



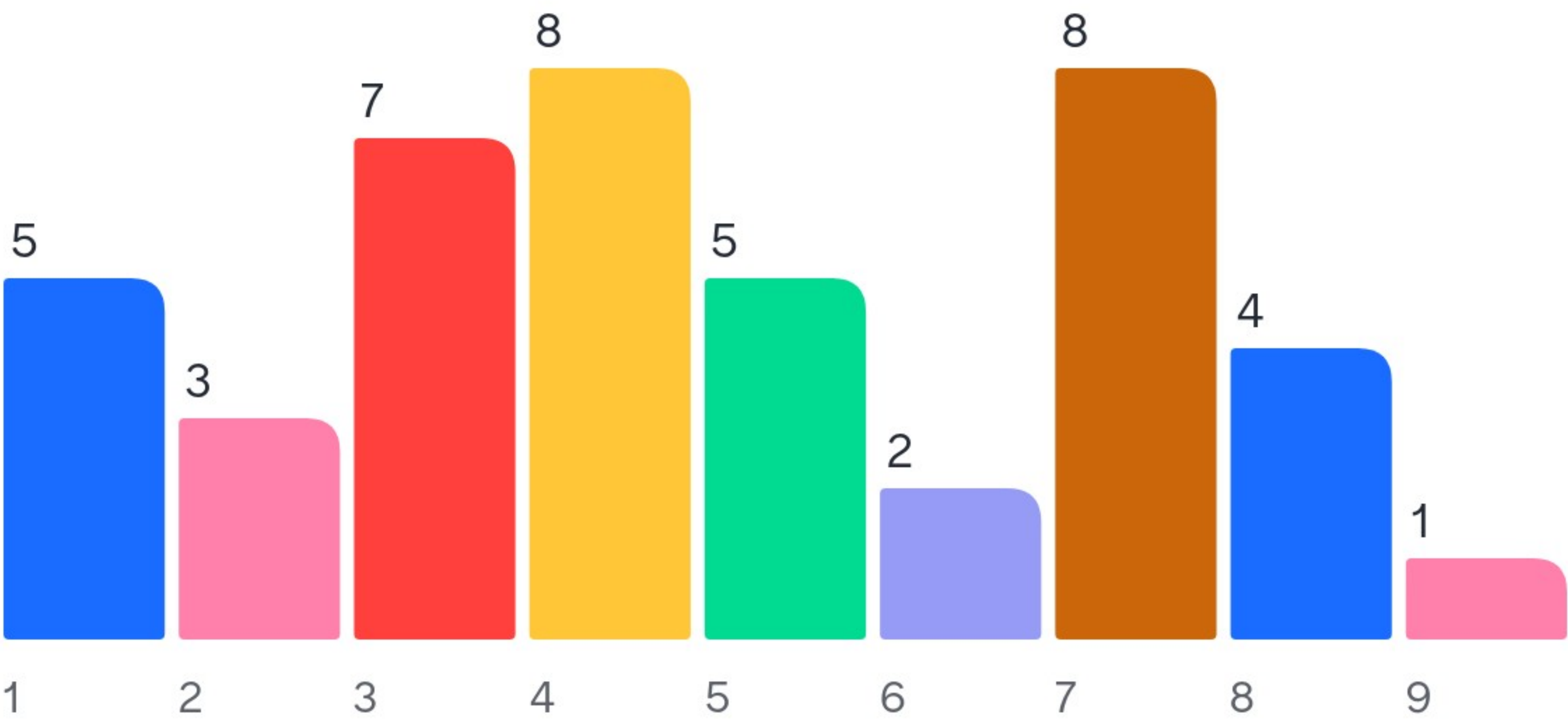
**EMPOWERING INCLUSIVE VOLUNTEERISM**

INTRODUCING THE

**EQUITY IN ACTION TOOLKIT**



Moo Deng is a pygmy hippo from Thailand who went viral for their amazing expressions. Which Moo Deng are you today?



# What community, cause or issue does your organization work with?

Animal welfare

Health Care for working  
poor

Youth development

Conservation of Wild Life

Food insecurity

Conservation

the homeless population

People with disabilities

# What community, cause or issue does your organization work with?

Food Insecurity

Health care and older  
adults

conservation &  
education

youth development

Early Childhood Literacy

Philanthropy

Dementia

Food security

# What community, cause or issue does your organization work with?

University & High School students

County, many depts.

health and human services

Art Museum

Disability Services

Children

Youth development

Environmental stewardship and education/public programming in parks

# What community, cause or issue does your organization work with?

Hunger Relief

Unhoused outreach

Hospice

housing

education & youth  
development

Long-term Care

Parks and  
Recreation/Conservation

Food security, hunger

# What community, cause or issue does your organization work with?

Education and  
Community Events

Conservation, animal  
welfare, youth  
development, education

Food insecurity

Animal welfare and  
conservation

health care, youth  
development

People with disabilities

Foundation

Food insecurity, and social  
services (financial  
assistance, showers, etc)

# What community, cause or issue does your organization work with?

Suicide Prevention and  
Mental Health Awareness

Community Services

VITA - Free Tax  
Preperation

Education

University

Marginalized  
communities

Youth Development

Middle and high school  
students, faculty, and  
staff

# What community, cause or issue does your organization work with?

Community Services

How to be more welcome to those with different viewpoints than mine.

