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The 2009 Women's National Basketball Association Racial and Gender Report Card:

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EXECUTIVE SUMMARY

The 2009 WNBA Racial and Gender Report Card received a combined grade for race and gender of an **A+** by earning both an **A+** for gender and an **A+** for race for the second consecutive Report Card. Thus, for the second time, the WNBA earned the highest combined grade for any sport in the history of the Racial and Gender Report Card.

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

In the 2001, 2004, 2005 and 2006 Racial and Gender Report Cards, the WNBA had received **A's** for their race, gender and combined grades. To this day, no other professional sports league has achieved that even once.

The WNBA remained as the best employer overall for women and people of color in sport. In 2008, the WNBA gained ground for people of color as assistant coaches, team vice presidents, team senior administrators, general managers and head coaches. However, people of color lost ground as League Office staff and professional team administration.

When the Report was updated for 2009, there was a 10 percentage point increase for African-American general managers to 33 percent and a two percentage point increase as head coaches to 38 percent.

In 2008, women made gains in terms of percentage as head and coaches, team vice presidents, senior administrators and professional administrators. Women lost ground slightly in the League Office.

In the 2009 season update, women gained further ground with a 10 percentage point increase as head coaches 46 percent, a four percentage point increase as general managers to 58 percent and a 10 percentage point increase as CEO/President to 43 percent.

Using data from the 2008 season, The Institute conducted an analysis of racial breakdowns of the players, general managers and coaches. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, senior administration, professional administration, physicians and head trainers. Positions of head coach, general manager, team president and owner were updated as of the beginning of the 2009 WNBA season. Tables for the Report are included in Appendix I.

The Institute for Diversity and Ethics in Sport (TIDES) located at the University of Central Florida publishes the **Racial and Gender Report Card** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions. The WNBA Racial and Gender Report Card is the third report issued so far in 2009 after the releases of the reports on Major League Baseball and the National Basketball Association.

REPORT HIGHLIGHTS

- The 2009 WNBA Racial and Gender Report Card received a combined grade for race and gender of an **A+** by earning both an **A+** for gender and an **A+** for race for the second consecutive Report Card. Thus, for the second time, the WNBA earned the highest combined grade for any sport in the history of the Racial and Gender Report Card with 95.5 points.
- For the second consecutive Report Card, the WNBA had the highest number of **A**'s as well as the lowest number of grades below an **A** in all categories in the history of the Racial and Gender Report Card.
- The number of white players decreased by 14 percentage points.
- Sheila Johnson was the only person of color considered an owner during the 2008 season. In 2006, Johnson became the first African-American woman to hold any ownership in a WNBA team when she was named managing partner of the Washington Mystics when Lincoln Holdings, LLC acquired the team from Abe and Irene Pollin. Ms. Johnson owns approximately 6-7 percent of Lincoln Holdings.
- There were no people of color considered as majority owners during the 2008 season.
- Donna Orender remains the only woman president of a professional sports league.
- There were five African-American head coaches at the start of both the 2008 and 2009 WNBA seasons, an increase of two coaches from the 2007 season. There were five women head coaches at the start of the 2008 season and six women head coaches during the 2009 season, increasing from 31 percent in 2007 to 36 percent in 2008 and 46 percent in 2009.
- In 2008, there was a three percentage point increase for African-American assistant coaches from 39 percent to 42 percent and a three percentage point decrease of white assistant coaches from 61 to 58 percent. The percentage of female assistant coaches increased from 52 percent to 55 percent, up three percentage points since last year's RGRC.
- The number of women in the CEO/Presidents role increased from four to five at the start of the 2008 season, and from five to six in 2009.
- In the 2009 season, there were seven women and four African-Americans as general managers.
- There were 20 women as team vice presidents, increasing from 26 percent in 2007 to 30 percent in 2008. The 2008 grades for Team Vice Presidents increased in both race and gender to a **C-** and a **B-**.
- During the 2008 season, 22 percent of team senior administrators were people of color (up four percentage points), including 13 percent African-American (up two percentage points). Forty-nine percent of senior team administrators in the WNBA were women, up from 43 percent in 2007. The grades for Senior Administration increased in both race and gender to an **A-** and an **A+**.

- In the Professional Administration category, in the 2008 season, both whites and African-Americans increased by one percentage point to 72 percent and 14 percent, respectively. Latinos decreased from 15 percent to 10 percent in 2008, while the percentage of women increased from 48 to 52 percent.

