



Biography of Stephen S. Francis, Esq.

President & Lead Strategist

Mr. Francis has 35 years of experience as a public and private sector lawyer and diversity professional, which includes work with the following entities: Ohio Department of Development, Ohio Attorney General's Office, Public Utilities Commission of Ohio, Banc One Corporation (now Chase Bank), Honda of America Mfg., Inc., City of Columbus, Mayor Andrew J. Ginther

Significant diversity and legal work history of Mr. Francis includes the following:

- **City of Columbus, Chief Diversity Officer:** Oversaw Disparity (Predicate) Study Process to Ensure Fairness in City Contracting Practices related to Race and Gender; Developed a 10 year plan to double workforce diversity in Columbus Police and Fire Divisions.
- **Honda of America Mfg., Inc., Corporate Affairs Director & Senior Counsel:** Corporate Diversity Leader & Employment Lawyer advising HR and Associate Relations Departments on Title VII, FMLA and ADA related issues
- **Honda of America Foundation Board, Member:** Led all Diversity and Minority focused initiatives for Board that supported the needs of diverse organizations and diverse populations
- **Banc One Corp (now Chase Bank), Senior Assistant Counsel & Public Policy Advocate:** Commercial Litigation & Supported public policy advocacy initiatives for Banc One
- **Public Utilities Commission of Ohio, Administrative Law Judge:** Regulation of Electric Utility Companies, Gas Distribution Companies and Telecommunication Companies
- **Ohio Department of Development Office of Legal & Legislative Affairs, Chief Legal Counsel:** Drafted Ohio Administrative Code Rules related to H.B. 584 Affirmative Action Legislation and oversaw Small & Minority Business Division Loan and Bonding Program

Mr. Francis has also served as a corporate executive leading several company-wide functions, including diversity and inclusion, communications and media relations, advertising, government relations, community relations and philanthropy. Francis has developed diversity and inclusion training curriculum, and has served as a training facilitator and co-facilitator in the topic areas of Diversity Awareness, Cultural Competence and Implicit Bias.

Mr. Francis also helped establish an Affirmative Action Plan and supported the periodic auditing and monitoring of OFCCP Compliance for the Plan. Francis has chaired and served on diversity boards, committees, advisory councils and task forces. Francis is Co-Founder and past President of Central Ohio Diversity Consortium, a diversity and inclusion best practices clearinghouse established in 2006 that promotes the advancement of diversity and inclusion in public, private, governmental, nonprofit and academic institutions throughout Central Ohio (www.centralohiodiversity.org).