

FIBA ADELANTE 3.0 PROGRAM REPORT - CHILE 2025

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INTRODUCTION

MISSION

The FIBA Americas Adelante program is designed to identify, educate, motivate, and develop the next generation of female leaders in the Americas. Through the stories of successful women and educational sessions, the goal is to help place qualified women in the pipeline for future staffing or volunteer needs - both within FIBA and the National Federations.

In keeping with FIBA's key global pillar to develop and grow the participation of Women in Basketball (2019-2023 cycle), WILEAD will tackle two key strategies for this priority:

- * Develop Future Female Basketball Administrators and Policymakers
- * Increase Gender Diversity

DEVELOPMENT AREAS

1. Increase female players' participation
2. Develop and leverage elite coaches and referees
3. Increase the number of fans consuming women's basketball
4. Maximize the impact of women's competitions including 3x3 basketball
5. Increase gender diversity in National Federations elected bodies and staff

FORMAT

- * Blended learning consisting of 4 virtual seminars and in-person workshops
- * Numerous keynote speakers who will share their journeys with the participants
- * High-quality coaches in the fields of Sport, Business and Leadership
- * Individual Leadership Profile (with a leadership coach)

INTRODUCTION

GOAL

This program addresses the need for increased female representation in basketball decision-making and operational bodies. The aim is to provide a learning and personal development program for women who are already in the basketball structures within the National Federations to gain the necessary knowledge, tools and experience required to advance their careers.

OBJECTIVES

- * Increase the representation of women in basketball leadership positions and decision-making bodies.
- * Increase gender diversity by creating new pathways and support networks.
- * Upskill, empower and create a stronger network for women who work in and on behalf of basketball.
- * Help place qualified women in the pipeline for future leaders both within FIBA and the NFs.
- * Offer a platform that specifically addresses the need to improve women's access to decision-making roles.



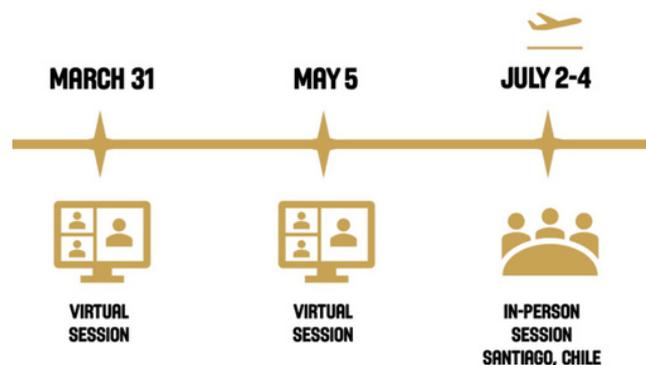
OVERVIEW

Participation in the FIBA Adelante 3.0 program began on March 31, 2025. I would have attended the first Zoom session which sought to engage program participants on the aims and structure of Adelante 3.0. A group project was introduced to delegates, which initially tasked each country's representative with the distribution of a questionnaire which served to identify reasons leading to a decline in or non-participation of women in sport, with targeted groups being U23 players and adult senior professional/national athletes. Recommendations for amelioration of the identified issues were also requested in questionnaire completion, for review by the Adelante team.

A pivotal feature of the Zoom meetings was the discourse provided by panelists; pioneers in women's basketball such as national youth coaches, program coordinators, sport analysts and commentators. These guest speakers outlined their journeys, sharing insights into dealing with challenges faced through their personal experiences working with high school and college athletes, with emphasis being placed on multi-sport female players.

A second Zoom session was held on May 5, 2025, where college basketball analyst Debbie Antonelli gave a brief presentation on the quintessence of media coverage in the growth of basketball in the United States and in fostering global interconnectivity. She relayed her experiences as a female anchor and analyst, outlining the tools she utilised to navigate an unprecedented approach to team and player analysis as well as negative interactions in a chauvinistic field.

From July 2 to 4, 2025 all delegates attended a forum in Santiago, Chile. This provided an opportunity for in-person interaction to enable the perusal and discussion of findings of the submitted questionnaire responses and to propose solutions to issues faced in individual regions and from an extended purview, the FIBA Americas Zone.



DAY 1 - JULY 2, 2025

All program participants attended the FIBA AmeriCup game featuring the USA and Mexico national teams. This game allowed participants to become acquainted with each other, and to enjoy high-quality, competitive basketball, featuring NCAA DI players and veteran national players.

