

Women's Initiatives Committee 2026 Report

2025 In A Glance: The Committee

Allison Cooney (Chair)
Michelle Matte-Stotyn
Nicole Whyte
Jessy Robichaud
Amanda Hoff
Marilou Pelletier
Corina Jones
Ashley Cook
Kaneena Vanstone (BoD Liaison)

WIC 2025 Highlights

- ✓ Evaluated the existing Athlete Development Funding guidelines in collaboration with the Long Term Athlete Development (LTAD) Committee for areas of opportunity and maximum funding distribution for women in our sport.
- ✓ CSPA Mentorship Program – This initiative reflects CSPA’s broader vision of building stronger connections within the skydiving community by pairing experienced participants with those seeking guidance.
 - Launch: The program was officially introduced for the 2025 season as part of CSPA’s commitment to fostering growth and community support.
 - Current Participation: There are 16 mentors and 7 mentees enrolled.
 - Unassigned Mentees: At present, 2 mentees remain without mentors due to limited availability in certain regions.
 - Regional Gaps: The most pressing need is in Alberta and Quebec, where mentor coverage is insufficient.
- ✓ The Women’s Initiative Committee identified Cultivating a Community of Safety as a high-priority focus, emphasizing the advancement of both psychological and physical safety across the skydiving community. Central to this commitment is fostering ethical conduct, building respectful environments, and championing proactive harm prevention. By prioritizing these values, the Committee underscores its dedication to ensuring that every individual experiences a culture of care, accountability, and respect, reinforcing safety as a cornerstone of the sport’s growth and inclusivity.

2025 In A Glance: Funding

- ✓ Overall WIC finished the 2025 calendar year \$2,555.95 over budget.
- ✓ The main impact of being over budget was due to the additional costs in translation specific to the Mentorship Program launch.

- ✓ The CSPA WIC Athlete Development Funding budget was set at \$3,000 and we were very pleased to report a funding distribution totaling \$2779. Funding was distributed to many individuals, teams, and camps across multiple disciplines.

2026 WIC Action Plans

- ✓ EDI Alignment with Sport Canada
 - Purpose: To ensure CSPA's policies, practices, and programming align with Sport Canada's evolving Equity, Diversity, and Inclusion (EDI) expectations.
 - Key Objectives:
 - Integrate inclusive language across all communications and governing documents.
 - Guarantee equitable access to programs, resources, and opportunities for all registered participants and members.
 - Strengthen frameworks to uphold fairness, safety, and respect in sport.
 - Monitor and adapt to Sport Canada's evolving standards to maintain compliance and leadership in EDI.
 - Intended Outcomes:
 - A consistent, transparent approach to EDI across governance, operations, and stakeholder services.
 - Enhanced trust and engagement within the skydiving community.
 - Demonstrated accountability to national sport standards and values.
- ✓ Continue to promote and expand the Mentorship Program and to recruit additional mentors, ensuring all mentees receive guidance and support across Canada.
- ✓ Evaluate, improve, and implement Safety and Inclusion Awareness in collaboration with the CSPA Board of Directors and all Committee Chairs.
- ✓ Continue to evaluate the existing Athlete Development Funding guidelines for areas of opportunity and maximum funding distribution.
- ✓ INSPIRE mini virtual seminar(s): Design and deliver a values-driven conference or workshop experience that promotes leadership, inclusion, mentorship, and ethical engagement across the skydiving community. Look to work with Dropzones to encourage and support inclusion in our industry through skills camps and events.

Regards,
Allison Cooney
Canadian Sport Parachuting Association (CSPA)
Women's Initiative Committee (WIC) Chair
allison.cooney@cspa.ca