



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2022 Racial and Gender Report CardTM National Basketball Association

By Richard E. Lapchick

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Presented by:

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THE 2022 RACIAL AND GENDER REPORT CARD: **National Basketball Association**

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Executive Summary

Orlando, FL - August 10, 2022

The Institute for Diversity and Ethics in Sport (TIDES) released the 2022 National Basketball Association (NBA) Racial and Gender Report Card (RGRC) today. It showed enormous progress in both racial and gender hiring results.

The NBA received an A+ for racial hiring practices with a score of 97.0 points and a B+ for gender hiring practices with 86.5 points. The NBA saw increases in most categories within this year's report card and remains an example for the other men's leagues. The overall grade was an A with 91.8 points. This increased significantly from 88.3 points last year when we changed the grading scale to reflect the 2020 Census.

Using data from a snapshot within the 2021-2022 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. The majority of the data for this Report is from June 1, 2022. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office, as well as at various levels within each NBA franchise including top management, team managers, team professional staff, head trainers and broadcasters and referees. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES, which then analyzed the data. The 2022 Report Card also has the extensive list of NBA diversity initiatives, which appears in Appendix II. Tables for the Report Card are included in Appendix III.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and

Overall Grade



A

Racial Hiring



A+

Gender Hiring



B+

gender hiring grade for Team Ownership was calculated into the final grades. Based on previous Report Cards, this resulted in slightly reduced overall grades for race and gender across all 2022 Report Cards.

The 97.0 points for racial hiring practices represented a substantial increase from 94.8 in the 2021 NBA RGRC. The 86.5 points for gender hiring practices was an even larger increase from 81.9 in 2021. There was an accompanying very substantial increase in the overall grade to 91.8 points, up from 88.3 in 2021 NBA RGRC.

Also, beginning in the 2021 RGRC series, TIDES began to award bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. Among the hiring milestones was that the hiring cycle at the end of the 2020-21 season resulted in seven of the eight head coaching vacancies being filled by Black or African American candidates. As of June 1st, there are 15 head coaches of color, just one shy of the NBA's all-time high of 16 head coaches of color in the 2011-12 season. The 12 general managers of color, totals the same as the previous year. The percentage of assistant coaches of color this year is 50.0 percent.

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 Card, stated, "The NBA has long established its leadership as being the best among men's professional sports leagues when it comes to diverse and inclusive hiring. After a one-year slip to a B+ overall grade, the NBA had dramatic results in the 2021-22 season that resulted in receiving an overall A for the 2022 NBA RGRC."

Lapchick continued, "There was once again a positive trend for women at both the team and league office. The NBA League Office reached its highest percentage of women in professional staff roles in over a decade with 43.4 percent. Both team vice president and team senior management categories saw increases as well, reaching 30.0 percent and 39.0 percent, respectively.

The NBA continues to make significant gender initiatives. An example is NBA ASCEND (Access, Support, Coaching, Exposure, Networking and Development) which is a formalized sponsorship program launched in partnership with Korn Ferry. NBA ASCEND matches

NBA RGRC at a Glance

Grade for Race of NBA Players

A+  **82.4%**
People of Color

Racial Hiring Grade for NBA Head Coaches

A+  **50.0%**
People of Color

Racial Hiring Grade for NBA Assistant Coaches

A+  **50.0%**
People of Color

Racial Hiring Grade for General Managers

A+  **50.0%**
People of Color

talented women across the organization with executive sponsors. The initiative, which targets senior women with a focus on women of color, is designed to cultivate a culture of sponsorship across the NBA that will benefit not only the program participants, but underrepresented talent across the organization more broadly.

In the 2021-22 season, 82.4 percent of players were people of color.

In addition to the milestone hires for head coaches and general managers, the percentage of people of color in team c-suite positions was 26.7 percent in 2021-2022, up from 24.0 percent last year. The percentage of people of color in team vice president positions was slightly higher at 26.1, up from 25.5 in 2020-21. In the team senior management category, the percentage of people of color increased from 31.3 percent to 32.5 percent and increased substantially from 41.9 percent to 45.7 percent in the team professional staff category.”

The best category for the representation of women is in the NBA League Office with professional employees at 43.4 percent, an increase of 1.4 percentage points from the previous year. This was the highest percentage since the 2009-10 Report Card when the percentage of women was 43.6 percent.

Lapchick added, “Traditionally, the two positions on NBA teams under the greatest scrutiny are general manager and head coach. The percentage of people of color among general managers increased dramatically from 40.0 percent in the 2020-2021 season to 50.0 percent this past season. As of the beginning of the 2021-2022 season, there were 12 general managers of color. The NBA leads all men’s professional leagues in this position. People of color also had 50.0 percent of the head coaching positions after seven of the eight head coaching vacancies during the 2020-2021 off-season were filled by Black or African American men.

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 2022 NBA Racial and Gender Report Card is the

NBA RGRC at a Glance

Racial Hiring Grade for NBA League Office

A+  **43.7%**
People of Color

Gender Hiring Grade for NBA League Office

A  **43.4%**
Women

Racial Hiring Grade for NBA Team Vice Presidents

B  **26.1%**
People of Color

Gender Hiring Grade for NBA Team Vice Presidents

C+  **30.0%**
Women

second Racial and Gender Report Card published about a sports league in 2022. The next Report Card will be the 2022 Women's National Basketball Association Racial and Gender Report Card (WNBA) which will be followed by the Racial and Gender Report Cards for Major League Soccer, the National Football League, Division I Leadership, College Sport, and the Complete Racial and Gender Report Card.

It should also be noted that the 2021 NBA Racial and Gender Report Card used a grading scale based on the 2010 Census results. Starting with the 2022 Racial and Gender Report Card series, TIDES is using the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. The result is that the grades for the 2022 Racial and Gender Report Cards are being calculated at a higher standard. If the previous grading scale would have been used in 2022, the NBA would have earned an A+ for racial hiring practices with a score of 98.7 points and it would have earned a B for gender hiring practices with 82.9 points. The overall grade for the NBA would have been an A with 90.8 points.

Racial Hiring Grade for NBA Team Senior Management

A-  **32.5%**
People of Color

Gender Hiring Grade for NBA Team Senior Management

B+  **39.0%**
Women

Racial Hiring Grade for NBA Team C-Suite

B  **26.7%**
People of Color

Gender Hiring Grade for NBA Team C-Suite

C  **28.2%**
Women

Report Card Highlights

- As of July 2022, there were 22 teams that had or were actively recruiting for dedicated DEI positions across the NBA and an additional three teams are currently hiring or planning to hire a new DEI leader.
- The NBA continues to make significant gender initiatives. An example is NBA ASCEND (Access, Support, Coaching, Exposure, Networking and Development) which is a formalized sponsorship program launched in partnership with Korn Ferry. NBA ASCEND matches talented women across the organization with executive sponsors. The initiative, which targets senior women with a focus on women of color, is designed to cultivate a culture of sponsorship across the NBA that will benefit not only the program participants, but underrepresented talent across the organization more broadly.
- Those who identified themselves as Black or African American comprised 71.8 percent of all NBA players (a decrease of 1.4 percentage points) while 82.4 percent of players were people of color (a decrease of 0.8 percentage points). The percentage of white NBA players was 17.4 percent, an increase of 0.6 percentage points from the 16.8 percent recorded in 2020-2021.
- At the start of 2021-2022 NBA season, there were 15 head coaches of color, an increase from the nine reported at the beginning of the 2020-2021 season. Overall, people of color represented 50.0 percent of all NBA head coaches. Black or African-Americans represented 46.7 percent of all head coaches, and Asians represented 3.3 percent. During the hiring cycle at the end of the 2020-21 season, seven of the eight head coaching vacancies were filled by Black or African-American candidates, including five who were first-time head coaches. As of this writing, there are 16 head coaches of color. At the end of the 2021-22 season, Mike Brown was hired as the head coach of Sacramento. However, he was not included in this data set.
- There were seven women who were assistant coaches in 2021-2022, a decrease from eight last year. Nonetheless, it was the third highest number in league history. These women included Jenny

Players of Color

83.2%  82.4%

2021 2022

Head Coaches of Color

30.0%  50.0%

2021 2022

General Managers of Color

40.0%  50.0%

2021 2022

Referees of Color


56.9%  57.7%

2021 2022

Boucek (Indiana), Edneisha Curry (Portland), Becky Hammon (formerly with the Spurs, now with the Las Vegas Aces), Lindsey Harding (Toronto), Natalie Nakase (formerly with the L.A. Clippers and now with the Las Vegas Aces), Sonia Raman (Memphis) and Teresa Weatherspoon (New Orleans).

- The NBA has two women who serve as presidents in its League Office. Kathy Behrens is President of Social Responsibility and Player Programs. Amy Brooks is the President of Team Marketing and Business Operations and is the Chief Innovation Officer. No other league has two women serving in the league office as presidents.
- Mark Tatum is the NBA Deputy Commissioner and Chief Operating Officer. When he was appointed in 2014, he became the highest ranked Black or African-American in the league office of any of the major American professional sports. Byron Spruell is the President of NBA League Operations. Shareef Abdur-Rahim is the President of the NBA G League. No other league has two people of color serving in the league office as presidents.
- At the NBA League Office, 43.7 percent of professional staff positions were held by people of color, an increase of 2.1 percentage points from 41.6 percent recorded at the end of the 2020-2021 regular season. This season marked the highest ever percentage of people of color in these positions for the third consecutive year.
- Women held 43.4 percent of all professional positions in the NBA League Office, an increase from last year's 42.0 percent. This was the highest percentage since the 2009-10 Report Card.
- Three NBA teams had a woman as the majority team governor, including the Los Angeles Lakers, New Orleans Pelicans and Portland Trail Blazers. Four NBA teams had a person of color as the majority team governor, including the Charlotte Hornets, Sacramento Kings, Brooklyn Nets, and Milwaukee Bucks
- There were three Black or African American chief executive officers and/or presidents for NBA teams.

Team Senior Management of Color

31.3%  **32.5%**
2021 2022

Women in Team Senior Management

37.9%  **39.0%**
2021 2022

Team Professional Staff of Color

41.9%  **45.7%**
2021 2022

Women in League Office

42.0%  **43.4%**
2021 2022

These individuals are Fred Whitfield (Charlotte), Cynthia Marshall (Dallas), and Masai Ujiri (Toronto).

- In the 2021-2022 season, six women held the role of either president or CEO for NBA franchises. These women are Matina Kolokotronis (Sacramento), Jeanie Buss (Los Angeles Lakers), Gillian Zucker (LA Clippers), Cynthia Marshall (Dallas), Mel Raines (Indiana), and Gretchen Sheirr (Houston)
- There were 12 (50.0 percent) people of color holding a general manager or president of basketball operations position for NBA teams at the start of the 2021-2022 season. Eight were Black or African American, one was Asian, and three were listed as “Two or More Races/Other.”
- Women held 30.0 percent of team vice president positions and 28.2 of team c-suite positions at the beginning of the 2021-2022 season.
- People of color held 26.1 percent of team vice president positions and 26.7 percent of team c-suite positions at the beginning of the 2021-2022 season.
- There was an increase for people of color and an increase for women at the team level in professional staff positions. At the beginning of the 2021-2022 season, people of color held an all-time high of 45.7 percent of team professional staff positions for NBA teams. This was an increase of 3.8 percentage points from last year’s mark of 41.9 percent. The percentage of women holding team professional staff positions increased by 1.5 percentage points from 32.7 percent in 2020-2021 to 34.2 percent in 2021-2022.
- The percentage of people of color holding radio and television broadcasting positions remained unchanged from the previous Report at 32.7 percent for the 2021-2022 season. There was no increase for Black or African-American announcers (28.7 percent) as well as for those who identify as Two or More Races/Other (4.0 percent).
- Women held 12.0 percent of radio and TV announcer positions, the same as they did in 2020-2021. This still falls far behind the record set in 2017-18 of 20.7 percent.

- On March 24, 2021, the first all-female broadcast team called the Toronto Raptors vs. Denver Nuggets game. Meghan McPeak and Kia Nurse were on the call, Kayla Grey worked the sideline, and Kate Beirness and Amy Audibert were show hosts.
- As of May 1, 2022, 57.7 percent of NBA referees were people of color, a 0.8 percentage point increase from the previous Report of 56.9 percent.
- Women comprised 19.0 percent of referees, a decrease of 4.5 percentage points from the 2020-2021 season. Today, the NBA has a total of 27 women referees – less than their all-time high of 36 in the 2020-2021 season. However, it should be noted that as recently as the 2016-17 season, women only represented 1.6 percent of all NBA referees.



Overall Grades

The NBA received an A+ for racial hiring practices with a score of 97.0 points, an increase from 94.8 points in 2021, and a B+ for gender hiring practices with 86.5 points, up from 81.9 points in 2021. The overall grade was an A with 91.8 points, increasing from 88.3 points last year.

The NBA received an A+ for racial hiring practices in the League Office, head coaches, assistant coaches, general managers, professional staff at the team level, and for players while earning an A- for senior management at the team level. The NBA earned a B for racial hiring practices at the team vice president level, a B for c-suite executives, a D+ for governors and an F for team presidents/CEOs.


The NBA received an A for gender hiring practices in the League Office, a B+ for senior management at the team level, and a B for professional staff at the team level. The NBA also earned a C+ for team vice presidents, a C for c-suite executives, and an F for team presidents/CEOs and governors.

This is the second year that Team Governors was counted for in the racial and gender hiring grades. It was partially responsible for the NBA's final scores dropping from 96.2 to 94.8 for race and from 82.0 to 81.9 for gender from 2019-2020 to 2020-2021. Additionally, the overall grade decreased from 89.1 to 88.3 in 2020-2021. Similarly, the overall grades for race and gender dropped slightly in 2021-22 as a result of the inclusion of grades for Governors.

The League earned an A+ for diversity initiatives.



Racial Hiring:

94.8  **97.0**
-2021- -2022-

Gender Hiring:

81.9  **86.5**
-2021- -2022-

Overall Score:

88.3  **91.8**
-2021- -2022-

Grades by Category

NBA Players

For the 2021-2022 season, 82.4 percent of the NBA's players were people of color, decreasing by 0.8 percentage points from the 83.2 percent recorded in the 2020-2021 season. The percentage of players who were classified as Black or African American in the league was 71.8 percent, a slight decrease of 1.4 percentage points from the previous season. Hispanic/Latino players comprised 2.4 percent, a 0.7 percentage point decrease from the 2020-2021 season. Asian players had a 0.2 percentage decrease from 0.4 percent to 0.2 percent in the 2021-2022 season. Players categorized as "Two or More Races/Other" increased from 6.6 percent from last season to 8.0 percent. The percentage of white NBA players was 17.4 percent, a slight increase from the 16.8 percent recorded in the 2020-2021 season.

Grade for Race NBA Players

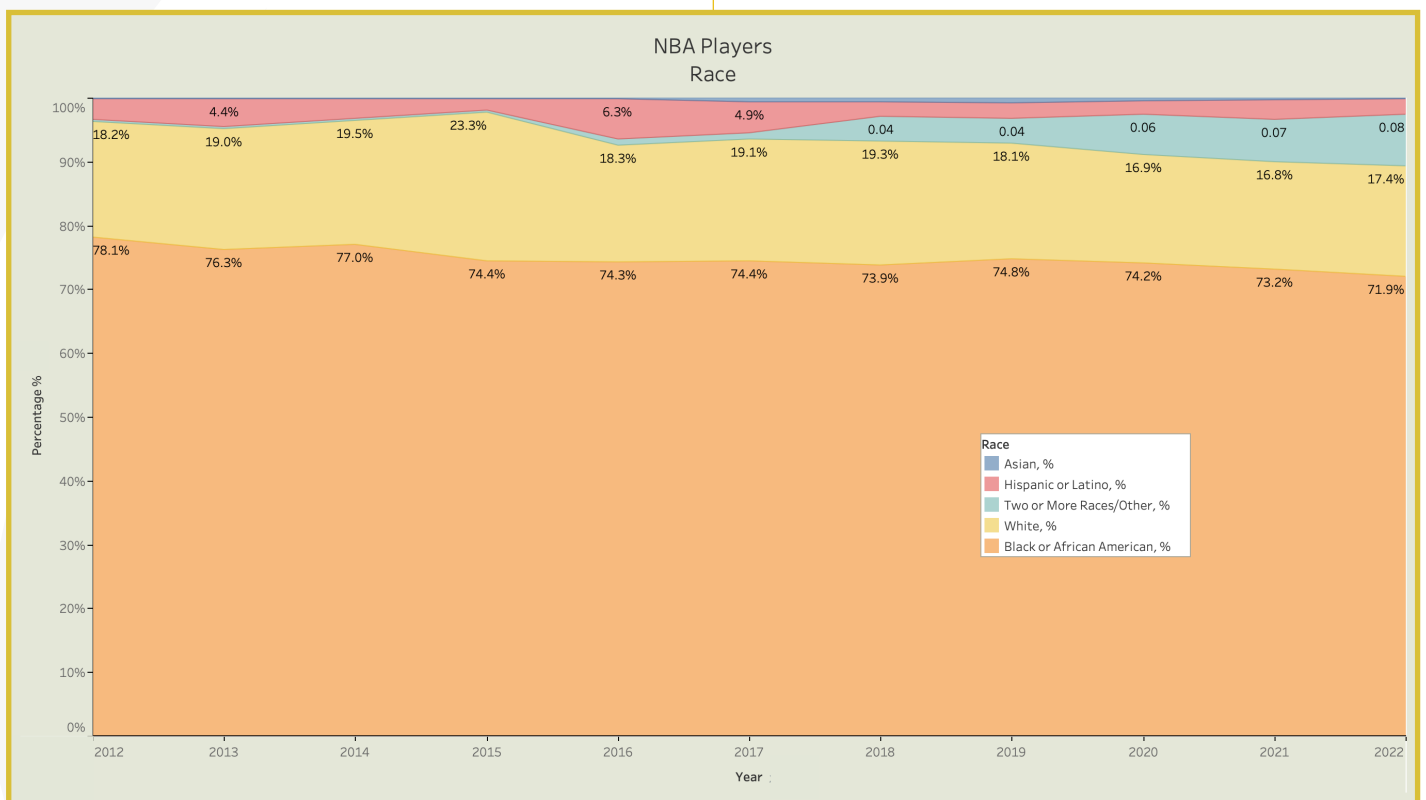
A+  **82.4%**
People of Color

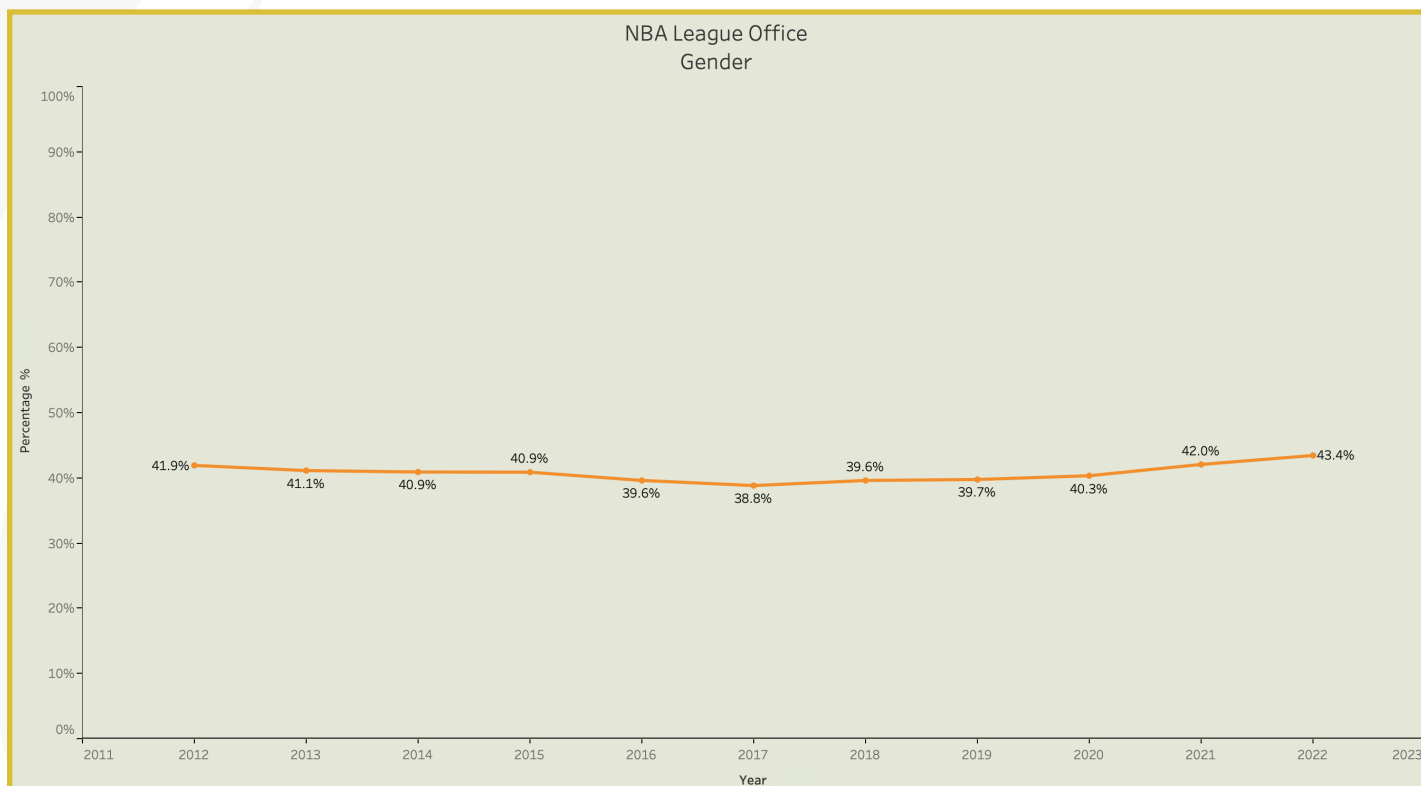
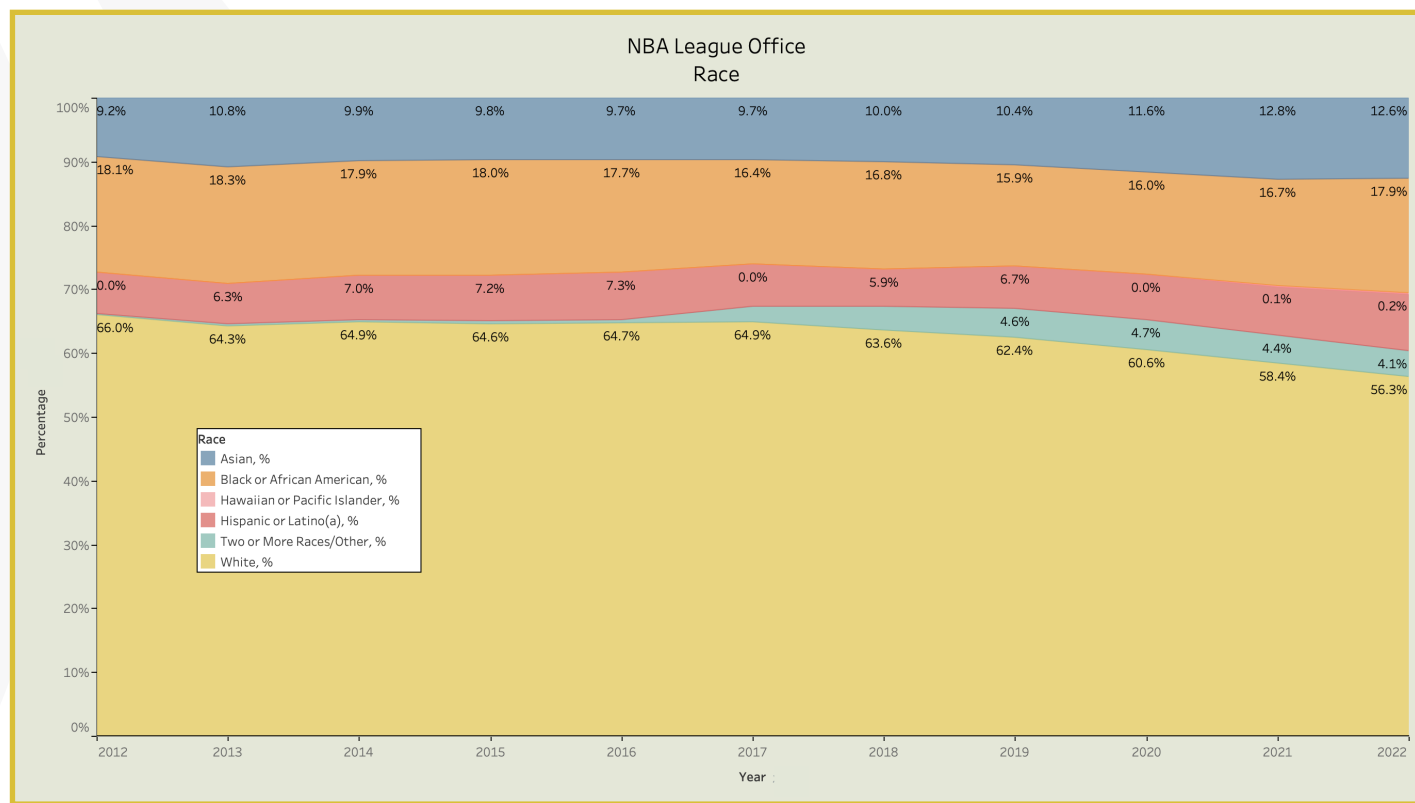
See Table 1.

