



**Diversity: The Act of
Thinking Independently
Together**

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VOLUNTEERINGVICTORIA.ORG.AU

Volunteering Victoria

*Volunteering Victoria is the peak body
for volunteering in Victoria.*



Our Vision:

Resilient communities and empowered
and active citizens through volunteering.

Purpose:

Promoting and building a vibrant, strong and prosperous
volunteering community that is inclusive, respected and
sustainable.

T: @VolunteeringVic

F: <https://www.facebook.com/VolunteeringVic>

W: www.volunteeringvictoria.org.au

Membership Benefits

Be Informed - Stay at the forefront of issues that impact the volunteering sector.

Have Your Say - Provide vital feedback to support and shape Volunteering Victoria's programs that support the volunteering sector.

Stay Connected - Be part of a network of professionals in the volunteering sector who are passionate about advancing the cause of volunteering

Save Money - Receive discounts on training and professional development programs as well as access to useful resources to help manage volunteer programs

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Overview/Agenda



Taking your inclusion temperature

Discrimination and equal opportunity

Strategies for encouraging diversity

Barriers to inclusion

Questions???



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Diversity (noun)



- the condition of having or being composed of differing elements; eg the inclusion of different types of people (such as people of different races, religions, abilities, beliefs or cultures) in a group or organization



Inclusion (noun)



- The act of including someone as part of a group, list etc
- The idea that everyone should be able to take part in the same activities, have access to the same facilities and enjoy the same experiences, including people who have a disadvantage





**“Diversity is
the mix.**

**Inclusion is
making the mix
work,” Andrés
Tapia**

www.RedShoeMovement.com

Why is diversity important?



- Has a positive impact on your organisation's culture
- Opportunity to tap into a wider pool of potential volunteers
- Provide access to people who bring different personal and professional qualities, skills and perspectives
- Increase your organisation's credibility, reputation and engagement in the community
- Promotes mutual respect, tolerance/acceptance and understanding, and helps overcome ignorance in the community
- **Comply with moral obligations to be inclusive**



Protected Attributes

Victoria Equal Opportunity Act 2010



- Age
- Lawful Sexual Activity
- Gender Identify
- Sexual Orientation
- Sex
- Race
- Disability/impairment
- Marital Status
- Employment Activity
- Parental Status
- Carer Status
- Pregnancy
- Breastfeeding
- Industrial Activity
- Political belief or activity
- Religious belief or activity
- Personal association with above or assumed to have the above



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Group Exercise and Discussion - is this OK?



Taking your inclusion temperature



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Taking your temperature – step 1

Review your procedures



- Think about who responds to initial volunteer enquiries – and how?
- Make your recruitment practices user friendly eg a police check can be a scary proposition to some from a refugee background
- Treat people as individuals and avoid assumptions or stereotyping
- Have a strategy in place for communicating with potential volunteers with communication barriers (eg are vision or hearing impaired)
- Think about the language your organisation uses (eg on your registration form, website, promotional material etc)
- Display posters and material in other languages and use images of people from diverse backgrounds on your website, newsletters etc.
- Think about communication – use of plain English or symbols if appropriate (eg for induction and OH&S)



Taking your temperature – step 2

Review your organizational culture



- Think big picture and small details
- Are your leaders committed to a diverse workplace?
- Focus on what people can do, not what they can't
- Treat people as individuals and avoid assumptions or stereotyping
- Get staff and volunteers on board
- Raise awareness in the workplace eg by providing diversity awareness training across the organisation
- Influence by modelling appropriate behaviour – for example by learning your colleagues' names and pronouncing them correctly

Tolerance Versus Acceptance – create a workplace that celebrates and embraces diversity rather than just tolerates it



