

Volunteering Diversity and Inclusion Grants Program Logic

NEED/PROBLEM	EVIDENCE	PROGRAM Program components and activities	MECHANISM FOR CHANGE	OUTPUTS	PROGRAM OUTCOMES The program aims to contribute towards achieving these outcomes	GOAL	
<p>Diverse and marginalised people face a range of barriers that hinder their participation as volunteers in the community</p> <p>These can include but are not limited to</p> <ul style="list-style-type: none"> costs involved limited travel options accessibility issues cultural and family barriers not knowing what volunteering opportunities exist concerns about not being taken seriously concerns about not having the power to influence decisions fear of speaking up in a group not feeling welcome cultural bias, discrimination, or racism <p>This can include Aboriginal people, including Aboriginal young people; CALD community members including young people; people with disability; young people; veterans; community members from low socio-economic backgrounds.</p> <p><i>The Measurement of Social Connectedness and its Relationship to Wellbeing, The Ministry Of Social Development, Te Manatu Whakahiato Ora (New Zealand), 2018, accessible at https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/literature-reviews/social-connectedness-and-wellbeing.html</i></p> <p><i>Office of the Advocate for Children and Young People, Understanding</i></p>	<p>Research indicates the most effective program components to overcome barriers to volunteering (within a community setting) are:</p> <p>Supportive relationships</p> <ul style="list-style-type: none"> Community organisations and volunteers become equal partners in the design and delivery of a community project, program or activity <p>External partnerships</p> <ul style="list-style-type: none"> Volunteers are encouraged to engage with external stakeholders for the purposes of the project, thus expanding their network and contacts within the community <p>Meaningful engagement</p> <ul style="list-style-type: none"> Diverse volunteers are encouraged and supported to make decisions within the project and more broadly within the organisation they volunteer with <p>Access to resources and financial support</p> <ul style="list-style-type: none"> Organisations consider and address any barriers that may prevent diverse community groups from volunteering <p>Acquiring and expanding knowledge and skills</p> <ul style="list-style-type: none"> Diverse volunteers receive the appropriate training to enhance and support their ability to volunteer <p>Respect, value and recognition</p> <ul style="list-style-type: none"> Diverse volunteers feel valued. Their ideas and opinions are respected, considered and acted upon. They are recognised for the positive contributions they make as active volunteers in their communities <p><i>Better Together, A practical guide to effective engagement with young people, Youth Affairs Council of South Australia, 2015, accessible at https://www.yacsa.com.au/publications/better-together</i></p> <p><i>Engaging children and young</i></p>	<p>Through the provision of one-off grants, volunteer involving organisations design and implement projects to increase the participation of people from diverse and marginalised backgrounds in the volunteering sector.</p> <p>People from diverse and marginalised backgrounds include, but are not limited to:</p> <ul style="list-style-type: none"> Culturally and Linguistically Diverse people, including young people, new arrivals and refugees Aboriginal people, including young people LGBTQIA+ people, including young people People with disability, including young people Veterans (retired or medically discharged defence force or first responder emergency services personnel) People from low socio-economic backgrounds. <p>Objectives</p> <ol style="list-style-type: none"> Improve diverse community groups' access to and inclusion in volunteering activities <p>Core component:</p> <p>Access to resources and financial support</p> <p>Volunteer involving organisations are to:</p> <ul style="list-style-type: none"> consider and address any barriers that may prevent diverse and marginalised groups from volunteering. <ol style="list-style-type: none"> Partner with diverse community groups to deliver a cohort-led and cohort-driven volunteering project <p>Core components:</p> <p>Supportive relationships</p> <p>Volunteer involving organisations are to:</p> <ul style="list-style-type: none"> partner with diverse volunteers to develop a volunteering project that is important to them work with and support diverse volunteers to develop their ideas into a project proposal prior to submitting a grant application be available to support and/or mentor diverse volunteers as required assist with project coordination and execution without taking control establish partnerships with diverse volunteers based on mutual respect. <p>External partnerships</p> <p>Volunteer involving organisations are to:</p> <ul style="list-style-type: none"> support diverse volunteers to establish relationships with external stakeholders (local government, other community groups, sponsors, schools) to expand their networks and contacts within the community. <p>Meaningful engagement</p> <p>Volunteer involving organisations are to:</p> <ul style="list-style-type: none"> establish a project steering committee where diverse volunteers can actively influence decisions, chair and facilitate meetings, lead discussions and provide input on the planning, design, delivery and evaluation of the project conduct team building exercises to develop a supportive and cohesive team of diverse volunteers make sure ideas, opinions and perspectives are elevated and prioritised so that projects are an authentic reflection of their voices. <ol style="list-style-type: none"> Provide diverse volunteers with knowledge and skills to strengthen their ability to volunteer in their local community <p>Core component:</p> <p>Acquiring and expanding knowledge and skills</p> <p>Volunteer involving organisations are to:</p> <ul style="list-style-type: none"> work with diverse volunteers to identify skills that align with their interests and strengthen their ability to volunteer in an organisational or community setting. These could include <ul style="list-style-type: none"> communication and presentation skills 	<p>People from diverse and marginalised backgrounds are encouraged and supported to participate in volunteering, enabling them to:</p> <ul style="list-style-type: none"> overcome barriers to volunteering in the community build community based partnerships and networks feel a greater sense of belonging within the community they volunteer in feel empowered, as their ideas and opinions are respected, considered and acted upon gain relevant training to support their volunteering feel more confident within themselves and their abilities having expanded their knowledge and skills seek further opportunities to volunteer and stay engaged in their community 	<ul style="list-style-type: none"> Number of volunteers involved in the project Number of recognition activities and events that were held as part of the project Number of volunteering projects funded Number of diverse volunteers directly involved in planning and organising the project Number of diverse volunteers that undertook training Proportion of volunteers who report feeling a sense of connection and belonging to the volunteer involving organisation Proportion of volunteers who report feeling a sense of connection and belonging in the community they volunteer in Proportion of volunteers who report being involved in decision making throughout the project Number of volunteer managers and coordinators that report 	<p>SHORT-TERM OUTCOMES</p>	<p><i>To grow participation in volunteering by diverse community groups in NSW</i></p>	
					<p>Social and Community</p>		<ul style="list-style-type: none"> Volunteer involving organisations address and overcome barriers to volunteering experienced by diverse groups in the community The contributions of diverse volunteers are recognised and valued
					<p>Empowerment</p>		<ul style="list-style-type: none"> People from diverse community groups have a voice in the decisions that impact them within the organisation they volunteer with
					<p>Education and Skills</p>		<ul style="list-style-type: none"> People from diverse community groups are provided the opportunity to develop their knowledge and skills
					<p>MEDIUM-TERM OUTCOMES</p>		
					<p>Social and Community</p>		<ul style="list-style-type: none"> People from diverse community groups feel a sense of connection and belonging to the organisation they volunteer with People from diverse community groups feel a sense of connection and belonging to the community they volunteer in
<p>Empowerment</p>	<ul style="list-style-type: none"> People from diverse community groups feel a sense of choice and control (self-determination) over their volunteering activities 						

