

VSys Voices

Is Everyone Welcome? Tools to Broaden
Volunteer Engagement



VSys Voices Presenters



Dana Litwin, CVA, is a globally recognized strategic advisor, speaker, and advocate for civic service. Since 2002 she has guided organizations nationwide to produce breakthrough volunteer and community engagement programs. Dana is the creator of the YouTube channel “Priceless Advice for Leaders of Volunteers”. She served as President of the Association of Leaders in Volunteer Engagement (AL!VE) and is a founder of the National Alliance for Volunteer Engagement. Learn more at danalitwinconsulting.com.

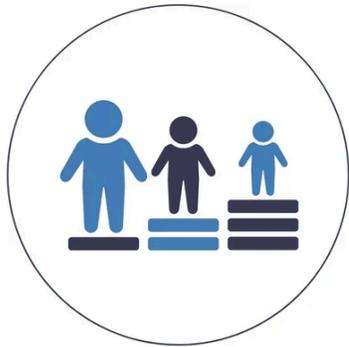
Todd McMullin graduated in non-profit management and has 25 years experience as a technology consultant for community organizations. He is the co-founder of a United Way chapter, a local Volunteer Center, Samaritan Technologies, The Disaster Help Network, The Congress of Volunteer Association Administrators and the Association of Leaders in Volunteer Engagement (AL!VE).



Is Everyone Welcome?



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Is Everyone Welcome? Tools to Broaden Volunteer Engagement

Is everyone welcome in volunteer spaces? Do some people get left out? These tools aim to support leaders of volunteers in their practice so more people see themselves in the call to volunteer and feel like they belong when they do volunteer.

learn.volunteermatch.org/is-everyone-welcome



Today's Learning Objectives



Background on the toolkit and ADEVI research



What types of tools and topics



How to use the toolkit



Barriers to Welcoming Volunteers

- Lack of accessibility awareness.
- Stereotyping, biases, and prejudice.
- Resistance to change.
- Language and communication barriers.
- Inadequate training and resources.
- Org budget and investment in volunteer services.



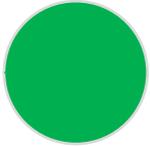
Poll Question

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



Target Audience for Today's Webinar

SKILL LEVEL



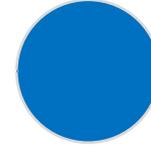
Minimal Knowledge

Looking for some basic information, key principles and “how-to’s” on the subject.



Working Knowledge

Integrated practices and moving beyond basic concepts. Looking for breadth and depth on a topic



Authoritative Knowledge

Looking for advanced knowledge, integration and concepts that are innovative and cutting edge.



Developing This Free Toolkit

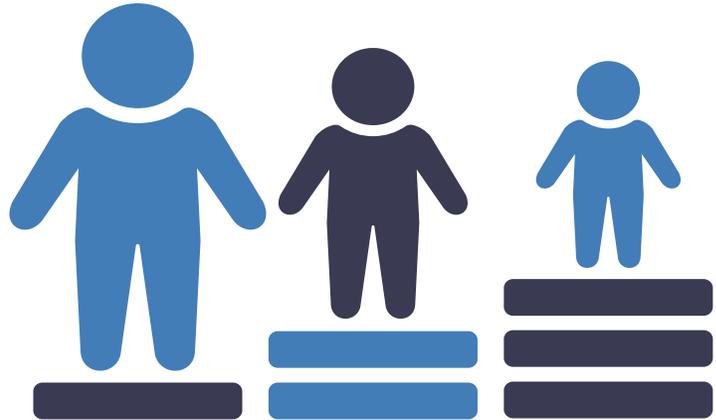
ASSESSING DIVERSITY & EQUITY IN VOLUNTEER INCLUSION

- ADEVI Research Year 2 toolkit based on ADEVI Research Year 1 results.
- Lead by CCVA ED Faiza Venzant & Prof. Mark Hager, ASU.
- Toolkit hosted on VolunteerMatch.



Developing This Free Toolkit

IS EVERYONE WELCOME?



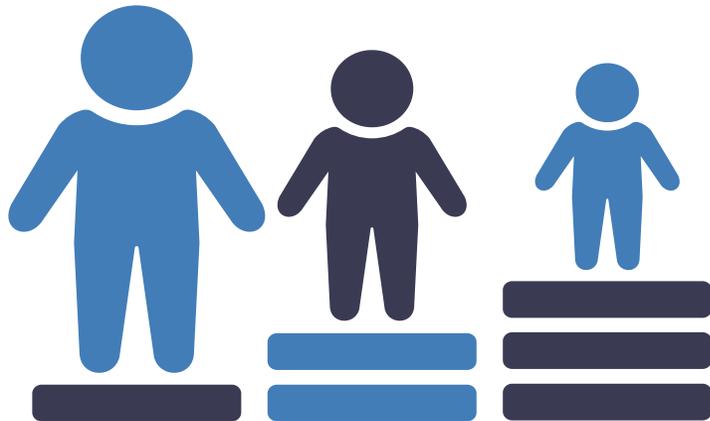
TOOLS TO BROADEN
VOLUNTEER ENGAGEMENT

- First set of tools launched October 2024.
- More tools in development.
- Created by 26 volunteer CVAs with 2 ASU graduate students assisting.



