


Malissa Stanton Adams MBA

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Summary

If equality means giving everyone the same resources, equity means giving them access to the resources they need to thrive.

Equality is good, but equity is better.

My mission at Stanton Adam's Consulting is to support individuals and organizations working to achieve racial equity. My partner Cecilia and I work with leaders who are willing to experiment actively with innovative approaches for solving problems. We offer assistance and training for individuals, organizations, and communities in several crucial areas, including developing curricula and managing diversity initiatives in the workplace environment.

When you engage us, our goal is to work for social justice at every level in systems, organizations, communities, and the culture at large. My passion is to help others identify gaps in opportunity, perception, and access, and then to supply them with the tools they need to impact change. As a business consultant and professional development trainer with over 18 years of experience in Developing Diversity & Inclusion Strategies, and Equity & Access Audits, I bring dependable and experienced guidance. Participants who have gained holistic strategies in my workshops can quickly apply what they've learned in the workplace the same day.

I believe that each of us has the power to change ourselves, our families, our communities, our work, and our macro-environment. But first, we must change our hearts and minds. Through my work with Stanton Adams Consulting, I am here to help you on the journey to understanding how we can come together. Together we will commit to making a difference.

Workshops and training available in the areas of:

Diversity & inclusion

Equity & access

For more information visit <http://www.thediversityinstitute.org> or email madams@thediversityinstitute.org

Experience



Director of People & Operations

Genesys Works

Jun 2022 - Present (8 months)

The People Operations Director embodies Gensys Works culture and core values by cultivating a great team member experience and is a champion for both team members and their leaders. I am responsible for providing a people business partnership that results in an engaged workforce and a more productive business. I am also responsible for and contribute to developing people strategies, overseeing a team of People Operations Business Partner's (POBP's) and, provide thought leadership to the organization and the senior leadership teams developing, and executing talent management and

change management strategies while partnering with the Centers of Excellence (Talent Management, Employee Relations, Recruiting, Total Rewards, etc.) to deliver results against the people strategies.

Responsibilities:

Provide thought leadership and consultation/support on people and organizational issues: collectively, directly and through matrix management throughout the organization, leveraging resources, programs and tools to achieve desired outcomes.

Actively participate with and influence the leadership team, advising on people and organization impact of business plans and decisions; ensure that change and transformation plans are established and effectively executed.

Identify and implement strategies which improve employee engagement year over year, as measured through the company's engagement survey.

Analyze HR metrics to identify business opportunities working with leadership to develop and implement solutions.

Drive talent management and succession planning activities within the business.



Executive Director & Racial Equity Thought Leader

The Diversity Institute

Jan 2009 - Sep 2022 (13 years 9 months)

I engage with a wide array of stakeholders to help set and execute a vision that elevates the Diversity profession and improves outcomes for marginalized communities. Provide consulting, coaching, and training services to Executive Leaders, Chief Diversity Officers, and staff in public, private, nonprofit, and educational institutions on successful Inclusion program strategies and ERG implementation with an integrated approach that fully realizes the business case. Developed, socialized, implemented, and managed the strategy for small to mid-sized businesses. Providing rigor and structure around Inclusion Recruiting, DEI Program Development, Talent Pipeline Development, and Storytelling. Help client-led teams focus on pipelining diverse talent across organization lines of businesses while collaborating with the Recruiting team to embed the Inclusion Recruiting strategy into sourcing, interviewing, selection, and onboarding processes while supporting the development of diversity-focused training.

Many of our clients know that Diversity is essential; they're just not sure where to start.

Stanton Adams Consulting and The Diversity Institute offer a wide range of consulting services for several industries. We have the necessary tools and expertise to help you grow your business and learn how to manage diversity initiatives properly. We partner with our clients to develop a diversity strategy. If your organization already has a Diversity Plan in place, we can help by assessing its effectiveness. I also have developed engaging professional development strategies and designed high-quality training solutions that build learning experiences.

