

BLACK FEMALE PROJECT

REFLECTIONS 2020: OUR FIRST FIVE YEARS



BlackFemaleProject's inaugural impact report, *Reflections 2020*, lifts up what we've learned from our deep listening to individual and collective stories of professional Black women. In addition to reporting on key findings, the report also shares the ways we imagine moving our work forward, and invites the engagement and insights of our audience and community.

We believe in the power of storytelling to spur healing, growth, and confidence among Black women and girls to support them to step into leadership and work through barriers of oppression. It is our hope that *Reflections 2020* serves as another powerful narrative contribution from BlackFemaleProject, and that it will not only encourage more Black women and girls to follow their own paths, but that it will also illuminate patterns of intersecting injustices for our employers, colleagues, and all people.

Reflections 2020 is a milestone for BlackFemaleProject. We anticipate that this report will help to increase our reach, garner more support for our work, and ultimately help us to serve the needs of more Black women.

“ I found amazement inside of all of the pain that was present. ”
It not only demonstrated resilience, but the capacity to endure.

- DR. TAMEKA L. MCGLAWN, STRATEGIC RESEARCH ADVISOR

MISSION STATEMENT

BlackFemaleProject prepares Black women for the realities of the workplace and affirms Black women who thrive at work.

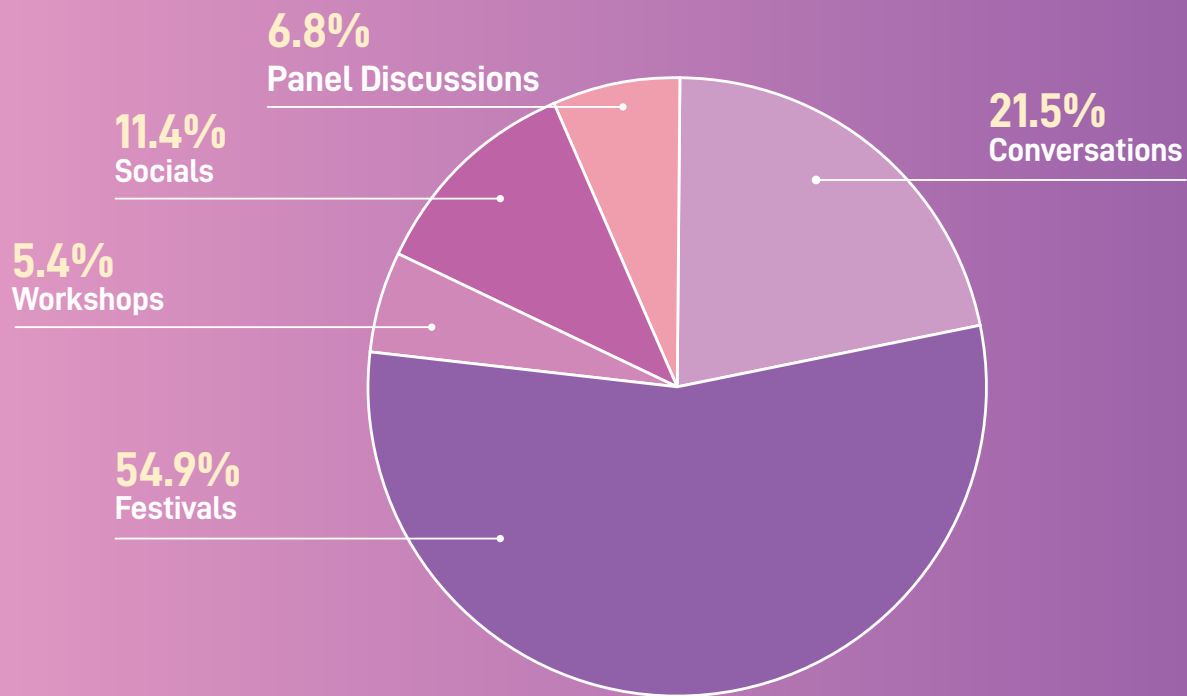


Over the past five years, BlackFemaleProject has collected and shared women's stories in print and as podcast audio, and hosted numerous events and workshops—streamed online and in person—to center Black women in local, statewide, and national conversations about women and oppression at work (equal pay, #metoo, #workingwhileblack).

