

ALL IN

**Making Room For
Diversity, Equity, Accessibility, and
Inclusion**

Poll Question??

Identify your organizational readiness for DEAI.

NOT READY but willing

READY but don't know how to start

ALREADY started

DEAI is what we do

Agenda

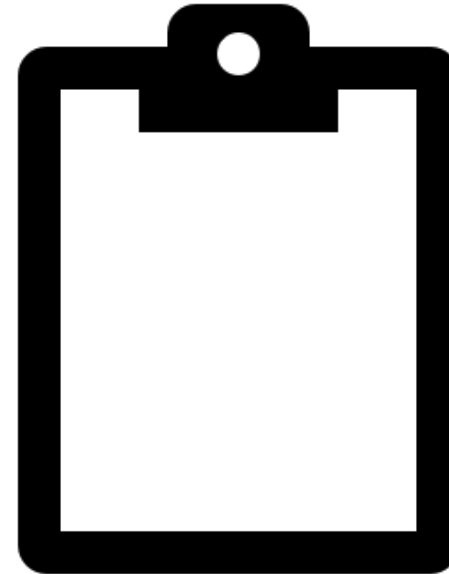
Introduction

- *Drop your name, company/agency, City/State in the Chat!*

Presentation

- *Learning Objectives*
- *Assess DEAI openness*
- *Brainstorm for success*
- *Initializing a plan*

Reflections/Conclusion



What is DEAI?

Diversity

Diversity is the unique set of qualities that separate people as individuals, such as race, gender, religion, physical and mental abilities, work and learning styles, geographic locations, economic status, sexual orientation, and many other traits.

Equity

Extent to which employees perceive that monetary and other rewards are distributed equitably, based on effort, skill and/or relevant outcomes.

Accessibility

Accessibility is giving equitable access to everyone along the continuum of human ability and experience.

Inclusion

Extent to which each person in an organization feels welcomed, respected, supported, and valued as a team member.

Preparing Your Organization for Diversity

- Changes in thought – Adapt/alter your national service program reflect changes within your community.
- Try establishing a “diversity creed” within your organization.
- Key elements are:
 - **Recruiting Volunteers**
 - Training Volunteers
 - Retaining Volunteers



Aspects of Recruiting Diverse Volunteers



- **Creating** a community of committed volunteers and volunteer leaders who care about and understand your work.
- **Building** a diverse volunteer base to confirm your commitment to social development, a healthy society, and the well-being of others.
- **Developing** volunteer recruitment messages that identify the direct benefits to the personal development of a diverse volunteer population.
- **Developing** a public statement of your organization's commitment to multiculturalism and diversity.
- **Creating opportunities** for volunteers to serve on an inclusion committee to assess your organization's commitment to all aspects of diversity.
- **Providing** a range of volunteer opportunities.

Benefits of Recruiting Diverse Volunteers

- It opens up a **larger pool** of potential volunteers and donors.
- Volunteers with **different** backgrounds, cultures, and career fields bring a variety of skills to your organization.
- Various groups to which your volunteers do **outreach** may relate better to different groups of volunteers.
- Your organization may have a specific commitment to involving **all sectors** of your community or to facilitating interaction between different sectors.
- It improves the **cultural competence** of the organization and its staff.
- There will be an **increased enrichment** of the organization's programs.



Benefits to Volunteers

- Volunteering serves as an opportunity to **learn more** about your organization and the community where they serve.
- Volunteering allows an opportunity to **make new friends** and to work with a variety of people as well as their peers.
- Volunteers from any English-speaking background could **strengthen their skills** with another language. Also, those with a non-English speaking background can have the chance to improve their English-language skills.



What else can be a benefit to **volunteers**, **the organization**, and **the community** overall?

Creative Ways To Recruit A Diverse Volunteer Pool

- **Recruit** at neighborhood agencies and community centers in diverse areas.
- **Offer** stipends and/or career benefits when seeking individuals for specialized programs in high at-risk communities.
- **Partner** with specific culturally-based associations in your area.
- **Avoid** being constrained by traditional views of volunteering.
- **Express** your interest in diversity in your ads for volunteers.
- Make program materials available in other languages and use images that **reflect diversity** when advertising or otherwise marketing your program.
- **Connect** with religious centers.
- **Engage** your clients as volunteers.
- **Investigate** local ESL programs or other types of courses that help acclimate individuals into the U.S.
- **Research** the audience you are seeking to recruit.
- **Change** your marketing language.

Creative Ways to Recruit Specific Audiences

Log into

Type your response on the interactive tool.

<https://Jamboard.google.com>



STAY CONNECTED



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Additional Resources

For more information and tips on recruiting diverse volunteers, check out the following online resources:

- [Recruiting and Supporting Latino Volunteers](#) by B. Hobbs, Extension Specialist for 4-H youth development at Oregon State University
- [Virtual Volunteering](#) by ServiceLeader.org
- [Energize Inc.](#)

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