



FIBA

We Are Basketball

CREATING YOUR OWN PLAYERS' COMMISSION

GUIDELINES FOR NATIONAL FEDERATIONS

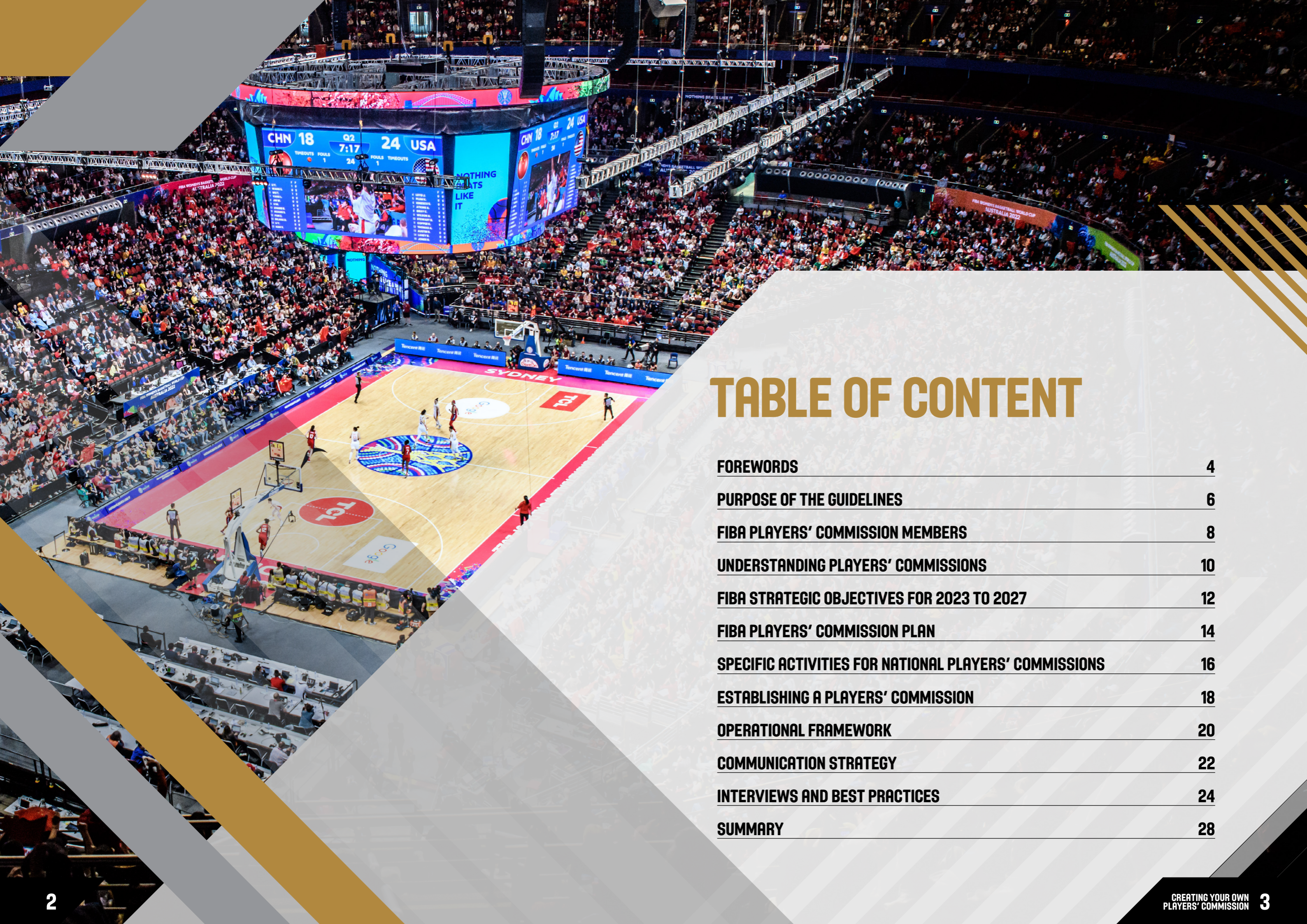


TABLE OF CONTENT

| | |
|--|-----------|
| FOREWORDS | 4 |
| PURPOSE OF THE GUIDELINES | 6 |
| FIBA PLAYERS' COMMISSION MEMBERS | 8 |
| UNDERSTANDING PLAYERS' COMMISSIONS | 10 |
| FIBA STRATEGIC OBJECTIVES FOR 2023 TO 2027 | 12 |
| FIBA PLAYERS' COMMISSION PLAN | 14 |
| SPECIFIC ACTIVITIES FOR NATIONAL PLAYERS' COMMISSIONS | 16 |
| ESTABLISHING A PLAYERS' COMMISSION | 18 |
| OPERATIONAL FRAMEWORK | 20 |
| COMMUNICATION STRATEGY | 22 |
| INTERVIEWS AND BEST PRACTICES | 24 |
| SUMMARY | 28 |