Developing This Free Toolkit

IS EVERYONE WELCOME?



TOOLS TO BROADEN
VOLUNTEER ENGAGEMENT

6 Working Groups:

- *Planning & Advocacy for Volunteer Involvement*
- *Attracting & Onboarding A Volunteer Workforce*
- *Preparing Volunteers for Their Roles*
- *Documenting Volunteer Involvement*
- *Managing Volunteer Performance*
- *Acknowledge, Sustain, and Celebrate Volunteer Involvement*



Research and Toolkit Goals

- Broader access to volunteer opportunities.
- Support inclusive volunteer engagement practices.



What Types of Tools?

Templates

Tables

Worksheets

Questionnaires

Sample Policy Text

Videos



- 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



- 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.



- Defining Retention Worksheet.
- Volunteer Motivation Questionnaire.



Equity Framework Tool



Equity Practice Framework

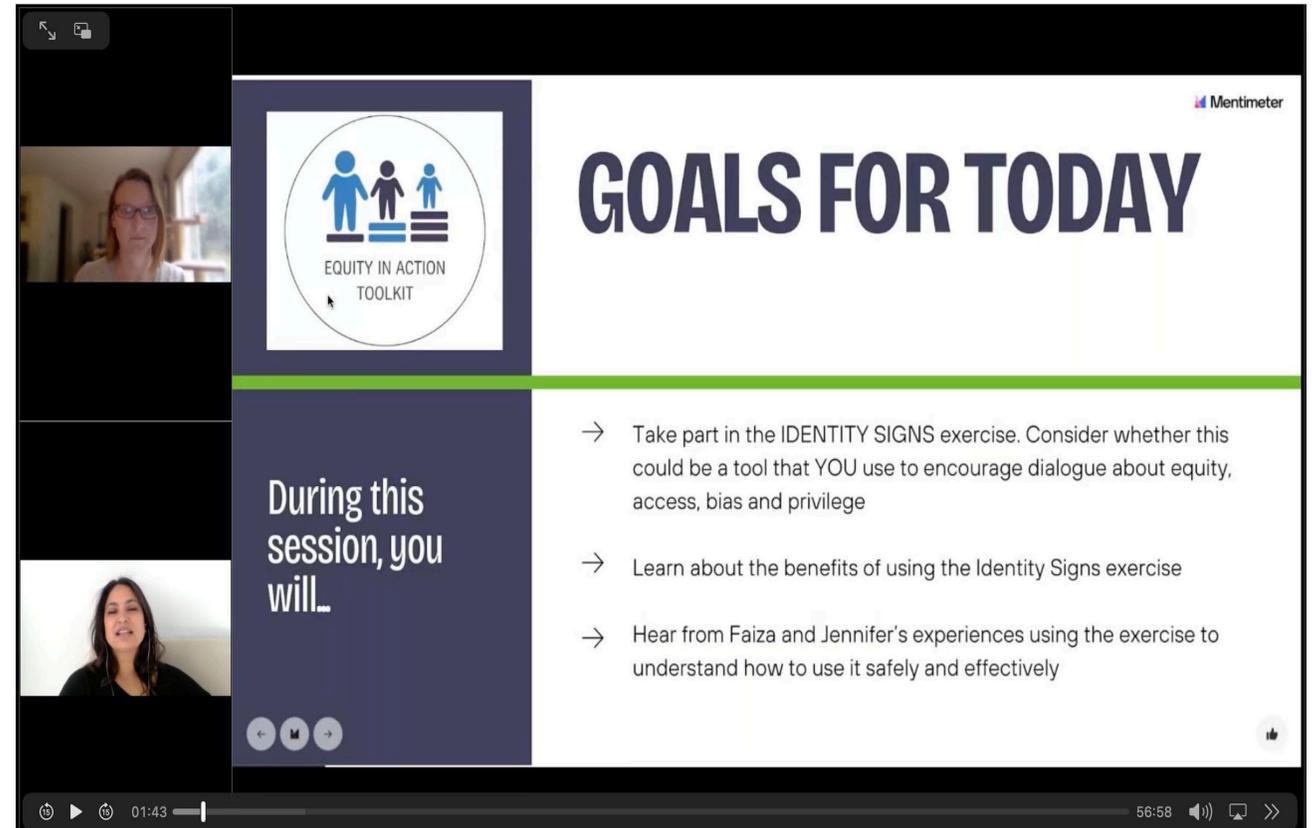
This chart guides you in assessing your current volunteer engagement practice. This document is two pages long. The first page provides an example of how to use the chart. A blank template is provided on the second page.