OVERALL GRADES

The WNBA received an **A+** for race with 94 points, down slightly from 94.5, and an **A+** for gender with a 97, also down slightly from a 97.5. In the combined grade for race and gender, the WNBA earned an **A+** with 95.5 points, down from 96 points. This was the second highest combined grade for any sport in the history of the Racial and Gender Report Card, only topped by the 2008 WNBA Report Card.

For the second consecutive report, the WNBA received **A's** for race in the WNBA League Office, head and assistant coaches, general managers, team senior administration, team professional administration and player opportunities. It received **A's** for gender in the WNBA League Office, head and assistant coaches, general managers, team senior administration and team professional administration. As in the 2008 Report, the WNBA only had one category below an **A** for gender and race (team vice-presidents).

The WNBA continues to have the highest number of **A's** as well as the lowest number of grades below an **A** in all categories in the history of the Racial and Gender Report Card.

GRADES BY CATEGORY

Players

In the 2008 WNBA season, 21 percent of the players were white, 65 percent were African-American, and zero percent were Asian, Latina or other people of color. Fourteen percent of the players were international, which was the same as the 2007 season, and a decrease of three percentage points from the 2006 Report Card. The percentage of African-American players increased by two percentage points, while white players decreased by 14 percentage points. Other people of color decreased by two percentage points, while Asian players decreased by one percentage. There were no Latina players during the 2008 season.

WNBA Grade for Players:

Race: A+

See Table 1.

WNBA League Office

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

At the professional staff level in the WNBA League Office, African-Americans occupied 27 percent of the positions, Asians held three percent, while whites held 67 percent and Latinos held three percent. People of color decreased by three percentage points to 33 percent in 2009 for the League Office. Asians decreased by about nine percentage points, while the percentage of whites increased by three percentage points. The percentage of Latinos occupied in a professional position in the League Office increased one percentage point.

Women filled 100 percent of WNBA professional staff positions in 2009, which was a 26 percentage point increase from 2008. Renee Brown, an African-American woman, is Chief of Basketball Operations and Player Relations. She was the only person of color in a vice president position. In addition to Brown, Rachael Jacobson, vice president, Business Development, and Hilary Shaev, vice president, Marketing were the other female executives at the vice president level in the WNBA League Office.

Grade for WNBA League Office:

Race:	A+
Gender:	A+

See Table 2.

WNBA Team Operations and Management

With the exception of the Connecticut Sun, Houston Comets, Washington Mystics, Los Angeles Sparks, Atlanta Dream, Seattle Storm and Chicago Sky, all other WNBA teams are operated by the NBA teams in their respective cities. NBA team front offices in those cities are responsible for many of the day-to-day operations of the WNBA teams. Each WNBA team employs dedicated coaches, trainers and public relations representatives and, like the League Office, “shares” most of its common non-player personnel with the NBA team operator.

Owners

There were no people of color considered as majority owners during the 2008 season. There were four women who held majority ownership in a WNBA franchise:

- Carla Christofferson, Los Angeles Sparks
- Katherine Goodman, Los Angeles Sparks
- Colleen J. Maloof, Sacramento Monarchs
- Adrienne Maloof-Nassif, Sacramento Monarchs

The female majority owners did not change from the 2007 season to the 2008 season. Christofferson and Goodman replaced Jerry Buss as the owners of the Los Angeles Sparks, increasing the number to four women as majority owners at the start of the 2007 season.

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

See Table 3.

Head Coaches

There were five African-American head coaches at the start of the 2008 WNBA season, an increase of two coaches from the 2007 season. The two new African-American head coaches for the 2008 season were Corey Gaines of the Phoenix Mercury and Steven Key of the Chicago Sky. The three additional African-American head coaches include:

- Karleen Thompson, Houston Comets
- Michael Cooper, Los Angeles Sparks
- Tree Rollins, Washington Mystics

For the 2009 season, the Houston Comets are no longer in the league, which resulted in the loss of African-American head coach, Karleen Thompson. Also, during the 2009 season Julie Plank, a white female from the Washington Mystics, replaced Tree Rollins. The Detroit Shock and Minnesota Lynx both hired African-American head coaches Rick Mahorn and Jennifer Gillom, respectively. Thus, the five African-American head coaches in the 2009 season were:

