CANADIAN PARALYMPIC COMMITTEE

STRATEGIC PLAN

2023–2033

Updated: October 2026



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INTRODUCTION

The Paralympic movement in Canada has grown remarkably since our first steps on the world stage at the 1976 Toronto Olympiad. Since then, Canadian athletes have delivered unforgettable performances that ignite belief and fuel national pride. Their achievements – and the contributions of the Paralympic community – have left a lasting mark on sport and on society.



SHERIAUNA HAASE
Para athletics

Canadian Paralympians show what's possible when talent meets opportunity. That belief fuels our vision: through Paralympic sport, an inclusive world.

Our 10-year strategy to 2033 charts a bold course to achieve that vision. With Best Prepared Teams we elevate Canada's performance at the Games. With the Power of Para Sport™ we extend that impact nationwide - breaking barriers, creating opportunity, and ensuring more Canadians with a disability can play, thrive, and lead.



COLLIN CAMERON, EMILY YOUNG, MARK ARENDZ, NATALIE WILKIE
Para nordic skiing



VISION

Through Paralympic sport, an inclusive world

MISSION

Together, deliver the best prepared teams for games excellence while enabling Canadians to experience the Power of Para Sport™.



STRATEGIC PRIORITIES

BEST PREPARED TEAM



GOAL

TO HAVE THE BEST PREPARED TEAMS THRIVING
IN A PERFORMANCE FOCUSED ENVIRONMENT

POWER OF PARA SPORT™



GOAL

CANADIANS EXPERIENCE THE
POWER OF PARA SPORT™

OUR STRATEGIC MANIFESTO

Sport has the power to unite, connect communities, and inspire national pride. Para sport™ extends that power into something even greater.

The Paralympic Games are the world's third-largest sporting event, with global fandom intensifying. At every Games, Canadian Paralympians compete at the highest level – breaking records, winning medals, and igniting belief.

But belief without opportunity is potential unfulfilled. For too many, the greatest challenge is not the competition – it's getting the chance to compete at all. Barriers – physical, attitudinal, and logistical – exclude too many of the eight million Canadians with a disability from participating fully and belonging in all areas of society, sport and beyond.

Talent is everywhere in Canada; access and opportunity is not. We all need this to change.

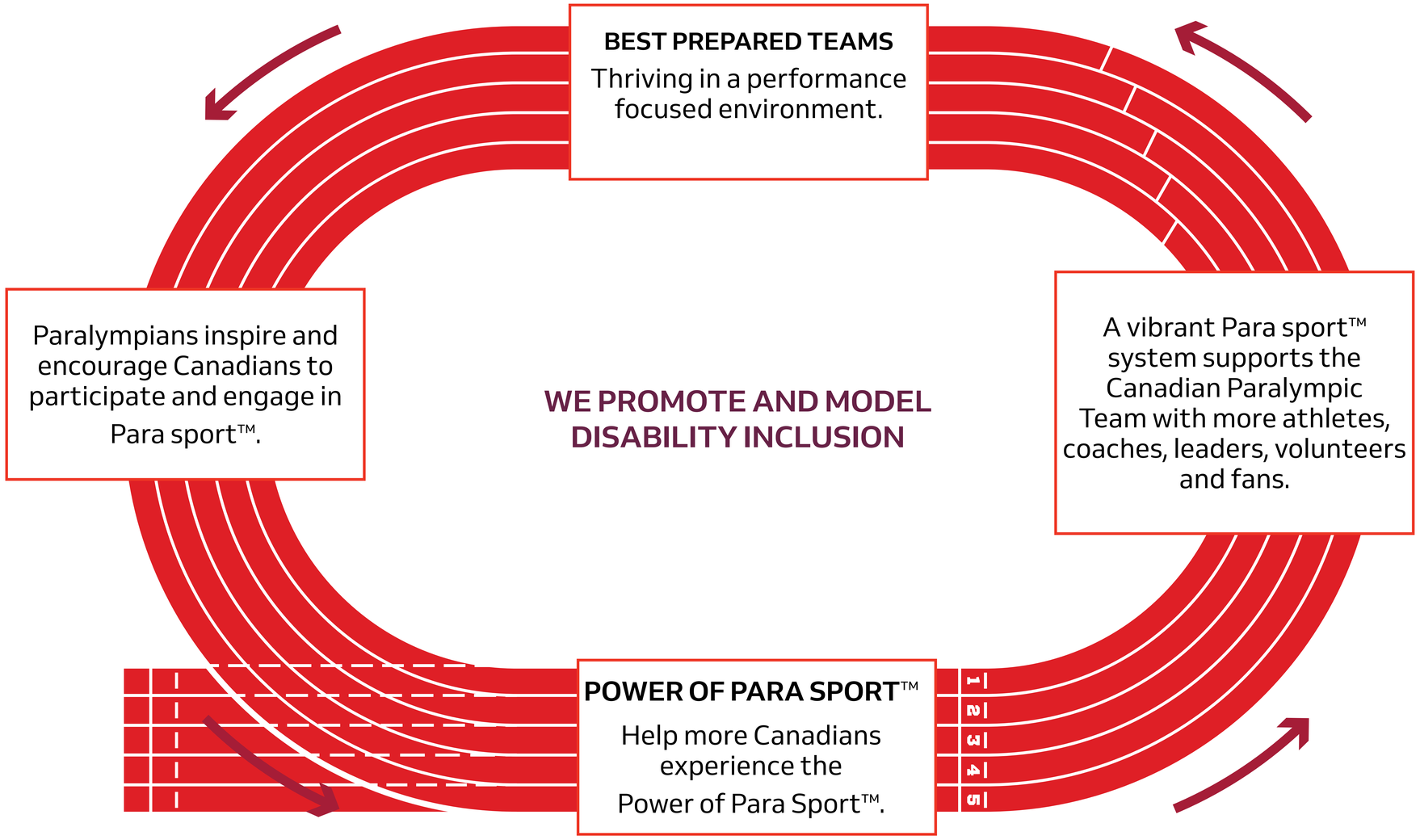
Our vision is bold: an inclusive world through Paralympic sport. To achieve it, we are focused on two strategic priorities: supporting the Best Prepared Teams to succeed on the world stage and enabling more people to experience the Power of Para Sport™.

