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## The 2013 Women's National Basketball Association Racial and Gender Report Card

by Richard Lapchick  
with Robert Agusta & Nate Kinkopf  
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### EXECUTIVE SUMMARY

**Orlando, FL...October 9, 2013** – The WNBA received a combined grade of an **A+** for race and gender after earning an **A+** for race and an **A+** for gender in the 2013 WNBA Racial and Gender Report Card. The 96 points accumulated for the combined grade ties their own record set in the 2012 WNBA RGRC when they also received a combined **A+**.

In the 2001, 2004, 2005, 2006-07, 2008, 2009, 2010, 2011, 2012 and now 2013 Racial and Gender Report Cards, the WNBA has received at least **A**'s for their overall race, gender and combined grades. The WNBA has regularly been the industry leader for all professional sport when it comes to diversity and inclusion.

In 2013, the WNBA received at least an **A** for gender in all categories except for general managers and vice presidents. The percentage of women holding the title of CEO/President increased from 13 percent in 2012 to 36 percent in 2013. Women holding professional team administration positions increased by five percentage points.

The WNBA received at least an **A** for race in all categories except for senior team administration and vice presidents. The percentage of people of color increased in many positions within the league. Players, the league office, CEO/presidents, and professional team administrators all increased. People of color holding CEO/president positions increased from seven percent in 2012 to 21 percent in 2013.

Richard Lapchick, the director of TIDES and primary author of the report, said, "The WNBA continues to set the standard for racial and gender diversity amongst all professional leagues. Laurel J. Richie, the first woman of color to become president of a professional sports league, continued the WNBA's proud tradition as professional sports' most diverse organization.

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Receiving the highest combined grade in the history of the Racial and Gender Report Cards for two years in a row is outstanding. As it has had before, the WNBA once again had the highest number of A's as well as the lowest number of grades below an A in all categories compared to the other professional leagues. The NBA is the only men's league that is even close with an A+ for Racial Hiring Practices and a B+ for gender hiring practices."

At 67 percent, women held the highest percentage of assistant coaching positions in the history of the WNBA, setting a new mark for the second consecutive year.

However, not all data was positive for 2013 season with slight decreases in the number of women as majority owners (from 40 percent in 2012 to 36 percent in 2013) and senior team administrators (from 52 percent in 2012 to 48 percent in 2013).

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

Using data from the 2013 season, The Institute conducted an analysis of the racial breakdown of the players. In addition, the Report includes a racial and gender breakdown of the management in the WNBA League Office and at the team level, top team management, general managers, head coaches, assistant coaches, senior team administration, professional team administration, physicians and head trainers. Tables for the report are included in Appendix I. The Institute for Diversity and Ethics in Sport (TIDES) located at the University of Central Florida publishes the **Racial and Gender Report Card** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions. The WNBA Racial and Gender Report Card is the third report issued thus far in 2013 after the releases of the reports on Major League Baseball and the National Basketball Association.

## REPORT HIGHLIGHTS

- The percentage of people of color holding professional level staff positions in the WNBA League Office increased from 29 to 33 percent in 2013 while the percentage of women increased by eight percentage points. African-Americans occupied 29 percent of the position while whites held 67 percent and Asians four percent. Women filled 79 percent of the WNBA League Office professional staff positions in 2013. In 2013, the league office had its first Asian professional staff member since 2009.
- WNBA players of color increased by five percentage points in 2013. African-American players decreased from 74 percent in 2012 to 73 percent in 2013, white players increased from 16 percent to 20 percent and players classified as "other" increased from one percent in 2012 to seven percent in 2013. There have not been any Latina or Asian WNBA players since 2011 and 2007 respectively. International players account for nine percent of WNBA players.
- Nine women and seven people of color had ownership positions on a WNBA franchise in 2013. This represented a decrease of one woman from 2012. Most owners were limited partners. An African-

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American owned investment company, The Williams Group, holds a majority ownership interest in the Sparks. There continued to be no individual people of color who were majority owners during the 2013 season.

- For the 2013 season, there were three African-American head coaches (25 percent), down from four in the 2012 season. There were five women as head coaches in both the 2012 and 2013 seasons.
- At 67 percent, women held the highest percentage of assistant coaching positions in the history of the WNBA. The percentage of African-American assistant coaches decreased slightly from 40 percent in 2012 to 38 percent in 2013 while the percentage of white assistant coaches increased from 60 percent to 63 percent.
- The number of women in the top management role increased significantly from two to five women CEO/Presidents from 2012 to 2013. There were three people of color in this role, two African Americans and one 'other'.
- In the 2013 season, there were four women and four African-Americans general managers compared to four and five, respectively, in 2012.
- In the 2013 season, people of color who held team vice president positions decreased by six percentage points, going from 12 percent in 2012 to six percent in 2013. The percentage of women team vice presidents increased from 25 percent to 28 percent.
- The percentage of women who were senior team administrators decreased from 52 percent in 2012 to 48 percent in 2013. There was a decrease of three percentage points of African-American senior team administrators, while whites, Latinos and Asians increased from 79, zero, and zero percent in 2012 to 80, two, and two percentage points in 2013, respectively.
- For the 2013 season, the percentage of people of color holding professional team positions increased from 27 to 30 percent. The percentage of women in professional team administration roles increased from 44 percent in 2012 to 49 percent in 2013.

## OVERALL GRADES

For the second year in a row the WNBA received an **A+** for race with 96 points as well as an **A+** for gender with 95 points, The WNBA received a combined grade for race and gender of an **A+** with 96 points equaling their record high in 2012.

The WNBA received an **A+** for race and gender in the WNBA League Office, assistant coaches and professional team administration.

An **A+** was given for race to players and general managers. They received an **A+** for gender in senior team administration.

The WNBA received an **A** for race and gender in head coaches and an **A-/B+** for race in senior team administration.

The only grades below an **A** were a **B+** for gender in general managers, a **D** for race and a **C** for gender in team vice-presidents.

As it has had before, the WNBA once again had the highest number of **A**'s as well as the lowest number of grades below an **A** in all categories compared to the other professional leagues.

## GRADES BY CATEGORY

### Players\*

In the 2013 WNBA season, 20 percent of the players were white, 73 percent were African-American, and players classified as "other" represented seven percent. There have been no Asian or Latina players since 2007 and 2011, respectively. International players made up nine percent of the league.

### WNBA Grade for Players Race: **A+** (80 percent)

See Table 1.

