

A black and white photograph of a basketball player, likely from the mid-20th century, holding a basketball. The player is looking towards the camera with a serious expression. The background is a basketball court. A white rectangular box with a thin blue border is overlaid on the image, containing the text 'WCC RUSSELL RULE REPORT' and the dates 'August 1, 2021 - July 31, 2022'.

WCC

RUSSELL RULE REPORT

August 1, 2021 - July 31, 2022

THE RUSSELL RULE

Since the August 2020 adoption of the West Coast Conference's Russell Rule, the WCC's groundbreaking conference-wide diversity hiring commitment, the Conference and the membership continue to work towards achieving the goal of a more diverse and inclusive environment.

The Russell Rule, named after WCC and NBA legend Bill Russell, requires the athletic department at each member institution and the Conference office to include a member of a traditionally underrepresented community in the pool of final candidates for every athletic director, senior administrator, head coach and full-time assistant coach position.

There is a steadfast commitment to bringing forward a diverse candidate pool in hiring practices with the adoption of the Russell Rule in August of 2020. From August 1, 2021, to July 31, 2022, the commitment has resulted in more than half of the **127** hires from an underrepresented community. Overall, **124** of the **127** hires met the Russell Rule hiring commitment and **127** candidates from underrepresented communities were part of the final candidate pools. This reflects the unwavering commitment of the Presidents' Council and athletic department leadership towards reaching our goal that the diversity of our student-athletes is reflected in those that lead and mentor them and provides a holistic and inclusive education during their time at WCC institutions.

21-22 HIGHLIGHTS

- **72** candidates (56.7%) among 127 hired are from underrepresented communities.
- **124** of 127 (97.6%) total hires met the Russell Rule hiring commitment.
- **127** candidates included in the final candidate identified as non-white and 109 candidates identified as female or non-binary in the final pools of the 127 searches.
- In 15 head coach searches, there were **7** hires from underrepresented communities and **16 non-white and 20 female/non-binary** candidates in the finalist pools.
- In 83 assistant coach searches, there were **93 non-white and 72 female/non-binary** candidates in the finalist pools. Of the 83 searches, **49** hires are from underrepresented communities.
- In 28 Senior Staff searches, **18 non-white and 17 female/non-binary** candidates in the finalist pools, leading to **16** hires from underrepresented communities.
- The racial diversity of head coaches in men's basketball is 40.0% and the gender diversity is 0.0%.
- The racial diversity of head coaches in women's basketball is 20.0% and the gender diversity is 60.0%.
- The racial diversity of head coaches of women's teams is 22.4%.
- The racial diversity of head coaches of men's teams is 15.1%.
- The gender diversity for senior staff is 33.3%.

KEY TAKEAWAYS

- **124 of 127 (97.6%)** total hires across all 10 institutions met the Hiring Commitment/Russell Rule
- **38** exceptions (30.6%) are included in the 124 hires that met the Hiring Commitment/Russell Rule
- **72** (56.7%) candidates hired from underrepresented communities (3 of the 72 candidates, selected “other” under the race category)
 - Of the **72**: **21** identified as male, **51** identified as female and **40** of these men and women identified as an ethnic minority*
- **127** candidates in final candidate pools identify as non-white
- **109** candidates in final candidate pool identify as female or non-binary
- **3** hires did not meet the WCC Hiring Commitment

*Individual candidates in the final pool could be considered in both categories non-white and female or non-binary.

| Position | Total Hires | Hires Meeting Commitment | Hires Not Meeting Commitment | Under-represented Community Hires | Candidates in Final Pool (non-white) | Candidates in Final Pool (female or non-binary) |
|------------------------------|-------------|--------------------------|------------------------------|-----------------------------------|--------------------------------------|---|
| Head Coach | 15 | 15 | 0 | 7 | 16 | 20 |
| Assistant Coach | 83 | 82 | 1 | 49 | 93 | 72 |
| Senior Staff Asst./Assoc. AD | 28 | 26 | 2 | 16 | 18 | 17 |
| Athletics Director | 1 | 1 | 0 | 0 | 0 | 0 |
| Totals | 127 | 124 | 3 | 72 | 127 | 109 |



WCC's Hiring Commitment for BYU:

