



The 2005 Racial and Gender Report Card: Women's National Basketball Association

by Richard Lapchick
with Danielle Kushner
published July 19, 2006

EXECUTIVE SUMMARY

The 2005 Racial and Gender Report Card for the Women's National Basketball Association showed once again that the WNBA was the best among pro sports leagues for both race and gender. 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."

At the mid-point of its 10th season with its All-Star Game last week, the WNBA got an **A** for race, gender and as a combined grade for the third time. It had received the same sweep of **As** in the 2001 and 2004 Racial and Gender Report Cards. No other professional sports league has achieved that even once.

Using data from the 2005 season, the Institute conducted an analysis of racial breakdowns of the players, general managers, and coaches. 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, senior administration, professional administration, physicians and head trainers. Positions of head coach, general manager, team president and owner were updated as of May 31, 2006. Tables for the Report are included in Appendix I.

It is imperative that sports teams play the best athletes they have available to win games. The Institute strives to emphasize the value of diversity to sports organizations when they choose their team on the field and in the office. Diversity initiatives like diversity management training can help change attitudes and increase the applicant pool for open positions. It is obviously the choice of the organization regarding which applicant is the best fit for their ball club, but the Institute wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender because it can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the court.

The University of Central Florida's Institute for Diversity and Ethics in Sport 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 so far in 2006 after the releases of the reports on Major League Baseball and the National Basketball Association.

REPORT HIGHLIGHTS

- The WNBA continued to have professional sports best record for gender with the only **A** and tied the NBA with an **A** for race.
- It had received the same sweep of **As** in the 2001 and 2004 Racial and Gender Report Cards. No other professional sports league has achieved that even once.
- In February 2005, Donna Orender, previously a senior vice president of the PGA Tour, was announced as the new president of the WNBA replacing Val Ackerman. Orender remains the only woman president of a professional sports league.
- The number of African-American WNBA players in 2005 decreased by three percentage points since the 2004 season. International players increased by three percentage points to 19 percent.
- Females employed in the league office decreased from 90 percent in 2004 to 70 percent in 2005. This number represents the lowest percentage since 1998.
- There were three women who were owners of a WNBA franchise in 2005.
- Bob Johnson, who currently owns the Charlotte Sting, was the only African-American owner of both a WNBA and NBA team.
- In 2005, the WNBA had the lowest percentage of head coaches of color since 1998 at 15 percent. This was a 16 percentage point decrease from 31 percent in 2004.
- The 2005 season represented the highest percentage of women assistant coaches in Report Card history at 65 percent.
- The WNBA had two women President/CEO's, Susan O'Malley and Jay L. Parry in 2005. This was the highest number in WNBA Report Card history. In 2006, this number doubled to four.
- There were three African-American women general managers during the WNBA 2005 season.
- Women in positions of vice president on the team level nearly doubled from 13 in 2004 to 23 in 2005. African-American vice presidents increased from five in 2004 to seven in 2005. There was one Asian vice president.
- In 2005, the percentage of African-American team physicians increased by six percentage points, and Latino team physicians increased by 12 percentage points. The percentage of African-American head trainers increased by seven percentage points and Latino head trainers increased by nine percentage points.

OVERALL GRADES

The WNBA received an **A** for gender and an **A** for race. In the combined grade for race and gender, the WNBA earned an **A**. The WNBA earned the only **A** for gender in pro sport and the only combined **A** for race and gender in professional sport. The WNBA received **As** for race in the WNBA League Office, assistant coaches, general manager, team professional administration and player opportunities. It received **As** for gender in the WNBA League Office, head and assistant coaches, general manager and team professional administration. The team vice president position was the only one where the WNBA received below a B for race and gender.

GRADES BY CATEGORY

Players

In the 2005 WNBA season, 34 percent of the players were white, 63 percent were African-American, one percent Latina, and one percent of other people of color. Nineteen percent of the players were international, up three percentage points from the 2004 RGRC. There was a three percentage point decrease in African-American players, while white players increased by one percentage point. Latina players stayed the same at one percent, and there were three players reported as other people of color, an increase of one percentage point since the last report card was published.

WNBA Grade for Players:

Race: A+

See Table 1.

