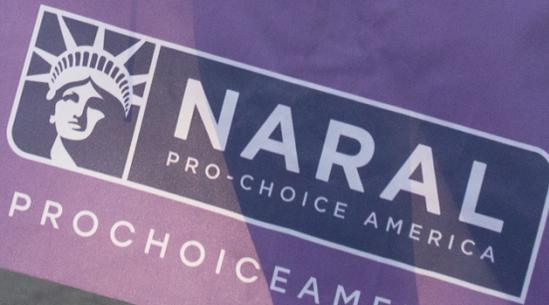




# Reproductive Freedom For All.

**NARAL Pro-Choice America**  
**Chief Diversity Officer**  
Washington, DC



[WWW.PROCHOICEAMERICA.ORG](http://WWW.PROCHOICEAMERICA.ORG)

## Chief Diversity Officer

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### About NARAL Pro-Choice America

For more than 50 years, NARAL Pro-Choice America and its chapters have fought to protect and expand reproductive freedom —including access to abortion and contraception — for every body.

We are powered by our more than 2.5 million members from every state and congressional district in the country, representing the 7 in 10 Americans who believe every person should have the freedom to make the best decision for themselves about if, when, and how to raise a family.

NARAL Pro-Choice America centers diversity, equity, inclusion, and justice in our organization and our work. Continuously learning from our history, we hold ourselves accountable to achieve reproductive freedom with equitable access for everybody.

As the oldest and largest national membership organization primarily focused on advocating for abortion access, we organize and mobilize, galvanizing millions of people to take action to defend reproductive freedom, and shining a spotlight of accountability on bad actors who work to impose their ideological agenda on others. We also work to elect champions for reproductive freedom and advance state and federal legislation to safeguard it.

For more information on NARAL Pro-Choice America, please visit the organization's [website](#).

### The Opportunity

The Chief Diversity Officer will be a strategic leader, thought partner and implementer who will connect the dots between diversity and inclusion efforts across the organization.

This person will report directly to the President and guide the NARAL staff in our efforts to create and maintain an equitable and inclusive organization, including work to center anti-racism and other DEI best practices in both internally and externally – with a focus on our strategy, planning, and budgeting processes. Further, this position will oversee the development of work plan commitments in pursuit of these goals, benchmark progress, and communicate the narrative of impact.

## In this role, you will:

- Develop and implement, NARAL's culture and inclusion plan, in support of our 5 year Strategic Plan
- Oversee the organization's DEI strategy and planning work internally and with the Board to ensure that DEI is central to both planning, metrics, and impact.
- Lead independent initiatives to drive DEI work by scanning the landscape and finding unique opportunities for NARAL to contribute to the field of equity and inclusion and work with stakeholders internally to create and execute projects.
- Oversee the work we currently have to gauge impact and progress on DEI goals and iterate where necessary on metrics and reporting mechanisms.
- Manage and direct our external DEI consultants and trainers to maximize their participation in our internal processes and external products.
- Serve as guide and counsel to the internal staff Inclusive Improvement, Diversity, Equity, and Accessibility Committee, both Board and staff.
- Collaborate with our internal communications team to make certain our values, actions and commitments are being communicated clearly and that we are promoting transparency in our workplace.
- Support and evaluate the Executive Team as needed, ensure all managers within the organization have the tools and skills to create an equitable, sustainable, and results-driven management.
- Develop measures to assess the cultural health of the organization (including but not limited to staff satisfaction, engagement, and retention), translate responses into actions, and track progress toward greater cultural health.
- Partner with stakeholders across the organization to ensure all perspectives are heard and valued.
- Rely on an inclusive and collaborative approach when working with people across the organization, proactively partnering closely with all levels of staff in all departments.
- Work with the HR team to aid in their function as credible business partners, culture & change agents, capable talent managers, organizational consultants, strategic thinkers, impactful coaches, and responsive solution providers.
- Partner closely with departments across the organization to help them recognize opportunities to prioritize equity and inclusion in their teams internally as well as their products externally.

## Candidate Profile

While no candidate will bring every qualification desired, the details provided below are representative of the attributes, knowledge, and experience NARAL is seeking for this important hire.

