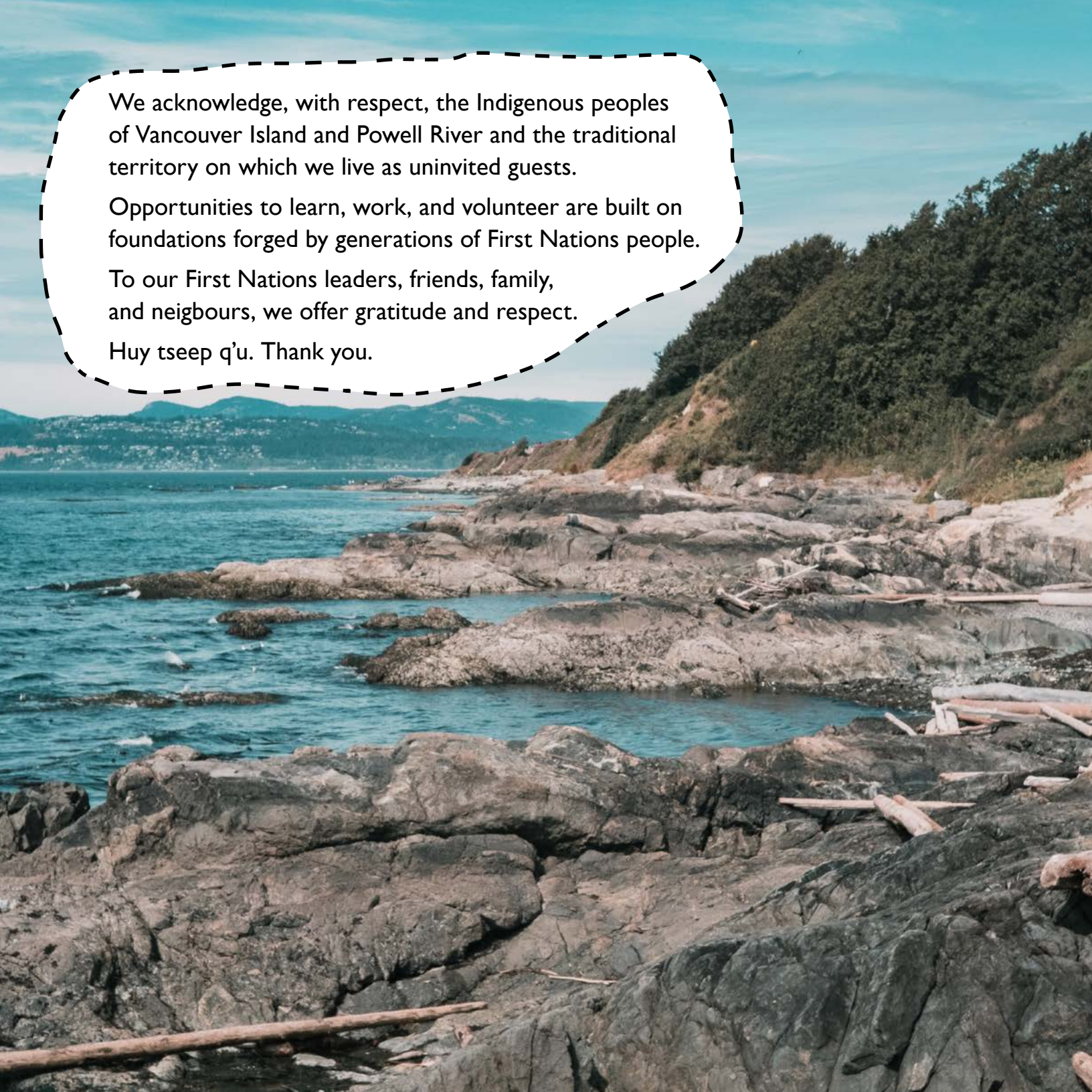


# YOUTH VOLUNTEERING

Everything (almost) you need to know before becoming a volunteer

The booklet provides information on what youth need to know to find the volunteer opportunity that best fits their personality, skills and passions.



A scenic view of a rocky coastline. The foreground is dominated by dark, jagged rocks. The water is a vibrant blue, with some white foam visible. In the background, there are green hills and a clear sky. The text is overlaid on a white, rounded rectangular box with a dashed black border.

We acknowledge, with respect, the Indigenous peoples of Vancouver Island and Powell River and the traditional territory on which we live as uninvited guests.

Opportunities to learn, work, and volunteer are built on foundations forged by generations of First Nations people.

To our First Nations leaders, friends, family, and neighbours, we offer gratitude and respect.

Huy tseep q'u. Thank you.

# INTRODUCTION

Youth 20/20 Can is a youth-led and managed project running from April 1, 2019 to March 31, 2022 funded by the Government of Canada under the Canada Service Corps Program.

