

The logo consists of a white speech bubble with rounded corners and a tail pointing towards the bottom-left. Inside the bubble, the word "results" is written in a bold, lowercase, sans-serif font. The background of the entire slide is a solid, vibrant red.

**results**

**Cultivating New Relationships through Action!**  
**November 3, 2021**

# Our Anti-Oppression Values

The RESULTS logo is a red speech bubble shape with the word "results" written in white lowercase letters inside.

*RESULTS is a movement of passionate, committed everyday people. Together we use our voices to influence political decisions that will bring an end to poverty. Poverty cannot end as long as oppression exists. We commit to opposing all forms of oppression, including ableism, ageism, classism, colonialism, homophobia, racism, religious discrimination, sexism, transphobia, white saviorism, and xenophobia.*

*At RESULTS we pledge to create space for all voices, including those of us who are currently experiencing poverty. We will address oppressive behavior in our interactions, families, communities, work, and world. Our strength is rooted in our diversity of experiences, not in our assumptions.*

*With unearned privilege comes the responsibility to act so the burden to educate and change doesn't fall solely on those experiencing oppression. When we miss the mark on our values, we will acknowledge our mistake, seek forgiveness, learn, and work together as a community to pursue equity.*

*There are no saviors — only partners, advocates, and allies. We agree to help make the RESULTS movement a respectful, inclusive space.*

Find all our anti-oppression resources at: <https://results.org/volunteers/anti-oppression/>

**Welcome! Please go ahead and put  
your name and where you're  
joining from in the chat!**

# Tonight's Agenda

results

- ✓ **Volunteers are humans first!**
  - ❖ **Breaking down assumptions**
- ✓ **New trends in volunteering**
- ✓ **New Advocate Support Plan**
- ✓ **Relationship Building**
- ✓ **Mobilizing toward Action**
- ✓ **Culture of Celebration**
- ✓ **Q&A and Conclusion!**



# Session Objectives

- **Humanizing the person behind the volunteer**
- **Creating welcoming culture and incorporate this widely amongst your group (inclusive of all members)**
- **Do I have a clear understanding of the basics of the support plan?**
- **Did I learn how to build relationships with new advocates?**

# Who are RESULTS volunteers?

**RESULTS is a movement of passionate, committed, everyday people. Together, we use our voices to influence political decisions that will bring an end to poverty.**



# Who are RESULTS Volunteers?

- **ALL volunteers can contribute and give what they have at their current capacity.**
- **Value individuals vs. individual's outputs**
- **Everyone should succeed, no matter their time or circumstances.**
- **Model of inclusiveness and shared leadership**



**And most importantly.....**

**RESULTS Volunteers are HUMAN  
first.**

# Who are RESULTS Volunteers?

- **Awareness of trauma of lived experience, and other barriers**
- **What are they stepping out of to step into your group?**
- **Seek to develop relationships where everyone is empowered**
- **What are their goals, what is needed for them to succeed?**

# Top Trends in Volunteering

- **Trend 1: Volunteering remains an important priority for community members**
- **Trend 2: Volunteerism is getting younger**
- **Trend 3: Micro-volunteering important / time commitments decreasing**

# Top Trends in Volunteering

- **Trend 4: Economic situation impacts volunteer times/engagement**
- **Trend 5: Hybrid volunteer environments here to stay**
- **Trend 6: Sharing impacts of volunteer work critical for engagement & retention**

# New Advocate Support Plan!

- **For over 40 years, RESULTS has invited thousands of new advocates to join our cause.**
- **Many of those advocates stay for years, but some only stick around for a few months.**
- **In order to support new advocates to have a great experience and support Groups and Regional Coordinators, Staff created the New Advocate Support Plan**
- **We plan to support advocates through their first year, and have Volunteer and Staff planned activities at their first 30-Days, 60-Days, 90-Days, 6-Months, and 12-Months**

# 30 DAYS: Groups should....

- ✓ **Send Introductory Email**
  - ☐ **Schedule 1:1 Meeting**

**....New Advocate Mentors\* will then send information from the meeting to Group Leader, which they will forward to their Regional Coordinators to record in New Advocate Tracker!**

