

Feb 2024 ALIVE Academy: Additional Resources for "B.A.S.I.D.E." in Volunteer Appreciation: Belonging | Accessibility | Safety | Inclusion | Diversity | Equity

Video that Alana used - [National Day Of Mourning \(youtube.com\)](https://www.youtube.com/watch?v=...)

Posted in regard to how to explain to volunteers why we ask for pronouns - [What Are Pronouns? Why Do They Matter? — Pronouns.org Resources on Personal Pronouns](https://www.pronouns.org/resources-on-personal-pronouns)

Text of Chat discussion for reference to the presentation and ideas:

14:30:29 :

what about for volunteers to work during the day?

14:33:24 :

Are you suggesting that we ask about mobility limitations in RSVPs?

14:33:51 :

don't forget about dietary restrictions if you are serving food

14:34:00 :

I did this for years when my previous hospital refused to fund volunteer our appreciation.

14:34:08 :

Sorry that was an accident!

14:34:48 :

We just added an accommodations question to our application (as opposed to just physical limitations) and applicants think it means....hotels....has anyone else had this?

14:35:21

Im shook LOL

14:35:41

maybe list examples of what you mean

14:37:43 :

What about asking: What are your access needs for in-person events? What are your access needs for online events?

14:37:57

Yes to being introvert friendly! (from an introvert)

14:38:07 :

we don't announce a +1 but if they ask, we allow it

14:38:33 :

I love table ice breakers

14:40:03 :

Thank you for putting this out there!.

14:40:05 :

Yes! It matters though.

14:40:20 :

Yes. I'm GF and have had people ask me to remove the toppings from pizza to eat

14:40:24 :

or if you have to ask about ingredients

14:40:28 :

As a Gluten free, dairy free, soy free, corn free and sugar free it is challenging! But there are food options

14:40:38 :

you can ask the person for ideas that are not outrageous.

14:41:01 :

Like - grilled chicken no sauce, veggies with no sauce or butter -

14:41:57 :

Love that Alana!!!! GF for all and they don't know it! lol!

14:42:03):

we did that last year and no one could tell the difference!

14:42:28 From :

I was just at a soup dinner where all the soups were GF, DF, and vegan. It was awesome

14:42:45 From :

Sarah - I'm impressed!!!!

14:42:48 :

i would ask about their restrictions and most often I get the answer, "it's okay." That made me feel bad. So we work and arrived at a compromise.

14:43:22

cross-contamination is a big deal as well

14:43:29 :

we also label all our food for attendees in a buffet setting so they don't have to ask

14:43:51 :

Who doesn't love food ? :) LOL!

14:44:58 :

I just bring my own food and do not allow foods in the menu that I have an airborne allergy to. There are over 30 foods that I cannot eat. I feel sorry for the person preparing the meal.

14:45:17 From

we have a few that have "unusual" allergies that take extra planning - artificial sweeteners, iodine (anything from ocean including sea salt), latex (can't even be prepared with latex gloves). Those are the ones that tend to have the most issues.

14:45:46 v:

Our staff used to rush for the ethnic food at the volunteer appreciation event when I paid for the meals because we didn't serve them at the hospital.

14:45:48

major ones like Christmas, NYE, July 4th

14:45:51

November-Jan
14:45:52
Winter religious
14:45:56
the general winter season where people are celebrating all kinds of events
14:45:58
The winter holidays
14:45:59
Lent
14:45:59
Thanksgiving & Christmas
14:46:01
Birthday, everything in December, Jewish holidays
14:46:01
Winter Holidays
14:46:03
federal ones
14:46:03
Easter
14:46:05 :
I refer to winter as the festive season
14:46:18
December holidays
14:46:36 :
Our employee engagement committee hosted a "winter solstice party" in December instead of a traditional "Christmas party"
14:47:41 :
We have staff with different religious backgrounds
14:47:45 :
I don't want to offend anyone so I do at thank you party
14:47:55 :
We have our org 'holiday party' in early January
14:47:56 :
We wanted to be inclusive of everyone.
14:48:05 :
And not make people feel weird or out of place
14:48:09
many of us do not celebrate Christmas and find it unwelcoming
14:48:24
No red or green decorations, no Christmas theme games, etc.
14:48:34
No
14:51:20 :

I worked at a Jewish Organization and we were not allowed to recognize non Jewish holidays. I did get approval to offer iftar snacks for staff who observed Ramadan. The Rabbi went all in and staff really appreciated it.