NBA League Office

The NBA League Office continues to have the best record for people of color (43.7 percent, up 2.1 percentage points from 41.6 percent in 2020-2021) in men's professional sport. This season marked yet another high percentage of people of color in these positions. In addition, professional staff positions at the NBA League Office had the best representation of women (43.4 percent, up 1.4 percentage points) out of all the graded gender categories in this year's Report Card.

As of May 1, 2022, 56.3 percent of all NBA League Office professional employees were white, 17.9 percent were Black or African American, 8.9 percent were Hispanic/





Latino, 12.6 percent were Asian, 0.1 percent were Hawaiian or Pacific Islander, and 4.1 percent were classified as Two or More races/other. The percentage of Latino professional employees, increased by 1.3. The percentage of professional employees classified as Asian & Two or More races decreased by 0.2 and 0.3 percent, respectively. The percentage of white professional employees decreased by 2.1 percentage points, while Black or African American professional employees increased by 1.2 percentage points. There were 55 people of color in vice president positions or higher during the 2021-2022 season, up from 49 during the 2020-2021 season. Mark Tatum has been the NBA's Deputy Commissioner and Chief Operating Officer since 2014. At that time, he became the highest-ranking Black or African American in the league office of any of the major American professional sports. Byron Spruell is the President of League Operations. Shareef Abdur Rahim is the President of the NBA G League. No other league has two people of color serving in the league office as presidents. The NBA has two women who serve as presidents. Kathy Behrens is President of Social Responsibility and Player Programs. Amy Brooks is the President of Team Marketing and Business Operations and is the Chief Innovation Officer. No other league has two women serving in the league office as presidents.

The NBA had the highest percentage of women in League Office professional staff positions among the four major men's professional sport leagues.

There were 21 Black or African American men who held a vice president position or higher:

- Shareef Abdur-Rahim, President, NBA G League
- Christopher Benyarko, Executive Vice President, Head of Direct-to-Consumer Products, Technology & Operations
- Anshell Boggs, Senior Vice President, Chief Risk Management & Insurance Officer
- James A. Cadogan, Senior Vice President, Executive Director, Social Justice Coalition
- Fidelis Igiehon, Senior Vice President, Head of

Compensation

- Kivin Jones, Executive Vice President, Deputy Chief Human Resources Officer
- Gregory A. Michel, Vice President, Head of Procurement
- Marcus A. Minifree, Vice President, Partner Marketing Leader
- Carlton E. Myers, Senior Vice President, Head of Live Production and Entertainment
- Leon Newsome, Senior Vice President, Chief Security Officer
- Kenneth J. Payne, Senior Vice President, Event Management - Guest Experience
- Malik Rose, Vice President, Head of Basketball Operations - NBA G League
- Gimbal Sankare, VP, Head of Talent Acquisition
- Leroy Sims, SVP, Head of Medical Operations
- Byron Spruell, President, League Operations
- Dwaine M. Streater, Vice President, Head of Real Estate & Facilities
- Oris R. Stuart, Executive Vice President, Chief People & Inclusion Officer
- Gregory Taylor, Senior Vice President, Executive Director, NBA Foundation
- Andrew Thompson, Vice President, Content Production
- Jonathan A. Tillman, Senior Vice President, Account Management, NBA
- George S. Wilson II, Vice President, Head of Partnerships – NBA G League

There were nine Black or African American women who held a vice president position or higher:

- Kimberly M. Clark, Vice President, International Marketing Group Lead
- Bethany Donaphin, Vice President, Head of WNBA League Operations
- Portia Archer Fultz, Senior Vice President, Chief Operating Officer, NBA G League
- Penelope P. Jones, Vice President, Global Head of Employee Relations
- Kori Davis Porter, Senior Vice President, Head of Business Operations
- Jamila Wideman, Senior Vice President, Player

Development Group Lead

- Leah Wilcox, Vice President, Player Family Liaison
- Tatia L. Williams, Vice President, Assistant General Counsel - Social Responsibility & Player Programs and Media
- Domonique Imari Worship, Vice President, Diversity & Inclusion

There were seven Asian men who held a vice president position or higher:

- Krishna Bhagavathula, Executive Vice President, Chief Technology Officer
- Anil George, VP, Assistant General Counsel - Intellectual Property
- Sahil Gupta, Senior Vice President, Head of Application Development
- Hrishi Karthikeyan, Senior Vice President, Head of Business Strategy
- Minesh Gulab Lad, Senior Vice President, Head of Growth & Media
- Jang Woo Lee, Vice President, Head of Consumer Experience
- Edward Whang, Senior Vice President, Assistant General Counsel – International

There were eight Asian women who held a vice president position or higher:

- Simran Santiago, Vice President, Accounting
- Salina Cheung, Vice President, Media Technology Development

Anne Chen Carroll, Vice President, Financial Analysis Team Lead

- Jennifer Chun, Executive Vice President, Head of Content Partnerships
- Jessica Seung-Ha Park, Senior Vice President, Global Fan Marketing Team Lead
- Anjali Salooja, Vice President, Assistant General Counsel - WNBA & NBA G League
- Liyuan Pan Sidhu, Senior Vice President, Head of Content Partnerships, New Media
- Jill Kyeong Snodgrass, Vice President, NBA Account Manager

There were five Hispanic/Latino people who held a vice president position or higher in the NBA League Office:

- Matthew A. Dennis-Carpenter, VP, Assistant General Counsel - Corporate & Finance
- Rafael Carvalho Siqueira Elia, Vice President, Media Distribution Lead – Latin America
- Juan A. Colon, Vice President, Lead Media Strategist and Planner
- Damien M. Eckert, Vice President, Global Data Strategy Lead
- Michelle A. Labella, Vice President, Global Media Insights Team Leader

There were three men who held a vice president level or higher that identified as “Two or More Races/Other” in the NBA League Office:

- Ira Reiss, VP, Financial Analysis Group Lead
- Sacha J. Tarrant, VP, Digital Rights Strategy & Enforcement
- Mark A. Tatum, Deputy Commissioner, Chief Operating Officer

There were two women who held a vice president level or higher that identified as “Two or More Races/Other” in the NBA League Office:

- Julie de Jesus-Evans, Vice President, Design Lead, Web
- Nicole Womack, Vice President, Ticketing Lead

Including all women of color who are vice presidents, there were 77 women who held a vice president or higher position. This was reported as of May 1, 2022. The following are the 57 white women holding the position of vice president level or higher in the League Office:

- Eleanor Adams, VP, Health & Medical Safety Lead
- Nancy Baldwin, VP, Corporate Services
- Kathleen Behrens, President, Social Responsibility & Player Programs
- Melissa Brenner, Executive Vice President, Digital Media
- Amy M. Brooks, President, Team Marketing &

Business Operations and Chief Innovation Officer

- Sona Chakamian, VP, International Retail
- Lauren Cohen, VP, Partner Management & Operations Group Lead
- Maureen Coyle, VP, League Operations Communications & Communications Event Management
- Sarah Jennings Crennan, VP, Head of Content, DTC
- MaryBeth Csatlos, VP, Global Media Operations Team Lead
- Ayala Deutsch, Executive Vice President, Deputy General Counsel - NBA Properties
- Jessica Doyle, VP, Digital Growth Group Leader
- Janine Dugre, SVP, Creative Services Production Management
- Cathy Engelbert, WNBA Commissioner
- Samantha Engelhardt, VP, Strategic Initiatives & Operations Lead
- Kelly A. Flatow, EVP, Event Management
- Michelle Nicole Gabel, VP, Consumer Products Partnerships
- Catherine M. Gaines, VP, International Commercial Strategy and Development
- Amanda T. George, Senior Vice President, Global Partnerships, Social Impact and International Communications Lead
- Lisa Goldberg, Senior Vice President, Head of Business Operations & Partner Services
- Carolynne Harris, VP, Broadcast Operations Lead
- Zoe Hilden, Senior Vice President, Assistant General Counsel - Media
- Larisa Tarasyn Johnson, VP, Media Marketing Group Leader
- Doreen M. Lucci, VP, Production Management and Content Business Operations
- Kelly R. Machiz, VP, Assistant General Counsel Global Partnerships & TMBO
- Elizabeth Maringer, SVP, Assistant General Counsel - Integrity & Investigations
- Amy M. McCarthy, VP, Head of People Operations & Systems
- Stacy McWilliams, Senior Vice President, International Account Management Lead
- Beth Meek, VP, Corporate Services
- Julie Morris, Senior Vice President, Head of

Commercial Development and Media

- Amy J. Moshovos, VP, Business Operations
- Tara Mulcahy, Senior Vice President, Head of Marketing Partnerships
- Heidi R. Nadler, Senior Vice President, Global Head of League Finance
- Adrienne O'Keeffe, VP, Head of Gaming & Digital Assets
- Jennifer M. O'Neill, VP, Program Delivery and Operations Lead
- Dina Pappas-Skokos, VP, Business & Basketball Communications
- Juliana C. Peters, VP, Lead Brand Marketing Strategist
- Erica H. Petri, VP, Assistant General Counsel-Media
- Lisa Piken Koper, SVP, Head of Apparel & Sporting Goods
- Jennifer K. Rudyk, VP, Finance and Business Operations Leader
- Erin E. Schnieders, SVP, Head of Arena Development & Standards
- Cara Schultz, VP, Assistant Controller
- Tara Gutkowski Schwartz, Senior Vice President, Social Responsibility Group Lead
- Danielle Shanes, Senior Vice President, Head of Benefits and Wellbeing
- Marcia J. Steinberg, VP, Account Management, NBA WNBA and NBA G League
- Dana Stone, VP, Media Technology Product Management
- Lauren A. Sullivan, VP, Partner Management and Tech & Emerging Partnerships Group Lead
- Kathryn L. Jhaveri, Executive Vice President, Chief Marketing Officer
- Hope Rachel Tannenbaum, VP, Head of Membership
- Kerry A. Tatlock, EVP, Head of Marketing Partnerships & Media Planning
- Lindsay M. Ullman, VP, Head of Business Development - NBA 2K League
- Yolanda Urbanski, VP, Head of Intelligence
- Stephanie K. Vogel, SVP, Deputy Chief Compliance Officer
- Colie Edison, Chief Growth Officer, WNBA
- Katelyn Welty Cannella West, VP, Player Matters
- Laura Wilhelm, VP, International Tax Lead
- Sara E. Zuckert, VP, Head of Next Gen Telecast

Grade for Race League Office

A+  **43.7%**
People of Color

Grade for Gender League Office

A  **43.4%**
Women

See Table 2

NBA Team Governors

The NBA was the first league to change the title of team “Owners” to “Governors” because of the historical implications of the term “owner” as it relates to individuals. As of this publication, no other league has made this change.

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

Across the league, there were four majority governors of color. Michael Jordan, who identifies as Black or African American, was the majority team governor and Chairman of the Charlotte Hornets. Vivek Ranadive, who is from India, was the team governor of the Sacramento Kings. Joe Tsai, who was born in Taiwan, was the majority team governor and chairman of the Brooklyn Nets. Marc Lasry, who was born in Morocco, was a team governor for the Milwaukee Bucks. This is the third season in which four team governors of color have run their organizations simultaneously. No other professional league has such representation.

There are three women who are primary team governors. Jeanie Buss was the controlling team governor and Chief Executive Officer of the Los Angeles Lakers. Gayle Benson was the principal governor of the New Orleans Pelicans. Jody Allen

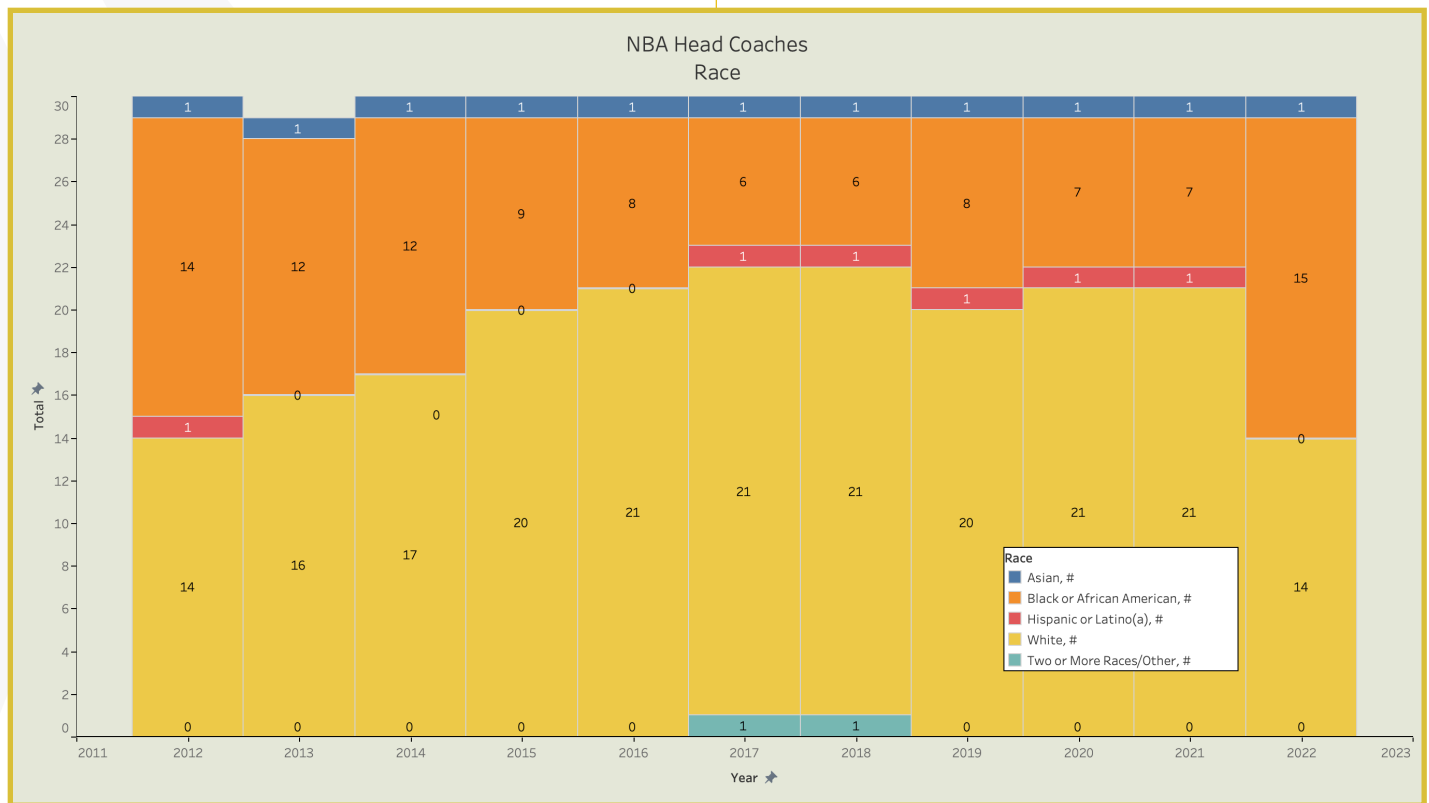
was the majority team governor of the Portland Trail Blazers.

Boston and Golden State, the two teams in 2022 NBA Finals, had four minority investor governors who were people of color. Dr. James Cash and Mark Wan own a minority stake in the Celtics and Chamath Palihapitiya and Brigitte Lau own a minority stake in the Warriors.

There were 37 people of color who were minority team governors in the 2021-22 season.

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

- **Grant Hill, Atlanta Hawks**
- **Mat Shah, Atlanta Hawks**
- **Sandeep Soni, Atlanta Hawks**
- **Dr. James I. Cash, Jr., Boston Celtics**
- **Mark Wan, Boston Celtics**
- **Claude Alexander, Charlotte Hornets**
- **Cornell Haynes Jr., Charlotte Hornets**
- **Dr. Spurgeon Webber III, Charlotte Hornets**
- **Fred Whitfield, Charlotte Hornets**
- **Usher Raymond, Cleveland Cavaliers**
- **Chamath Palihapitiya, Golden State Warriors**
- **Brigitte Lau, Golden State Warriors**
- **Dennis Wong, LA Clippers**
- **Dr. Patrick Shoon-Shiong, Los Angeles Lakers**
- **Brandon Arrindell, Memphis Grizzlies**
- **Harold Ford Jr., Memphis Grizzlies**
- **Penny Hardaway, Memphis Grizzlies**
- **Elliot Perry, Memphis Grizzlies**
- **Julio Iglesias, Miami Heat**
- **Michael Barber, Milwaukee Bucks**
- **Sei Hoon Chiu, Milwaukee Bucks**
- **Virgis Colbert, Milwaukee Bucks**
- **Valerie Daniels-Carter, Milwaukee Bucks**
- **Charles Harvey, Milwaukee Bucks**
- **Corey Nettles, Milwaukee Bucks**
- **Alex Rodriguez, Minnesota Timberwolves**
- **James Lassiter, Philadelphia 76ers**
- **Will Smith, Philadelphia 76ers**
- **Jahm Najafi, Phoenix Suns**
- **Larry Fitzgerald, Phoenix Suns**
- **Raj Bhathal, Sacramento Kings**
- **David Robinson, San Antonio Spurs**
- **Dwyane Wade, Utah Jazz**



- **Raul Fernandez, Washington Wizards**
- **Dr. Sheila Johnson, Washington Wizards**
- **Jeong H. Kim, Washington Wizards**
- **Earl Stafford, Washington Wizards**

There were 12 women who were minority team governors in the 2021-22 season.

The following women were minority team governors during the 2021-22 season:

- **Sara Blakely, Atlanta Hawks**
- **Gretchen Williams, Dallas Mavericks**
- **Erika Glazer, Golden State Warriors**
- **Bridgett Lau, Golden State Warriors**
- **Ashley Manning, Memphis Grizzlies**
- **Valerie Daniels-Carter, Milwaukee Bucks**
- **Julianna Hawn Holt, San Antonio Spurs**
- **Gail Miller, Utah Jazz**
- **Ashley Smith, Utah Jazz**
- **Michelle DiFebo Freeman, Washington Wizards**
- **Dr. Sheila Johnson, Washington Wizards**
- **Laurene Powell Jobs, Washington Wizards**

TIDES recognizes that teams are now worth billions of dollars and that the percentage of the population of that fits into the billionaire category is not the same as the racial groups represented in the US Census. Nonetheless, that is the criteria we are using in the Racial and Gender Report Cards. To adjust for that, the weight of the grade for owners in the overall grade is the lowest of all the categories in the Report Card.

Grade for Race

Team Governors

D+  **13.3%**
People of Color

Grade for Gender

Team Governors

F  **10.0%**
Women

See Table 3.

NBA Coaches

Head Coaches

As of October 1, 2022, people of color had 50 percent of the head coaching positions after seven of the eight head coaching vacancies during this past off-season were filled by Black or African American men. This tied them for their 2011-12 total of 14 Black or African American head coaches.

Black or African Americans represented 46.7 percent of all head coaches and Asians represented 3.3 percent.

The number of white head coaches was at 50.0 percent at the beginning of the 2021-2022 season, a significant decrease from the 70.0 percent in the year prior.

The 15 head coaches of color for the 2021-2022 NBA season were:

- **Nate McMillan, Atlanta Hawks**
- **Ime Udoka, Boston Celtics**
- **James Borrego, Charlotte Hornets**
- **J.B. Bickerstaff, Cleveland Cavaliers**
- **Jason Kidd, Dallas Mavericks**
- **Dwane Casey, Detroit Pistons**
- **Stephen Silas, Houston Rockets**
- **Tyronn Lue, LA Clippers**
- **Erik J. Spoelstra, Miami Heat**
- **Willie Green, New Orleans Pelicans**
- **Jamahl Mosley, Orlando Magic**
- **Doc Rivers, Philadelphia 76ers**
- **Monty Williams, Phoenix Suns**
- **Chauncey Billups, Portland Trail Blazers**
- **Wes Unseld Jr., Washington Wizards**

The nine head coaches of color at the start of the 2020-2021 NBA season were:

- **Lloyd Pierce, Atlanta Hawks**
- **JD Bickerstaff, Cleveland Cavaliers**
- **James Borrego, Charlotte Hornets**
- **Dwane Casey, Detroit Pistons**
- **Stephen Silas, Houston Rockets**
- **Tyronn Lue, Los Angeles Clippers**
- **Erik J. Spoelstra, Miami Heat**

- **Doc Rivers, Philadelphia 76ers**
- **Monty Williams, Phoenix Suns**

The following coaching changes were made after the 2021-22 regular season ended: Darvin Ham and Mike Brown, both African American, were hired by the Los Angeles Lakers and Sacramento Kings, respectively. James Borrego, a Latino, was fired and Steve Clifford was hired by the Charlotte Hornets. Will Hardy was hired by the Utah Jazz after Quin Snyder was fired.

Thus, as of the publication of the 2021-22 NBA RGRC, there were 16 head coaches of color in place. The 15 Black or African American head coaches surpassed their 2011-12 record high of 14 Black or African American head coaches.

Racial Hiring Grade for NBA Head Coaches

A+  **50.0%**
People of Color

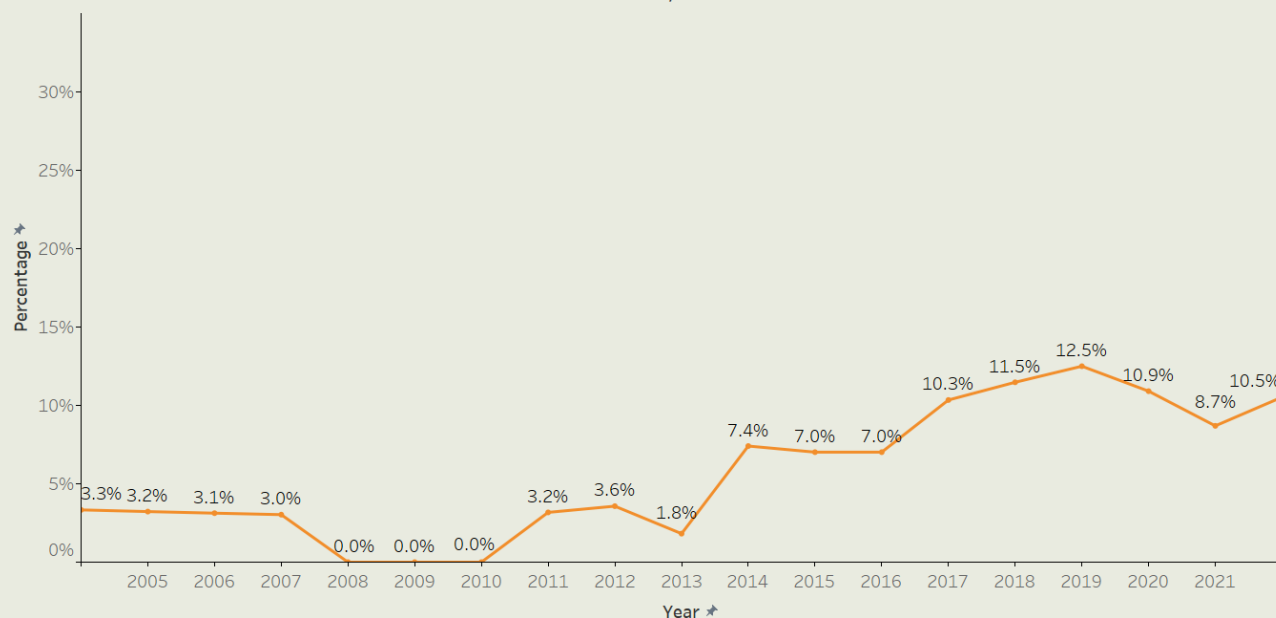
See Table 5.

