

COREY PONDER

EXPERIENCED TECH STRATEGIST AND ARTIST DRIVING
PROGRAMS AND PROJECTS AT-SCALE

CONTACT

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SKILLS

- Strategic Thinking
- Cross-functional Collaboration
- Communication Skills
- Music Production and Recording

EDUCATION

Master's in Public Policy

University of California, Berkeley

2007-2009

Class Representative;
Co-Chair of Black Graduate Student
Association

Bachelor of Science, Political Science

Vanderbilt University

2003-2007

Classically trained tuba player.
Study Abroad, London School of
Economics, London, UK

PROFILE

A common thread ties my experiences together across multiple industries — building community and developing people and programs. It's led me to business development and operational roles where I advocate for others — helping government leaders make informed policy decisions that impact citizens, assisting leaders to build better products that benefit users, and helping organizations scale healthy cultures that center employee belonging. It also anchors my desire to create — my music and poetry become tools for deeper empathy and an important piece of how I sharpen my critical thinking and expand my capacity to adapt to uncharted territory. I want to continue scaling projects and products that bring people joy, give them a space for expression, and improve people's daily lives.

WORK EXPERIENCE

Senior Strategist - Creator Well-Being & Equity

Meta Platforms 2021 - 2023

- Successfully led a team of five to exceed initial and stretch goals for product adoption and drove Instagram Partnerships' first quantitative well-being goal.
- Managed the XFN initiative for IG's Birthday, securing seven creator/non-profit pairs and additional funding for a \$50K donation match and graphic design services.
- Developed the well-being strategy of three tentpole events and six other activations across EMEA, NORAM, and APAC, reinforcing Meta's commitment to the well-being of creators.
- Led working groups focused on overall well-being and equity improvements, securing progress on verification, driving the expansion of the Hidden Words product, and establishing the Well-Being Working Group.
- Developed a new working model between Partnerships and Policy stakeholders and co-created the Changemakers Summit to connect creators and nonprofits..

Educator, Speaker, and Consultant

em|PACT Strategies LLC 2018- current

- Educated employees through programs on building inclusion through empathy with over 30 companies across multiple industries, emphasizing allyship, privilege, bias, and overcoming barriers to change.
- Launched Pondering Allyship podcast show and developed the run of show, concept, securing guests, and hosting.
- Developed and launched a curriculum with organization Women 2.0 focused on allyship, including rollout with NESAC Collegiate sports division.

Independent Music Artist

Mr. E Beats Production 2008 - current

- Recorded and released two music albums and one EP, including music production, songwriting, recording, mixing, mastering, marketing, and publishing through digital platforms.
- Produced tracks for several artists, including Executive Production of D. White's EP, "The Happy Plan".
- Minored in music performance with experience in music composition and arrangement for high school and college symphonic and marching bands.

Senior Policy Advisor, Trust & Safety

Google 2019-2021

- Led a cross-functional team that developed and launched trust-focused answers on the Google Assistant, managing stakeholders, advocating for increased headcount, and improving our trust narrative with users.
- Developed policies and principles focused on best practices for data use and handling sensitive data, coordinating with partners and stakeholders and helping teams design products with users in mind.
- Established and led a metrics working group focused on Assistant, leading strategy and prioritization of work and standardization of measuring trust and privacy measurement efforts.

Policy Programs Associate Manager

Facebook

2018-2019

- Identified and negotiated agreements with multiple community colleges for partnership with Facebook in support of company strategic goal of 20 community college partnerships.
- Managed relationships with over 100 local and U.S. partners to scale programs focused on digital marketing, economic development, and future of work.
- Led partner engagement events — training, press conferences, receptions — that connect community leaders, Facebook, and policy leaders on digital skills and innovation opportunities.

Privacy Program Manager

Facebook

2016-2018

- Managed all WhatsApp and Facebook data integrations and partnerships, improving vetting and communication between stakeholders and centralized five disparate processes from various stakeholders into one.
- Mitigated privacy risks for over 16 product areas across the company, working with multiple legal, policy, comms, and marketing partners.

Product Specialist

Facebook

2015-2016

- Established and led cross-functional partnerships to reduce user confusion on Messenger features, resulting in an increase in external content satisfaction scores.
- Collaborated with engineers and cross-functional partners to improve two Messenger Growth features, driving improvements in product metrics.
- Forged partnerships with privacy stakeholders to enhance the reporting and audit process for privacy reviews, leading to a business change in how partners gather data from product teams for audit.
- Led the implementation of surveys as a key component of understanding user sentiment to drive product implementation for Growth team.
- Created and led a Data Analysis Working Group, developing a strategy and program to increase our analytic capabilities as a team.

Senior Targeting Analyst

U.S. Government

2012-2015

- Led a team of analysts, developed a strategic plan and mission for a new team using new datasets, specialized tools, and network analysis to identify collection and policy opportunities in analytic products for US policymakers.
- Developed team members by sharing experiences with methodologies, tools, and analytic products that support key policymaker decisions, including creating an analytic product for team members to use to effectively communicate with policymakers.
- Represented the analytic workforce on diversity initiatives, including recruitment and retention and workforce studies to improve the culture of the organization and its responsiveness to workforce needs.
- Led an interagency program in Afghanistan, setting strategy and unblocking resources for program goals.

Liaison Officer

U.S. Government

2012

- Managed a program to support senior military commanders in southern Afghanistan with analysis of national and regional political and security developments.
- Cultivated relationships between military and intelligence leaders in the southern region of Afghanistan through command change with minimal oversight, adapting to a dynamic environment.

Lead Data Analyst

U.S. Government

2009-2012

- Implemented an office-wide group mentoring program as chair of the office's management advisory group, which represented workforce needs to management.
- Managed two teams focused on the improvement and maintenance of critical business areas that utilized big data and statistical analysis, conducting weekly meetings, identifying and delegating tasks, and ensuring team members met goals.
- Developed processes to improve workflow for the team, storage, and structuring of big data, and new methodologies to enrich the team's analytic capabilities, including overseeing the development of tools to process thousands of records weekly while minimizing data errors and enhancing user-friendliness.
- Briefed the office director monthly on the analysis of policy trends in the intelligence community in preparation for interagency committee meetings for resource allocation and goal setting.

Co-Chair, Board

Youth Speaks

2019-current

- Leading performance review of Executive Director, as well as professional development and mentoring initiatives for staff.

Council Member

InHerShoes Movement

2019-2020

- Consulted on strategy and supported initiatives that catalyzed courage for emerging women leaders, speaking at workshops, fundraising, and mentoring CEO.

Senior Director of Allyship

Switch (formerly Women 2.0)

2018-current

- Consulted on programs and initiatives to drive allyship initiatives that cultivate men as allies.