



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2023 Racial and Gender Report Card™

Women's National Basketball Association

by Adrien Bouchet
with contributions from:

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Presented by:
The Institute for Diversity and Ethics in Sport™
with the DeVos Sport Business Management Program
in the College of Business Administration of the
University of Central Florida

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THE 2023 RACIAL AND GENDER REPORT CARD: **Women's National Basketball Association**

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Executive Summary

Orlando, FL - February 14, 2024

The 2023 **Women's National Basketball Association Racial and Gender Report Card (RGRC)** was released today and confirmed that the WNBA continues to be a leader in the industry among other professional leagues in terms of racial and gender hiring practices. The WNBA has held the top position in the Racial and Gender Report Cards (RGRC) since its inaugural season. The WNBA earned 92.2 points for a combined grade of an **A**. The WNBA earned an **A** for race and an **A** for gender in the 2023 WNBA Racial and Gender Report Card issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. The WNBA sets the standard for powerful and inclusive representation across their organization in terms of players, coaches, staff, and administration.

This was the 19th consecutive year that the WNBA has received at least an **A** for its overall race, gender, and combined grades. The WNBA scored 92.9 points for racial hiring practices and 91.5 points for gender hiring practices in 2023. The WNBA retains the top position among other professional leagues with their gender hiring score.

Dr. Adrien Bouchet, the Director of TIDES and primary author of the Report, said, "The WNBA continues to be a leader with their inclusive racial and gender hiring practices across all professional leagues with a combined grade of an **A**. In 2023, the WNBA increased their gender scores from 2022 in all but two categories

Overall Grade



A

Racial Hiring



A

Gender Hiring



A

while remaining constant in the other two categories. Unfortunately, we observed some declines in their racial scores in critical categories, such as the Head Coach and Assistant Coach positions.”

The only men’s league close in comparison to the WNBA was the NBA, earning an A+ this year for racial hiring practices. Continuing from years prior, the WNBA received the greatest number of A’s, 16, as well as the least number of grades below an A-, three, in all categories compared to men’s professional leagues. The WNBA’s most noteworthy improvements include the percentage of women head coaches which increased by 16.7 percentage points from 58.3 percent in 2022 to 75.0 percent in 2023. This is the second consecutive season that women filled more than half of the head coaching positions in the WNBA.

Bouchet continued, “Head coaches, the WNBA League Office, and team presidents consisted of at least 74.0 percent women. These were the highest percentage of women across all categories.”

Annually, the Report Card asks, “Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to score a basket and run the team?” The answer for the WNBA was a resounding “yes” and continues to among the best records in professional sports.

Using data provided by the WNBA, the Institute conducted an analysis of the racial breakdown of the players as well as a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, vice presidents and above, managers to senior directors, professional team staff, and head trainers. Tables for the report are included in Appendix II.

The Institute for Diversity and Ethics in Sport 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

WNBA Racial and Gender Report Card at a Glance

Racial Hiring Grade for Head Coaches

A-  **33.3%**
People of Color

Gender Hiring Grade for Head Coaches

A+  **75.0%**
Women

Racial Hiring Grade for Team Governors

A- **33.3%**
People of Color

Gender Hiring Grade for Team Governors

B- **33.3%**
Women

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.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for team ownership is being calculated into the final grades. Based on previous Report Cards, this will result in slightly reduced overall grades for race and gender across all 2022 and later Report Cards. The WNBA had the highest grades for both race (A-) and gender (B-) for Team Governors.

Beginning in the 2021 RGRC series, TIDES has been awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. During the 2023 season, the WNBA Social Justice Council highlighted four key pillars of women's health: maternal health, mental health, reproductive health and cancer prevention and awareness. With this focus, the WNBA aims to shine a light on support systems and resources designed to address the maternal mortality crisis, especially in the Black community; to destigmatize mental health issues; to support reproductive health resources; and to draw attention to the disparities in cancer incidence, care, and outcomes for women of color.

It should also be noted that the 2023 WNBA Racial and Gender Report Card used the current grading scale based on the 2020 Census results. According to the 2020 census, racial ethnic minorities totaled 42.2 percent compared to the 2010 census where racial ethnic minorities totaled 27.6 percent.



WNBA Racial and Gender Report Card at a Glance

Racial Hiring Grade for Team Managers to Sr Directors

A+  **42.3%**
People of Color

Gender Hiring Grade for Team Managers to Sr Directors

A+  **60.2%**
Women

Racial Hiring Grade for Professional Team Staff

A+  **48.2%**
People of Color

Gender Hiring Grade for Professional Team Staff

A+  **52.7%**
Women

Report Card Highlights

- The WNBA increased their gender score in seven of nine categories. Head coaches had the largest increase from 58.3 percent in 2022 to 75.0 percent in 2023.
 - The WNBA had a decline in their racial scores for players, coaches, assistant coaches, and general manager. In contrast, the WNBA teams improved their racial scores in team vice presidents and above, team managers to senior directors, professional team staff.
 - The percentage of women holding positions in the WNBA League Office increased 5.1 percentage points from 69.4 in 2022 to 74.5 percent in 2023.
 - The WNBA had three categories where there were at least 74.0 percent women. These categories were Head Coaches (75.0 percent), WNBA League Office (74.5 percent), and team presidents (75.0 percent).
 - Black or African American head coaches decreased from six in 2022 to only three in 2023, only representing 25.0 percent of WNBA head coaches. This contrasts greatly with the number of players that are Black or African American at 63.8 percent.
 - The percentage of women who held assistant coaching positions increased from 64.7 percent in 2022 to 68.4 percent in 2023, a new all-time high. The highest previously recorded percentage of assistant coaching positions held by women in the history of the WNBA Report Card was in the 2014 season at 68.0 percent.
 - Women in manager to senior director roles increased from 55.9 percent in 2022 to 60.2 percent in 2023, a 4.3 percent increase. This is the third consecutive year the score for this category has increased.
- The percentage of women in professional team staff positions increased from 49.2 percent in 2022 to 52.7 percent in 2023. This is the second consecutive year the score for this category has increased.



Overall Grades

The WNBA received a combined grade of an **A** with 92.2 points after earning an **A** for race with 92.9 points and an **A** for gender with 91.5 points in the 2023 WNBA Racial and Gender Report Card. This marks the 19th consecutive year that the WNBA has received at least an **A** for its overall race, gender, and combined grades. The 92.2 points accumulated for the combined grade was a decrease of 1.0 percentage points from the 2022 WNBA RGRC results.

The WNBA earned an **A+** racial grade in the following categories: players, assistant coaches, team managers to senior directors, and professional team staff. The WNBA earned an **A** for WNBA League Office and team vice presidents and above and an **A-** for team governors and head coaches. The WNBA earned their lowest racial hiring grade for team presidents and general managers earning a **C-**.

The WNBA received an **A+** for gender in seven categories: head coaches, assistant coaches, WNBA League Office, team presidents, team vice presidents and above, team managers to senior directors, and team professional staff. The WNBA received an **A-** for general managers. Their lowest grades were a **B-** in the team governors category.

The WNBA still had the highest number of **A+** grades and the fewest grades below an **A** in all categories compared to the other professional leagues. There was only one gender category that received a grade below an **A-** in the 2023 WNBA RGRC.

OVERALL GRADE AND SCORE

A ↓ **92.2**

Racial Hiring Grade and Score

A ↓ **92.9**

Gender Hiring Grade and Score

A **91.5**

Grades by Category

WNBA PLAYERS

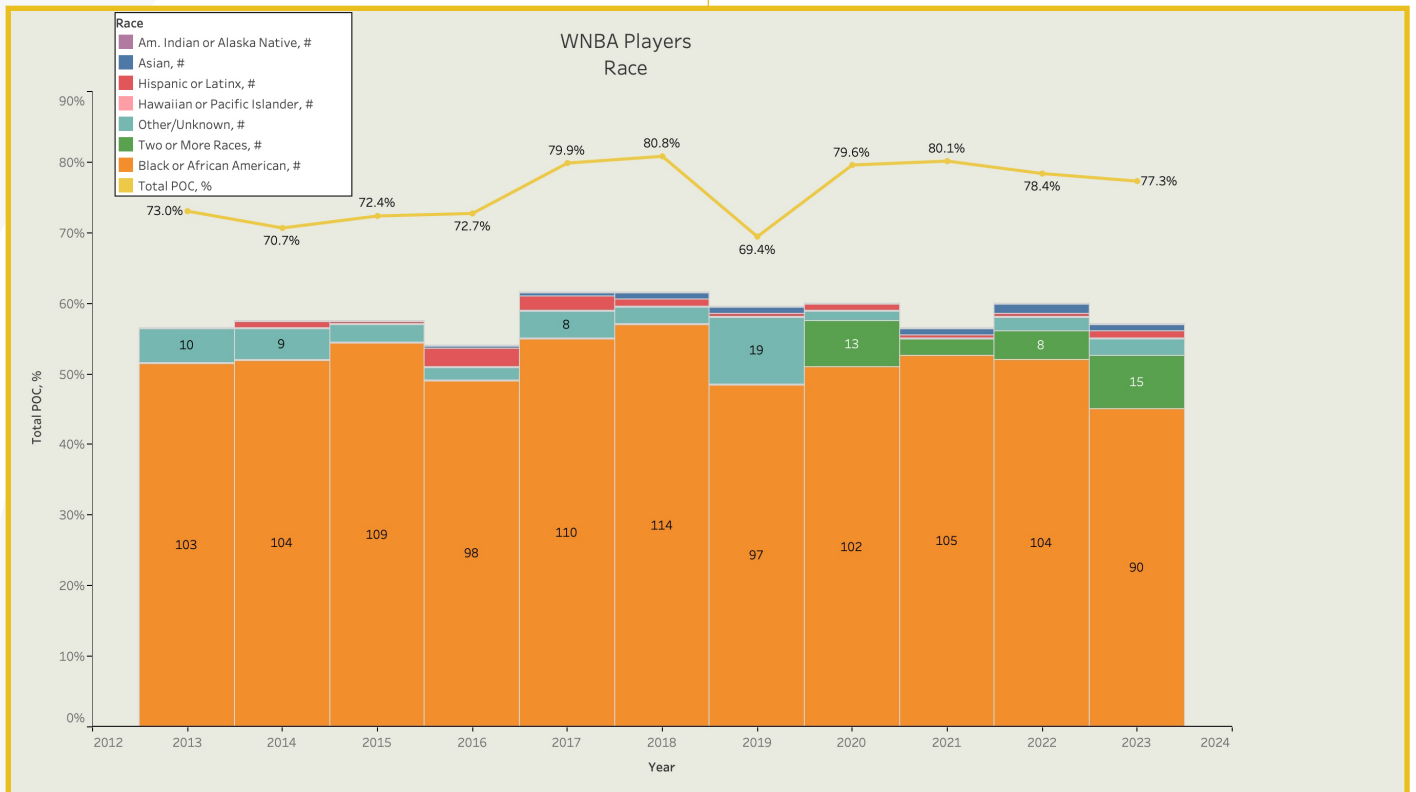
At the time of data collection, 19.1 percent of the players were white, a 0.2 percentage point increase from the 2022 season. The League was represented by 63.8 percent of Black or African American players, which was a decrease of 6.5 percentage points from the 2022 season. In the 2023 WNBA season, the number of Hispanic/Latina players increased from 0.7 percent in 2022 to 1.4 percent in 2023. Asian players decreased from 2.0 percent in 2022 to 1.4 percent in 2023. Players who identified as Two or More Races increased from 5.4 percent in 2022 to 10.6 percent in 2023, an increase of 5.2 percentage points.

The WNBA does not require players, coaches, or staff to submit their race or gender; therefore, five players reported their race as 'unknown' which is 3.5 percent of the WNBA players. It is important to note that the total number of players reported decreased in 2023 back to the same number of players reported in 2021. (148 in 2022 vs. 141 in 2023).

Racial Diversity Grade for WNBA Players

A+ ↓ **77.3**

See Table 1.



WNBA COACHES

Head Coaches

For the first time in the history of the WNBA, there was a Native American or Alaska Native head coach. The Native American or Alaska Native Head Coach at the time of data collection in 2023 was:

- **Latricia Trammel**, Dallas Wings

At the time of data collection, there were only three (25.0 percent) Black or African American head coaches, a significant decrease from the six (50.0 percent) at the end of the 2022 season. This contrasts greatly with the number of players that are Black or African American at 63.8 percent. The Black or African American head coaches at the time of data collection in 2023 were:

- **Tanisha Wright**, Atlanta Dream
- **Anitra “Nikki” Blue**, Phoenix Mercury
- **Noelle Quinn**, Seattle Storm

The Black or African Americans who held these positions in the 2022 season at the time of data collection were:

- **Tanisha Wright**, Atlanta Dream
- **James Wade**, Chicago Sky
- **Vickie Johnson**, Dallas Wings
- **Carlos Knox**, Indiana Fever
- **Fred Williams**, Los Angeles Sparks
- **Noelle Quinn**, Seattle Storm

At the time of data collection, there were nine women head coaches, an increase from seven in the 2022 WNBA season at the time of data collection. The nine female head coaches were:

- **Tanisha Wright**, Atlanta Dream
- **Christie Sides**, Indiana Fever
- **Latricia Trammel**, Dallas Wings
- **Rebecca “Becky” Hammon**, Las Vegas Aces
- **Cheryl Reeve**, Minnesota Lynx
- **Sandra “Sandy” Brondello**, New York Liberty
- **Anitra “Nikki” Blue**, Phoenix Mercury
- **Noelle Quinn**, Seattle Storm
- **Stephanie White**, Connecticut Sun

The women who held this position in the 2022 season at the time of data collection were:

- **Tanisha Wright**, Atlanta Dream
- **Vickie Johnson**, Dallas Wings
- **Rebecca “Becky” Hammon**, Las Vegas Aces
- **Cheryl Reeve**, Minnesota Lynx
- **Sandra Brondello**, New York Liberty
- **Vanessa Nygaard**, Phoenix Mercury
- **Noelle Quinn**, Seattle Storm

