



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

## The 2018 Racial and Gender Report Card: National Basketball Association

by **Dr. Richard Lapchick**

with Brett Estrella, Chelsea Stewart and  
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# ***THE 2018 RACIAL AND GENDER REPORT CARD: NATIONAL BASKETBALL ASSOCIATION***



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## **Executive Summary**

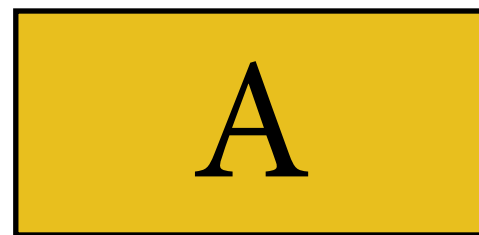
**Orlando, FL - June 26, 2018**

The 2018 National Basketball Association Racial and Gender Report Card (RGRC) was released today and it confirmed the League's continued leadership position in the sports industry with its commitment to and record for racial and gender hiring practices. During the 2017-2018 NBA season, there was a decline in the grade for gender hiring for the third straight year. That stood in stark contrast to the large increase in the grade for racial hiring. The result was an increase to the overall grade. For the 2018 Report Card, team level positions were reclassified to better represent the structure of team operations. The new grading scale that was implemented in the 2017 Report Card to correspond with America's changing demographics was also used.

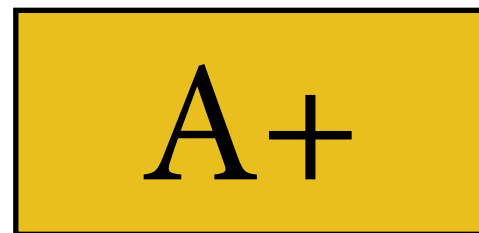
The NBA received an **A+** for racial hiring practices with a score of 98.7 points, up from 94 points in 2017, and a **B** for gender hiring practices with 81.1 points, down from 82.9 points in 2017. The overall grade was an **A** with 89.9 points increasing from 88.5 points last year. The actual record for all remained significantly above the other men's professional sports and the declines noted at the end of the Executive Summary were almost totally attributed to the restructuring of the team level positions and new grading scale. The NBA actually improved in many areas covered in the Report Card.

Richard Lapchick, the Director of The Institute for Diversity and Ethics in Sport (TIDES or The Institute) at the University of Central Florida and primary author of the report, stated, "In 2018, no other men's league reaches the same points for race, gender or the combined

## ***Overall Grade***



## ***Racial Hiring***



## ***Gender Hiring***



score. The NBA remains the industry leader among men’s sports for racial and gender hiring practices even with the increased grading scales introduced last season. While the NBA managed to increase its already high racial hiring grades, the League’s overall gender hiring grade slipped for the third consecutive year. Despite a small improvement for women in management positions at the team level and in professional employee positions at the NBA Office, all other graded categories saw declines in the representation of women. Nonetheless, overall, Commissioner Silver and the NBA are the industry leaders among all men’s professional sports leagues.”

The NBA League Office has the best record for people of color (36.4 percent up 1.3 percentage points) in men’s professional sport. In fact, professional staff positions at the NBA Office had the best representation of women (39.6 percent, up .8 of a percentage point) out of all of the graded categories for the NBA in this year’s report.

The NBA was the first league to have three owners of color leading its teams. Also, there were seven women who served as team presidents/CEOs during the 2017-2018 season, the highest in men’s professional sports.

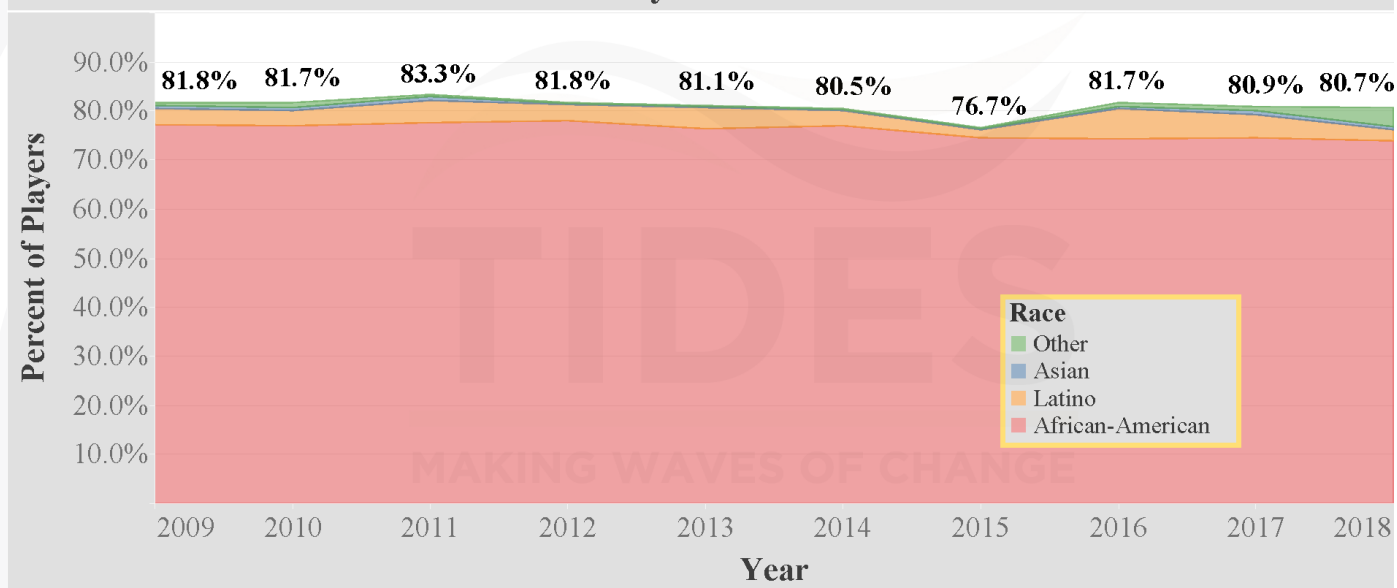
At the team level, there was an increase in the percentage of people of color as vice presidents. The percentage

*"The NBA remains the industry leader among men’s sports for racial and gender hiring practices even with the increased grading scales introduced last season. "*

of people of color in team vice president positions increased significantly from 19.5 percent in 2016-2017 to 25.4 percent in 2017-2018. In two of the other categories that were reclassified, team management and team professional staff, the percentage of people of color increased significantly from 23.4 percent to 31.2 percent and from 32.6 percent to 39.5 percent, respectively.

The percentage of women decreased for team vice presidents and team professional staff. Women who held

**Representation of People of Color as Players in NBA**



team vice president positions decreased by 0.7 of a percentage point from 24.2 percent in 2016-2017 to 23.5 percent in 2017-2018. The percentage of women in team professional staff positions decreased by 2.9 percentage points from 40.1 in 2016-2017 to 37.2 percent in 2017-2018. There was an increase in the percentage of women in team management positions from 29.3 percent last year to 31.6 percent this year. Though some of the changes can be attributed to the reclassification of categories, women are still underrepresented in these areas. The best category for the representation of women is in the NBA League Office as professional employees.

In arguably one of the most closely watched positions, the percentage of people of color among general managers increased significantly from 10 percent in the 2016-2017 season to 20 percent this season. The NBA leads all men's professional leagues in this position. There was also an increase in the percentage of people of color as assistant coaches from 45.4 percent in the 2016-2017 season to 45.7 percent this season. At the beginning of the season, people of color represented 30.0 percent of all NBA head coaches which is the same representation as in the two previous seasons. However, with the changes at the end of the season, there was an additional coach of color making it 33 percent.

There were four positions that were reclassified for the 2018 Report Card. In previous editions of the Report Card, the positions categorized as team senior administration included, but were not restricted to titles similar to director, assistant general manager, chief legal counsel, chief operating officer, and chief financial officer. The new classification is team management which includes positions from manager to the assistant vice president level. Previous editions included the category team professional administration. Positions in this category included, but were not restricted to titles similar to manager, coordinator, supervisor or administrator. The new classification is team professional staff which includes anyone more junior than a manager but does not include administrative assistants. Team vice presidents include but are not restricted to titles similar to president/general manager of basketball operations, assistant general managers, chief medical officers, and bench assistant coaches. Referees now include NBA G League referees as they are employees of the NBA. These reclassifications are the basis for the majority of the grade changes in these categories.

## NBA RGRC At a Glance

### Grade for Race for Players

**A+**  **80.7%**  
Players of Color

### Racial Hiring Grade for NBA League Office

**A+**  **36.4%**  
People of Color

### Gender Hiring Grade for NBA League Office

**B+**  **39.6%**  
Women

### Racial Hiring Grade for GMs

**B+**  **20.0%**  
People of Color

### Racial Hiring Grade for Head Coaches

**A** **30.0%**  
People of Color

Using data from the 2017-2018 season, TIDES conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report Card includes a racial and gender breakdown of management in the NBA League Office and referees, as well as at various levels within each NBA franchise such as top management, team managers, team professional staff, head trainers and broadcasters. The NBA gathered all the individual team data and transmitted it in aggregate to TIDES which then analyzed the data. The listing of owners, head coaches, team presidents and general managers of color for the 2018 Report Card was then updated to reflect changes through the end of the 2018 playoffs. The 2018 Report also has the extensive list of NBA diversity initiatives, which are in Appendix II. Tables for the Report are included in Appendix I. The co-author of the report was Chelsea Stewart.

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 2018 NBA Racial and

Gender Report Card follows the release of the Major League Baseball RGRC. In succession, TIDES will release the Racial and Gender Report Cards for the National Football League, the Women's National

Basketball Association, Major League Soccer and college sport.

It should be made clear that last year TIDES officially changed the grading scale for the first time in the nearly 20 years of the Report Card because of America's changing demographics. Please note the changes in the section at the end of the report for "How Grades Are Calculated." The result is that the 2018 grades for the 2018 NBA Racial and Gender Report have been calculated at a higher standard than in previous reports. The increase was actually only a partial increase from our previous standards to current census data and in the coming years we will increase the requirements to fully reflect census data.



## ***NBA RGRC At a Glance***

### ***Racial Hiring Grade for Assistant Coaches***

**A+**  **45.7%**  
People of Color

### ***Racial Hiring Grade for NBA Team VPs***

**A-**  **25.4%**  
People of Color

### ***Gender Hiring Grade for NBA Team VPs***

**D**  **23.5%**  
Women

### ***Racial Hiring Grade for NBA Team Management***

**A+**  **31.2%**  
People of Color

### ***Gender Hiring Grade for NBA Team Management***

**C+**  **31.6%**  
Women

### ***NBA Grade for Diversity Initiatives***

**A+**

## Report Highlights

- Michael Jordan is the majority owner of the Charlotte Hornets. Vivek Ranadive, who is from India, is the controlling owner of the Sacramento Kings. Marc Lasry, who was born in Morocco, is an owner of the Milwaukee Bucks and is the NBA's third owner of color. They were the first three owners of color to lead their teams at the same time in any of the major professional sports leagues.
- The percentage of white NBA players was 19.3 percent, an increase of 0.2 percentage points from the 19.1 percent recorded in 2016-2017.
- Those who identified themselves as African-American comprised 73.9 percent of all NBA players (a decrease of 0.5 of a percentage point) while 80.7 percent of players were people of color (a decrease of 0.2 of a percentage point).
- International players comprised 19.9 percent of the NBA's players during the 2017-2018 season, which was a substantial decrease of 5.2 percentage points from the record setting 25.1 percent recorded last year.
- At the start of 2017-2018 NBA season, there were nine head coaches of color which remained the same from the start of the 2016-2017 season. Overall, at the start of the season, people of color represented 30.0 percent of all NBA head coaches which is the same representation as in the two previous seasons. Due to coaching changes throughout the season that resulted in the release of four coaches of color and the hiring of five coaches of color including the recent hiring of James Borrego (Latino) as the Charlotte Hornets head coach, the hiring of Dwane Casey as the Detroit Pistons head coach and the hiring of David Fizdale as the New York Knicks head coach, the current percentage of head coaches of color is 33.3 percent.
- There were two women assistant coaches in 2017-2018, Rebecca "Becky" Hammon (San Antonio

### *Players of Color*

**80.7%**

### *Head Coaches of Color*

**30.0%**  
2017-18

### *General Managers of Color*

**20.0%**  
2017-18

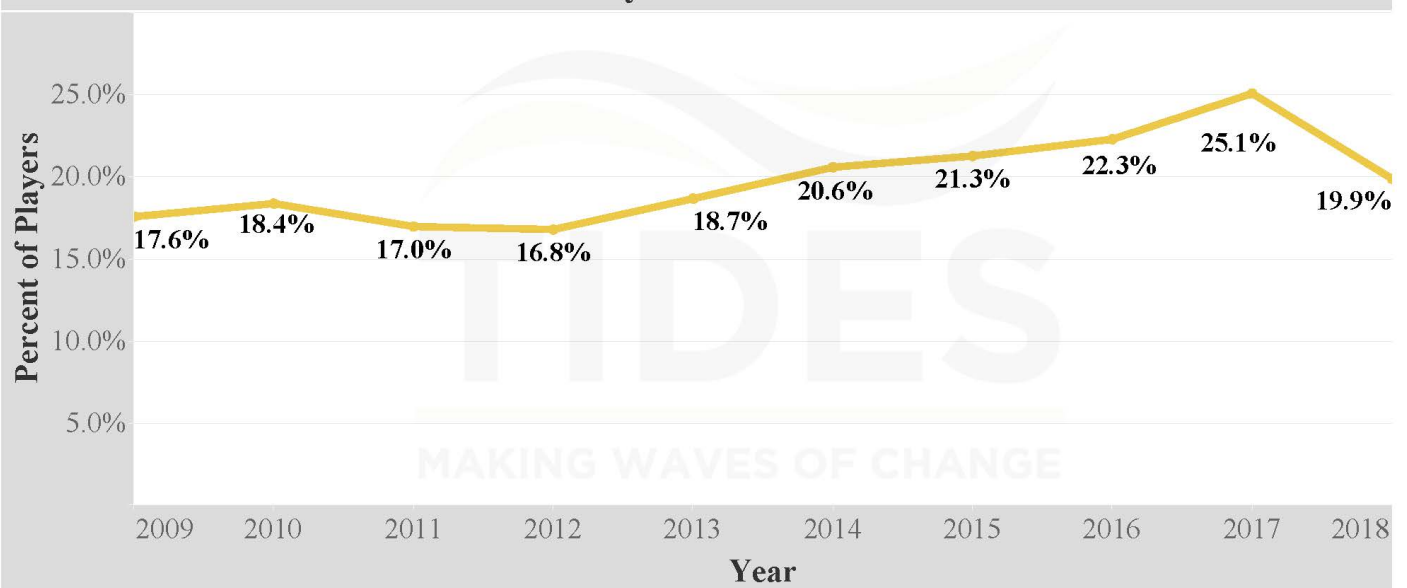
### *Team VPs of Color*

**25.4%**  
2017-18

Spurs) and Jenny Boucek (Sacramento Kings). Jenny Boucek became the third ever full-time female assistant coach in NBA history.

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

## Representation of International Players in NBA



- Kathy Behrens, President, Social Responsibility and Player Programs, is one of the highest-ranking women in a league office in men's professional sport. This season, there was a notable promotion of Amy Brooks. In November 2017, Brooks was promoted to President, Team Marketing and Business Operations and Chief Innovation Officer.
- In 2018, Gayle Benson took over ownership of the New Orleans Pelicans following the death of her husband, Tom Benson.
- In 2016, the San Antonio Spurs named Julianna Hawn Holt Chairman and Chief Executive Officer. She is the majority owner of the team.
- At the NBA League Office, 36.4 percent of professional staff positions were held by people of color, an increase of 1.3 percentage points from the 35.1 percent recorded at the end of the 2016-2017 season.
- Women held 39.6 percent of all professional positions in the NBA League Office, an increase from 38.8 percent at the end of the 2016-2017 season.
- There were five African-American and one Latino chief executive officers and presidents for NBA teams. Those classified as "others" and Asian had no representation at the CEO/president positions. The percent of CEOs/presidents of color increased from 6.9 percent in 2016-2017 to 9.8 percent in 2017-2018.
- In 2018, Cynthia Marshall was hired as the President and Chief Executive Officer for the Dallas Mavericks. Marshall, Maureen Hanlon (Brooklyn Nets), Matina Kolokotronis (Sacramento Kings), Jeanie Buss (Los Angeles Lakers), Gayle Benson (New Orleans Pelicans), Gillian Zucker (LA Clippers), and Julianna Hawn Holt (San Antonio Spurs) held the role of either president or CEO for NBA franchises during the 2017-2018 season. This has been more than in any other of the men's professional sports for each of the last three years.
- There were five (20.0 percent) people of color in the role of general managers for NBA teams in the 2017-2018 season, three of whom are African-American, one of whom is Asian, and one of whom is "other" (Pacific Islander). Those classified as Latinos had no

Richard E. Lapchick, Director

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representation at the general manager positions.

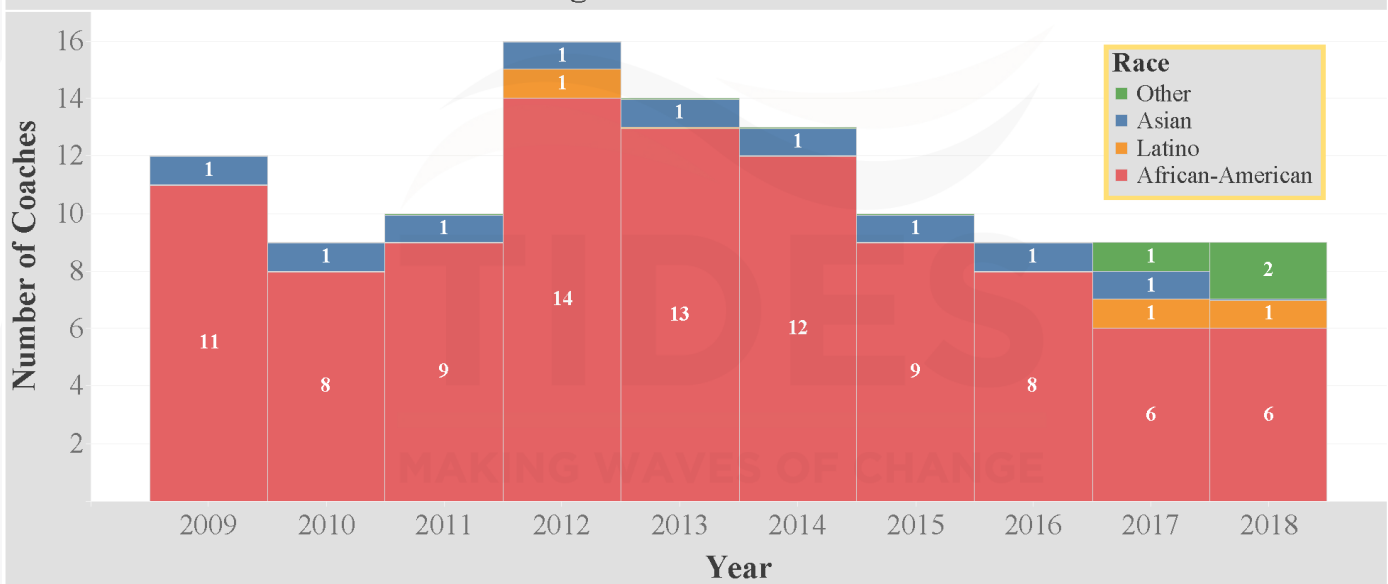
- Rich Cho (Asian) was replaced by Mitch Kupchak (White) as General Manager of the Charlotte Hornets at the end of the 2017-2018 season. Thus, one general manager of color was released while no general managers of color were hired. Thus, there are currently four general managers of color.
- Women held 23.5 percent of vice president or higher positions in the NBA at the team level, a decrease of 0.7 of a percentage point from the 2016-2017 season.
- People of color held 25.4 percent of team NBA vice president or higher positions, which increased from the 19.5 percent recorded in the 2016-2017 season and was an all-time high for people of color.
- The percentage of people of color and women in team management positions increased. The percentage of people of color who held team management positions increased by 7.8 percentage points from 23.4 percent in 2016-2017, to 31.2 percent in 2017-2018. The percentage of women who held team

management positions increased by 2.3 percentage points from 29.3 in 2016-2017 to 31.6 percent in 2017-2018.

- The percentage of people of color who held team professional staff positions increased by 6.9 percentage points from 32.6 percent in 2016-2017 to 39.5 percent in 2017-2018.
- The percentage of women holding team professional staff positions decreased by 2.9 percentage points from 40.1 percent in 2016-2017 to 37.2 percent in 2017-2018.
- NBA officials of color increased by 6.2 percentage points to 56.2 percent in 2017-2018. Of the 130 total referees, 18 of them were women, which was an increase of 12.2 percentage points from the 1.6 percent recorded in the 2016-2017 season.



**Representation of People of Color among NBA Head Coaches**



## Overall Grades

The NBA received an **A+** for racial hiring practices with a score of 98.7 points, up from 94 points in 2017, and a **B** for gender hiring practices with 81.1 points, down from 82.9 points in 2017. The overall grade was an **A** with 89.9 points increasing from 88.5 points last year. The NBA received an **A+** for racial hiring practices in the League Office, head coaches, assistant coaches, management at the team level, professional staff at the team level and for player opportunities. Across the League, it earned an **A-** for team vice presidents and a **B+** for general managers.

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

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



### Racial Hiring:

**94.0** ↑ **98.7**  
-2017- -2018-

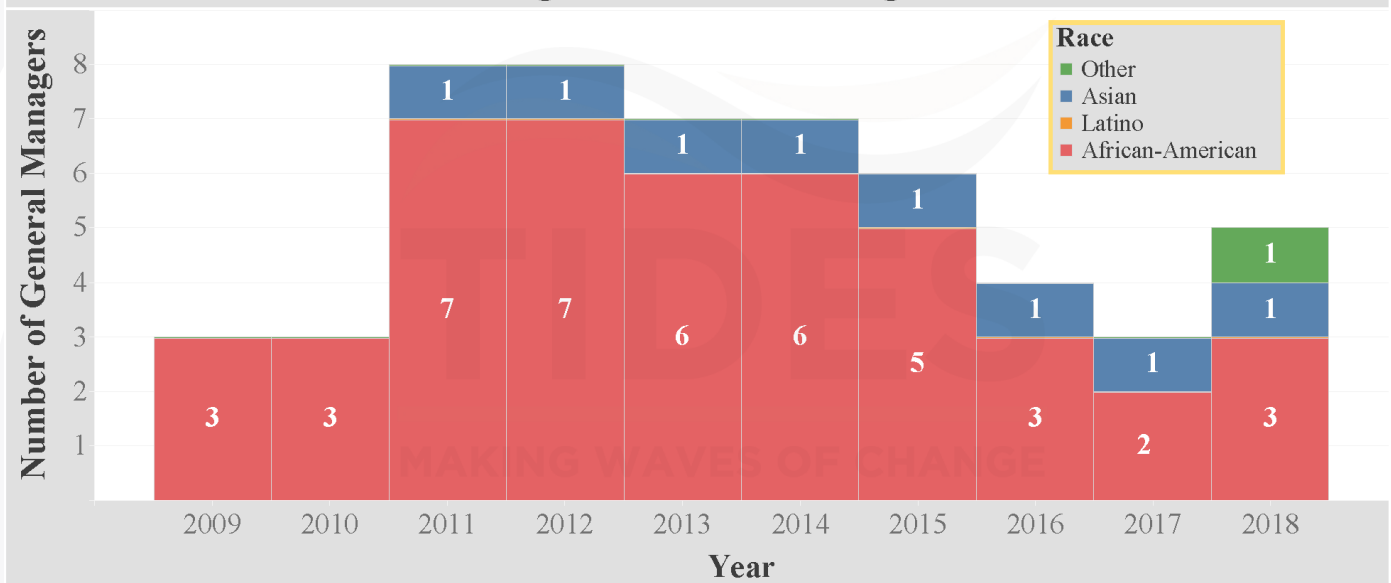
### Gender Hiring:

**82.9** ↓ **81.1**  
-2017- -2018-

### Overall Score:

**88.5** ↑ **89.9**  
-2017- -2018-

Representation of People of Color among NBA General Managers



## Grades By Category

### *NBA Players*

For the 2017-2018 season, 80.7 percent of the NBA's players were people of color, decreasing 0.2 of a percentage point from the 80.9 percent recorded in the 2016-2017 season. The percentage of players who were classified as African-American in the league was 73.9 percent, a decrease of 0.5 of a percentage point from the previous season. There was a decrease of 2.6 percentage points in players who were classified as Latino, going from 4.9 percent in 2016-2017 to 2.3 percent this season. Asian players decreased from 0.7 percent last season to 0.6 percent this season. Players categorized as "other" races increased to 3.9 percent from the 0.9 percent recorded in 2016-2017. This marks the highest number ever recorded.

