

DRIVING INCLUSIVE VOLUNTEERING

Top tips for supporting volunteers with disabilities



To create a more inclusive volunteer environment, remember "**TEACUPS**".

T Targeted recruitment

Reach out to places individuals with disability gather, such as GP clinics, family clinics, community centres, NDIS services, and disability-focused organisations.

U Use inclusive language

Encourage applications from all abilities by using inclusive language. For example, consider replacing "*People with disabilities can apply*" with "*All abilities are welcome*".

E Empower based on strengths

Focus on individuals' abilities and strengths, and tailor roles to utilise their unique skills.

P Promote diversity education

Educate your teams on diversity and inclusion. Share stories and experiences from your volunteers to help foster understanding and inspire others. Use videos and other engaging formats to highlight challenges and successes.

A Ask about individual needs

Do not assume – ask volunteers about their specific needs. Make adjustments to improve accessibility, such as providing assistive technology, flexible schedules, or adapting room layouts.

S Support social connections

Create opportunities for individuals with disabilities to build relationships within your organisation and the broader volunteering community.

C Create accessible spaces

Ensure spaces are welcoming and accessible. Key considerations include ramps, wide doorways, accessible restrooms, sensory-friendly items, and quiet spaces for breaks.

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