Assistant Coaches

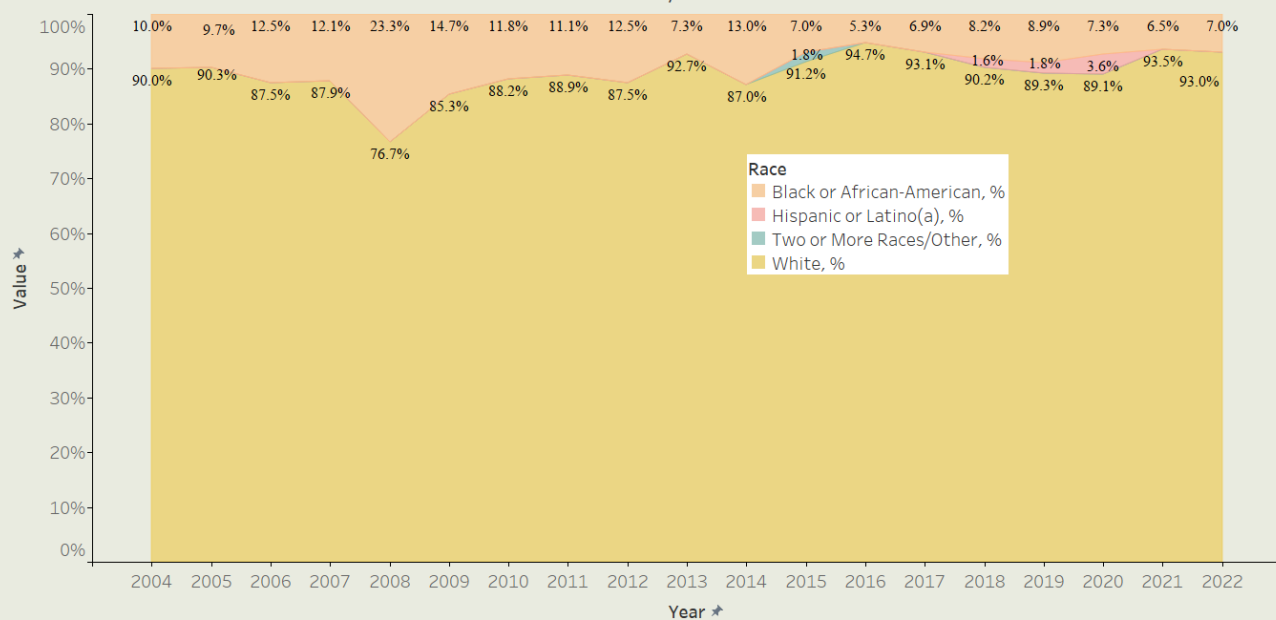
The percentage of NBA assistant coaches of color in the 2021-2022 season was 50.0 percent. This is a decrease from the all-time high set in last year's NBA RGRC (52.7 percent). However, it represented a significant increase of 6.9 percentage points from the 2019-2020 season (45.8 percent). The percentage of Black or African American assistant coaches also increased by 0.2 percentage points to 42.7 percent. The percentage of Hispanic/Latino assistant coaches increased by 0.8 percentage points to 4.2 percent for the 2021-2022 season. The percentage of Asian coaches decreased 0.5 percentage points to 0.5 percent for the 2021-2022 season.

There were seven women who were assistant coaches in the 2021-2022 season, a decrease from eight in the 2020-2021 season. These women included Jenny Boucek (Indiana), Edneisha Curry (Portland),

Representation of Women NBA Team CEO/President



Representation by Racial Category NBA Team CEO/President



Becky Hammon (formerly with the Spurs, now with the WNBA Las Vegas Aces), Lindsey Harding (Toronto), Natalie Nakase (formerly with the L.A. Clippers and now with the Las Vegas Aces), Sonia Raman (Memphis) and Teresa Weatherspoon (New Orleans).

Becky Hammon, left the San Antonio Spurs and became the first full time female assistant coach in NBA history to take a head coaching position in WNBA.

Please note all coaches brought on after June 1, 2022, were not counted towards the grade calculation for this section.

Racial Hiring Grade for NBA Assistant Coaches

A+  **50.0%**
People of Color

See Table 6.

NBA Team Management

Presidents and Chief Executive Officers

These positions include team presidents, chief executive officers, chairmen, vice chairmen, and some chief operating officers. This category includes the individuals in charge of team business operations, while the following general manager category is for the person in charge of team basketball operations.

There were four top executive management positions in NBA team front offices held by persons of color. All four were Black or African Americans as of the beginning of the 2021-2022 season. These four CEO/Presidents represented 7.0 percent. Cynthia Marshall, who was hired in 2018, became the first Black or African American woman in the history of the NBA to hold the position of President and CEO. The percentage of women in executive management positions increased from 8.7 percent in 2020-2021 to 10.5 percent this season.

The four Black or African American team presidents included:

- **Fred Whitfield, President and Vice Chairman, Charlotte Hornets**
 - **Cynthia Marshall, President and Chief Executive Officer, Dallas Mavericks**
 - **Masai Ujiri, President, Toronto Raptors***
 - **Koby Altman, President, Cleveland Cavaliers**
- *Masai Ujiri is from Nigeria.*

The six female top executives of NBA teams included:

- **Cynthia Marshall, President and Chief Executive Officer, Dallas Mavericks**
- **Gillian Zucker, President of Business Operations, Los Angeles Clippers**
- **Jeanie Buss, Chief Executive Officer and Controlling Team Owner, Los Angeles Lakers**
- **Matina Kolokotronis, Chief Operating Officer, Sacramento Kings**
- **Mel Raines (Indiana), President and Chief Operating Officer**
- **Gretchen Sheirr (Houston), President of Basketball Operations**

Please note all executives brought on after June 1, 2022, were not counted towards the grade calculation for this section.

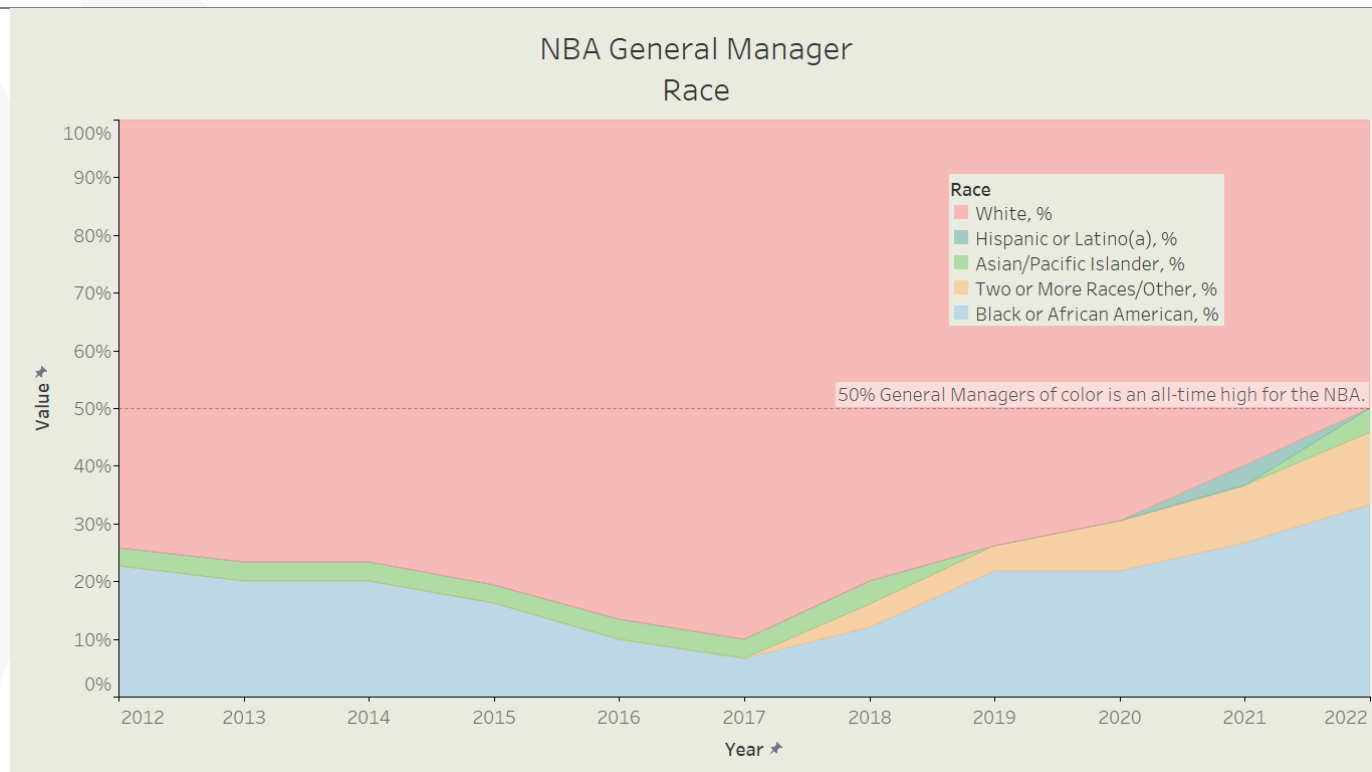
Racial Hiring Grade for NBA Team Presidents/CEOs

F  **7.0%**
People of Color

Gender Hiring Grade for NBA Team Presidents/CEOs

F  **10.5%**
Women

See Table 7.



Head of Basketball Operations/ General Managers

As of June 1, 2022, there were 12 people of color holding general manager or president of basketball operations positions, accounting for 50.0 percent of the total of general managers in the NBA. This was a considerable increase of 10.0 percentage points from the 2020-2021 season. Additionally, the 10.0 percent increase marked the NBA's second largest increase in RGRC history. Of the 12 people of color serving in these positions at the beginning of the season, eight were Black or African American, one was Asian/Pacific Islander, and three classified as Two or More Races/Other.

The eight Black or African American general managers included:

- **Scott Perry, General Manager, New York Knicks**
- **Elton Brand, General Manager, Philadelphia 76ers**
- **James Jones, General Manager, Phoenix Suns**
- **Brian Wright, General Manager, San Antonio**

Spurs

- **Marc Eversley, General Manager, Chicago Bulls**
- **Calvin Booth, General Manager, Denver Nuggets**
- **Troy Weaver, General Manager, Detroit Pistons**
- **Nico Harrison, General Manager, Dallas Mavericks**

The one Asian/Pacific Islander general manager was:

- **Sachin Gupta, Executive Vice President of Basketball Operations, Minnesota Timberwolves**

The three general managers who identified as Two or More Races/Other were:

- **Trajan Langdon, General Manager, New Orleans Pelicans**
- **Bobby Webster, General Manager, Toronto Raptors**
- **Rafael Stone, General Manager, Houston Rockets**

It's important to note that there has never been a female general manager in the NBA.

Please note that this section includes individuals representing the 30 teams who oversee all team personnel decisions. Their titles vary but include General Manager and President of Basketball Operations

Racial Hiring Grade for NBA General Managers

A+  **50.0%**
People of Color

See Table 8.

Team C-Suite

This is the second year that TIDES has analyzed C-Suite executives as a separate category in the Racial and Gender Report Card series. "C-Suite" refers to executive-level managers, such as chief financial officers, chief operating officers, and chief information officers. These are the most influential personnel that are ultimately responsible for developing and executing the overall strategy and business operations of the franchise. Chief Executive Officers were not included within this analysis because they were accounted for in the CEOs/Presidents category.

People of color represented 26.7 percent of team C-suite executives in the 2021-2022 NBA season, an increase from 24.0 percent in 2020-2021. Black or African American executives represented 19.1 percent of team C-Suite positions. Hispanics/Latino executives comprised 5.3 percent while Asian/Pacific Islanders represented 1.5 percent. Finally, 0.8 percent of C-suite positions were comprised of Two or More races/Other. Women held 28.2 percent of team C-suite level positions in the 2021-2022 NBA season, up from 26.4 percent in 2020-2021.

Racial Hiring Grade for NBA Team C-Suite

B  **26.7%**
People of Color

Gender Hiring Grade for NBA Team C-Suite

C  **28.2%**
Women

Team Vice Presidents

This is only the second year that the Report separates Team Vice Presidents and C-Suite Executives. Previously, both categories were aggregated in a Vice President and Above Category.


Overall, people of color held 26.1, up from 25.5 percent last year. For Black or African American representation, the NBA had 16.3 percent in 2021-2022. The percentage of Asian/Pacific Islander vice presidents reached 3.8 percent, while Hispanic/Latino vice presidents comprised 3.5 percent. The NBA's vice presidents were 73.6 percent white for the 2021-2022 NBA season compared to 74.5 percent in 2020-2021.

Women held 30.0 percent of vice president positions at the NBA team level during the 2021-2022 season, up from 27.8 percent last year. Positions categorized as team vice presidents include but are not restricted to titles such as executive vice president, senior vice president, and other vice president titles. While this is the highest percentage amongst the other three men's professional leagues, there remains substantial room for improvement.

Racial Hiring Grade for NBA Team Vice Presidents

B  **26.1%**
People of Color

Gender Hiring Grade for NBA Team Vice Presidents

C+  **30.0%**
Women

See Table 9. A list of Team Vice Presidents and higher is included in Appendix I

Team Senior Management

The Senior Management category includes individuals from Manager to Senior Director level within team leadership.

People of color held 32.5 percent of team senior management positions as of the beginning of the 2021-2022 NBA season, an increase from 31.3 percent in 2020-2021. Black or African Americans held 15.0 percent of team senior management positions; Hispanic/Latinos held 9.1 percent and Asian/Pacific Islanders held 5.6 percent. American Indian/Alaska Natives comprised 0.5 percent; those classified as Two or More Races/Other comprised 2.4 percent, while those categorized as Unknown comprised 1.1 percent of these positions.

Women held 39.0 percent of team management positions, an increase of 1.1 percentage points from 2020-2021.

Racial Hiring Grade for NBA Team Senior Management

A-  **32.5%**
People of Color

Gender Hiring Grade for NBA Team Senior Management

B+  **39.0%**
Women

See Table 10.

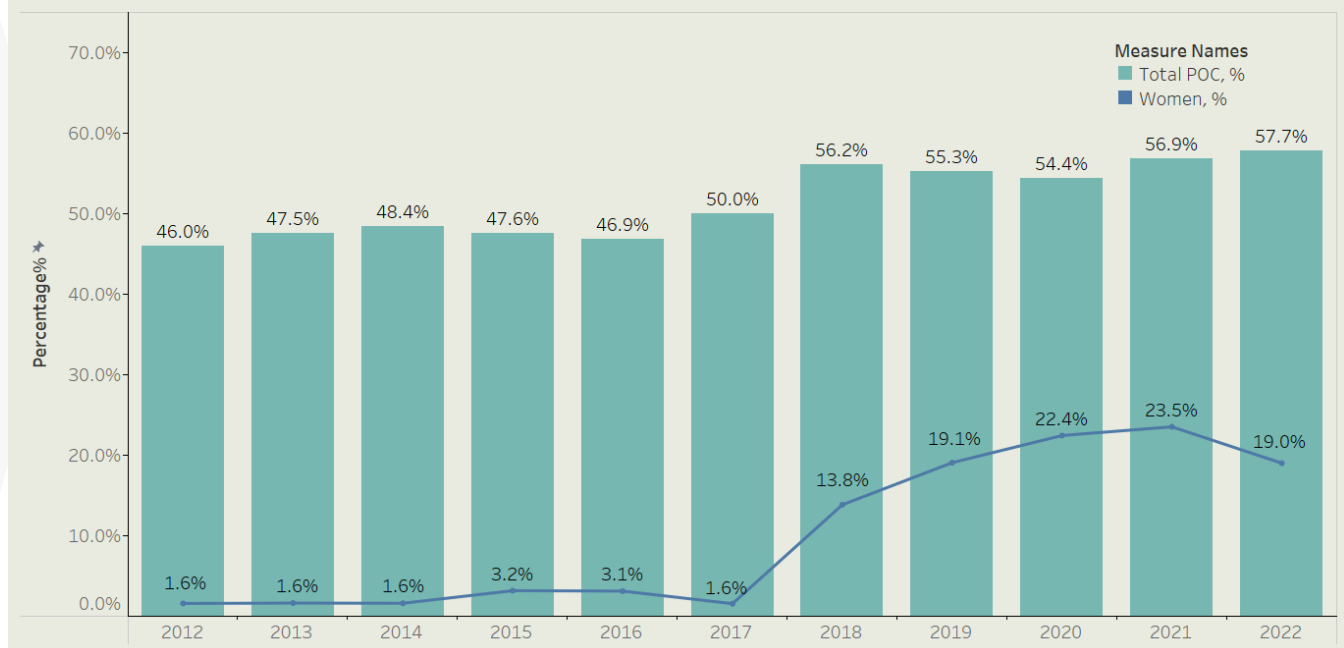
Team Professional Staff

The Team Professional Staff category includes individuals under the Manager/Senior Director level within each organization but does not include administrative assistants.

In the 2021-2022 season, people of color held 45.7 percent of the NBA team professional staff positions. This is a significant increase of 3.6 percentage points from 41.9 percent last season. Black or African Americans comprised 22.0 percent of team professional staff positions which was an increase from 19.0 percent. Hispanic/Latinos accounted for 13.0 percent, which was an increase of 1.3 percentage points. Asians/Pacific Islanders held 6.8 percent of team professional staff positions. This was an increase of 0.5 percentage points. People who classified as “Two or more races/other” comprised the remaining 3.6 percent of these positions, a slight decrease of 1.0 percentage points.

The percentage of women holding team professional staff positions increased by 1.5 percentage points from 32.7 percent in 2020-2021 to 34.2 percent in 2021-2022.

Representation of Women & People of Color NBA Referees



Racial Hiring Grade for Professional Staff

A+ ↑ **45.7%**
People of Color

Gender Hiring Grade for Professional Staff

B ↑ **34.2%**
Women

See Table 11.

Head Athletic Trainers

At the beginning of the 2021-2022 season, the percentage of NBA head athletic trainers of color remained unchanged at 32.3 percent. Hispanic/Latino trainers held 9.7 percent of all head athletic trainers, an increase of 3.2 percent from the 2020-2021 season. Black or African American trainers

remained the same at 22.6 percent. There were no head athletic trainers who identified as Asian/Pacific Islander, American Indian or Alaskan Native, or two or more races at the start of the 2021-2022 season.

There were no women head athletic trainers at the beginning of the 2021-2022 season.

See Table 12.

Radio/TV Broadcasters

The percentage of people of color holding radio and television broadcasting positions remained unchanged from the previous Report at 32.7 percent for the 2021-2022 season. There was no increase for Black or African-American announcers (28.7 percent) as well as for those who identify as Two or More Races/Other (4.0 percent).

Women still held 12.0 percent of radio and TV announcer positions, just as they did in 2020-2021. This still falls far behind the record set in 2017-18 of 20.7 percent.

See Table 13.

Referees

As of May 1, 2022, 57.7 percent of NBA referees were people of color, a 0.8 percentage point increase from the previous NBA RGRC. The percentage of Black or African American NBA referees decreased by 0.3 percent to 40.8 percent of total referees. Hispanics/Latinos accounted for 4.9 percent, Asians represented 4.2 percent, and people identifying as Two or More/Other races accounted for 7.7 percent of all referees.

Women comprised 19.0 percent of referees, a decrease of 4.5 percentage points from the 2020-2021 season. Today, the NBA has a total of 27 women referees – which is a significant decrease from their all-time high of women referees seen last year at 36.

By comparison, women only represented 1.6 percent of all NBA referees in 2016-17.

See Table 14.

NBA Diversity Initiatives

The NBA had an outstanding variety of diversity initiatives impacting several areas including employee training and development, employee recruitment, supplier 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, NBA G League, and NBA 2K League. He was promoted to EVP, Chief People and Inclusion Officer in 2020.

NBA Grade for Diversity Initiatives

A+



How Grades Were Calculated

As in previous Report Cards, the 2022 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.

Starting with the 2022 Racial and Gender Report Card series, TIDES is using the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. For issues of race, an A would be earned if 35.1 percent of the employees were people of color, B for 26.1 percent, C for 17.1 percent, D for 9.1 percent and F for anything below 9.0 percent. For issues of gender, an A would be earned if 42.5 percent of the employees were women, B for 34.0 percent, C for 26.5 percent, D for 20.0 percent and F for anything below 20.0 percent. If the previous grading scale would have been used in 2022, the NBA would have earned an A+ for racial hiring practices with

a score of 98.7 points and it would have earned a B for gender hiring practices with 82.9 points. The overall grade for the NBA would have been an A with 90.8 points.

It is important to note that beginning with the 2021 Racial and Gender Report Card series, a racial and gender hiring grade for Team Governors (known as Ownership in the other men's leagues) was calculated into the final grades. Based on previous Report Cards, this resulted in slightly reduced overall grades for race and gender across all 2022 Report Cards. The 97.0 points for racial hiring practices represented an increase from 94.8 in the 2022 NBA RGRC. The 86.5 points for gender hiring practices was an increase from 81.9 in 2021. There was an increase in the overall grade of 91.8 points, up from 88.3 in the 2021 NBA RGRC.

Team ownerships positions have been predominately held by white men. TIDES believes that by grading this position it will make the teams be more accountable in finding ways to increase diversity within these key positions that are ultimately responsible for developing and executing the overall strategy and operations of the teams within each league. TIDES does recognize that teams are now worth billions of dollars and that the percentage of the population of that fits into the billionaire category is not the same as the racial groups represented in the US Census. Nonetheless, that is the criteria we are using in the Racial and Gender Report Cards. To adjust for that, the weight of the grade for owners in the overall grade is the lowest of all the categories in the Report Card.

<i>Race</i>		<i>Gender</i>	
A+	40 & above	A+	46 & above
A	35.1-39.9	A	42.5-45.9
A-	32.1-35	A-	40.1-42.4
B+	29.1-32	B+	37.5-40
B	26.1-29	B	34-37.4
B-	23.1-26	B-	31.5-33.9
C+	20.1-23	C+	29-31.4
C	17.1-20	C	26.5-28.9
C-	14.1-17	C-	24-26.4
D+	11.1-14	D+	21.5-23.9
D	9.1-11	D	20-21.4
F	9 & below	F	below 20

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 Card text was drafted; it references changes in statistics from previous years.

The Report Card draft was sent to the League Office so that it could be reviewed for accuracy. The NBA responded with updates and corrections that were then incorporated into the final Report Card. In addition, updates were requested for notable personnel changes that occurred during or after June 1st. However, these updates were not included in the overall grades.

The Report Card covers the 2021-22 season for the NBA. All categories were updated as of June 1, 2022.

Note: There were 24 “General Managers” in the 2022 NBA Racial and Gender Report Card. Starting with the 2022 Report Card, this category includes the individuals in charge of a team’s basketball operations, known as a President of Basketball Operations and or General Manager. This is important to note as last year’s Report Card had 30 “general managers” listed because Presidents of Basketball Operations were included in the CEO/Presidents category.

