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The 2015 Racial and Gender Report Card: National Basketball Association

by Richard Lapchick
with Angelica Guiao
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EXECUTIVE SUMMARY

Orlando, FL, July 1, 2015 – The 2015 National Basketball Association Racial and Gender Report Card (RGRC) was released today and confirmed the League’s continued leadership position in the sports industry with its commitment to and record for racial and gender hiring practices during the 2014-2015 NBA season.

The NBA once again received men’s sports only A+ for racial hiring practices and men’s sports only B+ for gender hiring practices with scores of **97.4** points (up from 96.4) and **88** points (up from 86.5), respectively. The overall grade was an **A** with 92.7 points, up from 90.9 in the 2014 RGRC. The NBA was the best for all three categories among the men’s professional sports and achieved the highest grade for racial hiring practices in the history of men’s professional sport.

Richard Lapchick, the director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) and primary author of the report, stated, “No other men’s league reaches the same points for race, gender or the combined score. The NBA remains the industry leader among men’s sports for racial hiring practices. While they did well overall for gender, especially in the League Office, women were still not well represented at the senior team levels and attention needs to be paid there. But overall, the NBA more than understands that diversity and inclusion are business imperatives. Commissioner Silver made his mark on the racial issue with the Donald Sterling decision as he led by example.”

In the NBA League Office, 35.4 percent (up 0.3 of a percentage point) of all professional employees were people of color and 40.9 percent were women (the same as in the previous report). There were 45 women serving as vice presidents at the NBA League Office in the 2014-2015 season.

The NBA was the first league to have two owners of color leading their teams. Also, there were four women who served as team presidents/CEOs, the highest in men’s professional sports. There were increases for both people of color and women at the team level in senior and professional administrative roles. At the senior administrator level, there were increases of 0.8 of a percentage point

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and 2.6 percentage points, respectively for people of color and women. At the professional administrator level, there were increases of 0.7 of a percentage point and 1.5 percentage points for people of color and women, respectively.

There were notable declines for people of color, especially among head coaches. At the beginning of this season, 33.3 percent of all head coaches were coaches of color, which was a decrease from the 43.3 percent recorded in at the beginning of the 2013-2014. In 2013-14, the NBA set a new record for assistant coaches of color at 46.7 percent. However, in 2015, it dropped significantly to 40.8 percent. Finally, the number of team presidents/CEOs of color decreased from 13 percent (seven) in 2013-2014 to 8.8 percent (five) in 2014-2015.

Using data from the 2014 - 2015 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 2014-2015 season. The listing of owners, head coaches, team presidents and general managers of color for the 2015 Report Card was then updated to reflect changes through the end of the 2014-2015 playoffs. The 2015 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-author of the report was Angelica Guiao

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 2015 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 was the majority owner of the Charlotte Hornets. Vivek Ranadive, who is from India, was the controlling owner of the Sacramento Kings. They were the first two owners of color to lead their teams in any of the major professional sports leagues.
- The percentage of white NBA players was 23.3 percent, an increase of 3.8 percentage points from the 19.5 percent recorded in 2013-2014. This was the highest percentage of white players since the 1991-92 season.
- Those who identified themselves as African-Americans or Black comprised 74.4 percent of all NBA players (a decrease of 2.6 percentage points) while 76.7 percent of players were people of color (a decrease of 3.8 percentage points).

- At that start of the 2014-15 season, head coaches who were people of color represented 33.3 percent of all NBA head coaches, which was a significant decrease from the 43.3 percent recorded at the beginning of the 2013-2014 season.
- Assistant coaches who were people of color represented 40.8 percent of the NBA's assistant coaches, which was the lowest recorded percent of assistant coaches of color since 2006- 2007.
- Mark Tatum was appointed NBA Deputy Commissioner and Chief Operating Officer in 2014. Mark's appointment made him the highest ranked African-American in the league office of any of the major American professional sports.
- Kathy Behrens was promoted to the position of President of Social Responsibility and Player Programs, thus becoming one of the highest ranking female executives in men's professional sport and the first woman to be a president in a league office.
- In 2014, the San Antonio Spurs hired Rebecca "Becky" Hammon as the first female NBA assistant coach ever.
- At the NBA League Office, 35.4 percent of professional staff positions were held by people of color, an increase from 35.1 percent at the end of the 2013-2014 season.
- Women held 40.9 percent of all professional positions in the NBA League Office, which remained the same as in the 2013-2014 season.
- In June 2015, the NBA hired Oris Stuart as Chief Diversity and Inclusion Officer. Stuart is responsible for overseeing diversity and inclusion strategies for the NBA, WNBA, and NBA D-League.
- There were four African-American chief executive officers and presidents in the NBA. Those classified as "others" held 1.8 percent of the CEO/president positions, while Latinos and Asians had no representation at the CEO/president positions. The percent of CEO/presidents of color decreased from 13 percent to 8.8 percent.
- Matina Kolokotronis (Sacramento Kings), Jeanie Buss (Los Angeles Lakers), Gillian Zucker (Los Angeles Clippers), and Irina Pavlova (Brooklyn Nets) held the role of president for NBA franchises as of the beginning of the 2014-2015 season. This was more than in any other of the men's professional sports in the last year.
- NBA general managers of color remained at six (19.4 percent) in the 2014-2015 season. There were five African-American* (16.1 percent) general managers in the NBA. Rich Cho, General Manager of the Charlotte Hornets, remained the only Asian general manager in the history of the NBA. When hired by the Portland Trailblazers in 2010, he became the first Asian-American general manager in major American men's professional sports. *Masai Ujiri, Toronto Raptors GM, is from Nigeria

- Women held 20.3 percent of vice president positions in the NBA at the team level, a 3.7 percentage points increase from the 2013-2014 season and an all-time recorded high for women vice president at the team level.
- The percentages of people of color and women in team senior administration positions both increased. The percentage of people of color who held team senior administration positions increased by 0.8 of a percentage point from 19.2 percent in 2013-2014, to 20 percent in 2014-2015. The percentage of women who held team senior administration positions increased by 2.6 percentage points from 21.4 in 2013-2014 to 24 percent in 2014-2015.
- The percentage of people of color who held team professional administration positions increased by 0.7 of a percentage point from 25.7 percent in 2013-2014 to 26.4 percent in 2014-2015.
- The percentage of women holding team professional administration positions increased by 1.5 percentage points from 34.6 percent in 2013-2014 to 36.1 percent in 2014-2015.
- The percentage of NBA team physicians who were people of color increased significantly from 12.7 percent in 2013-2014 to 21.4 percent in 2014-2015.
- NBA officials of color decreased by 0.8 of a percentage point to 47.6 percent in 2014-2015. Of the 63 total referees, two were women, which tied an all-time high.

OVERALL GRADES

The NBA received an **A+** for racial hiring practices and a **B+** for gender hiring practices with scores of **97.4** points (up from 96.4) and **88** points (up from 86.5), respectively. The overall grade was an **A** with 92.7 points, up from 90.9 in the 2014 RGRC. The NBA was the best for all three categories among the men's professional sports covered in the RGRC.

The NBA achieved the highest grade for racial hiring practices in the history of men's professional sport. The grade for gender is among the highest in the history of men's professional sport covered in the RGRC.

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 and senior administration at the team level, 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. The NBA received a **D+** for senior administrators at the team level and an **F** for team vice presidents.