# 90 DAYS: Groups should...

- ✓ **New Advocate Mentor\* conducts a Check-In using the New Advocate 90 Day Conversation Guide! At the same time the New Advocate will fill out the Individual Planning Form!**
- ✓ **Use check-in to plant seeds and explore possibilities of what is next for volunteer now that they are no longer “brand new”**
  - ☐ **Beginning conversation for leadership development**

# Materials to Help Support You!

- [Group Guide to Welcoming and Supporting New Advocates](#)
- [New Volunteer 90 Day Conversation Guide](#)
- [Individual Planning Form](#)



# Relationship Building!

- **Listening > speaking**
- **Get to know the person behind the advocate**
  - **This can help with any nerves the advocate may have when joining a group!**
  - **Can make them feel like they have a home with you**
- **Let them know that there is a lot to learn, but that they can go at their own pace, and they have a lot of support!**
- **Include your new advocate when completing group planning, make sure you're asking them what goals they may have**
- **Asking instead of telling!**

# Mobilizing Towards ACTION

Group brainstorm!

How have you moved  
new volunteers  
towards **action** in your group?



# Culture of Celebration

- ✓ The "heartening" effect of celebrating achievements
- ✓ Small milestones are a big deal!
- ✓ Let's share celebration ideas.  
What's worked for you/your group?

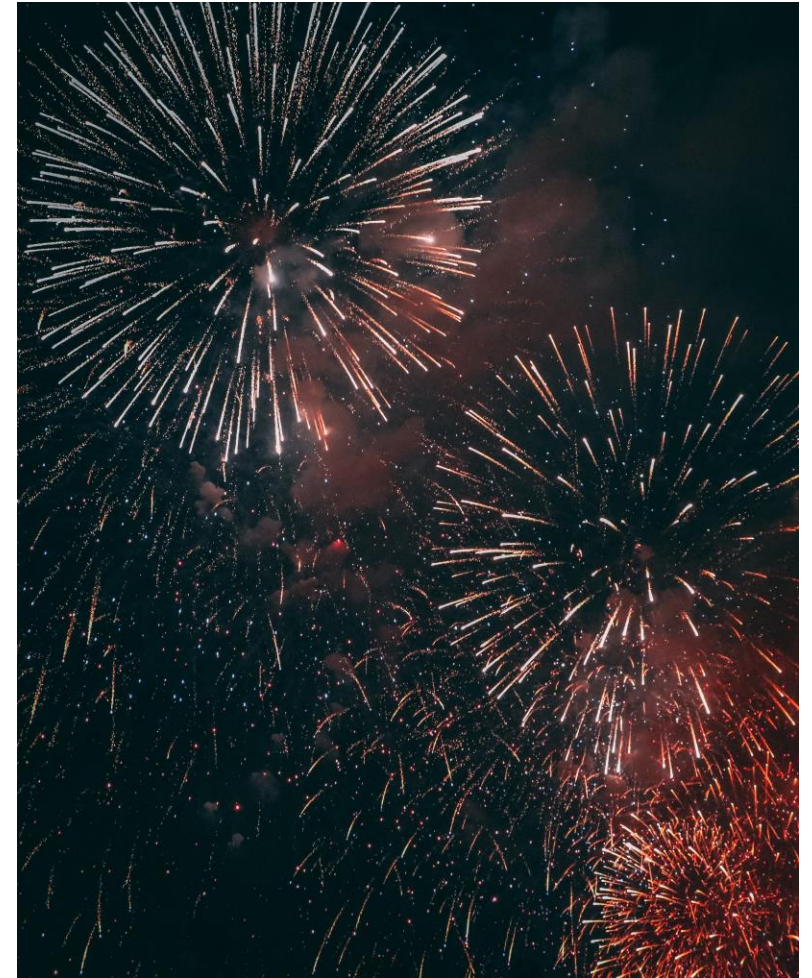


Photo by [Kristian Løvstad](#) on [Unsplash](#)

# Q&A

---



- Photo by [Simone Secci](#) on [Unsplash](#)

# Cultivating New Relationships Through Action

The logo for 'results' is a pink speech bubble shape with the word 'results' written in white lowercase letters inside.

*Thursday, December 2 at 8 pm ET*

*<https://results.org/event/cultivating-new-relationships-through-action-8-pm-et/>*

**Learn more about creating a culture of “welcome” in your group & fostering healthy relationships through advocacy action with new volunteers**