The percentage of white NBA players was 19.3 percent, an increase of 0.2 of a percentage point from the 19.1 percent recorded in the 2016-2017 season.

International players comprised 19.9 percent (96 players) of the NBA's players during the 2017-2018 season, decreasing by 5.2 percentage points from last season which was the highest recorded percent of international players in NBA history.

### *Grade for Race for Players*

**A+**  **80.7%**  
Players of Color

See Table 1.

### *NBA League Office*

The NBA League Office has the best record for people of color (36.4 percent up 1.3 percentage points) in men's professional sport. In fact, professional staff positions at the NBA Office had the best representation of women (39.6 percent, up 0.8 of a percentage point) out of all of the graded categories in this year's report.

This season marked the highest ever percentage of

people of color in these positions.

In the NBA League Office, 36.4 percent of professional staff positions were held by people of color, an increase of 1.3 percentage points from 35.1 percent at the end of the 2016-2017 season. As of March 1, 2018, 63.6 percent of all NBA League Office professional employees were white, 16.8 percent were African-American, 5.9 percent were Latino, 10.0 percent were Asian, and 3.7 percent were classified as "other." According to the data provided by the NBA, the percentage of African-American professional employees, Asian and those classified as "other" professional employees increased by 0.4, 0.3 and 1.4 percentage points, respectively. The percentage of white and Latino professional employees decreased by 1.3 percentage points and 0.7 of a percentage point, respectively.

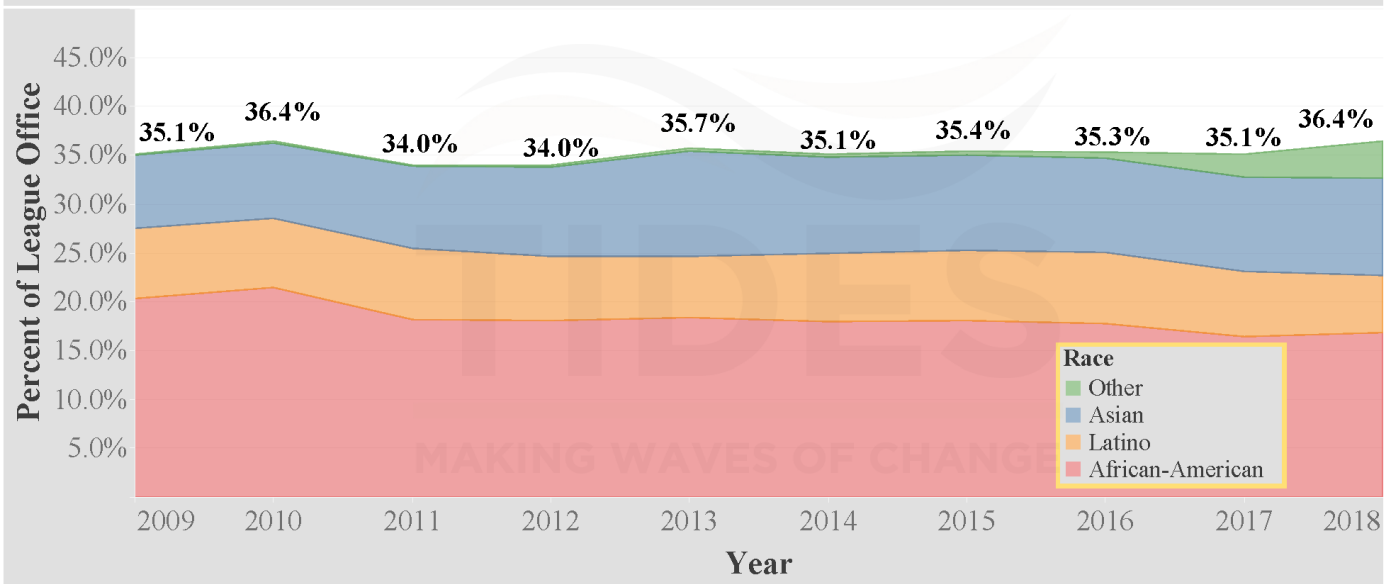
According to the gender employment data provided by the NBA, women comprised 39.6 percent of professional employees at the League Office during the 2017-2018 season. The percentage of women professional employees increased by 0.8 of a percentage point from 38.8 percent in the 2016-2017 Report Card. All NBA League Office data was reported as of March 1st, 2018.

There were 47 people of color in vice president positions or higher ranking during the 2017-2018 season. Notably, Mark Tatum was the NBA's Deputy Commissioner and Chief Operating Officer. When appointed, he became the highest-ranking African-American in the league office of any of the major American professional sports.

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

- **Mark A. Tatum**, Deputy Commissioner & Chief Operating Officer
- **Michael A. Bantom**, Executive Vice President, Head of Basketball Development – League Operations
- **Eric Hutcherson**, Executive Vice President, Chief Human Resources Officer
- **Byron Spruell**, President, League Operations
- **Malcolm Turner**, President, NBA G League
- **Christopher Q. Benyarko**, Senior Vice President, Direct to Consumer, Product and Content Strategy
- **Kenneth J. Payne**, Senior Vice President, Event

### Representation of People of Color in NBA League Office



- Management – Guest Experience
- **Jerome Pickett**, Senior Vice President & Chief Security Officer
- **Aaron J. Ryan**, Senior Vice President, NBA 2K League
- **Oris R. Stuart**, Senior Vice President, Chief Diversity & Inclusion Officer
- **Gregory B. Taylor**, Senior Vice President, Head of Player Development
- **Julius Shareef Abdur-Rahim**, Vice President, Basketball Operations Advisor
- **Kevin Best**, Vice President, Advertising & Media Group Lead
- **Anshell J. Boggs**, Vice President, Head of Risk Management
- **Garth Case**, Vice President, Head of CRM Technology
- **Fidelis Igiehon**, Vice President, Head of Compensation
- **Robert J. Lanier**, Vice President, Advisor to the Commissioner
- **Rory D. Sparrow**, Vice President, Player Development Program Manager
- **Andrew Thompson**, Vice President, Content

### League Office Racial Hiring

**35.1%** ↑ **36.4%**  
 People of Color -2017- People of Color -2018-

### League Office Gender Hiring

**38.8%** ↑ **39.6%**  
 Women -2017- Women -2018-

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Production

- **Jonathan A. Tilman**, Vice President, Account Management, NBA and Ticket Sales Team

There were nine African-American women who held NBA vice president level or higher positions:

- **Pamela El**, Executive Vice President, Chief Marketing Officer
- **Lisa Borders**, President, WNBA
- **Kimberly M. Clark**, Vice President, Lead Events Strategist
- **Kori Davis Porter**, Vice President, Content Business Operations
- **Jene Elzie**, Vice President, International Marketing Lead
- **Liliahn M. Majeed**, Vice President, Diversity & Inclusion
- **Geraldine Pamphile**, Vice President, International Business Development
- **Leah M. Wilcox**, Vice President, Player Family Liaison
- **Tatia L. Williams**, Vice President, Assistant General Counsel -Social Responsibility & Player Programs and Media

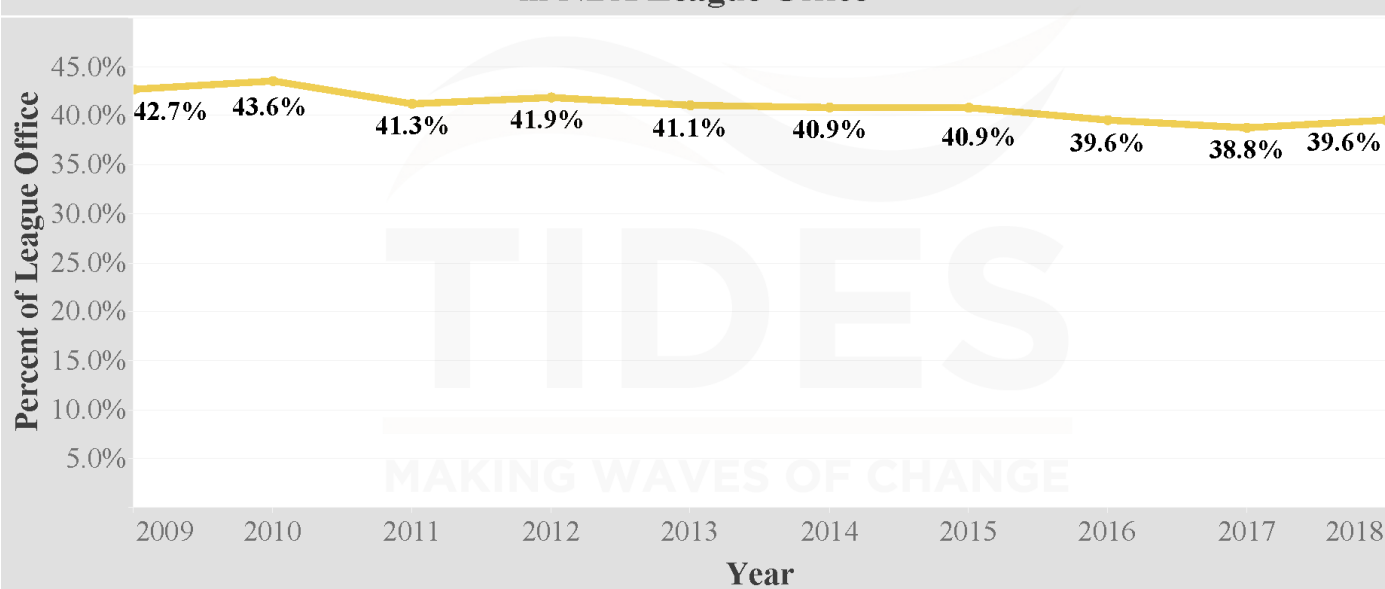
There were seven Asian men who held vice president positions:

- **Krishna Bhagavathula**, Senior Vice President, Chief Technology Officer
- **Hrishi Karthikeyan**, Senior Vice President, Assistant General Counsel – Global Partnerships
- **Anil George**, Vice President, Assistant General Counsel – Intellectual Property
- **Jang Woo Lee**, Vice President, Digital Product Management
- **Vinay Reddy**, Vice President, Strategic Communications Lead
- **Rishi Tripathi**, Vice President, Chief Information Security Officer
- **Edward H. Whang**, Vice President, Assistant General Counsel – International

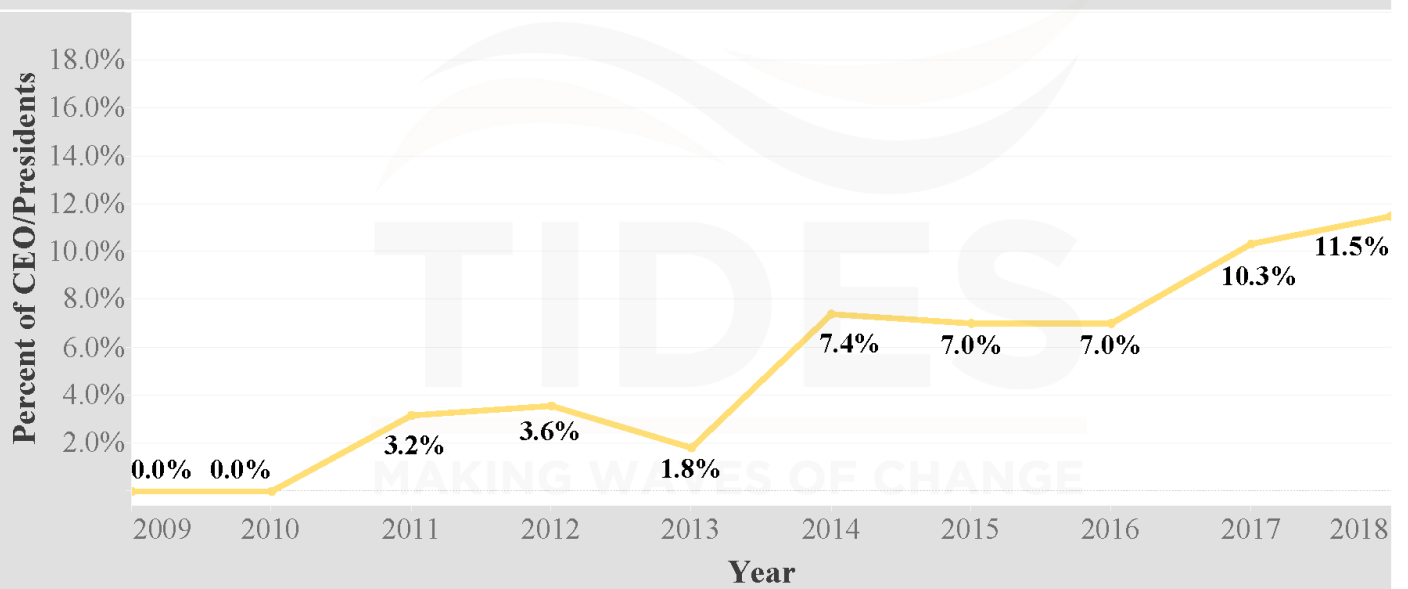
There were six Asian women who held vice president level or higher positions:

- **Jennifer Chun**, Senior Vice President, Global Media Distribution
- **Monica Bhatia**, Vice President, Digital Product Management
- **Fay Gosiengfao**, Vice President, Financial Analysis Team Lead

### Representation of Women in NBA League Office



### Representation of Women as Team CEO/President



- **Diane L. Gotua**, Vice President, Global Business Operations & USA Basketball Lead
- **Li Li Leung**, Vice President, Partner Management Strategic Leader
- **Simran Santiago**, Vice President, Global Controllers Group

There was one Latino vice president level or higher in the NBA League Office:

- **Gustavo de Mello**, Senior Vice President, Marketing Strategy Group Leader

There was one Latina vice president or higher in the NBA League Office:

- **Ann Marie Rodriguez**, Senior Vice President, WNBA Chief Operating Officer

There was one male who held vice president level or higher classified as “other” in the NBA League Office:

- **Ira Reiss**, Vice President, Financial Analysis Group Lead

There were two female vice president level or higher classified as “other” in the NBA League Office:

- **Julie de Jesus-Evans**, Vice President, Digital

Project & Partner Management

- **Doris Daif**, Senior Vice President, Customer Data Strategy Group Lead

Including El, Borders, Clark, Davis Porter, Elzie, Majeed, Pamphile, Wilcox, Williams, Chun, Bhatia, Gosiengfiao, Gotua, Leung, Santiago, Rodriguez, de Jesus-Evans, and Daif who are all women of color who are vice presidents, there were 60 women at the vice president level or higher. This was reported as of May 18th March 1st, 2018. The following are white women holding the position of vice president level or higher in the League Office:

- **Melissa Anne Brenner**, Executive Vice President, Digital Media
- **Ayala Deutsch**, Executive Vice President and Deputy General Counsel, NBA Properties
- **Kathleen Behrens**, President, Social Responsibility & Player Programs
- **Amy M. Brooks**, President, Team Marketing & Business Operations and Chief Innovation Officer
- **Kimberly F. Bohuny**, Senior Vice President, Head of International Basketball Operations
- **Julie Derene**, Senior Vice President, Chief Tal-

- ent Officer
- **Kelly A. Flatow**, Senior Vice President, Event Management
  - **Michelle Denise Johnson**, Senior Vice President, Head of Referee Operations
  - **Jeannette Neyses**, Senior Vice President, Deputy Chief Security Officer
  - **Christine Pantoya**, Senior Vice President, Direct to Consumer & Mobile Strategy
  - **Kerry A. Tatlock**, Senior Vice President, Head of Marketing Partnerships
  - **Nancy E. Baldwin**, Vice President, Corporate Services
  - **Kristin Binkley**, Vice President, Head of Employee Relations
  - **Sona Chakamian**, Vice President, International Retail
  - **Lauren Cohen**, Vice President, Partner Management & Activation Strategic Leader
  - **Maureen Coyle**, Vice President, Media Operations & Event Management
  - **Barbara DeCristofaro**, Vice President, Event Management – Hotels
  - **Janine Dugre**, Vice President, Creative Services Production Management
  - **Catherine M. Gaines**, Vice President, Partner Management Strategic Leader
  - **Amanda T. George**, Vice President, Business Communications Lead
  - **Lisa Goldberg**, Vice President, Head of Business Operations & Hospitality
  - **Christine Hedgpeth**, Vice President, Account Management, WNBA and Youth Basketball Lead
  - **Michelle Lamison**, Vice President, Event Management – Development
  - **Elizabeth Maringer**, Vice President and Assistant General Counsel – Integrity & Investigations
  - **Francesca A. Martinelli**, Vice President, Broadcast Operations
  - **Carolanne E. McAuliffe**, Vice President, Lead Integration Strategist
  - **Stacy McWilliams**, Vice President, International Account Management
  - **Beth Meek**, Vice President, Corporate Services
  - **Julie O. Morris**, Vice President, Media Partnerships Group Leader
  - **Tara Mulcahy**, Vice President, Partner Manage-

- ment Strategic Leader
- **Siroui Mushegian**, Vice President, Head of IT Customer Experience
- **Jay Parry**, Senior Vice President, Head of WNBA Business Operations
- **Lisa Piken Koper**, Vice President, Head of Merchandising Partnerships
- **Michelle C. Pujals**, Vice President and Assistant General Counsel – Litigation & League Operations
- **Rita A. Rak**, Vice President, Treasury Lead
- **Erin E. Schnieders**, Vice President, Head of Arena Development & Standards
- **Tara Gutkowski Schwartz**, Vice President, Social Responsibility Team Leader
- **Danielle Shanes**, Vice President, Head of Benefits and Well-Being
- **Kate Skidmore**, Vice President, Senior Team Talent Advisor
- **Stephanie K. Vogel**, Vice President, Deputy Chief Compliance Officer
- **Laura Wilhelm**, Vice President, International Tax Lead
- **Nancy B. Zellner**, Vice President, Head of Team Benefits

### *Racial Hiring Grade for NBA League Office*

**A+**  **36.4%**  
People of Color

### *Gender Hiring Grade for NBA League Office*

**B+**  **39.6%**  
Women

See Table 2.

## NBA Teams

### Owners

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

Michael Jordan was the majority owner and chairman of the Charlotte Hornets. Vivek Ranadive, who is from India, was the owner of the Sacramento Kings. Marc Lasry, who was born in Morocco, was an owner of the Milwaukee Bucks. The 2016-2017 season was the first time three owners of color had run their teams simultaneously.

Gail Miller was majority owner and Chairman of the Board of the Utah Jazz. Jeanie Buss was the controlling owner and Chief Executive Officer of the Los Angeles Lakers. Julianna Hawn Holt was the majority owner and president of the San Antonio Spurs. Gayle Benson became the owner of the New Orleans Pelicans this season.

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

- **Grant Hill**, Atlanta Hawks (African-American)
- **Mit Shah**, Atlanta Hawks (Asian)
- **Dr. James I. Cash, Jr.**, Boston Celtics (African-American)
- **Ronald McCray**, Boston Celtics (African-American)
- **Mark Wan**, Boston Celtics (Asian)
- **Joe Tsai**, Brooklyn Nets (Asian)
- **Claude Alexander**, Charlotte Hornets (African-American)
- **Les King**, Charlotte Hornets (African-American)
- **Bob Washington**, Charlotte Hornets (African-American)
- **Fred Whitfield**, Charlotte Hornets (African-American)
- **Felix Sabates**, Charlotte Hornets (Latino)
- **Dr. Spurgeon Webber, III**, Charlotte Hornets (African-American)
- **Chamath Palihapitiya**, Golden State Warriors (Asian)
- **Dr. Patrick Shoon-Shiong**, Los Angeles Lakers (Asian)
- **Dennis Wong**, LA Clippers (Asian)

- **Harold Ford Jr.**, Memphis Grizzlies (African-American)
- **Penny Hardaway**, Memphis Grizzlies (African-American)
- **Elliot Perry**, Memphis Grizzlies (African-American)
- **Julio Iglesias**, Miami Heat (Latino)
- **Michael Barber**, Milwaukee Bucks (African-American)
- **Virgis Colbert**, Milwaukee Bucks (African-American)
- **Valerie Daniels-Carter**, Milwaukee Bucks (African-American)
- **Charles Harvey**, Milwaukee Bucks (African-American)
- **Corey Nettles**, Milwaukee Bucks (African-American)
- **Lizhang Jiang**, Minnesota Timberwolves (Asian)
- **James Lassiter**, Philadelphia 76ers (African-American)
- **Will Smith**, Philadelphia 76ers (African-American)
- **Jada Pinkett-Smith**, Philadelphia 76ers (African-American)
- **Raj Bhathal**, Sacramento Kings (Asian)
- **Shaquille O'Neal**, Sacramento Kings (African-American)
- **David Robinson**, San Antonio Spurs (African-American)
- **Raul Fernandez**, Washington Wizards (Latino)
- **Dr. Sheila Johnson**, Washington Wizards (African-American)
- **Jeong H. Kim**, Washington Wizards (Asian)
- **Earl Stafford**, Washington Wizards (African-American)

The following women were minority owners during the 2017-2018 season:

- **Sara Blakely**, Atlanta Hawks
- **Lynn Beck Simonini**, Charlotte Hornets
- **Gretchen Williams**, Dallas Mavericks
- **Erika Glazer**, Golden State Warriors
- **Ashley Manning**, Memphis Grizzlies
- **Valerie Daniels-Carter**, Milwaukee Bucks (African American)



- **Jada Pinkett-Smith**, Philadelphia 76ers (African American)
- **Dr. Sheila Johnson**, Washington Wizards (African American)
- **Michelle DiFebo Freeman**, Washington Wizards
- **Laurene Powell Jobs**, Washington Wizards

See Table 3.

### Head Coaches

At the start of 2017-2018 NBA season, there were nine head coaches of color which remained the same from the start of the 2016-2017 season. Overall, people of color represented 30.0 percent of all NBA head coaches which is the same representation as in the two previous seasons. African-Americans represented 20.0 percent of all head coaches, Asian represented 3.3 percent, and head coaches classified as “other” represented 6.7 percent. Erik Spoelstra of the Miami Heat remained the only Asian head coach and has been for the past ten seasons.

The number of white head coaches remained at 70.0 percent at the beginning of the 2017-2018, the same as in 2016-2017.

The six African-American, one Asian, and two “other” head coaches at the start of the 2017-2018 NBA season were:

- **Tyronn Lue**, Cleveland Cavaliers
- **Nate McMillan**, Indiana Pacers
- **Glenn "Doc" Rivers**, LA Clippers
- **David Fizdale**, Memphis Grizzlies ("other")
- **Erik Spoelstra**, Miami Heat (Asian)
- **Jason Kidd**, Milwaukee Bucks
- **Alvin Gentry**, New Orleans Pelicans
- **Earl Watson**, Phoenix Suns (“other”)
- **Dwane Casey**, Toronto Raptors

At the end of the season, there were a number of coaching changes.

- **Mike Budenholzer** was released by Atlanta and replaced by Lloyd Pierce (African-American).
- **Steve Clifford** was released by Charlotte and replaced by James Borrego (Latino).
- **Stan Van Gundy** was released by Detroit and

replaced by Dwane Casey (African-American).

- **Jason Kidd** (African-American) was released by Milwaukee and replaced by Mike Budenholzer.
- **David Fizdale** ("other") was released by Memphis and replaced by J.B. Bickerstaff (African-American).
- **Jeff Hornacek** was released by the New York Knicks and replaced by David Fizdale ("other").
- **Frank Vogel** was released by Orlando and replaced by Steve Clifford.
- **Earl Watson** (“other”) was released by Phoenix and replaced by Igor Kokoskov.
- **Dwane Casey** (African-American) was released by Toronto and replaced by Nick Nurse.

Thus, four coaches of color were released while five coaches of color were hired. There are currently ten coaches of color (33 percent).

## Racial Hiring Grade for Head Coaches

**A+**

**30.0%**  
People of Color

See Tables 4 and 5.

### Assistant Coaches

The percentage of NBA assistant coaches of color in the 2017-2018 season was 45.7 percent, an increase of 0.3 of a percentage point from the 2016-2017 season of 45.4 percent. The percentage of African-American assistant coaches decreased by 1.2 percentage points to 40.5 percent. The percentage of Latino assistant coaches remained the same at 2.9 percent for the 2017-2018 season. The percentage of Asian and “other” assistant coaches in the 2017-2018 season was 1.2 percent each.

There were two women who were assistant coaches in 2017-2018. At the beginning of the 2014 season, the San Antonio Spurs hired Rebecca “Becky” Hammon as the first full-time female NBA assistant coach. In August 2017, Jenny Boucek was hired by the Sacramento Kings as an assistant coach, becoming the third full-time fe-

male assistant coach in NBA history. The NFL is the only other league with a full-time female assistant coach.

