



Ross Initiative in Sports for Equality



FROM PROTEST TO PROGRESS:
Athlete Activism in 2016



Introduction

The issue of race and inequality in America dominated our national discourse in 2016. Through the growth of #BlackLivesMatter and movements for police accountability, evidence of rising economic inequality, racial rhetoric in a divisive presidential election and debates on access to education and justice, “the problem of the color line” emerged as perhaps the defining issue of the year. True to the notion that sports are a microcosm of our society, athletes across our country reflected this focus, in turn using their platform to engage in numerous efforts to draw attention to and advocate for social change.

The role of the activist athlete is not a new phenomenon. From Jesse Owens to Althea Gibson to Muhammad Ali to Jackie Robinson to Kareem Abdul Jabbar to Serena Williams, athletes using their influence to effectively advocate for equality have defined American history.

What we found particularly significant about 2016, however, was the proliferation of activism in such a short period of time via a multitude of athletes across various sports. In addition, San Francisco 49ers quarterback Colin Kaepernick became a catalyst for the heightened attention on the activist athlete when he decided individually to first sit, and then kneel, during the pre-game national anthem to highlight racial inequality in America.

This report analyzes the role that many athletes embraced in 2016 as advocates for a better world. We aimed not just to document the activism of this past year but also to highlight best practices and emphasize the important role that the athlete – and all of sports – can play in bringing people together to solve our country’s most pressing issues. We conclude with five recommendations for athletes, teams, leagues and others who seek to use sports as a vehicle for social change.

Our analysis

Our report focuses on the social justice activism of athletes,¹ in the NFL and beyond in the time period beginning with the Summer Olympics and running through the end of the 2016 NFL season.² We surveyed actions taken at the professional, collegiate and high school levels. To be included in this report, actions undertaken by athletes and others in the sports industry had to be geared toward seeking equality for all or improved race relations. These actions also had to have been reported by the mainstream media or officially communicated through some other media source to allow for corroboration and verification.

The list of actions collected and analyzed in this report is by no means exhaustive. It is instead a survey of more than 225 examples of athlete activism in the latter half of 2016. Our goal was to gain a sense of the impact of efforts from athletes and sports organizations as reported by the media. We focused on compiling and analyzing the diversity of strategies employed to capture the uniqueness of the movement and assessing their effectiveness. As an example, the number of times a particular player knelt, held news conferences or engaged their fans on social media is not included each time such an event occurred. Instead, only the first reported instance of the event is noted. We grouped these actions into six categories: protest, public statements, special apparel, collective action, community outreach and financial contributions. The chart in the Appendix provides a breakdown of the actions we surveyed and the dates they occurred.

¹ We define “social justice activism” as actions that focus on calling attention to and improving race relations in America.

² In preparing this report, our research team specifically compiled a list of social justice actions undertaken by athletes and sport organizations over the period July 8, 2016 to Jan. 22, 2017.

Part 1: Athletes seeking change in 2016

Protest

Protests were defined as intentionally defying existing rules or conventions with an aim of raising awareness or showing solidarity. Athletes who engaged in protest made a public statement on social justice issues while also challenging the conventions or expectations of their leagues or society as a whole. Our survey identified a pattern that at the professional level, protests were typically used to spark initial conversation and often preceded further action. Athletes at the college and high school level, notably, engaged in protests as their primary form of activism while professional athletes were more likely to engage in one of the other forms of activism. The protests of student-athletes were often dramatic and engaged athletes from a variety of sports. Oakland California's Castlemont High School football team lay on the sidelines with their hands up during the national anthem. Four players on the University of Michigan football team raised a fist in the air during the national anthem at their first home game. The Oberlin College women's field hockey team knelt during The Star Spangled Banner "to express to fellow students, community members and people everywhere that we will not accept racial violence and police brutality as a part of our country."

The protests of these young student-athletes were particularly moving because they endured a greater risk for their activism than their professional counterparts. A regent for the University of Nebraska, for example, called for players who knelt during the anthem to be kicked off of the football team. The Beaumont Bulls, a young football team in Texas, saw their season canceled in the controversy that followed their decision to kneel during the national anthem.

SOME EXAMPLES OF ATHLETES ENGAGED IN PROTEST AT THE PROFESSIONAL LEVEL INCLUDED:

49ERS' COLIN KAEPERNICK AND ERIC REID KNEEL DURING NATIONAL ANTHEM

Faced with mounting criticism for sitting and then kneeling for the anthem, Eric Reid was one of the first players to demonstrate his solidarity with Colin Kaepernick by kneeling alongside him Sept. 1. Their action was made more significant by the fact that the game took place on military appreciation night, a move that fueled accusations that their protest was unpatriotic and disrespectful to the military.

SEAHAWKS' JEREMY LANE SITS DURING NATIONAL ANTHEM

On Sept. 6, Jeremy Lane of the Seahawks sat during the anthem in a move he described as "support" for Colin Kaepernick. His move was one of the first athletes unaffiliated with the San Francisco 49ers to demonstrate support. There would be many more, but at an early time in the "movement" and discussion, Lane's actions were significant.

SEATTLE REIGN'S MEGAN RAPINOE KNEELS

Megan Rapinoe knelt during the anthem prior to a Sept. 4 game involving the Seattle Reign, her National Women's Soccer League team, the first athlete outside of the NFL to do so following Kaepernick's action. In her next NWSL game three days later, the Washington Spirit played the anthem before players took the field to prevent a repeat protest. Rapinoe later stood and linked arms with teammates during the anthem prior to a game on the anniversary of the 9/11 terrorist attacks. She also knelt in her U.S. Women's National Team match against Thailand on Sept. 15.



Public statements

Public statements involved oral or written communications from individual athletes, teams or organizations to address specific issues or grievances. Many athletes conveyed their commitment to improved race relations or support for particular causes through detailed statements and opinion pieces. In July, New York Knicks forward Carmelo Anthony posted a statement on social media condemning police shootings against unarmed black men. One week later, Anthony, along with LeBron James, Dwayne Wade and Chris Paul, stood on stage at the ESPYS and called for social change in the wake of recent police shootings. A few weeks later, Michael Jordan made a rare public statement on social issues with a message that spoke out about police while also touching on the deep respect he has for law enforcement. Serena Williams spoke out passionately via Facebook about her fears for her nephew driving past a nearby police officer, declaring “I won’t be silent” and calling on others to “stride on” with her in the face of injustice.

Several athletes also made public statements at the outset of and during the fall football and basketball seasons. Early in September, for example, the Miami Dolphins’ Jelani Jenkins wrote an article for TIME magazine on his decision to kneel, and then stand, for the national anthem. League commissioners and other sports professionals, including NFL Commissioner Roger Goodell and WNBA President Lisa Borders, made public statements to provide a nuanced response to the activism of their leagues’ athletes. The Players’ Tribune emerged as a leading platform for athletes at the professional and college level seeking to share personal stories and discuss their personal commitments to justice. At the college and high school level, comments and statements by athletes were less common but still notable. One involved John O’Korn, a quarterback on the University of Michigan football team, who took to social media to express solidarity and support for his teammates of color.

Special apparel

2016 saw a rise of athletes wearing special apparel to amplify social justice causes, often with club or league support. The NFL’s “My Cause, My Cleats” campaign allowed athletes to wear self-designed cleats during Week 13. Many NFL players took the opportunity to wear cleats that drew attention to social justice causes, amplifying their voices while on the field. Athletes in the WNBA wore T-shirts in support of #BlackLivesMatter on the court in July. Though players initially faced fines for doing so, the WNBA ultimately supported their players’ decision to wear the apparel, encouraging them to use their platform as roles models and leaders.

OTHER HIGHLIGHTS OF ATHLETES WEARING SPECIAL APPAREL IN 2016 INCLUDED:

GOLDEN STATE WARRIORS’ FORWARD DRAYMOND GREEN

Draymond Green demonstrated solidarity with NFL athletes calling out for racial equality in early December, wearing specially designed shoes with the hashtag #SidelineRacism in several nationally televised games.



WASHINGTON REDSKINS DESEAN JACKSON WEARS SPECIAL CLEATS

Two months before the NFL’s “My Cause, My Cleats” week, DeSean Jackson wore specially designed cleats during his warmup to illustrate his concern about the “senseless killings of both citizens and police.” The Redskins issued a public statement following the game in support of Jackson.

MINNESOTA LYNX WEAR WARMUP SHIRTS IN HONOR OF THOSE KILLED BY POLICE

On July 9, several players for the Minnesota Lynx wore shirts in support of Alton Sterling, Philando Castle and the five police officers killed in Dallas the previous week. They subsequently held a news conference to explain their stand and call for action.