- Michael Cooper, Los Angeles Sparks
- Steven Key, Chicago Sky
- Corey Gaines, Phoenix Mercury
- Rick Mahorn, Detroit Shock
- Jennifer Gillom, Minnesota Lynx

Including Thompson, there were five women head coaches at the helm at the start of the 2008 season:

- Pat Coyle, New York Liberty
- Jenny Boucek, Sacramento Monarchs
- Lin Dunn, Indiana Fever
- Marynell Meadors, Atlanta Dream

In addition to Karleen Thompson no longer coaching and Julie Plank replacing Tree Rollins, Jennifer Gillom also took over for Don Zierden of the Minnesota Lynx during the 2009 season, increasing the number of female head coaches to six. Thus, the women head coaches in 2009 were:

- Linn Dunn, Indiana Fever
- Pat Coyle, New York Liberty
- Jenny Boucek, Sacramento Monarchs
- Marynell Meadors, Atlanta Dream
- Julie Plank, Washington Mystics
- Jennifer Gillom, Minnesota Lynx

They made up 46 percent of the total.

WNBA Grade for Head Coaches:

Race:	A+
Gender:	A-

See Table 4.

Assistant Coaches

There was a three percentage point increase for African-American assistant coaches from 39 percent to 42 percent. There were no Latinos or Asian assistant coaches. The percentage of white assistant coaches decreased from 61 to 58 percent.

The percentage of female assistant coaches increased from 52 to 55 percent, up three percentage points since last year's Report Card. The 65 percent in the 2005 season was the highest percent of women as assistant coaches in WNBA history.

WNBA Grade for Assistant Coaches:

Race: A+
Gender: A+

See Table 5.

Top Management

CEOs/Presidents

The number of women in a top management role increased from four to five at the start of the 2008 season. Margaret Stender was President of the Chicago Sky, Jay L. Parry was President of the Phoenix Mercury, Sheila Johnson was President of the Washington Mystics, Karen Bryant was CEO of the Seattle Storm, and Carol Blazejowski was President of the New York Liberty. In 2009, Kristin Bernert was named president for the Los Angeles Sparks, bringing the total number of women in top management to six.

Steve Mills, president of the New York Knicks and New York Liberty, was the only African-American who was president of both NBA and WNBA teams in 2008. Mills and Johnson were the only two African-American CEOs/Presidents in the WNBA in 2008.

See Table 6.

General Manager/Principal-in-Charge

The WNBA had two African-American female general managers in 2008, the same as reported in 2007, representing 15 percent of the total in this role. There was also one African-American male general manager in 2008. The African-American general managers were:

- Karleen Thompson, general manager and head coach, Houston Comets
- Penny Toler, general manager, Los Angeles Sparks
- Steven Key, general manager and head coach, Chicago Sky

Including Thompson and Toler, there were seven women in this post in the WNBA in 2008, the same as reported in 2007. These seven women accounted for 54 percent of the individuals in this position. The other five women were:

- Carol Blazejowski, senior vice president and general manager, New York Liberty
- Kelly Krauskopf, general manager, Indiana Fever

- Linda Hargrove, general manager, Washington Mystics
- Ann Meyers Drysdale, general manager, Phoenix Mercury
- Marynell Meadors, general manager and head coach, Atlanta Dream

For the 2009 season, Karleen Thompson lost her general manager and head coach position because the Houston Comets are no longer with the WNBA. In addition, Angela Taylor replaced Linda Hargrove of the Washington Mystics, Cheryl Reeve replaced Bill Laimbeer of the Detroit Shock keeping the number of women general managers at seven, with a total number of four African-Americans in the general manager position.

WNBA Grade for Top Management:

Race: A-
Gender: A+

See Table 7.

Team Vice Presidents

There were four African-American team vice presidents in the 2008 season, the same as reported in 2007. The four were:

- Quinn Buckner, vice president, Communications, Indiana Fever
- Kathryn Jordan, vice president, Team Development, Indiana Fever
- Angela Taylor, vice president, Business Development, Minnesota Lynx
- Tonya Alleyne, vice president, Media Relations, Atlanta Dream

There were 20 women as team vice presidents, increasing from 26 percent in 2007 to 30 percent in 2008. Along with Jordan, Taylor, and Alleyne the other female vice presidents were:

