Valuing diversity

Diversity can encompass many things, culture, race, gender, socio-economic and generations. Diversity makes good sense but can be difficult to achieve in some programs. Diversity within an organization or program can be a goal, but in order to achieve a diverse stakeholder group there must be a plan for inclusion into the organization or program. In other words — how to “welcome” different groups into the program and then celebrating the changes that will occur.

Planning for diversity must be pro-active — what do you want new volunteers to do in your organization? If you are seeking to reach out to new populations to be recipients of your program, look for volunteers that will accomplish that goal. What is the culture of your organization or program? Does the culture have flexible objectives or is it rigid and only a certain way is the right way? Learning to welcome and celebrate diversity can be more than just throwing open the doors and assuming everyone wants to come in.

What are the benefits of organizational diversity?

- Expanded programs with increased effectiveness
- Acknowledgement of population diversity throughout our society
- Tapping into previously underserved or unused populations

How do we achieve diversity?

- Training of staff and current volunteers is essential in order to plan for organizational change
- State/create a value of tolerance and respect for all people
- See diversity and striving to achieve it as an opportunity

Alaska Concerns:

- How do we incorporate the wide diversity of cultures in Alaska into our program
- How do we attract younger people and parents as volunteers
- How do we train volunteers from other cultures with different cultural styles

Learn more about these topics at Everyone Ready

VNG-Volunteerism for the Next Generation:
- Organizational Readiness“ Valuing and Achieving Diversity in Volunteer Management”

Everyone Ready:
- Generations: Adapting to Volunteers of Different Ages
- Welcoming Diversity in Volunteer Participation
- Turning Single Days of Service into Longer Volunteer Involvement