*\*Starting with the 2013 WNBA RGRC, reporting on international player data will no longer be calculated in the overall player percentages. However, it will remain part of the player table (see Table 1). An international player will be classified as both international and under their recognized race.*

### WNBA League Office

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

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Laurel J. Richie became the president of the WNBA in 2011. She was the first female of color to become president of a professional sports league. Donna Orender stepped down after six successful seasons.

The percentage of people of color holding professional level staff positions in the WNBA League Office grew to 33 percent in 2013 (up from 29 percent) while the percentage of women increased to 79 percent (up from 71 percent). African-Americans occupied 29 percent of the positions in 2013 while whites held 67 percent. For the first time since 2009, the league office has an Asian professional staff member. Since 2010 there have been no Latinos holding professional level staff positions in the WNBA League Office.

**Grade for WNBA League Office:**

**Race: A+ (33 percent)**

**Gender: A+ (79 percent)**

See Table 2.

### **WNBA Team Operations and Management**

The Tulsa Shock, Connecticut Sun and Seattle Storm remain as the only current teams that do not share their market with an NBA team. At this time the Minnesota Lynx, Washington Mystics, New York Liberty, Phoenix Mercury, Indiana Fever and San Antonio Silver Stars are owned and operated by NBA teams. The NBA team front offices in those cities are responsible for many of the day-to-day operations of the WNBA teams. Each WNBA team employs dedicated coaches, trainers and public relations representatives and, like the League Office, “shares” most of its common non-player personnel with the NBA team operator.

#### **Owners\***

The “owners” category includes majority owners, vice chairmen and minority owners listed by the team.

There were seven people of color in ownership during the 2013 season:

- Lisa Leslie, Los Angeles Sparks
- Paula Williams Madison, Los Angeles Sparks
- Roosevelt Madison, Los Angeles Sparks
- Jahm Najafi, Phoenix Mercury
- Shelia C. Johnson, Washington Mystics
- Raul Fernandez, Washington Mystics
- Sam Combs, Tulsa Shock

Nine women held ownership during the 2013 season:

- Mary Brock, Atlanta Dream
- Kelly Loeffler, Atlanta Dream
- Margaret Stender, Chicago Sky
- Paula Williams Madison, Los Angeles Sparks
- Lisa Leslie, Los Angeles Sparks

- Lisa Brummel, Seattle Storm
- Ginny Gilder, Seattle Storm
- Dawn Trudeau, Seattle Storm
- Sheila C. Johnson, Washington Mystics

The Williams Group is an African-American owned Investment Company and holds a majority ownership interest in the Sparks.

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

The Connecticut Sun is owned by Mohegan Sun.

See Table 3.

*\*The methodology for collecting data for team ownership changed in the 2012 WNBA RGRC.*

### Head Coaches

During the 2013 season, there were three African-American head coaches, one less than the 2012 season. Trudi Lacey is no longer a head coach. The three African-American head coaches at the beginning of the 2013 season were:

- Pokey Chatman, Chicago Sky
- Corey Gaines, Phoenix Mercury (left mid-season)
- Fred Williams, Atlanta Dream

Similar to 2012, the league had five women who were head coaches in the 2013 season. Anne Donovan took over for the Connecticut Suns. The five female head coaches in 2013 were:

- Cheryl Reeve, Minnesota Lynx
- Carol Ross, Los Angeles Sparks
- Lin Dunn, Indiana Fever
- Anne Donovan, Connecticut Sun
- Pokey Chatman, Chicago Sky

### WNBA Grade for Head Coaches:

**Race: A (25 percent)**

**Gender: A (42 percent)**

See Table 4.

### Assistant Coaches

In 2013, there was a two-percentage point decrease in African-American assistant coaches from 40 percent to 38 percent. Since 2000 there have been no Latino or Asian assistant coaches. The percentage

of white assistant coaches increased three percentage points from 60 percent in 2012 to 63 percent in 2013.

The percentage of women assistant coaches increased three percentage points from 64 percent to 67 percent. At 67 percent, women held the highest percentage of assistant coaching positions in the history of the WNBA, setting a new mark for the second consecutive year.

#### **WNBA Grade for Assistant Coaches:**

**Race: A+ (38 percent)**

**Gender: A+ (67 percent)**

See Table 5.

### **Top Management**

#### CEOs/Presidents

The number of women in the top management role increased significantly from two women in CEO/President positions in 2012 to five in 2013. The women holding these positions were as follows:

- Amber Cox, President and acting General Manager, Phoenix Mercury
- Ashley Preisignier, CEO, Atlanta Dream
- Karen Bryant, CEO, Seattle Storm
- Sheila Johnson, President, Washington Mystics
- Kelly Krauskopf, President and General Manager, Indiana Fever

There were two African Americans and one “other” in this role. There was one person of color in 2012.

- Sheila Johnson, President, Washington Mystics
- Vinnie Malcolm, President, Los Angeles Sparks
- Karen Bryant, CEO, Seattle Storm

See Table 6.

#### General Manager

The percentage of African-Americans who were general managers in 2013 decreased from 42 percent in 2012 to 36 percent in 2013. The African-American general managers were:

- Pokey Chatman, General Manager and Head Coach, Chicago Sky
- Penny Toler, General Manager, Los Angeles Sparks
- Fred Williams, General Manager and Head Coach, Atlanta Dream
- Corey Gaines, General Manager and Head Coach, Phoenix Mercury (left mid-season)

There were four women who were general managers in the WNBA in 2013, Women accounted for 36 percent of the individuals in this position, an increase from 33 percent in 2012. The four women were:

- Pokey Chatman, General Manager and Head Coach, Chicago Sky

- Kelly Krauskopf, General Manager, Indiana Fever
- Penny Toler, General Manager, Los Angeles Sparks
- Amber Cox, President and acting General Manager, Phoenix Mercury

#### **WNBA Grade for General Manager:**

**Race: A+ (36 percent)**

**Gender: B+ (36 percent)**

See Table 7.

