

# 2024 Top Search Firms for Women of Color

For the third consecutive year, the Women of Color in Fundraising & Philanthropy (WOC) administered a survey to its members and executive search firms with a specialty in and strong emphasis on placements within the nonprofit or social sector. We have identified 15 firms that are exceptional in both their approach and results when working with women of color. The study has continued to gain interest and application from search firms across the country, making the process increasingly more competitive. WOC consulted Shinyoung Park, a doctoral candidate at the Indiana University Lilly Family School of Philanthropy for the independent compilation of the ranked list of the Top Executive Search Firms that Work for Women of Color. Based on a variety of factors, including size, geographic scope, and number of placements, our list comprises ten larger firms and five smaller firms that are leading exceptional work in this space.

## Large Firms

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|---|--|---|---|--|
| <p><b>1</b></p> <p><b>Thinking Ahead<br/>Executive Search</b></p> | <p><b>2</b></p> <p><b>Campbell<br/>&amp; Co.</b></p>       | <p><b>3</b></p> <p><b>Isaacson<br/>Miller</b></p>           | <p><b>4</b></p> <p><b>Pearl Street<br/>Collective</b></p> | <p><b>5</b></p> <p><b>Diversified<br/>Search</b></p> |
| <p><b>6</b></p> <p><b>Cook<br/>Silverman</b></p>                  | <p><b>7</b></p> <p><b>Imagine<br/>Consulting Group</b></p> | <p><b>8</b></p> <p><b>On-Ramps<br/>Executive Search</b></p> | <p><b>9</b></p> <p><b>Good<br/>Citizen</b></p>            | <p><b>10</b></p> <p><b>Lindauer</b></p>              |

## Boutique Firms

- |   |  |  |  |   |
|---|--|--|--|---|
| <p><b>1</b></p> <p><b>Uproot<br/>Talent</b></p> | <p><b>2</b></p> <p><b>Carlson<br/>Beck LLC</b></p> | <p><b>3</b></p> <p><b>Colibri<br/>Consulting Group</b></p> | <p><b>4</b></p> <p><b>Howe-Lewis<br/>International</b></p> | <p><b>5</b></p> <p><b>Boyden<br/>Boston</b></p> |
|---|--|--|--|---|

● Past Inclusion      ● First-time Inclusion