FOREWORDS



As the global governing body of basketball, FIBA is dedicated to fostering an environment where players' voices are not only valued but essential to our shared vision for the sport. Players are at the heart of basketball's growth, and their perspectives shape the sport's future at every level. These guidelines, developed in close collaboration with the FIBA Players' Commission, signify a significant commitment to ensuring players have a true seat at the table, offering a structured way to amplify their contributions and integrate their insights into FIBA's broader objectives.

FIBA has long recognized that empowering players enhances the sport's inclusivity and enriches the basketball community. This document reflects our dedication to creating a platform where players' unique experiences and ideas are woven into the decision-making processes that drive basketball's evolution.

We extend our heartfelt thanks to the FIBA Players' Commission for their instrumental role in bringing these guidelines to life. Together, with a unified focus on excellence both on and off the court, we can ensure that players worldwide have the support and opportunities they need to thrive—not only as athletes but as leaders within the basketball family. As these guidelines are implemented, we look forward to a future where collaboration, inclusivity, and a shared purpose guide us in advancing the sport we all love.

SHEIKH SAUD ALI AL THANI
FIBA President

ANDREAS ZAGKLIS
FIBA Secretary General

It's a privilege to introduce these guidelines, crafted to assist National Federations both in establishing and enhancing their Players' Commissions. Recognizing basketball's global influence, these guidelines emphasize the pivotal role of player representation in governance and development. Having witnessed firsthand the transformative power of basketball, I acknowledge the indispensable contribution of players. These guidelines reflect FIBA's dedication to empowering players and fostering a culture of inclusivity, transparency, and collaboration. Whether establishing a new Players' Commission or seeking to improve an existing one, these guidelines are designed to fortify the foundation of basketball and amplify player voices in shaping its future.

DIRK NOWITZKI
FIBA Players' Commission Chair



I'm delighted to present these guidelines aiding National Federations in establishing Players' Commissions. Basketball's universal allure highlights the pivotal role of player engagement in its growth and governance. As a witness to basketball's profound influence, I emphasize the irreplaceable value of player perspectives. These guidelines embody FIBA's overarching vision to elevate basketball to new heights of excellence and inclusivity. Rooted in FIBA strategic objectives for 2023-2027, they represent a concerted effort to empower National Federations and advance the role of players in our sport. As we unite the basketball community and promote its development, these guidelines serve as a roadmap towards realizing our shared vision of a stronger, more cohesive basketball community.

SONJA VASIC
FIBA Players' Commission Deputy-Chair



PURPOSE OF THE GUIDELINES

These guidelines serve as a comprehensive resource for National Federations (NFs), providing essential guidance for establishing Players' Commissions within their organizations. Anchored in the principles of inclusivity, transparency, and player empowerment, the document caters to NFs at all stages, offering valuable insights on setting up new commissions.

For NFs already with Players' Commissions in place, these guidelines offer valuable insights and best practices for enhancing and optimizing the effectiveness of existing structures. By reviewing your current Players' Commission against the outlined criteria and recommendations, NFs can identify areas for improvement and implement strategies to further empower players and strengthen governance processes.

By adhering to these guidelines, NFs can establish or enhance Players' Commissions that serve as effective advocates for players' rights, voices, and interests, thereby contributing to the continued growth, development, and success of basketball worldwide.



PROVIDE GUIDANCE

Offer practical advice and recommendations to NFs on the structure, functions, and operations of Players' Commissions, ensuring alignment with FIBA's objectives and values.



EMPOWER PLAYERS

Empower players to actively participate in decision-making processes, advocate for their interests, and contribute to the development and governance of basketball at all levels.