## Racial Hiring Grade for Assistant Coaches

**A+**  **45.7%**  
People of Color

See Table 6.

## Team Top Management

### Presidents and Chief Executive Officers

These positions include team presidents, chief executive officers, chairmen, vice chairmen, and some chief operating officers. There were five top executive management positions in NBA front offices held by African-Americans as of the beginning of the 2017-2018 season. These five CEO/Presidents represented 8.2 percent which was an increase of 1.3 percentage points from the 6.9 percent in 2016-2017. There was one Latino executive during this season which represented 1.6 percent of all executives. Overall, the percentage of people of color in these positions was 9.8 percent. The percentage of women in executive management positions was 11.5 percent. Cynthia Marshall was hired in 2018 as the President and Chief Executive Officer for the Dallas Mavericks. The following NBA team data was reported as of March 1, 2018.

The Black/African-American team presidents included:

- **Fred Whitfield**, President and Vice Chairman, Charlotte Hornets
- **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
- **Earvin "Magic" Johnson**, President of Basketball Operations, Los Angeles Lakers

- **Stephen C. Mills**, President, New York Knicks
- **Masai Ujiri**, President, Toronto Raptors\*  
\*Masai Ujiri is from Nigeria.

There was one Latino executive during the 2017-2018 season:

- **Raul Fernandez**, Vice Chairman, Washington Wizards

There were seven female top executives of NBA teams during the 2017-2018 season:

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

## Racial Hiring Grade for CEOs/Presidents

**F**  **9.8%**  
People of Color

## Gender Hiring Grade for CEOs/Presidents

**F**  **11.5%**  
Women

+ Not calculated in final grade.  
See Table 7.

## General Managers

There were five people of color serving as the general manager which accounted for 20.0 percent of the total of general managers. This was an increase of 10.0 percent from the 2016-2017 season. Three people of color serving in these positions at the beginning of the season were African-Americans, one was Asian, and one was classified as “other” (Pacific Islander).

African-Americans (12.0 percent):

- **Koby Altman**, General Manager Cleveland Cavaliers
- **Dell Demps**, Senior Vice President and General Manager, New Orleans Pelicans
- **Scott Perry**, General Manager, New York Knicks

Asian (4.0 percent):

- **Rich Cho**, General Manager, Charlotte Hornets

"Other" (4.0 percent):

- **Bobby Webster**, General Manger, Toronto Raptors

There has never been a Latino or female general manager.

At the end of the 2017-2018 season, both Detroit and Philadelphia released their most senior leader in basketball operations and were in search of replacements at the time of this writing. Detroit released Jeff Bower and Bryan Colangelo stepped down from his position at Philadelphia. Though Colangelo’s official title was President of Basketball Operations, he served in the capacity of general manager. Rich Cho was released by Charlotte and replaced by Mitch Kupchak. Thus, one general manager of color was released while no general managers of color were hired. Thus, there are currently four general managers of color.

## Racial Hiring Grade for General Managers

**B+**  **20.0%**  
People of Color

See Table 8.

## Team Vice Presidents and Higher

African-Americans comprised 15.6 percent of NBA team vice president and higher positions at the beginning of the 2017-18 season which was an increase of 2.3 percentage points from the 2016-2017 season. The percent of Asian vice presidents and higher increased by 0.4 of a percentage point from 1.8 percent in 2016-2017 to 2.2 percent in 2017-2018. The percent of Latinos holding vice president and higher positions decreased 0.4 of a percentage point from 3.8 percent in 2016-2017 to 3.4 percent in 2017-2018. The percent of team vice presidents and higher categorized as “other” increased by 3.6 percentage points from 0.5 of a percentage point in 2016-2017 to 4.1 percent this season. Overall, people of color held 25.4 percent of NBA vice president and higher positions, which increased from the 19.5 percent recorded in the 2016-2017 season and was an all-time recorded high for people of color.

Women held 23.5 percent of vice president and higher positions at the NBA team level, which was a decrease of 0.7 of a percentage point from the 2016-2017 season when it became an all-time recorded high for women vice presidents and higher at the team level.

Positions categorized as team vice presidents and higher include but are not restricted to titles similar to president/general manager of basketball operations, head coaches, assistant general managers, chief medical officers, bench assistant coaches, and anyone with a title of vice president and higher.

There were 105 NBA team vice presidents or higher who were African-American; 22 of them were women.

There were 83 male Black/African-American vice presidents or higher on NBA teams:

- **Garin Narain**, SVP Hawks Public Relations, Atlanta Hawks
- **Jeff Peterson**, Assistant General Manager, Atlanta Hawks
- **George Turner**, VP, Security & Safety, Atlanta Hawks
- **David Lee**, EVP, External Affairs, Atlanta Hawks
- **Dominique Wilkins**, VP of Basketball, Atlanta Hawks
- **Jacque T. Vaughn**, Bench Assistant Coach, Brooklyn Nets
- **Kellen W. Benjamin**, VP, Global Partnerships,

- Brooklyn Nets
- **Tyrel Kirkham**, VP, Global Merchandising, Brooklyn Nets
- **Marcus A. Minifee**, VP, Team Marketing, Brooklyn Nets
- **Michael Batiste**, Bench Assistant Coach, Charlotte Hornets
- **Edward Jordan**, Bench Assistant Coach, Charlotte Hornets
- **Stephen Silas**, Bench Assistant Coach, Charlotte Hornets
- **Seth Bennett**, SVP, Marketing, Charlotte Hornets
- **Ronnie Bryant**, Vice President, Information Technology, Charlotte Hornets
- **James R. Jordan**, EVP, Chief Administrative Officer, Charlotte Hornets
- **Joe Pierce**, Vice President & General Counsel, Charlotte Hornets
- **Fred Whitfield**, President & Vice Chairman, Charlotte Hornets
- **Randy Brown**, Bench Assistant Coach, Chicago Bulls
- **Pete Myers**, Bench Assistant Coach, Chicago Bulls
- **Koby Altman**, General Manager, Cleveland Cavaliers
- **Melvin Hunt**, Bench Assistant Coach, Dallas Mavericks
- **Jamahl Mosley**, Bench Assistant Coach, Dallas Mavericks
- **Michael Finley**, Assistant Vice President of Basketball Operations, Dallas Mavericks
- **Greg Nared**, VP of Mavs Basketball Academy, Dallas Mavericks
- **Calvin Booth**, Assistant General Manager, Denver Nuggets
- **Tomago Collins**, VP, Communications, Denver Nuggets
- **Bob Beyer**, Bench Assistant Coach, Detroit Pistons
- **Tim Hardaway**, Bench Assistant Coach, Detroit Pistons
- **Malik Allen**, Bench Assistant Coach, Detroit Pistons
- **Jon Ishop**, Director Sports Medicine & Head Athletic Trainer Detroit Pistons
- **Awenate Cobbina**, VP, Business Affairs & Associate Counsel, Detroit Pistons
- **Willie Green**, Bench Assistant Coach, Golden State Warriors
- **Mike Brown**, Bench Assistant Coach, Golden State Warriors
- **Jarron Collins**, Bench Assistant Coach, Golden State Warriors
- **David Kelly**, General Counsel & VP, Basketball Management & Strategy, Golden State Warriors
- **Keith Jones**, Head Trainer/VP, Basketball Operations, Houston Rockets
- **Rafael Stone**, General Counsel, Houston Rockets
- **Carl Daniels**, VP, Player Development, Indiana Pacers
- **Nate McMillan**, Head Coach, Indiana Pacers
- **Quinn Buckner**, VP, Communications, Indiana Pacers
- **Glenn ‘Doc’ Rivers**, Head Coach, LA Clippers
- **Mark Hughes**, Assistant GM, LA Clippers
- **Mike Woodson**, Bench Assistant Coach, LA Clippers
- **Sam Cassell**, Bench Assistant Coach, LA Clippers
- **Armond Hill**, Bench Assistant Coach, LA Clippers
- **Earvin ‘Magic’ Johnson**, President, Basketball Operations, Los Angeles Lakers
- **Brian Shaw**, Bench Assistant Coach, Los Angeles Lakers
- **JB Bickerstaff**, Head Coach, Memphis Grizzlies
- **Dwight Johnson**, VP, Arena Operations, Memphis Grizzlies
- **Alonzo Mourning**, VP, Player Programs, Miami Heat
- **Shane Battier**, VP, Basketball Development & Analytics, Miami Heat
- **Garrick Amos**, VP, STM and Assistant General Manager, Miami Heat
- **Edson Crevecoeur**, VP, Business Intelligence & Strategy, Miami Heat
- **Michael A. McCullough**, EVP & Chief Marketing Officer, Miami Heat
- **Milt Newton**, Assistant General Manager, Milwaukee Bucks
- **Noah Croom**, Assistant General Manager, Min-

- Minnesota Timberwolves
- **John Thomas**, VP of Community Engagement, Minnesota Timberwolves
- **Dell Demps**, SVP, General Manager, New Orleans Pelicans
- **Alvin Gentry**, Head Coach, New Orleans Pelicans
- **Stephen C. Mills**, President, New York Knicks
- **Scott Perry**, General Manager, New York Knicks
- **Craig Robinson**, VP, Player Development & Minor League Operations, New York Knicks
- **Gerald Madkins**, Assistant General Manager, New York Knicks
- **Allan Houston**, Assistant General Manager & General Manager Westchester Knicks, New York Knicks
- **Jamaal Lesane**, SVP, Legal/Business Teams/Sports Events, New York Knicks
- **Marc Jackson**, VP, Season Membership Sales, New York Knicks
- **Troy Weaver**, VP, Basketball Operations, Oklahoma City Thunder
- **Will Dawkins**, VP of Identification and Intelligence, Oklahoma City Thunder
- **Keon S. Wise**, Head Athletic Trainer, Orlando Magic
- **Marc Eversley**, Vice President, Athletic Care, Philadelphia 76ers
- **Desron Dorset**, VP, Business Development, Philadelphia 76ers
- **James Jones**, VP, Basketball Operations, Phoenix Suns
- **Michael Lewellen**, VP, Communications & Public Engagement, Portland Trail Blazers
- **Anthony Jones-DeBerry**, VP, Premium Seating, Portland Trail Blazers
- **Brandon Williams**, Assistant General Manager, Sacramento Kings
- **Galen Duncan**, VP, Kings Academy, Sacramento Kings
- **Monty Williams**, VP of Basketball, San Antonio Spurs
- **Brian Wright**, Assistant General Manager, San Antonio Spurs
- **Masai Ujiri**, President, Toronto Raptors
- **Dwane Casey**, Head Coach, Toronto Raptors
- **Walt Perrin**, VP of Player Personnel, Utah Jazz

- **Ed Tapscott**, VP of Player Development, Washington Wizards
- **Frank Ross**, VP of Player Personnel, Washington Wizards

There were 22 female African-American vice presidents or higher on NBA teams:

- **Michelle Leftwich**, VP, Salary Cap Administration, Atlanta Hawks
- **Melissa Proctor**, EVP & Chief Marketing Officer, Atlanta Hawks
- **Nzinga Shaw**, Chief Diversity & Inclusion Officer and SVP, Community, Atlanta Hawks
- **Rhonda Curry**, VP of Human Resources, Charlotte Hornets
- **Marlene Hendricks**, VP of Guest Services, Charlotte Hornets
- **Donna Julian**, SVP of Arena and General Manager, Charlotte Hornets
- **Shelly Cayette**, VP, Partnership Marketing, Cleveland Cavaliers
- **Alberta Lee**, VP, Human Resources, Cleveland Cavaliers
- **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
- **Tarsha LaCour**, SVP, Human Resources, Dallas Mavericks
- **Camille Hammond**, VP, Partnership Marketing & Media Sales, Denver Nuggets
- **Gail Hunter**, VP, Public Affairs & Event Management, Golden State Warriors
- **Nicole Duckett Fricke**, General Counsel, LA Clippers
- **Denise Booth**, VP, Community Relations, LA Clippers
- **Arnetria Knowles**, VP, Human Resources, Memphis Grizzlies
- **Diane Terrell**, VP, Community Engagement, Memphis Grizzlies
- **Rolanda Gregory**, VP of Marketing Strategy, Memphis Grizzlies
- **Sonia K. Harty**, VP, Human Resources, Miami Heat
- **Kareeda Chones-Aguam**, VP of Business Strategy & Activation, Milwaukee Bucks
- **Tyneeha Rivers**, VP, Human Resources, Philadelphia 76ers

- **Carlissa Wright**, VP, Marketing & Partners, Phoenix Suns
- **Sashia Rujill Jones**, VP, Community Relations, Washington Wizards

There were 20 NBA team vice presidents or higher who were Latino; five of them were women.

There were 15 Latino vice presidents or higher on NBA teams:

- **Josue Napa**, VP & Controller, Brooklyn Nets
- **Ron Velazquez**, VP, Ticket Operations, Cleveland Cavaliers
- **Kaleb Canales**, Bench Assistant Coach, Dallas Mavericks
- **Gersson Rosas**, VP, Basketball Operations, Houston Rockets
- **Andres Montero**, VP, Retail Business Development, Miami Heat
- **Mark B. Brown**, VP Tickets and Premium Sales & Service, Miami Heat
- **Miguel Vazquez**, VP, Building Operations Practice Facility, New York Knicks
- **Alonso Davila**, SVP, Executive Creative Director, New York Knicks
- **Anthony L. Perez**, Chief Marketing Officer, Orlando Magic
- **Carlos Medina-Leal**, VP, Athletic Care, Philadelphia 76ers
- **Ryan Montoya**, Chief Technology Officer, Sacramento Kings
- **Bobby Perez**, SVP & General Counsel, San Antonio Spurs
- **Derek Garduno**, VP of Communications, Utah Jazz
- **Jeremy Castro**, SVP, Content and Entertainment, Utah Jazz
- **Raul Fernandez**, Vice Chairman, Washington Wizards

There were four Latina vice presidents or higher on NBA teams:

- **Gracie Mercado**, VP, Human Resources, Golden State Warriors
- **Lisa Estrada**, VP, Facilities & Building Operations, Los Angeles Lakers
- **Veronica Lawlor**, VP, Ticket Sales, Los Angeles

Lakers

- **Joelle Terry**, SVP, Communications, Sacramento Kings
- **Michelle Smith**, VP of People and Culture, Utah Jazz

There were 17 NBA team vice presidents or higher who were Asian/Pacific Islander; nine of them were women.

There were eight Asian/Pacific Islander men who were vice presidents or higher on NBA teams:

- **Rich Cho**, EVP & General Manager, Charlotte Hornets
- **Ram Padmanabhan**, VP of Financial and General Counsel, Chicago Bulls
- **Raymond Ortegaso**, VP, Human Resources, LA Clippers
- **Tommy Yamada**, Chief Technology Officer, Los Angeles Lakers
- **Erik J. Spoelstra**, Head Coach, Miami Heat
- **Raj Saha**, Arena General Manager, Milwaukee Bucks
- **Sanjit Das**, VP, Content & Media Productions, Philadelphia 76ers
- **Bobby Webster**, General Manager, Toronto Raptors

There were nine Asian women who were vice presidents or higher on NBA teams:

- **Eu-Gene Sung**, Chief Financial Officer, Brooklyn Nets
- **Savan Hacknorath**, VP, Human Resources, Brooklyn Nets
- **Mozelle Jackson**, EVP & Chief Financial Officer & Chief Administrative Officer, Cleveland Cavaliers
- **Jennifer Cabalquinto**, Chief Financial Officer, Golden State Warriors
- **Elaine Shen**, Chief of Staff, Basketball Operations, Los Angeles Lakers
- **Christine Esser**, VP, Pricing & Planning, New York Knicks
- **Jill Snodgrass**, VP, Service & Operations, Philadelphia 76ers
- **Allison Yee-Garcia**, VP, Marketing, Sacramento Kings

- **Kari Holt Lars**, VP of Community and Events, Utah Jazz

There were 10 NBA team vice presidents or higher of “other” races; five of them were women.

There were five men of “other” races at vice presidents or higher on NBA teams:

- **Randolph L. Lewis**, VP, Business Strategy & Analytics, Brooklyn Nets
- **Trajan S. Langdon**, Assistant General Manager, Brooklyn Nets
- **David McClure**, Bench Assistant Coach, Indiana Pacers
- **David Fizdale**, Head Coach, Memphis Grizzlies
- **Earl Watson**, Head Coach, Phoenix Suns

There were five women of “other” races at vice presidents or higher on NBA teams:

- **Megan Ryan**, VP, Marketing, Atlanta Hawks
- **Elizabeth Brooks**, Chief Marketing Officer, Brooklyn Nets
- **Dionna Widder**, VP, Sales & Service, Cleveland Cavaliers
- **Sianneh Mulbah**, VP of Human Resources, Minnesota Timberwolves
- **Amy Hever**, Executive Director Youth Foundation, Philadelphia 76ers

As of March 1, 2018, 29 teams had more than one vice president of color. The Boston Celtics did not have a vice president of color. The team had one female vice president.

Overall, there were 141 women (23.5 percent) who were vice presidents or higher of all races. The female vice presidents or higher on NBA teams were:

- **Michelle Leftwich**, VP, Salary Cap Administration, Atlanta Hawks
- **Amy Serino**, VP, Brand Merchandising, Atlanta Hawks
- **Megan Ryan**, VP, Marketing, Atlanta Hawks
- **Melissa Proctor**, EVP & Chief Marketing Officer, Atlanta Hawks
- **Nzinga Shaw**, Chief Diversity & Inclusion Officer and SVP, Community, Atlanta Hawks

- **Mackenzie Silverio Henderson**, VP, Ticket Sales, Boston Celtics
- **Ashley Kahler**, VP, Partnership Marketing, Brooklyn Nets
- **Amanda Arcus**, VP, Communications, Brooklyn Nets
- **Eu-Gene Sung**, Chief Financial Officer, Brooklyn Nets
- **Elizabeth Brooks**, Chief Marketing Officer, Brooklyn Nets
- **Savan Hacknorath**, VP, Human Resources, Brooklyn Nets
- **Maureen A. Hanlon**, President of ONEXIM Sports and Entertainment Holdings, Brooklyn Nets
- **Kari Cohen**, VP, Deputy General Counsel, Brooklyn Nets
- **Rhonda Curry**, VP of Human Resources, Charlotte Hornets
- **Marlene Hendricks**, VP of Guest Services, Charlotte Hornets
- **Donna Julian**, SVP of Arena and General Manager, Charlotte Hornets
- **Nicole Metzger**, VP, Partnerships, Charlotte Hornets
- **Leslie Forman**, VP of Chicago Bulls Charities, Chicago Bulls
- **Susan Goodenow**, VP of Marketing & Communications, Chicago Bulls
- **Nancy Reinsdorf**, President of Chicago Bulls Charities, Chicago Bulls
- **Shelly Cayette**, VP, Partnership Marketing, Cleveland Cavaliers
- **Dionna Widder**, VP, Sales & Service, Cleveland Cavaliers
- **Holly Yanak**, VP, Community Relations, Cleveland Cavaliers
- **Hallie Yavitch**, VP, Booking/Events, Cleveland Cavaliers
- **Margaret Murray**, VP, General Counsel, Cleveland Cavaliers
- **Alberta Lee**, VP, Human Resources, Cleveland Cavaliers
- **Tracy Marek**, EVP & Chief Marketing Officer, Cleveland Cavaliers
- **Mozelle Jackson**, EVP & Chief Financial Officer & Chief Administrative Officer, Cleveland

- Cavaliers
- **Sarah Melton**, VP, Media Relations, Dallas Mavericks
  - **Cynthia Marshall**, President and Chief Executive Officer, Dallas Mavericks
  - **Tarsha LaCour**, SVP, Human Resources, Dallas Mavericks
  - **Cynthia Wales**, Chief Ethics and Compliance Officer, Dallas Mavericks
  - **Lisa Johnson**, VP, Basketball Administration, Denver Nuggets
  - **Camille Hammond**, VP, Partnership Marketing & Media Sales, Denver Nuggets
  - **Deb Dowling**, VP, Community Relations, Denver Nuggets
  - **Molly Daniels**, VP, Human Resources, Denver Nuggets
  - **Tracy Hartman**, VP, Premium Sales & Service, Denver Nuggets
  - **Diane Gonzalez-Ferranti**, VP, Programming & Production, Detroit Pistons
  - **Alicia Marie Jeffreys**, VP, Brand Marketing, Detroit Pistons
  - **Jennifer Cabalquinto**, Chief Financial Officer, Golden State Warriors
  - **Gracie Mercado**, VP, Human Resources, Golden State Warriors
  - **Gail Hunter**, VP, Public Affairs & Event Management, Golden State Warriors
  - **Gretchen Sheirr**, Chief Revenue Officer, Houston Rockets
  - **Mel Raines**, SVP, Facility Operations, Indiana Pacers
  - **Lori Miser**, VP, Engineering & Construction, Indiana Pacers
  - **Donna Wilkinson**, SVP, Human Resources, Indiana Pacers
  - **Kelly Krauskopf**, SVP, Indiana Pacers
  - **Gillian Zucker**, President of Business Operations, LA Clippers
  - **Christina Leotis**, Chief Financial Officer, LA Clippers
  - **Jennifer van Dijk**, Chief Strategy Officer, LA Clippers
  - **Nicole Duckett Fricke**, General Counsel, LA Clippers
  - **Denise Booth**, VP, Community Relations, LA Clippers
- Clippers
- **Elaine Shen**, Chief of Staff, Basketball Operations, Los Angeles Lakers
  - **Jeanie Buss**, Chief Executive Officer and Controlling Owner, Los Angeles Lakers
  - **Allison Howard**, VP, Corporate Partnerships, Los Angeles Lakers
  - **Lisa Estrada**, VP, Facilities & Building Operations, Los Angeles Lakers
  - **Veronica Lawlor**, VP, Ticket Sales, Los Angeles Lakers
  - **Chantal Hassard**, VP, Team Operations & Player Programs, Memphis Grizzlies
  - **Arnetria Knowles**, VP, Human Resources, Memphis Grizzlies
  - **Diane Terrell**, VP, Community Engagement, Memphis Grizzlies
  - **Rolanda Gregory**, VP of Marketing Strategy, Memphis Grizzlies
  - **Nancy Alyea**, VP, Finance, Memphis Grizzlies
  - **Sonia K. Harty**, VP, Human Resources, Miami Heat
  - **Jennifer Mallery**, VP, Ticket Operations and Strategic Planning, Miami Heat
  - **Vered Yakovee**, VP, Associate General Counsel, Miami Heat
  - **Kimberly Stone**, EVP, Service and Arena General Manager, Miami Heat
  - **Raquel N. Libman**, EVP, General Counsel, Miami Heat
  - **Kelly Kauffman**, SVP, Human Resources, Milwaukee Bucks
  - **Jamie Morningstar**, SVP, Ticket Sales & Service, Milwaukee Bucks
  - **Alicia Dupies**, VP, Community & Social Responsibility, Milwaukee Bucks
  - **Kareeda Chones-Aguam**, VP of Business Strategy & Activation, Milwaukee Bucks
  - **Laura Meyer**, VP of Business Intelligence, Minnesota Timberwolves
  - **Lindsay Milne**, VP of Marketing, Minnesota Timberwolves
  - **Sianneh Mulbah**, VP of Human Resources, Minnesota Timberwolves
  - **Vicky Neumeyer**, SVP, General Counsel, New Orleans Pelicans
  - **Gayle Benson**, Executive Officer, New Orleans Pelicans



