 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?

- 31% IN PERSON ONLY
- 51% HYBRID
- 18% REMOTE ONLY

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.
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.

How religious are CVAs?

- 11% Very
- 24% Moderately
- 27% Slightly
- 38% Not at all

How spiritual are CVAs?

- 22% Very
- 38% Moderately
- 30% Slightly
- 10% Not at all

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.

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

Non recognition of spiritual or religious aspects of CVAs' lives may be a concern for some participants. However, this information can help inform future research and interventions aimed at improving CVAs' spiritual and religious well-being.

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How do CVAs describe their socioeconomic status?
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 socioeconomic 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 theirgender?
CVAs used their own words when asked about gender identity or gender expression. CVAs described their gender identity or expression in 39 different ways.

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.
The survey provided CVAs with the following statement:

“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.

How do CVAs describe their race?

How do CVAs describe their ethnicity?

The survey provided CVAs with the following statement:

“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.
We asked CVAs to place themselves on a sliding scale from liberal to conservative. Responses spanned the entire spectrum, but the average CVA is positioned squarely between liberal and moderate.

Do CVAs identify as having a disability?
CVAs used their own words to describe their disabilities. They described their disabilities in 68 different ways.

14 percent of CVAs identify as someone with a disability.

6 percent of CVAs identify as someone with two or more disabilities.

For more information on the ADEVI study visit www.cvacert.org/adevi