WNBA League Office

The WNBA is the only professional league reviewed in the RGRC in which a woman has always served as president. From the League's launch through the end of the 2004 season, Valerie B. Ackerman was president. After the 2004 season, Ackerman announced her resignation and her successor was named in February 2005. Donna Orender, former senior vice president of the PGA Tour, is the current WNBA President.

The WNBA is operated as a separate and independent league from the NBA. According to information provided by the league, the WNBA League Office has a dedicated staff that includes full-time personnel in basketball and business operations, player personnel, marketing partnership, sales and services, and 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 or similar functions for the National Basketball League.

With the exception of the Connecticut Sun, all WNBA teams are located in NBA cities. 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.

At the professional staff level in the WNBA League Office, African-Americans occupied 26 percent of the posts, Asians held nine percent, while whites held 65 percent. This was the lowest percentage of African-American professional league staff since 1998. Asians increased by nine percentage points, while there was a five percentage point increase for whites. No Latinos held professional positions in the League Office.

Women filled 70 percent of WNBA professional staff positions in 2005, which was a 20 percentage point decrease from the last report. Renee Brown, Senior Vice President of Player Personnel and an African-American woman, was the only person of color in a vice president position. Paula Hanson, senior vice president, Team Business Development, and Mary Reiling Spencer, vice president, Marketing Partnerships, were the other female executives at the vice president level in the WNBA League Office. Renee Brown, Paula Hanson and Mary Reiling Spencer represented all of the vice president positions at the league office in 2005.

In May of 2005, Renee Brown was promoted to Chief of Basketball Operations and Player Relations.

Grade for WNBA League Office:

Race: A+
Gender: A

See Table 2.

Owners

For the 2005 season, there was one African-American owner, Robert Johnson of the Charlotte Sting. In addition there were three women who held ownership in a WNBA franchise:

- Colleen J. Maloof, Sacramento Monarchs

- Adrienne Maloof-Nassif, Sacramento Monarchs
- Irene Pollin, Washington Mystics

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 6-7 percent of Lincoln Holdings.

See Table 3.

Head Coaches

At the start of the 2005 WNBA season, the number of African-American head coaches dropped from four to two resulting in a 16 percentage point decrease. White head coaches increased 16 percentage points, from 69 to 85. There were no Asian or Latino(a) head coaches in the WNBA. The percentage of female head coaches remained the same since the last RGRC at 38 percent.

There were two African-American head coaches during the 2005 WNBA season:

- Trudi Lacey, Charlotte Sting
- Henry Bibby, Los Angeles Sparks

Along with Lacey, there were four more women head coaches at the helm at the start of the 2005 season:

- Susie McConnell-Serio, Minnesota Lynx
- Patty Coyle, New York Liberty
- Carrie Graf, Phoenix Mercury
- Anne Donovan, Seattle Storm

At the start of the 2006 season, Muggsy Bogues replaced Trudi Lacey, and Joe Bryant replaced Henry Bibby, keeping the number of African-American head coaches at two. Paul Westhead replaced Carrie Graf for the Phoenix Mercury, leaving three women as head coaches at the start of the 2006 season.

WNBA Grade for Head Coaches:

Race: **B/B+**
Gender: **A-**

See Table 4.

Assistant Coaches

There was a 10 percent decrease for African-American assistant coaches dropping from 45 percent to 35 percent. There were no Latinos or Asian assistant coaches. The percentage of white assistant coaches increased from 55 to 65 percent. At 65 percent, the 2005 season represented the highest percent of women as assistant coaches in WNBA history, a seven percent increase from the 2004 Report Card.

WNBA Grade for Assistant Coaches:

Race: A
Gender: A

See Table 5.

Top Management

CEOs/Presidents

There was an increase in the number of women in a top management role from one in 2004 to two in 2005. Susan O'Malley was president of the Washington Wizards/Mystics and Jay L. Parry was president of the Phoenix Mercury.

Steve Mills, president of the New York Knicks and New York Liberty, and Ed Tapscott, president of the Charlotte Sting, were the only African-Americans who were presidents of both NBA and WNBA teams in 2005.

In 2006, two additional women were appointed to the President/CEO position, Andrea Bouchey Young of the Houston Comets, and Margaret Stender of the Chicago Sky. In addition, Sheila Johnson, an African-American woman, replaced Susan O'Malley as the President of the Washington Mystics. As of July 2006, Ed Tapscott was no longer President of the Sting.