- Pelicans
- **Lisa Callahan**, Chief Medical Officer/SVP Player Care, New York Knicks
  - **Christine Esser**, VP, Pricing & Planning, New York Knicks
  - **Elisabeth Aulebach**, VP, Entertainment Strategy & Partnership Engagement, New York Knicks
  - **Jean C. Bertino**, VP Marketing Strategy, New York Knicks
  - **Tracey Taylor**, VP Marketing Strategy – Productions, New York Knicks
  - **Sharon Otterman**, EVP & Chief Marketing Officer, New York Knicks
  - **Kristin Bernert**, SVP, Business Operations New York & Westchester Knicks, New York Knicks
  - **Christie Landi**, VP, Sports & Entertainment Group Sales & Service, New York Knicks
  - **Jessica Tuttle**, VP, Ticket Sales Strategy, New York Knicks
  - **Jeanine M. McGrory**, SVP, Finance – Teams, New York Knicks
  - **Michelle McGoldrick**, VP, Business Solutions Entertainment/Sales Analytics, New York Knicks
  - **Erin Nuesch**, VP, Marketing Operations, New York Knicks
  - **Francesca Merlino**, VP, Integrated Media Strategy, New York Knicks
  - **Christine Berney**, VP, Community Relations, Oklahoma City Thunder
  - **Katy Semtner**, VP, Human Resources, Oklahoma City Thunder
  - **Nyea G. Sturman**, General Counsel, Orlando Magic
  - **Audra L. Hollifield**, Chief People Officer, Orlando Magic
  - **Catherine E. Young Carlson**, SVP, Corporate Partnerships & Premium Activation, Orlando Magic
  - **Katie S. Miller**, VP, Client Service/Fan Experience, Orlando Magic
  - **Lisa L. Cotter**, VP, Marketing, Orlando Magic
  - **Linda Landman Gonzalez**, VP, Social Responsibility, Orlando Magic
  - **Tyneeha Rivers**, VP, Human Resources, Philadelphia 76ers
  - **Jill Snodgrass**, VP, Service & Operations, Philadelphia 76ers
  - **Katherine O'Reilly**, Chief Marketing Officer, Philadelphia 76ers
  - **Lara Price**, Chief Operating Officer, Philadelphia 76ers
  - **Susan Williamson**, VP, Business Operations, Philadelphia 76ers
  - **Amy Hever**, Executive Director Youth Foundation, Philadelphia 76ers
  - **Ann Myers Drysdale**, VP Suns/Mercury, Phoenix Suns
  - **Julie Fie**, VP, Basketball Communications, Phoenix Suns
  - **Carlissa Wright**, VP, Marketing & Partners, Phoenix Suns
  - **Maria Baier**, SVP, Community & PA, Phoenix Suns
  - **Brooke Campbell**, VP, Marketing & Brand Strategy, Phoenix Suns
  - **Karen Rausch**, VP, Human Resources, Phoenix Suns
  - **Melissa Goldenberg**, SVP & General Counsel, Phoenix Suns
  - **Cheri Hanson**, VP, Team Relations, Portland Trail Blazers
  - **Sarah Petrone**, SVP, People & Culture, Portland Trail Blazers
  - **Amanda Mann**, VP, General Manager Rose Quarter Operations, Portland Trail Blazers
  - **Christa Stout**, VP, Social Responsibility, Portland Trail Blazers
  - **Allison Yee-Garcia**, VP, Marketing, Sacramento Kings
  - **Matina Kolokotronis**, Chief Operating Officer, Sacramento Kings
  - **Erica Rau**, SVP, Marketing, Sacramento Kings
  - **Joelle Terry**, SVP, Communications, Sacramento Kings
  - **Stacy Wegzyn**, SVP, Human Resources, Sacramento Kings
  - **Becky Hammon**, Bench Assistant Coach, San Antonio Spurs
  - **Julianna Hawn-Holt**, Chairman and Chief Executive Officer, San Antonio Spurs
  - **Lori Warren**, SVP, Corporate Finance & Strategy, San Antonio Spurs
  - **Tammy Turner**, VP of Corporate Administration, San Antonio Spurs

- **Jeanne Garza**, VP, Partnerships & Broadcast, San Antonio Spurs
- **Teresa Resch**, VP, Basketball Operations & Player Development, Toronto Raptors
- **Cynthia Devine**, Chief Financial Officer, Toronto Raptors
- **Shannon Hosford**, SVP, Marketing & Fan Experience, Toronto Raptors
- **Kim Carter**, VP, Human Resources, Toronto Raptors
- **Linda Luchetti**, VP, Basketball Operations, Utah Jazz
- **Michelle Smith**, VP of People and Culture, Utah Jazz
- **Meikle Lahue**, VP of Game Operations, Utah Jazz
- **Kari Holt Larson**, VP of Community and Events, Utah Jazz
- **Monica Maples Dixon**, SVP, Chief of Staff, Washington Wizards
- **Kelly M. Skoloda**, SVP, Human Resources, Washington Wizards
- **Michele Denise Montague**, VP & Assistant Arena General Manager, Washington Wizards
- **Abigail Anna Blostrom**, VP, Assistant General Counsel, Washington Wizards
- **Sashia Rujill Jones**, VP, Community Relations, Washington Wizards
- **Rebecca Winn**, VP, Marketing, Washington Wizards
- **Katherine Joan Bedingfield**, VP, Communications, Washington Wizards
- **Patsy Coyle**, VP, Global Partnership Retention, Washington Wizards
- **Michelle Trostle**, SVP, Administration, Washington Wizards

The New York Knicks led the NBA with 13 female vice presidents. The Washington Wizards were second in the league with nine female vice presidents followed by the Cleveland Cavaliers with eight. The following teams each had seven female vice presidents: Brooklyn Nets and Phoenix Suns.

### *Racial Hiring Grade for Team VPs*

**A-**  **25.4%**  
People of Color

### *Gender Hiring Grade for Team VPs*

**D**  **23.5%**  
Women

See Table 9

### *Team Management*

There were increases for both women and people of color in team management positions. People of color held 31.2 percent of team management positions as of the beginning of the 2017-2018 NBA season, up significantly from 23.4 percent in 2016-2017. African-Americans held 15.8 percent of team management positions, Latinos held 5.8 percent, Asians held 4.3 percent, Native Americans held 0.2 of a percentage point and people of “other” races held the remaining 5.1 percent of these positions.

Last year there was a substantial increase in the percentage of women in team senior administration positions (the previous category name), and the increase continued into this year. Women held 31.6 percent of team management positions, an increase of 2.3 percent from 2016-2017.

### *Racial Hiring Grade for Team Management*

**A+**  **31.2%**  
People of Color

### *Gender Hiring Grade for Team Management*

**C-**  **31.6%**  
Women

See Table 10.

### *Team Professional Staff*

There was an increase for people of color and a decrease for women at the team level in professional administration positions. At the beginning of the 2017-2018 season, people of color held 39.5 percent of team professional staff positions for NBA teams. This was an increase of 6.9 percentage points from last year's mark of 32.6 percent. Blacks/African-Americans comprised 17.7 percent of team professional administration positions, Latinos accounted for 7.6 percent, Asians held 3.9 percent, American Indians held 0.4 of a percentage point, and those classified as "other" races comprised the remaining 9.9 percent of these positions. In the 2016-2017 season, Blacks/African-Americans held 17.1 percent, Latinos held 9.5 percent, Asians held 3.8 percent and those classified as "other" races held the remaining 2.2 percent of the team professional staff positions.

The percentage of women holding team professional staff positions decreased by 2.9 percentage points from 40.1 percent in 2016-2017 to 37.2 percent in 2017-2018.

#### ***Racial Hiring Grade for Team Professional Staff***

**A+**  **39.5%**  
People of Color

#### ***Gender Hiring Grade for Team Professional Staff***

**B-**  **37.2%**  
Women

See Table 11.

### *Head Athletic Trainers*

At the beginning of the 2017-2018 season, the percent of NBA head athletic trainers of color was 36.7 percent. This remained the same as in the 2016-2017 season. African-American trainers accounted for 26.7 percent of all head athletic trainers. Latinos accounted for 6.7 percent and Asians represented 3.3 percent.

There was one woman who served as NBA head athletic trainer in the 2017-2018 season. There have only been three seasons where there was at least one woman athletic trainer in the past 22 seasons.

See Table 12.

### *Radio/TV Broadcasters*

The percentage of people of color holding radio and television broadcasting positions increased by 1.6 percentage points bringing the total percentage of people of color to 33.9 percent for 2017-2018. African-Americans accounted for 11.5 percent of the radio and television broadcast positions, while Latinos, Asians, and people of "other" races accounted for 8.0 percent, 2.9 percent and 11.5 percent, respectively.

Women accounted for 20.7 percent of NBA radio and television broadcast positions, an increase of 16.5 percentage points from the 4.2 percent recorded during the 2016-2017 season.

See Table 13.

### *Referees*

As of March 1, 2018, 56.2 percent of NBA referees were people of color, which was a 6.2 percentage point increase from the previous report. The percent of African-American NBA referees increased by 1.6 percentage points to 45.4 percent of total referees. Latinos accounted for 4.6 percent, Asians represented 1.5 percent, and people of "other" races accounted for 4.6 percent of all referees.

Violet Palmer and Dee Kanter were signed by the NBA in 1997 to become the first female referees in U.S. major men's professional sport history. This season marks the largest ever representation of women as referees as 13.8 percent of referees were women, an increase of 12.2 percentage points from the 2016-2017 season. Last season, Lauren Holtkamp was the only female referee in the NBA in 2016-17 while there were 18 females this season.

See Table 14.

*NBA Diversity Initiatives*

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

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

***NBA Grade for Diversity Initiatives***

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**A+**



## How Grades Were Calculated

As in previous reports, the 2018 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had 9 percent, a **D** if it was at least 6 percent and **F** for anything below 6 percent.

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

<i>Race</i>		<i>Gender</i>	
A+	>30	A+	>45
A	28.6-30	A	44.1-45
A-	24.6-28.5	A-	41.6-44
B+	19.6-24.5	B+	39-41.5
B	17-19.5	B	37.6-38.9
B-	16.0-16.9	B-	34.6-37.5
C+	15.0-15.9	C+	32-34.5
C	14.0-14.9	C	30.6-31.9
C-	13.0-13.9	C-	27.6-30.5
D+	12.0-12.9	D+	25-27.5
D	11.0-11.9	D	24-24.9
F	<11	F	<24

## Methodology

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

The data was placed into spreadsheets and compared to data from previous years. After evaluating the data, the report text was drafted; it references changes in statistics from previous years.

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

The report covers the 2017-2018 season for the National Basketball Association.

## About the Racial and Gender Report Card

This is the 25th issue of the **Racial and Gender Report Card (RGRC)**, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

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

The **Racial and Gender Report Card** is published by The Institute for Diversity and Ethics in Sport, which

is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the Racial Report Card.) In addition to Lapchick, Chelsea Stewart contributed greatly to the completion of the 2017-2018 NBA Racial and Gender Report Card.

## The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sport and social issues. Described as "the racial conscience of sport," Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of the 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 and inclusion, conflict resolution and men's violence against women.

## DeVos Sport Business Management Program

*College of Business Administration, University of Central Florida*

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



Players								
	%	#		%	#		%	#
<b>2017-2018</b>			<b>2009-2010</b>			<b>2000-2001</b>		
White	19.3%	93	White	18.4%	81	White	21.0%	x
African-American	73.9%	356	African-American	76.9%	339	African-American	78.0%	x
Latino	2.3%	11	Latino	3.2%	14	Latino	1.0%	x
Asian	0.6%	3	Asian	0.7%	3	Other	0.0%	x
Other	3.9%	19	Other	0.9%	4	<b>1999-2000</b>		
International	16.6%	96	International	18.4%	81	White	22.0%	x
Total		578	Total		441	African-American	78.0%	x
<b>2016-2017</b>			<b>2008-2009</b>			Latino <1% x		
White	19.1%	86	White	18.2%	82	Other 0.0% x		
African-American	74.4%	335	African-American	77.3%	348	<b>1998-1999</b>		
Latino	4.9%	22	Latino	3.1%	14	White	21.0%	x
Asian	0.7%	3	Asian	0.7%	3	African-American	78%	x
Other	0.9%	4	Other	0.7%	3	Latino	1.0%	x
International	25.1%	113	International	17.6%	79	Other	0.0%	x
Total		450	Total		450	<b>1997-1998</b>		
<b>2015-2016</b>			<b>2007-2008</b>			White 23.0% x		
White	18.3%	82	White	19.6%	89	African-American 77% x		
African-American	74.3%	333	African-American	75.6%	343	Latino <1% x		
Latino	6.3%	28	Latino	3.3%	15	Other 0.0% x		
Asian	0.2%	1	Asian	0.4%	2	<b>1996-1997</b>		
Other	0.9%	4	Other	1.1%	5	White	20.0%	x
International	22.3%	100	International	17.8%	81	African-American	79.0%	x
Total		448	Total		454	Latino	<1%	x
<b>2014-2015</b>			<b>2006-2007</b>			Other <1% x		
White	23.3%	104	White	20.7%	91	<b>1995-1996</b>		
African-American	74.4%	332	African-American	75.0%	330	White	20.0%	x
Latino	1.8%	8	Latino	3.0%	13	African-American 80.0% x		
Asian	0.2%	1	Asian	0.5%	2	Latino 0.0% x		
Other	0.2%	1	Other	0.9%	4	Other <1% x		
International	21.3%	95	International	18.6%	82	<b>1994-1995</b>		
Total		446	Total		440	White	18.0%	x
<b>2013-2014</b>			<b>2005-2006</b>			African-American 82.0% x		
White	19.5%	89	White	22.5%	97	Latino 0.0% x		
African-American	77.0%	351	African-American	72.9%	315	Other 0.0% x		
Latino	3.1%	14	Latino	3.0%	13	<b>1993-1994</b>		
Asian	0.2%	1	Asian	0.5%	2	White	21.0%	x
Other	0.2%	1	Other	1.2%	5	African-American 79.0% x		
International	20.6%	94	International	19.0%	82	Latino 0.0% x		
Total		456	Total		432	Other 0.0% x		
<b>2012-2013</b>			<b>2004-2005</b>			<b>1992-1993</b>		
White	19.0%	87	White	22.8%	98	White	23.0%	x
African-American	76.3%	350	African-American	73.0%	313	African-American 77.0% x		
Latino	4.4%	20	Latino	2.1%	9	Latino 0.0% x		
Asian	0.2%	1	Asian	0.7%	3	<b>1991-1992</b>		
Other	0.2%	1	Other	1.4%	6	White	25.0%	x
International	18.7%	86	International	18.9%	81	African-American 75.0% x		
Total		459	Total		429	Latino 0.0% x		
<b>2011-2012</b>			<b>2003-2004</b>			<b>1990-1991</b>		
White	18.2%	79	White	22.2%	91	White	28.0%	x
African-American	78.1%	339	African-American	75.9%	311	African-American 72.0% x		
Latino	3.2%	14	Latino	1.2%	5	Latino 0.0% x		
Asian	0.2%	1	Asian	0.7%	3	<b>1989-1990</b>		
Other	0.2%	1	Other	0.0%	0	White	25.0%	x
International	16.8%	73	International	16.6%	68	African-American 75.0% x		
Total		434	Total		410	Latino 0.0% x		
<b>2010-2011</b>			<b>2001-2002</b>			<b>Table 1</b>		
White	16.7%	75	White	20.0%	x			
African-American	77.7%	348	African-American	78.0%	x			
Latino	4.5%	20	Latino	1.0%	x			
Asian	0.7%	3	Asian	<1	x			
Other	0.4%	2	Other	0.0%	x			
International	17.0%	76						
Total		448						

League Office: Professional Employees								
	%	#		%	#		%	#
<b>2017-2018</b>			<b>2010-2011</b>			<b>2003-2004</b>		
White	63.8%	623	White	66.0%	472	White	70.7%	484
African-American	16.8%	165	African-American	18.2%	130	African-American	18.8%	129
Latino	5.9%	58	Latino	7.3%	52	Latino	5.7%	39
Asian	10.0%	98	Asian	8.4%	60	Asian	4.8%	33
Other	3.7%	36	Other	0.1%	1	Other	0.0%	0
Women	39.6%	388	Women	41.3%	295	Women	44.2%	303
People of Color Total	36.4%	357	People of Color Total	34.0%	243	People of Color Total	29.3%	201
Total		980	Total		715	Total		685
<b>2016-2017</b>			<b>2009-2010</b>			<b>2001-2002</b>		
White	64.9%	557	White	63.6%	496	White	85.0%	459
African-American	16.4%	141	African-American	21.4%	167	African-American	2.0%	11
Latino	6.6%	57	Latino	7.2%	56	Latino	7.2%	39
Asian	9.7%	83	Asian	7.7%	60	Asian	5.6%	30
Other	2.3%	20	Other	0.1%	1	Other	0.2%	1
Women	38.8%	333	Women	43.6%	340	Women	48.0%	259
People of Color Total	35.1%	301	People of Color Total	36.4%	284	People of Color Total	15.0%	81
Total		858	Total		780	Total		540
<b>2015-2016</b>			<b>2008-2009</b>			<b>1999-2000</b>		
White	64.7%	547	White	64.9%	478	White	75%	434
African-American	17.7%	150	African-American	20.4%	150	African-American	18%	105
Latino	7.3%	62	Latino	7.2%	53	Latino	4%	25
Asian	9.7%	82	Asian	7.5%	55	Asian	3%	15
Other	0.6%	5	Other	0.1%	1	Other	0%	1
Women	39.6%	335	Women	42.7%	315	Women	42%	246
People of Color Total	35.3%	299	People of Color Total	35.1%	259	People of Color Total	25%	146
Total		846	Total		737	Total		580
<b>2014-2015</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	64.6%	509	White	65.8%	541	White	78%	415
African-American	18.0%	142	African-American	19.8%	163	African-American	16%	86
Latino	7.2%	57	Latino	7.2%	59	Latino	4%	19
Asian	9.8%	77	Asian	7.1%	58	Asian	2%	13
Other	0.4%	3	Other	0.1%	1	Other	0%	0
Women	40.9%	322	Women	41.0%	337	Women	45%	239
People of Color Total	35.4%	279	People of Color Total	34.2%	281	People of Color Total	22%	118
Total		788	Total		822	Total		533
<b>2013-2014</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	64.9%	481	White	66.5%	529	White	78%	377
African-American	17.9%	133	African-American	20.1%	160	African-American	17%	83
Latino	7.0%	52	Latino	6.7%	53	Latino	3%	14
Asian	9.9%	73	Asian	6.7%	53	Asian	2%	12
Other	0.3%	2	Other	0.1%	1	Other	0%	0
Women	40.9%	303	Women	39.3%	313	Women	44%	214
People of Color Total	35.1%	260	People of Color Total	33.5%	267	People of Color Total	22%	109
Total		741	Total		796	Total		486
<b>2012-2013</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	64.3%	452	White	67.0%	492	White	79%	306
African-American	18.3%	129	African-American	19.5%	143	African-American	16%	61
Latino	6.3%	44	Latino	7.1%	52	Latino	2%	7
Asian	10.8%	76	Asian	6.3%	46	Asian	3%	10
Other	0.3%	2	Other	0.1%	1	Other	1%	3
Women	41.1%	289	Women	40.6%	298	Women	49%	188
People of Color Total	35.7%	251	People of Color Total	33.0%	242	People of Color Total	21%	81
Total		703	Total		734	Total		387
<b>2011-2012</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	66.0%	416	White	68.3%	474	White	80%	251
African-American	18.1%	114	African-American	18.3%	127	African-American	17%	52
Latino	6.5%	41	Latino	6.9%	48	Latino	2%	6
Asian	9.2%	58	Asian	6.3%	44	Asian	2%	5
Other	0.2%	1	Other	0.1%	1	Other	0%	1
Women	41.9%	264	Women	41.9%	291	Women	48%	151
People of Color Total	34.0%	214	People of Color Total	31.7%	220	People of Color Total	20%	64
Total		630	Total		694	Total		315

**Table 2**



Majority * and Controlling Owners									
	%	#		%	#		%	#	
<b>2018</b>			<b>2013</b>			<b>2009</b>			
White	91.4%	32	White	98.0%	48	White	96.7%	29	
African-American	2.9%	1	African-American	2.0%	1	African-American	0.0%	0	
Latino	0.0%	0	Latino	0.0%	0	Latino	3.3%	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	
People of Color Total	8.7%	3	People of Color Total	2.0%	1	People of Color Total	3.3%	1	
Women	11.4%	4	Women	16.3%	8	Women	0.0%	0	
Total		35	Total		49	Total		30	
<b>2017</b>			<b>2012</b>			<b>2008</b>			
White	91.4%	32	White	96.4%	53	White	96.7%	29	
African-American	2.9%	1	African-American	1.8%	1	African-American	0.0%	0	
Latino	0.0%	0	Latino	1.8%	1	Latino	3.3%	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	
People of Color Total	5.7%	2	People of Color Total	3.6%	2	People of Color Total	3.3%	1	
Women	8.6%	3	Women	12.7%	7	Women	0.0%	0	
Total		35	Total		55	Total		30	
<b>2016</b>			<b>2011</b>			<b>2007</b>			
White	95.2%	40	White	97.5%	39	White	96.8%	30	
African-American	2.4%	1	African-American	0.0%	0	African-American	0.0%	0	
Latino	0.0%	0	Latino	2.5%	1	Latino	3.2%	1	
Asian	2.4%	1	Asian	0.0%	0	Asian	0.0%	0	
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0	
People of Color Total	4.8%	2	People of Color Total	2.5%	1	People of Color Total	3.2%	1	
Women	7.1%	3	Women	7.5%	3	Women	0.0%	0	
Total		42	Total		40	Total		31	
<b>2015</b>			<b>2010</b>			<b>2006</b>			
White	95.0%	38	White	98.0%	49	White	96.4%	27	
African-American	2.5%	1	African-American	0.0%	0	African-American	0.0%	0	
Latino	0.0%	0	Latino	2.0%	1	Latino	3.6%	1	
Asian	2.0%	1	Asian	0.0%	0	Asian	0.0%	0	
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0	
People of Color Total	5.0%	2	People of Color Total	2.0%	1	People of Color Total	3.6%	1	
Women	5.0%	2	Women	6.0%	3	Women	0.0%	0	
Total		40	Total		50	Total		28	
<b>2014</b>			<b>Table 3</b>						
White	94.4%	34							
African-American	2.8%	1							
Latino	0.0%	0							
Asian	2.8%	1							
Other	0.0%	0							
People of Color Total	5.6%	2							
Women	5.6%	2							
Total		36							

Head Coaches									
	%	#		%	#		%	#	
<b>2017-2018</b>			<b>2008-2009</b>			<b>1999-2000</b>			
White	70.0%	21	White	60.0%	18	White	79.3%	23	
African-American	20.0%	6	African-American	36.7%	11	African-American	20.7%	6	
Asian	0.0%	0	Asian	3.3%	1	Asian	0.0%	0	
Latino	3.3%	1	Latino	0.0%	0	Latino	0.0%	0	
Other	6.7%	2	Other	0.0%	0	Other	0.0%	0	
Total People of Color	30.0%	9	Total People of Color	40.0%	12	Total People of Color	20.7%	6	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30	Total		30	Total		29	
<b>2016-2017</b>			<b>2007-2008</b>			<b>1998-1999</b>			
White	70.0%	21	White	60.0%	18	White	86.2%	25	
African-American	20.0%	6	African-American	40.0%	12	African-American	13.8%	4	
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0	
Latino	3.3%	1	Latino	0.0%	0	Latino	0.0%	0	
Other	3.3%	1	Other	0.0%	0	Other	0.0%	0	
Total People of Color	30.0%	9	Total People of Color	40.0%	12	Total People of Color	13.8%	4	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30	Total		30	Total		29	
<b>2015-2016</b>			<b>2006-2007</b>			<b>1997-1998</b>			
White	70.0%	21	White	60.0%	18	White	82.8%	24	
African-American	26.7%	8	African-American	40.0%	12	African-American	17.2%	5	
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0	
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0	
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0	
Total People of Color	30.0%	9	Total People of Color	40.0%	12	Total People of Color	17.2%	5	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30	Total		30	Total		29	
<b>2014-2015</b>			<b>2005-2006</b>			<b>1996-1997</b>			
White	66.7%	20	White	63.3%	19	White	75.9%	22	
African-American	30.0%	9	African-American	36.7%	11	African-American	24.1%	7	
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0	
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0	
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0	
Total People of Color	33.3%	10	Total People of Color	36.7%	11	Total People of Color	24.1%	7	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30	Total		30	Total		29	
<b>2013-2014</b>			<b>2004-2005</b>			<b>1995-1996</b>			
White	56.7%	17	White	60.0%	18	White	79.3%	23	
African-American	40.0%	12	African-American	40.0%	12	African-American	20.7%	6	
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0	
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0	
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0	
Total People of Color	43.3%	13	Total People of Color	40.0%	12	Total People of Color	20.7%	6	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30	Total		30	Total		29	
<b>2012-2013</b>			<b>2003-2004</b>			<b>1994-1995</b>			
White	53.3%	16	White	63.3%	19	White	81.5%	22	
African-American	43.3%	13	African-American	36.7%	11	African-American	18.5%	5	
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0	
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0	
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0	
Total People of Color	46.7%	14	Total People of Color	36.7%	11	Total People of Color	18.5%	5	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30	Total		30	Total		27	
<b>2011-2012</b>			<b>2001-2002</b>			<b>1993-1994</b>			
White	46.7%	14	White	51.7%	15	White	81.5%	22	
African-American	46.7%	14	African-American	48.3%	14	African-American	18.5%	5	
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0	
Latino	3.3%	1	Latino	0.0%	0	Latino	0.0%	0	
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0	
Total People of Color	53.3%	16	Total People of Color	48.3%	14	Total People of Color	18.5%	5	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30	Total		29	Total		27	
<b>2010-2011</b>			<b>2000-2001</b>			<b>1992-1993</b>			
White	66.7%	20	White	65.5%	19	White	74.1%	20	
African-American	30.0%	9	African-American	34.5%	10	African-American	25.9%	7	
Asian	3.3%	1	Asian	0.0%	0	Asian	0.0%	0	
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	0	
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0	
Total People of Color	33.3%	10	Total People of Color	34.5%	10	Total People of Color	25.9%	7	
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0	
Total		30	Total		29	Total		27	
<b>2009-2010</b>									
White	70.0%	21							
African-American	26.7%	8							
Asian	3.3%	1							
Latino	0.0%	0							
Other	0.0%	0							
Total People of Color	30.0%	9							
Women	0.0%	0							
Total		30							