FOSTER COLLABORATION

Foster collaboration between players, NFs, and FIBA, promoting open dialogue, mutual respect, and collective action in addressing key issues and challenges facing the basketball community.



PROMOTE DIVERSITY AND INCLUSIVITY

Promote diversity and inclusivity within Players' Commissions, ensuring representation from players of all backgrounds, identities, and levels of play, and advocating for equitable opportunities for all.



ENHANCE COMMUNICATION

Enhance communication channels and strategies within Players' Commissions, as well as with external stakeholders, to facilitate transparency, engagement, and collaboration in advancing the interests of players and the sport.



SUPPORT CONTINUOUS IMPROVEMENT

Support NFs in evaluating, refining, and strengthening their Players' Commissions over time, through ongoing feedback, evaluation, and adaptation to evolving needs and circumstances.

FIBA PLAYERS' COMMISSION MEMBERS



Dirk Nowitzki

📅 2nd Term



Roseli Gustavo

📅 1st Term



Marko Milic

📅 2nd Term



Mfon Udoka

📅 1st Term



Sonja Vasic

📅 1st Term



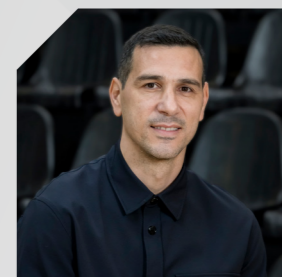
Hamchetou Maiga Ba

📅 2nd Term



Yuko Oga

📅 2nd Term



Nikos Zisis

📅 2nd Term



Kieron Achara

📅 1st Term



Dejan Majstorovic

📅 3rd Term



Kirk Penney

📅 2nd Term



Carlos Arroyo

📅 1st Term



Nicolò Melli

📅 1st Term



Jenni Screen

📅 3rd Term

UNDERSTANDING PLAYERS' COMMISSIONS

Players' Commissions are representative bodies composed of active and former players within the basketball community. Their primary role is to serve as a liaison between players, NFs, and international governing bodies such as FIBA.

Players' Commissions are established to ensure that players' voices are heard, and their interests are represented in decision-making processes related to the sport. They act as advocates for players' rights, welfare, and development, aiming to create a positive and supportive environment for athletes at all levels.

THE KEY FUNCTIONS OF PLAYERS' COMMISSIONS

To study issues relating to players, men and women, of all age groups

To propose to the Central Board any measures deemed necessary to improve the conditions of players and protect their ability to grow as players and as role models for others

To make recommendations on practices or activities likely to be affecting the interests of players

To provide feedback on and advise on possible improvements to the various competitions of FIBA and NFs

THE COMMISSION ACTS IN A CONSULTATIVE CAPACITY ONLY AND DOES NOT EXERCISE EXECUTIVE AUTHORITY. MEMBERS MUST ACT IN A RESPONSIBLE AND INDEPENDENT MANNER, IN THE INTERESTS OF BASKETBALL PLAYERS.

INTEGRITY AND TRANSPARENCY

Players' Commissions uphold high standards of integrity and transparency in their operations and interactions. Members are expected to act ethically, honestly, and with integrity in all their dealings within the basketball community. Transparency is paramount, ensuring that all decisions, actions, and communications are conducted openly and with accountability to players and stakeholders.

CONFLICT OF INTEREST

Conflict of Interest is a critical consideration within Players' Commissions, aligning with FIBA's broader principles of impartiality and credibility. Members are mandated to disclose any potential conflicts arising from their affiliations, relationships, or external interests, ensuring that decisions are made solely in the best interests of players and the basketball community. This commitment to transparency and integrity echoes the ethos outlined in FIBA statutes, where individuals are expected to abstain from participating in any decision that could pose a conflict of interest. By sustaining these standards, Players' Commissions uphold the integrity of their operations and prioritize the welfare of players above all else.

CONFIDENTIALITY GUIDELINES

Players' Commissions adhere to strict confidentiality guidelines to safeguard sensitive information and protect the privacy of individuals involved in their activities. Members are expected to maintain confidentiality regarding internal discussions, deliberations, and any confidential information shared within the Players' Commission. This ensures trust and confidentiality among members and stakeholders, fostering an environment conducive to open and honest communication.

