

ROXANA SHIRKHODA

San Francisco, CA / 248.891.7432 / rshirkhoda@gmail.com

Deep expertise in advancing organizational and operational effectiveness for good and building social impact program design from scratch. Emphasis on designing corporate social responsibility as a former tech CSR leader and current strategy consultant. Track record of centering those with lived experience. Highly adept at facilitating challenging conversations and bridging unlikely allies.

A strategic thinker and leader who has successfully built teams, navigated transitions, advanced thought leadership, and shifted power to women of color, migrant, transgender, queer, and indigenous communities. An empath, intersectional thinker, joy seeker, trilingual speaker, and coalition builder.

EXPERIENCE

Director of Special Initiatives, Tides: San Francisco, CA Nov 17-Present

- Created \$10M strategy consulting business from scratch within \$650M philanthropy organization, driving \$2M revenue in 2 years, with demonstrated impact across the social justice sector.
- Built and successfully executed client service model, operational plans, pricing scheme, marketing collateral, & executive engagements.
- Lead team of 7 to design and deliver social impact via direct programming, thought leadership, and convenings across immigration, health equity, children's rights, worker justice, & education.
- Co-lead department of 26, focused on strategy, professional development & having some fun (!).
- Directly advise corporate technology clients on employee engagement strategies, trust-based participatory grantmaking, executive team buy-in, and public messaging.
- Speak, host workshops, & participate in panel discussions including SOCAP, The Wing, NEXUS.
- Partner cross-functionally to improve internal organizational growth areas including performance management, culture & values alignment, change management, and staffing structure.

Director of Advisory Services, NPX: San Francisco, CA Oct 16-Jul 17

- Led technical assistance, deal diligence, financial modeling of 3 \$1-40M impact investing deals.
- Built consulting framework of fintech firm as employee #1, bringing together donors and investors to fund nonprofit organizations via the 'Impact Security.'

Philanthropic Consultant, Private (*During graduate school*): San Francisco, CA Sep 15-Nov 16

- Consulted donors on giving portfolio, vetted & selected NGOs, delivered best practice trainings.

Lead, Stanford Center for Philanthropy (*During graduate school*): Palo Alto, CA Dec 15-May 16

- Managed research & led user-centered design, prototyped 3 tools to advance giving practices.

Interim CEO, Full Circle Fund: San Francisco, CA Jul 15-Sep 15

- Managed staff of 5 during leadership transition; oversaw \$1M of financials, liaised with 30+ stakeholders, led board meetings & engaged a community of 200 active members.

Portfolio Manager, Google: Mountain View, CA Jun 12-Jul 15

- Grew budget 5x to manage \$2M annual grant program in 19 countries for Google RISE Awards.
- Built internal capacity and financial sustainability for over 250 NGOs, reaching 150k girls & underrepresented minorities through computer science curriculum, programming, and training.
- Activated 500+ engineers and non-technical employees as volunteers to support NGOs and students globally through classroom visits, curriculum development, & 1:1 mentorship.
- Organized annual 3 day conference of 125 NGO leaders sharing resources & creating community.
- Oversaw \$3.5M team operating budget, liaised with Finance to forecast & reconcile spending.
- Led CSR consulting project in Accra, Ghana for 4-week evaluation of maternal health program.

Education Coordinator, Google: Mountain View, CA

Jan 10-May 12

- Headed \$350k grant-making program; awarded funding to 26 organizations in 13 countries.
- Developed & piloted University Ambassador program; elevated students as community leaders through grassroots computer science outreach, impacted 6,000 Sub-Sahara African youth.
- Built database to compile company charitable giving; coordinated with 8 cross functional teams.
- Created outreach program to engage 175 U.S students with computer science through online learning; developed MOOC, organized newsletter, annual dinner, & YouTube brand channel.

Business Analyst, Target Corporation: Minneapolis, MN

Oct 08- Jan 10

- Drove \$98m dollars of annual sales across 4 brand categories and 15 vendor negotiations.
- Planned and forecasted sales for 300+ individual items across 2 store floor pads.
- Managed supply chain of inventory from overseas to 26 domestic warehouses & 1700 US stores.

EDUCATION**Stanford University:** Palo Alto, CA

- MA, Policy & Organizational Leadership
 - Thesis: A Study of Policy & Black Male Achievement, Oakland Unified School District
- MBA, Relevant Courses Completed:
 - Starting & Growing Social Ventures, Strategic Management of Nonprofits, Improving & Measuring Social Impact, Entrepreneurial Approaches to Education Reform

University of Michigan: Ann Arbor, MI

- BA, Communication Studies; University Honors & Angell Scholar Award: 4.0 GPA for 4 terms

CERTIFICATIONS & TRAININGS

- **Art of Leadership for Philanthropy**, Rockwood Leadership Institute: San Diego, CA 2020
- **Philanthropy & Public Policy Institute**, Women's Foundation of CA: Sacramento, CA 2019
- **Civil Rights Pilgrimage**, Congressman John Lewis Faith & Politics Institute: Selma, AL 2018
- **Multi Stakeholder Collaboration Facilitation**, Community At Work: San Francisco, CA 2018

COMMUNITY EMPOWERMENT**Board Member & Lead Consultant, Full Circle Fund:** San Francisco, CA

Dec 12-Apr 19

- Board Oversight Committee, advised on hiring, organization strategy & member recruitment.
- Led team of 10 pro bono consultants in 9 month consulting project with Oakland nonprofit, The Ever Forward Club; launched crowdfunding campaign raising \$30,000 in 30 days, delivered strategic plan, organized three 'boot camp' sessions on outreach & financial modeling.
- Managed 8 consultants in 10 month project with San Francisco nonprofit, MOUSE Squad of California; completed SWAT analysis, delivered business model, & leadership succession plan.

Organizer, Women's March San Francisco: San Francisco, CA

Oct 18-Dec 18

- Co-organized rally & march drawing 400+ participants against sexual assault.
- Canvassed, phone/text banked & held voter turnout events for U.S. Congressional swing districts.
- Supported programming, logistics & day-of coordination for 2019 Women's March.

Board Member, Ever Forward Club: Oakland, CA

Oct 15-Sep 18

- Drove program scale, fundraising & partnership development for young men of color to thrive.

Volunteer, Amani Ya Juu: Nairobi, Kenya

May12-Jun 12

- Supported fair trade sewing & economic development for refugee women by working at Amani store / kitchen for 4 weeks, advised on marketing & financial plans.

Mentor, The SMART Program: San Francisco, CA

Oct 10-Apr 11

- Led 1:1 training with low income Latinx youth to close the education achievement gap.