- Jo Gilley, vice president, Marketing, Chicago Sky
- Marilyn Hauser, executive vice president, Detroit Shock
- Ellen Gahagan, vice president, Marketing, Detroit Shock
- Susan Greenfield, vice president, Legal, Detroit Shock
- Donna Wilkinson, vice president, Human Resources, Indiana Fever
- Jane Wardle, vice president, Budgeting, Indiana Fever
- Donna Ruiz, vice president, Human Resources, Sacramento Monarchs
- Danette Leighton, vice president, Marketing and Monarchs Business Operations, Sacramento Monarchs
- Alison Fox, vice president, Community Relations, San Antonio Silver Stars
- Lori Warren, vice president, Finance, San Antonio Silver Stars
- Paula Winslow, vice president, Human Resources, San Antonio Silver Stars
- Danielle Donehew, executive vice president, Atlanta Dream
- Paige Blakenship, vice president, Marketing and Business Development, Atlanta Dream
- Allison Fillmoore, vice president, Ticket Sales and Service, Atlanta Dream
- Diane Ferranti, vice president, Multi Media, Detroit Shock
- Julie Graue, vice president, Business Operations, Indiana Fever
- Ruth Hill, vice president, Finance, Sacramento Monarchs

WNBA Grade for Team Vice Presidents:

Race: C-
Gender: B-

See Table 8.

Senior Administration

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

During the 2008 WNBA season, 22 percent of team senior administrators were people of color including 13 percent African-American (up two percentage points), four percent Latino (down one percentage point) and four percent Asian (up two percentage points). Whites held 78 percent of the senior team administrative positions (down four percentage points).

Forty-nine percent of senior team administrators in the WNBA were women, up from 43 percent in 2007.

WNBA Grade for Senior Administration:

Race: A-
Gender: A+

See Table 9.

Professional Administration

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

In team professional administrative positions in the 2008 season, both whites and African-Americans increased by one percentage point to 72 percent and 14 percent, respectively. Latinos decreased from 15 percent in 2007 to 10 percent in 2008, while Asians remained at one percent.

The percentage of women holding team professional administrative positions increased from 48 to 52 percent.

WNBA Grade for Professional Administration:

Race: A+
Gender: A+

See Table 10.

Physicians

In 2008, there was a two percentage point decrease in African-American team physicians and a four percentage point increase of Latino physicians. There were no Asian physicians.

Females in these positions increased from 23 percent to 27 percent in 2008.

See Table 11.

Head Trainers

In the WNBA, African-American head trainers increased nine percentage points from 20 to 29 percent during the 2008 season. Latino head trainers decreased by 10 percentages points to zero head trainers. There were no Asian head trainers in 2008. Whites increased two percentage points from 65 to 67 percent.

The percentage of women increased seven percentage points from 45 percent in 2007 to 52 percent in 2008.

See Table 12.

HOW GRADES WERE CALCULATED

As in previous reports, the 2009 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, and **C** if it had only nine percent. Grades for race below this level were assigned a **D** for six percent or **F** for any percent equal to or below five percent.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

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

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

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

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

The Report covers the 2008 season for Women's National Basketball Association. Listings of professional owners, president/CEOs, general managers and head coaches were updated as of July 7, 2009.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 17th 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 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 Women's National Basketball Association (WNBA), as well as in collegiate athletic departments.

The Report Card is issued sport-by-sport. The WNBA Racial and Gender Report Card is the third report issued so far in 2009 after the releases of reports on Major League Baseball and the National Basketball Association. The complete Racial and Gender Report Card will be issued after the release of the NFL, MLS and college sport reports.

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

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 sports. TIDES researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, The Institute conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

industry while also emphasizing diversity, community service and sport and social issues. It is the only program in a business college to offer a two degree option, allowing students to earn a master's of business administration (MBA) degree in addition to the master's of sport business management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.

APPENDIX I

Players							
			%	#			
2008					2004		
	White	21%	44		White	33%	66
	African-American	65%	139		African-American	66%	134
	Latina	0%	0		Latina	1%	2
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	International	14%	31		International	16%	33
2007					2003		
	White	35%	66		Data Not Recorded		
	African-American	63%	117		2002		
	Latina	0%	0		White	35%	x
	Asian	1%	1		African-American	61%	x
	Other	2%	3		Latina	<3%	x
	International	14%	27		Asian	<1%	x
					Other	<1%	x
2006					2001		
	White	36%	75		White	34%	x
	African-American	63%	133		African-American	63%	x
	Latina	0%	0		Latina	3%	x
	Asian	0%	1		Other	x	x
	Other	1%	2		2000		
	International	17%	36		White	33%	x
2005					African-American	65%	x
	White	34%	69		Latina	2%	x
	African-American	63%	130		Other	0%	x
	Latina	1%	2		1999		
	Asian	0%	1		White	32%	x
	Other	1%	3		African-American	64%	x
	International	19%	39		Latina	2%	x
					Other	0%	x