## CANADA SERVICE CORPS

Canada's Service Corps is building a national movement to develop a culture of volunteer service that empowers young Canadians to make an impact. Youth gain experience and build their skills, while giving back to your community with other young Canadians.

## PROJECT PARTICIPANTS

Six partners came together to build the Youth 20/20 Can program. We offer youth opportunities to gain skills, make connections, and access opportunities through volunteering in the communities where they live, and where they have an impact.

The partners include:

- Wachiay Friendship Centre — Courtney
- Volunteer Campbell River — Campbell River
- Volunteer Powell River — Powell River
- Volunteer Nanaimo — Nanaimo
- Volunteer Cowichan — Duncan
- Volunteer Victoria — Greater Victoria

Our collective thanks to Canada Service Corps and the Government of Canada for their investment in youth volunteerism.

## THANKS TELUS

In 2020, TELUS invested in Youth 20/20 CAN and provided funding to help youth learn more about diversity, equity, and inclusion.

Some Youth 20/20 Can participants completed Anti-racism training, others were mentored by persons with disabilities, and others became allies and volunteered to raise the profile of LGBTQ+, Special Olympic, and Social Justice issues. Youth completed video projects to share their learnings about the importance of inclusion in volunteerism.

## WHAT IS YOUTH 20/20 CAN?

Youth are innovative, determined, and visionary.

With support from their peers and community partners, and armed with new knowledge and service learning, we anticipate that 800+ youth will lead and manage more than 250 community service activities and volunteer action projects in 6 communities across Vancouver Island and on the Sunshine Coast between April 1, 2019 and March 31, 2022.

Youth without a strategy for volunteerism or knowledge of community service give 10% fewer hours each year than their peers with knowledge. When they leave high school, youth with barriers to engagement and obstacles to inclusion not only give fewer volunteer hours, they are less likely to use volunteerism as a tool to build employment skills, to make connections in community, and to engage in positive risk-taking. (Volunteer Victoria Youth Legacy Report 2016.)

Youth who live in rural communities have access to fewer opportunities than those who live in urban areas.

Youth 20/20 Can ensures that youth participants have opportunities to identify local, regional, or Island wide needs, co-create projects with community, work with other diverse youth and specialists in their communities, and lead and manage projects that have meaning to youth and impact on community.



## WHAT DOES IT MEAN TO VOLUNTEER?

Volunteering can be a casual spur of the moment activity such as helping a neighbour move a piece of furniture. Or it can be a more structured and formal activity that requires applications, police checks and specific training. Or it can be somewhere in between. Volunteer opportunities can be quite varied — ranging from volunteering for a one time event assisting with ticket taking or parking to committing to a regularly scheduled shift and can involve a varied array of skills from personal assistance, to highly physical activities such as grounds keeping to highly technical skills.

This manual has been prepared to help you through the steps involved with formal volunteering. Formal volunteering can be defined as an activity which takes place through not-for-profit organizations or projects and is undertaken:

- To benefit the community and the volunteer
- Of the volunteer's own free will and without coercion
- For no financial payment
- In designated volunteer positions only

As a volunteer you have the opportunity to give back to the community by helping others and the community in general. Volunteers help deliver services, reduce costs to the not for profit organization through their efforts, add value to the organizations they join. You as a volunteer benefit from confidence building, building or improving competencies, personal satisfaction in contributing to a cause or community effort, and you make potential connections.

The 2018 General Social Survey on Giving, Volunteering and Participating from StatsCan tells us that:

- 12.7 million people volunteered formally for charities, non-profits, and community groups
- 41% of people over 15 volunteer formally
- Formal volunteers contributed more than 1.6 billion hours — the equivalent of 858,000 FT jobs
- 22.7 million people volunteered informally giving 3.4 billion hours or 1.7 million FT jobs

Youth between the ages of 19 and 25 in Canada are more likely to volunteer than any other age group.

When someone agrees to participate in an activity without receiving a payment, we call this volunteering.



Volunteers have rights and obligations, specific position descriptions, and real tasks and duties to complete. Volunteers have supervisors, receive training, and can be evaluated on their performance.

### Volunteers have rights:

Non-profit organizations usually commit to appropriate policies and procedures to support volunteer involvement. Most organizations recognize that volunteers are an integral part of their human resource team (paid staff and volunteers) and as a result, organizations:

- Have practices that ensure effective volunteer involvement.
- Provide a safe and supportive environment for volunteers.

### Volunteers have responsibilities:

As a volunteer you make a commitment and are accountable to the organization by:

- Acting with respect for the cause, the stakeholders, the organization and the community.
- Carrying out their involvement responsibly and with integrity

## WHY DOES CANADA NEED VOLUNTEERS?

Volunteers help deliver vital services, reduce costs to charities, community groups, and not for profit organization through their efforts, and add value to the organizations they join.

As Volunteer Canada says, “Volunteers help improve quality of life for others. They also gain valuable experience and develop new skills. As well, studies show that involved Canadians enjoy an improved overall health.”

