

drg 2022 Pro Bono Program

Supporting
Reproductive Rights
Health & Advocacy
Organizations



Pro Bono Program Request for Proposals

United States

Background

Over the past weeks, state governments have established stricter laws that limit and jeopardize the reproductive health and rights of individuals and communities. At DRG, we are dedicated to supporting purpose-driven organizations committed to promoting systemic change. We know that this moment will present challenges that impact the present and future of reproductive freedom. In 2019, DRG launched its first pro bono Executive Search to support an organization identifying and recruiting their next senior leader. This year we are extending our services to partner with organizations in the reproductive health, rights, and justice space.

For 36 years, DRG has collaborated with nonprofits to understand their culture and values and supporting a talent infrastructure that allows the organization to thrive. Our expertise includes both executive search and talent services, which involves customized recruitment strategy, organizational consulting, and overall ensuring team effective. To further our impact, we are offering pro bono compensation benchmarking with our executive search services.

Criteria

All eligible nonprofits are encouraged to apply. Only complete submissions will be considered. Please carefully read the eligibility requirements.

Requirements:

- Applicant organization must operate within the reproductive health, rights, and justice space
- Applicant organization must be headquartered in the United States
- Applicant organization must have an annual operating budget between \$1M and \$20M
- Applicant organization must be willing to have the search posted publicly including the salary band (all postings will be pre-approved by the board and/or the requisite leadership)

Organizations not eligible to participate in the pro-bono search RFP application process:

- Past DRG clients
- Organizations currently working/in contract with another executive search firm

How to Apply



To submit an application, please follow this [link](#) and complete all questions. The deadline for submissions is **July 12, 2022**. We will review organizations on a rolling basis.

If you have any questions, comments, or concerns please reach out to the lead Associates for this project Henry Greenblatt hgreenblatt@drgtalent.com and/or Sarah Jones sjones@drgtalent.com. For an overview of DRG's search process, click [HERE](#).

Timeline:

Submission Deadline: **July 12, 2022**

Selected Organization Notified By: **July 28, 2022**

Anticipated Search Launch: **August 12, 2022**

Our Commitment to Diversity, Equity, and Inclusion

DRG is committed to making a difference in the talent sector by maintaining a deep and intentional focus on equity in everything we do and how we do it. As part of our team, we have an internal DEI consultant who leads anti-oppression trainings on race, gender, LGBTQIA+, disability justice, and other topics to educate our team and inform our equity strategy. This work grounds us in the understanding that if we do not look inward, we have no right to look outward. We take what we learn and try to incorporate an equity lens in all of our services. We have an organizational psychologist to ensure that we design talent- assessments with thoughtful questions that help to remove cultural, gender, and other biases. We lead our clients through Interviewing with Reduced Bias training – challenging all interviewers to identify, call out, and avoid bias around decision making. Our customized research and outreach strategies identify candidates from commonly marginalized communities to ensure that we identify the best talent reflecting a diversity of race, ethnicities, religion, backgrounds, and experiences.

Henry Greenblatt, Associate

Sarah Jones, Associate

Alessa Lacarta, Marketing & Communications Associate

Sarah Raful Whinston, Principal

Yasmine Coccoli, Talent Consultant

Eva Dunphy, Director of Research & Outreach