

The Action Plan to Get Black Women Back to Work Planning Document

NOTE: To ensure nothing gets deleted, please make a comment with any resources or ideas you want to add.

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Co-created during Word In Black's 4/29/26 live event ([Replay](#))

Moderator:

[Shernay Williams](#) - [Word In Black Events](#)

Speakers:

[Chrissy Thornton](#) - [Associated Black Charities](#)

[Kalyanna Williams](#) - [The Group Chat](#)

[Dr. Rhianna Rogers](#) - [California Black Women's Collective](#)

[Kimani Norrington-Sands](#) - [Job Liberation Virtual Summit](#)

Nikki Porcher - [Buy From a Black Woman](#)

Key Ideas Discussed

"We need to be the co-creators of our own solutions" – Chrissy

"We should stop treating Black women's resilience as a strategy....We need to push people into pivot season." – Chrissy

"You get what you ask for." – Yanna

We need collective action to invest in Black businesses, mentorship, support groups, and sponsorships.

We must reinforce positivity, fail forward, and remove barriers to working together.

We're taught to build wealth, not assets.

Be clear about what you want when you reach out for mentorship.

Consider paying for mentorship opportunities.

Always be job seeking. – Chrissy.

We need economic pluralism right now, so think broadly about your skills.

Think of collaboration if you don't see yourself as an entrepreneur.

From audience members in the chat:

“As an organizational development consultant, I interviewed 150 Black women across industries to better understand what’s really happening behind the growing number of Black women leaving the workforce. [Read it here.](#)”

We as women and people MUST be INTENTIONAL

Root takeaway is connection. WE are stronger together. Thank you all for the work that you doing. It matters.

Entrepreneurship and mentorship are more connected than people realize. You don't have to be the entrepreneur in the spotlight to benefit from the ecosystem. If building a venture isn't your natural lane, you can still play a meaningful role by supporting someone who is offering strategy, operations, connections, or simply steady partnership. In doing so, you gain proximity to their experience, insight, and growth.

RESOURCES SHARED

Recommended Job Boards and Recruiting

- [Hiring Cafe](#)
 - Someone suggested to use this as your main job board and use ChatGPT to help tailor your resume
 - *(Hiring Cafe is the BEST job board I have ever used. I don't think most black women know about it, but use it asap)*
- Contra
- Builtin
- Well Found
- Conference Databases
- Intraise LLC based in Texas helps individuals find employment and helps small Black owned businesses fill vacancies. Owner: Antoria Diondra:
info@intraisellc.com; personal- antoria.diondra@gmail.com

- theimpactjob.com — updated several times weekly, curated social impact roles
- workforimpact.org — newer board with strong nonprofit director-level postings
- christinaworkforce.com or boardnetusa.org — for Executive Director roles specifically
- greenhouse.io
- <https://hiring.cafe/>
- [Adzuna.com](https://adzuna.com)
- <https://www.blackremoteshe.com/>: LGBTQ+ friendly remote and hybrid-forward job board - also, a regularly updated [resource hub](#)

Mentorship

- Dr. Rhianna C. Rogers's [BIPOC Mentorship Course](#) on LinkedIn
- Goldman Sachs [One Million Black Women Black In Business Program](#) (free)

Wellness

- Dr. Kimani's [YouTube Channel](#) (Lifting As We Climb Consulting) which is a healing space for Black Women with a history of working in challenging work environments
- [Yale University: The Science of Well-Being](#) – One of the most popular courses ever; it focuses on productivity and wellness habits.
- [Rest is Resistance Resource](#)
- [Transformation to Triumph \(T2T\)](#) *is focused on creating intentional spaces for Black women to connect, process, and support one another in real and meaningful ways.*

AI

- Black woman leader who teaches [how to use AI personally and professionally](#)
- YouTube “University” for free AI training
- Learn how to use Claude to generate income
 - <https://www.anthropic.com/learn>
- Various skills-building courses on Skool
- [Morgan Debaun's AI course](#)
- AI Summer Camp & AI team trainings - Dr. Lea, info@lander-solutions.com
- Calota Morris | UnBossed Ventures Founder | AI Income Clarity Strategist for Professional Black Women unbossedventures.com
 - *I help professional Black women who left the workplace or thinking of leaving, take the skills, knowledge, and capabilities they've built over their careers and get clear on what those are worth and where to point them using AI as the thinking partner, not the tech barrier.*

