CU in the Community
Volunteer Guide

If you have come to help me you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.

Aboriginal Activists Group
Queensland, 1971

This quote is often attributed to Brisbane area activist leader Lil Watson, who was a member of the group that created the statement. © 2004 Northland Poster Collective (800) 627-3582 www.northlandposter.com #P39

University of Colorado Denver
CU IN THE CITY
Community Engagement

Community engagement is approached from a justice and asset-based perspective. Based on this approach the following values guide engagement:

- Experiential & Reflective Learning
- Collaborative & Reciprocal Relationships
- Diversity, Equity, & Inclusion
- Student Empowerment
- Sustainable Change

- **Experiential & Reflective Learning**
  - People learn best through hands-on learning coupled with intentional reflection. Participants are well-educated on their community and issues they are working with before entering the community. This approach allows all service partners - students, faculty, staff, and community members - an opportunity to explore social and environmental issues down to the root causes, grounded in one’s own community, academic disciplines, and personal experiences.

- **Collaborative & Reciprocal Relationships**
  - Long-term relationships and partnerships are established with communities and organizations in a way that benefits both the community and the participants. Wisdom comes from lived experience and so community members are the experts of their situations and communities. Volunteers work with the community to identify assets, needs, and develop innovative solutions.

- **Diversity, Equity, & Inclusion**
  - Difference exists. And based on those differences, people experience our world in unique ways. Dynamics of power, privilege, and oppression as well as the roots of inequalities must be explored to fully understand the implications for different populations within communities.

- **Sustainable**
  - Sustained positive change comes from strategies that play to residents’ strengths and develop local leadership and ownership of the solutions to bring about change” (Hamerlinck and Plaut, 2014). Community engagement is completed in a manner that empowers community members to develop ongoing solutions to the issues they identify within their community, beyond the time a volunteer spends with the organization or community.

- **Student Empowerment**
  - Students have the power and capability to take action. Students can use their privileged position to serve others and contribute to wider movements for social justice. Student passions, talents, ideas, and experiences are valued. Students have the capacity to be successful change agents and leaders.

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volunteer@ucdenver.edu | ucdenver.edu/volunteer
What Should I Keep in Mind When Serving?

1. Many nonprofit organizations are very overworked and understaffed. It is common to show up for service work and have minimal orientation for what you will be doing right away. Sometimes the most helpful thing to do is be patient and wait for instruction.

2. You can’t change the world in a single day. Service work can sometimes be challenging and you don’t always understand the impact that you are actually having. What’s important is to acknowledge the small contributions you are making and how they fit into the bigger picture and mission of the organization.

3. Get to know the community members you are serving with. They are the experts of their community and have a wealth of knowledge and experience to share with you.

4. Try to keep an open mind! Only by allowing yourself to think, feel, and experience things in a new way will you grow and learn more!

5. The volunteer organization doesn’t want to take you for granted. They will, to the best of their abilities, use your skills to further the overall mission of their program. Sometimes, however, the work they ask you to do might feel ‘mundane’ or ‘too easy’. Try to see how the work they ask you to do ties into the overall goal of the organization – and how it might be what is MOST needed. The average worth of a volunteer in the US is $22/hr!

6. You will get much more out of your experience if, before you serve, you:
   a. Research the organization
   b. Dialogue with fellow volunteers about the ROOT cause of the social or environmental issue the organization addresses

7. You will get much more out of your experience if, after you serve, you:
   a. Reflect upon your experience with your fellow volunteers
   b. Process any strong feelings that came up during the experience
   c. Verbalize or write down the connection between what you did and the overall social justice movement

8. Volunteer activity often reshapes or redirects people’s values, perspectives, and even their life goals. For many it spurs new growth, both morally and emotionally. Sometimes the changes are slight but clear – like committing oneself to continued work with a particular cause or mission. In other cases, the impact of volunteer work is more dramatic.

9. Volunteerism is really just a form of something we each do every day. You’re giving of yourself: and expression of empathy in some way, in some relationship.
Helping, Fixing or Serving?
By Rachel Naomi Remen

"Fixing and helping create a distance between people, but we cannot serve at a distance. We can only serve that to which we are profoundly connected."

Helping, fixing and serving represent three different ways of seeing life. When you help, you see life as weak. When you fix, you see life as broken. When you serve, you see life as whole. Fixing and helping may be the work of the ego, and service the work of the soul.

Service rests on the premise that the nature of life is sacred, that life is a holy mystery which has an unknown purpose. When we serve, we know that we belong to life and to that purpose. From the perspective of service, we are all connected: All suffering is like my suffering and all joy is like my joy. The impulse to serve emerges naturally and inevitably from this way of seeing.

Serving is different from helping. Helping is not a relationship between equals. A helper may see others as weaker than they are, needier than they are, and people often feel this inequality. The danger in helping is that we may inadvertently take away from people more than we could ever give them; we may diminish their self-esteem, their sense of worth, integrity or even wholeness.

When we help, we become aware of our own strength. But when we serve, we don’t serve with our strength; we serve with ourselves, and we draw from all of our experiences. Our limitations serve; our wounds serve; even our darkness can serve. My pain is the source of my compassion; my woundedness is the key to my empathy.