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

GRADES BY CATEGORY

NBA Players

The percentage of white NBA players was 23.3 percent, an increase of 3.8 percentage points from the 19.5 percent recorded in 2013-2014. This was the highest percentage of white players since the 1991-92 season.

For the 2014-2015 season, 76.7 percent of the NBA's players were people of color, decreasing 3.8 percentage points from the 80.5 percent recorded in 2013-2014. The percent of players who were classified as African-American or Black in the league was 74.4 percent, a decrease of 2.6 percentage points from the previous season. Latino players decreased from 3.1 percent in 2013-2014 to 1.8 percent in 2014-2015. Both Asian players and players categorized as "other" races each remained at 0.2 percent of all players

International players comprised 21.3 percent of the NBA's players during the 2014-2015 season, which was the highest recorded percent of international players in the NBA.

NBA Grade for Players:

Race: A+ (76.7 percent)

See Table 1.

NBA League Office

The NBA League Office continued 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, 35.4 percent of professional staff positions were held by people of color, an increase of 0.3 of a percentage point from 35.1 percent at the end of the 2013-2014 season. As of the end of the 2014-2015 regular season, 64.6 percent of all NBA League Office professional employees were white, 18 percent were African-American, 7.2 percent were Latino, 9.8 percent were Asian, and 0.4 percent were classified as "other." According to the data provided by the NBA, the percentage of African-American, Latino and those classified as "other" professional employees increased by 0.1, 0.2 and 0.1 of a percentage points respectively, while the percentage of white professional employees decreased by 0.3 of a percentage point. . The percentage of Asian professional employees decreased by 0.1 of a percentage point.

According to the gender employment data provided by the NBA, women comprised 40.9 percent of professional employees at the League Office during the 2014-2015 season, which remained the same as the 2013-2014 Report Card. All NBA League Office data was reported as of March 31, 2015.

There were 32 people of color in vice president positions during the 2014-2015 season. Notably, Mark Tatum was the NBA's Deputy Commissioner and Chief Operating Officer. He was the highest-ranking African-American in the league office of any of the major American professional sports.

There were 19 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, Executive Vice President, Global Marketing Partnerships
- Eric Hutcherson, Senior Vice President, Human Resources
- George Land Jr., Senior Vice President, Content
- Kenneth J. Payne, Senior Vice President, Event Operations
- Jerome Pickett, Senior Vice President and Chief Security Officer
- Myles C. Pistorius, Senior Vice President, Content and Business Affairs
- Stephen O. Richard, Senior Vice President, Global Operations
- Aaron Ryan, Senior Vice President, Marketing Solutions and USA Basketball
- Gregory Taylor, Senior Vice President, Player Development
- Christopher Benyarko, Vice President, Product Development and Emerging Technology
- Kevin Best, Vice President, Media and Advertising
- Anshell Boggs, Vice President, Risk Management
- Garth Case, Vice President, CRM Technology
- John Daniels Jr., Vice President, Facilities and Crisis Management
- Robert Lanier, Vice President and Assistant to the Commissioner
- Rory Sparrow, Vice President, Player Development
- Andrew Thompson, Vice President, Development

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

- Pamela El, Executive Vice President, Chief Marketing Officer
- Kori Davis Porter, Vice President, Content and Business Operations
- 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
- Hrishi 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:

- Li Li Leung, Senior Vice President, Global Media Distribution and Business Affairs

There were two Latino vice president in the NBA League Office:

- Jason Kaufman, Vice President, Market Research and Analytics
- Agustine Rodriguez Jr., Vice President, Global Events Security

Including El, Davis Porter, Hilliard, Leftwich, Leung, Majeed, Wilcox and Williams, there were 45 women at the vice president level or higher. This was reported as of March 31, 2015. Notably, Kathy Behrens was promoted to the position of President of Social Responsibility and Player Programs, thus becoming one of the highest ranking female executive in men's professional sport and the first woman to be a president in a league office. Those not included above are listed as follows:

- Kathleen Behrens, President, Social Responsibility and Player Programs
- Amy M. Brooks, Executive Vice President, Team Marketing and Business Operations
- Kimberly 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, Content Development
- Rachel Jacobson, Senior Vice President, Business Development
- Christine Pantoya, Senior Vice President, Mobile Strategy
- Kerry Tatlock, Senior Vice President, Global Marketing Partnership
- 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
- Donna Daniels, Vice President, Team Marketing and Business Operations
- Julie de Jesus-Evans, Vice President, Digital Products and League Initiatives
- Barbara DeCristofaro, Vice President, Events
- Julie Derene, Vice President, Talent and Learning
- Janine Dugre, Vice President, Production and Creative Services
- Catherine Gaines, Vice President, Global Marketing Partnerships
- 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
- Jenna Mielnicki, Vice President, Marketing Solutions
- Wendy Morris, Vice President, Team Marketing and Business Operations
- Siroui Mushegian, Vice President, IT Customer Experience
- Jeannette Neyses, Vice President, Security Operations and Strategy
- Lisa Piken Koper, Vice President, Licensing
- Michelle Pujals, Vice President and Assistant General Counsel
- Rita Rak, Vice President, Finance and Treasurer
- Danielle Shanes, Vice President, Global Benefits
- Susan Tohyama, Vice President, Human Resources – International

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- Stephanie Vogel, Vice President and Assistant General Counsel, Deputy Chief Compliance Officer
- Nancy Zellner, Vice President, Benefits

Malcolm Turner, who is African-American, is the President of the NBA Development League.

NBA Grade for League Office:

Race:	A+	(36.5 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 included chairpersons and minority owners listed by the team.

Michael Jordan was the majority owner of the Charlotte Hornets. Vivek Ranadive, who is from India, was the controlling owner of the Sacramento Kings. The 2013-2014 season was the first time in the history of major professional sports in America that there were two majority owners of color leading their teams.

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

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

- Claude Alexander, Charlotte Hornets (African-American)
- 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)
- 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)
- Dr. Sheila Johnson, Washington Wizards (African American)

The following women were minority owners during the 2014-2015 season:

- Lynn Beck Simonini, Charlotte Hornets
- Rita Benson LeBlanc, New Orleans Pelicans
- Jada Pinkett-Smith, Philadelphia 76ers (African-American)

- Dr. Sheila Johnson, Washington Wizards (African American)

See Table 3.

Head Coaches

At the start of 2014-2015 NBA season, the total number of head coaches of color decreased by three from the start of the 2013-2014 season. Overall, people of color represented 33.3 percent of all NBA head coaches compared to the 43.3 percent recorded at the start of the 2013-2014 season. African-Americans represented 30 percent of all head coaches, a significant decrease of 10 percentage points from the 40 percent recorded at the start of the 2013-2014 season. Erik Spoelstra of the Miami Heat remained the only Asian head coach and has been for the past seven seasons.

The number of white head coaches increased to 66.7 percent at the beginning 2014-2015 season from 56.7 percent in 2013-2014.

