

Chorlana Francis



Chorlana Francis currently leads the Diversity & Inclusion, Talent Management, and Organizational Effectiveness functions for Bayer U.S. where she has responsibility for advancing inclusion by designing and executing strategies to develop and retain the right talent to meet changing business and workforce needs.

Prior to joining Bayer, Chorlana was a Bank of America Team member for 27 years. During her tenure she contributed across multiple organizational areas to include Commercial Lending, Diversity & Inclusion, Financial Center management, HR/Learning and Development, and Operations.

Chorlana holds a BBA in Management from Mercer University, MS in Instructional Technology from Georgia State University, and a HR Management Certificate from Fairleigh Dickinson University. She carries several professional designations to include SHRM-SCP, MBTI Practitioner, *Psycho-Geometrics*, DDI Leadership Development certified facilitator and is a CDE (Certified Diversity Executive) candidate.

Francis obtained her DFSS Six Sigma certification during her role as Employee Resource Group Chair by creating the framework for a collaborative mentoring initiative leveraged across resource groups for employees at all levels. She was instrumental in establishing partnerships to identify similar needs across resource groups and to design a new ERG operating model.

Chorlana Francis is dedicated to the community and participates in several activities. When not volunteering during the fall and winter seasons, she dedicates her time to cheering on her beloved Atlanta Falcons!

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