

TechSAge Tips

Making Volunteering More Inclusive for People with Disabilities

Many people with disabilities want to volunteer, but experience challenges doing so. We interviewed older adults with long-term sensory and mobility disabilities about the challenges they experience with volunteering.

Common barriers include transportation, inaccessible information and facilities, and a lack of understanding about accommodations and support needs of people with disabilities. Based on these findings, we identified solutions to make volunteering more inclusive. Organizations that take an inclusive approach to volunteering can not only expand opportunities for people with disabilities, but also promote diversity and innovation for the organization and community.

Accessible Places

- Wheelchair accessible facilities; navigation support for people with vision impairment (e.g., sighted guide)

Assessing support needs and providing accommodations

- Interpreters, captioning for virtual meetings, training material in a different format, advanced materials.

Offer flexibility in scheduling and tasks

- Shorter time slots, splitting tasks among volunteers, working in groups or independently, and remote tasks.

Accessible Training in different formats

- Braille, audio, large text, written or captioning
- Websites with color contrast, alt text for images,

Provide reimbursements for travel or offer arrangements for those without transportation.

Additional Resources:

[TechSAge User Needs Project](#)

[What does Inclusive Volunteering mean?](#)