



EMPOWERING INCLUSIVE VOLUNTEERISM

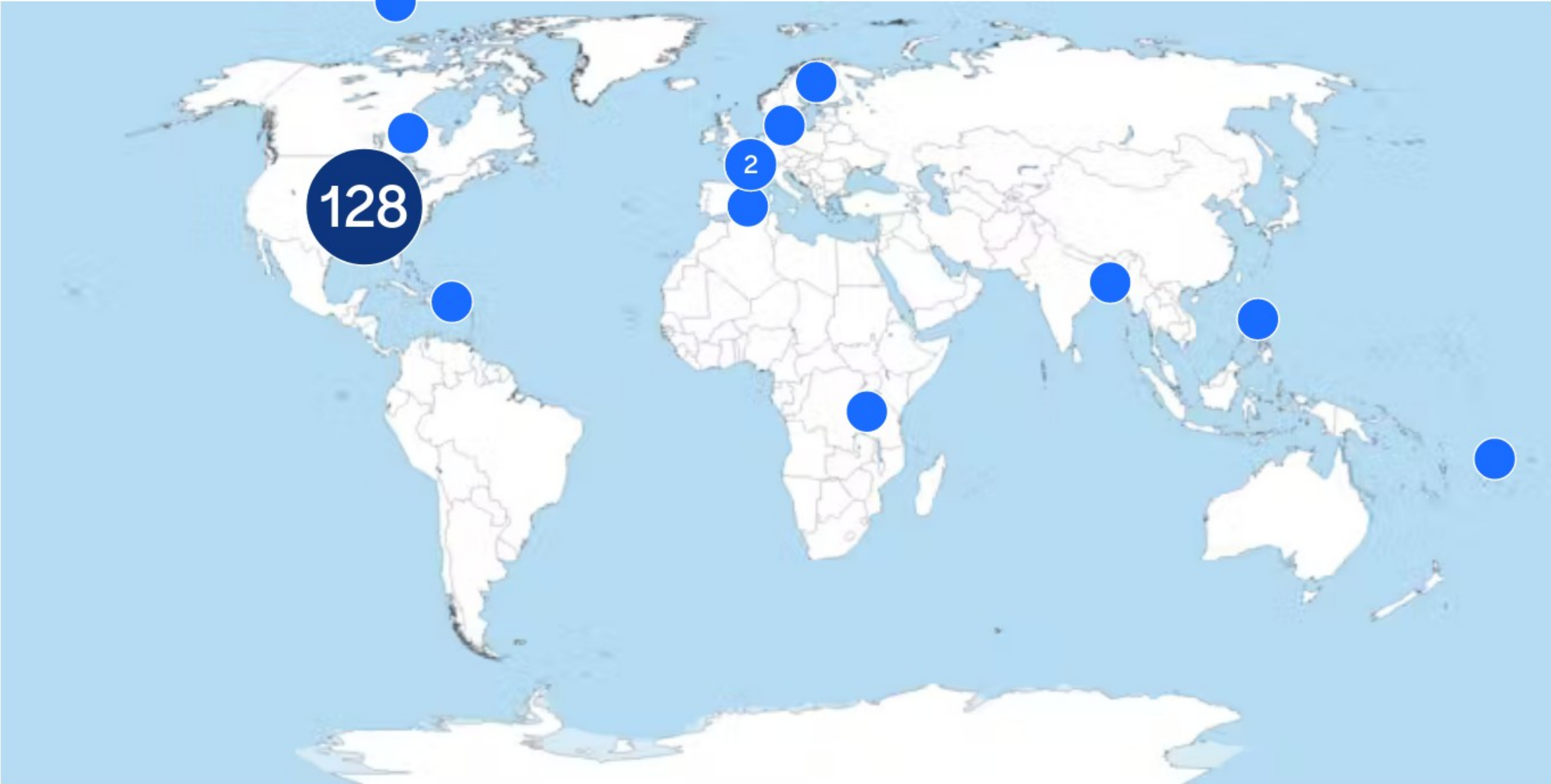
INTRODUCING THE

EQUITY IN ACTION TOOLKIT

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Where were you born? Drop a pin.



