



# Ethics and Volunteerism Supplemental Materials

## Diversity, Equity, Accessibility, and Inclusion in Volunteer Programs

- [AAMV's DEAI Guide for Volunteer Programs](#) \*coming May 2022\*
- [How a New Era of Volunteer Programs is Embracing Diversity, Equity, Accessibility, and Inclusion](#)
- [On the Ground: How Visitor Experience Teams are Teaching Front-Line Staff to be DEAI](#)
- [Museums Have a Docent Problem: Inside the Struggle to Train a Mostly White, Unpaid Tour Guide Corps to Talk About Race](#)
- [Are Your Volunteer Roles a Barrier to Equity and Inclusion?](#)
- [Recognizing Racism in Volunteer Engagement](#)

## Firing a Volunteer

- [Nonprofit Risk Management Center](#)
- [Society for Nonprofits](#)
- [Non Profit Hub](#)
- [VolunteerPro](#)
- US Department of Labor
  - [www.dol.gov](http://www.dol.gov)
  - <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/whdfs14a.pdf>
  - <https://www.dol.gov/agencies/whd/fact-sheets/71-flsa-internships>

## Replacing Volunteers with Paid Staff / Discontinuing a Program

- [Track it Forward](#)
- [Slate](#)
- [Duolingo](#)
- [Volunteer.ie](#)

## Pandemic Changes to a Volunteer Program:

- [Volunteers Post-COVID-19 Guide | Network Partners](#)
- [2021 Volunteering Trends and How to Optimize the Relaunch of Your Volunteer Program](#)
- [American Association for Museum Volunteers - COVID-19 Survey Results](#)

## **Discussion Prompts**

### **Diversity, Equity, Accessibility, and Inclusion in Volunteer Programs**

- What are the goals around DEAI incorporation within the volunteer program for your organization
- Beyond numbers, what are we striving for from a DEAI standpoint? How are you measuring success?
- Diversity needs inclusion for success. How do you incorporate both?
- What are your training or retraining approaches?

### **Firing a Volunteer**

- What do you do when a volunteer no longer matches the organizations values and direction?
- What if they are a major donor/ board member/ work for the newspaper?
- What are the liability concerns around volunteer misbehavior?
- When do you not fire and give a second chance?

### **Replacing Volunteers with Paid Staff**

- What is the motivation for replacing volunteers?
- What are the ethics around serving volunteers vs. serving staff?
- Is replacing vols the nuclear option, as opposed to doing the work to change the program? What are the benefits of doing the work?
- What ethics are involved working through the replacement process? What are the alternatives to full dismissal?

### **Pandemic Changes to a Volunteer Program**

- How can you ethically navigate changing regulations, recommendations, mandates?
- What about when a volunteer dies?
- How do you accommodate different perspectives and situations?
- How can you do community building in your volunteer program during a pandemic?