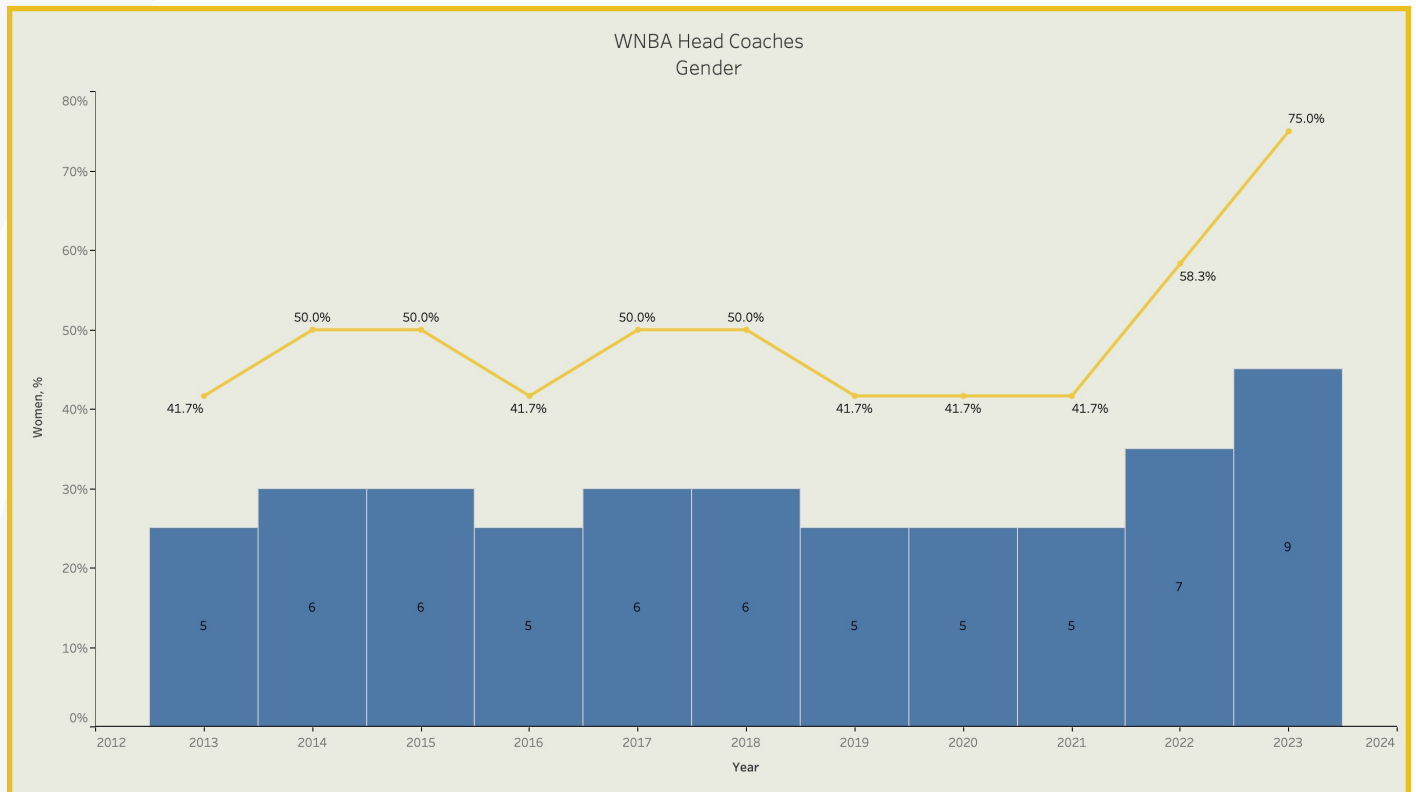
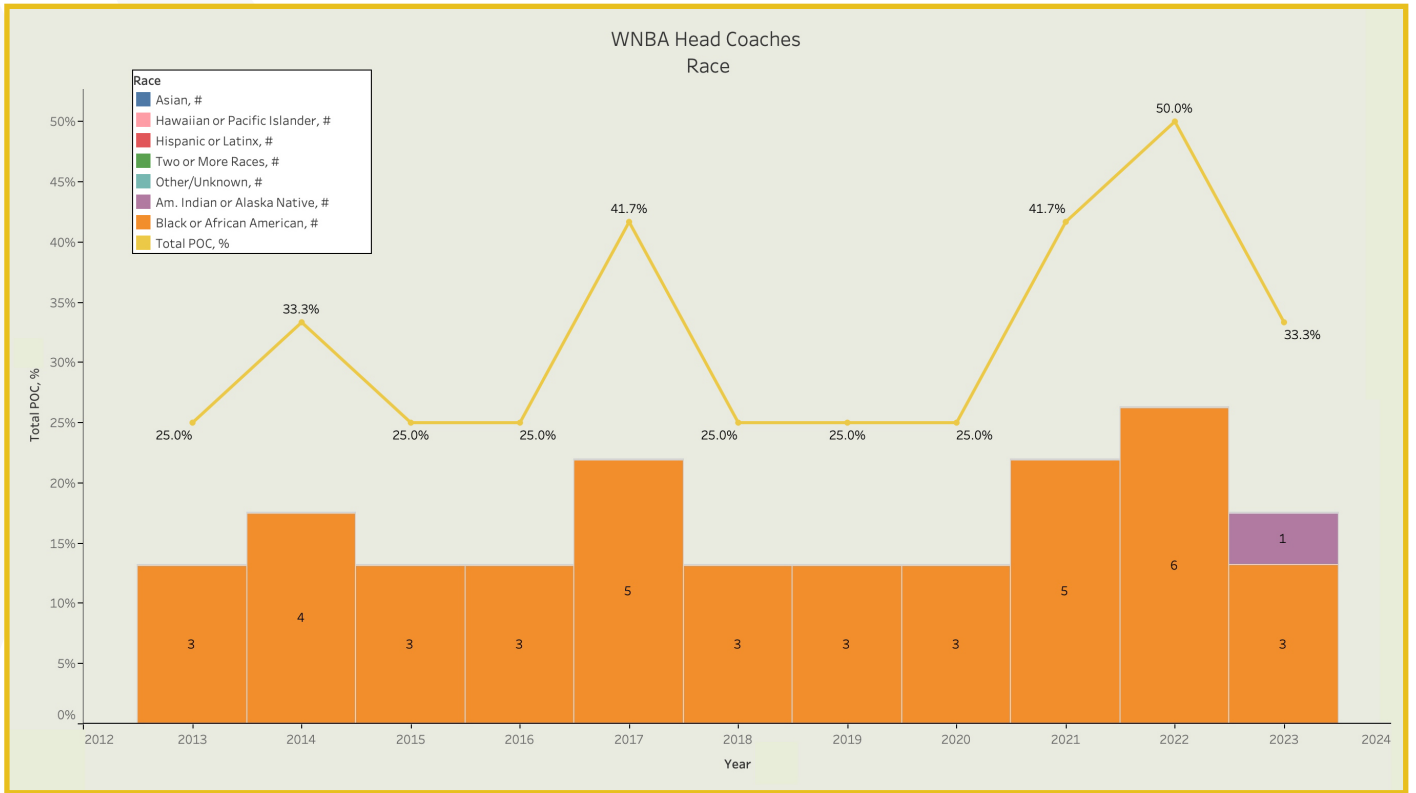
Racial Hiring Grade for Head Coaches

A-  **33.3%**
People of Color

Gender Hiring Grade for Head Coaches

A+  **75.0%**
Women

See Table 2.



Assistant Coaches

The percentage of people of color who held assistant coaching positions decreased from 61.7 percent in 2022 to 57.9 percent in 2023 after four consecutive seasons of increases in this category. There was a significant increase of 8.2 percentage points in Black or African American assistant coaches from 47.1 percent in 2022 to 55.3 percent in 2023. In 2023, 2.6 percent of the assistant coaches were Asian, a decrease from 5.9 percent in 2022. There were no Hispanic or Latino(a), Hawaiian or Pacific Islander, or American Indian or Alaska Native assistant coaches in 2023. The percentage of white assistant coaches decreased from 35.3 percent in 2022 to 31.6 percent in 2023.

The percentage of women who held assistant coaching positions increased from 64.7 percent in 2022 to 68.4 percent in 2023, a new all-time high. The highest previously recorded percentage of assistant coaching positions held by women in the history of the WNBA Report Card was in the 2014 season at 68.0 percent.

The WNBA does not require players, coaches, or staff to submit their race or gender. In 2023, there were four assistant coaches whose race was reported as 'unknown' which is 10.5 percent of the WNBA assistant coaches. This was an increase from one (2.9 percent) in 2022.

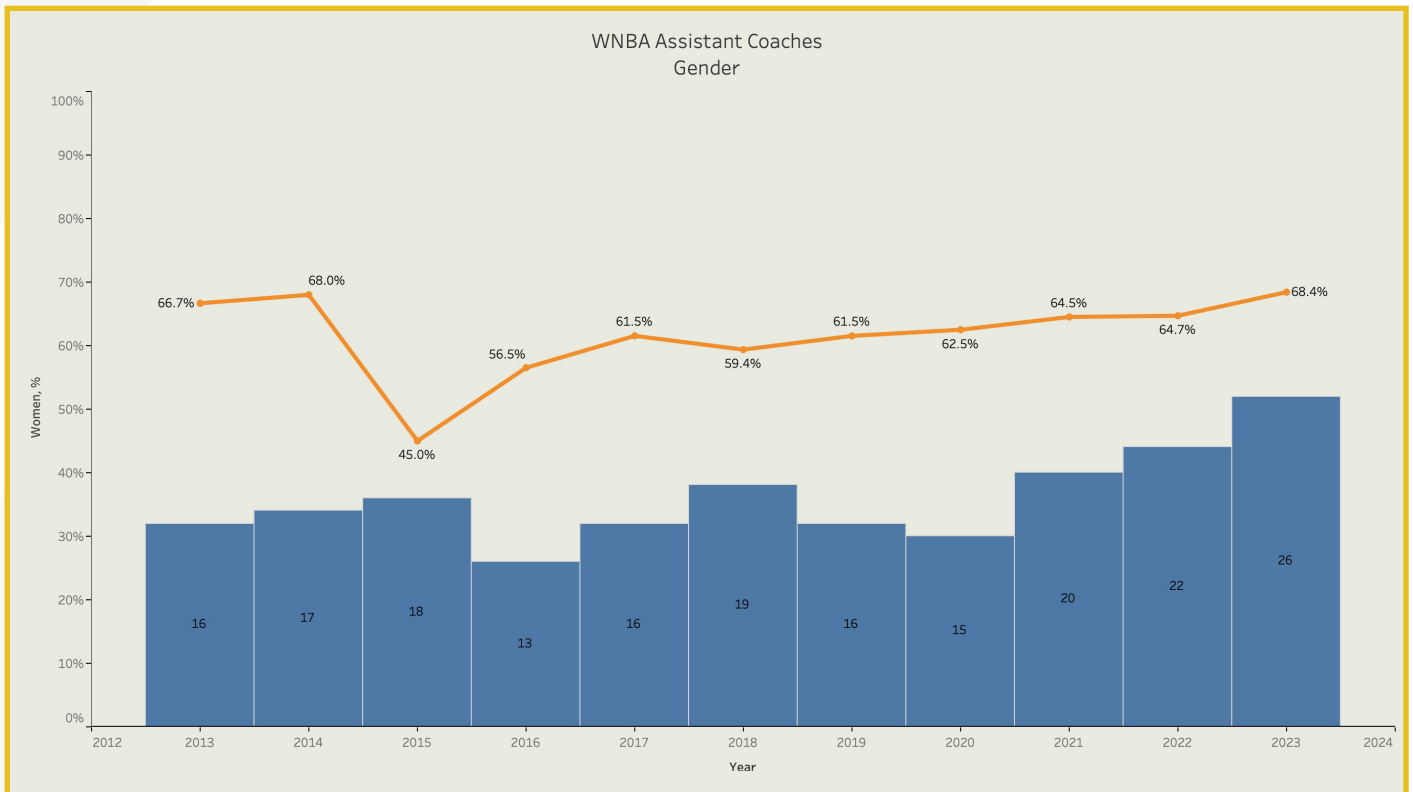
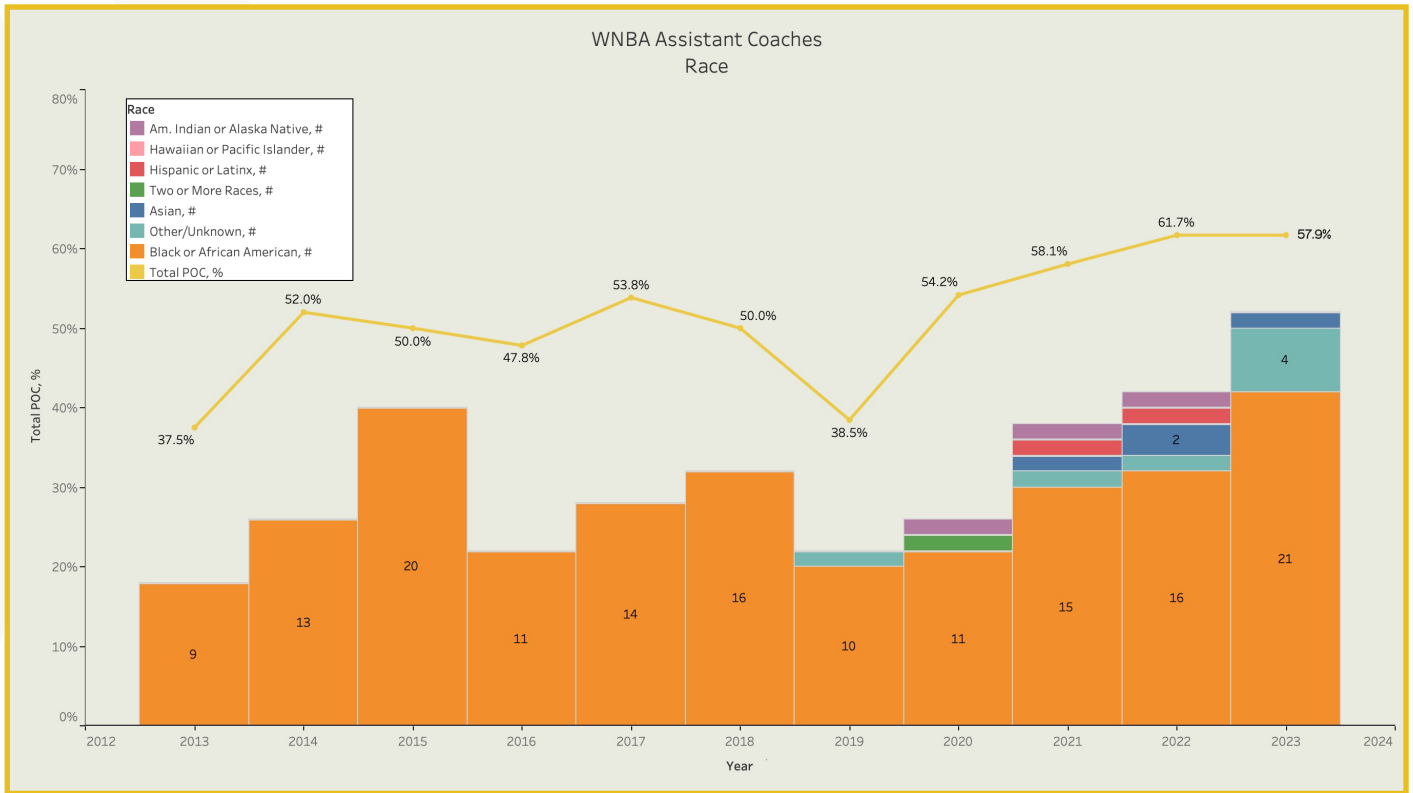
Racial Hiring Grade for Assistant Coaches

A+  **57.9%**
People of Color

Gender Hiring Grade for Assistant Coaches

A+  **68.4%**
Women

See Table 3



WNBA LEAGUE OFFICE

The WNBA is operated as a separate and independent league from the National Basketball Association (NBA). The WNBA League Office has a dedicated full-time staff that includes personnel in basketball and business operations, player personnel, partnerships, and marketing. There are various staffing needs performed by NBA Shared Services, such as legal services, production, international development, event management, team operations, internet/technology services and general services. These services are performed on a “shared” basis by personnel who perform the same functions for the NBA affiliate leagues. Only full-time WNBA staff are included in this Report Card


The percentage of people of color in the WNBA League Office decreased from 41.7 percent in 2022 to 38.3 percent in 2023, a decrease of 3.6 percentage points and the lowest percentage since 2016. Specifically, Black or African Americans in League Office positions decreased from 30.6 percent to 25.5 percent in 2023. Those who identified as Asian increased from 5.6 percent to 6.4 percent in 2023. In 2023, there were 4.3 percent of the employees in the WNBA League Office who were Hispanic/Latina(o), representing a 1.5 percentage point increase from the 2022 season. Individuals identifying as Two or More Races during the 2023 season represented 2.1 percent of the League Office, a decrease from 2.8 percent in the 2022 season. The number of white employees increased from 58.3 percent in 2022 to 61.7 percent in 2023.