KEY DISTINCTIONS FROM PLAYERS UNIONS

Players' Unions or Associations are organizations formed by professional athletes to collectively bargain with team owners or league management on matters such as salaries, working conditions, and other contractual issues. They primarily represent the interests of professional players and negotiate collective bargaining agreements (CBAs) to establish the terms and conditions of employment within their respective leagues.



The FIBA Players' Commission Plan aligns directly with FIBA's Strategic Priorities and Objectives, ensuring that every goal and activity supports the broader vision for basketball's growth and development. By integrating the Players' Commission's initiatives with FIBA's strategic priorities, we aim to create an inclusive environment where players actively contribute to the advancement of the sport.

FIBA VISION

With a perspective on basketball, we intend to be one community.

In comparison with other sports, we want basketball to be the most popular sports community.

FIBA MISSION

To make basketball more popular, we develop and promote the game.

To create one basketball community, we bring people together and unite the community.

STRATEGIC PRIORITIES

EMPOWER NATIONAL FEDERATIONS

- Goal 1:** Build professional capabilities
- Goal 2:** Develop grassroots basketball
- Goal 3:** Develop the next generation of talents
- Goal 4:** Professionalize National Team structure
- Goal 5:** Build event hosting capacity and legacy

WOMEN IN BASKETBALL

- Goal 1:** Increase female players' participations
- Goal 2:** Develop female coaches & officials
- Goal 3:** Maximize the impact of women's competition in both disciplines
- Goal 4:** Increase the number of fans consuming women's basketball
- Goal 5:** Increase gender diversity in National Federations, FIBA elected bodies & organization

SHAPE INTERNATIONAL CLUB COMPETITIONS

- Goal 1:** Clarity of competition structure & qualification process
- Goal 2:** Promote FIBA's model based on sporting criteria & local development of players
- Goal 3:** Optimize synergies within the FIBA family & with strategic partners
- Goal 4:** Strive towards financial stability of clubs and competitions

STRATEGIC OBJECTIVES



MAKE 3X3 THE MOST THRILLING URBAN SPORT



DEVELOP YOUTH BASKETBALL



EXCELLENCE OF NATIONAL TEAM COMPETITIONS



SUSTAINABILITY & INNOVATION

FIBA STRATEGIC PRIORITIES & OBJECTIVES 2023-27



FIBA PLAYERS' COMMISSION PLAN

OBJECTIVES

1 DEVELOP AND STRENGTHEN PLAYERS EDUCATIONAL OPPORTUNITIES

FIBA PLAYERS' HUB: Enhance free access to educational content for players worldwide through the FIBA Players' Hub, featuring sections like Off-Court Guide, Blogs, Workshops, and Courses.

FIBA ACADEMY: Introduce courses like the Players' Mentorship Program, Career Transitioning Program, and Basketball Administrators' Program to provide comprehensive education and support for players at all career stages.

2 PROMOTE PLAYERS INVOLVEMENT IN DECISION-MAKING

Ensure player representation at all levels within National Federations, with trained Mentors facilitating this role in smaller NFs and Players' Commissions established in larger NFs.

3 GUARANTEE PLAYERS HEALTH AND SAFETY

CONTENT DEVELOPMENT: Create health and safety content for the FIBA Players' Hub, including topics like safeguarding, injury prevention, nutrition, and mental health.

INTEGRITY TRAINING: Implement mandatory integrity training for players participating in FIBA Competitions, covering areas like safeguarding, anti-doping and match-fixing.

4 DELIVER THE BEST POSSIBLE EXPERIENCE TO PLAYERS AT SENIOR AND YOUTH WORLD EVENTS

SENIOR LEVEL: Continuously improve player experiences at senior level competitions, gathering feedback and engaging with players during events.

YOUTH LEVEL: Enhance activities at Youth World Cups, including Players' Workshops, and consider new ways to engage with players.

5 GUARANTEE FINANCIAL STABILITY FOR CLUBS AND SECURITY FOR PLAYERS

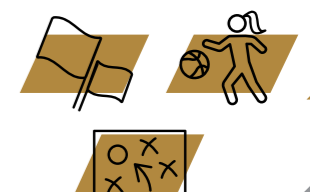
MONITORING TRENDS: Monitor basketball trends and reinforce the use of FIBA Agents, while promoting the BAT clause to protect players and clubs.

FINANCIAL AWARENESS: Increase financial literacy among players through courses and educational initiatives at FIBA Competitions.

