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The 2006-07 Season Racial and Gender Report Card: National Basketball Association

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EXECUTIVE SUMMARY

Orlando, FL...May 9, 2007 – The Racial and Gender Report Card for the National Basketball Association for the 2006-07 season showed that the NBA remains the industry leader on issues related to race and gender hiring practices.

The NBA has had the top grade among the men's leagues for race for all 14 previous reports over nearly two decades. Based on the total points used in the weighted scales, the NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A+** for race and a **B** for gender for a combined **A-**. This is the first time in the history of the Racial and Gender Report Card that any men's league achieved a combined **A-**. The NBA showed dramatic improvement in almost all areas for race in both the league office and at the team levels.

Using data from the 2006-07 season, The Institute for Diversity and Ethics in Sport (TIDES) conducted an analysis of racial breakdowns of the players and coaches. In addition, the Report includes a racial and gender breakdown of management in the NBA League Office and, at the team level, top management, senior administration, professional administration, physicians and head trainers, and broadcasters. The previous Report examined data from the 2005-06 season and published data tables that included the 2004-05 and 2005-06 seasons. It is updated through May 1, 2007 for owners, head coaches, team presidents and general managers.

Tables for the Report are included in Appendix I. The NBA's diversity initiatives are listed in Appendix II.

The Report Card asks, 'Are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make a basket or run the business of basketball?'

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 court and in the office. Diversity initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. The NBA was the first league to do diversity management training. A diverse staff can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the court.

UCF'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 NBA is making progress in almost all categories examined for both race and gender.

REPORT HIGHLIGHTS

- Based on the total points used in the weighted scales, the NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A+** for race and a **B** for gender for a combined **A-**. It is the first overall **A-** in the history of any men's professional sport league.
- For the 2006-07 season, the NBA earned an **A+** for race in the categories of players, league office professionals, and head and assistant coaches. It earned an **A** for race for team general managers and professional administrators, and a **B+** for team vice-presidents and senior administrators. It is the first time any men's league had no category grade below a **B+** in the history of the Report Card.
- For gender, the NBA earned an **A-** in the league office and an **A** for team professional administrators.
- The NBA achieved the highest percentages for people of color in the history of men's professional sport in the categories of team vice-presidents, team CEOs/presidents, league office professionals,
- The NBA had 15 percent of its team vice president positions occupied by people of color, three percentage points higher than last year and the highest in the Report Card's history as well as the highest in the history of any professional sport.
- In the NBA, almost 79 percent of the players were people of color. The percentage of African-American players increased to 75 percent from last year's 73 percent mark. The percentage of Latino and international players remained constant.
- Professional opportunities for people of color in the NBA League Offices – at 34 percent – increased by two percentage points from the previous Report Card. This was the highest percentage in the NBA's history and the highest in the history of any professional sport.
- Women held 39 percent of the professional positions in the NBA League Office. This declined by two percentage points from the previous Report Card but still was higher than any other men's professional league in any previous Report Card.
- Robert Johnson, who owns the NBA Charlotte Bobcats, remains men's pro sports only African-American team majority owner.
- At the beginning of the 2006-07 NBA season, there were 12 African-American head coaches. This number remained the same as in the 2005-06 season. The NBA continues to have the highest percentage in all pro sports history at 40 percent of the total. This

season matched the second-highest in NBA history, equaling the 40 percent in the 2004-05 season.

- The 53 African-American head coaches in the history of the NBA is more than twice as many head coaches of color than any other men's pro sport. Major League Baseball is second with 25 managers of color.
- At 41 percent, the NBA achieved its highest percentage of assistant coaches of color ever.
- There were four African-American CEO/presidents in the NBA and two additional African-American presidents of basketball operations during the 2006-07 season. They are the only African-American CEO/presidents in the history of men's professional sports. Susan O'Malley remains the only female president in the NBA.
- In the season under review, the NBA had eight African-American general managers. The 27 percent was the highest for African-Americans since the 1997-98 season. This was also higher than any other men's professional league in any previous Report Card.
- The percentage of people of color holding NBA team senior administrative positions remained constant at 20 percent, matching last year's all-time record for the NBA. The percentage of women holding these positions increased from 23 percent to 25 percent during the same period.
- The NBA remained constant in its percentage of people of color holding team professional administrative positions since the last Report Card with 26 percent. This matched last year's all-time record for the NBA for race. The percentage of women holding these posts decreased to 41 percent from last year's 42 percent.
- As of the end of the 2006-07 season, 64 percent of the NBA's referees were white, 32 percent were African-American, and three percent were Latino. Of the 59 referees, one was a woman.

OVERALL GRADES

The NBA earned its highest grade ever for race and its highest combined grade for race and gender ever with an **A+** for race with 96.2 points (up 0.7 points from the 2005 report) out of a possible 100 and a **B** for gender with 82 points (up from 79.5) for a combined **A-**. It is the first overall **A-** in the history of any male professional sport. In the 2005 Racial and Gender Report Card, the NBA had an **A** for race and **B-** for gender, which combined to give the league an overall grade of **B+**. This overall grade was by far the best out of all the professional men's leagues in 2005.

For the 2006-07 season, the NBA earned an **A+** for race in the categories of players, league office professionals, and head and assistant coaches. It earned an **A** for race for team general managers and professional administrators, and a **B+** for team vice-presidents and senior administrators. For gender, the NBA earned an **A-** in the league office and an **A** for professional administrators.

GRADES BY CATEGORY

Players

After two years of decline, the percentage of African-American players increased by two percentage points to 75 percent since last year's Racial and Gender Report Card. In the NBA's 2006-07 season, 21 percent were white and three percent were Latino. Asians still comprised less than one percent of NBA rosters, and an additional one percent of people of color are categorized as "other." The percentage of Latino players remained the same as last season while the percentage of white players decreased slightly from 22 percent in the 2005-06 season. The all-time high percentage for African-American NBA players was 82 percent in the 1994-95 season.

Nineteen percent of the players were international, which remained the same as last year.

NBA Grade for players: **A+**

See Table 1.

NBA League Office

In the NBA's League Office, as of April 23, 2007, 34 percent of all professional positions were held by people of color, an increase of two percentage points since the last Report Card that covered the 2005-06 season. This was the highest percentage in the NBA's history and was

higher than any other men's professional league in any previous Report Card. Of all professional employees, 66 percent were white, 20 percent were African-American, seven percent were Latino and seven percent were Asian. Since the previous RGRC, the percentages of Asians and African-Americans each increased by one percentage point, while Latinos held at the same percentage.

