

Create Organizational Change by Focusing on Diversity in Volunteer Programs



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FLEET
SCIENCE
CENTER

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Fleet Science Center



128 Employees
& 468 Volunteers





autism

ACCESSIBILITY MORNINGS

at the Fleet

- Sensory tools
- Cool down space
- Park/ community network
- Training Resources
- Evaluation



NEW YORK HALL OF SCIENCE WWW.NYSCI.ORG

Alan J. Friedman Center

Marcia Bueno

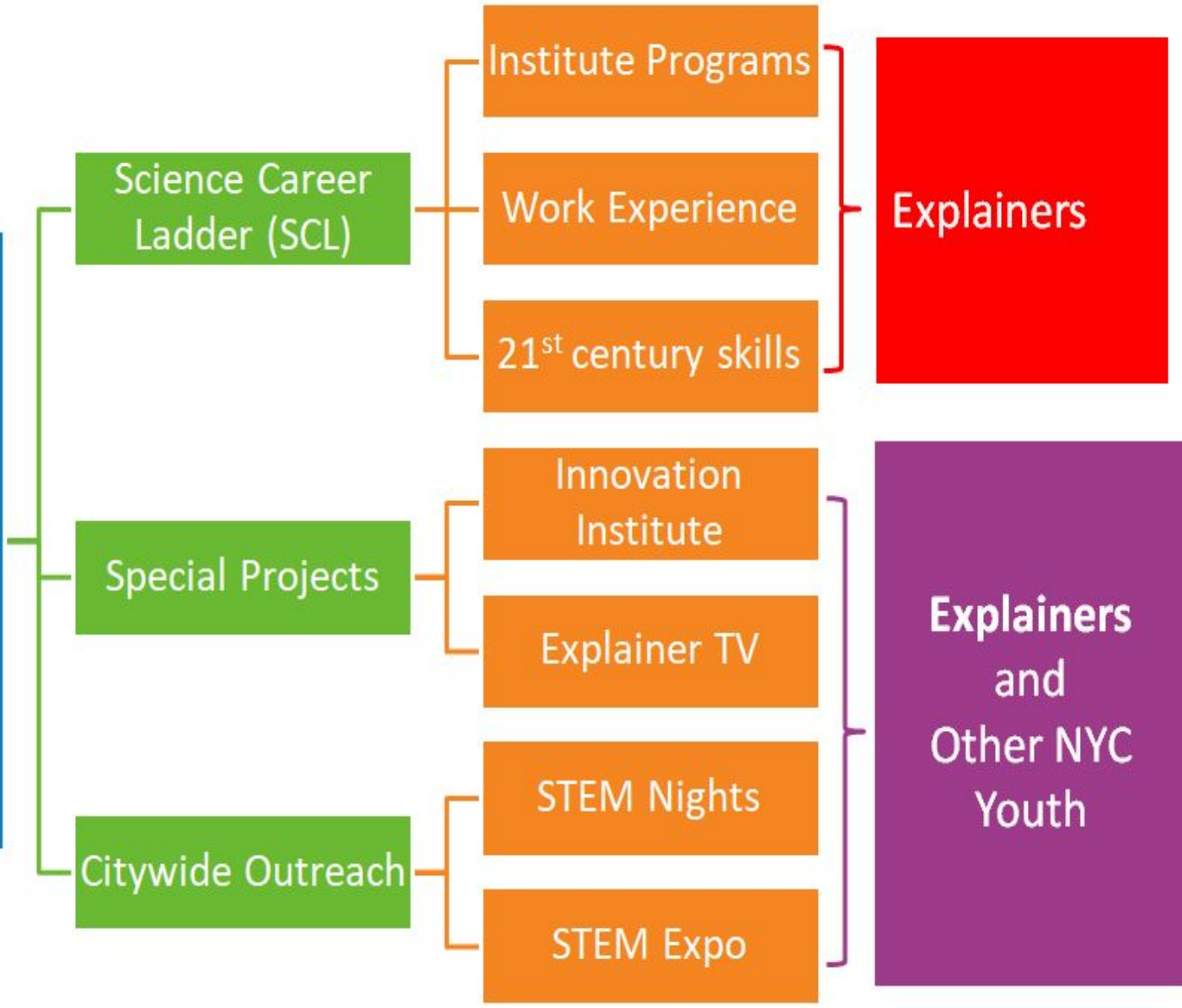
Director of NYSCI Neighbors

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New York Hall of Science



Friedman Center



Science Career Ladder



Signature program

- Career development
- College access
- Museum facilitators



Partnership with schools

- Immigrant youth
- Students with learning challenges



Pipeline to employment

- 21 alumni are full time staff
- Alumni employed in other cultural institutions

Citywide Outreach

Science Ambassador



Community engagement

- Environment of shared cultural identity
- Multi-generational approach

STEM Nights/Expo



STEM career pathways

- Representation of diverse communities
- Opportunity to network with professionals