Table 4



Historical Listing of Head Coaches of Color in the NBA							
NBA (80 coaches as of end of 2017-2018 season)							
	Team	Year(s)	Record		Team	Year(s)	Record
Bill Russell	Boston	1966-69	190-101	Earl Watson	Phoenix	2016-present	33-82
	Seattle	1973-77	168-175	Eddie Jordan	Sacramento	1996-98	33-64
	Sacramento	1987-88	17-41		Washington	2003-09	205-242
Al Attles	San Fran/Golden State	1969-83	588-548	Philadelphia	2009-10	27-55	
Lenny Wilkens	Seattle	1969-72	121-125	Darrell Walker	Toronto	1996-98	41-90
	Portland	1974-76	75-89		Washington	1999-00	15-23
	Seattle	1977-85	394-309	Butch Carter	Toronto	1997-00	73-95
	Cleveland	1986-93	334-281	Lionel Hollins	Vancouver	1999-00	18-42
	Atlanta	1993-00	327-262		Memphis	2004-05	0-4
Toronto	2000-02	121-142	Memphis		2008-2013	214-172	
Earl Lloyd	New York	2003-05	40-45	Brooklyn	2014-2016	48-71	
Ray Scott	Detroit	1971-73	22-53	Doc Rivers	Orlando	1999-03	176-178
K.C. Jones	Detroit	1972-76	151-140		Boston	2004-2013	475-352
	Capital/Washington	1973-76	169-112		L.A. Clippers	2013-Present	259-151
David Fizdale	Boston	1983-88	373-139	Leonard Hamilton	Washington	2000-01	19-63
	Seattle	1990-92	61-62	Seattle	2000-05	220-191	
Draff Young	Kansas City/Omaha	1973-74	0-4	Nate McMillan	Portland	2005-2012	272-281
Elgin Baylor	Memphis	2017-2018	50-51	Byron Scott	Indiana	2017-Present	90-74
	New York Knicks	2018-Present	0-0		New Jersey	2000-03	174-154
Bob Hopkins	New Orleans	1974-75	0-1	New Orleans	2004-09	211-225	
Willis Reed	New Orleans	1976-79	86-134	Cleveland	2010-2013	64-166	
	Seattle	1977-78	5-17	L.A. Lakers	2014-Present	38-126	
Tom Sanders	New York	1977-79	51-51	Isiah Thomas	Indiana	2000-03	136-125
Paul Silas	New Jersey	1987-89	33-77	New York	2006-07	56-108	
	Boston	1977-79	23-39	Bill Cartwright	Chicago	2001-04	51-100
	San Diego	1980-83	78-168	Maurice Cheeks	Portland	2001-04	165-146
	Charlotte/New Orleans	1998-2003	221-171		Philadelphia	2005-08	124-151
Cleveland	2003-05	69-77	Detroit		2013-2014	21-29	
Don Chaney	Charlotte Bobcats	2010-12	32-88	Mike Evans	Denver	2001-02	18-38
	L.A. Clippers	1984-87	53-132	Frank Johnson	Phoenix	2001-04	65-75
	Houston	1988-92	166-143	Dennis Johnson	L.A. Clippers	2002-03	8-16
	Detroit	1993-95	48-116	Keith Smart	Cleveland	2002-03	9-31
Bernie Bickerstaff	New York	2001-03	72-112	Golden State	2010-11	36-46	
	Seattle	1985-90	214-223	Sacramento	2011-2013	48-93	
	Denver	1994-96	59-71	Atlanta	2004-10	217-304	
	Washington	1997-99	77-75	New York	2012-2014	116-89	
	Charlotte Bobcats	2004-06	77-169	Terry Porter	Milwaukee	2003-04	72-97
Gene Little	L.A. Lakers (Interim)	2012-2013	4-1	Phoenix	2008-09	28-23	
	Cleveland	1985-86	4-11	Sam Mitchell	Toronto	2004-08	159-197
	Charlotte	1989-91	37-87	Minnesota	2015-2016	29-53	
Wes Unseld	Denver	1994-95	3-13	Randy Avers	Philadelphia	2003-04	21-31
Mel Daniels	Washington	1987-94	204-348	Herb Williams	New York	2003-04	17-27
Stu Jackson	Indiana	1988-89	0-2	Dwane Casey	Minnesota	2005-07	53-69
Mack Calvin	New York	1989-91	56-51	Toronto	2011-2018	261-215	
Fred Carter	Vancouver	1996-97	6-33	Detroit	2018-Present	0-0	
Gar Heard	L.A. Clippers	1991-92	1-1	Avery Johnson	Dallas	2005-08	217-94
Sidney Lowe	Philadelphia	1992-94	32-76	New Jersey/Brooklyn	2010-13	60-116	
	Dallas	1992-93	9-44	Cleveland	2005-10	314-167	
John Lucas	Washington	1999-00	14-30	L.A. Lakers	2011-13	47-36	
	Minnesota	1993-94	33-102	Cleveland	2013-2014	33-49	
	Vancouver/Memphis	2001-03	46-126	Reggie Theus	Sacramento	2007-09	44-62
Quinn Buckner	San Antonio	1992-94	100-57	Sam Vincent	Charlotte	2007-08	32-50
	Philadelphia	1994-96	42-122	Michael Curry	Detroit	2008-09	39-43
	Cleveland	2001-03	37-87	Kenny Natt	Sacramento	2008-09	11-47
Magie Johnson	Dallas	1993-94	13-69	Ed Tapscott	Washington	2008-09	18-53
Butch Beard	L.A. Lakers	1993-94	5-11	Erik Spoelstra	Miami	2008-Present	484-320
Alvin Gentry	New Jersey	1994-96	60-104	Larry Drew	Atlanta	2010-2013	138-116
	Miami	1994-95	15-21	Milwaukee	2013-2014	15-67	
	Detroit	1997-2000	75-75	Monty Williams	New Orleans	2010-2015	173-221
	L.A. Clippers	2000-03	89-133	Pete Myers	Chicago	2003 & 2008	0-3
	Phoenix	2008-2013	158-144	Mark Jackson	Golden State	2011-2014	130-119
Bob Lanier	New Orleans	2015-Present	112-134	Tyrone Corbin	Utah	2010-2014	112-150
M.L. Carr	Golden State	1994-95	12-25	Michael Cooper	Denver	2004	4-10
Jim Cleamons	Boston	1995-97	48-116	Bill Berry	Chicago	2001-02	0-2
Johnny Davis	Dallas	1996-98	28-70	Kaleb Canales	Portland	2012	8-15
	Philadelphia	1996-97	22-60	Brian Shaw	Denver	2013-2015	56-85
	Orlando	2004-05	51-84	Jacque Vaughn	Orlando	2012-2015	58-158
Derek Fisher	Memphis	2009	0-2	Melvin Hunt	Denver	2015	10-13
J.B. Bickerstaff	New York	2014-2016	40-96	Jason Kidd	Brooklyn	2013-2014	44-38
Tony Brown	Houston (Interim)	2015-2016	37-34	Milwaukee	2014-2018	139-152	
James Borrego	Brooklyn (Interim)	2016	11-34	Tyronn Lue	Cleveland	2016-Present	128-77
	Charlotte	2018-Present	0-0	Lloyd Pierce	Atlanta	2018-Present	0-0

Table 5

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Assistant Coaches								
	%	#		%	#		%	#
<b>2017-2018</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	54.3%	94	White	58.6%	92	White	64.3%	74
African-American	40.5%	70	African-American	40.8%	64	African-American	35.7%	41
Latino	2.9%	5	Latino	0.6%	1	Latino	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 People of Color	45.7%	79	Total People of Color	41.4%	65	Total People of Color	35.7%	41
Women	1.2%	2	Women	0.0%	0	Women	0.0%	0
Total		173	Total		157	Total		115
<b>2016-2017</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	54.6%	89	White	58.5%	93	White	67.0%	77
African-American	41.7%	68	African-American	40.9%	65	African-American	33.0%	38
Latino	3.1%	5	Latino	0.6%	1	Latino	0.0%	0
Asian	0.6%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	45.4%	74	Total People of Color	41.5%	66	Total People of Color	33.0%	38
Women	1.2%	2	Women	0.0%	0	Women	0.0%	0
Total		163	Total		159	Total		115
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	55.7%	83	White	58.4%	97	White	66.1%	76
African-American	43.0%	64	African-American	39.8%	66	African-American	33.9%	39
Latino	0.7%	1	Latino	0.6%	1	Latino	0.0%	0
Asian	0.7%	1	Asian	0.6%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.6%	1	Other	0.0%	0
Total People of Color	44.3%	66	Total People of Color	41.6%	69	Total People of Color	33.9%	39
Women	1.3%	2	Women	0.0%	0	Women	0.0%	0
Total		149	Total		166	Total		115
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	59.2%	109	White	59.2%	93	White	65.6%	61
African-American	39.7%	73	African-American	40.1%	63	African-American	34.4%	32
Latino	1.1%	2	Latino	0.6%	1	Latino	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 People of Color	40.8%	75	Total People of Color	40.8%	64	Total People of Color	34.4%	32
Women	0.5%	1	Women	0.0%	0	Women	0.0%	0
Total		184	Total		157	Total		93
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	53.3%	80	White	61.5%	96	White	59.3%	51
African-American	46.0%	69	African-American	37.8%	59	African-American	40.7%	35
Latino	0.7%	1	Latino	0.6%	1	Latino	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 People of Color	46.7%	70	Total People of Color	38.5%	60	Total People of Color	40.7%	35
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		150	Total		156	Total		86
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	54.4%	80	White	66.2%	100	White	60.0%	45
African-American	43.5%	64	African-American	33.1%	50	African-American	40.0%	30
Latino	0.7%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.7%	1	Asian	0.7%	1	Asian	0.0%	0
Other	0.7%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	45.6%	67	Total People of Color	33.8%	51	Total People of Color	40.0%	30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		147	Total		151	Total		75
<b>2011-2012</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	56.5%	83	White	71.0%	98	White	61.5%	48
African-American	41.5%	61	African-American	29.0%	40	African-American	38.5%	30
Latino	0.7%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.7%	1	Asian	0.0%	0	Asian	0.0%	0
Other	0.7%	1	Other	0.0%	0	Other	0.0%	0
Total People of Color	43.5%	64	Total People of Color	29.0%	40	Total People of Color	38.5%	30
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		147	Total		138	Total		78
<b>2010-2011</b>			<b>2001-2002</b>			<b>Table 6</b>		
White	55.8%	87	White	66.9%	79			
African-American	42.3%	66	African-American	33.1%	39			
Latino	0.6%	1	Latino	0.0%	0			
Asian	0.6%	1	Asian	0.0%	0			
Other	0.6%	1	Other	0.0%	0			
Total People of Color	44.2%	69	Total People of Color	33.1%	39			
Women	0.0%	0	Women	0.0%	0			
Total		156	Total		118			

CEO/President									
	%	#		%	#		%	#	
<b>2017-2018</b>			<b>2010-2011</b>			<b>2004-2005</b>			
White	90.2%	55	White	88.9%	56	White	90.3%	28	
African-American	8.2%	5	African-American	11.1%	7	African-American	9.7%	3	
Latino	1.6%	1	Latino	0.0%	0	Latino	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 People of Color	9.8%	6	Total People of Color	11.1%	7	Total People of Color	9.7%	3	
Women	11.5%	7	Women	3.2%	2	Women	3.2%	1	
Total		61	Total		63	Total		31	
<b>2016-2017</b>			<b>2009-2010</b>			<b>2003-2004</b>			
White	93.1%	54	White	88.2%	30	White	90.0%	27	
African-American	6.9%	4	African-American	11.8%	4	African-American	10.0%	3	
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	6.9%	4	Total People of Color	11.8%	4	Total People of Color	10.0%	3	
Women	10.3%	6	Women	0.0%	0	Women	3.0%	1	
Total		58	Total		34	Total		30	
<b>2015-2016</b>			<b>2008-2009</b>			<b>2001-2002</b>			
White	94.7%	54	White	85.3%	29	White	96.0%	x	
African-American	5.3%	3	African-American	14.7%	5	African-American	4.0%	x	
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	5.3%	3	Total People of Color	14.7%	5	Total People of Color	4.0%	x	
Women	7.0%	4	Women	0.0%	0	Women	4.0%	x	
Total		57	Total		34	Total		x	
<b>2014-2015</b>			<b>2007-2008</b>			<b>2000-2001</b>			
White	91.2%	52	White	76.7%	23	White	90.0%	x	
African-American	7.0%	4	African-American	23.3%	7	African-American	10.0%	x	
Latino	0.0%	0	Latino	0.0%	0	Latino	0.0%	x	
Asian	0.0%	0	Asian	0.0%	0	Asian	0.0%	x	
Other	1.8%	1	Other	0.0%	0	Other	0.0%	x	
Total People of Color	8.8%	5	Total People of Color	23.3%	7	Total People of Color	10.0%	x	
Women	7.0%	4	Women	0.0%	0	Women	3.0%	x	
Total		57	Total		30	Total		x	
<b>2013-2014</b>			<b>2006-2007</b>			<b>1999-2000</b>			
White	87.0%	47	White	87.9%	29	White	90.0%	x	
African-American	13.0%	7	African-American	12.1%	4	African-American	10.0%	x	
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	13.0%	7	Total People of Color	12.1%	4	Total People of Color	10.0%	x	
Women	7.4%	4	Women	3.0%	1	Women	3.0%	x	
Total		54	Total		33	Total		x	
<b>2012-2013</b>			<b>2005-2006</b>			<b>1998-1999</b>			
White	92.7%	51	White	87.5%	28	White	90.0%	x	
African-American	7.3%	4	African-American	12.5%	4	African-American	10.0%	x	
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	7.3%	4	Total People of Color	12.5%	4	Total People of Color	10.0%	x	
Women	1.8%	1	Women	3.1%	1	Women	3.0%	x	
Total		55	Total		32	Total		x	
<b>2011-2012</b>			<b>Table 7</b>						
White	87.5%	49							
African-American	12.5%	7							
Latino	0.0%	0							
Asian	0.0%	0							
Other	0.0%	0							
Total People of Color	12.5%	7							
Women	3.6%	2							
Total		56							



General Manager								
	%	#		%	#		%	#
<b>2017-2018</b>			<b>2009-2010</b>			<b>2000-2001</b>		
White	80.0%	20	White	87.0%	20	White	79.3%	23
African-American	12.0%	3	African-American	13.0%	3	African-American	20.7%	6
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	20.0%	5	Total People of Color	13.0%	3	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		25	Total		23	Total		29
<b>2016-2017</b>			<b>2008-2009</b>			<b>1999-2000</b>		
White	90.0%	27	White	90.3%	28	White	86.2%	25
African-American	6.7%	2	African-American	9.7%	3	African-American	13.8%	4
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	10.0%	3	Total People of Color	9.7%	3	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		31	Total		29
<b>2015-2016</b>			<b>2007-2008</b>			<b>1998-1999</b>		
White	86.7%	26	White	76.7%	23	White	79.3%	23
African-American	10.0%	3	African-American	23.3%	7	African-American	20.7%	6
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	13.3%	4	Total People of Color	23.3%	7	Total People of Color	20.7%	6
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		30	Total		29
<b>2014-2015</b>			<b>2006-2007</b>			<b>1997-1998</b>		
White	80.6%	25	White	73.3%	22	White	72.4%	21
African-American	16.1%	5	African-American	26.7%	8	African-American	27.6%	8
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	19.4%	6	Total People of Color	26.7%	8	Total People of Color	27.6%	8
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		31	Total		30	Total		29
<b>2013-2014</b>			<b>2005-2006</b>			<b>1996-1997</b>		
White	76.7%	23	White	77.4%	24	White	72.4%	21
African-American	20.0%	6	African-American	22.6%	7	African-American	27.6%	8
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	23.3%	7	Total People of Color	22.6%	7	Total People of Color	27.6%	8
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		31	Total		29
<b>2012-2013</b>			<b>2004-2005</b>			<b>1995-1996</b>		
White	76.7%	23	White	77.4%	24	White	69.0%	20
African-American	20.0%	6	African-American	22.6%	7	African-American	31.0%	9
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	23.3%	7	Total People of Color	22.6%	7	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		31	Total		29
<b>2011-2012</b>			<b>2003-2004</b>			<b>1994-1995</b>		
White	74.2%	23	White	83.3%	25	White	69.0%	20
African-American	22.6%	7	African-American	16.7%	5	African-American	31.0%	9
Latino	0.0%	0	Latino	0.0%	0	Latino	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 People of Color	25.8%	8	Total People of Color	16.7%	5	Total People of Color	31.0%	9
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		31	Total		30	Total		29
<b>2010-2011</b>			<b>2001-2002</b>			<b>Table 8</b>		
White	73.3%	22	White	83.3%	25			
African-American	23.3%	7	African-American	16.7%	5			
Latino	0.0%	0	Latino	0.0%	0			
Asian	3.3%	1	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total People of Color	26.7%	8	Total People of Color	16.7%	5			
Women	0.0%	0	Women	0.0%	0			
Total		30	Total		30			



Vice President								
	%	#		%	#		%	#
<b>2017-2018</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	74.6%	435	White	85.9%	249	White	89.6%	164
African-American	15.6%	91	African-American	11.0%	32	African-American	9.8%	18
Latino	3.4%	20	Latino	2.1%	6	Latino	0.5%	1
Asian	2.2%	13	Asian	1.0%	3	Asian	0.0%	0
Other	4.1%	24	Other	0.0%	0	Other	0.0%	0
Total People of Color	25.4%	148	Total People of Color	14.1%	41	Total People of Color	10.4%	19
Women	23.5%	137	Women	17.9%	52	Women	13.1%	24
Total		583	Total		290	Total		183
<b>2016-2017</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	80.5%	356	White	86.6%	251	White	89.9%	170
African-American	13.3%	59	African-American	10.7%	31	African-American	9.0%	17
Latino	3.8%	17	Latino	2.1%	6	Latino	1.1%	2
Asian	1.8%	8	Asian	0.7%	2	Asian	0.0%	0
Other	0.5%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	19.5%	86	Total People of Color	13.4%	39	Total People of Color	10.1%	19
Women	24.2%	107	Women	17.6%	51	Women	11.6%	22
Total		442	Total		290	Total		189
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	81.8%	354	White	85.1%	258	White	86.8%	138
African-American	12.7%	55	African-American	10.6%	32	African-American	11.9%	19
Latino	3.0%	13	Latino	3.0%	9	Latino	1.3%	2
Asian	2.1%	9	Asian	1.3%	4	Asian	0.0%	0
Other	0.5%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	18.2%	79	Total People of Color	14.9%	45	Total People of Color	13.2%	21
Women	21.5%	93	Women	18.2%	55	Women	10.1%	16
Total		433	Total		303	Total		159
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	84.7%	343	White	84.9%	248	White	89.7%	140
African-American	10.9%	44	African-American	11.0%	32	African-American	9.6%	15
Latino	2.2%	9	Latino	2.7%	8	Latino	0.6%	1
Asian	1.2%	5	Asian	1.4%	4	Asian	0.0%	0
Other	1.0%	4	Other	0.0%	0	Other	0.0%	0
Total People of Color	15.3%	62	Total People of Color	15.1%	44	Total People of Color	10.3%	16
Women	20.2%	82	Women	16.8%	49	Women	8.3%	13
Total		405	Total		292	Total		156
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	86.5%	302	White	87.5%	252	White	91.7%	132
African-American	10.3%	36	African-American	8.3%	24	African-American	8.3%	12
Latino	2.0%	7	Latino	2.8%	8	Latino	0.0%	0
Asian	0.6%	2	Asian	1.4%	4	Asian	0.0%	0
Other	0.6%	2	Other	0.0%	0	Other	0.0%	0
Total People of Color	13.5%	47	Total People of Color	12.5%	36	Total People of Color	8.3%	12
Women	16.6%	58	Women	18.1%	52	Women	6.9%	10
Total		349	Total		288	Total		144
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	86.5%	302	White	86.2%	232	White	87.2%	109
African-American	10.0%	35	African-American	10.4%	28	African-American	12.0%	15
Latino	2.9%	10	Latino	2.2%	6	Latino	0.0%	0
Asian	0.6%	2	Asian	1.1%	3	Asian	0.8%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	13.5%	47	Total People of Color	13.8%	37	Total People of Color	12.8%	16
Women	18.3%	64	Women	17.8%	48	Women	6.4%	8
Total		349	Total		269	Total		125
<b>2011-2012</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	87.7%	285	White	88.1%	192	White	86.6%	97
African-American	9.8%	32	African-American	8.7%	19	African-American	12.5%	14
Latino	1.5%	5	Latino	3.2%	7	Latino	0.0%	0
Asian	0.9%	3	Asian	0.0%	0	Asian	0.9%	1
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	12.3%	40	Total People of Color	11.9%	26	Total People of Color	13.4%	15
Women	17.8%	58	Women	17.9%	39	Women	3.6%	4
Total		325	Total		218	Total		112
<b>2010-2011</b>			<b>2001-2002</b>					
White	86.7%	268	White	90.7%	175			
African-American	10.4%	32	African-American	6.7%	13			
Latino	2.6%	8	Latino	2.6%	5			
Asian	1.0%	3	Asian	0.0%	0			
Other	0.0%	0	Other	0.0%	0			
Total People of Color	13.9%	43	Total People of Color	9.3%	18			
Women	15.5%	48	Women	15.0%	29			
Total		311	Total		193			

**Table 9**

Team Management								
	%	#		%	#		%	#
<b>2017-2018</b>			<b>2010-2011</b>			<b>2003-2004</b>		
White	68.8%	1698	White	78.3%	447	White	85.0%	283
African-American	15.8%	390	African-American	14.4%	82	African-American	12.6%	42
Latino	5.8%	144	Latino	6.1%	35	Latino	1.2%	4
Asian	4.3%	106	Asian	1.1%	6	Asian	1.2%	4
American Indian	0.2%	5	Other	0.2%	1	Other	0.0%	0
Other	5.1%	126	Total People of Color	21.7%	124	Total People of Color	15.0%	50
Total People of Color	31.2%	771	Women	27.1%	155	Women	25.2%	84
Women	31.6%	779	Total		571	Total		333
Total		2469						
<b>2016-2017</b>			<b>2009-2010</b>			<b>2001-2002</b>		
White	76.6%	570	White	79.9%	481	White	83.0%	x
African-American	12.2%	91	African-American	13.8%	83	African-American	14.0%	x
Latino	5.5%	41	Latino	5.3%	32	Latino	3.0%	x
Asian	4.0%	30	Asian	0.8%	5	Asian	2.0%	x
Other	1.6%	12	Other	0.2%	1	Other	0.0%	x
Total People of Color	23.4%	174	Total People of Color	20.1%	121	Total People of Color	19.0%	x
Women	29.3%	218	Women	25.2%	152	Women	29.0%	x
Total		744	Total		602	Total		x
<b>2015-2016</b>			<b>2008-2009</b>			<b>2000-2001</b>		
White	76.5%	634	White	77.4%	439	White	83.0%	x
African-American	14.0%	116	African-American	15.7%	89	African-American	12.0%	x
Latino	4.8%	40	Latino	5.5%	31	Latino	3.0%	x
Asian	3.3%	27	Asian	1.2%	7	Asian	2.0%	x
Other	1.4%	12	Other	0.2%	1	Other	0.0%	x
Total People of Color	23.5%	195	Total People of Color	22.6%	128	Total People of Color	17.0%	x
Women	23.6%	196	Women	24.2%	137	Women	36.0%	x
Total		829	Total		567	Total		x
<b>2014-2015</b>			<b>2007-2008</b>			<b>1999-2000</b>		
White	80.0%	654	White	78.3%	401	White	85.0%	x
African-American	14.9%	122	African-American	13.9%	71	African-American	10.0%	x
Latino	3.1%	25	Latino	5.9%	30	Latino	3.0%	x
Asian	1.5%	12	Asian	1.8%	9	Asian	2.0%	x
Other	0.6%	5	Other	0.2%	1	Other	0.0%	x
Total People of Color	20.0%	164	Total People of Color	21.7%	111	Total People of Color	15.0%	x
Women	24.0%	196	Women	26.6%	136	Women	40.0%	x
Total		818	Total		512	Total		x
<b>2013-2014</b>			<b>2006-2007</b>			<b>1998-1999</b>		
White	80.8%	584	White	80.2%	377	White	86.0%	x
African-American	13.7%	99	African-American	13.4%	63	African-American	11.0%	x
Latino	3.6%	26	Latino	5.1%	24	Latino	<2%	x
Asian	1.4%	10	Asian	1.3%	6	Asian	<2%	x
Other	0.6%	4	Other	0.0%	0	Other	0.0%	x
Total People of Color	19.2%	139	Total People of Color	19.8%	93	Total People of Color	<15%	x
Women	21.4%	155	Women	24.9%	117	Women	41.0%	x
Total		723	Total		470	Total		x
<b>2012-2013</b>			<b>2005-2006</b>			<b>1997-1998</b>		
White	79.9%	508	White	80.3%	367	White	87.0%	x
African-American	13.2%	84	African-American	12.7%	58	African-American	11.0%	x
Latino	3.8%	24	Latino	5.5%	25	Latino	0.0%	x
Asian	1.7%	11	Asian	1.5%	7	Asian	0.0%	x
Other	1.4%	9	Other	0.0%	0	Other	2.0%	x
Total People of Color	20.1%	128	Total People of Color	19.7%	90	Total People of Color	13.0%	x
Women	21.9%	139	Women	23.4%	107	Women	31.0%	x
Total		636	Total		457	Total		x
<b>2011-2012</b>			<b>2004-2005</b>			<b>1996-1997</b>		
White	78.5%	601	White	83.5%	370	White	88.0%	x
African-American	12.9%	99	African-American	11.7%	52	African-American	11.0%	x
Latino	6.5%	50	Latino	3.4%	15	Latino	0.0%	x
Asian	1.6%	12	Asian	1.4%	6	Asian	0.0%	x
Other	0.5%	4	Other	0.0%	0	Other	1.0%	x
Total People of Color	21.5%	165	Total People of Color	16.5%	73	Total People of Color	12.0%	x
Women	24.7%	189	Women	24.4%	108	Women	23.0%	x
Total		766	Total		443	Total		x

