

QDEP Volunteer Expectations

- 1. Working in solidarity:** We don't consider the work we are doing 'charity'. It is redistribution. We live in a nation that puts people in detention centers, and where queer and HIV+ people are unfairly targeted. We're resisting a messed up system that oppresses people, and using access we have to do it. We work in solidarity, not charity.
- 2. Political accountability:** We all come to this work with different privileged and oppressed identities. And we work with vulnerable populations. We'll be hosting anti-oppression group discussions with volunteers, but being accountable and aware of how our identities function when we're interacting with our clients is important. Especially in situations of interpretation, accompaniment, etc, where power dynamics directly impact the work. If you have specific questions or want to talk about this, reach out to staff.
- 3. Show up:** If you say you're coming to take a client somewhere or meet them to finish a task, please follow through. We understand emergencies happen—feel free to text, call, or email if that's the case. But we expect solid commitment from our volunteers. **This work is transformative only if it's consistent.**
- 4. Shush:** You already signed an agreement to this effect, but basically, don't tweet, blog, gossip, Facebook, or Instagram about your work with clients. And definitely don't share any pictures! We work with vulnerable people—we've got to respect their privacy. If you feel like you need someone to talk to about the work, though (which is totally real), feel free to reach out to staff. Please also note that while we expect and appreciate questions, we don't appreciate curiosity about our clients that borders on voyeurism. Think about what information you need to do the work effectively, and what you don't! If you have questions about this or other boundary- setting with clients, reach out.
- 5. We heart short emails:** We really really prefer short emails that are to the point ('I can make do that task' or 'I'm not available') rather than long explanations as to why. We like short, simple communication in general. We won't be offended if you're not free, but give us notice so we can plan accordingly.
- 6. Challenge yourself:** We understand that there are tasks that some folks come to this work set on doing. But we love love love volunteers who are willing to take on what the organization and our clients need, rather than what sounds the 'coolest'. Our primary needs are often around fundraising, accompaniment, and advocacy, rather than detention center visitation, for example.
- 7. Talk to us:** We want to know about specific skills you come with and work you're interested in doing. We might find surprising ways to match you up to work that needs to be done! If you have quirky ideas for fundraisers, programming, etc, let us know. This is an organization run for and by community, so if you're showing up to do the work, we'd love to hear and execute your ideas.