

Assessing Diversity and Equity in Volunteer Inclusion 2023:

Who is leading volunteers?



Many organizations are looking to diversify their volunteer base. How diverse are the volunteer administrators who partner with volunteers?

Arizona State University and the Council for Certification in Volunteer Administration surveyed CVAs (Certified in Volunteer Administration) in 2023. Sixty percent responded, providing a picture of the breadth of the identities and characteristics of this vital workforce.



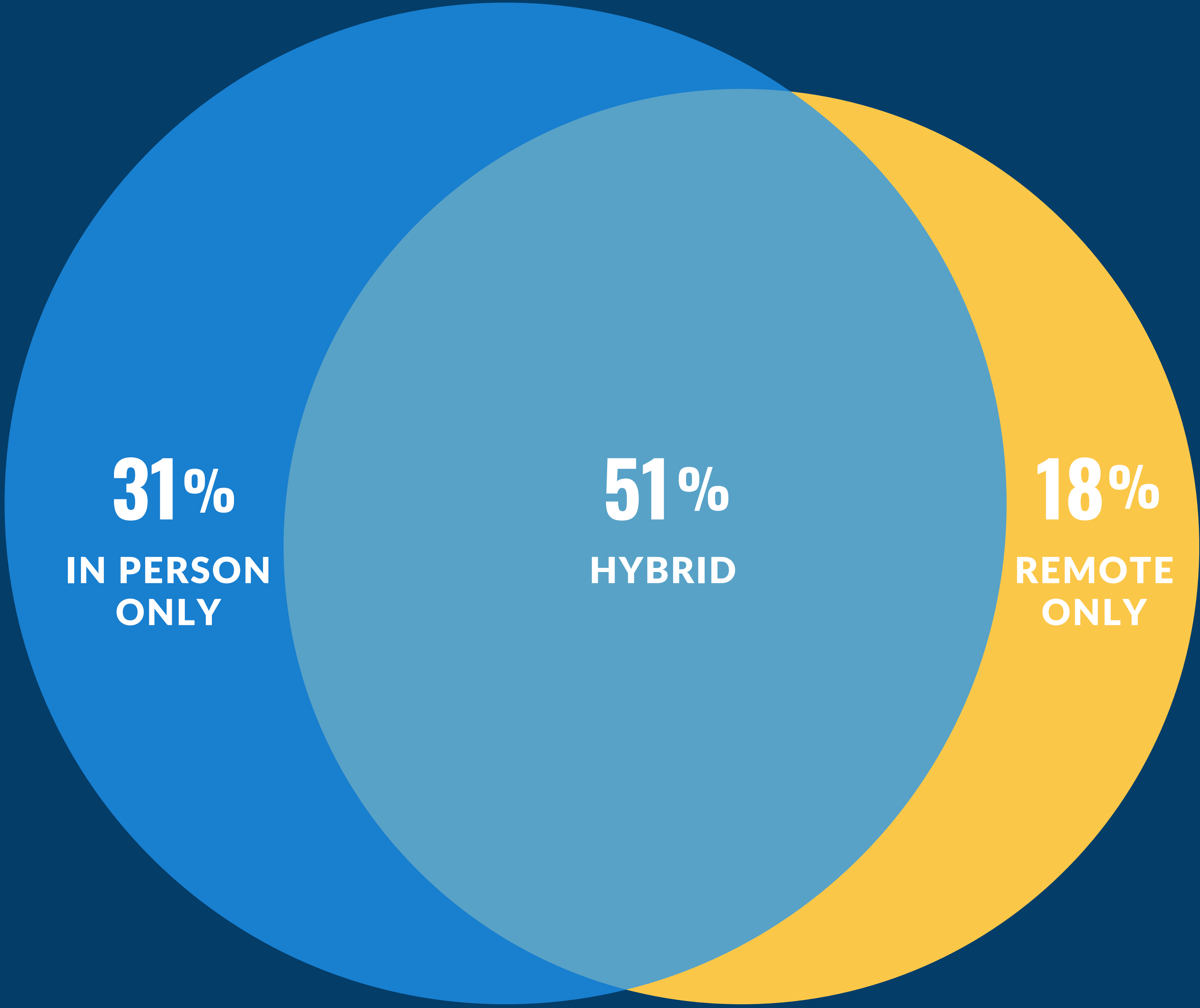
Where do CVAs live?



