

Roxanne Francis

Founder. Psychotherapist. Social Worker

Roxanne Francis' Biography

Roxanne Francis is a trained psychotherapist and group practice owner with more than 15 years of experience in the mental health field. She started her journey as a social worker and social justice warrior. Now, as the CEO of Francis Psychotherapy, Roxanne is an industry leader who knows how to use her skills and keep it real at the same time. Organizations benefit from her straightforward and actionable advice.

As the CEO of Francis Psychotherapy and Consulting Services, Roxanne supports the leadership teams at forward-thinking corporations and organizations to care for the mental health of their staff. Leaders learn how to foster an environment that supports mental wellness.

As a skilled expert on Anti-Black Racism and Racial Trauma, Roxanne is an asset to companies and nonprofits looking to respond proactively to issues of racial diversity and inclusion. Along with consulting on structural and policy changes for more equitable workplaces.

With passion and respect, she helps businesses and organizations to have difficult conversations. The goal is always to call people in, rather than calling them out.

Roxanne is an experienced public speaker and media expert. She offers the mental health perspective as a media contributor and is often tapped as the "go-to" specialist. Roxanne has been featured in print and online publications, along with multiple newscasts and national morning news shows.



Roxanne's Teachings

Roxanne Francis offers corporate training, special services and workshops to teach individuals the following:

- **Diversity, Equity & Inclusion at Work:** Roxanne's *Courageous Conversations* training helps employers and employees explore the blind spots, biases and privileges that we ALL carry, how they impact our professional lives and how we can work towards a more equitable and inclusive workplace.
- **Create More Space For Talk Therapy:** Roxanne's group therapy workshops provide talk therapy for people who may not otherwise have access to social workers and psychotherapy services.
- **Stress and Mental Health Education:** Roxanne's Mental Health Education workshop helps managers within private companies learn how to support the mental health of their team members, and leaders within public organizations provide mental health education to the community at large.
- **Anti-Black Racism Workshop for Educators:** Roxanne facilitates this workshop to help educators learn how identity is formed, what contributes to a positive Black identity, and the benefits of an African Positive Identity for Black students.