The nine African-American head coaches at the start of the 2014-2015 NBA season were:

- Glenn "Doc" Rivers, Los Angeles Clippers
- Jason Kidd, Milwaukee Bucks
- Monty Williams, New Orleans Pelicans
- Dwane Casey, Toronto Raptors
- Derek Fisher, New York Knicks
- Lionel Hollins, Brooklyn Nets
- Byron Scott, Los Angeles Lakers
- Brian Shaw, Denver Nuggets
- Jacque Vaughn, Orlando Magic

By the time the 2015 playoffs ended, the following coaches of color had been let go:

- Monty Williams, New Orleans Pelicans
- Brian Shaw, Denver Nuggets
- Jacque Vaughn, Orlando Magic

Alvin Gentry was hired by the New Orleans Pelicans.

NBA Grade for Head Coaches:

Race: A+ (33.3 percent)

See Tables 4 and 5.

Assistant Coaches

The percentage of NBA assistant coaches of color in the 2014-2015 season was 40.8 percent, a 5.9 percentage point decrease from the all-time record set in the 2013-2014 season of 46.7 percent. The percentage of African-American assistant coaches decreased by 6.3 percentage points to 39.7 percent. The percentage of Latino assistant coaches increased 0.4 of a percentage point to 1.1 percent for the 2014-15 season. There were no Asian assistant coaches. This was the lowest recorded percent of assistant coaches of color since 2006- 2007.

For the first time in NBA history, a woman was named as an assistant coach. At the beginning of the 2014 season, the San Antonio Spurs hired Rebecca “Becky” Hammon as the first female NBA assistant coach ever. She was also the first female assistant coach ever in any of the men’s professional leagues.

NBA Grade for Assistant Coaches:

Race: A+ (40.8 percent)

See Table 6.

Team Top Management

Presidents and Chief Executive Officers

African-Americans held four of the top executive management positions in NBA front offices as of the beginning of the 2014-2015 season. The four CEO/Presidents who were African-Americans represented seven percent holding these positions, which was a decrease of six percentage points from the 13 percent in 2013-2014. These positions include team presidents and chief executive officers. Terdema Ussery has held the role of both CEO and President since 1997.

The African-American chief executive officers included:

- Terdema Ussery, CEO, Dallas Mavericks

The African-American team presidents included:

- Fred Whitfield, President and Chief Operating Officer, Charlotte Hornets
- Terdema Ussery, President, Dallas Mavericks
- Masai Ujiri, President and General Manager, Toronto Raptors*
- Glenn “Doc” Rivers, President of Basketball Operations

There were four female top executives of NBA teams during the 2014-2015 season:

- Matina Kolokotronis, President of Business Operations, Sacramento Kings
- Jeanie Buss, President/Governor of the Los Angeles Lakers
- Gillian Zucker, President of Business Operations, Los Angeles Clippers.
- Irina Pavlova, President of ONEXIM Sports and Entertainment Holdings, which serves as a conduit between the Brooklyn Nets management and team ownership.

*Masai Ujiri is from Nigeria

+NBA Grade for CEOs/Presidents:
Race: C- (8.8 percent)

+ Not calculated in final grade.

See Table 7.

General Managers

There were six people of color serving as the top player personnel executive for NBA teams, which accounted for 19.4 percent of the total of top player personnel executives. The total number of general managers who were people of color decreased by one from the 2013-2014 season. Included in top player personnel executives were general managers, directors of player personnel, and presidents of basketball operations. The six people of color serving in these positions at the beginning of the season were:

African Americans (16.1 percent):

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

Asians (3.2 percent):

- Rich Cho, General Manager, Charlotte Hornets

There has never been a Latino or female general manager.

*Masai Ujiri is from Nigeria

NBA Grade for General Managers:
Race: B+ (19.4 percent)

See Table 8.

Team Vice Presidents

At the beginning of the 2014-2015 season, African-Americans comprised 10.9 percent of NBA team vice president positions, which was a 0.6 of a percentage point increase from the 2013-2014 season. The percent of Asian vice presidents increased 0.6 of a percentage point from 0.6 percent in 2013-2014 to 1.2 percent in 2014-2015. The percent of Latinos holding vice president positions increased 0.2 of a

percentage point from two percent in 2013-2014 to 2.2 percent in 2014-2015. Overall, people of color held 15.4 percent of NBA vice president positions, which increased from the 13.5 percent recorded in the 2013-2014 season and was an all time recorded high for people of color.

Women held 20.3 percent of vice president positions at the NBA team level, which was a 3.7 percentage points increase from the 2013-2014 season and an all-time recorded high for women vice president at the team level. Despite the recorded high of 20.3 percent, the gender grade for the vice president position at the team level was still an F, showing there was still much need for improvement.

There were 44 NBA team vice presidents who were African-American, 14 of whom were women.

There were 30 male African-American vice presidents on NBA teams:

- 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
- James Jordan, Executive Vice President of Operations, Charlotte Hornets
- Marc Jackson, Vice President, Ticket Sales, Charlotte Hornets
- 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
- Carl Daniels, 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
- Tyrel Kirkham, Vice President, Global Merchandising, Brooklyn Nets
- Randy Lewis, Vice President, Global Marketing, Brooklyn Nets

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There were 14 female African-American vice presidents on NBA teams:

- Eve Wright, Vice President, Associate General Counsel, Miami Heat
- Kareeda Chones-Aguam, Vice President, Business Strategy and Activation, Milwaukee Bucks
- 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
- Dashawnda Brown, Vice President of Corporate Hospitality Service, New York Knicks
- Carlissa Henry, Vice President of Sales and Operations, Phoenix Suns
- Gail Hunter, Vice President of Public Affairs, Golden State Warriors
- Lisa Tomlinson, Vice President of Human Resources, Golden State Warriors
- Nzinga Shaw, Chief Diversity and Inclusion Officer, Atlanta Hawks
- Melissa Proctor, Vice President of Brand Strategy, Atlanta Hawks
- Dionna Widder, Vice President of Sales and Services, Cleveland Cavaliers

There were seven Latino vice presidents:

- Antony Bonavita, Vice President, Facility Operations, Cleveland Cavaliers
- Andy Montero, Vice President, Retail Business and Development, Miami Heat
- Jeremy Castro, Vice President of Broadcasting, Utah Jazz
- Anthony Perez, Vice President of Business Strategy, Orlando Magic
- Bobby Perez, Senior Vice President, General Counsel, Corporate Relations, San Antonio Spurs
- Juan Rodriguez, Senior Vice President of Arena Operations, Sacramento Kings
- Ryan Montoya, Senior Vice President of Innovation and Technology, Sacramento Kings

There were two Latina vice presidents:

- Elisa Padilla, Senior Vice President of Marketing, Brooklyn Nets
- Mozelle Jackson, Executive Vice President, Chief Financial Officer, Cleveland Cavaliers

There were four Asian men serving as vice president of an NBA team:

- Kevin Nonomura, Senior Vice President, Finance, Toronto Raptors
- Rich Cho, Executive Vice President and General Manager, Charlotte Hornets
- Bobby Webster, Senior Vice President, Finance, Toronto Raptors
- Raymond Ortigas, Vice President of Human Relations, Los Angeles Clippers

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

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

As of the start of the 2014-2015 season, there were 15 teams with more than one vice president of color: the Atlanta Hawks, Brooklyn Nets, Charlotte Hornets, Cleveland Cavaliers, Golden State Warriors, Indiana Pacers, Miami Heat, New York Knicks, Orlando Magic, Philadelphia 76ers, Phoenix Suns, Portland Trailblazers, Sacramento Kings, Toronto Raptors Washington Wizards and Utah Jazz.