- 80% United States
- 19% Canada
- 1% Australia
Hong Kong
Italy
Singapore
United Kingdom



Are CVAs working remotely?



A new hybrid normal: **Half of CVAs** split time between home and office. **Only about one in three** work fully in person.



Are CVAs paid for their work?

Nine out of ten CVAs are paid staff. The others are volunteers themselves, or work a mix of volunteer and paid work.

How many hours a week do CVAs spend on volunteer administration?

Of those who work with volunteers, less than half work full time in volunteer administration. While many do spend 40 hours or more per week in volunteer administration, **the average active CVA spends 28 hours per week in this work.**



How many total years have CVAs been certified?

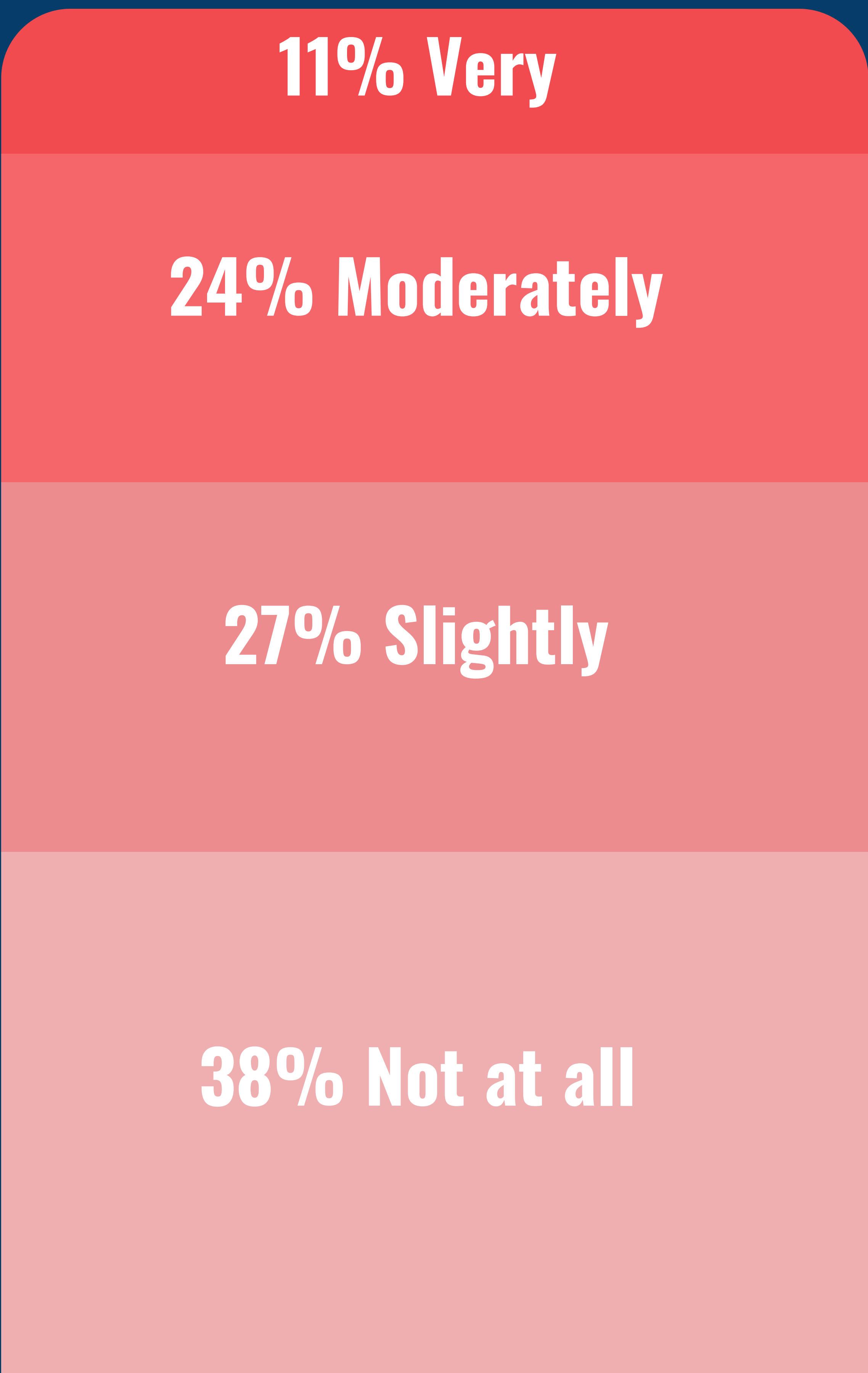
CVAs run the gamut from newly certified to certified for over 25 years. However, **the average CVA has been certified for 5.4 years.**