Taking your temperature – step 3

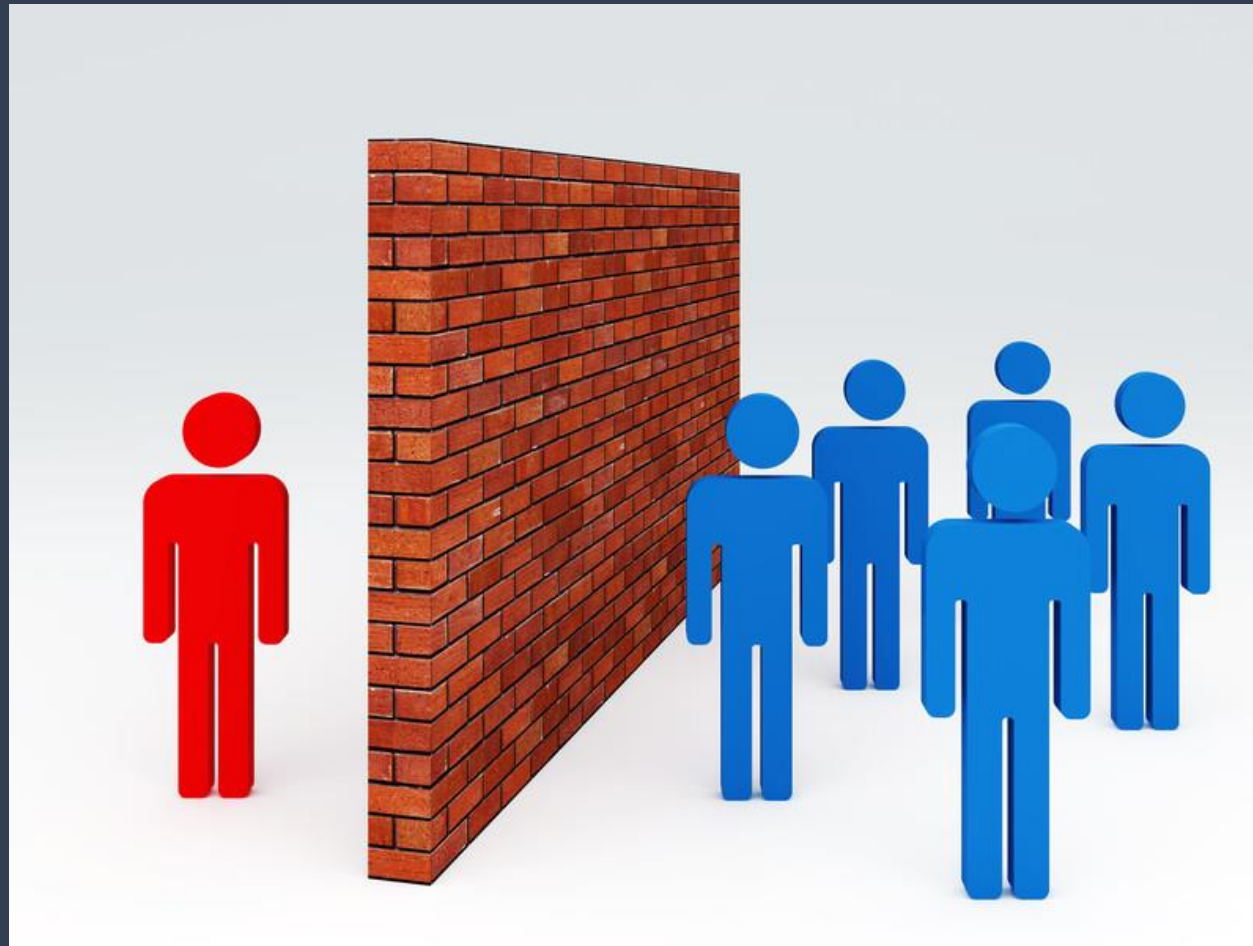
Plan your strategy



- Research your local demographics and make contact with local community leaders
- Recruit a CALD volunteer to help you develop a strategy
- Seek opportunities for face to face presentations in CALD communities
- Advertise in local ethnic community publications and newspapers
- Translate your promotional material into other community languages
- Remember that volunteering is not obvious to all community groups – it may be better to use language such as helping your community
- Make contact with local disability agencies and discuss what opportunities may be available
- New and emerging communities will differ from established communities, and will face different challenges



Barriers to diversity and inclusion?



Summary:

Develop your diversity and inclusion plan



- “Take your temperature” – review your current procedures and look for examples of unconscious bias
- Take a look at your organisation’s diversity and inclusion culture
- Be proactive in your recruitment strategies

AND

- Follow through!



Supporting Resources



- Volunteering Victoria
- Migrant Resource Centres
- Ethnic representative bodies
- Switchboard (LGBTQI accreditation)
- Victorian Equal Opportunity and Human Rights Commission
- Justice Connect
- Inclusion Melbourne
- Mental Illness Fellowship





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