



Building Inclusive Volunteer Teams



Community Agreements

- **RESPECT** each other
- **WELCOME** all experiences into the space
- **ENGAGE** in a way that works for you
- **EMBRACE** principles of diplomacy
- **SHARE**(but you can always pass)

Do Now Exercise

- Reflect back on one particular experience volunteering that felt really good.
- What was it that made this situation so great? Was it the people? Was it the way they interacted with you? Was it the work? Was it the way you were asked?
- Take 3 minutes to write down this experience.

Elements of a great volunteer program:

- **The Plan**
- **The Ask**
- **The Training**
- **The Growth**
- **The Culture**

The Plan

How you prepare for them

- The **purpose** for volunteers
- The tasks and roles for which they will be **responsible**
- How they will be **managed**
- How they will be **recruited**
- The volunteer **culture** you want to create (more on this later)



The Ask

How you plug them in

IDEOLOGY Driven

- Committed to the particular issue – will work hard, but want the issue out in front all the time.

SOCIALLY Driven

- Need opportunities to work with other volunteers, lead groups or do outreach – work must be fun.

LOYALTY Driven

- Bring experience and commitment. Need to be heard, and sometimes don't want to change.

OPPORTUNITY Driven

- Looking for opportunities to do/learn new things. Give risky tasks—they will work to grow into them.

RECOGNITION Driven

- Need lots of honest praise, respect, acknowledgement and support.

SUCCESS Driven

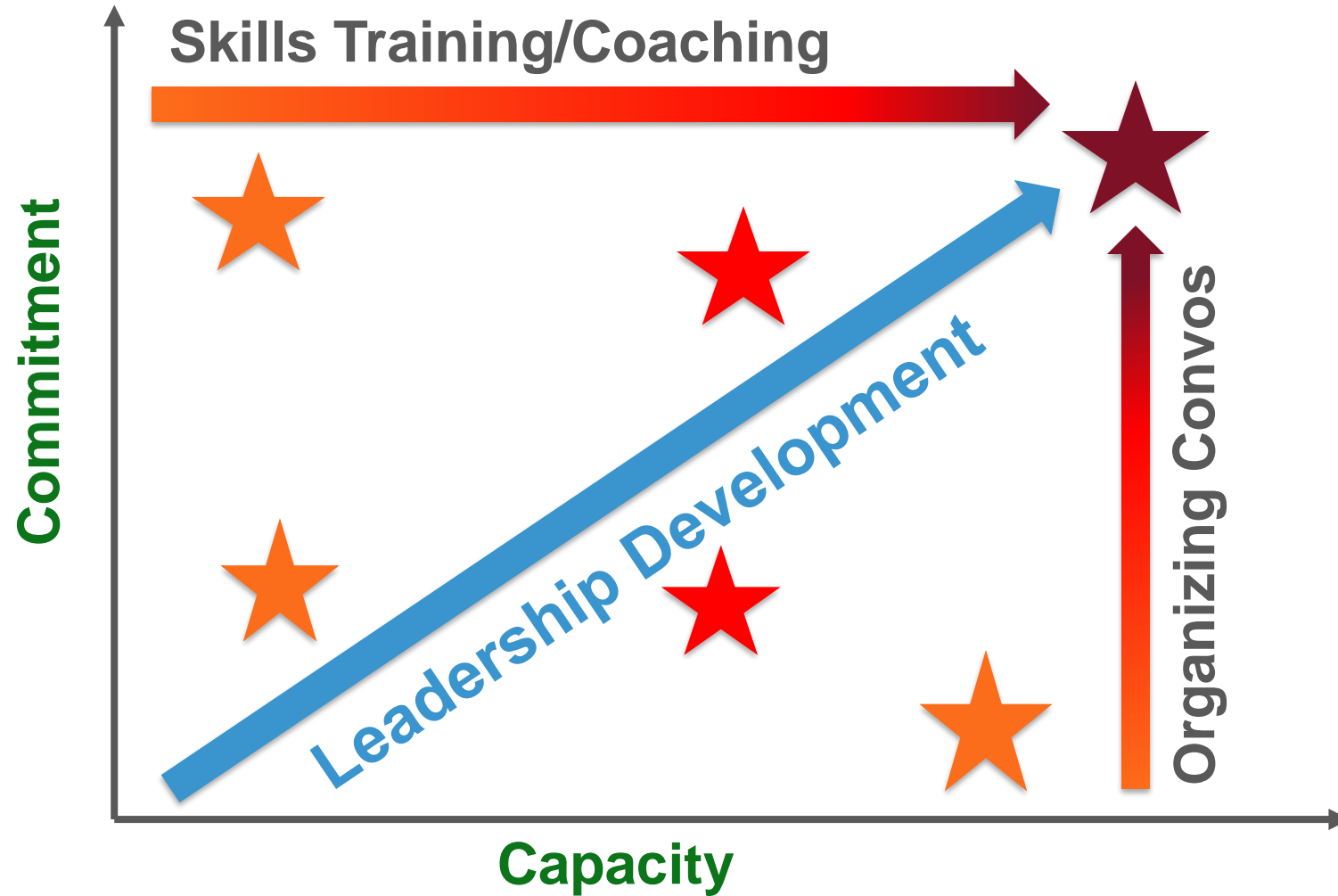
- Need clear goals, strategies, and milestones – want to know how they fit in and progress to goal.

The Training *How you bring them onboard*



- Orientation to the campaign or organization
- Training, practice and feedback on the specific skills and systems they'll be using

The Growth *How you develop leaders*



The Culture *How you make volunteers feel*

- Be inclusive and welcoming
- Cultivate and nurture community
- Give specific and purposeful thanks
- Articulate the impact of their work
- Take feedback seriously
- Exude joy and playfulness



Group Breakout Exercise

- Take 3 minutes to think of two things you'd like to change about your current volunteer program structure.
- Each member of the group will share and the group will choose one issue of each they'd like to focus and create a solution for. Choose one person to scribe and one person to keep time.
- At the end of the exercise, each group will present.

Group Exercise Debrief

- What were some takeaways you'd like to share with your chapter and volunteers?
- Are there any changes after this presentation you'd like to incorporate into your volunteer culture?

Next Training:

Building an Inclusive Volunteer Team

October 26, 2018 at 12:00pm EST

**If you have any questions, please reach out to
Celina Stewart, Director of Advocacy and
Litigation at cstewart@lwv.org**