

A large, light blue stylized graphic of a person with their arms raised in a 'V' shape, positioned behind the main text.

What Can Volunteer Managers Do About Racism?

A Volunteer Management Roundtable Presented by Volunteer Fairfax

Monday, June 15, 2020

2 pm – 3 pm

Ground rules

- **This is a discussion.** We are here to guide you to issues -- not necessarily solutions -- to recognize and end racism. Please be respectful of others.
- **Feel free to keep the microphones open,** but be ready to put us on mute should you have unexpected noises.
- **Ask questions in the chat area or via your microphone.** Be respectful if more than one person tries to talk at one time.
- The **webinar will end at 3:00 pm (ish).** I will stay on the line should you have any additional volunteer management issues to discuss.

The PowerPoint slides will be sent to you within 24-hours after the webinar.

Presenters and Opening Remarks

**Jerome Tennille, CVA, MSL
Manager, Social Impact &
Volunteerism
Marriott International**



**Susan Sanow
Special Projects Manager,
Volunteer Fairfax**



Actions of Active vs. Covert Racism



The Nonprofit Sector: Who Holds the Power and Acts as Gatekeepers

“Like society looking at addressing racial inequalities, there are inherent power imbalances in society. This goes for [nonprofit] organizations, too.”

--Tobi Johnson

- Executive director
- Board of directors
- Funders (foundations, government, corporations, individuals, others)
- “Keep quiet to keep nonprofit status?”
- Paid staff vs. unpaid volunteers
- Volunteers who are also donors

Volunteering

is a path to battle racism because we...

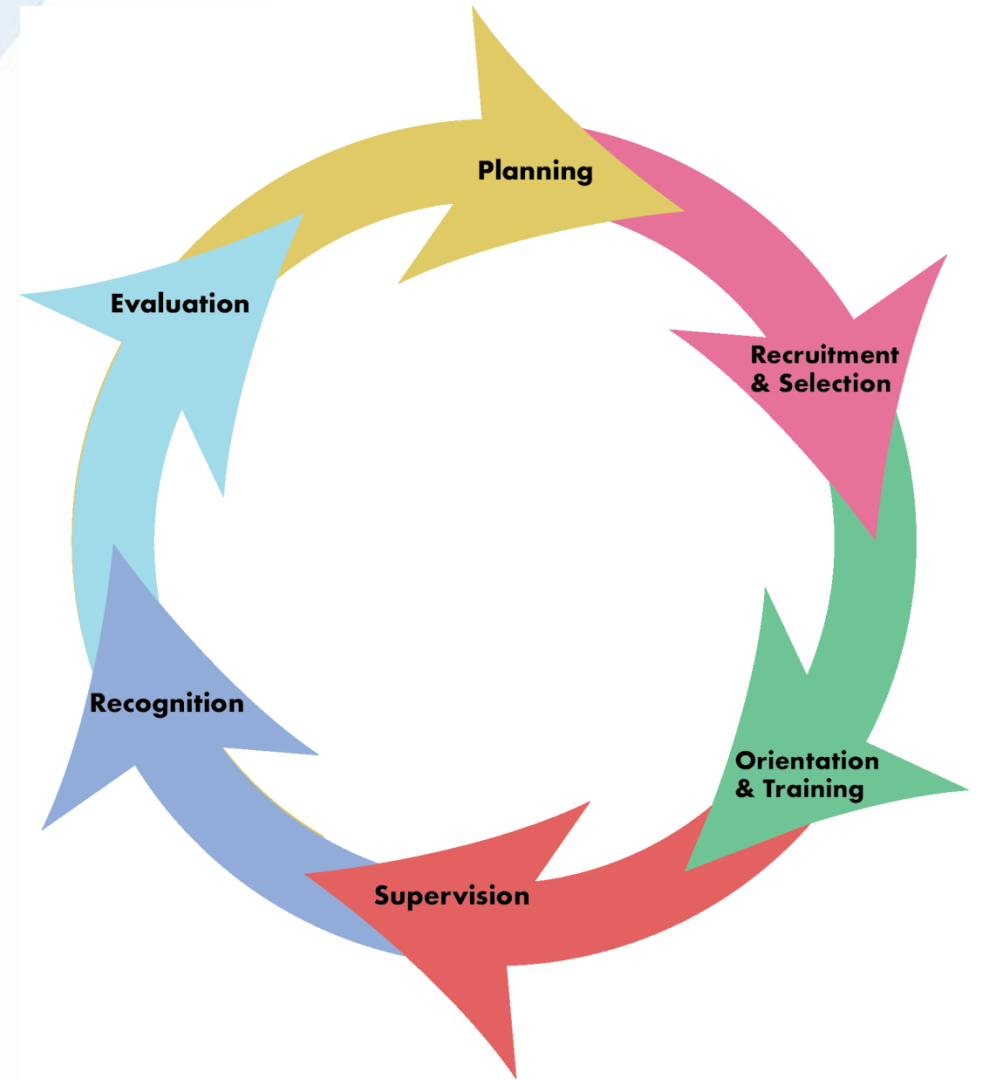
- together, build empathetic pathways
- push people outside comfort zones
- breakdown barriers
- build knowledge
- provide opportunities to put name, faces and true stories to an issue
- offer a new “in-crowd” of serving others

Why Volunteer Managers Can Help?