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

14618

San Diego Canyonlands

Immigration

Animal welfare

Read to a Child

Art with a Heart

Child welfare

Refugees

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

Make-A-Wish Nevada

Public Library

Natural History Museum

Empowering volunteerism
and civic engagement

Animal welfare

food insecurity

Health

Animal welfare

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

Animal protection

Health

I'm a consultant

Robotics/STEM

Food Security

Immigrants

Volunteer Engagement

Healthcare Provider

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

Animal conservation

Health

Non profit healthcare

TRASH!

Food security

Environment

after school
programming

Post Secondary Access

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

Local Conservation

HIV/AIDS care nonprofit

natural resources,
recreation, and nature
education

Libraries

Healthcare- a teaching
hospital

Early Education (Head
Start)

Environmental, education

science museum &
aquarium

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

Children wish-granting

Healthcare

Literacy

Local Government

All kinds of community organizations

Alzheimer's and Dementia

Saint Louis, MO

Education

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

Families and children
facing critical illness

Arts and culture ,and
environment

Plants and Environment

Developmental
disabilities

Individuals with
Disabilities

Public Safety

Healthcare

Transportation

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

alumni volunteers

Education, child
development

Public Library

invertebrate
conservation

environmental
conservation

Food insecurity

Self Represented
Litigants

Hospice and veterans

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

Cinema

pro-conservation action

Food Insecurity

Animal Welfare

Education

Healthcare

Muscular dystrophy

Public safety

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

Advocacy

Book access/literacy

Environmental habitat
restoration

Children

Older adults

Nonprofit museum

Hospital

Hospice & Healthcare

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

public library

adult education

older adults

Health care

Arts education and
access.

Animal welfare and
education

supporting community
organisations across North
Lanarkshire Scotland

substance use & recovery

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

Performing Arts Centers

CASA OC - youth in foster care

Children and young adults with special healthcare needs

Conservation

Environment

Homebound Cancer Patients

Food Security

Childcare



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

Solving poverty

Animal protection

Economic equity for women

Accessible conservation education

RSVP

Non profit Zoo

emergency response and health

Cancer care & research

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

Civic engagement,
history, state government

Food security for kids

Animal welfare

Pediatric health care

Local Government
Community Cleanups

Conservation

Environment and climate
challenges

Elementary- to High
School aged students

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

Schools and mental health

Service dogs

Healthcare

Long-term Care Resident Advocacy

child welfare

Students, teachers, and administrators in Public schools

Adult Literacy

conservation, community, animal conservation

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

Conservation

I work in local government, for the City of Tualatin Oregon

Stroke support

human services and food security

Advocating for seniors residing in LTC Facilities

public lands

As a consultant I have the joy of working with organizations on a diversity of causes :)

Medical Summer Camp

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

Regulation

Health and Housing

Court Appointed Special
Advocates

Illegal dumping and
beautifying parks

Food Insecurity related to
kids and families

Environmental
Stewardship

Environmental Equity

Volunteer Management
Education

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

Homelessness & Housing

Museum

Conservation

MS

Education

Conservation

HealthDisability

Conservation

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

Conservation

Community stewardship,
volunteer cleanups, reducing
illegal dumping

Conservation

Assistance dogs

environmental

Environmental education
and social justice

Environmental
preservation

ESOL

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

Early Learning

Conservation

Heritage & Belonging

Public Media

Older adults and
caregivers

Healthcare

Youth and health

Food security

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

Pollution prevention

Health and human services

Recovery from substance misuse

Entrepreneurship

Foster care

Food Security

nature conservation

Conservation

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

Non-profit (children and adults)

health

Education

Service Dogs for individuals with disabilities

Food insecurity

K-12

performing arts in the Twin Cities, MN

Healthcare

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

All of them!

Youth Group for girls

Pollinator conservation

Court appointed special advocates

Hospice - grief and bereavement

Government, seniors, elections, climate, migrants, public safety, veterans

Dinosaur Museum

Animal welfare



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

Zoo Conservation

Natural resources/state
government

Education

Health education,
advocacy and
community development

Alzheimer's and dementia

College access

Advocacy for children in
foster care

Foster youth and juvenile
justice youth

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

Education about
Estuaries

Early Education

human services -
resettlement, employment
services, older adults, etc.