<p>and Supporting Children and Young People's Participation 2015, accessible at https://www.acyp.nsw.gov.au/participation-resources/understanding-and-supporting-children-and-young-peoples-participation</p> <p>Rewriting the Rules for Youth Participation, Inclusion and diversity in government and community decision making, National Youth Affairs Research Scheme, 2008, accessible at https://docs.education.gov.au/node/29376</p> <p>NSW State of Volunteering Report 2021, The Centre for Volunteering, https://www.volunteering.nsw.gov.au/?a=815420</p> <p>NSW Multicultural Volunteering Report 2022, The Centre for Volunteering, available at https://www.volunteering.com.au/wp-content/uploads/2022/12/NSW-Multicultural-Volunteering-Report-2022.pdf</p>	<p>people in your organisation, Office of the Advocate for Children and Young People, 2019, accessible at https://www.acyp.nsw.gov.au/participation-guide</p> <p>Youth Development, Applying a Positive Approach, Government of South Australia, accessible at https://officeforyouth.sa.gov.au/_data/assets/pdf_file/0004/15772/Youth-Development-Applying-a-Positive-Approach.pdf</p> <p>Time of Crisis – Leadership for Volunteering and Community Resilience, International Association for Volunteer Effort, available at https://forums.org/wp-content/uploads/2022/09/Time-of-Crisis-Nichole-Cirillo-and-Wendy-Osborne-IAVE-IVCO-2022-Think-Piece.pdf</p> <p>NSW Volunteering Strategy 2020-2030, NSW Government, available at https://www.volunteering.nsw.gov.au/_data/assets/pdf_file/0004/784273/NSW-Volunteering-Strategy-2020-2030.pdf</p> <p>Sport Volunteer Coalition Action Plan 2022-2026, Australian Sports Commission, available at https://www.sportaus.gov.au/_data/assets/pdf_file/0009/1068570/SportAUS-Sport-Volunteer-Coalition-Plan.pdf</p>	<ul style="list-style-type: none"> - negotiation and conflict resolution skills - project management and/or event management - computer literacy skills - first aid training <p>4. Enhance the capacity of volunteer involving organisations, including managers and coordinators to support diverse volunteers</p> <p>Core component:</p> <p>Acquiring and expanding knowledge and skills</p> <p>Volunteer involving organisations are to:</p> <ul style="list-style-type: none"> • develop organisational capacity to support diverse volunteers. This could include cultural awareness training. <p>5. Recognise the contributions diverse volunteers make to their local community</p> <p>Core component:</p> <p>Respect, value and recognition</p> <p>Volunteer involving organisations are to:</p> <ul style="list-style-type: none"> • promote the project within the community and to the media • promote diverse volunteers' contributions and impact on issues that are important to them and their community • recognise diverse volunteers involvement via certificates, references or any other form of recognition identified by them • provide diverse volunteers with the opportunity to reflect on their achievements and success of the project 		<p>having been provided the necessary tools, equipment, resources and training they need to support diverse volunteers</p>	<p>Education and Skills</p>	<ul style="list-style-type: none"> • Volunteer involving organisations develop their capacity to support diverse volunteers • Volunteer managers and coordinators have the knowledge and skills to support diverse volunteers 	
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