

Equity Practice Framework



This chart guides you in assessing your current volunteer engagement practice. This document is two pages long. The first page provides an example of how to use the chart. A blank template is provided on the second page.

Current Practice refers to what your organization is currently doing. Use this space to list any areas of concern.

Desired Practice(s) are steps your organization can take to be more equitable and inclusive.

Sustainable Practice(s) are steps your organization can take toward ongoing commitment to maintaining equitable practices.

Current Practice	Desired Practice(s)	Sustainable Practice(s)
<p>Example: Our policy states that all volunteers must complete a background check.</p> <p>This limits who can apply for volunteer roles. It may give the impression to prospective volunteers that we judge them for having a positive background check.</p> <p>Youth may not be able to apply to roles because they are too young to get a background check.</p>	<p>Volunteer roles are assessed for risk and proximity to vulnerable populations. This is done with community input.</p> <p>Background checks are required only where necessary with respect to the nature of the volunteer role.</p> <p>We are clear in our recruitment about why we require background checks so applicants understand the risks and requirements associated with the roles they want to apply to.</p>	<p>We engage the community we serve in reviewing our volunteer engagement practices.</p> <p>We have an individual responsible for regularly reviewing volunteer roles for risk and proximity to vulnerable populations. The reviewer is empowered to bring concerns and recommendations to a designated leader.</p>

This chart was created after learning about the *Sustainable Jobs for Organizers: Toolkit for a Stronger Movement* shared by Betsy Leondar-Wright, PhD at respectorganizing.org. The original tool was created to address employee burnout in the nonprofit field. It was modified with permission for inclusion in the *Equity in Action Toolkit* by Teresa Oswald, CNP and Faiza Venzant, CVA in 2024.



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