Community Development,
Transportation, Aging and
Disability Services

working poor with chronic
illness and no health
safety net

Developmental and
Intellectual Disabilities

Conservation

Crohn's & Colitis
Foundation

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

Regional Literacy

Store to Door, serving
homebound seniors

Community Engagement,
Education, Food Insecurities,
Youth Programs and more. All
part of Extension in Illinois.

Nursing home advocacy

building organization
buy-in

Ensuring that diverse
volunteers feel welcome and
can share their lived
experiences

Capitalizing on unique
skillsets that come from
diversity

where to start and how to
simultaneously ensure
alignment with practices of
our organization



ASSESSING DIVERSITY & EQUITY IN VOLUNTEER INCLUSION

cvacert.org/adevi

CVA
Certified in Volunteer Administration



**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?

How to reach a younger demographic?

How to recruit more diverse volunteers

Better ways to have our program represent the community we serve

inclusive marketing/recruitment.

accessibility changes and improvements

Ensuring equity in the volunteer application process

How to ask value based questions

How can I make volunteering more accessible to diverse groups?

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

volunteer retention

Accessibility

How do I get buy in from my colleagues?

Inclusiveness

Including people with disabilities and neurodiverse people

How to attract more diverse volunteers?

How to create volunteer experiences that center, benefit, and reward volunteers

How to support diverse communities once in the program

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

How do I reach more male volunteers?

Needs to make volunteering more equitable and accessible

Training resources for volunteers around DEIA.

Avenues to engage and recruit more

How can we do things for our volunteers

Not just how to, but dealing with the real barriers and discrimination faced

What might be some "turn offs" within our current roles or process?

For in-person events, esp. in education, what does equity look like in this chapter of COVID?

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

Identifying and removing barriers

How to best measure progress

how to engage more of the community in a barrier free method

Expanding resources to more diverse communities

how to reach indigenous volunteers

Inclusion

How to make volunteering accessible to all

How to make volunteerism accessible to working class people who may not have a lot of time or transportation

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

Am I doing a good job
honouring my volunteers

how to help our volunteers
understand that with the
clients we serve

How to reach out to
diverse populations

How not to say the wrong
thing

How to recruit more
diverse volunteers

how to recruit more
bilingual volunteers

How to see my own blind
spots when developing new
programs policies etc

Inclusive and accessible
opportunities

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

Standards

how to reach a diverse demographic?

Attracting volunteers of multiple identities (racial, age, gender identity, etc)

How to get leadership on board beyond lip service

bringing multiple generations together for equity and better understanding of equity in volunteerism

recruitment

How to reach young professionals

Outreach to diverse organizations

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

How to write inclusive
volunteer position
descriptions

How to recruit a more
diverse group of
volunteers

how to reach lower income
demographic and more
seniors who aren't tech savvy
(see opportunities online)

How to appeal to other
cultures

How to recruit more
diverse volunteers

How to engage new
comers

Best practices for training
volunteers

how to balance 'removing
barriers' versus vetting
/screening/matching

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

Digital accessibility

Common barriers to recruitment and easy workarounds

How to reach different demographics

Balancing barriers with safety (i.e. background checks)

How to "teach" others to be more welcoming of new/different people

How to handle issues like microaggressions when working with volunteers?

How to make our onboarding process easier but still make all our requirements?

inclusivity and cultural competence!

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

Supporting older adults with diverse backgrounds to feel welcome to contribute through volunteer service

How to recruit Gen Z and Millennial volunteers

How to attract more Black & Brown male volunteers

How can we reach and better support more diverse volunteers for leadership roles?

How to create community between all ages

Retention within our volunteers

making equity less controversial in conversations

how to appeal to ALL generations

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

Different ethics

How volunteers can become more comfortable interacting across demographics

Empowering volunteer voices and feedback in programs

How to make volunteer events more accessible

Accessibility and Inclusivity

more diverse volunteers

More ethnically/racially diverse volunteers

How to be ready to be a safe, comfortable space for a more diverse volunteer base

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

working with neurodivergent volunteers

Ensuring to build curiosity - but not at the expense of safety.

I'd love to know how organizations are providing language translation to support those whose first language isn't English.

How to ensure that when increasing board diversity that the organizations are ready to offer a positive experience to new, diverse members (that they won't be tokenized, for example)

what are some best tips for questions to ask internally when working with various populations and demographics?