Table 10



Professional Staff								
	%	#		%	#		%	#
<b>2017-2018</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	60.5%	1736	White	73.6%	871	White	77.0%	x
African-American	17.7%	508	African-American	15.6%	184	African-American	15.0%	x
Latino	7.6%	218	Latino	7.5%	89	Latino	6.0%	x
Asian	3.9%	113	Asian	2.7%	32	Asian	2.0%	x
American Indian	0.4%	12	Other	0.6%	7	Other	0.0%	x
Other	9.9%	284	Total People of Color	26.4%	312	Total People of Color	23.0%	x
Total People of Color	39.5%	1135	Women	39.1%	462	Women	52.0%	x
Women	37.2%	1068	Total		1183	Total		x
Total		2871						
<b>2016-2017</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	67.4%	2021	White	71.3%	761	White	83.0%	x
African-American	17.1%	511	African-American	16.2%	173	African-American	13.0%	x
Latino	9.5%	286	Latino	9.3%	99	Latino	3.0%	x
Asian	3.8%	114	Asian	2.7%	29	Asian	1.0%	x
Other	2.2%	65	Other	0.5%	5	Other	0.0%	x
Total People of Color	32.6%	976	Total People of Color	28.7%	306	Total People of Color	17.0%	x
Women	40.1%	1202	Women	40.0%	427	Women	39.0%	x
Total		2997	Total		1067	Total		x
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	67.9%	1760	White	72.3%	777	White	83.0%	x
African-American	18.4%	478	African-American	16.0%	172	African-American	13.0%	x
Latino	7.7%	200	Latino	8.8%	95	Latino	3.0%	x
Asian	4.0%	103	Asian	2.5%	27	Asian	1.0%	x
Other	2.0%	51	Other	0.4%	4	Other	0.0%	x
Total People of Color	32.1%	832	Total People of Color	27.7%	298	Total People of Color	17.0%	x
Women	36.1%	937	Women	39.9%	429	Women	39.0%	x
Total		2592	Total		1075	Total		x
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	73.6%	2425	White	73.6%	818	White	83.0%	x
African-American	15.7%	516	African-American	14.9%	165	African-American	14.0%	x
Latino	6.5%	214	Latino	7.6%	84	Latino	0.0%	x
Asian	3.1%	103	Asian	3.3%	37	Asian	0.0%	x
Other	1.2%	39	Other	0.6%	7	Other	3.0%	x
Total People of Color	26.4%	872	Total People of Color	26.4%	293	Total People of Color	17.0%	x
Women	36.1%	1189	Women	41.4%	460	Women	38.0%	x
Total		3297	Total		1111	Total		x
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	74.3%	1931	White	73.8%	672	White	84.0%	x
African-American	15.6%	404	African-American	14.3%	130	African-American	13.0%	x
Latino	6.1%	158	Latino	8.3%	76	Latino	0.0%	x
Asian	2.8%	72	Asian	3.1%	28	Asian	0.0%	x
Other	1.3%	33	Other	0.5%	5	Other	<3%	x
Total People of Color	25.7%	667	Total People of Color	26.2%	239	Total People of Color	<16%	x
Women	34.6%	898	Women	41.7%	380	Women	45.0%	x
Total		2598	Total		911	Total		x
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	72.4%	1556	White	77.4%	684	White	87.0%	x
African-American	15.7%	338	African-American	12.7%	112	African-American	10.0%	x
Latino	8.4%	181	Latino	6.8%	60	Latino	<1%	x
Asian	2.1%	45	Asian	2.8%	25	Asian	<1%	x
Other	1.3%	29	Other	0.3%	3	Other	1.0%	x
Total People of Color	27.6%	593	Total People of Color	22.6%	200	Total People of Color	<13%	x
Women	35.0%	752	Women	43.1%	381	Women	32.0%	x
Total		2149	Total		884	Total		x
<b>2011-2012</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	75.5%	858	White	76.4%	1192	White	84.0%	x
African-American	13.8%	157	African-American	14.2%	222	African-American	13.0%	x
Latino	7.0%	80	Latino	6.9%	108	Latino	2.0%	x
Asian	2.7%	31	Asian	1.9%	30	Asian	<1%	x
Other	1.0%	11	Other	0.6%	9	Other	<1%	x
Total People of Color	24.5%	279	Total People of Color	23.6%	369	Total People of Color	<17%	x
Women	39.3%	447	Women	38.6%	602	Total		
Total		1137	Total		1561			
<b>2010-2011</b>			<b>2001-2002</b>			<b>Table 11</b>		
White	72.5%	667	White	79.0%	x			
African-American	16.0%	147	African-American	13.0%	x			
Latino	8.4%	77	Latino	6.0%	x			
Asian	2.4%	22	Asian	<2%	x			
Other	0.8%	7	Other	<1%	x			
Total People of Color	27.5%	253	Total People of Color	<22%	x			
Women	38.6%	355	Women	48.0%	x			
Total		920	Total		x			



Head Athletic Trainers								
	%	#		%	#		%	#
<b>2017-2018</b>			<b>2009-2010</b>			<b>1999-2000</b>		
White	63.3%	19	White	76.5%	39	White	86.2%	25
African-American	26.7%	8	African-American	15.7%	8	African-American	13.8%	4
Latino	6.7%	2	Latino	2.0%	1	Latino	0.0%	0
Asian	3.3%	1	Asian	5.9%	3	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	36.7%	11	Total People of Color	23.5%	12	Total People of Color	13.8%	4
Women	3.3%	1	Women	0.0%	0	Women	0.0%	0
Total		30	Total		51	Total		29
<b>2016-2017</b>			<b>2008-2009</b>			<b>1998-1999</b>		
White	63.3%	19	White	81.6%	40	White	89.7%	26
African-American	26.7%	8	African-American	14.3%	7	African-American	10.3%	3
Latino	6.7%	2	Latino	2.0%	1	Latino	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 People of Color	36.7%	11	Total People of Color	18.4%	9	Total People of Color	10.3%	3
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		49	Total		29
<b>2015-2016</b>			<b>2007-2008</b>			<b>1997-1998</b>		
White	66.7%	20	White	78.4%	40	White	86.2%	25
African-American	26.7%	8	African-American	17.6%	9	African-American	13.8%	4
Latino	3.3%	1	Latino	2.0%	1	Latino	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 People of Color	33.3%	10	Total People of Color	21.6%	11	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		51	Total		29
<b>2014-2015</b>			<b>2006-2007</b>			<b>1996-1997</b>		
White	66.7%	20	White	75.5%	37	White	86.2%	25
African-American	23.3%	7	African-American	20.4%	10	African-American	13.8%	4
Latino	3.3%	1	Latino	2.0%	1	Latino	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 People of Color	33.3%	10	Total People of Color	24.5%	12	Total People of Color	13.8%	4
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		30	Total		49	Total		29
<b>2013-2014</b>			<b>2005-2006</b>			<b>1995-1996</b>		
White	70.0%	21	White	76.5%	39	White	89.3%	25
African-American	23.3%	7	African-American	19.6%	10	African-American	10.7%	3
Latino	3.3%	1	Latino	2.0%	1	Latino	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 People of Color	30.0%	9	Total People of Color	23.5%	12	Total People of Color	10.7%	3
Women	0.0%	0	Women	2.0%	1	Women	0.0%	0
Total		30	Total		51	Total		28
<b>2012-2013</b>			<b>2004-2005</b>			<b>1994-1995</b>		
White	72.7%	24	White	76.9%	40	White	92.6%	25
African-American	24.2%	8	African-American	21.2%	11	African-American	7.4%	2
Latino	3.0%	1	Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	1.9%	1	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	0.0%	0
Total People of Color	27.3%	9	Total People of Color	23.1%	12	Total People of Color	7.4%	2
Women	0.0%	0	Women	0.0%	0	Women	0.0%	0
Total		33	Total		52	Total		27
<b>2011-2012</b>			<b>2003-2004</b>			<b>1993-1994</b>		
White	67.3%	35	White	83.3%	25	White	92.6%	25
African-American	21.2%	11	African-American	16.7%	5	African-American	3.7%	1
Latino	5.8%	3	Latino	0.0%	0	Latino	0.0%	0
Asian	5.8%	3	Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0	Other	3.7%	1
Total People of Color	32.7%	17	Total People of Color	16.7%	5	Total People of Color	7.4%	2
Women	1.9%	1	Women	0.0%	0	Total		27
Total		52	Total		30			
<b>2010-2011</b>			<b>2001-2002</b>					
White	80.0%	36	White	85.7%	24	<b>Table 12</b>		
African-American	15.6%	7	African-American	10.7%	3			
Latino	2.2%	1	Latino	0.0%	0			
Asian	2.2%	1	Asian	3.6%	1			
Other	0.0%	0	Other	0.0%	0			
Total People of Color	20.0%	9	Total People of Color	14.3%	4			
Women	0.0%	0	Women	0.0%	0			
Total		45	Total		28			

<b>Radio and TV Announcers</b>					
	%		%		%
<b>2017-2018</b>		<b>2009-2010</b>		<b>1999-2000</b>	
White	66.1%	White	72.0%	White	76.0%
African-American	11.5%	African-American	18.0%	African-American	16.0%
Latino	8.0%	Latino	9.0%	Latino	8.0%
Asian	2.9%	Asian	1.0%	Asian	0.0%
Other	11.5%	Other	1.0%	Other	0.0%
Total People of Color	33.9%	Total People of Color	29.0%	Total People of Color	24.0%
Women	20.7%	Women	5.0%	Women	2.0%
<b>2016-2017</b>		<b>2008-2009</b>		<b>1998-1999</b>	
White	67.7%	White	73.0%	White	78.0%
African-American	22.9%	African-American	18.0%	African-American	18.0%
Latino	7.3%	Latino	9.0%	Latino	4.0%
Asian	0.0%	Asian	1.0%	Asian	0.0%
Other	2.1%	Other	0.0%	Other	0.0%
Total People of Color	32.3%	Total People of Color	28.0%	Total People of Color	22.0%
Women	4.2%	Women	8.0%	Women	2.0%
<b>2015-2016</b>		<b>2007-2008</b>		<b>1997-1998</b>	
White	68.8%	White	73.0%	White	77.0%
African-American	20.6%	African-American	18.0%	African-American	18.0%
Latino	10.0%	Latino	8.0%	Latino	5.0%
Asian	0.6%	Asian	1.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Total People of Color	31.2%	Total People of Color	27.0%	Total People of Color	23.0%
Women	5.9%	Women	7.0%	Women	0.0%
<b>2014-2015</b>		<b>2006-2007</b>		<b>1996-1997</b>	
White	68.8%	White	75.0%	White	80.0%
African-American	18.8%	African-American	19.0%	African-American	16.0%
Latino	11.8%	Latino	6.0%	Latino	3.0%
Asian	0.5%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Total People of Color	31.1%	Total People of Color	25.0%	Total People of Color	19.0%
Women	3.2%	Women	6.0%	Women	0.0%
<b>2013-2014</b>		<b>2005-2006</b>		<b>1995-1996</b>	
White	71.3%	White	74.0%	White	78.0%
African-American	19.4%	African-American	18.0%	African-American	18.0%
Latino	9.4%	Latino	8.0%	Latino	3.0%
Asian	0.0%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Total People of Color	28.8%	Total People of Color	26.0%	Total People of Color	21.0%
Women	4.4%	Women	6.0%	Women	3.0%
<b>2012-2013</b>		<b>2004-2005</b>		<b>1993-1994</b>	
White	65.2%	White	74.0%	White	81.0%
African-American	19.4%	African-American	16.0%	African-American	12.0%
Latino	10.4%	Latino	10.0%	Latino	7.0%
Asian	0.0%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	0.0%	Other	0.0%
Total People of Color	29.9%	Total People of Color	26.0%	Total People of Color	19.0%
Women	5.0%	Women	5.0%	Women	
<b>2011-2012</b>		<b>2003-2004</b>		<b>1992-1993</b>	
White	69.0%	White	75.0%	White	81.0%
African-American	19.0%	African-American	17.0%	African-American	12.0%
Latino	11.0%	Latino	8.0%	Latino	7.0%
Asian	1.0%	Asian	0.0%	Asian	0.0%
Other	0.0%	Other	<1%	Other	0.0%
Total People of Color	31.0%	Total People of Color	<26%	Total People of Color	19.0%
Women	4.0%	Women	3.0%	Women	
<b>2010-2011</b>		<b>2001-2002</b>		<b>Table 13</b>	
White	72.0%	White	77.0%		
African-American	17.0%	African-American	16.0%		
Latino	10.0%	Latino	7.0%		
Asian	1.0%	Asian	0.0%		
Other	0.0%	Other	0.0%		
Total People of Color	28.0%	Total People of Color	23.0%		
Women	3.0%	Women	3.0%		

<b>NBA Referees</b>					
	<b>%</b>	<b>#</b>		<b>%</b>	<b>#</b>
<b>2017-2018</b>			<b>2011-2012</b>		
White	43.8%	57	White	54.0%	34
African-American	45.4%	59	African-American	41.3%	26
Latino	4.6%	6	Latino	3.2%	2
Asian	1.5%	2	Asian	0.0%	0
Other	4.6%	6	Other	1.6%	1
Total People of Color	56.2%	73	Total People of Color	46.0%	29
Women	13.8%	18	Women	1.6%	1
Total		117	Total		63
<b>2016-2017</b>			<b>2010-2011</b>		
White	50.0%	32	White	55.0%	33
African-American	43.8%	28	African-American	41.7%	25
Latino	3.1%	2	Latino	3.3%	2
Asian	0.0%	0	Asian	0.0%	0
Other	3.1%	2	Other	0.0%	0
Total People of Color	50.0%	32	Total People of Color	45.0%	27
Women	1.6%	1	Women	1.7%	1
Total		64	Total		60
<b>2015-2016</b>			<b>2009-2010</b>		
White	53.1%	34	White	55.9%	33
African-American	45.3%	29	African-American	40.7%	24
Latino	1.6%	1	Latino	3.4%	2
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	46.9%	30	Total People of Color	44.1%	26
Women	3.1%	2	Women	1.7%	1
Total		64	Total		59
<b>2014-2015</b>			<b>2008-2009</b>		
White	52.4%	33	White	55.7%	34
African-American	46.0%	29	African-American	39.3%	24
Latino	1.6%	1	Latino	4.9%	3
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	47.6%	30	Total People of Color	44.3%	27
Women	3.2%	2	Women	1.6%	1
Total		63	Total		61
<b>2013-2014</b>			<b>2007-2008</b>		
White	51.6%	32	White	57.6%	34
African-American	46.8%	29	African-American	37.3%	22
Latino	1.6%	1	Latino	5.1%	3
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	48.4%	30	Total People of Color	42.4%	25
Women	1.6%	1	Women	1.7%	1
Total		62	Total		59
<b>2012-2013</b>			<b>2006-2007</b>		
White	52.5%	32	White	64.4%	38
African-American	45.9%	28	African-American	32.2%	19
Latino	1.6%	1	Latino	3.4%	2
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Total People of Color	47.5%	29	Total People of Color	35.6%	21
Women	1.6%	1	Women	1.7%	1
Total		61	Total		59

**Table 14**

## National Basketball Association Diversity Initiatives

The National Basketball Association has a wide range of diversity and inclusion initiatives, which are summarized below.

### *Global Inclusion Council*

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

### *Inclusion Learning and Professional Development*

- The NBA continues to expand upon its current platform of inclusion learning programs. In 2016, the league launched Conscious Inclusion training, an enterprise-wide learning experience designed to help employees understand and manage unconscious bias. The training, which has the primary objective of enhancing and maintaining an inclusive work environment, covered a range of topics, including understanding what unconscious bias is and how it affects organizational culture; discovering the links between diversity, inclusion and unconscious bias; and gaining practical tips to increase inclusion. All NBA league and team employees globally completed this training. In summer 2018, the NBA will follow up this training with another enterprise-wide learning experience that is focused on delivering practical tools and techniques to increase inclusion in the workplace.
- 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. Also in 2018, the league conducted mandatory group discussions for all employees focusing on the prevention of sexual harassment.

- 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. The league office's six ERTs are: NBA Women's Network, Conexión éne-bé-a, NBA Pride, Dream in Color, APEX, and the NBA Young Professionals Network.
  - The NBA Women's Network aims to create a community for women at the league that fosters dialogue and promotes professional growth. It helps empower women at the NBA by providing a form to share collective knowledge, experience, and success strategies; connecting women through networking opportunities; providing women with visibility to NBA's senior leadership; and leveraging women's talents and expertise to drive the NBA's global growth. The Network presently has over 170 members globally and offers a wide variety of engagement opportunities for its members and community. For example, in 2016, the NBA Women's Network launched a new set of workshops called the Women's Network Empowerment Series, which facilitates an intimate environment to approach current trends, needs and areas focus for the group.
  - Conexión éne-bé-a aims to promote the development of Latino/Hispanic cultural awareness within the NBA while contributing to the league's success, diversity and business objectives through career development, education and community involvement.
  - NBA Pride aims to bring together LGBTQ employees and allies to foster an environment in which all employees feel empowered and en-

couraged to bring their whole selves to work each day. In June 2017, NBA Pride will host the league's participation in the NYC Pride March for the 2nd consecutive year. In 2016, the NBA became the first professional sports league to participate in the march.

- Dream in Color aims to serve as a resource to promote the continued growth and retention of black employees, create a platform to facilitate engagement and mentorship, and provide community service opportunities geared towards urban-youth development. Its primary goal is to encourage members to strengthen their internal and external networks by providing opportunities to share experiences and best practices for success in the sports industry.
- APEX is committed to promoting and celebrating Asian cultures within the NBA, with a focus on engagement, inclusion, and league advocacy of Asian professionals. In doing so, it strives to contribute to the growth and success of the league. Programming is focused on four strategic areas: professional and leadership development, enhancing industry knowledge, networking and mentorship and cultural and community outreach.
- 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.

### *External Affinity Organizations*

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

- The NBA is entering into its fifth year of partnership with Women in Sports and Events (WISE), a national organization focusing on professional development and networking for women in the industry. Via the relationship, the league offers 60 paid WISE memberships to its employees and additionally sponsors four women leaders from across the company to attend WISE's weeklong Executive Leadership Institute at Dartmouth College and 15 colleagues to attend WISE's annual WISE/R Symposium.
- The NBA is a member of the Diversity & Inclusion Sports Consortium (DISC). DISC was created in 2012 as a partnership amongst diversity and inclusion professionals from the largest sports organizations in North America. Members of the consortium work together to openly exchange best practices for diversity and inclusion efforts in the sports industry. DISC members also partner to produce and host an annual two-day Diversity and Inclusion Symposium for a broader audience of sports professionals.
- Several senior leaders within the league are members of other prominent diversity organizations. NBA Commissioner Adam Silver sits on the board of the Ross Initiative in Sports for Equality (RISE). Deputy Commissioner Mark Tatum, President of League Operations Byron Spruell, President of the WNBA Lisa Borders, Chief Marketing Officer Pam El, Executive Vice President and Chief Human Resources Officer Eric Hutcherson, and Chief Diversity & 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 Media Content Distribution, is an Executive Board Member of the T. Howard Foundation.

### *Recruiting*

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

- The NBA was instrumental in forming the Thurgood Marshall Scholarship Fund (now Thurgood Marshall College Fund) in 1987 and has provided consistent leadership to the organization since its inception. NBA Commissioner Emeritus David Stern serves on the TMCF Board and the NBA, TMCF, and NBA players collaborate on many events and public awareness campaigns. NBA spokesmen for TMCF, Ray Allen and Shane Battier, have appeared in PSAs for the fund and provide ongoing support for the fund's activities.
- As part of its 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 continues to support the Annual Veterans on Wall Street Conference to expand on pipelining efforts for veterans within the sports industry. Furthermore, the NBA continues to partner with the Chamber of Commerce and has established new relationships with the Office of the Secretary of Defense, the New York National Guard, and Paralyzed Veterans of America to further its efforts to support military members and their families.
- In 2017, the NBA entered into an agreement with Jopwell, an online recruitment platform that connects minority job candidates with prominent employers across the country. The NBA-Jopwell relationship seeks to create greater awareness of and access to team and league employment opportunities for candidates from underrepresented communities.
- Women and minorities represent 67% and 33% respectively of the 2018 Associate class and 49% and 30% if the intern class. Recruiting sources include diversity partners such as Prep for Prep, A Better Chance, Hispanic Scholarship Fund and the T. Howard Foundation. The NBA continues to establish relationships with schools that have a diverse student body and has conducted on-campus recruiting visits at a number of those schools.
- The NBA participates in a range of events and ca-

reer fairs, sponsored by affinity-based professional organizations that provide access to minority candidates. These organizations include Management Leadership for Tomorrow (MLT), the International Radio and Television Society Foundation (IRTS), the National Black MBA Association, Prospanica (formerly the National Society for Hispanic MBAs) and the National Sales Network. The league also administers the David J. Stern Scholarship through the Thurgood Marshall College Fund.

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

### *Supplier Diversity*

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

### *NBA and WNBA Social Responsibility Initiatives*

- The NBA, WNBA, NBA G League, and NBA 2K League pursue global social responsibility initiatives that build on the organizations' long tradition of addressing important issues worldwide through philanthropy, hands-on service, and legacy projects. The league works to use its unique position to bring attention to important social issues focusing on **inclusion and equality, education, youth and family development, health and wellness, protecting the environment, and supporting military members and their families.**
- NBA Cares is the league's global social responsibility program that builds on the NBA's mission of addressing important social issues. NBA Cares programs and participants have provided more than 4.3 million hours of hands-on service and created more than 1,175 places where kids and families can live, learn or play in 37 countries and territories around the world. The NBA also engages more than 18 million youth annually, inspiring play and teaching the values of the game. NBA Cares works with internationally recognized youth-serving programs that support education, youth and family development, and health-related causes, including: Thurgood Marshall College Fund, Special Olympics, YMCA of the USA, Boys & Girls Clubs of America, MENTOR: The National Mentoring Partnership, RISE, UNICEF, the Make-A-Wish Foundation, Share Our Strength and GLSEN.