#### **Team Vice Presidents**

There were 14 women (28 percent) holding team vice president positions in 2013 which was an increase of one percentage point since 2012. The female vice presidents were:

- Michelle Henstock, vice president, Operations, Chicago Sky
- Julie Seyller, vice president, Ticket Sales, Service and Marketing, Chicago Sky
- Julie Graue, vice president, Business Operations, Indiana Fever
- Donna Wilkinson, vice president, Human Resources, Indiana Fever
- Dr. Lisa Callahan, vice president, Chief Medical Office, New York Liberty
- Kristin Bernert, vice president, Marketing and Operations, New York Liberty
- Shannon Burley, vice president, Marketing, Seattle Storm
- Lorie Warren, senior vice president, Finance and Corporate, San Antonio Silver Stars
- Tammy Turner, vice president, Human Resources, San Antonio Silver Stars
- Lynn Agnello, senior vice president, Marketing Partnerships, Phoenix Mercury
- Ann Myers Drysdale, vice president, Phoenix Mercury
- Karen Rausch, vice president, Human Resources, Phoenix Mercury
- Shari Howard, vice president, Partnerships, Washington Mystics
- Kyle Hudson, vice president, Business Operations, Phoenix Suns

There were three team vice presidents of color in the 2013 season, which was a decrease from six in the 2012 season. The three people of color were:

- Quinn Buckner, vice president, Communications, Indiana Fever
- Leo Gomez, vice president, Public & Government Affairs, San Antonio Silver Stars
- Kevin Christie, senior vice president, Business Development, New York Liberty

#### **WNBA Grade for Team Vice Presidents:**

**Race: D (6 percent)**

**Gender: C (28 percent)**

See Table 8.

#### **Senior Team Administration**

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



community relations.

The percentage of women who were senior team administrators decreased from 52 percent in 2012 to 48 percent in 2013. There was a six-percentage point decrease in the percentage of African-American senior team administrators from 19 to 13 percent. Whites, Latinos and Asians increased from 79, zero, and zero percent in 2012 to 80, two, and two percentage points in 2013, respectively. The percentage of “other” increased from two to four percent.

**WNBA Grade for Senior Team Administration:**

**Race:           A-/B+   (21 percent)**  
**Gender:        A+       (48 percent)**

See Table 9.

**Professional Team Administration**

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

In professional team administrative positions in the 2013 season, whites decreased for the second consecutive year, from 72 percent to 71 percent.

African-Americans increased by two percentage points to 22 percent. Latinos increased from three percent in 2012 to four percent in 2013, while Asians decreased from four percent to two percent. The percentage of “other” increased from zero to two percent.

The percentage of women holding professional team administrative positions increased from 44 in 2012 percent to 49 percent in 2013.

**WNBA Grade for Professional Team Administration:**

**Race:           A+   (30 percent)**  
**Gender:        A+   (49 percent)**

See Table 10.

**Physicians**

In 2013, the percentage of white physicians decreased from 100 percent to 60 percent. There were four physicians of color in 2013, up from zero in 2012. The number of women physicians decreased from three in 2012 to two in 2013.

See Table 11.

**Head Trainers**

The percentage of white trainers decreased from 75 percent in 2012 to 70 percent in 2013, while the percentage of African-Americans increased from 19 percent to 20 percent. In 2013, there was one Asian head trainer, the first since 2007. The percentage of women decreased from 63 percent in 2012 to 40 percent in 2013.

See Table 12.

**WNBA Diversity Initiatives**

Combined with the NBA, the WNBA has a 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.

**WNBA Grade for Diversity Initiatives: A+**

## HOW GRADES WERE CALCULATED

As in previous reports, the 2013 Racial and Gender Report Card data demonstrates the inequity in the amount of people of color working in the front office of WNBA franchises and the WNBA League Office as compared to the number of people of color competing in the WNBA. Communicating this to the public, however, can be difficult without the proper perspective. In order to ease the communication process, The Institute issues letter grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. With approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, and **C** if it had only nine percent. Positions in which people of color held only six percent of positions earned a **D**, and any position below six percent was deemed to have earned a grade of **F**.

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

## METHODOLOGY

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

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

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

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

The report covers the 2013 season for the Women's National Basketball Association. Listing of professional owners, general managers and head coaches were updated as of September 2, 2013. Grades were calculated according to the reporting periods noted herein.

## ABOUT THE RACIAL AND GENDER REPORT CARD

This is the 21<sup>st</sup> 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 eighth time the Report Card is being issued sport-by-sport; the 2013 report for MLB and the NBA have 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, 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, Robert Agusta and Nate Kinkopf contributed greatly to the WNBA Racial and Gender Report Card.

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

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

The Institute’s founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as “the racial conscience of sport,” Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 260 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women.

### **DeVos Sport Business Management Program**

*College of Business Administration, University of Central Florida*

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and 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.

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**APPENDIX I**

**Players**

		%	#			%	#
<b>2013</b>	White	20%	28	<b>2006</b>	White	36%	75
	African-American	73%	103		African-American	63%	133
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0	1
	Other	7%	10		Other	1%	2
	International	9%	12		International	17%	36
<b>2012</b>	White	16%	22	<b>2005</b>	White	34%	64
	African-American	74%	100		African-American	63%	100
	Latino	0%	0		Latino	1%	3
	Asian	0%	0		Asian	0	0
	Other	1%	1		Other	1%	4
	International	9%	12		International	19%	39
<b>2011</b>	White	21%	31	<b>2004</b>	White	33%	66
	African-American	69%	101		African-American	66%	134
	Latino	3%	4		Latino	1%	2
	Asian	0%	0		Asian	0	0
	Other	>1%	1		Other	0%	0
	International	6%	9		International	16%	33
<b>2010</b>	White	16%	26	<b>2002</b>	White	35%	x
	African-American	69%	112		African-American	61%	x
	Latino	1%	1		Latino	<3	x
	Asian	0%	0		Asian	<1	x
	Other	1%	1		Other	<1	x
	International	14%	23	<b>2001</b>	White	34%	x
<b>2009</b>	White	20%	38		African-American	63%	x
	African-American	67%	126		Latino	3%	x
	Latino	0%	0		Other	x	x
	Asian	0%	0	<b>2000</b>	White	33%	x
	Other	1%	1		African-American	65%	x
	International	12%	23		Latino	2	x
<b>2008</b>	White	21%	44		Other	0%	x
	African-American	65%	139	<b>1999</b>	White	32%	x
	Latino	0%	0		African-American	64%	x
	Asian	0	0		Latino	2%	x
	Other	0%	0		Other	0%	x
	International	14%	31				
<b>2007</b>	White	35%	66				
	African-American	63%	117				
	Latino	0%	0				
	Asian	1	1				
	Other	2%	3				
	International	14%	27				