As a volunteer you will benefit as you build confidence, learn or improve skills and competencies, gain personal satisfaction from contributing to a cause or community effort, and you will make friends and potential connections.

Why do you think youth volunteer?

1	
2	
3	
4	
5	

Research tells is that youth volunteers want to give back to community, gain skills and experience, make connections that will help them find work, and make friends and have fun.

There are no bad reasons to volunteer!

# WE WANT TO GROW KNOWLEDGE ABOUT VOLUNTEERISM

Volunteer opportunities can be quite varied — ranging from volunteering for a one time event assisting with ticket taking or parking to committing to a regularly scheduled shift and can involve a varied array of skills from personal assistance, to highly physical activities such as grounds keeping to highly technical skills.

Volunteer Canada defines volunteering 4 ways.

- **Formal volunteering:** Giving unpaid help through groups, clubs or organizations to benefit other people or the environment.
- **Informal volunteering:** Giving unpaid help as an individual to people who are not relatives.
- **Social action:** Giving support a community event, campaign, or project.
- **Charitable donation:** Many organizations operating thrift shops, recycle programs, or community closets accept donations of clothing and household goods.

Youth are more likely to volunteer and give back than any other demographic group. Traditionally, many youth start volunteering in school when teachers or school councils create opportunities to volunteer, or youth volunteer as a group with their family or close friends.

Before the COVID-19 pandemic began in 2020, potential volunteers often:

- Thought about their passions and interests
- Considered their schedules and goals
- Looked through 100's of available volunteer positions and shopped around
- Connected with several volunteer coordinators in person, via mail, or online
- Planned multiple volunteer commitments
- Prioritized geography, convenience, and engagement with others and preferred activities

But when COVID-19 came many things changed — including the way people feel about volunteering.



What words best describe how you feel about volunteering right now?

1

2

3

4



## VOLUNTEERING DURING COVID-19

Every one has the right to volunteer, but not every volunteer position is right for everybody. We invite and encourage all volunteers to think about your own risk tolerances and how you will manage your volunteering activities to create good safety boundaries. We think you should consider:

- Type of contact with people outside your household or bubble — you can choose a no contact volunteer position, a low contact volunteer position, or a higher contact volunteer position
- Frequency of contact — how many times will you connect with people outside your household or bubble? Never, infrequently, weekly, or daily contact
- Number of individuals outside your household or bubble that you connect with during your volunteering activities? None, some, or lots

### What My Volunteering Contact Number?

$(\text{Number of times I volunteering each week}) \times (\text{Number of people I come in contact with while volunteering}) = \text{Total number of volunteering contacts}$

We encourage volunteers to tell the places where they volunteer about their tolerance levels so everyone understands personal safety boundaries. You might say something like:

- I am open to regular, higher contact activities with multiple individuals
- I am open to regular, short safe in-person contact activities with one individual
- I am open to remote or virtual contact and occasional safe in-person contact with one individual
- I am open to remote or virtual contact with individuals but I do not want to meet people face to face.

### What is your risk tolerance right now? Remember, it will change over time.

- High Risk Tolerant
- Medium Risk Tolerant
- Low Risk Tolerant
- No Risk Tolerant

Volunteers must practice safe physical distancing and excellent hygiene practices before, during, and after every volunteering activity.

- Every organization is required to have a WorkSafe BC COVID-19 plan. The plan includes volunteers.
- Individuals engaged in essential services are indemnified by the Government of British Columbia. Volunteers are not liable if they accidentally spread COVID-19 as long as they follow safety rules.
- Volunteers need to check and understand community safety guidelines as they are constantly changing and comply with the rules in your organization.

Before you leave your home to volunteer ask yourself:

- Am I well? If the answer is no, DO NOT Volunteer
- Did I have contact with someone who is unwell? If the answer is yes, DO NOT volunteer



# EQUITY, DIVERSITY, AND INCLUSION

We think it is everyone's job to create space where people feel welcome, are included, and multiple diversities are present and engaged. On your volunteering journey you will have opportunities to help eliminate racism and promote equity, diversity, and inclusion.

Here are some tips from Tanya Rumble, a thought leader on Equity, Diversity, and Inclusion.

Tanya uses the pronoun she and her.

1. Your impact is more important than your intentions.
2. Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks. Focus on ideas.
3. The goal is not to agree. It is to gain a deeper understanding.
4. Expect to experience discomfort.
5. Respect confidentiality. Remember the stories, leave the names.
6. Acknowledge that we are all systematically taught misinformation. We agree not to blame ourselves or others, but to accept responsibility for not repeating misinformation.
7. Everyone has come to learn, grow, and share. We acknowledge that we are at different stages of learning and trust that people will do the best they can.
8. We share responsibility for including all voices in the discussion. If you tend to dominate discussions, take a step back and help the group invite others to speak. Step Up and Step Back.
9. We are all learning and are bound to make mistakes when approaching a complex task. Be open to changing your mind and make space for others to do so as well.

