



INCLUSIVE VOLUNTEERING RESHAPING AND LOOKING TO THE FUTURE

a practical toolkit for organisations

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Alice Anderson, Coordinator, Inclusive Volunteering Pathways to Employment Program

ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation the Inclusive Volunteering Program across the ACT, NSW and Tasmania acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respect to their elders, past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



HOUSE KEEPING

- Step away if needed
- Reach out for help
- Questions are welcome
- Respectful discussion conversation and stay on topic



TODAY – WHAT WE WILL COVER

- Introduction
- Key Ideas
- Social Model of Disability
- Inclusion Benefits & Reasons
- Volunteering trends and inclusion
- Starter toolkit
- Next steps
- Questions



WHO AM I?

- Name is Alice, born in Sydney and spend most of my life here
- Disability sector professional – 10 years experience
- Two diplomas in Business Management and Community Services Work
- A Bachelor Degree in Arts in Organisational Learning
- Recruiter and employment professional – 5 years experience
- Coordinator for the Inclusive Volunteering Pathways to Employment Program
- I use the pronouns she/her and identify as a Queer Cis Woman
- Person with learning disabilities, dyslexic and dyspraxia
- Keen volunteer; Girl Guides, Sydney Gay and Lesbian Mardi Gras, NYE, Yabun, Access Sydney Community Transport, Making Waves Foundation plus a whole lot more

KEY IDEAS

Disability

Disability results from the interaction between individuals with a health condition such as cerebral palsy, down syndrome and depression as well as personal and environmental factors including negative attitudes, inaccessible transportation and public buildings, and limited social support.

- World Health Organisation (WHO)



KEY IDEAS

Inclusion

Inclusion takes action and purpose; exclusion can occur organically.



KEY IDEAS

Volunteering

Volunteering is time willingly given for the common good without financial gain.

- Volunteering Australia, 2015



KEY IDEAS

Intersectionality

Describes how race, class, gender, and other individual characteristics “intersect” with one another and overlap.

- Kimberlé Crenshaw, 1989



KEY IDEAS

Power and privilege

- Ableism
- Discrimination
- Prejudice



KEY IDEAS

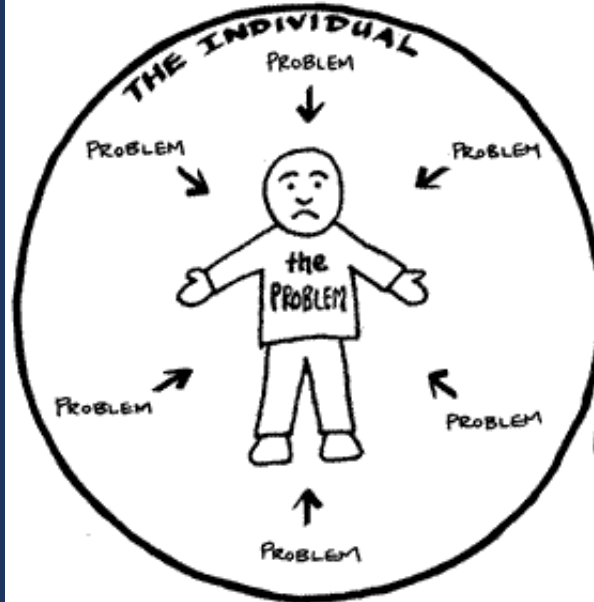
Deficit Discourse

Disempowering patterns of thoughts, language and practices; labelling people as failures and/or deficiencies.

