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The 2017 Racial and Gender Report Card: National Basketball Association

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EXECUTIVE SUMMARY

Orlando, FL, June 29, 2017 – The 2017 National Basketball Association Racial and Gender Report Card (RGRC) was released today and it confirmed the League's continued leadership position in the sports industry with its commitment to and record for racial and gender hiring practices during the 2016-2017 NBA season. The 2017 Report Card was based on a new grading scale that better represented America's changing demographics.

The NBA received an **A** for racial hiring practices with a score of 94 points and a **B** for gender hiring practices with 82.9 points. The overall grade was an **A-** with 88.5 points. The actual record for all remained significantly above the other men's professional sports and the declines noted at the end of the Executive Summary were almost totally attributed to the new grading scale. The NBA actually improved in many areas covered in the Report Card.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the report, stated, "In 2017, no other men's league reaches the same points for race, gender or the combined score. The NBA remains the industry leader among men's sports for racial and gender hiring practices. This year's percentages showed increases in many areas and the grades were remarkable especially because TIDES increased the standards for the grades. There is still an issue that women were not well represented at the senior team levels. However, there was improvement for gender for women as team vice-presidents and in team professional positions. Overall, Commissioner Silver and the NBA are the industry leaders.

The NBA has the most diverse league office in men's sport with 35.1 percent of the professional positions held by people of color and 38.8 percent held by women. While both figures represented slight decreases of 0.2 and 0.8 of a percentage point, respectively, they were by far the best in men's professional sport. There were 58 women serving as vice presidents at the NBA League Office in the 2016-2017 season, up from 50 during the 2015-2016 season.

The NBA was the first league to have three owners of color leading its teams. Also, there were six women who served as team presidents/CEOs during the 2016-2017 season, the highest in men's professional sports.

At the team level, there was an increase in the percentage of people of color as vice-presidents and team professional administrators. However, there was a decrease in the percentage of people of color in team senior administration positions. The percentage of people of color in team vice-president positions increased from 18.2 percent in 2015-2016 to 19.5 percent in 2016-2017. In addition, the percentage of people of color in team professional administration positions increased from 32.1 percent in 2015-2016 to 32.6 percent in 2016-2017. The percentage of people of color in team senior administration positions decreased slightly from 23.5 percent in 2015-2016 to 23.4 percent in 2016-2017.

The percentage of women increased in all three of the previous categories. Women who held team vice-president positions increased by 2.7 percentage points from 21.5 percent in 2015-2016 to 24.2 percent in 2016-2017. Similarity, the percentage of women in team senior administration positions increased by 5.7 percentage points from 23.6 in 2015-2016 to 29.3 percent in 2016-2017. Although there was improvement, women are still underrepresented in these categories. The best category for the representation of women is team professional administration positions where they increased by four percentage points from 36.1 percent in 2015-2016 to 40.1 percent in 2016-2017.

In arguably the two most closely watched positions, there was a decline for people of color among general managers while head coaches remained the same as in 2015-2016. At the beginning of this season, 30 percent of all head coaches were coaches of color, which was the same as in 2015-2016 season and was the best in men's professional sports. NBA general managers of color decreased from four to three (10 percent) in the 2016-2017 season. That decrease resulted from the promotion of Toronto's 2016 general manager to President which resulted in an increase in the number of team presidents/CEOs of color from 5.3 percent (three) in 2015-2016 to 6.9 percent (four) in 2016-2017.

Using data from the 2016 - 2017 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise such as top management, team senior administration, team professional administration, physicians, head trainers and broadcasters. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES which then analyzed the data. The listing of owners, head coaches, team presidents and general managers of color for the 2017 Report Card was then updated to reflect changes through the end of the 2017 playoffs. The 2017 Report also has the extensive list of NBA diversity initiatives, which are in Appendix II. Tables for the Report are included in Appendix I. The co-author of the report was Bharath Balasundaram.

The Institute for Diversity and Ethics in Sport at the University of Central Florida publishes the Racial and Gender Report Card to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions. The 2017 NBA Racial and Gender Report Card follows the release of the Major League Baseball RGRC. In succession, TIDES will release the Racial and Gender Report Cards for the National Football League, the Women's National Basketball Association, Major League Soccer and college sport.

It should be made clear that TIDES has officially changed the grading scale for the first time in the nearly 20 years of the Report Card because of America's changing demographics. Please note the changes in the section at the end of the report for "How Grades Are Calculated." The result is that the 2017 grades for the 2017 NBA Racial and Gender Report have been calculated at a higher standard than in previous reports. The increase was actually only a partial increase from our previous standards to current census data and in the coming years we will increase the requirements to fully reflect census data.

The 94 points for racial hiring practices represented a decrease from 97.2 in the previous NBA Racial and Gender Report Card but the entire difference was attributable to increased standards described above and in more detail later in the report. The 82.9 points for gender hiring practices was down from 83.6 in 2016 and the entire difference was also attributable to increased standards described above and in more detail later in the report. The same was true for the overall grade of 88.5 points, down from 90.4 in the 2016 RGRC

REPORT HIGHLIGHTS

- Michael Jordan was the majority owner of the Charlotte Hornets. Vivek Ranadive, who is from India, was the controlling owner of the Sacramento Kings. Marc Lasry, who was born in Morocco, is an owner of the Milwaukee Bucks and is the NBA's third owner of color. They were the first three owners of color to lead their teams at the same time in any of the major professional sports leagues.

- The percentage of white NBA players was 19.1 percent, an increase of 0.8 percentage points from the 18.3 percent recorded in 2015-2016.

- Those who identified themselves as African-Americans or Black comprised 74.4 percent of all NBA players (a decrease of 0.1 of a percentage point) while 80.9 percent of players were people of color (a decrease of 0.8 percentage points).

- International players comprised 25.1 percent of the NBA's players during the 2016-2017 season, which was the highest recorded percentage of international players in NBA history. These players represent 41 countries and territories.

- At the start of the 2016-17 season, head coaches who were people of color represented 30 percent of all NBA head coaches, which was the same at the beginning of the 2015-2016 season.

- Assistant coaches who were people of color represented 45.4 percent of the NBA's assistant coaches, a slight increase from 44.3 percent last season.

- Mark Tatum is the NBA Deputy Commissioner and Chief Operating Officer and is the highest ranked African-American in the league office of any of the major American professional sports.

- Kathy Behrens, President, Social Responsibility and Player Programs, is the highest-ranking woman in a men's professional sport.

- In 2015, the New Orleans Pelicans named Gayle Benson Executive Officer, and in 2016 the San Antonio Spurs named Julianna Hawn Holt Chairman and Executive Officer.

- At the NBA League Office, 35.1 percent of professional staff positions were held by people of color, a slight decrease from 35.3 percent at the end of the 2015-2016 season.

- Women held 38.8 percent of all professional positions in the NBA League Office, a decrease from 39.6 percent at the end of the 2015-2016 season.

- In 2017, Earvin "Magic" Johnson was hired as the President of Basketball Operations for Los Angeles Lakers.

- There were four African-American chief executive officers and presidents on NBA teams. Those classified as "others," Latinos and Asians had no representation at the CEO/president positions. The percent of CEO/presidents of color increased from 5.3 percent to 6.9 percent.

- Matina Kolokotronis (Sacramento Kings), Jeanie Buss (Los Angeles Lakers), Gillian Zucker (Los Angeles Clippers), Maureen Hanlon (Brooklyn Nets), Gayle Benson (New Orleans Pelicans) and Julianna Hawn Holt (San Antonia Spurs) held the role of president for NBA franchises as of the beginning of the 2016-2017 season. This was more than in any other of the men's professional sports for each of the last two years.

- NBA general managers of color decreased from four to three (10 percent) in the 2016-2017 season. There were two African-American (6.7 percent) general managers in the NBA. The reason for this decrease was that the Toronto Raptors hired Jeff Weltman as general manager, while Masai Ujiri remained the top player personnel executive as president of basketball operations. Rich Cho, General Manager of the Charlotte Hornets, remained the only Asian general manager in the history of the NBA.

- Women held 24.2 percent of vice president positions in the NBA at the team level, an increase of 2.7 percentage points from the 2015-2016 season. In spite of this increase, this is still is a small percentage of the total team vice president positions.

- People of color held 19.5 percent of team NBA vice president positions, which increased from the 18.2 percent recorded in the 2015-2016 season and was an all-time recorded high for people of color.

- The percentage of women in team senior administration positions increased while the percentage of people of color in the same category slightly decreased. The percentage of people of color who held team senior administration positions decreased by 0.1 percentage points from 23.5 percent in 2015-2016, to 23.4 percent in 2016-2017. The percentage of women who held team senior administration positions increased by 5.7 percentage points from 23.6 in 2015-2016 to 29.3 percent in 2016-2017.

- The percentage of people of color who held team professional administration positions increased slightly by 0.5 percentage points from 32.1 percent in 2015-2016 to 32.6 percent in 2016-2017.

- The percentage of women holding team professional administration positions increased by four percentage points from 36.1 percent in 2015-2016 to 40.1 percent in 2016-2017.

- NBA officials of color increased by 3.1 percentage points to 50 percent in 2016-2017. Of the 64 total referees, one was women, which was a decrease from two in 2015-2016 season.

OVERALL GRADES

The NBA received an **A** for racial hiring practices and an **B-** for gender hiring practices with scores of **94** points (down from 97.2) and 82.9 points (down from 83.7), respectively. The overall grade was an **A-** with **88.5** points, down from 90.4 in the 2016 RGRC.

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

The NBA received a **B+** for gender hiring practices in the League Office and in the team professional administration positions. The NBA received a **C-** and for senior administration at the team level and a **D** for team vice presidents.

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

GRADES BY CATEGORY

NBA Players

For the 2016-2017 season, 80.9 percent of the NBA's players were people of color, decreasing 0.8 percentage point from the 81.7 percent recorded in 2015-2016. The percent of players who were classified as African-American or Black in the league was 74.4 percent, an increase of 0.1 of a percentage point from the previous season. The percentage of white NBA players was 19.1 percent, an increase of 0.8 percentage points from the 18.3 percent recorded in 2015-2016.

Latino players decreased from 6.3 percent in 2015-2016 to 4.9 percent in 2016-2017. Asian players increased from 0.2 percent in 2015-2016 to 0.7 percentage points in 2016-2017 and players categorized as "other" races remained at 0.9 percent in 2016-2017 season.

International players comprised 25.1 percent (113 players) of the NBA's players during the 2016-2017 season, which was the highest recorded percent of international players in NBA history. These players represent 41 countries and territories.

NBA Grade for Players:

Race: A+ (80.9 percent)

See Table 1.

NBA League Office

In spite of slight declines for people of color and women in professional positions, the NBA League Office continued to have the highest percentage of people of color and women who held professional positions among all league offices of American men's major professional sports that TIDES reports.

In the NBA League Office, 35.1 percent of professional staff positions were held by people of color, a decrease of 0.2 of a percentage point from 35.3 percent at the end of the 2015-2016 season. As of the end of the 2016-2017 regular season, 64.9 percent of all NBA League Office professional employees were white, 16.4 percent were African-American, 6.6 percent were Latino, 9.7 percent were Asian, and 2.3 percent were classified as "other." According to the data provided by the NBA, the percentage of white, and those classified as "other" professional employees increased by 0.2, and 1.7 of a percentage points, respectively. The percentage of African-American and Latino professional employees decreased by 1.3, 0.7 of a percentage point respectively, while the percentage of Asian professional employees remained the same.

According to the gender employment data provided by the NBA, women comprised 38.8 percent of professional employees at the League Office during the 2016-2017 season. The percentage of women professional employees decreased by 0.8 percentage points from 39.6 percent in the 2015-2016 Report Card. All NBA League Office data was reported as of June 10th, 2017.

There were 43 people of color in vice president positions during the 2016-2017 season. Notably, Mark Tatum was the NBA's Deputy Commissioner and Chief Operating Officer. He was the highest-ranking African-American in the league office of any of the major American professional sports.

There were 20 African-American men at the vice president level:

- Mark Tatum, Deputy Commissioner and Chief Operating Officer
- Byron Spruell, President, League Operations
- Malcolm Turner, President, NBA Development League
- Michael A. Bantom, Executive Vice President, Referee Operations
- Eric Hutcherson, Senior Vice President, Human Resources
- George C. Land, Senior Vice President, Content
- Kenneth J. Payne, Senior Vice President, Events
- Jerome Pickett, Senior Vice President & Chief Security Officer
- Aaron J. Ryan, Senior Vice President, NBA 2K League
- Oris R. Stuart, Senior Vice President, Chief Diversity & Inclusion Officer
- Gregory B. Taylor, Senior Vice President, Player Development
- Christopher Q Benyarko, Vice President, Product Strategy
- Kevin Best, Vice President, Media and Advertising
- Anshell J. Boggs, Vice President, Risk Management
- Garth Case, Vice President, CRM Technology
- John L. Daniels JR, Vice President, Facilities & Crisis Management
- Fidelis Igiehon, Vice President, Compensation & People Analytics
- Robert J. Lanier, VP & Assistant to the Commissioner
- Rory D. Sparrow, Vice President, Player Development

- Andrew Thompson, Vice President, Development

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

- Lisa Borders, President, WNBA
- Pamela El, Executive Vice President, Chief Marketing Officer
- Kimberly M Clark, Vice President, Events Strategy
- Kori Davis Porter, Vice President, Content and Business Operations
- Jene L. Elzie, Vice President, International Marketing
- Michelle A. Leftwich, Vice President and Assistant General Counsel
- Liliahn M. Majeed, Vice President, Team Marketing & Business Operations
- Geraldine Pamphile, Vice President, Global Media Distribution
- Leah M. Wilcox, Vice President, Player & Talent Relations
- Tatia L. Williams, Vice President, Legal and Business Affairs

There were five Asian men who held vice president positions:

- Hrishi Karthikeyan, Senior Vice President, Legal and Business Affairs
- Anil George, Vice President & Senior Intellectual Property Counsel
- Vinay Reddy, Vice President, Strategic Communications
- Rishi Tripathi, Vice President, Chief Information Security Officer
- Edward H. Whang, Vice President, Legal and Business Affairs

There were five Asian women who held vice president positions:

- Jennifer Chun, Senior Vice President, Global Media Distribution
- Monica Bhatia, Vice President, Digital Products
- Fay Gosiengfiao, Vice President, International Finance & Strategy
- Diane L. Gotua, Vice President, Global Business Operations
- Li Li Leung, Vice President, Marketing Partnerships

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

- Juan Uro, Executive Vice President, League Finance & Global Strategy
- Gustavo de Mello, Senior Vice President, Strategy, Planning and Integration

There was one vice president classified as “other” in the NBA League Office:

- Ira Reiss, Vice President, League Finance

Including Borders, El, Clark, Porter, Elzie, Leftwich, Majeed, Pamphile, Wilcox, Williams, Chun, Bhatia, Gosiengfiao, Gotua, and Leung who are all women of color who are vice presidents, there were 58 women at the vice president level or higher. This was reported as of June 10th, 2017. The following are white women holding the position of vice president level or higher in the League Office:

- Kathleen Behrens, President, Social Responsibility & Player Programs
- Amy M. Brooks, Executive Vice President, Team Marketing & Business Operations
- Ayala Deutsch, Executive Vice President and Deputy General Counsel, NBA Properties
- Kimberly F. Bohuny, Senior Vice President, International Basketball Operations

- Melissa Anne Brenner, Senior Vice President, Digital Media
- Doris Daif, Senior Vice President, Customer Data Strategy
- Kelly A. Flatow, Senior Vice President, Events
- Rachel E. Jacobson, Senior Vice President, Business Development
- Christine Pantoya, Senior Vice President, Direct to Consumer & Mobile Strategy
- Jay Parry, Senior Vice President, WNBA Chief Operating Officer
- Kerry A Tatlock, Senior Vice President, Marketing Partnerships
- Susan Tohyama, Senior Vice President, Global HR Business Partners
- Nancy E. Baldwin, Vice President, Corporate Services
- Kristin Binkley, Vice President, Employee Relations
- Sona Chakamian, Vice President, International Retail
- Maureen Coyle, Vice President, Basketball Communications & Event Management
- Barbara DeCristofaro, Vice President, Events
- Julie de Jesus-Evans, Vice President, International Digital Products
- Julie Derene, Vice President, Talent & Learning
- Janine Dugre, Vice President, Production and Creative Services
- Catherine M. Gaines, Vice President, Marketing Partnerships
- Amanda T. George, Vice President, Business Communications
- Lisa Goldberg, Vice President, Business Operations
- Christin Hedgpeth, Vice President, Team Marketing & Business Operations
- Elizabeth Maringer, Vice President and Assistant General Counsel
- Francesca A. Martinelli, Vice President, Broadcast Operations
- Lynn Matthews, Vice President, Global Talent Acquisition
- Carolanne E. McAuliffe, Vice President, Marketing Integration
- Stacy McWilliams, Vice President, Team Marketing & Business Operations
- Beth Meek, Vice President, Corporate Services
- Tara Mulcahy, Vice President, Marketing Partnerships
- Siroui Mushegian, Vice President, IT Customer Experience
- Jeannette Neyses, Vice President, Deputy Chief Security Officer
- Lisa Piken Koper, Vice President, Merchandising Partnerships
- Michelle C. Pujals, Vice President and Assistant General Counsel
- Rita A. Rak, Vice President, Finance & Treasurer
- Erin E. Schnieders, Vice President, Venues
- Tara Gutkowski Schwartz, Vice President, Social Responsibility
- Hilary J. Shaev, Vice President, People Experience and Innovation
- Danielle Shanes, Vice President, Global Benefits
- Kate Skidmore, Vice President, Player Development
- Stephanie K. Vogel, Vice President and Assistant General Counsel, Deputy Chief Compliance Officer
- Nancy B. Zellner, Vice President, Benefits

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

NBA Grade for League Office:

Race:	**A+**	**(35.1 percent)**
Gender:	**B+**	**(38.8 percent)**

See Table 2.

