

Women's Initiatives Committee (WIC) 2019 AGM Report

We had very few applications for funding this season and were still able to send two of our committee members, CSPA's Executive Director, and a member of the CSPA Board of Directors to attend a professional development opportunity at the CAC Sport Leadership conference. Our mentorship model started off small, but we have quite a few females who have signed up to be mentors. Information on our mentorship program is sent to every new female who achieves a solo certificate. Our goal is to be more active in this for 2019 skydiving season.

Four events/training opportunities were funded this season, which consisted of:

1. CP Camp, run by Jay Moledzki and Peter Kozak, Skydive City, FL
2. 4-way Team Training – Pretty Fly (coached by Marie-Eve Dallaire)
3. Wingsuit training – Genevieve Emond
4. 4-way Skills Camp – MSPA (coached by Andrea Greening)

We are looking for feedback as to how we can have more dropzones run opportunities for female skydivers. Applications are still very few. We're still aiming to have female-only canopy courses, and we want to focus on driving the development and participation of our own skydivers and want to further promote and encourage load organizing and coaching by Canadian female skydivers. We want to see more events being held across Canada and will work with dropzones on a different strategy to assist in promotion of our funding opportunities. In addition, we hope to work with many other groups of women that are promoting their own activities and social development of women in our sport!

Looking forward to 2019,

Michelle Matte-Stotyn

Chair, WIC

A little more from our recipients:

CP Skills Camp

What did you enjoy most about this opportunity?

- *Fast pace, focus on peer to peer coaching & ongoing development after the camp is over.*
- *The amount of knowledge obtained by not only the coaches, but other students.*

Why do you believe CSPA should continue to fund opportunities like this?

- *Development of the CP community in Canada has a widespread impact on canopy proficiency in both competition and everyday jumping. It's good for the safety of our sport as a whole, and helps Canada to have more presence in international competition.*
- *Canopy coaching should be priority in my eyes. It's the place most people get hurt, and it's ignored for the most part in the aff program and even less focus in the other licensing.*

4-way Team Training – Pretty Fly

What did you enjoy most about this opportunity?

- *Ça nous donne la chance d'avancer dans le sport et ainsi performer mieux. C'est encourageant de voir notre progression suite à du coaching personnalisé*
- *Vraiment améliorer mes "skills" de 4 way, travailler l'esprit d'équipe*

Why do you believe CSPA should continue to fund opportunities like this?

- *si nous voulons que nos athlètes canadiens se démarquent en compétitions mondiales, ils doivent avoir accès à des fonds pour leur entraînement. Comparé à d'autres pays, le Canada ne reçoit pas beaucoup.*

- *Parce que ça encourage les gens à se dépasser et à continuer. De plus, comme tout coûte très cher en parachutisme, ça met un petit baume sur la facture.*
- *Pour développer le sentiment d'appartenance à une équipe féminine, au parachutisme en général et à l'introduction compétition*

Is there any other feedback you would like to share with CSPA?

- *j'ai vu une équipe s'entraîner tout l'été à Voltige pour participer aux mondiaux et elle est un très bel exemple de persévérance et de détermination. elles ont travaillé fort à l'entraînement et aussi à amasser des fonds pour leur participation. L'ACPS doit aider ses athlètes.*
- *Merci d'encourager le développement des athlètes*

Wingsuit training – Genevieve Emond

What did you enjoy most about this opportunity?

- *Pour ma part, le fait d'avoir une association qui m'épaule me fait sentir engagée et sérieuse face aux objectifs que j'entreprends. Le fait de prendre engagement avec l'ACPS à propos d'un certain développement précis m'incite à aller vers les ressources et à être plus curieuse tant dans la recherche de connaissance que dans l'expérimentation en vol. Comme si ça consolide la démarche de vouloir atteindre un niveau prédéfini. Donc pour ma part, ça me motive à travailler sur mes objectifs et à me dépasser.*

Why do you believe CSPA should continue to fund opportunities like this?

- *Les subventions de l'ACPS pour le développement des athlètes agit grandement en tant que motivateur. Après un certain moment, il peut être difficile d'explorer de nouvelles sphères du sport; nouvelle discipline, ou nouveau niveau, comme de récréatif à compétitif par exemple. J'ai fait d'autres projets sans l'aide de l'ACPS, il n'est donc pas nécessaire d'avoir ça pour avoir des objectifs et de les réaliser, MAIS avoir pu profiter de l'appui de l'ACPS et d'un financement, ça permet juste de rêver plus grand et de se fixer des objectifs moins conservateurs. Je pense qu'il est important que l'ACPS offre ces financements. C'est un beau signe d'engagement, tant de l'ACPS pour ses membres que d'un parachutiste envers son association qui l'épaule. Je pense aussi que les programmes comme celui-ci incite les parachutistes à consulter et se prévaloir des outils de développements élaborés par leur association pour eux.*

4-way Skills Camp – hosted by MSPA

What did you enjoy most about this opportunity?