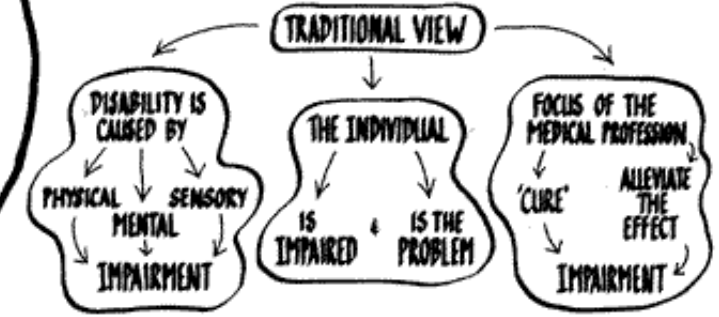


SOCIAL MODEL OF DISABILITY

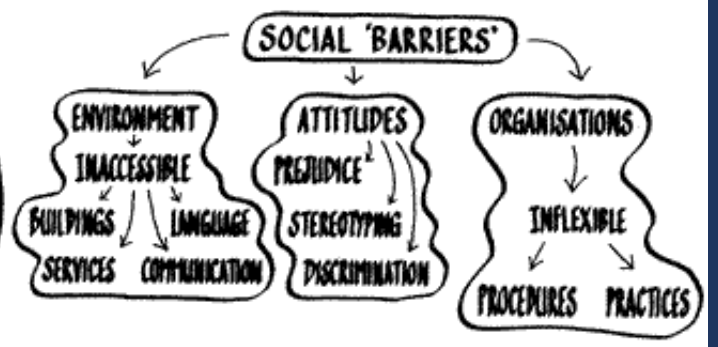
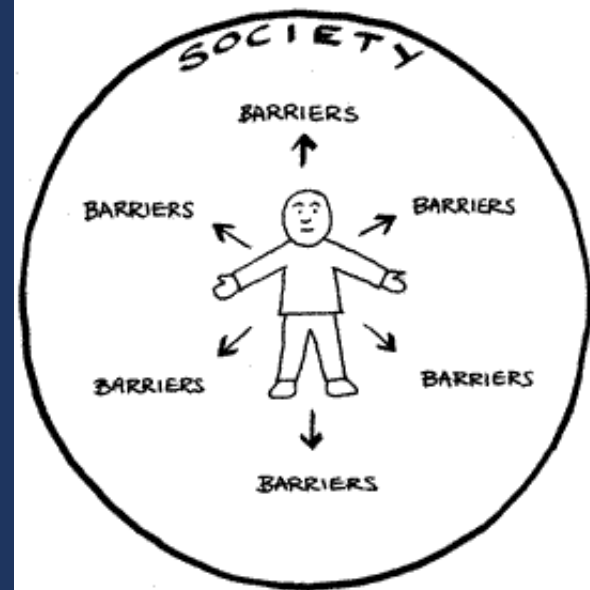
THE MEDICAL MODEL OF DISABILITY



IMPAIRMENTS AND CHRONIC ILLNESS OFTEN POSE REAL DIFFICULTIES BUT - THEY ARE NOT THE MAIN PROBLEMS



THE SOCIAL MODEL OF DISABILITY



INCLUSION BENEFITS & REASONS

- Including everyone and working with their strengths has benefits for all involved
- More Diverse Groups of Volunteers
- More Sustainable Volunteer Workforce
- Reflects the community as a whole
- Creating an inclusive climate for your organisation
- Reasons: kind, ethical, legal and practical



VOLUNTEERING TRENDS AND INCLUSION

- 20% of Australians are living with a disability
- The unemployment rate of people living with a disability is almost double that of their fellow Australians
- Most Australian employers are open to hiring people with a disability, but many do not demonstrate behavioural commitment to doing so
- 31.4% of volunteers surveyed by The Centre for Volunteering in 2021 identify as a person with disabilities



STARTER TOOLKIT

- Inclusive language
- Reflection in action
- Research
- Adjustments
- Supportive environments – not shaming or comparative behaviours
- Conscious awareness about bias/attitudes thoughts and behaviours
- Ask the question



NEXT STEPS

- Share what you have learned here today with one of other person
- Do the inclusion training for organisations
- Host a participant from the Inclusive Volunteering Program
- Refer a person to the Inclusive Volunteering Program
- Do your research and ask the question how people want to be included



QUESTIONS?