



Volunteer Facilitator Training

Thank you for requesting information about Dougy Center's Volunteer Facilitator Training. We are so pleased that you are interested in becoming a volunteer facilitator in our support groups for children, teens, young adults, and their family members who are grieving. Each month, we serve over 550 children, teens, and young adults and 425 of their adult caregivers. There is absolutely no way we could provide support for so many grieving children and families without the time, energy, and heart that our volunteers so generously donate. ***We value having a diverse group of volunteers related to experiences with grief as well as gender, age, race/ethnicity, sexual orientation, and education.***

Please read through the following information before applying:

- We ask volunteers to make a one-year commitment to working with a group. This translates into approximately 3½ hours every other week. This commitment helps create safety and continuity for the children, teens, young adults, and adults in our groups.
- If you have experienced a death within the last year, please contact me to talk more before applying as training can be an intense experience for those who are grieving a recent loss.
- In order to become a facilitator, you will need to **attend all hours of the training sessions as outlined in the enclosed schedule. You will also be asked to observe a group as part of the training process.**
- Completion of the training is not a guarantee that you will be accepted as a facilitator.
- If you are accepted as a facilitator, you will work under the supervision of one of our master's level program staff Coordinators in a group that meets every other week for 3½ hours.
- You will need to complete a Background Check Disclosure Authorization and Release form before facilitating in a group.
- Applications are accepted on an ongoing basis. Decisions about training spots will be made approximately one month prior to the training dates.
- Trainings are held in person over the weekend. Training hours are on Saturday and Sunday from 9 a.m. to 5 p.m. with a one hour break for lunch and various short breaks throughout the day. After the initial weekend training, trainees must observe one group (this will be scheduled for you depending on the group you are placed in) and then meet in person for one final 1.5 hour meeting (details provided closer to training). Training locations vary and will be provided no later than at the time of Volunteer Facilitator Orientation. We value starting and ending training sessions on time, so please plan to arrive 15 minutes prior to scheduled start.

To apply for Volunteer Facilitator Training:

- 1. Complete the Facilitator Training Application (3 pages).**
- 2. Email to volunteer@dougy.org or mail to Dougy Center, P.O. Box 86852, Portland, Oregon, 97286**
- 3. Once your application is received, I will email or call you within two weeks.**

~Meredith Kelley, M.S.W.
Volunteer Placement & Grief Services
Coordinator, 503-775-5683



Equity and Inclusion (E&I) Statement

Mission & Values

Dougy Center: The National Grief Center for Children & Families is committed to providing support in a safe place where children, teens, young adults, and their family members who are grieving before and after a death can share their experiences. Through our Pathways program we provide a safe place for families facing the advanced serious illness of a family member. With this mission and with the well-being of all grieving families in our community in mind, we will demonstrate Dougy Center's commitment to equity and inclusion and specifically, fair and inclusive access to meaningful and relevant resources and services for all people who are grieving in our community. We are committed to engaging in intentional dialogue to foster a community based on our organizational values of respect, integrity, stewardship, and excellence.

Why Equity & Inclusion Matter

As a member of the greater Portland, Oregon community of nonprofits serving children and families, we seek to understand how our grief support services can complement and extend community and public health efforts to address persistent and documented disparities based on such characteristics as race, gender, national origin, citizenship, ethnicity, culture, disability, age, creed, religion, economic status, gender identity, sexual orientation, and all other identities represented in our diverse community. We are aware that we, as an organization, do not exist separate from the oppressive systems perpetuating these disparities that privilege some individuals and communities and create barriers and harm to others. We know that as a result of this, some individuals may have had easier access to our organization and that others may have experienced challenges or barriers to access – be it meaningful and relevant services, employment, or volunteer opportunities. In recognition of this disparity, and the fact that families do not grieve in a vacuum untouched by cultural and societal influence, Dougy Center will continue to clarify and articulate organizational values, policies, procedures, and practices addressing issues of equity and inclusion for staff, board members, volunteers, program participants, and stakeholders, including the community at large. Our goal is to provide a safe place for all children and families who are grieving a death, with increased recognition of societal, cultural, and historical factors that may impact grief and access to services.

Our Commitment

Our commitment is to engage staff, board members, volunteers, program participants, and the broader community in the dialogue as described, and to take active steps toward building an organization that is representative of the families in our community. Dougy Center commits to actively supporting equity and inclusion in all facets of our organization, both internally and externally, through our outreach, services, policies, procedures, and organizational culture. This commitment is articulated within Dougy Center's current strategic plan, thereby holding ourselves accountable with measured actions that lead to meaningful organizational shifts occurring over time.

Vision & Future Direction

We recognize that this work will entail ongoing conversation and action that will include all organizational stakeholders, and that this transformative process will be uncomfortable at times with no 'quick fix'. We also acknowledge that as a community we will make mistakes as we explore how issues of equity and inclusion inform, and are informed by, the services we provide within the context of the greater community. We will continue to use an equity lens to help guide these conversations, as well as utilize outside supports as we develop outcomes and strategies for our equity and inclusion efforts.



Volunteer Facilitator Training Application

Mail to: Dougy Center, P.O. Box 86852, Portland, OR 97286 Email to: volunteer@dougy.org

Name: _____

Birth Date: _____ Pronoun: _____

Home Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____

E-Mail: _____

Emergency Contact Name: _____ Emergency Phone: _____

Your Employer: _____ Work Phone: _____

Work E-Mail: _____

Dates of the Training Requested: _____

Please check below:

- I understand that I am required to attend all hours of the Volunteer Facilitator Training before I can become a facilitator in a peer support group sponsored by Dougy Center.
- I understand that Dougy Center reserves the right to accept or reject any potential trainee as a facilitator even after completing the 2-day training and group observation.
- I understand that this training is offered only to those who intend to volunteer for at least one year as a facilitator of a peer support group sponsored by Dougy Center and that the minimum commitment is for 3½ hours per session in a group that meets every other week.
- I understand if I am accepted into the training, I will be asked to complete a Background Check Disclosure Form.
- I understand that facilitating children may be physically active. I am physically able to climb stairs, sit on the floor and play actively. If I am unable to perform these tasks, I will contact the Volunteer Coordinator to discuss.

Signature _____ Date _____

Please provide information about the deaths and other losses you have experienced.

Please tell us your reasons for applying, including what you hope to gain personally from this training and volunteering as a facilitator at Dougy Center.

Describe any previous training you have had related to the grieving process.

Describe your personal, professional and/or volunteer experiences with children, teens, and adults.

Do you speak any languages other than English? If so, please list.

If you would like to say more about your race, ethnicity, and/or tribal affiliations, please use this space.