x=Data not recorded

**TABLE 1**

League Office: Professional Employees					
	%	#		%	#
<b>2013</b>			<b>2006</b>		
White	67%	16	White	66%	29
African-American	29%	7	African-American	20.5%	9
Latino	0%	0	Latino	2.2%	1
Asian	4%	1	Asian	11.3%	5
Other	0%	0	Other	0%	0
Women	79%	19	Women	75%	33
Total	x	24	Total	x	44
<b>2012</b>			<b>2005</b>		
White	71%	15	White	65%	15
African-American	29%	6	African-American	26%	6
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	9%	2
Other	0%	0	Other	0%	0
Women	71%	15	Women	70%	16
Total	x	21	Total	x	23
<b>2011</b>			<b>2004</b>		
White	71%	15	White	60%	6
African-American	29%	6	African-American	40%	4
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	0%	0	Other	0%	0
Women	76%	16	Women	90%	9
Total	x	21	Total	x	10
<b>2010</b>			<b>2003</b>		
White	76%	22		Data Not Recorded	
African-American	24%	7	<b>2002</b>		
Latino	0%	0	White	55%	12
Asian	0%	0	African-American	36%	8
Other	0%	0	Latino	9%	2
Women	69%	20	Asian	0%	0
Total	x	29	Other	0%	0
<b>2009</b>			Women	95%	21
White	67%	22	Total	x	22
African-American	27%	9	<b>2001</b>		
Latino	3%	1		Data Not Recorded	
Asian	3%	1	<b>2000</b>		
Other	0%	0	White	55%	11
Women	100%	33	African-American	35%	7
Total	x	33	Latino	5%	1
<b>2008</b>			Asian	0%	0
White	67%	22	Other	5%	1
African-American	27%	9	Women	85%	17
Latino	3%	1	Total	x	20
Asian	3%	1	<b>1999</b>		
Other	0%	0		Data Not Recorded	
Women	x	x	<b>1998</b>		
Total	x	33	White	69%	9
<b>2007</b>			African-American	23%	3
White	64%	27	Latino	0	0
African-American	21%	9	Asian	8%	1
Latino	2%	1	Other	0%	0
Asian	12%	5	Women	69%	9
Other	0%	0	Total	x	13
Women	74%	31			
Total	x	42			

x=Data not recorded

\*\*Information submitted by the WNBA League Office

**TABLE 2**

Majority Owners							
			%	#			
2013	White	72%	18	2008	White	100%	20
	African-American	20%	5		African-American	0%	0
	Latino	4%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	4%	1		Other	0%	0
Women	36%	9	Women	20%	4		
2012	White	72%	18	2007	White	100%	20
	African-American	20%	5		African-American	0%	0
	Latino	4%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	4%	1		Other	0%	0
Women	40%	10	Women	20%	4		
2011	White	100%	13	2006	White	95%	18
	African-American	0%	0		African-American	5%	1
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
Women	31%	4	Women	11%	2		
2010	White	100%	12	2005	White	92%	21
	African-American	0%	0		African-American	8%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
Women	25%	3	Women	16%	4		
2009	White	100%	18	2004	White	94%	16
	African-American	0%	0		African-American	6%	1
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
Women	22%	4	Women	18%	3		
2001-2003						Data Not Recorded	

**TABLE 3**

Head Coaches								
		%	#		%	#		
2013	White	75%	9	2005	White	85%	11	
	African-American	25%	3		African-American	15%	2	
	Latino	0%	0		Asian	0%	0	
	Asian	0%	0		Latino	0%	0	
	Other	0%	0		Other	0%	0	
	Women	42%	5		Women	38%	5	
2012	White	67%	8	2004	White	69%	9	
	African-American	33%	4		African-American	31%	4	
	Latino	0%	0		Asian	0%	0	
	Asian	0%	0		Latino	0%	0	
	Other	0%	0		Other	0%	0	
	Women	42%	5		Women	38%	5	
2011	White	58%	7	2003	Data Not Recorded			
	African-American	42%	5		2002	White	82%	14
	Asian	0%	0			African-American	18%	3
	Latino	0%	0			Asian	0%	0
	Other	0%	0			Latino	0%	0
	Women	50%	6			Other	0%	0
2010	White	67%	8		Women	41%	7	
	African-American	33%	4	2001	White	75%	12	
	Asian	0%	0		African-American	25%	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	58%	7			Other	0%	0
2009	White	77%	10		Women	44%	7	
	African-American	23%	3	2000	White	69%	11	
	Asian	0%	0		African-American	31%	5	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	38%	5			Other	0%	0
2008	White	64%	9		Women	44%	7	
	African-American	36%	5	1999	White	75%	9	
	Asian	0%	0		African-American	25%	3	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	36%	5			Other	0%	0
2007	White	77%	10		Women	50%	6	
	African-American	23%	3	1998	White	43%	3	
	Asian	0%	0		African-American	57%	4	
	Latino	0%	0		Asian	0%	0	
	Other	0%	0		Latino	0%	0	
	Women	31%	4			Other	0%	0
2006	White	86%	12		Women	70%	7	
	African-American	14%	2					
	Asian	0%	0					
	Latino	0%	0					
	Other	0%	0					
	Women	21%	3					

**TABLE 4**



Assistant Coaches								
			%	#				
2013	White	63%	15	2006	White	59%	16	
	African-American	38%	9		African-American	41%	11	
	Latino	0%	0		Latino	0%	0	
	Asian	0%	0		Asian	0%	0	
	Other	0%	0		Other	0%	0	
	Women	67%	16	Women	56%	15		
2012	White	60%	15	2005	White	65%	17	
	African-American	40%	10		African-American	35%	9	
	Latino	0%	0		Latino	0%	0	
	Asian	0%	0		Asian	0%	0	
	Other	0%	0		Other	0%	0	
	Women	64%	16	Women	65%	17		
2011	White	63%	12	2004	White	55%	18	
	African-American	36%	7		African-American	45%	15	
	Latino	0%	0		Latino	0%	0	
	Asian	0%	0		Asian	0%	0	
	Other	0%	0		Other	0%	0	
	Women	63%	12	Women	58%	19		
2010	White	56%	9	2003	Data Not Recorded			
	African-American	44%	7		2002	White	68%	27
	Latino	0%	0			African-American	33%	13
	Asian	0%	0			Latino	0%	0
	Other	0%	0			Asian	0%	0
Women	56%	9	Other	0%		0		
2009	White	59%	16	2001	Data Not Recorded			
	African-American	41%	11		2000	White	75%	27
	Latino	0%	0			African-American	22%	13
	Asian	0%	0			Latino	3%	0
	Other	0%	0			Asian	0%	0
Women	59%	16	Other	0%		0		
2008	White	58%	18	1999	Women	61%	22	
	African-American	42%	13		White	74%	17	
	Latino	0%	0		African-American	22%	5	
	Asian	0%	0		Latino	0%	0	
	Other	0%	0		Asian	4%	1	
	Women	55%	17	Other	0%	0		
2007	White	61%	19	1998	Women	52%	12	
	African-American	39%	12		White	63%	2	
	Latino	0%	0		African-American	31%	5	
	Asian	0%	0		Latino	0%	0	
	Other	0%	0		Asian	6%	1	
	Women	52%	16	Other	0%	0		
				Women	50%	8		

