%	1
	Other		0%	0		Other	0%	0
	Women		50%	6		Women	92%	12
2010					2003			
	White		65%	11		Data Not Recorded		
	African-American		29%	5	2002			
	Latino		0%	0		White	86%	12
	Asian		0%	0		African-American	7%	1
	Other		6%	1		Latino	0%	0
	Women		53%	9		Asian	7%	1
2009						Other	0%	0
	White		65%	13		Women	88%	14
	African-American		25%	5	2001			
	Latino		0%	0		Data Not Recorded		
	Asian		0%	0	2000			
	Other		10%	2		White	88%	1
	Women		22%	4		African-American	6%	1
2008						Latino	0%	0
	White		67%	14		Asian	0%	0
	African-American		29%	6		Other	6%	1
	Latino		0%	0		Women	88%	10
	Asian		0%	0	1999			
	Other		5%	1		White	92%	11
	Women		52%	11		African-American	0%	0
2007						Latino	1%	0
	White		65%	13		Asian	0%	0
	African-American		20%	4		Other	1%	0
	Latino		10%	2		Women	83%	11
	Asian		0%	0	1998			
	Other		5%	1		White	100%	10
	Women		45%	9		African-American	0%	0
2006						Latino	0%	0
	White		68.00%	15		Asian	0%	0
	African-American		18.00%	4		Other	0%	0
	Latino		9%	2		Women	100%	10
	Asian		0%	0				
	Other		5%	1				
	Women		59%	13				

TABLE 12

APPENDIX II

NATIONAL BASKETBALL ASSOCIATION/ WOMEN'S NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVE

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 for both the NBA and WNBA. 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 for all league employees. The live training is completed by all league employees every two years, with a separate track for managers. The content is focused on the NBA's core value of 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.
- 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. In addition, in 2012 we have partnered with Aperian Global, creators of GlobeSmart, to create and deliver cross-cultural diversity training. The first in this series, "Working Effectively Across Cultures," was delivered for 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. The NBA views diversity management and inclusion as a business imperative and a key facilitator of success in building its brand globally.
- In 2008, in an effort for NBA teams 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. Teams have used these best practices to refine their policies and procedures.

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 social networking sites, on-line job postings at a variety of diversity websites, and active recruitment at Historically Black Colleges and Universities, particularly for the NBA's entry-level Associate and Intern Programs.

- In staffing its Associate and Intern Programs, the NBA uses a number of sources as a feeder pool for diverse candidates – the 2012 Associate class is made up of 50% people of color and 33% female, and the 2012 Intern class consists of 36% people of color and 43% female. Sources include Prep for Prep, A Better Chance, and NJ Seeds. The NBA also continues to establish relationships with schools and organizations that have a diverse student body including Howard University, Spelman College, Morehouse University, and The Black Student Association at Harvard University. In addition, the NBA participates in a variety of events and career fairs that target a diverse set of candidates, including the Thurgood Marshall Career Fair, Howard University Job Fair, and other diversity career events for Hispanic and Asian job seekers.

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 has implemented a process by which potential suppliers who are Women/Minority Business Enterprises can be identified for inclusion in the NBA's vendor procurement process.
- The NBA maintains the following vendor diversity-sourcing initiatives 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 vendor diversity seminars in the host city; and (iii) compiling and publishing a comprehensive vendor resource guide that serves as the central resource for the NBA, its sponsors and local contractors in identifying prospective vendors.

NBA Cares and WNBA Cares Initiatives

- NBA Cares and WNBA Cares are the leagues' social responsibility initiatives that build on the NBA's long tradition of addressing important issues in the United States and around the world. The NBA and WNBA work to use their unique position to bring attention to important social issues focusing on education, youth and family development, and health and wellness.

Education

- Through NBA Cares and WNBA Cares, the leagues work to combat global illiteracy and encourage young people to develop a life-long love of reading. Teams and players participate in reading events during visits to schools and community organizations. The NBA, WNBA and their teams also create Reading and Learning Centers in schools and community organizations in need. These projects include reading rooms, libraries and computer centers. 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.

- In support of Teachers Count's "Behind Every Famous Person is a Fabulous Teacher" campaign and in partnership with Scholastic, NBA players Stephen Curry, Tyler Hansborough and Kevin Love and WNBA player Maya Moore posed with their favorite teachers for the poster campaign. Posters have been distributed to schools throughout the country and are available to download for free on line, reinforcing the importance of teachers and their influence on education and development.
- In the second year of the Team. Works. In. Schools. program, BBVA and BBVA Compass have teamed up with NBA Cares to revitalize six schools in the BBVA Compass footprint providing students with educational resources. The revitalization projects provide each school with needed educational resources, such as computers, books and updated athletic facilities. BBVA employees and current and former NBA and WNBA players assist each project by painting, assembling furniture, landscaping, setting up computers or organizing books.