Overall, there were 82 (20.3 percent) female vice presidents of all races. The female vice presidents on NBA teams were:

- Jamie Morningstar, Vice President, Ticket Sales and Services, Milwaukee Bucks
- Kelly Kauffman, Senior Vice President, Human Resources, Milwaukee Bucks
- Kareeda Chones-Aguam, Vice President, Business Strategy and Activation, Milwaukee Bucks
- Susan Goodenow, Vice President, Branding & Communications, Chicago Bulls
- Leslie Forman, Vice President of Chicago Bulls Charities, Chicago Bulls
- Nancy Reinsdorf, President, 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
- Gayle Bibby-Crème, Vice President, Guest Experience/Special Projects, Cleveland Cavaliers
- Dionna Widder, Vice President, Sales & Services, 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, American Airlines Arena, Miami Heat
- Sonia Harty, Vice President, Human Resources, Miami Heat
- Eve Wright, Vice President, Associate General Counsel, Miami Heat
- Kim Henderson, Vice President, Community Relations and Executive Director of Cats Care Foundation, Charlotte Hornets
- Donna Julian, Senior Vice President, Arena & Event Operations, Charlotte Hornets
- Rhonda Curry, Vice President, Human Resources, Charlotte Hornets
- Marlene Hendricks, Vice President, Guest Services & Event Staffing, Charlotte Hornets
- Donna Ruiz, Vice President, Human Resources, Sacramento Kings
- Erica Rau, Vice President, Marketing, Sacramento Kings
- Lisa Aulebach, Vice President Account Planning, 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
- Jeanie Baumgartner, Vice President, Marketing Operations, MSG, New York Knicks
- Christina Song, Vice President, Legal & Business Affairs, New York Knicks
- Kamilah Mitchell-Thomas, Vice President, Human Resources, MSG Sports, New York Knicks
- Courtney Jeffries, Vice President, Service & Retention, New York Knicks
- Dashawnda Brown, Vice President, Corporate Hospitality Service, New York Knicks
- Laura Lash, Vice President, Business Operations, New York Knicks
- Marie Chindamo, Executive Vice President of Human Resources, Brooklyn Nets
- Petra Pope, Senior Vice President, Event Marketing & Community Relations, Brooklyn Nets
- Elisa Padilla, Senior Vice President, Global Marketing, Brooklyn Nets
- Kari Cohen, Vice President & Assistant General Counsel, Brooklyn Nets
- Deb Dowling-Canino, Vice President, Community Relations & Fan Development, Denver Nuggets
- Kim Carver, President/CEO Altitude Sports & Entertainment, Denver Nuggets
- Molly Daniels, Vice President, Human Resources, Denver Nuggets
- Billi Capra, Vice President, Broadcast Services, Denver Nuggets
- Christy Grady, Vice President, Corporate Partnerships, Denver Nuggets

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- 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
- Linda Landman Gonzalez, Vice President, Philanthropy & Multicultural Insights, Orlando Magic
- Julie Graue, Vice President, Business Operations and Sales, Indiana Pacers
- Donna Wilkinson, Vice President, Human Resources, Indiana Pacers
- Mel Raines, Senior Vice President, Facilities Operations, Indiana Pacers
- Vicky Neumeyer, Senior Vice President, General Counsel, New Orleans Pelicans
- Lara Price, Senior Vice President of Business Operations, Philadelphia 76ers
- Susan Williamson, Vice President, Brand & Fan Development, Philadelphia 76ers
- Katie Grossman, Vice President, Business Development, Philadelphia 76ers
- Diane Gonzalez-Ferranti, Vice President, Creative Services, Detroit Pistons
- Shannon Hosford, Vice President, Marketing and Communications, Toronto Raptors
- Alyson Walker, Vice President, Content, Toronto Raptors
- Gretchen Sheirr, Vice President, Sales & Services, Houston Rockets
- Amanda Mann, Vice President, Booking & Event Operations, Houston Rockets
- Tammy Turner, Vice President of Human Resources & Corporate Administration, San Antonio Spurs
- Lauren Warren, Senior Vice President, Corporate Finance & Strategy, 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
- Maria Baier, Senior Vice President, Communications & Public Affairs, Phoenix Suns
- Carlissa Henry, Vice President, Sales & Operations, Phoenix Suns
- Katy Semtner, Vice President, Human Resources, Oklahoma City Thunder
- Christine Berney, Vice President, Community Relations, 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
- Kim Frank, Vice President, Marketing, Washington Wizards
- Kelly Skoloda, Sr. Vice President, Human Resources, Washington Wizards
- Michelle Trostle, Sr. Vice President, Administration, Washington Wizards
- Gail Hunter, Vice President, Public Affairs & Event Management, Golden State Warriors
- Lisa Tomlinson, Vice President, Human Resources, Golden State Warriors
- Lesley Berry, Vice President, Marketing & Communications, Dallas Mavericks
- Sarah Melton, Vice President, Basketball Communications, Dallas Mavericks
- Melissa Proctor, Vice President, Brand Strategy, Atlanta Hawks
- Nzinga Shaw, Chief Diversity & Inclusion Officer, Atlanta Hawks
- Kristen Rose, Vice President, Corporate Partnerships & Business Development, Atlanta Hawks
- Michelle Smith, Vice President, Partner Services & Integration, Utah Jazz
- Leslie LaHue, Vice President, Game Operations, Utah Jazz

The New York Knicks led the NBA with ten female vice presidents. The Phoenix Suns, Miami Heat, Denver Nuggets and Cleveland Cavaliers were second with five female vice presidents. The following teams each had four female vice presidents: Charlotte Hornets, Brooklyn Nets, and Orlando Magic. The

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following six teams had three female vice presidents: Chicago Bulls, Milwaukee Bucks, Washington Wizards, Philadelphia 76ers, Atlanta Hawks, and Indiana Pacers.

NBA Grade for Team Vice Presidents:

Race:	B	(15.4 percent)
Gender:	F	(20.3 percent)

See Table 9.

Team Senior Administrators

The percentages of people of color and women in team senior administration positions both increased. People of color represented 20 percent of team senior administration positions as of the beginning of the 2014-2015 NBA season, up from 19.2 percent in 2013-2014. African-Americans held 14.9 percent of team senior administration positions while Latinos held 3.1 percent, Asians held 1.5 percent and people of “other” races held the remaining 0.6 percent of these positions. The percent of people of color in team senior administration positions increased for African-Americans and Asians, remained the same for people of “other” races, and decreased for Latinos.

While there was an increase in the percentage of women in team senior administration positions from 21.4 percent in 2013-2014 to 24 percent in 2014-2015, they remained vastly underrepresented.

This category included the following titles (but was not restricted to) director, assistant general manager, chief legal counsel, chief operating officer, and chief financial officer.

NBA Grade for Team Senior Administrators

Race:	A-	(20 percent)
Gender:	C-	(24 percent)

See Table 10.

Team Professional Administration

At the beginning of the 2014-2015 season, people of color held 26.4 percent of team professional administration positions for NBA teams. This was a 0.7 of a percentage point increase from last year’s mark of 25.7 percent. African-Americans comprised 15.7 percent of team professional administration positions, Latinos accounted for 6.5 percent, Asians held 3.1 percent and those classified as “other” races comprised the remaining 1.2 percent of these positions. In the 2013-2014 season, African-Americans held 15.6 percent, Latinos held 6.1 percent, Asians held 2.8 percent and those classified as “other” races held the remaining 1.3 percent of the team professional administration positions.