TABLE 5

CEO/President					
2013			2008		
	%	#		%	#
White	79%	11	White	80%	12
African-American	14%	2	African-American	13%	2
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	7%	1	Other	7%	1
Women	36%	5	Women	33%	5
2012			2007		
White	93%	14	White	87%	13
African-American	0%	0	African-American	13%	2
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	7%	1	Other	0%	0
Women	13%	2	Women	27%	4
2011			2006		
White	91%	20	White	89%	16
African-American	5%	1	African-American	11%	2
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	5%	1	Other	0%	0
Women	9%	2	Women	22%	4
2010			2005		
White	87%	13	White	90%	14
African-American	7%	1	African-American	10%	2
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	7%	1	Other	0%	0
Women	40%	6	Women	10%	2
2009			2004		
White	88%	14	White	85%	11
African-American	6%	1	African-American	15%	2
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	0%	0
Other	6%	1	Other	0%	0
Women	38%	6	Women	8%	1

**TABLE 6**

General Manager							
			%	#			
2013	White	64%	7	2008	White	77%	10
	African-American	36%	4		African-American	21%	3
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	36%	4		Women	54%	7
2012	White	58%	7	2007	White	85%	11
	African-American	42%	5		African-American	15%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	33%	4		Women	54%	7
2011	White	67%	8	2006	White	82%	9
	African-American	33%	4		African-American	18%	2
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	67%	8		Women	55%	6
2010	White	67%	8	2005	White	73%	9
	African-American	33%	4		African-American	27%	3
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	67%	6		Women	67%	8
2009	White	75%	9	2004	White	77%	10
	African-American	25%	3		African-American	23%	3
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	50%	6		Women	77%	10

**Table 7**

<b>Vice Presidents</b>								
			<b>%</b>	<b>#</b>				
<b>2013</b>					<b>2008</b>			
	White	94%	47			White	92%	61
	African-American	4%	2			African-American	6%	4
	Latino	2%	1			Latino	2%	1
	Asian	0%	0			Asian	0%	0
	Other	0%	0			Other	0%	0
	Women	28%	14			Women	30%	20
<b>2012</b>					<b>2007</b>			
	White	89%	47			White	94%	61
	African-American	8%	4			African-American	6%	4
	Latino	4%	2			Latino	0%	0
	Asian	0%	0			Asian	0%	0
	Other	0%	0			Other	0%	0
	Women	25%	13			Women	26%	17
<b>2011</b>					<b>2006</b>			
	White	94%	34			White	90%	80
	African-American	3%	1			African-American	10%	9
	Latino	3%	1			Latino	0%	0
	Asian	0%	0			Asian	0%	0
	Other	0%	0			Other	0%	0
	Women	25%	9			Women	20%	18
<b>2010</b>					<b>2005</b>			
	White	91%	21			White	91%	77
	African-American	4%	1			African-American	8%	7
	Latino	4%	1			Latino	0%	0
	Asian	0%	0			Asian	1%	1
	Other	0%	0			Other	0%	0
	Women	13%	3			Women	27%	23
<b>2009</b>					<b>2004</b>			
	White	93%	54			White	89%	42
	African-American	3%	2			African-American	11%	5
	Latino	3%	2			Latino	0%	0
	Asian	0%	0			Asian	0%	0
	Other	0%	0			Other	0%	0
	Women	28%	16			Women	28%	13

**TABLE 8**

<b>Senior Team Administration</b>							
			<b>%</b>	<b>#</b>			
<b>2013</b>					<b>2008</b>		
	White	80%	43		White	78%	56
	African-American	13%	7		African-American	13%	9
	Latino	2%	1		Latino	4%	3
	Asian	2%	1		Asian	4%	3
	Other	4%	2		Other	1%	1
	Women	48%	26		Women	49%	35
<b>2012</b>					<b>2007</b>		
	White	79%	46		White	82%	50
	African-American	19%	11		African-American	11%	7
	Latino	0%	0		Latino	5%	3
	Asian	0%	0		Asian	2%	1
	Other	2%	1		Other	0%	0
	Women	52%	30		Women	43%	26
<b>2011</b>					<b>2006</b>		
	White	72%	43		White	81%	94
	African-American	7%	4		African-American	9%	11
	Latino	18%	11		Latino	7%	8
	Asian	3%	2		Asian	2%	2
	Other	0%	0		Other	1%	1
	Women	33%	20		Women	28%	33
<b>2010</b>					<b>2005</b>		
	White	72%	12		White	80%	99
	African-American	22%	4		African-American	11%	14
	Latino	6%	1		Latino	6%	7
	Asian	0%	0		Asian	2%	3
	Other	0%	0		Other	0%	0
	Women	61%	11		Women	37%	45
<b>2009</b>					<b>2004</b>		
	White	81%	42		White	81%	74
	African-American	12%	6		African-American	12%	11
	Latino	6%	3		Latino	3%	3
	Asian	2%	1		Asian	2%	2
	Other	0%	0		Other	1%	1
	Women	44%	23		Women	42%	38