Women made up 39 percent of professional employees, a decline of two percentage points from the 2005 Report Card. It is the third consecutive year in which the percentage of women in the League Office has decreased. However, the 39 percent is still higher than any other league office for women as professionals.

There were 20 people of color in vice president positions at the NBA during the 2006-07 season:

- Stuart Jackson, executive vice president, Basketball Operations
- Michael Bantom, senior vice president, Player and Basketball Development
- Stephen O. Richard, senior vice president, Finance
- Mark Tatum, senior vice president, Marketing and Media
- Bernard Tolbert, senior vice president, Security
- Garth Case, vice president, Information Technology
- Linda L. Choong, vice president, Retail Group
- Emilio Collins, vice president, Marketing Partnerships
- Michael Curry, vice president, Basketball Operations
- Luis M. Garcia-Vazquez, vice president, International Finance
- Gail Hunter, vice president, Events and Attractions
- Robert Jamieson, vice president, Financial Planning and Analysis
- George Land, Jr., vice president, Business Operations
- Stephanie A. Murphy, vice president, Retail Sales
- Kenneth J. Payne, vice president, Events and Attractions
- Myles Pistorius, vice president, Legal and Business Affairs
- Rory Sparrow, vice president, Community and Player Programs
- Leah M. Wilcox, vice president, Player and Talent Relations
- Tatia Williams, vice president, Business Affairs
- Bob Lanier, special assistant to the Commissioner

Including Choong, Hunter, Murphy, Wilcox, and Williams there were 20 women at this level:

- Heidi Ueberroth, president, Global Marketing Partnerships and Int'l. Business Operations
- Carol Albert, senior vice president, Marketing
- Kathleen Behrens, senior vice president, Community and Player Programs
- Ayala Deutsch, senior vice president and Senior Intellectual Property Counsel
- Kimberly Bohuny, vice president, Basketball Operations-International
- Stacy Corbo, vice president, Customer Service
- Donna Daniels, vice president, Marketing and Strategic Planning

- Kelly Flatow, vice president, Business Development
- Mary Pat Gillin, vice president, Marketing Services
- Rachel Jacobson, vice president, Business Development
- Leslie Julich, vice president, Employee Relations
- Stacy McWilliams, vice president, Marketing and Strategic Planning
- Victoria Picca, vice president, Legal and Business Affairs
- Noreen Reilly, vice president, Administration
- Nancy Zellner, vice president, Benefits

NBA Grade for League Central Offices:

Race: A+
Gender: A-

See Table 2.

Ownership

There were three women who had majority ownership of NBA franchises. Colleen J. Maloof and Adrienne Maloof-Nassif were part of the Maloof family ownership of the NBA's Sacramento Kings. Irene Pollin was co-owner of the NBA's Washington Wizards and WNBA's Washington Mystics with her husband Abe.

Robert L. Johnson, the owner of the Charlotte Bobcats, is the NBA's only African-American owner. He is also the only African-American majority owner in men's professional sport.

See Table 3.

Head Coaches

African-Americans held 12 head coaching jobs at the start of the 2006-07 NBA season, which represented 40 percent (up three percentage points) of the total, matching the second highest percent in the history of the NBA. The 2001-02 season recorded the highest percentage of African-American head coaches (48 percent) in the history of any sport – collegiate or professional. This season matched the 40 percent in the 2004-05 season. There were 18 white head coaches (60 percent) and no Asian or Latino NBA head coaches during the 2006-07 season.

The 12 African-American head coaches at the start of the 2006-07 NBA season were:

- Mike Woodson, Atlanta Hawks
- Doc Rivers, Boston Celtics

- Bernie Bickerstaff, Charlotte Bobcats
- Mike Brown, Cleveland Cavaliers
- Avery Johnson, Dallas Mavericks
- Byron Scott, New Orleans/Oklahoma City Hornets
- Dwane Casey, Minnesota Timberwolves
- Isiah Thomas, New York Knicks
- Nate McMillan, Portland Trail Blazers
- Maurice Cheeks, Philadelphia 76ers
- Sam Mitchell, Toronto Raptors
- Eddie Jordan, Washington Wizards

There were 11 African-American head coaches during the 2005-06 season. Isiah Thomas was appointed head coach of the New York Knicks in June of 2006, bringing the total number of African-American head coaches in the 2006-07 season to 12. On January 23, 2007, the Minnesota Timberwolves fired Dwane Casey, dropping the number of African-American coaches back to 11 as the regular season came to a close.

The 53 African-American head coaches in the history of the NBA is more than twice as many head coaches of color than any other men's pro sport. Major League Baseball is second with 25 managers of color.

NBA Grade for Head Coaches: A+

See Table 4.

Historical Listing of African-American Professional Head Coaches in the NBA

NBA (53 coaches as of the end of 2006-07 season)

