



Thrive As They Lead

Black Women Leader's Resource Database

Context

In October 2023, Washington Area Women's Foundation released a report that answers a call to action: a call to understand, center, and support the leadership of Black women and gender-expansive leaders in our region. "[Thrive as They Lead: Advancing the Infrastructure to Support Black Women Leaders in the D.C. Metro Area Non-Profit Sector](#)" is the culmination of months of listening directly to Black women and gender-expansive leaders.

Highlighting ten key themes distilled from conversations with nearly 40 Black women and gender-expansive leaders, the report encompasses their experiences and recommendations on the tangible actions required to support and advance their leadership. Their voices, experiences, and vision offer a roadmap for funders, philanthropic leaders, and community partners to use as we collectively contribute to shaping a sector and region that champions and advances the leadership of Black women and gender-expansive leaders.

Following the launch of the report, the participants were invited to a follow-up group conversation to discuss the key resources they need to thrive as they lead. The team supporting this project **believes it is important to identify and share helpful resources that already exist. At the same time, we are leaning into bringing bold ideas to life that will help create a sustainable infrastructure around Black women leaders.**

This compilation of resources for Black women and gender-expansive leaders span the following categories: spaces; reads; business; training and development; reads; spaces; and wellness resources tailored to Black women and gender-expansive individuals.

If you would like to recommend a resource that caters to the holistic wellness of Black women and gender-expansive leaders, please contact BWInfo@wawf.org -- we will update this resource guide periodically.

Last Updated: April 2024



ORGANIZATION/BUSINESS RESOURCES

The Black Women Coach Directory

Created by and for Black women, this site offers a directory of Black women life coaches.

For more information: <https://blackwomencoach.com/>

Calhoun Coaching & Consulting

Calhoun Coaching offers one-on-one and group coaching sessions as well as leadership training, team facilitation, and diversity, equity and inclusion consulting and training. The firm also offers a program created for Black women “THRIVVE: Transforming Hurt & Racial Inequities into Vision, Value & Empowerment.

For more information: <https://calhouncoaching.com/thrive/>

Equity in The Center

Located in Washington D.C., the organizational transformation nonprofit holds the following call to action “Our shared work is to dismantle the white supremacy and institutional racism on which the social sector is constructed, and create a Race Equity Culture™ that values the humanity and lived experiences of all persons equally.

For more information: <https://equityinthecenter.org/who-we-are/>

Help for Nonprofits - DC BAR; DMV

The DC Bar Pro Bono Center offers legal assistance to the District of Columbia’s community-based nonprofits including clinics, office hours, trainings, legal resources as well as Nonprofit Matches with Law Firms.

For more information: <https://www.dcbar.org/pro-bono/free-legal-help/help-for-nonprofits>

Speak Out Institute

‘Calling In’ offers a path to engage in transformative conversations, meeting people where they are while making people feel heard, respected, and cared for. In this e-course, activist, public intellectual, and scholar, Loretta Ross will help participants understand the divisiveness of cancel culture and leads participants through alternative ways of holding one another accountable while developing empathy and building meaningful connection.

For more information: <https://speakoutinstitute.thinkific.com/courses/Calling-In-Navigating-Challenging-Conversations-and-Cultivating-Compassionate-Connections>



TRAINING AND DEVELOPMENT

Advancing Women of Color in Leadership

An executive program offered by Harvard, this program emphasizes practical steps women of color can take to enhance their leadership ability and fulfill their ambitions. Participants will learn how to foster a supportive and inclusive company culture that not only allows for, but celebrates authenticity.

For more information: <https://pll.harvard.edu/course/advancing-women-color-leadership>

Boris Lawrence Henson Foundation

Boris Lawrence Henson Foundation works to eradicate the stigma around mental health issues in the African-American community by partnering with other nonprofit organizations who offer programs that educate, celebrate, and make visible the positive impact of mental health wellness.

For more information: <https://borislhensonfoundation.org/>

Black Emotional and Mental Health Collective

BEAM is a training, movement building and grant making organization dedicated to the healing, wellness and liberation of Black and marginalized communities.