**TABLE 9**

Professional Team Administration							
			%	#			
2013	White	71%	157	2008	White	72%	115
	African-American	22%	48		African-American	14%	23
	Latino	4%	8		Latino	10%	16
	Asian	2%	5		Asian	1%	2
	Other	2%	4		Other	2%	3
	Women	49%	109		Women	52%	83
2012	White	72%	67	2007	White	71%	132
	African-American	20%	19		African-American	13%	25
	Latino	3%	3		Latino	15%	28
	Asian	4%	4		Asian	1%	1
	Other	0%	0		Other	1%	1
	Women	44%	41		Women	48%	90
2011	White	86%	77	2006	White	68%	159
	African-American	10%	9		African-American	16%	38
	Latino	4%	4		Latino	11%	26
	Asian	0%	0		Asian	3%	7
	Other	0%	0		Other	2%	5
	Women	40%	36		Women	44%	103
2010	White	80%	28	2005	White	70%	165
	African-American	17%	6		African-American	17%	41
	Latino	0%	0		Latino	8%	19
	Asian	0%	0		Asian	4%	10
	Other	3%	1		Other	0%	1
	Women	54%	19		Women	50%	118
2009	White	77%	79	2004	White	69%	268
	African-American	15%	15		African-American	22%	86
	Latino	3%	3		Latino	5%	18
	Asian	5%	5		Asian	3%	14
	Other	>1%	1		Other	<1%	3
	Women	49%	50		Women	44%	170

**TABLE 10**

Physicians							
			%	#			
<b>2013</b>					<b>2007</b>		
	White	60%	6		White	82%	18
	African-American	10%	1		African-American	9%	2
	Latino	0%	0		Latino	9%	2
	Asian	10%	1		Asian	0%	0
	Other	20%	2		Other	0%	0
	Women	20%	2		Women	23%	5
<b>2012</b>					<b>2006</b>		
	White	100%	11		White	82%	18
	African-American	0%	0		African-American	5%	1
	Latino	0%	0		Latino	14%	3
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	27%	3		Women	27%	6
<b>2011</b>					<b>2005</b>		
	White	88%	7		White	82%	14
	African-American	0%	0		African-American	6%	1
	Latino	12%	1		Latino	12%	2
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	12%	1		Women	18%	3
<b>2010</b>					<b>2004</b>		
	White	80%	8		White	100%	13
	African-American	10%	1		African-American	0%	0
	Latino	0%	0		Latino	0%	0
	Asian	10%	1		Asian	0	0
	Other	0%	0		Other	0%	0
	Women	20%	2		Women	8%	1
<b>2009</b>					<b>2003</b>		
	White	78%	7		Data Not Recorded		
	African-American	11%	1				
	Latino	11%	1				
	Asian	0%	0				
	Other	0%	0				
	Women	33%	3				
<b>2008</b>					<b>2002</b>		
	White	80%	12		White	88%	x
	African-American	7%	1		African-American	6%	x
	Latino	13%	2		Latino	0%	x
	Asian	0%	0		Asian	6%	x
	Other	0%	0		Other	0%	x
	Women	27%	4		Women	22%	x

x=Data not recorded

**TABLE 11**

Head Athletic Trainers					
	%	#		%	#
<b>2013</b>			<b>2006</b>		
White	70%	7	White	68%	15
African-American	20%	2	African-American	18%	4
Latino	0%	0	Latino	9%	2
Asian	10%	1	Asian	0%	0
Other	0%	0	Other	5%	1
Women	40%	4	Women	59%	13
<b>2012</b>			<b>2005</b>		
White	75%	12	White	70%	16
African-American	19%	3	African-American	22%	5
Latino	0%	0	Latino	9%	2
Asian	0%	0	Asian	0%	0
Other	6%	1	Other	0%	0
Women	63%	10	Women	70%	16
<b>2011</b>			<b>2004</b>		
White	67%	8	White	77%	10
African-American	33%	4	African-American	15%	2
Latino	0%	0	Latino	0%	0
Asian	0%	0	Asian	8%	1
Other	0%	0	Other	0%	0
Women	50%	6	Women	92%	12
<b>2010</b>			<b>2003</b>		
White	65%	11	Data Not Recorded		
African-American	29%	5	<b>2002</b>		
Latino	0%	0	White	86%	12
Asian	0%	0	African-American	7%	1
Other	6%	1	Latino	0%	0
Women	53%	9	Asian	7%	1
<b>2009</b>			Other	0%	0
White	65%	13	Women	88%	14
African-American	25%	5	<b>2001</b>		
Latino	0%	0	Data Not Recorded		
Asian	0%	0	<b>2000</b>		
Other	10%	2	White	88%	1
Women	22%	4	African-American	6%	1
<b>2008</b>			Latino	0%	0
White	67%	14	Asian	0%	0
African-American	29%	6	Other	6%	1
Latino	0%	0	Women	88%	10
Asian	0%	0	<b>1999</b>		
Other	5%	1	White	92%	11
Women	52%	11	African-American	0%	0
<b>2007</b>			Latino	1%	0
White	65%	13	Asian	0%	0
African-American	20%	4	Other	1%	0
Latino	10%	2	Women	83%	11
Asian	0%	0	<b>1998</b>		
Other	5%	1	White	100%	10
Women	45%	9	African-American	0%	0
			Latino	0%	0
			Asian	0%	0
			Other	0%	0
			Women	100%	10

TABLE 12



## APPENDIX II

### NATIONAL BASKETBALL ASSOCIATION/ WOMEN'S NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVE

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

#### Employee Learning & Development

- The NBA conducts live and online diversity and "Respect in the Workplace" training. The live training is completed by all league employees every two years, with a separate track for managers. The content is focused on one of the NBA's core values -- respect, and sessions are conducted in small groups to encourage dialogue on respectful treatment and diversity awareness. All new hires attend this live program as well during their first three months of employment. Our next live training for all league employees is scheduled to tip off in July. In addition to the live training, all new employees are required to complete an online "Respect in the Workplace" program as part of new hire orientation.
- Since 2006, the NBA has provided all league and team employees with access to GlobeSmart, a web-based tool that provides information on countries and cultures from around the world. This tool helps users better understand the diverse world in which we work and live. Using the GlobeSmart Assessment Profile, we developed the Cultural Self Awareness workshop in 2008. Available to all employees, this workshop is designed to increase an individual's awareness on their business styles, resulting in enhanced communication with others. In addition, in 2012 we partnered with Aperian Global, creators of GlobeSmart, to create and deliver cross-cultural diversity training. The first program in this series, "Working Effectively Across Cultures," was delivered in NBA China and focused on cultural and diversity challenges in working with Western cultures. A complimentary program is being designed for the NBA U.S. offices, focusing on doing business with China. We view diversity management and inclusion as a business imperative and a key facilitator of success in building the brand globally.
- In 2008, in an effort for NBA teams to maintain and adhere to comprehensive policies and procedures in the areas of anti-discrimination and anti-harassment, the league issued "Respect in the Workplace" baseline best practices to all teams. Teams have used these best practices to refine their policies and procedures.