- *On May 12 at 6 PM CST, I'm hosting a free live session: "You Are Not Starting From Zero. You Are Starting From Experience." — built for the woman who carries 10–25+ years and needs a framework, not another course.*
- *Register here.: linktr.ee/unbossedventures*
- *I also have free clarity skill tools designed specifically for Black women, all in my Linketree.*
- **[Google Cloud: Intro to Generative AI](#)** – A great entry-level micro-learning course.
 - **[DeepLearning.AI: AI For Everyone](#)** – (Available for free via the "audit" mode on Coursera) to understand the business and social impact of AI.

Economic Programs for Black Women

- [SoLa Foundation](#), creating economic opportunities and education in LA
- SheWorks (California-based workforce development program) is hosting a Job and Resource fair on Saturday, May 16, 2026 - [Register here](#)
- Do a Google search for Workforce Innovation and Opportunity Act (WIOA) Programs in your state

Entrepreneurship

- [Entrepreneurship Worksheets](#) from Buy From a Black Woman
- [The Group Chat](#) (Yanna's community)
- Consulting support / Mastermind Group - Public Health Club, Dr. Desiree Strickland
- [Khan Academy](#) While known for academics, they have expanded into excellent **Entrepreneurship** and personal finance tracks that are perfect for students starting their career paths. (**RR Comment:** I used many of these courses in my SUNY teaching.)
- <https://www.goldmansachs.com/community-impact/one-million-black-women> Should have opportunities for our Sister. Since 2021, this initiative scales up existing female black-owned businesses. Hiring should be possible.

Podcasts

- The Corporate Agony Aunt podcast
- The Best One Yet
- Black women SAVE Black women
- Lenny's Podcast
- Social Proof podcast
- Nonprofit Lowdown
- Lovely & Fresh

Skills Building

- [Goldman Sachs: Fundamentals of Negotiation](#) – Covers conflict management and effective workplace communication.
- *This is a great read on ATS upskilling and why we need to do it:*
<https://www.essence.com/news/money-career/how-black-women-can-beat-ai-hiring/>
- Dr. Rogers' keynote on [using technology in the workplace](#)
- [OER Commons](#) A massive public digital library of FREE open educational resources. Students can search specifically by "Subject" (e.g., Business, Technology) or "Material Type" to find entire textbooks and modular courses for free. (RR Comment: I used these frequently as a professor at SUNY and at RAND).
- [IBM SkillsBuild](#) An incredible resource for students to get free, industry-recognized digital credentials in **AI, Cybersecurity, and Data Science**. (RR Comment: I personally have this 6-course certificate and it is great!)
- Dr. Rhianna C. Rogers' [Developing Intercultural Competencies in the 21st Century Microcredential](#) - (A collaboration between SUNY Old Westbury & SUNY Empire). Developed via a Stevens Initiative federal grant, this cross-institutional program connects students globally to build essential soft skills. The course focuses on developing a deeper awareness of cultural similarities and differences—including sensitivity toward linguistic proficiency, gender, and ability. It is a highly-utilized credential designed to help students navigate and lead in our increasingly interconnected and diverse 2026 workforce.
- [Alison: Supervision & Leadership Skills](#) – Practical training for managing teams and workplace dynamics.

Events

- [Job Liberation Virtual Summit](#) For Black Women (May 1st - 3rd)
- EVENT TOMORROW 04/30 from 6:30-8PM
 - *I wanted to make sure you're aware of our gathering tomorrow (04/30), which is centered on creating and holding safe spaces for Black women — especially in light of everything happening around us. This will be a space for honest conversation, reflection, and community. No pressure to show up any particular way — just come as you are. you can learn more or register here:*
<https://www.eventbrite.com/e/systems-of-sanctuary-securing-safe-spaces-for-black-women-tickets-1988133256088?aff=oddtcreator>
 - If unable to make it, please connect with us on [LinkedIn](#) for more information and announcements for other events. Additional contact information: transformationtotriumph@gmail.com

- SheWorks (California-based workforce development program) is hosting a Job and Resource fair on Saturday, May 16, 2026 - [Register here](#)

Word In Black's Next Event will be on 5/13/26, 6-7:15p ET
What's On Your Plate Part 1: Food Access in the Black Community
[Register](#)