Women comprised 74.5 percent of the League Office in 2023, a significant increase from 69.4 percent in 2022.

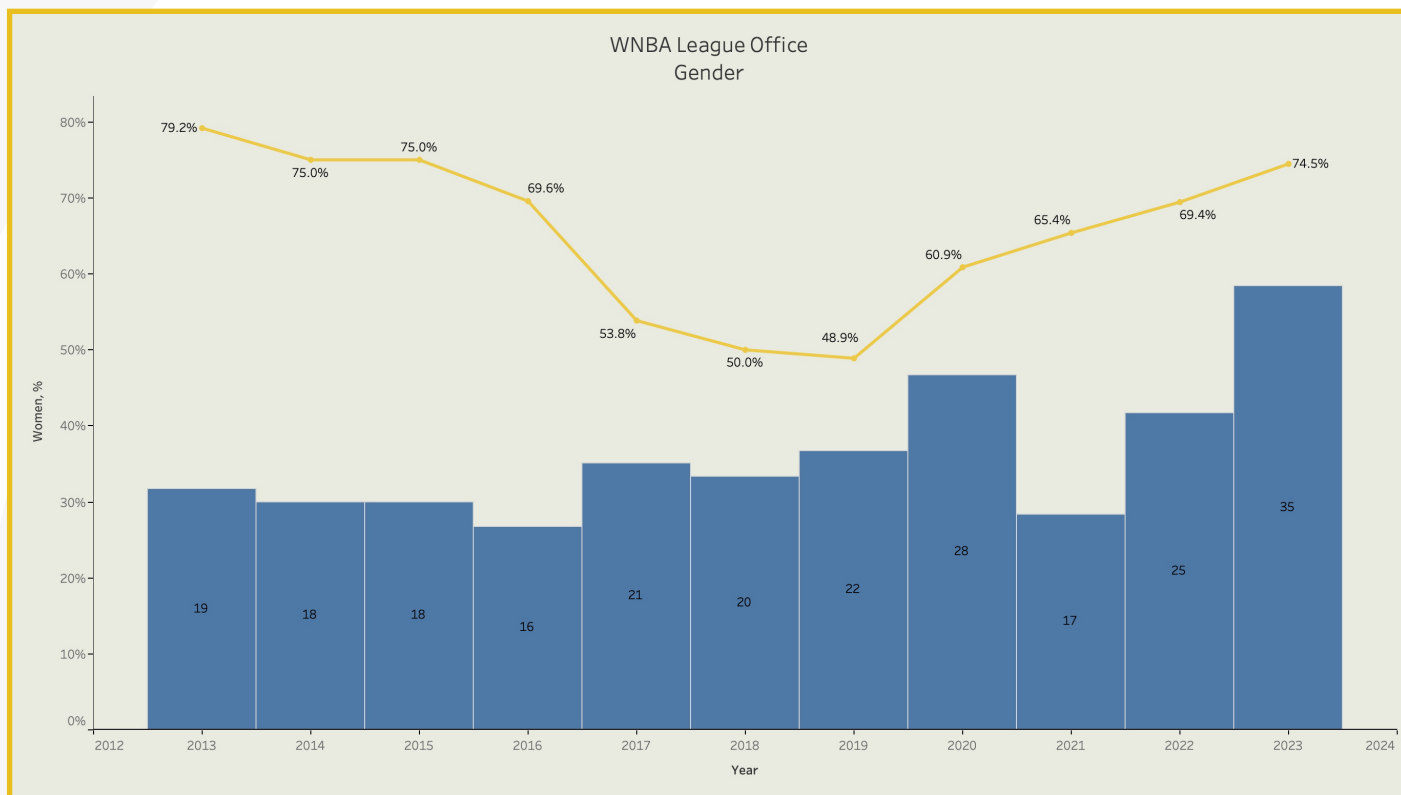
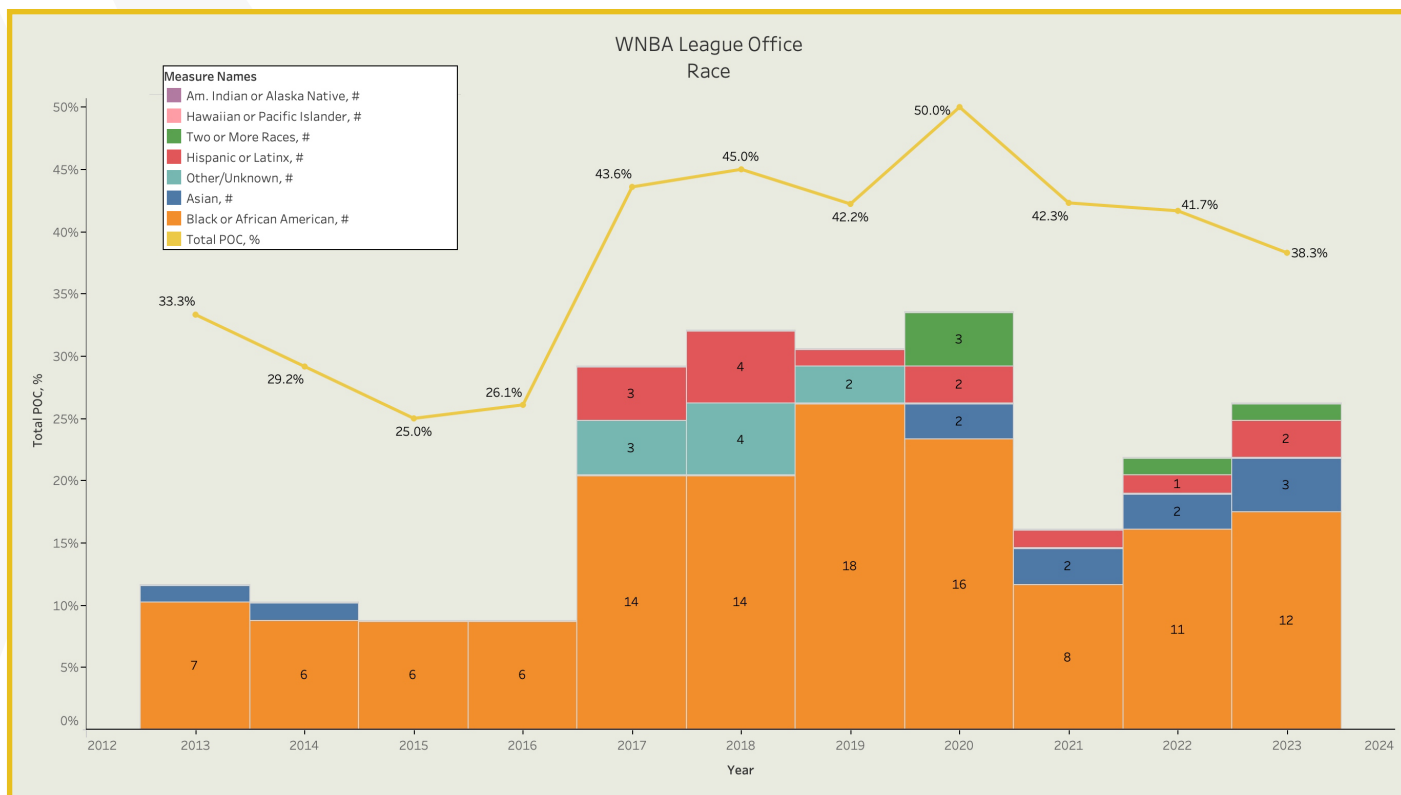
Racial Hiring Grade for WNBA League Office

A  **38.3%**
People of Color

Gender Hiring Grade for WNBA League Office

A+  **74.5%**
Women

See Table 4.



WNBA TEAM FRONT OFFICES

As of 2023, the Atlanta Dream, Chicago Sky, Connecticut Sun, Dallas Wings, Las Vegas Aces, Los Angeles Sparks and Seattle Storm are independently owned and operated organizations. The Indiana Fever, Minnesota Lynx, New York Liberty, Phoenix Mercury, and Washington Mystics share ownership with NBA teams. The NBA team front offices in those cities were responsible for many of the day-to-day operations for the WNBA teams. Each WNBA team employed dedicated coaches, trainers, and public relations representatives and, like the League Office, “shared” most of its common non-player personnel with the NBA team operator.

Team Governors

Team majority governors included those who represent the governing body of a team and league operations and serve as the representative in league governance. Only team majority governors were used in the calculation of the grade for team governors. Starting in 2022, the grade for team governors has been included in the calculation for the overall grades.

In 2023, four WNBA teams had a woman as a team majority governor at the time of data collection. The four women who are team majority governors were:

- **Kathy Regan-Pyne**, Connecticut Sun
- **Clara Wu Tsai**, New York Liberty
- **Virginia "Ginny" Gilder**, Seattle Storm
- **Sheila Johnson**, Washington Mystics

There were four WNBA teams that had a person of color as a team majority governor at the time of data collection. The four majority governors of color were:

- **Kathy Regan-Pyne**, Connecticut Sun
- **Eric Holoman**, Los Angeles Sparks
- **Clara Wu Tsai**, New York Liberty
- **Sheila Johnson**, Washington Mystics

The methodology for collecting data for team governors included the Primary Governor and Alternate Governor listed by the team. Only Primary governors are counted towards the overall grade.

Including majority and alternate governors of WNBA teams, there were 19 people of color in governorship for the 2023 season, which remained the same as the 2022 season.

Including majority and alternate governors of WNBA teams, there were 21 women who held governorship positions for the 2023 season, which remained the same as the 2022 season.

TIDES recognizes that teams require a large dollar investment and the percentage of the population that is able to buy a team is not the same as the racial groups represented in the US Census. Nonetheless, that is the criteria TIDES uses in the Racial and Gender Report Cards. To adjust for that, the weight of the grade for owners in the overall grade is the lowest of all the categories in the Report Card.

Racial Diversity Grade for Team Governors

A- **33.3%**
People of Color

Gender Diversity Grade for Team Governors

B- **33.3%**
Women

See Table 5.

Team Presidents

The team president position includes the principal in charge of team business operations.

In 2023, 16.7 percent of those who held team president positions were people of color, same as 2022.

Additionally, 75.0 percent of the team presidents were women. This was the same as 2022. There were nine women in team president positions in 2023 and this is the fourth time in the history of the WNBA RGRC that a majority of team presidents were women.

The women holding these positions at the time of data collection for the 2023 season were:

- **Morgan Shaw Parker**, President & COO, Atlanta Dream
- **Jennifer Rizzotti**, President, Connecticut Sun
- **Allison Barber**, President & COO, Indiana Fever
- **Nikki Fargas**, President, Las Vegas Aces
- **Karen Bryant**, President, Los Angeles Sparks
- **Carley Knox**, President of Business Operations, Minnesota Lynx
- **Daakeia "Keia" Clarke**, Chief Executive Officer, New York Liberty
- **Alisha Valavanis**, CEO & President, Seattle Storm
- **Alycen Charlotte McAuley**, Senior Vice President of Team Services, Washington Mystics

The people of color, both of whom are women of color, holding these positions at the time of data collection for the 2023 season were:

- **Nikki Fargas**, President, Las Vegas Aces
- **Daakeia "Keia" Clarke**, Chief Executive Officer, New York Liberty

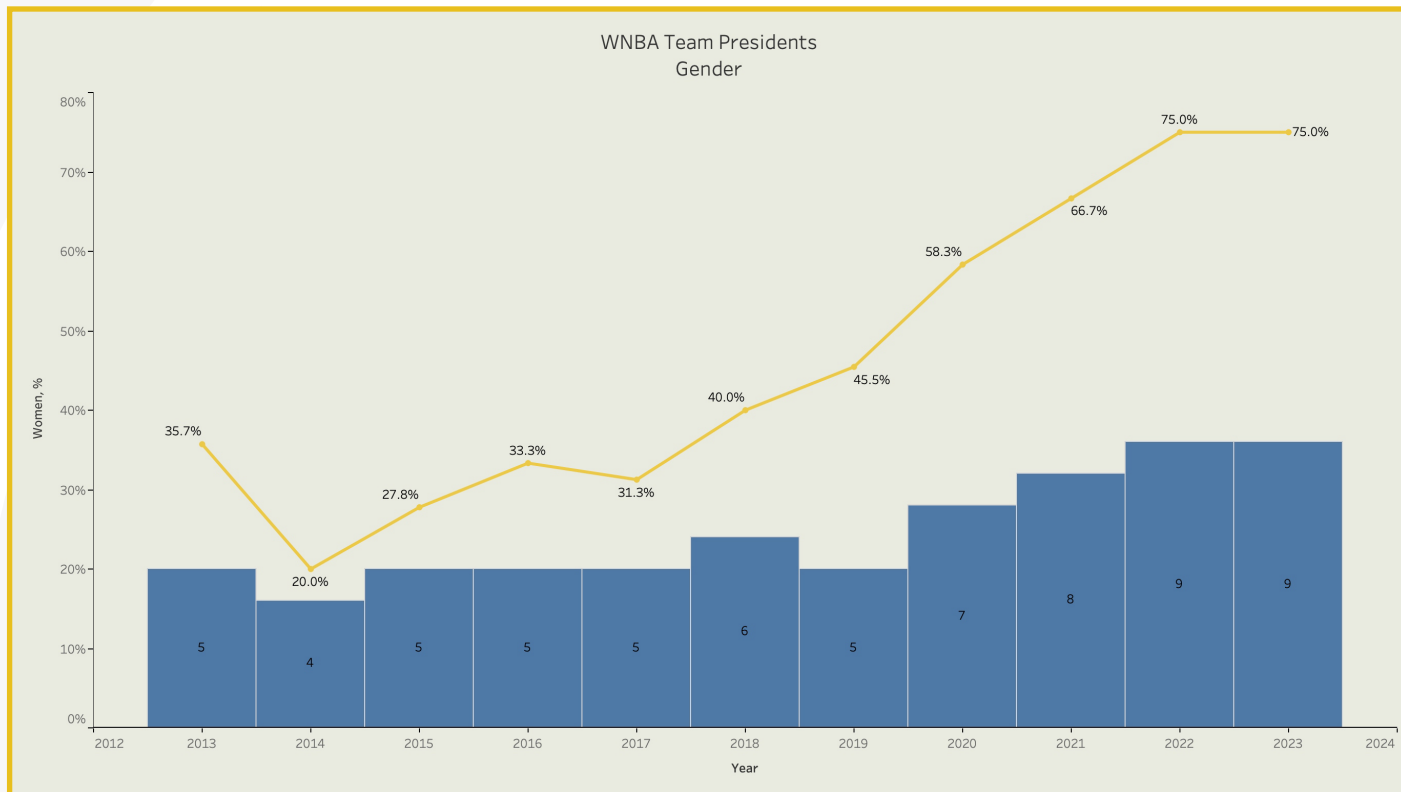
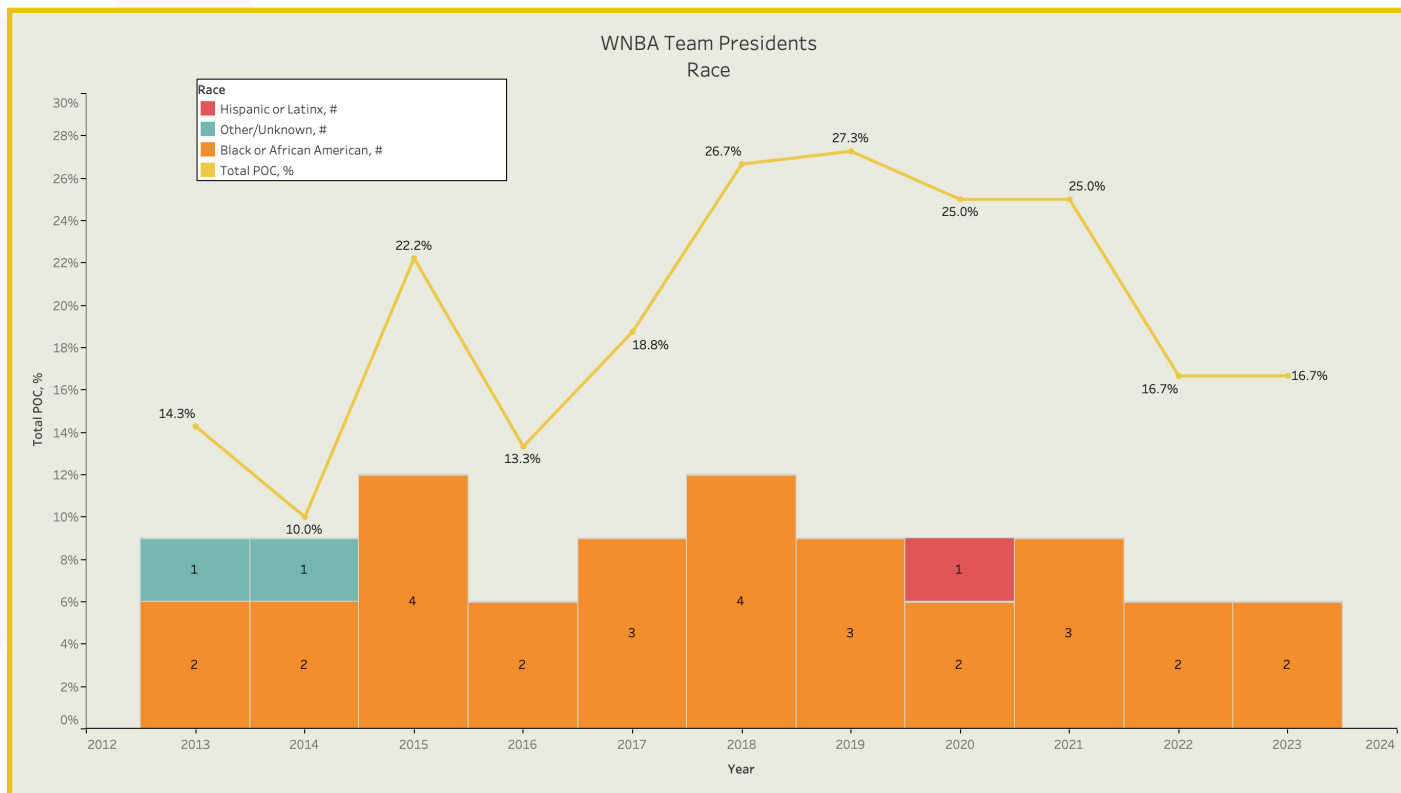
Racial Hiring Grade for Team Presidents