The survey asked CVAs the extent to which they consider themselves spiritual or religious.

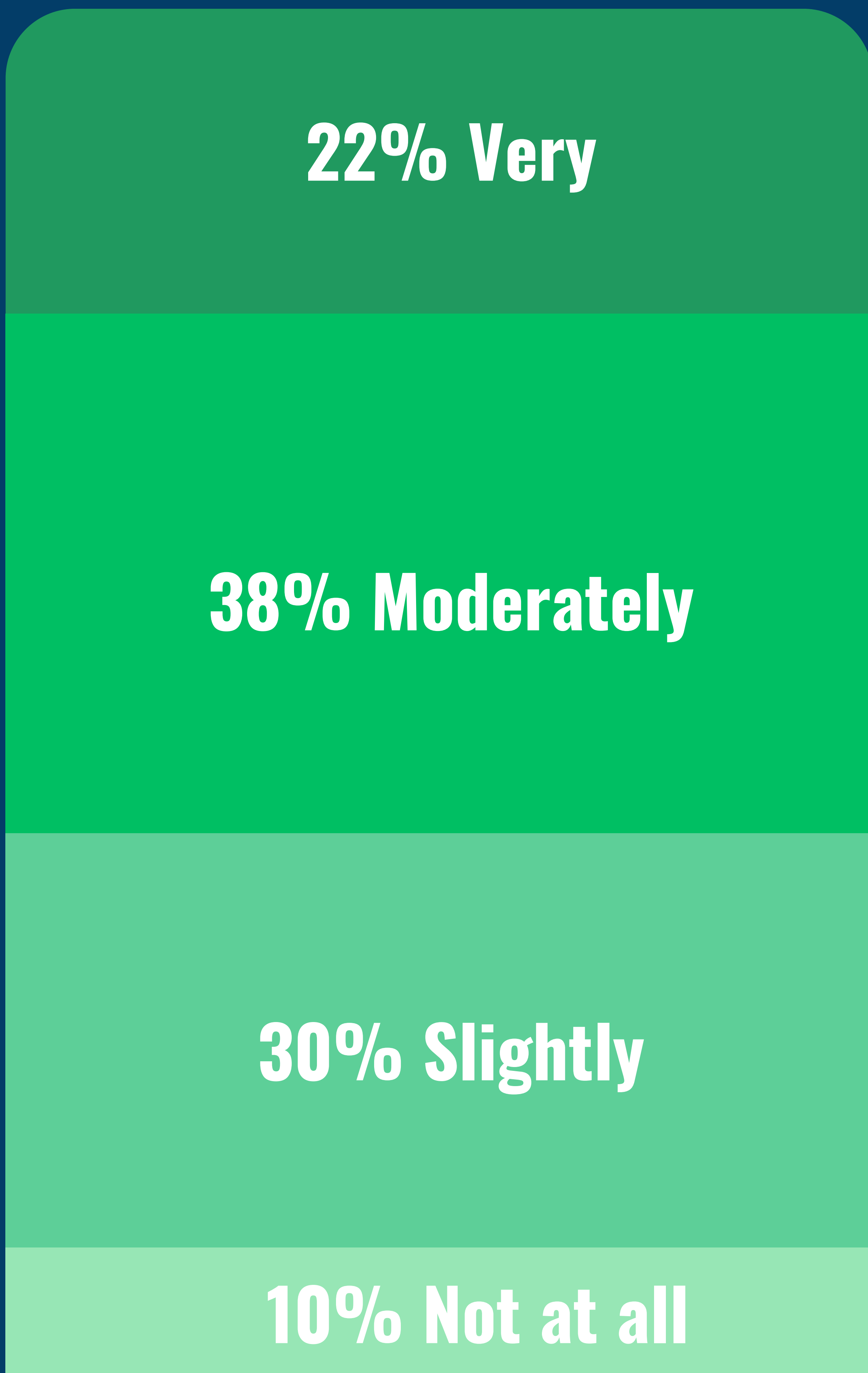
Spirituality is more prevalent, although religiosity is well represented across the field



