

VOLUNTEER PROGRAM OVERVIEW 2016 - 2023

Needs Statement

As a small organization, Sahiyo often lacks the staff capacity to meet the growing demands of our work. Our Volunteer Program allows us to connect with individuals who are interested in learning more about female genital cutting (FGC) and garner assistance in different areas of our organization, including administration, development, programming, social media, and more. The Volunteer Program enables us to expand our capacity while working to incorporate diverse voices from all backgrounds into the movement to end FGC. The Volunteer Program also serves to support those who may be interested in joining the work to end FGC, but who may not be aware of opportunities to engage in such work. The program also supports individuals who may not have the time to dedicate themselves to full-time activism against FGC, or who may prefer to engage in more private activism to learn more about FGC before jumping into larger-scale public advocacy.

Volunteers who participate in Sahiyo's work come away with increased professional skills in non-profit, humanitarian, and gender-based violence work. This program allows volunteers to network with leaders in the field of FGC prevention, as well as other volunteers and activists working to end FGC around the world. As a result, more people are aware of ongoing educational opportunities around FGC and continue to stay engaged with Sahiyo in a variety of ways.

Program Goals

- Increase Sahiyo's organizational capacity to meet our mission.
- Further Sahiyo's operations by tapping into the volunteer's skills.
- Build a volunteer community of individuals who act as ambassadors of Sahiyo's work.

Program Activities

Volunteers assist with a host of various programs, events, and organizational operation tasks. These activities are tailored to individual volunteer needs expertise, and desires, including, but not limited to:

- Providing presentations on FGC to build awareness in the broader public as well as more specific communities.
- Maintaining and enhancing our communications platforms (i.e. social media, websites, etc.).
- Translating materials from English into Gujarati, Hindi, and other languages.
- Proofreading Sahiyo materials.
- Researching and writing blog posts on FGC interventions, practices, personal experiences, and other related content.
- Participating in research projects.
- Organizing, planning, and creating educational outreach events on FGC.

Maintaining a robust volunteer program involves the following organizational tasks:

Outreach & Recruitment

In order to advertise the Volunteer Program, we share our [volunteer position description](#) on sites such as LinkedIn, various social media channels, and more. Potential volunteers begin by first applying to the position, which includes filling out an interest form. They are then invited to interview with a member of the Sahiyo team so that we may learn more about their skills and what areas they are interested in volunteering.

Onboarding

Volunteers go through an onboarding process where they learn more about the organization, FGC, best practices, role expectations, and more. They are expected to review Sahiyo's Introduction Guidebook, complete the Feedback Form, and sign a confidentiality agreement.

Assignments

Volunteers receive their assignments on an ad hoc basis. Sahiyo currently operates a volunteer Listserv, where potential opportunities are emailed to volunteers who can then choose to participate in that project. Sahiyo also facilitates a WhatsApp group chat for sharing volunteer opportunities, upcoming events, and announcements, and allows volunteers to network with one another.

Program Impact by the Numbers

2016-2023

259

volunteer applications
since 2016

21

student volunteers who
work with Sahiyo to
complete projects for
school, such as thesis,
capstone, research, and
more

18

outreach and education
volunteers

12

volunteers supporting
Sahiyo's research

69

active volunteers as of
2023

Looking Forward

Sahiyo is looking to expand the scope and capacity of our Volunteer Program by:

- Hiring a Volunteer Coordinator.
- Increasing the number of volunteers working with Sahiyo.
- Training more volunteers in outreach and education, development, research projects, and creating the monthly newsletter.
- Building more relationship-based activities with volunteers to support continued engagement with Sahiyo.