	Team	Year(s)	Record		Team	Year(s)	Record	
Bill Russell	Boston	1966-69	162-123	Sidney Lowe	Minnesota	1993-94	33-102	
	Seattle	1973-77	162-166		Vancouver/Memphis	2001-03	46-126	
	Sacramento	1987-88	17-41		John Lucas	San Antonio	1992-94	94-49
Al Attles	San Francisco /							
	Golden State	1969-83	557-518		Philadelphia	1994-96	42-122	
Lenny Wilkens	Seattle	1969-72	121-125		Cleveland	2001-03	37-87	
	Portland	1974-76	75-89	Quinn Buckner	Dallas	1993-94	13-69	
	Seattle	1977-85	357-277		Magic Johnson	L.A. Lakers	1993-94	5-11
	Cleveland	1986-93	316-258	Butch Beard	New Jersey	1994-96	60-104	
	Atlanta	1993-00	310-232	Alvin Gentry	Miami	1994-95	15-21	
	Toronto	2000-02	121-142		Detroit	1997-2000	73-72	
	New York	2004-2005	40-45		L.A. Clippers	2000-03	89-133	
	Earl Loyd	Detroit	1971-72	22-53	Bob Lanier	Golden State	1994-95	12-25
Ray Scott	Detroit	1972-76	147-134	M.L. Carr	Boston	1995-97	48-116	
K.C. Jones	Capital/Washington	1973-76	155-91	Jim Cleamons	Dallas	1996-98	28-70	
	Boston	1983-88	308-102	Johnny Davis	Philadelphia	1996-97	22-60	
	Seattle	1990-92	59-59		Orlando	2003-2005	51-84	
	Kansas City /							
Draff Young	Omaha	1973-74	0-3	Eddie Jordan	Sacramento	1996-98	33-64	
Elgin Baylor	New Orleans	1974-75	0-1		Washington	2003-present	153-175	
	New Orleans	1976-79	64-98	Darrell Walker	Toronto	1996-98	41-90	
	Seattle	1977-78	5-17		Washington	1999-00	15-23	
Bob Hopkins	New York	1977-79	49-47	Butch Carter	Toronto	1998-00	68-64	
Willis Reed	New Jersey	1987-89	33-77	Lionel Hollins	Vancouver	1999-00	18-42	
	Boston	1977-79	23-39	Doc Rivers	Orlando	1999-03	176-178	
Tom Sanders	San Diego	1980-83	78-168		Boston	2004-present	102-144	
Paul Silas	Charlotte / New			Leonard Hamilton	Washington	2000-01	19-63	
	Orleans	1998-2002	221-171	Nate McMillan	Seattle	2000-2005	220-191	
	Cleveland	2003-05	69-77		Portland	2005-present	53-111	
	L.A. Clippers	1984-87	53-132	Byron Scott	New Jersey	2000-2003	174-154	
Don Chaney	Houston	1988-92	164-134		New Orleans	2004-present	95-151	
	Detroit	1993-95	48-116	Isiah Thomas	Indiana	2000-03	136-125	
	New York	2001-2003	72-112		New York	2006-present	33-49	
	Bernie Bickerstaff	Seattle	1985-90	202-208	Bill Cartwright	Chicago	2001-04	51-100
	Denver	1994-96	59-68	Maurice Cheeks	Portland	2001-05	165-146	
Gene Little	Washington	1997-99	77-72		Philadelphia	2005-present	73-91	
	Charlotte Bobcats	2004-2007	77-169	Mike Evans	Denver	2001-02	18-38	
	Cleveland	1985-86	4-11	Frank Johnson	Phoenix	2001-04	65-75	
	Charlotte	1989-91	37-87	Keith Smart	Cleveland	2003	9-31	
Wes Unseld	Denver	1994-95	3-13	Mike Woodson	Atlanta	2004-present	69-177	
Mel Daniels	Washington	1987-94	202-345	Terry Porter	Milwaukee	2003-2005	72-97	
Stu Jackson	Indiana	1988-89	0-2	Sam Mitchell	Toronto	2004-present	107-139	
	New York	1989-91	52-45	Randy Ayers	Philadelphia	2003-04	21-31	
Mack Calvin	Vancouver	1996-97	6-33	Dwane Casey	Minnesota	2005-07	53-69	
Fred Carter	L.A. Clippers	1991-92	1-1	Herb Williams	New York	2004, 2005	17-27	
Gar Heard	Philadelphia	1992-94	32-76	Avery Johnson	Dallas	2005-present	143-39	
	Dallas	1992-93	23-74	Mike Brown	Cleveland	2005-present	100-64	
	Washington	1999-00	14-30					

Assistant Coaches

The percentage of African-Americans in assistant coaching positions in the National Basketball Association during the 2006-07 season increased from 38 percent last season to 40 percent while the percentage held by whites decreased from 62 percent during the 2005-06 season to 59 percent during the 2006-07 season. One percent of the assistants were Latino in both seasons. The total number of African-American assistant coaches increased for the third consecutive season.

NBA Grade for Assistant Coaches: A+

See Table 5.

Top Management

Chief Executive Officer

As of the end of the 2006-07 regular season, there were four African-American CEOs/presidents in the NBA, matching last year's all-time high:

- Terdema Ussery, Dallas Mavericks
- Fred Whitfield, Charlotte Bobcats
- Steve Mills, New York Knicks and New York Liberty
- Billy King, Philadelphia 76ers

There also were two African-American presidents of basketball operations in the NBA:

- Joe Dumars, Detroit Pistons
- Isiah Thomas, New York Knicks

These individuals represent the only CEOs/presidents of color in the history of all of the major professional men's sports.

Susan O'Malley is the Washington Sports & Entertainment president, overseeing all business operations for the Washington Wizards and Washington Mystics.

Steve Mills is the president of all team operations at Madison Square Garden, making him the CEO of three franchises including the New York Knicks, New York Rangers and New York Liberty.

See Table 6.

General Manager

During the 2006-07 season, there were eight African-American (27 percent) principals in charge of day-to-day operations/general managers in the NBA:

- Billy Knight, executive vice president and general manager, Atlanta Hawks
- Bernie Bickerstaff, head coach and general manager, Charlotte Bobcats
- Elgin Baylor, vice president of Basketball Operations and general manager, Los Angeles Clippers
- Joe Dumars, president of Basketball Operations, Detroit Pistons
- Isiah Thomas, head coach and general manager, New York Knicks
- Otis Smith, general manager, Orlando Magic
- Rod Higgins, general manager, Golden State Warriors
- Billy King, president and general manager, Philadelphia 76ers

The percentage of African-Americans is at its highest percentage since the 1997-98 season when 28 percent of general manager positions were held by African-Americans. During the 2001-02 and 2003-04 seasons, 17 percent of the GM positions were held by African-Americans. There has never been a Latino general manager in the NBA.

NBA Grade for General Manager: A

See Table 7.

Team Vice Presidents

In the NBA, 11 percent of the team vice president positions were held by African-Americans (up three percentage points since the last Report Card) while Latinos remained the same at three percent. Whites held 85 percent of the vice president positions, down two percentage points. The number of Asian vice presidents remained at four. With 15 percent of its team vice president positions occupied by people of color, the NBA achieved an all-time high. This was also the highest in the history of any professional sport.

Women occupied 17 percent of these posts, a one percentage point decrease from last year's Report Card. Prior to decreasing this year, women had made steady increases as team vice-presidents since the Racial and Gender Report Card first kept this data in the 1993-94 season when they held only three percent of these positions.