How religious are CVAs?

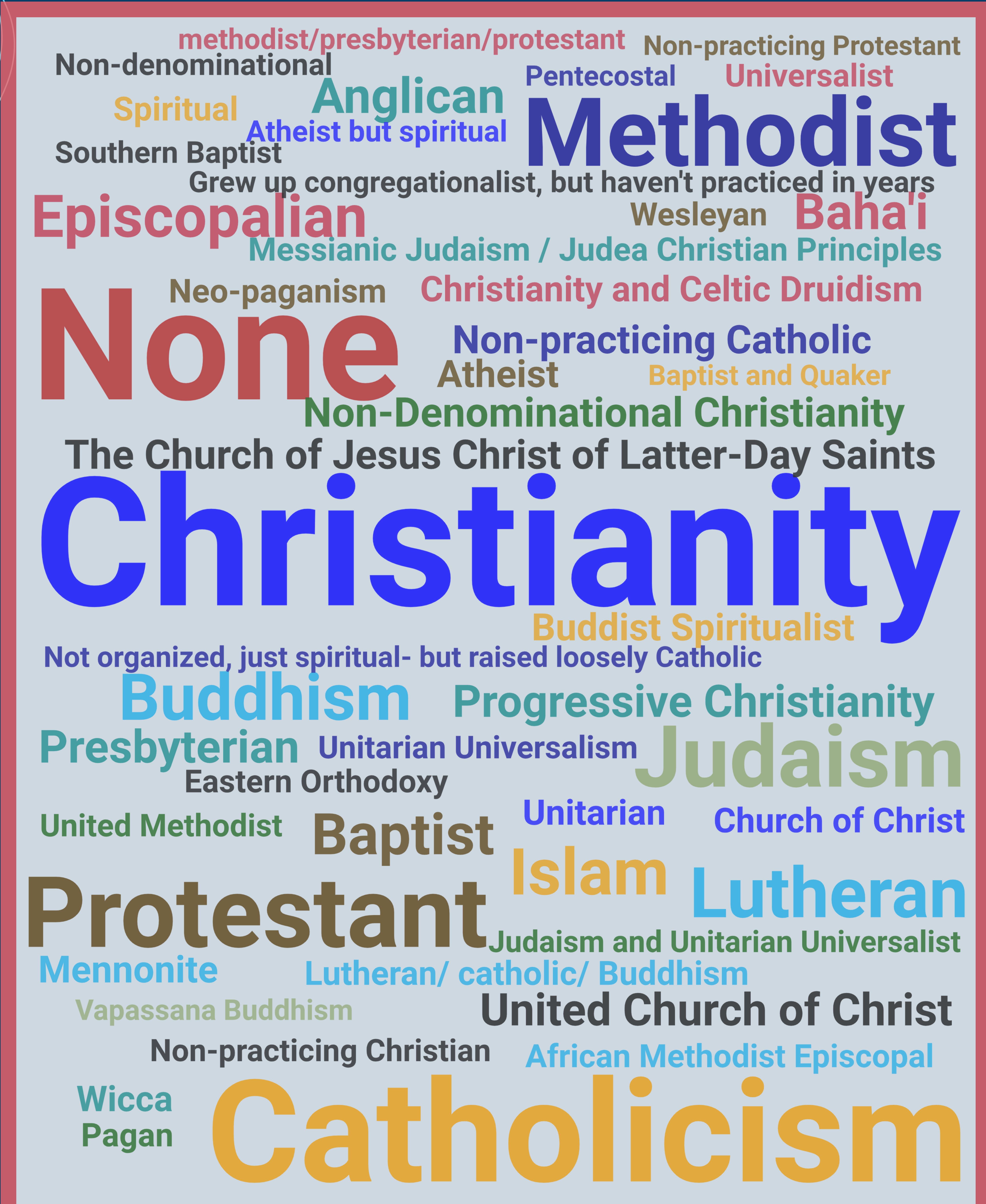


How spiritual are CVAs?



With what religions do CVAs identify?

60% of CVAs identified with practicing a religion. CVAs who practice a religion described their religions in 51 different ways.



Information presented in word clouds reflects write-in responses. The size of the font reflects the number of CVAs who wrote that response.



We asked CVAs to report their socioeconomic status on a sliding scale from 0 to 100. The responses ranged from the lowest low to the highest high. **The typical (median) CVA reports their socio-economic status as just above the middle of middle class.**