NBA Teams

Owners

As of the 2015 NBA RGRC, the methodology for collecting data for team ownership included chairpersons and minority owners listed by the team.

Michael Jordan was the majority owner of the Charlotte Hornets. Vivek Ranadive, who is from India, was the controlling owner of the Sacramento Kings. Marc Lasry, who was born in Morocco, is an owner of Milwaukee Bucks. Together, they represent the first time three owners of color had run their teams simultaneously.

Gail Miller was majority owner of the Utah Jazz. Jeanie Buss was the controlling owner of the Los Angeles Lakers. Julianna Hawn Holt was the majority owner of the San Antonio Spurs.

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

- Grant Hill, Atlanta Hawks (African-American)
- Dr. James I. Cash, Jr., Boston Celtics (African-American)
- Ronald McCray, Boston Celtics (African-American)
- Mark Wan, Boston Celtics (Asian)
- Claude Alexander, Charlotte Hornets (African-American)
- Les King, Charlotte Hornets (African-American)
- Bob Washington, Charlotte Hornets (African-American)
- Fred Whitefield, Charlotte Hornets (African-American)
- Felix Sabates, Charlotte Hornets (Hispanic/Latino)
- Dr. Spurgeon Webber, III, Charlotte Hornets (African-American)
- Chamath Palihapitiya, Golden State Warriors (Asian)
- Dr. Patrick Shoon-Shiong, Los Angeles Lakers (Asian)
- Dennis Wong, LA Clippers (Asian)
- Harold Ford Jr., Memphis Grizzlies (African-American)
- Penny Hardaway, Memphis Grizzlies (African-American)
- Elliot Perry, Memphis Grizzlies (African-American)
- Michael Barber, Milwaukee Bucks (African-American)
- Virgis Colbert, Milwaukee Bucks (African-American)
- Valerie Daniels-Carter, Milwaukee Bucks (African-American)
- Charles Harvey, Milwaukee Bucks (African-American)

- Corey Nettles, Milwaukee Bucks (African-American)
- Lizhang Jiang, Minnesota Timberwolves (Asian)
- James Lassiter, Philadelphia 76ers (African-American)
- Will Smith, Philadelphia 76ers (African-American)
- Jada Pinkett-Smith, Philadelphia 76ers (African-American)
- Raj Bhathal, Sacramento Kings (Asian)
- Shaquille O'Neal, Sacramento Kings (African-American)
- David Robinson, San Antonio Spurs (African-American)
- Raul Fernandez, Washington Wizards (Hispanic/Latino)
- Dr. Sheila Johnson, Washington Wizards (African-American)
- Jeong H. Kim, Washington Wizards (Asian)
- Earl Stafford, Washington Wizards (African-American)

The following women were minority owners during the 2016-2017 season:

- Sara Blakely, Atlanta Hawks
- Lynn Beck Simonini, Charlotte Hornets
- Mary Stanton, Dallas Mavericks
- Gretchen Williams, Dallas Mavericks
- Erika Glazer, Golden State Warriors
- Ashley Manning, Memphis Grizzlies
- Valerie Daniels-Carter, Milwaukee Bucks (African American)
- Jada Pinkett-Smith, Philadelphia 76ers (African American)
- Dr. Sheila Johnson, Washington Wizards (African American)
- Michelle DiFebo Freeman, Washington Wizards

See Table 3.

Head Coaches

At the start of 2016-2017 NBA season, there were nine head coaches of color which remained the same from the start of the 2015-2016 season. Overall, people of color represented 30 percent of all NBA head coaches. African-Americans represented 20 percent of all head coaches. Erik Spoelstra of the Miami Heat remained the only Asian head coach and has been for the past nine seasons.

The number of white head coaches remained at 70 percent at the beginning of the 2016-2017 season, the same as in 2015-2016.

The six African-American head coaches, one Asian coach, one Latino coach and one "other" coach at the start of the 2016-2017 NBA season were:

- Tyronn Lue, Cleveland Cavaliers
- Nate McMillan, Indiana Pacers
- Glenn "Doc" Rivers, Los Angeles Clippers
- Jason Kidd, Milwaukee Bucks

- Alvin Gentry, New Orleans Pelicans
- Dwane Casey, Toronto Raptors
- Erik Spoelstra, Miami Heat (Asian)
- Earl Watson, Phoenix Suns (Latino)
- David Fizdale, Memphis Grizzlies (Other)

NBA Grade for Head Coaches:
Race: A (30 percent)

See Tables 4 and 5.

Assistant Coaches

The percentage of NBA assistant coaches of color in the 2016-2017 season was 45.4 percent, an increase of 1.1 percentage points from the 2015-2016 season of 44.3 percent. The percentage of African-American assistant coaches decreased by 1.3 percentage points to 41.7 percent. The percentage of Latino assistant coaches increased 1.8 of a percentage point to 3.1 percent for the 2016-17 season. There was one Asian assistant coach in 2016-2017 season which was 0.6 percentage point.

There were two women assistant coaches in 2016-2017. At the beginning of the 2014 season, the San Antonio Spurs hired Rebecca "Becky" Hammon as the first full-time female NBA assistant coach ever. In July 2015, Nancy Lieberman was hired by the Sacramento Kings as an assistant coach, becoming the second full-time female assistant coach in NBA history. No other men's professional league has ever had a female assistant coach coaching for a season.

NBA Grade for Assistant Coaches:
Race: A+ (45.4 percent)

See Table 6.

Team Top Management

Presidents and Chief Executive Officers

There were four top executive management positions in NBA front offices held by Blacks as at the beginning of the 2016-2017 season. The four CEO/Presidents who were Black represented 6.9 percent, which was an increase of 1.6 percentage points from the 5.3 percent in 2015-2016. These positions include team presidents and chief executive officers. Earvin "Magic" Johnson was hired in 2016-2017 as the President of Basketball Operations for the LA Lakers.

The Black team presidents included:

- Fred Whitfield, President and Chief Operating Officer, Charlotte Hornets
- Masai Ujiri, President, Alternate NBA Governor, Toronto Raptors*
- Glenn "Doc" Rivers, President of Basketball Operations
- Earvin "Magic" Johnson, President of Basketball Operations, Los Angeles Lakers

*Masai Ujiri is from Nigeria.

There were six female top executives of NBA teams during the 2016-2017 season:

- Matina Kolokotronis, Chief Operating Officer, Sacramento Kings
- Jeanie Buss, President/Governor, Los Angeles Lakers
- Gillian Zucker, President of Business Operations, Los Angeles Clippers
- Maureen Hanlon, President of ONEXIM Sports and Entertainment Holdings, which serves as a conduit between the Brooklyn Nets management and team ownership.
- Gayle Benson, Executive Officer, New Orleans Pelicans
- Julianna Hawn Holt, Chairman and Chief Executive Officer, San Antonio Spurs

NBA Grade for CEOs/Presidents:

Race: F (6.9 percent)

[+] Not calculated in final grade.

See Table 7.

General Managers

There were three people of color serving as the general manager which accounted for 10 percent of the total of general managers. This was 3.3 percent less than in the 2015-2016 season. Included in top player personnel executives were general managers, directors of player personnel, and presidents of basketball operations. The reason for this decrease was that the Toronto Raptors hired Jeff Weltman as general manager, while Masai Ujiri remained the top player personnel executive as president of basketball operations. The three people of color serving in these positions at the beginning of the season were:

African Americans (6.7 percent):

- Dell Demps, Senior Vice President Basketball Operations and General Manager, New Orleans Pelicans
- Steve Mills, General Manager, New York Knicks

Asians (3.3 percent):

- Rich Cho, General Manager, Charlotte Hornets

There has never been a Latino or female general manager. Masai Ujiri who was the President/General Manager of Toronto Raptors was named President/Alternate NBA Governor of Toronto Raptors.

By the end of the playoffs, these same people held the position with no other changes in the NBA.

NBA Grade for General Managers:
Race: F (10 percent)

See Table 8.

Team Vice Presidents

African-Americans comprised 13.3 percent of NBA team vice president positions at the beginning of the 2016-17 season. This was an increase of 0.6 percentage points from the 2015-2016 season. The percent of Asian vice presidents decreased 0.3 percentage points from 2.1 percent in 2015-2016 to 1.8 percent in 2016-2017. The percent of Latinos holding vice president positions increased 0.8 percentage points from three percent in 2015-2016 to 3.8 percent in 2016-2017. Overall, people of color held 19.5 percent of NBA vice president positions, which increased from the 18.2 percent recorded in the 2015-2016 season and was an all-time recorded high for people of color.

Women held 24.2 percent of vice president positions at the NBA team level, which was an increase of 2.7 percentage points from the 2015-2016 season and set an all-time recorded high for women vice presidents at the team level. Despite setting a record high, the gender grade for the vice president position at the team level was a **D** showing there was still much need for improvement.

There were 59 NBA team vice presidents who were African-American and 20 of whom were women.

There were 39 male African-American vice presidents on NBA teams:

- David Lee, EVP, External Affairs & Executive Director, Atlanta Hawks Foundation, Atlanta Hawks
- Garin Narain, SVP of Public Relations, Atlanta Hawks
- Dominique Wilkins, VP of Basketball and Special Advisor to the CEO, Atlanta Hawks
- David Tann, VP and Creative Director, Atlanta Hawks
- George Turner, VP, Security & Safety, Atlanta Hawks
- Randy Lewis, Vice President of Business Strategy & Analytics, Brooklyn Nets
- Tyrel Kirkham, Vice President, Global Merchandising, Brooklyn Nets
- Kellen Benjamin, VP, Global Partnerships, Brooklyn Nets
- Joseph Byrd, VP, Business Operations, Brooklyn Nets
- James R. Jordan, Executive Vice President of Operations, Charlotte Hornets
- Seth Bennett, Senior Vice President of Marketing, Entertainment and Interactive Media, Charlotte Hornets
- Ronnie Bryant, Vice President of Information Technology, Charlotte Hornets
- Joe Pierce, Vice President & General Counsel, Charlotte Hornets
- Greg Nared, VP of Mavs Basketball Academy, Dallas Mavericks
- Tomago Collins, VP, Communications, Denver Nuggets
- David Kelly, General Counsel & VP, Basketball Management & Strategy, Golden State Warriors
- Quinn Buckner, VP, Communications, Indiana Pacers
- Carl Daniels, VP, Player Development, Indiana Pacers
- Michael McCullough, EVP and Chief Marketing Officer, Miami Heat
- Alonzo Mourning, VP, Player Programs, Miami Heat

- Garrick Amos, VP, STM and Assistant General Manager, Miami Heat
- Craig Robinson, VP of Player and Organizational Development, Milwaukee Bucks
- Billy McKinney, VP of Scouting, Milwaukee Bucks
- John Thomas, VP of Community Engagement, Minnesota Timberwolves
- Dell Demps, SVP of Basketball Operations/GM, New Orleans Pelicans
- Jamaal Lesane, Senior Vice President, Legal and Business Affairs, New York Knicks
- Troy Weaver, VP/Assistant General Manager, Oklahoma City Thunder
- Marc Eversley, Vice President, Player Personnel, Philadelphia 76ers
- Brandon D. Williams, Vice President, Basketball Administration, Philadelphia 76ers
- Jason Wiley, SVP, Game Entertainment, Philadelphia 76ers
- Mark West, VP, Player Relations, Phoenix Suns
- Anthony Jones-DeBerry, VP, Premium Seating, Portland Trailblazers
- Michael Lewellen, VP, Corporate Communications & Public Engagement, Portland Trailblazers
- Scott Perry, EVP, Basketball Operations, Sacramento Kings
- Monty Williams, VP of Basketball Operations, San Antonio Spurs
- Ian Clarke, CFO, Toronto Raptors
- Walt Perrin, VP of Player Personnel, Utah Jazz
- Ed Tapscott, VP of Player Programs, Washington Wizards
- Frank Ross, VP of Player Personnel, Washington Wizards

There were 20 female African-American vice presidents on NBA teams:

- Nzinga Shaw, SVP, Community & Chief Diversity & Inclusion Officer, Atlanta Hawks
- Melissa Proctor, EVP and Chief Marketing Officer, Atlanta Hawks
- Donna Julian, Senior Vice President of Arena & Event Operations / General Manager, Charlotte Hornets
- Rhonda Curry, Vice President of Human Resources, Charlotte Hornets
- Marlene Hendricks, Vice President of Guest Services & Event Staffing, Charlotte Hornets
- Alberta Lee, VP, HR, Cleveland Cavaliers
- Shelly Cayette, VP, Partnership Marketing, Cleveland Cavaliers
- Dionna Widder, VP Ticket Sales & Service, Cleveland Cavaliers
- Gail Hunter, VP, Public Affairs, Community Relations & Event Management, Golden State Warriors
- Denise Booth, VP, Community Relations and Player Programs, LA Clippers
- Nicole Duckett Fricke, VP & General Counsel, LA Clippers
- Arnetria Knowles, VP, HR, Memphis Grizzlies
- Diane Terrell, VP, Community Engagement & Executive Directory Memphis Grizzlies Foundation, Memphis Grizzlies
- Rolanda Gregory, VP of Marketing Strategy, Memphis Grizzlies
- Sonia Harty, VP, HR, Miami Heat
- Kareeda Chones-Aguam, VP of Business Strategy and Activation, Milwaukee Bucks
- Sianneh Mulbah, VP of HR, Minnesota Timberwolves
- Tyneeha Rivers, Vice President, Human Resources, Philadelphia 76ers
- Carlissa Henry, VP, Marketing Partnerships, Phoenix Suns
- Sashi Jones, VP, Community Relations, Washington Wizards

There were 11 Latino vice presidents:

- Roland Guevara, VP, Community Relations, Brooklyn Nets
- Josue Napa, VP & Controller, Brooklyn Nets
- Ron Velazquez, VP, Ticket Operations, Cleveland Cavaliers
- Ken Bonzon, Chief Technology Officer, Dallas Mavericks
- Mario Etemad, EVP, Operations, Detroit Pistons
- Andy Montero, VP, Retail Business & Development, Miami Heat
- Anthony Perez, EVP of Strategy, Orlando Magic
- Carlos Montoya, SVP & Deputy General Counsel, Philadelphia 76ers
- Ryan Montoya, Chief Technology Officer, Sacramento Kings
- Juan Rodriguez, General Manager, SVP Arena Operations, Sacramento Kings
- Bobby Perez, VP General Counsel & Corporate Relations, San Antonio Spurs
- Jeremy Castro, SVP of Broadcasting, Utah Jazz

There were six Latina vice presidents:

- Elisa Padilla, Chief Marketing Officer, Brooklyn Nets
- Mozelle Jackson, EVP, Chief Financial Officer, Cleveland Cavaliers
- Alicia Jeffreys, Vice President, Brand Strategy, Detroit Pistons
- Gracie Mercado, VP, HR, Golden State Warriors
- Lisa Estrada, VP, Facilities & Building Operations, Los Angeles Lakers
- Joelle Terry, VP, Communications, Sacramento Kings

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

- Rich Cho, EVP & General Manager, Charlotte Hornets
- Ram Padmanabhan, VP of Financial and General Counsel, Chicago Bulls
- Raymond Ortegaso, VP, Human Resources, LA Clippers
- Tommy Yamada, VP, Information Technology/Chief Technology Officer, Los Angeles Lakers
- Raj Saha, Arena General Manager, Milwaukee Bucks
- Bobby Webster, Vice President, Basketball Strategy/Assistant General Manager, Toronto Raptors

There were two Asian women serving as vice president of an NBA team:

- Savan Hacknorath, VP, Human Resources, Brooklyn Nets
- Jennifer Cabalquinto, CFO, Golden State Warriors

As of the start of the 2016-2017 season, there were 22 teams with more than one vice president of color: Atlanta Hawks, Brooklyn Nets, Charlotte Hornets, Cleveland Cavaliers, Dallas Mavericks, Detroit Pistons, Golden State Warriors, Indiana Pacers, LA Clippers, Los Angeles Lakers, Memphis Grizzlies, Miami Heat, Milwaukee Bucks, Minnesota Timberwolves, Philadelphia 76ers, Phoenix Suns, Portland Trailblazers, Sacramento Kings, San Antonio Spurs, Toronto Raptors, Utah Jazz, Washington Wizards
.

