



**I PLAY
IN THE** 

GREATER TORONTO HOCKEY LEAGUE

Background & Organization Overview:

The Greater Toronto Hockey League (GTHL) is a non-profit organization, registering more than 40,000 participants annually from Markham, Mississauga, Toronto, and Vaughan. The GTHL governs minor hockey in the Greater Toronto area, serving players, coaches, officials, and Member organizations. The organization operates in the areas of rules, regulations, officiating, development, events, outreach, and more. The GTHL's provincial governing body is the Ontario Hockey Federation, which is a member of Hockey Canada.

Position Title:

Director, Culture, Equity and Inclusion

Position Type: Full-Time

Starting Date: To be determined

Application Deadline: December 16, 2022

Position Description

The GTHL is accepting applications for the new position of Director, Culture, Equity, and Inclusion. Under the direction of the Executive Director and Chief Operating Officer, the Director, Culture, Diversity, and Inclusion is the lead resource person for the GTHL Board of Directors, Staff and Member organizations.

Duties & Responsibilities:

The Director, Culture, Equity, and Inclusion (Director CEI) reports to the Executive Director and Chief Operating Officer (ED/COO).

- Leads the establishment, implementation, assessment and ongoing oversight of culture, equity, and inclusion (CEI) efforts in every facet of the GTHL's priorities, programs, practices, and staff and volunteers.
- Manages the implementation of recommendations related to CEI goals from the GTHL's Strategic Plan and Independent Committee Report Recommendations
- Supports the ED/COO in the development and implementation of the organization-wide CEI goals and measures their outcomes
- Serves as a subject matter expert, in consultation with the ED/COO, for the GTHL Board, Staff, and GTHL Members with respect to CEI related policies, which both govern and inform initiatives, infrastructure, and supports for the achievements of CEI goals



- A conduit for communication of CEI initiatives between the GTHL Board, Staff, and its Members, parents, and other stakeholders
- Lead the development of the annual strategic CEI plan and contribute to the annual report on CEI activities and effectiveness of initiatives through measurable outcomes and overall Strategic Plan
- Leads efforts to implement infrastructure changes required to support achievement of CEI goals including, but not limited to: data collection, design of KIP reporting mechanisms, tracking and reporting, and process and policy
- Engage in extensive consultation with the Board, Staff, Members, parents, players, and other stakeholders to determine best alignment, cross reporting, and complementary opportunities

Qualifications Required:

EDUCATION:

Graduate degree in a relevant area of study, preferably with a focus on human rights, diversity, equity, or acceptable equivalent combination of education and experience. Equivalent qualifications would be relevant experience that demonstrate understanding of issues inherent to equity, diversity, and inclusion.

EXPERIENCE:

Five (5) years of relevant experience in developing, implementing, and evaluating institutional equity programs within an educational environment; or a comprehensive knowledge of the current best practices around promoting CEI and anti-racism in youth sports settings. Proven experience as a project leader, particularly around initiatives that promote CEI and anti-racism principles. Proven track record of advancing initiatives while engaging community partners who may have disparate ideas and needs. Clear evidence of leadership in diversity, equity, and inclusion and a record of working collaboratively with a wide range of constituencies with diplomacy, empathy, and tact.

SKILLS:

Excellent interpersonal, communication, facilitation, and mediation skills. Collaborative, open, and creative approach to problem solving and a willingness to address challenging issues. Ability to understand and enable diverse viewpoints and approaches to achieve goals. An innovative and strategic thinker with a broad vision for the role of CEI in achieving institutional excellence. Ability to introduce and implement change within an organizational structure, enable others, and to operate at the strategic, policy, and operational levels.

A thorough understanding of CEI frameworks is essential. Demonstrates knowledge of societal inequities on local and global levels. Demonstrates self-awareness of values, beliefs, stereotypes, prejudices, cultural conventions, language use, and any barriers and enablers to equity. Demonstrated ability to research and use an equity approach to develop and implement CEI projects and initiatives. Demonstrated analytical skills and ability to use initiative and good judgment in decision making.



Excellent oral and written communication skills, interpersonal skills, and organizational and problem-solving skills, as well as the ability to exercise a high degree of diplomacy and discretion.

Resume and inquiries can be emailed to:

**Scott Oakman
Executive Director & Chief Operating Officer
HR@GTHLCanada.com**

The deadline for applications is Friday December 16, 2022.

The GTHL thanks all individuals for their interest. Only candidates selected for an interview will be contacted.

The Greater Toronto Hockey League is an inclusive employer. Accommodation is available under the [Ontario Human Rights Code](#).