x=Data not recorded

Table 1

League Office: Professional Employees							
		%	#		%	#	
2009				2004			
	White	67.0%	22		White	60%	6
	African-American	27.0%	9		African-American	40%	4
	Latino	3.0%	1		Latino	0%	0
	Asian	3.0%	1		Asian	0%	0
	Other	0.0%	0		Other	0%	0
	Women	x	x		Women	90%	9
	Total	x	33		Total	x	10
2008				2003			
	White	64.0%	27		Data Not Recorded		
	African-American	21.0%	9	2002			
	Latino	2.0%	1		White	55%	12
	Asian	12.0%	5		African-American	36%	8
	Other	0.0%	0		Latino	9%	2
	Women	74.0%	31		Asian	0%	0
	Total	x	42		Other	0%	0
2007					Women	95%	21
	White	66.0%	29		Total	x	22
	African-American	20.5%	9	2000			
	Latino	2.2%	1		White	55%	11
	Asian	11.3%	5		African-American	35%	7
	Other	0.0%	0		Latino	5%	1
	Women	75.0%	33		Asian	0%	0
	Total	x	44		Other	5%	1
2005					Women	85%	17
	White	65%	15		Total	x	20
	African-American	26%	6	1998			
	Latino	0%	0		White	69%	9
	Asian	9%	2		African-American	23%	3
	Other	0%	0		Latino	0%	0
	Women	70%	16		Asian	8%	1
	Total	x	23		Other	0%	0
					Women	69%	9
					Total	x	13

Note: Data provided by the WNBA league offices.
x= Data not recorded

Table 2

Majority Owners		
	%	#
2008		
White	100%	20
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	20%	4
2007		
White	100%	20
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	20%	4
2006		
White	95%	18
African-American	5%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	11%	2
2005		
White	92%	21
African-American	8%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	16%	4
2004		
White	94%	16
African-American	6%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	18%	3
2001 - 2003		
Data Not Recorded		

Table 3

Head Coaches							
		%	#				
2009	White	62%	8	2004	White	69%	9
	African-American	38%	5		African-American	31%	4
	Asian	0%	0		Asian	0%	0
	Latino	0%	0		Latino	0%	0
	Other	0%	0		Women	38%	5
	Women	46%	6		2003		Data Not Recorded
2008	White	64%	9	2002	White	82%	14
	African-American	36%	5		African-American	18%	3
	Asian	0%	0		Asian	0%	0
	Latino	0%	0		Latino	0%	0
	Other	0%	0		Women	41%	7
	Women	36%	5		2001	White	75%
2007	White	77%	10	African-American		25%	4
	African-American	23%	3	Asian		0%	0
	Asian	0%	0	Latino		0%	0
	Latino	0%	0	Women		44%	7
	Other	0%	0	2000		White	69%
	Women	31%	4		African-American	31%	5
2006	White	86%	12		Asian	0%	0
	African-American	14%	2		Latino	0%	0
	Asian	0%	0		Women	44%	7
	Latino	0%	0		1999	White	75%
	Other	0%	0	African-American		25%	3
	Women	21%	3	Asian		0%	0
2005	White	85%	11	Latino		0%	0
	African-American	15%	2	Women		50%	6
	Asian	0%	0	1998		White	60%
	Latino	0%	0		African-American	40%	4
	Other	0%	0		Asian	0%	0
	Women	38%	5		Latino	0%	0
					Women	70%	7

Table 4

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

Table 5

CEO/President		
	%	#
2009		
White	87%	13
African-American	13%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	43%	6
2008		
White	87%	13
African-American	13%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	33%	5
2007		
White	87%	13
African-American	13%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	27%	4
2006		
White	89%	16
African-American	11%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	22%	4
2005		
White	90%	14
African-American	10%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	10%	2
2004		
White	85%	11
African-American	15%	2
Latino	0%	0
Asian	0%	0
Women	8%	1