### *Inclusion and Equality*

- The NBA and its players have a long history of working together on important societal issues. Launched on 2018's Martin Luther King Jr. Weekend, NBA Voices is the organization's initiative to address social injustice, promote inclusion, uplift voices and bridge divides in our communities. It represents another step in the league's ongoing work to bring people together and use the game of basketball to demonstrate the importance of equality, diversity and inclusion. Using the unifying power of community conversations, mentoring, and the game of basketball, NBA Voices brings together NBA and

WNBA teams, players, legends, fans and community partners to address issues of social and economic inequality, criminal justice reform and career development. Over last two years, the NBA family has:

- Supported more than 395 programs, events and initiatives in all 30 NBA markets, 6 G League markets (Erie, Grand Rapids, Santa Cruz, Austin, Westchester; Wisconsin); and 7 WNBA markets (LA, IND, PHX, NYC, MIN, ATL, SEA);
- Driven more than 44,000 new mentor signups at mentoring.org;
- Launched five 10-week Building Bridges Through Basketball programs in New Orleans, Los Angeles, Chicago and Detroit; and
- Brought together more than 11,500 youth and law enforcement officers in communities nationwide.
- **NBA Voices Network.** As part of the NBA Voices Network, the NBA and its teams support a network of community-based organizations working to address inequality and empower young people across the country, including: MENTOR, Lean In, Vera Institute of Justice, Athlete Ally, RISE, Brotherhood Crusade, GLSEN, the Obama Foundation's My Brother's Keeper Alliance and more.
- **10-week "Building Bridges Through Basketball" Programs.** The NBA developed a 10-week leadership and basketball program that brings together local youth and law enforcement for weekly 2.5-hour sessions featuring a combination of on-court basketball programming and a curriculum on leadership, conflict resolution, identity and diversity. These sessions provide an opportunity for youth and law enforcement to share perspectives on important issues in society and develop bonds of trust.
  - **Programs:**
    - *January 2017* - New Orleans (with NORD-C, RISE, Up2Us Sports, New Orleans Pelicans) ([Video Recap](#))
    - *March 2017* - Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
    - *October 2017* - Detroit (with RISE, Detroit



- Police, SAY Detroit, Detroit PAL)
- *January 2018* - Los Angeles (with Challengers Boys and Girls Club, RISE, Under Armour, LAPD)
- *March 2018* – Chicago (with Under Armour, RISE, Union League Boys and Girls Club, CPD)
- **Key Findings from New Orleans Pilot.** Participants were asked to complete pre- and post-program surveys, yielding some key findings: After the program, 89% of students stated that they felt trusted and appreciated by the police. This number suggested that youth perceptions about how the police view them changed over the program. After the program, 86% of students expressed a concern for racial equality, the same percentage that believed that racism is still a concern in the United States. 100% of students said they would want to attend the program again.
- **Basketball & Life Skills on Rikers Island.** Since 2016, the NBA family has partnered with the East River Academy on Rikers Island to help incarcerated students ages 16-17 years old continue their studies and get on the pathway to success. To date, the league has brought NBA players and legends to Rikers Island for 12 basketball clinics and life skills sessions (including the first-ever game between students and correctional officers on April 20, 2018); incorporated leading youth support organizations like Getting Out, Staying Out and Friends of the Island Academy; and hosted conversations between WNBA legends and incarcerated female students.
- **Community Conversation at NBA All-Star Los Angeles 2018.** The NBA and NBPA partnered with Brotherhood Crusade and the Los Angeles Police Department to host a community conversation at John Muir Middle School focused on strengthening the ties between law enforcement and the local community. The conversation will bring together local youth, law enforcement and community leaders for a candid discussion about the challenges facing their communities and their shared responsibility to create change. The conversation featured NBA All-Stars James Harden, DeMarcus Cousins, Damian Lillard, Andre Drummond; NBA legends AC Green, Horace Grant, Muggsy Bogues, Jason Collins, Felipe Lopez, Cherokee Parks, WNBA player Imani McGee-Stafford; and WNBA Legends Swin Cash and Michele Van Gorp.
- **Building Bridges Through Basketball 10-week Program Celebration at NBA Draft Combine.** On May 16, 2018, Jay Bilas joined the NBA, Under Armour, RISE, and Union League Boys and Girls Club for an NBA Draft Combine-style celebration for youth and Chicago Police Department officers who completed a 10-week leadership and basketball curriculum built around concepts of leadership, conflict resolution, identity and diversity. The Chicago program was the fifth of its kind launched by the NBA to date. ([Link](#))
- **Collaboration with the United States Conference of Mayors.** This season, the NBA family worked with local mayors to host a series of community programs designed to engage young people, law enforcement, community organizations, and local leaders. Given that every community has its own unique history and set of challenges/opportunities, the goal of this effort is to leverage the collective power of NBA teams and local mayors in support of existing community efforts making a difference in our communities.
  - On Oct. 25, 2017, the Milwaukee Bucks partnered with the City of Milwaukee, Safe & Sound and Running Rebels to host an interactive “Face-to-Face” community conversation. The conversation paired up 10 adults (Bucks players Malcolm Brogdon and Greg Monroe, Team President Peter Feigin, NBA Cares Ambassador Tamika Catchings, Mayor Tom Barrett, Police Chief Ed Flynn, and four Milwaukee Police Department officers) and 10 formerly incarcerated or system-involved youth for a highly personal facilitated conversation about life, overcoming challenges, and the relationship between law enforcement and young people in Milwaukee. The event concluded with a basketball clinic.
  - On Oct. 26, 2017, the Golden State Warriors partnered with the City of Oakland and RISE to host a community conversation with young

people, law enforcement, and local leaders. Warriors players Draymond Green and David West joined NBA Cares Ambassador Jason Collins and special guests Daveed Diggs and Mayor Libby Schaaf for the discussion, which brought together 45 high school-aged youth, law enforcement, and local leaders for conversation on mentorship, sidelining racism, and police-community relations.

- On Nov. 21, 2017, the Atlanta Hawks partnered with the City of Atlanta and Fearless Dialogues to host a Community Conversation with law enforcement and youth at the newly opened At-Promise Youth Center, opened as part of a partnership with the Atlanta Police Foundation, Boys & Girls Clubs of America, Police Athletic League, and the City of Atlanta.
- **NBA Retired Players Association Full Court Press Program.** In partnership with the NBRPA, the NBA continued to grow the highly successful “Full Court Press” program, which brings together NBA Legends, underserved youth, and law enforcement for basketball, life skills, and mentoring. The program held day-long events in 16 markets from April-October 2017.
- **New York Liberty.** This season the entire Liberty team worked with RISE to conduct a strategy session on ways to take action on social issues. The outcome of that session, was the first ever [Unity Game at the Garden](#) held on Aug. 20, 2017, against the Minnesota Lynx. Activation included a panel/community conversation with WNBA legends, community leaders and youth, both teams linking arms together with members of the NYPD and youth from Covenant House during the national anthem, and RISE activation for fans on the concourse. For their efforts, the entire Liberty team received the season-long WNBA Community Assist Award presented by State Farm.
- **Sacramento Kings.** This season, Kings Guard Garrett Temple organized a season-long Community Conversation series with local high school students ([Link](#)). Following the tragic death of Stephon Clark, the Kings announced new partnership with Build. Black Coalition to empower local youth of color:
  - On March 30, 2018, the Kings and Vince Carter, Garrett Temple, and Doug Christie organized “Kings & Queens Rise: A Youth Forum for Healing.”
  - In June 2018, the Kings will launch “The Kings and Queens Rise Co-Ed Basketball League,” which seeks to interrupt violence by providing an opportunity for young people to engage in intercommunity sports. The League will be comprised of 16 teams from eight Sacramento-area neighborhoods and feature weekly tournaments hosted in a different neighborhood each Saturday, culminating in a day-long tournament on July 28, 2018, at Golden 1 Center.
  - On July 2, 2018, the Sacramento Kings Foundation will invite youth players from the summer basketball league to attend a youth forum as part of the California Classic – the Sacramento Kings’ summer league – to discuss issues that are impacting their community, as well as to see the NBA’s future stars during the summer games.
- **Indiana Fever Community Conversations and Game Tickets for Youth and Law Enforcement.** During the 2018 WNBA season, the Indiana Fever will host groups of local youth and law enforcement at six home games, where they will attend pre-game conversations to meet each other, share perspectives, and interact with WNBA players and executives.
- **Boston Celtics’ Playbook.** During the 2017-18 season, the Boston Celtics created and launched the innovative “Playbook” program, bringing together student leaders from two local middle schools – one affluent, one working class – for monthly workshops challenging them to identify common sources of identity-based tension and develop their own solutions and interventions. Those solutions were packaged into an online/printable “Playbook,” which will be used to train student athletes at each respective school.
- **Detroit Pistons’ Reggie Bullock on LGBT Equality and Trans Visibility.** Inspired by the tragic murder of his sister, Pistons Forward Reggie Bullock has participated in community conversations and panel

discussions, and taken to social media advocating for LGTBQ equality and trans visibility in partnership with Athlete Ally.

- **Chicago Bulls Anti-Violence Programs & Community Basketball Tournaments.** In December 2017, the Chicago Bulls led the formation of a groundbreaking partnership with the city's other professional sports franchises to fund more than \$1 million in anti-violence, crime prevention, and mentoring programs in partnership with the University of Chicago Crime Lab. In addition, the Bulls have hosted nine community basketball tournaments bringing together Bulls players, legends, youth from Chicago's South Side and Chicago Police Department Officers for competitive basketball and facilitated conversations known as "BAM circles," discussing topics such as integrity, empathy, perseverance, and strategies for strengthening Chicago.
- **Memphis Grizzlies Women's Summit.** On March 27-28, 2018, WNBA Legend Tamika Catchings joined the Memphis Grizzlies, National Civil Rights Museum, and the Women's Foundation of the Mid-South to host the Second Annual Girl's Summit, in celebration of the 46th Anniversary of Title IX. The two-day event brought together 300 middle and high school female student athletes for activities designed to expose them to career opportunities available through competitive sports.
- **Miami HEAT School to Work Program.** The Miami HEAT School to Work mentoring program serves alumni of the HEAT Academy and offers Miami-Dade high school students with the opportunity to form relationships with established professionals within the HEAT organization. Qualified incoming high school freshmen are paired with a member from HEAT management after a comprehensive interview and evaluation coordinated by Big Brothers Big Sisters. Once a month during the school year, students visit American Airlines Arena for four hours. The students participate in informative workshops and seminars while shadowing their mentors.
- **Indiana Pacers Community Conversation.** On April 11, 2018, the Indiana Pacers hosted a "Youth

Truth Blue Truth" Community Conversation in partnership with Stop the Violence Indy, bringing together 200 high school students, law enforcement and local leaders to create "action plans" to create a stronger Indianapolis. ([Pacers Video](#))

- **Minnesota Timberwolves Community Conversation** – On Feb. 12, 2018, the Minnesota Timberwolves' Karl Anthony Towns, Jamal Crawford, and Cole Aldrich hosted a Community Conversation event with 20 local youth and the Minneapolis Police Department. The discussion was facilitated by a trained facilitator from RISE, who created a safe space for a candid conversation exploring perceptions and dynamics affecting law enforcement and youth from the communities they serve. ([Link](#))
- **Golden State Warriors Peaceful Warriors Summit.** On March 15, 2018, the Golden State Warriors, in partnership with Adobe, hosted a Peaceful Warriors Summit at Starr King Elementary School in San Francisco. The Peaceful Warriors Summit presented by Adobe focused on educating youth on the causes, impact, and solutions around violence and bullying. The Peaceful Warriors Summit provides a platform by using visual arts and basketball as a tool to help address and change the culture at Starr King Elementary. Over 80 fourth and fifth grade students participated in exercises lead by Soul Shoppe, Golden State Warriors youth basketball and Oakland Digital to discuss anti-bullying and build inclusive communities.
- **Portland Trailblazers Community Conversation.** On March 14, 2018, Maurice Harkless and Ed Davis of the Portland Trail Blazers hosted a community conversation in partnership with the Black Student Union at Westview High School. Students participated in a facilitated conversation with law enforcement and community advocates.
- **Phoenix Suns.** On April 3, the Suns celebrated LGBTQ Pride Night in-arena and hosted a pregame panel featuring Jason Collins (former NBA player), Neil Giuliano (former mayor of Tempe, AZ), Angela Hughey (local LBGt activist).

- **Dallas Mavericks:** This season, the Mavericks supported more than 10 community conversations or basketball events, including [Harrison Barnes' youth basketball clinic & community conversation](#) and the third annual "[Let's Talk](#)" Police & Youth Forum, a citywide community dialogue on policing with more than 1,500 youth (ages 10-15). The Mavericks secured the participation of former Police Chief David Brown, as well as entertainers, mascots, and giveaways to support the event.
- **Los Angeles Lakers Open Gyms:** On Saturdays in November 2016 and 2017, [the Los Angeles Lakers](#) brought together law enforcement and local youth to participate in basketball and conversation programming during open gyms at the team's practice facility.
- **Kemba Walker's Mentoring Program in Charlotte.** On May 30, 2017, Kemba Walker of the Charlotte Hornets hosted a bowling outing for four young people and their mentors from Big Brothers Big Sisters Charlotte. The outing tipped off Walker's support for the group, which included a series of six outings designed to help him develop a meaningful relationship with underserved Charlotte youth.
- **Atlanta Hawks:** On Aug. 1, 2017, Hawks Owner Grant Hill and Hawks Forward Taurean Prince dedicated a refurbished basketball court at the new At-Promise Youth Center, opened as part of a partnership with the Atlanta Police Foundation, Boys and Girls Clubs, Police Athletic League, and Atlanta Mayor Kasim Reed. The facility brings various program offerings together to help expand pathways to success for youth in Atlanta and reduce the number of young people who interact with the criminal justice system. The center houses community-serving organizations, with each offering a variety of leadership, mentorship, and professional development services.
- **Philadelphia 76ers:** On Sept. 7, 2017, Philadelphia 76ers Ben Simmons, Amir Johnson, Managing General Partner Josh Harris and his wife, Marjorie, Mayor Jim Kenney, City Council President Darrell Clarke and Police Commissioner Richard Ross helped unveil the Police Athletic League's (PAL) newest PAL Center. More than 30 PAL Kids and Officers attended and sat alongside the donors and supporters who made this new PAL Center possible. After the ribbon-cutting ceremony, attending PAL children participated in a basketball clinic run by 76ers stars Ben Simmons and Amir Johnson and Sixers Camps coaches.
- **Denver Nuggets Building Bridges Through Basketball Clinics with Big Brothers Big Sisters & Denver Police Department.** On Jan. 20, 2018, Wilson Chandler, Malik Beasley and Jamal Murray hosted a basketball skills clinic at Moorhead Rec Center with 120 Sports Buddies from Big Brothers/Big Sisters with Denver Police Department officers, who worked as clinic coaches. Each participant received a Jr. Nuggets T-shirt and two complimentary Nuggets tickets.
- **Detroit Pistons Building Bridges Through Basketball Program.** On Oct. 11, 2017, the Detroit Pistons launched a 10-week "Building Bridges Through Basketball" program with RISE, Detroit Police, SAY Detroit and Detroit PAL as part of Jr. NBA Week. The program brought together 70 young people and 10 officers from the Detroit Police Department for a leadership curriculum and on-court basketball activities. The tip-off event included Pistons players Tobias Harris, Avery Bradley and Stanley Johnson, as well as Detroit's Chief of Police.
- **Westchester Knicks Community Conversation.** On Jan. 24, 2018, four members of the Westchester Knicks spoke with a group of young men from the Youth Shelter Program of Westchester about life beyond basketball. The YSPW has been providing a home-like alternative to jail for young men awaiting disposition of various criminal charges for over 40 years and is the only program of its kind in New York state serving youth who are involved in the adult criminal justice system. The intimate conversation between the Westchester Knicks and young men was part of an ongoing effort to engage and inspire the young men who participated.
- **Orlando Magic's Magic of Mentoring Youth Male**

**Summit.** On Jan. 31, 2018, the Orlando Magic partnered with the City of Orlando and Orange County Public Schools - Minority Achievement Office to engage 150 Central Florida youth (inner-city middle school students) and their mentors in “real life guidance” on education, decision-making and empowerment.

- **LA Clippers Community Conversation.** On Feb. 1, 2018, LA Clippers players Patrick Beverley, Willie Reed, and Austin Rivers visited the California African American Museum for a tour and community conversation with youth from the Clippers Mentorship Assist Zone. The conversation focused on Black History Month, with topics including social justice, leadership and mentorship.
- **Cleveland Cavaliers Bootcamp with Young Professionals from the Marcus Graham Project.** On Jan. 31, 2018, the Cavaliers hosted their annual “boot camp” in partnership with the Marcus Graham Project. The boot camp brought together 50 diverse young professionals for trainings, competitions and workshops designed to expose them to key insights and strategies for success in the field of sports marketing. The Marcus Graham Project is a national network of young professionals formed with the purpose of developing the next generation of thought leadership. The organization mentors and trains ethnically diverse men and women in all aspects of the advertising, media and marketing industry.
- **Brooklyn Nets, NYPD Unite Brownsville Basketball League.** On Jan. 26, 2018, the Brooklyn Nets hosted the finals and awards dinner of the NYPD’s Unite Brownsville Basketball League, which features six teams of mixed law enforcement and youth (ages 14-18) coming together for weekly games and life skills sessions, in partnership with Medgar Evers College and Jobs Plus.
- **Lakeland Magic Minority Youth Summit.** On Feb. 3, 2018, the Lakeland Magic hosted a gathering of local youth and local business leaders of color focusing on goal setting, leadership, and careers in sports.
- **Atlanta Hawks Annual MLK Classic Basketball**

**Tournament & Coaching Seminar.** On Jan. 14, 2018, the Atlanta Hawks celebrated Martin Luther King Jr. Day by hosting their Annual MLK Classic Youth Basketball Tournament, which included a coaching seminar/panel discussion featuring Hawks alumni and a Positive Coaching Alliance Workshop for 75 local youth coaches. Returning to the location of a recently renovated Hawks outdoor court to host a community conversation at Gresham Park, the Hawks gathered young people from five different rec locations to discuss Dr. King’s legacy and how the youth can draw from it to make an impact in their communities today. At the end of the conversation the youth were charged with developing a community project that will be funded by the Hawks.

- The **NBA’s Autism Awareness** initiative aims to raise awareness and promote equality and inclusion for kids and families living with sensory limitations. Partnering with Autism Speaks to support their Light It Up Blue campaign, and KultureCity to rethink accessibility for families living sensory needs, the NBA is turning awareness into action for all families living with sensory needs.
- Every year, to celebrate **World Autism Awareness Day** on April 2, the flagship NBA Store on Fifth Avenue “goes blue” alongside many other global landmarks in support of Autism Speaks’ Light It Up Blue campaign, which aims to shine a light on autism.
- On April 2, 2018, the flagship NBA Store on 5th Avenue was certified as the **first sensory inclusive retail store in the world** with the help of KultureCity. As part of the announcement, the NBA hosted three Sports Management students from Adelphi University’s Bridges Program to the store to participate in a shopping spree alongside New York Knicks forward Kyle O’Quinn. The Adelphi University Bridges program offers individualized comprehensive academic, social and vocational services to adults on the autism spectrum.
- In the spring of 2016, the Cleveland Cavaliers and Quicken Loans Arena became the **first team and sporting venue to be certified as sensory inclusive** in partnership with KultureCity, an organization that

works to help autistic individuals gain acceptance and inclusion and reach their full potential. The partnership was formed in response to an incident involving an arena security guard and a young child on the spectrum attending an Autism Awareness Night.

- By the start of the 2018-19 NBA season, 20 teams (19 arenas) will have taken steps to make their arenas or venues inclusive and accommodating to families with sensory needs. Sensory-inclusive refers to a space that offers permanent accommodations for those with sensory needs: autism, PTSD, SPD, blindness/low vision, hearing loss, etc. These features and programs include: comprehensive training for customer-facing staff and the option for fans to use sensory bags, which include noise canceling head phones, branded identifiers, and fidget toys.
- For the past three years, the NBA has promoted the work of Luv Michael through the league's internal Fast Break Snack program. Luv Michael is an organization that produces organic, gluten-free, and nut-free granola while educating and employing people on the autism spectrum.
- Every year since 2015, the NBA and WNBA have teamed up with **LeanIn.org** to launch a public awareness campaign focused on gender equality. The campaign features NBA and WNBA players using #LeanInTogether to emphasize how men benefit from supporting women at home and at work — happier marriages, more successful children, and better team outcomes — and provide practical information on how men can do their part. As a result, the NBA and Lean In were nominated for and received the 2017 Public Service Announcement Award at the annual Cynopsis Social Good Awards Breakfast in New York. The 2018 [PSA](#), featuring Indiana Pacer Victor Oladipo, Toronto Raptors GM Masai Ujiri, Raptors VP of Basketball Operations and Player Development Teresa Resch, and Boston Celtic Al Horford, debuted across NBA and ESPN assets in March 2018. Since 2015, millions of NBA fans have seen the #LeanInTogether PSAs on TV and at games. Players and coaches who have previously participated in the campaign include Stephen Curry, Draymond Green, Gordon Hayward, Becky Ham-

mon, Brad Stevens, Paul George, Kyle Lowry, Jrue Holiday, and Devin Booker.

- In celebration of Pride Month 2018, the NBA and WNBA partnered with Fanatics and GLSEN to release a Pride T-Shirt Collection of NBA, WNBA and NBA G League T-shirts and New Era Caps featuring NBA and WNBA team logos, with a portion of the proceeds benefitting GLSEN.
- Every year, the NBA works closely with **GLAAD** to ensure a safe environment is created for all fans, employees, and players, and together, they have provided diversity and inclusion training to all rookies attending the NBA Rookie Transition Program. The NBA joins millions of Americans and GLAAD on Spirit Day (Oct. 17) and takes a stand against bullying by “going purple” in support of lesbian, gay, bisexual, and transgender youth. WNBA player Britney Griner and NBA player Jason Collins serve as Spirit Day Ambassadors, joining other leading figures in the entertainment industry.
- In 2018, for the fifth consecutive year, the WNBA is celebrating inclusion and equality during LGBTQ Pride Month in June. WNBA Pride month will feature five nationally televised games on ESPN2, tipping off coverage when the Phoenix Mercury take on the Minnesota Lynx on June 1 and closing out when the Los Angeles Sparks take on the Seattle Storm on June 28.
- Denver Nuggets player Kenneth Faried became the first NBA player to serve as an ambassador of **Athlete Ally**. Athlete Ally is an organization focused on ending homophobia in sports by educating allies in the athletic community and empowering them to take a stand. Athlete Ally provides public awareness campaigns, education programming, and tools and resources to help foster inclusive sports communities. The Detroit Pistons' Reggie Bullock also serves as an ambassador for Athlete Ally and Dallas Mavericks owner Mark Cuban also serves on Athlete Ally's National Advisory Board.
- On June 23, 2018, the NBA will partner with Athlete Ally and Positive Coaching Alliance to host a series

of NBA Voices events focused on creating an inclusive youth sports environment for LGBTQ youth and building athletes of character. These events will be led by NBA and WNBA players and legends and include a basketball clinic, community conversation and a Jr. NBA Coaches Forum for youth basketball coaches in the New York area.

- Each year, the NBA celebrates the life and legacy of **Dr. Martin Luther King, Jr.** through a variety of programs and activities. In addition to focusing attention on the life and legacy of Martin Luther King, Jr. and other leaders of the civil and human rights movements, the NBA's grassroots events, fundraising, and leadership supported the building of the **MLK, Jr. Memorial**. In 2018, teams competing during MLK weekend wore customized Nike MLK warm up shirts in honor of Martin Luther King's famous "I Have A Dream" speech. In addition, the Memphis Grizzlies celebrated MLK Day by hosting the third annual Jr. NBA MLK tournament, featuring a discussion on race in society with NBA legends and Terri Freeman from the National Civil Rights Museum. The team also partnered with the National Civil Rights Museum to host a tour of the Lorraine Motel for the Lakers, Grizzlies, and leadership from the NBA and NBPA to reflect on the life and legacy of Dr. Martin Luther King Jr. Following the tour, the Grizzlies hosted an award ceremony to honor of members of the NBA family who carry on the tradition and legacy of Dr. King. Around the league, teams activated in the community, including the Atlanta Hawks' annual MLK Classic Basketball Tournament & Coaching Seminar. In addition, the NBA tipped off the NBA Voices platform, debuting a [national TV spot](#) and launching an online social media campaign using #NBAVoices.
- Every February, the NBA family celebrates **Black History Month** and the legacy of the civil rights movement through grassroots programs, broadcast and digital ads, retail activation, and in-arena and online programming. This year, all 30 NBA teams activated in the community, online, or in-arena to celebrate Black History Month, with multiple teams hosting NBA Voices community conversations, Black History Month essay contests, days of service,

and other events. The NBA also partnered with Nike to create an equality-themed Black History Month warm-up shirt available to for retail, with NBA proceeds donated to MENTOR: The National Mentoring Partnership.

- This season, with the launch of the **WNBA's Take a Seat, Take a Stand** campaign, fans' WNBA ticket purchases will do more than support women's sports – they will support organizations that are changing the game for women and girls. When fans take a seat at a WNBA game, they will also have the chance to take a stand with their choice of partner organizations, such as Planned Parenthood, It's On Us, GLSEN, MENTOR, Bright Pink and The United State of Women. For each ticket purchased, the WNBA will donate \$5 to the organization of the fan's choice as well as a ticket to send a young woman or girl to a WNBA game, inspiring her by the strength, talent and leadership of WNBA athletes. Since 1996, the WNBA and its players have been on the front lines of progress for female empowerment, gender equality and LGBTQ rights. And the league, from its inception, has always been diverse, inclusive and intersectional. With these values as our foundation and built into our DNA, this season we are taking it to the next level.

