

CATEGORY: Organizational Structure	LAST REVIEW: 2025
POLICY NUMBER: 3.21	DATE APPROVED: May 29, 2025
TITLE: Position Description for the Gender & Diversity Navigator	
PURPOSE: Subject to the powers and duties defined in the By-Laws, the following outlines the responsibilities of this position.	
RELATED GUIDELINES/DOCUMENTS: 3.0 Organizational Structure CCMHA By-Laws	

1. DUTIES

- Provide support and direction on issues related to gender and diversity within CCMHA.
- Organize awareness training for the board and coaches on Positive/Safe Spaces to build competencies around working with the LGBTQ2A+ community.
- Advocate on behalf of players who require accommodation based on their gender identity and expression.
- Support the implementation of the Confidentiality Statement and Dressing Room Policies.

2. DESIRABLE ASSETS

- Commitment to the Association Vision, Mission and Values.
- Ability to meet personal commitments and agreed upon deadlines.
- Good communication and Interpersonal Skills.
- Member of the LGBTQ2S+ community .

3. REQUIRED DOCUMENTATION

This position requires a Criminal Records Check and a Vulnerable Sectors Check.

4. TIME COMMITMENT

- Approximately one (1) hour per week during the hockey season.
- Limited time demands during the remainder of the year.

5. REVIEW

The Policy will be reviewed by Cumberland County Minor Hockey on an annual basis.