### **Advocate of Diversity, Equity, and Inclusion**

The CDO will come to NARAL with deep expertise and proven results in DEI, paired with a rich understanding of strategies that support cultural transformation. A resourceful coach and capable facilitator, the CDO will have the ability to motivate others to action in support of a more diverse, equitable and inclusive environment. Equipped with a multi-faceted understanding of the evolving DEI landscape and best practices, the CDO will help NARAL and its community develop a shared language and tools to promote engagement and shared understanding of DEI issues. Moreover, this leader will be skilled in supporting others as they develop awareness, comfort and confidence to address issues of equity and inclusion. Most importantly, the ideal candidate will be energized by the prospect of building and shaping NARAL's DEI framework and strategy from the ground up.

### **Change Agent**

An experienced leader with a background in managing significant organizational change, the CDO will maintain a thorough, detailed, and wide-ranging perspective on the impacts of these changes on NARAL's community and culture. The CDO will have practical experience in communicating change, including those related to historic practices, traditions, and long-established systems. Proactive and insightful, the CDO will bring a mindset to challenge the status quo. This leader will empower NARAL's community by operating with a high degree of transparency and clarity, in addition to focusing on outcomes. A catalyst for change, growth and cultural transformation, the ideal candidate will inspire others to think entrepreneurially and inject innovative ideas.

### **Relationship Builder and Collaborator**

Critical to success in this role, the CDO will be skilled at building and sustaining strong partnerships at all levels and across teams. The CDO will have a thoughtful, empathic, and engaging approach that fosters an atmosphere of collaboration and partnership across all stakeholders. Passionate and informed, the CDO will have the skills to define and broaden the vision of DEI at NARAL. The CDO will have an instinctively inclusive leadership philosophy and the character necessary to develop rapport with people of varying philosophies, backgrounds, and cultures. An exceptional communicator, the ideal candidate will be respected for building community by uplifting the voices of others and achieving consensus amongst differing opinions.

## Passion for the Mission

Driven by an intrinsic belief that transformation is possible, the CDO will bring experience facilitating organization-wide process changes at scale. An empathic, confident leader, the CDO will treat others with respect and foster an environment that is conducive to growth and shared learning. Moreover, the CDO will embody the values and mission of NARAL and, as a result, will inspire and motivate others. The CDO will lead by example, demonstrating humility, empathy, and sense of humor. Further, the successful candidate will be an individual of unquestioned integrity, ethics, and values—someone who can be trusted without reservation.

## In addition, strong candidates will bring the following skills and experience:

- Experience having authority over budget and initiatives as related to strategy and DEI.
- Comfortable creating strategies for shifting from a historically white-led culture to a more inclusive and equitable culture, and support and advocate for staff (especially people with marginalized identities) during the transition.
- Ability to define and remember the big picture - even in rapid response situations - in order to help departments prioritize appropriately.
- Previous management experience and experience training and supporting other managers.
- Significant contributions to leading initiatives diversity and equity, company culture, learning & development, within organizations experiencing change.
- Experience in advocacy or reproductive freedom spaces - or significant interest in learning about advocacy and reproductive freedom spaces.
- Experience managing employees who are covered by a collective bargaining agreement.

## Compensation & Benefits

The salary range for this position is \$205,000 - \$234,000 and it is offered along with a competitive benefits package.

## Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Molly Brennan, Chartise Clark, and Dafina Bobo of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials [here](#) or email Molly Brennan and Chartise Clark directly at [naral\\_cdo@koyapartners.com](mailto:naral_cdo@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

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*NARAL Pro-Choice America is an equal opportunity employer committed to inclusive hiring and dedicated to diversity in our work and staff. We do not discriminate in employment opportunities or practices based on actual or perceived race, color, religion, national origin, gender or sex (including pregnancy, childbirth or related medical conditions), age, marital status, sexual orientations, gender identity or expression, veteran status, uniform service member status, disability, or any other characteristic protected by law. Women, people of color (including bilingual and bicultural individuals), LGBTQ+ persons, and people with disabilities are encouraged to apply.*

## About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit [www.koyapartners.com](http://www.koyapartners.com).