C- **16.7%**
People of Color

Gender Hiring Grade for Team Presidents

A+ **75.0%**
Women

See Table 6.



General Managers

The General Manager position at each team is the principal in charge of team basketball operations.

There were two general managers of color in 2023. This was a decrease from three in 2022 and there have been no Asian or Hispanic/Latino general managers recorded in more than a decade of publishing this Report Card.

The people of color who were in general managers positions at the time of data collection in 2023 were:

- **Darius Taylor**, General Manager, Connecticut Sun
- **Natalie Williams**, General Manager, Las Vegas Aces

The people of color who held general manager positions at the time of data collection in the 2022 season were:

- **James Wade**, General Manager, Chicago Sky
- **Natalie Williams**, General Manager, Las Vegas Aces
- **Derek Fisher**, General Manager, Los Angeles Sparks

The number of women who were general managers increased from four in 2022 to five in 2023. The record high was 10 in 2004. The women who held general manager positions at the time of data collection for the 2023 season were:

- **Lin Dunn**, General Manager, Indiana Fever
- **Natalie Williams**, General Manager, Las Vegas Aces
- **Clare Duwelius**, General Manager, Minnesota Lynx
- **Karen Bryant**, General Manager, Los Angeles Sparks
- **Talisa Rhea**, General Manager, Seattle Storm

The women who held general manager positions at the time of data collection in the 2022 season were:

- **Lin Dunn**, General Manager, Indiana Fever
- **Natalie Williams**, General Manager, Las Vegas Aces
- **Cheryl Reeve**, General Manager, Minnesota Lynx
- **Talisa Rhea**, General Manager, Seattle Storm

Natalie Williams, General Manager for the Las Vegas Aces, was the one woman of color who held a general manager position during the 2023 season.

Racial Hiring Grade for General Managers

C-  **16.7%**
People of Color

Gender Hiring Grade for General Managers

A-  **41.7%**
Women

See Table 7.

Vice Presidents and Above

Team vice presidents and above include both basketball and business operations titles such as Arena General Manager and Assistant General Manager as well as Vice President, Executive Vice President, and Senior Vice President. This category includes many different titles that are Vice President and Above in Levels.

Of the 49 people who were in a vice president and above position in 2023, 38.8 percent were people of color. This was a significant 10.4 percentage point increase from 28.4 percent in 2022.

In 2023, 59.2 percent of vice president and above positions were held by women. This was also a significant 10.9 percentage point increase from 48.3 percent in 2022.

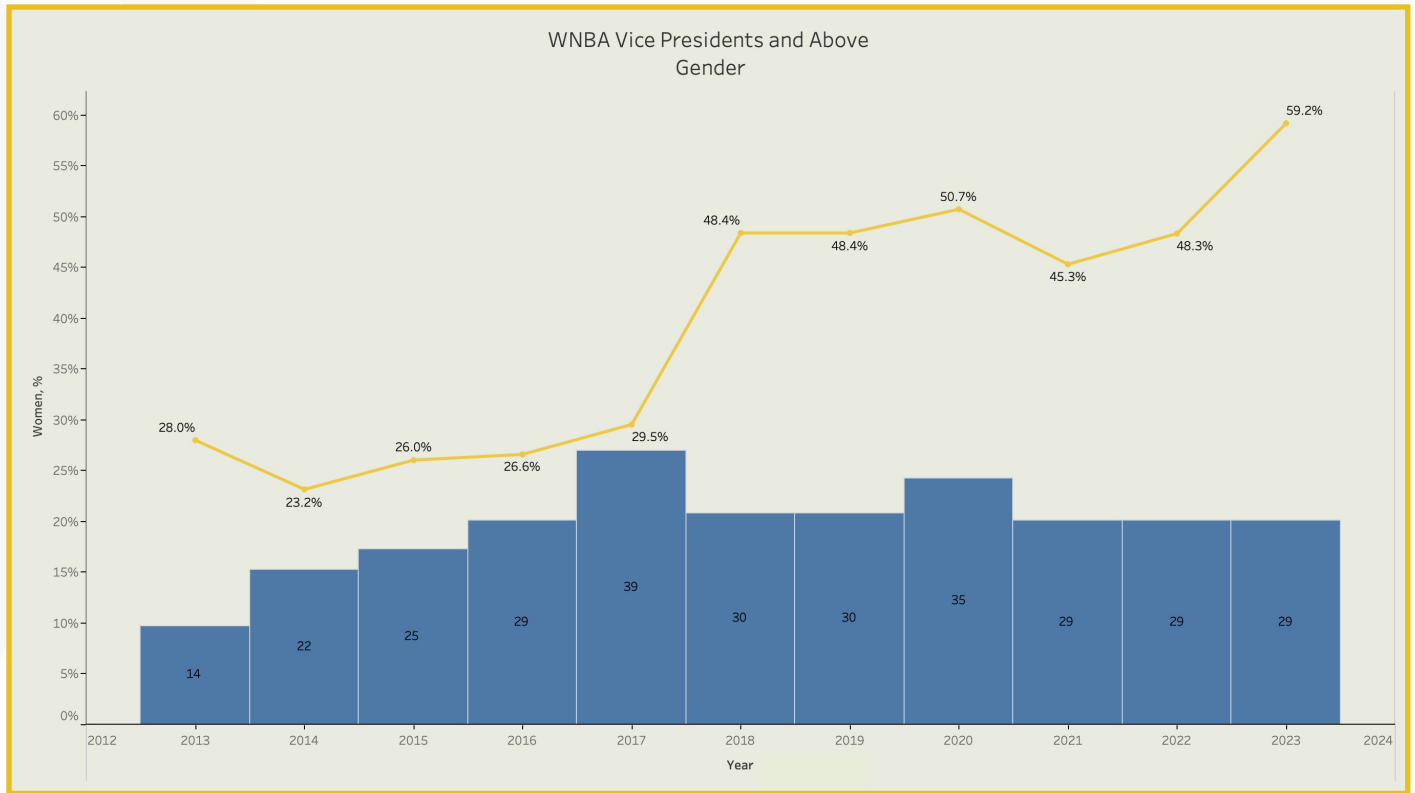
Racial Hiring Grade for Vice Presidents and Above

A**38.8%**
People of Color

Gender Hiring Grade for Vice Presidents and Above

A**59.2%**
Women

See Table 8.



Managers to Senior Directors

This category is comprised of both basketball and business operations jobs spanning from the manager to senior director level, including player development, strength and conditioning, and general business operations positions.

In 2023, 42.3 percent of managers to senior directors were people of color, an increase from 33.5 percent in 2022. The percentage of Black or African Americans in these positions increased from 20.0 percent in 2022 to 27.6 percent in 2023. The percentage of Asians in these positions increased from 3.5 percent in 2022 to 5.7 percent in 2023. The percentage of Hispanic/Latino(a)s in these positions increased from 4.7 percent in 2022 to 5.7 percent in 2023. The percentage of white people in these positions decreased from 65.3 percent in 2022 to 54.5 percent in 2023. No person self-reporting as American Indian, or Alaska Native held one of these positions in 2023. Additionally, 3.3 percent of people holding manager to senior director positions self-reported as Two or More Races and 3.3 percent were unknown or unreported.

The percentage of women who were managers to senior directors in the WNBA increased from 55.9 percent in 2022 to 60.2 percent in 2023.

The data in this category is only representative of eleven of twelve WNBA teams. The Dallas Wings chose to not provide individual data for the 2023 WNBA Racial and Gender Report Card.

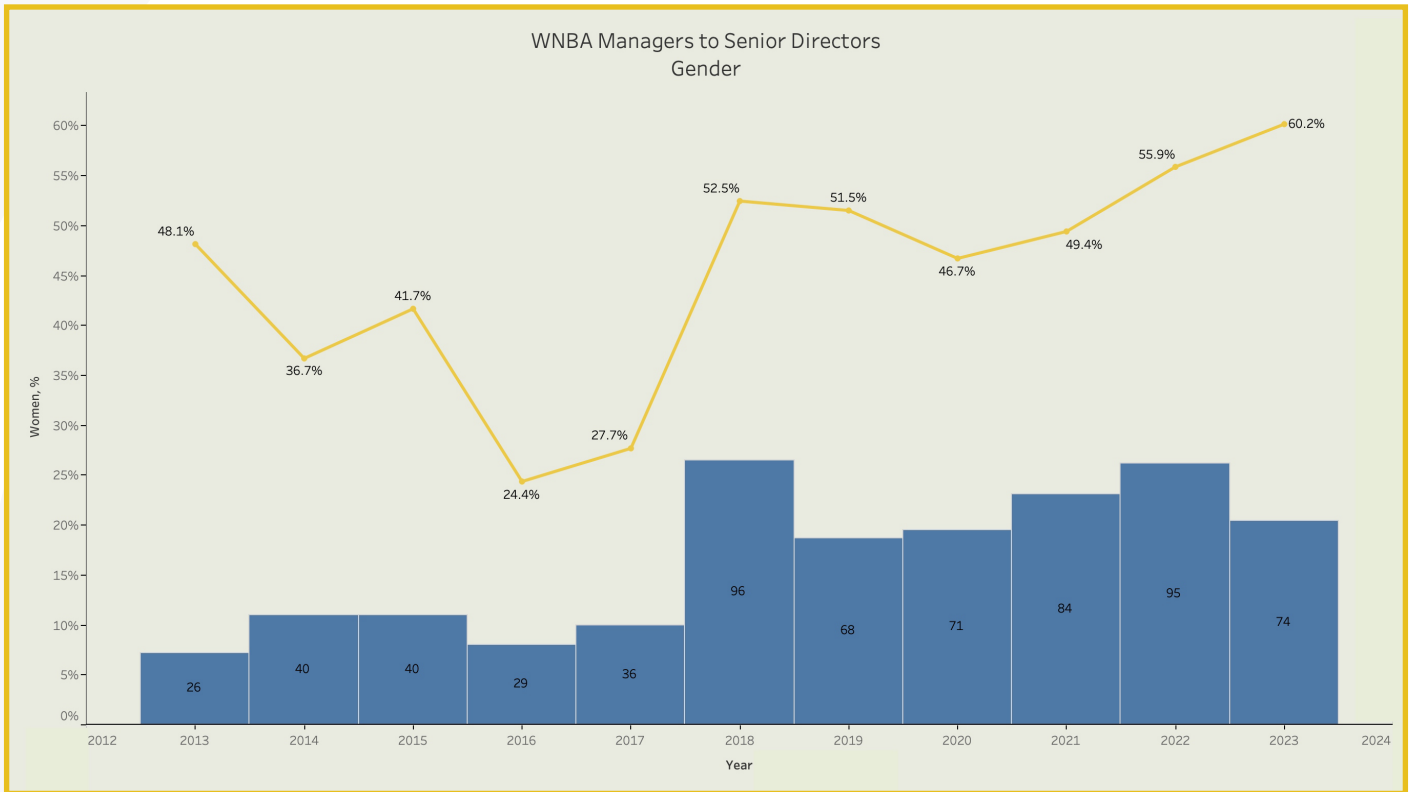
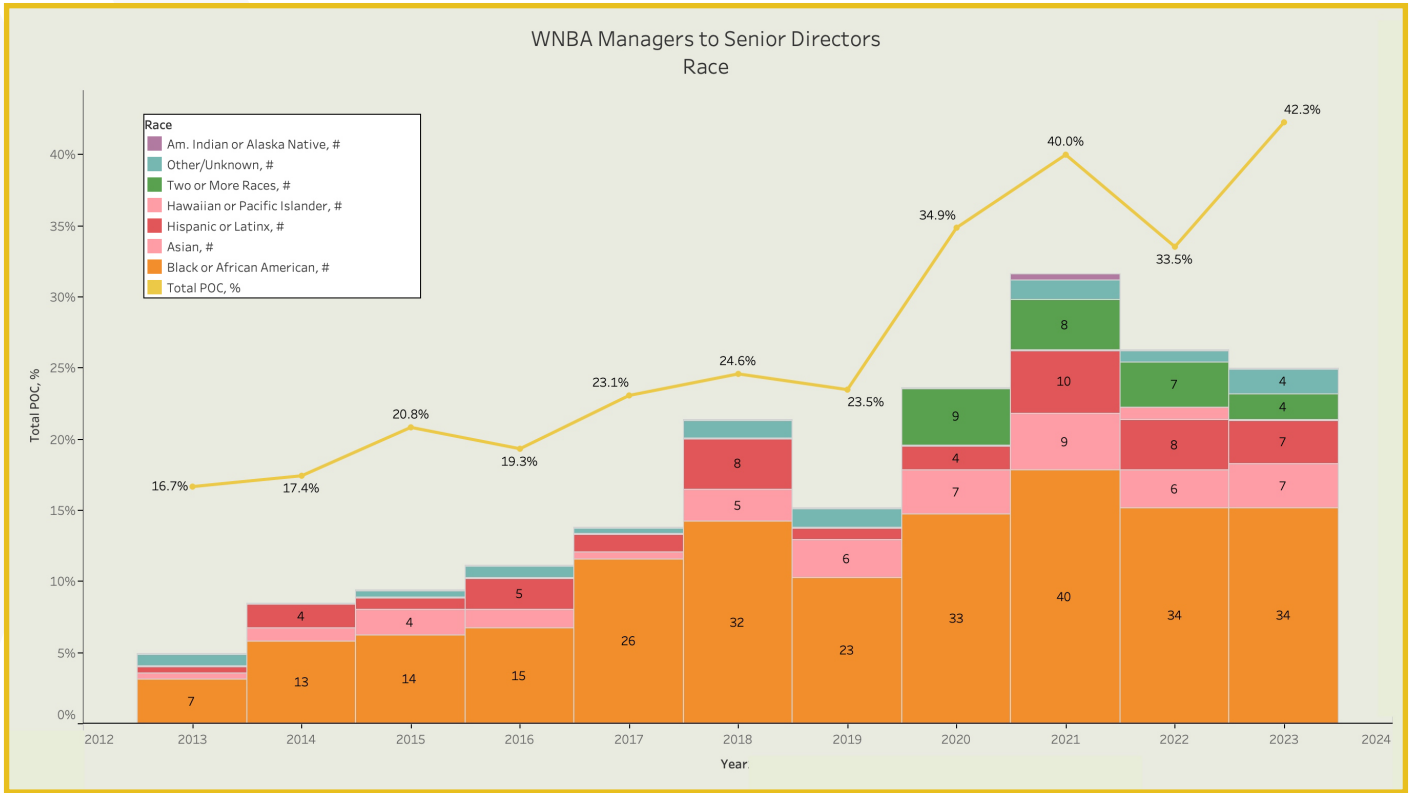
Racial Hiring Grade for Managers to Senior Directors

A+  **42.3%**
People of Color

Gender Hiring Grade for Managers to Senior Directors

A+  **60.2%**
Women

See Table 9.