For more information: <https://www.beam.community/>

Black Woman Leading

Black Woman Leading®, a leadership development initiative of Knights Consulting LLC, works to provide a safe space to strengthen leadership skills, share and process workplace experiences, and create action plans to meet professional goals. They offer a podcast, several programs (early career, mid career and executive), as well as an in-person conference/retreat.

For more information: <https://blackwomanleading.com/>

Dress for Success; DC

Dress for Success offers comprehensive programs and resources for women across all areas of their career: unemployed and job searching, to recently employed and adjusting and gainfully employed and succeeding. They offer a suiting experience, career development, professional group coaching, microlearning courses, etc. They have a referral process for membership.

For more information: <https://www.dcdressforsuccess.org/>

Leaders Edge - A Leadership Experience for Black Women

Leaders Edge, an executive coaching firm offers “The Experience” - a virtual program to support Black women in building their leadership skills, develop a greater understanding of workplace issues, and leverage practical tools to increase impact.

For more information: <https://the-leaders-edge.com/a-leadership-experience-for-black-women/>

The National African-American Women’s Leadership Institute

Black woman-owned and led, NAAWLI’s annual leadership development program provides an opportunity for entry-level to mid-level leaders to develop and excel into leadership roles.

For more information: <https://naawli.org/>

Rookwood Leadership: Heart of Black Leadership Program; Online

Rockwood Leadership Institute provides social change leaders across the globe with tools and skills to help change themselves, their communities, and the world. They offer several leadership programs, with one solely focused on Black leaders (not gender specific) and describe it as an “offering designed to affirm the power, possibility, and ancestral wisdom of Black leadership. Join us for a Rockwood experience that invites you to center your Blackness as we work towards transformational leadership and collective liberation.”

For more information: <https://rockwoodleadership.org/heart-of-black-leadership/>

The Sadie Collective; DMV

The Sadie Collective works to address the pipeline for Black women in economics and related fields. They offer an annual conference, summit, and research symposium.

For more information: <https://www.sadiecollective.org/our-story>

Well Black Woman Institute; WI

As described on their website, the Well Black Woman® Institute (WBWI) is a leadership training ground for Black Women committed to empowering a generation of Well Black Women to be health equity advocates across the state of Wisconsin.

For more information: <https://www.ffbww.org/wbwi>



READS & LISTENS

Balanced Black Girl

Balanced Black Girl is a podcast dedicated to helping you feel your best. Tune in for approachable health, selfcare, personal development, and well-being advice from Black women wellness experts.

For more information: <https://podcasts.apple.com/us/podcast/balanced-black-girl/id1438982040>

Between Sessions

[dope therapists + dope conversations] Two brown chicks changing the face of therapy on both sides of the couch.

For more information: <https://podcasts.apple.com/us/podcast/between-sessions-podcast/id1345202684>

Black Fatigue by Mary-Frances Winters

In *Black Fatigue*, Winters “defines and explores Black fatigue, the intergenerational impact of systemic racism on the physical and psychological health of Black people.”

For more information: <https://www.ampersandbooks.org/book/9781523091300>

Black Women Drive the D.M.V.

This is a report on the Economic Mobility and Outcomes in the D.C.-Maryland-Virginia Region. It is a project of the Sadie Collective, JP Morgan Chase, and the Black Women’s Roundtable.

For more information: <https://www.sadiecollective.org/blackwomendrivedmvmv>

Black Women Thriving Report

A project of Every Level Leadership, the BWT Report (2022) details efforts organizations can make to center organizational diversity, equity, and inclusion efforts on Black women employees in a way that will improve employee health, success, and satisfaction as well as employee engagement.

For more information: <https://everylevelleads.com/bwt/>

The Enneagram for Black Liberation by Chichi Agorom

In this book, Chichi Agorom shares with readers each of the nine Enneagram types, along with stories of Black women who identify with them. Agorom “offers practices to help Black women, and all who live on the margins, begin to build a sense of self separate from our mechanisms of self-protection, while working to dismantle the systems that require us to stay constantly armored up.