6 STRUCTURE A CLEAR PROFESSIONAL PATHWAY FOR YOUNG PLAYERS

Formulate a comprehensive professional pathway for young players, examining grassroots programs, national academies, overseas opportunities, and developmental camps.

IMPACT on FIBA Strategic Priorities and Objectives



SPECIFIC ACTIVITIES FOR NATIONAL PLAYERS' COMMISSIONS

In addition to aligning with FIBA's overarching objectives, these commissions undertake specific activities tailored to the unique needs and contexts of their respective countries, fostering basketball's growth and impact within local communities.

CONNECTION TO BASKETBALL PROMOTION AND CSR ACTIVITIES

National Players' Commissions play a vital role in connecting with the broader basketball community and participating in initiatives aimed at promoting the sport and engaging in Corporate Social Responsibility (CSR) activities. This can include organizing basketball clinics, community outreach programs, and charity events to spread awareness about the game and contribute to social causes.

INVOLVEMENT IN NATIONAL EVENTS

National Players' Commissions actively participate in (national) events organized by the NF, such as tournaments, championships, and grassroots development programs. They serve as ambassadors for the sport, interacting with fans, supporting young players, and promoting the values of fair play, teamwork, and sportsmanship.

POLICIES FOR DEVELOPMENT OF YOUNG PLAYERS

National Players' Commissions contribute to the formulation and implementation of policies aimed at the development of young players in the country. They provide insights and recommendations on initiatives to support youth basketball programs, talent identification, and player development pathways, ensuring that young players have access to quality coaching, training facilities, and opportunities for growth.

GRASSROOTS INITIATIVES

National Players' Commissions could spearhead grassroots basketball initiatives aimed at increasing participation among youth, promoting healthy lifestyles, and fostering a love for the game from a young age.

SAFEGUARDING AND PLAYER WELFARE

National Players' Commissions may have a local connection to safeguarding initiatives within the NF, focusing on ensuring the safety, wellbeing, and rights of players. They may collaborate with relevant stakeholders to develop and implement safeguarding policies, raise awareness about issues such as bullying, discrimination, and abuse, and provide support mechanisms for affected individuals.

MENTORING PROGRAMS

National Players' Commissions actively support mentoring programs focused on nurturing and guiding young players in their personal and professional development. Integrating any FIBA Mentor appointed in the country into the National Players' Commission enhances their impact on player development and facilitates the exchange of feedback between active players and the commission.



ESTABLISHING A PLAYERS' COMMISSION

Establishing a Players' Commission within your NF is a critical stride towards fulfilling the FIBA Players' Commission's objective of advancing players' engagement in decision-making processes. Aligned with FIBA's overarching mission, which aims to create a basketball community, ensuring player representation at all NF levels is essential to unite the community.

Why should your Federation establish a Players' Commission?

Because it's an opportunity to empower players, promote diversity and inclusivity, enhance communication channels, and support continuous improvement within the basketball ecosystem. By creating a space where players' perspectives are valued and integrated into decision-making processes, your Federation can strengthen its foundation and contribute to the growth and success of basketball at all levels.

LEADERSHIP STRUCTURE

Establishing a clear leadership structure is essential for the effective functioning of a Players' Commission. This may include positions such as Chairperson, Deputy-Chairperson, Secretary, and other relevant roles. The leadership structure should be designed to facilitate decision-making, coordination of activities, and representation of players' interests within the commission and to external stakeholders.

REPRESENTATION AT NF'S HIGHEST BODY

For the Players' Commission's work to be impactful, it must have a voice at the highest level of the NF's decision-making body (e.g., Central Board). Therefore, it is highly recommended that the Chairperson of the Commission holds a position within that body, with a right to vote. This ensures that players' perspectives and concerns are heard and considered in important discussions and decisions.