There were 32 African-American NBA team vice presidents, ten of whom were female.

Male African-American vice presidents on NBA teams included:

- Arthur Triche, vice president, Public Relations, Atlanta Hawks
- Dominique Wilkens, vice president, Basketball Operations, Atlanta Hawks

- David Lee, vice president, Business Development, Atlanta Hawks
- Billy Knight, executive vice president, Atlanta Hawks
- Ed Lewis, vice president, Government Relations and Business Diversity, Charlotte Bobcats
- Seth J. Bennett, vice president, Corporate Partnerships, Charlotte Bobcats
- Amadou Gallo Fall, vice president, International Affairs, Dallas Mavericks
- Dwayne Redmon, vice president, Finance, Golden State Warriors
- Travis Stanley, executive vice president, Team Marketing, Golden State Warriors
- Keith Jones, vice president, Basketball Operations, Houston Rockets
- Quinn Buckner, vice president, Communications, Indiana Pacers
- Elgin Baylor, vice president, Basketball Operations, Los Angeles Clippers
- Earvin “Magic” Johnson, vice president, Los Angeles Lakers
- Michael McCullough, executive vice president/chief marketing officer, Miami Heat
- Willis Reed, vice president, Basketball Operations, New Orleans/Oklahoma Hornets
- Pete Wyatt, vice president, Marketing, New Orleans/Oklahoma Hornets
- Steve Martin, senior vice president, Basketball Administration, New Orleans/Oklahoma Hornets
- Mark Shamley, vice president, Community Relations and Government Affairs, Orlando Magic
- Mark West, vice president, Player Programs, Phoenix Suns
- Wayne Cooper, vice president, Basketball Operations, Sacramento Kings
- Ian Clarke, executive vice president, chief financial officer and Business Development, Toronto Raptors
- Milt Newton, vice president, Player Personnel, Washington Wizards

Female African-American vice presidents on NBA teams included:

- LaVerne Henderson, vice president, Community Development, Atlanta Hawks
- LaRita Barber, vice president, Community Relations and Players Development, Charlotte Bobcats
- Marlene Hendricks, vice president, Guest Services and Event Staffing, Charlotte Bobcats
- Donna Julian, senior vice president, Arena and Event Operations, Charlotte Bobcats
- Kathryn Jordan, vice president, Team Development, Indiana Pacers
- Vivian L. Mora, vice president, Human Resources, Houston Rockets
- Sonia Harty, vice president, Human Resources, Miami Heat
- Angela Taylor, vice president, Lynx Business Development, Minnesota Timberwolves
- Sarah Mensah, vice president, Marketing and Sales, Portland Trail Blazers
- Judy Holland-Burton, vice president, Community Relations, Washington Wizards

There were six Latino vice-presidents on NBA teams, including:

- Mario Etemad, executive vice president, Detroit Pistons
- Dana Davis, vice president, Basketball Operations and Team Programs, Memphis Grizzlies
- Tony Coba, senior vice president and chief information officer, Miami Heat
- Alex Diaz, senior vice president and general manager of arena operations, New Jersey Nets

- Leo Gomez, vice president, Public Affairs and Corporate Administration, San Antonio Spurs
- Diego Rocca Salva, vice president, Operations, Toronto Raptors

The two Latina vice presidents were:

- Neda Kia (Barrie), executive vice president, Business Development, Golden State Warriors
- Loris Garcia, vice president, Human Resources and Administration, Orlando Magic

There were three Asian men serving as vice-presidents on NBA teams, including:

- Peter Wong, vice president, Human Resources, Phoenix Suns
- Rich Cho, vice president, Legal and Assistant General Manager, Seattle SuperSonics
- Kevin Nonomura, vice president, Finance, Toronto Raptors

There was one Asian female vice president:

- Sandra Carreon-John, vice president, Sports Team Publicity, New York Knicks

There were eight teams with more than one African-American vice president: the Atlanta Hawks, Charlotte Bobcats, Golden State Warriors, Houston Rockets, Indiana Pacers, Miami Heat, New Orleans/Oklahoma City Hornets and Washington Wizards. The Golden State Warriors, Miami Heat, Orlando Magic, and Toronto Raptors had Latino and African-American vice presidents.

Including Henderson, Hendricks, Julian, Barber, Jordan, Mora, Harty, Taylor, Mensah, Holland-Burton, Kia, Garcia and Carreon-John there were 49 (17 percent) women vice presidents during the 2006-07 NBA season:

- Ginni Siler, vice president, Human Resources, Atlanta Hawks
- Ailey Penningroth, vice president, Strategic Planning, Atlanta Hawks
- Kay Lowery, vice president, Human Resources, Charlotte Bobcats
- Deb Dowling-Canino, vice present, Community Relations, Denver Nuggets
- Diane Ferranti, vice president, Multimedia, Detroit Pistons
- Ellen Gahagan, vice president, OG Marketing, Detroit Pistons
- Susan Greenfield, vice president, Legal, Detroit Pistons
- Marilyn Hauser, executive vice president, Bookings/Marketing, Detroit Pistons
- Seliece Caldwell, vice president, Customer Acquisition and Retention Tickets, Houston Rockets
- Jane Wardle, vice president, Budgeting, Indiana Pacers
- Donna Wilkinson, vice president, Human Resources, Indiana Pacers
- Donna Johnson, vice president, Finance, Los Angeles Clippers
- Jeanie Buss, executive vice president, Business Operations, Los Angeles Lakers
- Kim Stone, executive vice president and general manager of American Airlines Arena, Miami Heat
- Raquel Libman, executive vice president and general counsel, Miami Heat
- Jennifer Mallery, vice president, Ticket Operations and Services, Miami Heat

