

Disability Inclusive Volunteering (DIV) Project – Pilot Round One

Frequently Asked Questions (FAQS)

What is the DIV Project?

The DIV project aims to build the organisational capacity of Volunteer Involving Organisations (VIOs) and Volunteer Led Organisations (VLOs) to recruit, support and retain people with disabilities in meaningful volunteer roles.

Who is delivering the project?

The DIV Project is funded by the City of Greater Dandenong, Strategic Project Grants. The delivery partners are South East Volunteers and the Greater Dandenong Volunteer Resource Service. Pip Smith, the Project Coordinator will be delivering the training, together with people with disabilities from the local area. Pip has a background in inclusion and participation training in both local government and the not-for-profit organisations.

What are the objectives of the project?

1. To develop and deliver capacity building workshops and related resources to support VIOs/VLOs to recruit, support and retain volunteers with disabilities.
2. Build capacity in VIOs/VLOs, through tailored in-house support, to address structural and systemic barriers for people with disabilities.
3. Monitor, evaluate and report on the project with a focus on best practice capacity building outcomes.

What is the structure of the program?

- Three (3) 'Rounds' of DIV support will be delivered by June 2022.
- Each round will involve three (3) half day workshops and two (2) half days of 'in-house' planning support for participating organisations, over four (4) months.
- Round 1 will take place between March – July 2021.
- Round 2 will take place between August – December 2021.
- Round 3 will take place between February – June 2022.

What will the workshops look like?

The project will provide workshops for VIOs and VLOs to increase awareness, skills, and organizational capacity for disability inclusive volunteering.

- Subject to COVID-19 restrictions, workshops will be held in an accessible venue within the City of Greater Dandenong. If face-to-face workshops are not possible, they will be held online.
- They will be held on Tuesdays, 9:00 am – 12:00 pm.
- The workshops will be held every 4-6 weeks (dates to be confirmed).
- The workshops will involve up to 10 local VIOs/VLOs, providing opportunities to network and learn from other's experiences.
- Workshop 1 will cover models of disability, Australian historical and policy context, disability statistics and an overview of structural and systemic barriers in organisations. Spotlight on 'Invisible Disabilities'.

- Workshop 2 will focus on strategic planning, recruitment processes, and lived experiences. Spotlight on Neurodiversity.
- Workshop 3 will focus on supporting and retaining volunteers with a disability and additional resources. Spotlight on Physical disability.
- The content of the workshops is being collaboratively designed with people with lived experience of disability, carers and family members, service providers and the Project team.

What will the 'in-house' support involve?

The DIV Project Coordinator will work alongside your organisation to address any systemic or structural barriers to recruitment, induction and support for volunteers with disabilities.

The 'in-house' support will involve working together on policies, procedures and practices to improve inclusive volunteering in your organisation. Each organisation will receive tailored support, which may include self-assessment accessibility checklists and/ or Disability Action Plans.

What will my organisation get out of participating?

- Increased understanding and skills related to working with people with disabilities as volunteers.
- Opportunities to network and learn from other local VIOs/VLOs.
- Updated policies, procedures and practices for the recruitment and support of volunteers with disabilities.
- New or up-dated Disability/Inclusion Action Plans.
- A plan for continued capacity building in the organisation, in relation to people with disabilities.

How much time will it take up?

In total each program will involve approximately nine (9) hours of workshops, and up to six (6) hours of 'in-house' support, over a period of four months. Any additional internal planning and reviewing of processes and policies is not included in this time.

What will my organisation need to commit?

Organisations wishing to participate in the program will need to commit a minimum of two (2) staff to attend the three (3) half day workshops and two (2) in-house support sessions. Up to five (5) staff from each organisation can be involved.

Who should attend from my organisation?

The focus of the project is on capacity building within organisations. For this reason, Volunteer Coordinators, Managers and other leaders within the organisation, who will be able to address systemic barriers should be considered for participation.

Does it cost anything to be involved?

There are no costs involved for participating organisations.

For more information or to register your interest, contact Project Coordinator Pip Smith on 0413 743 718 or p.smith@sev.org.au

See attached **Expression of Interest** form.