About the Racial and Gender Report Card

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

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport, a part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all Report Cards, first at Northeastern University and now at UCF. (Until 1998, the Report Card was known as the Racial Report Card.) In addition to Lapchick, Noor Ahmed, Rachel Bernardo, Inigo

Velasco Elordi, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O’Halloran, Alan Owens, and Darnell Theriot, Jr. contributed greatly to the completion of the 2022 NBA Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute’s founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as “the racial conscience of sport,” Dr. Lapchick is the former Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Dr. Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), 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, conflict resolution and men’s violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).

DeVos Sports 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.



DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA

Appendix I

List of Team Vice Presidents and Above (People of Color and Women)

*Data as of December 1, 2021

Atlanta Hawks (24)

- Narcis Alikhani, Vice President – Marketing, Atlanta Hawks
- Stacey Belding, Vice President - Owner and Specialty Services, Atlanta Hawks
- Andrea Carter, Vice President – Corporate Social Responsibility & Inclusion, Atlanta Hawks
- Caren Cook, Vice President & Deputy General Counsel, Atlanta Hawks
- Landry Fields, Assistant General Manager, Atlanta Hawks
- David Garcia, Vice President – Guest Experience, Atlanta Hawks
- Charles Gore, Vice President – Information Technology, Atlanta Hawks
- Rod Higgins, Vice President – Basketball Operations, Atlanta Hawks
- Lester Jones, Vice President – Financial Planning & Analysis, Atlanta Hawks
- Janice Koon, Vice President, G League and 2K Operations
- David Lee, Executive Vice President – External Affairs, Atlanta Hawks
- Michelle Leftwich, Vice President – Salary Cap Administration, Atlanta Hawks
- Camye Mackey, Senior Vice President & Chief People Officer, Atlanta Hawks
- Dan Martinez, Vice President, Team Operations, Atlanta Hawks
- Garin Narain, Senior Vice President – Hawks Public Relations, Atlanta Hawks
- Amy Phuong, Vice President – Government Relations, Atlanta Hawks
- Melissa Proctor, Executive Vice President & Chief Marketing Officer, Atlanta Hawks
- Fredrick Ravenell, Vice President -- Guest Experience Operations, Atlanta Hawks
- Amy Serion, Vice President – Brand Merchandising, Atlanta Hawks
- Janet Smith, Vice President - Brand Communications, Atlanta Hawks
- William Stephens, Vice President – Premium

and Suite Services, Atlanta Hawks

- George Turner, Vice President – Security, Atlanta Hawks
- Kiy Watts, Vice President – People and Culture, Atlanta Hawks
- Dominique Wilkins, Vice President – Basketball, Atlanta Hawks
- Jennifer Young, Vice President, Partnership Strategy and Development, Atlanta Hawks
- Shirley Zhang, Vice President – Brand Creative, Atlanta Hawks

Boston Celtics (9)

- Tessa Caffrey, Vice President CP Events and Hospitality, Boston Celtics
- Dajuan Eubanks, Boston Celtics Vice President & President of Maine Red Claws, Boston Celtics
- Allison Feaster, Vice President – Player Development and Organizational Behavior, Boston Celtics
- Nicole Federico, Vice President Partnerships Development, Boston Celtics
- Taylor Kielpinski-Rogers, Vice President – Communications, Boston Celtics
- Evan Pierce, Vice President – People and Culture, Boston Celtics
- Barbara Reed, Vice President Human Resources, Boston Celtics
- Mackenzie Silverio Henderson, Vice President Ticket Sales, Boston Celtics
- Heather Walker, Vice President Public Relations, Boston Celtics

Brooklyn Nets (13)

- Emily Aponte, Vice President – Human Resources, Brooklyn Nets
- Amanda Arcus, Vice President—Senior Vice President, Brooklyn Nets
- Christine Bowns, Vice President --Membership Services, Brooklyn Nets
- Lacy Ekert, Vice President – Global Partnerships, Brooklyn Nets
- Randolph Lewis, Vice President – Marketing Technology
- Emerson Moore, Executive Vice President – Chief People Officer, Brooklyn Nets
- Josue Napa, Vice President -- Controller, Brooklyn Nets
- Nicole Pincus, Vice President – Partnership

<p>Strategy, Brooklyn Nets</p> <ul style="list-style-type: none"> Sherry Reese, Chief of Staff, Brooklyn Nets Travis Sampson, Chief Information Officer, Brooklyn Nets Amos Varon, Senior Vice President – Global Partnerships & Premium Development, Brooklyn Nets Jackie Wilson II, Executive Director – Diversity & Inclusion, Brooklyn Nets Katrina Wu, Chief of Staff, Brooklyn Nets 	<ul style="list-style-type: none"> Brooke A. Bockelman, Vice President Booking/Events, Cleveland Cavaliers Shelly Cayette, Executive Vice President & Chief Commercial Officer, Cleveland Cavaliers Kevin L. Clayton, Vice President -- Diversity & Inclusion and Community Engagement, Cleveland Cavaliers Pamela M. Frasco, Vice President —Community Relations, Cleveland Cavaliers Alberta Lee, Vice President Human Resources, Cleveland Cavaliers Tracy Marek, Executive Vice President & Chief Marketing Officer, Cleveland Cavaliers Stefanie Meade, Chief Financial Officer, Cleveland Cavaliers Margaret Murray, Vice President General Counsel, Cleveland Cavaliers Ron Velezquez, Vice President Ticket Operations, Cleveland Cavaliers
<p>Charlotte Hornets (11)</p> <ul style="list-style-type: none"> Alma Angeles, Vice President – Corporate Partnerships, Charlotte Hornets Seth Bennett, Senior Vice President of Consumer Engagement, Charlotte Hornets Ronnie Bryant, Chief Information Officer, Charlotte Hornets Fred Whitfield, President and Vice Chairman, Charlotte Hornets Tamara Daniels, Senior Vice President & General Counsel, Charlotte Hornets James Jordan, Executive Vice President & Chief Operating Officer, Charlotte Hornets Larry Jordan, Vice President – Player Personnel, Charlotte Hornets James Borrego, Head Coach, Charlotte Hornets Donna Julian, Executive Vice President & Spectrum Center GM, Charlotte Hornets Trista Langdon, Vice President of Arena & Event Operations, Charlotte Hornets Freddrick Richardson, Vice President of Arena Security & Public Safety, Charlotte Hornets 	<p>Dallas Mavericks (14)</p> <ul style="list-style-type: none"> Iris Diaz, Chief Marketing Officer, Dallas Mavericks Katherine Edwards, Vice President--Community Relations/President of Mavs Foundation, Dallas Mavericks Jeremias Engelmann, Senior Analyst, Dallas Mavericks Michael Finley, Vice President -- Basketball Operations, Dallas Mavericks Theo Hodges IV, Senior Vice President -- Ticket Sales, Dallas Mavericks Tarsha LaCour, Senior Vice President -- Human Resources, Dallas Mavericks Nicole Leach, Associate General Counsel -- Vice President, Dallas Mavericks Sekou Lewis, General Counsel, Dallas Mavericks Greg Nared, Senior Vice President -- Gaming, Player Relations, Youth Basketball, Dallas Mavericks Gail O'Bannon, Vice President -- Diversity and Inclusion, Dallas Mavericks Alison Panasik, Vice President -- Merchandising, Dallas Mavericks Makeshia Robinson, Vice President – Compliance, Dallas Mavericks Angela Smith, Vice President – Human Resources Erin White, Vice President – Corporate Communications, Public Relations and Events, Dallas Mavericks
<p>Chicago Bulls (4)</p> <ul style="list-style-type: none"> Adrienne Scherenzel-Curry, Executive Vice President – Marketing & Communications, Chicago Bulls Susan Goodenow, Vice President of Marketing & Communications, Chicago Bulls Ram Padmanabhan, Vice President of Financial & General Counsel, Chicago Bulls Jimmy Polk, Assistant General Manager, Chicago Bulls 	
<p>Cleveland Cavaliers (12)</p> <ul style="list-style-type: none"> Anthony A. Abernathy, Vice President -- Venue Experience and Ticket Operations, Cleveland Cavaliers 	

Denver Nuggets (16)

- Keirstin Beck, Senior Vice President & General Council, Denver Nuggets
- Tomago Collins, Vice President -- Communications, Denver Nuggets
- Debra Dowling, Vice President -- Community Relations, Denver Nuggets
- Camille Hammond, Senior Vice President -- Partnership Marketing & Media Sales, Denver Nuggets
- Tracy Hartman, Vice President -- Premium Hospitality, Denver Nuggets
- Kari Innes, Vice President -- Business Intelligence, Denver Nuggets
- Lisa Johnson, Vice President -- Basketball Administration, Denver Nuggets
- Kelly Kocher, Executive Director -- Creative Imaging, Denver Nuggets
- Melinda Konig, Vice President -- Payroll, Denver Nuggets
- Meredith Lavery, Vice President -- Marketing, Denver Nuggets
- Emily Maguire, Vice President -- Ticket Sales & Service, Denver Nuggets
- Peggi Miller, Vice President -- Risk Management, Denver Nuggets
- Michelle Sturgell, Senior Vice President -- Human Resources, Denver Nuggets
- Margaret Walters, Assistant General Counsel, Denver Nuggets

Detroit Pistons (8)

- Bradley J. Fain, Vice President -- Ticket Sales and Service, Detroit Pistons
- Laura Ferich, Senior Vice President -- Corporate Controller, Detroit Pistons
- Alicia Jeffreys, Vice President -- Brand Marketing, Detroit Pistons
- Tyrel Kirkham, Vice President -- Brand & Marketing Strategy, Detroit Pistons
- Cletus Lewis, Vice President -- Public Relations, Detroit Pistons
- Nicolet Lewis, Vice President -- Human Resources, Detroit Pistons
- Laura Passariella, Vice President -- Event Operations, Detroit Pistons
- Erika Swilley, Vice President -- Community & Social Responsibility, Detroit Pistons

Golden State Warriors (13)

- Nicole Barbour, Vice President -- Partnership Development, Golden State Warriors
- Yoyo Chan, Vice President -- Public & Governmental Affairs, Golden State Warriors
- Amanda Chin, Vice President -- Brand Marketing, Golden State Warriors
- Erin Dangerfield, Vice President -- Human Resources & IT, Golden State Warriors
- Stevie Gray, Vice President -- Ticket Operations, Golden State Warriors
- Ryan Hilders, Vice President -- Partnerships, Golden State Warriors
- David Kelly, Chief Legal Officer -- Business and Basketball, Golden State Warriors
- Michael Kitts, Senior Vice President -- Partnerships, Golden State Warriors
- Jennifer Millet, Senior Vice President -- Marketing, Golden State Warriors
- Emmanuel Thomas, Vice President -- Event Services, Golden State Warriors
- Maria Valdehueza, Vice President -- Ticketing, Golden State Warriors
- Sheena Way, Vice President -- Content & Programming
- Nana Yaw, Vice President -- Premium Sales & Service, Golden State Warriors

Houston Rockets (4)

- Julian Duncan, Chief Marketing and Strategy Officer, Houston Rockets
- Hillary Fujii, Vice President -- Booking and Event Operations, Houston Rockets
- Sarah Gibson, Vice President of Suites, Houston Rockets
- Tracey Hughes, Vice President, Media Relations, Houston Rockets
- Dawn Keen, Vice President -- Corporate Partnerships, Houston Rockets
- Eli Witus, Assistant General Manager, Houston Rockets

Indiana Pacers (12)

- Karen Atkeson, Vice President -- Player Relations, Indiana Pacers
- Quinn Buckner, Vice President -- Communications, Indiana Pacers
- Sonya Clutinger, Vice President -- Basketball

Administration, Indiana Pacers

- Kate Denton, Vice President -- Marketing & Brand, Indiana Pacers
- Kelly Krauskopf, Assistant General Manager, Indiana Pacers
- Angela Lee, Vice President -- Human Resources & Payroll, Indiana Pacers
- Danny Lopez, Vice President – External Affairs and Corporate Communications, Indiana Pacers
- Lori Miser, Vice President -- Engineering & Construction, Indiana Pacers
- Melody Park, Vice President -- Team Owner's Representative, Indiana Pacers Donna Wilkinson, Senior Vice President -- Human Resources, Indiana Pacers
- Corey Wilson, Vice President – Community Engagement, Executive Director – Pacers Foundation, Indiana Pacers
- Ted Wu, Vice President – Basketball Operations & Cap Management, Indiana Pacers

Los Angeles Clippers (8)

- Denise Booth, Vice President -- Community Relations, LA Clippers
- Eric Chan, Chief Financial Officer, LA Clippers
- Alexander Diaz, Chief Operating Officer – Inglewood Basketball & Entertainment, LA Clippers
- Nicole Duckett, General Counsel, LA Clippers
- Krystle Hogan, Vice President – Ticket Sales & Service, LA Clippers
- Mark Hughes, Assistant General Manager, LA Clippers
- Raymond Ortigas, Vice President, Human Resources, LA Clippers

Los Angeles Lakers (12)

- Jeanie Buss, Chief Executive Officer, Los Angeles Lakers
- Eva Campbell, Executive Director – Corporate Partnerships, Los Angeles Lakers
- Lisa Estrada, Vice President -- Building Operations, Los Angeles Lakers
- AJ Harris, Vice President – Accounting & Finance/Controller, Los Angeles Lakers
- Allison Howard, Vice President -- Corporate Partnerships, Los Angeles Lakers
- Samantha Khoury, Vice President -- Human

Resources, Los Angeles Lakers

- Veronica Lawlor, Vice President -- Ticket Sales, Los Angeles Lakers
- Kathy Montoya, Vice President – Game Operations & Entertainment, Los Angeles Lakers
- Kiesha Nix, Vice President – Charitable Affairs - Executive Director Lakers Youth Foundation, Los Angeles Lakers
- Linda Rambis, Executive Director, Los Angeles Lakers
- Erika Singal, Executive Director – Corporate Partnerships, Los Angeles Lakers
- Samantha Tubman, Chief of Staff – Basketball Operations Los Angeles Lakers

Memphis Grizzlies (9)

- Nancy Alyea, Vice President -- Finance, Memphis Grizzlies
- Arnetria Bowman, Vice President -- Human Resources, Memphis Grizzlies
- Lauren Carnell, Vice President – Marketing, Memphis Grizzlies
- Richard Cho, Vice President – Basketball Strategy, Memphis Grizzlies
- Laura Ehret, Vice President -- Communication, Memphis Grizzlies
- Chantal Hassard, Vice President -- Team Operations, Memphis Grizzlies
- Dwight Johnson, Vice President – Arena Operations, Memphis Grizzlies
- Abusheri Ohwofasa, Vice President, Community Engagement, Memphis Grizzlies
- Tayshaun Prince, Vice President – Basketball Affairs, Memphis Grizzlies

Miami Heat (18)

- Jennifer Tobias Alvarez, Vice President -- Creative & Digital Marketing, Miami Heat
- Erik J. Spoelstra, Miami Heat
- Garrick Amon, Vice President -- Season Ticket Services and Retention, Miami Heat
- Mark B. Brown, Vice President -- Tickets Premium Sales Service, Miami Heat
- Lauren Cochran, Chief – Digital Marketing, Miami Heat
- Edson Crevecoeur, Vice President -- Business Intelligence & Strategy, Miami Heat
- Lorrie Ann Diaz, Vice President -- Business

Communications & Social Responsibility, Miami Heat

- Hugo Gonzalez, Chief Risk Management Officer, Miami Heat
- Carla Grisoni, Assistant General Manager, Miami Heat
- Sonia K. Harty, Senior Vice President - Chief People and Inclusion Officer, Miami Heat
- Raquel N. Libman, Executive Vice President -- Chief Legal Officer, Miami Heat
- Jennifer Mallery, Vice President Ticket Operations Strategic Planning, Miami Heat
- Michael A. McCullough, Executive Vice President -- Chief Marketing Officer, Miami Heat
- Andres Montero, Vice President -- Retail Business Development, Miami Heat
- Alonzo Mourning, Vice President Player Programs, Miami Heat
- Brendan Perrin, Vice President -- Finance & Strategic Planning, Miami Heat
- Christine M. Risso, Vice President, Human Resources & Compliance, Miami Heat
- Kimberly Stone, Executive Vice President-- Human Capital & Special Projects
- Clara S. Vazquez, Chief of Culture and Inclusion, Miami Heat

Milwaukee Bucks (18)

- Kelsey Bannister, Vice President – Premium Sales and Service, Milwaukee Bucks
- Paul Bee, Vice President-- Ticket Sales, Milwaukee Bucks
- Katelyn Bogrand, Vice President – Event Operations, Milwaukee Bucks
- Erin Borkowsky, Vice President – Marketing & Brand Strategy, Milwaukee Bucks
- Starr Butler, Vice President – Events & Booking, Milwaukee Bucks
- Kareeda Chones-Aguam, Senior Vice President -- Partner Strategy and Management, Milwaukee Bucks
- Robert Cordova, Chief Technology Officer, Milwaukee Bucks
- Katie Dempsey-Fischer, Vice President – Ticket Operations, Milwaukee Bucks
- Arvind Gopalratnam, Vice President-- Community and Social Responsibility, Milwaukee Bucks
- Jill Ingels, Associate General Counsel, Milwaukee Bucks

- Raven Jemison, Executive Vice President – Business Operations, Milwaukee Bucks
- Roger Kamau, Senior Vice President – Financial Analysis & Strategy, Milwaukee Bucks
- Milt Newton, Assistant General Manager, Milwaukee Bucks
- Zora Stephenson, Vice President – Sideline/Digital Reporter, Milwaukee Bucks
- Jacqueline Tauber, Vice Presidents – Housekeeping, Milwaukee Bucks
- Sumathi Thiyagarajan, Vice President – Business Strategy & Analytics, Milwaukee Bucks
- Jamie Weinstein, Senior Vice President – Ticket Sale & Service

Minnesota Timberwolves (12)

- Marissa Blomstrom, Vice President – Marketing, Minnesota Timberwolves
- Joe Branch, Assistant General Manager, Minnesota Timberwolves
- Javair Gillett, Vice President – Sports Science & Performance, Minnesota Timberwolves
- Sachin Gupta, Executive Vice President of Basketball Operations, Minnesota Timberwolves
- David Hines, Vice President, Minnesota Timberwolves
- Laura Meyer, Vice President of Business Intelligence, Minnesota Timberwolves
- Sianneh Mulbah, Chief People Officer, Minnesota Timberwolves
- Dwayne Pettigrew, Chief Diversity and Inclusion Officer, Minnesota Timberwolves
- Jennifer Ridgeway, Vice President of Social Responsibility, Minnesota Timberwolves
- Jennifer Ridgeway, Executive Vice President of Social Responsibility, Minnesota Timberwolves
- Suzanne Spellacy, General Counsel, Minnesota Timberwolves
- John Thomas, Executive Creative Director, Minnesota Timberwolves
- Jennifer Zanatta, Executive Creative Director, Minnesota Timberwolves

New Orleans Pelicans (8)

- Swin Cash-Canal, Vice President -- Basketball Operations/Team Development, New Orleans Pelicans
- Shaneika Dabney-Henderson, Vice President --Production, New Orleans Pelicans

- Bryson Graham, Assistant General Manager, New Orleans Pelicans
- Patrice L. Gunter, Vice President, Minnesota Timberwolves
- Jennifer Martindale, Vice President -- Brand Strategy, New Orleans Pelicans
- Vicky Neumeyer, General Counsel, New Orleans Pelicans
- Diane North, Vice President, Minnesota Timberwolves
- Ben Wang, Head of Business Intelligence, Minnesota Timberwolves

New York Knicks (33)

- Lisa Callahan, Chief Medical Officer/Senior Vice President Player Care, New York Knicks
- Scott Perry, General Manager, New York Knicks
- Clinton Neils, General Manager, New York Knicks
- Walter Perrin, Assistant General Manager -- College Scouting, New York Knicks
- Victoria Mink, Chief Financial Officer & Executive Vice President, New York Knicks
- Michelle McGoldrick, Chief Medical Officer & Senior Vice President -- Player Care, New York Knicks
- Kimberly Kerns, Chief Communications Officer, New York Knicks
- Sandra Kapell, Chief Administrative Officer & Executive Vice President, New York Knicks
- Jamie Morningstar, Senior Vice President -- Ticketing, New York Knicks
- Lainie Doherty, Senior Vice President -- People Practices, New York Knicks
- Jamaal Lesane, Senior Vice President & Associate General Counsel, New York Knicks
- William Wesley, Executive Vice President & Senior Basketball Advisor, New York Knicks
- Rebecca Valle, Vice President & Head of Marketing, New York Knicks
- Emily Bonfanti, Vice President -- Human Resources, New York Knicks
- Susan Hamlin, Vice President -- Account Management, New York Knicks
- Omar Qureishi, Vice President -- Strategy & Business Operations, New York Knicks
- Sean Finley, Vice President -- Marketing Partnerships, New York Knicks

- Kristofor Elvgren, Vice President -- Partnership Strategy, New York Knicks
- Jeanine McGrory, Senior Vice President Finance Teams, New York Knicks
- Michael Verna, Vice President Account Activation, New York Knicks

Oklahoma City Thunder (7)

- Christine Berney, Vice President -- Community Engagement, Oklahoma City Thunder
- Will Dawkins, Vice President -- Identification and Intelligence, Oklahoma City Thunder
- Amanda Green, Vice President / Team Counsel & Strategic Alignment, Oklahoma City Thunder
- Ayana Lawson, Vice President -- Community and Lifestyle Services
- Hakeem Onafowokan, Vice President -- Corporate Legal, Oklahoma City Thunder
- Katy Semtner, Vice President - Human Resources, Oklahoma City Thunder
- Ann Smith, Vice President -- Experience & System Design

Orlando Magic (8)

- Brenda Hayslett, Vice President of People, Orlando Magic
- Linda Landman Gonzalez, Vice President -- Social Responsibility, Orlando Magic
- Esu Ma'at, Chief Diversity, Equity and Inclusion Officer, Orlando Magic
- Katie S. Miller, Senior Vice President -- Fan Experience, Premium & Customer Service, Orlando Magic
- Anthony Parker, Assistant General Manager, Orlando Magic
- Audra L. Romao, Chief People Officer, Orlando Magic
- Nyea G. Sturman, Vice President & General Counsel, Orlando Magic
- Shelly Wilkes, Senior Vice President -- Marketing & Social Responsibility

Philadelphia 76ers (15)

- Kathryn Alario, Vice President --Marketing, Philadelphia 76ers
- Elton Brand, General Manager, Philadelphia 76ers
- Brittanie Boyd, Senior Vice President --

Marketing, Philadelphia 76ers

- Robin Burgos, Vice President – Human Resources, Philadelphia 76ers
- Paul Fenstermaker, Vice President – Deputy General Counsel, Philadelphia 76ers
- David Gould, Chief Diversity & Impact Officer, Philadelphia 76ers
- Victoria Isley, Vice President – Partnership Solutions, Philadelphia 76ers
- Prosper Karangwa, Vice President – Player Personnel, Philadelphia 76ers
- Annemarie Loflin, Chief of Staff, Philadelphia 76ers
- Katherine O'Reilly, Chief Marketing Officer, Philadelphia 76ers
- Laura Price, Chief Operating Officer, Philadelphia 76ers
- Annelie Schmittel, Vice President -- Player Development, Philadelphia 76ers
- Patrick Rees, Vice President – Communications, Philadelphia 76ers
- Ning Sun, Vice President – Global Strategy & Development, Philadelphia 76ers
- Tina Szwak, Vice President -- Controller, Finance, Philadelphia 76ers
- Lara Toscani-Weems, Vice President -- Corporate Communications, Philadelphia 76ers
- Susan Williamson, Senior Vice President -- Business Operations, Philadelphia 76ers

Phoenix Suns (10)