Best Prepared Teams is our commitment to working alongside our sport partners to ensure athletes have the preparation, support, and culture required to compete at the highest level of international sport. When Canadian athletes are ready and prepared, they do more than win medals – they fuel national pride, increase participation and accelerate the growth of the Paralympic movement.

Power of Para Sport™ is how we turn that momentum into opportunity. Together with partners and members, we will confront barriers with urgency – building the systems, infrastructure, environments, and audience that will open doors for good. We will advocate for change in sport and beyond, elevate athlete leadership, and invest in innovation.

This plan is shared openly as an invitation. Help us unlock the Power of Para sport™ – fueling podium success, turning belief into opportunity, and dismantling barriers that limit access and belonging. The time is now.

Our strategy has a dual focus that is mutually reinforcing, enabling excellence and broader inclusion.



When athletes and teams are well supported and prepared, they unleash their full potential, achieving results that might have once seemed impossible. We help create these conditions, ensuring Paralympic teams can perform at their best at every stage of the journey. This pursuit of excellence is about the daily progress, passion, and commitment, built within environments that place inclusion at their core.

Through the Power of Para Sport™, we extend that commitment beyond the field of play. Our role is to address systemic barriers and actively shape the systems, environments, and opportunities that make Para sport accessible and inclusive for all. By doing so, we create the conditions for athletes to excel and for Para sport™ to drive change in communities, influence policy, and shift perceptions across Canada

Together, Best Prepared Teams and Power of Para Sport™ form a virtuous cycle: podium success ignites belief and pride, while a stronger, more inclusive sport system transforms that inspiration into opportunity.



NICHOLAS BENNETT
Para swimming

BEST PREPARED TEAMS

OUR GOAL
The change we want to create

To have the best prepared teams thriving in a performance focused environment

OUR ROLE
How we will create change

ACT	Delivering performance focused services, expertise, and funds to elevate the Paralympic sports system.
ENABLE	Creating safe, inclusive and high-performance environments where athletes and teams can thrive
ACCELERATE	Collaborating with Sport Partners to elevate team performance and achieve sustainable performances for the long term.