- *It allowed jumpers at a small DZ to have world class coaching both in air and on the ground for our debriefs. We did have weather (of course) but still packed in a ton of creeping and walking. A lot of indie for teams competing at the next Nationals was also covered.*
- *I train with a team who is aiming to compete in the 2019 CSPA Nationals. The coaches who were brought in for the camp supported this decision by not only providing 4-way FS skill critiques, but also discussed team dynamics and how to address possible upcoming plateaus.*
- *It helped broaden our understanding of 4-way concepts and we learned ways to improve and become more efficient in the discipline while having a lot of fun. The coaches assisted every participant with specific advice to help their teams work more efficiently together while keeping everyone engaged and entertained.*
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Why do you believe CSPA should continue to fund opportunities like this?

- *Absolutely! Every little bit helps. CSPA has helped our small Prarie DZ bring I some fantastic coaches over the years and we have put on some great skills camps with coaches that can usually only be found at large turbine DZs.*
- *It is amazing to receive funding for any skills camp at our small dropzone; it keeps our skill levels current with each other and also has our membership work together to see the/a camp through.*
- *I believe this opportunity gave the participants (including myself) the confidence and encouragement to challenge themselves and become more comfortable in a competitive field. I think it is important to have these learning*

opportunities for skydivers so we can continue to improve and don't feel as if our progression in the sport is stagnated, therefore resulting in disengaged interest in the sport.

Sport Leadership Conference

The Petro-Canada Sport Leadership Sportif Conference is an annual conference hosted by the Coaching Association of Canada for the most innovative sport leaders in Canada. These administrators include high performance coaches, sport managers/administrators and sport educators/researchers. Thanks to CSPA's Women's Initiatives Committee, we (Jessy Robichaud, Catherine Bernier, and Kaneena Vanstone) were given the opportunity to attend this enriching conference that will surely have a positive impact on our way of seeing and bringing change.

Over 500 delegates attended the conference and this year's theme was all about Performance Influencers. Leaders have the power to bring **positive change** to sport. We all have the power to better ourselves and to help our fellow peers develop themselves to reach their full potential. What one does or says can have an important impact on someone's development in sport: we need to be the positive influence our peers need.

If you want to be a positive influencer, read on for some useful tools.

Authenticity and positivity

As Nora Browning Rutherford, a speaker at the event, puts it, to have an impact as an individual, you need to be **authentic**. People feel when someone is 'acting' rather than being themselves. The best way to gain someone's trust is by showing your true colors and being **mindful** of not only your words but your body language.

Be **predictively positive** and good things will come your way. According to Jim Moss, @thesmileceo, people tend to be naturally nicer to someone who is consistently positive. It might not be easy at first, but as neuroplasticity has it, the brain seeks patterns in behaviors and it becomes natural. Looking for a way to add positivism to your life? Adopt the following:

- **HOPE**: Have plans and believe that even if you run out of plans, you will prevail.
- **RESILIENCE**: Bounce back, grow from your experiences. Whether you sit down and give up or roll up your sleeves and move forward, that belongs to you.
- **OPTIMISM**: Pay attention to the words you use. Notice good things as they happen. What made you smile today?
- **GRATITUDE**: Can't find anything you're grateful for today? Try looking for the silver lining. Maybe you learned something. Maybe your socks were warm. Or you simply woke up this morning.
- **MINDFULNESS**: Be in the moment and actively opened. Know what vibes you're giving off. Mindfulness is knowing you're wearing pants without having to look.
- **EMPATHY**: Celebrate others' successes. Treat others as **THEY** would like to be treated.

"Sometimes, people don't care how much you know. They want to know how much you care." (CAAWS workshop)

"What would you do if you weren't afraid?"

This question was presented to us through a workshop by the Canadian Association for the Advancement of Women in Sports and Physical Activities (CAAWS). In the world of sports, women are still underrepresented as athletes, coaches and administrators: in Canada, only 14% of all CSPA skydivers are women! By first understanding what we really want to

accomplish and using a roadmap, both women and men have the power to initiate and create a sustainable change. Diversity is key to growth and prosperity.

The first step to becoming an influencer is getting to know yourself, recognizing your strengths and dare to act. The following are habits that limit the influence one can have. These habits are common in women. Do you recognize any of these as your own?

- *Tiara syndrome (keeping your head down and hope the right people will notice your hard work and reward you)*
- *Treating work like school (believing that the only way to reward and success is through hard work)*
- *Wanting to be liked*
- *Not taking opportunities*
- *Imposter syndrome (feeling of not deserving it)*
- *Not speaking up*

In order for change to occur, speak up. Speaking up will improve an organization's performance, strengthen influence in a group and can lead to unexpected opportunities. When speaking up, be prepared, be informed, ask questions, listen to responses, and indicate benefits of an idea.

When developing a roadmap to change, The Kotter's Change Model provides a 8 steps for change to occur:

Preparing the change :

1. *Increase urgency*
2. *Build a guiding team*
3. *Create a vision*

Implementing the change :

4. *Communicating the vision*
5. *Remove Obstacles and empower action*
6. *Create short-term wins*

Finally, we need to manage that change:

7. *Don't let up*
8. *Make change stick*

With the tools that we've shared here, we are confident that you have what it takes to implement change and assist development within yourself and your peers. If you are seeking change or development, be the leader. Know your voice matters, be positive, be true to yourself and share the happiness.