Following this game, a formal introduction was conducted at a working dinner where each participant was asked to briefly expound upon the Federation which they were representing and the reason for their selection, linked to involvement in their country's basketball fraternity. Honorary President of FIBA Americas, Carol Callan, addressed participants and provided an overview of past Adelante versions 1.0 and 2.0. An outline was provided of the aims of the 3.0 program and tasks were delegated to be completed over the three-day program engagement period.

Representatives of Molten Corporation were acknowledged for their sponsorship and continued partnership with FIBA, with reference to the role of the company in ensuring all Adelante program participants could meet in Santiago, Chile. All participants were gifted with commemorative Molten basketballs and branded hats.

GROUP PROJECT

Participants were separated into groups of four representatives, with one member being bilingual, to ensure a reduction in the hindrances presented by language barriers for native English and Spanish speakers. Each group bore the responsibility of analyzing responses to a number of identified questions in the distributed youth and adult questionnaires. Prior to this, I had completed a report on responses given by players in these age categories with specificity to Guyana.

Group 3 comprised of

- US Virgin Islands delegate, Natalie Kleemann
- Bahamas delegate LaToya Silver
- Trinidad and Tobago delegate, Maurisa Gibson Bailey
- Guyana delegate, Alisande Jaiserrisingh

Our group engaged in fruitful discussion which yielded the compartmentalization of outlined issues into systemic and intrinsic challenges. I have included an excerpt of my contribution to the discussion, which supplemented a delineation given during Day 2's group session.

ASSESSMENT OF RESPONSES TO ADELANTE QUESTIONNAIRE - QUESTION 5

Question 5 - What are the top 3 challenges you have as a female basketball player?

Following perusal of the responses given to question 5, it was found that challenges faced are more intrinsic than systemic. Athletes provided candid answers which reflected the significant hindrances to continued participation and high-level competition, surmising and emphasizing a lack of mental health resources required on a scale of personal implementation. The internalization of negative comments made by male athletes and spectators has led to a decline in self-worth and value, thereby impacting the quality of basketball able to be portrayed. This lack of social support and consequent incentivization has, in turn, led to a decrease in interest and participation in the sport.

Systemic Limitations

The systemic limitations have been divided into the sub categorizations of physical and professional.

- Physical

The **physical disparities between males and females** are evident and cover **body composition, strength and the menstrual cycles** experienced by female players. Another point highlighted was the disparity in recovery time for athletes.

A **fear of injury** was another challenge presented, as female players have an intrinsic and societal expectation to maintain an appealing physical appearance. Respondents commented on the lack of research which addresses the physical limitations induced for female players.

- Professional/ Officials

A critical point of analysis is the **efficacy of coaching staff designated to female teams**. Challenges arise for players who may not feel valued by their coaches or may feel pressured to perform at a level which reflects positively on the coach's win-loss record, as opposed to the underlying developmental aspect, particularly found in youth basketball.

A **lack of a transitional program for high school and post-collegiate athletes** was also highlighted as a challenge. To expound further, players may be passionate about their sport and their athletic careers but may not be able to sustain participation at a level that is not professionally/ nationally based.

ASSESSMENT OF RESPONSES TO ADELANTE QUESTIONNAIRE - QUESTION 5

Intrinsic Limitations

The intrinsic (psychological) limitations have been divided into the sub categorizations of individually and socially derived.

- Individual

Self-ordained limitations have caused a decline in the participation of female athletes, including mental health issues such as **anxiety, doubt, lack of confidence, competency and personality differences**. An identity crisis has been initiated, where female players feel a sense of imposter syndrome.

- Social

Pressures induced by societal expectations have contributed to this decline, as female athletes experience a pressure to **balance their academic, career and family pursuits with their passion for sport**.

A lack of female role models was also highlighted. Without prominent female athletes with a track record of excellence in their sport, young girls have no exemplar to pattern their ambitions after.

The **evolution of sport journalism and interaction to social media platforms** has stimulated a positive-negative dual effect for female athletes, partially ameliorating the immediately preceding issue while also **compounding the social stigmas attached to playing sport**.

Female basketball players believe that they are viewed differently for participating and competing in their sport, particularly after they have passed a certain age. Negative comparisons have been drawn between professional and amateur athletes, with comments being made by male counterparts in athletes and spectators.

PHOTOS FROM DAY 1

- FIBA AMERICUP GAME - USA VS MEXICO



- INTRODUCTORY WORKING DINNER



DAY 2 - JULY 3, 2025

The Adelante representatives were invited to a Special Olympics training session, organized as a prelude to the Special Olympics World Games to be held in Chile in 2027. Coaches and instructors took thirty differently abled individuals through dribbling and shooting drills, with emphasis on one-on-one live play. A great deal of enthusiasm and excitement was displayed by the athletes and spectators, creating a welcoming environment for participation.

