

Diverse Nonprofit Organizations for Diverse Communities

Engagement in the voluntary sector has been shown to be an important pillar for upholding democracy: it has been linked to voting behaviour and political participation; it creates important social capital; and it enhances involvement in local decision making. For immigrants, it is a way to learn about Canadian democracy and feel more connected with the country. Many nonprofit organizations work in and with immigrant communities, but research indicates that there is a lack of minority representation on the boards of nonprofit agencies. The purpose of this research is to provide nonprofit agencies with a better understanding of how to engage ethnic minorities in their organizations as volunteers and board members. In order to do this we will: 1) identify, by means of a survey, a number of nonprofit profit organizations that have successfully diversified their boards and volunteers to reflect the diverse communities in which they operate; and 2) invite these successfully diversified organizations to help design a model that other organizations can apply towards diversifying their own organizations.

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