Professional Team Staff

This category includes anyone in a position up to the managerial level (“Manager” job level) but does not include administrative assistants of WNBA teams. Professional Team Staff included job levels such as Basketball PR/Communications, Analytics, Sales Staff, Radio and TV Broadcast, and ‘other’ junior staff but did not include those in the “administrative support” category.

In professional team staff positions in the 2023 season, the percentage of people of color increased from 44.6 percent in 2022 to 48.2 percent. Black or African Americans increased from 24.9 percent in 2022 to 31.8 percent in 2023. Those who identified as Hispanic/Latino decreased from 11.9 percent in 2022 to 6.4 percent in 2023. Those identifying as Asian increased slightly from 3.4 percent in 2022 to 4.5 percent in 2023 and those self-reporting as Native Hawaiian/Pacific Islander increased from 0.6 percent in 2022 to 1.8 percent in 2023. In 2023, 3.6 percent self-reported as Two or More Races, a slight decrease of 0.4 percentage points from the previous season. Additionally, 2.7 percent of people holding Professional Team Staff positions were unknown or unreported. The percentage of whites in these positions decreased by 4.0 percentage points from 53.1 percent in 2022 to 49.1 percent in 2023.

The percentage of women holding professional team staff positions increased from 49.2 percent in 2022 to 52.7 percent in 2023.

The data in this category is only representative of eleven of twelve WNBA teams. The Dallas Wings chose to not provide individual data for the 2023 WNBA Racial and Gender Report Card.

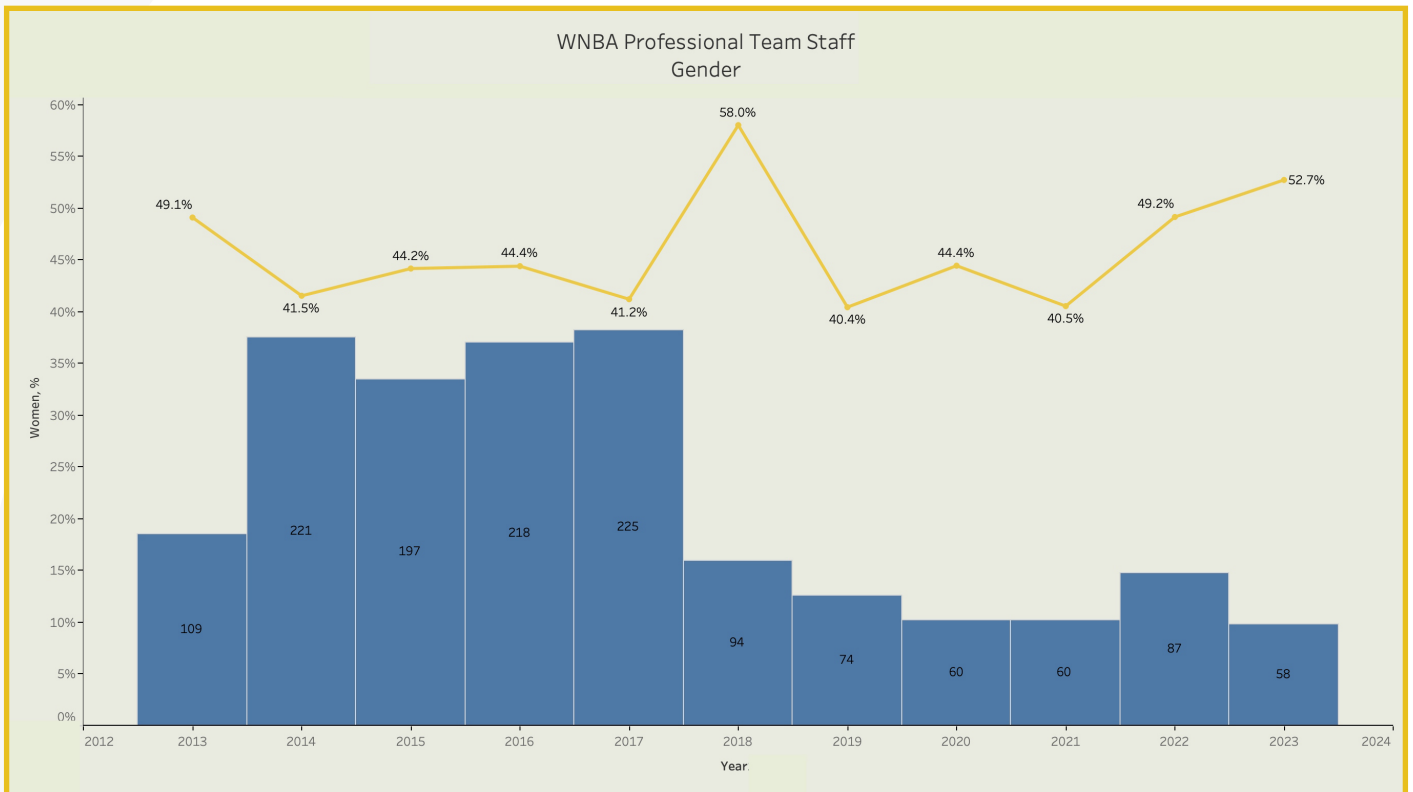
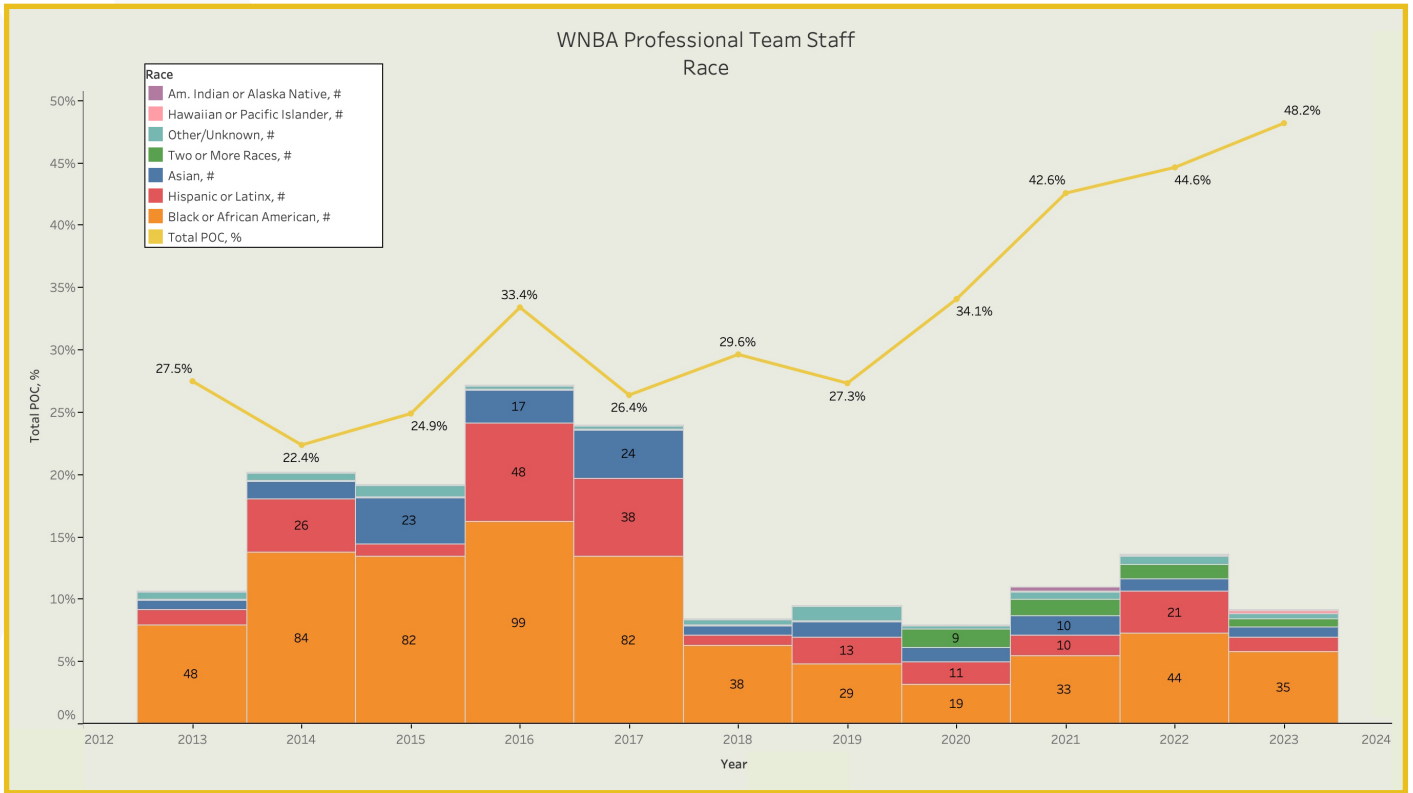
Racial Hiring Grade for Team Professional Staff

A+  **48.2%**
People of Color

Gender Hiring Grade for Team Professional Staff

A+  **52.7%**
Women

See Table 10.



NFL DIVERSITY AND INCLUSION INITIATIVES

The WNBA has a variety of diversity initiatives impacting several areas including employee training and development, employee recruitment, vendor diversity and community relations, as outlined in Appendix I. Many of these initiatives are shared across NBA Family Leagues.

Grade for Diversity Initiatives

A+



How Grades Were Calculated

As in previous reports, the 2023 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 the workplace should reflect the percentage of the people in the racial group in the population. When TIDES first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, 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, C if it had 9 percent, a D if it was at least 6 percent and F for anything below 6 percent. The TIDES grading scale continues to be updated to reflect the most recent Census data.

The 2022 Racial and Gender Report Card series was the first year TIDES is using the updated grading scale that is reflective of the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. For issues of race, an A will be earned if 35.1 percent of the employees are people of color, B for 26.1 percent, C for 17.1 percent, D for 9.1 percent and F for anything at 9.0 percent or below. For issues of gender, an A will be earned if 42.5 percent of the employees are women, B for 34.0 percent, C for 26.5 percent, D for 20.0 percent and F for anything 19.9 percent and below.

Race	Percentage	Gender	Percentage
A+	40.0 & above	A+	46.0 & above
A	35.1-39.9	A	42.5-45.9
A-	32.1-35.0	A-	40.1-42.4
B+	29.1-32.0	B+	37.5-40.0
B	26.1-29.0	B	34.0-37.4
B-	23.1-26.0	B-	31.5-33.9
C+	20.1-23.0	C+	29.0-31.4
C	17.1-20.0	C	26.5-28.9
C-	14.1-17.0	C-	24.0-26.4
D+	11.1-14.0	D+	21.5-23.9
D	9.1-11.0	D	20.0-21.4
F	9.0 & below	F	19.9 and below

It is important to note that starting with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for team ownership was calculated into the final grades. Team ownership positions have been predominately held by white men. TIDES believes that by grading this position it will make the teams be more accountable in finding ways to increase diversity within these key positions that are ultimately responsible for developing and executing the overall strategy and operations of the teams within each league.

Beginning in the 2021 RGRC series, TIDES started to award bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. During the 2023 season, the WNBA Social Justice Council highlighted four key pillars of women's health: maternal health, mental health, reproductive health and cancer prevention and awareness. With this focus, the WNBA aims to shine a light on support systems and resources designed to address the maternal mortality crisis, especially in the Black community; to destigmatize mental health issues; to support reproductive health resources; and to draw attention to the disparities in cancer incidence, care, and outcomes for women of color.

Methodology

The Institute for Diversity and Ethics in Sport (TIDES) in the University of Central Florida's DeVos Sport Business Management Graduate Program worked with representatives from the WNBA and NBA League Office to collect data from the WNBA's organizations. All data was submitted to the league by the teams on voluntarily basis.

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

The report draft was sent to the WNBA League Office to be reviewed for accuracy. The WNBA responded with updates and corrections that were then incorporated into the final report.

The report covers the 2023 season for the Women's National Basketball Association. The player data was reported to the league office by the WNBA teams as of September 2023. All other data was reported to the league office by the WNBA teams as of June 2023. The League office data was collected and reported as of June 2023.

About the Racial and Gender Report Card

The *Racial and Gender Report Card (RGRC)* 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.

The 2023 Report Cards for MLB, NBA, and NFL have already been released. The MLS, College Sport Racial Gender Report Cards and The Complete Racial and Gender Report Card, including all the leagues, will be issued after the release of the individual report on the WNBA.

The *Racial and Gender Report Card* is published by The Institute for Diversity and Ethics in Sport, a part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick authored all reports, first at Northeastern University, then at UCF (until 1998, the report was known as the Racial Report Card) until his retirement in 2023. Dr. Adrien Bouchet is now the Director of The Institute for Diversity and Ethics in Sport and is the author of all reports.

In addition to Dr. Adrien Bouchet, Roberta Martire, Jacqelyn Rollins, Bryson Turner and David Zimmerman contributed greatly to the 2023 NFL Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport (“TIDES” or the “Institute”) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate, and professional sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sport, as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices in professional and college sport. 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, Dr. Richard Lapchick, is 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 stepped down as Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF after 20 years in 2021. He stepped down as Director of TIDES, which is part of the DeVos Program at UCF, in 2023.

In addition, Lapchick continues to serve as President and CEO of the Institute for Sport and Social Justice (ISSJ) which uses the power by educating, empowering, and inspiring individuals, organizations, and the global community to live their values in standing up for equity, inclusion, and social justice through its highly acclaimed training programs on issues such as diversity, conflict resolution and men’s violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).