Overall, there were 107 (24.2 percent) female vice presidents of all races. The female vice presidents on NBA teams were:

- Nzinga Shaw, SVP, Community & Chief Diversity & Inclusion Officer, Atlanta Hawks
- Melissa Proctor, EVP and Chief Marketing Officer, Atlanta Hawks
- Nicole Priem, VP Strategic Partnerships, Atlanta Hawks
- Mackenzie Henderson, Vice President of Ticket Sales, Boston Celtics
- Savan Hacknorath, VP, Human Resources, Brooklyn Nets
- Elisa Padilla, Chief Marketing Officer, Brooklyn Nets
- Kari Cohen, Vice President and Assistant General Counsel, Brooklyn Nets
- Beverly Skaar, VP, Finance, Brooklyn Nets
- Tina Suca, VP, Industry Relations, Brooklyn Nets
- Katherine Girotti, VP, BEC Marketing, Brooklyn Nets
- Donna Julian, Senior Vice President of Arena & Event Operations / General Manager, Charlotte Hornets
- Rhonda Curry, Vice President of Human Resources, Charlotte Hornets
- Marlene Hendricks, Vice President of Guest Services & Event Staffing, Charlotte Hornets
- Susan Goodenow, VP- Branding & Communications, Chicago Bulls
- Leslie Forman, VP of Chicago Bulls Charities, Chicago Bulls
- Nancy Reinsdorf, President, Chicago Bulls Charities, Chicago Bulls
- Alberta Lee, VP, HR, Cleveland Cavaliers
- Shelly Cayette, VP, Partnership Marketing, Cleveland Cavaliers
- Dionna Widder, VP Ticket Sales & Service, Cleveland Cavaliers
- Mozelle Jackson, EVP, Chief Financial Officer, Cleveland Cavaliers
- Tracy Marek, SVP, Marketing/ Chief Marketing Officer, Cleveland Cavaliers
- Lesley Berry, VP of Marketing & Communications, Dallas Mavericks
- Sarah Melton, VP of Basketball Communications, Dallas Mavericks
- Deb Bowling-Canino, VP, Community Relations & Fan Development, Denver Nuggets
- Lisa Johnson, VP of Basketball Administration, Denver Nuggets
- Molly Daniels, VP, Human Resources, Denver Nuggets
- Billi Capra, VP, Broadcast Services, Denver Nuggets
- Tracy Hartman, VP, Premium Sales & Service, Denver Nuggets
- Alicia Jeffreys, Vice President, Brand Strategy, Detroit Pistons
- Diane Gonzalez-Ferranti, Vice President, Programming, Production and Broadcasting, Detroit Pistons
- Jennifer Cabalquinto, CFO, Golden State Warriors
- Gail Hunter, VP, Public Affairs, Community Relations & Event Management, Golden State Warriors
- Gracie Mercado, VP, HR, Golden State Warriors
- Gretchen Sheirr, VP Sales & Service, Houston Rockets
- Kelly Krauskopf, SVP, Indiana Pacers
- Julie Graue, COO, Indiana Pacers
- Donna Wilkinson, SVP, Human Resources, Indiana Pacers
- Mel Raines, VP, Facilities Operations, Indiana Pacers

- Lori Miser, VP Engineering & Construction, Indiana Pacers
- Denise Booth, VP, Community Relations and Player Programs, LA Clippers
- Nicole Duckett Fricke, VP & General Counsel, LA Clippers
- Chris Leotis, CFO, LA Clippers
- Jennifer Van Dijk, Chief Strategy Officer/VP, Corporate Partnerships, LA Clippers
- Lisa Estrada, VP, Facilities & Building Operations, Los Angeles Lakers
- Veronica Lawlor, VP, Ticket Sales & Operations, Los Angeles Lakers
- Allison Howard, VP, Corporate Partnerships, Los Angeles Lakers
- Arnetria Knowles, VP, HR, Memphis Grizzlies
- Diane Terrell, VP, Community Engagement & Executive Directory Memphis Grizzlies Foundation, Memphis Grizzlies
- Rolanda Gregory, VP of Marketing Strategy, Memphis Grizzlies
- Nancy Alyea, VP of Finance, Memphis Grizzlies
- Chantal Hassard, VP of Team Operations and Player Programs, Memphis Grizzlies
- Sonia Harty, VP, HR, Miami Heat
- Raquel Libman, EVP & General Counsel, Miami Heat
- Kim Stone, EVP, General Manager American Airlines Arena, Miami Heat
- Jennifer Mallery, VP, Ticket Operations & Strategic Planning, Miami Heat
- Vered Yakovee, VP, Associate General Counsel, Miami Heat
- Kareeda Chones-Aguam, VP of Business Strategy and Activation, Milwaukee Bucks
- Kelly Kauffman, SVP, Human Resources, Milwaukee Bucks
- Alicia Dupies, VP, Corporate Social Responsibility, Milwaukee Bucks
- Jamie Morningstar, VP of Ticket Sales and Services, Milwaukee Bucks
- Sianneh Mulbah, VP of HR, Minnesota Timberwolves
- Lindsay Milne, VP of Marketing, Minnesota Timberwolves
- Suzanne Spellacy, VP and General Counsel, Minnesota Timberwolves
- Vicky Neumeyer, SVP, General Counsel, New Orleans Pelicans
- Kristin Bernert, SVP, Business Operations, New York Knicks
- Lisa Callahan, Chief Medical Officer/SVP, Player Care, New York Knicks
- Lainie Doherty, SVP, People Management, New York Knicks
- Christine Berney, VP, Community Relations & Executive Director, Thunder Cares Foundation, Oklahoma City Thunder
- Katy Semtner, VP, HR, Oklahoma City Thunder
- Catherine Young Carlson, VP of Corporate Partnership & Premium Activation, Orlando Magic
- Lisa Cotter, VP of Marketing, Orlando Magic
- Linda Landman Gonzalez, VP of Philanthropy and Multicultural Insights & President, OMYF, Orlando Magic
- Katie Stocz Miller, VP of Client Services and Fan Experience, Orlando Magic
- Audra Hollifield, SVP, Human Resources, Orlando Magic
- Tyneeha Rivers, Vice President, Human Resources, Philadelphia 76ers
- Lara Price, EVP of Business Operations, Philadelphia 76ers
- Susan Williamson, Vice President, Business Operations, Philadelphia 76ers

- Katie O'Reilly, Senior Vice President, Business Development & Brand Marketing, Philadelphia 76ers
- Jill Snodgrass, VP, Service & Operations, Philadelphia 76ers
- Carlissa Henry, VP, Marketing Partnerships, Phoenix Suns
- Maria Baier, SVP, Communications & Public Affairs, Phoenix Suns
- Julie Fie, VP, Basketball Communications, Phoenix Suns
- Melissa Goldenberg, VP, General Counsel, Phoenix Suns
- Brook Campbell, VP, Marketing, Phoenix Suns
- Karen Rausch, VP, Human Resources, Phoenix Suns
- Cheri Hanson, VP, Team Relations, Portland Trailblazers
- Sarah Petrone, SVP, People & Culture, Portland Trailblazers
- Christa Stout, VP, Social Responsibility, Portland Trailblazers
- Amanda Mann, VP, GM Rose Quarter Operations, Portland Trailblazers
- Joelle Terry, VP, Communications, Sacramento Kings
- Stacy Wegzyn, VP, HR, Sacramento Kings
- Erica Rau, VP, Marketing, Sacramento Kings
- Lori Warren, SVP of Corporate Finance & Strategy, San Antonio Spurs
- Tammy Turner, VP of HR and Corporate Administration, San Antonio Spurs
- Teresa Resch, VP, Basketball Operations/ Player Development, Toronto Raptors
- Kim Carter, Vice President, Human Resources, Toronto Raptors
- Shannon Hosford, Senior Vice President, Marketing & Fan Experience, Toronto Raptors
- Emily Justice, VP of Events, Utah Jazz
- Linda Luchetti, VP of Basketball Operations, Utah Jazz
- Michelle Smith, VP of People and Culture, Utah Jazz
- Sashia Jones, VP, Community Relations, Washington Wizards
- Monica Dixson, SVP, Chief of Staff, Washington Wizards
- Rebecca Winn, Vice President of Marketing, Washington Wizards
- Kelly Skoloda, SVP, People & Culture & Counsel, Washington Wizards
- Abby Blomstrom, VP, Assistant General Counsel, Washington Wizards
- Kate Bedingfield, VP, Communications, Washington Wizards

The Brooklyn Nets, Phoenix Suns and Washington Wizards led the NBA with six female vice presidents. The Cleveland Cavaliers, Denver Nuggets, Indiana Pacers, Memphis Grizzlies, Miami Heat, Orlando Magic and Philadelphia 76ers were tied for second with five female vice presidents. The following teams each had four female vice presidents: Los Angeles Clippers, Milwaukee Bucks and Portland Trailblazers. The following eight teams had three female vice presidents: Atlanta Hawks, Chicago Bulls, Charlotte Hornets, Golden State Warriors, Los Angeles Lakers, Minnesota Timberwolves, New York Knicks, Sacramento Kings, Toronto Raptors and Utah Jazz.

NBA Grade for Team Vice Presidents:

Race:	**B**	**(19.5 percent)**
Gender:	**D**	**(24.2 percent)**

See Table 9.

Team Senior Administrators

The percentage of women in team senior administration positions increased while the percentage of people of color in these positions decreased. People of color held 23.4 percent of team senior administration positions as of the beginning of the 2016-2017 NBA season, down slightly from 23.5 percent in 2015-2016. African-Americans held 12.2 percent of team senior administration positions while Latinos held 5.5 percent, Asians held four percent and people of "other" races held the remaining 1.6 percent of these positions.

While there was a substantial increase in the percentage of women in team senior administration positions from 23.6 percent in 2015-2016, they were still underrepresented at 29.3 percent.

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

NBA Grade for Team Senior Administrators:

Race:	**B+**	**(23.4 percent)**
Gender:	**C-**	**(29.3 percent)**

See Table 10.

Team Professional Administration

There were increases for both women and people of color at the team level in professional administration positions. At the beginning of the 2016-2017 season, people of color held 32.6 percent of team professional administration positions for NBA teams. This was an increase of 0.5 percentage points from last year's mark of 32.1 percent. African-Americans comprised 17.1 percent of team professional administration positions, Latinos accounted for 9.5 percent, Asians held 3.8 percent and those classified as "other" races comprised the remaining 2.2 percent of these positions. In the 2015-2016 season, African-Americans held 18.4 percent, Latinos held 7.7 percent, Asians held four percent and those classified as "other" races held the remaining two percent of the team professional administration positions.

The percentage of women holding team professional administration positions increased significantly by four percentage points from 36.1 percent in 2015-2016 to 40.1 percent in 2016-2017.

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

NBA Grade for Team Professional Administration:

Race:	**A+**	**(32.6 percent)**
Gender:	**B+**	**(40.1 percent)**

See Table 11.

Physicians

The percentage of NBA team physicians who were people of color decreased from 15.7 percent in 2015-2016 to 14.5 percent in 2016-17.

During the 2016-2017 season, African-Americans held 3.6 percent and Asians held 7.3 percent of physician positions, respectively. In the 2015-2016 season, African-Americans held 6.1 percent and Asians held 9.6 percent. Latinos held 1.8 percent and "other" also held 1.8 percent of team physician positions.

The percentage of women NBA team physician positions increased from 5.2 percent in 2015-2016 to 6.4 percent for the 2016-2017 season.

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

See Table 12.

Head Athletic Trainers

At the beginning of the 2016-2017 season, the percent of NBA head athletic trainers of color was 36.7 percent, which was an increase of 3.4 percentage points from the 33.3 percent reported during the 2015-2016 season. African-American trainers accounted for 26.7 percent of all head athletic trainers. Latinos accounted for 6.7 percent and Asians represented 3.3 percent.

There were no women who served as NBA head athletic trainers in the 2016-2017 season.

See Table 13.

Radio/TV Broadcasters

The percentage of people of color holding radio and television broadcasting positions increased by 1.1 of a percentage point bringing the total percentage of people of color to 32.3 percent for 2016-2017. African-Americans accounted for 22.9 percent of the radio and television broadcast positions, while Latinos and people of “other” race accounted for 7.3 percent and 2.1 percent, respectively.

Women accounted for 4.2 percent of NBA radio and television broadcast positions, a decrease of 1.7 percentage points from the 5.9 percent recorded during the 2015-2016 season.

See Table 14.

Referees

As of the beginning of the 2016-2017 season, 50 percent of NBA referees were people of color, which was a 3.1 of a percentage point increase from the previous report. The percent of African-American NBA referees decreased by 1.5 of a percentage point to 43.8 percent of total referees. There were two Latino referees at the beginning of the 2016-2017 season, an increase of 1 from the previous year and two referees categorized as "other."

Violet Palmer and Dee Kanter were signed by the NBA in 1997 to become the first female referees in U.S. major men's professional sport history. Lauren Holtkamp was the only female referee in the NBA in 2016-17, accounting for 1.6 percent of all NBA referees, which is a 1.5 decrease of a percentage point from the previous year.

See Table 15.

NBA Diversity Initiatives

The NBA had an outstanding variety of diversity initiatives impacting a number of areas including employee training and development, employee recruitment, vendor diversity and community relations, as outlined in Appendix II.

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

NBA Grade for Diversity Initiatives: A+

HOW GRADES WERE CALCULATED

As in previous reports, the 2017 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 we 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 change in the nation's demographics has been dramatic with the most recent census making all people of color and minorities closer to 35 percent. To be fair in transition to the organizations and sports we examine in the Racial and Gender Report Cards, we decided to increase the standards in two steps. The following chart shows the news scale we are using for race and gender. To get an A for race, the category now needs to have 30 percent people of color and to get an A for gender, 45 percent is needed.

Race		Gender	
A+	>30	A+	>45
A	29-30	A	45
A-	25-28.5	A-	42-44
B+	20-24.5	B+	39-41.5
B	17-19.5	B	38
B-	16	B-	35-37.5
C+	15	C+	32-34.5
C	14	C	31
C-	13	C-	28-30.5
D+	12	D+	25-27.5
D	11	D	24
F	<11	F	<24

METHODOLOGY

All data was collected by the NBA League Office and passed on to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos Sport Business Management Graduate Program.

The data was placed 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 NBA League Office so the draft could be reviewed for accuracy. The NBA responded with updates and corrections that were then incorporated into the final report.

The report covers the 2016-2017 season for the National Basketball Association.

ABOUT THE RACIAL AND GENDER REPORT CARD…

This is the 24th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks the 11th time the Report Card is being issued sport-by-sport; the 2016-2017 report for MLB has already been released. The complete Racial and Gender Report Card, including all the leagues, will be issued after the release of subsequent individual reports on the NFL, WNBA, MLS and College Sport.

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the *Racial Report Card.*) In addition to Lapchick, Bharath Balasundaram contributed greatly to the completion of the 2016-2017 NBA Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sport

and social issues. Described as "the racial conscience of sport," Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 280 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity and inclusion, conflict resolution and men's violence against women.

DeVos Sport Business Management Program
College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and social issues in sport. It offers a dual- degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.

APPENDIX I

Players					
	%	#		%	#
2016-2017			2005-2006		
White	19.1%	86	White	22.5%	97
African-American	74.4%	335	African-American	72.9%	315
Latino	4.9%	22	Latino	3.0%	13
Asian	0.7%	3	Asian	0.5%	2
Other	0.9%	4	Other	1.2%	5
International	25.1%	113	International	19.0%	82
Total	80.9%	450	Total		432
2015-2016			2004-2005		
White	18.3%	82	White	22.8%	98
African-American	74.3%	333	African-American	73.0%	313
Latino	6.3%	28	Latino	2.1%	9
Asian	0.2%	1	Asian	0.7%	3
Other	0.9%	4	Other	1.4%	6
International	22.3%	100	International	18.9%	81
Total	81.7%	448	Total		429
2014-2015			2003-2004		
White	23.3%	104	White	22.2%	91
African-American	74.4%	332	African-American	75.9%	311
Latino	1.8%	8	Latino	1.2%	5
Asian	0.2%	1	Asian	0.7%	3
Other	0.2%	1	Other	0.0%	0
International	21.3%	95	International	16.6%	68
Total	76.7%	446	Total		410
2013-2014			2001-2002		
White	19.5%	89	White	20.0%	x
African-American	77.0%	351	African-American	78.0%	x
Latino	3.1%	14	Latino	1.0%	x
Asian	0.2%	1	Asian	<1	x
Other	0.2%	1	Other	0.0%	x
International	20.6%	94	2000-2001		
Total	80.5%	456	White	21.0%	x
2012-2013			African-American	78.0%	x
White	19.0%	87	Latino	1.0%	x
African-American	76.3%	350	Other	0.0%	x
Latino	4.4%	20	1999-2000		
Asian	0.2%	1	White	22.0%	x
Other	0.2%	1	African-American	78.0%	x
International	18.7%	86	Latino	<1%	x
Total		459	Other	0.0%	x
2011-2012			1998-1999		
White	18.2%	79	White	21.0%	x
African-American	78.1%	339	African-American	78%	x
Latino	3.2%	14	Latino	1.0%	x
Asian	0.2%	1	Other	0.0%	x
Other	0.2%	1	1997-1998		
International	16.8%	73	White	23.0%	x
Total		434	African-American	77%	x
2010-2011			Latino	<1%	x
White	16.7%	75	Other	0.0%	x
African-American	77.7%	348	1996-1997		
Latino	4.5%	20	White	20.0%	x
Asian	0.7%	3	African-American	79.0%	x
Other	0.4%	2	Latino	<1%	x
International	17.0%	76	Other	<1%	x
Total		448	1995-1996		
2009-2010			White	20.0%	x
White	18.4%	81	African-American	80.0%	x
African-American	76.9%	339	Latino	0.0%	x
Latino	3.2%	14	Other	<1%	x
Asian	0.7%	3	1994-1995		
Other	0.9%	4	White	18.0%	x
International	18.4%	81	African-American	82.0%	x
Total		441	Latino	0.0%	x
2008-2009			Other	0.0%	x
White	18.2%	82	1993-1994		
African-American	77.3%	348	White	21.0%	x
Latino	3.1%	14	African-American	79.0%	x
Asian	0.7%	3	Latino	0.0%	x
Other	0.7%	3	Other	0.0%	x
International	17.6%	79	1992-1993		
Total		450	White	23.0%	x
2007-2008			African-American	77.0%	x
White	19.6%	89	Latino	0.0%	x
African-American	75.6%	343	1991-1992		
Latino	3.3%	15	White	25.0%	x
Asian	0.4%	2	African-American	75.0%	x
Other	1.1%	5	Latino	0.0%	x
International	17.8%	81	1990-1991		
Total		454	White	28.0%	x
2006-2007			African-American	72.0%	x
White	20.7%	91	Latino	0.0%	x
African-American	75.0%	330	1989-1990		
Latino	3.0%	13	White	25.0%	x
Asian	0.5%	2	African-American	75.0%	x
Other	0.9%	4	Latino	0.0%	x
International	18.6%	82			
Total		440			

