



Serve Wyoming

Nonprofit Inclusion Climate Report

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I like advocacy, working with the public, community awareness
I volunteer darn near every day **Inclusion starts with the little things**

I like talking to people, having something to do and being out in the world

Without inclusion a person does feel equal or whole

Almost everyone has a sibling or family member with a special need

Person first, then disability

We should help people face disabilities in order to evolve I like to get my hands dirty

**SERVE
WYOMING**

You get to feel good when you help other people

Volunteering makes me feel good and gives me something to do

Create a diversity of opportunities

Words we use set our perceptions

Total access of community and acceptance regardless of physical differences

Everyone wants to do things to the best of their ability

We need to face adversity to grow from it and be comfortable with it

It's rewarding when something you've been involved with goes well Create opportunities so people feel they can do it

Be conscious of all that work with you...it's a partnership

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The Results Are In...

Happy Disability Awareness Month! ServeWyoming is excited to bring you the results of our Nonprofit Inclusion Climate survey project! Many groups were part of the Wyoming Inclusion Team and involved this project and its success. Nonprofits and volunteers across Wyoming were asked to give feedback on their impressions and experience with inclusion.

Inclusion:

“The proactive engagement of people, with and without disabilities, in all levels of society, where everyone is valued and has the opportunity to contribute and live a meaningful, productive life.”

This is just a first assessment to measure the overall inclusion climate within Wyoming’s non-profit organizations. The data anonymously collected, through surveys and individual interviews, has provided us initial analysis of Wyoming nonprofits FROM Wyoming non-profit leaders and, most importantly, volunteers concerning disability inclusion. Volunteer respondents repeatedly stated they believed organizations have an accepting culture but an lacks an inclusive culture (e.g. offering accommodations, more accessible parking, asking for input regarding inclusion, and actively recruiting a diversity of volunteers), would be beneficial for everyone. In other words, creating a culture of inclusion is an organization’s holistic approach and ongoing strategy to creating an inclusive environment. This is an ongoing conversation. Have comments about this report? Need it in an alternative format? Please contact Nurieh@servewyoming.org

**Would your organization like training in creating an inclusive culture?
Please fill out this form online: <https://www.surveymonkey.com/s/SL7MRQF>**

MEMBERS OF THE WYOMING INCLUSION TEAM



SW WRAP



Corporation for
NATIONAL &
COMMUNITY
SERVICE



Quick Highlights!

50% of nonprofits who took the survey have 1-40 volunteers serving with them.

50% of the nonprofits who took the survey focus on basic needs, advocacy, education, and health.

Most common forms of media?

- Websites
- Facebook
- Newsletters
- Brochures

Creating a Non-Profit Culture of Inclusion

According to the survey results and interviews with nonprofit staff, from sharing disability inclusion policies with volunteers to inclusion training and statements on websites, there are strategies Wyoming nonprofits are using to create a welcoming and inclusive environment for volunteers with or without disabilities. Many organizations believe they have an inclusive climate, however there are many powerful additional steps nonprofits can take to ensure organizations create a **culture** of inclusion.

78% of organizations do not measure whether or not they have staff or volunteers with disabilities.

36% of nonprofits actively recruit volunteers or staff with disabilities.

65% of organizations rated their marketing as not inclusive.

62% of organizations do not discuss disability inclusion.

59% of respondents stated their organization does not provide training in disability inclusion.

Quick Highlights!

35% of survey participants considered themselves as a person with a disability.

67% of participants volunteer at least once a month.

Common forms disabilities reported:

- WALKING
- CLIMBING STAIRS
- CONCENTRATING
 - MAKING DECISIONS
 - RUNNING ERRANDS ALONE

The Volunteer Perspective

According to the survey results and interviews, VOLUNTEERS had both positive things to say about volunteering in Wyoming and provided additional insights to how nonprofits could create a **culture** of inclusion. Volunteer interests included mentoring, advocacy, fundraising, engagement, and “getting their hands dirty.” They get involved because it keeps them active and happy. Many volunteers stated they believed organizations *want* to be inclusive, but they still have troubles with perception, accommodations, and acceptance.

67% of participants seek volunteer opportunities with organizations supporting an inclusive culture.

70% of participants stated they have received little to no disability inclusion training.

Barriers to volunteering include transportation, communication, & willingness to make accommodations.

Most volunteers agreed organizations have an “accepting culture.”