



DOWNTOWN SOCCER TORONTO DRAFT POLICY 2011

What is the goal of the Draft?

The goal of DST's Draft is to achieve balanced teams. Individual members are assigned to teams through a **random draw** that matches player's skill assessment score to a set of predetermined team configurations that distribute skills evenly across the teams in the League. In addition, the Draft considers team and league leadership, the league's gender distribution and sponsorship obligations. The Draft will be conducted live at Woody's on Friday, May 13, 2011 starting at 7pm. The 2011 Season will start on Sunday, May 15, 2011 at Withrow Park. *Once the Draft has been conducted and voted on by the Executive, it is final and no trading of players is allowed.*

What does the Draft do?

- It provides each team with approximately the same number of players of a particular skill rating (e.g. three or four players with a skill assessment score of '2' on each team);
- It allows each team to have the same overall rating (e.g. the sum of the skill ratings for all players is approximately the same for each team);
- It distributes the number of male/female/trans players equally across teams;
- It randomly assigns one co-captain per team;
- It randomly assigns one Executive member per team;
- It assigns individuals to whom the League has sponsorship obligations to separate teams; and
- It randomly assigns players to teams to meet the requirements described above while obliging all player bond requests.

How is the Draft conducted? (see Appendix A for a more detailed explanation):

1. Team configurations will be created that ensure that skill levels are distributed evenly across the ten teams (i.e. approximately the same number of higher and lower ranked players per team).
2. In order to achieve the goals of the Draft, players will be drafted in the following order by **random draw** in each category:
 - a. Seat one Co-Captain to each team (and their player bond, if applicable);
 - b. Seat three individuals (and their player bond, if applicable) to separate teams to meet League sponsorship obligations.
 - c. Seat one Executive member to each team (and their player bond, if applicable);
 - d. Seat bi-directional player bonds that include only women;
 - e. Seat bi-directional player bonds that are mixed gender;
 - f. Seat individual women;
 - g. Seat all remaining bi-directional player bonds;

- h. Seat all remaining individual players.
3. If the individual or player bonded pair cannot be placed on the initial team configuration (due to either skill or gender requirements), the next team configuration will be consulted. This will continue until a team configuration is found that accommodates the individual or bond.
4. The Co-Captains will participate in a random, open draw for team sponsor affiliations. *Note that in the interest of maintaining sponsor relations, three teams will be automatically assigned a team sponsor based on its team membership (see 2b above).*

Appendix A: The Technical Details

1. The Operations Coordinator will also meet with no fewer than two League members who have been selected for their unbiased opinion and their intermediate or advanced skill level in order to re-evaluate (and potentially adjust) skill assessment scores for all returning members. Returning members may volunteer to be reassessed at the pre-season skills assessment clinics. Special attention will be paid to modifying the rating for those individuals earning awards or recognition in the previous season. All skill assessment scores are subject to review and change prior to the start of the season.
2. Prior to the Draft, the Operations Coordinator will run skill assessment clinics (mandatory for new members and returning members who joined mid-way through the previous season, optional for all other returning members). The skill assessment scores are confidential and are only for use during the Draft. Individuals are entitled to request their skill assessment score. In the rare instance that a skill assessment score cannot be obtained, the Operations Coordinator will use the self-evaluation provided at registration and any additional knowledge the League may have about the individual to determine a skill assessment score. If this information is not available, the player will be assigned a skill assessment score that reflects the league average (3 or 4).
3. Team configurations will be created with skill slots that evenly distribute players of different skill levels across the team (e.g. if there are eighteen players with a skill level of 3 to be divided amongst ten teams, then eight team configurations will have two level 3 skill slots, while the remaining two team configurations will have one level 3 skill slot). To further ensure balance on the teams, the total number of skill points assigned to each team configuration will be the total of all skill points of all members, divided by the number of teams (10). In the event of a fraction, some teams may have 1 point more or less than all others. This is the optimal acceptable difference in number points between team configurations. In the 2011 season, there will be **77 or 78 points per team configuration**.¹ *Non-playing members are not included in this calculation.*
4. The Membership Coordinator, in consultation with the Women's Representative, will ensure that each team will have approximately the same number of men and women thereby providing gender balance across the teams (e.g. if there are 36 women in the league to be divided roughly equally amongst the teams, then there will be six teams with 4 women and four teams with 3 women). In the 2011 season, there will be three or four women per team. *This does not affect the overall skill level or skill distribution of the teams. Non-playing members are not included in this calculation.*
5. No DST member will be assigned to a team configuration prior to the Draft.
6. In preparation for the Draft, tickets will be prepared for each player bond, as well as each individual player indicating their first name, last name, gender and skill rating.
7. The Membership Coordinator will be assisted by the Operations Coordinator in conducting the Draft. The League Ombudsperson will provide additional support as necessary to ensure the Draft is conducted fairly and in accordance with the Draft Policy.

¹ Subject to change after the 2011 skills assessment for new and returning players is finalized.

8. League members will be drafted in the following order:
 - a. Seat one co-captain per team (and their player bond, if applicable);
 - b. Seat three individuals (and their player bond, if applicable) to separate teams based on League sponsorship obligations.
 - c. Seat one Executive member per team (and their player bond, if applicable). Given that there are only eight (8) Executive members and ten (10) teams, two teams will not have an Executive member;
 - d. Seat bi-directional player bonds that include only women;
 - e. Seat bi-directional player bonds that are mixed gender;
 - f. Seat individual women;
 - g. Seat all remaining bi-directional player bonds;
 - h. Seat all remaining individual players.
9. The Draft will proceed as follows:
 - a. Starting with the first team configuration, a ticket will be randomly drawn from the appropriate category (see order outlined above).
 - b. The team configuration will be consulted to ensure gender balance and that there are the appropriate skill level slot(s) available.
 - c. In the case of a player bond, if one of the skill level slots is not available, it is deemed that neither player can be placed on that team configuration.
 - d. If the individual or player bonded pair cannot be placed in the initial team configuration (due to either skill or gender requirements), the next team configuration will be consulted. This will continue until a team configuration is found that can accommodate the skill rating and gender requirements for the individual or player bond.
 - e. In the *rare event* that none of the team configurations can accommodate the individual or player bonded, they will be placed on a team configuration with the closest match. The team configuration will be modified to maintain the overall pre-determined number of skill points.
 - f. Once the individual or player bonded pair has been assigned to a team configuration, the names of the players will be posted for viewing by the League. Skill assessment scores will not be revealed.
 - g. This process will continue until all teams are fully drafted.
 - h. Once all members have been drafted, a final review of the skill and gender balance of each team will be made by the Operations Coordinator and the Membership Coordinator. In the unlikely event that changes are necessary, they will be carried out immediately.
10. Once the Draft is complete and all of the team configurations have been filled, the Co-Captains will participate in a random, open draw to determine their team sponsor and jersey colour. *Note that in the interest of maintaining sponsor relations, three teams will be automatically assigned a team sponsor based on its team membership* (see 8b in this Appendix).
11. Immediately following the Draft, the Executive will ratify the Draft through a vote. The Draft is considered ratified if the majority of Executive votes in favour of the result (fifty percent plus one). At this point, the Draft is considered final and no further changes can be made to the teams except through attrition and replacements from the Waiting List. The Executive will review any appeals with respect to DST Constitution Item 2 and By-Law item 1.1.
12. The Communications Officer will set-up the team listservs, post the rosters to the members-only area of the website, and make the game schedule available via the website, as well as contact team members via their team listserv to provide details of the first game.