#### Recruiting

- The NBA has continued to embrace a multi-faceted approach in maintaining a globally diverse workforce. Year after year, the organization has attained a high level of success in staffing a workforce that is balanced in terms of gender, and broad in terms of ethnic classification. The NBA maintains a globally diverse applicant pool in its hiring process and encourages all NBA teams to do the same. This is accomplished by the use of targeted social networking sites and on-line job postings at a variety of diversity websites. As part of our league-wide efforts to support military

RICHARD E. LAPCHICK, DIRECTOR

C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

members and their families, we are highlighting nba.com Career Opportunities on our NBA Cares Hoops for Troops website to promote job opportunities to veterans and reservists.

- In staffing its Associate and Intern Programs, the NBA uses a number of sources as a feeder pool for diverse candidates - the 2013 Associate class is 50% diverse and 63% female, and the 2013 Intern class is 27% diverse and 36% female. Sources include Prep for Prep, A Better Chance, 100 Black Men of America, Inc. and the T. Howard Foundation. The NBA also continues to establish relationships with schools and organizations that have a diverse student body including Howard University, Spelman College, Morehouse University, and The Black Student Association and Women in Business at Harvard University. In addition, the NBA participates in a variety of events and career fairs that target a diverse set of candidates, including the Thurgood Marshall Career Fair.

### **Vendor Diversity**

- The NBA takes steps to further its goal of maximizing contracting opportunities for Women/Minority Business Enterprises to participate in the business opportunities generated by the NBA. The NBA has implemented a process by which potential suppliers who are Women/Minority Business Enterprises can be identified for inclusion in the NBA's vendor procurement process.
- The NBA maintains the following vendor diversity-sourcing initiatives in connection with the NBA's annual All-Star event: (i) building alliances in the All-Star host city with business advocacy organizations, tourism officials and local business regulatory agencies; (ii) informing prospective local business entities of the types of contracting opportunities available by conducting vendor diversity seminars in the host city; and (iii) compiling and publishing a comprehensive vendor resource guide that serves as the central resource for the NBA, its sponsors and local contractors in identifying prospective vendors.
- The NBA continues to partner with Women/Minority Business Enterprises through other events such as the NBA Nation Tour, NBA Draft, and other events, when applicable. Based on the alliances that have been built in the All-Star host cities, we continue to provide opportunities to those businesses when we host other events in their cities.

### **NBA Cares and WNBA Cares Initiatives**

- NBA Cares and WNBA Cares are the leagues' global social responsibility initiatives that build on the NBA's long tradition of addressing important issues worldwide through philanthropy, hands on service and legacy projects. The NBA and WNBA work to use their unique position to bring attention to important social issues focusing on education, youth and family development and health and wellness.

### **Education**

- Through NBA Cares and WNBA Cares, the leagues work to combat global illiteracy and encourage young people to develop a life-long love of reading. Teams and players participate in reading events during visits to schools and community organizations. The NBA, WNBA and their teams also create **Reading and Learning Centers** in schools and community organizations in need. These projects

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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 provide them with a stimulating and safe place to learn.

- The NBA partnered with the U.S. Department of Education on the national Public Service Announcement for its **TEACH** campaign. Los Angeles Clippers All-Star Chris Paul filmed a PSA, where he talked about his 10th grade biology teacher. The TEACH campaign seeks to raise awareness of teaching as a valuable profession and to increase the number, quality, and diversity of educators by providing aspiring teachers with the tools they need to launch their careers.
- In the third consecutive year of the **Team. Works. In Schools** program, BBVA Compass has partnered with NBA Cares and WNBA Cares to host hands-on service projects providing educational resources as well as financial literacy and fitness programs. BBVA Compass employees along with current and former NBA and WNBA players team up to provide schools within the BBVA Compass footprint with educational resources, such as tablets, books, updated athletic facilities, access to the web-based Vault program developed by Everfi helping students cultivate good financial habits at an early age and NBA/WNBA FIT clinics encouraging students to lead healthy, active lifestyles.

### Youth and Family Development

- Through NBA Cares, in partnership with various organizations such as KaBOOM!, Rebuilding Together, and the Boys and Girls Clubs of America, the league and its teams and players have **built more than 760 places in 25 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, libraries, technology centers and more.
- **NBA Cares Hoops for Troops** launched as a year-round initiative led by the NBA, its teams and players in collaboration with the Department of Defense, USO and other military and veteran serving organizations to honor active and retired service men and women and their families.

### Health-Related Causes

- **NBA/WNBA FIT** is the league's comprehensive health and wellness platform promoting healthy, active lifestyles for children, adults and families. These initiatives encourage physical activity and healthy living through products, events and programs reaching more than 1,200 organizations and 2.5 million children and families. NBA/WNBA FIT utilizes current and former players, coaches, trainers and nutritionists to share important health and fitness tips with kids, parents and families.
- During **NBA/WNBA FIT Live Healthy Week**, the NBA family - led by the NBA/WNBA FIT Team - joins community members and partners to highlight the importance of healthy living and encourage fans to pledge NBA/WNBA FIT. All 30 NBA teams and their players joined community members and partners to highlight the importance of living an active, healthy lifestyle through grassroots programs and events, special on-court apparel, in-arena health screenings, and online programming.
- 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 NBA player Chris

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Paul and a commitment to connect 50,000 children across the country with free summer meals in 2012. Most recently during NBA All-Star 2013, the NBA in partnership with State Farm donated \$175,000 to Share Our Strength's No Kid Hungry Campaign as part of All-Star Saturday Night in addition to providing more than 170,000 healthy meals to the Houston community in partnership with the Houston Food Bank, a Share Our Strength affiliate.

