



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 **BWLinfo@wawf.org** -- we will update this resource guide periodically.

Last Updated: July 2025



Organization & Business Resources

Black Women Thriving East of the River (BWTER)

Black Women Thriving East of the River is dedicated to empowering Black women in Wards 7 & 8 through workforce development, cancer care navigation, and community support.

For more information: <https://thrivingeotr.org/focus-areas/>

Building Movement Project Resources

Find exercises and resources that propel nonprofits forward to tackle leadership challenges, integrate service and social change, and work together to build movement momentum. Feel free to adapt these tools to your needs.

For more information: <https://buildingmovement.org/learn/tools/>

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/thrivve/>

Catalyst: Ways to Address the Backlash Against DEI

Catalyst research demonstrates overwhelmingly that when DEI is done right, it works. DEI is the way we create workplaces that work for everyone. Not only does Catalyst have evidence, but they have tools and solutions to set up companies implementing DEI efforts for success.

For more information: <https://www.catalyst.org/insights/2024/addressing-dei-backlash>

Coaches of Color Collective

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

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

DC Bar Pro Bono Center

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.dcbbar.org/pro-bono/free-legal-help/help-for-nonprofits>

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/>

See also: *Awake to Woke to Work®: Building a Race Equity Culture™*

Fearless Fund

Fearless Fund is the 1st venture capital firm that is built by WOC for WOC. They invest in under-resourced entrepreneurs including women of color led businesses seeking pre-seed, seed level or series A financing. Their mission is to bridge the gap in venture capital funding for women of color founders building scalable, growth aggressive companies.

For more information: <https://www.fearless.fund/>

Race Forward: Services for Organizations

Race Forward’s services are developed and delivered by a multiracial and multigenerational team of experts with extensive knowledge and experience in various areas, including policy and program development, leadership development and strategic coaching, community organizing, and racial equity.

For more information: <https://www.raceforward.org/services-organizations>

Speak Out Institute

Speak Out Institute provides experiential learning opportunities and programming through lectures, workshops, professional development and trainings, film screenings, performances and curriculum development.

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

We The Action

We The Action partners with nonprofit organizations on the front lines of social change. Their 700 nonprofit partners—varied in mission, focus, and size—come to We The Action when they need legal help, and use our platform to connect to the thousands of lawyers in our community.

For more information: <https://wetheaction.org/nonprofits>



Training & 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.

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

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 Girl Ventures

Black Girl Ventures creates access to capital, capacity, and community for under-resourced entrepreneurs that enable business sustainability and create intergenerational wealth for a more equitable society.

For more information: <https://www.blackgirlventures.org/programs>

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.

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



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/>

Dress for Success; DC

Dress for Success offers comprehensive programs and resources for women across all areas of their career. 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/>

ProInspire

ProInspire delivers programming and resources designed to advance racial equity, support thriving leaders and organizations, and shift social sector norms.

For more information: <https://www.proinspire.org/our-programs/>

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.”

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

The Black Women's Roundtable

The Black Women's Roundtable serves as the NCBCP's intergenerational leadership development, mentoring, empowerment and power building arm for Black women and girls.

For more information: <https://www.blackwomensroundtable.org/#our-members>

The Highland Project

The Highland Project is a values-aligned coalition designing and leading a multi-generational vision of wealth and opportunity for all, anchored in belonging, abundant choice, thriving health, and financial freedom.

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

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/>

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>

Women of Color in Fundraising and Philanthropy

Women of Color in Fundraising and Philanthropy (WOC)® celebrates, inspires and champions women of color in fundraising, philanthropy and related fields through building community and providing personal and professional development resources.

For more information: <https://www.woc-fp.com/>

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://www.balancedblackgirl.com/>

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/black-women-dmv>

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/>

Building Movement Project: Nonprofits in the New Landscape

Building Movement Project's Navigating Uncertainty resources will provide perspective on executive orders and memoranda issued by the current Administration and their impact on nonprofit organizations regarding infrastructure, funding, programming, and community harm.

For more information: <https://buildingmovement.org/blog/faq-nonprofits-in-the-new-landscape/>

Flip the Tables: The Everyday Disruptor's Guide to Finding Courage and Making Change by Alencia Johnson

Building Movement Project's Navigating Uncertainty resources will provide perspective on executive orders and memoranda issued by the current Administration and their impact on nonprofit organizations regarding infrastructure, funding, programming, and community harm.

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

Grounded Presence for Nonprofit Leaders in Chaotic Times

In episode 117 of Nonprofit Mission: Impact, Carol Hamilton and Danielle Marshall collaborate on another “learning out loud” episode. They discuss the challenges nonprofit leaders face in these chaotic, uncertain and threatening times.

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

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>

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>

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 selfprotection, while working to dismantle the systems that require us to stay constantly armored up.

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

The Homecoming Podcast with 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-withdr-thema/id1471604689>

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/>

Creative Grounds DC

Creativity and community are the cornerstones of Creative Grounds DC. They support local artists by providing a vibrant exhibition space for their work, facilitating art sales, and hosting collaborative events like gallery openings and workshops.

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

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/>

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/>



Rue Cafe

At the Rue Cafe on 14th Street, enjoy the elements of the traditional Ethiopian coffee experience. Whether you need a place to grab a quick breakfast or lunch, study or work with free wi-fi, or hang out with friends, the Rue welcomes you!

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

Sankofa Video, Books & Cafe

Sankofa Video, Books & Cafe is liberated territory that hopes to be a place where thoughtful consideration of the past and future can take place via books, films, and programming particularly generated by and about people of African Descent.

For more information: <https://www.sankofa.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

Physical Health & Relaxation

Boombox Boxing Club

Co-founders Angela Jennings and Reggie Smith run a club that offers intense 50-minute workouts perfectly set to thudding beats. The studio features aqua bags that are perfect for learning proper boxing form as well as a ring for practice.

For more information: <https://www.boombox-boxing.com/schedule#/week>

DaleyMassage LLC

Stephanie, a trained massage therapist of 15 years, started DaleyMassage as a way to use holistic medicine to integrate conventional and alternative therapies to prevent and treat disease, and most importantly, to promote optimal health.

For more information: <https://daleymassagellc.wixsite.com/website-1>

Girl Trek

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. 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/>

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>

Skin Beauty Bar

Located in Capitol Hill, the boutique beauty bar was founded by Meka Mathis and has been featured in Essence. Skin Beauty Bar's soft color tones will immediately put you at ease before a facial, massage or any of the many other spa services Mathis' spot offers. You can also browse through an array of skincare products.

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

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/>

You Matter Spa and Wellness Center

Check out this space for all your pampering needs, especially if you need pre-natal or post-natal massage!

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

Mental Health & Emotional Care

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 create resources 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/>

Grounded

Grounded is a subscription based plant service emphasizing the wellness aspect of horticulture, with a mission to "help you disconnect and decompress through the appreciation of plants."

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

Hey Auntie!

Hey Auntie! is a relationship-building service and community connecting Black women across ages and life stages to learn the rules, gain the tools, and build the networks to thrive at home, work, and everywhere in between.

For more information: <https://www.heyaintie.io/>

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/>

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/>

The Safe Place - App

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/>