MEMBERSHIP CRITERIA

To ensure the Players' Commission truly represents the diverse voices within the basketball community, membership criteria must be carefully defined. The following criteria are essential for selecting individuals committed to advancing players' interests:

- **Active Players:** Members must be actively engaged in playing basketball at the time of their appointment to the commission.
- **Former Players:** Former players eligible for membership should have retired recently or remain actively involved in basketball in a capacity that allows them to stay connected with current players.
- **Gender Diversity:** Equal representation of men and women within the commission fosters inclusivity and ensures a balanced perspective on gender-related issues.
- **Representation from Different Disciplines:** Inclusion of 3x3 players broadens the commission's perspective and addresses the unique challenges faced by players in different disciplines.
- **Representation from Different Adaptive Disciplines:** Incorporating wheelchair basketball players expands the commission's viewpoint and tackles the distinctive obstacles encountered by athletes in adaptive basketball disciplines.
- **Players from Various Levels:** Representation from players at different levels of competition, including grassroots, amateur, and professional, ensures that the commission considers the needs and concerns of players across all stages of their careers.
- **Regional Diversity:** Including players from diverse geographical areas within the country promotes regional inclusivity and ensures that the commission reflects the interests of players from various communities.

SELECTION PROCESS

A transparent and inclusive selection process is vital to uphold the integrity and diversity of the Players' Commission. Members can be nominated by stakeholders within the basketball community, including players, coaches, officials, and administrators. While nominations ensure fairness and diversity, the NF evaluates candidates based on their alignment with the commission's objectives and values, emphasizing gender balance, varied disciplines, and regional diversity within the country. While elections are welcome, it's crucial to avoid politicizing the selection process and creating divisions within the player community.

OPERATIONAL FRAMEWORK

MEETING FREQUENCY AND FORMAT

Establishing a regular meeting schedule and format is essential for facilitating effective communication and collaboration within the Players' Commission. The frequency of meetings should be determined based on the commission's needs and objectives, taking into account the availability of members and the urgency of issues to be discussed. The format of meetings may include in-person gatherings, virtual meetings, or a combination of both, to accommodate the diverse geographic locations of members and maximize participation.

Overall, it is recommended to have online meetings approximately every three months to maintain regular communication and address ongoing matters. Additionally, at least one face-to-face meeting per year is highly recommended to foster stronger relationships among members and facilitate in-depth discussions on key topics.

To ensure that players' perspectives are represented effectively within the National Federation's decision-making body, it is also recommended to meet before and after these meetings. Before the NF's meeting, the Players' Commission can provide feedback to the Chairperson, enabling them to represent players' views during discussions. After the meeting, the Commission can convene to review the outcomes and provide feedback on the decisions made, ensuring alignment with players' interests.

DECISION-MAKING PROCEDURES

Clear and transparent decision-making procedures are essential for the effective functioning of the Players' Commission. These procedures should outline how decisions are made, including voting processes, consensus-building methods, and mechanisms for resolving conflicts or disagreements. It is important to ensure that decision-making is inclusive, participatory, and reflective of the diverse perspectives and interests of commission members.

REPORTING MECHANISMS

Establishing reporting mechanisms ensures accountability and transparency within the Players' Commission. Members should be required to provide regular updates on their activities, progress, and any relevant developments to the rest of the commission. Reporting mechanisms may include written reports, verbal presentations, or online platforms for sharing information and updates. This fosters a culture of accountability and allows for effective monitoring of the commission's activities and progress towards its goals.

EXTERNAL RELATIONS

Actively engaging with stakeholders such as players, coaches, officials, and other members of the basketball community is essential for the success of the Players' Commission. This may involve conducting outreach activities, organizing focus groups or town hall meetings, and soliciting feedback and input on relevant issues. By fostering open communication and collaboration with stakeholders, the Players' Commission can ensure that the voices and perspectives of all relevant parties are considered in its decision-making processes.

It is important for each NF's Players' Commission to maintain direct contact with the FIBA Players' Commission and to escalate any significant issues reported during their meetings. This collaboration facilitates the exchange of information and ensures that important matters are discussed and addressed at the international level. Establishing a network of Players' Commissions worldwide enables effective communication and advocacy for players' interests. Each Players' Commission can directly contact the FIBA Players' Commission through players@fiba.basketball.



COMMUNICATION STRATEGY

Internal Communication Channels within the Players' Commission



Effective internal communication channels are vital for fostering collaboration, sharing information, and coordinating activities within the Players' Commission. These channels can include:

Email and Messaging Platforms: Utilize email and messaging platforms to facilitate ongoing communication among commission members. These platforms allow for real-time messaging, file sharing, and collaboration on projects.

Regular Meetings: Schedule regular meetings, whether virtual or in-person, to discuss updates, progress on initiatives, and upcoming tasks. These meetings provide an opportunity for members to engage directly with one another and stay informed about the commission's activities.