“IBPoC” is a contemporary term that refers to Indigenous, Black and People of Colour. Its origins are in the USA where the term is expressed as BIPOC which stands for “Black, Indigenous, and people of color,” IBPoC is person-first language. We are trying to shift away from terms like “marginalized” and “minority.”

Systemic racism continues to oppress, invalidate, and deeply affect the lives of Indigenous, Black and People of Colour.

Not all people of color experience racism in the same ways. Invite dialogue and step back so others can step forward to share their experiences.

## INCLUSION AND VOLUNTEERISM

The Victoria Disability Resource Centre (VDRC) is a cross-disability, grassroots, not-for-profit organization run by and for persons with disabilities. They work closely with people who have a disability and with other community organizations to find and remove barriers that prevent full participation in life.

More than 1 in 10 youth in Canada have one or more disabilities, and youth with disabilities are at a higher risk of not being in school or employed. There is also a distinct lack of understanding and an abundance of misconceptions surrounding disabilities.

Organizations have a moral and legal obligation to provide support — or accommodation — to a person with a disability.

Youth face systemic barriers and an increasingly uphill battle when it comes to how disabilities are viewed and understood by their peers. We believe that volunteering provides alternative ways of thinking about disability and promotes inclusion in community.

Here's the highlights from an article by Katie Dupere titled *6 ways to be a better ally to people living with disabilities* (<https://mashable.com/2015/07/26/disability-ally-inclusive/>):

1. Don't use people with disabilities as your own inspiration to rise above challenges.

We've all seen those widely shared social media posts that marvel at people who "overcame" their disabilities...These images are meant to inspire able-bodied people to see their challenges aren't so bad after all. The problem is that they objectify one group of people for the benefit of another.

2. View aids that enhance the lives of people with disabilities as more than just devices.

Some people living with disabilities require the assistance of wheelchairs, service animals, interpreters and other devices that help enhance their lives. These objects act as an extension of a person — and you should respect them as a part of that person. "Oftentimes, people will lean on someone's wheelchair," Glazer says. "What most people may not know is that a wheelchair is part of somebody's personal space. Leaning on a wheelchair is like standing on somebody's shoes. It's their belonging."

This rule also applies to interpreters. When it comes to a person acting as a device for another person, it may seem awkward to consider a human as a piece of equipment. But, in that moment, he or she is an extension of that person, Glazer says. Focus on facing and talking to the people whom the interpreters are assisting — not the interpreters themselves.

3. Understand a person's disability doesn't define them, but may be an important part of their identity.

Changing your language to refer to people first is an important step toward inclusivity. Instead of using a person's identity as her defining characteristic, refer to her disability only when necessary to the conversation. "Is the meeting space accessible? My coworker, Chloe, is coming to the meeting and she uses a wheelchair."

4. Never have low expectations for someone with disabilities.

Assuming someone's levels of ability — whether intellectual or physical — before you actually get to know that person. Work with people living with disabilities to properly accommodate their needs — if any adjustment is even necessary. Don't assume someone's disability defines their overall ability.

5. Don't assume people living with disabilities are miserable, unhappy or less fulfilled than you.

Just because someone has a disability doesn't mean he or she is living a life that's any less than an able-bodied person's.

6. Stop being afraid of disability.

Able-bodied people don't often talk about disability, and the fear of getting something wrong or offensive keeps us from addressing it. We might even accidentally point out that we aren't as comfortable with disability as we want the world to believe. But these fears shouldn't stop us from confronting our own biases.

When you are a volunteer with a disability or you volunteer alongside a person with a disability you are in place where you can raise awareness, advocate appropriately, and break down barriers.

# HOW TO START VOLUNTEERING: STEP-BY-STEP

## STEP 1: ASSESSING YOUR SKILLS, PASSIONS & INTERESTS

The first step is to understand what might interest you and what skills that you have or would like to acquire. The two following tables were designed to help you in your assessment of your passions, interests and skills.

### Matching Your Skills and Passions with Volunteer and Career Goals

1. Using the **“Skills Self-Assessment”** sheet, look through the **“Actions”** column and check off either the **“Good At”** or **“To Develop”** box for each action. **Circle your 2 strongest skills.**  
**Example:** Interpersonal, Manual
2. Flip over the page to the **“Develop Your Passion”** side and **highlight or circle where those skills are listed.**
3. Look through the **“What is my Passion?”** column and **circle two things that you are passionate about.** **Example:** Poverty, Sports and Recreation
4. Find the **row where your Passion and Skills align.**
5. Look through the **“Volunteering Ideas”** as well as the **“Employment and Careers”** that align with your passions and skills.







