

# Advancing Cultural Diversity in Volunteer Management (519 and 905 Areas)



Group Discussion

London Community Dialogue  
(February 12., 2008)

March 2008  
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## Questioning Traditional Volunteer Management and Exploring New Models

Over the last few years, there's been an increased focus on professional volunteer management and best practices. A recent thought-provoking discussion paper written by Jennifer Woodill (while serving as the Volunteer Coordinator at St. Christopher House in Toronto) questions this approach and explores new models that promote social inclusion.

The OCASI (Ontario Coalition of Agencies Serving Immigrants) *Promoting Newcomer Integration and Social Inclusion Project* (supported by the provincial Ministry of Citizenship and Immigration) distributed Jennifer's discussion paper in order to generate more discussion on the topic of social inclusion through volunteering.

An excerpt from "Questioning Traditional Volunteer Management Practices and Exploring New Models":

While volunteerism has been recognized as a powerful tool for civic engagement and community development in the big picture theoretical discussions, this discussion has *not* been translated into how volunteer management is *practiced* on the ground. There is a serious disconnect. Under the increasing pressure to professionalize volunteer management, there has been very little to no critical reflection on *practice*, and how

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A Project of:  
The Social Planning Council of Peel  
in collaboration with the Social  
Planning Network of Ontario

Funded by:







Reference Group Meeting  
(January 17<sup>th</sup>, 2008)

## Introducing the Project's Reference Group

In the last e-News, we introduced you to the Project Team. Another very important level of support to this project is the Regional Partnership Reference Group. The primary purpose of the Reference Group is to focus on the learnings and implications of the Project for their respective agencies across the province and to advise how the Project can be implemented to better meet the needs of their member agencies with respect to diversity in volunteer management.

The Reference Group includes:

- United Ways of Ontario
- Ontario Volunteer Centre Network 
- Ontario Council of Agencies Serving Immigrants 
- Social Planning Network of Ontario
- Local Partners from Participating 519 and 905 Communities:
  - Community Development Council of Durham
  - Community Development Council/Volunteer Halton
  - Halton Multicultural Council
  - Human Services Planning Coalition, York Region Planning Department
  - Social Planning Council of Kitchener-Waterloo
  - Volunteer Action Centre of Kitchener-Waterloo
  - Social Planning Council of Cambridge and North Dumfries
  - United Way of Cambridge & North Dumfries/Voluntary Sector Resources
  - Pillar Nonprofit Network (London)
  - Volunteer Centre of Guelph and Wellington County
  - United Way of Peel Region/Peel Regional Diversity Roundtable
- Ministry of Citizenship and Immigration

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Coming soon!



York Region Community Dialogue  
(February 8<sup>th</sup>, 2008)

## Questioning Traditional Volunteer Management and Exploring New Models *cont'd from page 1*

the endorsed "best practices" (discussed in the books, conferences, etc) play a role in *limiting* opportunities for citizen engagement and social inclusion. I believe that the main underlying principles behind the endorsed volunteer management 'best practices' are the principles of efficiency, resource development and control. I believe that social exclusion is an inevitable result of doing volunteer management from these principles. This discussion paper is my attempt at challenging our traditional volunteer management practices and suggesting possible new and creative ways of working with volunteers from a social inclusion perspective.  
(p 2)

To read the full discussion paper, visit:

[http://atwork.settlement.org/downloads/atwork/Questioning\\_Volunteer\\_Management\\_Discussion\\_Paper\\_Nov07.pdf](http://atwork.settlement.org/downloads/atwork/Questioning_Volunteer_Management_Discussion_Paper_Nov07.pdf)

### Recent Project Activity

On Friday, February 8<sup>th</sup>, 2007, 39 people attended the York Region Community Dialogue hosted by York Region Human Services Planning Coalition, York Region Planning Department. The following week, on Tuesday, February 12<sup>th</sup>, 40 people came out to the Community Dialogue organized by Pillar Nonprofit Network in London. Altogether 175 people have attended six Community Dialogues (Durham, Halton, Kitchener-Waterloo, Cambridge, York and London).

### What's Coming Up?

- The final two Community Dialogues: March 3<sup>rd</sup> – Guelph and March 27<sup>th</sup> – Peel
- April 17<sup>th</sup> – Local Partners and Regional Reference Group Orientation and Team-Building Meeting

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Advancing Cultural Diversity in Volunteer Management is an Ontario Ministry of Citizenship and Immigration (MCI) funded project. The Social Planning Council of Peel is coordinating this project in selected communities in the 519 and 905 areas.

Advancing Cultural Diversity in Volunteer Management is a three-year initiative developing the organizational and community capacity of local partners in the 519 and 905 areas to engage and support a more culturally diverse volunteer base.