OUR FOCUS
Our commitments

PILLAR	OUR COMMITMENTS
HEALTHY CULTURE OF EXCELLENCE	We sustain world-class performance with a Top 3 Winter ranking and Top 12 Summer ranking by 2032. Athletes thrive in safe, abuse-free environments built on well-being, positive experiences, and a shared commitment to excellence
READY & PREPARED	We ensure every Canadian Paralympic Team member is fully equipped to perform at their best - mentally, physically, and emotionally. From preparation to competition, we provide the resources and support to excel on the world stage.
DEVELOP, INVEST, LEAD	We drive investment and partnerships to grow a world-class Paralympic system. We strengthen high performance, champion innovation, and lead with bold advocacy that amplifies Canada's impact in Para sport.™



MARK IDESON, JON THURSTON, DENNIS THIESSEN
Wheelchair curling

POWER OF PARA SPORT™

OUR GOAL
The change we want to create

Canadians experience the Power of Para Sport™

OUR ROLE
How we will create change

ACT	Sharing knowledge, research, expertise, and funds.
AMPLIFY	Storytelling and sharing through our brand platform.
ACCELERATE	Building, supporting, and advancing together with partners.

OUR FOCUS
Our commitments

PILLAR	OUR COMMITMENTS
SYSTEMS	We remove barriers to entering Para sport™, advance critical research, ensure access to adaptive equipment, and accelerate the development of participants within Para sport™
ENVIRONMENT	We create safe, welcoming environments and deliver high-quality experiences that prioritize well-being and belonging.
CULTURE & COMMUNITY	We expand the reach of the Paralympic movement, strengthen Canadians' perceptions of disability, and celebrate Para athletes for their achievements.
LEADERSHIP & ADVOCACY	CPC is a bold and trusted advocate for disability inclusion, accessibility, and athlete rights - nationally and globally. We invest in leadership development for all Para athletes so they can help grow Para sport™ and drive change across Canadian society.
INFRASTRUCTURE	We dismantle systemic barriers - digital, physical, and logistical - through bold action, innovation, and partnership



MOLLIE JEPSEN
Para alpine skiing

CPC STRATEGY
SUPPORTING GLOBAL GOALS

OUR STRATEGY IS BUILT ON A CLEAR THEORY OF CHANGE AND GUIDED BY THE SOCIAL MODEL OF DISABILITY. THROUGH BEST PREPARED TEAMS AND THE POWER OF PARA SPORT™, WE ADVANCE CANADA'S CONTRIBUTION TO GLOBAL FRAMEWORKS SUCH AS THE UN SUSTAINABLE DEVELOPMENT GOALS AND THE UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES – WHILE DISMANTLING BARRIERS HERE AT HOME.

THE SOCIAL MODEL OF DISABILITY:

Disability is not about an individual's impairment, but the barriers society creates. The social model shifts the focus from "fixing" individuals to dismantling exclusion in our systems and environments, ensuring full participation and belonging for all.

CPC STRATEGIC PRIORITIES	OUR COMMITMENTS IN ACTION	GOAL ALIGNMENT
BEST PREPARED TEAMS **POWER OF PARA SPORT**	• Safe, inclusive environments for Para athletes • Expanding Access to Para Sport ™ • Build Accessible Systems & Spaces • Shift Perceptions of disability • Lead Through Partnership	SDG 3 – Good Health & Well-Being SDG 10 – Reduced Inequalities SDG 17 – Partnerships for the Goals CRPD Article 30 (Sport) – Advancing the right to participate in sport CRPD Article 9 (Accessibility) – Removing digital, physical & systemic barriers CRPD Article 8 (Awareness) – Promoting positive perceptions of disability

STRATEGY ON A PAGE

VISION

Through Paralympic sport, an inclusive world

MISSION

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BEST PREPARED TEAMS

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READY & PREPARED	We ensure every Canadian Paralympic Team member is fully equipped to perform at their best — mentally, physically, and emotionally. From preparation to competition, we provide the resources and support to excel on the world stage.
DEVELOP, INVEST, LEAD	We drive investment and partnerships to grow a world-class Paralympic system. We strengthen high performance, champion innovation, and lead with bold advocacy that amplifies Canada's impact in Para sport™.

POWER OF PARA SPORT

SYSTEMS	We remove barriers to entering Para sport™, advance critical research, ensure access to adaptive equipment, and accelerate the development of participants within Para sport™.
ENVIRONMENT	We create safe, welcoming environments and deliver high-quality experiences that prioritize well-being and belonging and set an example across the broader sport system.
CULTURE & COMMUNITY	We expand the reach of the Paralympic movement, strengthen Canadians' perceptions of disability, and celebrate Para athletes for their achievements.
LEADERSHIP & ADVOCACY	We are a bold and trusted advocate for disability inclusion, accessibility, and athlete rights — nationally and globally. We invest in leadership development for all Para athletes.
INFRASTRUCTURE	We dismantle systemic barriers - digital, physical, and logistical - through bold action, innovation, and partnership