- Kim Corbitt, Senior Vice President – People & Culture
- Ann Myers Drysdale, Vice President -- Suns / Mercury, Phoenix Suns
- Julie Fie, Vice President -- Basketball Communication, Phoenix Suns
- Melissa Goldenberg, Senior Vice President & General Counsel, Phoenix Suns
- Sarah Krahenbuhl, Vice President – Social Responsibility, Phoenix Suns
- Sarah Schock, Vice President -- Booking & Event Production, Phoenix Suns
- Nicole Strunks, Vice President – Activation, Phoenix Suns
- Anita Tasavanh, Vice President – Business Intelligence, Phoenix Suns
- Tramon Thomas, Vice President – Brand Digital

and Social

- Sheila Yammer, Vice President – Payroll Services, Phoenix Suns

Portland Trail Blazers (7)

- Andrea Bailey, Executive Vice President & Chief Revenue Officer, Portland Trail Blazers
- Ashley Clinkscale, Senior Vice President – Communications and Community & Diversity, Portland Trail Blazers
- Cheri Hanson, Vice President -- Team Relations, Portland Trail Blazers
- Miriam Maiden, Senior Vice President – People & Culture, Portland Trail Blazers
- Amanda Mann, Senior Vice President -- General Manager Rose Quarter Operations, Portland Trail Blazers
- Michelle Soares, Vice President – Technology, Portland Trail Blazers
- Christa Stout, Vice President -- Social Responsibility, Portland Trail Blazers

Sacramento Kings (12)

- Maritza Davis, Vice President -- Experiences and Social Responsibility, Sacramento Kings
- Joe Dumars, Chief Strategy Officer, Sacramento Kings
- Phillip Jabour, Vice President – Player Personnel, Sacramento Kings
- Paul Johnson, Vice President – Player Development, Sacramento Kings
- Eric King, Vice President -- Technology, Sacramento Kings
- Stacey Koehler, Vice President, Sacramento Kings
- Timothy Lea, Vice President -- Security Operations, Sacramento Kings
- Abby Mathis, Vice President – Premium Sales and Service, Sacramento Kings
- Kindra Montgomery – Block, Vice President – Diversity, Equity, and Social Impact, Sacramento Kings
- Teena Murray, Vice President -- Health & Performance, Sacramento Kings
- Alexander Rodrigo, Senior Vice President and General Manager, Sacramento Kings
- Stacy Wegzyn, Senior Vice President -- Human Resources, Sacramento Kings

San Antonio Spurs (9)

- Kara C. Allen, CIO – Executive Director Spurs Give, San Antonio Spurs
- Morgan D. Dewan, Vice President – Content & Distribution, San Antonio Spurs
- Brandon Gayle, Chief Operation Officer, San Antonio Spurs
- Brandon E. James, Vice President -- Basketball Administration/Deputy General Counsel, San Antonio Spurs
- Rebecca Kimbro, Vice President of Brand and Marketing, San Antonio Spurs
- Katrina Palanca, Vice President – Global Partnerships, San Antonio Spurs
- Bobby Perez, Chief Legal Officer & General Counsel, San Antonio Spurs
- Tammy Turner, Senior Vice President of Corporate Administration & Facilities, San Antonio Spurs
- Lori Warren, Chief Financial & Strategy, San Antonio Spurs

***Toronto Raptors (7)**

- *Toronto has not submitted data on an individual level

Utah Jazz (10)

- Briana Barker, Vice President – Marketing Operations, Utah Jazz
- Luca Desta, Vice President – Global Scouting, Utah Jazz
- Julio Morgan Evans, Vice President – Retail Operations, Utah Jazz
- Derek Garduno, Vice President -- Basketball Communications, Utah Jazz
- Ronald C. Kimmons, Vice President – Player & Team Wellness, Utah Jazz
- Kari Holt Larson, Vice President -- Community and Events, Utah Jazz
- Elaina K. Pappas, Vice President -- Marketing and Fan Development, Utah Jazz
- Amber L. Robinson, Vice President – Human Resources, Utah Jazz
- Steven L. Smith, Vice President -- Team Security, Utah Jazz
- Tumuaialii Tavana, Vice President – Premium Experience, Utah Jazz
- Andrea J. Williams, Chief Experience Officer, Utah Jazz

Washington Wizards (27)

- Quentin S. Addison, Vice President -- Broadcast & Technical Operations, Washington Wizards
- Abigail A. Blomstrom, Executive Vice President & General Counsel, Washington Wizards
- Aimee L. Brillhart, Vice President – Productions, Washington Wizards
- Sashi Brown, Senior Vice President -- Chief Planning & Operations Officer, Washington Wizards
- Laura Bryer, Vice President – Ticket Operations, Washington Wizards
- Monica Maples Dixon, Chief Administration Officer, President External Affairs, Washington Wizards
- Katherine Evans, Vice President – Research and Information Systems, Washington Wizards
- Lorin M. Fantaskey, Vice President – Client Services and Operations, Washington Wizards
- Kameron B. Florence, Vice President – Ticket Sales and Service, Washington Wizards
- Randall O. Harris, Vice President – Global Partnerships, Washington Wizards
- Danielle N. Jaffee, Vice President – Finance & Controller, Washington Wizards
- Lauren A. Johnson, Vice President – Global Partnership Strategy & Development, Washington Wizards
- Kamaal W. Jones, Vice President – Assistant General Counsel, Washington Wizards
- Sashia R. Jones, Vice President -- Player Development & Social Engagement, Washington Wizards
- Caitlin A. Mangum, Vice President – Content & Programming, Washington Wizards
- Alycen C. McAuley, Senior Vice President – Team Services, Washington Wizards
- Carlos D. Medina, Chief Medical Officer, Washington Wizards
- Anupama Rangappa, Vice President -- Social Impact, Washington Wizards
- Eric Rhodes, Director of Security, Washington Wizards
- Kimberly E. Rose, Vice President – Digital Media, Washington Wizards
- Franklin A. Ross, Vice President -- Player Personnel, Washington Wizards
- Leah R. Royer, Vice President – Database

Marketing, Washington Wizards

- Mark Simpson, Vice President -- Player Performance, Washington Wizards
- Raul Fernandez, Vice Chairman and Partner, Washington Wizards
- Kelly M. Skoloda, Executive Vice President & Chief People Officer, Washington Wizards
- John R. Thompson III, Vice President -- Engagement, Washington Wizards
- Stevland Wilson, Vice President -- Post Production & Creative Services, Washington Wizards
- Rebecca Winn, Vice President -- Marketing, Washington Wizards



Appendix II

NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES - 2022

- The NBA, along with the WNBA, NBA G League, NBA 2K League and Basketball Africa League, has a wide range of diversity, equity and inclusion initiatives, which are summarized below.

Key Milestones and Hires

- On Nov. 21, 2021, Alvin Gentry was named interim head coach of the Sacramento Kings, bringing the total number of head coaches of color to 16 and the total number of Black head coaches to 14, at the time tying the all-time high for both head coaches of color and Black head coaches.
- On June 3, 2022, Darvin Ham was named head coach of the Los Angeles Lakers, bringing the total number of Black head coaches to 15, setting a new all-time high for NBA Black head coaches.
- Several NBA teams added dedicated diversity, equity and inclusion staff this year, reaching a new all-time high for the number of NBA teams with dedicated DEI leaders and staff. To date, 20 teams have dedicated DEI staff and an additional three teams are currently hiring a new DEI leader.

New Inclusion and Social Justice Initiatives

- **NBA ASCEND:** A formalized sponsorship program launched in partnership with Korn Ferry, NBA ASCEND (Access, Support, Coaching, Exposure, Networking and Development) matches talented women across the organization with executive sponsors. The initiative, which targets senior women with a focus on women of color, is designed to cultivate a culture of sponsorship across the NBA that will benefit not only the program participants, but underrepresented talent across the organization more broadly.
- **Power of Choice:** A leadership development program for mid-career Black women launched in partnership with Korn Ferry. The six-month journey involves a series of development sessions for participants, as well as inclusion training for their managers. The Power of Choice has been proven to enhance retention of underrepresented talent and accelerate their

development by equipping them to drive their own careers and create personal and professional success. Through the program, participants design and implement strategies to increase their contribution and personal growth while also deepening their relationship with their managers, with the ultimate aim of building a go-forward plan to help propel their career trajectory.

- **Allies in Equity: Advancing Women:** This two-day workshop is a comprehensive, interactive and experiential training designed to build the mindset and behaviors of men across the league to become better allies for the empowerment and advancement of women. Through this dynamic program, participants learn practical skills, behaviors and tools to integrate allyship into their day-to-day practices in order to create a more equitable and inclusive culture at the NBA.
- **Business & Basketball Training Program – Future Basketball Operations Stars and Future League Stars:** The Business & Basketball Training Program is series of virtual development programs designed to promote and increase diversity in key business areas. This year the league added two new programs to this slate of successful initiatives. The new Future Basketball Operations Stars and Future League Stars programs joined the existing Future Sales Stars and Future Analytics Stars programs. This initiative targets participants from underrepresented communities to introduce them to opportunities in sports and accelerate their career trajectories.
- **NBA All-Star 2022 Economic and Social Impact:** The NBA family teamed up with key community partners throughout the greater Cleveland Community to organize a series of social impact events and activities. Efforts included the dedication of the 2,000th NBA Cares Live, Learn or Play project, the 14th annual NBA Cares Day of Service, the first-ever NBA HBCU Classic, and the NBA All-Star Game where each team played for a charity - generating \$1M dollars to Kent State I Promise Scholars Program and the Greater Cleveland Food Bank. Through NBA All-Star Social impact efforts, the NBA contributed more than \$3M in resources and support to Greater Cleveland and the HBCU community. The NBA also partnered with the Cleveland Mayor's Citywide COVID Task

Force to provide incentives to encourage people to get vaccines/boosters, support pop-up vaccine sites in the community and donate 10,000 rapid tests, 110,000 masks and a \$100k to the Cleveland Foundation's Funders Collaborative for COVID Recovery. Greater Cleveland Sports Commission announced NBA All-Star 2022 provided Northeast Ohio with \$141.4 million in direct spending, aiding in achieving \$248.9 million in total economic impact. The event brought in 121,641 attendees from 45 states and 24 countries. The event generated more than \$50 million in earned media value and received 11.9 billion in total media reach, which includes more than 3,400 news outlets referencing Cleveland alongside the associated NBA All-Star events between Jan. 1 to Feb. 28 worldwide. NBA All-Star was broadcast in 215 countries and territories and a record 60 languages and delivered a single-day best 223 million views on Instagram for content posting on All-Star Sunday, the highest one-day total for any account on the platform in over two years.

- **New HBCU Initiatives at NBA All-Star:** The first-ever **NBA HBCU Classic** presented by AT&T was held as part of NBA All-Star 2022 in Cleveland. The game featured a matchup between Howard University and Morgan State University men's basketball teams and was simulcast on TNT and ESPN2. Additionally, 10 local HBCU college students served as NBA interns throughout the weekend as part of the **HBCU Event Shadow: All-Star** program. **\$1 million** was also contributed to the schools and their students as well as to the Thurgood Marshall College Fund (TMCf) and UNCF.
- **NBA HBCU Fellowship Program:** The new program provides career development opportunities in the business of basketball for undergraduate and graduate students from HBCUs. After a rigorous application process, 60 fellows representing 24 HBCUs will work with NBA teams and the league office for a 10-week period over the summer.
- **Climate and Environmental Justice:** To align with the commitments made as part of the UN Sports for Climate Action Framework, in 2022 the NBA created a new approach to guide the league in reducing its overall carbon footprint and take action in pursuit of climate and environmental justice. Research indicates that the impacts of climate change are most acutely felt by historically marginalized communities of color, many of which are facing environmental injustices that have a negative impact on the health and wellness of young

people. The NBA family is committed to taking action on climate and environmental justice and will continue to develop new programs and expand existing efforts that reduce our environmental impact and address the impacts of climate change.

Ongoing Diversity and Inclusion Initiatives

Key Inclusion Programming, Learning Initiatives and Professional Development

Coaches Equality Initiative

- In 2019, the NBA and NBA Coaches Association (NBCA) created the NBA Coaches Equality Initiative (CEI), a partnership between the two organizations designed to identify and develop top coaching talent. The program's goal is to grow the number of highly skilled coaches in the NBA and ensure a level playing field for the development of all qualified coaching candidates regardless of race, religion, gender or sexual orientation. CEI programs include coaching workshops; learning and curriculum highlighting head coach competencies, skill development and executive coaching sessions; and networking opportunities at league events, including the NBA Coaches Summit at NBA Summer League in Las Vegas. In summer 2020, CEI launched the NBA Coaches Database, a resource to give team decision-makers a single, comprehensive and verified resource for researching a coach's qualifications as they consider and evaluate talent for their coaching staffs. To-date, nearly 300 profiles have been created in the database.

Women's Leadership Initiative

- The NBA's Women's Leadership Initiative (WLI) is designed to strengthen recruitment, development and retention of league and team women, and to build engagement with our fans and community by strengthening and deepening our understanding of and connection with fans who identify as women, promoting a culture of sponsorship and allyship in support of the advancement of women across the NBA, preparing high potential women to take on senior level leadership roles, and creating a pipeline of candidates who will be promoted into roles that are broader in scope, or who will be provided opportunities across the NBA.

- The NBA Women's Leadership Forum (WLF), a key program of WLI, is an annual gathering of employees from the league office and NBA, WNBA, NBA G League, NBA 2K League and Basketball Africa League teams featuring a series of discussions and workshops that celebrate women paving the way and bring together thought leaders who empower women to break down barriers, build resiliency, and learn from their collective experiences. In 2022, the fourth WLF was held virtually.

Talent Acquisition and Development Programs

- 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 strategic partnerships, targeted conferences, and online job postings with a variety of organizations, including the T. Howard Foundation, National Sales Network, Hispanic Scholarship Foundation, The Alumni Society, Women in Sports Tech, PowerToFly, SHIFT, and Sports & Entertainment Equity Network.
- As part of leaguewide 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 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 **Business & Basketball Training Program** is a series of virtual development programs designed to promote and increase diversity in the key business areas of ticket sales, corporate partnerships, analytics, and basketball operations by targeting participants from underrepresented communities to introduce them to careers in sports and accelerate their career trajectories. The programs provide participants with access to mentorship, networking, and development opportunities, as well as real-world insights, and connections to executives in these fields.
- The **Executive Highlighting Initiative** is a bimonthly newsletter for NBA team leaders that focuses on proactive recruiting and networking. Each newsletter

features external executives, all of whom identify as women or people of color, who have expressed interest in working with the NBA across business disciplines, including revenue, marketing, digital, strategy and analytics, and more. Teams are strongly encouraged to engage these executives for employment consideration and networking.

- The goal of the **NBA Mentorship Program** is to retain and develop diverse talent by connecting young executives with mentors across the league to offer advice and share experiences. Mentees were nominated to participate by senior leadership from each of the 30 NBA teams, then matched with a more senior mentor. More than 175 leaders across the league, including all 30 NBA team presidents and ticketing, partnership, marketing and business operations executives, volunteered to serve as mentors.
- The NBA sponsors a host of external **differentiated development offerings** to support the retention and advancement of underrepresented talent. The goal of these dynamic professional development programs is to increase the diversity of the league's leadership pipeline while providing career advancement opportunities and experiences to participants. League partners include organizations such as McKinsey & Co., WISE (Women in Sports and Events), Stanford University and Korn Ferry.

Inclusion Learning Programs and Resources

- The league delivers **organization-wide learning experiences around understanding and interrupting unconscious bias** and examining systems to mitigate bias in processes. The league also delivers training focused on embedding inclusive practices throughout the talent life cycle, as well as just-in-time learning programs to keep bias mitigation and interruption strategies top of mind.
- Since 2016, the league office has regularly convened **Community Conversations** to create a safe space for league office employees to engage in small-group dialogue and share their thoughts on important, and often uncomfortable, issues. Past conversation topics have included the murders of George Floyd, Breonna Taylor and Ahmaud Arbery, and the racial disparities in policing, economics, mental healthcare highlighted by their deaths and

by the COVID-19 pandemic; the rise in anti-Asian hate and discrimination; and the 2020 presidential election.

- In support of NBA teams' efforts to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league regularly issues to all teams recommended best practices regarding **respect in the workplace policies and training**. In 2018, the NBA created a toll-free hotline that is available to all league and team employees to make complaints or report any workplace concerns. This hotline allows callers to remain anonymous.

Employee Resource Teams

- The NBA's Employee Resource Teams (ERTs) support the league's diversity, inclusion and business objectives by facilitating connections between employees with shared interests or backgrounds. ERTs provide networking and professional development opportunities and support the performance and growth of the organization. There are seven ERTs in the league's U.S. offices:
- **APEX (Asian Professional Exchange)** is committed to promoting and celebrating Asian cultures within the NBA, with a focus on engagement, inclusion, and league advocacy of Asian professionals. In doing so, it strives to contribute to the growth and success of the league. Programming is focused on four strategic areas: professional and leadership development, enhancing industry knowledge, networking and mentorship and cultural and community outreach.
- **Conexión éne-bé-a** aims to promote the development of Latinx/Hispanic cultural awareness within the NBA while contributing to the league's success, diversity and business objectives through career development, education and community involvement.
- **Dream in Color** aims to serve as a resource to promote the continued growth and retention of Black employees, create a platform to facilitate engagement and mentorship, and provide community service opportunities geared towards urban-youth development. Its primary goal is

to encourage members to strengthen their internal and external networks by providing opportunities to share experiences and best practices for success in the sports industry.

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

NBA Inclusion Awards

- All 30 NBA teams are engaged in a range of diversity and inclusion-related programming internally and externally. In 2018, the league created the NBA Inclusion Awards to recognize NBA teams for outstanding programming that promotes inclusive practices. The Inclusion Awards are given in two categories: the Inclusion Leadership Award recognizes an organization's history of and commitment to inclusion as a key

business strategy, evaluating the team's full slate of inclusion programming; the Inclusion Innovation Award recognizes a specific innovative program that advances inclusive practices. The awards are given out at the annual NBA Sales & Marketing Meetings. This year's winners include:

- Dallas Mavericks (Inclusion Leadership Award, 2022)
– The Mavericks continue to be among the leaders in their commitment to DEI through their C.R.A.F.T.S Diversity & Inclusion strategy. They are the only NBA team with a Black Team President, President of Basketball Operations and Head Coach, and they lead the league in women of color in business leadership roles. Additionally, they have expanded their employee resource groups, developed a community conversations series, and created inclusion councils to serve internal and external constituencies.
- Philadelphia 76ers (Inclusion Innovation Award, 2022)
– The Philadelphia 76ers' Buy Black Program provides local Black-owned businesses benefits typically reserved for paid corporate partnerships to help grow and scale their business through additional exposure. The program has committed to contribute \$2.5M of value in marketing assets over a five-year period and in its first year received more than 600 applications.

External Affinity Organizations

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

- The NBA is a longtime partner of **Women in Sports and Events (WISE)**, a national organization focusing on professional development and networking for women in the industry. Via the relationship, the league offers paid WISE memberships to its employees and additionally sponsors women leaders from across the company to attend WISE's week-long Executive Leadership Institute at Dartmouth College and colleagues to attend WISE's annual WISE/R Symposium.
- The NBA is a member of the **Diversity & Inclusion Sports Consortium (DISC)**, and NBA Chief People & Inclusion Officer Oris Stuart serves as the organization's Chair. DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in the United States. 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.

- The NBA is a founding partner of **RISE**, a national nonprofit that educates and empowers the sports community to eliminate racial discrimination, champion social justice and improve race relations. NBA Commissioner Adam Silver sits on the board and the NBA works with RISE on dozens of programs, campaigns, and initiatives every year. In 2017, the NBA partnered with RISE to create the award-winning Building Bridges Through Basketball program, which brings together young people and law enforcement for multi-week basketball programming and leadership curriculum designed to cultivate honest conversations that help break barriers, build trust and create pathways for positive communication. With support from Under Armour, the NBA and RISE have organized 14 programs across New Orleans, Chicago, Charlotte, Los Angeles, and the Bay Area.
- Several senior leaders within the league are members of other prominent diversity organizations. NBA Commissioner Adam Silver sits on the board of E Pluribus Unum. Deputy Commissioner Mark Tatum, President of League Operations Byron Spruell, and Executive Vice President and Chief People & Inclusion Officer Oris Stuart are members of the Executive Leadership Council. Oris Stuart is also an Executive Board member of the National Black MBA Association. Bill Koenig, President, Global Content & Media Distribution, is an Executive Board Member of the T. Howard Foundation.

Economic Inclusion

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

- The **Business-to-Business (B2B) Program** looks to expand opportunities for enterprises that are capable of delivering exceptional goods and services across a range of commodity areas. The NBA works with community groups, businesses, professional associations, and certifying agencies to identify and invite suppliers to participate in the program. The league has instituted a "Rule of One," requiring

that every Request for Proposal (RFP) include at least one diverse supplier. From FY20 to FY21, the NBA increased spend with diverse-owned suppliers by 39%.

- In connection with the **NBA's annual All-Star events**, 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 matchmaking events). 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.
- **Answering The Call (ATC)**, launched in October 2020, is a program to further diversify the NBA's licensing portfolio. ATC enables minority-owned businesses to obtain an NBA/WNBA license, opening a suite of league benefits and assets to any new licensee. To date, ATC has partnered with 24 businesses across several categories, including apparel, home goods, and toys and games.

Social Impact Programming

NBA Cares

- The NBA supports and unites communities globally through the game of basketball. Started in 2005, NBA Cares serves as the league's global social responsibility program that carries out the NBA's mission of addressing important social issues. Working alongside internationally recognized youth-serving programs through various programs, participants have provided more than **6.2 million hours of hands-on service and created more than 2,035 places** where kids and families can live, learn or play. Internationally, NBA Cares has engaged more than **60 million** youth in basketball programs created more than **353** live, learn or play spaces in **40** countries and territories. Select NBA Cares platforms and programs include:
- **NBA FIT**: the league's comprehensive health and wellness platform that encourages physical and mental well-being for fans of all ages. During NBA FIT Week in March, the NBA family shares important health and safety information and encourages fans and employees to take care of themselves and each other utilizing broadcast, digital and social media assets.

- **NBA Mind Health**: the league's comprehensive mental health and wellness platform to engage, educate, and serve the NBA community and to position mental health as an essential element of wellness & excellence – both on and off the court. As part of Mental Health Awareness Month in May and throughout the year, the NBA provides helpful resources and messaging on social media, digital assets, and broadcast to expand the conversation around mental health.
- **NBA Green**: The NBA family is committed to taking action on climate and environmental justice and will continue to develop new programs and expand existing efforts that reduce our environmental impact and address the impacts of climate change. Since launching NBA Green in 2008, the NBA has taken part in many initiatives to help promote environmental literacy and combat climate change. In 2019, the NBA became the first major sports organization to sign the United Nations Framework Convention on Climate Change's Sports for Climate Action, pledging to reduce overall climate impact; educate for climate action; promote responsible consumption; and advocate for climate action.
- To align with the commitments made as part of the UN Sports for Climate Action Framework, in 2022 the NBA created a new approach to guide the league in reducing its overall carbon footprint and take action in pursuit of climate and environmental justice.
- Since 2012, the NBA has measured its environmental impact and partnered with leading organizations (e.g., South Pole, Mosaic, Bonneville Environmental Foundation) to reduce the league and team's collective environmental footprint. The NBA has initiated carbon offset programs for league events domestically and internationally, including NBA All-Star, the NBA Finals, NBA Draft, NBA Summer League and NBA Global Games.
- To further conservation efforts and awareness among fans, the Threes for Trees program plants trees for every 3-pointer made around Earth Day and Arbor Day and for every retweet of #NBAGreen on social media. More than 10,000 trees were planted following the 2021 NBA Playoffs and this year's campaign totaled 225 3-pointers and 16,785 total trees.
- 10 NBA arenas have received LEED® certification

by the U.S. Green Building Council: State Farm Arena (Atlanta – Gold), Barclays Center (Brooklyn – Silver), Little Caesars Arena (Detroit – Silver), Chase Center (Golden State – Gold), Toyota Center (Houston – Silver), FTX Arena (Miami – Gold), Fiserv Forum (Milwaukee – Gold), Amway Center (Orlando – Gold), Moda Center (Portland – Platinum) and Golden 1 Center (Sacramento – Platinum). The NBA league office in New York is LEED® Silver (ID+C) certified, while our Canada office is Platinum certified and the NBA Flagship Store on Fifth Avenue in New York is LEED Gold (ID+C).