- Suzanne Werdann, vice president, Marketing Services and Community Development, New Orleans/Oklahoma City Hornets
- Rana Dershowitz, vice president, Legal and Business Affairs, New York Knicks
- Lydia Murphy-Stephans, executive vice president, Programming and Production, New York Knicks
- Karin Buchholz, vice president, Community Relations and Production, New York Knicks
- Lara Price, senior vice president, Business Operations, Philadelphia 76ers
- Ann Meyers Drysdale, vice president, Phoenix Suns
- Lynn Agnello, senior vice president, Marketing Partnerships, Phoenix Suns
- Julie Fie, vice president, Basketball Communications, Phoenix Suns
- Cathey Moses, vice president, Marketing, Phoenix Suns
- Dannette Leighton, vice president, Marketing, Brand Development, and Monarchs Business Operations, Sacramento Kings
- Donna Ruiz, vice president, Human Resources, Sacramento Kings
- Alison Fox, vice president, Community Relations, Spurs Sports and Entertainment, San Antonio Spurs
- Lori Warren, vice president, Finance, San Antonio Spurs
- Paula Winslow, vice president, Human Resources, San Antonio Spurs
- Karen Bryant, senior vice president, Communications and Community Development, Seattle Supersonics
- Beth Robertson, vice president, Marketing, Toronto Raptors
- Robin Brudner, senior vice president, general counsel, and corporate secretary Toronto Raptors
- Mardi Walker, senior vice president, People, Toronto Raptors
- Linda Luchetti, vice president, Communications, Utah Jazz
- Rhonda Ballute, vice president, Customer Service and Ticket Operations, Washington Wizards

The Phoenix Suns, Charlotte Bobcats, Detroit Pistons, Miami Heat, and New York Knicks led the league with four female vice presidents. The Atlanta Hawks, Indiana Pacers, San Antonio Spurs and Toronto Raptors were close behind with three each.

NBA Grade for Team Vice Presidents:

Race: B
Gender: F

See Table 8.

Senior Administrators

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.

The percentage of people of color holding senior administrative positions on NBA teams held steady at 20 percent matching last year's all-time record high for the NBA. In 2006-07, 80 percent of senior administrators were white, 13 percent were African-American, five percent were Latino and one percent was Asian. The percentages of African-Americans and Latinos have remained the same while Asians dropped to one percent from two percent. The percentage of women in senior administrative positions increased to 25 percent and reached an all-time high in numbers with 117 women holding such positions.

NBA Grade for Senior Administration

Race: B+
Gender: D

See Table 9.

Professional Administration

Positions categorized as professional 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.

The percentage of people of color holding professional positions on NBA teams remained the same at 26 percent since last year's Report Card. This matched last year's all-time record for the NBA for race. During the 2006-07 NBA season whites holding professional administration positions remained the same as the 2006 report at 74 percent while African-Americans increased from 14 percent in the 2005-06 season to 15 percent this season. Latinos and Asians both remained the same at eight percent and three percent, respectively. The percentage of "other" people of color remained the same at one percent.

Women occupied 41 percent of these positions in the 2006-07 season, a one percentage point decrease from last year.

NBA Grade for Professional Administration:

Race: A

Gender: A

See Table 10.

Physicians and Head Trainers

In the NBA, people of color held 11 percent of the team physician positions while white team physicians remained the same at 89 percent. There is still one woman serving in this position in the 2006-07 season.

See Table 11.

In the 2006-07 season, whites held 76 percent of the head trainers positions and African-Americans held 20 percent of these positions which remained the same as the 2005 Report Card. Among the trainers in 2006-07, there was one Latino, one Asian and no women. This tied the all-time record for the NBA for race achieved in the previous season.

See Table 12.

Radio/TV Broadcasters

In the 2006-07 NBA season, whites filled 75 percent of the radio/TV broadcast posts (up one percentage point), African-Americans held 19 percent (up one percentage point), Latinos dropped two percentage points to six percent, and women again held six percent. There were no Asian broadcasters.

See Table 13.

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Referees

As of the end of the 2006-07 season, 64 percent of the NBA's referees were white, 32 percent were African-American, and three percent were Latino. Of the 59 referees, one was a woman.

HOW GRADES WERE CALCULATED

As in previous reports, the 2006 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. The category of players was weighted at 20 percent, League Office at 15 percent, head and assistant coaches at 20 and 5 percent, respectively, general managers at 10 percent, team vice-presidents at 5 percent, senior administration at 10 percent and professional administrators at 15 percent for race.

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 category of League Office was weighted at 30 percent, team vice-presidents at 5 percent, senior administration at 30 percent and professional administrators at 35 percent for gender. 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 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 to 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 NBA responded with updates and corrections that were then incorporated into the final report.

The report covers the 2006-07 season for the NBA. Listings of professional owners, general managers and head coaches were updated as of May 1, 2007. Grades, however, were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 15th 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 Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks only the third time the Report Card is being issued sport-by-sport; the 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 WNBA, NFL, and MLS.

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, Bustamante and Ruiz, Nadia Gruny and Bente General contributed greatly to this report. Their research efforts were invaluable.

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 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. It was ranked by the Wall Street Journal, Sports Business Journal and ESPN The Magazine as one of the nation's Top Five sport business management programs.

APPENDIX I

Players							
		%	#			%	#
2006-07				1998-99			
	White	21%	91		White	21%	x
	African-American	75%	330		African-American	78%	X
	Latino	3%	13		Latino	1%	X
	Asian	<1%	2		Other	0%	X
	Other	1%	4	1997-98			
	International	19%	82		White	23%	X
2005-06					African-American	77%	X
	White	22%	97		Latino	<1	X
	African-American	73%	315		Other	0%	X
	Latino	3%	13	1996-97			
	Asian	<1%	2		White	20%	X
	Other	1%	5		African-American	79%	X
	International	19%	82		Latino	<1%	X
2004-05					Other	<1%	X
	White	23%	98	1995-96			
	African-American	73%	313		White	20%	X
	Latino	2%	9		African-American	80%	X
	Asian	<1%	3		Latino	0%	X
	Other	1%	6		Other	<1%	X
	International	19%	81	1994-95			
2003-04					White	18%	X
	White	22%	91		African-American	82%	X
	African-American	76%	311		Latino	0%	X
	Latino	1%	5		Other	0%	X
	Asian	<1%	3	1993-94			
	Other	0%	0		White	21%	X
	International	17%	68		African-American	79%	X
2001-02					Latino	0%	X
	White	20%	x	1992-93			
	African-American	78%	x		White	23%	X
	Latino	1%	x		African-American	77%	X
	Asian	<1%	x		Latino	0%	X
	Other	0%	x		Other	0%	X
2000-01				1991-92			
	White	21%	x		White	25%	X
	African-American	78%	x		African-American	75%	X
	Latino	1%	x		Latino	0%	X
	Other	0%	x	1990-91			
1999-2000					White	28%	X
	White	22%	X		African-American	72%	X
	African-American	78%	X		Latino	0%	X
	Latino	<1%	X				
	Other	0%	X				