We are coaches, psychologists, entrepreneurs, and Diversity managers who have seen firsthand the impact of intentional Diversity initiatives. We believe that game-changing Diversity strategies come from Game Chaining DEI Practitioners.



Program Manager

Catholic Charities of St. Paul and Minneapolis

Apr 2017 - Apr 2019 (2 years 1 month)

- Lead and Manage-Provide leadership to manage vital aspects of success and uphold a high level of accountability for case management and specific assistance needs. Coach, mentor, and motivate employees to do their best.

- Accountability and Evaluation-Create an environment of accountability and evaluation, by monitoring and analyzing spending, program data, staff outputs, and client outcomes to make sound decisions regarding staffing, clients, and funding.
- Improve Processes- Continuously improve services, programs, and the department by identifying areas of growth, potential barriers, or new opportunities.
- Work to capitalize on opportunities or create solutions, and execute changes while sensitively providing staff transparency and time to process.
- Collect and report program data, including but not limited to, HMIS reporting and funders' required data.



Rapid Rehousing Advocate

Simpson Housing Services

Jul 2016 - Mar 2017 (9 months)

Assess housing barriers of individuals experiencing homelessness to determine housing and service needs. Develop housing procurement, financial, and self-sufficiency case management plan with clients. This includes intake interview to determine client's needs, goals, and eligibility.

Provide mediation and advocacy with landlords on the client's behalf to develop a workable plan to obtain and or maintain housing. Assist participants in locating and securing housing of their choice. Serve as an ongoing liaison between property managers and participants. Provide information and referral assistance regarding available support from appropriate social service agencies and/or community programs. Assist in development of and encourage adherence to a personal budget through pro-active housing and budget counseling sessions; provide budget counseling and education to assist clients in establishing payments plans for bills and past debts and to assist clients in obtaining and maintaining their housing. Assist participants in development of a strength-based/solution-focused individualized goal and action plan that promotes permanent housing and self-sufficiency; develop an effective, timely referral network in order to ensure ongoing direction and support as needed. Provide pro-active follow-up home visits to ensure stability and further progress towards self-sufficiency; this includes support, advocacy, reducing isolation, listening, problem solving, and identification of resources to assist with reintegration of participants in the community. Apply knowledge of residential lease contracts to educate clients of their rights and responsibilities. Maintain accurate daily logs records, monthly outcome reports, and files for each client. Transport clients as deemed necessary. Collect and report program data, including but not limited to HMIS reporting and funders' required data.



Shelter Advocate

Simpson Housing Services

Dec 2015 - Mar 2016 (4 months)

Provided high quality direct and supportive services to all program participants. Performed all services in a respectful and confidential manner.

Informed new program participants of all rules and policies to establish client expectation's within the program. Maintained a level of knowledge about past and current participants to better serve their needs. Responded to and submitted incident reports for all instances of chemical abuse, theft, threats and violations of program rules. Used conflict resolution and de-escalation skills to defuse crisis situations. Facilitated social skills and empowerment principles with participants in a group or on

an individual basis to promote client growth. Served as a Mandated Reporter. Provided appropriate intervention relating to disputes among participants.



Operations Manager

Librarian Books Express

Aug 2003 - Jan 2008 (4 years 6 months)

Planned and directed telemarketing operations for multiple divisions of Rosen Publishing Group with combined budgets of over \$1.5m. Collaborated with executive management teams of Rosen Publishing Group and Librarian's Book Express to ensure overall operations were conducted with the goal of customer satisfaction in mind. Developed customer and employee satisfaction surveys and used results to improve practices, marketing, and spending.

Education



Metro State University

Masters , Non-Profit & Public Administration

2017 - Jun 2020



Rasmussen University

Bachelor's Degree, Business Management

2014 - 2016

Licenses & Certifications



NFT Masterclass - StackSkills

Skills

Leadership Development • Executive Coaching • Team Building • Motivational Speaking • Training • Public Speaking • Technical Writing • Employee Training • Management • Professional Development Seminars

Honors & Awards



Outstanding Business Student - Business Management Department

2013