- Many NBA teams and arenas are participating in waste diversion programs, including food and merchandise donations from the NBA bubble, bulk merchandise donations from NBA licensees and data-driven programs. Numerous NBA team arenas have food donation programs, including FTX Arena (MIA), State Farm Arena (ATL), Gainbridge Fieldhouse (IND), United Center (CHI), Vivint Smart Home Arena (UTA) and Fiserv Forum (MIL).
- In April 2022, the Atlanta Hawks' State Farm Arena earned TRUE (Total Resource Use and Efficiency) Platinum certification, becoming the world's first sports venue to receive the certification. Since May 2021, the venue has consistently diverted a minimum of 90% of fan-generated waste from landfills.
- The NBA family continues to work with climate partners to create and implement initiatives designed to activate the public around climate solutions, including the NBA Energy All Stars campaign with the National Environmental Education Foundation, and efforts led by players Patty Mills, Malcolm Brogdon, Joe Harris, Garrett Temple, Marc Gasol, DeAndre Jordan, Kyrie Irving, Chris Paul, and LeBron James.
- Hoops for Troops: the league's program committed to service and honoring active and retired service members and their families in collaboration with the Department of Defense. During Hoops for Troops Week in November, and on Memorial Day, the league, teams, and current and former players host events across the country, including basketball clinics, meet-and-greets, special experiences for Tragedy Assistance Program for Survivors (TAPS) families, and more.

NBA Foundation

- Established in August 2020, the NBA Foundation is a 501(c)(3), and the league's first-ever charitable

foundation driving economic opportunity for Black youth in NBA markets and communities across the U.S. and Canada. The NBA Board of Governors are contributing \$300 million over 10 years in initial funding, and to date, the Foundation has provided more than **\$33 million in grant support to 118 nonprofit organizations impacting 20,000 Black youth in the 28 NBA markets.** Funding supports programs focused on workforce development (in fields like STEM, business, law and education), access to higher education, mentorship, entrepreneurship and narrative change.

National Basketball Social Justice Coalition

- The National Basketball Social Justice Coalition is a 501(c)(4) advocacy organization that leads the NBA family's collaborative efforts to advance social justice and dismantle systemic racial inequality. Formed jointly by the NBA and NBPA in 2020, the Coalition leverages the game's influence to promote policy, build strategic partnerships, and empower action on social justice. Initial priority areas include voting, policing and criminal justice.
- Over the past year, the Coalition has publicly supported key federal legislation (the George Floyd Justice in Policing Act, the John Lewis Voting Rights Act, and the EQUAL Act); built strategic partnerships to drive impact campaigns on priority issues; and engaged teams to begin providing strategic action support that advances legislation and policy in their local markets.

Social Justice Programming

- In addition to the work led by the Foundation and Coalition, the NBA advances social justice through additional partnerships, programs, and leaguewide platforms. Since 2016, the NBA family has supported more than **1,150 programs**, events and initiatives focused on addressing issues of social and racial injustice.

Play For Justice

- **Play For Justice** is an immersive program with Represent Justice that brings NBA teams, coaches, staff, team governors, local advocates and elected officials inside correctional facilities for facilitated conversations with incarcerated people

and basketball games. The platform uplifts narratives of hope and redemption and breaks down stigmas associated with individuals – disproportionately people of color and low-income – who are impacted by the criminal justice system. Participating teams have included the Cleveland Cavaliers, Indiana Pacers, Los Angeles Lakers, Milwaukee Bucks, and Sacramento Kings.

Building Bridges Through Basketball

- Together with Under Armour, RISE, local youth programs and law enforcement, the NBA family brings together youth and law enforcement for basketball, facilitated conversations and leadership activities to explore concepts of identity, stereotyping, conflict resolution and teamwork. The most recent of the 11 iterations of the program tipped off in Charlotte and the Bay Area in March 2022.

National Mentor Recruitment Campaign

- In 2014, the NBA family became the first sports league to join President Obama's My Brother's Keeper initiative, focused on closing opportunity gaps facing boys and young men of color. The NBA also partners with MENTOR: The National Mentoring Partnership to encourage 25,000 Americans to become mentors and participate in activations during National Mentoring Month in January, including PSAs (featuring Steph Curry and President Obama, Kemba Walker, Blake Griffin, Aaron Gordon, Isaiah Thomas, Dikembe Mutombo, and more), online organizing, and grassroots events in communities around the country to highlight the power of mentors to change lives.

NBCA & Innocence Project

- Through their partnership with the **Innocence Project & Innocence Network**, the National Basketball Coaches Association works with NBA teams and coaches to invite exonerated people to share their stories with coaches and players, organize community forums, and use social media to shine a light on the injustice of wrongful conviction.

Civic Engagement

- The NBA family supports non-partisan voter registration, participation, volunteering, and other civic engagement efforts at the local, state, and national level.

- **Team-led Local Civic Engagement Efforts:** During the 2020 national elections, all **30 NBA teams** partnered with non-partisan civic engagement organizations to spread accurate voter registration information and encourage fans, staff, players and coaches to participate in the civic process through voting and census completion. Teams are continuing these efforts around local and state elections.
- **Utilizing Facilities for Elections:** During the 2020 elections, 23 NBA teams, six WNBA, and 6 G League teams utilized arenas or practice facilities for voting-related activities. USA Today estimated that more than 298,000 voters were able to safely cast their ballot inside a sports venue.
- **National Civic Engagement Efforts:** The NBA and NBPA worked with players, teams, network partners and non-partisan organizations, including I Am A Voter, When We All Vote and More Than A Vote, to promote civic engagement across broadcast and social platforms, support non-partisan days of action (including National Voter Registration Day, National Vote Early Day and National Black Voter Day), and share non-partisan voting, registration and Census resources with fans, teams and players.

Kareem Abdul-Jabbar Social Justice Champion Award

- In 2021, the NBA created the **Kareem Abdul-Jabbar Social Justice Champion Award**, an annual honor that recognizes a current NBA player for pursuing social justice and upholding the league's values of equality, respect and inclusion. The finalists and winner are selected by a committee composed of NBA legends, league executives and social justice leaders. The winner selects an organization to receive a \$100,000 contribution on his behalf, while the other four finalists each select an organization to receive a \$25,000 contribution. Carmelo Anthony was the inaugural award recipient, and Reggie Bullock won the award in 2022.

Support of HBCUs

- The NBA's support for **Historically Black Colleges and Universities (HBCUs)** dates back nearly 30 years to when Commissioner Emeritus David Stern served as a founding member of the **Thurgood Marshall College Fund** Board of Directors.

- In 2014, the league established the David J. Stern Sports Scholarship, a \$10,000 merit-based scholarship to provide talented and promising students the opportunity to further their study of sports management.
- NBA Assistant General Counsel Tatia Williams is currently a member of TMCF's Board of Directors.
- The NBA and TMCF partner to host the Innovate the Future Pitch Competition, where innovative and entrepreneurial-minded HBCU student leaders compete for a chance to win a merit-based scholarship and other prizes.
- At the beginning of the 2021-22 season, the NBA extended its commitment to support HBCUs and their students through new programs designed to create greater opportunity for students and alumni, encourage economic advancement and further celebrate their rich traditions.
- **NBA HBCU Fellowship Program:** The NBA HBCU Fellowship Program provides career development opportunities in the business of basketball for undergraduate and graduate students from HBCUs. After a rigorous application process, 60 fellows representing 24 HBCUs will work with NBA teams and the league office for a 10-week period over the summer.
- **New HBCU Initiatives at NBA All-Star:** The first-ever NBA HBCU Classic presented by AT&T was held as part of NBA All-Star 2022 in Cleveland. The game featured a matchup between Howard University and Morgan State University men's basketball teams and was simulcast on TNT and ESPN 2.
- This commitment continued beyond the NBA HBCU Classic during NBA All-Star 2022. Coaches, athletic trainers, strength coaches, and managers from each participating team of the 2022 HBCU Classic had an opportunity to work the NBA Combine 2022 alongside NBA league and team personnel. Select players from the NBA HBCU Classic were invited to participate in the G League Elite Camp. Two HBCU students were selected to job shadow NBA League Operations managers during the NBA Combine.
- Additionally, 10 local HBCU college students served as NBA interns throughout the weekend as part of the HBCU Event Shadow: All-Star program. \$1 million were also contributed to the schools and their students as well as to the Thurgood Marshall College Fund (TMCF) and the UNCF.
- The NBA family strives to create an environment that celebrates, supports, and honors underrepresented communities experiencing a range of social issues and challenges. As part of those efforts, the NBA partners with organizations such as RISE, RUN AAPI, and the Anti-Defamation League (ADL) to participate in and host a number of programs and partnerships, including this past year around the rise in hate crimes against the AAPI and Jewish communities.
- **AAPI Visibility Pledge & Meaningful Discussions and Trainings:** The NBA is an inaugural signatory of the AAPI Visibility Pledge. The NBA also hosted a candid conversation on NBA Twitter discussing understanding and confronting the rise in anti-Asian hate, as well as a discrimination bystander intervention training for employees, focusing on how to intervene effectively without compromising safety. In 2022, this was followed up with a conversation on NBA Twitter discussing the impact of anti-Asian violence and discrimination on our collective communities, mind health in youth sports, and making mental health a priority.
- **Release of the Hyperfly x NBA Lab Apparel:** The league's NBA Lab licensee Hyperfly created NBA and WNBA league-branded hoodies and T-shirts featuring "Stop Asian Hate;" all NBA proceeds are donated to the AAPI Visibility Pledge.
- The NBA family is a member of the **ADL's Sports Leadership Council**, an initiative working in partnership with professional athletes and sports leaders to promote positive social change and condemn hate, bullying, and discrimination in our society.
- In response to incidences of hate and violence in 2021, the league shared a statement on social media condemning antisemitism and hate and participated in a Day of Action Against Antisemitism and virtual rally on May 27, which included a message of support from NBA Legend Ray Allen. The NBA also organized a virtual briefing for league employees led by Oren Segal, vice president of the ADL's Center on Extremism, which included a discussion on the origins of antisemitism. Over 200 NBA employees joined the discussion.
- In 2021, the NBA participated in the Shine A Light campaign around Chanukah to combat antisemitism and all forms of hate.

Combatting Hate

NBA Together/Health Equity

- In response to the coronavirus pandemic in March 2020, the league launched NBA Together, the leaguewide, global community outreach and social engagement campaign to support, engage, educate, and inspire youth, families, fans, and the general public.
- When public health data made clear that the coronavirus disproportionately impacts historically marginalized communities of color, the NBA family partnered with Magic Johnson, the National Urban League, and UnidosUS to raise awareness around these disparities. NBA Champion Caron Butler hosted a virtual roundtable series to examine the disproportionate impacts on communities of color, featuring leading voices from the NBA and WNBA family, public health experts and social justice leaders. The **eight-part series** generated **5.1M** views and over **30K watch hours**.
- Through NBA Together and its four pillars – Know the Facts, Acts of Caring, Expand Your Community and NBA Together Live – the league used its digital footprint and voices of the NBA family to amplify the latest global health and safety information and share guidelines and resources to keep people informed, safe and connected. Players and teams generated more than \$100 million to supporting part-time arena staff and healthcare workers, supplied more than 10 million PPE and donated 9 million meals to food-insecure populations across the world.
- NBA players, legends and coaches have filmed more than 50 PSAs in nine different languages to share health and safety information, which have garnered 65 million video views and #NBATogether has generated more than 1 billion views and 95 million actions.
- The NBA family continues to work with the White House, public health officials and organizations to support the distribution of public health messaging about the safety and efficacy of vaccines.

Pride and LGBTQ+ Support

- The NBA family works with leading LGBTQ+ organizations, including GLAAD, GLSEN and Athlete Ally, to highlight helpful resources and uplift voices from within the LGBTQ+ community. As illustrated

by the **NBA becoming the first** of the major sports leagues to participate in the NYC Pride March in 2016, the league continues to strive for a more inclusive environment for all.

- **GLAAD Spirit Day and Trans Day of Visibility:** each October, the NBA participates in GLAAD Spirit Day to support LGBTQ youth and speak out against bullying. We also recognize Trans Day of Visibility annually on March 31 to celebrate transgender individuals and raise awareness of discrimination faced by transgender people worldwide.
- **Jr. NBA Coaches Forums:** in partnership with Athlete Ally, Jr. NBA Coaches Forums provide youth coaches and program operators with training from industry leaders focused on developing athletes of character and creating atmospheres of inclusion for all players. Since 2020, more than 300 coaches have participated in a Forum focusing on LGBTQ inclusion.
- **Pride Apparel Line:** the NBA and WNBA collaborate with GLSEN and Fanatics on exclusive Pride apparel, featuring NBA and WNBA team logos and benefitting GLSEN's work to ensure a school environment free from bullying and harassment of LGBTQ students. Donations to GLSEN have exceeded \$100,000 through the collaboration.

Sensory Inclusion

- The NBA partners with **KultureCity**, a nonprofit that works to help autistic individuals gain acceptance and inclusion and reach their full potential, to implement features that create permanent accessibility for those with sensory needs, including autism, Down Syndrome, PTSD, SPD, blindness/low vision, hearing loss. The certification includes comprehensive training for customer-facing staff and the option for fans to use sensory bags with noise canceling headphones, branded identifiers, fidget toys, weighted lap pads, and more.
- To date, all 30 NBA teams have taken steps to make their arenas more inclusive of families with sensory needs – 27 teams specifically partner with KultureCity to certify their arenas as Sensory Inclusive. Of those teams, 13 have created sensory or quiet rooms for fans to decompress during games. In 2018, the flagship NBA Store on Fifth Avenue was certified as the first sensory inclusive retail store in the world.

Her Time to Play

- **Her Time To Play** is a national initiative dedicated to championing change on behalf of girls and women and providing them a forum to connect, collaborate, and actively engage with the game of basketball and one another. The program engages 50,000 girls, coaches, and parents through live and virtual events and curriculum.

International Programs

- **Basketball Without Borders:** a basketball development and community outreach program that unites young basketball players to promote the sport and encourage positive social change in the areas of education, health and wellness. The NBA and FIBA have staged 62 Basketball Without Borders (BWB) camps in 38 cities in 30 countries on six continents engaging 3,600 participants from 133 countries and territories. More than 310 current and former NBA/WNBA players have joined more than 240 NBA team personnel from all 30 NBA teams to share their expertise and knowledge with participants. The success of the program is illustrated by the fact that 90 former campers have been drafted into the NBA or signed as free agents since 2001.
- **State Department Sports Envoys:** The NBA partners with the Department of State to facilitate **Sports Envoy Programs in 20 African countries**. Working in cooperation with the U.S. Olympic Committee, U.S. sports federations and professional leagues, Sports Envoys are athletes and coaches who travel overseas to participate in community outreach activities and engage youth in dialogue on the importance of leadership and respect for diversity. To date, the NBA has sent **more than 40 NBA and WNBA players and coaches** as Sports Envoys to the continent.
- NBA Africa and the Basketball Africa League are building on the NBA's commitment to social justice by helping advance gender equality on behalf of women and girls across Africa, with a focus on gender-based violence, supporting girls' education, and increasing female representation across basketball. Through the **BAL4Her** program, they are using their collective platforms and resources to promote gender equality among fans and key stakeholders, advocate for local allyship through collaborative efforts with corporate and community partners and develop pipelines for

women to fully participate and be visible across the league and its programs. NBA Africa and the Jr. NBA also developed a **STEM sports curriculum** that combines the power of sports and education to inspire girls to explore fields that prepare them for future employability. To date, the STEM Education program is reaching **12,000 girls**.

- The **NBA Canada Creators Program** is a design-focused program that leverages league platforms to increase the exposure of Canadian illustrators and graphic designers who identify as Black, Indigenous, Asian, Hispanic, or Latinx. The program is working with 10 BIPOC artists who are creating and designing art and stories for NBA channels.

<https://www.nba.com/news/james-cadogan-named-executive-director-of-national-basketball-social-justice-coalition>

Appendix III

Players

	%	#		%	#		%	#		%	#
2021-2022			2014-2015			2007-2008			1999-2000		
White	17.4%	87	White	23.3%	104	White	19.6%	89	White	22.0%	x
Black or African-American	71.8%	359	Black or African-American	74.4%	332	Black or African-American	75.6%	343	Black or African-American	78.0%	x
Hispanic or Latino(a)	2.4%	12	Hispanic or Latino(a)	1.8%	8	Hispanic or Latino(a)	3.3%	15	Hispanic or Latino(a)	<1%	x
Asian	0.2%	1	Asian	0.2%	1	Asian	0.4%	2	Other	0.0%	x
Am. Indian or Alaska Native	0.0%	0	Other	0.2%	1	Other	1.1%	5			
Two or More Races/Other	8.0%	40	International	21.3%	95	International	17.8%	81	1998-1999		
Total		499	Total		446	Total		454	White	21.0%	x
									Black or African-American	78.0%	x
									Hispanic or Latino(a)	1.0%	x
									Other	0.0%	x
2020-2021			2013-2014			2006-2007			1997-1998		
White	16.8%	87	White	19.5%	89	White	20.7%	91	White	23.0%	x
Black or African-American	73.2%	379	Black or African-American	77.0%	351	Black or African-American	75.0%	330	Black or African-American	77.0%	x
Hispanic or Latino(a)	3.1%	16	Hispanic or Latino(a)	3.1%	14	Hispanic or Latino(a)	3.0%	13	Hispanic or Latino(a)	<1%	x
Asian	0.4%	2	Asian	0.2%	1	Asian	0.5%	2	Other	0.0%	x
Am. Indian or Alaska Native	0.0%	0	Other	0.2%	1	Other	0.9%	4			
Two or More Races/Other	6.6%	34	International	20.6%	94	International	18.6%	82	1996-1997		
Total		518	Total		456	Total		440	White	20.0%	x
									Black or African-American	79.0%	x
									Hispanic or Latino(a)	<1%	x
									Other	<1%	x
2019-2020			2012-2013			2005-2006			1995-1996		
White	16.9%	83	White	19.0%	87	White	22.5%	97	White	20.0%	x
Black or African-American	74.2%	365	Black or African-American	76.3%	350	Black or African-American	75.0%	315	Black or African-American	80.0%	x
Hispanic or Latino(a)	2.2%	11	Hispanic or Latino(a)	4.4%	20	Hispanic or Latino(a)	3.0%	13	Hispanic or Latino(a)	0.0%	x
Asian	0.4%	2	Asian	0.2%	1	Asian	0.5%	2	Other	<1%	x
Am. Indian or Alaska Native	0.0%	0	Other	0.2%	1	Other	1.2%	5			
Other	6.3%	31	International	18.7%	86	International	19.0%	82	1994-1995		
Total		492	Total		459	Total		432	White	18.0%	x
									Black or African-American	82.0%	x
									Hispanic or Latino(a)	0.0%	x
									Other	0.0%	x
2018-2019			2011-2012			2004-2005			1993-1994		
White	18.1%	89	White	18.2%	79	White	22.8%	98	White	21.0%	x
Black or African-American	74.8%	368	Black or African-American	78.1%	339	Black or African-American	73.0%	313	Black or African-American	79.0%	x
Hispanic or Latino(a)	2.4%	12	Hispanic or Latino(a)	3.2%	14	Hispanic or Latino(a)	2.1%	9	Hispanic or Latino(a)	0.0%	x
Asian	0.8%	4	Asian	0.2%	1	Asian	0.7%	3	Other	0.0%	x
Other	3.9%	19	Other	0.2%	1	Other	1.4%	6			
International	20.7%	102	International	16.8%	73	International	18.9%	81	1992-1993		
Total		492	Total		434	Total		429	White	23.0%	x
									Black or African-American	77.0%	x
									Hispanic or Latino(a)	0.0%	x
2017-2018			2010-2011			2003-2004			1991-1992		
White	19.3%	93	White	16.7%	75	White	22.2%	91	White	25.0%	x
Black or African-American	73.9%	356	Black or African-American	77.7%	348	Black or African-American	75.9%	311	Black or African-American	75.0%	x
Hispanic or Latino(a)	2.3%	11	Hispanic or Latino(a)	4.5%	20	Hispanic or Latino(a)	1.2%	5	Hispanic or Latino(a)	0.0%	x
Asian	0.6%	3	Asian	0.7%	3	Asian	0.7%	3			
Other	3.9%	19	Other	0.4%	2	Other	0.0%	0	1990-1991		
International	16.6%	96	International	17.0%	76	International	16.6%	68	White	28.0%	x
Total		578	Total		448	Total		410	Black or African-American	72.0%	x
									Hispanic or Latino(a)	0.0%	x
2016-2017			2009-2010			2001-2002			1989-1990		
White	19.1%	86	White	18.4%	81	White	20.0%	x	White	25.0%	x
Black or African-American	74.4%	335	Black or African-American	76.9%	339	Black or African-American	78.0%	x	Black or African-American	75.0%	x
Hispanic or Latino(a)	4.9%	22	Hispanic or Latino(a)	3.2%	14	Hispanic or Latino(a)	1.0%	x	Hispanic or Latino(a)	0.0%	x
Asian	0.7%	3	Asian	0.7%	3	Asian	<1	x			
Other	0.9%	4	Other	0.9%	4	Other	0.0%	x			
International	25.1%	113	International	18.4%	81						
Total		450	Total		441						
2015-2016			2008-2009			2000-2001					
White	18.3%	82	White	18.2%	82	White	21.0%	x			
Black or African-American	74.3%	333	Black or African-American	77.3%	348	Black or African-American	78.0%	x			
Hispanic or Latino(a)	6.3%	28	Hispanic or Latino(a)	3.1%	14	Hispanic or Latino(a)	1.0%	x			
Asian	0.2%	1	Asian	0.7%	3	Other	0.0%	x			
Other	0.9%	4	Other	0.7%	3						
International	22.3%	100	International	17.6%	79						
Total		448	Total		450						