Collective action

Multiple athletes moved beyond individual gestures or statements to show solidarity in support of social justice causes. Such displays often emanated out of closed-door discussions by teams and players seeking to develop a collective message and impact. For example, the Seattle Seahawks linked arms in a display of unity while the national anthem played just before their first game of the season. Seahawks coach Pete Carroll later explained that it was vitally important to him and the team that his players not only be allowed to express their opinions and feelings regarding police violence and the African-American community but also that they maintain a united front against racism and social injustice of all kinds. A week later, the Atlanta Falcons and New Orleans Saints embraced an idea from their coaches and took the field before Monday Night Football to form a circle on the field and join hands to make a statement about injustice while emphasizing the need for unity.



Community outreach

Several athletes and teams partnered with community groups and leaders seeking social justice at the local level, to join and amplify their cause. The actions were geared toward creating dialogue, increasing understanding of different perspectives and, at times, changing policy. Some community engagement efforts were specific and involved players reaching out independently to lawmakers. For example, following a strategy session with team leaders, players and community leaders early in the season, the Miami Dolphins developed a series of activities to build relationships among the team, law enforcement and the South Florida community. These included hosting community tailgates for youth, community leaders and law enforcement prior to each home game during the season and organizing a ride-along program for Dolphins players and the Broward Sheriff's Office. The Denver Broncos' Brandon Marshall similarly met with Denver Police Chief Robert White and participated in ride-alongs and "don't shoot" training with officers. The Memphis Grizzlies collaborated with the Memphis Police Department to create a local Police Athletic League. NFL players Anquan Boldin, Glover Quin, Malcolm Jenkins, Josh McGown and Andrew Hawkins went to Capitol Hill to talk with members of Congress about their views on police accountability and criminal justice reform.



Financial contributions

Our analysis also noted several instances where athletes or teams made significant financial contributions to social justice organizations and initiatives to demonstrate their commitment to and support for a cause. Michael Jordan donated \$1 million to both the International Association of Chiefs of Police's Institute for Community-Police Relations and the NAACP Legal Defense Fund in July. In a statement made to ESPN's *The Undeclared* announcing the gifts, Jordan said he was doing so "in the hope that we can come together as Americans, and through peaceful dialogue and education, achieve constructive change." In September, Colin Kaepernick pledged \$1 million of his salary to a variety of charities and nonprofits engaged in the fight against inequality – a move that was matched by an additional \$1 million pledge from the 49ers to local charities. Several other players in various leagues made financial gifts throughout the year to benefit and support various causes, with a great emphasis on supporting law enforcement and organizations seeking to protect the civil rights of the most vulnerable.

Part 2: Analysis of impact

2016 was a time of social and political unrest in the United States marked by strained race relations because of police shootings of unarmed black men, attacks on law enforcement and a unique presidential campaign charged with racial rhetoric. In early to mid-2016, prior to Colin Kaepernick's decision to kneel in the NFL pre-season, a series of efforts from athletes built the overall influence and expectation of social justice activism by prominent athletes and sports organizations. These efforts, the majority resonating from basketball circles, included public statements and protests that received national attention and highlighted the power of the athlete voice in tackling social issues.

Anthem protests: Controversial but effective when part of a broader strategy

Protests were by far the most controversial of the six actions. Reactions to Kaepernick and others who knelt during the national anthem to bring attention to racial injustice generally and police accountability specifically were largely divided into two groups: those who applauded him for raising awareness about injustice and sparking a national debate and discussion on race and those who saw his protest as unpatriotic and an offense not just to members of law enforcement but also to military service members whose sacrifice and service the anthem honors.

With the controversy came greater attention. In the first week of the regular season, just a few days after his initial protest, Kaepernick covered *TIME* magazine and his jersey had become the biggest seller in the NFL. According to social media tracking company Hookit, Kaepernick increased his number of followers on social media by about 18,000 per day at the height of the coverage of his anthem kneeling in August and September.

This greater attention invited significant criticism from powerful voices. U.S. Rep. Steve King, R-Iowa, accused Kaepernick of undermining patriotism and likened his activism to ISIS sympathizing. Former Arkansas Gov. Mike Huckabee called him "an arrogant fool." And by asserting that Kaepernick was anti-American, many of those who opposed the message of his protest found a convenient avenue to deflect attention away from the very issues of racial inequality and injustice that Kaepernick and others were seeking to highlight.

The protests also had an unintended ripple effect on young student athletes who were inspired by Kaepernick and other professional athletes to follow suit but who were in a much more vulnerable position. In Texas, for example, the Beaumont Bulls football team, composed primarily of 11 and 12 year olds, received multiple death threats from community members after the team agreed to kneel in protest of racial discrimination in America. Their league ultimately decided to cancel their season. In Louisiana, the scattered members of the Bonnabel High School football team who decided to kneel led the alumni association to revoke its donation to the school while several officers of the Jefferson Parish County Sheriff's Office refused to provide volunteer security for their games.



Beaumont Bulls football team

Yet in spite of the palpable tension and anger that the activism of Kaepernick and others provoked, the long-term effects are relevant. These players' actions and the controversy surrounding them sparked a national dialogue about race in America.

Throughout the NFL season, athletes explored and engaged in various forms of activism with a similar focus on seeking social change. These included opportunities for professional athletes, community activists and law enforcement to come together and develop positive solutions for improving their cities and towns. Players engaged in ride-alongs, hosted community discussions and tailgate parties to increase goodwill, promote understanding and foster constructive dialogue between minority groups and their local police forces.

Collective action: Influence in numbers

Collective action was a powerful tool that helped athletes share their messages with a less divisive impact, in part because the risk was shared by the entire team as opposed to being borne by a handful of players. Teams that engaged in collective efforts to raise awareness were met with more public support, while the individual attempts were more likely to be met with criticism (i.e. the continued critique of Kaepernick; Brandon Marshall of the Denver Broncos losing endorsements for individually taking a knee; the negation of Megan Rapinoe's protest when they played the national anthem before the players took the field). Thus, while the collective voices and actions of athletes across the United States added depth and effectiveness to their impact, individual athletes also oftentimes were bound by the power or expectations of the governing bodies and leagues they were representing.

Need to shift from protest to progress

Our analysis of athlete activism over the past six months suggests that the best indication of whether activism will yield either greater attention for a particular issue or sustainable change lies in whether the activism shifts from a single act to an ongoing effort. Protests, statements, collective action, donations to organizations that transitioned to further conversations, relationship building and solution-oriented actions were most likely to garner sustained attention and yield actual change.



Miami Dolphins ride-along with the Broward Sheriff's Office

After engaging in an on-field show of unity, Seattle Seahawks players met with police to learn about police training and policies. Doug Baldwin then launched the "Building Bridges Task Force" to, among other things, bring people together to build relationships and also review police policies in the State of Washington. Five NFL players visited Congress to discuss police accountability with various lawmakers.

Following the wave of athlete protests and statements, individual athletes, professional sports organizations and nonprofit organizations engaged in concerted and systematic efforts to join forces with local activists and law enforcement in developing local solutions for change. Carmelo Anthony hosted a town hall with Team USA involving men's and women's basketball players, members of the Los Angeles Police Department, Boys and Girls Club, and other community leaders to create an environment that better allowed people to share their thoughts and perspectives about social issues with an eye toward developing a game plan for change. Other teams followed suit, and over the latter half of 2016 several NFL and NBA teams, including the Redskins, Dolphins, Colts, Warriors, Pistons, Giants and Jaguars, hosted either public or private town hall discussions with players, lawmakers and local law enforcement. The substance varied from team to team, but the goal of all were to discuss solutions for building safer communities and improving police-community relations. These efforts included public forum discussions about how to improve race relations, launch anti-racism training in schools, create police athletic leagues, connect community members with police, support the creation of "don't shoot" trainings for police officers and sponsor police ride-alongs for athletes and community members. These efforts highlight the great progress in creating concrete individual behavioral changes in community members and police officers and built on the awareness of social issues that were created through the initial protests and statements from athletes.

Part III: Recommendations

Like many of their predecessors, the activist athletes of 2016 sought to bring people together to develop and implement solutions for social change. For their efforts to be sustainable and successful in the long term, RISE recommends the following next steps to players, teams, leagues and the broader sports industry. Implementing many of these recommendations will require institutional buy in and support, which we believe is vital if athletes seeking to engage in activism also are going to be fully engaged and fulfilled as players and teammates in their respective leagues.

