

Fact Sheet 2

The Changing Face of Volunteering

An emerging wave of volunteers from CALD backgrounds

So what does CALD background mean the definition is: someone from a culturally or linguistically diverse background.

People from a CALD background are looking for the opportunity to

- Increase understanding of available services among diverse communities
- Increase understanding of and adjustment to Australian society
- Improve English and communication skills
- Increase relationships and networks
- Increase sense of acceptance and belonging

Tapping into the experience and resourcefulness that volunteers from diverse cultural backgrounds can offer is of great benefit to our organisation. They can bring useful knowledge of specific cultures, connect our organisation with their home communities, bring new perspectives to our organisation and increase the cultural sensitivity of the organisation's service provision.



Is your Unit/District/Region culturally inclusive

Your Unit/District/Region

- Do you have pictures and other materials that reflect the diversity of the community that you serve.
- Have you found information from people and other community contacts, which will assist you in adapting to the diverse needs and preferences of people in your area
- Do you have well established networks with individuals from local ethno-specific groups

How do you Communicate

- When speaking to people who speak a language other than English do you endeavor to use basic greetings

When interacting with people who have limited English do you keep in mind that:

- Limited English does not equate to limited intellectual functioning
- Limited English has no relation to the ability of a person to communicate in their language of origin
- People may or may not be literate in their language of origin or English
- Do you know who to contact if you need to find an interpreter for a volunteer or parent

Your Values

- Do you explore your own beliefs, assumptions and attitudes and how they may impact on how you work with people who you volunteer with
- Do you avoid imposing values
- Do you always discourage other volunteers and people who are part of our organisation from using racial and ethnic slurs by helping them understand the impact their language can have on others
- Do you intervene when you observe other volunteers engage in behavior that shows cultural insensitivity or prejudice
- Do you recognize and accept that individuals from CALD backgrounds may nor may not want to have anything to do with their own culture
- Do you understand and respect that factors such as gender, class, age etc. have significance amongst different cultures



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The volunteer population is on the move

Our organisation like many is starting to see a change with an ageing population we face challenges to find volunteers who will be willing to take on regular volunteer positions. You must ensure that you are aware of the change in demographics in your community, talk to your local council or community service organisations in your area to find out this information. It will make a difference when you are looking for avenues to advertise volunteer positions.

Baby boomers are starting to retire and are usually highly skilled and able to volunteer their time. They like many other groups are looking for short and long term volunteering opportunities.

Volunteers are looking for positions that allow them flexibility, are you ensuring that you are able to give them this within your Unit/District/Region. Can two volunteers job share a Unit Helper, Financial Volunteer, Recruitment Volunteer or Fundraising Volunteer position. If you can find people who are looking for more flexibility and have the skills that our organisation is looking for it would make no sense to lose them.

Corporate volunteering is becoming more popular with many people now being given the opportunity to work and also have time to volunteer to an organisation. They are more likely to be looking for short term projects. But what a great opportunity for your Unit/District/Region to utilise their skill set for events, fundraising, recruitment and finances. Is there organisation's in your area that may have corporate volunteers ready and waiting.

Being part of your community not just the guiding community

Write down your local networks

- Volunteer Resource Centre.....
- Primary and High Schools.....
- Local Council.....
- Local Member.....
- Migrant Resource Services.....
- Child and Youth Services.....
- Youth Advisory Groups.....
- Local Community Groups.....
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Your will increase Girl Guides presence in your community if you work with the above Organisation's.



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