- Through NBA1WNBA FIT, the NBA and WNBA continue to partner with the **First Lady's Let's Move! Campaign** supporting Active Schools, the Presidential Council on Fitness, Sports & Nutrition and the Partnership for a Healthier America. The effort tipped off in 2011 with the debut of the NBA FIT/Let's Move! public service announcement featuring First Lady Michelle Obama and continues to support the annual White House Easter Egg Roll.
- Hosted in partnership with sanofi-aventis U.S. and the American Diabetes Association, **the Dribble to Stop Diabetes campaign** promotes the importance of healthy, active lifestyles, as well as diabetes awareness, prevention and management. Ambassadors for the campaign include Carlos Boozer (Chicago Bulls), Tamika Catchings (Indiana Fever), NBA legend Bob Lanier and former Brooklyn Nets Head Coach Avery Johnson.
- NBA Cares and WNBA Cares are founding partners of the UN 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 \$40 million to distribute more than 7 million life-saving bed nets.
- The NBA/WNBA and its players have been active in the global fight against AIDS in a variety of ways, including partnerships with GBHealth, Elizabeth Glaser Pediatric AIDS and UNICEF, grassroots events, and through extensive charitable donations. Through the HIV/AIDS 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 Public Service Advertisements that encourage people in urban communities to learn about their HIV/AIDS Status.
- The NBA has also partnered with **Greater Than AIDS** to mobilize fans, teams and local communities in response to AIDS in the United States to help reduce the stigma associated with the disease. The campaign includes new television and radio public service advertisements featuring NBA | WNBA players, including Pau Gasol (LA Lakers), Al Horford (Atlanta Hawks), Russell Westbrook (Oklahoma City Thunder) and Candice Wiggins (Tulsa Shock), whose father, former professional baseball player Alan Wiggins, died of AIDS in 1991.
- For sixteen years, the **WNBA Breast Health Awareness** program has focused 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 \$3.5 million to aid in the fight against breast cancer.

### Grassroots Programs

- **Basketball without Borders** (BWB) is the NBA 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, health, and wellness. Since its inaugural

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year in 2001, 33 BWB camps have taken place in 18 cities and 17 countries on five continents. To promote friendship and diversity, participating campers are divided into teams without regard to race and nationality. As part of Basketball without Borders, the NBA has created 60 places to live, learn or play.

- In partnership with the **U.S. Department of State's Bureau of Educational and Cultural Affairs' Sports United Program and Empowering Women and Girls Through Sport Initiative**, more than 60 current and former NBA and WNBA players and coaches have traveled to 29 countries as ambassadors of sport, conducting clinics, visiting schools and speaking to youth. Additionally, the NBA and WNBA support the State Department's Sports Visitor Program by partnering to host youth and coaches during their visit to the United States.
- April 2011, the **Alliance for Sport and Development between the Inter-American Development Bank (IDB)**, the NBA, the FC Barcelona Foundation, Visa, Colgate, and the City of Rio, Brazil announced a new sports partnership that seeks to provide programming into favela sports complexes (called Vilas Olimpicas) to 140,000 children and youth.
- The NBA in partnership with the **USAID** has developed **Live, Learn and Play: Sustainable, Scalable Basketball for Youth Development (LLP)**, a four-year public-private partnership to foster youth development in Africa through sustainable basketball and life skills development. LLP programs will use sport to transcend social, economic and political barriers bringing youth together and encouraging healthy lifestyles and community development. The pilot program will tip off in the summer of 2013 in Senegal.
- The NBA in partnership with Multi Screen Media and Magic Bus have developed a comprehensive **NBA Cares program in India** including a jointly-developed basketball curriculum for boys and girls ages 7-13 to help promote life skills in the areas of education, gender equality, health and fitness. The weekly basketball program will begin in June 2013 and reach more than 250,000 children and 8,000 youth mentors across 12 Indian communities.

#### **NBA Cares and Other Community Programs**

- Since October 2005, through NBA Cares, the league, players and teams have raised and contributed more than **\$210 million** for charity and donated **2.3 million hours** of hands-on service to communities worldwide.
- As part of NBA Green, the NBA is taking steps to become a more environmentally responsible organization. From April 4-12, 2012, the NBA in partnership with the Natural Resources Defense Council (NRDC) hosted the fifth **NBA Green Week presented by Sprint**, which generates awareness and funds for protecting the environment. Throughout the week, the NBA highlighted league, team and player environmental initiatives including in-arena awareness nights, recycling programs and hands-on service projects.
- In May 2012, **The Gay, Lesbian & Straight Education Network (GLSEN)** presented the NBA with the **"Commitment to Diversity and Inclusion Award"** at the 9th Annual Respect Awards for a joint PSA featuring Phoenix Suns players Grant Hill and Jared Dudley that addresses the use of anti-gay language among teens. The PSA launched during the 2011 NBA Conference Finals and is an

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extension of the award-winning "Think B4 You Speak" campaign and GLSENs "Changing the Game" initiative.

- In February 2013, Denver Nugget Kenneth Faried became the first NBA player to join as an **Athlete Ally**. Additionally in partnership with Athlete Ally and GLAAD, the NBA delivered **LGBT awareness training** to the rookies at the 2012 NBA Rookie Transition Program and is committed to continuing its efforts to promote an inclusive and open environment, and end homophobia in sports.
- League-wide celebrations of the life and legacy of **Dr. Martin Luther King, Jr.** take place every January around the NBA. In addition to focusing attention on the life and legacy of Martin Luther King, Jr. and the leaders of the Civil Rights and human rights movements, the NBA's grassroots events, fundraising and leadership supported the building of the MLK Memorial Foundation.
- The NBA was instrumental in the forming of the **Thurgood Marshall Scholarship Fund** (now Thurgood Marshall College Fund - TMCF) in 1987 and has provided steady leadership to the organization since then. Commissioner David Stern serves on the TMCF Board and the NBA, TMCF and NBA players collaborate on a number of events and Public Awareness Campaigns. NBA spokesmen for TMCF, Ray Allen and Shane Battier, have appeared in Public Service Announcements for the Fund and provide on-going support for the Fund's activities.
- As part of rebuilding efforts following the recent earthquakes in Sichuan Province, China, the NBA has refurbished 13 basketball courts, committed to building 3 Project Hope Schools and providing portable classrooms and financial assistance to affected families in partnership with the **China Youth Development Foundation**. Additionally, the NBA has supported the Yao Foundation Hope Primary School Basketball Season for the second consecutive year. The Yao Foundation Hope Primary School Basketball Season was hosted in approximately 47 Hope Schools across Sichuan and provided more than 27,000 underprivileged students with basketball programming and life skills in the areas of teamwork, sportsmanship and health and wellness.
- The **Jr. NBA/Jr. WNBA program** supports youth basketball through programs and events outside the United States and Canada. All Jr. NBA/Jr. WNBA initiatives are designed to teach basketball fundamentals, promote sportsmanship and encourage healthy lifestyle choices.