

## **Equity, Equality, Diversity and Inclusion external resource bank**

Welcome to our Equity, Equality, Diversity and Inclusion (EEDI) external resource bank for volunteers. We'll be updating it regularly to help you make your volunteering and services as inclusive as they can be.

### **EEDI at the MS Society**

We're putting diversity and inclusion front and centre and holding EEDI at the heart of everything we do. We're working towards a future where everyone affected by MS sees us as their fearless ally, whatever their age, ethnicity, gender, sexual orientation, beliefs, family or how much money they have. We believe our volunteers and staff must reflect the true diversity of our MS community and wider society. We want everyone to feel included and empowered in their role, while also feeling they can be themselves.

These are goals worth fighting for not just because they're the right thing to do, but because a focus on EEDI is core to achieving our wider goals for our community. If we value difference as one of our core strengths, we'll be able to find a way to help anyone affected by MS.

### **Resources**

#### Organisations where you can find information on specific topics

- [\*\*AbilityNet\*\*](#) supports older and disabled people to access the digital world. Visit their website for resources and information.
- [\*\*Disability Action\*\*](#) is an organisation promoting, protecting and upholding the human rights of disabled people in Northern Ireland.
- The [\*\*UK Disability History Month Resources Archive\*\*](#) gathers resources on themes such as "Hidden Impairments", "Access" and "Disability and Language" that you can explore. Click on one to get started.
- [\*\*The Directory of Social Change EEDI and Wellbeing Hub\*\*](#) has articles on specific EEDI-related topics, as well as [\*\*advice on using inclusive language\*\*](#).

## Diversifying volunteering: case studies

**The National Council for Voluntary Organisations** explains why volunteers from the global majority feel more excluded and less likely to continue compared to volunteers overall – and provides **advice on how to improve things**.

Find some inspiring case studies about how **volunteers are changing harmful ideas about the global north and south through inclusion and diversity** on pages 11 to 22 [here](#).

'Part 2: Top Tips' of **West Glamorgan's toolkit for diversifying volunteers** contains lots of guidance on supporting volunteers from all walks of life to thrive in their role. It's broken down into sections, such as how to make volunteering welcoming for carers, disabled people, people with a learning disability, people with sensory impairment, the LGBTQIA+ community, and people with lived experience of mental health issues, substance abuse, or the criminal justice system. Not all advice will be relevant, but it should give you some ideas about the kinds of things to consider to make your group a friendly place for everyone.

Read about **how Voluntary Action Sheffield changed attitudes towards including refugees in volunteering in the city**. You can browse through more **stories of refugees and asylum seekers thriving in various volunteer roles** [here](#). Or watch this video talking about **the crucial role of refugee volunteers in building community** [here](#).

The **Centre for Aging Better's guide to taking an age-friendly and inclusive approach to welcoming volunteers** offers advice on encouraging a connected, committed diverse volunteer group. It focuses on supporting people over the age of 50, but much of the advice, such as how to play to people's individual strengths and build their confidence, can help you create a welcoming environment more generally. Creating an experience that is mutually beneficial will be different from person to person, depending on any number of factors. This case study discusses **how Blandford Town Museum successfully got more younger people involved in their volunteer-run community institution** through offering more, flexible ways to get involved.

We hope these case studies give you some ideas about the kinds of environments that welcome all people. Working to change attitudes and harmful biases and create inclusive spaces takes time and effort. But it's possible, and the benefits are huge.

And check out these [10 good practices for inclusive community engagement](#). The author concludes the piece with, 'Inclusion work is continuous and evolving, but don't let perfection stand in your way – there is no one solution or perfect formula'. We couldn't have said it better!

#### Useful reads

- [How to adapt communication to support neurodiversity at work](#)
- [Recruiting volunteers with criminal convictions](#)

#### Useful watches

- [Uncomfortable conversations with a black man](#)
- [How to recognise your white privilege – and use it to fight inequality](#)
- [Not-racist v anti-racist: what's the difference?](#)
- [Browse this catalogue of talks by leading EEDI specialists](#), from former 'Loose Women' panellist June Sarpong to Nigel Owens, one of the first rugby referees to come out as openly gay.

#### Useful listens

- [A conversation with Reni Eddo-Lodge, author of "Why I'm no longer talking to white people about race"](#)