Table 1

League Office: Professional Employees								
	%	#		%	#		%	#
2021-2022			2012-2013			2004-2005		
White	56.3%	762	White	64.3%	452	White	68.3%	474
Black or African-American	17.9%	242	Black or African-American	18.3%	129	Black or African-American	18.3%	127
Hispanic or Latino(a)	8.9%	121	Hispanic or Latino(a)	6.3%	44	Hispanic or Latino(a)	6.9%	48
Asian	12.6%	171	Asian	10.8%	76	Asian	6.3%	44
Hawaiian/Pacific Islander	0.1%	2	Other	0.3%	2	Other	0.1%	1
Two or More Races/Other	4.1%	56	Total		703	Total		694
Total		1354	Women	41.1%	289	Women	41.9%	291
Women	43.4%	588						
2020-2021			2011-2012			2003-2004		
White	58.4%	661	White	66.0%	416	White	70.7%	484
Black or African-American	16.7%	189	Black or African-American	18.1%	114	Black or African-American	18.8%	129
Hispanic or Latino(a)	7.6%	86	Hispanic or Latino(a)	6.5%	41	Hispanic or Latino(a)	5.7%	39
Asian	12.8%	145	Asian	9.2%	58	Asian	4.8%	33
Hawaiian/Pacific Islander	0.1%	1	Other	0.2%	1	Other	0.0%	0
Two or More Races/Other	4.4%	50	Total		630	Total		685
Total		1132	Women	41.9%	264	Women	44.2%	303
Women	42.0%	476						
2019-2020			2010-2011			2001-2002		
White	60.6%	676	White	66.0%	472	White	85.0%	459
Black or African-American	16.0%	179	Black or African-American	18.2%	130	Black or African-American	2.0%	11
Hispanic or Latino(a)	7.1%	79	Hispanic or Latino(a)	7.3%	52	Hispanic or Latino(a)	7.2%	39
Asian	11.6%	130	Asian	8.4%	60	Asian	5.6%	30
Other	4.7%	52	Other	0.1%	1	Other	0.2%	1
Total		1116	Total		715	Total		540
Women	40.3%	450	Women	41.3%	295	Women	48.0%	259
2018-2019			2009-2010			1999-2000		
White	62.4%	669	White	63.6%	496	White	74.8%	434
Black or African-American	15.9%	170	Black or African-American	21.4%	167	Black or African-American	18.1%	105
Hispanic or Latino(a)	6.7%	72	Hispanic or Latino(a)	7.2%	56	Hispanic or Latino(a)	4.3%	25
Asian	10.4%	112	Asian	7.7%	60	Asian	2.6%	15
Other	4.6%	49	Other	0.1%	1	Other	0.2%	1
Total		1072	Total		780	Total		580
Women	39.7%	426	Women	43.6%	340	Women	42.4%	246
2017-2018			2008-2009			1997-1998		
White	63.8%	623	White	64.9%	478	White	77.9%	415
Black or African-American	16.8%	165	Black or African-American	20.4%	150	Black or African-American	16.1%	86
Hispanic or Latino(a)	5.9%	58	Hispanic or Latino(a)	7.2%	53	Hispanic or Latino(a)	3.6%	19
Asian	10.0%	98	Asian	7.5%	55	Asian	2.4%	13
Other	3.7%	36	Other	0.1%	1	Other	0.0%	0
Total		980	Total		737	Total		533
Women	39.6%	388	Women	42.7%	315	Women	44.8%	239
2016-2017			2007-2008			1996-1997		
White	64.9%	557	White	65.8%	541	White	77.6%	377
Black or African-American	16.4%	141	Black or African-American	19.8%	163	Black or African-American	17.1%	83
Hispanic or Latino(a)	6.6%	57	Hispanic or Latino(a)	7.2%	59	Hispanic or Latino(a)	2.9%	14
Asian	9.7%	83	Asian	7.1%	58	Asian	2.5%	12
Other	2.3%	20	Other	0.1%	1	Other	0.0%	0
Total		858	Total		822	Total		486
Women	38.8%	333	Women	41.0%	337	Women	44.0%	214
2015-2016			2006-2007			1995-1996		
White	64.7%	547	White	66.5%	529	White	79.1%	306
Black or African-American	17.7%	150	Black or African-American	20.1%	160	Black or African-American	15.8%	61
Hispanic or Latino(a)	7.3%	62	Hispanic or Latino(a)	6.7%	53	Hispanic or Latino(a)	1.8%	7
Asian	9.7%	82	Asian	6.7%	53	Asian	2.6%	10
Other	0.6%	5	Other	0.1%	1	Other	0.8%	3
Total		846	Total		796	Total		387
Women	39.6%	335	Women	39.3%	313	Women	48.6%	188
2014-2015			2005-2006			1994-1995		
White	64.6%	509	White	67.0%	492	White	79.7%	251
Black or African-American	18.0%	142	Black or African-American	19.5%	143	Black or African-American	16.5%	52
Hispanic or Latino(a)	7.2%	57	Hispanic or Latino(a)	7.1%	52	Hispanic or Latino(a)	1.9%	6
Asian	9.8%	77	Asian	6.3%	46	Asian	1.6%	5
Other	0.4%	3	Other	0.1%	1	Other	0.3%	1
Total		788	Total		734	Total		315
Women	40.9%	322	Women	40.6%	298	Women	47.9%	151
2013-2014								
White	64.9%	481						
Black or African-American	17.9%	133						
Hispanic or Latino(a)	7.0%	52						
Asian	9.9%	73						
Other	0.3%	2						
Total		741						
Women	40.9%	303						

Table 2

Team Governors								
	%	#		%	#		%	#
2021-2022			2015-2016			2009-2010		
White	86.7%	26	White	95.2%	40	White	98.0%	49
Black or African-American	3.3%	1	Black or African-American	2.4%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	2.0%	1
Asian/Pacific Islander	6.7%	2	Asian	2.4%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	3.3%	1	Total		42	Total		50
Unknown	0.0%	0	Women	7.1%	3	Women	6.0%	3
Total		30						
Women	10.0%	3						
2020-2021			2014-2015			2008-2009		
White	86.7%	26	White	95.0%	38	White	96.7%	29
Black or African-American	6.5%	0	Black or African-American	2.5%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	3.3%	1
Asian/Pacific Islander	0.0%	0	Asian	2.0%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		40	Total		30
Unknown	0.0%	0	Women	5.0%	2	Women	0.0%	0
Total		30						
Women	10.0%	3						
2019-2020			2013-2014			2007-2008		
White	88.6%	31	White	94.4%	34	White	96.7%	29
Black or African-American	2.9%	1	Black or African-American	2.8%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	3.3%	1
Asian	5.7%	2	Asian	2.8%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Other	2.9%	1	Total		36	Total		30
Total		35	Women	5.6%	2	Women	0.0%	0
Women	14.3%	5						
2018-2019			2012-2013			2006-2007		
White	91.4%	32	White	98.0%	48	White	96.8%	30
Black or African-American	2.9%	1	Black or African-American	2.0%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	3.2%	1
Asian	2.9%	1	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
Total		35	Total		49	Total		31
Women	11.4%	4	Women	16.3%	8	Women	0.0%	0
2017-2018			2011-2012			2005-2006		
White	91.4%	32	White	96.4%	53	White	96.4%	27
Black or African-American	2.9%	1	Black or African-American	1.8%	1	Black or African-American	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	1.8%	1	Hispanic or Latino(a)	3.6%	1
Asian	2.9%	1	Asian	0.0%	0	Asian	0.0%	0
Other	2.9%	1	Other	0.0%	0	Other	0.0%	0
Total		35	Total		55	Total		28
Women	11.4%	4	Women	12.7%	7	Women	0.0%	0
2016-2017			2010-2011			Table 3		
White	91.4%	32	White	97.5%	39			
Black or African-American	2.9%	1	Black or African-American	0.0%	0			
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	2.5%	1			
Asian	2.9%	1	Asian	0.0%	0			
Other	2.9%	1	Other	0.0%	0			
Total		35	Total		40			
Women	11.4%	4	Women	7.5%	3			

Head Coaches								
	%	#		%	#		%	#
2021-2022			2011-2012			2000-2001		
White	50.0%	15	White	46.7%	14	White	65.5%	19
Black or African-American	46.7%	14	Black or African-American	46.7%	14	Black or African-American	34.5%	10
Hispanic or Latino(a)	0.0%	0	Asian	3.3%	1	Asian	0.0%	0
Asian	3.3%	1	Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		30	Total		29
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2020-2021			2010-2011			1999-2000		
White	70.0%	21	White	66.7%	20	White	79.3%	23
Black or African-American	23.3%	7	Black or African-American	30.0%	9	Black or African-American	20.7%	6
Hispanic or Latino(a)	3.3%	1	Asian	3.3%	1	Asian	0.0%	0
Asian	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		30	Total		29
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2019-2020			2009-2010			1998-1999		
White	70.0%	21	White	70.0%	21	White	86.2%	25
Black or African-American	23.3%	7	Black or African-American	26.7%	8	Black or African-American	13.8%	4
Hispanic or Latino(a)	3.3%	1	Asian	3.3%	1	Asian	0.0%	0
Asian	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Other	0.0%	0	Total		30	Total		29
Total		30	Women	0.0%	0	Women	0.0%	0
Women	0.0%	0						
2018-2019			2008-2009			1997-1998		
White	66.7%	20	White	60.0%	18	White	82.8%	24
Black or African-American	26.7%	8	Black or African-American	36.7%	11	Black or African-American	17.2%	5
Asian	3.3%	1	Asian	3.3%	1	Asian	0.0%	0
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2017-2018			2007-2008			1996-1997		
White	70.0%	21	White	60.0%	18	White	75.9%	22
Black or African-American	20.0%	6	Black or African-American	40.0%	12	Black or African-American	24.1%	7
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	6.7%	2	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2016-2017			2006-2007			1995-1996		
White	70.0%	21	White	60.0%	18	White	79.3%	23
Black or African-American	20.0%	6	Black or African-American	40.0%	12	Black or African-American	20.7%	6
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	3.3%	1	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015-2016			2005-2006			1994-1995		
White	70.0%	21	White	63.3%	19	White	81.5%	22
Black or African-American	26.7%	8	Black or African-American	36.7%	11	Black or African-American	18.5%	5
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		27
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014-2015			2004-2005			1993-1994		
White	66.7%	20	White	60.0%	18	White	81.5%	22
Black or African-American	30.0%	9	Black or African-American	40.0%	12	Black or African-American	18.5%	5
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		27
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013-2014			2003-2004			1992-1993		
White	56.7%	17	White	63.3%	19	White	74.1%	20
Black or African-American	40.0%	12	Black or African-American	36.7%	11	Black or African-American	25.9%	7
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		27
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2012-2013			2001-2002			Table 4		
White	53.3%	16	White	51.7%	15			
Black or African-American	43.3%	13	Black or African-American	48.3%	14			
Asian	3.3%	1	Asian	0.0%	0			
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total		30	Total		29			
Women	0.0%	0	Women	0.0%	0			

Assistant Coaches								
	%	#		%	#		%	#
2021-2022			2012-2013			2003-2004		
White	49.5%	95	White	54.4%	80	White	71.0%	98
Black or African-American	42.7%	82	Black or African-American	43.5%	64	Black or African-American	29.0%	40
Hispanic or Latino(a)	4.2%	8	Hispanic or Latino(a)	0.7%	1	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	0.5%	1	Asian	0.7%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.7%	1	Other	0.0%	0
Two or More Races/Other	2.6%	5	Total		147	Total		138
Unknown	0.5%	1	Women	0.0%	0	Women	0.0%	0
Total		192						
Women	3.6%	7						
2020-2021			2011-2012			2001-2002		
White	47.3%	98	White	56.5%	83	White	66.9%	79
Black or African-American	42.5%	88	Black or African-American	41.5%	61	Black or African-American	33.1%	39
Hispanic or Latino(a)	3.4%	7	Hispanic or Latino(a)	0.7%	1	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	1.0%	2	Asian	0.7%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.5%	1	Other	0.7%	1	Other	0.0%	0
Two or More Races/Other	5.3%	11	Total		147	Total		118
Unknown	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		207						
Women	2.9%	8						
2019-2020			2010-2011			1999-2000		
White	54.2%	84	White	55.8%	87	White	64.3%	74
Black or African-American	37.4%	58	Black or African-American	42.3%	66	Black or African-American	35.7%	41
Hispanic or Latino(a)	3.9%	6	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.6%	1	Asian	0.6%	1	Asian	0.0%	0
Other	3.9%	6	Other	0.6%	1	Other	0.0%	0
Total		155	Total		156	Total		115
Women	5.8%	9	Women	0.0%	0	Women	0.0%	0
2018-2019			2009-2010			1998-1999		
White	57.5%	96	White	58.6%	92	White	67.0%	77
Black or African-American	37.1%	62	Black or African-American	40.8%	64	Black or African-American	33.0%	38
Hispanic or Latino(a)	3.0%	5	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.6%	1	Asian	0.0%	0	Asian	0.0%	0
Other	1.8%	3	Other	0.0%	0	Other	0.0%	0
Total		167	Total		157	Total		115
Women	1.8%	3	Women	0.0%	0	Women	0.0%	0
2017-2018			2008-2009			1997-1998		
White	54.3%	1	White	58.5%	93	White	66.1%	76
Black or African-American	40.5%	70	Black or African-American	40.9%	65	Black or African-American	33.9%	39
Hispanic or Latino(a)	2.9%	5	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	1.2%	2	Asian	0.0%	0	Asian	0.0%	0
Other	1.2%	2	Other	0.0%	0	Other	0.0%	0
Total		173	Total		159	Total		115
Women	1.2%	2	Women	0.0%	0	Women	0.0%	0
2016-2017			2007-2008			1996-1997		
White	54.6%	89	White	58.4%	97	White	65.6%	61
Black or African-American	41.7%	68	Black or African-American	39.8%	66	Black or African-American	34.4%	32
Hispanic or Latino(a)	3.1%	5	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.6%	1	Asian	0.6%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.6%	1	Other	0.0%	0
Total		163	Total		166	Total		93
Women	1.2%	2	Women	0.0%	0	Women	0.0%	0
2015-2016			2006-2007			1995-1996		
White	55.7%	83	White	59.2%	93	White	59.3%	51
Black or African-American	43.0%	64	Black or African-American	40.1%	63	Black or African-American	40.7%	35
Hispanic or Latino(a)	0.7%	1	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.7%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		149	Total		157	Total		86
Women	1.3%	2	Women	0.0%	0	Women	0.0%	0
2014-2015			2005-2006			1994-1995		
White	59.2%	109	White	61.5%	96	White	60.0%	45
Black or African-American	39.7%	73	Black or African-American	37.8%	59	Black or African-American	40.0%	30
Hispanic or Latino(a)	1.1%	2	Hispanic or Latino(a)	0.6%	1	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		184	Total		156	Total		75
Women	0.5%	1	Women	0.0%	0	Women	0.0%	0
2013-2014			2004-2005			1993-1994		
White	53.3%	80	White	66.2%	100	White	61.5%	48
Black or African-American	46.0%	69	Black or African-American	33.1%	50	Black or African-American	38.5%	30
Hispanic or Latino(a)	0.7%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	0.7%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		150	Total		151	Total		78
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0

Table 6

CEO/President								
	%	#		%	#		%	#
2021-2022			2013-2014			2005-2006		
White	93.0%	53	White	87.0%	47	White	87.5%	28
Black or African-American	7.0%	4	Black or African-American	13.0%	7	Black or African-American	12.5%	4
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		54	Total		32
Unknown	0.0%	0	Women	7.4%	4	Women	3.1%	1
Total		57						
Women	10.5%	6						
2020-2021			2012-2013			2004-2005		
White	93.5%	43	White	92.7%	51	White	90.3%	28
Black or African-American	6.5%	3	Black or African-American	7.3%	4	Black or African-American	9.7%	3
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		55	Total		31
Unknown	0.0%	0	Women	1.8%	1	Women	3.2%	1
Total		46						
Women	8.7%	4						
2019-2020			2011-2012			2003-2004		
White	89.1%	49	White	87.5%	49	White	90.0%	27
Black or African-American	7.3%	4	Black or African-American	12.5%	7	Black or African-American	10.0%	3
Hispanic or Latino(a)	3.6%	2	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		55	Total		56	Total		30
Women	10.9%	6	Women	3.6%	2	Women	3.0%	1
2018-2019			2010-2011			2001-2002		
White	89.3%	50	White	88.9%	56	White	96.0%	x
Black or African-American	8.9%	5	Black or African-American	11.1%	7	Black or African-American	4.0%	x
Hispanic or Latino(a)	1.8%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		56	Total		63	Total		x
Women	12.5%	7	Women	3.2%	2	Women	4.0%	x
2017-2018			2009-2010			2000-2001		
White	90.2%	55	White	88.2%	30	White	90.0%	x
Black or African-American	8.2%	5	Black or African-American	11.8%	4	Black or African-American	10.0%	x
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		61	Total		34	Total		x
Women	11.5%	7	Women	0.0%	0	Women	3.0%	x
2016-2017			2008-2009			1999-2000		
White	93.1%	54	White	85.3%	29	White	90.0%	x
Black or African-American	6.9%	4	Black or African-American	14.7%	5	Black or African-American	10.0%	x
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		58	Total		34	Total		x
Women	10.3%	6	Women	0.0%	0	Women	3.0%	x
2015-2016			2007-2008			1998-1999		
White	94.7%	54	White	76.7%	23	White	90.0%	x
Black or African-American	5.3%	3	Black or African-American	23.3%	7	Black or African-American	10.0%	x
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	x
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x
Other	0.0%	0	Other	0.0%	0	Other	0.0%	x
Total		57	Total		30	Total		x
Women	7.0%	4	Women	0.0%	0	Women	3.0%	x
2014-2015			2006-2007			Table 7		
White	91.2%	52	White	87.9%	29			
Black or African-American	7.0%	4	Black or African-American	12.1%	4			
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0			
Asian	0.0%	0	Asian	0.0%	0			
Other	1.8%	1	Other	0.0%	0			
Total		57	Total		33			
Women	7.0%	4	Women	3.0%	1			

General Manager								
	%	#		%	#		%	#
2021-2022			2012-2013			2003-2004		
White	50.0%	12	White	76.7%	23	White	83.3%	25
Black or African-American	33.3%	8	Black or African-American	20.0%	6	Black or African-American	16.7%	5
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	4.2%	1	Asian	3.3%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	12.5%	3	Total		30	Total		30
Unknown	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		24						
Women	0.0%	0						
2020-2021			2011-2012			2001-2002		
White	60.0%	18	White	74.2%	23	White	83.3%	25
Black or African-American	26.7%	8	Black or African-American	22.6%	7	Black or African-American	16.7%	5
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	0.0%	0	Asian	3.2%	1	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	10.0%	3	Total		31	Total		30
Unknown	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30						
Women	0.0%	0						
2019-2020			2010-2011			2000-2001		
White	69.6%	16	White	73.3%	22	White	79.3%	23
Black or African-American	21.7%	5	Black or African-American	23.3%	7	Black or African-American	20.7%	6
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	3.3%	1	Asian	0.0%	0
Other	8.7%	2	Other	0.0%	0	Other	0.0%	0
Total		23	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2018-2019			2009-2010			1999-2000		
White	73.9%	17	White	87.0%	20	White	86.2%	25
Black or African-American	21.7%	5	Black or African-American	13.0%	3	Black or African-American	13.8%	4
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Other	4.3%	1	Other	0.0%	0	Other	0.0%	0
Total		23	Total		23	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2017-2018			2008-2009			1998-1999		
White	80.0%	20	White	90.3%	28	White	79.3%	23
Black or African-American	12.0%	3	Black or African-American	9.7%	3	Black or African-American	20.7%	6
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	4.0%	1	Asian	0.0%	0	Asian	0.0%	0
Other	4.0%	1	Other	0.0%	0	Other	0.0%	0
Total		25	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2016-2017			2007-2008			1997-1998		
White	90.0%	27	White	76.7%	23	White	72.4%	21
Black or African-American	6.7%	2	Black or African-American	23.3%	7	Black or African-American	27.6%	8
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015-2016			2006-2007			1996-1997		
White	86.7%	26	White	73.3%	22	White	72.4%	21
Black or African-American	10.0%	3	Black or African-American	26.7%	8	Black or African-American	27.6%	8
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		30	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014-2015			2005-2006			1995-1996		
White	80.6%	25	White	77.4%	24	White	69.0%	20
Black or African-American	16.1%	5	Black or African-American	22.6%	7	Black or African-American	31.0%	9
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.2%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		31	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2013-2014			2004-2005			1994-1995		
White	76.7%	23	White	77.4%	24	White	69.0%	20
Black or African-American	20.0%	6	Black or African-American	22.6%	7	Black or African-American	31.0%	9
Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		31	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0

Table 8

Vice President								
	%	#		%	#		%	#
2021-2022			2012-2013			2003-2004		
White	73.6%	489	White	86.5%	302	White	88.1%	192
Black or African-American	16.3%	108	Black or African-American	10.0%	35	Black or African-American	8.7%	19
Hispanic or Latino(a)	3.5%	23	Hispanic or Latino(a)	2.9%	10	Hispanic or Latino(a)	3.2%	7
Asian/Pacific Islander	3.8%	25	Asian	0.6%	2	Asian	0.0%	0
Am. Indian or Alaskan Native	0.9%	6	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	1.7%	11	Total		349	Total		218
Unknown	0.3%	2	Women	18.3%	64	Women	17.9%	39
Total		664						
Women	30.0%	199						
2020-2021			2011-2012			2001-2002		
White	74.5%	420	White	87.7%	285	White	90.7%	175
Black or African-American	16.3%	92	Black or African-American	9.8%	32	Black or African-American	6.7%	13
Hispanic or Latino(a)	3.2%	18	Hispanic or Latino(a)	1.5%	5	Hispanic or Latino(a)	2.6%	5
Asian/Pacific Islander	3.7%	21	Asian	0.9%	3	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	2.3%	13	Total		325	Total		193
Unknown	0.0%	0	Women	17.8%	58	Women	15.0%	29
Total		564						
Women	27.8%	157						
2019-2020			2010-2011			1999-2000		
White	76.0%	528	White	86.7%	268	White	89.6%	164
Black or African-American	15.4%	107	Black or African-American	10.4%	32	Black or African-American	9.8%	18
Hispanic or Latino(a)	3.7%	26	Hispanic or Latino(a)	2.6%	8	Hispanic or Latino(a)	0.5%	1
Asian	2.7%	19	Asian	1.0%	3	Asian	0.0%	0
Other	2.2%	15	Other	0.0%	0	Other	0.0%	0
Total		695	Total		311	Total		183
Women	26.6%	185	Women	15.5%	48	Women	13.1%	24
2018-2019			2009-2010			1998-1999		
White	76.1%	447	White	85.9%	249	White	89.9%	170
Black or African-American	14.8%	87	Black or African-American	11.0%	32	Black or African-American	9.0%	17
Hispanic or Latino(a)	4.6%	27	Hispanic or Latino(a)	2.1%	6	Hispanic or Latino(a)	1.1%	2
Asian	2.6%	15	Asian	1.0%	3	Asian	0.0%	0
Other	1.9%	11	Other	0.0%	0	Other	0.0%	0
Total		587	Total		290	Total		189
Women	25.4%	149	Women	17.9%	52	Women	11.6%	22
2017-2018			2008-2009			1997-1998		
White	74.6%	435	White	86.6%	251	White	86.8%	138
Black or African-American	15.6%	91	Black or African-American	10.7%	31	Black or African-American	11.9%	19
Hispanic or Latino(a)	3.4%	20	Hispanic or Latino(a)	2.1%	6	Hispanic or Latino(a)	1.3%	2
Asian	2.2%	13	Asian	0.7%	2	Asian	0.0%	0
Other	4.1%	24	Other	0.0%	0	Other	0.0%	0
Total		583	Total		290	Total		159
Women	23.5%	137	Women	17.6%	51	Women	10.1%	16
2016-2017			2007-2008			1996-1997		
White	80.5%	356	White	85.1%	258	White	89.7%	140
Black or African-American	13.3%	59	Black or African-American	10.6%	32	Black or African-American	9.6%	15
Hispanic or Latino(a)	3.8%	17	Hispanic or Latino(a)	3.0%	9	Hispanic or Latino(a)	0.6%	1
Asian	1.8%	8	Asian	1.3%	4	Asian	0.0%	0
Other	0.5%	2	Other	0.0%	0	Other	0.0%	0
Total		442	Total		303	Total		156
Women	24.2%	107	Women	18.2%	55	Women	8.3%	13
2015-2016			2006-2007			1995-1996		
White	81.8%	354	White	84.9%	248	White	91.7%	132
Black or African-American	12.7%	55	Black or African-American	11.0%	32	Black or African-American	8.3%	12
Hispanic or Latino(a)	3.0%	13	Hispanic or Latino(a)	2.7%	8	Hispanic or Latino(a)	0.0%	0
Asian	2.1%	9	Asian	1.4%	4	Asian	0.0%	0
Other	0.5%	2	Other	0.0%	0	Other	0.0%	0
Total		433	Total		292	Total		144
Women	21.5%	93	Women	16.8%	49	Women	6.9%	10
2014-2015			2005-2006			1994-1995		
White	84.7%	343	White	87.5%	252	White	87.2%	109
Black or African-American	10.9%	44	Black or African-American	8.3%	24	Black or African-American	12.0%	15
Hispanic or Latino(a)	2.2%	9	Hispanic or Latino(a)	2.8%	8	Hispanic or Latino(a)	0.0%	0
Asian	1.2%	5	Asian	1.4%	4	Asian	0.8%	1
Other	1.0%	4	Other	0.0%	0	Other	0.0%	0
Total		405	Total		288	Total		125
Women	20.2%	82	Women	18.1%	52	Women	6.4%	8
2013-2014			2004-2005			1993-1994		
White	86.5%	302	White	86.2%	232	White	86.6%	97
Black or African-American	10.3%	36	Black or African-American	10.4%	28	Black or African-American	12.5%	14
Hispanic or Latino(a)	2.0%	7	Hispanic or Latino(a)	2.2%	6	Hispanic or Latino(a)	0.0%	0
Asian	0.6%	2	Asian	1.1%	3	Asian	0.9%	1
Other	0.6%	2	Other	0.0%	0	Other	0.0%	0
Total		349	Total		269	Total		112
Women	16.6%	58	Women	17.8%	48	Women	3.6%	4