## Your interests and passions

	What is my passion?	Related Volunteer Experience	Skills	Which Could Lead to Jobs
	Protecting the environment	Cleanups at community centre, trails, or parks; community gardening; supporting environmental sustainability programs	<ul style="list-style-type: none"> <li>• Organizational</li> <li>• Interpersonal planner</li> <li>• Manual</li> </ul>	Environmental engineer; land use planner; waste management; recycling; ecologist; horticulturalist
	Fighting poverty	Building homes; advocacy or information campaigns; shelters and food programs; food, clothing and supply drives	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Organizational</li> <li>• Manual</li> <li>• Communication</li> <li>• Financial</li> </ul>	Social worker; social services worker; documentary or report writer; community worker advocacy; food service; politics
	Caring for people and animals	Community support programs for seniors, adults, children or people with special needs; friendly visiting or buddy programs; tutoring; crisis centre help line; spiritual support; cleaning; language translation; Animal shelter helper; pet visitor to seniors; horseback riding therapy	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Personal Qualities</li> <li>• Interpersonal</li> <li>• Organizational</li> <li>• Manual</li> </ul>	Teacher; social worker; hospitality; child care; personal support worker; counselor; police/security; human resources; Veterinarian; animal trainer; animal biologist; pet therapist; pet store manager

What is my passion?	Related Volunteer Experience	Skills	Which Could Lead to Jobs
Event Planning and Promotion	Planning special events and programs for seniors, adults and children; cross-cultural events; public relations and promotion; social media and website management; fundraising; canvassing	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Organizational</li> <li>• Interpersonal</li> <li>• Communication</li> <li>• Technology</li> <li>• Creative</li> </ul>	Hospitality & tourism; event planner; fundraiser; community programmer; marketing/sales manager; entrepreneur; motivational speaker
Sports and recreation	Sports coaching; recreation therapy; after-school or camp programs; training; sport workshops	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Communication</li> <li>• Organizational</li> <li>• Interpersonal</li> </ul>	Sports medicine practitioner; personal trainer; physical or recreation therapist; recreation facility management
Healthy Living and Education	School nutrition; community centre health and wellness; emergency/ first aid; tutoring and literacy programs	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Communication</li> <li>• Personal Qualities</li> <li>• Organizational</li> <li>• Manual</li> </ul>	Health care practitioner; nurse; physical therapist; dietician; paramedic; doctor; fitness instructor; food services; teacher

	What is my passion?	Related Volunteer Experience	Skills	Which Could Lead to Jobs
	Community Development	Board member; events/fundraising committee member; advocacy campaign; city or neighborhood planning committee	<ul style="list-style-type: none"> <li>• Organizational</li> <li>• Communication</li> <li>• Leadership</li> </ul>	Corporate/financial management; business planner; executive director; negotiator; consultant; research and development
	Managing resources and information	Reception; information services; library/resource centre assistant; computer support or instruction; board treasurer; food bank managing/ sorting/ delivery	<ul style="list-style-type: none"> <li>• Organizational</li> <li>• Technology</li> <li>• Numeracy</li> <li>• Financial</li> <li>• Leadership</li> </ul>	Office manager; IT technician; supervisor; government services; librarian; researcher; accountant; customer service
	Creating and the arts	Painting; gardening; building; landscaping; music or arts programs; promotion/campaign materials; speaker's bureau; community theatre/museum — wardrobe/set	<ul style="list-style-type: none"> <li>• Technology</li> <li>• Writing</li> <li>• Organizational</li> <li>• Creative</li> </ul>	Designer; artist; seamstress/ tailor; construction or trades worker; gardener/ landscaper; musician; museum curator; theatre management



## Identify Your Skills

Skills	Good At	Actions	To Develop
<b>Communication</b>		Reading comprehending	
		Writing editing	
		Talking, explaining, teaching, facilitating	
		Questioning, resolving conflicts, listening	
<b>Creative</b>		Persuading, self-expression, building relationships	
		Creating, inventing, designing, displaying	
		Performing, entertaining, presenting	
		Design — graphics, drawing, painting, sculpting	
<b>Financial/ Fundraising</b>		Writing, playwriting, composing	
		Fund development	
		Event management	
		Resource management	
<b>Interpersonal</b>		Financial planning	
		Customer Service — helping others	
		Team building	
		Advising, counseling, supporting	
		Collaborating, following, helping	
<b>Leadership</b>		Initiating, planning, time management	
		Organizing, self-management	
		Decision making, risk taking	
		Motivating others — directing, supervising, coaching	
		Problem solving	
	Strategic thinking		
	Creative thinking		

Skills	Good At	Actions	To Develop
<b>Manual</b>		Building, assembling, operating equipment	
		Repairing, Maintaining equipment	
		Painting	
		Gardening	
		Cleaning	
		Food handling	
<b>Numeracy</b>		Counting, calculating, measuring	
		Estimating, budgeting, sorting	
		Filing, scheduling, classifying	
		Managing money	
<b>Organizational</b>		Managing information	
		Managing multiple responsibilities	
		Administering, scheduling	
		Coordinating, planning	

## Strategic Volunteering: “Lending a Hand to Get Ahead”

“Strategic volunteering” is matching volunteering with your career, skill or leadership goals.