- 89.4% (17 of 19) of the hires met the Russell Rule Hiring Commitment
- 10 candidates among 19 hired are from underrepresented Communities
- 10 candidates who identified as non-white were included in final candidate pools of the 19 searches.
- 15 candidates who identified as female or non-binary were included in final candidate pools of the 19 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | BYU | NCAA |
|--------------------------------------|-------------|-------|-------|
| SENIOR STAFF | race | 27.3% | 17% |
| | gender | 13.6% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 11.1% | 18% |
| | gender | 11.1% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 11.1% | 21% |
| | gender | 77.8% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 33.3% | 55% |
| | gender | 33.3% | 66.9% |



WCC's Hiring Commitment for Gonzaga:

- 100% (10 of 10) of the hires met the Russell Rule Hiring Commitment
- 5 candidates among 10 hired are from underrepresented Communities
- 5 candidates who identified as non-white were included in final candidate pools of the 10 searches.
- 9 candidates who identified as female or non-binary were included in final candidate pools of the 10 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | GONZAGA | NCAA |
|--------------------------------------|-------------|---------|-------|
| SENIOR STAFF | race | 18.8% | 17% |
| | gender | 37.5% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 14.3% | 18% |
| | gender | 0% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 0% | 21% |
| | gender | 42.9% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 33.3% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 33.3% | 55% |
| | gender | 33.3% | 66.9% |



WCC's Hiring Commitment for LMU:

- 100% (14 of 14) of the hires met the Russell Rule Hiring Commitment
- 9 candidates among 14 hired are from underrepresented Communities
- 15 candidates who identified as non-white were included in final candidate pools of the 14 searches.
- 14 candidates who identified as female or non-binary were included in final candidate pools of the 14 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | LMU | NCAA |
|--------------------------------------|-------------|-------|-------|
| SENIOR STAFF | race | 26.7% | 17% |
| | gender | 20.0% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 12.5% | 18% |
| | gender | 12.5% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 40.0% | 21% |
| | gender | 50.0% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 33.3% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 55% |
| | gender | 100% | 66.9% |



WCC's Hiring Commitment for Pacific:

- 100% (13 of 13) of the hires met the Russell Rule Hiring Commitment
- 9 candidates among 13 hired are from underrepresented Communities
- 14 candidates who identified as non-white were included in final candidate pools of the 13 searches.
- 11 candidates who identified as female or non-binary were included in final candidate pools of the 13 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | PACIFIC | NCAA |
|--------------------------------------|-------------|---------|-------|
| SENIOR STAFF | race | 11.1% | 17% |
| | gender | 55.6% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 42.9% | 18% |
| | gender | 14.3% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 27.3% | 21% |
| | gender | 18.2% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 55% |
| | gender | 100% | 66.9% |



WCC's Hiring Commitment for Pepperdine:

- 100% (6 of 6) of the hires met the Russell Rule Hiring Commitment
- 4 candidates among 10 hired are from underrepresented Communities
- 4 candidates who identified as non-white were included in final candidate pools of the 6 searches.
- 6 candidates who identified as female or non-binary were included in final candidate pools of the 6 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | PEPPERDINE | NCAA |
|--------------------------------------|-------------|------------|-------|
| SENIOR STAFF | race | 20% | 17% |
| | gender | 40% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 14.3% | 18% |
| | gender | 14.3% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 25% | 21% |
| | gender | 50% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 55% |
| | gender | 100% | 66.9% |



WCC's Hiring Commitment for Portland:

- 100% (6 of 6) of the hires met the Russell Rule Hiring Commitment
- 2 candidates among 6 hired are from underrepresented Communities
- 3 candidates who identified as non-white were included in final candidate pools of the 6 searches.
- 4 candidates who identified as female or non-binary were included in final candidate pools of the 6 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | PORTLAND | NCAA |
|--------------------------------------|-------------|----------|-------|
| SENIOR STAFF | race | 7.1% | 17% |
| | gender | 35.7% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 20% | 18% |
| | gender | 0% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 28.6% | 21% |
| | gender | 28.6% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 33.3% | 55% |
| | gender | 33.3% | 66.9% |



WCC's Hiring Commitment for Saint Mary's:

- 100% (11 of 11) of the hires met the Russell Rule Hiring Commitment
- 8 candidates among 11 hired are from Underrepresented Communities
- 8 candidates who identified as non-white were included in final candidate pools of the 11 searches.
- 8 candidates who identified as female or non-binary were included in final candidate pools of the 11 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | SAINT MARY'S | NCAA |
|--------------------------------------|-------------|--------------|-------|
| SENIOR STAFF | race | 15.4% | 17% |
| | gender | 30.8% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 0% | 18% |
| | gender | 0% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 14.3% | 21% |
| | gender | 42.9% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 33.3% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 33.3% | 55% |
| | gender | 100% | 66.9% |