Online Collaboration Tools: Use online collaboration tools such as Google Drive or Microsoft SharePoint to store and share documents, agendas, and meeting minutes. These tools ensure that all members have access to relevant information and resources.

External Communication Strategies for Stakeholder Engagement



Engaging with external stakeholders is crucial for garnering support, gathering feedback, and promoting the work of the Players' Commission. Some effective external communication strategies include:

Stakeholder Surveys: Conduct surveys to gather feedback from players, coaches, officials, and other stakeholders within the basketball community. Surveys can help identify key issues, priorities, and areas for improvement that the commission can address.

Public Relations and Media Outreach: Develop a public relations strategy to raise awareness about the commission's work and initiatives. This may involve issuing press releases, engaging with media outlets, and leveraging social media platforms to share updates and engage with the broader basketball community.

Utilization of Social Media and Digital Platforms



Social media and digital platforms are powerful tools for reaching a wide audience, sharing information, and engaging with stakeholders. The Players' Commission can leverage these platforms in the following ways:

Social Media Presence: Maintain active profiles on popular social media platforms such as Twitter, Facebook, Instagram, and LinkedIn. Use these platforms to share updates, news, and relevant content related to the commission's activities.

Live Streaming and Webinars: Host live streaming sessions and webinars to provide educational content, host discussions, and engage with stakeholders in real-time. These interactive formats allow for direct engagement and participation from the audience.

Online Community Forums: Create online community forums or discussion groups where stakeholders can connect, share ideas, and discuss relevant topics. These forums provide a platform for ongoing engagement and collaboration beyond traditional communication channels.

Connecting with NF Communication Strategy

Aligning the Players' Commission's communication strategy with the broader communication objectives of the NF is essential for consistency and synergy. By integrating the commission's messaging and activities into the NF's communication channels and initiatives, the commission can amplify its reach and impact. Coordination with the NF's communication team allows for strategic collaboration in promoting the commission's work, sharing updates, and engaging with stakeholders across the basketball community. This alignment ensures that the commission's communication efforts are cohesive, complementary, and aligned with the NF's overall goals and objectives.

INTERVIEW

JENNI SCREEN

FIBA PLAYERS' COMMISSION



What is the main role of the FIBA Players' Commission?

FIBA's Players' Commission acts as an advocate for players worldwide, addressing their concerns and providing solutions to be considered by the FIBA Central Board.

What are the key areas of focus for the FIBA Players' Commission?

It is dedicated to Player Education, Player Pathways and enhancing the Player Experience at FIBA events. The FIBA Players' Commission ensures that all activities are conducted in a safe environment where players' health and safety is prioritized.

Can you provide some success stories from the work of the FIBA Players' Commission?

PLAYERS HUB:

The FIBA Players' Commission developed a platform, the Players Hub, to support players of all age groups, guiding them through their respective playing journeys.

PLAYER ENGAGEMENT:

At top events like the FIBA Basketball World Cups, the FIBA Players' Commission elevates the player experience through enhanced care and engagement, resulting in a higher level of player engagement at these major events.

PLAYERS WORKSHOPS:

The FIBA Players' Commission organizes educational workshops for young players to guide them through their off-court journeys, hopefully facilitating smoother career transitions.

PLAYER TRANSITION PROGRAM:

The FIBA Players' Commission helps to provide education for players nearing retirement through the Player Transition Program, helping them to make successful transitions into administrative and other related roles after their basketball careers.

What advice would you give to National Players' Commissions

1

The primary focus should be on National Players' Commissions. These commissions should discuss issues locally and then report and provide feedback to the FIBA Players' Commission. This approach ensures a seamless flow of concerns and potential solutions. National collaboration is essential.

2

Maintaining constantly active communication channels is hugely important – using things such as WhatsApp groups for example, since this helps keep key issues at the front of everyone's minds.

3

The success of the FIBA Players' Commission depends on being able to select members who are fully engaged, dedicated to giving back to the sport, and comfortable advocating for player welfare. This needs to be considered by National Federations when making any nominations.

4

Ensuring that the selection process for nomination to the National Players' Commission is fair, transparent and inclusive, with a focus on gender and diversity parity is essential. A fair and balanced representation will strengthen the National Players' Commission ability to address a wide range of player concerns.

What is the outlook for the future?