Each English speaking and Spanish speaking group presented their findings during the first Adelante session, with the assistance of translator Hernando, who joined us via the Zoom platform. Prior this session, Group 3 met to discuss final points for presentation. A document was created which outlined all points for the discourse, with the lead presenter being Trinidad and Tobago representative, Maurisa Gibson-Bailey. Each member was asked to elucidate further as it related to their individual conclusions arising from their assigned question responses.

The focal point of the day's discussions centered on the identification of issues faced by female athletes which discourage participation and longevity in play. Prominent challenges identified were the physicality of the sport and subsequent high risk of injury, a lack of personally derived motivation and encouragement from stakeholders (family, friends, coaches, spectators) and in striking a healthy balance between school/work and sport. These points, among others, were discussed extensively and each group was assigned the task of presenting proposed solutions to the identified issues for the following day.

To end the session, Carlos Alves, FIBA Americas Executive Director, and Iran Arcos, President of the Chilean Basketball Federation, shared portions of tiered advice to be used in our own journeys. Participants were encouraged to use the leadership experience garnered through the Adelante program to stimulate a greater level of involvement and contribution within their National Federations.

Re-affirming the Corporation's commitment to women's leadership in sport, Molten sponsored a dinner for all Adelante participants at Giratorio restaurant in Santiago. This presented an opportunity for me to directly engage representatives on a potential collaboration with the Guyana Basketball Federation, as elucidated on further in this report.

PHOTOS FROM DAY 2

- SPECIAL OLYMPICS TRAINING SESSION



- ADELANTE GROUP SESSION 1



DAY 3 - JULY 4, 2025

Due to the increasing popularity of minibasket across the world, Adelante participants attended a mini basket tournament where children of ages 5 to 12 participated in games and drills. The quintessence of having eager athletes engage with the sport at a young age was expressed clearly.

To continue the prior discussions of the first Adelante group session, participant groups were asked to share solutions to the identified issues. Basketball has moved from the third to the fifth most popular sport on the world stage, indicating a significant global decline not only in women's participation but in a general cultivated interest and viewership of the sport. This discussion yielded plausible areas of exploration such as the expansion of media coverage and marketing for local tournaments. Notably, promotional videos used in tennis were scrutinized as creative examples from which inspiration could be drawn for basketball specific advertisements.

Further, to address the issues of a lack of competition, hosting an increased number of invitational tournaments would foster a degree of regional connectivity while simultaneously creating travel and representation opportunities for club and national teams. This would incentivize female athletes to commit to training sessions, as they are actively working towards preparation for international competition.

Additionally, the expansion of access to mental health resources and safeguarding platforms would encourage female athletes to seek assistance when needed, ensuring participation levels are maintained and increased over time. Engagements with elite female athletes, coaches and sport professionals would also alleviate the psychological barriers presented in relation to sustaining high level basketball play.

To end the session, Carol Callan thanked participants for their contributions and commitment to the Adelante program, emphasizing that the program serves as a proverbial springboard for the inclusion of women in basketball and will continue over the period of 2025 to 2026. Zoom sessions will be held to discuss opportunities for the launch of individual projects within participants' countries, to be implemented over the course of the next year.

The program culminated with the quarterfinal games of the AmeriCup, where participants were able to see Brazil and Argentina successfully clinch semifinal spots.

PHOTOS FROM DAY 3

- MINI BASKET TOURNAMENT



- ADELANTE GROUP SESSION 2



KEY POINT OF ENGAGEMENT

MOLTEN CORPORATION

A notable engagement was conducted with the Molten USA Manager of the Latin American Market, Dai Sasahara and the Molten Brand Marketing Manager, Noa Hasegawa. Through conversing with these two individuals, I outlined the structure of our Federation and the level of competition within the country. Reference was made to an undeniable shortage of Molten balls within the country. Apart from basketballs owned by the Federation, local senior male and female basketball clubs and high school teams do not have accessibility to balls used in FIBA ordained tournaments. Presently, there is no licensed distributor of official Molten balls of all sizes in the country.

After sharing this with the representatives, an interest in partnering with the Guyana Basketball Federation to ameliorate this issue was expressed. A meeting was requested and held with myself and the members of the executive body of the GBF to discuss the possibility of a collaboration to begin local distribution of Molten balls.