The current Director of The Institute for Diversity and Ethics in Sport is Dr. Adrien Bouchet. Dr. Adrien Bouchet is the Richard & Helen DeVos Foundation

Endowed Chair and Eminent Scholar of the DeVos Sport Business Management Program. He is a Fulbright Fellow (Portugal) and a Research Fellow, North American Society for Sport Management. In 2017, he served as a Visiting Associate Professor at the W.P. Carey School of Business at Arizona State University. In 2015, he received the MAYO Excellence in Research award from the University of Tulsa. That year, he was awarded the Best Paper Award, Strategy track at the Southern Management Association. He and a co-author were awarded a Knight Commission on Intercollegiate Athletics grant to study the escalation in spending in NCAA athletics.

DeVos Sport Business Management Program

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



UCF

DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA



TIDES

Appendix I

2023 WNBA Diversity and Inclusion Initiatives

2023 Key Milestones:

- Various and select Head Coach hirings ahead of 2023 season that increased diversity in coaching staff:
 - Indiana Fever named Christie Sides as Head Coach.
 - Connecticut Sun named Stephanie White as Head Coach.
 - Dallas named Latricia Trammel as Head Coach.
- Various and select General Manager and other team related hirings that increased diversity in front office:
 - Connecticut Sun had Darius Taylor join as General Manager and elevated Morgan Tuck to assistant GM.
 - Indiana Fever elevated Hillary Spears to assistant GM.
 - Los Angeles elevated Karen Bryant to the Chief Administrative Officer and General Manager role.
 - Chicago Sky hired Nadia Rawlinson as operating Chairwoman.
- January 2023: The NBA hired Sabrina Ellis (Chief People Officer) and Lesley Slaton Brown (Chief Diversity, Equity & Inclusion Officer) to senior leadership positions.
- March 10, 2023: The WNBA received the Fritz Pollard Alliance's Paul J. Tagliabue Award in recognition of its work to continuously diversify the league in both gender and racial representation.
- May 17, 2023: The WNBA and CarMax announced Changemaker partnership. CarMax is the sixth WNBA Changemaker, a collective of top-tier league partners focusing partnership efforts on DE&I.
- May 22, 2023: Brittney Griner played in her first WNBA game after returning from wrongful detainment in Russia. Many State officials, including Vice President Kamala Harris, attended the game in support of Griner.
- August 2023: The WNBA hosted its Changemaker DEI Forum, where leaders from AT&T, Deloitte, US Bank, CarMax, Nike, Google and the WNBA gathered to discuss hot topics and share best practices in the fields of diversity, equity and inclusion.
- November 2023: The WNBA received the March of Dimes Leadership Award, which was in parallel with the 2023 season's social justice theme of maternal health and women's health more broadly.

NOTABLE AND NEW INITIATIVES FOR 2023 WNBA SEASON:

Social Justice

- For the second year in a row, in honor of Black History Month, the fashion company Playa Society, which has a longstanding relationship with the world of women's basketball, releases a specialized sweatshirt celebrating the contributions of Black women in the WNBA and society at large.

- WNBA players wore special Juneteenth warm up shirts, educated around the history of Juneteenth on WNBA.com and social channels, and moderated a conversation with Elizabeth Williams of the Atlanta Dream on the significance of the day.
- During Year three of the Changemakers Diversity Equity Inclusion (DEI) Forum, Voice in Sport facilitated a conversation for the WNBA Changemakers around employee resource groups, hiring processes, and talent development. The group shared best practices for fostering diversity, equity, and inclusion in their workplaces.
- During the 2023 season, the WNBA Social Justice Council highlights four key pillars of women’s health: maternal health, mental health, reproductive health and cancer prevention and awareness. With this focus, the WNBA aimed to shine a light on support systems and resources designed to address the maternal mortality crisis, especially in the Black community; to destigmatize mental health issues; to support reproductive health resources; and to draw attention to the disparities in cancer incidence, care, and outcomes for women of color.
 - For maternal health, the WNBA works with the Southern Birth Justice Network, which improves access to midwifery and doula care. The league also partnered with the Black Mamas Matter Alliance, which advocates for Black maternal health, rights and justice.
 - For mental health, the league supported the Loveland Foundation, which is committed to healing communities of color through therapy support, with a particular focus on Black women and girls, as well as The Trevor Project, which provides crisis support services to LGBTQ+ young people.
 - For reproductive health, the WNBA spotlights LOOM, a health information app helping to educate and connect women through science and reproductive health stories.
 - For cancer prevention and awareness, the league partnered with TOUCH, the Black Breast Cancer Alliance to amplify its For the Love of My Gurls campaign, as well as the American Cancer Society in its work to address health equity, early cancer detection and prevention.
 - In recognition of Breast Cancer Awareness Month, and in continuation of the WNBA’s commitment to women’s health, the WNBA and YouTube TV partner with the American Cancer Society to encourage breast cancer screenings. The WNBA and YouTube TV donated \$20,000 to American Cancer Society to support grants for health centers that provide low-cost and free cancer screenings, and highlighted American Cancer Society's new screening locator, [getscreened.cancer.org](https://www.getscreened.cancer.org).

Commissioner’s Cup Social Justice Activation

- The league and teams collaborated to select nonprofit organizations dedicated to women’s health in each team’s local community. For each Commissioner’s Cup presented by Coinbase regular-season game, the WNBA donated \$2,000 to the winning team’s chosen organization and an additional \$500 to the losing team’s chosen organization. To spotlight the Championship Cup Game, the league also donated \$10,000 to the winning team’s organization and \$5,000 to the organization of the runner-up. In all, donations totaling \$165,000 were made to 12 organizations supporting women’s health.
- As part of the 2023 Commissioners Cup, Women’s Health programming included activations that:
 - Engaged women’s health experts in WNBA X (formerly known as Twitter) Spaces
 - Featured American Cancer Society activations at 2023 WNBA Commissioner’s Cup presented by Coinbase
 - Honored former WNBA players who courageously fought cancer with storytelling and educational initiatives
 - Shared players’ parent perspectives through “Voices” Series on the LOOM app
 - Provided free cancer screenings locally through mammogram clinics hosted by WNBA teams

Economic Inclusion

- In June 2023, the WNBA and U.S. Bank teamed up with Project Destined for the second consecutive year of *She's Invested: Supporting Emerging Female Leaders*. The program provided mentoring and financial education to 34 women of color from Historically Black Colleges and Universities (HBCUs) as well as universities around Chicago, Washington, D.C., and Atlanta. Students participated in a mentorship program and also attended a speaker series led by U.S. Bank executives and WNBA players focused on building financial health and personal branding.
- **Answering The Call (ATC)**, launched in October 2020, is a program to further diversify the WNBA's and NBA's licensing portfolio. ATC enables minority-owned businesses to obtain an WNBA/NBA license, opening a suite of league benefits and assets to any new licensee. To date, ATC has partnered with more than 40 businesses across several categories, including apparel, home goods, and toys and games.
- **Partnership for New York City (PFNYC) Career Week**: The WNBA hosted students from New York public schools as part of PFNYC Career Week. The day was filled with interactive breakouts and educational sessions on different career paths, planning methods, and diversity and inclusion activities.

ONGOING INITIATIVES**Social Impact Programming**

The WNBA, NBA, NBA G League, NBA 2K League and Basketball Africa League pursue global social responsibility initiatives that build on the organizations' long traditions of addressing important issues worldwide through philanthropy, hands-on service, and legacy projects. The leagues work to use their unique positions to bring attention to important social issues focusing on advancing social justice and creating opportunity for people of color, inclusion and equality, education, youth and family development, health and wellness, and supporting military members and their families.

- **The Dawn Staley Community Leadership Award** was created to recognize the WNBA player who best exemplifies the characteristics of a leader in the community where they work or lives. A tribute to WNBA legend Dawn Staley, this award reflects Dawn's leadership, spirit, charitable efforts and love of the game. Indiana Fever guard Kelsey Mitchell was the 2023 recipient, and the league made a \$10,000 donation to the KelzHoop Foundation on her behalf.
- **NBA Cares** is the league's global social responsibility program that builds on the NBA's mission of addressing important social issues. NBA Cares programs and participants have provided more than 6.2 million hours of hands-on service and created more than 2,040 places in 40 countries and territories where kids and families can live, learn or play in communities around the world. NBA Cares works with internationally recognized youth-serving programs that support education, youth and family development, and health-related causes, including Boys & Girls Clubs of America, Vera Institute of Justice, Thurgood Marshall College Fund, UNICEF, Special Olympics, The Jed Foundation, Share Our Strength and GLSEN. These projects include new and refurbished basketball courts, houses, playgrounds, technology centers and more.
- **The WNBA Cares Community Assist Award** recognizes WNBA players for both their outstanding efforts in the community and for their ongoing philanthropic and charitable work throughout the WNBA season. The program includes four monthly awards (May – August) and one season-long award. Each monthly award winner received \$5,000 for the charitable organization of their choice and the winner of the season-long award receives \$20,000 to the charitable organization of their choice. Phoenix Mercury center Brittney Griner earned the Season long WNBA Cares Community Assist Award and the donation was split among charities of Griner's choice: Bring our Families Home and Phoenix Rescue Mission.

Youth Basketball

- **Her Time To Play (HTTP)** is a national initiative led by the WNBA that is dedicated to championing change on behalf of girls and women. It aims to improve female participation in sport, giving girls and young women a forum to connect, collaborate, and actively engage with basketball as well as celebrate their achievements.
 - In celebration of International Day of the Girl on Oct. 11, 2023, Her Time To Play launched a new set of Her Time To Play resources called Belonging in Basketball. The new Belonging in Basketball resources, created in partnership with Girls Leadership, are culturally responsive and healing centered, designed for and by girls to recruit and keep all girls in the game. All resources will only be accessible through the Her Time To Play Academy on WorkRamp, a digital hub for self-serve, on-demand learning.
 - The three key areas of focus for the resources include:
 - *Participation*: Increase girls basketball participation with an emphasis on keeping girls ages 7-17 in the game.
 - *Leadership*: Increase representation among women in coaching and other leadership positions at all levels of the game of basketball.
 - *Visibility*: Increase the visibility and awareness of girls' basketball and the WNBA, particularly among youth.
 - October 2023 – As part of the WNBA Finals presented by YouTube TV, the WNBA hosted two Her Time To Play events for girls ages 7 and up in each Finals market. The events included basketball clinics, panel discussions about the challenges girls and women in sports face, and vision board workshops in partnership with each respective Finals team.
 - July 14, 2023 – As part of AT&T WNBA All-Star, Her Time to Play and AT&T hosted an event for girls ages 10-16 from local girl-serving community groups across Las Vegas. The event was led by host Ari Chambers and featured WNBA All-Star Kelsey Mitchell. Each girl who attended the All-Star clinic received a laptop courtesy of AT&T.
 - As part of the NBA and WNBA Assist Tracker Programs, the NBA, WNBA, State Farm and Heart of America dedicated a new STEM learning center and mindfulness room at the Clark County School in Las Vegas in celebration of WNBA All-Star and NBA Summer League. The event included an informal press ceremony celebrating the newly renovated spaces, followed by engaging youth and members of the NBA/WNBA Family in activities in the newly renovated STEM Lab and mindfulness room.
 - The WNBA, Microsoft, and 4th Family hosted a STEM learning experience during WNBA All-Star, where more than 150 middle school-aged youth were introduced to the tools and techniques used by sport-scientists to evaluate athletic performance. The event consisted of stations designed to measure specific basketball attributes – strength, speed, quickness, agility, explosiveness, and skill – using STEM equipment and Microsoft tablets.
 - The WNBA, NBA and FIBA hosted the **first all-girls Basketball Without Borders camp** at WNBA AT&T All-Star 2023. BWB is a basketball development and community outreach program that unites young basketball players to promote the sport and encourage positive social change in the areas of education, health and wellness. The NBA and FIBA have staged **62 BWB camps in 38 cities in 30 countries** on six continents engaging 3,900 participants from 134 countries and territories.

LGBTQ+ Advocacy

As part of the WNBA's ongoing commitment to diversity, equality, and inclusion, the league works in partnership with leading LGBTQ organizations – including Athlete Ally, GLAAD and GLSEN – to support a variety of programs and initiatives designed to support LGBTQ equality and create a more inclusive environment in youth sports.

- On March 31, 2023, the WNBA family supported and celebrated the transgender community, raising awareness of the discrimination that transgender people face as part of Trans Day of Visibility. The WNBA family continues to work closely with partners to distribute educational resources in an effort to encourage better allyship and to create more spaces of inclusion and acceptance.
- The WNBA celebrated LGBTQ+ Pride Month throughout June with activities and initiatives that empowered players, teams, fans, and employees to share their voices and create a more inclusive environment around the game and in their communities.
- As part of WNBA Pride, the league released the WNBA Pride Unity Collection featuring limited-edition merchandise from Fanatics, Playa Society, and ISlide. A portion of all proceeds from the sales of these products was donated to LGBTQ+ charitable organizations, including Athlete Ally.
- The WNBA once again partnered with GLAAD for **GLAAD Spirit Day** on Oct. 19, 2023, to take a stand against bullying, particularly for youth who identify as LGBTQ+, encouraging fans to take the Spirit Day Pledge and to wear purple in observance of Spirit Day.
- On March 31, 2023, the WNBA family supported and celebrated the transgender community, raising awareness of the discrimination that transgender people face as part of **Trans Day of Visibility**. The WNBA family continues to work closely with partners to distribute educational resources in an effort to encourage better allyship and to create more spaces of inclusion and acceptance.

Key Inclusion Programming, Learning Initiatives and Professional Development*Talent Acquisition and Development Programs*

The NBA *invests* in strategic partnerships, targeted conferences, and bespoke programs to recruit, develop, retain and advance its dynamic workforce.

- The **Business & Basketball Training Program** is a series of virtual development programs designed to promote and increase diversity in the key business areas of ticket sales, corporate partnerships, analytics, and basketball operations by targeting participants from underrepresented communities to introduce them to careers in sports and accelerate their career trajectories. The programs provide participants with access to mentorship, networking, and development opportunities, as well as real-world insights, and connections to executives in these fields.
- **NBA ASCEND** (Access, Support, Coaching, Exposure, Networking and Development) is a formal sponsorship program that matches talented women across the organization with executive sponsors. The initiative, which targets senior women with a focus on women of color, is designed to cultivate a culture of sponsorship across the NBA that will benefit not only the program participants, but underrepresented talent across the organization more broadly.
- The **Executive Highlighting Initiative** is a bimonthly newsletter for NBA team leaders that focuses on proactive recruiting and networking. Each newsletter features external executives, all of whom identify as women or people of color, who have expressed interest in working with the NBA across business disciplines, including revenue, marketing, digital, strategy and analytics, and more. Teams are strongly encouraged to engage these executives for employment consideration and networking.

- The **NBA Women's Leadership Forum (WLF)** is an annual gathering of employees from the league office and NBA, WNBA, NBA G League, NBA 2K League and Basketball Africa League teams featuring a series of discussions and workshops that celebrate women paving the way and bring together thought leaders who empower women to break down barriers, build resiliency, and learn from their collective experiences.
- The NBA sponsors a host of external **differentiated development offerings** to support the retention and advancement of underrepresented talent. The goal of these dynamic professional development programs is to increase the diversity of the league's leadership pipeline while providing career advancement opportunities and experiences to participants. League partners include organizations such as McKinsey & Co., WISE (Women in Sports and Events), Stanford University and Korn Ferry.

