

# Welcoming and safe volunteer spaces

## Rainbow stickers and displays of inclusion

### 1. Why use Rainbow stickers?

Rainbow stickers used genuinely show support, inclusion and solidarity with the LGBTIQ+ community, they are a welcoming symbol

Displaying your space as safe for LGBTIQ+ communities shows that everyone is welcome  
Volunteers who haven't disclosed that they are part of the LGBTIQ+ family, see they will be accepted in your organisation.

### 2. Authenticity:

Displaying rainbow stickers only is not enough to create an inclusive environment  
Build inclusion with policies and a culture that values and respects LGBTIQ+ people  
Update policies as needed with an explanation about the purpose of using symbols of inclusion  
Start a volunteer working group for suggestions to install inclusive change and goals to work towards.

### 3. Diversity and Intersectionality:

Rainbow stickers may not reflect the full spectrum of LGBTIQ+ diversity and intersectionality  
Engage in meaningful efforts to understand the diverse experiences and needs of LGBTIQ+ volunteers  
Connect with LGBTIQ+ services for guidance and build partnerships to recruit new volunteers to your organisation.

### 4. Tokenism:

Rainbow stickers used as a gesture without any change to support LGBTIQ+ individuals is tokenistic  
Connect rainbow stickers with action to create an inclusive environment to promote equality  
Don't use stickers until your organisation has policies about 'why' and the purpose of inclusion in the organisation  
Invite a local LGBTIQ+ organisation to a morning tea launch of your new inclusion policy.

### 5. Feedback and Consultation:

Seek feedback on inclusion initiatives  
Have LGBTIQ+ individuals and community organisations in decision making processes  
New perspectives provide valuable insights and ensure that actions are effective and respectful.