- Empathetic.
- Curious.
- Brave.
- Problem solvers.
- At the front line.
- We establish policies.
- We establish practices.
- Try to create transformative volunteer opportunities

Volunteer Management Cycle



Planning

- Race, ethnicity and culture matters when delivering services.
- Recognize mission/people you serve vs. volunteer base.
- Against a “color-blind” attitude, but we embrace inclusiveness.
- Build knowledge/impact of volunteers through data.

Barriers to Volunteering

- “I was never asked”
- \$\$\$: Costs to volunteer? Costs of internships, work-study, apprenticeships.
- Address other financial barriers such as transportation, parking, uniforms, food, etc.
- Time availability: day, evening, weekends
- Geography:
 - volunteers vs. volunteer opportunities
 - transportation access, parking, safety

Challenges to Volunteer Recruitment

- What does your volunteer corps look like vs. the people an organization serves?
- Can recruitment/training/orientation be offered in different ways with a new, more welcoming lens?
- Do we build in a cycle of sameness?
- Inconsistent use of application process or background checks?

Cultural Competence, Cultural Humility, Implicit Bias and more...

Talking racial equity? Make sure you understand these 17 words

<https://technical.ly/2020/06/10/talking-racial-equity-make-sure-you-understand-these-17-words-glossary/>



Imagine an opportunity to design a volunteer opportunity with a goal for learning, not just for volunteering?

Impacting...

- Attitudes
- Policies
- Practices

Event Volunteers: Are There Expectations That Expose a Material Divide?

- Gala Support
- Outdoor Activities
- Time Commitment
- Masks (and other COVID19 protections)



If you commit to diversifying your volunteer base, but you continue to give priority event registration to long-time volunteers, you may be supporting systemic inequity.

To change the dynamic, think about saving spots for some newer, younger, more diverse volunteers.

The Racial and Digital Divide for Virtual Volunteers



- Trending: continue the growth of virtual volunteering or return to in-person?
- Race, generation and technology access differences.
- Funder support: is the tail wagging the dog?

Building Bridges with the Corporate Community

- Recognize barriers and bridge builders addressing the racial divide .
- When is the last time you did a “corporate refresh” seeking black or minority-owned businesses.
- Volunteers come from different places. Source your “product”. Think about supplier diversity.
- Is the corporate team bringing diverse volunteers?
- What is the agenda for a corporate day of service team: nonprofit vs. corporation?
- Offer opportunities to work and share a meal side-by-side with program recipients.



Some Actions to be an Anti-Racist Ally

- Identifies and names racism directly.
- Takes on racism as a problem because it is personally offensive; it's a quest for justice rather than sense of guilt.
- People of color's experience of racism is not debatable; they are experts of their own experiences.
- Remaining silent, neutral or objective is a form of race privilege.
- Self-educate; don't expect a person of color to teach you.
- Be hyper-vigilant to speak out, but not hyper-arrogant.
- Understand aspects of your own privilege.
- Interrupt racist statements or behaviors whether or not a person of color is present or objects.

Actions Volunteer Managers can take to be an Anti-Racist Ally

- Say Black Lives Matter. Say no to racism and racist practices.
- Be the voice to your organizational power brokers.
- Token roles are unacceptable.
- Include implicit bias/cultural competency trainings for volunteers.
- Stay calendar-sensitive to selecting dates.
- Publications/website reflect diversity



- At an event or day of service, encourage all to wear name tags (volunteers AND residents/clients).



- Establish volunteer ears/active listeners (with intervention training).



- Ask people from others cultures what it's like to volunteer in their own culture or home country.



- Include anti-racism related questions in your reflection wrap-up



Q&A

Volunteer
Fairfax 

Upcoming **FREE** Webinars from Volunteer Fairfax in June 2020

Secrets of Successful Meetings
Tuesday, June 23, 9:30 – 10:30 am
<https://VFjune232020.eventbrite.com>

Volunteer Management Roundtable
Tuesday, June 30, 9:30 - 10:30am
<https://VFjune302020.eventbrite.com>

***More free webinars are
planned for July 2020.***

***Announcement will
be made soon!***

A large, light blue stylized graphic of a person with their arms raised in a 'V' shape, set against a white background. The figure is composed of simple, rounded shapes.

Thank you.

Susan Sanow

ssanow@volunteerfairfax

Jerome Tennille, CVA, MSL

jdtennille@jerometennille.com