



## **MINNESOTA ALLIANCE FOR VOLUNTEER ADVANCEMENT RACE EQUITY IN VOLUNTEERISM ASSESSMENT PROGRAM (R.E.V.A)**

### **WHAT IS THE RACE EQUITY IN VOLUNTEERISM PROGRAM (R.E.V.A)?**

The Race Equity in Volunteerism Assessment Program (R.E.V.A) offers a customized approach for organizations and groups who wish to examine and take action to address race equity in volunteerism. It can involve any or all of the following: a comprehensive written assessment tool which includes a report containing a score, recommendations and suggested action steps; a conversation based assessment process; coaching; training; and action planning assistance. These services may be provided in cohort format with several organizations or provided to an individual organization. Typically the program begins with an assessment. Following the assessment, an organization can participate in staff training, training for volunteers, staff coaching and completion of an action plan designed to create organizational and behavioral change. Upon completion of the R.E.V.A milestones, the organization will receive a certificate of completion. The program provides ample opportunity for assessment, dialogue, relationship-building, restructuring, learning and change, so that race equity in volunteerism is possible.

### **WHAT IS THE GOAL OF THE RACE EQUITY IN VOLUNTEERISM PROGRAM (R.E.V.A)?**

The goal of the Race Equity in Volunteerism Assessment Program is to strengthen the capacity of groups and organizations to engage all community members, to recognize and dismantle barriers that have precluded all individuals from working together to address pressing community needs and to strategically and effectively engage volunteers to address organizational and community needs. Without dismantling organizational and behavioral inequities, we will be unable to truly address issues such as hunger, homelessness, elder isolation, and youth at risk, public safety, gun violence, health disparities, domestic violence, environmental issues, poverty and other issues.



## **RACE EQUITY IN VOLUNTEERISM MILESTONES**

Organizations/groups that work with MAVA in the Race Equity in Volunteerism Assessment Program will establish milestones they wish to achieve during their work with MAVA. These milestones can include any or all of the following:

- **Group Engages in Equitable Organizational Hiring Practices**
  - Those who work for pay and serve the community reflect the community served. At least 30% of Staff are BIPOC.
  - Diversity, equity, inclusion, access, racial justice are woven into all organizational functions.
  - Group has an action oriented and active DEI Task Force or committee and a DEI Governance Committee. A Governance committee oversees that policies, procedures and overall governance reflects sound DEI practices.
  - Group has paid leaders from BIPOC communities; At least 30% of Paid leaders are BIPOC.
  - Group has an effective BIPOC staff recruitment plan and practice.
  
- 1. **Anti-racism, Micro-aggressions, Privilege, and other DEI Education and Training are provided frequently to all staff and volunteers**
  - MAVA will provide Antiracism 101 and an Introduction to Privilege, Bias and Micro-aggressions to participating groups/organizations.
  - Group demonstrates access to and delivery of ongoing DEI training in addition to MAVA trainings.
  - Funding is provided for staff and volunteers to attend DEI education on their own.
  - Group holds discussion groups, book clubs, movie viewing and other events on DEI topics.
  
- 2. **All staff who Engage with Volunteers Must have participated in Volunteer Impact Leadership Training with MAVA or a similar provider**
  - MAVA will provide training on the following basic volunteer engagement topics: Recruiting Volunteers, Designing Volunteer Positions, Interviews, Capturing Volunteer Motivation and Conducting



Effective Managing Risk,, Supervising Volunteers, Positioning Your Volunteer Program for Success, Singing Your Praises...Measuring Your Impact and Recognizing and Retaining Volunteers

**3. Group Conducts Regular BIPOC Volunteer Outreach**

- Convene listening sessions of BIPOC volunteers at your organization.
- Convene listening sessions of potential BIPOC volunteers in your service area.
- All staff who engage volunteers learn the Five for Five Candid Conversations framework and reach out to a minimum of five BIPOC community members.
- Reach out to culturally-led organizations in your area.
- Build authentic partnerships based on mutual trust.
- Reach out to volunteer engagement colleagues at other organizations to help and support one another in equitable volunteerism work.

**4. Revamp Volunteer Engagement Policies, systems & Practices with an equity lens**

- All staff who engage with volunteers must attend the Best Practices for Whom training and Co-Creating Race Equity in Volunteerism training provided by MAVA.
- Revise policies and systems with an equity lens, including your volunteer application, handbook, background check policies, onboarding system, training practices, and recognition.
- Build antiracism into your new volunteer orientation.