1. **Education:** On the Issues, Tactics and History
2. **Internal:** Space for Discussion, Perspective Sharing and Solution Building
3. **External:** Building a Network for Collaboration, Support, Training and Strategy
4. **Engagement:** Community Leaders and Beyond
5. **Moving from Protest to Action:** Study Impact, Provide Feedback and Stay Organic

Education: On the Issues, Tactics and History

By far, the athletes' most effective tools for speaking out for justice and equality are their own voices and personal stories. Our analysis also found there are benefits to creating increased opportunities for athletes to learn about policy reforms and solutions to the issues they care about. Gaining a strong understanding of the multiple sides of an issue not only helps to inform their advocacy, it also can increase their commitment to their roles as advocates for justice. This includes learning about the history of a particular issue or injustice, past attempts to address it and details on which reform tactics are most effective. By gaining a broader understanding of the context of the issues they seek to address, activist athletes can become confident in using their voices as a potent force for effectively advocating for change.

The most effective educational tools will be multifaceted, identifying the varying perspectives of a particular issue. We recommend specifically that institutions seeking to provide these educational tools consider:

- Developing and distributing podcasts, briefings, white papers and other educational materials for athletes to learn on their own and with others.
- Deploying “locker room leaders” to serve as voices in spreading information and engaging athletes to participate, join the movement and learn more.
- Hosting Q&A/discussions with athletes and selected leaders to help them understand context, history, statistics and data on issues of importance to them. Discussions can be in person or via calls/webinars that can then be recorded and reproduced as podcasts.

Internal: Space for Discussion, Perspective Sharing and Solution Building

Athletes and teams can benefit by creating a private platform for athletes to discuss among themselves or with mentors the challenges of having to navigate the varied expectations, roles and goals they have for themselves as players and as activists. Throughout the 2016 NFL season, teams and other organizations that created a space to discuss issues at hand and share their perspectives with each other built unity and a greater understanding among themselves on how they could take action to unify and their causes.

Players who led or participated in internal locker room discussions on race and inequality noted the benefits – on and off the field – of building greater camaraderie and understanding of each other's perspectives. These private discussions also allowed players and teams to understand where others stand on issues and provide moral support even where they did not agree with a particular action or position. As a result, teams and players were able to build a greater understanding on their positions and the views of others, gaining new insights and increased effectiveness as advocates while increasing unity among themselves as teammates.

External: Building a Network for Collaboration, Support, Training and Strategy

Activism can be isolating. It is critical that athletes engaged in seeking social change have a network of support not just from their teammates but their team ownership, league and others in the sports industry. Athletes at the professional level endure many risks – receiving threats, fines and lost endorsements – when they use their platforms to seek change in their communities. Since their sport is their livelihood, like any other employee, they are putting their jobs at risk when they stand up to larger systemic forces. We suggest that sports leaders can best support these athletes by building a thoughtful, strategic, inclusive and sustainable infrastructure to inform, support and empower athletes to take the lead in bringing people of diverse perspectives together to advance sustainable social change.

This entails building a strategic alliance that includes league leadership, unions, coaches, athletes, sports journalists and others to ensure athletes can take risks in their advocacy work with the knowledge that others will be there to support and echo or amplify their voices. This alliance can develop various mechanisms for providing support, including:

- Creating a network of mentors, including former athletes and coaches, to advise current athletes on ways to manage risks in speaking out and using their platform constructively.
- Connecting and coordinating with civil rights organizations and leaders that work in communities to amplify their work and further provide ways to support and amplify the athletes' voices.
- Creating a network of advocates for student-athletes that will engage, educate and empower them to become effective advocates and leaders for social justice.

Engagement: Community Leaders and Beyond

Athletes engaging in activism can bolster their effectiveness through developing strong alliances with key stakeholders in their communities. These stakeholders include law enforcement, youth, community activists, grassroots organizations, lawmakers and policy leaders. While sports created a platform to bring attention to inequality and the need for change, players, teams and leagues with strong community connections will be more successful than those who seek reform in a vacuum.

Athletes and the teams they represent have a vested stake in their community's well-being. Their impact increases significantly when they demonstrate to those "in the trenches" that they will work alongside them as partners seeking to improve the overall health and success of that community. Building these partnerships ensure that athletes can take a holistic approach to addressing an issue, connecting and coordinating with experts in the field who have an informed perspective and strategy for reform. It also can help players build far greater authority to speak out on the issues facing their community since they are not simply speaking from a position of moral authority; they also are voicing concerns of their neighbors, colleagues and allies.

Moving from Protest to Action: Study Impact, Provide Feedback and Stay Organic

Protest can call attention to an injustice and capture national attention. But the act itself is inherently ephemeral. For protest, or any form of activism, to lead to sustainable change, it must be coupled with tangible next steps that are informed and supported by the communities in which they work.

Immediate and effective next steps can include leading discussions on various platforms. Many players used social media or public statements to explain their perspectives. But they still must move beyond even that to lead to sustainable change.

As athlete activism continues and even grows in 2017 and beyond, leagues should develop a mechanism to provide ongoing evaluation and assessment of the impact of various actions to inform ongoing work and progress. Providing a mechanism of metric-driven analysis and feedback will be critical to ensure the sustainability and effectiveness of the activist athlete.

We must continuously ask: How much closer are we to addressing inequality and social justice challenges of our time as a result of these actions? The answer to this question will guide our next steps and provide the athlete with the impetus and confidence to act efficiently and effectively in 2017 and beyond.



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FEBRUARY 2017

APPENDIX



In the midst of their 2016 WNBA season, New York Liberty players took part in an on-court demonstration to spark conversation about the need for improved race relations in America. Over the ensuing weeks, Liberty players, along with other WNBA stars and teams, continued to speak out around issues of social injustice. These actions vaulted the league's players into the spotlight of an intense national conversation about the plight of communities of color in the United States and their efforts to spark dialogue about violence and police accountability.

JULY 10

All 12 members of the New York Liberty wore custom black shirts during pre-game warmups and on the bench for the game against the San Antonio Stars. The team chose shirts to reflect both #BlackLivesMatter and #Dallas5 to emphasize that violence of any kind is unacceptable.



Shirt front: #BlackLivesMatter; #Dallas5



Shirt back: # _____

After the game, a group of players, **Swin Cash**, **Tina Charles**, **Kiah Stokes**, **Carolyn Swords** and **Tanisha Wright**, spoke to the media about their decision to wear the shirts in an effort to spark conversation about violence and police accountability.





The Liberty players understood that the custom warmup shirts challenged commitments with sponsors and partners. For their July 13 game they sought a compromise, opting to wear plain black shirts that were not team or league-issued but featured the WNBA apparel sponsor Adidas. The players wore the shirts for three additional games before receiving notification from the league that both team and individual fines would be levied if players continued to wear non-league issued apparel during warmups.

JULY 20

After their game in Washington, D.C., Liberty players were informed that they each had been fined \$500. The Liberty organization, along with the Phoenix Mercury and Indiana Fever, were fined \$5,000 by the league for failure to comply with the uniform policy.



JULY 21

Following the league fines, a majority of the Liberty players wore their traditional team-issued apparel for warmups and during the game. However, **Tina Charles**, WNBA All-Star and Olympian, wore her shirt inside out, having been affected by seeing video that morning of Charles Kinsey being shot in Miami while attempting to assist an autistic man. Prior to the game, she was presented with the June Player of the Month Award, which she accepted at center court wearing her Liberty shirt inside out.

While some discussion between the two teams occurred ahead of time, immediately after the July 21 game, **Swin Cash** (New York Liberty) and **Tamika Catchings** (Indiana Fever) met to determine whether the teams would stage a postgame media blackout. They determined both teams would proceed as planned.

After **Cash** made a statement about the outcome of the game, she informed all media in attendance that players would only talk about their efforts to speak out about the ongoing violence in America and the league's decision to fine the players for their action.





JULY 22

Several players across the WNBA posted photos and images to social media of their teams in the locker room before games, wearing black shirts and saying they would not be silent. However, no player wore the shirts onto the court. Although the Liberty did not have a game on this date, players made their voices heard, including Liberty forward **Tina Charles**.



tina31charles

Today, I decided to not be silent in the wake of the @wnba fines against @nyliberty, @indianafever & @phoenixmercury due to our support in the #BlackLivesMatter movement. Seventy percent of the @wnba players are African-American women and as a league collectively impacted. My teammates and I will continue to use our platform and raise awareness for the #BlackLivesMatter movement until the @wnba gives its support as it does for Breast Cancer Awareness, Pride and other subject matters.

JULY 23

Facing backlash for their decision to fine players and teams for wearing the unofficial apparel, the WNBA announced it would rescind all fines. The league leadership emphasized their recognition of the importance of the issue for its players and expressed a desire to continue to collaborate with the players and teams moving forward.

AUGUST 26

Because of the five-week Olympic break, the Liberty did not compete again until August 26 in San Antonio. At that point, the NFL preseason was underway and players, including San Francisco 49ers quarterback **Colin Kaepernick**, were choosing to sit or kneel during the national anthem to draw attention to racial inequality. Liberty guard **Brittany Boyd** began sitting on the bench during the national anthem.

