

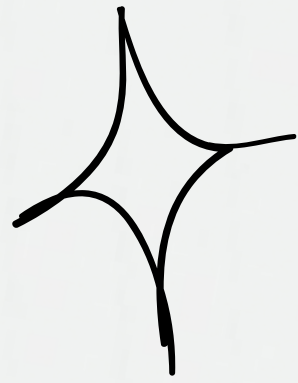


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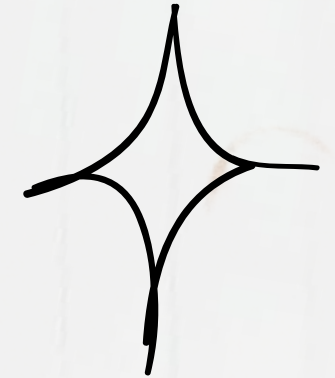
# INCLUSION

Leading the way in Local  
Government





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# About me

- Worked in Volunteer leadership positions across Nonfor-profit organisations and Local Government for over 8 years.
- Passion for volunteering started as a Volunteer from the age of 19.
- Currently working within Local Government at Camden Council as Volunteer Programs Coordinator.
- With lived experience of Disability within my family, I strongly believe in the importance of access equity for all opportunities especially when it comes to volunteering.



Stephanie Georgy

# What is Inclusive Volunteering



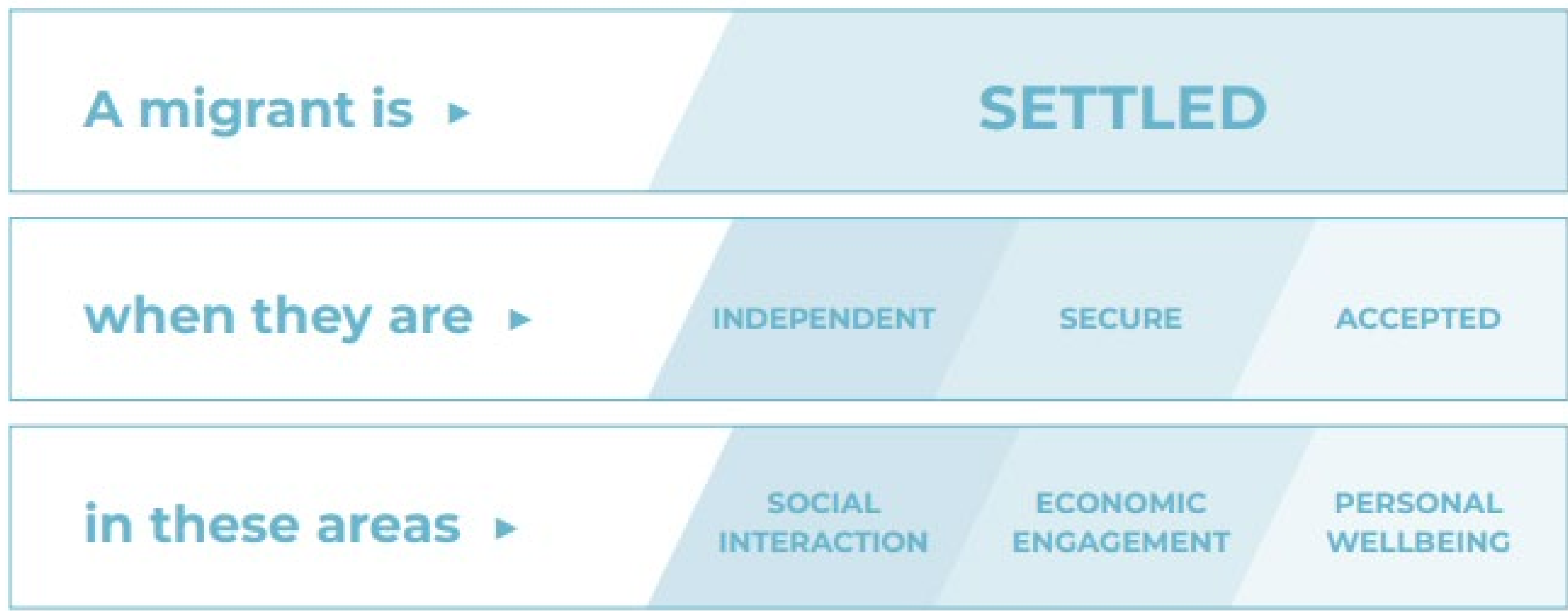
We can define inclusive volunteering as volunteering opportunities that are available to all people regardless of age, culture, gender, sexual orientation, ethnicity, religion, social status or disability.