x=Data not recorded

TABLE 1

League Office: Professional Employees

	%	#		%	#
2006-07			1999-2000		
White	66%	529	White	75%	434
African-American	20%	160	African-American	18%	105
Latino	7%	53	Latino	4%	25
Asian	7%	53	Asian	3%	15
Other	<1%	1	Other	<1.0%	1
Women	39%	313	Women	42%	246
Total	x	796	Total	x	580
2005-06			1997-98		
White	67%	492	White	78%	415
African-American	19%	143	African-American	16%	86
Latino	7%	52	Latino	4%	19
Asian	6%	46	Asian	2%	13
Other	<1%	1	Other	0%	0
Women	41%	298	Women	45%	239
Total	x	734	Total	x	533
2004-05			1996-97		
White	68%	474	White	77%	377
African-American	18%	127	African-American	17%	83
Latino	7%	48	Latino	3%	14
Asian	6%	44	Asian	3%	12
Other	<1%	1	Other	0%	0
Women	42%	291	Women	44%	214
Total	x	694	Total	x	486
2003-04			1995-96		
White	71%	484	White	79%	306
African-American	18%	129	African-American	16%	61
Latino	6%	39	Latino	<2.0%	7
Asian	5%	33	Asian	3%	10
Other	0%	0	Other	<1.0%	3
Women	43%	303	Women	49%	188
Total	x	685	Total	x	387
2001-02			1994-95		
White	72%	459	White	77%	251
African-American	17%	11	African-American	19%	52
Latino	6%	39	Latino	<2%	6
Asian	5%	30	Asian	<2.0%	5
Other	0%	1	Other	<1.0%	1
Women	40%	259	Women	46%	151
Total	x	640	Total	x	325

Note: The NBA League data includes the league office, NBA Properties, and NBA Entertainment. Data provided by the NBA league offices. x= Data not recorded

TABLE 2

Majority Owners

	%	#		%	#
2006-07			2001-02		
White	98%	44	White	100%	x
African-American	2%	1	African-American	0%	x
Latino	0%	0	Latino	0%	x
Asian	0%	0	Asian	0%	x
Other	0%	0	Women	0%	x
Women	6%	3	2000-01		
2005-06			White	100%	X
White	98%	44	African-American	0%	X
African-American	2%	1	Latino	0%	X
Latino	0%	0	Asian	0%	X
Asian	0%	0	Women	0%	X
Other	0%	0	1999-2000		
Women	6%	3	White	100%	X
2004-05			African-American	0%	X
White	91%	50	Latino	0%	X
African-American	9%	1	Asian	0%	X
Latino	0%	0	Women	0%	X
Asian	0%	0	1998-99		
Other	0%	0	White	100%	X
Women	5%	3	African-American	0%	X
2003-04			Latino	0%	X
White	96%	25	Asian	0%	X
African-American	4%	1	Women	0%	X
Latino	0%	0	1997-98		
Asian	0%	0	White	100%	X
Other	0%	0	African-American	0%	X
Women	12%	3	Latino	0%	x
2001-02			Asian	0%	x
White	100%	X	Women	0%	x
African-American	0%	X			
Latino	0%	X			
Asian	0%	X			
Women	0%	X			

x= Data not recorded

TABLE 3

Head Coaches					
	%	#		%	#
2006-07			1998-99		
White	60%	18	White	86%	25
African-American	40%	12	African-American	14%	4
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2005-06			1997-98		
White	63%	19	White	83%	24
African-American	37%	11	African-American	17%	5
Asian	0%	0	Asian	0%	0
Latino	0%	0	Latino	0%	0
Women	0%	0	Women	0%	0
2004-05			1996-97		
White	60%	18	White	76%	22
African-American	40%	12	African-American	24%	7
Asian	0%	0	Latino	0%	0
Latino	0%	0	1995-96		
Women	0%	0	White	81%	23
2003-04			African-American	19%	6
White	63%	19	Latino	0%	0
African-American	37%	11	1994-95		
Asian	0%	0	White	81%	22
Latino	0%	0	African-American	19%	5
Women	0%	0	Latino	0%	0
2001-02			1993-94		
White	52%	15	White	81%	22
African-American	48%	14	African-American	19%	5
Asian	0%	0	Latino	0%	0
Latino	0%	0	1992-93		
Women	0%	0	White	74%	20
2000-01			African-American	26%	7
White	66%	19	Latino	0%	0
African-American	34%	10	1991-92		
Asian	0%	0	White	93%	25
Latino	0%	0	African-American	7%	2
Women	0%	0	Latino	0%	0
1999-2000					
White	79%	23			
African-American	21%	6			
Asian	0%	0			
Latino	0%	0			
Women	0%	0			

x= Data not recorded

TABLE 4

Assistant Coaches							
		%	#		%	#	
2006-07			1998-99				
	White	59%	93		White	67%	77
	African-American	40%	63		African-American	33%	38
	Latino	1%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	0%	0		Women	0%	0
2005-06			1997-98				
	White	62%	96		White	66%	76
	African-American	38%	59		African-American	34%	39
	Latino	1%	1		Latino	0%	0
	Asian	0%	0		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	0%	0		Women	0%	0
2004-05			1996-97				
	White	66%	100		White	66%	61
	African-American	33%	50		African-American	34%	32
	Latino	0%	0		Latino	0%	0
	Asian	1%	1		Asian	0%	0
	Other	0%	0		Other	0%	0
	Women	0%	0	1995-96			
2003-04				White	59%	51	
	White	71%	98		African-American	41%	35
	African-American	29%	40		Latino	0%	0
	Latino	0%	0		Asian	0%	0
	Asian	0%	0		Other	0%	0
	Other	0%	0	1994-95			
	Women	0%	0		White	60%	45
2001-02				African-American	40%	30	
	White	67%	79		Latino	0%	0
	African-American	33%	39		Asian	0%	0
	Latino	0%	0		Other	0%	0
	Asian	0%	0	1993-94			
	Other	0%	0		White	68%	48
	Women	0%	0		African-American	32%	30
2000-01				Latino	0%	0	
		Data Not Recorded		Other	0%	0	
1999-2000			1992-93				
	White	64%	74		White	73%	49
	African-American	36%	41		African-American	27%	18
	Latino	0%	0		Latino	0%	0
	Asian	0%	0		Other	0%	0
	Other	0%	0	1991-92			
	Women	0%	0		White	67%	51
					African-American	33%	25