Table 1

League Office: Professional Employees					
	%	#		%	#
2016-2017			2006-2007		
White	64.9%	557	White	66.5%	529
African-American	16.4%	141	African-American	20.1%	160
Latino	6.6%	57	Latino	6.7%	53
Asian	9.7%	83	Asian	6.7%	53
Other	2.3%	20	Other	0.1%	1
Women	38.8%	333	Women	39.3%	313
People of Color Total	35.1%	301	People of Color Total	33.5%	267
Total		858	Total		796
2015-2016			2005-2006		
White	64.7%	547	White	67.0%	492
African-American	17.7%	150	African-American	19.5%	143
Latino	7.3%	62	Latino	7.1%	52
Asian	9.7%	82	Asian	6.3%	46
Other	0.6%	5	Other	0.1%	1
Women	39.6%	335	Women	40.6%	298
People of Color Total	35.3%	299	People of Color Total	33.0%	242
Total		846	Total		734
2014-2015			2004-2005		
White	64.6%	509	White	68.3%	474
African-American	18.0%	142	African-American	18.3%	127
Latino	7.2%	57	Latino	6.9%	48
Asian	9.8%	77	Asian	6.3%	44
Other	0.4%	3	Other	0.1%	1
Women	40.9%	322	Women	41.9%	291
People of Color Total	35.4%	279	People of Color Total	31.7%	220
Total		788	Total		694
2013-2014			2003-2004		
White	64.9%	481	White	70.7%	484
African-American	17.9%	133	African-American	18.8%	129
Latino	7.0%	52	Latino	5.7%	39
Asian	9.9%	73	Asian	4.8%	33
Other	0.3%	2	Other	0.0%	0
Women	40.9%	303	Women	44.2%	303
People of Color Total	35.1%	260	People of Color Total	29.3%	201
Total		741	Total		685
2012-2013			2001-2002		
White	64.3%	452	White	85.0%	459
African-American	18.3%	129	African-American	2.0%	11
Latino	6.3%	44	Latino	7.2%	39
Asian	10.8%	76	Asian	5.6%	30
Other	0.3%	2	Other	0.2%	1
Women	41.1%	289	Women	48.0%	259
People of Color Total	35.7%	251	People of Color Total	15.0%	81
Total		703	Total		540
2011-2012			1999-2000		
White	66.0%	416	White	75%	434
African-American	18.1%	114	African-American	18%	105
Latino	6.5%	41	Latino	4%	25
Asian	9.2%	58	Asian	3%	15
Other	0.2%	1	Other	0%	1
Women	41.9%	264	Women	42%	246
People of Color Total	34.0%	214	People of Color Total	25%	146
Total		630	Total		580
2010-2011			1997-1998		
White	66.0%	472	White	78%	415
African-American	18.2%	130	African-American	16%	86
Latino	7.3%	52	Latino	4%	19
Asian	8.4%	60	Asian	2%	13
Other	0.1%	1	Other	0%	0
Women	41.3%	295	Women	45%	239
People of Color Total	34.0%	243	People of Color Total	22%	118
Total		715	Total		533
2009-2010			1996-1997		
White	63.6%	496	White	78%	377
African-American	21.4%	167	African-American	17%	83
Latino	7.2%	56	Latino	3%	14
Asian	7.7%	60	Asian	2%	12
Other	0.1%	1	Other	0%	0
Women	43.6%	340	Women	44%	214
People of Color Total	36.4%	284	People of Color Total	22%	109
Total	100.0%	780	Total		486
2008-2009			1995-1996		
White	64.9%	478	White	79%	306
African-American	20.4%	150	African-American	16%	61
Latino	7.2%	53	Latino	2%	7
Asian	7.5%	55	Asian	3%	10
Other	0.1%	1	Other	1%	3
Women	42.7%	315	Women	49%	188
People of Color Total	35.1%	259	People of Color Total	21%	81
Total		737	Total		387
2007-2008			1994-1995		
White	65.8%	541	White	80%	251
African-American	19.8%	163	African-American	17%	52
Latino	7.2%	59	Latino	2%	6
Asian	7.1%	58	Asian	2%	5
Other	0.1%	1	Other	0%	1
Women	41.0%	337	Women	48%	151
People of Color Total	34.2%	281	People of Color Total	20%	64
Total		822	Total		315

Table 2

Majority * and Controlling Owners					
	%	#		%	#
2017			2011		
White	91.4%	32	White	97.5%	39
African-American	2.9%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	2.5%	1
Asian	2.9%	1	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0
People of Color Total	5.7%	2	People of Color Total	2.5%	1
Women	8.6%	3	Women	7.5%	3
Total		35	Total		40
2016			2010		
White	95.2%	40	White	98.0%	49
African-American	2.4%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	2.0%	1
Asian	2.4%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	4.8%	2	People of Color Total	2.0%	1
Women	7.1%	3	Women	6.0%	3
Total		42	Total		50
2015			2009		
White	95.0%	38	White	96.7%	29
African-American	2.5%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	3.3%	1
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	5.0%	2	People of Color Total	3.3%	1
Women	5.0%	2	Women	0.0%	0
Total		40	Total		30
2014			2008		
White	94.4%	34	White	96.7%	29
African-American	2.8%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	3.3%	1
Asian	2.8%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	5.6%	2	People of Color Total	3.3%	1
Women	5.6%	2	Women	0.0%	0
Total		36	Total		30
2013			2007		
White	98.0%	48	White	96.8%	30
African-American	2.0%	1	African-American	0.0%	0
Latino	0.0%	0	Latino	3.2%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	2.0%	1	People of Color Total	3.2%	1
Women	16.3%	8	Women	0.0%	0
Total		49	Total		31
2012			2006		
White	96.4%	53	White	96.4%	27
African-American	1.8%	1	African-American	0.0%	0
Latino	1.8%	1	Latino	3.6%	1
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
People of Color Total	3.6%	2	People of Color Total	3.6%	1
Women	12.7%	7	Women	0.0%	0
Total		55	Total		28

Table 3

Head Coaches					
	%	#		%	#
2016-2017			2004-2005		
White	70.0%	21	White	60.0%	18
African-American	20.0%	6	African-American	40.0%	12
Asian	3.3%	1	Asian	0.0%	0
Latino	3.3%	1	Latino	0.0%	0
Other	3.3%	1	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	40.0%	12
Women	0.0%	0	Women	0.0%	0
Total		30	Total		30
2015-2016			2003-2004		
White	70.0%	21	White	63.3%	19
African-American	26.7%	8	African-American	36.7%	11
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	36.7%	11
Women	0.0%	0	Women	0.0%	0
Total		30	Total		30
2014-2015			2001-2002		
White	66.7%	20	White	51.7%	15
African-American	30.0%	9	African-American	48.3%	14
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	48.3%	14
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2013-2014			2000-2001		
White	56.7%	17	White	65.5%	19
African-American	40.0%	12	African-American	34.5%	10
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	43.3%	13	Total People of Color	34.5%	10
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2012-2013			1999-2000		
White	53.3%	16	White	79.3%	23
African-American	43.3%	13	African-American	20.7%	6
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	46.7%	14	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2011-2012			1998-1999		
White	46.7%	14	White	86.2%	25
African-American	46.7%	14	African-American	13.8%	4
Asian	3.3%	1	Asian	0.0%	0
Latino	3.3%	1	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	53.3%	16	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2010-2011			1997-1998		
White	66.7%	20	White	82.8%	24
African-American	30.0%	9	African-American	17.2%	5
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	17.2%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2009-2010			1996-1997		
White	70.0%	21	White	75.9%	22
African-American	26.7%	8	African-American	24.1%	7
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	24.1%	7
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2008-2009			1995-1996		
White	60.0%	18	White	79.3%	23
African-American	36.7%	11	African-American	20.7%	6
Asian	3.3%	1	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.0%	12	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2007-2008			1994-1995		
White	60.0%	18	White	81.5%	22
African-American	40.0%	12	African-American	18.5%	5
Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.0%	12	Total People of Color	18.5%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		27
2006-2007			1993-1994		
White	60.0%	18	White	81.5%	22
African-American	40.0%	12	African-American	18.5%	5
Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.0%	12	Total People of Color	18.5%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		27
2005-2006			1992-1993		
White	63.3%	19	White	74.1%	20
African-American	36.7%	11	African-American	25.9%	7
Asian	0.0%	0	Asian	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	36.7%	11	Total People of Color	25.9%	7
Women	0.0%	0	Women	0.0%	0
Total		30	Total		27

Table 4

Historical Listing of Head Coaches of Color in the NBA

NBA (72 coaches as of end of 2014-2015 season)

	Team	Year(s)	Record		Team	Year(s)	Record
Bill Russell	Boston	1966-69	190-101	Earl Watson	Phoenix	2016-presemt	33-82
	Seattle	1973-77	168-175	Eddie Jordan	Sacramento	1996-98	33-64
	Sacramento	1987-88	17-41		Washington	2003-09	205-242
Al Attles	San Fran/Golden State	1969-83	588-548		Philadelphia	2009-10	27-55
Lenny Wilkens	Seattle	1969-72	121-125	Darrell Walker	Toronto	1996-98	41-90
	Portland	1974-76	75-89		Washington	1999-00	15-23
	Seattle	1977-85	394-309	Butch Carter	Toronto	1997-00	73-95
	Cleveland	1986-93	334-281	Lionel Hollins	Vancouver	1999-00	18-42
	Atlanta	1993-00	327-262		Memphis	2004-05	0-4
	Toronto	2000-02	121-142		Memphis	2008-2013	214-172
	New York	2003-05	40-45		Brooklyn	2014-2016	48-71
Earl Lloyd	Detroit	1971-73	22-53	Doc Rivers	Orlando	1999-03	176-178
Ray Scott	Detroit	1972-76	151-140		Boston	2004-2013	475-352
K.C. Jones	Capital/Washington	1973-76	169-112		L.A. Clippers	2013-Present	217-112
	Boston	1983-88	373-139	Leonard Hamilton	Washington	2000-01	19-63
	Seattle	1990-92	61-62	Nate McMillan	Seattle	2000-05	220-191
Draff Young	Kansas City/Omaha	1973-74	0-4		Portland	2005-2012	272-281
David Fizdale	Memphis	2017-Present	43-39		Indiana	2017-Present	42-40
Elgin Baylor	New Orleans	1974-75	0-1	Byron Scott	New Jersey	2000-03	174-154
	New Orleans	1976-79	86-134		New Orleans	2004-09	211-225
Bob Hopkins	Seattle	1977-78	5-17		Cleveland	2010-2013	64-166
Willis Reed	New York	1977-79	51-51		L.A. Lakers	2014-Present	38-126
	New Jersey	1987-89	33-77	Isiah Thomas	Indiana	2000-03	136-125
Tom Sanders	Boston	1977-79	23-39		New York	2006-07	56-108
Paul Silas	San Diego	1980-83	78-168	Bill Cartwright	Chicago	2001-04	51-100
	Charlotte/New Orleans	1998-2003	221-171	Maurice Cheeks	Portland	2001-04	165-146
	Cleveland	2003-05	69-77		Philadelphia	2005-08	124-151
	Charlotte Bobcats	2010-12	32-88		Detroit	2013-2014	21-29
Don Chaney	L.A. Clippers	1984-87	53-132	Mike Evans	Denver	2001-02	18-38
	Houston	1988-92	166-143	Frank Johnson	Phoenix	2001-04	65-75
	Detroit	1993-95	48-116	Dennis Johnson	L.A. Clippers	2002-03	8-16
	New York	2001-03	72-112	Keith Smart	Cleveland	2002-03	9-31
Bernie Bickerstaff	Seattle	1985-90	214-223		Golden State	2010-11	36-46
	Denver	1994-96	59-71		Sacramento	2011-2013	48-93
	Washington	1997-99	77-75	Mike Woodson	Atlanta	2004-10	217-304
	Charlotte Bobcats	2004-06	77-169		New York	2012-2014	116-89
	L.A. Lakers (Interim)	2012-2013	4-1	Terry Porter	Milwaukee	2003-04	72-97
Gene Littles	Cleveland	1985-86	4-11		Phoenix	2008-09	28-23
	Charlotte	1989-91	37-87	Sam Mitchell	Toronto	2004-08	159-197
	Denver	1994-95	3-13		Minnesota	2015-2016	29-53
Wes Unseld	Washington	1987-94	204-348	Randy Ayers	Philadelphia	2003-04	21-31
Mel Daniels	Indiana	1988-89	0-2	Herb Williams	New York	2003-04	17-27
Stu Jackson	New York	1989-91	56-51	Dwane Casey	Minnesota	2005-07	53-69
	Vancouver	1996-97	6-33		Toronto	2011-present	261-215
Mack Calvin	L.A. Clippers	1991-92	1-1	Avery Johnson	Dallas	2005-08	217-94
Fred Carter	Philadelphia	1992-94	32-76		New Jersey/Brooklyn	2010-13	60-116
Gar Heard	Dallas	1992-93	9-44	Mike Brown	Cleveland	2005-10	314-167
	Washington	1999-00	14-30		L.A. Lakers	2011-13	47-36
Sidney Lowe	Minnesota	1993-94	33-102		Cleveland	2013-2014	33-49
	Vancouver/Memphis	2001-03	46-126	Reggie Theus	Sacramento	2007-09	44-62
John Lucas	San Antonio	1992-94	100-57	Sam Vincent	Charlotte	2007-08	32-50
	Philadelphia	1994-96	42-122	Michael Curry	Detroit	2008-09	39-43
	Cleveland	2001-03	37-87	Kenny Natt	Sacramento	2008-09	11-47
Quinn Buckner	Dallas	1993-94	13-69	Ed Tapscott	Washington	2008-09	18-53
Magic Johnson	L.A. Lakers	1993-94	5-11	Erik Spoelstra	Miami	2008-present	440-282
Butch Beard	New Jersey	1994-96	60-104	Larry Drew	Atlanta	2010-2013	138-116
Alvin Gentry	Miami	1994-95	15-21		Milwaukee	2013-2014	15-67
	Detroit	1997-2000	75-75	Monty Williams	New Orleans	2010-2015	173-221
	L.A. Clippers	2000-03	89-133	Pete Myers	Chicago	2003 & 2008	0-3
	Phoenix	2008-2013	158-144	Mark Jackson	Golden State	2011-2014	130-119
	New Orleans	2015-present	64-100	Tyrone Corbin	Utah	2010-2014	112-150
Bob Lanier	Golden State	1994-95	12-25	Michael Cooper	Denver	2004	4-10
M.L. Carr	Boston	1995-97	48-116	Bill Berry	Chicago	2001-02	0-2
Jim Cleamons	Dallas	1996-98	28-70	Kaleb Canales	Portland	2012	8-15
Johnny Davis	Philadelphia	1996-97	22-60	Brian Shaw	Denver	2013-2015	56-85
	Orlando	2004-05	51-84	Jacque Vaughn	Orlando	2012-2015	58-158
	Memphis	2009	0-2	Melvin Hunt	Denver	2015	10-13
Derek Fisher	New York	2014-2016	40-96	Jason Kidd	Brooklyn	2013-2014	44-38
J.B. Bickerstaff	Houston (Interim)	2015-2016	37-34		Milwaukee	2014-present	116-130
Tony Brown	Brooklyn (Interim)	2016	11-34	Tyronn Lue	Cleveland	2016-present	78-45

Table 5

Assistant Coaches

	%	#		%	#
2016-2017			2005-2006		
White	54.6%	89	White	61.5%	96
African-American	41.7%	68	African-American	37.8%	59
Latino	3.1%	5	Latino	0.6%	1
Asian	0.6%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	45.4%	74	Total People of Color	38.5%	60
Women	1.2%	2	Women	0.0%	0
Total		163	Total		156
2015-2016			2004-2005		
White	55.7%	83	White	66.2%	100
African-American	43.0%	64	African-American	33.1%	50
Latino	0.7%	1	Latino	0.0%	0
Asian	0.7%	1	Asian	0.7%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	44.3%	66	Total People of Color	33.8%	51
Women	1.3%	2	Women	0.0%	0
Total		149	Total		151
2014-2015			2003-2004		
White	59.2%	109	White	71.0%	98
African-American	39.7%	73	African-American	29.0%	40
Latino	1.1%	2	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.8%	75	Total People of Color	29.0%	40
Women	0.5%	1	Women	0.0%	0
Total		184	Total		138
2013-2014			2001-2002		
White	53.3%	80	White	66.9%	79
African-American	46.0%	69	African-American	33.1%	39
Latino	0.7%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	46.7%	70	Total People of Color	33.1%	39
Women	0.0%	0	Women	0.0%	0
Total		150	Total		118
2012-2013			1999-2000		
White	54.4%	80	White	64.3%	74
African-American	43.5%	64	African-American	35.7%	41
Latino	0.7%	1	Latino	0.0%	0
Asian	0.7%	1	Asian	0.0%	0
Other	0.7%	1	Other	0.0%	0
Total People of Color	45.6%	67	Total People of Color	35.7%	41
Women	0.0%	0	Women	0.0%	0
Total		147	Total		115
2011-2012			1998-1999		
White	56.5%	83	White	67.0%	77
African-American	41.5%	61	African-American	33.0%	38
Latino	0.7%	1	Latino	0.0%	0
Asian	0.7%	1	Asian	0.0%	0
Other	0.7%	1	Other	0.0%	0
Total People of Color	43.5%	64	Total People of Color	33.0%	38
Women	0.0%	0	Women	0.0%	0
Total		147	Total		115
2010-2011			1997-1998		
White	55.8%	87	White	66.1%	76
African-American	42.3%	66	African-American	33.9%	39
Latino	0.6%	1	Latino	0.0%	0
Asian	0.6%	1	Asian	0.0%	0
Other	0.6%	1	Other	0.0%	0
Total People of Color	44.2%	69	Total People of Color	33.9%	39
Women	0.0%	0	Women	0.0%	0
Total		156	Total		115
2009-2010			1996-1997		
White	58.6%	92	White	65.6%	61
African-American	40.8%	64	African-American	34.4%	32
Latino	0.6%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	41.4%	65	Total People of Color	34.4%	32
Women	0.0%	0	Women	0.0%	0
Total		157	Total		93
2008-2009			1995-1996		
White	58.5%	93	White	59.3%	51
African-American	40.9%	65	African-American	40.7%	35
Latino	0.6%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	41.5%	66	Total People of Color	40.7%	35
Women	0.0%	0	Women	0.0%	0
Total		159	Total		86
2007-2008			1994-1995		
White	58.4%	97	White	60.0%	45
African-American	39.8%	66	African-American	40.0%	30
Latino	0.6%	1	Latino	0.0%	0
Asian	0.6%	1	Asian	0.0%	0
Other	0.6%	1	Other	0.0%	0
Total People of Color	41.6%	69	Total People of Color	40.0%	30
Women	0.0%	0	Women	0.0%	0
Total		166	Total		75
2006-2007			1993-1994		
White	59.2%	93	White	61.5%	48
African-American	40.1%	63	African-American	38.5%	30
Latino	0.6%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	40.8%	64	Total People of Color	38.5%	30
Women	0.0%	0	Women	0.0%	0
Total		157	Total		78