SEPTEMBER 11

Liberty players and coaches locked arms and bowed their heads on the court as they stood along the free throw line during the national anthem before a game against the Dallas Wings in Arlington, Texas. Several other WNBA teams around the league followed suit.



SEPTEMBER 24

The Liberty faced the Phoenix Mercury in the second round of playoffs at Madison Square Garden. They again locked arms and stood with their heads bowed during the anthem, and **Brittany Boyd** sat alone on the bench. Phoenix Mercury players **Kelsey Bone** and **Mistie Bass**, as they had done in the team's first-round game earlier in the week, knelt on the court.





BEST PRACTICES AND LESSONS LEARNED

Communication and coordination within the league

One of the unique aspects of what transpired with the Liberty, and all of the WNBA, was the level of communication that took place among the 144 players in the league. Real-time decision-making occurred thanks to the Women's National Basketball Players Association serving as a convener and conduit for ideas and actions.

Solidarity

As discussions progressed about what actions to take and how to support one another, the league's players stood united, regardless of race and background. This was an important aspect of what transpired, the sense of unity and ensuring that no one be left to endure risks alone.

Leadership

The Liberty players chose to wear controversial attire that could elicit fines and negative media coverage. They were able to make decisions quickly and deliberately because of the leadership of the players association and the support of the league's highest-profile athletes. These athletes led the way and supported younger players who had more to risk in multiple ways, including offering to bear the financial burden of fines levied on their less-established peers.

Support within and outside of the Liberty

The Liberty's front office supported the decision of players to wear the #BlackLivesMatter shirts and use the postgame media conference as a platform to discuss racial inequality. The players also received noticeable support from fans at games and on social media, reinforcing the team and players' decision to use their role as athletes to seek social change.





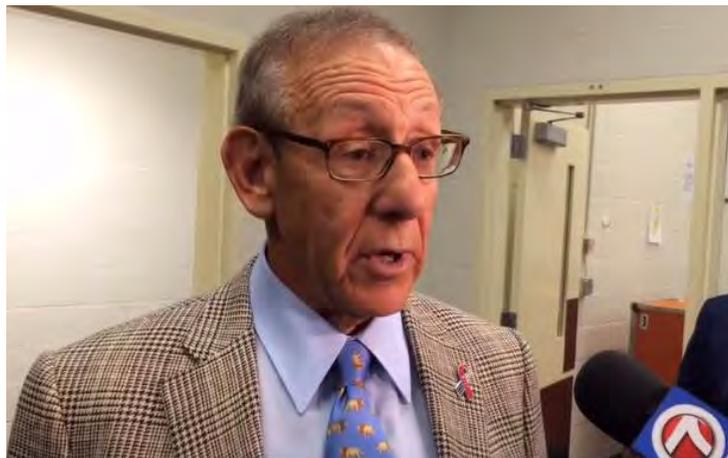
Throughout the 2016 NFL Season, several players from the Miami Dolphins demonstrated how continuous events and conversations combined with a sustained commitment to building relationships between law enforcement and the greater community can impact and improve race relations at the local level.

SEPTEMBER 9

Dolphins running back **Arian Foster** called a players-only meeting to discuss potential ways to raise awareness on the need to improve race relations.

SEPTEMBER 11

The Miami Dolphins players took the field in Seattle for the first regular season game against the Seahawks. **Arian Foster, Jelani Jenkins, Kenny Stills** and **Michael Thomas** knelt during the playing of the national anthem.



After the game, Dolphins owner Stephen Ross expressed his support for the players' actions, those who serve and protect the country, the right of the players to protest and the importance of initiating a conversation on race relations and the issues facing the nation.



Following the game, dialogue among the Dolphins players and players across the league continues and ideas regarding next steps begin to take shape.

SEPTEMBER 14

Arian Foster, Jelani Jenkins, Michael Thomas and Director of Player Engagement **Kaleb Thornhill** have a conference call with members of RISE to discuss next steps. A decision is made to host a town hall.

SEPTEMBER 19

The players have a discussion with **Florent “Flo” Groberg** (retired U.S. Army captain – Medal of Honor recipient) and **Rob O’Neill** (former Navy SEAL who shot and killed Osama bin Laden).

SEPTEMBER 20

Dolphins Town Hall

In collaboration with RISE and with the support of the Dolphins, the four players hosted a town hall with members of the Dolphins organization, community leaders, law enforcement and youth coaches. The players and law enforcement members shared their perspectives on race relations and developed solutions for building better relationships between law enforcement and the community.





PUTTING THE GAME PLAN INTO ACTION

The Dolphins' town hall inspired several new initiatives that the players and team worked to implement with law enforcement, community leaders and local youth throughout the fall.



Police officers join weekly award presentation

Local police officers joined Miami Dolphins Youth Programs team members to present Player of the Week awards at local schools.

#CommUNITYTailgate

Foster, Jenkins, Stills and Thomas hosted a tailgate for community leaders, youth, law enforcement and military service members prior to every home game. Attendees also received free tickets to the game.

The tailgates, which featured scavenger hunts, a DJ, high-profile speakers and a space for kids to interview police officers, provided an opportunity for everyone to build relationships and learn from each other.



Sherriff's Office ride-along and community visits

On December 12, Jelani Jenkins, Kenny Stills and Michael Thomas participated in a ride-along with members of the Broward Sherriff's Office. Players also distributed trading cards with law enforcement in the community.



BEST PRACTICES AND LESSONS LEARNED

The Miami Dolphins' efforts to promote meaningful engagement between law enforcement and local communities of color are a model for converting activism into action. They illustrate the power of sports to bring people together to build relationships, heal divisions and promote a greater understanding for each others' work and struggles.

Opportunity for internal deliberate, collective discussion

Players began the season with an internal players-only meeting to reflect on the actions of other players in the league and events of the preceding summer. This led to a collective understanding among the team of different perspectives and the desire of some of the players to raise awareness and seek to improve race relations.

Support at the highest levels

The four players' decision to kneel during the anthem at the first regular season game was immediately recognized and supported by those in positions of authority -- the Miami Dolphins organization and owner Stephen Ross. Rather than creating an internal environment of tension and conflict, their actions were used as a catalyst for subsequent conversation and events. With this cohesive foundation, the players and Dolphins organization were able to link with RISE to coordinate resources, efforts and direction toward action on these issues in the South Florida community.

Intentional strategic planning

This internal support and dialogue allowed for the development of an organizational strategy at every level. It led to meaningful opportunities for respectful engagement across the perceived divide between community and local law enforcement officials. By providing a tangible forum for engagement, these discussions were able to go beyond simple airing of grievances to respectful and meaningful solution-oriented conversations.

Engagement and commitment

The integration of athlete leadership, club-wide support and the team's partnership with RISE and other organizations and meaningful engagement from community stakeholders within a larger framework facilitated a lasting commitment from all parties to put the resulting ideas into practice in a concerted and measurable way.



RISE CEO Jocelyn Benson and Miami Dolphins Owner and RISE Founder Stephen Ross engage with students from 5000 Role Models at a pre-game tailgate.



Throughout the 2016 season, the Seattle Seahawks demonstrated how unity, teamwork, and community outreach and engagement can lead to impactful change. Their work brought people together to develop clear solutions that they could implement to improve their community. With the support of their front office, their work will likely continue and increase in the offseason and in future seasons.

SEPTEMBER 10

Doug Baldwin shared a video on social media explaining that the Seahawks would honor those who lost their lives on September 11, 2001, and those who sacrificed their lives for America’s freedom, while also acknowledging that there is still a need to ensure “freedom and the security of justice for all people.”



SEPTEMBER 11

The team stood with their arms interlocked during the playing of the national anthem prior to their game home against the Miami Dolphins.



In the days that followed, the Seahawks worked to build bridges between law enforcement and communities to promote safety and unity.

SEPTEMBER 14

As a part of Hispanic Heritage Month, the Seahawks awarded **Sergeant Adrian Diaz** with the NFL Hispanic Heritage Leadership Award for his role in establishing the Seattle Police Department’s first police activities league flag football season. Diaz’s efforts helped create more than 80 dialogues between youth and police.





SEPTEMBER 21-22

Several players used their time with the media to raise awareness about the need to improve police-community relations:

- Cornerback **Richard Sherman** used his time at his weekly news conference to offer his view on the nuanced reasons behind a player's decision to kneel during the national anthem as a way to draw attention to race relations in America.
- **Doug Baldwin**, the son of a retired Florida police officer, urged attorneys general across the country to conduct a review of police training policies in their states.
- Defensive end **Michael Bennett** continued the discussion at his news conference, citing specific challenges facing African Americans and the role of athletes in promoting solutions and driving change in society.