What is the household income of CVAs?

About 4 percent of CVAs report annual household income under \$50,000, while 3 percent reside in households with incomes above \$300,000. **On average, though, the annual household income of a CVA is \$126,000 in 2023.**



How do CVAs describe their gender?

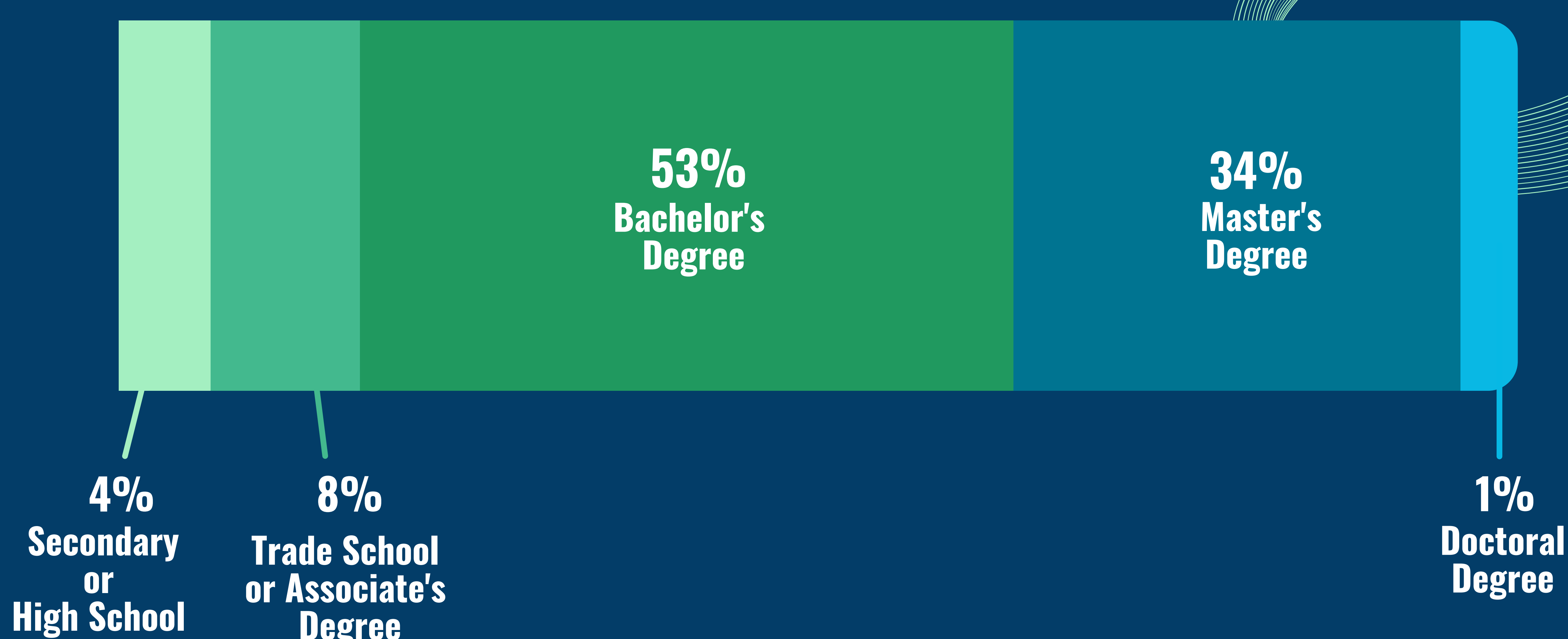
CVAs used their own words when asked about gender identity or gender expression. CVAs described their gender identity or expression in **39 different ways.**