14:52:24

This brings up a whole other conversation about employers who don't provide holiday time off for non-Christian religions like Ramadan.

14:52:26

Each staff decorates their workspace how they choose, if they choose, for any holiday/season.

14:52:43

Our volunteers wanted a volunteer holiday party. We played games from most of the holiday from Nov - Dec

14:54:11

mid-year recognition/appreciation

14:54:31 :

Thanksgiving is a deep personal burden for me every year.

14:54:59

family trauma

14:55:13 From Angelique De Luz to Everyone:

cultural

14:55:13 From Lexi Bollis to Everyone:

reminder of colonization in the americas

14:55:21 :

People always want to 'wish each other' a 'happy Thanksgiving' and it highlight indigenous erasure and poor social history construction and colonization

14:55:22

not from america

14:55:50

Issues related to food

14:57:19

gross

14:57:20

Boo

14:57:21

bad

14:57:21

No opinion about it

14:57:21

don't recognize columbus day anymore

14:57:22

boo.

14:57:23

Not into it

14:57:24 :

Thumbs down
14:57:25
14:57:26
AUTUMN HOLIDAY
14:57:27 :
grateful I live in California where it's Indigenous People's Day

14:57:28 :
It's a no
14:57:29 :
Rename
14:57:30 :
No!
14:57:33 :
I'm in MN and it's indigenous peoples day
14:57:34 :
thumbs down
14:57:40 :
My boys have it off in IL
14:57:43
My employer renamed it to Autumn Holiday
14:57:46
as Columbus Day
14:57:48
South Dakota was the first to rename it.

Tulsa has renamed it Indigenous Peoples' Day
14:57:56
not official, but often called that
14:57:58
It was renamed in my native country
14:58:06 :
Yes we have moved to Indigenous People's Day in NY
14:59:41 :
I think focusing on the National Day of Giving would be a good alternative if looking for a
November activity for volunteers
15:00:07
yes
15:00:18
Or Family Volunteer Day
15:00:24 :
We send thank you and looking forward to a new year cards at the beginning of the
year.
15:00:24 :

Love it!

15:00:37 :

in MN we have Give to the Max day November 16

15:00:47 :

We do a luncheon at that time because some people don't have family to spend it with and in the future hope for it include an educational aspect related to local Native American history.

15:00:50 :

Our org collects and distributes clothing and shoes, so we call it Giving Shoesday

15:01:04 :



15:01:23 :



15:03:53 :

can you share the link to the national day of mourning video? It's not linked in the pdf

15:09:15 :

How deal with more old school volunteers who don't understand this kind of work (why pronouns)

15:09:30 :

I would love to hear what people do for appreciation. We have volunteers that have been volunteering over 20 years.

15:09:41

I send an email to the volunteers wishing them a happy birthday

15:11:24 :

<https://pronouns.org/what-and-why>

15:11:49 :



15:12:07 :

We had 6,670+ volunteers last year. A few hundred are "regulars", but the rest are episodic (corporate days of service). We want to know and respect pronoun usage, but are finding it difficult with our high volume of volunteers.

15:12:38 :

We do a volunteer goodie day on a Saturday during Volunteer Appreciation Month, for volunteers to drop in a pick a goodie since not all of our volunteers will attend our volunteer appreciation dinner event. That way there are two opportunities during volunteer appreciation month to receive a "thanks."

15:13:32 :

Yes

15:13:33

Yes, April.

15:14:22 :

Carole, if you have name tags that volunteers fill out, you can give instructions to put their name and pronouns. Then they have the choice to include it and see that that is something honored by the agency.

15:14:40

At our event we do boxed lunches for the meal, so we tell volunteers who are unable to make it to the event, that they are welcome to stop by and take their boxed lunch meal to go (a lot of our volunteers are students, so are in the area of campus, but may have a class or conflict with the event)

15:14:56 :

I give the goodies to the departments so they can say thank you to the volunteers on the weekends and late evenings.

