



Examining Saviorism in Volunteering

Volunteer Engagement Conference



What is Saviorism in Volunteering?

- refers to a pattern of viewing people in non-white communities as in need of “rescuing”.
- *(White) Saviorism-* BIPOC people are denied agency and are seen as passive recipients of white benevolence.

“They will be so grateful.”

“You’re changing a life.”

MAVA Conference Overview?

- EDI lens to volunteering
- Different Roles of BIPOC and Allies in EDI work
- Intersectionality of Race, Gender, Socio Economic, Ability
- Real Strategies and Actions
- CALL to ACTION!!



The screenshot shows a video player interface for a video titled "The Opportunity Before Us". The video content displays a table with two columns: "Board" and "Actions". The "Board" column lists three items: "Investment in Equity & Inclusion", "Adopt/modify policies", and "Develop a racially equitable five year strategic plan". The "Actions" column lists three corresponding actions: "The Board must be willing to invest in outside consultants and their recommendations", "Language should reflect a culture of equity and belonging", and "Data-driven, quantifiable, strategic courses of action centering equity". Three wavy orange lines separate the rows of the table. The video player includes a progress bar at the bottom and a "vimeo" logo in the bottom right corner.

Board	Actions
Investment in Equity & Inclusion	The Board must be willing to invest in outside consultants and their recommendations
Adopt/modify policies	Language should reflect a culture of equity and belonging
Develop a racially equitable five year strategic plan	Data-driven, quantifiable, strategic courses of action centering equity

Solano's AHA Moments- Press Release

Before MAVA

- Help someone-altruistic language
- Recruit our typical volunteer (retired, white, woman)
- Warm, persuasive, welcoming

*“More than 100,000 adults in Solano County are functionally **illiterate**, meaning that the reading and writing skills they have are **inadequate to manage their daily living** and employment tasks beyond a basic level.”*

“YOU can help change a life and your community.”

Solano's AHA Moments- Press Release

After MAVA

- *Change* language
- Student centered
- Stop focusing on student deficits
- Removed “illiterate”

“Tutor preparation gives you all the tools you need to help someone else reach their goals and improve their skills.”

“You can help improve your community by becoming a volunteer tutor.”

“low literacy skills”

Solano's AHA Moments-

How to incorporate EDI into Tutor Training

- EDI Principles vs. EDI Vocabulary
 - Creating Learning Environment Module
 - EDI Lens
 - Learning Style and Learning Differences
 - Partnership
 - Equity - Cultural Competency
 - Not focusing on deficits
 - Educational Trauma-Brain changes learning-Physiological & Trauma induced
 - How to Praise - Authenticity

Belonging: Equity, Diversity, Inclusion



- **Equitable- Need based not sameness**
- **Address disparities in educational life outcomes**
- **Acknowledge success in other areas of life**
- **Building on skills**
- **Don't focus on deficits but where students are at**
- **Partners in learning-tutor and student both lead**

Creating a Learning Environment

- Privacy
- Partnership
- Praise
- Support
- Consistency





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