



Including Volunteers with Disability

Making the Business Case



SKILLS & TESTIMONIALS

Get to know why including people with disability in your volunteer pool makes good business sense.

RESOURCES



People with disability represent a new, often untapped pool of volunteers.

COMMUNITY INVOLVEMENT



Volunteering provides opportunities to give back and build job skills.

CREATIVE THINKING



People with disability can offer fresh ideas on how to solve problems, accomplish tasks and implement strategies.

RISK-TAKING



Workplace surveys show less turnover among workers with disability.

REACH



Inclusion will offer greater reach into the community.



EFFECTIVE RECRUITMENT

Making sure you have the right tools to recruit the right volunteers.

Application Process



Public Messaging



Recruitment



- Utilize accessible formats.
- Depict people with visible disability.
- Partner with disability organizations.
- Insert statement on providing accommodations.
- Use inclusive, person-first language.
- Ensure your social media messaging is inclusive.
- Ask about accommodations needed, not medical condition.
- Use accurate closed captioning and large print fonts. Avoid hard to read fonts.
- Participate on boards and advisory committees, speak at conferences, and other meetings, and write newsletter articles and blog posts.



BARRIERS AND SOLUTIONS

Avoid the barriers to participation by providing the right solutions

BARRIER



Inappropriate attitudes or preconceived notions about people with disability.

SOLUTION



Provide staff training on disability etiquette.

BARRIER



Lack of accessible transportation.

SOLUTION



Provide schedule that accounts for individual transportation needs.

BARRIER



Inaccessible facilities.

SOLUTION



Be sure to follow universal design in all areas of your built environment to ensure access for all.