Being more present & available to communities underrepresented

People looking for virtual opportunities.

# ASSESSING DIVERSITY & EQUITY IN VOLUNTEER INCLUSION



[cvacert.org/adevi](https://cvacert.org/adevi)

**CVA**  
**Certified in Volunteer Administration**



**ASU**

Watts College  
of Public Service  
and Community  
Solutions  
Arizona State  
University



**AmeriCorps**

# IS EVERYONE WELCOME?



**Survey**  
**Focus Groups**  
**Toolkit**  
**Share & Support**

As a leader of volunteers, what do you want to know more about when it comes to equity and volunteerism?

Where do I start?

What does it look like in action

Am I doing everything I can to be inclusive?

How does this affect what I do, when I take the volunteers that come to me?

Accessible training

Navigating conversations with folks who disagree with organizational DEI efforts

How can I make a welcoming space for different groups to come and want to/feel welcome to volunteer?

What is working well elsewhere

As a leader of volunteers, what do you want to know more about when it comes to equity and volunteerism?

Moving beyond transactional experiences

Updating historical practices to remove barriers and redesign for a more inclusive and accessible program.

Inviting diverse participants

How to convince leaders it's a priority

tools to support volunteers

legal implications and responsibilities

Accessibility seems so big now. Am I thinking of everything?

Recruitment strategies for diverse groups

As a leader of volunteers, what do you want to know more about when it comes to equity and volunteerism?

How to bring along (or fire?)  
volunteers who are unwilling  
to act equitably.

Positive models to learn  
from

Is it a mistake to back down  
from language like diversity,  
equity and inclusion

How do I assess if  
everyone feels welcome?

How do I get others to  
understand the need to be  
more welcoming and  
inclusive.

How to foster and  
maintain an equitable  
environment

Trying to be welcoming of all  
points of view without  
alienating anyone

Less required screening (vsc,  
crc) that create provide  
barriers to volunteerism

As a leader of volunteers, what do you want to know more about when it comes to equity and volunteerism?

How do I welcome perspectives different than mine.

How to reach diverse communities.

How can I deformatize the process as much as possible?

How do you reach new groups of volunteers?

Having a volunteer population match the population they serve

What small steps can I take that are able to be implemented in order to make changes to be more equitable

How to show all staff this is a priority.

Providing training in an equity way.

As a leader of volunteers, what do you want to know more about when it comes to equity and volunteerism?

How to recruit for diversity?

How can i make all program participants inclusive or how to handle conflict with those who disagree?

Tools for evaluating it

How do I plan for broader change in the future?

How to handle unwilling people who are donors?

How to get better buy in from leadership?

How to recognize my own blind spots

How do you capture if you are moving the needle- how do you measure buy in and feeling welcome

As a leader of volunteers, what do you want to know more about when it comes to equity and volunteerism?

funding

I think I don't look outside  
my comfort zone enough

After this election, will I be  
allowed to focus on inclusivity or  
will it be a "four letter word" for  
which we can be punished by  
officials?

Our volunteer base comes from  
rich/white who can get diagnosis  
and other communities struggle  
to get diagnosis and hence don't  
come forward (Latinx, African-  
american, etc.)

What is holding you back from implementing more equitable practices in your work with volunteers?

Time

Senior Staff

I don't know what next  
steps I should take

I am a team of one

Time/capacity

Leadership Team

Support for leaders

Systematic issues

What is holding you back from implementing more equitable practices in your work with volunteers?

Time

Lack of resources

Time, capacity

Lack of budget and stretched capacity

Buy in from staff that would work with the volunteers when I am not present.

Bandwidth

Staff haven't received any training yet

Prioritizing equitable practices

What is holding you back from implementing more equitable practices in your work with volunteers?

Don't know where to start...overwhelmed

Fear of offending/excluding non-inclusive individuals

Disagreements around choosing to let go vs bring along.

Making it a priority

Focus is only on promoting one groups over another.

Lack of resources, support

Awareness/knowledge

Bandwidth and time for strategic building up

## What is holding you back from implementing more equitable practices in your work with volunteers?

Activities that can be adapted for different abilities

Not prioritized by leadership

Many organizational changes (another location opening and lots of new staff)

Risk (i.e how do we reduce screening requirements while ensuring we are not putting clients/organization at risk)

Leadership is risk averse and worried about volunteers going to the media

Better training with staff

Community buy in

Time to implement and to also build interest/support.