Washington state Attorney General **Bob Ferguson** subsequently reached out to **Baldwin** on Twitter to request a meeting. **Baldwin** responded shortly after to accept **Ferguson's** offer.





OCTOBER 3

Baldwin and other members of the team met with officers from the Seattle Police Department, including recent award recipient **Sgt. Adrian Diaz**, at the team's practice facility to discuss police training policies.

OCTOBER 10

Recognizing the value of closed-door, private meetings in allowing a candid discussion, Seattle **Mayor Ed Murray** and **Baldwin** met one-on-one to discuss police training and tactics.

NOVEMBER 21

Baldwin visited the Washington State Capitol to testify at a hearing of the Washington State Use of Deadly Force in Community Policing Joint Legislative Task Force. The law under review prevented officers from being charged with a crime in uses of deadly force unless it was proven that the officer acted with "malice" and without "good faith." **Baldwin** and others argued that the law should be changed. That afternoon the legislative task force voted 14-10 in favor of removing the reference to both terms.



Following the hearing, **Baldwin** met with Washington **Gov. Jay Inslee** in his office to continue the dialogue and discuss ways they could work together to improve police-community relations in Washington.



BEST PRACTICES AND LESSONS LEARNED

A unified front

From the very beginning, the Seahawks worked as a team. They recognized their unique ability to raise awareness about injustice while also bringing people together to develop solutions.

A system of support from senior leadership

Seahawks players benefited from the support they received from head coach **Pete Carroll**, who throughout the season expressed his pride in how the players worked to create change.

Setting specific goals with a focus on solutions

The Seahawks players worked to develop solution-oriented ways to make an impact. They created a Building Bridges task force to unite their community, celebrated and supported law enforcement and community leaders who were working to successfully drive change and advocated for changes to the laws that could improve community relationships. The players' meetings with law enforcement and elected officials focused on solutions, including addressing policy changes, police training practices and tactics.

Engagement with law enforcement and government officials

Integral to the Seahawks efforts was their work to unite with varying perspectives. They gained an understanding of multiple viewpoints and listened to the perspectives and experiences of members of law enforcement, community leaders and lawmakers in developing their own approaches and goals.



Members of the Renton Police Department attend a Seattle Seahawks practice. - Photo: Rod Mar



At each Miami Dolphins and RISE pre-game tailgate, attendees had an opportunity to add their handprint to demonstrate that it takes all hands in to improve race relations.

About us

Founded in 2015 by Miami Dolphins owner Stephen M. Ross, the Ross Initiative in Sports for Equality (RISE) is a nonprofit organization dedicated to harnessing the unifying power of sports to improve race relations and drive social progress. Led by an unprecedented alliance of professional sports leagues, organizations, athletes, educators, media networks and sports professionals, we use sports to promote understanding, respect and equality.

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Ross Initiative in Sports for Equality

PROFESSIONAL TEAMS

DATE	ATHLETE/TEAM	DESCRIPTION OF ACTION	SPORT	TYPE OF ACTION
7/8/16	Carmelo Anthony	Carmelo Anthony uses Olympic platform to address police shootings of unarmed black men.	Basketball	Public statement
7/9/16	Lynx, Liberty, Mercury, Fever	WNBA players wear #BlackLivesMatter shirts in protest of police brutality.	Basketball	Protest
7/13/16	LeBron James/Chris Paul/Dwayne Wade/Carmelo Anthony	At ESPYS, Carmelo Anthony, LeBron James, Dwayne Wade and Chris Paul speak out against police shootings.	Basketball	Public statement
7/22/16	Tina Charles	Tina Charles wears black shirt inside out to accept WNBA player of the month award.	Basketball	Protest
7/25/16	LAPD/USA Basketball players/Carmelo Anthony/ Challengers Boys and Girls Club/200 community members	Carmelo Anthony hosts community event with LAPD, Boys and Girls club and other players.	Basketball	Community engagement
7/25/16	Michael Jordan	Michael Jordan issues statement about race relations.	Basketball	Public statement
7/25/16	Michael Jordan	Michael Jordan donates to NAACP Legal fund and Institute for Community Police Relations.	Basketball	Financial contributions
7/30/16	Michael Bennett	Seahawks' Michael Bennett calls for athletes to be more active on social issues.	Football	Public statement
8/2/16	Richard Sherman	Richard Sherman speaks about race relations, providing minority youth with better opportunities.	Football	Public statement
8/2/16	Russell Wilson	Russell Wilson speaks about the athlete's social responsibility.	Football	Public statement
8/2/16	Pete Carroll	Pete Carroll supports his players and their discourse about social action in the locker room.	Football	Public statement
8/2/16	Colin Kaepernick	Colin Kaepernick pledges \$1 million to charity.	Football	Financial contributions
8/9/16	Ibtihaj Muhammad	Ibtihaj Muhammad discusses being a role model for minority youth to feel a sense of belonging.	Fencing	Public statement
8/14/16	Colin Kaepernick	Colin Kaepernick sits for anthem (unnoticed).	Football	Protest
8/26/16	LeBron James	LeBron James endorses free speech when asked about anthem protests.	Basketball	Public statement
8/28/16	Colin Kaepernick	Colin Kaepernick clarifies his stance on kneeling for the anthem.	Football	Public statement
8/29/16	Arian Foster	Arian Foster makes a statement on Kaepernick's protest.	Football	Public statement
8/30/16	Nate Boyer	Nate Boyer writes open letter to Colin Kaepernick.	Football	Public statement
8/30/16	Kareem Abdul-Jabbar	Kareem Abdul-Jabbar uses his platform and shows support for Colin Kaepernick.	Basketball	Public statement
9/1/16	Colin Kaepernick	Colin Kaepernick kneels for the first time.	Football	Protest
9/1/16	Eric Reid	Eric Reid (teammate) kneels with Colin Kaepernick.	Football	Protest
9/1/16	Jeremy Lane	Seahawk's Jeremy Lane sits during the anthem for preseason game.	Football	Protest
9/1/16	Nate Boyer/Colin Kaepernick	Nate Boyer and Colin Kaepernick meet.	Football	Collective action
9/1/16	Jozy Altidore	U.S. Soccer's Jozy Altidore says he supports anthem protests.	Soccer	Public statement
9/1/16	Jurgen Klinsman	Jurgen Klinsman endorses his players' freedom of speech.	Soccer	Public statement
9/1/16	Mahmoud Abdul-Rauf	Mahmoud Abdul-Rauf speaks about anthem protest.	Basketball	Public statement
9/3/16	Demarcus Cousins	Demarcus Cousins hosts a community event with youth and police in Mobile, Alabama.	Basketball	Community engagement
9/4/16	Megan Rapinoe	Megan Rapinoe kneels before National Women's Soccer League match.	Soccer	Protest
9/6/16	J.T. Brown	Lightning winger J.T. Brown defends Colin Kaepernick's right to protest.	Hockey	Public statement
9/7/16	Darren Helm/Red Wings/ RISE	Darren Helm/RISE involved in school assembly program in Detroit elementary schools.	Hockey	Community engagement
9/7/16	Seattle Reign	Seattle Reign issues statement supporting Megan Rapinoe's right to protest.	Soccer	Public statement
9/7/16	Kevin Durant	Warriors' Kevin Durant supports right to free speech, standing up for beliefs.	Basketball	Public statement
9/8/16	Katrina Adams, USTA	President of USTA Katrina Adams pledges support for RISE and work to end discrimination.	Tennis	Public statement
9/8/16	Green Bay Packers	Green Bay Packers donate \$100,000 to Green Bay Police Foundation.	Football	Financial contributions
9/8/16	Jed Yorke	49ers owner pledges \$1 million to improving inequality.	Football	Financial contributions
9/9/16	Brandon Marshall (Denver)	Broncos Brandon Marshall kneels.	Football	Protest