The percentage of women holding team professional administration positions increased by 1.5 percentage points from 34.6 percent in 2013-14 to 36.1 percent in 2014-2015.

Positions categorized as team professional administration included, but were 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+	(26.4 percent)
Gender:	B+	(36.1 percent)

See Table 11.

Physicians

The percentage of NBA team physicians who were people of color increased from 12.7 percent in 2013-2014 to 21.4 percent in 2014-15.

During the 2014-2015 season, African-Americans held 7.1 percent and Asians held 7.1 percent of physician positions, respectively. In the 2013-2014 season, African-Americans and Asians held 4.2 percent and 5.1 percent, respectively.

The percentage of women NBA team physician positions increased from 2.5 percent in 2013-2014 to 3.6 percent for the 2014-2015 season.

NBA team physicians included, but were not limited to the following positions: orthopedist, internist, dentist, cardiologist, and ophthalmologist.

See Table 12.

Head Athletic Trainers

At the beginning of the 2014-2015 season, the percent of NBA head athletic trainers of color was 33.3 percent, which was a 3.3 percentage points increase from the 30 percent reported during the 2013-2014 season. African-American trainers remained at 23.3 percent of all head athletic trainers. Latinos and Asians represented the remaining 10 percent at 3.3 percent and 6.7 percent, respectively.

There were no women who served as NBA head athletic trainers in the 2014-2015 season.

See Table 13.

Radio/TV Broadcasters

The percentage of people of color holding radio and television broadcasting positions increased by 2.3 percentage points bringing the total percentage of people of color to 31.1 percent for 2014-2015.

African-Americans accounted for 18.8 percent of the radio and television broadcast positions, while Latinos accounted for 11.8 percent.

Women accounted for 3.2 percent of NBA radio and television broadcast positions, down 1.2 percentage points from the 4.4 percent recorded during the 2013-2014 season.

See Table 14.

Referees

As of the beginning of the 2014-2015 season, 47.6 percent of NBA referees were people of color, which was a 0.8 of a percentage point decrease from the previous report. The percent of African-American NBA referees decreased by 0.8 of a percentage point to 46 percent of total referees. There was one Latino referee at the beginning of the 2014-2015 season, which remained the same from the previous year.

Violet Palmer and Dee Kanter were signed by the NBA in 1997 to become the first female referees in U.S. major men's professional sport history. Palmer and Lauren Holtkamp were the two female referees in the NBA in 2014-15, accounting for 3 percent of all NBA referees. This was an increase from the 1.6 percent recorded in 2013-2014.

See Table 15.

NBA Diversity Initiatives

The NBA 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.

In addition, in June 2015, the NBA hired Oris Stuart as Chief Diversity and Inclusion Officer. Stuart is responsible for overseeing diversity and inclusion strategies for the NBA, WNBA, and NBA D-League.

NBA Grade for Diversity Initiatives: A+

HOW GRADES WERE CALCULATED

As in previous reports, the 2014-2015 Racial and Gender Report Card data demonstrated that there is a smaller proportion of people of color working in the front offices of NBA franchises and the NBA League Office as compared to the proportion 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. Each team was asked to review the portions of the report draft pertaining to owners and employees of that team for accuracy.

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 that portions of the report draft pertaining to the NBA League Office 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 2014-2015 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 23rd 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 2014-2015 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, Angelica Guiao contributed greatly to the completion of the 2014-2015 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					
	%	#		%	#
2014-2015			2004-2005		
White	23.3%	104	White	22.8%	98
African-American	74.4%	332	African-American	73.0%	313
Latino	1.8%	8	Latino	2.1%	9
Asian	0.2%	1	Asian	0.7%	3
Other	0.2%	1	Other	1.4%	6
International	21.3%	95	International	18.9%	81
Total	76.7%	446	Total		429
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	80.5%	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			

Table 1

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League Office: Professional Employees					
	%	#		%	#
2014-2015			2005-2006		
White	64.6%	509	White	67.0%	492
African-American	18.0%	142	African-American	19.5%	143
Latino	7.2%	57	Latino	7.1%	52
Asian	9.8%	77	Asian	6.3%	46
Other	0.4%	3	Other	0.1%	1
Women	40.9%	322	Women	40.6%	298
People of Color Total	35.4%	279	People of Color Total	33.0%	242
Total		788	Total		734
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	100.0%	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

Table 2

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Majority * and Controlling Owners							
			%	#			
2015					2010		
White	95.0%	38		White	98.0%	49	
African-American	2.5%	1		African-American	0.0%	0	
Latino	0.0%	0		Latino	2.0%	1	
Asian	2.0%	1		Asian	0.0%	0	
Other	0.0%	0		Other	0.0%	0	
People of Color Total	5.0%	2		People of Color Total	2.0%	1	
Women	5.0%	2		Women	6.0%	3	
Total		40		Total		50	
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	2.8%	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	

Table 3

Head Coaches					
	%	#		%	#
2014-2015			2003-2004		
White	66.7%	20	White	63.3%	19
African-American	30.0%	9	African-American	36.7%	11
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	36.7%	11
Women	0.0%	0	Women	0.0%	0
Total		30	Total		30
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