Information presented in word clouds reflects write-in responses. The size of the font reflects the number of CVAs who wrote that response.

What is the highest education level of CVAs?

The majority of CVAs have completed a bachelor's degree, and **one-third** have completed a graduate degree. **1 in 13 CVAs** are currently pursuing post-secondary education.





“Race” is generally understood as grouping by physical characteristics, such as skin color. CVAs used their own words to describe their race. CVAs described their race in **38 different ways**.



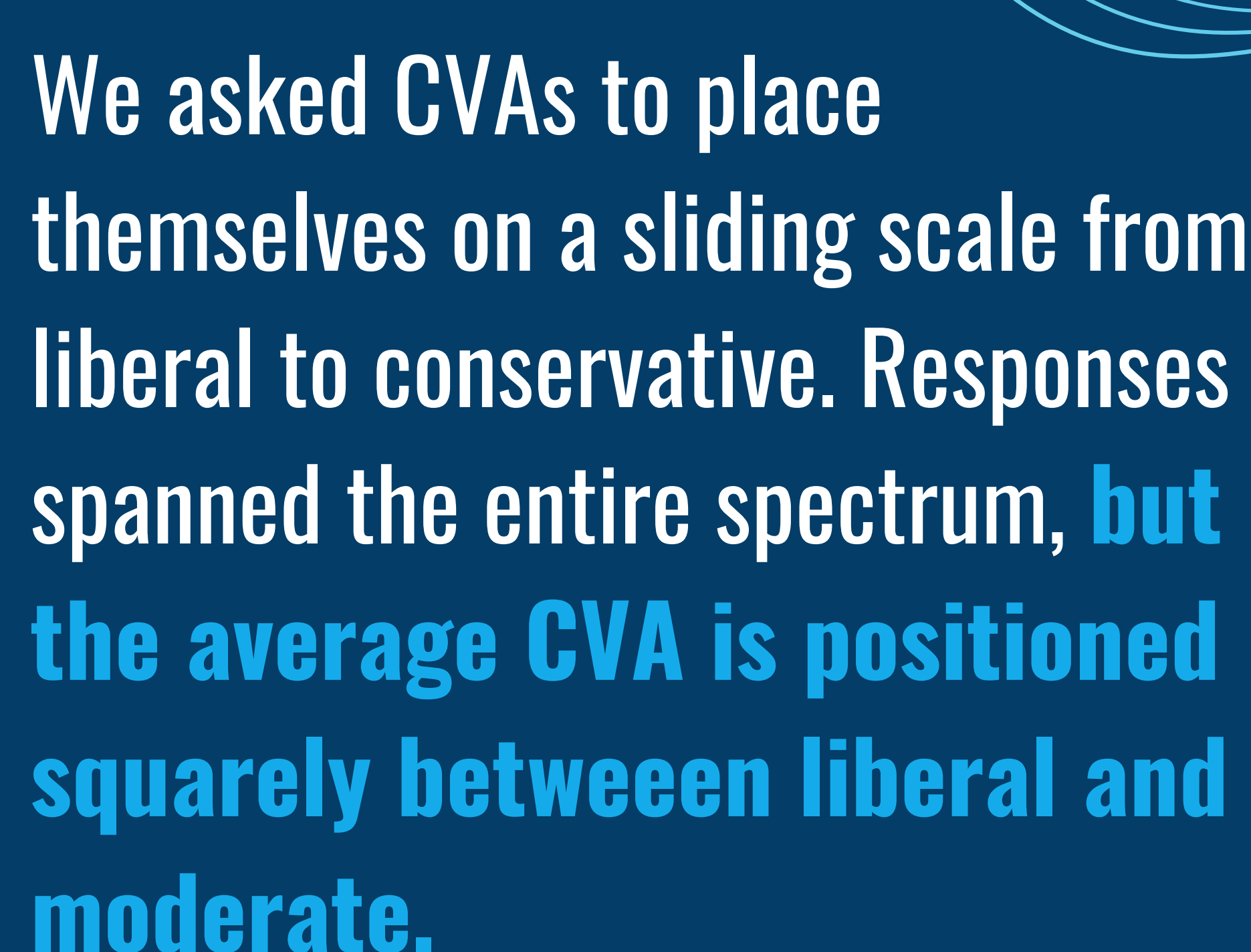
Information presented in word clouds reflects write-in responses. The size of the font reflects the number of CVAs who wrote that response.