How to incorporate non English speakers.

How to reach a men, Spanish-speaking, and people of color

Different ways to reduce barriers for diverse people to access volunteering

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

How to get others in org to see the importance of DEI

How do I better support our diverse volunteers? Thoughts on affinity groups?

how to create a baseline of "appropriate" language and behavior when interacting with the public

How can we survey or discover barriers to entry for potential volunteers?

How to be inclusive of people who typically perform informal volunteering in our highly regulated industry

Training, education and resources for volunteers on anti racism and not doing harm

Political climate/org leadership interest/current vols including new vols

a more diverse demographic, more than the "old white people" we stereotypically attract

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

Are we speaking in an inclusive way?

How to create environments that support all individuals wanting to volunteer- to attract all individuals

Creating an inclusive volunteer environment (vols working with vols, staff working with vols)

How to create a welcoming environment for everyone

How to reach indigenous volunteers

How to create opportunities for people where more traditional opportunities have barriers to participation

How to create equitable changes with a tight budget - i.e. volunteers using own vehicles and gas

To think about diversity in all forms. Not to think of disability as just wheelchair users. So many people have so much to offer

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

How to increase diversity.

How do you determine who is not being included?

How do we ensure the work we are doing in volunteer resources is not promoting White Saviourism

How to reach younger demographic?

How to reach LGBTQ communities

How to advocate for resources to support recruiting and on-boarding a more diverse volunteer workforce.

Training for volunteers

Ethics and logistics behind integrating volunteers with disabilities.

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

How to prepare volunteers to serve in sensitive communities

Showcase diverse volunteers without tokenizing the smaller number of existing diverse vols.

How to get volunteers to keep coming back for different events

Making sure our staff team understands what it means to be a safe, welcoming space for everyone

How do we start the shift with current volunteers

What are top 10 exclusionary processes that should be eliminated?

How to ask value based questions

How to engage volunteers outside of the regular 9-5 schedule?

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

How to encourage team members to think of ways to accommodate people who don't fit our typical process (e.g., using an interpreter, need a paper application)

How to access and address barriers in our program and policies before recruiting more diverse volunteers

Reaching diverse community members

how to increase equity in reality - ie. how to create space, accessibility and interest

expanding the vision of current volunteers

How to engage youth in looking towards a future

Volunteerism for hourly/supply chain

Engaging those who don't have access to resources to be able to volunteer (i.e. unpaid time, childcare, assistance with adults they may be caregiving for, etc.)

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

Balancing volunteering with paid roles in an equitable way

Accessible language and part of the volunteer engagement strategy

training for volunteers on DEAI

How do we promote equity-based volunteerism

Working with volunteers who don't speak English

How to get all of our volunteers to learn more about each other in a genuine way

How to do better diversifying/being more equitable on the volunteer front when the organization still has a lot of work to do.

Where is systemic white supremacy in volunteering

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

Making sure things I'm doing aren't excluding people in ways I don't see - my own biases

Recruitment for more admin and operational focused volunteer positions.

How are we being exclusivistic in our current roles or processes?

how to reach more retirees that are often forgotten about

Where are we unintentionally excluding volunteers?

How do we assess where we need to put more focus?

Navigating the conservative nature of the organization and region

I'm new in my role and gaining confidence

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

Training and time

capacity & resources

Unaware of where the
gaps are

Time of day, currently only
during business hours

Buy- in from others in the
organization.

engaging in communities to
create relationships - so time
and finding the best
community to engage

Time to devote to
development of new
systems

figuring out what to do
for volunteers who work
full time.

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

Time/staff/limited resources

Resources, and an ongoing conversation about reasonable accommodations

the organization's antiquated thinking

Leadership and staff buy in

Staff and community focused org - volunteers are a third community.

Not knowing how to engage with more diverse populations in the community

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

Technology

Leadership & White
Saviour mentality

time in the day

Don't know where to start

Work schedule

Time.

Politics

Hourly vs Salary team
members.

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

Not sure where to start

We do not have any staff
entirely dedicated to
volunteer coordination

training

My own lack of
knowledge

Time

pushback from current
volunteers

technology

Budgeting for
accessibility tools

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

Stuck in the past - "we've always done it that way..."