“ I have a personal obligation to make sure that my sisters, my nieces, my daughters and granddaughters know the truth so that they can elevate above the status quo and break old patterns of self-sacrificing behavior in the name of social progress. ”

- PRECIOUS J. STROUD, FOUNDER BLACKFEMALEPROJECT

OUR IMPACT



EVENT TYPE	ATTENDEES
Conversations	565
Festivals	1440
Panel Discussions	178
Socials	298
Workshops	143

Number of Story Contributors: 60
 Number of Donors: 130
 Mailing List Subscribers: 900
 Social Media Reach: 3K+

Data collected 2014-2019

We are grateful and humbled to have partnered with Dr. Tameka L. McGlawn on *Reflections 2020*. Dr. McGlawn is a close friend of BlackFemaleProject whose values-centered research approach aligns with our perspectives and priorities.



OUR RESEARCH

KEY QUESTIONS

- In what spaces are Black women thriving at work in a holistic manner?
- How are Black women affected by racism and sexism in the workplace?
- What spaces do Black women have in which they can share their experiences and stories?
- What role does BlackFemaleProject offer in service to the Black woman's lived experience?

TYPES OF DATA COLLECTED

- Story Collection: Interviews and Narratives
- Conversations: Group Process
- Events: Exit Surveys
- Workshops: Exit Surveys



SELECT FINDINGS

- **A Life-Affirming Sacred Refuge:** BlackFemaleProject has provided an inviting and affirming space in which women can access support and resources to inform how they approach their daily work experiences.
- **Self Sustainability & Mitigating Risk:** We found that being vulnerable in the workplace is nearly-to non-existent for Black women.
- **Triumph & Pain:** Black women's resilience and capacity to endure is a major theme in our findings
- **Health & Harm:** BlackFemaleProject has provided a much-needed solution and healing outlet for Black women's personal and professional identities.

Our key findings affirm many truths that we as Black women already know on a personal level; the power of drawing attention to patterns across many women's journeys is that it depersonalizes the experiences and reminds women that the discrimination they're encountering in their workplaces is often not about them. Rather, it's about the injustices embedded in the institutions they're working in, which impact their institutional and interpersonal interactions.

“ It’s comforting knowing I am not alone in my struggles. Listening to the beautiful BlackFemaleProject stories helps me articulate my own story, claim my space, and navigate my professional journey. ”

- MONIQUE CLARK, BLACKFEMALEPROJECT #100SISTERSSTRONG MEMBER

We at BlackFemaleProject believe the purpose of life is to realize our wildest dreams and live in alignment with our gifts and calling. This belief is at the core of our work. Black women continue to thrive in spite of having long been disproportionately impacted by workplace oppression. We celebrate their resilience and acknowledge their sacrifices. With *Reflections 2020* and all of our work, BlackFemaleProject is committed to helping Black women heal and helping all of us to learn from these healing journeys.

CALL TO ACTION

If you're a **Black woman**, get involved in BlackFemaleProject conversations, workshops, and more! If you prefer remote community, check out the [podcast](#), [Instagram](#), and [Facebook](#) page.

But you don't have to be a Black woman to support our work and fight for justice for Black women!

Here are some ways everyone can contribute to shaping a better future:

- Advocate for Black women and challenge practices of injustice within your work, family, and social networks.
- Collaborate with and actively support Black women in your communities.
- Access the resources listed below for more insights into the professional circumstances common for Black women. Don't expect Black women to educate you on their experiences.
- Ally with Black women. Keep your eye out for seasonal events that are open to all.

“ The journey from the early days of BlackFemaleProject to the development of *Reflections 2020* has been powerful, illuminating, and rewarding. We've remained committed to holding space for Black women and we've done it our own way, leading with love, compassion, and a deep sense of faith that we can and should do better by Black women. ”

- DANA E. FITCHETT, REFLECTIONS 2020 EDITOR

Visit www.blackfemaleproject.org/impact-report to download the report

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