For more information: <https://www.chichiagorom.com/book>

My Grandmother’s Hands by Resmaa Menakem

A New York Times best selling author and therapist, Menakem “examines the damage caused by racism in America from the perspective of trauma and body-centered psychology.

For more information: <https://www.resmaa.com/merch>

The Homecoming Podcast w/ Dr. Thema

The Homecoming Podcast with Dr. Thema is a podcast to facilitate your journey home to yourself by providing weekly inspiration and health tips.

For more information: <https://podcasts.apple.com/us/podcast/the-homecoming-podcast-with-dr-thema/id1471604689>

The Nap Ministry

Founded by author Tricia Hersey, the Nap Ministry offers community, wisdom, and resources (including a book), focusing on using rest as resistance.

For more information: <https://thenapministry.com/>

Ourselves Black

A magazine dedicated to Black mental health.

For more information: <https://ourselvesblack.com/>

Post-Traumatic Slave Syndrome by Dr Joy Degruy

A result of twelve years of quantitative and qualitative research, Dr. DeGruy developed her theory of Post Traumatic Slave Syndrome, publishing her findings in her book which addresses the residual impacts of generations of slavery and opens up the discussion of how the black community can use the strengths we have developed in the past to heal in the present.

For more information: <https://www.joydegruy.com/post-traumatic-slave-syndrome>

Rest Is Resistance by Tricia Hersey

Rest Is Resistance is rooted in spiritual energy and centered on Black liberation, womanism, somatics, and Afrofuturism. With captivating storytelling and practical advice, *Rest Is Resistance* is a call to action, a battle cry, a field guide, and a manifesto for those who are sleep deprived, searching for justice, and longing to be liberated from the oppressive grip of Grind Culture.

For more information: <https://www.hachettebookgroup.com/titles/tricia-hersey/rest-is-resistance/9780316365536/>

Sisters of the Yam by bell hooks

In *Sisters of the Yam*, bell hooks reflects on the ways in which the emotional health of black women has been and continues to be impacted by sexism and racism. Desiring to create a context where black females could both work on their individual efforts for self-actualization while remaining connected to a larger world of collective struggle, hooks articulates the link between self-recovery and political resistance.

For more information: <https://www.routledge.com/Sisters-of-the-Yam-Black-Women-and-Self-Recovery/hooks/p/book/9781138821682>

White Women Cry and Call Me Angry: A Black Woman’s Memoir on Racism in Philanthropy by Dr. Yanique Redwood

This collection of essays details Redwood’s experiences working in and fighting for racial justice in the DC philanthropic sector.

For more information: <https://www.whitewomencry.com/>

SPACES

Community Healing Network

The only organization focused exclusively on building the global grassroots movement for emotional emancipation—mobilizing Black people across the Diaspora. They also hold and recommend Emotional Emancipation Circles.

For more information: <https://communityhealingnet.org/>

Heart Refuge Mindfulness Community

This is a community that centers the practice of mindfulness in the experiences and cultures of Black, Indigenous, and other People of Color (BIPOC).

For more information: <https://www.heartrefugemindfulnesscommunity.org/>

High.Vibe.Women

A virtual space to connect and convene with other Black women entrepreneurs.

For more information: <https://www.instagram.com/high.vibe.women/>

Ìpàdé; DMV

A Black-woman-owned multifunctional event space in the Dupont Circle neighborhood in DC, Ìpàdé aims to be a space where Black women and people of color can build networks of transformative change, or just be. They offer a membership plan for co-working, coaching, and funds for entrepreneurs, as well as ongoing events and pop-up shops.

For more information: <https://www.ipade.online/>

Salamander Spa DC

The largest Black-owned luxury hotel in the U.S., the Salamander offers upscale suites, fine dining, and luxury spa offerings.

For more information: <https://www.salamanderdc.com/spa/overview>

Spiritual Essence Yoga

Located in Upper Marlboro, MD, Spiritual Essence Yoga (SEY), offers yoga classes, workshops, and trainings.

