

Stoyan Francis

Our ability to reach unity in diversity will be the beauty and the test of our civilization. - Mahatma Gandhi
Francsto@gmail.com (248)-469-3417

High energy professional with experience concentrated in Operations and Recruitment with exposure to Program and Project Management. Known for an interactive leadership style that promotes culturally inclusive workplace practices and professional development.

Professional Experience

Lead Diversity & Inclusion Consultant **RDP LLC Consulting**

Aug. 2020 - present

- Create assessments for companies on current demographics and company goals, and provide recommendations.
- Build training presentations and facilitate the company's stakeholders and staff.
- Work across the company to provide input about policy/practices from an equity lens.
- Collaborate with HR and leadership teams to enhance ongoing efforts to recruit and retain diverse staff.

Brand Partner - Diversity **Unilever(Dove)**

Jun. 2020

- Assisted in creating Dove's 2020 Pride Campaign.
- Represented LGBT Detroit in Dove's 2020 Pride Campaign.
- Provided support and insight into marginalized groups within LGBT Community.
- Built out a representation plan for inclusion with production staff.

Co-Founder & Diversity Lead **Teen Tech Titans**

Nov.. 2020 - present

- Oversee all diversity programming and outreach.
- Represent organization nationally and create partnerships with potential and current stakeholders.
- Create financial planning for the organization and oversee the fiscal budget.
- Secure fundraising opportunities for organization.

Special Initiative Program Manager (D&I)

Sep. 2019 - Jan. 2020

SurveyMonkey (Acquired GetFeedback Sept. 2019)

- Provide support to C-level SurveyMonkey & Getfeedback executives as a key member of the acquisition/merger team.
- Assisted in designing post-acquisition planning & strategy for GetFeedback employees.
- Support Global Events Team as an employee engagement lead strategist for all San Francisco Employees.
- Manage employee engagement strategies pertaining to Diversity & Inclusion / Learning & Development.

GetFeedback (Acquired by SurveyMonkey Sept. 2019)

Jul. 2018

- Under the direction of the CEO, create strategies for ongoing evaluation and refinement of best practice standards for GetFeedback & GetFeedback external partnerships.
- Develop full-scale project plans for multiple projects, such as Employee Engagement, Diversity & Inclusion, Culture Development which has increased retention and candidate pipeline in the last 3 months.
- Assisted in the development of a talent acquisition strategy to accommodate the business goal of increasing a diverse candidate pool by 35%.
- In collaboration with HR and C-level executives, recommended strategies for GetFeedback's Diversity & Inclusion initiatives. Strategies have included cultural awareness and competency, equity & inclusion consulting and creation of cultural resource groups.

Senior Program Manager **Adobe Services**

Nov. 2017 - Jul. 2018

- Assisted with the development of policies and programs to attract, retain and promote a diverse workforce for the organization.
- Managed university recruitment initiatives for the internship programs within Alameda County.
- Used the Salesforce.com database to create a dashboard to monitor program analytics and to generate reports for State and Local government officials.
- Assisted HR with developing training schedules to educate employees and managers on how to recognize, accommodate and appreciate individual differences and how these can be bridged back to assist in meeting company business plans.

Impact Coach **Rubicon Programs**

Sep. 2016 – Nov. 2017

- Successfully created a local business pipeline and placed 65% of participants in new employment/opportunities.
- Trained staff to use Salesforce.com database for customer relationship management for participants in Contra Costa County
- Oversaw the development and execution of a pilot program focused on lowering rates of recidivism in the East Bay Community, that assisted over 650 participants.

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- Collaborated with the HR team to write curriculum and develop the diversity & inclusion component of the Rubicon 1R model focused on implementing culturally specific practices for organizational training for employees and clients during the 2016 program launch.

Project Manager

Feb. 2015 – Dec. 2017

LGBT Detroit

- Oversaw day to day program operations for the largest Black LGBTQIA organization in North America and managed end to end projects for the city of Detroit LGBT initiatives.
- Led HR team to Identify a new system for diversity recruitment & sourcing in Metro Detroit that resulted in the creation of new community partnerships (University of Michigan & Wayne State University) and a 25% increase in hiring.
- Coordinated grant procurement process for all programs and special events, securing \$260,000 to date.
- Developed curriculum for the nationally recognized LGBT Leadership Academy, which provides multicultural, social justice-oriented programming for LGBTQIA individuals in Metro Detroit.

Community Service Coordinator

Oct. 2015 – Sep. 2016

First Step

- Supervised countywide risk management and crisis intervention program for first responders in Wayne County
- Assisted HR with creating comprehensive recruitment & sourcing strategy including advertising plans, outreach, training and tracking in collaboration with Human Resource. This led to a 15% increase in diversity hiring.
- Conducted diversity donation drive and received \$6,000 worth of culturally specific products for domestic violence survivors, while also securing other monetary and in-kind donations of \$350,000.
- Managed corporate volunteer relationships with Ford Motor Company, General Electric and General Motors for corporate volunteer projects.

Lead Facilitator

Jul. 2012 – Feb. 2016

Sasha Center

- Implemented culturally specific programming for more than 200 survivors of sexual assault, domestic violence, stalking, and dating violence at the individual and systemic level (annually).
- Represented organization at local and international conferences including Women's International League of Peace & Freedom.
- Instituted online anti-violence campaign during Sexual Assault and Domestic Violence awareness months for what purpose to highlight survivor resources and community collaboration.
- Spearheaded community projects focused on survivor relations with the Detroit Police Department; which resulted in the implementation of lethality screening during domestic violence stops.

Education

Art of Leadership - Rockwood Leadership Institute, Jun. 2016

Social Justice (MA) - Marygrove College, Jun. 2016

Women and Gender Studies (BS) - Grand Valley State University,
May 2014

Awards and Recognition

Nominated for the Edna Social Justice Award – Sep. 2012

Iota Gamma Alpha Student Leadership and Service Award – Jul. 2014

LGBT Detroit Leadership Academy – Jun. 2015

Additional Experience

LGBT College – Director of Community Outreach & Education

Take Back the Night – Speaker/Facilitator

Wayne County SAFE– Community Advocate

Developing K.I.D.S – Board Member

Vox United – South African Business Initiative Assistant

GVSU Women's Center – Community Ambassador

Foothill Community Health Center – Guest Panelist

Wayne State University – Guest Lecturer

San Francisco State University – Guest Lecturer

University of California Riverside – Guest Lecturer

Girls Making Change – Consultant