Table 6

CEO/President					
	%	#		%	#
2016-2017			2007-2008		
White	93.1%	54	White	76.7%	23
African-American	6.9%	4	African-American	23.3%	7
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	6.9%	4	Total People of Color	23.3%	7
Women	10.3%	6	Women	0.0%	0
Total		58	Total		30
2015-2016			2006-2007		
White	94.7%	54	White	87.9%	29
African-American	5.3%	3	African-American	12.1%	4
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	5.3%	3	Total People of Color	12.1%	4
Women	7.0%	4	Women	3.0%	1
Total		57	Total		33
2014-2015			2005-2006		
White	91.2%	52	White	87.5%	28
African-American	7.0%	4	African-American	12.5%	4
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	1.8%	1	Other	0.0%	0
Total People of Color	8.8%	5	Total People of Color	12.5%	4
Women	7.0%	4	Women	3.1%	1
Total		57	Total		32
2013-2014			2004-2005		
White	87.0%	47	White	90.3%	28
African-American	13.0%	7	African-American	9.7%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.0%	7	Total People of Color	9.7%	3
Women	7.4%	4	Women	3.2%	1
Total		54	Total		31
2012-2013			2003-2004		
White	92.7%	51	White	90.0%	27
African-American	7.3%	4	African-American	10.0%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	7.3%	4	Total People of Color	10.0%	3
Women	1.8%	1	Women	3.0%	1
Total		55	Total		30
2011-2012			2001-2002		
White	87.5%	49	White	96.0%	x
African-American	12.5%	7	African-American	4.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	12.5%	7	Total People of Color	4.0%	x
Women	3.6%	2	Women	4.0%	x
Total		56	Total		x
2010-2011			2000-2001		
White	88.9%	56	White	90.0%	x
African-American	11.1%	7	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	11.1%	7	Total People of Color	10.0%	x
Women	3.2%	2	Women	3.0%	x
Total		63	Total		x
2009-2010			1999-2000		
White	88.2%	30	White	90.0%	x
African-American	11.8%	4	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	11.8%	4	Total People of Color	10.0%	x
Women	0.0%	0	Women	3.0%	x
Total		34	Total		x
2008-2009			1998-1999		
White	85.3%	29	White	90.0%	x
African-American	14.7%	5	African-American	10.0%	x
Latino	0.0%	0	Latino	0.0%	x
Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	x
Total People of Color	14.7%	5	Total People of Color	10.0%	x
Women	0.0%	0	Women	3.0%	x
Total		34	Total		x

Table 7

General Manager					
	%	#		%	#
2016-2017			2005-2006		
White	90.0%	27	White	77.4%	24
African-American	6.7%	2	African-American	22.6%	7
Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	10.0%	3	Total People of Color	22.6%	7
Women	0.0%	0	Women	0.0%	0
Total		30	Total		31
2015-2016			2004-2005		
White	86.7%	26	White	77.4%	24
African-American	10.0%	3	African-American	22.6%	7
Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.3%	4	Total People of Color	22.6%	7
Women	0.0%	0	Women	0.0%	0
Total		30	Total		31
2014-2015			2003-2004		
White	80.6%	25	White	83.3%	25
African-American	16.1%	5	African-American	16.7%	5
Latino	0.0%	0	Latino	0.0%	0
Asian	3.2%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	19.4%	6	Total People of Color	16.7%	5
Women	0.0%	0	Women	0.0%	0
Total		31	Total		
2013-2014			2001-2002		
White	76.7%	23	White	83.3%	25
African-American	20.0%	6	African-American	16.7%	5
Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.3%	7	Total People of Color	16.7%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		30
2012-2013			2000-2001		
White	76.7%	23	White	79.3%	23
African-American	20.0%	6	African-American	20.7%	6
Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.3%	7	Total People of Color	20.7%	6
Women	0.0%	0	Women		0
Total		30	Total		29
2011-2012			1999-2000		
White	74.2%	23	White	86.2%	25
African-American	22.6%	7	African-American	13.8%	4
Latino	0.0%	0	Latino	0.0%	0
Asian	3.2%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	25.8%	8	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		31	Total		29
2010-2011			1998-1999		
White	73.3%	22	White	79.3%	23
African-American	23.3%	7	African-American	20.7%	6
Latino	0.0%	0	Latino	0.0%	0
Asian	3.3%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	26.7%	8	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2009-2010			1997-1998		
White	87.0%	20	White	72.4%	21
African-American	13.0%	3	African-American	27.6%	8
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.0%	3	Total People of Color	27.6%	8
Women	0.0%	0	Women	0.0%	0
Total		23	Total		29
2008-2009			1996-1997		
White	90.3%	28	White	72.4%	21
African-American	9.7%	3	African-American	27.6%	8
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	9.7%	3	Total People of Color	27.6%	8
Women	0.0%	0	Women	0.0%	0
Total		31	Total		29
2007-2008			1995-1996		
White	76.7%	23	White	69.0%	20
African-American	23.3%	7	African-American	31.0%	9
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.3%	7	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29
2006-2007			1994-1995		
White	73.3%	22	White	69.0%	20
African-American	26.7%	8	African-American	31.0%	9
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	26.7%	8	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0
Total		30	Total		29

Table 8

Vice President					
	%	#		%	#
2016-2017			2005-2006		
White	80.5%	356	White	87.5%	252
African-American	13.3%	59	African-American	8.3%	24
Latino	3.8%	17	Latino	2.8%	8
Asian	1.8%	8	Asian	1.4%	4
Other	0.5%	2	Other	0.0%	0
Total People of Color	19.5%	86	Total People of Color	12.5%	36
Women	24.2%	107	Women	18.1%	52
Total		442	Total		288
2015-2016			2004-2005		
White	81.8%	354	White	86.2%	232
African-American	12.7%	55	African-American	10.4%	28
Latino	3.0%	13	Latino	2.2%	6
Asian	2.1%	9	Asian	1.1%	3
Other	0.5%	2	Other	0.0%	0
Total People of Color	18.2%	79	Total People of Color	13.8%	37
Women	21.5%	93	Women	17.8%	48
Total		433	Total		269
2014-2015			2003-2004		
White	84.7%	343	White	88.1%	192
African-American	10.9%	44	African-American	8.7%	19
Latino	2.2%	9	Latino	3.2%	7
Asian	1.2%	5	Asian	0.0%	0
Other	1.0%	4	Other	0.0%	0
Total People of Color	15.3%	62	Total People of Color	11.9%	26
Women	20.2%	82	Women	17.9%	39
Total		405	Total		218
2013-2014			2001-2002		
White	86.5%	302	White	90.7%	175
African-American	10.3%	36	African-American	6.7%	13
Latino	2.0%	7	Latino	2.6%	5
Asian	0.6%	2	Asian	0.0%	0
Other	0.6%	2	Other	0.0%	0
Total People of Color	13.5%	47	Total People of Color	9.3%	18
Women	16.6%	58	Women	15.0%	29
Total		349	Total		193
2012-2013			1999-2000		
White	86.5%	302	White	89.6%	164
African-American	10.0%	35	African-American	9.8%	18
Latino	2.9%	10	Latino	0.5%	1
Asian	0.6%	2	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.5%	47	Total People of Color	10.4%	19
Women	18.3%	64	Women	13.1%	24
Total		349	Total		183
2011-2012			1998-1999		
White	87.7%	285	White	89.9%	170
African-American	9.8%	32	African-American	9.0%	17
Latino	1.5%	5	Latino	1.1%	2
Asian	0.9%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	12.3%	40	Total People of Color	10.1%	19
Women	17.8%	58	Women	11.6%	22
Total		325	Total		189
2010-2011			1997-1998		
White	86.7%	268	White	86.8%	138
African-American	10.4%	32	African-American	11.9%	19
Latino	2.6%	8	Latino	1.3%	2
Asian	1.0%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.9%	43	Total People of Color	13.2%	21
Women	15.5%	48	Women	10.1%	16
Total		311	Total		159
2009-2010			1996-1997		
White	85.9%	249	White	89.7%	140
African-American	11.0%	32	African-American	9.6%	15
Latino	2.1%	6	Latino	0.6%	1
Asian	1.0%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	14.1%	41	Total People of Color	10.3%	16
Women	17.9%	52	Women	8.3%	13
Total		290	Total		156
2008-2009			1995-1996		
White	86.6%	251	White	91.7%	132
African-American	10.7%	31	African-American	8.3%	12
Latino	2.1%	6	Latino	0.0%	0
Asian	0.7%	2	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	13.4%	39	Total People of Color	8.3%	12
Women	17.6%	51	Women	6.9%	10
Total		290	Total		144
2007-2008			1994-1995		
White	85.1%	258	White	87.2%	109
African-American	10.6%	32	African-American	12.0%	15
Latino	3.0%	9	Latino	0.0%	0
Asian	1.3%	4	Asian	0.8%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	14.9%	45	Total People of Color	12.8%	16
Women	18.2%	55	Women	6.4%	8
Total		303	Total		125
2006-2007			1993-1994		
White	84.9%	248	White	86.6%	97
African-American	11.0%	32	African-American	12.5%	14
Latino	2.7%	8	Latino	0.0%	0
Asian	1.4%	4	Asian	0.9%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	15.1%	44	Total People of Color	13.4%	15
Women	16.8%	49	Women	3.6%	4
Total		292	Total		112

Table 9

Senior Administrators					
	%	#		%	#
2016-2017			2006-2007		
White	76.6%	570	White	80.2%	377
African-American	12.2%	91	African-American	13.4%	63
Latino	5.5%	41	Latino	5.1%	24
Asian	4.0%	30	Asian	1.3%	6
Other	1.6%	12	Other	0.0%	0
Total People of Color	23.4%	174	Total People of Color	19.8%	93
Women	29.3%	218	Women	24.9%	117
Total		744	Total		470
2015-2016			2005-2006		
White	76.5%	634	White	80.3%	367
African-American	14.0%	116	African-American	12.7%	58
Latino	4.8%	40	Latino	5.5%	25
Asian	3.3%	27	Asian	1.5%	7
Other	1.4%	12	Other	0.0%	0
Total People of Color	23.5%	195	Total People of Color	19.7%	90
Women	23.6%	196	Women	23.4%	107
Total		829	Total		457
2014-2015			2004-2005		
White	80.0%	654	White	83.5%	370
African-American	14.9%	122	African-American	11.7%	52
Latino	3.1%	25	Latino	3.4%	15
Asian	1.5%	12	Asian	1.4%	6
Other	0.6%	5	Other	0.0%	0
Total People of Color	20.0%	164	Total People of Color	16.5%	73
Women	24.0%	196	Women	24.4%	108
Total		818	Total		443
2013-2014			2003-2004		
White	80.8%	584	White	85.0%	283
African-American	13.7%	99	African-American	12.6%	42
Latino	3.6%	26	Latino	1.2%	4
Asian	1.4%	10	Asian	1.2%	4
Other	0.6%	4	Other	0.0%	0
Total People of Color	19.2%	139	Total People of Color	15.0%	50
Women	21.4%	155	Women	25.2%	84
Total		723	Total		333
2012-2013			2001-2002		
White	79.9%	508	White	83.0%	x
African-American	13.2%	84	African-American	14.0%	x
Latino	3.8%	24	Latino	3.0%	x
Asian	1.7%	11	Asian	2.0%	x
Other	1.4%	9	Other	0.0%	x
Total People of Color	20.1%	128	Total People of Color	19.0%	x
Women	21.9%	139	Women	29.0%	x
Total		636	Total		x
2011-2012			2000-2001		
White	78.5%	601	White	83.0%	x
African-American	12.9%	99	African-American	12.0%	x
Latino	6.5%	50	Latino	3.0%	x
Asian	1.6%	12	Asian	2.0%	x
Other	0.5%	4	Other	0.0%	x
Total People of Color	21.5%	165	Total People of Color	17.0%	x
Women	24.7%	189	Women	36.0%	x
Total		766	Total		x
2010-2011			1999-2000		
White	78.3%	447	White	85.0%	x
African-American	14.4%	82	African-American	10.0%	x
Latino	6.1%	35	Latino	3.0%	x
Asian	1.1%	6	Asian	2.0%	x
Other	0.2%	1	Other	0.0%	x
Total People of Color	21.7%	124	Total People of Color	15.0%	x
Women	27.1%	155	Women	40.0%	x
Total		571	Total		x
2009-2010			1998-1999		
White	79.9%	481	White	86.0%	x
African-American	13.8%	83	African-American	11.0%	x
Latino	5.3%	32	Latino	<2%	x
Asian	0.8%	5	Asian	<2%	x
Other	0.2%	1	Other	0.0%	x
Total People of Color	20.1%	121	Total People of Color	<15%	x
Women	25.2%	152	Women	41.0%	x
Total		602	Total		x
2008-2009			1997-1998		
White	77.4%	439	White	87.0%	x
African-American	15.7%	89	African-American	11.0%	x
Latino	5.5%	31	Latino	0.0%	x
Asian	1.2%	7	Asian	0.0%	x
Other	0.2%	1	Other	2.0%	x
Total People of Color	22.6%	128	Total People of Color	13.0%	x
Women	24.2%	137	Women	31.0%	x
Total		567	Total		x
2007-2008			1996-1997		
White	78.3%	401	White	88.0%	x
African-American	13.9%	71	African-American	11.0%	x
Latino	5.9%	30	Latino	0.0%	x
Asian	1.8%	9	Asian	0.0%	x
Other	0.2%	1	Other	1.0%	x
Total People of Color	21.7%	111	Total People of Color	12.0%	x
Women	26.6%	136	Women	23.0%	x
Total		512	Total		x