### *Education*

- In 2016, the NBA and Discovery Education launched a partnership that deepens middle and high school students' engagement in mathematics nationwide by combining the passion for professional basketball with key math concepts. The collaboration includes interactive math problems with real-time NBA and WNBA statistics, game footage, highlights and player images, which have been integrated into Discovery Education's [Math Techbook™](#), a digital textbook that transforms the way students and teachers experience math through real-world problems. In addition, the NBA and Discovery Education launched [Careers that Count: A Virtual Field Trip with the NBA](#), a 30-minute field trip that targets students grades 3-8 and explores how math is used in careers across the NBA. In its first week, the program

reached more than 120,000 students in over 3,400 classrooms across all 50 states + D.C. Participating schools also have the opportunity to complete [lesson plans](#) based on math concepts featured in the video.

Through NBA Cares, the league works to combat global illiteracy and encourage young people to develop a lifelong love of reading. Teams and players participate in reading events during visits to schools and community organizations. The league and its teams and players also create **NBA Cares Learn and Play Centers** in schools and community organizations in need. These projects include reading rooms, libraries, computer centers, and more. They also include extensive renovations, book donations, educational software, and resources. These centers provide children and families with the opportunity to access educational and technological resources and a stimulating and safe place to learn. To date, the NBA family has created more than 1,175 new places to live, learn, or play in over 37 countries and territories.

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

- The Jr. NBA, Kaiser Permanente, and Scholastic leverage the power of basketball to educate 5th – 8th graders through a robust educational curriculum program called Slam Dunk: Skills for Success. This curriculum teaches vital life skills, including fitness, respect, teamwork, and mindfulness that are integral to both the game of basketball and total health and wellness.
- The NBA has teamed up with Girls Who Code to host students for career panel discussions along with tours of the NBA office. Panels are comprised of NBA employees and WNBA talent who discuss their career paths throughout the digital space as well as

the importance of education.

### *Youth and Family Development*

- In 2014, the NBA, the National Basketball Players Association and the National Basketball Retired Players Association announced a five-year commitment to support My Brother's Keeper, a multi-sector effort launched by President Obama to help put boys and young men of color on a pathway to success. As part of this commitment, the NBA family partnered with [MENTOR: The National Mentoring Partnership](#) to support their "In Real Life" campaign, using PSAs, grassroots events, and social media to highlight the power of mentoring and encourage Americans to become mentors.
  - **Key Metrics.** In 2014, the NBA family set a goal to recruit 25,000 new mentors over five years, with a focus on adult males of color. Less than one year after the campaign's launch, more than 25,000 Americans signed up to become a mentor and been connected directly to a mentoring program in their community. To date, the NBA family has driven more than 44,000 new mentor sign ups. Going forward, the NBA family is renewing its commitment to mentoring by setting a new goal of increasing sign-ups by an additional 25,000 adult mentors.
  - **NBA Family Activation Overview.** In January 2016, the "In Real Life" campaign tipped-off during National Mentoring Month with the launch of the #MentorIRL viral storytelling series highlighting mentoring stories from around the NBA family and challenging Americans to mentor a young person in their local community by signing up at [mentoring.org](#).
    - In partnership with the White House, NBA Cares helped to create, film, and promote a [mentoring PSA featuring President Obama and NBA MVP Stephen Curry](#). The spot debuted during the 2016 NBA Playoffs, has been viewed more than 25 million times, and drove an 80% increase in mentor sign ups.



- The NBA and MENTOR have produced a series of video vignettes featuring NBA players highlighting the impact mentors can make.
  - **2016 Vignettes:** [Carmelo Anthony](#), [Al Horford](#), [Karl-Anthony Towns](#), and [Marcus Smart](#)
  - **2017 Vignettes:** [Isaiah Thomas](#), [Blake Griffin](#), [Aaron Gordon](#), [Dwight Howard](#), and [Tobias Harris](#)
  - **2018 Vignettes:** [Dikembe Mutombo](#)
- Many individual teams have generated and promoted their own mentoring content, including the Milwaukee Bucks [video](#) and the Golden State Warriors, who launched a [#MentorIRL microsite on their homepage](#) which features their own My Brother's Keeper ["Matters" PSA](#), a series of individual mentoring videos from top players [Stephen Curry](#), [Klay Thompson](#), [Draymond Green](#), [Shaun Livingston](#) and more.
- **Orlando Magic's Magic of Mentoring Professional Development Program.** The Orlando Magic hosted 10 high school youth from the Orange County Public School's "My Brother's Keeper Initiative" to shadow Orlando Magic game night staff to learn about careers in professional sports.
- **Portland Trailblazers Annual Mentor event.** The Portland Trailblazers hosted an annual mentoring event for 40 boys & men of color from multiple local organizations to come in for a personal, candid, closed door conversations with players.
- **Denver Nuggets Mentor Pair Game Experiences.** At every home game in January 2018, the Denver Nuggets hosted four Mentor/Mentee matches from Big Brothers Big Sisters of Colorado, Denver Partners, and the Brotherhood. At each game, pairs received a pre-game bench experience, in-arena recognition, and Nuggets giveaways.
- **Pat Connaughton Mentoring Program in Portland.** On Jan. 23, 2018, Pat Connaughton tipped off his mentoring program in partnership with Friends of the Children, Portland.
  - Pat brought together four mentor/mentee pairs (ages 11-12) for monthly events between January and April.
  - **Milwaukee Bucks Basketball Clinic with Khris Middleton.** Khris Middleton led a basketball clinic at Sports Science Center with 25 mentee/mentor pairs from Big Brothers Big Sisters of Metro Milwaukee.
  - **Orlando Magic's Magic of Mentoring Youth Male Summit.** On Jan. 31, 2018, the Orlando Magic partnered with the City of Orlando and Orange County Public Schools- Minority Achievement Office to host 150 Central Florida youth (inner-city middle school students) and their mentors to engage in "real life guidance" on education, decision-making and empowerment.
  - **Lakers Mentoring Roadtrip.** On Feb. 24, 2018, the Lakers took four winning mentor pairs to Atlanta, where they enjoyed a 4-day adventure that included sightseeing and watching the Lakers take on the Atlanta Hawks. The Lakers mentoring road trip continues the Lakers relationship with Southern California mentor groups and advances their mission of developing young people into better citizens.
  - **My Brother's Keeper Alliance Opportunity Summit in Newark, NJ.** On Feb. 27, 2018, 10 NBA staff from Dream in Color and Con-exion served as "mentors" at the My Brother's Keeper Alliance Opportunity Summit in Newark, NJ. The event brought together hundreds of youth for trainings, seminars, mentoring, and on-site employment opportunities.
- Through NBA Cares, in partnership with various community-based and youth-serving organizations, the league and its teams and players have **built more than 1175 places in 37 countries and territories** where kids and families can live, learn, or play, contributing to the development of urban communities. These projects include new and refurbished basketball courts, houses, playgrounds, technology centers and more.
- The Jr. NBA in the U.S. and Canada connects with more than 12,000 organizations reaching more than

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

### *Health and Wellness*

- **NBA/WNBA FIT** is the league's comprehensive health and wellness platform that encourages the NBA family to “Be Active, Eat Healthy and Play Together” while promoting the values of the game through programs, events, and products. In partnership with community experts, the National Basketball Coaches Association, the NBA Strength and Conditioning Coaches Association, and the NBA Physicians Association, NBA FIT provides diverse health and fitness information to children and their families through social media and interactive online content at [fit.nba.com](http://fit.nba.com) and other media outlets. Since the beginning of the 2014-15 NBA Season, Kaiser Permanente has served as the league’s official healthcare partner. As an official partner of NBA FIT, Kaiser Permanente provides research-oriented strategic consulting, health-related content, and also assists with the development of year-round health and wellness programs
- In April 2018, the NBA launched its **first-ever mental health campaign** with a [PSA](#) featuring DeMar DeRozan and Kevin Love. The PSA directs fans to a landing page where they can learn strategies for living more healthy, resilient lives. In addition, NBA FIT programming will begin to incorporate mental wellness messaging and mindfulness training with the support of community experts like the Jed Foundation. Mental wellness offerings will be extended to employees as well through access to mindfulness training with Headspace and with activities like painting and pet therapy.
- **NBA FIT Week** presented by Kaiser Permanente highlights the importance of healthy living through the program’s key pillars: be active, eat healthy and play together. NBA FIT Week features all NBA and NBA G League teams and players joining community members and partners to highlight the importance of living an active, healthy lifestyle through grassroots programs and events, broadcast and digital ads, retail activation, and in-arena and online programming. Teams have hosted 350 health and wellness events during FIT Week 2015, 2016 and 2017 impacting over 166,000 people.
- For three years, the NBA and Kaiser Permanente have hosted the **Total Health Forum**, an annual event that brings together leaders from sports, healthcare, business, community organizations, and government to discuss the most pressing community health issues facing our country. Previous forums were held in Washington, D.C. and Los Angeles, and most recently in Atlanta, GA in March 2018, when 250 guests came together to discuss opportunities for building community resiliency and achieving total health of mind, body, and spirit. Participants included NBA Deputy Commissioner Mark Tatum, Kaiser Permanente Chairman and CEO Bernard Tyson, NBA All-Star Stephen Curry, Laila Ali, WNBA President Lisa Borders, NBA Hall of Famer Dikembe Mutombo, Ruth Peterson of the CDC and Atlanta Mayor Keisha Lance Bottoms. The forum was emceed by ESPN’s Hannah Storm.
- The NBA partnered with Under Armour to launch the first-ever **NBA FIT App**, the NBA’s official training app. The app features videos of NBA and WNBA players, legends, and coaches providing health and wellness tips and exercises to help users live healthy and active lifestyles. Users can track and log their fitness and nutrition routines and compete in challenges against friends, family, and fans around the world. The NBA FIT app has more than 100,000 downloads and sees more than 1,200 participants sign up per challenge.
- As a part of NBA All-Star, NBA FIT works with local community organizations and schools to bring

health, fitness, and basketball-related programming to youth through our NBA All-Star FIT Celebration. For All-Star 2018, the NBA FIT Celebration presented by Kaiser Permanente brought members of the NBA family together to dedicate a newly refurbished fitness room and outdoor court at Alliance Gertz-Ressler/Richard Merkin 6-12 Complex and engage students in health and fitness activities.

- In August 2017, the WNBA launched its first **WNBA FIT Month**, encouraging teams and players to host health and wellness programs and events that emphasize WNBA FIT's key pillars. The month utilizes the best athletes in the world showcasing their extensive training and nutrition regimens through digital and social media. For the 2018 season, Kaiser Permanente will serve as presenting partner of WNBA FIT Month.
- NBA Cares has partnered with **Share Our Strength's No Kid Hungry Campaign** to raise awareness and funds to help end childhood hunger in America, including a PSA campaign with Los Angeles Clippers All-Star Chris Paul. In 2017, the NBA partnered with No Kid Hungry and the Warriors to film and promote a "What Are You Hungry For?" video, telling the story of a young woman in Oakland who overcame the murder of her best friend and hunger issues to pursue success in school and on the basketball court. Additionally, in 2012, the NBA made a commitment to connect 50,000 children across the country with free summer meals.
- NBA/WNBA Cares are founding partners of the United Nations Foundation's **Nothing But Nets** campaign, a grassroots movement to save lives by preventing malaria (the leading killer of children in Africa). The NBA and WNBA have helped raise more than \$56 million to distribute more than nine million life-saving bed nets. In July 2013, the Golden State Warriors' Stephen Curry traveled to Tanzania to support the Nothing But Nets campaign, and he continues his "Three for Three" campaign, donating three malaria bed nets for every three-pointer he makes. On World Malaria Day 2016, the NBA and WNBA supported Nothing But Nets' #CallYourShot challenge, an online campaign to raise awareness

and funds to fight malaria. In 2017, NBA Cares hosted its third youth basketball event at the NBA Store in New York and recorded web videos from NBA Cares Global Ambassador Dikembe Mutombo, the WNBA's Swin Cash, and NBA Cares Ambassador Ruth Riley. In September 2017, NBA Cares Ambassador Felipe Lopez traveled to the Dominican Republic with Nothing But Nets to visit communities affected by malaria and highlight the need to eradicate the deadly disease.

- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including through partnerships with Greater Than AIDS, GBCHealth, Elizabeth Glaser Pediatric AIDS, and UNICEF; through grassroots events; and through extensive charitable donations. Through the Emmy award-winning awareness campaign "**Get Tested**," the NBA, HBO, the Global Business Coalition on HIV/AIDS, Tuberculosis, and Malaria (GBC), and the Kaiser Family Foundation came together to produce a series of television, radio, and print PSAs that encouraged people in urban communities to learn about their HIV/AIDS status.
- The **WNBA Breast Health Awareness** program focuses on generating awareness and educating women about breast cancer in addition to raising funds for the initiative. The WNBA and its teams have raised more than **\$3.6 million** to aid in the **fight against breast cancer**. Each season, the WNBA and its teams help raise awareness and inspire others in the fight against breast cancer. During Breast Health month, when each team partners with community based organizations like Bright Pink to host Breast Health Awareness Nights and events in the community, and wear custom Breast Health warm-up shirts for select games.

#### *Military Support*

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

- Hoops for Troops supports local communities and hundreds of thousands of active and retired armed forces members and their families each year focusing on four pillars – transition, community, leadership, and health. Led by teams and current and former players, the initiative features a full schedule of events across the country including USO Tours with legends of the game, exhibition games, clinics, open practices, speaking engagements, meet-and-greets, game tickets and more.
- **Hoops for Troops Week** (held in November around Veterans Day) honors and supports active and retired military and their families. The league and teams, alongside current and former NBA players, work with all six branches of the military in communities across the country to coordinate events and in-arena activities for troops and their families. To commemorate the week, NBA players and officials wear special on-court apparel including Hoops for Troops shooting shirts.
- As part of the Jr. NBA's commitment to engaging military members through basketball, the Jr. NBA works with the Army, Marines, Navy, and Air Force to host Jr. NBA Military Tip-Off celebration events at military installations across the country, and provides sustainable youth basketball programming and support to service members and their families.
- The NBA again participated in the USO Vice Chairman of the Joint Chiefs of Staff Tour in April 2018 with multiple stops worldwide, including, Europe, Asia, and the Middle East. The Vice Chairman's global troop visit is an expression of appreciation to our troops serving overseas and an opportunity to meet with service men and women, family members and commanders on the ground. Many current and former NBA and WNBA players and coaches have personal ties to the military and are passionate about supporting troops and veterans, including John Collins, Ray Allen, Karl Malone, David Robinson, Shaquille O'Neal, Robert Horry, Ruthie Bolton, Taj McWilliams-Franklin, Ruth Riley and Lenny Wilkens.
- As part of All-Star 2017, the NBA celebrated the 75th anniversary of the USO by engaging with General Thomson and the 1st Cavalry Division deployed in Afghanistan. NBA legends Sam Perkins and Caron Butler, WNBA player Ivory Latta, and NBA Director of Officials Bob Delaney participated in tour activities, hosted the first ever Hoops for Troops Basketball Tournament, and joined service members for a viewing party of the 66th NBA All-Star game.
- NBA.com/HoopsforTroops continues to promote NBA.com career opportunities to veterans and reservists. The NBA partners with the Chamber of Commerce, the Office of the Secretary of Defense, the Wounded Warrior Project, the New York National Guard, and Paralyzed Veterans of America to further support military members and their families.
- The NBA works closely with the **Tragedy Assistance Program for Survivors (TAPS)** throughout the year to support families who have lost loved ones serving in the armed forces. Players, coaches, referees, and teams host TAPS families for unique experiences including meet-and-greets and on-court recognition moments.
- In 2015, the NBA appointed General Martin E. Dempsey, the 18th Chairman of the Joint Chiefs of Staff, as the Special Adviser to Commissioner Adam Silver. General Dempsey, who held the position as highest-ranking U.S. military officer for the past four years, provides the NBA with counsel on leadership and service and serves as chairman of the Jr. NBA Leadership Council.

### *Environment*

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

efforts that build more eco-friendly operations. In 2012, the NBA launched Mosaic (now **Anthesis**), an online tool designed to measure environmental impact. In partnership with Green Sports Alliance and Renewable Choice Energy, Anthesis allows all NBA teams and venues to track, analyze, and identify cost savings opportunities within their environmental footprint. Additional program efforts throughout offices and arenas include utilizing sustainable supplies, promoting use of mass transit, implementing recycling programs, installing energy and water-saving fixtures, purchasing renewable energy credits and carbon offsets, and more.

- Partnering with NEEF (National Environmental Education Foundation), the NBA Green Energy All-Star campaign highlighted the NBA's commitment to energy efficiency and renewable energy by inviting fans to join the league and its teams to be an energy all-star. The campaign featured a public service announcement that focused in on an NBA Green timeout huddle. The blacktop pickup game featured NBA legends Bill Walton, Dikembe Mutombo, Jason Collins, and Felipe Lopez, former WNBA superstars Swin Cash and Ruth Riley, as animated bobble heads. Sharing energy saving tips, each player reminded fans of the simple, everyday things they could all do to save energy as well as save money improve their health and have a positive impact on the environment.
- As part of the **NBA's 3s for Trees** initiative, which ran during the 2015 NBA Green Week, the NBA partnered with the Arbor Day Foundation to plant three trees for every 3-pointer made during NBA Green Week. The NBA also committed to planting one tree each time, #NBAGreen was used encouraging NBA fans and community members to join in the campaign, which resulted in more than 22,000 trees planted in just one week.
- Eight NBA team arenas have received **LEED® certification** by the U.S. Green Building Council: Philips Arena (Atlanta Hawks), American Airlines Arena (Miami Heat), Moda Center (Portland Trail Blazers), Oracle Arena (Golden State Warriors), Toyota Center (Houston Rockets), Barclays Center

(Brooklyn Nets) and Amway Center (Orlando Magic). American Airlines Arena Is the World's First Sports & Entertainment Facility to Achieve LEED® Gold Recertification. Golden 1 Center (Sacramento Kings) is the league's only Platinum certified arena. Golden 1 Center is carbon and grid neutral and gets all its electricity primarily from solar power. UCLA Health Training Center - Los Angeles Lakers HQ is also LEED Platinum certified.

- Five NBA teams have installed solar panels on their arenas, garages, or practice facilities: Pepsi Center (Denver Nuggets), Talking Stick Resort Arena (Phoenix Suns/Mercury), Staples Center (Los Angeles Lakers/Clippers) Oracle Arena (Golden State Warriors) and AT&T Center (San Antonio Spurs).
- The NBA Flagship Store achieved Leadership in Energy and Environmental Design (LEED) Commercial Interior's (CI) v3 Gold level certification by the US Green Building Council\* (USGBC).
- All 30 NBA teams wear Nike Vapor Uniform System (beginning in the 2017-18 season). The new NBA jerseys are made from a fabric blend that includes polyester derived from recycled plastic water bottles. Each uniform represents approximately 20 discarded bottles, which were reclaimed, melted down, and converted into new yarn.

#### *International Initiatives*

- Through a variety of Youth Participation programs including Jr. NBA, NBA FIT and NBA Cares, the NBA reaches more than 12.3 million youth in 36 counties and territories annually. NBA Cares programs and participants have provided more than 4.3 million hours of hands-on service and created more than 1,125 places where kids and families can live, learn or play in communities around the world. Internationally, NBA Cares has created more than 237 places where kids and families can live, learn, or play in 37 countries and territories.
- The **Jr. NBA**, the league's global youth basketball program for boys and girls, teaches the fundamental skills as well as the core values of the game at

the grassroots level to help grow and improve the youth basketball experience for players, coaches and parents. In 2018, the NBA will engage 26.4 million youth in 71 countries through a variety of Jr. NBA and NBA Cares programming, including youth basketball camps, clinics, skills challenges and league play.

- **Basketball Without Borders (BWB)** is the NBA's and FIBA's global basketball development and community outreach program that unites young basketball players to promote the sport and encourage positive social change in the areas of education and health. Since 2001, The NBA and FIBA have staged 53 BWB camps in 34 cities in 27 countries on six continents. BWB has hosted more than 3,190 participants from 127 countries and territories. More than 250 different current and former NBA/WNBA players have joined more than 200 NBA team personnel from all 30 NBA teams with 47 BWB campers drafted into the NBA. Additionally, five BWB campers signed as free agents. In addition to working with the campers on the court, NBA players and coaches lead extensive community outreach programs through NBA Cares and participate in daily seminars that promote education, leadership, character, healthy living and HIV/AIDS awareness and prevention.
- In August 2018, the NBA will host the third **NBA Africa Game** at Time Square Sun Arena in support of The Nelson Mandela Foundation. The 2017 game benefitted UNICEF, SOS Children's Village Association of South Africa and the Nelson Mandela Foundation. The first game took place in August 2015, at Ellis Park Arena in Johannesburg in a Team World versus Team Africa format. The game was broadcast in 215 countries in 26 languages and 70M homes and reached more than 1 million users on NBA Africa's social media platforms.
- In partnership with the **U.S. Department of State's Bureau of Educational and Cultural Affairs' SportsUnited Program as well as the Empowering Women and Girls Through Sport Initiative**, more than 78 current and former NBA and WNBA players and coaches have traveled to 44 countries as ambassadors of sport, conducting clinics, vis-

iting schools and speaking to youth. Additionally, the NBA and WNBA support the U.S. State Department's Sports Visitor Program by partnering to host youth and coaches during their visits to the U.S.

- In China, NBA Cares works with leading non-profit organizations and community partners such as the China Youth Development Foundation, China Foundation For Disabled Persons, China Soong Ching Ling Foundation, Yao Foundation and Special Olympics, to support a range of programs education, health, and development programs. These efforts reach more than 300,000 underprivileged youth in China every year.
- The NBA, in partnership with ExxonMobil and Africare, in 2013 launched **Power Forward** in Abuja, Nigeria, a program which has trained **20 coaches**, partnered with **10 schools** and reached more than **440 youth** with weekly programming. This youth development program, which is in its second year, leverages the power of basketball and the NBA to teach health, leadership, and life skills.
- The NBA in partnership with the **USAID** has developed **Live, Learn and Play: Sustainable, Scalable Basketball for Youth Development (LLP)**, a public-private partnership to foster youth development in Africa through sustainable basketball and life skills development. To date, LLP has trained 205 coaches and partnered with 21 schools and youth clubs, and reached a total of 849 youth. LLP programs will use sport to transcend social, economic, and political barriers bringing youth together and encouraging healthy lifestyles and community development.
- The **Jr. NBA World Championship** is a new, annual 14U boys and girls global basketball tournament that tipped off in April 2018 and will unify existing youth programming around the globe. Winners from regional competitions will travel to Disney's Wide World of Sports complex in August 2018 to compete for the first-ever Jr. NBA World Championship.
- Together with the **Reliance Foundation**, the NBA **launched the Jr. NBA** in 18 Cities (India) for youth ages 8-16. Since its launch in 2013, The Reliance

Foundation Jr. NBA program has reached more than **6 million youth** and trained more than **5,000 physical education instructors** in more than 3,000 schools nationwide. The Reliance Foundation Jr. NBA program focuses on inspiring youth to adopt a healthy, active lifestyle by integrating basketball into each participating school's physical education curriculum.

- Jr. NBA Asia, in partnership with FrieslandCampina, Alaska Milk, and Dutch Lady, hosts youth basketball programming for youth ages 7-14 to develop basketball skills and promote the values of the game through instructional camps and clinics in the Philippines, Indonesia, Malaysia, Thailand, and Vietnam. In 2016-17, Jr. NBA Asia engaged more than 3.2 million youth, largely through a program with the Ministry of Education in Indonesia, Malaysia, Vietnam, and Thailand.
- Jr. NBA programming in Europe currently spans 17 countries impacting 2.0 million youth and families. Additional programming includes NBA player camps, youth clinics, skills challenge competitions, and Jr. NBA Leagues. EME currently runs 25 Jr. NBA Leagues in 16 countries, with its format mirroring the NBA with a team draft, regular season, single-elimination playoffs and finals to determine the Jr. NBA Champion.
- China's Jr. NBA program reaches more than one million youth ages 6-18 through various youth basketball programs, anchored by its "School Basketball" initiative with the Chinese Ministry of Education (MOE). Additional programming includes Jr. NBA leagues with the support of MOE and local sports bureaus and basketball associations; Jr. NBA Children's Day, and youth clinics. The School Basketball program, launched at the start of the 2016 school year, is a partnership between the NBA and the Chinese Ministry of Education with 525 participating schools in year one. It incorporates weekly mandatory basketball programs into physical education classes using the curriculum designed by the NBA. The partnership aims to reach 20,000 elementary, middle, and high schools across China by 2021.



# TIDES



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