90% of the 4.4 million  
living with disability in Australia  
are living with an invisible  
disability.



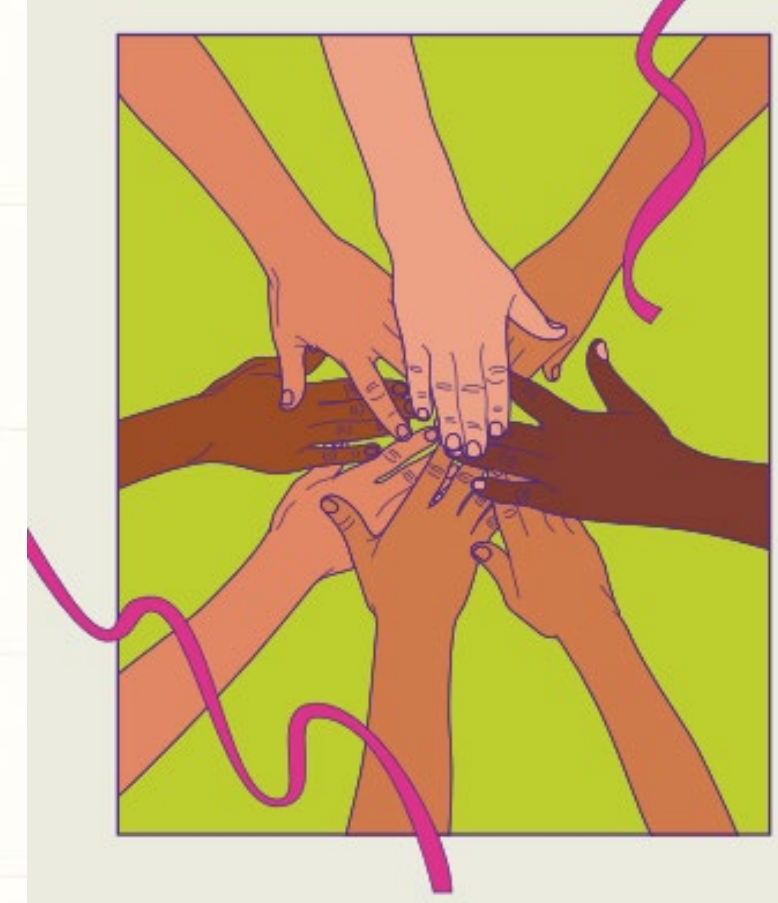
["Invisible disabilities:  
they are more common  
than you think"](#)  
[The University of  
Sydney](#)



Volunteering and Settlement in Australia: M  
Volunteering Australia & Settlement Council of Australia

Language has the power to reinforce or deconstruct systems of power.