See Table 6.

General Manager/Principal-in-Charge

The WNBA had three African-American women general managers in 2005, the same number as in 2004, representing 25 percent of the total in this role. They were:

- Penny Toler, general manager, Los Angeles Sparks
- Clarissa Davis-Wrightsil, chief operating officer, San Antonio Silver Stars
- Trudi Lacey, general manager, Charlotte Sting

Including Toler, Davis-Wrightsil, and Lacey, there were eight women in this post in the WNBA in 2005. These eight women account for 67 percent of the individuals in this position. The other five women were:

- Carol Blazejowski, senior vice president and general manager, New York Liberty
- Karen Bryant, chief operating officer, Seattle Storm
- Kelly Krauskopf, general manager, Indiana Fever
- Kristin Bernert, vice president of operations, Detroit Shock
- Linda Hargrove, general manager, Washington Mystics

At the start of the 2006 season, there were eight women general managers, three of whom were African-American. Their names are listed above for the 2005 WNBA season.

WNBA Grade for Top Management:

Race: A
Gender: A

See Table 7.

Team Vice Presidents

The WNBA increased its number of African-American vice presidents from five during the 2004 season to seven at the start of the 2005 season. The seven were:

- Ed Lewis, vice president, Government Relations, Charlotte Sting
- LaRita Barber, vice president, Community Relations, Charlotte Sting
- Vivian Mora, vice president, Human Resources, Houston Comets
- Quinn Buckner, vice president, Communications, Indiana Fever
- Kathryn Jordan, vice president, Team Development, Indiana Fever
- Wayne Cooper, vice president, Operations, Sacramento Monarchs
- Judy Holland Burton, senior vice president, Business and Basketball Operations, Washington Mystics

There was one Asian vice president, Naomi Travers, executive vice president of Media Rights and Entertainment for the Charlotte Sting.

The number of female vice presidents also increased from 13 in 2004 to 23 in 2005. Along with Travers, Barber, Mora, Jordan, and Holland Burton, the other female vice presidents are:

- Colleen Millsap, executive vice president, Administration, Charlotte Sting
- Kelly Chopus, vice president, Sting Business Operations, Charlotte Sting
- Kay Lowery, vice president, Human Resources, Charlotte Sting
- Polly Pearce, vice president, Special Events, Charlotte Sting

- Kristin Bernert, vice president, Operations, Detroit Shock
- Marilyn Hauser, executive vice president, Detroit Shock
- Ellen Gahagan, vice president, Marketing, Detroit Shock
- Susan Greenfield, vice president, Legal, Detroit Shock
- Wendy McCauley, vice president, Comets Business Operations, Houston Comets
- Jane Wardle, vice president, Budgeting, Indiana Fever
- Donna Wilkinson, vice president, Human Resources, Indiana Fever
- Carol Blazejowski, senior vice president, New York Liberty
- Donna Ruiz, vice president, Human Resources, Sacramento Monarchs
- Alison Fox, vice president, Community Relations, San Antonio Silver Stars
- Lori Warren, vice president, Finance, San Antonio Silver Stars
- Paula Winslow, vice president, Human Resources, San Antonio Silver Stars
- Rhonda Ballute, vice president, Customer Service, Ticket Operations, Washington Mystics
- Ann Nicolaides, vice president, Marketing and Game Operations, Washington Mystics

WNBA Grade for Team Vice Presidents:

Race: C
Gender: D+

See Table 8.

Senior Administration

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

During the 2005 WNBA season, 19 percent of team senior administrators were people of color including 11 percent African-American, six percent Latino (up three percentage points) and two percent Asian. Whites held 80 percent of the senior team administrative positions. Thirty-seven percent of senior team administrators in the WNBA were women, down from 42 percent in 2004.

WNBA Grade for Senior Administration:

Race: B+
Gender: B+

See Table 9.

Professional 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 team professional administrative positions in the 2005 season, whites increased by one percentage point to 70 percent while African-Americans decreased by five percentage points to 17 percent. Latinos and Asians increased from 2004 by three percentage points and one percentage point, respectively. The percentage of women holding team professional administrative positions increased from 44 to 50 percent.

WNBA Grade for Professional Administration:

Race: A
Gender: A

See Table 10.