DATE	ATHLETE/TEAM	DESCRIPTION OF ACTION	SPORT	TYPE OF ACTION
9/9/16	Arian Foster	Arian Foster leads players only meeting to discuss team's stand on race related issues.	Football	Collective action
9/11/16	Arian Foster, Michael Thomas, Kenny Stills, Jelani Jenkins	Four Dolphins players kneel. (Arian Foster, Jelani Jenkins, Kenny Stills, Michael Thomas).	Football	Protest
9/11/16	Marcus Peters	Chiefs' Marcus Peters raises fist during national anthem.	Football	Protest
9/11/16	Joe Barksdale and Chris Hairston	Two Chargers Players raise fist during national anthem.	Football	Protest
9/11/16	Jason McCourtney/Jurrell Casey	Two Titans raise fists during national anthem.	Football	Protest
9/11/16	Martellus Bennett/Devin McCourtey	Patriots Martellus Bennett and Devin McCourtey raise fists.	Football	Protest
9/11/16	Seattle Seahawks	Seattle Seahawks link arms in show of unity.	Football	Collective action
9/11/16	Kansas City Chiefs	Kansas City Chiefs link arms in show of unity.	Football	Collective action
9/11/16	Houston Texans	Sixteen Houston Texans hold flag during the national anthem.	Football	Collective action
9/11/16	Green Bay Packers/Jacksonville Jaguars	Packers and Jaguars hold flag during national anthem.	Football	Collective action
9/12/16	Robert Quinn, Kenny Britt	Robert Quinn and Kenny Britt join athletes' protest by raising fists during national anthem.	Football	Protest
9/12/16	Eli Harold and Antoine Bethea	49ers Eli Harold and Antoine Bethea join athletes' protest by raising fists during national anthem.	Football	Protest
9/12/16	Adam Jones	Orioles' Adam Jones defends Colin Kaepernick's right to protest and discusses racism in baseball.	Baseball	Public statement
9/13/16	Stephen Curry	Stephen Curry shares his support for Colin Kaepernick.	Basketball	Public statement
9/13/16	Curtis Granderson	Mets' Curtis Granderson defends Colin Kaepernick's right to protest and talks about his community work.	Baseball	Public statement
9/13/16	Kenny Stills	Kenny Stills explains why he knelt for the national anthem.	Football	Public statement
9/14/16	Arian Foster, Jelani Jenkins, Michael Thomas, and RISE	Arian Foster, Jelani Jenkins and Michael Thomas have a conference call with RISE.	Football	Community engagement
9/14/16	CC Sabathia	CC Sabathia talks about black baseball players and protest.	Baseball	Public statement
9/14/16	Patrick Courtney	MLB's chief communications officer supports athletes right to protest.	Baseball	Public statement
9/14/16	Brandon Marshall	Brandon Marshall pledges \$300 per tackle to Denver charities.	Football	Financial contributions
9/15/16	Megan Rapinoc	Megan Rapinoc kneels during national anthem before USA match vs. Thailand.	Soccer	Protest
9/15/16	Kelsey Bone	WNBA player Kelsey Bone kneels during national anthem.	Basketball	Protest
9/15/16	Jelani Jenkins	Jelani Jenkins writes op-ed in TIME magazine explaining reasons for kneeling.	Football	Public statement
9/15/16	Coach Sandy Brondello	Mercury Coach Sandy Brondello commends Kelsey Bone on her protest.	Basketball	Public statement
9/18/16	Josh Perry, D.J. Fluker, King Dunlap	Three more Chargers, Josh Perry, D.J. Fluker and King Dunlap, join anthem protest by raising fists.	Football	Protest
9/18/16	Jaquiski Tartt/Rashard Robinson	Jaquiski Tartt and Rashard Robinson join protesting 49ers by raising fists during anthem.	Football	Protest
9/18/16	Randall Cobb, T.J. Lang, Bryan Bulaga, Mason Crosby, David Bakhtiari and Jared Cook	Several Packers players hold up flag in show of unity.	Football	Collective action
9/19/16	Malcom Jenkins, Marcus Smith, Steve Means, Ron Brooks	Eagles' Malcom Jenkins, Marcus Smith, Ron Brooks and Steve Means raise fists during anthem.	Football	Protest
9/19/16	Dolphins players	Dolphins players talk with Medal of Honor recipient Florent "Flo" Groberg.	Football	Community engagement
9/19/16	World Cup of Hockey/RISE	World Cup of Hockey Summit focuses on the role the game plays on diversity and inclusion.	Hockey	Community engagement
9/19/16	Roger Goodell	Roger Goodell praises players for moving from "protest to progress."	Football	Public statement
9/20/16	RISE/Miami police/Dolphins	Dolphins host town hall with RISE and law enforcement.	Football	Community engagement
9/20/16	Marshawn Lynch	Marshawn Lynch expresses support for Colin Kaepernick's protest.	Football	Public statement
9/21/16	Indiana Fever/Kelsie Bone/Mistie Bass	Indiana Fever kneel with two Phoenix Mercury players.	Basketball	Protest
9/21/16	Indiana Fever/New York Mercury	Indiana Fever and Mercury players refuse to talk basketball in protest of shootings.	Basketball	Protest
9/21/16	Tanisha Wright	Tanish Wright speaks out after the WNBA fined players for not complying with uniform specifications.	Basketball	Public statement
9/21/16	Sam Presti	Thunder GM Sam Presti expresses support for players ability to voice their concerns and support their causes.	Basketball	Public statement
9/21/16	Lisa Borders	President of WNBA pledges support of WNBA players to protest.	Basketball	Public statement
9/21/16	Michael Jordan	Michael Jordan calls for peaceful demonstration in Charlotte following police shootings.	Basketball	Public statement

DATE	ATHLETE/TEAM	DESCRIPTION OF ACTION	SPORT	TYPE OF ACTION
9/21/16	Iman Shumpert	Iman Shumpert pledges donations to bring police and citizens together.	Basketball	Financial contributions
9/22/16	Duane Brown	Houston Texans' Duane Brown raises fist during anthem.	Football	Protest
9/22/16	Bob Myers/Warriors	Warriors' GM said his team would reach out to civic leaders.	Basketball	Community engagement
9/22/16	NBA/NBAPA	NBA and NBAPA seek players' feedback on developing programs for social issues.	Basketball	Community engagement
9/23/16	Stan Van Gundy/Pistons	Pistons coach Stan Van Gundy expresses support for his players.	Basketball	Public statement
9/23/16	Phil Jackson	Knicks' Phil Jackson speaks on protests.	Basketball	Public statement
9/23/16	Chip Kelly	Chip Kelly expresses support for Colin Kaepernick.	Football	Public statement
9/25/16	Keith Reaser/Mike Davis	Mike Davis and Keith Reaser join the protesting 49ers players by raising their fists for the anthem.	Football	Protest
9/25/16	Antonio Cromartie	Antonio Cromartie joins anthem protest by kneeling during anthem.	Football	Protest
9/25/16	Fowler/Odrick/Smith/Pullard	Four Jaguars players join the protest by raising fists during anthem.	Football	Protest
9/25/16	Woodyard/Daquan Jones	Wesley Woodyard and Daquan Jones raise their fists on the sideline during the anthem.	Football	Protest
9/25/16	Marcus Ball	Panthers' Marcus Ball raises fist during anthem.	Football	Protest
9/25/16	DeSean Jackson/Greg Toler/Rashad Ross/Niles Paul	DeSean Jackson, Greg Toler, Rashad Ross and Niles Paul all raise a fist during the anthem.	Football	Protest
9/25/16	Bruce Irvin/Michael Smith	Raiders' players Bruce Irvin and Michael Smith raise their fists during the anthem at their game against the Titans.	Football	Protest
9/25/16	Saints/Falcons	Saints and Falcons players hold hands in a circle to show unity after the shootings in Charlotte and Tulsa.	Football	Collective action
9/25/16	RISE/Dolphins/law enforcement	Dolphins hold First CommUNITY Tailgate with RISE support.	Football	Community engagement
9/26/16	Carmelo Anthony	Carmelo Anthony expresses support for Colin Kaepernick and says he wants to take the next step in communities.	Basketball	Public statement
9/26/16	Greg Popovich	Spurs' Coach Greg Popovich supports players for keeping important issue in the conversation.	Basketball	Public statement
9/26/16	Draymond Green	Warriors' Draymond Green supports Colin Kaepernick and calls for accountability with police shootings.	Basketball	Public statement
9/26/16	Steve Clifford	Charlotte Hornets' Coach Steve Clifford defends athletes right to protest and speak out for social justice.	Basketball	Public statement
9/26/16	Scott Brooks	Wizards' Coach Scott Brooks supports athletes protesting and suggests taking action, as well.	Basketball	Public statement
9/26/16	Bryan Colangelo	76ers GM Bryan Colangelo says that he has spoken to players and will support them no matter what they decide to do.	Basketball	Public statement
9/26/16	Elton Brand	Elton Brand discusses standing up for what's right and working with the NBAPA.	Basketball	Public statement
9/26/16	Rick Carlisle/Mark Cuban/Mavericks	Mavs' Coach Rick Carlisle says that Mark Cuban would support the team 100% if they protested.	Basketball	Public statement
9/27/16	Brandon Marshall	Brandon Marshall participates in "Shoot-Don't-Shoot" Training with Denver Police.	Football	Community engagement
9/27/16	Thabo Sefolosha	Hawks' Thabo Sefolosha expresses support for those involved in protest experience and talks about doing more.	Basketball	Public statement
9/30/16	Doug Baldwin	Seahawks Doug Baldwin demands law enforcement make changes to their training.	Football	Public statement
10/2/16	Tyreek Burwell	Chargers' Tyreek Burwell joins his teammates by raising a fist during the anthem.	Football	Protest
10/2/16	DeSean Jackson	DeSean Jackson wears special cleats to support finding a solution to police shootings.	Football	Protest
10/2/16	Washington Redskins	Washington football team issues a statement supporting DeSean Jackson and law enforcement.	Football	Public statement
10/3/16	Memphis Grizzlies	Grizzlies collaborate with Memphis Police Department to create Police Athletic League.	Basketball	Community engagement
10/3/16	Doug Baldwin/Seahawks/police	Seahawks players meet with members of Seattle Police Department at the team facility.	Basketball	Community engagement
10/3/16	David West	Warriors' David West shares his story of protesting the national anthem.	Basketball	Public statement
10/3/16	Tarik Black	Lakers' Guard Tarik Black expresses outrage over shooting of unarmed black man assisting mentally ill patient.	Basketball	Public statement
10/3/16	Luke Walton	Lakers' Coach Luke Walton calls for change following police shootings.	Basketball	Public statement
10/3/16	Nick Young	Lakers' Guard Nick Young shares personal experiences with police in Los Angeles.	Basketball	Public statement
10/3/16	Jason Kidd	Bucks' Coach Jason Kidd discusses the Bucks' anthem display as a show of unity.	Basketball	Public statement
10/4/16	Houston Rockets/New York Knicks	Rockets and Knicks stand together in a show of unity at NBA season opener.	Basketball	Collective action
10/4/16	Raptors, Lakers, Wizards, Kings, Celtics	Raptors, Lakers, Wizards, Kings and Boston Celtics teams display unity during anthem.	Basketball	Collective action
10/11/16	Jimmy Butler	Jimmy Butler involved in mentoring Chicago youth in BAM program.	Basketball	Community engagement

