

The Role of Inclusive Volunteer Involvement in Civil Society

Conceptual Foundations and Empirical Evidence from Mexico

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Concept	Meaning	Research question
Diversity	The presence of individuals from different social groups.	Who participates?
Inclusion	The existence of conditions that enable participation without discrimination.	What barriers do participants face?
Meaningful involvement	The ability to contribute, propose initiatives, and influence decisions.	Who has a voice and decision-making power?

Institutional Conditions	· Accessibility. · Non-discrimination. · Flexible participation arrangements. · Adequate resources. · Inclusive organizational culture.
Diversity and Equitable Participation	· Gender, age, disability, ethnicity, and socioeconomic background. · Equal access to opportunities. · Recognition of diverse knowledge and experiences. · Voice and representation.
Meaningful Volunteer Involvement	· Leadership. · Collective action. · Decision-making. · Empowerment and autonomy.
Civil Society Strengthening	· Social cohesion. · Democratic participation. · Collective capacity. · Institutional accountability.

Case 1. Best Practices from an Excluded Group for the Inclusion of Other Excluded Groups

From young people to migrant people. "Young volunteers at FM4 Paso Libre's Migrant and Refugee Assistance Centre"

Group	Documented practices	Gaps or aspects not documented
Young women	Majority participation in volunteerism: 430 out of 619 people.	No specific measures are described to guarantee equal opportunities in leadership or decision-making positions.
Young people from different countries	Participation of Mexican and international volunteers.	No details on measures to overcome immigration, language, or administrative barriers.
Young people with different beliefs and ideologies	Participation of people with religious and non-religious beliefs and different political, professional, and socioeconomic backgrounds.	No specific anti-discrimination protocols are described.
Young people from disadvantaged economic backgrounds	The article recognizes the importance of material conditions in people's ability to contribute their time.	Scholarships, stipends, transportation reimbursement, or financial support are not documented.
Migrants and refugees	Assistance with basic needs, support, solidarity, and recognition of their dignity.	No systematic mechanisms are documented for involving them in organizational decision-making.
People with disabilities	No specific practices identified.	No reasonable accommodations, physical accessibility, or accessible communication measures documented.
Indigenous youth or speakers of languages other than Spanish	No specific practices identified.	No translation, interpretation, or intercultural outreach strategies documented.
Young mothers, single mothers, and caregivers	No specific practices identified.	No adapted schedules, childcare, or support for family responsibilities documented.

Source: Hernández-López, R. A., & Valverde-Hernández, C. J. (2018). "Una mirada alternativa a la migración: el voluntariado juvenil como forma de participación social"

Case 2. Language barriers: Advisory Council of the Fedearal Law for the Promotion of CSOs in Mexico. Zapoteco / Tseltal / Nahuátl

Comisión de Fomento de las Actividades de las Organizaciones de la Sociedad Civil

Consejo Técnico Consultivo
Ley Federal de Fomento de las Actividades de las Organizaciones

LENGUA: Zapoteco
Variante: De la Planicie Costera
Traductor: Feliciano Carrasco Regalado

DOF: 31/10/2016

GUENDARIBIDXI' BINNI chu' cha chitícabe chonna Consejeros Propietarios ne chonna Consejeros Suplentes cani guzuhuá runi stobi sti' ca Organizaciones sti' dxa Sociedad Civil, ti ga'cacani laaca tindaa sti' dxa Consejo Técnico Consultivo sti' dxa Comisión sti' Fomento ca dxa Guendaraca sti' ca Organizaciones sti' dxa Sociedad Civil.

DIIDXA' NEZA NACHÚ'CUNI

Diidxa' neza ziuula' la nuuni rarí'
http://www.dof.gob.mx/nota_detalle.php?codigo=5458889&fecha=31/10/2016

Dxa Comisión sti' Fomento sti' ca dxa Guendaraca sti' ca Organizaciones sti' dxa Sociedad Civil (dxa Comisión), ne ricaa diidxa' ni maca nexhe' lu ca artículos 26, 27, fracción II sti' dxa Ley Federal sti' Fomento sti' ca Guendaraca runi Organizaciones sti' ca dxa Sociedad Civil (dxa Ley), 38, 39 ne 40 sti' dxa Reglamento sti', ne 5, fracción VI, sti' Reglamento ni nuu ndáni sti' dxa Comisión; cabidxi dxa ca Organizaciones sti' dxa Sociedad Civil (OSC) caacani lu dxa Registro Federal sti' ca Organizaciones sti' dxa Sociedad Civil (dxa Registro), ti guchíña ca dxa ni chitícabe sti' ca ni guzuhuá runi stobi sti' ca OSC ti chu'cabe ne laacabe lu dxa Consejo, sica ni caa rarí':