Current Practice refers to what your organization is currently doing. Use this space to list any areas of concern.
Desired Practice(s) are steps your organization can take to be more equitable and inclusive.
Sustainable Practice(s) are steps your organization can take toward ongoing commitment to maintaining equitable practices.

Current Practice	Desired Practice(s)	Sustainable Practice(s)
<p>Example: Our policy states that all volunteers must complete a background check.</p> <p>This limits who can apply for volunteer roles. It may give the impression to prospective volunteers that we judge them for having a positive background check.</p> <p>Youth may not be able to apply to roles because they are too young to get a background check.</p>	<p>Volunteer roles are assessed for risk and proximity to vulnerable populations. This is done with community input.</p> <p>Background checks are required only where necessary with respect to the nature of the volunteer role.</p> <p>We are clear in our recruitment about why we require background checks so applicants understand the risks and requirements associated with the roles they want to apply to.</p>	<p>We engage the community we serve in reviewing our volunteer engagement practices.</p> <p>We have an individual responsible for regularly reviewing volunteer roles for risk and proximity to vulnerable populations. The reviewer is empowered to bring concerns and recommendations to a designated leader.</p>

Understanding Volunteers' Personal Values & Identity

I approach differences
with curiosity, empathy,
and respect



The screenshot shows a Zoom meeting interface. On the left, there are two video thumbnails: the top one shows a woman with glasses, and the bottom one shows a woman with dark hair. The main content area is a slide titled "GOALS FOR TODAY" with the Mentimeter logo in the top right corner. The slide features a logo for "EQUITY IN ACTION TOOLKIT" on the left, which depicts three stylized human figures of different heights on a tiered platform. Below the logo, the text reads "During this session, you will...". To the right of the logo, there are three bullet points:

- Take part in the IDENTITY SIGNS exercise. Consider whether this could be a tool that YOU use to encourage dialogue about equity, access, bias and privilege
- Learn about the benefits of using the Identity Signs exercise
- Hear from Faiza and Jennifer's experiences using the exercise to understand how to use it safely and effectively

At the bottom of the slide, there are navigation icons (back, forward, search) and a thumbs-up icon. The Zoom player controls at the very bottom show a play button, a timer at 01:43, and a volume icon.



Ideas to Action



How to Make the Toolkit Work for You

Take Stock:
Equity Practice Framework

Make It A Team Effort:
Guiding Questions for Equity and
Inclusion in Volunteer Engagement



How to Make the Toolkit Work for You

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.



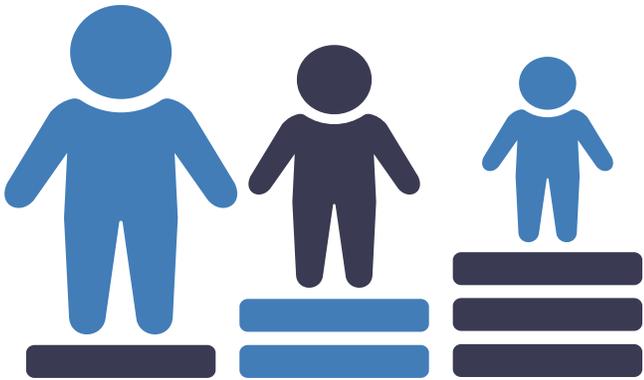
In Summary: Lessons Learned

- There is no one right way.
- We are all learning and unlearning.
- 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!



More Tools & Resources Coming Soon!

IS EVERYONE WELCOME?



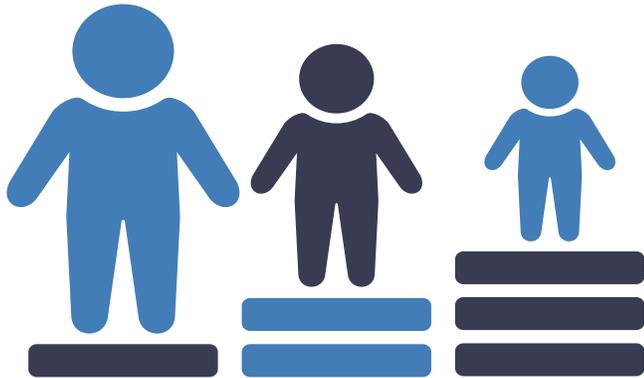
TOOLS TO BROADEN
VOLUNTEER ENGAGEMENT

- More tools being added and refined.
- Video instructions for tools coming soon.
- Online “Is Everyone Welcome?” event planned for Sept.25.
- ***Dana’s Priceless Advice*** Interviews: Lisa Mooney, Sarah Phillippe - stay tuned for Jennifer Bennet, Lauren Loftin!



Resource Links

IS EVERYONE WELCOME?



TOOLS TO BROADEN
VOLUNTEER ENGAGEMENT

Is Everyone Welcome ([Homepage](#))

- [Equity Practice Framework](#)
- [Examples of Values-Based Questions](#)
- [“Identity Signs” Training](#)



Thank You For Joining Us

