VOLUNTEER DIVERSITY & INCLUSION

Volunteers training for the Youth Mentoring & Community Placement Program (Maribynong and Moonee Valley Local Learning Employment Network)

A substantial number of organisations provided volunteering opportunities for people on income support, culturally and linguistically diverse people, Aboriginal and Torres Strait Islander people and people living with a disability.

Actively encouraging personal connections and relationship building is both a way for organisations to engage volunteers and also the natural outcome of people coming together with others for the 'common good'.

Cultivating relationships contributes to community building and ultimately to improved social capital. Relationships formed through volunteering help to account for the firmly established mental health and wellbeing benefits of volunteering.

City of Melbourne Lord Mayor's Student Welcome volunteers

Methods used to motivate and retain volunteers

76.3%

Personal connections and relationship building are a key feature of volunteer engagement for at least three quarters (76.3%) of volunteer-involving organisations.

27.9%

Engaging diverse volunteers (younger and older, people with disabilities, CALD etc) was among the "main issues" facing 27.9% of volunteer-involving organisations. Overall, this was the fourth most pressing issue for volunteer-involving organisations in 2019.

" What leaders of volunteers said

"People are more socially conscious and want to be associated with our organisation. We have had an increase of diverse volunteers over the past 3 years as we have a very flexible onboarding approach – especially for groups working with volunteers with disabilities."

"More efforts put into diversifying volunteer workforce, so we now have more young people and more of CALD background."

"Fifty per cent of our volunteers were not born in Australia and expressed an interest in wanting to give back and also practise their English skills and learn more about Australian culture."

"Many people self-identify as having mental health issues. This can mean an extra layer of support is required for healthy and happy outcomes."

www.stateofvolunteering.org.au

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