The ultimate goal is to establish a network of Players' Commissions, where issues discussed at the national level are communicated to the FIBA PC for further consideration and resolution at the international level.

The FIBA Players' Commission aims to remain the voice of the players and continue our mission, connecting younger athletes with their heroes through workshops and storytelling while making decisions in the best interest of players.

INTERVIEW

SIPHO NAKALOWA CHANGWE ZAMBIAN NF PLAYERS' COMMISSION



What were the key challenges you faced in setting up the Players' Commission?

Despite some initial challenges in assembling a dedicated team to oversee the operations of the Players' Commission, there has been significant progress. Efforts are ongoing to enhance communication and reach players across Zambia's distant regions.

The Players' Commission is actively working to improve regional representation within its governance, addressing resource constraints with innovative solutions. Additionally, there is a growing focus on aligning player expectations towards long-term benefits, fostering a more unified and forward-thinking approach.

What have been the key achievements so far?

Zambia is one of the few National Federations that have a Players' Commission. It has successfully contributed to the formation of the Zambian NOC Athletes' Commission and is now recognized across multiple forums for representing basketball players in the country.

What are the future goals?

To **INCREASE** player engagement and participation in the Commission's mandate.

To **BOOST** the visibility of player-focused programs and the improvement of player welfare.

To **ESTABLISH** and recognize Regional Players' Commissions or mandatory representation as a strategic requirement.

To **FOSTER** exchanges with other national and international Players' Commissions by holding annual seminars regionally or as FIBA Players' Commission events.

To **ENSURE** Safeguarding policies are fully integrated into the Federation's framework with the Players' Commission fulfilling a central role in its implementation.

What advice would you give to other National Federations looking to establish a Players' Commission?

1

The National Federations' governing documents should formally establish the Players' Commission, including clear and deliberate clauses. This should be a mandatory provision, with powers defined to influence decision making on any affairs affecting players.

2

The Head of the Players' Commission should ideally have a seat on the National Federation's highest decision-making body and if possible, also be part of the NOC's (National Olympic Committee) Athletes' Commission.

3

Establish communication channels early to introduce the Commission, to clearly outline its mission and to explain the process of its formation to all stakeholders.

4

Host workshops and seminars with players to gather input on the priorities of the Players' Commission and to establish clear Terms of Reference for members.

5

Draft and approve a Strategic Action Plan to guide the operations of the Players' Commission.

SUMMARY

PURPOSE AND IMPORTANCE

- Players' Commissions amplify players' voices in basketball governance.
- Vital for inclusivity, transparency, and player empowerment.

KEY FUNCTIONS

- Study player issues across age groups.
- Propose measures for player welfare to NFs.
- Offer feedback on FIBA and NF competitions.
- Advisory role, not executive authority.

DIFFERENCES FROM PLAYERS UNIONS

- Focus on advocacy and development, not contract negotiations.
- All players, from grassroots to professional, not only professionals.

POTENTIAL TOPICS TO BE COVERED


- Educational opportunities for basketball players and Mentoring programs
- Involvement of players in decision-making.
- Health and safety.
- Enhanced player experiences.
- Financial stability and security.
- Clear professional pathways.
- Basketball Promotion and CSR Activities
- Grassroots Initiatives
- Involvement in National Events
- Policies for Development of Young Players

ESTABLISHING THE COMMISSION

- Clear leadership structure.
- Defined membership criteria.
- Transparent selection process.
- Representation at NF's highest body.

OPERATIONAL FRAMEWORK

- Regular meeting schedule.
- Transparent decision-making.
- Accountability through reporting.
- Stakeholder engagement.
- Internal and external communication strategies.



NFs are encouraged to implement these guidelines to establish or enhance their own Players' Commissions, demonstrating a commitment to player empowerment and inclusive governance. By prioritizing players' interests and creating platforms for their active participation, NFs can foster a stronger and more resilient basketball community. Embracing these guidelines is a step towards building a brighter future for basketball, driven by the collective efforts of players, NFs, and FIBA.

For assistance in implementing these guidelines or establishing contact with FIBA Players' Commission, NFs are invited to reach out at players@fiba.basketball.

FIBA Players' Commission stands ready to support NFs in creating effective Players' Commissions and fostering greater collaboration and communication within the global basketball community. Together, we can elevate the voices of players and ensure their meaningful participation in shaping the future of basketball.