Serving makes us aware of our wholeness and its power. The wholeness in us serves the wholeness in others and the wholeness in life. The wholeness in you is the same as the wholeness in me. Service is a relationship between equals: our service strengthens us as well as others. Fixing and helping are draining, and over time we may burn out, but service is renewing. When we serve, our work itself will renew us. In helping we may find a sense of satisfaction; in serving we find a sense of gratitude.

Harry, an emergency physician, tells a story about discovering this. One evening on his shift in a busy emergency room, a woman was brought in about to give birth. When he examined her, Harry realized immediately that her obstetrician would not be able to get there in time and he was going to deliver this baby himself. Harry likes the technical challenge of delivering babies, and he was pleased. The team swung into action, one nurse hastily opening the instrument packs and two others standing at the foot of the table on either side of Harry, supporting the woman’s legs on their shoulders and murmuring reassurance. The baby was born almost immediately.

While the infant was still attached to her mother, Harry laid her along his left forearm. Holding the back of her head in his left hand, he took a suction bulb in his right and began to clear her mouth and nose of mucous. Suddenly, the baby opened her eyes and looked directly at him. In that instant, Harry stepped past all of his training and realized a very simple thing: that he was the first human being this baby girl had ever seen. He felt his heart go out to her in welcome from all people everywhere, and tears came to his eyes.

Harry has delivered hundreds of babies, and has always enjoyed the excitement of making rapid decisions and testing his own competency. But he says that he had never let himself experience the meaning of what he was
doing before, or recognize what he was serving with his expertise. In that flash of recognition he felt years of
cynicism and fatigue fall away and remembered why he had chosen this work in the first place. All his hard work
and personal sacrifice suddenly seemed to him to be worth it.

He feels now that, in a certain sense, this was the first baby he ever delivered. In the past he had been
preoccupied with his expertise, assessing and responding to needs and dangers. He had been there many times as
an expert, but never before as a human being. He wonders how many other such moments of connection to life he
has missed. He suspects there have been many.

As Harry discovered, serving is different from fixing. In fixing, we see others as broken, and respond to this
perception with our expertise. Fixers trust their own expertise but may not see the wholeness in another person or
trust the integrity of the life in them. When we serve we see and trust that wholeness. We respond to it and
collaborate with it. And when we see the wholeness in another, we strengthen it. They may then be able to see it
for themselves for the first time.

One woman who served me profoundly is probably unaware of the difference she made in my life. In fact, I
do not even know her last name and I am sure she has long forgotten mine.

At twenty-nine, because of Crohn’s Disease, much of my intestine was removed surgically and I was left
with an ileostomy. A loop of bowel opens on my abdomen and an ingeniously designed plastic appliance which I
remove and replace every few days covers it. Not an easy thing for a young woman to live with, and I was not at all
sure that I would be able to do this. While this surgery had given me back much of my vitality, the appliance and
the profound change in my body made me feel hopelessly different, permanently shut out of the world of
femininity and elegance.

At the beginning, before I could change my appliance myself, it was changed for me by nurse specialists
called enterostomal therapists. These white-coated experts were women my own age. They would enter my
hospital room, put on an apron, a mask and gloves, and then remove and replace my appliance. The task
completed, they would strip off all their protective clothing. Then they would carefully wash their hands. This
elaborate ritual made it harder for me. I felt shamed.

One day a woman I had never met before came to do this task. It was late in the day and she was dressed
not in a white coat but in a silk dress, heels and stockings. She looked as if she was about to meet someone for
dinner. In a friendly way she told me her first name and asked if I wished to have my ileostomy changed. When I
nodded, she pulled back my covers, produced a new appliance, and in the most simple and natural way imaginable
removed my old one and replaced it, without putting on gloves. I remember watching her hands. She had washed
them carefully before she touched me. They were soft and gentle and beautifully cared for. She was wearing a
pale pink nail polish and her delicate rings were gold.

At first, I was stunned by this break in professional procedure. But as she laughed and spoke with me in the
most ordinary and easy way, I suddenly felt a great wave of unsuspected strength come up from someplace deep
in me, and I knew without the slightest doubt that I could do this. I could find a way. It was going to be all right.

I doubt that she ever knew what her willingness to touch me in such a natural way meant to me. In ten
minutes she not only tended my body, but healed my wounds. What is most professional is not always what best
serves and strengthens the wholeness in others. Fixing and helping create a distance between people, an
experience of difference. We cannot serve at a distance. We can only serve that to which we are profoundly
connected, that which we are willing to touch. Fixing and helping are strategies to repair life. We serve life not
because it is broken but because it is holy.

Serving requires us to know that our humanity is more powerful than our expertise. In forty-five years of chronic illness I have been helped by a great number of people, and fixed by a great many others who did not recognize my wholeness. All that fixing and helping left me wounded in some important and fundamental ways. Only service heals.

Service is not an experience of strength or expertise; service is an experience of mystery, surrender and awe. Helpers and fixers feel causal. Servers may experience from time to time a sense of being used by larger unknown forces. Those who serve have traded a sense of mastery for an experience of mystery, and in doing so have transformed their work and their lives into practice.

Rachel Naomi Remen, M.D. is Associate Clinical Professor of Family and Community Medicine at U.C.S.F. Medical School and co-founder and medical director of the Commonweal Cancer Help Program. She is author of the bestseller, Kitchen Table Wisdom: Stories That Heal. Helping, Fixing or Serving?, Rachel Naomi Remen, Shambhala Sun, September 1999.