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 700 places in more than 23 countries 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, libraries, technology centers, and more.

Health-Related Causes

- NBA/WNBA FIT is the league's 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 950 organizations and 2 million children and families. NBA/WNBA FIT utilizes players, coaches, trainers and nutritionists to share important health and fitness tips with kids, parents and families.
- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including partnerships with GBHealth, Elizabeth Glaser Pediatric AIDS and UNICEF, grassroots events, and through extensive charitable donations. Through the HIV/AIDS 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 Public Service Advertisements that encourage people in urban communities to learn about their HIV/AIDS status.
- The NBA has partnered with Greater Than AIDS to mobilize fans, teams and local communities in response to AIDS in the United States and reduce the stigma associated with the disease. The campaign includes new television and radio public service advertisements featuring NBA / WNBA players, including Pau Gasol (LA Lakers), Al Horford (Atlanta Hawks), Russell Westbrook (Oklahoma City Thunder) and Candice Wiggins (Minnesota Lynx), whose father, former professional baseball player Alan Wiggins, died of AIDS in 1991.

- 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.
- The White House and the NBA, WNBA and NBA Development League are working with the First Lady's Let's Move! campaign in an effort of reaching more than 250,000 young people to support the Presidential Active Lifestyle Award Challenge (PALA). The efforts tipped off during NBA Playoffs in April 2011 with the debut of the NBA FIT/Let's Move! public service announcement featuring First Lady Michelle Obama.
- Hosted in partnership with sanofi-aventis U.S. and the American Diabetes Association, the Dribble to Stop Diabetes campaign promotes the importance of healthy, active lifestyles, as well as diabetes awareness, prevention and management. Ambassadors for the campaign include Carlos Boozer (Chicago Bulls), Tamika Catchings (Indiana Fever), NBA legend Bob Lanier and Brooklyn Nets Head Coach Avery Johnson.
- The 2011-12 NBA FIT/ WNBA FIT Dribble, Dish & Swish presented by Pepperidge Farm® Flavor Blasted® Goldfish® concluded its third year in February 2012 hosting the culminating national competition at NBA All-Star 2012 in Orlando, FL. The program has provided more than 75,000 boys and girls with the chance to participate in local, regional, and national competitions.
- NBA Cares and WNBA Cares are founding partners of the UN Foundation's Nothing but Nets campaign, which is 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 6 million life-saving bed nets.
- Launched in February 2009, Vaccines for Teens is a national multimedia campaign designed to educate teens and their parents about the importance of vaccination against serious, potentially life-threatening diseases. Vaccines for Teens is a partnership between the NBA, WNBA, the Society for Adolescent Medicine (SAM) and sanofi pasteur.
- For sixteen years, the WNBA Breast Health Awareness program has focused 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 \$2 million to aid in the fight against breast cancer.

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, health, and wellness. Since its inaugural year in 2001, 30 BWB camps have taken place in 17 cities and 15 countries on five continents. To promote friendship and diversity, participating campers are divided into teams without regard to

race and nationality. As part of Basketball without Borders, the NBA has created 53 places to live, learn or play.

- In partnership with the U.S. Department of State's Bureau of Educational and Cultural Affairs' SportsUnited program, more than 40 current and former NBA and WNBA players and coaches have traveled to 22 countries as ambassadors of sport, conducting clinics, visiting schools and speaking to youth. Additionally, the NBA and WNBA support the State Department's Sports Visitors program by partnering to host youth and coaches during their visit to the United States.

NBA Cares and Other Community Programs

- Since October 2005, through NBA Cares, the league, players and teams have raised and contributed more than \$190 million for charity and donated 1.9 million hours of hands-on service to communities worldwide.
- With the NBA Green initiative, the NBA is taking steps to become a more environmentally responsible organization. From April 4-11, 2012, the NBA partnered with the Natural Resources Defense Council (NRDC) for the fourth annual NBA Green Week presented by Sprint, which generates awareness and funds for protecting the environment. Throughout the week, the NBA highlighted league, team and player environmental initiatives including in-arena awareness nights, recycling programs and hands-on service projects.
- 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.
- League-wide celebrations of the life and legacy of Dr. Martin Luther King, Jr. take place every January around the NBA. 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 Memorial Foundation.
- The NBA was instrumental in the forming of the Thurgood Marshall Scholarship Fund (now Thurgood Marshall College Fund - TMCF) in 1987 and has provided steady leadership to the organization since then. Commissioner David Stern serves on the TMCF Board and the NBA, TMCF and NBA players collaborate on a number of events and Public Awareness Campaigns. NBA Spokesmen for TMCF, Ray Allen and Shane Battier, have appeared in Public Service Announcements for the Fund and provide on-going support for the Fund's activities.
- 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.