How do CVAs describe their ethnicity?

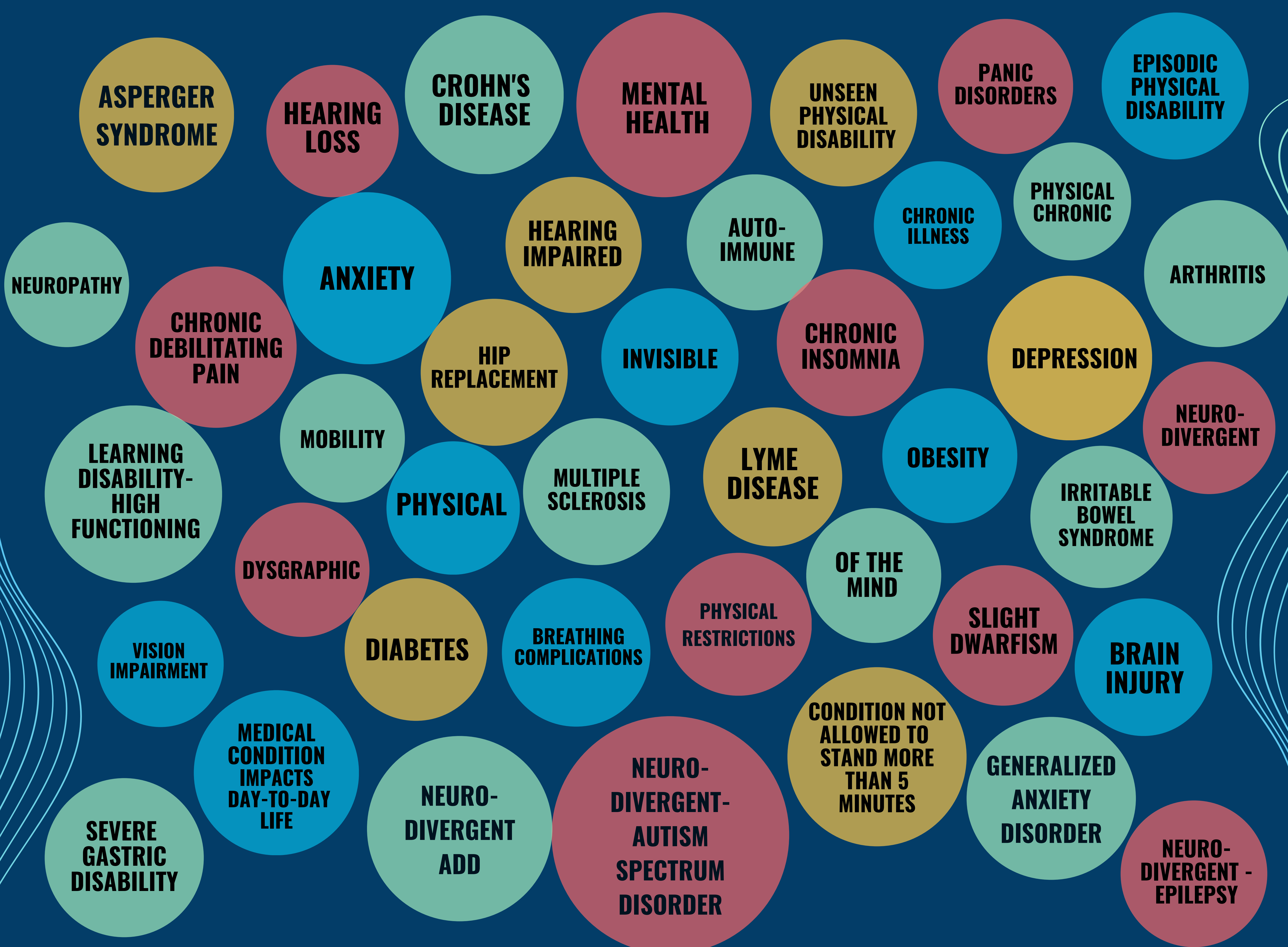
“Ethnicity” groups people by cultural expressions, such as customs, history, language, or religion. CVAs used their own words to describe their ethnicity. CVAs described their ethnicity in **123 different ways.**



