How to Recruit for Diversity

Purpose: In a group striving for social justice, diversity is one of the most important qualities in our pathway towards achieving social justice.

A school climate that fosters inclusion, acceptance, respect and human dignity for all students is the foundation upon which schools educate, motivate, and activate students. Such inclusiveness will only occur as a school intentionally focuses on the specific strategies to recruit and engage all students.

Steps to Success:

1. Reach out to advisors, officers and members of clubs at your school that are striving for the same goals as your group and ask them to collaborate.
   a. Make your first meeting of clubs laid-back. Include ice-breaker activities, pizza, and discussion on possible unified projects your clubs can do together.
   b. Organize and participate in a joint community service project.
   c. Have a joint-fundraiser where both groups can raise money.

[These steps will help open up communication between different groups and help expand the network of clubs.]

[Larger groups get more attention from other clubs and students, promoting greater participation in all efforts.]

2. Contact your school’s athletic teams.
   a. Athletic teams often look for ways to help out the community. Encourage them to volunteer at a local Special Olympics event together
   b. Recruit specific teams to volunteer at a rally or other group sponsored event.
   c. Invite school athletic teams to your meetings. They could offer unique perspectives to further promote your cause.

3. Talk with your National Honors Society and Student Council chapter.
   a. Organizations such as these are required to perform service hours. If you can promote their involvement in one event, many members are sure to get hooked!
4. **Make an honest effort to reach all students to show there are positive benefits for everyone involved.**
   a. Make attention grabbing posters to hang around your school. These should have meeting times and be inviting others to come participate. (You must have the proper permission.)
   b. Tell teachers about your group and ask them to mention it during their classes or include a blurb in their class announcements.
   c. Show slideshows of pictures from your group's events/meetings during lunch. These should show people working together and having fun.
   d. Make morning and afternoon announcements that urge students to attend meetings and events.
   e. Make t-shirts, and have students wear them on a certain day every week to advertise your club (Special Olympics, inclusion, students against the R-Word, etc.). Have every person in your group carry around order forms so those who are interested can also purchase a shirt.
   f. Talk with your principal or appropriate faculty member to ask if you could give a speech at the next assembly to bring awareness of those with intellectual disabilities, Special Olympics, and to get others involved in participating.
   g. Get permission to visit homerooms with information and sign-up sheets for possible recruitment to events or to recruit new members.

5. **Go to other local or community groups and organizations; such as girl/boy scout troops, boys and girls club, church groups, etc. and inform others about your cause.**

   [Be certain to share with classmates that your club is based on acceptance and unity. Everyone is welcomed because every individual has something to offer others.]

   [Be sure to leave time for questions.]