x= Data not recorded

TABLE 5

CEO/President						
		%	#		%	#
2006-07				2000-01		
White	87%	29		White	90%	X
African-American	13%	4		African-American	10%	X
Latino	0%	0		Latino	0%	X
Asian	0%	0		Asian	0%	X
Women	3%	1		Women	3%	X
2005-06				1999-2000		
White	87.5%	28		White	90%	X
African-American	12.5%	4		African-American	10%	X
Latino	0%	0		Latino	0%	X
Asian	0%	0		Asian	0%	X
Women	3%	1		Women	3%	X
2004-05				1998-99		
White	90%	28		White	90%	X
African-American	10%	3		African-American	10%	X
Latino	0%	0		Latino	0%	X
Asian	0%	0		Asian	0%	X
Women	3%	1		Women	3%	X
2003-04				1997-98		
White	90%	27		White	90%	x
African-American	10%	3		African-American	10%	x
Latino	0%	0		Latino	0%	x
Asian	0%	0		Other	0%	x
Women	3%	1		Women	7%	x
2001-02						
White	96%	x				
African-American	4%	x				
Latino	0%	x				
Asian	0%	x				
Women	4%	x				
<i>x= Data not recorded</i>						

TABLE 6

General Manager/ Director of Player Personnel						
	%	#		%	#	
2006-07			1999-2000			
White	73%	22	White	84%	25	
African-American	27%	8	African-American	16%	4	
Latino	0%	0	Latino	0%	0	
Asian	0%	0	Asian	0%	0	
Women	0%	0	Women	0%	0	
2005-06			1998-99			
White	77%	24	White	79%	23	
African-American	23%	7	African-American	21%	6	
Latino	0%	0	Latino	0%	0	
Asian	0%	0	Asian	0%	0	
Women	0%	0	Women	0%	0	
2004-05			1997-98			
White	77%	24	White	72%	21	
African-American	23%	7	African-American	28%	8	
Latino	0%	0	Latino	0%	0	
Asian	0%	0	Asian	0%	0	
Women	0%	0	Women	0%	0	
2003-04			1996-97			
White	83%	25	White	72%	21	
African-American	17%	5	African-American	28%	8	
Latino	0%	0	Latino	0%	0	
Asian	0%	0				
Women	0%	0	1995-96			
2001-02			White	72%	20	
White	83%	25	African-American	28%	9	
African-American	17%	5	Latino	0%	0	
Latino	0%	0	1994-95			
Asian	0%	0	White	69%	20	
Women	0%	0	African-American	31%	9	
2000-01			Latino	0%	0	
White	79%	23				
African-American	21%	6				
Latino	0%	0				
Asian	0%	0				
Women	0%	0				

x= Data not recorded

TABLE 7

Vice Presidents

		%	#			%	#
2006-07				1998-99			
	White	85%	248		White	90%	170
	African-American	11%	32		African-American	9%	17
	Latino	3%	8		Latino	1%	2
	Asian	1%	4		Asian	0%	0
	Women	17%	49		Women	12%	22
2005-06				1997-98			
	White	87%	252		White	87%	138
	African-American	8%	24		African-American	12%	19
	Latino	3%	8		Latino	1%	2
	Asian	1%	4		Asian	0%	0
	Women	18%	52		Women	12%	16
2004-05				1996-97			
	White	86%	232		White	90%	140
	African-American	10%	28		African-American	10%	15
	Latino	2%	6		Latino	<1%	1
	Asian	1%	3		Other	0%	0
	Women	18%	48		Women	8%	13
2003-04				1995-96			
	White	88%	192		White	92%	132
	African-American	9%	19		African-American	8%	12
	Latino	3%	7		Latino	0%	0
	Asian	0%	0		Other	0%	0
	Women	17%	39		Women	7%	10
2001-02				1994-95			
	White	90%	175		White	87%	109
	African-American	7%	13		African-American	12%	15
	Latino	3%	5		Latino	0%	0
	Asian	0%	0		Asian	<1%	1
	Women	15%	29		Women	6%	8
1999-2000				1993-94			
	White	89%	164		White	87%	97
	African-American	10%	18		African-American	12%	14
	Latino	1%	1		Latino	0%	0
	Asian	0%	0		Asian	<1%	1
	Women	13%	24		Women	3%	4

x= Data not recorded

TABLE 8

Senior Administrators					
		%	#		
2006-07				2000-01	
	White	80%	377		White
	African-American	13.4%	63		African-American
	Latino	5.1%	24		Latino
	Asian	1.3%	6		Asian
	Other	0%	0		Women
	Women	25%	117	1999-2000	
2005-06					White
	White	80%	367		African-American
	African-American	13%	58		Latino
	Latino	5%	25		Asian
	Asian	2%	7		Women
	Other	0%	0	1998-99	
	Women	23%	107		White
2004-05					African-American
	White	84%	370		Latino
	African-American	12%	52		Asian
	Latino	3%	15		Women
	Asian	1%	6	1997-98	
	Other	0%	0		White
	Women	24%	108		African-American
2003-04					Other
	White	84%	283		Women
	African-American	12%	42	1996-97	
	Latino	2%	4		White
	Asian	<1%	4		African-American
	Other	0%	0		Other
	Women	26%	84		Women
2001-02					
	White	83%	x		
	African-American	14%	x		
	Latino	3%	x		
	Asian	2%	x		
	Women	29%	x		

