

Self-Assessment Tool for Engaging Underrepresented Populations in Volunteerism

Complete this assessment to identify strengths and weaknesses of your organization’s ability to effectively use volunteers from the following volunteer populations: families, youth, seniors/skills-based, ethnic minorities/refugees, and rural residents.

Families					
Consider if you have the following:	Don't Know	Inadequately Achieved	Partially Achieved	Fully Achieved	N/A
1. Volunteer opportunities on weeknights					
2. Volunteer opportunities on weekends					
3. One-time or episodic volunteer opportunities					
4. Positions/responsibilities that require little or no skill and can be completed by a child					
5. All-day events that families can attend as they please					
6. Volunteer opportunities that could be completed at home by families					
7. Volunteer opportunities that can be completed by groups of various ages					
8. Volunteer opportunities that allow families to spend time together					
9. Educational materials, geared toward helping parents have important conversations with children					
10. Child care, if suitable volunteer opportunities do not exist					

Youth					
Consider if you have the following:	Don't Know	Inadequately Achieved	Partially Achieved	Fully Achieved	N/A
1. Volunteer opportunities after school					
2. Volunteer opportunities that can be completed at home					
3. Volunteer opportunities that last a semester					
4. Welcoming environment for youth (can they bring their friends?)					
5. Exciting, challenging volunteer opportunities					
6. Positions that help youth learn new skills applicable in business					
7. Willingness to provide letters of recommendation for future employers/college applications					
8. Positions that allow youth to gain leadership experience					
9. Fun volunteer environment					
10. Clear, concise directions for youth volunteers					

Seniors/Skills-Based Volunteers					
Consider if you have the following:	Don't Know	Inadequately Achieved	Partially Achieved	Fully Achieved	N/A
1. Volunteer opportunities with flexible scheduling/waive hourly requirements					
2. Remote volunteer opportunities					
3. Volunteer opportunities in the evenings or on weekends					
4. Project-based volunteer opportunities, with deadline and end date pre-established					
5. Well-managed organization, similar to a private business					
6. Ability and willingness to provide frequent support and feedback to volunteers					
7. Opportunities for volunteers to learn new skills					

Ethnic Minorities/Refugees					
Consider if you have the following:	Don't Know	Inadequately Achieved	Partially Achieved	Fully Achieved	N/A
1. Staff that can speak the language of the target minority					
2. Written materials in the language of the target minority					
3. Other volunteers or staff of the same ethnic group to support and encourage new volunteers					
4. Volunteer opportunities that focus on the communities of ethnic minorities					
5. Procedure in place if volunteer feels like the victim of prejudice or racism					

Rural Residents					
Consider if you have the following:	Don't Know	Inadequately Achieved	Partially Achieved	Fully Achieved	N/A
1. Remote volunteer opportunities					
2. Reimbursement for travel costs					
3. Carpool organization					
4. Substitute system for volunteers					
5. Volunteer opportunities focused on community needs					
6. Variety of volunteer opportunities, allowing volunteers of multiple interests to participate					
7. Volunteer opportunities offered at community gathering places (schools, places of worship, recreation centers, etc.)					
8. Child care, if suitable volunteer opportunities do not exist					