



Adding New or Eliminating Existing Representative Teams

1.0 Authority.

The BBI Board is required for the addition or elimination of representative teams in line with the Brisbane Capitals Performance Model & Structure.

The Performance Program Manager shall be responsible for developing recommendations and justification consistent with the requirements of the state and national governing bodies where applicable.

2.0 Gender Equity in Participation.

The Brisbane Capitals shall annually monitor the percentage of males and females participating in the junior representative program compared with the percentage of males and females in the participation competitions.

If one sex is underrepresented, being responsive to meeting identified interest and abilities of the underrepresented sex shall receive priority attention with regard to adding new teams.

No team may be dropped if doing so will create a situation in which one gender becomes underrepresented or becomes increasingly underrepresented.

3.0 Monitoring Interest of Underrepresented Gender.

The Brisbane Capitals shall annually monitor developing interests and abilities of the underrepresented sex by conducting periodic nondiscriminatory assessments as follows:

- a. Review participation in the Championship Club Competitions
- b. Conduct player and parent/guardian surveys
- c. Examine the feasibility of adding teams in which additional divisions are offered but that the institution is not currently represented
- d. Review club and school sports participation trends
- e. Review open sport participation trends
- f. Review petitions or letters requesting the addition of representative teams
- g. Review the participation history of current representative players

4.0 Assessing Viability of New Representative Teams.

The Brisbane Capitals shall determine, in line with the Brisbane Capitals Performance Model and Structure, whether there is sufficient talent depth and resources (specifically, Coaching Expertise and Practice Facilities) in the age group to consider the potential sustainability to support an additional team (i.e. 4th team).



This is providing the same operational budget, treatment, and benefits afforded current representative teams are not adversely impacted.

The following factors shall be examined in line with the Brisbane Capitals Performance Model and Structure in determining priorities among teams considered:

- a. Number of participants expected to participate in the new sport program in relation to the participation gap of the underrepresented gender
- b. Cost of adding the team including recruitment of coaching expertise and additional support personnel, equipment, training facilities, and other operating expenses, noting that lack of financial resources is not an acceptable reason for providing unequal opportunities to members of the underrepresented gender
- c. Quality of existing facilities or facilities that would have to be improved or added to accommodate the sport (score board, shot clock, court maintenance - cleaned regularly)
- d. Location of available competition (BQ restrictions on numbers of teams/age group based on membership; number of divisions available), compared to the geographical location of regular season competition of current representative teams. Fourth teams are relegated to division 4 if available.
- e. Availability of postseason championship opportunities - is the team solely participation or talent development.
- f. Recruiting area that would need to be tapped to attract quality players
- g. Sustainability of the inclusion of an additional team across the age groups - what is the expectation of members to include the additional team across all age groups as the cohort progresses through the age levels

5.0 Process for Adding Sports.

The Performance Program Manager shall be responsible for performing due diligence as described in section 4.0 and shall present his or her recommendations to the General Manager for the BBI Boards consideration and approval.

Such recommendations shall include a four-year projected budget, a timetable for adding the team, and an analysis of the effect of such an addition on the organisation.

6.0 Assessing Viability for Dropping a Current Representative Team.

When determining the elimination of a representative team, the following factors shall be examined in line with the Brisbane Capitals Performance Model and Structure in determining priorities among team considered for elimination:

- a. Complete history of the program and rationale for dropping the team
- b. Proposed timeline for the process
- c. Description of the effect on current players and staff
- d. Evaluation of how dropping the team will effect member expectations



- e. Analysis of budgetary ramifications of dropping the team and a plan for reallocation of money saved
- f. Evaluation of the effect on the Brisbane Capitals and Brisbane Basketball Inc., fund-raising, particularly with regard to major sponsorships and partnerships
- g. Anticipated effect on past athlete involvement
- h. Any other predicted ramifications

7.0 Process for Adding Sports.

The Performance Program Manager shall be responsible for performing due diligence as described in section 6.0 and shall present his or her recommendations to the General Manager for the BBI Boards consideration and approval.

Such recommendations shall include a four-year projected budget, a timetable for removing the team, and an analysis of the effect of removing a team to the organisation.