Strategic volunteering can:

- Let you demonstrate your skills and knowledge
- Help you develop new skills and knowledge
- Give you recognition and demonstrated experience
- Help you expand your network and relationships

## Strategic Volunteering Activity

With a partner, pick one person to be an interviewer, and one to be the interviewee. You will need to pick a job that you want to interview for. (Refer to the “Develop Your Passion” handout for ideas.)

The interviewer will ask these questions:

1. **What is the position that you are interviewing for?** (Example: Fitness Instructor)
2. **What volunteering experience do you have that has prepared you for this position?**  
(Example: I was a volunteer assistant with a wellness program at my local community center, where I gained experience leading a group.)
3. **What are two skills that you acquired/used in this volunteer position that will be helpful in the position that you are applying for?** (Example: In my position volunteering at the community center, I gained leadership and communication skills that will help me in my position as a fitness instructor.)

Switch roles (and come up with a new position to apply for)

## STEP 2: FINDING THE RIGHT VOLUNTEER POSITION FOR YOU

You can create your own informal volunteer position by seeing a need in your community and filling it. Or, you can look for an existing formal volunteer position through a local community group or non profit organization. You could turn to:

- A local volunteer centre if there is one in your area is a good place to start. Local volunteer centres can connect you to opportunities in your own community. There may be a database of volunteer opportunities that you can access.
- Word of mouth — friends and family may know of organizations or events where volunteers are needed.

- Local newspapers may have a community section or a volunteer column. These are good sources for current volunteer opportunities. The listings in these columns should help you discover the variety of volunteer opportunities available in your own community.
- If you are interested in a specific area or organization contact the organizations directly. If art is your interest, a local art gallery might be a good place to start. A nature sanctuary may have a project underway that suits your interests and skills. Local food banks may be where your interests lie. Many non profits may not advertise their volunteer needs, but if you approach them they may be interested in your skills and offer you a volunteer opportunity that is a great match for you.
- Talk to your teacher or school counselor. They will be able to give you some ideas.

### STEP 3: NOW YOU'RE READY TO APPLY FOR THE OPPORTUNITY THAT IS A GOOD FIT FOR YOU!

#### Understand the Recruitment Process:

Your search and preparation has now led you to one or more available volunteer opportunities.

The process to apply in each organization will differ.

There is some basic information required that is common to most organizations. Some organizations may have a rigorous application process. Each organization has its own administrative processes for their volunteer recruitment.

The general components for the application process can include an application form, a resume, references and an interview.

#### Application Form:

Most organizations will ask potential volunteers to complete an application form or an inquiry form. The form will include basic questions about your interests in volunteering and you will be asked to provide contact information.

Once you have submitted an application form and been approved as a volunteer you might be asked to complete additional forms or provide more information — like asking for a copy of your driving license if you are going to use a vehicle when you volunteer.





## Prepare a Resume:

Your resume is another important tool in your search to find that perfect fit for you as a volunteer. Your resume reveals what you want organizations to know about you such as your skills, your experience, and your interests.

There is a two fold benefit to preparing your resume.

- Examining your skills and your personal traits is an important step in preparing a good resume and this helps you examine what you may want to highlight or emphasize so that your resume aligns with your interests and passions.
- A resume summarizes your skills and goals allowing an organization where you would like to volunteer to have a good initial understanding of who you are, what you are interested in and what you may have to offer the organization as a volunteer. Many organizations ask for a resume as part of their application process.

Don't forget to add your previous volunteer experiences to your resume. Most volunteer positions have a 'job title' so try to include it in your resume along with the tasks you completed and the skills you gained through volunteering.

One last thing, don't forget to ask the volunteer coordinator where you volunteered if they will act as a reference, or ask them to provide a letter for reference for you.

## Interviews:

The interview is where you get to know the organization and they get to know you. Interview can be completed via a virtual meeting or through face to face contact.

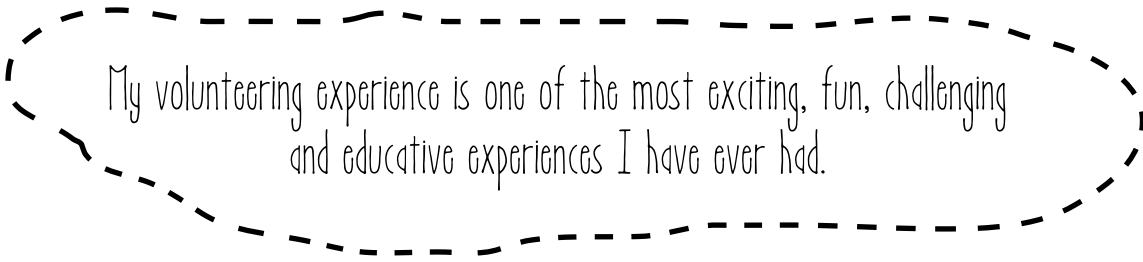
- The interview allows the organization an opportunity to ask questions of you and get more detailed information about your interests, skills, availability etc.
- This is also an important part of your process in finding out what will be a good fit for you.
- It is an opportunity for you to ask questions and to clarify details about the volunteer opportunity, the organization's mission, and other questions that may emerge in the interview. Asking for clarification on points that arise in the interview will help you to assess whether the volunteer opportunity is right for you.