Trips & Site Visits



Access & opportunity

- Visit companies and programs in NYC
- Organization lead workshops on site

Organizational Impact & Development





ORLANDO
SCIENCE
CENTER

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Zach Lynn

Director of Volunteers and Engagement

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Catalyst Volunteer Track

Event & Exhibit Hall Volunteer



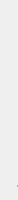
Visitor Experience Volunteer

NatureWorks

The Hive

Catalyst Development Track

The Academy



Catalyst Internship

Catalyst Scholars

catalyst

THE ACADEMY

21st Century Skills

- Collaboration
- Communication
- Critical Thinking
- Creativity

24 Workshops @ 6 Gay-Straight Alliances

- Reaching 249 students

13 Workshops @ Orlando Science Center

- Approx. 20 students per workshop



Catalyst Internships



Cohort Building and
Classroom Learning



Hands-On Facilitation
and Teaching



Job Shadowing and
Career-Readiness

A catalyst for organizational change...

- Series of staff workshops on identity
 - Facilitated by Zebra Coalition
- Engaging teenagers in meaningful ways
- A safe space to express your identity
 - Volunteer & Human Resources procedures
- Adopting Group Norms
 - More ways to use intentional conversations





madison children's museum

Volunteer Programs

Sandra Bonnici

Assoc. Director Education, Diversity, Inclusion

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By The Numbers

- MCM serves about 220,000 visitors/year
- 250 Volunteers/ Year
- 70 at any given time



Strategic Retooling

Foundational Documents

- Mission Vision Values and Inclusion

Recalibrating Program to be in Education

- primary focus=diversifying pipelines to
employment



Volunteer Programs - Driving Diversity

Partnerships

- AVID/TOPS with Boys and Girls Club
- Escalera with Centro Hispano
- High School Special Ed Department
- YWCA – W2 requirements
- Deferred Prosecution
- EmployABILITY



Visit, Volunteer, Connect!



MadisonChildrensMuseum.org
Thank You!



The Center of Science & Industry located in downtown Columbus, Ohio

COSI is about inspiring interest in science and learning more about our world.



Gerlinde Higginbotham
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BY THE NUMBERS

FY17: JULY 1, 2016-JUNE 30, 2017

VISITORS

717,637
Onsite Visitors



288,119
Learners Engaged
Offsite



Since opening
in 1964
we have served
35,106,299
GUESTS!

ONE OF OUR
HIGHEST
ANNUAL
IMPACTS EVER.

1,005,756
People Engaged

MEMBERSHIP

MEMBER HOUSEHOLDS
20,803

FAMILY ACCESS
MEMBER HOUSEHOLDS
3,410



3,410 receive a
subsidized annual
membership for
\$49 per year.

VOLUNTEERS

Total Volunteers Hours
115,512



Total Volunteers
9,733

Total Value
to COSI
\$1,758,721

This is equivalent to
55.53
FULL-TIME EMPLOYEES

This incredible
commitment from
volunteers greatly
enhances our
guest experience
every day.

Community Partners and Volunteer Opportunities

Each year, we work with our Community Partners to bring individuals with developmental and physical disabilities to COSI to volunteer.



How COSI has made a welcome environment for volunteers with disabilities.

- ★ Developed a interview process that is user friendly by scheduling extra time
- ★ Taking time to answer questions
- ★ Prioritize next steps for volunteers
- ★ Help coordinate formal/informal support systems
- ★ Develop a personalized volunteer experience

There is no universal design, as each Museum is different. How we can be the same is by...

- ★ Building flexibility to your volunteer program
- ★ Letting the team know that it is ok to not have all the answers, and it is ok to seek help
- ★ Work with the liaison that initiated the opportunity to help shape your program



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