



Volunteer Managers/Workers Training & Networking Session

March 9 & 10, 2011

Presentation delivered by Marc Seguin and Quinn Bennett

On Wednesday March 9, 2011

Vancouver Airport Marriott Hotel

ENGAGING PHA'S IN VOLUNTEER PROGRAMS

Presented by V.I.S.I.T Members,
Quinn Bennett and Marc Seguin

Goal of Presentation:

- To generate interactive dialogue with Volunteer Coordinators/Managers around how to effectively engage PHA's (People Living with HIV/AIDS) in our volunteer programs.

Topics for Discussion:

- GIPA/MIPA Principles
- Creating Safer Spaces
- Removing Barriers
- Examining Accessibility
- Providing Support
- Evaluating and Retaining Volunteers
- Topics from participants

GIPA and MIPA

- GIPA – Greater Involvement of People with HIV/AIDS
- MIPA – Meaningful Involvement of People with HIV/AIDS
- UNAIDS States:
“GIPA is a principle that aims to realize the rights and responsibilities of people living with HIV, including their right to self-determination and participation in decision-making processes that affect their lives.”

Creating Safer Spaces

- Considerations for creating safer spaces for PHA's within agency programs:
 - MIPA
 - Removing Barriers
 - Examining Accessibility
 - Being Supportive

Removing Barriers

- Offering different types of volunteer opportunities, requiring various skills and involvement
- Assisting with transportation when necessary
- Ensuring full access to the building for people living with disabilities
- Non-rejection policies; adapting roles
- Employing diverse staff
- Minimizing form-filling and bureaucracy

Examining Accessibility

- How accessible is the volunteer application?
- How accessible is the recruitment process?
- Are there low-barrier placements?
- How culturally competent is your agency?
- How sensitive to diversity and individual needs is your agency?

Providing Support

- Taking direction from volunteers; asking how they want to be supported and what works for them
- Openness around areas for growth; how to support individual needs
- Peer-to-Peer Mentorship Opportunities
- Bringing volunteers together
- Formal/Informal Meetings

Evaluating Volunteers

- Formal and Informal Evaluations
- Creative strategies around evaluations
- Evaluation of staff/volunteer coordinator
- Evaluation of volunteer experience

Retaining Volunteers

- Acknowledging Success (Recognition)
- Recognizing areas for growth as learning opportunities
- Professional development and training
- Possibility of volunteer to staff transition
- “Investing in Volunteer”

Identifying other topics

- What topics didn't we discuss?
- What are other issues that you are dealing with in your agencies, pertaining to PHA engagement?

Volunteer Program Resources

- Volunteering Good Practice Guide:
<http://www.bh-impetus.org/volunteeringgoodpractice/>
- Best Practices for Volunteer Management: For Small and Rural Non-Profit Agencies:
http://www.volunteeryukon.ca/documents/Best_Practices_Volunteer_Management.pdf
- For Leaders of Volunteers: <http://www.energizeinc.com/>
- Volunteer Canada: <http://volunteer.ca/>

Thank You!