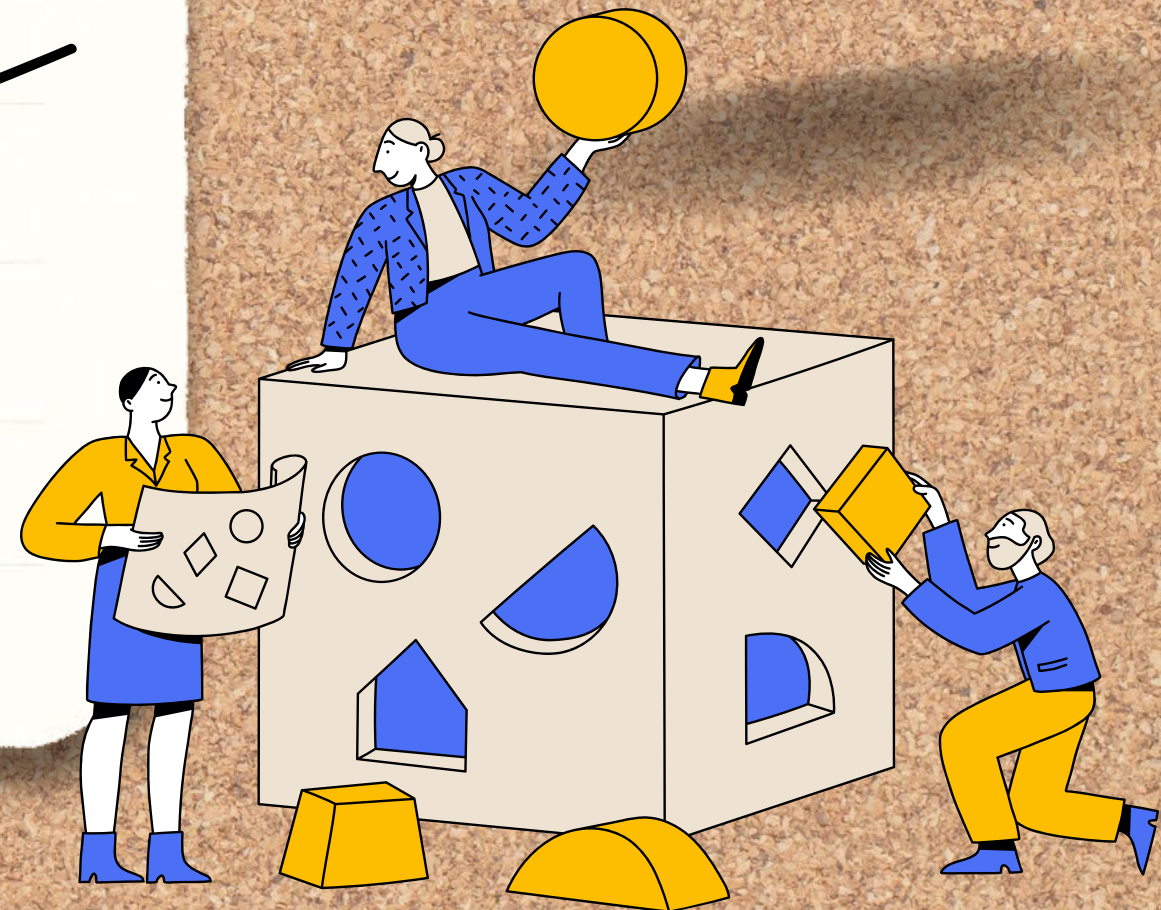
Choices in language can empower us to reframe issues, rewrite tired stories, challenge problematic ideas and build a radically better future!



Inclusive Language Guide

Oxfam 2023

# Barriers for Inclusive Volunteering





Lack of experience of working with a specific target group and consequently being fearful of involving them in volunteering.

Concern that the management of these volunteers would be more difficult and time consuming.

Worried you may say or do the wrong thing?

Feel like you're going around in circles



Feel like you're up against a brick wall?

Risk, insurance and WHS fears and concerns  
Who is a volunteer or who is a worker / employment (Legislation)