For more information: <https://www.spiritualessenceyoga.com/>

Wellspring Manor; DMV

This scenic venue in the suburbs outside of DC offers a spa, art gallery, and an assortment of luxury suites and venues for overnight stays or private gatherings.

For more information: <https://www.wellspringmanor.com/>



WELLNESS

Black Women's Wellness Agency; DMV

The goal of The Black Women's Wellness Agency is to help Black Women manage stress, by amplifying an array of wellness offerings and connecting Black Women to Black Women Wellness Providers including Yoga teachers, Life Coaches, Doulas, Midwives, Business Coaches, and more.

For more information: <https://www.thebwwa.com/services>

CHAMP; Health Resources for the Black Community

CHAMP sees the disparities that exist in our health care system. They strive to do what they can to help alleviate those disparities and created resource to support Black individuals.

For more information: <https://headachemigraine.org/black-resources/>

DMV Wellness Center

DMV Wellness Center is a practice of all Black therapists who provide therapy services across the DMV area.

For more information: <https://www.dmvwc.com/>

Exhale - app

The Exhale app is an emotional well-being app designed specifically for Black Women to help cope with the stress associated with everyday life and the effects of systemic racism.

For more information: <https://www.exhale-app.com/>

Girl Trek; DMV/all locations

Girl Trek is a global movement of Black women leveraging the historic legacy of walking and the power of self-care as a pathway to heal and transform their lives. They describe themselves as “Far more than a walking group, we exist to bring health and happiness to the doorsteps of 700 million Black women worldwide. We are a campaign to heal intergenerational trauma, fight systemic racism and transform Black lives.” Those interested can join or create a local walk chapter, attend an event in your area, or walk on your own and connect with Girl Trek virtually over social media.

For more information: <https://www.girltrek.org/>

The Loveland Foundation

Loveland Foundation is committed to showing up for communities of color in unique and powerful ways, with a particular focus on Black women and girls. The resources and initiatives are collaborative and they prioritize opportunity, access, validation, and healing.

For more information: <https://thelovelandfoundation.org/>

Melanin and Mental Health

Melanin & Mental Health was born out of a desire to serve the mental health needs of Black & Latinx/Hispanic communities and committed to the growth and healing of these communities.

For more information: <https://www.melaninandmentalhealth.com/>

Nia Noire Therapy and Wellness

Culturally-sensitive mental health teletherapy for Black women and women of color in Washington, DC.

For more information: <https://www.nianoire.com/home>

Ourselves Black

Senior Editor Dr. Sarah Y. Vinson, interviews mental health experts on a variety of topics and also provides a glimpse into the mental health journeys of others.

For more information: <https://podcasts.apple.com/us/podcast/ourselves-black-podcast/id1450583097>

The Safe Place

“The Safe Place” is a Minority Mental Health App geared towards the Black Community. African Americans are 20% more likely to experience serious mental health problems than the rest of the general population. However, many Black people still do not wish to seek professional help for their mental illnesses. The Purpose of the “Safe Place” is to bring more awareness, education, and hope to this serious issue.

For more information: <https://apps.apple.com/us/app/the-safe-place/id1349460763>

The Sistahood Inc.; DMV

This online platform allows local Black Women to connect and network through social media to create meaningful local connections and support each other. They offer community outreach initiatives, and social gatherings in-person and virtually to connect and share experiences.

For more information: <https://www.facebook.com/groups/thesistahoodgroupdmv/>

Shine: Calm Anxiety and Stress

Founded by two women of color on a mission to make taking care of your mental health easier, more representative, and more accessible, Shine is the space for daily self-care.

For more information: <https://www.theshineapp.com>

Therapy for Black Girls

Founded by Dr. Joy Harden Bradford, TBG houses a directory of professional therapists for Black women and gender-expansive folx, as well as podcast episodes, online community forums, scholarships, and more.

For more information: <https://therapyforblackgirls.com/>