Ethics and Volunteerism Supplemental Materials

Diversity, Equity, Accessibility, and Inclusion in Volunteer Programs

- AAMV’s DEAI Guide for Volunteer Programs *coming May 2022*
- How a New Era of Volunteer Programs is Embracing Diversity, Equity, Accessibility, and Inclusion
- On the Ground: How Visitor Experience Teams are Teaching Front-Line Staff to be DEAI
- Museums Have a Docent Problem: Inside the Struggle to Train a Mostly White, Unpaid Tour Guide Corps to Talk About Race
- Are Your Volunteer Roles a Barrier to Equity and Inclusion?
- Recognizing Racism in Volunteer Engagement

Firing a Volunteer

- Nonprofit Risk Management Center
- Society for Nonprofits
- Non Profit Hub
- VolunteerPro
- US Department of Labor
  - www.dol.gov
  - https://www.dol.gov/agencies/whd/fact-sheets/71-flsa-internships

Replacing Volunteers with Paid Staff / Discontinuing a Program

- Track it Forward
- Slate
- Duolingo
- Volunteer.ie

Pandemic Changes to a Volunteer Program:

- Volunteers Post-COVID-19 Guide | Network Partners
- 2021 Volunteering Trends and How to Optimize the Relaunch of Your Volunteer Program
- American Association for Museum Volunteers - COVID-19 Survey Results
Discussion Prompts

Diversity, Equity, Accessibility, and Inclusion in Volunteer Programs

- What are the goals around DEAI incorporation within the volunteer program for your organization?
- Beyond numbers, what are we striving for from a DEAI standpoint? How are you measuring success?
- Diversity needs inclusion for success. How do you incorporate both?
- What are your training or retraining approaches?

Firing a Volunteer

- What do you do when a volunteer no longer matches the organizations values and direction?
- What if they are a major donor/ board member/ work for the newspaper?
- What are the liability concerns around volunteer misbehavior?
- When do you not fire and give a second chance?

Replacing Volunteers with Paid Staff

- What is the motivation for replacing volunteers?
- What are the ethics around serving volunteers vs. serving staff?
- Is replacing vols the nuclear option, as opposed to doing the work to change the program? What are the benefits of doing the work?
- What ethics are involved working through the replacement process? What are the alternatives to full dismissal?

Pandemic Changes to a Volunteer Program

- How can you ethically navigate changing regulations, recommendations, mandates?
- What about when a volunteer dies?
- How do you accommodate different perspectives and situations?
- How can you do community building in your volunteer program during a pandemic?