### Criminal Record Checks:

Many organizations require a Criminal record check once you have been offered a volunteer position. It is a standard component of many application processes. It is also law in many jurisdictions when the volunteer opportunity involves working with children or vulnerable adults. Each jurisdiction will have its own requirements. And in addition each organization will have its own specific or implied policy relating to when a criminal record check may be required.

### References:

You may be required to provide references as part of the process of becoming a volunteer. You may be asked to provide references that can attest to your skills, experience or just generally comment on who you are and what you may bring to an organization.



My volunteering experience is one of the most exciting, fun, challenging and educative experiences I have ever had.

## THE BIG PICTURE – THE IMPACT OF YOUR VOLUNTEERING

In 2015 United Nations adopted 17 Sustainable Development Goals. They are:

**GOAL 1:** No Poverty — End poverty in all its forms everywhere.

**GOAL 2:** Zero Hunger — End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

**GOAL 3:** Good Health and Well-being — Ensure healthy lives and promote well-being for all at all ages.

**GOAL 4:** Quality Education — Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

**GOAL 5:** Gender Equality — Achieve gender equality and empower all women and girls

**GOAL 6:** Clean Water and Sanitation — Ensure availability and sustainable management of water and sanitation for all.

**GOAL 7:** Affordable and Clean Energy — Ensure access to affordable, reliable, sustainable and modern energy for all.

**GOAL 8:** Decent Work and Economic Growth — Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

**GOAL 9:** Industry, Innovation and Infrastructure — Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

**GOAL 10:** Reduced Inequality — Reduce inequality within and among countries.

**GOAL 11:** Sustainable Cities and Communities — Make cities and human settlements inclusive, safe, resilient and sustainable.

**GOAL 12:** Responsible Consumption and Production — Ensure sustainable consumption and production patterns.

**GOAL 13:** Climate Action — Take urgent action to combat climate change and its impacts.

**GOAL 14:** Life Below Water — Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

**GOAL 15:** Life on Land — Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

**GOAL 16:** Peace and Justice Strong Institutions — Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

**GOAL 17:** Partnerships to achieve the Goal — Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

Volunteers play a major part in working towards these goals. As communities and countries have adopted these goals in a more formal way, volunteering has become an integral and impactful result towards achieving these goals.

**Your contribution as a volunteer in whatever area inspires you, helps our communities to continue to grow into healthy and caring communities.**

If you want to learn more about volunteering, please contact your local Youth 20/20 Can community:

### Volunteer Campbell River

900 Alder St  
Campbell River, BC V9W 2P6  
Phone: (250) 287-8111

#### **Youth Engagement Workers at Campbell River**

Tiesha Schmuland  
[youth@volunteercr.ca](mailto:youth@volunteercr.ca)

### Volunteer Cowichan

200 Craig St  
Duncan, BC V9L 5G3  
Phone: (250) 748-2133  
<https://volunteercowichan.bc.ca/youth2020can/>

#### **Youth Engagement Workers at Volunteer Cowichan**

Jessica Lewinski, Holly Ellison, and Ali Davie  
[youth2020cowichan@gmail.com](mailto:youth2020cowichan@gmail.com)

### Volunteer Nanaimo

3148 Barons Rd Unit E  
Nanaimo, BC V9T 4B5  
Phone: (250) 758-7121  
<https://www.volunteernanaimo.ca/>

#### **Youth Engagement Workers at Volunteer Nanaimo**

Kamilla Duha and Gwen Vonarx  
[vnanaimo@gmail.com](mailto:vnanaimo@gmail.com)

### Volunteer Powell River

4750 Joyce Ave  
Powell River, BC V8A 3B6  
Phone: (604) 485-2132  
<https://www.yscpr.com>

#### **Youth Engagement Workers at Powell River**

Jayde Bazinet [volunteerpowellriver@gmail.com](mailto:volunteerpowellriver@gmail.com)  
Erika Davies [powellrivervolunteer@gmail.com](mailto:powellrivervolunteer@gmail.com)

### Volunteer Victoria

306-620 View St  
Victoria, BC V8W 1J6  
Phone: (250) 386-2269  
[volunteervictoria.bc.ca](http://volunteervictoria.bc.ca)