Table 4

RICHARD E. LAPCHICK, DIRECTOR

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MAKING WAVES OF CHANGE

Historical Listing of Head Coaches of Color in the NBA							
NBA (72 coaches as of end of 2014-2015 season)							
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
Al Attles	San Fran/Golden State	1969-83	588-548	Darrell Walker	Toronto	1996-98	41-90
	Seattle	1969-72	121-125		Washington	1999-00	15-23
Lenny Wilkens	Portland	1974-76	75-89	Butch Carter	Toronto	1997-00	73-95
	Seattle	1977-85	394-309		Lionel Hollins	Vancouver	1999-00
	Cleveland	1986-93	334-281		Memphis	2004-05	0-4
	Atlanta	1993-00	327-262		Memphis	2008-2013	214-172
	Toronto	2000-02	121-142	Doc Rivers	Brooklyn	2014-Present	38-44
	New York	2003-05	40-45		Orlando	1999-03	176-178
Earl Lloyd	Detroit	1971-73	22-53		Boston	2004-2013	475-352
Ray Scott	Detroit	1972-76	151-140		L.A. Clippers	2013-Present	63-32
K.C. Jones	Capital/Washington	1973-76	169-112	Leonard Hamilton	Washington	2000-01	19-63
	Boston	1983-88	373-139	Nate McMillan	Seattle	2000-05	220-191
	Seattle	1990-92	61-62		Portland	2005-2012	272-281
	Kansas City/Omaha	1973-74	0-4	Byron Scott	New Jersey	2000-03	174-154
Draff Young	New Orleans	1974-75	0-1		New Orleans	2004-09	211-225
	New Orleans	1976-79	86-134		Cleveland	2010-2013	64-166
Elgin Baylor	Seattle	1977-78	5-17		L.A. Lakers	2014-Present	21-61
	New York	1977-79	51-51	Isiah Thomas	Indiana	2000-03	136-125
Bob Hopkins	New Jersey	1987-89	33-77		New York	2006-07	56-108
Willis Reed	Boston	1977-79	23-39	Bill Cartwright	Chicago	2001-04	51-100
	San Diego	1980-83	78-168	Maurice Cheeks	Portland	2001-04	165-146
Tom Sanders	Charlotte/New Orleans	1998-2003	221-171		Philadelphia	2005-08	124-151
	Cleveland	2003-05	69-77		Detroit	2013-2014	21-29
Paul Silas	Charlotte Bobcats	2010-12	32-88	Mike Evans	Denver	2001-02	18-38
	L.A. Clippers	1984-87	53-132	Frank Johnson	Phoenix	2001-04	65-75
Don Chaney	Houston	1988-92	166-143	Dennis Johnson	L.A. Clippers	2002-03	8-16
	Detroit	1993-95	48-116	Keith Smart	Cleveland	2002-03	9-31
Bernie Bickerstaff	New York	2001-03	72-112		Golden State	2010-11	36-46
	Seattle	1985-90	214-223	Mike Woodson	Sacramento	2011-2013	48-93
	Denver	1994-96	59-71		Atlanta	2004-10	217-304
	Washington	1997-99	77-75	Terry Porter	New York	2012-2014	116-89
	Charlotte Bobcats	2004-06	77-169		Milwaukee	2003-04	72-97
	L.A. Lakers (Interim)	2012-2013	4-1		Phoenix	2008-09	28-23
Gene Littles	Cleveland	1985-86	4-11	Sam Mitchell	Toronto	2004-08	159-197
	Charlotte	1989-91	37-87	Randy Ayers	Philadelphia	2003-04	21-31
	Denver	1994-95	3-13	Herb Williams	New York	2003-04	17-27
	Washington	1987-94	204-348	Dwane Casey	Minnesota	2005-07	53-69
Wes Unseld	Indiana	1988-89	0-2		Toronto	2011-present	154-158
Mel Daniels	New York	1989-91	56-51	Avery Johnson	Dallas	2005-08	217-94
	Vancouver	1996-97	6-33		New Jersey/Brooklyn	2010-13	60-116
Stu Jackson	L.A. Clippers	1991-92	1-1	Mike Brown	Cleveland	2005-10	314-167
	Philadelphia	1992-94	32-76		L.A. Lakers	2011-13	47-36
Mack Calvin	Dallas	1992-93	9-44	Reggie Theus	Cleveland	2013-2014	33-49
	Washington	1999-00	14-30	Sam Vincent	Sacramento	2007-09	44-62
Sidney Lowe	Minnesota	1993-94	33-102	Michael Curry	Charlotte	2007-08	32-50
	Vancouver/Memphis	2001-03	46-126	Kenny Natt	Detroit	2008-09	39-43
John Lucas	San Antonio	1992-94	100-57	Ed Tapscott	Sacramento	2008-09	11-47
	Philadelphia	1994-96	42-122	Erik Spoelstra	Washington	2008-09	18-53
	Cleveland	2001-03	37-87	Larry Drew	Miami	2008-present	377-198
	Dallas	1993-94	13-69		Atlanta	2010-2013	138-116
Quinn Buckner	L.A. Lakers	1993-94	5-11	Monty Williams	Milwaukee	2013-2014	15-67
Magie Johnson	New Jersey	1994-96	60-104	Pete Myers	New Orleans	2010-2015	173-221
Butch Beard	Miami	1994-95	15-21	Mark Jackson	Chicago	2003 & 2008	0-3
	Detroit	1997-2000	75-75	Tyrone Corbin	Golden State	2011-2014	130-119
Alvin Gentry	L.A. Clippers	2000-03	89-133	Michael Cooper	Utah	2010-2014	112-150
	Phoenix	2008-2013	158-144	Bill Berry	Denver	2004	4-10
	Golden State	1994-95	12-25	Kaleb Canales	Chicago	2001-02	0-2
	Boston	1995-97	48-116	Brian Shaw	Portland	2012	8-15
Bob Lanier	Dallas	1996-98	28-70	Jacque Vaughn	Denver	2013-2015	56-85
M.L. Carr	Philadelphia	1996-97	22-60	Melvin Hunt	Orlando	2012-2015	58-158
Jim Clemons	Orlando	2004-05	51-84	Jason Kidd	Denver	2015-present	10-13
	Memphis	2009	0-2		Brooklyn	2013-2014	44-38
Johnny Davis	New York	2014-present	17-56		Denver	2014-present	41-41
Derek Fisher							

Table 5

Assistant Coaches					
	%	#		%	#
2014-2015			2004-2005		
White	59.2%	109	White	66.2%	100
African-American	39.7%	73	African-American	33.1%	50
Latino	1.1%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.7%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.8%	75	Total People of Color	33.8%	51
Women	0.5%	1	Women	0.0%	0
Total		184	Total		151
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

Table 6

RICHARD E. LAPCHICK, DIRECTOR

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MAKING WAVES OF CHANGE

CEO/President					
	%	#		%	#
2014-2015			2006-2007		
White	91.2%	52	White	87.9%	29
African-American	7.0%	4	African-American	12.1%	4
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	1.8%	1	Other	0.0%	0
Total People of Color	8.8%	5	Total People of Color	12.1%	4
Women	7.0%	4	Women	3.0%	1
Total		57	Total		33
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

Table 7

RICHARD E. LAPCHICK, DIRECTOR
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 MAKING WAVES OF CHANGE

General Manager					
	%	#		%	#
2014-2015			2004-2005		
White	80.6%	25	White	77.4%	24
African-American	16.1%	5	African-American	22.6%	7
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	19.4%	6	Total People of Color	22.6%	7
Women	0.0%	0	Women	0.0%	0
Total		31	Total		31
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

Table 8

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE
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 MAKING WAVES OF CHANGE

Vice President					
	%	#		%	#
2014-2015			2004-2005		
White	84.7%	343	White	86.2%	232
African-American	10.9%	44	African-American	10.4%	28
Latino	2.2%	9	Latino	2.2%	6
Asian	1.2%	5	Asian	1.1%	3
Other	1.0%	4	Other	0.0%	0
Total People of Color	15.3%	62	Total People of Color	13.8%	37
Women	20.3%	82	Women	17.8%	48
Total		405	Total		269
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

Table 9

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE
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 MAKING WAVES OF CHANGE

Senior Administrators					
	%	#		%	#
2014-2015			2005-2006		
White	80.0%	654	White	80.3%	367
African-American	14.9%	122	African-American	12.7%	58
Latino	3.1%	25	Latino	5.5%	25
Asian	1.5%	12	Asian	1.5%	7
Other	0.6%	5	Other	0.0%	0
Total People of Color	20.0%	164	Total People of Color	19.7%	90
Women	24.0%	196	Women	23.4%	107
Total		818	Total		457
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

Table 10

RICHARD E. LAPCHICK, DIRECTOR

C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

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MAKING WAVES OF CHANGE

Professional Administration					
	%	#		%	#
2014-2015			2004-2005		
White	73.6%	2425	White	77.4%	684
African-American	15.7%	516	African-American	12.7%	112
Latino	6.5%	214	Latino	6.8%	60
Asian	3.1%	103	Asian	2.8%	25
Other	1.2%	39	Other	0.3%	3
Total People of Color	26.4%	872	Total People of Color	22.6%	200
Women	36.1%	1189	Women	43.1%	381
Total		3297	Total		884
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		
Total		911			