Physicians and Head Trainers

In 2005, there was a six percentage point increase in African-American physicians and a 12 percentage point increase of Latino physicians. There were no Asian physicians. Females in these positions increased from eight percent to 18 percent in 2005.

See Table 11.

In the WNBA, African-American head trainers increased seven percentage points from 15 to 22 percent during the 2005 season. Latino head trainers increased to nine percentage points in 2005. There were none in 2004. There were no Asian head trainers in 2005. Whites fell seven percentage points from 77 to 70 percent; and the percentage of women decreased 22 percentage points, going from 92 percent in 2004 to 70 percent in 2005.

See Table 12.

HOW GRADES WERE CALCULATED

As in previous reports, the 2005 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 that the workplace should reflect the percentage of the people in the racial group in the population. Thus, 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. Grades for race below this level were assigned a **D** for six percent or **F** for any percent equal to or below five percent.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 35 percent, **C** for 30 percent, **D** for 25 percent and **F** for anything below that. The 40 percent 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 in the University of Central Florida's DeVos School of Sport Business Management.

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 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 in statistics from previous years.

The report draft was sent to the League Office, so the draft could 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 2005 season for Women's National Basketball Association. Listings of professional owners, general managers and head coaches were updated as of May 31, 2006. Grades, however, were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 14th 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 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 Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks only the second time the Report Card is being issued sport-by-sport. The complete Racial and Gender Report Card, including all the leagues and college sport, will be issued after the release of individual reports on the MLB, NBA, 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 and now at UCF. (Until 1998 the report was known as the *Racial Report Card*.) In addition to Lapchick and Kushner, Stacy Martin, Sunny Sha, Ryan Vandament and Jenny Brenden contributed greatly to this report. Their research efforts were invaluable.

Institute for Diversity and Ethics in Sport

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 sports. The Institute researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, the Institute conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the 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 220 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 sport and social issues. It is the only program in a business college to offer a two degree option, allowing students to earn a master's of business administration (MBA) degree in addition to the master's of sport business management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.

APPENDIX

Players		
	%	#
2005		
White	34%	69
African-American	63%	130
Latina	1%	2
Asian	0%	1
Other	1%	3
International	19%	39
2004		
White	33%	66
African-American	66%	134
Latina	1%	2
Asian	0%	0
Other	0%	0
International	16%	33
2002		
White	35%	x
African-American	61%	x
Latina	<3%	x
Asian	<1%	x
Other	<1%	x
2001		
White	34%	x
African-American	63%	x
Latina	3%	x
Other	x	x
2000		
White	33%	x
African-American	65%	x
Latina	2%	x
Other	0%	x
1999		
White	32%	x
African-American	64%	x
Latina	2%	x
Other	0%	x
<i>x=Data not recorded</i>		

Table 1

League Office: Professional Employees

	%	#
2005		
White	65%	15
African-American	26%	6
Latino	0%	0
Asian	9%	2
Other	0%	0
Women	70%	16
Total	x	23
2004		
White	60%	6
African-American	40%	4
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	90%	9
Total	x	10
2002		
White	55%	12
African-American	36%	8
Latino	9%	2
Asian	0%	0
Other	0%	0
Women	95%	21
Total	x	22
2000		
White	55%	11
African-American	35%	7
Latino	5%	1
Asian	0%	0
Other	5%	1
Women	85%	17
Total	x	20
1998		
White	69%	9
African-American	23%	3
Latino	0%	0
Asian	8%	1
Other	0%	0
Women	69%	9
Total	x	13
<i>Note: Data provided by the WNBA league offices. x= Data not recorded</i>		

Table 2

Majority Owners		
	%	#
2005		
White	96%	21
African-American	4%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	13%	3
2004		
White	94%	16
African-American	6%	1
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	18%	3
2002		
White	x	x
African-American	x	x
Latino	x	x
Asian	x	x
Women	x	x
2001		
White	x	x
African-American	x	x
Latino	x	x
Asian	x	x
Women	x	x
<i>x= Data not recorded</i>		