1. Ca guendaraca sti' dxa Consejo

Ché tobi guirá' iza ne dxa Comisión ti ganda ga'ca' guyachávuicabe pa nuu neza ca guirá' ca dxa políticas ne ca guendaraca sti' fomento sti' ca dependencias ne entidades sti' ca dxa Administración Pública Federal.

Zuuya' cháhui ca dxa políticas sti' Estado mexicano ni napa xiné ne dxa fomento lu ca dxa guendaraca biluí' nácabe lu dxa artículo 5 sti' dxa Ley, zacá casi guiní' ique tobi ni chiguzete' ne ni gacaladxi' ga'ca' luguiá' ra guiquíñeni ne ganna tobi xi neza cheni;

Zuníbicabe guendariu' ne guenda gudí' stiidxa' ca binni guidxi ne ca dxa organizaciones lu dxa guendarinanda, guendaraca ne guendaruuya' cháhuí' pa nuu neza ca dxa políticas sti' Estado mexicano ni biluí' nácabe lu dxa fracción gudí'dique;

Zuqúcabe ca dxa comisiones ne ca binni daqulizá cani rúnica dxiíña' ca ni caquíñe' ti ganda qúnica ca guendaraca stíca';

Cuaqui' diidxa' ga'ca' ne gunistícabe ca dxa medidas administrativas ne operativas ni guzána' guizacháhui ni zinándacabe ga'ca' ne dxa guendarirooba neza sti' guendaruni stícabe';

Gacané guenda guiquíñe' dxa la Ley;

Zudí' diidxa' ni ga'caladxi' ga'ca' ti ganda guuyacabe guna' nga ca infracciones guiaana ne xi quíxe ni bichee, lu ca diidxa' ni riquíñe' dxa Ley, ne

Zudí' dxa Manual sti' Operación ne sica na ndí' nga chiguni dxiíña' neza dxa organización ne guendaguiquíñeni.

2. Sti' dxa guendachu' nacubi ca dxa Consejeros

Ne sica na ca diidxa' maca nexhe' cháhui lu ca dxa artículos 27, fracción II sti' dxa Ley, ne 38 sti' dxa Reglamento sti', ti chu' guendaridagu' dxa Consejo lu guendaga'ca' 2016 zabícabe chonna consejeros propietarios ne chonna suplentes ca ni guzuhuá runi stobi sti' organizaciones, ni guindaa chonna iza.

¡Great idea¡

And then?

Comisión de Fomento de las Actividades de las Organizaciones de la Sociedad Civil

Consejo Técnico Consultivo
Ley Federal de Fomento de las Actividades de las Organizaciones

Lengua: Tseltal
Variante: De occidente
Traductor: Blanca Inés Gómez Santiz

DOF: 31/10/2016

Te ik'el pasbil ta stojol te ya yich' le'el oxtul at'el tu'unel sok oxtul sjelolik yu'un ja' ya yilik te organizacióntik yu'un te slumaluke, sok ja' nix jich ya me x-ochiku'uk ta consejo técnico consultivo yu'un te muk'ul tsoblel te ja' ya skolteyik te organizaciónetik yu'un jich ya spasik xan lek te yat'elik ta jujun lumal.

VERSIÓN RESUMEN

Teme ya ak'an ana' spisil te swentail ila awil ta:
http://www.dof.gob.mx/nota_detalle.php?codigo=5458889&fecha=31/10/2016

Te muk'ul tsoblel te ja' ya skolteyik te organizaciónetik ta spasel xan lek te yat'elik ta jujun lumal, (Ja' nax te mach'a ak'bil sbiiilik), ta stojol te beluk albil ta swekebal schawinik sok sjukebal schawinik artículoetik, ta schebal fracción ta mantal ta banti albil te ya sk'an spasik yantik at'el te organizacióntik te ayik ta jujun lumale (te mantalile), swaxukebal schawinik, sbalunjunebal schawinik sok chawinik ta smantal sok yo'ebal, swakebal fracción, ta smantal yu'un te Comisión; ya me slok'es te ik'el ta stojol te Organizacionetik yu'un te jujun lumal (OSC) te ay sbiilik le ta banti Registro Federal yu'un te Organizacionetike (le ta Registro), ta yak'el sbiil scandidatoetik te ayik ta OSC jich ya me stak' x-ochik ta, te beluk ya sk'an ay yu'une ja' te beluk albile le ko'ele:

1. yat'el te mach'atik ya xjilik ta Consejo

Ya me xbajt' ta tsoblel ta jujun jawil, melel ta jujun jawil ya me yilik teme lek te mantaliletike sok ya me yilik te beluk ya spasik te jujun snail ajwaliletik ta spisil jlumaltik. Ya me x-a'an yot'anik ta stojol te beluk albil le ta manatal yu'un te muk'ul lumaltik México ta banti albil te ya sk'an pasel yantik at'el te albil ta yo'ebal artículo ta mantalil, sok ya me yak' ta na'el te snopibal mok teme ay beluk ma xk'ot ta yot'anik ta stojol te bina albile;

Ya me spas te aka k'opojukik te slumale sok te organizaciones melel jich ya stak' yilik te beluk ya spasike, bit'il ya spasike sok te bit'il ya xlaj yot'anik spasele sok teme lek te bina la spasik ta stojol te políticas yu'un te muk'ul lumaltik México te albil ta fracción le' ta mo'ele;

Ja' me ya yilik te mach'a ya xbajt' ta comisione sok ya me yil te bit'il ya schanik te yat'elike mach'a spas sok mach'a ya xkoltawanik;

Ya me yalik bit'il lek ya sak' xlok' te yat'elike sok ya me yilik bit'il ya spukik te at'ele sok ya me yalik teme ay beluk ma xk'ot ta yot'anike melel jich lek ya xlok' spisil;

Ya me yil teme pasbil yat'elul te mantalile;

Ya me yal te beluk xi yot'anik ta stojol te chabanel, te chukel sok te jlokjibal te ya tak'ik ta stojol te uts'inel ya me yich'ik ta muk' te bina albil ta mantalil, sok

Sok ya me yak' jun ta banti ya scholik te beluk ya spasike, te bit'il ya spuksbaik te at'el sok te bit'il ya schabanik te yat'elike.

2. Jayeb jawil ya xat'ejik te ants winiketik te ya xjilik ta Consejerosetike

Sok te beluk albil ta sjukebal schawinik artículo, schebal fracción yu'un te mantalile, sok te swaxuklajuneb schawinik ta smantalil ta banti nak'anbil te bin ya yich'ik ta muk' te k'alal ya sle'ik te at'el tu'uneletik, ta 2016 ya yich' pasel te consejo, oxtul te mach'atik ya xjilik ta sjol te yantik oxtulike ja' me ya sjeloninik te mach'a ay ta sjole, te mach'a ju' yu'unike ya me x-at'ejik oxeb jawil.

3. Ta stojol te beluk ya sk'anik teme ya snak'anik sbiilik

3.1 Te organizacionetik te yak'ojiksba ilel sok te ajwalile sok teme ay yu'unik tul ants winik te ja' representae ya me stak' yots'esik sbiil scandidatoik. Te candidaturase ya me yich'ik ta muk' spisil te beluk albil ta sbalunlajunebal schawinik articulo ta

Case 3. What should we do: Mexico City Advosory Resilence Council. Idetification of gender and dissabiltty barres for an effective involvement and participation.

Type of Barrier	Manifestation in Report	Proposed Institutional Response
Physical and territorial	Distance, transportation, and poorly accessible spaces.	Accessible transportation, space adaptation, and selection of suitable venues.
Economic	Lack of resources to travel or participate virtually.	Stipends, compensation, and free training.
Technological	Lack of devices, connectivity, or digital skills.	Ongoing training and alternative participation options.
Linguistic and communicative	Language, specialized terminology, and inaccessible formats.	Translation, simplified language, Braille, audio, and sign language.
Institutional and regulatory	Absence of rules guaranteeing representation and inclusion.	Regulatory reforms, quotas, affirmative actions, and inclusion procedures.
Cultural and relational	Hierarchical relationships, discrimination, and tokenistic participation.	Awareness raising, safe spaces, inclusive facilitation, and equitable intervention procedures.

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