Inclusion Learning Programs and Resources

- The league has delivered **organization-wide learning experiences** around **understanding and interrupting unconscious bias** and examining systems to mitigate bias in processes. The league also delivers training focused on embedding inclusive practices throughout the talent life cycle, as well as just-in-time learning programs to keep bias mitigation and interruption strategies top of mind.
- In support of WNBA teams' efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league regularly issues to all teams recommended best practices regarding **respect in the workplace policies and training**. In 2018, the league created a toll-free hotline that is available to all league and team employees to make complaints or report any workplace concerns. This hotline allows callers to remain anonymous.
- Since 2016, the league office has regularly convened **Community Conversations** to create a safe space for league office employees to engage in small-group dialogue and share their thoughts on important, and often uncomfortable, issues. Past conversation topics have included the murders of George Floyd, Breonna Taylor and Ahmaud Arbery, and the racial disparities in policing, economics, mental healthcare highlighted by their deaths and by the COVID-19 pandemic; the rise in anti-Asian hate and discrimination; the rise in antisemitism; mental wellness; the 2020 presidential election; and the 2022 midterm election.
- The NBA's Employee Resource Teams (ERTs) support the league's diversity, inclusion and business objectives by facilitating connections between employees with shared interests or backgrounds. ERTs provide networking and professional development opportunities and support the performance and growth of the organization. There are seven ERTs in the league's U.S. offices:
 - **APEX (Asian Professional Exchange)** is committed to promoting and celebrating Asian cultures within the NBA, with a focus on engagement, inclusion, and league advocacy of Asian professionals. In doing so, it strives to contribute to the growth and success of the league. Programming is focused on four strategic areas: professional and leadership development, enhancing industry knowledge, networking and mentorship and cultural and community outreach.
 - **Conexión éne-bé-a** aims to promote the development of Latinx/Hispanic cultural awareness within the NBA while contributing to the league's success, diversity and business objectives through career development, education and community involvement.
 - **Dream in Color** aims to serve as a resource to promote the continued growth and retention of Black employees, create a platform to facilitate engagement and mentorship, and provide community service opportunities geared towards urban-youth development. Its primary goal is to encourage members to strengthen their internal and external networks by providing opportunities to share experiences and best practices for success in the sports industry.

- **NBA Pride** aims to bring together LGBTQ employees and allies to foster an environment in which all employees feel empowered and encouraged to bring their whole selves to work each day. In 2016, the NBA became the first professional sports league to participate in the NYC Pride March.
- **NBA VETS (Voices of Employees That Served)** aims to promote the experiences and contributions of current and former service members, provide professional development and networking opportunities for members, and create lasting relationships with community military organizations.
- The **NBA Women's Network** aims to create a community for women and allies at that promotes professional growth and authentic connection opportunities to foster a culture of inclusion and advancement for women.
- The **Network of Emerging Talent (NET)** is designed to be a resource for those early in their career (either as a whole, or at the NBA) interested in developing a professional brand and personal narrative. NET provides programming tailored toward building a more collaborative organization, increasing members' exposure to professionals in and out of the sports industry, and developing a better understanding of members' career opportunities.

External Affinity Organizations

The NBA collaborates with select organizations that are committed to diversity and inclusion and that foster environments for engagement across the sports industry.

- The WNBA/NBA are longtime partners of ***Women in Sports and Events (WISE)***, a national organization focusing on professional development and networking for women in the industry. Via the relationship, the league offers paid WISE memberships to its employees and additionally sponsors women leaders from across the company to attend WISE's week-long Executive Leadership Institute at Dartmouth College and colleagues to attend WISE's annual WISE/R Symposium.

Economic Inclusion

The NBA is committed to economic inclusion by identifying women, minority-owned, and other diverse businesses among its suppliers.

- The **Business-to-Business diversity program** identifies and provides diverse-owned businesses with opportunities to bid on NBA contracts. The league's "Rule of One" requires that every Request for Proposal include at least one diverse supplier. From FY21 to FY22, spend with diverse-owned businesses increased by 52%.

Appendix II

2023 WNBA Data Tables

Players | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	27	90	2	2	x	x	15	5	x
	19.1%	63.8%	1.4%	1.4%	x	x	10.6%	3.5%	x
2022	28	104	1	3	x	x	8	1	3
	18.9%	70.3%	0.7%	2.0%	x	x	5.4%	0.7%	2.0%
2021	28	105	1	2	x	x	5	x	x
	19.9%	74.5%	0.7%	1.4%	x	x	3.5%	x	x
2020	27	102	2	x	x	x	13	3	x
	18.4%	69.4%	1.4%	x	x	x	8.8%	2.0%	x
2019	25	97	1	2	x	x	x	x	19
	17.4%	67.4%	0.7%	1.4%	x	x	x	x	13.2%
2018	23	114	2	2	x	x	x	x	5
	15.8%	78.1%	1.4%	1.4%	x	x	x	x	3.4%
2017	21	110	4	1	x	x	x	x	8
	14.6%	76.4%	2.8%	0.7%	x	x	x	x	5.6%
2016	35	98	5	1	x	x	x	x	4
	24.5%	68.5%	3.5%	0.7%	x	x	x	x	2.8%
2015	37	109	1	x	x	x	x	x	30
	24.3%	71.7%	0.7%	x	x	x	x	x	19.7%
2014	35	104	2	x	x	x	x	x	30
	23.3%	69.3%	1.3%	x	x	x	x	x	20.0%
2013	28	103	x	x	x	x	x	x	22
	20.0%	73.0%	x	x	x	x	x	x	15.5%
2012	22	100	x	x	x	x	x	x	13
	16.0%	74.0%	x	x	x	x	x	x	10.0%
2011	31	101	4	x	x	x	x	x	10
	21.0%	69.0%	3.0%	x	x	x	x	x	6.0%
2010	26	112	1	x	x	x	x	x	24
	16.0%	69.0%	1.0%	x	x	x	x	x	15.0%
2009	38	126	x	x	x	x	x	x	24
	20.0%	67.0%	x	x	x	x	x	x	13.0%
2008	44	139	x	x	x	x	x	x	31
	21.0%	65.0%	x	x	x	x	x	x	14.0%
2007	66	117	x	1	x	x	x	x	30
	35.0%	63.0%	x	1.0%	x	x	x	x	16.0%
2006	75	133	x	1	x	x	x	x	38
	36.0%	63.0%	x	x	x	x	x	x	18.0%
2005	64	100	3	x	x	x	x	x	43
	34.0%	63.0%	1.0%	x	x	x	x	x	20.0%
2004	66	134	2	x	x	x	x	x	33
	33.0%	66.0%	1.0%	x	x	x	x	x	16.0%

TABLE 1

Head Coaches | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	8 66.7%	3 25.0%	x	x	x	1 8.3%	x	x	x
2022	6 50.0%	6 50.0%	x	x	x	x	x	x	x
2021	7 58.3%	5 41.7%	x	x	x	x	x	x	x
2020	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2019	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2018	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2017	7 58.3%	5 41.7%	x	x	x	x	x	x	x
2016	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2015	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2014	8 66.7%	4 33.3%	x	x	x	x	x	x	x
2013	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2012	8 67.0%	4 33.0%	x	x	x	x	x	x	x
2011	7 58.0%	5 42.0%	x	x	x	x	x	x	x
2010	8 67.0%	4 33.0%	x	x	x	x	x	x	x
2009	10 77.0%	3 23.0%	x	x	x	x	x	x	x
2008	9 64.0%	5 36.0%	x	x	x	x	x	x	x
2007	10 77.0%	3 23.0%	x	x	x	x	x	x	x
2006	12 86.0%	2 14.0%	x	x	x	x	x	x	x
2005	11 85.0%	2 15.0%	x	x	x	x	x	x	x
2004	9 69.0%	4 31.0%	x	x	x	x	x	x	x

TABLE 2a

Head Coaches | Gender

Year	Men	Women
2023	3 25.0%	9 75.0%
2022	5 41.7%	7 58.3%
2021	7 58.3%	5 41.7%
2020	7 58.3%	5 41.7%
2019	7 58.3%	5 41.7%
2018	6 50.0%	6 50.0%
2017	6 50.0%	6 50.0%
2016	7 58.3%	5 41.7%
2015	6 50.0%	6 50.0%
2014	6 50.0%	6 50.0%
2013	7 58.0%	5 42.0%
2012	7 58.0%	5 42.0%
2011	6 50.0%	6 50.0%
2010	5 42.0%	7 58.0%
2009	8 62.0%	5 38.0%
2008	9 64.0%	5 36.0%
2007	9 69.0%	4 31.0%
2006	11 79.0%	3 21.0%
2005	8 62.0%	5 38.0%
2004	8 62.0%	5 38.0%

TABLE 2b

Assistant Coaches | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	12 31.6%	21 55.3%	x	1 2.6%	x	x	x	4 10.5%	x
2022	12 35.3%	16 47.1%	1 2.9%	2 5.9%	x	1 2.9%	x	1 2.9%	1 2.9%
2021	12 38.7%	15 48.4%	1 3.2%	1 3.2%	x	1 3.2%	x	x	1 3.2%
2020	11 45.8%	11 45.8%	x	x	x	1 4.2%	1 4.2%	x	x
2019	15 57.7%	10 38.5%	x	x	x	x	x	x	1 3.8%
2018	16 50.0%	16 50.0%	x	x	x	x	x	x	x
2017	12 46.2%	14 53.8%	x	x	x	x	x	x	x
2016	12 52.2%	11 47.8%	x	x	x	x	x	x	x
2015	20 50.0%	20 50.0%	x	x	x	x	x	x	x
2014	12 48.0%	13 52.0%	x	x	x	x	x	x	x
2013	15 63.0%	9 38.0%	x	x	x	x	x	x	x
2012	15 60.0%	10 40.0%	x	x	x	x	x	x	x
2011	12 63.0%	7 36.0%	x	x	x	x	x	x	x
2010	9 56.0%	7 44.0%	x	x	x	x	x	x	x
2009	16 59.0%	11 41.0%	x	x	x	x	x	x	x
2008	18 58.0%	13 42.0%	x	x	x	x	x	x	x
2007	19 61.0%	12 39.0%	x	x	x	x	x	x	x
2006	16 59.0%	11 41.0%	x	x	x	x	x	x	x
2005	17 65.0%	9 35.0%	x	x	x	x	x	x	x
2004	18 55.0%	15 45.0%	x	x	x	x	x	x	x

TABLE 3a

Assistant Coaches | Gender

Year	Men	Women
2023	12 31.6%	26 68.4%
2022	12 35.3%	22 64.7%
2021	11 35.5%	20 64.5%
2020	9 37.5%	15 62.5%
2019	10 38.5%	16 61.5%
2018	13 40.6%	19 59.4%
2017	10 38.5%	16 61.5%
2016	10 43.5%	13 56.5%
2015	22 55.0%	18 45.0%
2014	8 32.0%	17 68.0%
2013	8 34.0%	16 67.0%
2012	9 36.0%	16 64.0%
2011	7 36.0%	12 63.0%
2010	7 44.0%	9 56.0%
2009	11 41.0%	16 59.0%
2008	14 45.0%	17 55.0%
2007	15 48.0%	16 52.0%
2006	12 44.0%	15 56.0%
2005	9 35.0%	17 65.0%
2004	14 42.0%	19 58.0%

TABLE 3b

League Office - Professional Employees | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	29 61.7%	12 25.5%	2 4.3%	3 6.4%	x	x	1 2.1%	x	x
2022	21 58.3%	11 30.6%	1 2.8%	2 5.6%	x	x	1 2.8%	x	x
2021	15 57.7%	8 30.8%	1 3.8%	2 7.7%	x	x	x	x	x
2020	23 50.0%	16 34.8%	2 4.3%	2 4.3%	x	x	3 6.5%	x	x
2019	24 53.3%	18 40.0%	1 2.2%	x	x	x	x	x	2 4.4%
2018	18 45.0%	14 35.0%	4 10.0%	x	x	x	x	x	4 10.0%
2017	19 49.0%	14 36.0%	3 8.0%	x	x	x	x	x	3 8.0%
2016	17 73.9%	6 26.1%	x	x	x	x	x	x	x
2015	18 75.0%	6 25.0%	x	x	x	x	x	x	x
2014	17 70.8%	6 25.0%	x	1 4.2%	x	x	x	x	x
2013	16 67.0%	7 29.0%	x	1 4.0%	x	x	x	x	x
2012	15 71.0%	6 29.0%	x	x	x	x	x	x	x
2011	15 71.0%	6 29.0%	x	x	x	x	x	x	x
2010	22 76.0%	7 24.0%	x	x	x	x	x	x	x
2009	22 67.0%	9 27.0%	1 3.0%	1 3.0%	x	x	x	x	x
2008	22 67.0%	9 27.0%	1 3.0%	1 3.0%	x	x	x	x	x
2007	27 64.0%	9 21.0%	1 2.0%	5 12.0%	x	x	x	x	x
2006	29 66.0%	9 20.5%	1 2.2%	5 11.3%	x	x	x	x	x
2005	15 65.0%	6 26.0%	x	2 9.0%	x	x	x	x	x
2004	6 60.0%	4 40.0%	x	x	x	x	x	x	x

TABLE 4a

League Office - Professional Employees | Gender

Year	Men	Women
2023	12 25.5%	35 74.5%
2022	11 30.6%	25 69.4%
2021	9 34.6%	17 65.4%
2020	18 39.1%	28 60.9%
2019	23 51.0%	22 48.9%
2018	20 50.0%	20 50.0%
2017	18 47.0%	21 54.0%
2016	7 30.4%	16 69.6%
2015	6 25.0%	18 75.0%
2014	5 20.8%	19 79.2%
2013	5 21.0%	19 79.0%
2012	6 29.0%	15 71.0%
2011	5 24.0%	16 76.0%
2010	9 31.0%	20 69.0%
2009	0 0.0%	33 100.0%
2008	33 100.0%	x
2007	11 25.0%	31 74.0%
2006	11 25.0%	33 75.0%
2005	7 30.0%	16 70.0%
2004	1 10.0%	9 90.0%

TABLE 4b

Owners | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	8 66.7%	2 16.7%	x x	1 8.3%	x x	1 8.3%	x x	x x	x x
2022	8 66.7%	2 16.7%	x x	1 8.3%	x x	1 8.3%	x x	x x	x x
2021	10 66.7%	2 13.3%	x x	2 13.3%	x x	1 6.7%	x x	x x	x x
2020	32 71.1%	7 15.6%	1 2.2%	2 4.4%	x x	x x	x x	x x	3 6.7%
2019	32 74.4%	7 16.3%	1 2.3%	1 2.3%	x x	x x	x x	x x	3 4.7%
2018	32 74.4%	7 16.3%	1 2.3%	1 2.3%	x x	x x	x x	x x	2 4.7%
2017	23 71.9%	6 18.8%	1 3.1%	x x	x x	x x	x x	x x	2 6.3%
2016	28 80.0%	5 14.3%	1 2.9%	x x	x x	x x	x x	x x	1 2.9%
2015	32 82.1%	5 12.8%	1 2.6%	x x	x x	x x	x x	x x	1 2.6%
2014	30 83.3%	4 11.1%	1 2.8%	x x	x x	x x	x x	x x	1 2.8%
2013	18 72.0%	5 20.0%	1 4.0%	x x	x x	x x	x x	x x	1 4.0%
2012	18 72.0%	5 20.0%	1 4.0%	x x	x x	x x	x x	x x	1 4.0%
2011	13 100.0%	x x	x x	x x	x x	x x	x x	x x	x x
2010	12 100.0%	x x	x x	x x	x x	x x	x x	x x	x x
2009	18 100.0%	x x	x x	x x	x x	x x	x x	x x	x x
2008	20 100.0%	x x	x x	x x	x x	x x	x x	x x	x x
2007	20 100.0%	x x	x x	x x	x x	x x	x x	x x	x x
2006	18 95.0%	1 5.0%	x x	x x	x x	x x	x x	x x	x x
2005	21 92.0%	2 8.0%	x x	x x	x x	x x	x x	x x	x x
2004	16 94.0%	1 6.0%	x x	x x	x x	x x	x x	x x	x x

