

## OPERATIONAL CHARTER FOR INCLUSIVE, ETHICAL, AND IMPACTFUL VOLUNTEERING WITH RECENT MIGRANTS:



This resource outlines a series of operational guidelines derived from the strategic vision of the Recent Migrant Volunteering Strategy. It shows how the theoretical principles and values of the strategy document can be translated into operational initiatives within your respective organisation.

### **Public and outward commitment to diversity and inclusion:**

The organisation openly states a commitment or meaningful reference to diversity and inclusion in their mission statement, website, and strategic plan.

### **Active outreach and recruitment**

Actively engages with diverse groups and recent migrants to recruit them into volunteering roles. For example, attend cultural events such as Diwali, the Lantern Festival and PolyFest to connect with people from minority groups and send the message that you are willing to engage in partnership with people from all sections of society.

### **Representation and Visibility**

The views of recent migrant volunteers are represented at all relevant levels of the organisation, from the service-delivery point through to the governance level. This can be achieved, for example, with a recent migrant volunteer acting as a representative to convey the views of other volunteers to senior management and the board.

Resources and publications are relevant and reflective of recent migrants. For example, there is gender and ethnic diversity reflected in organisational media such as brochures.

### **Equality and Reciprocity**

Relationships with recent migrant volunteers are founded on equality and reciprocity, acknowledging that the organisation and the recent migrant volunteer each have something meaningful to contribute. Recent migrant volunteers are treated as 'volunteers' rather than merely 'recent migrants', recognising their skills, needs, and experiences.

### **Develop relationships and partnerships**

Partnerships are built with local and national organisations that represent or work with minority ethnic groups, such as Multicultural NZ, English Language Partners, and cultural associations.

### **Expectations and Standards**

There is a clear outline of the mutual expectations of recent migrant volunteers and the organisation. (Appendix 1). Recent migrant volunteers are given a detailed orientation of the organisation, in accordance with volunteering best-practice and relevant to the role they will be expected to perform.

### **Diversity and Inclusion:**

The organisation has a clear organisational strategy for promoting diversity/inclusion and/or applies the vision and strategic values of the Recent Migrant Strategy. Staff, especially managers of volunteers, are aware of the value of diversity to the organisation, the need for an inclusive volunteering environment, and the danger of conscious/unconscious bias in all areas of their engagement with recent migrant volunteers. Staff and managers are familiar with relevant labour, equality, and human rights legislation. Where appropriate, training on the principles and practice of Diversity/Inclusion is provided.

### **Fair Recognition and Reward:**

The work of recent migrant volunteers are acknowledged, and the organisation provides a pathway for recent migrant volunteers to achieve leadership positions (whether voluntary or not) based on commitment and ability.

### **Development and Review:**

The Volunteer Inclusion Survey (Appendix 2) is administered at least annually, to gauge how well the organisation is doing in relation to the vision and values of the Recent Migrant Strategy.