Table 11

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE
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 MAKING WAVES OF CHANGE

Physicians					
	%	#		%	#
2014-2015			2004-2005		
White	78.6%	110	White	88.9%	56
African-American	7.1%	10	African-American	3.2%	2
Latino	2.9%	4	Latino	1.6%	1
Asian	7.1%	10	Asian	3.2%	2
Other	4.3%	6	Other	3.2%	2
Total People of Color	21.4%	30	Total People of Color	11.1%	7
Women	3.6%	5	Women	3.2%	2
Total		140	Total		63
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		62
Total		56	Total		

Table 12

RICHARD E. LAPCHICK, DIRECTOR

C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

Tel: 407-823-1516 or 407-823-4887 • Fax: 407-823-3771 • Web: www.tidesport.org

MAKING WAVES OF CHANGE

Head Athletic Trainers					
	%	#		%	#
2014-2015			2004-2005		
White	66.7%	20	White	76.9%	40
African-American	23.3%	7	African-American	21.2%	11
Latino	3.3%	1	Latino	0.0%	0
Asian	6.7%	2	Asian	1.9%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	23.1%	12
Women	0.0%	0	Women	0.0%	0
Total		30	Total		52
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			

Table 13

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Radio and TV Announcers							
			%				%
2014-2015				2004-2005			
	White	68.8%		White	74.0%		
	African-American	18.8%		African-American	16.0%		
	Latino	11.8%		Latino	10.0%		
	Asian	0.5%		Asian	0.0%		
	Other	0.0%		Other	0.0%		
	Total People of Color	31.1%		Total People of Color	26.0%		
	Women	3.2%		Women	5.0%		
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			

Table 14

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NBA Referees		
	%	#
2014-2015		
White	52.4%	33
African-American	46.0%	29
Latino	1.6%	1
Asian	0.0%	0
Other	0.0%	0
Total People of Color	47.6%	30
Women	3.2%	2
Total		63
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

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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. The live training is completed by all league employees 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 must attend the live training during their first several months of employment. In addition to the live training, all new employees are required to complete an online “Respect in the Workplace” program as part of their new hire orientation.
- 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 to all teams recommended best practices regarding respect in the workplace policies and training. Since then, the NBA has educated teams on an ongoing basis by issuing updates to its recommended best practices based on changes to applicable law and policy. In 2014, the NBA re-issued recommended best practices regarding respect in the workplace policies and training, which are in the process of being adopted across the teams.
- 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 they work and live. Each year, during the NBA Global Games, the NBA communicates to employees key content pertaining to the countries and cultures that employees will visit. Using the GlobeSmart Assessment Profile, the NBA developed the Cultural Self Awareness workshop in 2008. Available to all employees, this workshop is designed to increase individual awareness on 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 associated with working with Western cultures. The NBA views diversity management and inclusion as business imperatives and key facilitators of success in building the NBA brand globally.

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- The NBA's Employee Resource Teams (ERTs) are designed to welcome and value the ideas and contributions of all of their 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 Women's Network has over 200 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 40 members and aims to promote the development of Latino/Hispanic cultural awareness within the NBA while contributing to the league's success, diversity, and business objectives through career development, education, and community involvement.

Recruiting

- The NBA has continued to embrace a multi-faceted approach to 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.
- The NBA was instrumental in the forming of the **Thurgood Marshall Scholarship Fund** (now Thurgood Marshall College Fund - TMCF) in 1987 and has provided steady leadership to the organization since its inception. NBA Commissioner Emeritus David Stern serves on the TMCF Board and the NBA, TMCF, and NBA players collaborate on a number of events and public awareness campaigns. NBA spokesmen for TMCF, Ray Allen and Shane Battier, have appeared in PSAs for the fund and provide on-going support for the fund's activities.
- As part of the NBA's league-wide efforts to support military members and their families, the NBA continues to highlight career opportunities posted on nba.com on its NBA Cares Hoops for Troops website, which promotes job opportunities to veterans and reservists. The NBA also participated in the Fourth Annual Veterans On Wall Street Conference in November 2014. During the conference, the league received notable mention from General Martin Dempsey, Chairman of the Joint Chiefs of Staff, for its overall commitment to veterans and reservists. The NBA continues to partner with the Chamber of Commerce and has established new relationships with the Office of the Secretary of Defense, the Wounded Warrior Project, the New York National Guard, and Paralyzed Veterans of America to further its efforts to support military members and their families.
- In staffing the NBA's U.S.-based associate and intern programs, the NBA uses a number of sources as a feeder pool for diverse candidates. The 2015 Associate class is 34% diverse and 42% female, and the 2015 Intern class is 37% diverse and 40% 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 has conducted on-campus recruiting visits at some of those schools, including Howard University, Spelman College, Morehouse

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College, and Florida A&M University. In addition, the NBA participated in programs with the Black Student Association and Women in Business group 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 Management Leadership for Tomorrow (MLT), the International Radio and Television Society Foundation (IRTS), the National Black MBA Association, and the National Society for Hispanic MBAs. 2015 also marks the inaugural year of the David J. Stern Scholarship through the Thurgood Marshall College Fund and Leadership Institute (TMCF), which will provide financial and scholastic support, internships, and mentoring opportunities for under-represented minority students interested in pursuing careers in the sports industry. The league will continue to partner with TMCF on other career and professional developmental initiatives.

- In addition to the league's U.S.-based university initiatives, the NBA also offers international intern opportunities through its Global Intern Program. The expansion of the program continues to highlight the skills of diverse and talented collegiate-level professionals throughout China (Beijing and Shanghai), Asia (Hong Kong), the U.K. (London), Spain (Madrid), and most recently India (Mumbai).

Supplier Diversity

- The NBA takes steps to further its goal of maximizing contracting opportunities for Women/Minority Business Enterprises to participate in business opportunities generated by the NBA. The NBA maintains the following supplier 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 Business Opportunity Fair in the host city; and (iii) compiling and publishing a comprehensive supplier resource guide that serves as the central resource to help the NBA, its sponsors, and its contractors identify prospective suppliers. Based on alliances that have been built in All-Star host cities, the NBA continues to provide opportunities to those businesses when it hosts other events in those cities.

NBA and WNBA Social Responsibility Initiatives

- The NBA and WNBA pursue global social responsibility initiatives that build on the organizations' long tradition of addressing important issues worldwide through philanthropy, hands-on service, and legacy projects. The NBA and WNBA work to use their unique position to bring attention to important social issues focusing on **inclusion and equality, education, youth and family development, health and wellness, protecting the environment, and supporting military members and their families.**

Inclusion and Equality

- In March 2015, the NBA and WNBA teamed up with **LeanIn.org** to launch a public awareness campaign focused on gender equality. The campaign features NBA and WNBA players using #LeanInTogether to emphasize how men benefit from supporting women at home and at work —

happier marriages, more successful children, and better team outcomes — and provide practical information on how men can do their part.