Information presented in word clouds reflects write-in responses. The size of the font reflects the number of CVAs who wrote that response.



14 percent of CVAs identify as someone with a disability.



CHRONIC ENDOCRINE ISSUES-THYROID, FIBROMYALGIA, CHRONIC FATIGUE SYNDROME, DIABETES, ASTHMA & OBESITY

HEARING CONDITION & SEVERE ALLERGY

VARIOUS ISSUES

ANXIETY & PANIC DISORDERS

SEVERE ASTHMA & IRRITABLE BOWEL

FIBROMYALGIA WITH CHRONIC PAIN

ANXIETY, PTSD, & DEPRESSION

NEURO-DIVERGENT: ADHD & DYSPRAxia

ADHD & AUTISM

MENTAL HEALTH & ANXIETY

MS, HIV+ MULTIPLE INTERSECTING PHYSICAL & MENTAL HEALTH

ANXIETY & ADHD

HIGH FUNCTIONING ANXIETY, DEPRESSION, (UNDIAGNOSED) ADHD

CHRONIC MENTAL ILLNESS & AUTISM

ADHD, DEPRESSION & ANXIETY

MIGRAINE & BACK PAIN

ANXIETY & DEPRESSION

ASTHMA & ADHD

ANXIETY, DEPRESSION, BIPOLAR, PTSD, COMPLEX MIGRAINE, & BRAIN ANEURYSM

POTS (AUTOIMMUNE DEFICIENCY)

AUTOIMMUNE & INVISIBLE DISABILITY

ADHD, DEPRESSION, ANXIETY, & DYSGRAPHIC

MENTAL & PHYSICAL CHRONIC

OCD/ GENERALIZED ANXIETY DISORDER

TEMPORARY PHYSICAL & MENTAL HEALTH DISABILITY

POST CANCER FLUCTUATING MILD TO DEBILITATING NEUROLOGICAL DISABILITIES, MODERATE PHYSICAL DISABILITIES