Stereotypes and preconceptions that exist within the organisation or society





Volunteer  
in Camden



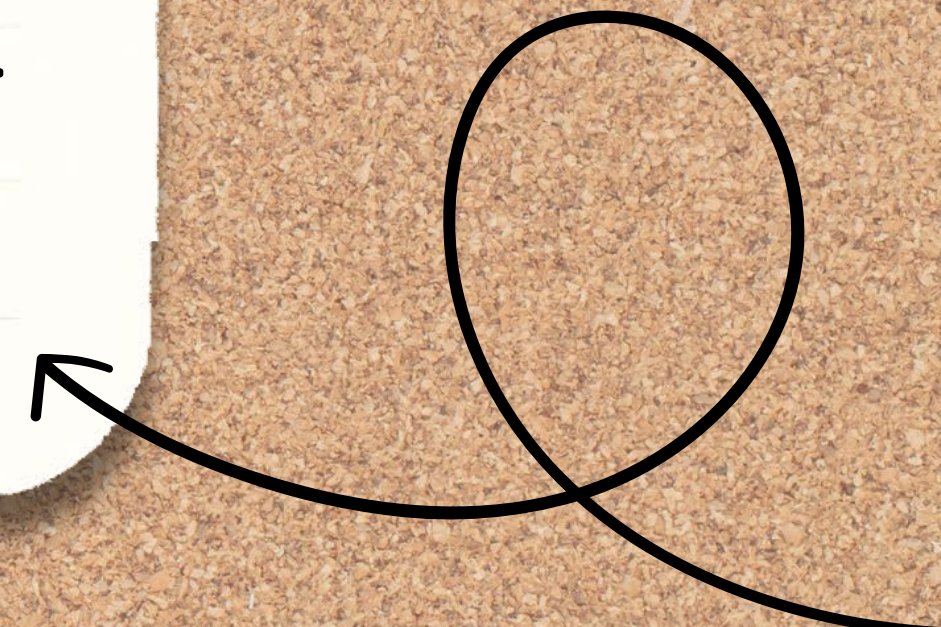


## Built strong leadership and investment from Organisation

Worked with internal teams to foster inclusive volunteering opportunities.

Supported teams to increase their capacity to support the wider community.

Successfully partnered with local organisation Next Path to provide over 15 opportunities within the last 12 months.



# Define the Problem

- Camden Council have a Disability Inclusion Action Plan 2023-2027 (DIAP) and Volunteer Management policy
- Transformation of volunteering within the community leading by example.
- More inclusive volunteering required
- Internal Council teams were stretched for resources
- Finding opportunities to diversify and broaden the pool of volunteers within Camden Council
- Risk & WHS Fears within the organisation



## Thought bank!

What is the problem you are facing within your organisation?

How could you turn that problem into an opportunity?

# Empathize

- Camden Council were in need of extra support.
- Next Path had a pool of eager volunteers but no opportunities available.
- Reputational risk
- Ongoing consultation with internal teams
- Ongoing consultation with external organisation


## Thought bank!

Take the time to get all the information from internal and external stakeholders to make sure everyone is heard.

Give yourself enough time to plan where needed, to make sustainable choices.

# Adapt

- Adapted the position description in consultation with Internal stakeholders.
- Created toolbox talks
- Discussed best places strategies to prepare volunteers for the new positions they were to be a part of.
- Provided extra support and training to internal staff to ensure they feel confident and comfortable.
- Looked at our current policies and procedures, to see if they reflect a culture of equality and diversity.




## Thought bank!

One size does not fit all

Most importantly, if you are looking to involve a volunteer who may require additional supports in their role, ensure you ask them what they need rather than making assumptions.

# Test

- Started the program at one of Camden Council's Volunteer Appreciation Events which had Council officials at the event. (Increased exposure)
- Worked alongside Next path to ensure all participants were aware of their roles on the day and they felt comfortable.
- Created roles that maximised efficiency for the business / event.
- Lead by example, which took the fear of the process away as it's successfulness was live and visible.



## Thought bank!

Are volunteering roles and role descriptions flexible and easily adjusted to support people with diverse needs?

# Make sustainable

- Multiple programs active throughout council that function without the ongoing support of the Volunteering Programs Team.
- Sustainable through ongoing consultation and preparedness
- Tried and proved success, which led to a greater uptake within internal stakeholders
- Created a culture of change that is now a 'new normal', with the ability for continued growth and increase of opportunities within Camden Council.