TABLE 5a

Owners | Gender

Year	Men	Women
2023	8 66.7%	4 33.3%
2022	8 66.7%	4 33.3%
2021	10 66.7%	5 33.3%
2020	30 66.7%	15 33.3%
2019	29 67.4%	15 32.6%
2018	29 67.4%	14 32.6%
2017	21 65.7%	11 34.4%
2016	21 60.1%	14 40.0%
2015	25 64.2%	14 35.9%
2014	24 66.7%	12 33.3%
2013	16 64.0%	9 36.0%
2012	15 60.0%	10 40.0%
2011	9 69.0%	4 31.0%
2010	9 75.0%	3 25.0%
2009	14 78.0%	4 22.0%
2008	16 80.0%	4 20.0%
2007	16 80.0%	4 20.0%
2006	17 89.0%	2 11.0%
2005	19 84.0%	4 16.0%
2004	14 82.0%	3 18.0%

TABLE 5b

CEO/President | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	10 83.3%	2 16.7%	x	x	x	x	x	x	x
2022	10 83.3%	2 16.6%	x	x	x	x	x	x	x
2021	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2020	9 75.0%	2 16.7%	1 8.3%	x	x	x	x	x	x
2019	8 72.7%	3 27.3%	x	x	x	x	x	x	x
2018	11 73.3%	4 26.7%	x	x	x	x	x	x	x
2017	13 81.3%	3 18.8%	x	x	x	x	x	x	x
2016	13 86.7%	2 13.3%	x	x	x	x	x	x	x
2015	14 77.8%	4 22.2%	x	x	x	x	x	x	x
2014	17 85.0%	2 10.0%	x	x	x	x	x	x	1 5.0%
2013	11 79.0%	2 14.0%	x	x	x	x	x	x	1 7.0%
2012	14 93.0%	x	x	x	x	x	x	x	1 7.0%
2011	20 91.0%	1 5.0%	x	x	x	x	x	x	1 5.0%
2010	13 87.0%	1 7.0%	x	x	x	x	x	x	1 7.0%
2009	14 88.0%	1 6.0%	x	x	x	x	x	x	1 6.0%
2008	12 80.0%	2 13.0%	x	x	x	x	x	x	1 7.0%
2007	13 87.0%	2 13.0%	x	x	x	x	x	x	x
2006	16 89.0%	2 11.0%	x	x	x	x	x	x	x
2005	14 90.0%	2 10.0%	x	x	x	x	x	x	x
2004	11 85.0%	2 15.0%	x	x	x	x	x	x	x

TABLE 6a

CEO/President | Gender

Year	Men	Women
2023	3 25.0%	9 75.0%
2022	3 24.9%	9 75.0%
2021	4 33.3%	8 66.7%
2020	5 41.7%	7 58.3%
2019	6 54.5%	5 45.5%
2018	9 60.0%	6 40.0%
2017	11 68.8%	5 31.3%
2016	10 66.7%	5 33.3%
2015	13 72.2%	5 27.8%
2014	16 80.0%	4 20.0%
2013	9 64.0%	5 36.0%
2012	13 87.0%	2 13.0%
2011	20 92.0%	2 9.0%
2010	9 61.0%	6 40.0%
2009	10 62.0%	6 38.0%
2008	10 67.0%	5 33.0%
2007	11 73.0%	4 27.0%
2006	14 78.0%	4 22.0%
2005	14 90.0%	2 10.0%
2004	12 92.0%	1 8.0%

TABLE 6b

General Manager | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	10 83.3%	2 16.7%	x	x	x	x	x	x	x
2022	8 66.6%	3 25.0%	x	x	x	x	x	1 8.3%	x
2021	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2020	8 72.7%	3 27.3%	x	x	x	x	x	x	x
2019	8 72.7%	3 27.3%	x	x	x	x	x	x	x
2018	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2017	8 72.7%	3 27.3%	x	x	x	x	x	x	x
2016	8 80.0%	2 20.0%	x	x	x	x	x	x	x
2015	8 72.7%	3 27.3%	x	x	x	x	x	x	x
2014	7 70.0%	3 30.0%	x	x	x	x	x	x	x
2013	7 64.0%	4 36.0%	x	x	x	x	x	x	x
2012	7 58.0%	5 42.0%	x	x	x	x	x	x	x
2011	8 67.0%	4 33.0%	x	x	x	x	x	x	x
2010	8 67.0%	4 33.0%	x	x	x	x	x	x	x
2009	9 75.0%	3 25.0%	x	x	x	x	x	x	x
2008	10 77.0%	3 21.0%	x	x	x	x	x	x	x
2007	11 85.0%	2 15.0%	x	x	x	x	x	x	x
2006	9 82.0%	2 18.0%	x	x	x	x	x	x	x
2005	9 73.0%	3 27.0%	x	x	x	x	x	x	x
2004	10 77.0%	3 23.0%	x	x	x	x	x	x	x

TABLE 7a

General Manager | Gender

Year	Men	Women
2023	7 58.3%	5 41.7%
2022	8 66.6%	4 33.3%
2021	8 66.7%	4 33.3%
2020	8 72.7%	3 27.3%
2019	6 54.5%	5 45.5%
2018	6 50.0%	6 50.0%
2017	5 45.5%	6 54.5%
2016	5 50.0%	5 50.0%
2015	5 45.5%	6 54.5%
2014	6 60.0%	4 40.0%
2013	7 64.0%	4 36.0%
2012	8 67.0%	4 33.0%
2011	4 33.0%	8 67.0%
2010	6 33.0%	6 67.0%
2009	6 50.0%	6 50.0%
2008	6 44.0%	7 54.0%
2007	6 46.0%	7 54.0%
2006	5 45.0%	6 55.0%
2005	4 33.0%	8 67.0%
2004	3 23.0%	10 77.0%

TABLE 7b

Vice Presidents and Above | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	28 57.1%	16 32.7%	1 2.0%	x	x	x	2 4.1%	2 4.1%	x
2022	43 71.7%	13 21.7%	1 1.7%	1 1.7%	x	x	2 3.3%	x	x
2021	50 78.1%	11 17.2%	2 3.1%	x	x	x	x	x	1 1.6%
2020	51 73.9%	17 24.6%	x	x	x	x	1 1.4%	x	x
2019	45 72.6%	14 22.6%	3 4.8%	x	x	x	x	x	x
2018	45 72.6%	14 22.6%	3 4.8%	x	x	x	x	x	x
2017	116 87.9%	15 11.4%	1 0.8%	x	x	x	x	x	x
2016	97 89.0%	11 10.1%	1 0.9%	x	x	x	x	x	x
2015	87 90.6%	8 8.3%	x	1 1.0%	x	x	x	x	x
2014	88 92.6%	6 6.3%	1 1.1%	x	x	x	x	x	x
2013	47 94.0%	2 4.0%	1 2.0%	x	x	x	x	x	x
2012	47 89.0%	4 8.0%	2 4.0%	x	x	x	x	x	x
2011	34 94.0%	1 3.0%	1 3.0%	x	x	x	x	x	x
2010	21 91.0%	1 4.0%	1 4.0%	x	x	x	x	x	x
2009	54 93.0%	2 3.0%	2 3.0%	x	x	x	x	x	x
2008	61 92.0%	4 6.0%	1 2.0%	x	x	x	x	x	x
2007	61 94.0%	4 6.0%	x	x	x	x	x	x	x
2006	80 90.0%	9 10.0%	x	x	x	x	x	x	x
2005	77 91.0%	7 8.0%	x	1 1.0%	x	x	x	x	x
2004	42 89.0%	5 11.0%	x	x	x	x	x	x	x

TABLE 8a

Vice Presidents and Above | Gender

Year	Men	Women
2023	20 40.8%	29 59.2%
2022	31 51.7%	29 48.3%
2021	35 54.7%	29 45.3%
2020	34 49.3%	35 50.7%
2019	32 51.6%	30 48.4%
2018	32 51.6%	30 48.4%
2017	93 70.6%	39 29.5%
2016	80 73.4%	29 26.6%
2015	71 73.9%	25 26.0%
2014	73 76.8%	22 23.2%
2013	36 72.0%	14 28.0%
2012	40 76.0%	13 25.0%
2011	27 75.0%	9 25.0%
2010	20 86.0%	3 13.0%
2009	42 71.0%	16 28.0%
2008	46 70.0%	20 30.0%
2007	48 74.0%	17 26.0%
2006	71 80.0%	18 20.0%
2005	62 73.0%	23 27.0%
2004	34 72.0%	13 28.0%

TABLE 8b

Managers to Senior Directors | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	67 54.5%	34 27.6%	7 5.7%	7 5.7%	x x	x x	4 3.3%	4 3.3%	x x
2022	111 65.3%	34 20.0%	8 4.7%	6 3.5%	2 1.2%	x x	7 4.1%	2 1.2%	x x
2021	99 58.2%	40 23.5%	10 5.9%	9 5.3%	x x	1 0.6%	8 4.7%	2 1.2%	1 0.6%
2020	99 65.1%	33 21.7%	4 2.6%	7 4.6%	x x	x x	9 5.9%	x x	x x
2019	98 74.2%	23 17.4%	2 1.5%	6 4.5%	x x	x x	x x	x x	3 2.3%
2018	135 73.8%	32 17.5%	8 4.4%	5 2.7%	x x	x x	x x	x x	3 1.6%
2017	99 76.2%	26 20.0%	3 2.3%	1 0.8%	x x	x x	x x	x x	1 0.8%
2016	94 79.0%	15 12.6%	5 4.2%	3 2.5%	x x	x x	x x	x x	2 1.7%
2015	75 78.1%	14 14.6%	2 2.1%	4 4.2%	x x	x x	x x	x x	1 1.0%
2014	90 82.6%	13 11.9%	4 3.7%	2 1.8%	x x	x x	x x	x x	x x
2013	43 80.0%	7 13.0%	1 2.0%	1 2.0%	x x	x x	x x	x x	2 4.0%
2012	46 79.0%	11 19.0%	x x	x x	x x	x x	x x	x x	1 2.0%
2011	43 72.0%	4 7.0%	11 18.0%	2 3.0%	x x	x x	x x	x x	x x
2010	12 72.0%	4 22.0%	1 6.0%	x x	x x	x x	x x	x x	x x
2009	42 81.0%	6 12.0%	3 6.0%	1 2.0%	x x	x x	x x	x x	x x
2008	56 78.0%	9 13.0%	3 4.0%	3 4.0%	x x	x x	x x	x x	1 1.0%
2007	50 82.0%	7 11.0%	3 5.0%	1 2.0%	x x	x x	x x	x x	x x
2006	94 81.0%	11 9.0%	8 7.0%	2 2.0%	x x	x x	x x	x x	1 1.0%
2005	99 80.0%	14 11.0%	7 6.0%	3 2.0%	x x	x x	x x	x x	x x
2004	74 81.0%	11 12.0%	3 3.0%	2 2.0%	x x	x x	x x	x x	1 1.0%

TABLE 9a

Managers to Senior Directors | Gender

Year	Men	Women
2023	49 39.9%	74 60.2%
2022	75 44.1%	95 55.9%
2021	86 50.6%	84 49.4%
2020	81 53.3%	71 46.7%
2019	64 48.4%	68 51.5%
2018	87 47.5%	96 52.5%
2017	94 72.4%	36 27.7%
2016	90 75.6%	29 24.4%
2015	63 65.6%	33 34.4%
2014	69 63.3%	40 36.7%
2013	28 53.0%	26 48.0%
2012	28 48.0%	30 52.0%
2011	40 67.0%	20 33.0%
2010	6 39.0%	11 61.0%
2009	29 57.0%	23 44.0%
2008	37 51.0%	35 49.0%
2007	35 57.0%	26 43.0%
2006	83 72.0%	33 28.0%
2005	78 62.0%	45 37.0%
2004	53 57.0%	38 42.0%

TABLE 9b

Professional Team Staff (Excludes Admins) | Race

Year	White	Black or African American	Hispanic or Latino(a)	Asian	Hawaiian or Pac. Islander	Am. Indian or Alaska Native	Two or More Races	Unknown	Other
2023	54 49.1%	35 31.8%	7 6.4%	5 4.5%	2 1.8%	x	4 3.6%	3 2.7%	x
2022	94 53.1%	44 24.9%	21 11.9%	6 3.4%	1 0.6%	x	7 4.0%	4 2.3%	x
2021	81 55.1%	32 21.8%	10 6.8%	10 6.8%	x	2 1.4%	8 5.4%	4 2.7%	x
2020	87 64.4%	19 14.1%	11 8.1%	7 5.2%	x	x	9 6.7%	2 1.5%	x
2019	125 68.3%	29 15.8%	13 7.1%	8 4.4%	x	x	x	x	8 4.4%
2018	111 68.5%	38 23.5%	5 3.1%	5 3.1%	x	x	x	x	3 1.9%
2017	400 73.3%	82 15.0%	38 7.0%	24 4.4%	x	x	x	x	2 0.4%
2016	325 66.2%	99 20.2%	48 9.8%	17 3.5%	x	x	x	x	2 0.4%
2015	329 73.8%	82 18.4%	6 1.3%	23 5.2%	x	x	x	x	6 1.3%
2014	409 76.9%	84 15.8%	26 4.9%	9 1.7%	x	x	x	x	4 0.8%
2013	157 71.0%	48 22.0%	8 4.0%	5 2.0%	x	x	x	x	4 2.0%
2012	67 72.0%	19 20.0%	3 3.0%	4 4.0%	x	x	x	x	x
2011	77 86.0%	9 10.0%	4 4.0%	x	x	x	x	x	x
2010	28 80.0%	6 17.0%	x	x	x	x	x	x	1 3.0%
2009	79 77.0%	15 15.0%	3 3.0%	5 5.0%	x	x	x	x	1 x
2008	115 72.0%	23 14.0%	16 10.0%	2 1.0%	x	x	x	x	3 2.0%
2007	132 71.0%	25 13.0%	28 15.0%	1 1.0%	x	x	x	x	1 1.0%
2006	159 68.0%	38 16.0%	26 11.0%	7 3.0%	x	x	x	x	5 2.0%
2005	165 70.0%	41 17.0%	19 8.0%	10 4.0%	x	x	x	x	1 x
2004	268 69.0%	86 22.0%	18 5.0%	14 3.0%	x	x	x	x	3 x

TABLE 10a

Professional Team Staff (Excludes Admins) | Gender

Year	Men	Women
2023	52 47.2%	58 52.7%
2022	90 50.8%	87 49.2%
2021	88 59.9%	59 40.1%
2020	75 55.6%	60 44.4%
2019	109 59.6%	74 40.4%
2018	68 42.1%	94 58.0%
2017	321 58.9%	225 41.2%
2016	273 55.7%	218 44.4%
2015	249 55.8%	197 44.2%
2014	311 58.6%	221 41.5%
2013	113 52.0%	109 49.0%
2012	52 55.0%	41 44.0%
2011	54 60.0%	36 40.0%
2010	16 46.0%	19 54.0%
2009	53 51.0%	50 49.0%
2008	76 47.0%	83 52.0%
2007	97 53.0%	90 48.0%
2006	132 56.0%	103 44.0%
2005	118 49.0%	118 50.0%
2004	219 55.0%	170 44.0%

TABLE 10b