Table 3

Head Coaches

	%	#
2005		
White	85%	11
African-American	15%	2
Asian	0%	0
Latino	0%	0
Other	0%	0
Women	38%	5
2004		
White	69%	9
African-American	31%	4
Asian	0%	0
Latino	0%	0
Women	38%	5
2002		
White	82%	14
African-American	18%	3
Asian	0%	0
Latino	0%	0
Women	41%	7
2001		
White	75%	12
African-American	25%	4
Asian	0%	0
Latino	0%	0
Women	44%	7
2000		
White	69%	11
African-American	31%	5
Asian	0%	0
Latino	0%	0
Women	44%	7
1999		
White	75%	9
African-American	25%	3
Asian	0%	0
Latino	0%	0
Women	50%	6
1998		
White	60%	3
African-American	40%	4
Asian	0%	0
Latino	0%	0
Women	70%	7

x= Data not recorded

Table 4

Assistant Coaches

	%	#
2005		
White	65%	17
African-American	35%	9
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	65%	17
2004		
White	55%	18
African-American	45%	15
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	58%	19
2002		
White	68%	27
African-American	33%	13
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	55%	22
2000		
White	75%	27
African-American	22%	8
Latino	3%	1
Asian	0%	0
Other	0%	0
Women	61%	22
1999		
White	74%	17
African-American	22%	5
Latino	0%	0
Asian	4%	1
Other	0%	0
Women	52%	12
1998		
White	63%	2
African-American	31%	5
Latino	0%	0
Asian	6%	1
Other	0%	0
Women	50%	8

x= Data not recorded

Table 5

CEO/President		
	%	#
2005		
White	90%	14
African-American	10%	2
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	10%	2
2004		
White	85%	11
African-American	15%	2
Latino	0%	0
Asian	0%	0
Women	8%	1
<i>x= Data not recorded</i>		

Table 6

General Manager/ Director of Player Personnel		
	%	#
2005		
White	73%	9
African-American	27%	3
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	67%	8
2004		
White	77%	10
African-American	23%	3
Latino	0%	0
Asian	0%	0
Women	77%	10
<i>x= Data not recorded</i>		

Table 7

Vice Presidents

	%	#
2005		
White	91%	77
African-American	8%	7
Latino	0%	0
Asian	1%	1
Other	0%	0
Women	27%	23
2004		
White	89%	42
African-American	11%	5
Latino	0%	0
Asian	0%	0
Women	28%	13

x= Data not recorded

Table 8

Senior Administrators

	%	#
2005		
White	80%	99
African-American	11%	14
Latino	6%	7
Asian	2%	3
Other	0%	0
Women	37%	45
2004		
White	81%	74
African-American	12%	11
Latino	3%	3
Asian	2%	2
Other	1%	1
Women	42%	38
<i>x= Data not recorded</i>		

Table 9

Professional Administration

	%	#
2005		
White	70%	165
African-American	17%	41
Latino	8%	19
Asian	4%	10
Other	0%	1
Women	50%	118
2004		
White	69%	268
African-American	22%	86
Latino	5%	18
Asian	3%	14
Other	<1%	3
Women	44%	170

x= Data not recorded

Table 10

Physicians

	%	#
2005		
White	82%	14
African-American	6%	1
Latino	12%	2
Asian	0%	0
Other	0%	0
Women	18%	3
2004		
White	100%	13
African-American	0%	0
Latino	0%	0
Asian	0%	0
Other	0%	0
Women	8%	1
2002		
White	88%	x
African-American	6%	x
Latino	0	x
Asian	6%	x
Other	0	x
Women	22%	x

x= Data not recorded

Table 11

Head Trainers		
	%	#
2005		
White	70%	16
African-American	22%	5
Latino	9%	2
Asian	0%	0
Other	0%	0
Women	70%	16
2004		
White	77%	10
African-American	15%	2
Latino	0%	0
Asian	8%	1
Other	0%	0
Women	92%	12
2002		
White	86%	12
African-American	7%	1
Latino	0%	0
Asian	7%	1
Other	0%	0
Women	88%	14
2000		
White	88%	1
African-American	6%	1
Latino	0%	0
Other	6%	1
Women	88%	10
1999		
White	92%	11
African-American	0%	0
Latino	1%	0
Other	1%	0
Women	83%	11
1998		
White	100%	10
African-American	0%	0
Latino	0%	0
Other	0%	0
Women	100%	10
<i>x= Data not recorded</i>		

Table 12