Integrity in background checks

Capacity

Resources and knowledge

out of date policies

Not knowing what the barriers are.

Leadership - unengaged!

capacity

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

Capitalism

ong-time volunteers
attached to past
practices

Knwlesge

Physical space

time, resources, lack of a
community
leader/champion

CAPACITY

Leadership at the
organization

Capacity and systems
limitations

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

We don't necessarily know what best practices are.

County requirements

historical processes

Leadership lip service but lack of resourcing & follow-through

Resources

Where to find volunteers

resistance to change

Leadership



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

Lack of dedicated resources.

Not sure where to start

Existing volunteer force's biases

training for staff and volunteers

Time and space to make a strategic plan. Time to prioritize process improvement over daily situations that arise.

Healthcare regulations due to licensing; we cannot "disrupt" things even if we want to

Lack of leadership support/guidance

The amount of work that I have to do already.

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

Personnel

Fear of doing the wrong thing

policies from HR and from our insurance

Capacity of staff working with volunteers

Time management

Constrained by 9-5pm business hours

Time

resources



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

Having support from leadership

Resources

Nervous about missteps

insight and recourses

Not wanting to say or do the wrong thing

Knowledge

An organization that still has a lot of work to do around DEI internally

Staff buy in

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

Physical location - not on a bus route, need to have a car to access our site.

Resources, unsure where to start

Pushback from older colleagues.

lack of a strategy and team buy in

funding to make volunteering accessible

Access to wider scale recruitment techniques

lack of knowledge & connections within the community

unable to see where to begin

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

Getting the rest of the org to value DEI changes and onboard with action

Others having a lack of interest in diversity and doing things in a manner that is different than the standard method of operating.

Getting in the door

More resources for diverse volunteers

Team members who won't put in the "work" to be inclusive

Language barriers and demographics of community served.

Time to dedicate and focus.

Lack of interest from leadership beyond tokenism, lack of resources

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

Scalability

Leadership undermining efforts

hard to make the time and space when understaffed/under resourced

Better marketing and recruitment techniques/wider scope

Making the right connections

staff and staffing

Organizations that are only interested in diversity, not equity or inclusion.

Resources to make tasks and opportunities equitable (i.e. personnel)

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

unsure how to do outreach to more diverse groups

More time and staff

Waiting on confirmation of organizational practices

Capacity, choosing which practice makes the most sense for our community.

Fear of losing current volunteers

language barriers (French language laws in Quebec), translation services for other languages also

intentional growth

Finding other volunteer engagées who have found solutions to discuss and receive guidance from

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

pushback from existing staff at times

Not acknowledging that we have made some inequitable choices !

Funding especially around visitation fees that may come up and how some volunteers can easily spend out of pocket while others cannot

Feeling prepared . Want to do it right

Understanding better the barriers

Safety and time constraints requiring that our volunteers have access to a computer or smart phone and ability to read/write

Budget example for ASL interpretation or translations

Staff time and knowing where to start

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

Prioritization. And figuring out how to make the entire experience more equitable, not just the onboarding process

Not sure what it would look like...knowledge.

Time, info on where to focus, buy in from colleagues, resistance to change, lack of insight /understanding of the need of different individuals

location? stigma about topic? (we're a sexual assault victim advocate agency)

training

Loved experience especially regarding prior records or arrests or maybe dui

Historical volunteer base may not be open to a more diverse volunteer participation.

taking the time to be intentional and wanting to do it right! Realization that it is ongoing

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

Wanting to do it right - my perfectionist mentality

Need to know where we need to and how to improve.

Lack of staff and financial resources

Stuck in the way we've always done things.

Being white, able bodied, cis and not neurodivergent and working through my own biases and unlearning

Limited awareness of current trends

Technology, training

budget and resources

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

Perception that we are already doing it enough

Senior Leadership not embracing these new practices. Equity is not in your job description. You should just lead the volunteers.

Volunteers not willing to change with times - we have always done it this way

BIPOC

Where to start?BIPOC communities

People with disabilities

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

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

- 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

Just get started.

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
- **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!



- 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 you volunteer opportunities?