- In May 2012, **The Gay, Lesbian, and 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, they have provided diversity and inclusion training to all rookies attending the NBA Rookie Transition Program. The NBA joins millions of Americans and GLAAD on Spirit Day (October 17) and takes a stand against bullying by “going purple” in support of lesbian, gay, bisexual, and transgender youth. WNBA player Brittney Griner and NBA player Jason Collins serve as Spirit Day Ambassadors, joining other leading figures in the entertainment industry.
- 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.
- As part of **WNBA Pride**, the WNBA, its teams, and its players celebrate inclusion and equality in support of the LGBT community. The WNBA Pride game (hosted on June 30) will air on ESPN2 and engage community members and partners to highlight the importance of inclusion and equality through grassroots programs, broadcast and digital ads, retail activation, and in-arena and online programming.
- Each year, 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 other leaders of the civil and human rights movements, the NBA's grassroots events, fundraising, and leadership supported the building of the **MLK, Jr. Memorial**.

Education

- Through NBA and WNBA Cares, the leagues work to combat global illiteracy and encourage young people to develop a life-long love of reading. Teams and players participate in reading events during visits to schools and community organizations. The NBA, WNBA, and their teams also create **NBA Cares Learn and Play Centers** in schools and community organizations in need. These projects include reading rooms, libraries, computer centers, and more. They also include extensive renovations, book donations, educational software, and resources. These centers provide children and families with the opportunity to access educational and technological resources and a stimulating and safe place to learn.

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- 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, in which 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 fifth 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 2013-14 school year, NBA Cares and BBVA Compass had more than 440 schools active on the EverFi Financial Literacy platform.

Youth and Family Development

- In support of My Brother's Keeper, President Obama's multi-sector effort launched to put boys and young men of color on a pathway to success, the NBA, the National Basketball Players Association, and the National Basketball Retired Players Association announced a five-year commitment to support My Brother's Keeper: (i) by helping **recruit 25,000 new male mentors** in partnership with MENTOR: The National Mentoring Partnership; and (ii) by helping work with educators and students in at-risk schools to increase attendance and performance in partnership with Team Turnaround and the Council of Great City Schools.
- Through NBA Cares, in partnership with various community-based and youth-serving organizations, the league and its teams and players have **built more than 915 places in 26 countries and territories** where kids and families can live, learn, or play, contributing to the development of urban communities. These projects include new and refurbished basketball courts, houses, playgrounds, technology centers and more.
- The **Jr. NBA program** supports youth basketball through programs and events that are designed to teach basketball fundamentals, promote the values of the game (including leadership, discipline, teamwork, and sportsmanship), and encourage healthy lifestyle choices among boys and girls ages 6-14. The program aims to reach 5 million youth throughout the U.S. and Canada.

Health and 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 1,600 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 FIT Live Healthy Week Presented by Kaiser Permanente**, the NBA family – led by the NBA FIT Team – joins community members and partners to highlight the importance of healthy

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living and to encourage fans to pledge that they will lead healthy lifestyles through grassroots programs and events, broadcast and digital ads, retail activation, special Adidas on-court apparel, and in-arena and online programming.

- In celebration of NBA All-Star 2015, the NBA family **engaged more than 1 million youth** in New York City through season-long outreach, hosting more than 750 fun fitness and basketball-related activities including tournaments, open gyms, clinics, and health fairs. These efforts culminated on the Friday of NBA All-Star 2015, when the NBA family hosted **100 basketball clinics in 100 New York City public schools** and **repacked 10,000 pounds of food** in partnership with City Harvest to support New Yorkers in need.
- NBA/WNBA FIT launched **NBA FIT Food** in partnership with Wal-Mart in January 2014. NBA FIT branded oranges are 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 Los Angeles Clippers All-Star Chris Paul. Additionally, in 2012, the NBA made a commitment to connect 50,000 children across the country with free summer meals.
- 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, and 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 2015, the NBA and WNBA continued 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 \$56 million to distribute more than 9 million life-saving bed nets. In July 2013, NBA player Stephen Curry traveled to Tanzania to support the Nothing But Nets campaign.
- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including through partnerships with Greater Than AIDS, GBCHealth, Elizabeth Glaser Pediatric AIDS, and UNICEF, through grassroots events, and through extensive charitable donations. Through the Emmy award winning awareness campaign **"Get Tested,"** the NBA, HBO, the Global Business Coalition on HIV/AIDS, Tuberculosis, and Malaria (GBC), and the Kaiser Family Foundation came together to produce a series of television, radio, and print PSAs that encouraged people in urban communities to learn about their HIV/AIDS status.
- The **WNBA Breast Health Awareness** program focuses on generating awareness and educating women about breast cancer in addition to raising funds for the initiative. The WNBA and its teams have raised more than **\$3.6 million** to aid in the **fight against breast cancer**.

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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 and players 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 Green Sports Alliance** to generate awareness 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 its players take part in a variety of “greening” programs and events, including recycling programs, community service projects, and sustainability education programs. As part of NBA Green Week 2015, the NBA partnered with the Arbor Day Foundation in a commitment to **plant three trees for every 3 pointer hit during NBA Green Week** and **one tree for each time #NBAGreen** was used, which **resulted in more than 22,000 trees planted** at the conclusion of the week.

Grassroots Programs

- **Basketball Without Borders** (BWB) is the NBA's and FIBA's global basketball development and community outreach program that unites young basketball players to promote the sport and encourage positive social change in the areas of education and health. Since its inaugural year in 2001, **41 BWB camps** have taken place in **23 cities and 20 countries on six continents**. To promote friendship and diversity, participating campers are divided into teams without regard to race or nationality. As part of BWB, the NBA has created 66 places to live, learn, or play.
- In partnership with the **U.S. Department of State's Bureau of Educational and Cultural Affairs' SportsUnited Program** as well as the **Empowering Women and Girls Through Sport Initiative**, more than 78 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 U.S.

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- 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 5,000 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. In its second year in Senegal, LLP has trained 50 coaches and partnered with 21 schools and youth clubs, and reached a total of 975 youth. LLP programs will use sport to transcend social, economic, and political barriers bringing youth together and encouraging healthy lifestyles and community development.
- The NBA, in partnership with ExxonMobil and Africare, in 2013 launched **Power Forward** in Abuja, Nigeria, a program which has trained **20 coaches**, partnered with **10 schools** and reached more than **440 youth** with weekly programming. This youth development program, which is in its second year, leverages the power of basketball and the NBA to teach health, leadership, and life skills.
- Together with the **Reliance Foundation**, the NBA launched the **Jr. NBA** in Mumbai and Kerala (India) for youth ages 8-16. In its second year, the program reached more than **810,000 youth and more than 1,000 physical education coaches in 1,000 local schools**. The Reliance Foundation Jr. NBA program focuses on inspiring youth to adopt a healthy, active lifestyle by integrating basketball into each participating school's physical education curriculum.
- Jr. NBA Asia, in partnership with FrieslandCampina, Alaska Milk, and Dutch Lady, hosts youth basketball programming for youth ages 7-14 to develop basketball skills and promote the values of the game through instructional camps and clinics in the Philippines, Indonesia, Malaysia, Thailand, and Vietnam. In 2014, **Jr. NBA Asia engaged more than 35,000 youth and 2,800 coaches** through nearly 1,100 local schools and community organizations.

Other Community Programs

- Since October 2005, through NBA Cares, the league, players, and teams have raised and contributed more than **\$242 million** for charity and provided **3 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, as of last year, 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 which has provided more than **40,000 underprivileged students** with basketball programming and life skills in the areas of teamwork, sportsmanship and health and wellness.

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