Table 6

General Manager/ Director of Player Personnel		
	%	#
2009		
White	67%	8
African-American	33%	4
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	58%	7
2008		
White	77%	10
African-American	23%	3
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	54%	7
2007		
White	85%	11
African-American	15%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	54%	7
2006		
White	82%	9
African-American	18%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	55%	6
2005		
White	73%	9
African-American	27%	3
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	67%	8
2004		
White	77%	10
African-American	23%	3
Latino	0%	0
Asian	0%	0
Women	77%	10

Table 7

Vice Presidents		
	%	#
2008		
White	92%	61
African-American	6%	4
Latino	2%	1
Asian	0%	0
Other	0%	0
Women	30%	20
2007		
White	94%	61
African-American	6%	4
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	26%	17
2006		
White	90%	80
African-American	10%	9
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	20%	18
2005		
White	91%	77
African-American	8%	7
Latino	0%	0
Asian	1%	1
Other	0%	0
Women	27%	23
2004		
White	89%	42
African-American	11%	5
Latino	0%	0
Asian	0%	0
Women	28%	13

Table 8

Senior Administrators		
	%	#
2008		
White	78%	56
African-American	13%	9
Latino	4%	3
Asian	4%	3
Other	1%	1
Women	49%	35
2007		
White	82%	50
African-American	11%	7
Latino	5%	3
Asian	2%	1
Other	0%	0
Women	43%	26
2006		
White	81%	94
African-American	9%	11
Latino	7%	8
Asian	2%	2
Other	1%	1
Women	28%	33
2005		
White	80%	99
African-American	11%	14
Latino	6%	7
Asian	2%	3
Other	0%	0
Women	37%	45
2004		
White	81%	74
African-American	12%	11
Latino	3%	3
Asian	2%	2
Other	1%	1
Women	42%	38

Table 9

Professional Administration		
	%	#
2008		
White	72%	115
African-American	14%	23
Latino	10%	16
Asian	1%	2
Other	2%	3
Women	52%	83
2007		
White	71%	132
African-American	13%	25
Latino	15%	28
Asian	1%	1
Other	1%	1
Women	48%	90
2006		
White	68%	159
African-American	16%	38
Latino	11%	26
Asian	3%	7
Other	2%	5
Women	44%	103
2005		
White	70%	165
African-American	17%	41
Latino	8%	19
Asian	4%	10
Other	0%	1
Women	50%	118
2004		
White	69%	268
African-American	22%	86
Latino	5%	18
Asian	3%	14
Other	<1%	3
Women	44%	170

Table 10

Physicians		
	%	#
2008		
White	80%	12
African-American	7%	1
Latino	13%	2
Asian	0%	0
Other	0%	0
Women	27%	4
2007		
White	82%	18
African-American	9%	2
Latino	9%	2
Asian	0%	0
Other	0%	0
Women	23%	5
2006		
White	82%	18
African-American	5%	1
Latino	14%	3
Asian	0%	0
Other	0%	0
Women	27%	6
2005		
White	82%	14
African-American	6%	1
Latino	12%	2
Asian	0%	0
Other	0%	0
Women	18%	3
2004		
White	100%	13
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	8%	1
2003		
	Data Not Recorded	
2002		
White	88%	x
African-American	6%	x
Latino	0%	x
Asian	6%	x
Other	0%	x
Women	22%	x
<i>x= Data not recorded</i>		

Table 11

Head Trainers							
		%	#		%	#	
2008				2004			
	White	67%	14		White	77%	10
	African-American	29%	6		African-American	15%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	8%	1
	Other	5%	1		Other	0%	0
	Women	52%	11		Women	92%	12
2007				2003			
	White	65%	13		Data Not Recorded		
	African-American	20%	4	2002			
	Latino	10%	2		White	86%	12
	Asian	0%	0		African-American	7%	1
	Other	5%	1		Latino	0%	0
	Women	45%	9		Asian	7%	1
2006					Other	0%	0
	White	68%	15		Women	88%	14
	African-American	18%	4	2000			
	Latino	9%	2		White	88%	1
	Asian	0%	0		African-American	6%	1
	Other	5%	1		Latino	0%	0
	Women	59%	13		Other	6%	1
2005					Women	88%	10
	White	70%	16	1999			
	African-American	22%	5		White	92%	11
	Latino	9%	2		African-American	0%	0
	Asian	0%	0		Latino	1%	0
	Other	0%	0		Other	1%	0
	Women	70%	16		Women	83%	11
				1998			
					White	100%	10
					African-American	0%	0
					Latino	0%	0
					Other	0%	0
					Women	100%	10

Table 12