Table 10

Professional Administration

	%	#		%	#
2016-2017			2005-2006		
White	67.4%	2021	White	73.8%	672
African-American	17.1%	511	African-American	14.3%	130
Latino	9.5%	286	Latino	8.3%	76
Asian	3.8%	114	Asian	3.1%	28
Other	2.2%	65	Other	0.5%	5
Total People of Color	32.6%	976	Total People of Color	26.2%	239
Women	40.1%	1202	Women	41.7%	380
Total		2997	Total		911
2015-2016			2004-2005		
White	67.9%	1760	White	77.4%	684
African-American	18.4%	478	African-American	12.7%	112
Latino	7.7%	200	Latino	6.8%	60
Asian	4.0%	103	Asian	2.8%	25
Other	2.0%	51	Other	0.3%	3
Total People of Color	32.1%	832	Total People of Color	22.6%	200
Women	36.1%	937	Women	43.1%	381
Total		2592	Total		884
2014-2015			2003-2004		
White	73.6%	2425	White	76.4%	1192
African-American	15.7%	516	African-American	14.2%	222
Latino	6.5%	214	Latino	6.9%	108
Asian	3.1%	103	Asian	1.9%	30
Other	1.2%	39	Other	0.6%	9
Total People of Color	26.4%	872	Total People of Color	23.6%	369
Women	36.1%	1189	Women	38.6%	602
Total		3297	Total		1561
2013-2014			2001-2002		
White	74.3%	1931	White	79.0%	x
African-American	15.6%	404	African-American	13.0%	x
Latino	6.1%	158	Latino	6.0%	x
Asian	2.8%	72	Asian	<2%	x
Other	1.3%	33	Other	<1%	x
Total People of Color	25.7%	667	Total People of Color	<22%	x
Women	34.6%	898	Women	48.0%	x
Total		2598	Total		x
2012-2013			1999-2000		
White	72.4%	1556	White	77.0%	x
African-American	15.7%	338	African-American	15.0%	x
Latino	8.4%	181	Latino	6.0%	x
Asian	2.1%	45	Asian	2.0%	x
Other	1.3%	29	Other	0.0%	x
Total People of Color	27.6%	593	Total People of Color	23.0%	x
Women	35.0%	752	Women	52.0%	x
Total		2149	Total		x
2011-2012			1998-1999		
White	75.5%	858	White	83.0%	x
African-American	13.8%	157	African-American	13.0%	x
Latino	7.0%	80	Latino	3.0%	x
Asian	2.7%	31	Asian	1.0%	x
Other	1.0%	11	Other	0.0%	x
Total People of Color	24.5%	279	Total People of Color	17.0%	x
Women	39.3%	447	Women	39.0%	x
Total		1137	Total		x
2010-2011			1997-1998		
White	72.5%	667	White	83.0%	x
African-American	16.0%	147	African-American	13.0%	x
Latino	8.4%	77	Latino	3.0%	x
Asian	2.4%	22	Asian	1.0%	x
Other	0.8%	7	Other	0.0%	x
Total People of Color	27.5%	253	Total People of Color	17.0%	x
Women	38.6%	355	Women	39.0%	x
Total		920	Total		x
2009-2010			1996-1997		
White	73.6%	871	White	83.0%	x
African-American	15.6%	184	African-American	14.0%	x
Latino	7.5%	89	Latino	0.0%	x
Asian	2.7%	32	Asian	0.0%	x
Other	0.6%	7	Other	3.0%	x
Total People of Color	26.4%	312	Total People of Color	17.0%	x
Women	39.1%	462	Women	38.0%	x
Total		1183	Total		x
2008-2009			1995-1996		
White	71.3%	761	White	84.0%	x
African-American	16.2%	173	African-American	13.0%	x
Latino	9.3%	99	Latino	0.0%	x
Asian	2.7%	29	Asian	0.0%	x
Other	0.5%	5	Other	<3%	x
Total People of Color	28.7%	306	Total People of Color	<16%	x
Women	40.0%	427	Women	45.0%	x
Total		1067	Total		x
2007-2008			1994-1995		
White	72.3%	777	White	87.0%	x
African-American	16.0%	172	African-American	10.0%	x
Latino	8.8%	95	Latino	<1%	x
Asian	2.5%	27	Asian	<1%	x
Other	0.4%	4	Other	1.0%	x
Total People of Color	27.7%	298	Total People of Color	<13%	x
Women	39.9%	429	Women	32.0%	x
Total		1075	Total		x
2006-2007			1993-1994		
White	73.6%	818	White	84.0%	x
African-American	14.9%	165	African-American	13.0%	x
Latino	7.6%	84	Latino	2.0%	x
Asian	3.3%	37	Asian	<1%	x
Other	0.6%	7	Other	<1%	x
Total People of Color	26.4%	293	Total People of Color	<17%	x
Women	41.4%	460	Total		
Total		1111			

Table 11

Physicians					
	%	#		%	#
2016-2017			2005-2006		
White	85.5%	94	White	89.3%	50
African-American	3.6%	4	African-American	3.6%	2
Latino	1.8%	2	Latino	1.8%	1
Asian	7.3%	8	Asian	3.6%	2
Other	1.8%	2	Other	1.8%	1
Total People of Color	14.5%	16	Total People of Color	10.7%	6
Women	6.4%	7	Women	1.8%	1
Total		110	Total		56
2015-2016			2004-2005		
White	84.3%	97	White	88.9%	56
African-American	6.1%	7	African-American	3.2%	2
Latino	0.0%	0	Latino	1.6%	1
Asian	9.6%	11	Asian	3.2%	2
Other	0.0%	0	Other	3.2%	2
Total People of Color	15.7%	18	Total People of Color	11.1%	7
Women	5.2%	6	Women	3.2%	2
Total		115	Total		63
2014-2015			2003-2004		
White	78.6%	110	White	96.8%	60
African-American	7.1%	10	African-American	0.0%	0
Latino	2.9%	4	Latino	0.0%	0
Asian	7.1%	10	Asian	1.6%	1
Other	4.3%	6	Other	1.6%	1
Total People of Color	21.4%	30	Total People of Color	3.2%	2
Women	3.6%	5	Women	0.0%	0
Total		140	Total		62
2013-2014			2001-2002		
White	87.3%	103	White	98.5%	65
African-American	4.2%	5	African-American	0.0%	0
Latino	0.0%	0	Latino	0.0%	0
Asian	5.1%	6	Asian	1.5%	1
Other	3.4%	4	Other	0.0%	0
Total People of Color	12.7%	15	Total People of Color	1.5%	1
Women	2.5%	3	Women	0.0%	0
Total		118	Total		66
2012-2013			1999-2000		
White	82.2%	97	White	96.0%	48
African-American	5.1%	6	African-American	2.0%	1
Latino	5.1%	6	Latino	0.0%	0
Asian	5.1%	6	Asian	2.0%	1
Other	2.5%	3	Other	0.0%	0
Total People of Color	17.8%	21	Total People of Color	4.0%	2
Women	1.7%	2	Women	2.0%	1
Total		118	Total		50
2011-2012			1998-1999		
White	82.4%	84	White	92.9%	65
African-American	4.9%	5	African-American	2.9%	2
Latino	2.9%	3	Latino	1.4%	1
Asian	5.9%	6	Asian	2.9%	2
Other	3.9%	4	Other	0.0%	0
Total People of Color	17.6%	18	Total People of Color	7.1%	5
Women	2.9%	3	Women	1.4%	1
Total		102	Total		70
2010-2011			1997-1998		
White	86.6%	58	White	95.0%	96
African-American	1.5%	1	African-American	2.0%	2
Latino	1.5%	1	Latino	1.0%	1
Asian	7.5%	5	Asian	2.0%	2
Other	3.0%	2	Other	0.0%	0
Total People of Color	13.4%	9	Total People of Color	5.0%	5
Women	1.5%	1	Women	2.0%	2
Total		67	Total		101
2009-2010			1996-1997		
White	86.5%	83	White	91.8%	45
African-American	3.1%	3	African-American	2.0%	1
Latino	3.1%	3	Latino	2.0%	1
Asian	2.1%	2	Asian	0.0%	0
Other	5.2%	5	Other	4.1%	2
Total People of Color	13.5%	13	Total People of Color	8.2%	4
Women	1.0%	1	Women	0.0%	0
Total		96	Total		49
2008-2009			1995-1996		
White	87.7%	64	White	93.8%	45
African-American	2.7%	2	African-American	0.0%	0
Latino	2.7%	2	Latino	0.0%	0
Asian	2.7%	2	Asian	0.0%	0
Other	4.1%	3	Other	6.3%	3
Total People of Color	12.3%	9	Total People of Color	6.3%	3
Women	1.4%	1	Women	0.0%	0
Total		73	Total		48
2007-2008			1994-1995		
White	89.4%	59	White	98.2%	109
African-American	3.0%	2	African-American	0.0%	0
Latino	1.5%	1	Latino	0.9%	1
Asian	3.0%	2	Asian	0.0%	0
Other	3.0%	2	Other	0.9%	1
Total People of Color	10.6%	7	Total People of Color	1.8%	2
Women	1.5%	1	Women	0.9%	1
Total		66	Total		111
2006-2007			1993-1994		
White	89.1%	57	White	95.2%	59
African-American	3.1%	2	African-American	1.6%	1
Latino	0.0%	0	Latino	1.6%	1
Asian	6.3%	4	Asian	0.0%	0
Other	1.6%	1	Other	1.6%	1
Total People of Color	10.9%	7	Total People of Color	4.8%	3
Women	1.6%	1	Total		62
Total		64			

Table 12

Head Athletic Trainers

	%	#		%	#
2016-2017			2005-2006		
White	63.3%	19	White	76.5%	39
African-American	26.7%	8	African-American	19.6%	10
Latino	6.7%	2	Latino	2.0%	1
Asian	3.3%	1	Asian	2.0%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	36.7%	11	Total People of Color	23.5%	12
Women	0.0%	0	Women	2.0%	1
Total		30	Total		51
2015-2016			2004-2005		
White	66.7%	20	White	76.9%	40
African-American	26.7%	8	African-American	21.2%	11
Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	1.9%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	23.1%	12
Women	0.0%	0	Women	0.0%	0
Total		30	Total		52
2014-2015			2003-2004		
White	66.7%	20	White	83.3%	25
African-American	23.3%	7	African-American	16.7%	5
Latino	3.3%	1	Latino	0.0%	0
Asian	6.7%	2	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	33.3%	10	Total People of Color	16.7%	5
Women	0.0%	0	Women	0.0%	0
Total		30	Total		30
2013-2014			2001-2002		
White	70.0%	21	White	85.7%	24
African-American	23.3%	7	African-American	10.7%	3
Latino	3.3%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	3.6%	1
Other	0.0%	0	Other	0.0%	0
Total People of Color	30.0%	9	Total People of Color	14.3%	4
Women	0.0%	0	Women	0.0%	0
Total		30	Total		28
2012-2013			1999-2000		
White	72.7%	24	White	86.2%	25
African-American	24.2%	8	African-American	13.8%	4
Latino	3.0%	1	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	27.3%	9	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		33	Total		29
2011-2012			1998-1999		
White	67.3%	35	White	89.7%	26
African-American	21.2%	11	African-American	10.3%	3
Latino	5.8%	3	Latino	0.0%	0
Asian	5.8%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	32.7%	17	Total People of Color	10.3%	3
Women	1.9%	1	Women	0.0%	0
Total		52	Total		29
2010-2011			1997-1998		
White	80.0%	36	White	86.2%	25
African-American	15.6%	7	African-American	13.8%	4
Latino	2.2%	1	Latino	0.0%	0
Asian	2.2%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	20.0%	9	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		45	Total		29
2009-2010			1996-1997		
White	76.5%	39	White	86.2%	25
African-American	15.7%	8	African-American	13.8%	4
Latino	2.0%	1	Latino	0.0%	0
Asian	5.9%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	23.5%	12	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0
Total		51	Total		29
2008-2009			1995-1996		
White	81.6%	40	White	89.3%	25
African-American	14.3%	7	African-American	10.7%	3
Latino	2.0%	1	Latino	0.0%	0
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	18.4%	9	Total People of Color	10.7%	3
Women	0.0%	0	Women	0.0%	0
Total		49	Total		28
2007-2008			1994-1995		
White	78.4%	40	White	92.6%	25
African-American	17.6%	9	African-American	7.4%	2
Latino	2.0%	1	Latino	0.0%	0
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	21.6%	11	Total People of Color	7.4%	2
Women	0.0%	0	Women	0.0%	0
Total		51	Total		27
2006-2007			1993-1994		
White	75.5%	37	White	92.6%	25
African-American	20.4%	10	African-American	3.7%	1
Latino	2.0%	1	Latino	0.0%	0
Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	3.7%	1
Total People of Color	24.5%	12	Total People of Color	7.4%	2
Women	0.0%	0	Total		27
Total		49			

Table 13

Radio and TV Announcers			
	%		%
2016-2017		2005-2006	
White	67.7%	White	74.0%
African-American	22.9%	African-American	18.0%
Latino	7.3%	Latino	8.0%
Asian	0.0%	Asian	0.0%
Other	2.1%	Other	0.0%
Total People of Color	32.3%	Total People of Color	26.0%
Women	4.2%	Women	6.0%
2015-2016		2004-2005	
White	68.8%	White	74.0%
African-American	20.6%	African-American	16.0%
Latino	10.0%	Latino	10.0%
Asian	0.6%	Asian	0.0%
Other	0.0%	Other	0.0%
Total People of Color	31.2%	Total People of Color	26.0%
Women	5.9%	Women	5.0%
2014-2015		2003-2004	
White	68.8%	White	75.0%
African-American	18.8%	African-American	17.0%
Latino	11.8%	Latino	8.0%
Asian	0.5%	Asian	0.0%
Other	0.0%	Other	<1%
Total People of Color	31.1%	Total People of Color	<26%
Women	3.2%	Women	3.0%
2013-2014		2001-2002	
White	71.3%	White	77.0%
African-American	19.4%	African-American	16.0%
Latino	9.4%	Latino	7.0%
Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%
Total People of Color	28.8%	Total People of Color	23.0%
Women	4.4%	Women	3.0%
2012-2013		1999-2000	
White	65.2%	White	76.0%
African-American	19.4%	African-American	16.0%
Latino	10.4%	Latino	8.0%
Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%
Total People of Color	29.9%	Total People of Color	24.0%
Women	5.0%	Women	2.0%
2011-2012		1998-1999	
White	69.0%	White	78.0%
African-American	19.0%	African-American	18.0%
Latino	11.0%	Latino	4.0%
Asian	1.0%	Asian	0.0%
Other	0.0%	Other	0.0%
Total People of Color	31.0%	Total People of Color	22.0%
Women	4.0%	Women	2.0%
2010-2011		1997-1998	
White	72.0%	White	77.0%
African-American	17.0%	African-American	18.0%
Latino	10.0%	Latino	5.0%
Asian	1.0%	Asian	0.0%
Other	0.0%	Other	0.0%
Total People of Color	28.0%	Total People of Color	23.0%
Women	3.0%	Women	0.0%
2009-2010		1996-1997	
White	72.0%	White	80.0%
African-American	18.0%	African-American	16.0%
Latino	9.0%	Latino	3.0%
Asian	1.0%	Asian	0.0%
Other	1.0%	Other	0.0%
Total People of Color	29.0%	Total People of Color	19.0%
Women	5.0%	Women	0.0%
2008-2009		1995-1996	
White	73.0%	White	78.0%
African-American	18.0%	African-American	18.0%
Latino	9.0%	Latino	3.0%
Asian	1.0%	Asian	0.0%
Other	0.0%	Other	0.0%
Total People of Color	28.0%	Total People of Color	21.0%
Women	8.0%	Women	3.0%
2007-2008		1993-1994	
White	73.0%	White	81.0%
African-American	18.0%	African-American	12.0%
Latino	8.0%	Latino	7.0%
Asian	1.0%	Asian	0.0%
Other	0.0%	Other	0.0%
Total People of Color	27.0%	Total People of Color	19.0%
Women	7.0%	Women	
2006-2007		1992-1993	
White	75.0%	White	81.0%
African-American	19.0%	African-American	12.0%
Latino	6.0%	Latino	7.0%
Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%
Total People of Color	25.0%	Total People of Color	19.0%
Women	6.0%	Women	

Table 14

NBA Referees		
	%	#
2016-2017		
White	50.0%	32
African-American	43.8%	28
Latino	3.1%	2
Asian	0.0%	0
Other	3.1%	2
Total People of Color	50.0%	32
Women	1.6%	1
Total		64
2015-2016		
White	53.1%	34
African-American	45.3%	29
Latino	1.6%	1
Asian	0.0%	0
Other	0.0%	0
Total People of Color	46.9%	30
Women	3.1%	2
Total		64
2014-2015		
White	52.4%	33
African-American	46.0%	29
Latino	1.6%	1
Asian	0.0%	0
Other	0.0%	0
Total People of Color	47.6%	30
Women	3.2%	2
Total		63
2013-2014		
White	51.6%	32
African-American	46.8%	29
Latino	1.6%	1
Asian	0.0%	0
Other	0.0%	0
Total People of Color	48.4%	30
Women	1.6%	1
Total		62
2012-2013		
White	52.5%	32
African-American	45.9%	28
Latino	1.6%	1
Asian	0.0%	0
Other	0.0%	0
Total People of Color	47.5%	29
Women	1.6%	1
Total		61
2011-2012		
White	54.0%	34
African-American	41.3%	26
Latino	3.2%	2
Asian	0.0%	0
Other	1.6%	1
Total People of Color	46.0%	29
Women	1.6%	1
Total		63
2010-2011		
White	55.0%	33
African-American	41.7%	25
Latino	3.3%	2
Asian	0.0%	0
Other	0.0%	0
Total People of Color	45.0%	27
Women	1.7%	1
Total		60
2009-2010		
White	55.9%	33
African-American	40.7%	24
Latino	3.4%	2
Asian	0.0%	0
Other	0.0%	0
Total People of Color	44.1%	26
Women	1.7%	1
Total		59
2008-2009		
White	55.7%	34
African-American	39.3%	24
Latino	4.9%	3
Asian	0.0%	0
Other	0.0%	0
Total People of Color	44.3%	27
Women	1.6%	1
Total		61
2007-2008		
White	57.6%	34
African-American	37.3%	22
Latino	5.1%	3
Asian	0.0%	0
Other	0.0%	0
Total People of Color	42.4%	25
Women	1.7%	1
Total		59
2006-2007		
White	64.4%	38
African-American	32.2%	19
Latino	3.4%	2
Asian	0.0%	0
Other	0.0%	0
Total People of Color	35.6%	21
Women	1.7%	1
Total		59

Table 15

APPENDIX II

NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES

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

Global Inclusion Council

- In 2016, the NBA established the Global Inclusion Council. Comprised of 18 senior leaders from the league office and teams, the council provides strategic guidance, establishes benchmarks, reviews policies and serves as a catalyst for diversity and inclusion efforts leaguewide.

Inclusion Learning and Professional Development

- The NBA continues to expand upon its current platform of inclusion learning programs. In 2016, the league launched Conscious Inclusion training, an enterprise-wide learning experience designed to help employees understand and manage unconscious bias. The training, which has the primary objective of enhancing and maintaining an inclusive work environment, covers a range of topics, including understanding what unconscious bias is and how it affects organizational culture; discovering the links between diversity, inclusion and unconscious bias; and gaining practical tips to increase inclusion. All NBA league and team employees globally completed this training.

- In 2008, to support NBA teams' efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league issued to all teams recommended best practices regarding respect in the workplace policies and training. Since then, the NBA has educated teams on an ongoing basis by issuing updates to its recommended best practices based on changes to applicable law and policy.

- 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. In 2016, the NBA added a new ERT, APEX, bringing it's total to five. The ERTS are: NBA Women's Network, Conexión éne-bé-a, NBA Pride, Dream in Color and APEX.