15:15:02 :

Yes, that is basically what we do. It's hard to remember all of them.

15:16:22 :

I hide GC around the facility for volunteers to find

15:17:03

Our org has a budget of \$0 for vol appreciation. Ideas?

15:17:25 :

We got the best feedback from delivering and placing yard signs that read Home of an Amazing Volunteer. Volunteers still talk about those 3 years later. It was a mix of appreciation and marketing.

15:17:52 :

During pandemic our org did an appreciation YouTube video with clips of staff dancing and singing and holding thank you signs

15:17:56 :

At a recognition event we didn't have kosher meal. That was embarrassing.

15:18:04 :

Talk with community members and ask for free tours or meet and greets.

15:18:34

Lori Mitzel - we have used Kudoboard Thank You's where each staff member signed it. Creative and free.

15:18:56 :

One of my school districts gets local businesses to donate gift cards or prizes for attendance drawings.

15:19:07 :

www.kudoboard.com

15:19:18

we ask a lot of businesses/restaurants for donations for volunteer and member events

15:20:30 :

Wall cling that staff can a note of thanks to volunteers. This can be moved within your facility so that more staff can sign it and kept out for a while or place in your office.

15:20:53 :

I was told by a volunteer after a training that she struggled using the steps to get into the room.

15:21:26 :

We've occasionally had younger staff assume that retired volunteers may be unable to do more physical tasks.

15:21:35

It was a "duh" moment for me. We moved rooms for the other meetings in the building.

15:21:41

A room that had no steps.

15:21:42

I've worked places where it's technically accessible but it's a long hike around to get to the single ramp; I make sure to detail the easiest way to get into the space

15:22:08

I also found out after the fact that the building's stair ramp thing was broken.

15:22:18 :

Where I work now the building it technically accessible but not if *you're* the one opening the door

15:22:23

I had a volunteer come to my office and not to work with "those people" anymore after having volunteered at a site where I invited special services students to assist us. As a parent of a special needs child I was very offended and had a hard time addressing this.

15:22:28

So I have to detail that for volunteers

15:22:51 :

I worked at a place where they recommended people with dietary restrictions eat before hand.

15:23:19

During an event, Something I said triggered a traumatic event for a volunteer. She shared it at the end. Also, I had a long time volunteer who finally was given free parking. someone hit her car. She refused to use the parking lot afterwards.

15:23:19 :

I've included a question on my volunteer applications/info forms that ask the volunteer their favorite "treat" (ex. coffee, snickers, etc). That way I can thank them on occasion and already know what they like.

15:24:08

We provided some counseling for her.

15:24:12

I'm more aware now and working on expressing the environmental 'hazards' in various locations like lighting, noise, constant loud television, lighting, etc. before volunteers commit to serve.

15:24:51

Yes Paula. I learned a site we had was too noisy for a couple of my volunteers.

15:24:54

I sat down with him and had a conversation about how we work in the community, these students had aides to assist them. I went over our volunteer agreement and its clause about being respectful to all.

15:24:55

They couldn't hear

15:24:

We offer t-shirts to our volunteers but don't require them as not everyone finds them easy to wear or comfortable.

15:26:13 :

It was a difficult situation. I asked him to work at a different site.

15:26:16 From

We are looking into that, like button ups.

15:26:23

I prefer hats over t-shirts, easier to get more size inclusive options

15:26:27 :

We have volunteers who love to sew and make long sleeve shirts into short sleeves if you have anyone like that

15:27:16

We let volunteers choose their clothing item, up to a certain price, and then the logo is put on

15:28:05 :

not all the t-shirts we order have larger sizes and only go up to xxl or something. I've tried to get our org to order larger sizes for different body sizes/size inclusivity (but not always had luck)

15:29:28 :

I had an applicant who interviewed with me. He had a prostatitis' leg. His next visit he came in a wheel chair. I didn't recognize him at first because of our reinstated mask mandate. He wanted to be at the nurses station and nowhere else. but refused to complete the requirement- reference letter. He decided not to continue because he refused to produce the letters.

15:29:51 From Alana Knoppow (she/her) to Everyone:

<https://www.youtube.com/watch?v=-okm80fap68>

15:29:58 From Alana Knoppow (she/her) to Everyone:

National Day of Mourning