

organisational buy-in

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Inclusive volunteering is easiest to achieve if everyone in your organisation has bought into the idea.

Inclusive volunteering is part of the wider issue of equal opportunities and diversity within an organisation. Ideally organisations should approach inclusive volunteering as part of an organisation-wide diversity strategy.

For an individual member of staff or volunteer trying to develop inclusive volunteering within an organisation, getting buy-in from colleagues is key to success.

Top down approach

A top-down approach to promoting inclusion and diversity can be most effective. Try to get your organisation's senior figures involved. If possible,

arrange diversity training or a discussion session facilitated by a diversity consultant for senior staff and Trustees.

Inclusion in aims and values

Getting 'valuing diversity' or 'seeking to be inclusive' written into your organisation's aims or core values can be a powerful tool for changing attitudes within an organisation.

TOP TIP

Get young disabled people involved in planning and decision making.

Involvement can include consultation on new policies, participation in planning groups and Trusteeship.

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“Organisations vary widely in the priority they place on giving youth a voice and developing leaders for the future.

Leadership opportunities give young people the chance to create policies, programs, activities and procedures that they support and believe in.”

*‘Connecting Youth Leadership to Your Organisation’s Mission’,
An Asset Builder’s Guide to Youth Leadership, 1999*

Target setting

Approximately 20% of the working-age population are disabled. If less than 20% of your volunteers are disabled, your organisation should look at setting targets for increasing the numbers of disabled volunteers.