- The NBA Women's Network aims to create a community for women at the league that fosters dialogue and promotes professional growth. It helps empower women at the NBA by providing a form to share collective knowledge, experience, and success strategies; connecting women through networking opportunities; providing women with visibility to NBA's senior leadership; and leveraging women's talents and expertise to drive the NBA's global growth. The Network presently has over 170 members globally and offers a wide variety of engagement opportunities for its members and community. For example, in 2016, the NBA Women's Network launched a new set of workshops called the Women's Network Empowerment Series, which facilitates an intimate environment to approach current trends, needs and areas focus for the group.

- Conexión éne-bé-a aims to promote the development of Latino/Hispanic cultural awareness within the NBA while contributing to the league's success, diversity and business objectives through career development, education and community involvement.

- 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 June 2017, NBA Pride will host the league's participation in the NYC Pride March for the 2nd consecutive year. In 2016, the NBA became the first professional sports league to participate in the march.

- 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.

- APEX 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.

External Affinity Organizations

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

- As an extension of the NBA Women's Network, the league is entering into its fourth year of partnership with *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 60 paid WISE memberships to its employees and additionally sponsors four women leaders from across

the company to attend WISE's weeklong Executive Leadership Institute at Dartmouth College.

- The NBA is a member of the *Diversity & Inclusion Sports Consortium* (DISC). DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in North America. Members of the consortium work together to openly exchange best practices for diversity and inclusion efforts in the sports industry. DISC members also partner to produce and host an annual two-day Diversity and Inclusion Symposium for a broader audience of sports professionals.

- Several senior leaders within the league are members of other prominent diversity organizations. NBA Commissioner Adam Silver sits on the board of the Ross Initiative in Sports for Equality (RISE). Deputy Commissioner Mark Tatum, President of League Operations Byron Spruell, President of the WNBA Lisa Borders, Chief Marketing Officer Pam El, and Senior Vice President of Human Resources Eric Hutcherson are members of the Executive Leadership Council. Oris Stuart, Chief Diversity & Inclusion Officer, is an Executive Board member of the National Black MBA Association. Bill Koenig, President, Global Media Content Distribution, is an Executive Board Member of the T. Howard Foundation.

Recruiting

- The NBA continues to embrace a multifaceted approach to maintaining a globally diverse workforce. The league seeks a diverse applicant pool in its hiring process and encourages all NBA teams to do the same. This is accomplished by the use of targeted conferences, social networking sites, and online job postings with a variety of diverse organizations.

- The NBA was instrumental in forming the Thurgood Marshall Scholarship Fund (now Thurgood Marshall College Fund) in 1987 and has provided consistent leadership to the organization since its inception. NBA Commissioner Emeritus David Stern serves on the TMCF Board and the NBA, TMCF, and NBA players collaborate on many events and public awareness campaigns. NBA spokesmen for TMCF, Ray Allen and Shane Battier, have appeared in PSAs for the fund and provide ongoing support for the fund's activities.

- As part of its league-wide efforts to support military members and their families, the NBA continues to highlight career opportunities posted on nba.com on its NBA Cares Hoops for Troops website, which promotes job opportunities to veterans and reservists. The NBA continues to support the Annual Veterans on Wall Street Conference to expand on pipelining efforts for veterans within the sports industry. Furthermore, the NBA continues to partner with the Chamber of Commerce and has established new relationships with the Office of the Secretary of Defense, the New York National Guard, and Paralyzed Veterans of America to further its efforts to support military members and their families.

- In 2017, the NBA entered into an agreement with Jopwell, an online recruitment platform that connects minority job candidates with prominent employers across the country. The NBA-Jopwell relationship seeks to create greater awareness of and access to team and league employment opportunities for candidates from underrepresented communities.

- Women and minorities represent 67% and 50% respectively of the 2017 Associate class and 51% and 30% if the intern class. Recruiting sources include diversity partners such as Prep for Prep, A Better Chance, and the T. Howard Foundation. The NBA continues to establish relationships with schools that have a diverse student body and has conducted on-campus recruiting visits at a number of those schools.

- The NBA participates in a range of events and career fairs, sponsored by affinity-based professional organizations that provide access to minority candidates. These organizations include Management Leadership for Tomorrow (MLT), the International Radio and Television Society Foundation (IRTS), the National Black MBA Association, Prospanica (formerly the National Society for Hispanic MBAs) and the National Sales Network. In its inaugural year, the league administered the David J. Stern Scholarship through the Thurgood Marshall College Fund and offered its first scholarship and mentoring opportunity to a student in need. The scholarship will be awarded again in summer 2017.

- In addition to the league's U.S.-based university initiatives, the NBA offers international intern opportunities through its Global Intern Program and will tip off its Global Associate Program in fall 2016. The expansion of these development programs continues to highlight the skills of diverse and talented collegiate-level professionals throughout China (Beijing and Shanghai), Asia (Hong Kong), the U.K. (London), Spain (Madrid), and India (Mumbai).

Supplier Diversity

- The NBA is committed to economic inclusion by identifying women, minority-owned, and other diverse businesses among its suppliers. The Supplier Diversity Program looks to expand opportunities for enterprises that are capable of delivering exceptional goods and services in one or more of our targeted commodity areas. The NBA works with community groups, businesses, professional associations, and certifying agencies to identify and invite suppliers to apply for the program. In connection with the NBA's annual All-Star event, the NBA also maintains the following initiatives for diverse enterprises: (i) building alliances in the All-Star host city with business advocacy organizations, tourism officials, and local business regulatory agencies and (ii) informing prospective business entities of the types of contracting opportunities available (e.g., hosting informational webinars and local on-site Supplier Diversity Summit(s)). Based on alliances that have been built in All-Star host cities, the NBA continues to engage those businesses for potential opportunities for other events and business initiatives.

NBA and WNBA Social Responsibility Initiatives

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

- 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 4.1 million hours of hands-on service and created more than 1,090 places where kids and families can live, learn or play in communities around the world. The NBA also engages more than 18 million youth annually, inspiring play and teaching the values of the game. NBA Cares works with internationally recognized youth-serving programs that support education, youth and family development, and health-related causes, including: Thurgood Marshall College Fund, Special Olympics, YMCA of the USA, Boys & Girls Clubs of America, UNICEF, the Make-A-Wish Foundation, Share Our Strength and GLSEN.

Inclusion and Equality

- The NBA and its players have a long history of working together on important societal issues. In response to public tragedies and social unrest across the country, our players are once again leading the charge to create stronger, safer communities. The NBA and the Players Association are working together with teams, experts, and community leaders to develop and implement impactful community programs that engage youth and law enforcement using three strategies: 1) Community Conversations, an opportunity for young people, parents, community leaders and law enforcement to engage in candid dialogue about the challenges we face & our shared responsibility to create change. 2) Building Bridges Through Basketball, using the game of basketball to bring people together and deepen important bonds of trust between young people, mentors, community leaders & law enforcement. 3) Mentoring and Economic Empowerment, building on the NBA family's support for mentoring and developing new efforts to help expand economic opportunity for young people of color**. To date, the NBA family has supported more than 100 total events**, including Community Conversations, Building Bridges Through Basketball, mentoring events, as well as internal dialogues, community service events, and other partner activations.

    - **CHICAGO BULLS:** The Chicago Bulls have partnered with the Chicago Police Department and Youth Guidance's Becoming a Man (BAM) program in 2016-17 to host three basketball tournaments at the Bulls' practice facility featuring Bulls players, executives, ambassadors, and members of the Reinsdorf family. At each tournament, police officers and BAM students play together on basketball teams and participate in "BAM Circles," which foster a candid/engaging conversation about creating a culture of safety in Chicago. The Bulls have

also deepened their relationship with Youth Guidance's Becoming a Man (BAM) & Working on Womanhood (WOW) programs, organizing regular school visits, arena tours, in-game activations, and other programming.

- **MEMPHIS GRIZZLIES:** The Grizzlies foundation, coaches, and players have integrated law enforcement into their Jr. NBA platform, announced an ongoing effort to revive the Memphis Police Athletic League (PAL), organized a coaching and mentoring clinic for 16 MPD officers and 8 Memphis Athletic Ministries coaches, and supported two eight-week basketball tournaments for 100 boys, ages 13-14.

- **PORTLAND TRAILBLAZERS:** In January, the Portland Trail Blazers tipped off their Leadership Together Programming at the practice facility with a discussion with 40+ boys from De La Salle North, Urban League, SEI, Momentum Alliance, BPI, Open Meadow, Friends of the Children, and Latino Network. Eight current players attended the first event, which included a tour of the practice facility, a shootaround on court, and a Q & A style conversation facilitated by Damian Lillard.

- **MILWAUKEE BUCKS:** The Bucks continue to be a leader in the mentoring space, rolling out two new programs ("Mentoring Mondays" ticket donation program & "Own Your Future" career development platform) & continued laying the foundation to become an official MENTOR Affiliate. They are also working closely with the Milwaukee Police Department & Milwaukee Public Schools to support two 10-week Midnight Basketball Programs this spring/summer.

  - **Saturday Morning Hoops in New Orleans.** In January, the NBA, New Orleans Pelicans, RISE and community partners NORDC and Up2Us Sports teamed up to develop Saturday Morning Hoops. The six-week pilot program brought student-athletes together on consecutive Saturdays in January and February to participate in a combination of on-court basketball programming and experiential based learning focused on leadership, conflict resolution, identity and diversity. More than 75 New Orleans area student-athletes and 7 members of the New Orleans Police Department participated in the program - which culminated at All Star Weekend 2017. (Video Recap) **Key Findings.** Participants were asked to complete pre- and post-program surveys, yielding some key findings:
    - After the program, 89% of students stated that they felt trusted and appreciated by the police. This number suggested that youth perceptions about how the police view them changed over the program.
    - After the program, 86% of students expressed a concern for racial equality, the same percentage that believed that racism is still a concern in the United States.
    - 100% of students said they would want to attend the program again.

- In 2015, 2016, and 2017 the NBA and WNBA teamed up with **LeanIn.org** to launch a public awareness campaign focused on gender equality. The campaign features NBA and WNBA players using

#LeanInTogether to emphasize how men benefit from supporting women at home and at work — happier marriages, more successful children, and better team outcomes — and provide practical information on how men can do their part. As a result, the NBA and Lean In were nominated for and received the Public Service Announcement Award at the annual Cynopsis Social Good Awards Breakfast in New York. The latest installment encourages fans to share the ways that they "lean in" on social media. The 2017 PSA, featuring the Phoenix Suns' Devin Booker, the New Orleans Pelicans' Jrue Holiday and the Toronto Raptors' Kyle Lowry, debuted across NBA and ESPN assets in March 2017. Since 2015, millions of NBA fans have seen the #LeanInTogether PSAs on TV and at games. Players and coaches who have previously participated in the campaign include Stephen Curry, Draymond Green, Gordon Hayward, Becky Hammon, Brad Stevens, and Paul George.

- In May 2012, **The Gay, Lesbian, and Straight Education Network (GLSEN)** presented the NBA with the "**Commitment to Diversity and Inclusion Award"** at the 9th Annual Respect Awards for a joint PSA featuring Phoenix Suns players Grant Hill and Jared Dudley that addresses the use of anti-gay language among teens. The PSA launched during the 2011 NBA Conference Finals and is an extension of the award-winning "Think B4 You Speak" campaign and GLSEN's "Changing the Game" initiative.

- In celebration of Pride Month, the NBA and WNBA partnered with Fanatics and GLSEN to release a Pride T-Shirt Collection featuring NBA and WNBA team logos, with a portion of the proceeds benefitting GLSEN.

- The NBA works closely with **GLAAD** to ensure a safe environment is created for all fans, employees, and players, and together, they have provided diversity and inclusion training to all rookies attending the NBA Rookie Transition Program. The NBA joins millions of Americans and GLAAD on Spirit Day (October 17) and takes a stand against bullying by "going purple" in support of lesbian, gay, bisexual, and transgender youth. WNBA player Brittney Griner and NBA player Jason Collins serve as Spirit Day Ambassadors, joining other leading figures in the entrainment industry.

- In 2017, for the fourth consecutive year, the WNBA is celebrating inclusion and equality during LGBTQ Pride Month in June. WNBA Pride month will feature four nationally televised games on ESPN2, tipping off coverage when the Washington Mystics visit the Dallas Wings on June 6 (8 p.m. ET). The celebration continues with the Los Angeles Sparks hosting the Dallas Wings on June 13 (10 p.m. ET), followed by a June 23 showdown in Minnesota between the Mystics and the Minnesota Lynx (8 p.m. ET). To close out ESPN2's WNBA Pride telecasts, the Connecticut Sun will host the Seattle Storm on June 29 (8 p.m. ET).

- Denver Nuggets player Kenneth Faried became the first NBA player to serve as an ambassador of **Athlete Ally**. Athlete Ally is an organization focused on ending homophobia in sports by educating allies in the athletic community and empowering them to take a stand. Athlete Ally provides public awareness campaigns, education programming, and tools and resources to help foster inclusive sports communities. Dallas Mavericks owner Mark Cuban also serves on Athlete Ally's National Advisory

Board.

- Each year, the NBA celebrates the life and legacy of **Dr. Martin Luther King, Jr.** through a variety of programs and activities. In addition to focusing attention on the life and legacy of Martin Luther King, Jr. and other leaders of the civil and human rights movements, the NBA's grassroots events, fundraising, and leadership supported the building of the **MLK, Jr. Memorial**. In 2017, teams competing during MLK weekend wore customized MLK shooting shirts in honor of Martin Luther King's contributions to society. In addition, the Memphis Grizzlies celebrated MLK Day by hosting the 2nd annual Jr. NBA MLK tournament, featuring a discussion on race in society with NBA Legend Grant Hill and WNBA Legend Lisa Leslie. The team also partnered with the National Civil Rights Museum to host their annual MLK Symposium in honor of members of the NBA Family who carry on the tradition and legacy of Dr. King and organized a variety of community service projects as a part of their Day of Service. In Atlanta, the Hawks Basketball Academy hosted the 3rd annual MLK Classic, a tournament followed by MLK Luncheon and Workshop honoring Dr. King's Legacy.

- Every February, the NBA family celebrates Black History Month and the legacy of the civil rights movement through grassroots programs, broadcast and digital ads, retail activation, and in-arena and online programming. This year, the NBA created a "Together" Spot highlighting the NBA family's efforts to create stronger, safer communities for all. In 2016, the NBA created a PSA featuring Dr. Martin Luther King Jr.'s iconic "I Have A Dream" speech and images of "Barrier Breakers" from NBA history, including NBA legends Bill Russell, Michael Jordan, Jason Collins, and Yao Ming.

Education

- In 2016, the NBA and Discovery Education launched a partnership that deepens middle and high school students' engagement in mathematics nationwide by combining the passion for professional basketball with key math concepts. The collaboration includes interactive math problems with real-time NBA and WNBA statistics, game footage, highlights and player images, which have been integrated into Discovery Education's Math Techbook™, a digital textbook that transforms the way students and teachers experience math through real-world problems. In addition, the NBA and Discovery Education launched Careers that Count: A Virtual Field Trip with the NBA, a 30-minute field trip targets students grades 3-8 and explores how math is used in careers across the NBA. In it's first week, more than 3,400 classrooms across all 50 states + D.C. registered to tune-in, reaching more than 120,000 students. Participating schools will also have the opportunity to complete lesson plans based on math concepts featured in the video.

- Through NBA Cares, the league works to combat global illiteracy and encourage young people to develop a life-long love of reading. Teams and players participate in reading events during visits to schools and community organizations. The league and its teams and players also create **NBA Cares Learn and Play Centers** in schools and community organizations in need. These projects include reading rooms, libraries, computer centers, and more. They also include extensive renovations, book

donations, educational software, and resources. These centers provide children and families with the opportunity to access educational and technological resources and a stimulating and safe place to learn. To date, the NBA family has created more than 1,090 new places to live, learn, or play in over 36 countries and territories.

- NBA Cares continues to partner with TeachersCount on their award winning "Behind Every Famous Person is a Fabulous Teacher" campaign, which pairs well-known individuals with their favorite teachers to produce classroom posters highlighting the importance of teachers in molding the leaders of tomorrow. In 2015, NBA player Jabari Parker and his 7th and 8th grade teacher, Ms. Clintonia McNeal, participated in the campaign. Past participants include NBA players Dirk Nowitzki, Kevin Love, and Kyrie Irving.

- The Jr. NBA, Kaiser Permanente, and Scholastic leverage the power of basketball to educate 5th – 8th graders through a robust educational curriculum program called Slam Dunk: Skills for Success. This curriculum teaches vital life skills, including fitness, respect, teamwork, and mindfulness that are integral to both the game of basketball and total health and wellness.

- The National Basketball Association has teamed up with Girls Who Code to host students for career panel discussions along with tours of the NBA Office. Panelists are made up of NBA employees and WNBA Talent who discuss their career paths throughout the digital space as well as the importance of education.

Youth and Family Development

- In 2014, the NBA, the National Basketball Players Association and the National Basketball Retired Players Association announced a five-year commitment to support My Brother's Keeper, a multi-sector effort launched by President Obama to help put boys and young men of color on a pathway to success. As part of this commitment, the NBA family partnered with MENTOR: The National Mentoring Partnership to support their "In Real Life" campaign, using PSAs, grassroots events, and social media to highlight the power of mentoring and encourage Americans to become mentors.

    - **Key Metrics.** In 2014, the NBA family set a goal to recruit 25,000 new mentors over five years, with a focus on adult males of color. Less than one year since the campaign's launch, more than 25,000 Americans have already signed up to become a mentor and been connected directly to a mentoring program in their community. Going forward, the NBA family is renewing its commitment to mentoring by setting a new goal of increasing sign-ups by an additional 25,000 adult mentors.

