

**Advancing Cultural Diversity in Volunteer  
Management (519 and 905 Areas)  
2007-2010**

**A Strategic Partnership Initiative of the Ontario  
Ministry of Citizenship and Immigration and the  
Social Planning Council of Peel**

**August 2007**

Funded by the Government of Ontario



**Social Planning Council of Peel:  
Advancing Cultural Diversity in Volunteer Management (519 and 905 Areas)**

The Ontario Ministry of Citizenship and Immigration (MCI) is funding the Social Planning Council of Peel (SPCP) to coordinate a Project on Advancing Cultural Diversity in Volunteer Management in selected communities in the 519 and 905 areas. MCI is asking that SPCP lead the Project because of SPCP's record of research and development on diversity competence and the leadership of the SPCP Executive Director on the diversity issue in the Greater Toronto Area.

**Brief Project Description**

The Cultural Diversity in Volunteer Management Project will be 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 in the nonprofit sector. The Project acknowledges and anticipates the increasingly culturally and racially diverse population in this part of the province and, hence, the opportunity to develop a valuable volunteer resource for the benefit of both individual volunteers and the larger community.

**Phase 1**

Community Dialogues (Diversity and Voluntarism):

Seven Community Dialogues will be conducted, three in the 519 region and four in the 905 region. These sessions will involve local organizational leaders in the nonprofit sector in discussions of strategies and resources for reaching out to and engaging volunteers from culturally diverse backgrounds. A strategic outcome of these dialogues will be the identification of partnerships and relationships that can be later used for the implementation of these strategies and development of resource materials.

The Community Dialogues will identify existing resources and/or work being done on diversity issues in each of the seven communities. Community Dialogue participants will also identify issues and needs related to the engagement and support of a more diverse volunteer base and indicate what additional tools, resources, and strategies would prove helpful.

The seven Community Dialogues will be conducted by March 31, 2008.

**Phase 2**

Regional Dialogues:

Two Regional Dialogues will be planned and conducted, one for each of the 519 and 905 regions. Findings, learnings and additional research and resource development arising from the Community Dialogues will form the basis for these regional discussions. This will be an opportunity to share resources across communities, to develop collaborative relationships and to identify additional tools and resources for promoting and supporting more culturally diverse volunteer participation within the respective regions. The Regional Dialogues will be conducted by the fall of 2008.

### **Phase 3**

#### **Inter-Regional Forum:**

After additional research and resource development, a forum bringing together voluntary sector leaders from both the 519 and 905 regions will be planned and conducted. This final forum will consolidate tools and resources and attempt to formulate strategies for cross-community and cross-regional strategic partnerships that will increase the cultural diversity of volunteer participation in nonprofit organizations. The Inter-Regional Forum will be conducted in 2009.

#### **Deliverables:**

- 1) Statistical Socio-economic Profiles and Maps of the immigrant and visible minority populations in the 905 and 519 regions.
- 2) Summary proceedings of the discussions in the Community and Regional Dialogues, including identification of sector issues and needs with respect to promoting and supporting a more culturally diverse volunteer base.
- 3) An inventory of existing tools, resources and strategies related to a more culturally diverse volunteer base at the community and regional levels in the 905 and 519 areas and strategies for maintaining an updated data base of these resources beyond the life of the Project.
- 4) A website on diversity management and volunteerism.
- 5) A literature review on Best Practices for Cultural Diversity and Social Inclusion in Volunteerism.
- 6) Ongoing strategic partnerships on advancing cultural diversity in volunteer management among leading nonprofit organizations within the participating communities, between the two regions (519 and 905) and across the communities and regions.

#### **Outcomes:**

The main outcome of the Project will be capacity-building through peer-based dialogue, community partnerships and knowledge development. This Project will improve the capacity of voluntary sector organizations to develop not only their internal capacity to recruit and support a diverse volunteer workforce but also to identify and work with other organizations in their communities that are doing similar work and experiencing similar challenges and opportunities.

MCI sees this Project as exploratory and developmental with the prospect of extending its benefits, learnings and approaches to other parts of Ontario.

**August 9, 2007**