WCC's Hiring Commitment for San Diego:

- 100% (20 of 20) of the hires met the Russell Rule Hiring Commitment
- 11 candidates among 20 hired are from underrepresented Communities
- 40 candidates who identified as non-white were included in final candidate pools of the 20 searches.
- 19 candidates who identified as female or non-binary were included in final candidate pools of the 20 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | SAN DIEGO | NCAA |
|--------------------------------------|-------------|-----------|-------|
| SENIOR STAFF | race | 27.3% | 17% |
| | gender | 27.3% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 11.1% | 18% |
| | gender | 0% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 42.9% | 21% |
| | gender | 71.4% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 100% | 55% |
| | gender | 100% | 66.9% |



WCC's Hiring Commitment for San Francisco:

- 100% (10 of 10) of the hires met the Russell Rule Hiring Commitment
- 3 candidates among 10 hired are from underrepresented Communities
- 12 candidates who identified as non-white were included in final candidate pools of the 10 searches.
- 6 candidates who identified as female or non-binary were included in final candidate pools of the 10 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | SAN FRANCISCO | NCAA |
|--------------------------------------|-------------|---------------|-------|
| SENIOR STAFF | race | 20% | 17% |
| | gender | 30% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 0% | 18% |
| | gender | 0% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 25% | 21% |
| | gender | 37.5% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 50% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 33.3% | 55% |
| | gender | 66.7% | 66.9% |



WCC's Hiring Commitment for Santa Clara:

- 94.4% (17 of 18) of the hires met the Russell Rule Hiring Commitment
- 11 candidates among 18 hired are from underrepresented Communities
- 16 candidates who identified as non-white were included in final candidate pools of the 18 searches.
- 17 candidates who identified as female or non-binary were included in final candidate pools of the 18 searches.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | SANTA CLARA | NCAA |
|--------------------------------------|-------------|-------------|-------|
| SENIOR STAFF | race | 9.5% | 17% |
| | gender | 42.9% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 25% | 18% |
| | gender | 0% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 10% | 21% |
| | gender | 40% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 66.7% | 55% |
| | gender | 66.7% | 66.9% |



WCC's Overall Hiring Commitment:

The WCC schools continued with their strong commitment to the Russell Rule in its second year, with 124 of the 127 hires across the conference meeting the rule. More than half, **72 of the 127 hires**, are from traditionally underrepresented communities. Included in the final candidate pool were **127** individuals from underrepresented communities.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | WCC OVERALL | NCAA |
|--------------------------------------|-------------|-------------|-------|
| SENIOR STAFF | race | 18.3% | 17% |
| | gender | 33.3% | 34% |
| HEAD COACHES OF MEN'S TEAMS | race | 15.1% | 18% |
| | gender | 5.2% | 4% |
| HEAD COACHES OF WOMEN'S TEAMS | race | 22.4% | 21% |
| | gender | 45.9% | 41% |
| MEN'S BASKETBALL ASSISTANT COACHES | race | 55.0% | 53.7% |
| | gender | 0% | 0.3% |
| WOMEN'S BASKETBALL ASSISTANT COACHES | race | 53.3% | 55% |
| | gender | 73.3% | 66.9% |



WCC's Overall Hiring Commitment:

The WCC schools continued with their strong commitment to the Russell Rule in its second year, with 124 of the 127 hires across the conference meeting the rule. More than half, **72 of the 127 hires**, are from traditionally underrepresented communities. Included in the final candidate pool were **127** individuals from underrepresented communities.

The chart below demonstrates the demographics of the institution by race (staff identifying as non-white) and gender (staff identifying as female or non-binary).

Percentages for the NCAA below are from the NCAA Demographics Database, which includes reported data from active NCAA member schools' NCAA Sport Sponsorship and Demographics Forms. The percentages reflect the traditionally underrepresented community in each reported positional category for all NCAA member schools in 2021. Data includes all sports sponsored by the NCAA.

| CATEGORY | DEMOGRAPHIC | WCC | NCAA |
|--------------|-------------|-------|------|
| SENIOR STAFF | race | 33.3% | 17% |
| | gender | 33.3% | 34% |