Table 9

Team Management								
	%	#		%	#		%	#
2021-2022			2012-2013			2004-2005		
White	66.3%	1794	White	79.9%	508	White	83.5%	370
Black or African-American	15.0%	406	Black or African-American	13.2%	84	Black or African-American	11.7%	52
Hispanic or Latino(a)	9.1%	246	Hispanic or Latino(a)	3.8%	24	Hispanic or Latino(a)	3.4%	15
Asian/Pacific Islander	5.6%	151	Asian	1.7%	11	Asian	1.4%	6
Am. Indian or Alaskan Native	0.5%	13	Other	1.4%	9	Other	0.0%	0
Two or More Races/Other	2.4%	64	Total	636	Total	443		
Unknown	1.1%	31	Women	21.9%	139	Women	24.4%	108
Total		2705						
Women	39.0%	1056						
2020-2021			2011-2012			2003-2004		
White	68.0%	1612	White	78.5%	601	White	85.0%	283
Black or African-American	15.0%	356	Black or African-American	12.9%	99	Black or African-American	12.6%	42
Hispanic or Latino(a)	7.6%	181	Hispanic or Latino(a)	6.5%	50	Hispanic or Latino(a)	1.2%	4
Asian/Pacific Islander	5.1%	121	Asian	1.6%	12	Asian	1.2%	4
Am. Indian or Alaskan Native	0.2%	4	Other	0.5%	4	Other	0.0%	0
Two or More Races/Other	3.4%	81	Total	766	Total	333		
Unknown	0.7%	12	Women	24.7%	189	Women	25.2%	84
Total		2369						
Women	37.9%	899						
2019-2020			2010-2011			2001-2002		
White	69.5%	2469	White	78.3%	447	White	83.0%	x
Black or African-American	14.0%	531	Black or African-American	14.4%	82	Black or African-American	14.0%	x
Hispanic or Latino(a)	7.2%	257	Hispanic or Latino(a)	6.1%	35	Hispanic or Latino(a)	3.0%	x
Asian	4.9%	173	Asian	1.1%	6	Asian	2.0%	x
Am. Indian or Alaska Native	0.2%	6	Other	0.2%	1	Other	0.0%	x
Other	3.3%	118	Total	571	Total	x		
Total		3554	Women	27.1%	155	Women	29.0%	x
Women	33.0%	1173						
2018-2019			2009-2010			2000-2001		
White	68.1%	2010	White	79.9%	481	White	83.0%	x
Black or African-American	15.8%	467	Black or African-American	13.8%	83	Black or African-American	12.0%	x
Hispanic or Latino(a)	6.5%	192	Hispanic or Latino(a)	5.3%	32	Hispanic or Latino(a)	3.0%	x
Asian	3.5%	103	Asian	0.8%	5	Asian	2.0%	x
Am. Indian or Alaska Native	0.2%	6	Other	0.2%	1	Other	0.0%	x
Other	5.9%	174	Total	602	Total	x		
Total		2952	Women	25.2%	152	Women	36.0%	x
Women	30.9%	912						
2017-2018			2008-2009			1999-2000		
White	68.8%	1698	White	77.4%	439	White	85.0%	x
Black or African-American	15.8%	390	Black or African-American	15.7%	89	Black or African-American	10.0%	x
Hispanic or Latino(a)	5.8%	144	Hispanic or Latino(a)	5.5%	31	Hispanic or Latino(a)	3.0%	x
Asian	4.3%	106	Asian	1.2%	7	Asian	2.0%	x
Am. Indian or Alaska Native	0.2%	5	Other	0.2%	1	Other	0.0%	x
Other	5.1%	126	Total	567	Total	x		
Total		2469	Women	24.2%	137	Women	40.0%	x
Women	31.6%	779						
2016-2017			2007-2008			1998-1999		
White	76.6%	570	White	78.3%	401	White	86.0%	x
Black or African-American	12.2%	91	Black or African-American	13.9%	71	Black or African-American	11.0%	x
Hispanic or Latino(a)	5.5%	41	Hispanic or Latino(a)	5.9%	30	Hispanic or Latino(a)	<2%	x
Asian	4.0%	30	Asian	1.8%	9	Asian	<2%	x
Other	1.6%	12	Other	0.2%	1	Other	0.0%	x
Total		744	Total	512	Total	x		
Women	29.3%	218	Women	26.6%	136	Women	41.0%	x
2015-2016			2006-2007			1997-1998		
White	76.5%	634	White	80.2%	377	White	87.0%	x
Black or African-American	14.0%	116	Black or African-American	13.4%	63	Black or African-American	11.0%	x
Hispanic or Latino(a)	4.8%	40	Hispanic or Latino(a)	5.1%	24	Hispanic or Latino(a)	0.0%	x
Asian	3.3%	27	Asian	1.3%	6	Asian	0.0%	x
Other	1.4%	12	Other	0.0%	0	Other	2.0%	x
Total		829	Total	470	Total	x		
Women	23.6%	196	Women	24.9%	117	Women	31.0%	x
2014-2015			2005-2006			1996-1997		
White	80.0%	654	White	80.3%	367	White	88.0%	x
Black or African-American	14.9%	122	Black or African-American	12.7%	58	Black or African-American	11.0%	x
Hispanic or Latino(a)	3.1%	25	Hispanic or Latino(a)	5.5%	25	Hispanic or Latino(a)	0.0%	x
Asian	1.5%	12	Asian	1.5%	7	Asian	0.0%	x
Other	0.6%	5	Other	0.0%	0	Other	1.0%	x
Total		196	Total	457	Total	x		
Women	24.0%	196	Women	23.4%	107	Women	23.0%	x
2013-2014								
White	80.8%	584						
Black or African-American	13.7%	99						
Hispanic or Latino(a)	3.6%	26						
Asian	1.4%	10						
Other	0.6%	4						
Total		723						
Women	21.4%	155						

Table 10

Professional Staff								
	%	#		%	#		%	#
2021-2022			2012-2013			2003-2004		
White	52.6%	2111	White	72.4%	1556	White	76.4%	1192
Black or African-American	22.0%	884	Black or African-American	15.7%	338	Black or African-American	14.2%	222
Hispanic or Latino(a)	13.0%	520	Hispanic or Latino(a)	8.4%	181	Hispanic or Latino(a)	6.9%	108
Asian/Pacific Islander	6.8%	273	Asian	2.1%	45	Asian	1.9%	30
Am. Indian or Alaskan Native	0.3%	14	Other	1.3%	29	Other	0.6%	9
Two or More Races/Other	3.6%	143	Total		2149	Total		1561
Unknown	1.7%	68	Women	35.0%	752	Women	38.6%	602
Total		4013						
Women	34.2%	1371						
2020-2021			2011-2012			2001-2002		
White	57.4%	1664	White	75.5%	858	White	79.0%	x
Black or African-American	19.0%	552	Black or African-American	13.8%	157	Black or African-American	13.0%	x
Hispanic or Latino(a)	11.7%	339	Hispanic or Latino(a)	7.0%	80	Hispanic or Latino(a)	6.0%	x
Asian/Pacific Islander	6.3%	183	Asian	2.7%	31	Asian	<2%	x
Am. Indian or Alaskan Native	0.3%	8	Other	1.0%	11	Other	<1%	x
Two or More Races/Other	4.6%	133	Total		1137	Total		x
Unknown	0.7%	22	Women	39.3%	447	Women	48.0%	x
Total		2901						
Women	32.7%	948						
2019-2020			2010-2011			1999-2000		
White	64.1%	1617	White	72.5%	667	White	77.0%	x
Black or African-American	16.4%	414	Black or African-American	16.0%	147	Black or African-American	15.0%	x
Hispanic or Latino(a)	10.2%	257	Hispanic or Latino(a)	8.4%	77	Hispanic or Latino(a)	6.0%	x
Asian	4.8%	122	Asian	2.4%	22	Asian	2.0%	x
Am. Indian or Alaska Native	0.2%	5	Other	0.8%	7	Other	0.0%	x
Other	4.2%	106	Total		920	Total		x
Total		2521	Women	38.6%	355	Women	52.0%	x
Women	39.0%	983						
2018-2019			2009-2010			1998-1999		
White	61.9%	1860	White	73.6%	871	White	83.0%	x
Black or African-American	20.0%	601	Black or African-American	15.6%	184	Black or African-American	13.0%	x
Hispanic or Latino(a)	10.1%	303	Hispanic or Latino(a)	7.5%	89	Hispanic or Latino(a)	3.0%	x
Asian	3.6%	107	Asian	2.7%	32	Asian	1.0%	x
Am. Indian or Alaska Native	0.3%	10	Other	0.6%	7	Other	0.0%	x
Other	4.2%	126	Total		1183	Total		x
Total		3007	Women	39.1%	462	Women	39.0%	x
Women	37.3%	1122						
2017-2018			2008-2009			1997-1998		
White	60.5%	1736	White	71.3%	761	White	83.0%	x
Black or African-American	17.7%	508	Black or African-American	16.2%	173	Black or African-American	13.0%	x
Hispanic or Latino(a)	7.6%	218	Hispanic or Latino(a)	9.3%	99	Hispanic or Latino(a)	3.0%	x
Asian	3.9%	113	Asian	2.7%	29	Asian	1.0%	x
Am. Indian or Alaska Native	0.4%	12	Other	0.5%	5	Other	0.0%	x
Other	9.9%	284	Total		1067	Total		x
Total		2871	Women	40.0%	427	Women	39.0%	x
Women	37.2%	1068						
2016-2017			2007-2008			1996-1997		
White	67.4%	2021	White	72.3%	777	White	83.0%	x
Black or African-American	17.1%	511	Black or African-American	16.0%	172	Black or African-American	14.0%	x
Hispanic or Latino(a)	9.5%	286	Hispanic or Latino(a)	8.8%	95	Hispanic or Latino(a)	0.0%	x
Asian	3.8%	114	Asian	2.5%	27	Asian	0.0%	x
Other	2.2%	65	Other	0.4%	4	Other	3.0%	x
Total		2997	Total		1075	Total		x
Women	40.1%	1202	Women	39.9%	429	Women	38.0%	x
2015-2016			2006-2007			1995-1996		
White	67.9%	1760	White	73.6%	818	White	84.0%	x
Black or African-American	18.4%	478	Black or African-American	14.9%	165	Black or African-American	13.0%	x
Hispanic or Latino(a)	7.7%	200	Hispanic or Latino(a)	7.6%	84	Hispanic or Latino(a)	0.0%	x
Asian	4.0%	103	Asian	3.3%	37	Asian	0.0%	x
Other	2.0%	51	Other	0.6%	7	Other	<3%	x
Total		2592	Total		1111	Total		x
Women	36.1%	937	Women	41.4%	460	Women	45.0%	x
2014-2015			2005-2006			1994-1995		
White	73.6%	2425	White	73.8%	672	White	87.0%	x
Black or African-American	15.7%	516	Black or African-American	14.3%	130	Black or African-American	10.0%	x
Hispanic or Latino(a)	6.5%	214	Hispanic or Latino(a)	8.3%	76	Hispanic or Latino(a)	<1%	x
Asian	3.1%	103	Asian	3.1%	28	Asian	<1%	x
Other	1.2%	39	Other	0.5%	5	Other	1.0%	x
Total		3297	Total		911	Total		x
Women	36.1%	1189	Women	41.7%	380	Women	32.0%	x
2013-2014			2004-2005			1993-1994		
White	74.3%	1931	White	77.4%	684	White	84.0%	x
Black or African-American	15.6%	404	Black or African-American	12.7%	112	Black or African-American	13.0%	x
Hispanic or Latino(a)	6.1%	158	Hispanic or Latino(a)	6.8%	60	Hispanic or Latino(a)	2.0%	x
Asian	2.8%	72	Asian	2.8%	25	Asian	<1%	x
Other	1.3%	33	Other	0.3%	3	Other	<1%	x
Total		2598	Total		884			
Women	34.6%	898	Women	43.1%	381			

Table 11

Head Athletic Trainers								
	%	#		%	#		%	#
2021-2022			2012-2013			2003-2004		
White	67.7%	21	White	72.7%	24	White	83.3%	25
Black or African-American	22.6%	7	Black or African-American	24.2%	8	Black or African-American	16.7%	5
Hispanic or Latino(a)	9.7%	3	Hispanic or Latino(a)	3.0%	1	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	0.0%	0	Asian	0.0%	0	Asian	0.0%	0
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		33	Total		30
Unknown	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		31						
Women	0.0%	0						
2020-2021			2011-2012			2001-2002		
White	67.7%	21	White	67.3%	35	White	85.7%	24
Black or African-American	22.6%	7	Black or African-American	21.2%	11	Black or African-American	10.7%	3
Hispanic or Latino(a)	6.5%	2	Hispanic or Latino(a)	5.8%	3	Hispanic or Latino(a)	0.0%	0
Asian/Pacific Islander	3.2%	1	Asian	5.8%	3	Asian	3.6%	1
Am. Indian or Alaskan Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Two or More Races/Other	0.0%	0	Total		52	Total		28
Unknown	0.0%	0	Women	1.9%	1	Women	0.0%	0
Total		31						
Women	3.2%	1						
2019-2020			2010-2011			1999-2000		
White	74.1%	20	White	80.0%	36	White	86.2%	25
Black or African-American	14.8%	4	Black or African-American	15.6%	7	Black or African-American	13.8%	4
Hispanic or Latino(a)	3.7%	1	Hispanic or Latino(a)	2.2%	1	Hispanic or Latino(a)	0.0%	0
Asian	7.4%	2	Asian	2.2%	1	Asian	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Other	0.0%	0	Other	0.0%	0
Other	0.0%	0	Total		45	Total		29
Total		27	Women	0.0%	0	Women	0.0%	0
Women	3.7%	1						
2018-2019			2009-2010			1998-1999		
White	74.1%	20	White	76.5%	39	White	89.7%	26
Black or African-American	18.5%	5	Black or African-American	15.7%	8	Black or African-American	10.3%	3
Hispanic or Latino(a)	3.7%	1	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	3.7%	1	Asian	5.9%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		27	Total		51	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2017-2018			2008-2009			1997-1998		
White	63.3%	19	White	81.6%	40	White	86.2%	25
Black or African-American	26.7%	8	Black or African-American	14.3%	7	Black or African-American	13.8%	4
Hispanic or Latino(a)	6.7%	2	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		49	Total		29
Women	3.3%	1	Women	0.0%	0	Women	0.0%	0
2016-2017			2007-2008			1996-1997		
White	63.3%	19	White	78.4%	40	White	86.2%	25
Black or African-American	26.7%	8	Black or African-American	17.6%	9	Black or African-American	13.8%	4
Hispanic or Latino(a)	6.7%	2	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		51	Total		29
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2015-2016			2006-2007			1995-1996		
White	66.7%	20	White	75.5%	37	White	89.3%	25
Black or African-American	26.7%	8	Black or African-American	20.4%	10	Black or African-American	10.7%	3
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		49	Total		28
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
2014-2015			2005-2006			1994-1995		
White	66.7%	20	White	76.5%	39	White	92.6%	25
Black or African-American	23.3%	7	Black or African-American	19.6%	10	Black or African-American	7.4%	2
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	2.0%	1	Hispanic or Latino(a)	0.0%	0
Asian	6.7%	2	Asian	2.0%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total		30	Total		51	Total		27
Women	0.0%	0	Women	2.0%	1	Women	0.0%	0
2013-2014			2004-2005			1993-1994		
White	70.0%	21	White	76.9%	40	White	92.6%	25
Black or African-American	23.3%	7	Black or African-American	21.2%	11	Black or African-American	3.7%	1
Hispanic or Latino(a)	3.3%	1	Hispanic or Latino(a)	0.0%	0	Hispanic or Latino(a)	0.0%	0
Asian	3.3%	1	Asian	1.9%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	3.7%	1
Total		30	Total		52	Total		27
Women	0.0%	0	Women	0.0%	0			

Table 12

Table 12

Radio and TV Announcers					
	%		%		%
2021-2022		2012-2013		2003-2004	
White	67.3%	White	65.2%	White	75.0%
Black or African-American	28.7%	Black or African-American	19.4%	Black or African-American	17.0%
Hispanic or Latino(a)	0.0%	Hispanic or Latino(a)	10.4%	Hispanic or Latino(a)	8.0%
Asian/Pacific Islander	0.0%	Asian	0.0%	Asian	0.0%
Am. Indian or Alaskan Native	0.0%	Other	0.0%	Other	<1%
Two or More Races/Other	4.0%	Women	5.0%	Women	3.0%
Unknown	0.0%				
Women	12.0%				
2020-2021		2011-2012		2001-2002	
White	67.3%	White	69.0%	White	77.0%
Black or African-American	28.7%	Black or African-American	19.0%	Black or African-American	16.0%
Hispanic or Latino(a)	0.0%	Hispanic or Latino(a)	11.0%	Hispanic or Latino(a)	7.0%
Asian/Pacific Islander	0.0%	Asian	1.0%	Asian	0.0%
Am. Indian or Alaskan Native	0.0%	Other	0.0%	Other	0.0%
Two or More Races/Other	4.0%	Women	4.0%	Women	3.0%
Unknown	0.0%				
Women	12.0%				
2019-2020		2010-2011		1999-2000	
White	80.5%	White	72.0%	White	76.0%
Black or African-American	12.2%	Black or African-American	17.0%	Black or African-American	16.0%
Hispanic or Latino(a)	6.5%	Hispanic or Latino(a)	10.0%	Hispanic or Latino(a)	8.0%
Asian	0.0%	Asian	1.0%	Asian	0.0%
Am. Indian or Alaska Native	0.0%	Other	0.0%	Other	0.0%
Other	0.8%	Women	3.0%	Women	2.0%
Women	11.4%				
2018-2019		2009-2010		1998-1999	
White	73.0%	White	72.0%	White	78.0%
Black or African-American	16.5%	Black or African-American	18.0%	Black or African-American	18.0%
Hispanic or Latino(a)	7.0%	Hispanic or Latino(a)	9.0%	Hispanic or Latino(a)	4.0%
Asian	0.0%	Asian	1.0%	Asian	0.0%
Other	3.5%	Other	1.0%	Other	0.0%
Women	9.6%	Women	5.0%	Women	2.0%
2017-2018		2008-2009		1997-1998	
White	66.1%	White	73.0%	White	77.0%
Black or African-American	11.5%	Black or African-American	18.0%	Black or African-American	18.0%
Hispanic or Latino(a)	8.0%	Hispanic or Latino(a)	9.0%	Hispanic or Latino(a)	5.0%
Asian	2.9%	Asian	1.0%	Asian	0.0%
Other	11.5%	Other	0.0%	Other	0.0%
Women	20.7%	Women	8.0%	Women	0.0%
2016-2017		2007-2008		1996-1997	
White	67.7%	White	73.0%	White	80.0%
Black or African-American	22.9%	Black or African-American	18.0%	Black or African-American	16.0%
Hispanic or Latino(a)	7.3%	Hispanic or Latino(a)	8.0%	Hispanic or Latino(a)	3.0%
Asian	0.0%	Asian	1.0%	Asian	0.0%
Other	2.1%	Other	0.0%	Other	0.0%
Women	4.2%	Women	7.0%	Women	0.0%
2015-2016		2006-2007		1995-1996	
White	68.8%	White	75.0%	White	78.0%
Black or African-American	20.6%	Black or African-American	19.0%	Black or African-American	18.0%
Hispanic or Latino(a)	10.0%	Hispanic or Latino(a)	6.0%	Hispanic or Latino(a)	3.0%
Asian	0.6%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Women	5.9%	Women	6.0%	Women	3.0%
2014-2015		2005-2006		1993-1994	
White	68.8%	White	74.0%	White	81.0%
Black or African-American	18.8%	Black or African-American	18.0%	Black or African-American	12.0%
Hispanic or Latino(a)	11.8%	Hispanic or Latino(a)	8.0%	Hispanic or Latino(a)	7.0%
Asian	0.5%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Women	3.2%	Women	6.0%	Women	0.0%
2013-2014		2004-2005		1992-1993	
White	71.3%	White	74.0%	White	81.0%
Black or African-American	19.4%	Black or African-American	16.0%	Black or African-American	12.0%
Hispanic or Latino(a)	9.4%	Hispanic or Latino(a)	10.0%	Hispanic or Latino(a)	7.0%
Asian	0.0%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Women	4.4%	Women	5.0%	Women	0.0%

Table 13

NBA Referees					
	%	#		%	#
2021-2022			2013-2014		
White	42.3%	60	White	51.6%	32
Black or African-American	40.8%	58	Black or African-American	46.8%	29
Hispanic or Latino(a)	4.9%	7	Hispanic or Latino(a)	1.6%	1
Asian	4.2%	6	Asian	0.0%	0
Two or More Races/Other	7.7%	11	Other	0.0%	0
Total		142	Total		62
Women	19.0%	27	Women	1.6%	1
2020-2021			2012-2013		
White	43.1%	66	White	52.5%	32
Black or African-American	41.2%	63	Black or African-American	45.9%	28
Hispanic or Latino(a)	5.9%	9	Hispanic or Latino(a)	1.6%	1
Asian	2.6%	4	Asian	0.0%	0
Two or More Races/Other	7.2%	11	Other	0.0%	0
Total		153	Total		61
Women	23.5%	36	Women	1.6%	1
2019-2020			2011-2012		
White	45.6%	67	White	54.0%	34
Black or African-American	42.2%	62	Black or African-American	41.3%	26
Hispanic or Latino(a)	4.8%	7	Hispanic or Latino(a)	3.2%	2
Asian	1.4%	2	Asian	0.0%	0
Other	6.1%	9	Other	1.6%	1
Total		147	Total		63
Women	22.4%	33	Women	1.6%	1
2018-2019			2010-2011		
White	44.7%	68	White	55.0%	33
Black or African-American	42.1%	64	Black or African-American	41.7%	25
Hispanic or Latino(a)	5.9%	9	Hispanic or Latino(a)	3.3%	2
Asian	1.3%	2	Asian	0.0%	0
Other	5.9%	9	Other	0.0%	0
Total		152	Total		60
Women	19.1%	29	Women	1.7%	1
2017-2018			2009-2010		
White	43.8%	57	White	55.9%	33
Black or African-American	45.4%	59	Black or African-American	40.7%	24
Hispanic or Latino(a)	4.6%	6	Hispanic or Latino(a)	3.4%	2
Asian	1.5%	2	Asian	0.0%	0
Other	4.6%	6	Other	0.0%	0
Total		130	Total		59
Women	13.8%	18	Women	1.7%	1
2016-2017			2008-2009		
White	50.0%	32	White	55.7%	34
Black or African-American	43.8%	28	Black or African-American	39.3%	24
Hispanic or Latino(a)	3.1%	2	Hispanic or Latino(a)	4.9%	3
Asian	0.0%	0	Asian	0.0%	0
Other	3.1%	2	Other	0.0%	0
Total		64	Total		61
Women	1.6%	1	Women	1.6%	1
2015-2016			2007-2008		
White	53.1%	34	White	57.6%	34
Black or African-American	45.3%	29	Black or African-American	37.3%	22
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	5.1%	3
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total		64	Total		59
Women	3.1%	2	Women	1.7%	1
2014-2015			2006-2007		
White	52.4%	33	White	64.4%	38
Black or African-American	46.0%	29	Black or African-American	32.2%	19
Hispanic or Latino(a)	1.6%	1	Hispanic or Latino(a)	3.4%	2
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total		63	Total		59
Women	3.2%	2	Women	1.7%	1

Table 14