VALUES

Collaboration, Belonging, Accountability, Joy, Excellence

ACCELERATORS

Together with athletes, Innovation, Efficiency & Effectiveness, Working Collaboratively, Leadership & Influence, People and the Environment



ACCELERATORS

- TOGETHER WITH ATHLETES
- INNOVATION, EFFICIENCY AND EFFECTIVENESS
- WORKING COLLABORATIVELY
- LEADERSHIP AND INFLUENCE
- PEOPLE AND THE ENVIRONMENT

ACCELERATORS

We are committed to bringing our ten-year strategic plan to fruition. We recognize that this will require five key accelerators. These accelerators are important capabilities that will propel us toward achieving our strategic goal



BRENT LAKATOS
Para athletics



LIAM HICKEY AND ANTON JACOBS-WEBB
Para ice hockey

TOGETHER WITH ATHLETES

We will work and lead together with athletes. We will do this by establishing Para athlete representation and direct voice in decision-making at all levels, supporting mentorship and education opportunities, and enhancing communication and engagement with Paralympic athletes

INNOVATION, EFFICIENCY AND EFFECTIVENESS

We will emphasize innovation, efficiency, and effectiveness in how we operate. We will do this by leveraging data analytics and research, building impact measurement and evaluation capabilities, attracting and retaining a diverse and talented team, leveraging technology, and growing and diversifying revenues.

WORKING COLLABORATIVELY

We will deepen relationships, create partnerships, and promote collaboration. We will do this through enhancing engagement with international and domestic partners, including sports organizations, host committees, and funding sources. We will form partnerships and work in solidarity with disability and social impact organizations

LEADERSHIP AND INFLUENCE

We will display impactful leadership and influence in the Paralympic movement. We will do this through advocacy on critical issues facing the Paralympic movement, hosting international events, and sharing best practices with other National Paralympic Committees. We will also work to place Canadians in crucial leadership positions internationally

PEOPLE AND THE ENVIRONMENT

We will center environmental sustainability and social equality in all we do. We will do this by actioning on the UN Sustainable Developing Goals (SDGs) 12: Ensure sustainable consumption and 13: Combat climate change and its impacts. We will embed diversity, equity, inclusion, and accessibility frameworks at all levels of CPC and audit ongoing. We commit to being guided by the Indigenous Truth & Reconciliation Calls to Action as we striveto embrace and deepen our understanding.

VALUES

- COLLABORATION
- BELONGING
- ACCOUNTABILITY
- JOY
- EXCELLENCE





VALUES

The CPC values reflect what is most important to us, how we show up for each other, and for our Paralympic community. We use our values in our daily work, and they help inform decisions and priorities. We all share responsibility to create the culture we want and to live our values with purpose.

TYLER TURNER
Para snowboard

COLLABORATION

We strive to build connection in everything we do.

Diverse views bolster our collective insight and strength.

We are a community that's built on unwavering trust.

We are transparent and open in our communication.

BELONGING

We create safe environments for people to participate as their authentic selves.

By valuing lived experiences, we support inclusion and accessibility.

We embrace and address the diverse needs of our community.

We are welcoming and a force that brings people together.

ACCOUNTABILITY

We follow through with what we say and are intentional with our goals.

We set priorities and are committed to creating a positive impact.

We are proactive and prepared.

We hold ourselves to a higher standard, every day.

JOY

We celebrate achievements, big and small.

We show appreciation and gratitude for our communities.

We recognize the importance of creativity in our work.

We find opportunities for fun where everyone can shine.

EXCELLENCE

We value both the process and the outcome in our pursuit of excellence.

We support each other in our commitment to learning and improving.

We amplify our collective expertise and aspirations.

We raise the bar and never take shortcuts. communication.



ROBERT SHAW
Wheelchair tennis

ABOUT THE CPC

The Canadian Paralympic Committee is a non-profit, private organization in partnership with 28 member sport organizations, dedicated to the power and impact of Paralympic sport. Holding a vision of an inclusive world realized through Paralympic sport, its mission is to deliver the best-prepared teams for Games excellence while modelling and promoting disability inclusion and accessibility. Championing the stories and successes of high-performance athletes with disabilities, CPC inspires Canadians to embrace inclusivity and actively engage in sports. For more insights, visit paralympic.ca



RIO KANDA
Wheelchair Rugby