DATE	ATHLETE/TEAM	DESCRIPTION OF ACTION	SPORT	TYPE OF ACTION
10/12/16	RISE/New York Giants	New York Giants hold town hall with RISE and U.S. Sen. Cory Booker.	Football	Community engagement
10/15/16	Kelsey Bone	WNBA player Kelsey Bone committed to a shortened season in China to help with Flint water crisis.	Basketball	Public statement
10/18/16	Carmelo Anthony	Carmelo Anthony both praises and criticizes the NBA for its involvement in assisting athletes to speak out on issues.	Basketball	Public statement
10/25/16	Perish Cox/Al Wilson	Titans players Perish Cox and Al Wilson join their teammates by raising a fist during the anthem.	Football	Protest
10/25/16	Bulls/NBPA/Youth Guidance Program/Chicago Police	Chicago Bulls host community tournament with Chicago Police, youth program and NBA Players Association.	Basketball	Community engagement
10/26/16	Pelicans/community members	The Pelicans hold a community discussion with local youth, law enforcement and political leaders.	Basketball	Community engagement
11/3/16	Eagles players	Eagles' Jenkins, Brooks and Means take part in ride-along to gain a better viewpoint on the issue.	Football	Community engagement
11/4/16	RISE/Pistons/Lions/Red Wings/Tigers	Detroit Pistons hold a community event with RISE.	Basketball	Community engagement
11/6/16	Brandon Marshall	Broncos' Brandon Marshall decides to stand again and makes statement on Instagram.	Football	Public statement
11/6/16	LeBron James/Hillary Clinton	LeBron James campaigns for Hillary Clinton and speaks about the importance of voting.	Basketball	Public statement
11/7/16	Demarcus Cousins, Matt Barnes, Rudy Gay, Garrett Temple	Kings players hold community event with law enforcement and youth (Demarcus Cousins, Matt Barnes, Rudy Gay, Garrett Temple).	Basketball	Community engagement
11/7/16	Phil Dawson/Quinton Dial	49ers players Phil Dawson and Quinton Dial hold flag during anthem.	Football	Public statement
11/13/16	Mike Evans	Tampa Bay Bucs' Mike Evans sits out anthem to protest president-elect Donald Trump.	Football	Protest
11/15/16	Hawkins/McCown/Boldin/Quinn/Jenkins/members of Congress	Five NFL players visit Congress to discuss police brutality.	Football	Community engagement
11/15/16	RISE/Jaguars/community leaders	Jaguars and RISE hold town hall to discuss solutions related to race relations.	Football	Community engagement
11/16/16	LeBron James/Phil Jackson	LeBron James criticizes Phil Jackson for using "racially charged" language.	Basketball	Public statement
12/1/16	Kareem Abdul-Jabbar	Kareem Abdul-Jabbar writes article calling for action against immoral and unconstitutional values/companies.	Basketball	Public statement
12/3/16	RISE/Draymond Green	Draymond Green wears specially designed "Sideline Racism" shoes.	Basketball	Special Apparel
12/4/16	NFL	During NFL "My Cause, My Cleats" campaign, Tyrann Mathieu and Mike Evans wear RISE "Sideline Racism" cleats.	Football	Special apparel
12/9/16	Carmelo Anthony	Carmelo Anthony speaks about social justice in interview with The Undeclared.	Basketball	Public statement
12/12/16	RISE/Police/Dolphins	Dolphins players do ride-along with Broward Sheriff's Office to improve understanding.	Football	Community engagement
12/13/16	Ray Lewis/Jim Brown/Donald Trump	Ray Lewis and Jim Brown meet with Donald Trump to discuss race, poverty, education and economy.	Football	Community engagement
12/20/16	NFL/RISE	RISE holds solution-oriented discussion with NFL employees to discuss inequality.	Football	Community engagement
12/20/16	Rajon Rondo	Rajon Rondo takes students with good grades, outstanding attendance, improved behavior bowling.	Basketball	Community engagement
12/21/16	Matthew Stafford	Matthew Stafford "adopts" family of fallen Detroit police officer for Christmas.	Football	Financial contributions

COLLEGE AND HIGH SCHOOL TEAMS

DATE	SCHOOL AND STATE	DESCRIPTION OF ACTION	SPORT(S)	TYPE OF ACTION
9/2/16	Brunswick High School (Ohio)	One player knelt during the national anthem.	Football	Protest
9/6/16	Clark Montessori High School (Ohio)	One player knelt during the national anthem.	Soccer	Protest
9/7/16	West Virginia University Tech (West Virginia)	Three players knelt during the national anthem.	Volleyball	Protest
9/9/16	Auburn High School (Illinois)	Six players knelt during the national anthem.	Football	Protest
9/9/16	Doherty High School (Massachusetts)	One player knelt during the national anthem.	Football	Protest
9/9/16	Florida State University (Florida)	One player knelt during the national anthem.	Volleyball	Protest
9/9/16	Lincoln Southeast High School (Nebraska)	Two players knelt during the national anthem.	Football	Protest
9/9/16	Maury High School (Virginia)	Several players knelt during the national anthem.	Football	Protest
9/9/16	Minneapolis North High School (Minnesota)	Several players knelt during the national anthem.	Football	Protest
9/9/16	Waggener High School (Kentucky)	One player knelt during the national anthem.	Football	Protest
9/9/16	Watkins Mill High School (Maryland)	The entire team knelt during the national anthem.	Football	Protest
9/9/16	West Seattle High School (Washington)	Several players knelt during the national anthem.	Football	Protest
9/10/16	Beaumont Bulls (Texas)	The entire team, including coaches, knelt during the national anthem.	Football	Protest
9/10/16	Edina High School (Minnesota)	Several players knelt during the national anthem.	Football	Protest
9/10/16	Jefferson County High School (Georgia)	One player knelt during the national anthem.	Football	Protest
9/10/16	Laguna Creek High School (California)	Several players knelt during the national anthem.	Football	Protest
9/10/16	Palm Beach Lakes High School (Florida)	Three players knelt during the national anthem.	Football	Protest
9/10/16	Rock Island High School (Illinois)	Six players knelt during the national anthem.	Football	Protest
9/10/16	San Francisco Mission High School (California)	All but one player knelt during the anthem.	Football	Protest
9/10/16	University of Tulsa (Oklahoma)	One player knelt during the national anthem.	Football	Protest
9/10/16	West Anchorage High School (Alaska)	Six players knelt during the national anthem.	Football	Protest
9/10/16	Woodrow Wilson High School (New Jersey)	The head coach, most of his assistant coaches and nearly all players knelt during national anthem.	Football	Protest
9/14/16	Indiana State University (Indiana)	One player knelt during the national anthem.	Football	Protest
9/15/16	Minneapolis South High School (Minnesota)	The entire team knelt during the national anthem.	Volleyball	Protest
9/17/16	HOPE Christian School (Wisconsin)	The entire team knelt during the national anthem.	Football	Protest
9/17/16	Howard University (Washington, D.C.)	All cheerleaders knelt and several players raised a fist during the national anthem.	Cheerleading/Football	Protest
9/17/16	Illinois Wesleyan University (Illinois)	Two players knelt during the national anthem.	Football	Protest
9/17/16	Pima Community College (Arizona)	Two players knelt during the national anthem.	Football	Protest
9/17/16	Texas Christian University (Texas)	About 20 students wore black and remained seated for the national anthem prior to a football game.	General population	Protest
9/17/16	University of Pennsylvania (Pennsylvania)	One cheerleader knelt and another raised a fist during the national anthem.	Cheerleading	Protest
9/18/16	Garfield High School (Washington)	The entire team, including coaches, knelt during the national anthem and placed hands on each other's shoulder.	Football	Protest
9/20/16	Aurora Central High School (Colorado)	Half of the team, coaches and parents knelt during the national anthem.	Football	Protest
9/20/16	Bonnabel High School (Louisiana)	Some of the cheerleaders and players knelt during the national anthem.	Football	Protest
9/20/16	Brebeuf Jesuit Preparatory School (Indiana)	One player knelt during the national anthem.	Soccer	Protest
9/20/16	DeSoto High School (Texas)	Several players knelt during the national anthem.	Volleyball	Protest
9/20/16	Griffin Middle School (Florida)	Several players and a coach knelt during the national anthem.	Football	Protest
9/20/16	Grovetown High School (Georgia)	Three players knelt during the national anthem.	Football	Protest
9/20/16	Lakewood High School (New Jersey)	Five players raised a fist during the national anthem.	Football	Protest
9/20/16	Macalester College (Minnesota)	One player knelt during the national anthem.	Soccer	Protest