## Thought bank!

### Asset Mapping/ Partnerships

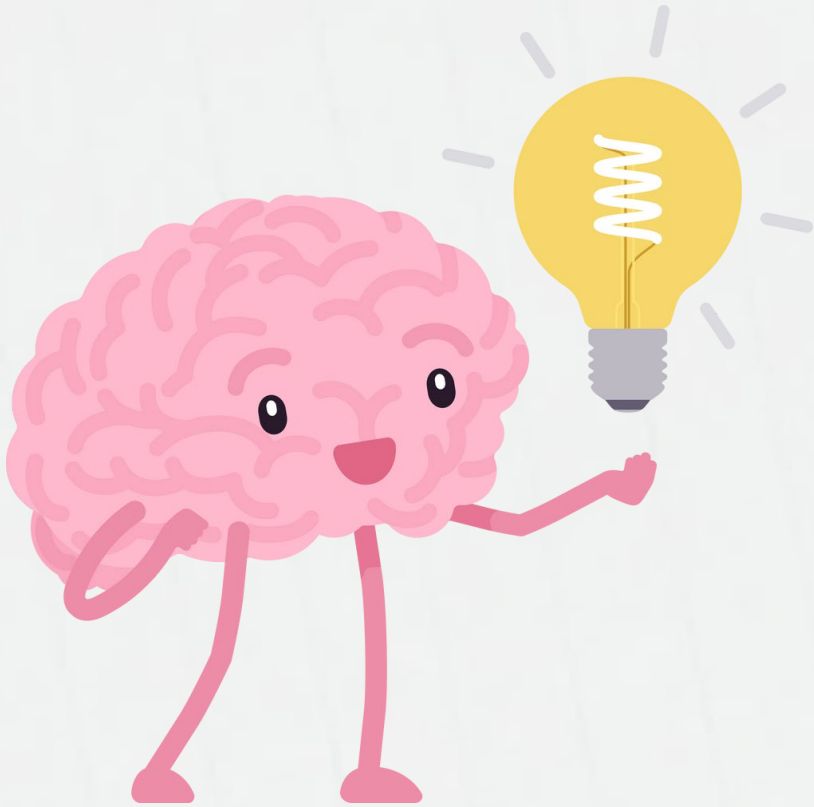
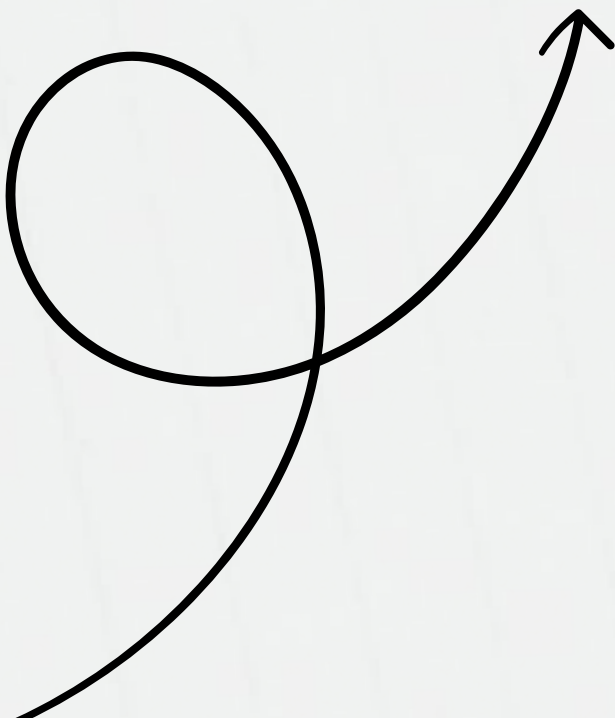
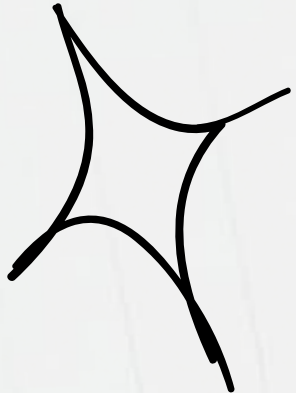
It is important to remember that inclusion is an outcome, not an activity. It requires a dedicated and ongoing commitment to improving access to opportunities and providing supported volunteering experiences.

