



## Volunteering and Black and Minority Ethnic Communities: Top Tips

Research carried out into Volunteering and Black and Minority Ethnic Communities in 2004 recommended several actions that should take place to enable more people from BME communities to become more involved in volunteering. Findings were shared with practitioners and volunteers at an event in June to discuss how the learning might be applied to practice. These are outlined Here as "Top Tips" for engaging BME communities in volunteering.

### Recruitment and Selection

1. Provide literature and information in different languages, or be able to provide information on where this can be found.
2. Match those who have put themselves forward to a suitable volunteering opportunity, and refer anyone who cannot be placed to another organisation.
3. Allow people to participate in their own way, rather than pigeonholing them into certain volunteering opportunities.
4. Students are a good target group as they are most likely to engage with organisations which do not have a BME focus.

### Volunteer Support

5. Try not to make assumptions about individuals needs as volunteers, if you are not sure, ask.
6. Provide a variety of volunteering opportunities, and give volunteers the chance to change roles to keep motivation up.
7. Provide expenses to ensure that volunteers are not left out of pocket due to volunteering e.g. travel and childcare.
8. Have a scheme in place to recognise volunteer contributions in a non-financial way e.g. recognition events or certificates.
9. Provide exit interviews to volunteers leaving the organisation to gauge reasons for leaving which the organisation can learn from.

### Organisational Practice: Internal

10. Take into consideration the variations in cultures and faiths across all work that your organisation does.
11. Ensure that staff dealing with volunteers are trained in diversity.
12. Take into account any needs of volunteers relating to faith and culture when putting processes for volunteering in place, e.g. same sex training.

### Organisational Practice: External

13. Share knowledge and resources with other organisations such as; training, equipment and even volunteers.
14. Communicate your experiences in dealing with diversity with other organisations and encourage them to do the same.

The full report on Volunteering and BME communities is available from [www.vds.org.uk](http://www.vds.org.uk) or contact [christine.reilly@vds.org.uk](mailto:christine.reilly@vds.org.uk)

For further advice on volunteer management, contact your local Volunteer Centre. [www.volunteerscotland.org.uk](http://www.volunteerscotland.org.uk)