Non-English speakers

The black community

Neurodivergent
candidates

children and people who
work full time

People with physical
disabilities

People without internet
access

people with disabilities

full time workers

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

Non- English speakers

Indigenous community

youth

All accessibilities

Volunteers who speak different languages and do not primarily communicate in English

Indigenous Community.

People with disabilities/accessibility issues

non-english speakers

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

Volunteers who feel like they are not skilled

People who primarily speak a language other than English

International students

Those with physical disabilities because this work is very physically demanding.

Young adopts.

People with intellectual disabilities

Black community members

people with disabilities

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

People with disabilities

those without internet or email addresses

Volunteers of color and volunteers with disabilities

people without transportation; without childcare; without stability

Spanish/non English speaking volunteers

Individuals with disabilities that limit their physical abilities.

Anyone who speaks an Asian language primarily, we don't have a volunteer team member who speaks anything but English and Spanish.

Teenagers, Spanish speaking , people with disabilities

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

folks who cannot
volunteer after typical
working hours

Special needs volunteers

Indigenous voices

Youth

People who are
homebound

People who are available
on the weekend

People who work full time

non-english speakers
(including ASL)

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

corporate personnel

People who work full time

Younger people

Non English speaking
volunteers.

Those without
cars/transportation

Non-english speakers

People with disabilities

non-english speakers

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

People of color

Those without a permanent address

individuals with disabilities

BIPOC Community

Non-English speakers, people of color, and people who work full time.

folks who cannot afford to donate their time/labor

People under 18

Those with language barriers

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

Minority Communities

People with physical disabilities

People of color

Currently, there are a lot of folks being left out :(there is a lot of opportunity for growth here.

People who don't have smart phones. Folks without social security #s

Families

We aren't seeing black, latino, asian, and indigenous people engaging with us.

people with lived expertise often excluded from joining boards / not feeling valued if they do join



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

The younger generation,
people of color,
students/teenagers,

People with physical
disabilities or who have
auto immune issues

It seems like most groups are
being left out. Our volunteers
(board members) are very
homogeneous

new comers to Canada,
people without internet
access

People with mobility
challenges

Even if we have done the
work to be welcoming, there
are people we have left out in
the past and will not give us
another chance.

Youth - volunteer needs
don't align with school
schedule

People who live far away

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

differently abled folx

Low-income people

full time workers

No reliable transportation

People NOT vaccinated

People with
Intersectionality of lived
experiences

folks who are
clients/patients of our
very organization

Younger volunteers

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

BIPOC

People with disabilities

Youth, disabilities, non-technologically inclined

Those with limited technology

People we aim to serve as an organization

People without access to transportation

Our farm is out of town - lots of newcomers want to help work the soil but many don't have cars. We refer to other gardens but sometimes just geography can leave people out.

People with schedule restraints



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

parents

black community, people who work full time, lack of internet access

I believe the culture within our organization is very inclusive. I just don't always know how to engage within my community

Those who view 'volunteering' differently (less formalized volunteering)

People who don't have the luxury of volunteering one hour a week on a consistent basis.

sight and hearing impaired

People without transportation

Black men, men in general, disabled folks

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

Lower income people

People who do not have transportation or valid drivers license

Individuals who do not have the resources to purchase supplies to make care bags or have vehicles/funds to pay for extra gas to make deliveries

Youth

low-income folx

People with non-white names may not feel as included by other volunteers

Neurodivergent volunteers

BIPOC community, people with disabilities, technology limitations, time limitations, ESL community

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

Families wanting to volunteer together with younger children

binary trans folx

Low-income people

Not enough LGBTQ /young voices

non-English speakers

Marginalized Members of our community, court mandated volunteers, Black Members of our community, neurodivergent & youth.

Full time workers

Non English speakers

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

those that are rural and transportation issues

People from parts of our city that are not near us

Non- English speakers, people with disabilities

Transportation - need a car to get to our facilities

ELL parents

Young adults

Intersectionality
(Kimberlé Crenshaw)

People without digital access

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

youth

Young professionals

people who work during
our operating hours

people with long term
health issues

Physical restraints
because the work is very
physically demanding.



BEFORE YOU GO



Are You Ready for Equity?

Navigating biases in
volunteer engagement



**PEOPLE ARE BEING
LEFT OUT.**

START NOW.



**EQUITY IN ACTION
TOOLKIT**