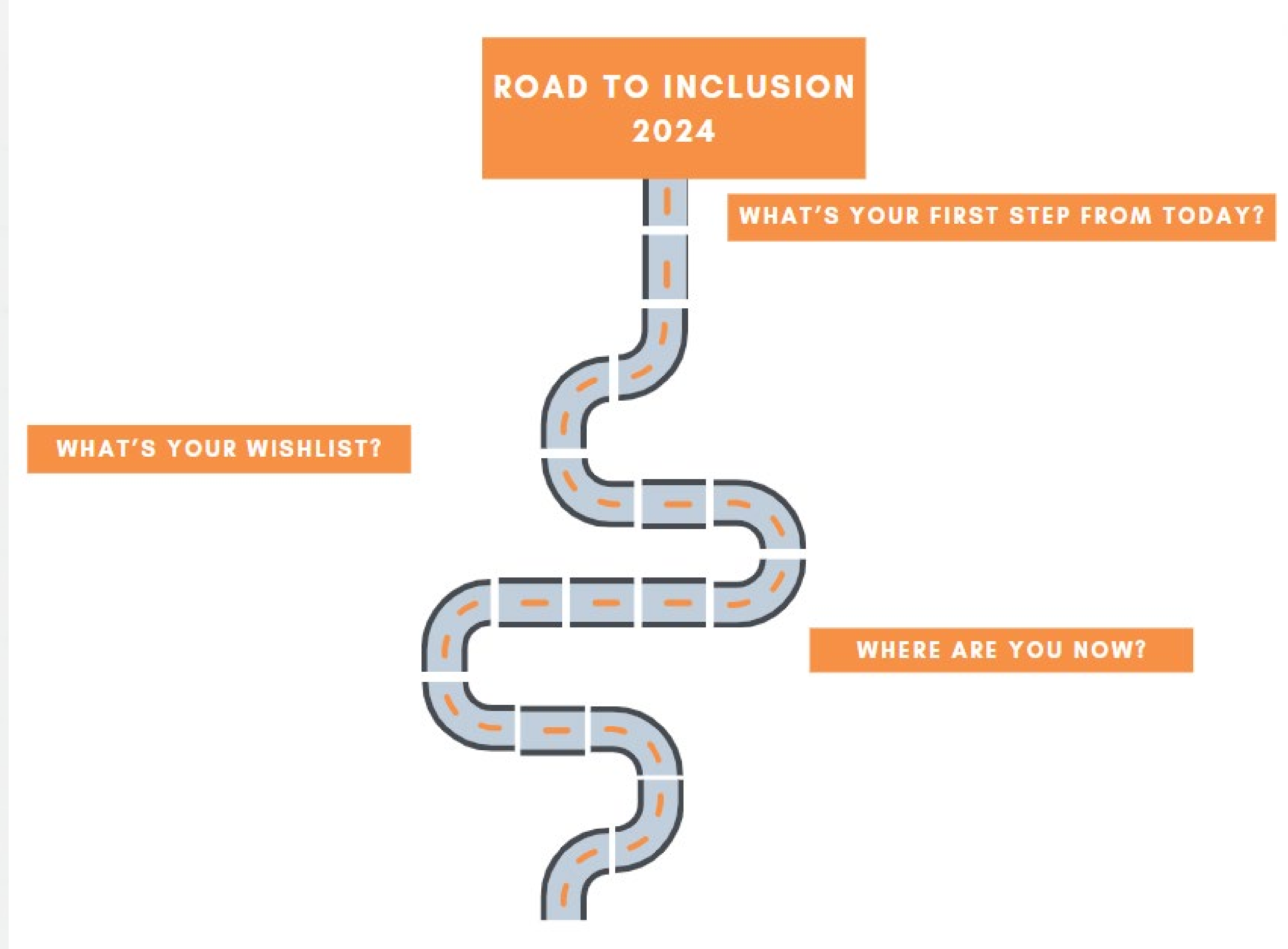






# Brainstorm Session





- Let's spend 10 minutes completing this and discussing within your



# Brainstorm Share

# Take away actions

1

Advocate within your organisation

- Refer to Volunteering Strategy
- Refer to National Standards for Volunteering

Resources at your fingertips

2

Think of the problems that may arise and get ahead of them early.

- WHS & Risk
- Accessibility
- Flexible & Adjustable
- Roles tailored and meaningful

3

Share your experience of inclusiveness with other organisations.

Get testimonials

Recognition raises awareness and increases inclusive culture.

# Volunteering is for all!



“This Volunteering experience gave our Young Adults a real life and purposeful opportunity to use their skills they have been learning at NextPath.

“I was very impressed how the young adults were treated as a valued team member and not just as a person to fill gaps’.

“The opportunity was purposeful and a rewarding experience for all involved.

“Council provided a wonderful opportunity for young adults with a disability to volunteer in a safe space, this provided purpose and a sense of belonging to the young adults.



Thanks!

@stephanie-georgy

