



**Peter Gray** (he/him) is a recovering Wall Street recruiter who now recruits social impact leaders and fights bias in hiring.

As founder and CEO of [Peter Gray Executive Search](#), based in Madison, Wisconsin, he guides nonprofit organizations and social impact employers through [strategic hiring](#). His placement experience includes 40 CEO [leadership successions](#), many at nonprofit organizations in the affordable housing and social services sectors.

Peter also [trains](#) employers on diversifying hiring outcomes, and [coaches](#) individuals on overcoming bias in job search and career advancement.

Peter began his career in executive search at Korn Ferry in New York City. Before that, he was a management consultant at CSC Index, the firm that pioneered business process reengineering.

Peter gives back as a member, adviser, and supporter of several nonprofit and civic organizations. A former Boys & Girls Club kid, he serves on the board of the Boys & Girls Clubs of Dane County. Through his own [fundraising](#) and his [leadership of fundraising campaigns](#), he has helped raise over \$10 million for the Boys & Girls Clubs.

Community service awards include Boys & Girls Clubs of Dane County's Volunteer of the Decade and Mentor of the Year awards, the Aviva Youmania Award, and the Wisconsin Bicycle Federation's Advocate of the Year award. Current and past committees include Madison Rotary, Downtown Madison Inc., Madison Public Market, United Way of Dane County, Foundation for Madison's Public Schools, and the Madison Area Diversity Roundtable.

Peter earned an AB in Visual and Environmental Studies from Harvard University, and an MBA from Columbia Business School.

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