## What is holding you back from implementing more equitable practices in your work with volunteers?

Lack of communication with other staff and/or help from other staff

We are in an area that still has a lot of white supremacy and conservative values. There can be a lot of pushback at times.

How can we get the word out to people who are not accustomed to the concept of volunteering?

Capacity. Not quite there yet.

Time

Feeling comfortable to be intentional about equity

people with mobility challenges while we work in many wildland preserves that are not developed or have amenities.

# JUST GETTING STARTED



## TWO INITIAL GOALS

- Broader access to volunteer opportunities
  - Support inclusive volunteer engagement practices
- 
- First set of tools launched October 2024
  - Created by CVAs



# INSIDE THE TOOLKIT



[learn.volunteermatch.org/equity-in-action-toolkit](https://learn.volunteermatch.org/equity-in-action-toolkit)

## PLANNING FOR VOLUNTEERS

- A Guide for Creating Inclusive Volunteer Position Descriptions
- Broadening Access to Volunteer Opportunities: Things to Consider
- Equity Practice Framework
- Guiding Questions for Equitable Community Collaboration
- Guiding Questions for Equity and Inclusion in Volunteer Engagement
- Inclusive Volunteer Recruitment Guide
- Visualizing Equity

## PREPARING VOLUNTEERS

- Accessibility Considerations When Partnering with Volunteers
- Checklist for Training Volunteers Around Equity and Inclusion
- Getting to Know Volunteers Through Values-Based Questions
- Volunteer Training Formats: Strengths and Limitations Guide

## BUILDING VOLUNTEER RELATIONSHIPS

- Defining Retention Worksheet
- Volunteer Motivation Questionnaire

# JUST ADDED



[learn.volunteermatch.org/equity-in-action-toolkit](https://learn.volunteermatch.org/equity-in-action-toolkit)

- Encouraging Reflection in Volunteer Relationships
- A Progressive's Language Guide
- Documenting Volunteer Involvement Part One: Planning for Data Collection
- Documenting Volunteer Involvement Part Two: Ethical Data Collection
- Documenting Volunteer Involvement Part Three: Collecting and Using Data

# HOW TO MAKE THE TOOLKIT WORK FOR YOU

Just get started.

- **TAKE STOCK**  
Equity Practice Framework
- **MAKE IT A TEAM EFFORT**  
Guiding Questions for Equity and Inclusion in Volunteer Engagement
- **ENHANCE YOUR CURRENT PRACTICE**  
A Guide for Creating Inclusive Position Descriptions
- **BE CURIOUS AND INTENTIONAL**  
Block out 30 minutes once a week to dive into a tool.

# LET'S TAKE A LOOK!

[learn.volunteermatch.org/equity-in-action-toolkit](https://learn.volunteermatch.org/equity-in-action-toolkit)



- EQUITY PRACTICE FRAMEWORK
- INCLUSIVE POSITION DESCRIPTIONS
- MOTIVATION QUESTIONNAIRE

# LESSONS LEARNED

- We are all learning and unlearning.
- There is no one right way.
- People want to tell you about themselves. Let them.
- We are all at different stages of understanding this work. Meet people where they are at.
- What we DO matters.
- People are being left out. Start today.



Who is being left out today from feeling invited to, welcomed into and included in your volunteer opportunities?

People that do not have transportation to our facility out of town.

People who are not computer literate

I would love our volunteer pool to reflect more the cultural diversity of our staff and older people that live in our senior living community.

Minorities and youth

Non-English speakers

People with dementia

Lacking transportation, working parents

Folks who speak languages other than English

Who is being left out today from feeling invited to, welcomed into and included in your volunteer opportunities?

Those that have transportation challenges.

People in lower socioeconomic classes due to schedules and finances

People (mostly stroke survivors) who are unable to complete all our screening or training requirements

Folks with physical disabilities

Native communities, those who do not speak English, those undocumented, those with accessibility issues

People that use public transportation

People with mobility issues - our warehouse is not very accessible because of how it was built years ago.

Physical disabilities

# Who is being left out today from feeling invited to, welcomed into and included in your volunteer opportunities?

People that have mobility issues with their hands and arms.

People who do not have adequate financial resources

Transportation issues, tech savvy, and minorities or individuals living with a disability (seen/unseen).

Those who live beyond our immediate, wealthier neighborhood

Transportation, especially after hours events

People with physical and language barriers

Lack of computer access or knowledge

# BEFORE YOU GO



 Webinar

## Are You Ready for Equity?

Navigating biases in  
volunteer engagement

# PEOPLE ARE BEING LEFT OUT.

## START NOW.