- **NBA Family Activation Overview.** In January 2016, the "In Real Life" campaign tipped-off during National Mentoring Month with the launch of the #MentorIRL viral storytelling series highlighting mentoring stories from around the NBA family and challenging Americans to mentor a young person in their local community by signing up at mentoring.org.

    - In partnership with the White House, NBA Cares helped to create, film, and promote a mentoring PSA featuring President Obama and NBA MVP Stephen Curry. The spot debuted during the 2016 NBA Playoffs, has been viewed more than 25 million times, and drove an 80% increase in mentor sign ups.

    - The NBA and MENTOR have produced a series of video vignettes featuring NBA players highlighting the impact mentors can make.
        - **2016 Vignettes:** Carmelo Anthony, Al Horford, Karl-Anthony Towns, and Marcus Smart
        - **2017 Vignettes:** Isaiah Thomas, Blake Griffin, Aaron Gordon, Dwight Howard, and Tobias Harris

    - Many individual teams have generated and promoted their own mentoring content, including the Milwaukee Bucks video and the Golden State Warriors, who launched a #MentorIRL microsite on their homepage which features their own My Brother's Keeper "Matters" PSA a series of individual mentoring videos from top players Stephen Curry, Klay Thompson, Draymond Green, Shaun Livingston & more.

- Through NBA Cares, in partnership with various community-based and youth-serving organizations, the league and its teams and players have **built more than 1090 places in 36 countries and territories** where kids and families can live, learn, or play, contributing to the development of urban communities. These projects include new and refurbished basketball courts, houses, playgrounds, technology centers and more.

- The Jr. NBA in the U.S. and Canada connects with more than 7,000 organizations reaching more than 2.1 million youth ages 6-14 through a network of affiliated youth basketball organizations, live events and interactive experiences. The Jr. NBA partnership network is comprised of youth basketball programs of all NBA, WNBA and NBA Development League teams as well as elementary and middle schools, military bases and longstanding community partners, including Boys & Girls Clubs of America, National Association of Police Athletic Leagues and others. The U.S. activation is highlighted by a series of national programs including Jr. NBA 3v3 Leagues, National Skills Challenge, Combine Series, and tournaments.

Health and Wellness

- **NBA/WNBA FIT** is the leagues' comprehensive health and wellness platform promoting healthy, active lifestyles for children, adults, and families. The initiative encourages physical activity and healthy living through products, events, and programs. NBA/WNBA FIT utilizes current and former players, coaches, trainers, and nutritionists to share important health and fitness tips focused around encouraging youth and their families to "Be Active, Eat Healthy and Play Together."

- NBA FIT Week presented by Kaiser Permanente highlights the importance of healthy living through the program's key pillars: be active, eat healthy and play together. NBA FIT Week features all NBA and NBA G-League teams and players joining community members and partners to highlight the importance of living an active, healthy lifestyle through grassroots programs and events, broadcast and digital ads, retail activation, special on-court apparel, and in-arena and online programming. Teams have hosted 340 health and wellness events since FIT Week 2015, impacting over 170,000 youth.

- In January 2017, the NBA and Kaiser Permanente hosted 200 guests from the worlds of sport, business, community organizations, and government for the second annual Total Health Forum in Los Angeles. The Total Health Forum addressed opportunities for achieving total health of mind, body, and spirit. Participants included NBA Commissioner Adam Silver, Kaiser Permanente Chairman and CEO Bernard Tyson, NBA Hall of Famer Magic Johnson, NBA All-Star Chris Paul, NBA Legends Rick Fox and James Worthy, and two-time WNBA Champion Sue Bird. The forum was emceed by ESPN's Rachel Nichols. The forum spurred an online conversation around health, generating more than 7 million impressions.

- The NBA has partnered with Under Armour to launch the first-ever NBA FIT App. The NBA FIT App is the NBA's official training app. The app has over 69,000 downloads, and features videos of NBA and WNBA players, legends, and coaches providing health and wellness tips and exercises to help users live healthy and active lifestyles. Users can track and log their fitness and nutrition routines and compete in challenges against friends, family, and fans around the world. Most recently, users will have access to video content from the 2017 NBA Draft Combine featuring NBA Team Physicians. The instructional content helps users maximize their physical activity. The app is also available for private challenges amongst NBA employees.

- As a part of NBA All-Star, NBA FIT works with local community organizations and schools to bring health, fitness, and basketball-related programming to youth through our NBA All-Star FIT Celebration. For All-Star 2017, the NBA FIT Celebration visited five schools throughout the New Orleans area, positively impacting over 1000 youth and their communities.

- NBA Cares has partnered with **Share Our Strength's No Kid Hungry Campaign** to raise awareness and funds to help end childhood hunger in America, including a PSA campaign with Los Angeles Clippers

All-Star Chris Paul. Additionally, in 2012, the NBA made a commitment to connect 50,000 children across the country with free summer meals.

- NBA/WNBA Cares are founding partners of the United Nations Foundation's **Nothing But Nets** campaign, a grassroots movement to save lives by preventing malaria (the leading killer of children in Africa). The NBA and WNBA have helped raise more than $56 million to distribute more than 9 million life-saving bed nets. In July 2013, NBA player Stephen Curry traveled to Tanzania to support the Nothing But Nets campaign, and continues his "Three for Three" campaign, donating three malaria bed nets for every three-pointer he makes. On World Malaria Day, 2016, the NBA and WNBA supported Nothing But Nets' #CallYourShot challenge, an online campaign to raise awareness and funds to fight malaria. In 2017, NBA Cares hosted its second youth basketball event at the NBA Store in New York and recorded web videos from NBA Cares Global Ambassador Dikembe Mutombo, WNBA player Swin Cash, and NBA Cares Ambassador Ruth Riley.

- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including through partnerships with Greater Than AIDS, GBCHealth, Elizabeth Glaser Pediatric AIDS, and UNICEF; through grassroots events; and through extensive charitable donations. Through the Emmy award-winning awareness campaign **"Get Tested,"** the NBA, HBO, the Global Business Coalition on HIV/AIDS, Tuberculosis, and Malaria (GBC), and the Kaiser Family Foundation came together to produce a series of television, radio, and print PSAs that encouraged people in urban communities to learn about their HIV/AIDS status.

- The **WNBA Breast Health Awareness** program focuses on generating awareness and educating women about breast cancer in addition to raising funds for the initiative. The WNBA and its teams have raised more than **$3.6 million** to aid in the **fight against breast cancer**. In 2016, the WNBA and its teams will help raise awareness and inspire others in the fight against breast cancer. As part of the weeklong effort, each team must partner with community based organizations to host Breast Health Awareness Nights and host an event in the community. Pink jerseys and shooting shirts will be worn for select games.

Military Support

- NBA Cares **Hoops for Troops** is the league's global, year-round program in collaboration with the Department of Defense and Joint Chiefs of Staff showcasing the league's commitment to service and honoring active and retired service men, women, and their families.

- Hoops for Troops supports local communities and hundreds of thousands of active and retired armed forces members and their families each year focusing on four pillars – transition, community, leadership and health. Led by teams and current and former players, the initiative features a full schedule of events across the country including USO Tours with legends of the game, exhibition games, clinics, open practices, speaking engagements, meet-and-greets, game tickets and more.

- As part of All-Star 2017, the NBA celebrated the 75th anniversary of the USO by engaging with General Thomson and the 1st Cavalry Division deployed in Afghanistan. NBA legends Sam Perkins and Caron Butler, WNBA player Ivory Latta, and NBA Director of Officials Bob Delaney participated in tour activities, hosted the first ever Hoops for Troops Basketball Tournament, and joined service members for a viewing party of the 66th NBA All-Star game.

- Hoops for Troops Veterans Day activation honors and supports active and retired military and their families. The league and teams alongside current and former NBA players work with all six branches of the military in communities across the country to coordinate events and in-arena activities for troops and their families. To commemorate the holiday, NBA players and officials wear special on court apparel including Hoops for Troops shooting shirts and socks.

- During Hoops for Troops Week 2016, from Nov. 4 through Nov. 12, the NBA encouraged fans to post and tweet comments showcasing how they serve their local community using the hashtag #HoopsForTroops. Additionally, posts from team and league accounts during the week using the hashtag resulted in over 977,000 engagements (likes, comments, shares, and retweets).

- Hoops for Troops partners with several nonprofit veteran support organizations, including the Wounded Warrior Project and the USO. In addition, NBA Director of Officials Bob Delaney visits military bases worldwide to raise awareness of operational stress, a condition he was personally diagnosed with following his retirement as an undercover police officer.

- Many current and former NBA and WNBA players and coaches have personal ties to the military and are passionate about supporting troops and veterans, including Ray Allen, Karl Malone, David Robinson, Shaquille O'Neal, Robert Horry, Ruthie Bolton, Taj McWilliams-Franklin, Ruth Riley and Lenny Wilkens.

- NBA.com/HoopsforTroops continues to promote NBA.com career opportunities to veterans and reservists. The NBA partners with the Chamber of Commerce, the Office of the Secretary of Defense, the Wounded Warrior Project, the New York National Guard, and Paralyzed Veterans of America to further support military members and their families.

- The NBA and USA Basketball work closely with the Tragedy Assistance Program for Survivors (TAPS) throughout the year to support families who have lost loved ones serving in the armed forces. Players,

coaches, referees and teams host TAPS families for unique experiences including meet-and-greets and on-court recognition moments. In 2017, the NBA and USA Basketball were honored with the first ever Community Partnership Award at their annual Gala.

- In 2015, the NBA appointed General Martin E. Dempsey, the 18th Chairmen of the Joint Chiefs of Staff, as the Special Adviser to Commissioner Adam Silver. General Dempsey, who held the position as highest-ranking U.S. military officer for the past four years, provides the NBA with counsel on leadership and service and serves as chairman of the Jr. NBA Leadership Council.

Environment

- NBA Green is a league wide program in partnership with the Green Sports Alliance (GSA) that generates awareness for protecting the environment. The league and its teams and players are taking steps to be more environmentally friendly and are encouraging fans to participate in local greening initiatives.

- On Saturday, April 22nd NBA Green joined the global celebration of the 47th annual Earth Day by officially launching the NBA Green Energy All-Star Campaign that highlights the NBA's commitment to energy efficiency and renewable energy. As part of the campaign, NBA Green partnered with NEEF (National Environmental Education Foundation) to create a vignette featuring NBA legends Bill Walton, Dikembe Mutombo, Jason Collins, and Felipe Lopez, former WNBA superstars Swin Cash and Ruth Riley, as animated bobbleheads during a timeout huddle. Players share energy saving tips, reminding fans of the simple, everyday things they can all do to save energy as well as save money improve their health and have a positive impact on the environment.

- The league and its teams are committed to greening efforts that build more eco-friendly operations. In 2013, the NBA launched Anthesis (formally Mosaic), an online tool designed to measure environmental impact. In partnership with Green Sports Alliance and Renewable Choice Energy, --- Anthesis allows all NBA teams and venues to track, analyze, and identify cost savings opportunities within their environmental footprint. Additional program efforts throughout offices and arenas include utilizing sustainable supplies, promoting use of mass transit, implementing recycling programs, installing energy and water-saving fixtures, purchasing renewable energy credits and carbon offsets, and more.

- Eight NBA team arenas have received LEED® certification by the U.S. Green Building Council: Philips Arena (Atlanta Hawks), American Airlines Arena (Miami Heat), Moda Center (Portland Trail Blazers), Oracle Arena (Golden State Warriors), Toyota Center (Houston Rockets), Barclays Center (Brooklyn Nets), Golden 1 (Sacramento Kings) and Amway Center (Orlando Magic). The Golden 1 Center is the first indoor sports venue to receive LEED Platinum Certification and American Airlines Arena was the

world's first to achieve LEED® Gold Recertification. The NBA Flagship Store achieved Leadership in Energy and Environmental Design (LEED) Commercial Interior's (CI) v3 Gold level certification by the US Green Building Council* (USGBC).

- Five NBA teams have installed solar panels on their arenas, garages, or practice facilities: Pepsi Center (Denver Nuggets), US Airways Center (Phoenix Suns), Staples Center (Los Angeles Lakers/Clippers) Warriors Arena (Golden State Warriors) and AT&T Center (San Antonio Spurs).

International Initiatives

- The Jr. NBA, the league's global youth basketball program for boys and girls, teaches the fundamental skills as well as the core values of the game at the grassroots level to help grow and improve the youth basketball experience for players, coaches and parents. During the 2016-17 season, the NBA will reach more than 18 million youth in 53 countries through its youth participation initiatives.

- **Basketball Without Borders** (BWB) is the NBA's and FIBA's global basketball development and community outreach program that unites young basketball players to promote the sport and encourage positive social change in the areas of education and health. In 2017, BWB will take place in Israel (Europe) and South Aftrica (Africa). Since 2001, the NBA and FIBA have staged 45 BWB camps in 25 countries on six continents. BWB has reached more than 2,720 participants from 134 countries and territories since 2001, with 43 campers drafted into the NBA. More than 230 current and former NBA, WNBA and FIBA players have joined more than 185 NBA team personnel from all 30 NBA teams to support BWB across the world. Twenty-three former BWB campers, including 13 former BWB Europe campers, were on opening-night rosters for the 2016-17 season including Omri Casspi (Minnesota Timberwolves; Israel; BWB Europe 2005), Danilo Gallinari (Denver Nuggets; Italy; BWB Europe 2003) and Marc Gasol (Memphis Grizzlies; Spain; BWB Europe 2003). In addition to working with the campers on the court, NBA players and coaches lead extensive community outreach programs through NBA Cares. These social responsibility efforts focus on education, grassroots basketball development and health and wellness, highlighted by the creation of safe places where kids and families can live, learn or play. NBA Cares has created more than 1,090 safe places for kids and families around the world.

- In August of 2017, the NBA will host the second **NBA Africa Game** at Ticketpro Dome in support of UNICEF, SOS Children's Village Association of South Africa and the Nelson Mandela Foundation**.** The first game took place in August of 2015, at Ellis Park Arena in Johannesburg in a Team World versus Team Africa format. The game was broadcast in 215 countries in 26 languages and 70M homes and reached more than 1million users on NBA Africa's social media platforms. This year, a Jr. NBA Festival will be held in conjunction with the game, bringing together boys and girls from across the continent.

- In partnership with the **U.S. Department of State's Bureau of Educational and Cultural Affairs' SportsUnited Program as well as the Empowering Women and Girls Through Sport Initiative**, more than 80 current and former NBA and WNBA players and coaches have traveled to 45 countries as ambassadors of sport, conducting clinics, visiting schools and speaking to youth. Additionally, the NBA and WNBA support the U.S. State Department's Sports Visitor Program by partnering to host youth and coaches during their visits to the U.S.

  In April 2011, **the Alliance for Sport and Development between the Inter-American Development Bank (IDB)**, the NBA, the FC Barcelona Foundation, Visa, Colgate, and the City of Rio, Brazil announced a new sports partnership that seeks to provide programming into favela sports complexes to 5,000 children and youth. Brazil also conducts its Jr. NBA Rocinha program, consisting of basketball training and clinics for players and coaches in the favela. Youth between ages 10-16 register for weekly clinics that run from April through December each year.

- The NBA, in partnership with ExxonMobil and Africare, in 2013 launched **Power Forward** in Abuja, Nigeria, a program which has trained **coaches**, partnered with **schools** and reached hundreds of **youth** with weekly programing. This youth development program, which is in its fourth year, leverages the power of basketball and the NBA to teach health, leadership, and life skills.

- Together with the **Reliance Foundation, the NBA launched the Jr. NBA** in 18 cities in India for youth ages 6-16. In its fifth year, the program reached more than **3.4 million youth and more than 1,000 physical education coaches in nearly 3,000 local schools.** The Reliance Foundation Jr. NBA program focuses on inspiring youth to adopt a healthy, active lifestyle by integrating basketball into each participating school's physical education curriculum.

- Jr. NBA Asia, in partnership with FrieslandCampina, Alaska Milk, and Dutch Lady, hosts youth basketball programming for youth ages 7-14 to develop basketball skills and promote the values of the game through instructional camps and clinics in the Philippines, Indonesia, Malaysia, Thailand, and Vietnam. In 2016-17, **Jr. NBA Asia will engage more than 3.2 million youth,** largely through a program with the Ministry of Education in Indonesia, Malaysia, Vietnam, and Thailand.

- Jr. NBA programming in Europe currently spans 17 countries impacting 2.0 million youth and families. Additional programming includes NBA player camps, youth clinics, skills challenge competitions, and Jr. NBA Leagues. EME currently runs 25 Jr. NBA Leagues in 16 countries, with its format mirroring the NBA with a team draft, regular season, single-elimination playoffs and finals to determine the Jr. NBA Champion.

- Digicel NBA Jumpstart Basketball Clinics return to the Caribbean for the third consecutive year. The clinics bring together more than 500 boys and girls and local coaches from nine Caribbean countries. Following the event, the top seven players in each market will be selected to attend the Digicel NBA Jumpstart Elite Camp.

China's Jr. NBA program reaches more than 1M youth ages 6-18 through various youth basketball programs, anchored by its "School Basketball" initiative with the Chinese Ministry of Education (MOE). Additional programming includes Jr. NBA leagues with the support of MOE and local sports bureaus and basketball associations; Jr. NBA Children's Day, and youth clinics. The School Basketball program, launched at the start of the 2016 school year, is a partnership between the NBA and the Chinese Ministry of Education with 525 participating schools in year one. It incorporates weekly mandatory basketball programs into physical education classes using the curriculum designed by the NBA. The partnership aims to reach 20,000 elementary, middle, and high schools across China by 2021.