



DISABILITY PRIDE MONTH

SAFE ENVIRONMENTS

A WARM, WELCOMING ENVIRONMENT
MAKES ALL THE DIFFERENCE

WHAT WE HEARD:

Volunteers stay when they feel psychologically safe, respected, and free to be themselves – without awkwardness, judgement, or having to constantly explain their needs.

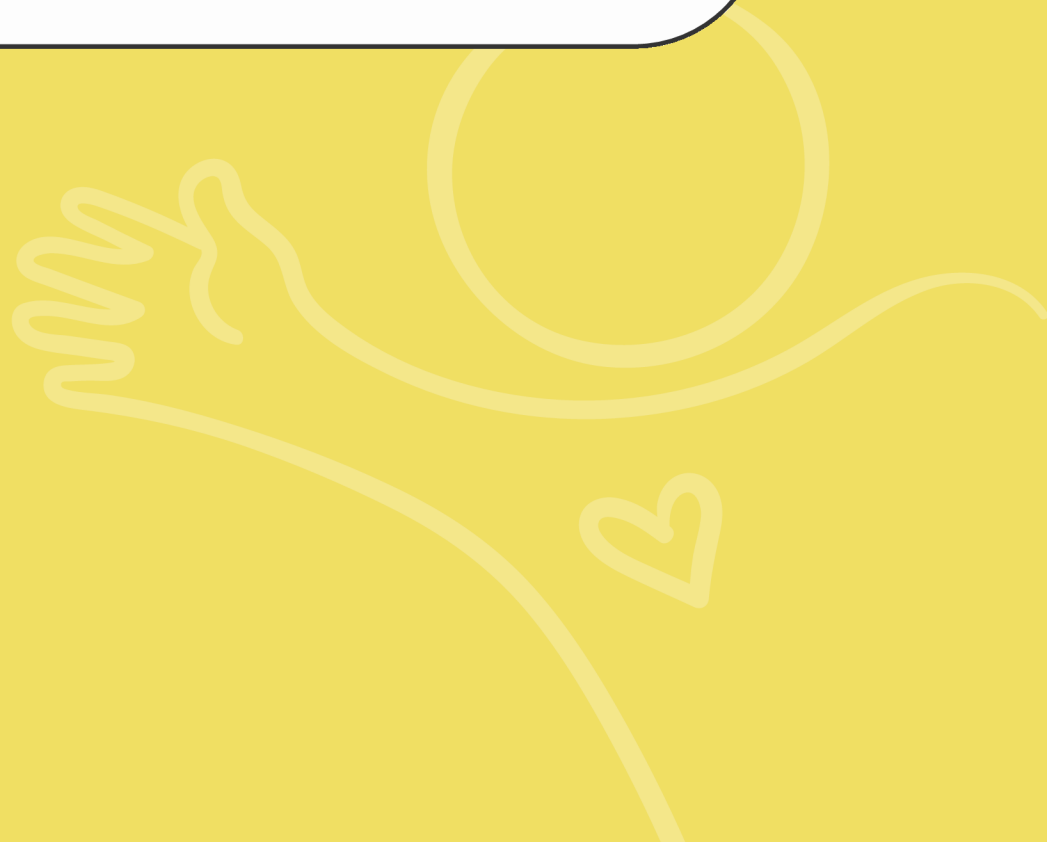
Belonging and social connection should be prioritised when designing volunteer roles and experiences.



WHAT WE HEARD:

Inclusion is about feeling safe, not just being allowed in.

Culture, leadership behaviour and peer attitudes matter as much as policies.



WHAT IT LOOKS LIKE:



Facilitate social connection to foster a sense of belonging



Pair new volunteers with supportive peers



Think about your organisation's culture, not just the tasks and activities involved

“

Being in spaces where people like me are centred and understood makes it easier to contribute, to exist authentically, and to maintain my capacity to work and volunteer over time.

”

~ ALEX

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The knowledge that I was in a group of people who fully understood and supported my accessibility needs without awkwardness or resentment [enabled me to continue volunteering].

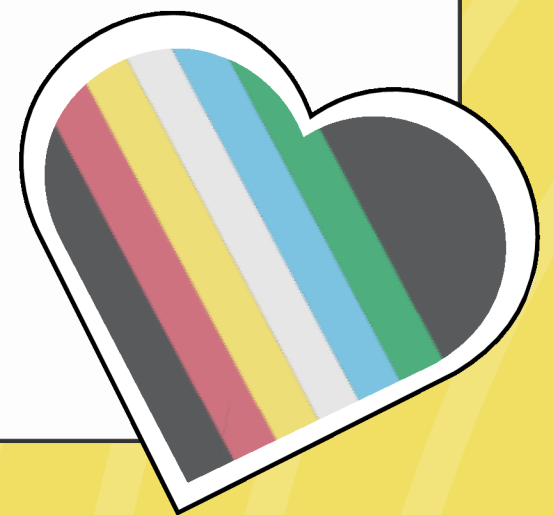
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~ MAEDBH



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volunteeringvictoria.org.au/vma-resources