#### **Youth Engagement Workers at Volunteer Victoria**

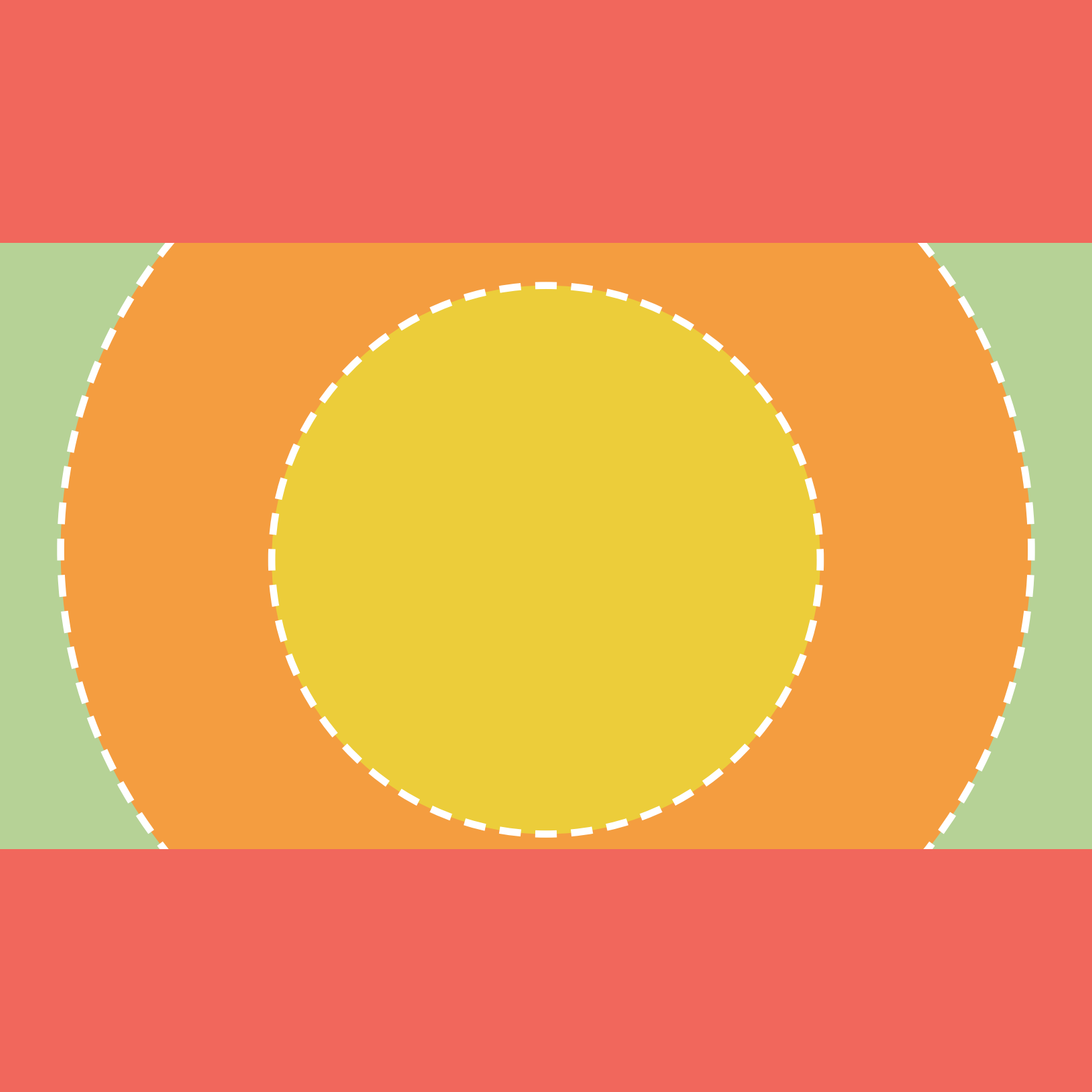
Emily Donald [Emily@volunteervictoria.bc.ca](mailto:Emily@volunteervictoria.bc.ca)  
Brock Gallagher [brock@volunteervictoria.bc.ca](mailto:brock@volunteervictoria.bc.ca)

### Wachiy Friendship Centre

1625 McPhee Ave  
Courtenay, BC V9N 3A6  
Phone: (250) 338-7793  
<https://www.wachiay.org/>

#### **Youth Engagement Workers at Wachiy**

Daedra O'Malley [daedra.o@wachiay.org](mailto:daedra.o@wachiay.org)





[www.volunteervictoria.bc.ca](http://www.volunteervictoria.bc.ca)

Tel: 250.386.2269

E-mail: [volvic@volunteervictoria.bc.ca](mailto:volvic@volunteervictoria.bc.ca)

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Funded by the Government of  
Canada under the Canada  
Service Corps program



*Youth 2020 Can is funded by the Government of Canada under the Canada Service Corps  
Youth 20/20Can est financé par le gouvernement du Canada dans le cadre de Service jeunesse Canada*