



Equity & Inclusion in Volunteer Screening

WEBINAR

Goals-Based Approach to Volunteer Screening: How to Nourish Relationships and Trust in Volunteer Programming

2024 Volunteer Screening Program





Introductions

In the chat, you are welcome to introduce yourself with:

1. Your name
2. Your pronouns
3. Which organization you're representing
4. Where was your most amazing volunteer experience?



Land Affirmation



What is VSP?

- The Volunteer Screening Program (VSP) is **partnership between Volunteer Alberta and Government of Alberta**
- Provides **educational resources and tools** designed to help nonprofit voluntary sector (NPVS) organizations improve their volunteer screening processes and procedures
- Offers **financial opportunities** to aid organizations in their volunteer screening efforts (Vulnerable Sector Check Fee Waiver and Volunteer Screening Development Grants)

Volunteer Alberta does not provide legal advice.

This webinar and our resources will provide some useful, general information, but you should bring any concerns specific to your organization and work to a legal professional.



What is “Screening”?

- 1. Defines the relationship between volunteers and organizations.**
- 2. Aims to improve the quality and safety of the programs and services in our communities.**



Mental Models for Screening

- Screening as procedure
- Screening as an opportunity to nourish relationships

Mental Model #1: Screening as **Procedure**

Can lead to “one size fits all”
thinking.

From *Changing the Conversation* (2022): Why does your organization screen volunteers?

51%

Public safety &
protection of
vulnerable people

14%

Match volunteers to the
right role

17%

BOTH safety and
matching to the right role

Relationship Based Screening is defined as

Screening practices that emphasize human connection, empathy, and mutual understanding. Relationship-based screening goes beyond collecting personal documents: it welcomes volunteers to participate and be equal players in the volunteer screening process, while organizations create safe and meaningful volunteer programming to promote volunteerism.

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The 10 Steps to Screening: A Summary

Planning

1. Risk assessment
2. Position
Assignment
3. Recruitment

Hiring

4. Application forms
5. Interviews
6. References
7. Background checks
(optional)

Onboarding & Retaining

8. Orientation and
training
9. Support and
supervision
10. Follow-up and
feedback



Shifting to **Goals-Based Screening:**

What does a deeper understanding of the 10-steps look like? How can we understand the wisdom of the 10-steps from this goals-based lens?



Shifting to **Goals-Based Screening**

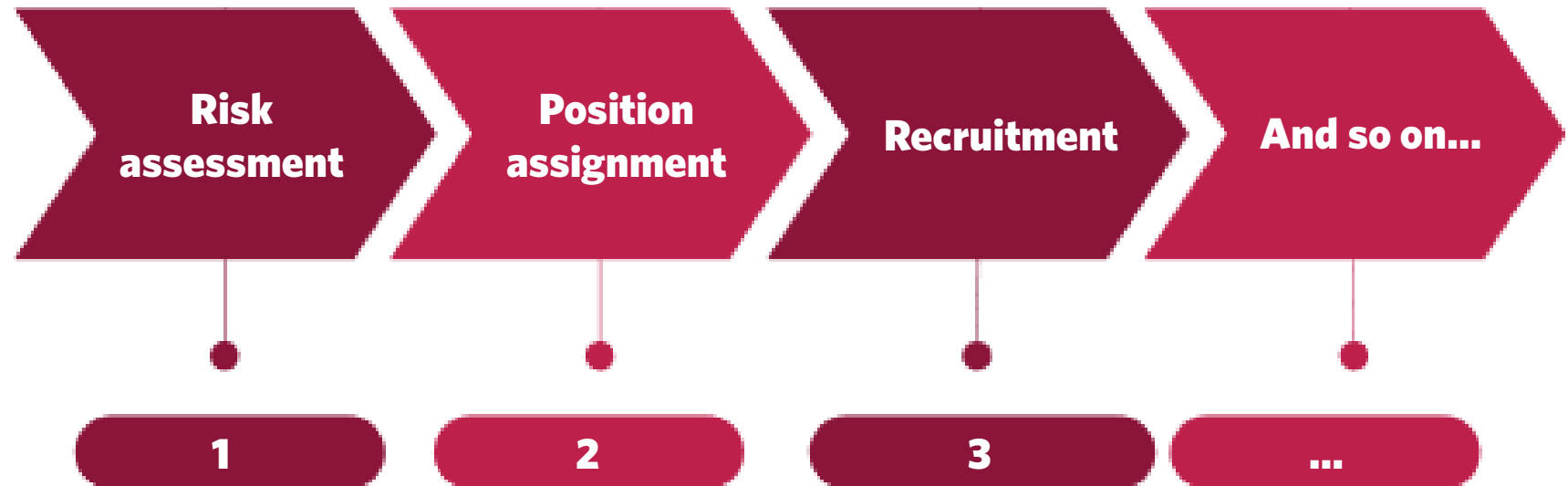
From:



To:

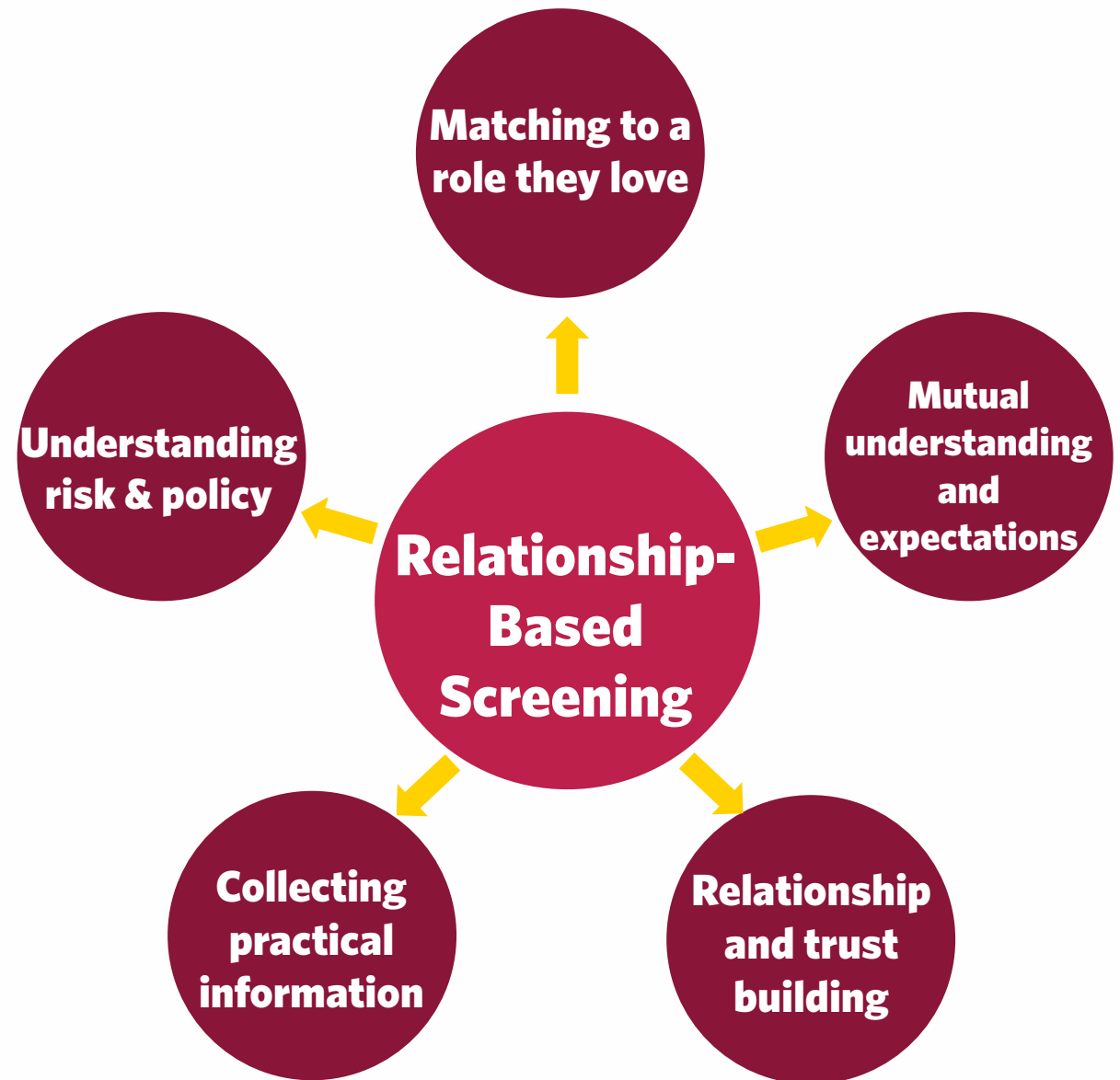


Screening as the 10 Steps





Screening from a Goals-Based Perspective



An Invitation for a Mindset Shift

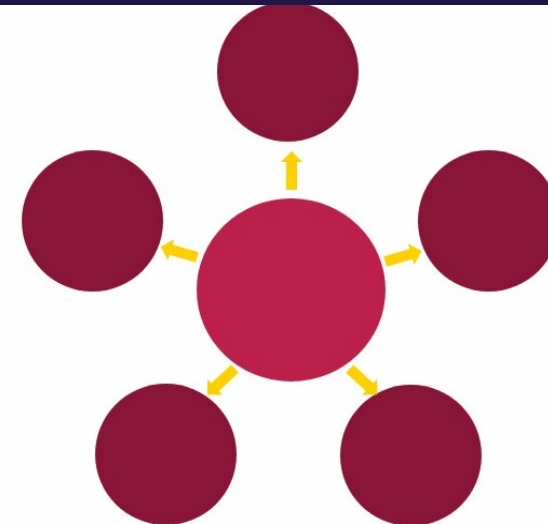
From

**Screening as a process
with linear steps**



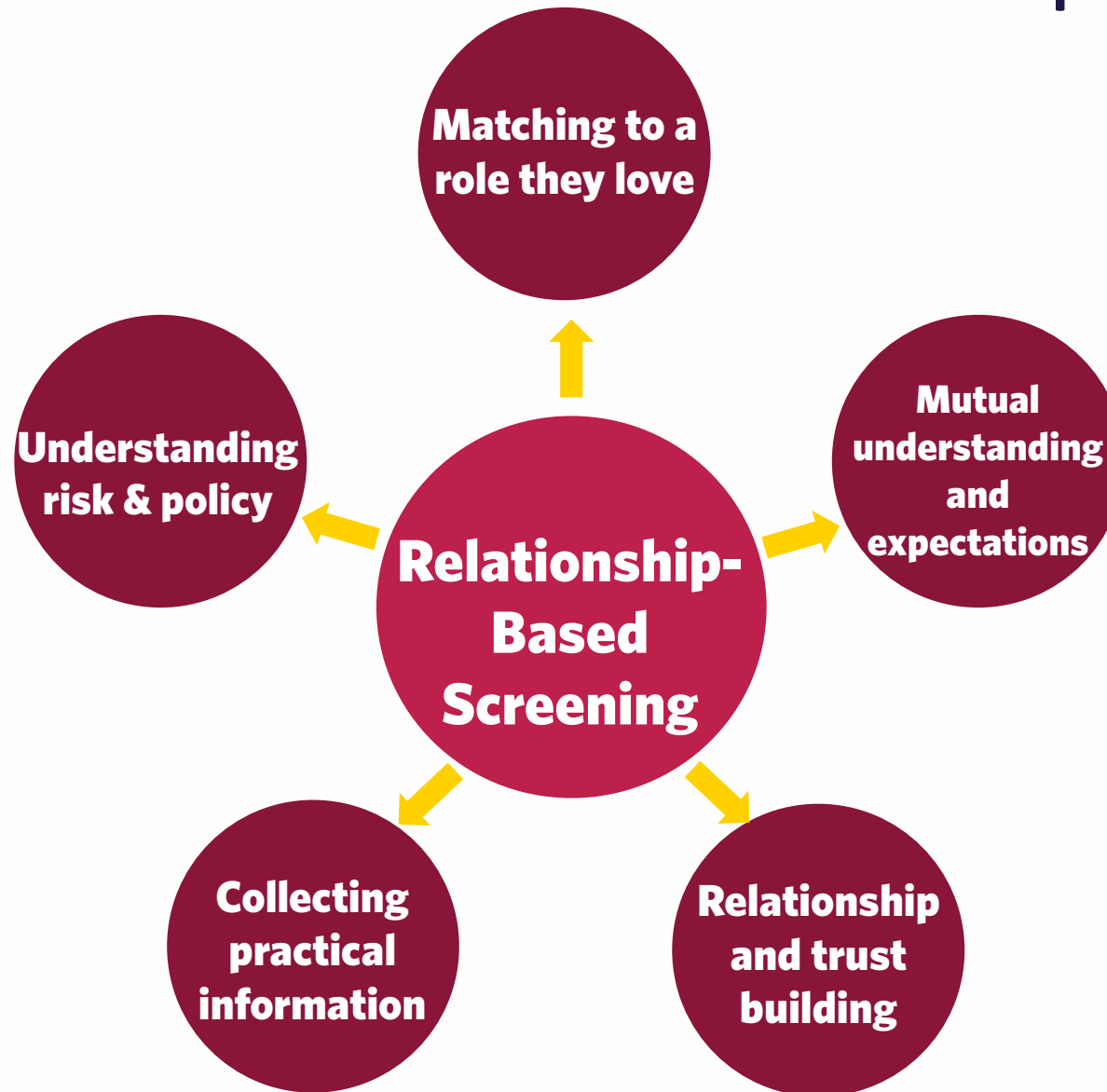
To

**Screening as a process
with complementary goals**



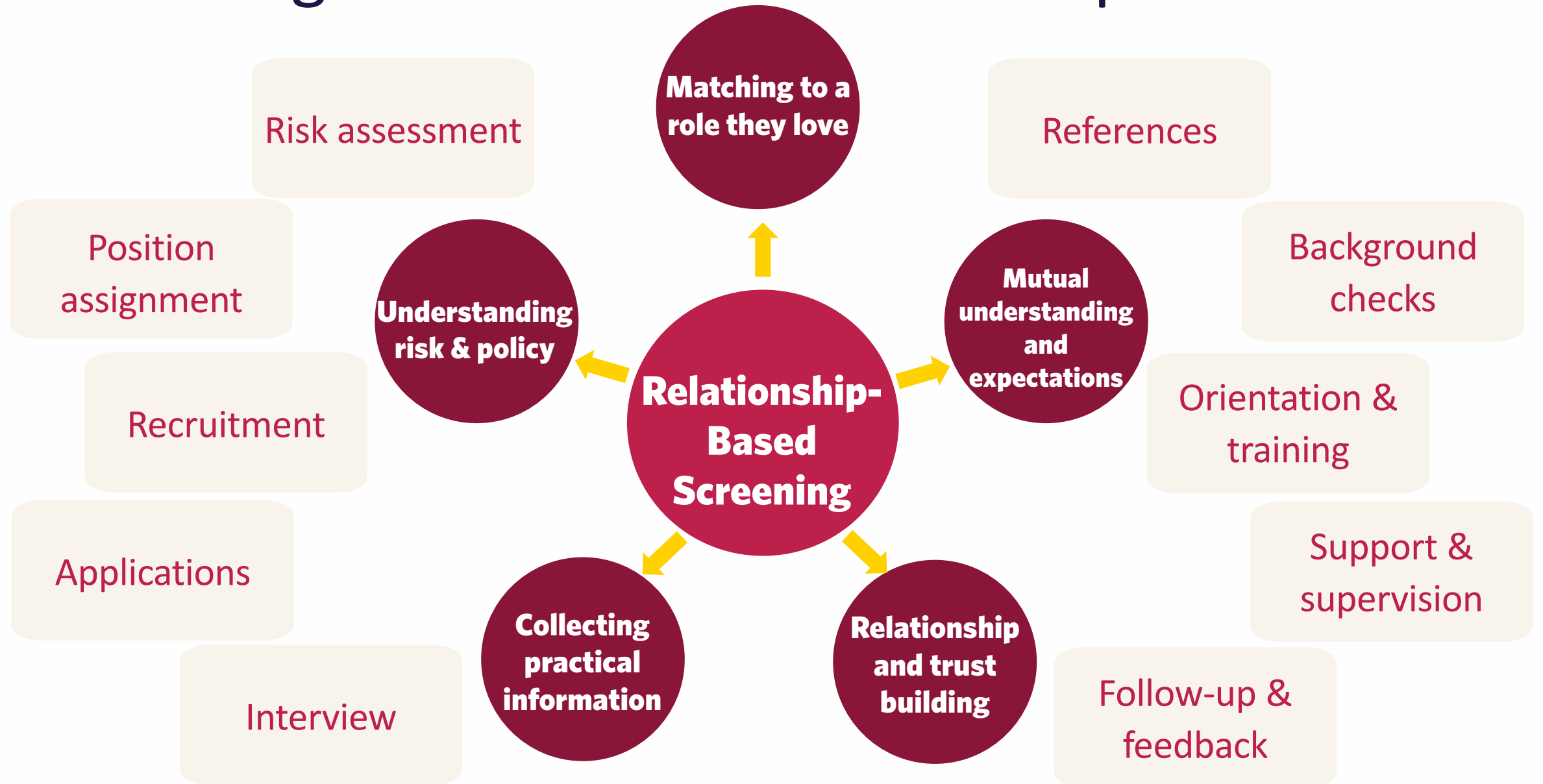


Screening from a Goals-Based Perspective





Screening from a Goals-based Perspective





Question time

Question 1: **How many sub-sections can the 10-steps be divided into? A) 2 B)3 C)5**

Question 2: **Community safety is one of the reasons we screen volunteers. True? Or False?**

FROM:

1. Risk Assessment

TO:

Goal:

Collaboratively identify risks and opportunities to engage volunteers in safe and meaningful ways

FROM:

2. Position Assignment

TO:

Goal(s):

1. To gain a greater understanding of the volunteer role and responsibilities through collaborating with community members
2. Co-create positions that contribute to safety and meaningful engagement for the community.

FROM:

3. Recruitment

TO:

Goal:

Match-make the volunteer with a meaningful role and welcome them to the organization.

FROM:

4. Application Form

TO:

Goal:

Gain a deeper understanding of the volunteer, their motivations, aspirations, skills, and availability while finding a path forward to engagement.

FROM:

TO:

Goal:

5. Interviews

To cultivate trust and nourish relationships by gaining a deeper understanding of each other

FROM:

6. References 7. Background Checks

TO:

Goal:

To increase safety for community members by managing risk and continue to cultivate trust

FROM:

**8. Orientation
and training
9. Support and
Supervision
10. Follow-up
and Feedback**

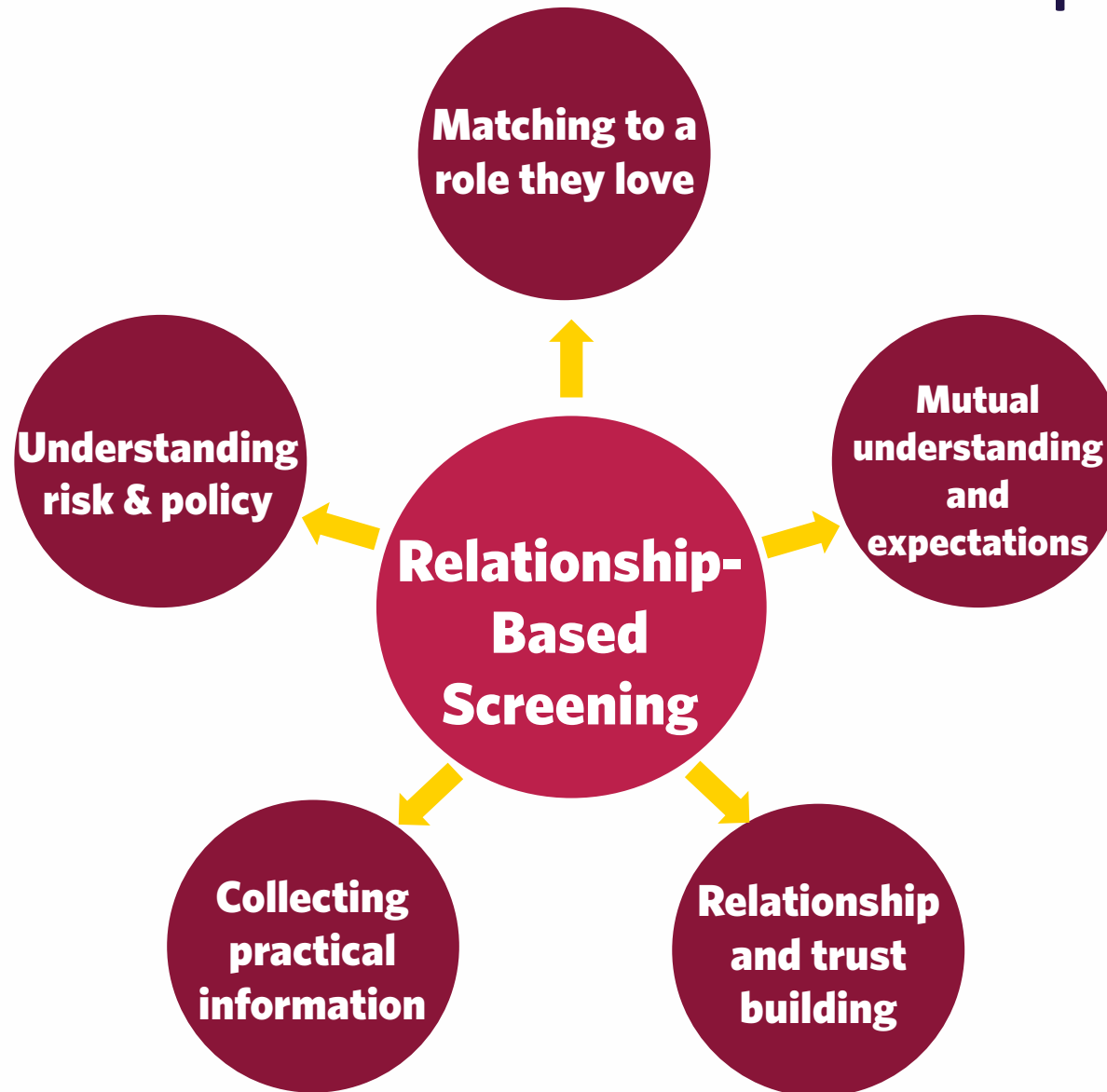
TO:

Goal:

Deepen relationship building and
sense of belonging while
ensuring safe programming for
the community



Screening from a Goals-Based Perspective





Examples

Focusing on
follow-up and
relationships over
references

Doing an interview
during recruitment



VOLUNTEER SCREENING PROGRAM



<https://volunteeralberta.ab.ca/for-organizations/volunteer-screening-program/>



UPCOMING EVENTS

Equity and Inclusion in Volunteer Screening:

Engaging Newcomers: Welcoming Newcomers to Participate in Volunteerism

FREE! Tuesday, March 19th 11am-12:15pm

UPCOMING EVENTS

Upcoming Events:



2024 NVW ENHANCEMENT FUNDING APPLICATIONS NOW OPEN

Applications Deadline March 18, 2024



Alberta Government

VOLUNTEER ALBERTA

#NVW2024

#EveryMomentMatters

VSP
Volunteer Screening Program

Do I Need a Vulnerable Sector Check?

WEBINETTE SERIES

Wed, March 6th, 2023
11:00-11:30 AM | FREE



VOLUNTEER ALBERTA

Alberta Government



Contact Us!

Email us



screening@volunteeralberta.ab.ca

More resources



<https://volunteeralberta.ab.ca/for-organizations/resources/>