DATE	SCHOOL AND STATE	DESCRIPTION OF ACTION	SPORT(S)	TYPE OF ACTION
9/20/16	Monument Mountain Regional High School (Massachusetts)	One player knelt during the national anthem.	Football	Protest
9/20/16	Oberlin College (Ohio)	The entire team knelt during the national anthem.	Field hockey	Protest
9/20/16	Official for North Carolina High Schools (North Carolina)	One player knelt during the national anthem.	Football	Protest
9/20/16	West Charlotte High School (North Carolina)	Players knelt during the national anthem and cheerleaders wore black shirts with a fist raised.	Football	Protest
9/20/16	Withrow High School (Ohio)	Several players raised a fist during the national anthem.	Football	Protest
9/23/16	Macalester College (Minnesota)	One player knelt during the national anthem.	Soccer	Protest
9/24/16	Amherst College (Massachusetts)	Several players knelt during the national anthem.	Football	Protest
9/24/16	Amherst College (Massachusetts)	Three players raised a fist during the national anthem.	Soccer	Protest
9/24/16	Barringer High School (New Jersey)	Seven players and two assistant coaches knelt during the national anthem.	Football	Protest
9/24/16	Bates College (Maine)	One player knelt during the national anthem.	Football	Protest
9/24/16	Castlemont High School (California)	Players laid on their backs and raised their hands prior to the game; Colin Kaepernick joined their protest by kneeling with the team.		Football/Protest
9/24/16	College of the Holy Cross (Massachusetts)	About 130 administrators, students and community members remained seated during the national anthem.	Football	Protest
9/24/16	Concordia University (Minnesota)	Some of the players linked arms during the national anthem.	Football	Collective action
9/24/16	Dickson State University (North Carolina)	Five players knelt and linked arms during the national anthem.	Football	Protest
9/24/16	Eastern Michigan University (Michigan)	Anthem played before the team could take the field; students protested on the field after the game.	General population	Protest
9/24/16	Kealakehe High School (Hawaii)	One player knelt during the national anthem.	Football	Protest
9/24/16	Madison East High School (Wisconsin)	More than two dozen players knelt during the national anthem.	Football	Protest
9/24/16	Macalester College (Minnesota)	Four players knelt during the national anthem.	Football	Protest
9/24/16	Michigan State University (Michigan)	Three players raised a fist during the national anthem.	Football	Protest
9/24/16	Millikin University (Illinois)	Several players knelt during the national anthem.	Football	Protest
9/24/16	Nottingham High School (New York)	Three players knelt during the nation anthem.	Football	Protest
9/24/16	Penns Grove High School (New Jersey)	Half of the team knelt during the national anthem.	Football	Protest
9/24/16	Southern Methodist University (Texas)	Five band members and some of the students knelt during the national anthem.	Band	Protest
9/24/16	Tamalpais High School (California)	Six players knelt during the national anthem.	Football	Protest
9/24/16	University of Michigan (Michigan)	Several players raised a fist during the national anthem.	Football	Protest
9/24/16	University of Nebraska (Nebraska)	Three players knelt during the national anthem.	Football	Protest
9/24/16	University of North Carolina (North Carolina)	About 100 students and marching band members remained seated during the national anthem before a football game.	Band/general population	Protest
9/27/16	Benbrook Middle-High School (Texas)	One player knelt during the national anthem.	Volleyball	Protest
9/27/16	Rochester High School (New York)	The entire team knelt during the national anthem.	Soccer	Protest
9/28/16	Seventy-First High School (North Carolina)	Five players knelt during the national anthem.	Soccer	Protest
9/30/16	Amherst High School (Massachusetts)	All but one player on the team knelt during the playing of the national anthem.	Volleyball	Protest
9/30/16	Bauxite High School (Arkansas)	One player knelt and raised a fist during the national anthem.	Football	Protest
9/30/16	Central Michigan University (Michigan)	Four players knelt during the national anthem.	Football	Protest
9/30/16	Cornell High School (Pennsylvania)	Several cheerleaders knelt during the national anthem.	Cheerleading	Protest
9/30/16	Crenshaw High School (California)	The entire team knelt during the national anthem.	Football	Protest
9/30/16	Dunbar High School (Ohio)	Some of the players knelt and raised a fist during the national anthem.	Football	Protest
9/30/16	East Carolina University (North Carolina)	Several band members knelt during the national anthem.	Band	Protest
9/30/16	El Camino College (California)	One player knelt during the national anthem.	Football	Protest
9/30/16	Florida State University (Florida)	About 200 fans dressed in black, remained seated and raised their fists during the national anthem.	General population	Protest
9/30/16	Indiana University (Indiana)	One player raised his fist during the national anthem.	Football	Protest

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9/30/16	Ithaca College (New York)	One player remained seated during the national anthem.	Football	Protest
9/30/16	Kansas University (Kansas)	The entire team knelt during the national anthem.	Volleyball	Protest
9/30/16	Lincoln High School (Oregon)	Several players knelt during the national anthem.	Football	Protest
9/30/16	Little Rock Parkview (Arkansas)	Coaches knelt during the national anthem.	Football	Protest
9/30/16	Marist College (New York)	The entire team and the Black Student Union remained seated during the national anthem at a school football game.	Football/general population	Protest
9/30/16	Minnesota State University (Minnesota)	About 60 students remained seated during the national anthem prior to a football game.	General population	Protest
9/30/16	Missouri Western State University (Missouri)	Two cheerleaders knelt during the national anthem.	Cheerleading	Protest
9/30/16	North Central High School (Indiana)	Some of the students and other fans knelt during the national anthem.	General population	Protest
9/30/16	Omaha Central High School (Nebraska)	Several cheerleaders knelt during the national anthem.	Cheerleading/Band	Protest
9/30/16	Penn State University (Pennsylvania)	More than 60 students wore black, remained seated during the national anthem and raised their fists at a Penn State women's volleyball game.	General population	Protest
9/30/16	Sierra High School (Colorado)	Five football players remained seated during the national anthem.	Football	Protest
9/30/16	University of Akron	Dozens of students raised a fist.	General population	Protest
9/30/16	University of Alabama (Alabama)	Thirty students linked arms during the national anthem.	General population	Collective action
9/30/16	Woodland Hills Wolverines (Pennsylvania)	Three players knelt during the national anthem.	Football	Protest
10/8/16	Indiana State University (Indiana)	One player raised his fist during the national anthem.	Football	Protest
10/14/16	North Carolina High School Athletic Association (North Carolina)	An official knelt during the national anthem.	Football	Protest
10/14/16	Wicomico High School (Maryland)	Several players remained seated during the national anthem.	Football	Protest
10/22/16	Greenville College (Illinois)	Some of the players knelt or raised a fist.	Football	Protest
10/29/16	University of Texas at El Paso (Texas)	Players linked hands with their opponents.	Football	Collective action