Tools for Engaging Volunteers in Prevention

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Agenda

- Why use volunteers?
- What roles can volunteers play?
- What skills sets to prevention volunteers need?
- Where do we find prevention volunteers?
- How do we get them to commit to our programming?
- How do we train volunteers?
- How do we keep volunteers coming back?
Benefits

To prevention staff

- Time to focus on other components of prevention work
- Ability to observe programming
- Your own support group
- Learn additional skills
Benefits

*To prevention programming*

- Broader impact
- Increased acceptance of prevention messages
- Community engagement
- Sustainability
- Group think
Volunteers in the Field

- No, and I don't intend to (proceed to question 3) 10.0%
- Yes (proceed to question 4) 50.0%
- No, but I'd like to (proceed to question 2) 40.0%
So then ... why not

What are some of the barriers you face to utilizing volunteers in your prevention efforts?

- Recruiting volunteers: 25%
- The amount of time required to train prevention volunteers: 25%
- Finding volunteers interested in prevention programming: 25%
- Developing an understanding of a primary prevention approach among volunteers: 50%
- Agency policies that restrict roles for volunteers: 25%
- Other (please use space provided below to elaborate): 50%
So then … why not

What are some of the barriers you face that prevent you from trying to utilize volunteers?
Possible Roles

- Facilitator
- Community event organizer/planner
- Policy advocate
- Evaluation facilitator/processor
- Prevention program planner
- Administrator (making copies, scheduling, etc.)
- Curriculum developer
- Collaborator
Skills Needed

What skills are you looking for?

- Facilitation skills
- Community organizing
- Systems advocacy
- Evaluation skills
- Administrative skills
- Program planning
- Curriculum development
Attitudes and Beliefs

*Which attitudes and beliefs might be important?*

- Righteous anger
- Sexual violence is a community issue, and it can be prevented
- Social justice framework
- Not the banking model of education
- Youth are assets
- Open to other ideas and opinions

*The voice of sexual violence survivors in Texas.*
Role Description

- Position title
- Work location
- Volunteer impact
- Responsibilities and duties
- Qualifications
- Commitment required
- Training
- Dates
- Volunteer supervisor contact information
Intangibles

- Team player AND self-starter
- Looking to learn
- Well connected to the community – formal and informal networks
- Comfort level with age you are targeting for prevention programming
Finding Volunteers

*Potential places to recruit*

- Community events and organizations
- Colleges/universities
  - Social Work, Sociology, Women’s Studies, Communication, Political Science, Public Health
- Sororities/fraternities
- Retired teachers
Finding Volunteers

Potential places to recruit

- Clubs and service organizations
- Companies that give employees time off to volunteer
- Retired teachers
- Friends and friends’ friends
Why Volunteers Volunteer

- Express and act on values
- Issue has intimately impacted individual
- Learn new skills, or utilize current skills
- To learn about an organization
- Career preparation
- Social connection
- Personal growth
Volunteer Pitch

- Use simple language
- Avoid jargon
- Get to the point
- Be short and concise (15 seconds or so)
Volunteer Pitch

- Open with your name and a brief description of what you do. (This should NOT be just your job title).

- Talk about what you actually do. In plain/accessible language. What do you do for people, organizations, the community, etc? Consider focusing on the part of what you do you want volunteers to help with.

- Say something about the impact of your work. Be specific.

- End with an invitation to volunteer, or to learn more. You might list a couple of volunteer roles, or a specific role, based on the person.
Volunteer Pitch

Hi. My name is ________________, and I __________________________.

I/we______________________________.

With my help ________________________________.
OR...
After working with me, people/organizations ____________________________.

Please______________________________.
I’d love to talk to you more about ____________________________.

The voice of sexual violence survivors in Texas.
How Will I Know …

- What they tell you about why they are interested in your efforts
- Experience and interests
- Response to early training
  - Maybe include a reading and some discussion early on in training
  - Invite them out to watch a presentation and weigh their response
- Volunteer screening
Volunteer Screening

- I can help organize an event. I can attend events.
- Education and employment history
- Things you enjoy doing
- Strong talents
- Interests
- Languages

Taken from GetEQUAL Texas website
Volunteer Screening

• Why do you want to be a volunteer in our prevention programming?

• What factors do you think contribute to sexual violence in our communities?

• What do you think we can do to prevent sexual violence from happening in the first place?
Asset Assessment

- **Skills** - What skills do you have? What do people tell you that you do well? What abilities do you have? Do you speak more than one language?

- **Position in the Community/Connections** - Do you work at a respected organization? Has your family been in the community a long time? Who do you know in the community? Do you know people who make decisions? Own businesses that provide an important service? What groups or organizations do you belong to in the community?
Asset Assessment

- **Previous Experience/Education** - Do you have experience with any of the problems being addressed? Do you have an educational background in the area of focus? What have you done before that might help with this effort? Are you motivated to do this work for some specific reason?

Training Volunteers

Introducing prevention in advocate training

- Make sure your prevention programming is a part of your organizational overview
- Talk about the history of the movement and the center within that movement
- Talk about the root causes or contributing factors to sexual violence
Advocate Training

For folks meeting certified advocate training requirements in Texas

- Sexual assault dynamics (8 hours)
  - Historical perspective of sexual assault
  - Gender socialization
Training Volunteers

Beyond advocate training

- On the job training, shadowing
- Regular, scheduled discussions
- Ongoing training
- Self-paced learning
- Continuing education
- Connection to others doing similar work
Training Volunteers

Potential resources

- Prevent Connect – www.preventconnection.org
- TAASA and TCFV web-based trainings – www.taasa.org or www.tcfv.org
- TAASA training
- TAASA’s social justice library
Volunteer Retention

- Food
- Celebrations
- Group meetings
- Praise
- Incentives
- Inclusion in planning
- Recommendations, Awards, CEUs
- Ongoing training
Volunteer Resources

- http://www.serviceleader.org/leaders
- http://www.energizeinc.com/
- http://www.idealist.org/info/VolunteerMgmt
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