x= Data not recorded

TABLE 9

Professional Administration

	%	#		%	#
2006-07			1998-99		
White	74%	818	White	83%	X
African-American	15%	165	African-American	12%	X
Latino	8%	84	Latino	4%	X
Asian	3%	37	Asian	1%	X
Other	<1%	7	Women	39%	X
Women	41%	460	1997-98		
2005-06			White	83%	X
White	74%	672	African-American	13%	X
African-American	14%	130	Latino	3%	X
Latino	8%	76	Asian	1%	X
Asian	3%	28	Women	39%	X
Other	1%	5	1996-97		
Women	42%	380	White	83%	x
2004-05			African-American	14%	x
White	77%	684	Other	3%	x
African-American	13%	112	Women	38%	x
Latino	7%	60	1995-96		
Asian	3%	25	White	84%	x
Other	0%	3	African-American	13%	x
Women	43%	381	Other	<3%	x
2003-04			Women	45%	x
White	76%	1192	1994-95		
African-American	14%	222	White	87%	x
Latino	7%	108	African-American	10%	x
Asian	2%	30	Latino	<1%	x
Other	1%	9	Asian	<1%	x
Women	39%	602	Other	1%	x
2001-02			Women	32%	x
White	79%	x	1993-94		
African-American	13%	x	White	84%	x
Latino	6%	x	African-American	13%	x
Asian	<2%	x	Latino	2%	x
Other	<1%	x	Asian	<1%	x
Women	48%	x	Other	<1%	x
1999-2000			1992-93		
White	77%	x	White	86%	x
African-American	15%	x	African-American	11%	x
Latino	6%	x	Latino	2%	x
Asian	2%	x	Asian	1%	x
Women	52%	x	Other	<1%	x

x= Data not recorded

TABLE 10

Physicians

	%	#		%	#
2006-07			1998-99		
White	89%	57	White	92%	65
African-American	3%	2	African-American	3%	2
Latino	0%	0	Latino	1%	1
Asian	6%	4	Asian	3%	2
Other	2%	1	Women	1%	1
Women	2%	1	1997-98		
2005-06			White	95%	96
White	89%	50	African-American	2%	2
African-American	4%	2	Latino	1%	1
Latino	2%	1	Asian	2%	2
Asian	4%	2	Women	2%	2
Other	2%	1	1996-97		
Women	2%	1	White	92%	45
2004-05			African-American	2%	1
White	89%	56	Latino	2%	1
African-American	3%	2	Other	4%	2
Latino	2%	1	Women	0%	0
Asian	3%	2	1995-96		
Other	3%	2	White	94%	45
Women	3%	2	African-American	0%	0
2003-04			Latino	0%	0
White	97%	60	Other	6%	3
African-American	0%	0	Women	0%	0
Latino	0%	0	1994-95		
Asian	<2%	1	White	97%	109
Other	<2%	1	African-American	0%	0
Women	0%	0	Latino	<2%	1
2001-02			Other	<2%	1
White	98%	65	Women	<2%	1
African-American	0%	0	1993-94		
Latino	0%	0	White	95%	59
Asian	2%	1	African-American	<2%	1
Other	0%	0	Latino	<2%	1
Women	0%	0	Other	<2%	1
1999-2000			1992-93		
White	96%	48	White	99%	66
African-American	2%	1	African-American	<2%	1
Latino	0%	0	Latino	0%	0
Asian	2%	1			
Women	2%	1			

x= Data not recorded

TABLE 11

Head Trainers

	%	#		%	#
2006-07			1998-99		
White	76%	37	White	90%	26
African-American	20%	10	African-American	10%	3
Latino	2%	1	Latino	0%	0
Asian	2%	1	Other	0%	0
Other	0%	0	Women	0%	0
Women	0%	0	1997-98		
2005-06			White	87%	25
White	76%	39	African-American	13%	4
African-American	20%	10	Latino	0%	0
Latino	2%	1	Other	0%	0
Asian	2%	1	Women	0%	0
Other	0%	0	1996-97		
Women	2%	1	White	86%	25
2004-05			African-American	14%	4
White	77%	40	Other	0%	0
African-American	21%	11	1995-96		
Latino	0%	0	White	89%	25
Asian	2%	1	African-American	11%	3
Other	0%	0	Other	0%	0
Women	0%	0	1994-95		
2003-04			White	93%	25
White	83%	25	African-American	7%	2
African-American	17%	5	Other	0%	0
Latino	0%	0	1993-94		
Asian	0%	0	White	89%	25
Other	0%	0	African-American	7%	1
Women	0%	0	Other	4%	1
2001-02			1992-93		
White	85%	24	White	92%	25
African-American	11%	3	African-American	4%	2
Latino	0%	0	Other	4%	0
Asian	4%	1			
Other	0%	0			
Women	0%	0			
1999-2000					
White	86%	25			
African-American	14%	4			
Latino	0%	0			
Other	0%	0			
Women	0%	0			

x= Data not recorded

TABLE 12

Radio and TV Announcers

2006-07		1998-99	
White	75%	White	78%
African-American	19%	African-American	18%
Latino	6%	Latino	4%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	6%	Women	2%
2005-06		1997-98	
White	74%	White	77%
African-American	18%	African-American	18%
Latino	8%	Latino	5%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	6%	Women	0%
2004-05		1996-97	
White	74%	White	80%
African-American	16%	African-American	16%
Latino	10%	Latino	3%
Asian	0%	Asian	0%
Other	0%	Other	0%
Women	5%	Women	0%
2003-04		1995-96	
White	75%	White	78%
African-American	17%	African-American	18%
Latino	8%	Latino	3%
Asian	0%	Asian	0%
Other	<1%	Other	0%
Women	3%	Women	3%
2001-02		1993-94	
White	77%	White	81%
African-American	16%	African-American	12%
Latino	7%	Latino	7%
Asian	0%		
Other	0%	1992-93	
Women	3%	White	81%
		African-American	12%
		Latino	7%
1999-2000			
White	76%		
African-American	16%		
Latino	8%		
Asian	0%		
Other	0%		
Women	2%		

x= Data not recorded

TABLE 13

Appendix II

NATIONAL BASKETBALL ASSOCIATION DIVERSITY INITIATIVES

- The NBA League office was the first to undertake mandatory diversity management training. In 1997, all 730 employees at the time went through an eight-hour session in groups of 25 or less.
- The NBA conducts periodic mandatory diversity and respectful workplace training programs for league employees. The NBA's new employee orientation also includes a diversity awareness component.
- The NBA maintains diverse applicant pools in its hiring process and encourages all NBA teams to do so as well. This includes, among other things, active recruitment at historically black colleges and universities and posting job openings on diversity websites.
- Consistent with the National Basketball Association's Vendor Diversity Policy Statement, 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 a vendor diversity-sourcing program in connection with the NBA's annual All-Star event. This includes: (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 to aid the NBA, its sponsors and local contractors in identifying prospective vendors.