



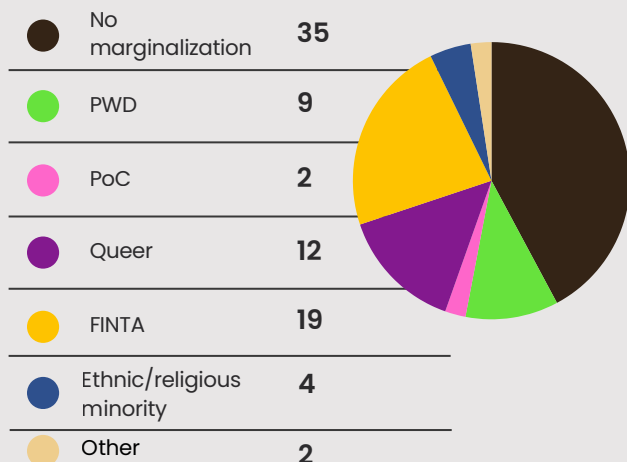
Diversity and Inclusion in Volunteering Activities



NEEDS REPORT (COMBINED)

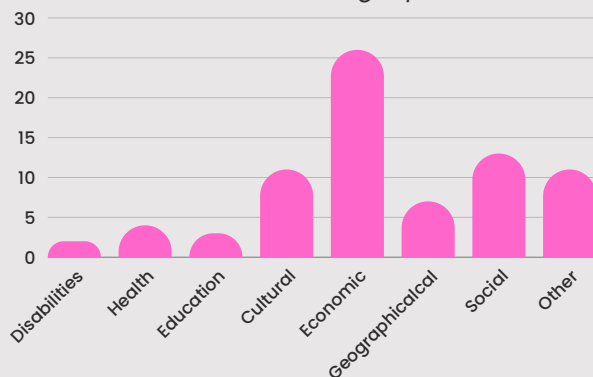
N = 69

Respondents Demographics



Barriers

"Were any of the following factors a barrier to the volunteering experience?"



Experiences of discrimination

"Did you notice any situation where you or other participants felt discriminated against?"

Yes / No



Examples /Categories

- Sexual harrassment, sexist prejudices;
- Stereotyped comments \jokes;
- Cultural \ language barrier.

"What actions were taken? "

Examples/Categories

- Addressing during group check-in; the issue with camp leader; with local partner, as well as privately;
- Workshops organized by CL.

"Did those actions resolve the situation?"

Yes / No



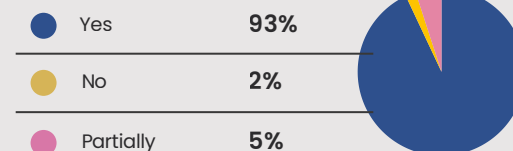
Needs (Workplace)

"Did the workplace meet your needs?"

Yes

No

Partially



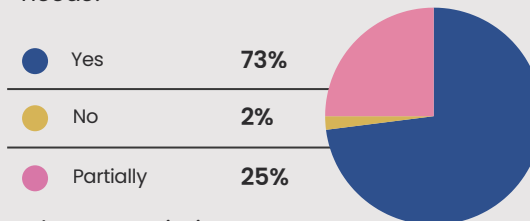
Needs (Accommodation)

"Did the accomodation meet your needs?"

Yes

No

Partially



"What was missing?"

- wheelchair access (no elevators, no ramps);
- feminine hygiene products;
- no accessible shower, not enough shower space, dry toilets;
- alone space;
- proper heating and adequate;
- vegan, vegetarian gluten free food options.

Inclusion Rating

"How included did you feel during the activity?"



average

4,6



only marginalized

4.5



perception for others

4,4



Diversity and Inclusion in Volunteering Activities

NEEDS REPORT ITALY/SERBIA/AUSTRIA/ CZECHIA CAMP AND GROUP LEADERS

TRAINING

Was the topic of diversity and inclusion part of your camp/group leader training?

Yes/No



Did you facilitate any activities related to diversity and inclusion

Yes/No



Examples /Categories

- names and pronouns round;
- safe(r) space activities and exclusion free zones;
- "Spill the tea" campaign, Alliance
- TOY;
- Few/no gender toilets;
- Papers with diversity topics from alliance.

NEEDS

"What would you need in order to feel more comfortable to deal with these situations?"

Educational Tools and Methods



Sessions in Preparation Training



More experience



Specific Policies Guidelines



More reading



Video materials



INCIDENTS

"Did you face any situation on the workcamp related to exclusion and discrimination?"

Examples /Categories

- "Some locals made some women in the group feel uncomfortable by giving them unwanted attentions or making comments";
- "On several occasions, some of the men we were working with to organise local festivals told us that, "being women" it was better if we did not do certain activities that they considered too demanding (most of the participants in the project were women)";
- "Participant calling me a homophobic slur word and other participant entering a physical conflict to defend me";
- "Some people didn't respect the rules and we had serious conversations about how that camp was ment to be inclusive for everyone;
- Mostly it happened by non-disabled people to disabled people".

PREPARDNESS FOR INTERVENTION

"How prepared do you feel to intervene in a situation ef exclusion or discrimination?"



average

3,7/5



Diversity and Inclusion in Volunteering Activities

KEY AREAS OF ACTION

"What can be done to make your next volunteering experience more welcoming and accesible?"

SPACE (PHYSICAL)

- I think the biggest and most noticeable problem in volunteering camps is accessibility;
- More food for everyone, more free spaces, and bathrooms accessible to all;
- Proper heating and adequate accommodation conditions;
- Basic comfort standards (beds, facilities, WiFi);
- Consideration of dietary and health needs (Non accesible showers, no elevators,bathrooms);
- Alone space;
- Better options for going to the shops.

SPACE (EMOTIONAL)

- More planned/organised informal times in order to allow people with social difficulties to feel more included by giving them a frame, at least at first;
- Safe and inclusive environment for all participants;
- Stronger group inclusion and belonging;
- Support for marginalized and underrepresented participants;
- Encouragement to express needs and concerns;
- Give participants info how they can/should address problems;
- Guarantee more heterogenous groups so people don't stand out within a bunch of specific nationality;
- More vegan food.

EDUCATION

Desired as part of Camp Leader Education

- Lack of training about the logistical and financial aspects;
- Lack of training for Local Host and local volunteers;
- More practical experience in the field;
- Ready-to-use educational tools and methods;
- More preparation and training sessions;
- Training on inclusion, conflict management, and discrimination response;
- group facilitation;
- how to combat sexual harrassment;
- intercultural sensitivity.

COMMUNICATION

- Basic access to everyone without the need to inform about their disability or general issues so they could not feel the subtle discrimination;
- Give participants info/mechanisms how they can/should address problems;
- Clear and consistent use of a common language (English);
- Better translation support;
- Open feedback culture;
- Detailed information on work, travel, locations;
- Text guide;
- Communication with camp organizers;
- Better management.

POLICIES

- Lack of knowledge on the existence of EU programmes;
- Lack of protocols (how to intervene in specific situation).