Further, a suggestion was made by myself and fellow US Virgin Islands delegate, LaPrix Robinson, as it relates to a marketing collaboration between Molten and Caribbean territories. This would enhance the visibility for geographically small states that are members of FIBA Americas. A promotional video, including clips featuring players from both the US Virgin Islands and Guyana, with a possibility of inclusion of other territories, could be created to promote the use of Molten balls. Should this undertaking pique the interest of our National Federation, it may be pertinent to engage sports videographers on video concepts and a budget for presentation to Molten.



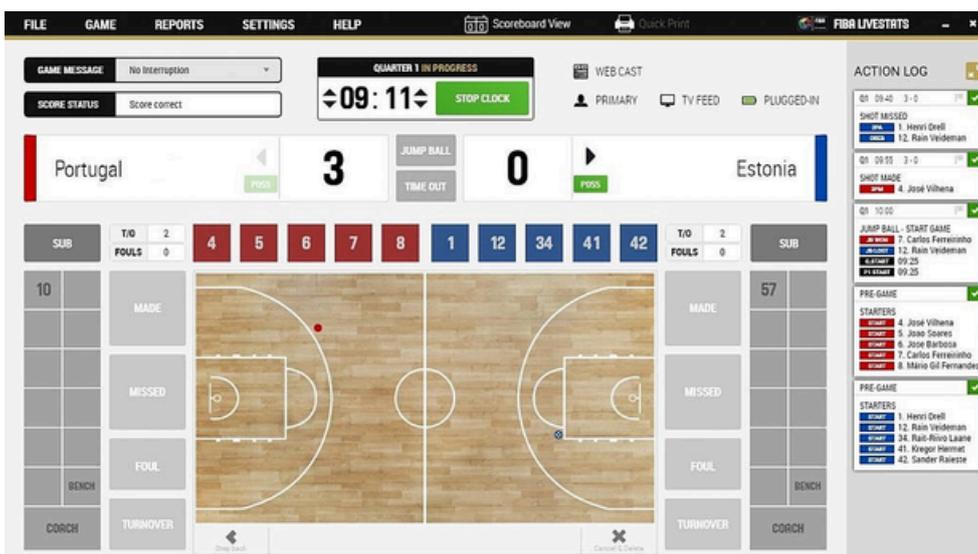
RECOMMENDATIONS FOR FUTURE PROJECT UNDERTAKINGS

The best practices outlined below represent those that I believe can be implemented to elevate basketball in Guyana at all levels and for all stakeholders involved. These suggestions are presented following personal and group discussions during the program duration.

DIGITALIZATION OF STATISTICIAN RECORDING

President of the Aruba Federation, Jenneve James-Russell, advised on the digitalization of the pre and in-game table officiating processes. She shared applications used by her Federation. Upon further research, applications such as FIBA LiveStats can be used to generate and fill FIBA statistic sheets from any compatible device. The adoption of such a practice would streamline the efficacy of statistical recording and allow for a greater accessibility and use of stat sheets by coaches and teams participating in local tournaments.

Local workshops can be held to teach experienced and in-training statisticians to use these applications and begin implementing them in tournaments organized at the club level and high school level. A comprehensive report will follow which will outline the manner in which this can be incorporated.



3X3 SERIES - MONTHLY TOURNAMENTS (SEPTEMBER, OCTOBER, NOVEMBER, DECEMBER)

3x3 basketball represents a feasible avenue for exploration to achieve Olympic berth. An annual 3x3 training and tournament series is recommended to stimulate local competition across the identified age categories, in keeping with the GBF's aims of youth and female development. The 3x3 series would be run over a four-month period following the culmination of the One Guyana Men's League. An U18 high school tournament would be held in September, featuring both male and female players, an U23 tournament in October, a senior men's tournament in November and a senior women's tournament in November.

JUSTIFICATION FOR IMPLEMENTATION

- **Expansion of 3x3 Player Selection Pool for International Tournaments** - With a larger pool of eligibility for national team selection, the quality of basketball produced would undoubtedly be enhanced as the years progress. The eligibility of youth players would replenish our national teams, creating a continuity of excellence.
- **Execution of Training Clinics for Coaches, Referee and Table Official** - These clinics can be held to allow for internationally renowned 3x3 personnel to travel to Guyana to share insights, best practices and enable certifications for all stakeholders preparing for engagement in tournaments.
- **Enhancement of Quality in Coaching of Youth Level Teams** - This vital undertaking would provide coaches/ physical education teachers at the youth/ high school level with the additional support that would be needed in team preparation.



END OF REPORT