Assessing Diversity and Equity in Volunteer Engagement

Demographic questions are easy *but* personal identities are complicated

Guiding Principle: Organizations that are attuned to inclusiveness engage a more diverse cross-section of communities

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Inviting volunteers to identify in their own words leads to a better understanding of who they are

Traditional approaches to "sex and gender" ask people to identify as male or female. This can alienate the experience and values of anyone who does not fit neatly in a given box.

We asked volunteer administrators: "When thinking about gender identity and gender expression, how do you self-identify?" They responded in 39 different ways.

We asked volunteer administrators: "Do you identify as someone with a disability? If so, how would you describe your disability?"

One in eight Americans have a disability that interferes with daily life. Do our volunteer spaces tune their engagement to their needs?