

WHAT CAN YOU DO?

The Minnesota Alliance for Volunteer Advancement held listening sessions with volunteers who identify as Black, Indigenous and People of Color (BIPOC). Below are some of their words and lessons learned about advancing racial equity in volunteerism. Visit www.mavanetwork.org/inclusive for the full report.

ORGANIZATION

- **Advocate** for equitable hiring
- **Promote** an inclusive culture

How many people of color do they have working for them, in leadership roles? [Do they] show this is community-based?

VOLUNTEER PROGRAM

- **Listen** to BIPOC voices – convene listening sessions
- **Review** policies and systems with equity lens
- **Educate** volunteers on race equity topics
- **Build** relationships in BIPOC communities

I don't get why only certain people can volunteer. Certain people aren't good enough to help you even if it's something they care about. Systems don't appeal to me because they push people out and push them away.

INDIVIDUAL

- **Prioritize** your own equity education
- **Network** with others doing the work
- **Influence** other organizations

If you are dealing with a certain culture you don't start with where I am today, you focus on where you want to be tomorrow.