



THEORY OF CHANGE

Black Woman Leading®

Change is not a destination. It is a practice of becoming.

Black women's leadership development must honor the full context of their lived experiences: personal, cultural, relational, organizational, and systemic.

Change is not a linear destination; it is a lifelong, iterative practice of becoming, sustained through agency, wellness, community care, and relationships.

OUR COMMITMENTS

Iterative growth

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Community care

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Systems change

Five movements, one continuous practice

01 Identity & Vision

Black women define who they are becoming as leaders, grounded in values, purpose, culture, strengths, and an honest understanding of their current context.

02 Readiness, Learning & Wellness

Each woman identifies her stage of growth and creates a personalized learning path that honors her goals, capacity, healing needs, and season of life. Wellness is treated as essential leadership infrastructure, not a reward after performance.

03 Practice, Experimentation & Regulation

Participants test new leadership behaviors in real settings, while using reflection, restoration, emotional regulation, and self-care to sustain capacity. Setbacks and pauses become data for learning rather than evidence of failure.

04 Community, Care & Relational Support

Peer circles, coaching, storytelling, accountability, and collective wellness practices create belonging and psychological safety. Relationships help participants recover, reimagine, practice courage, and remain connected to themselves and one another.

05 Systems Awareness & Influence

Participants strengthen their ability to name systems and power, navigate institutions, advocate, build collective capacity, and influence more humane and equitable organizational practices.



What holds the work together

Culturally grounded Black women’s lived experience and cultural wisdom are valid sources of knowledge.	Whole-person & contextual Identity, wellbeing, relationships, institutions, and systems all matter.
Self-determined Participants define success and exercise choice, voice, and agency.	Relational & communal Community care and trusted relationships are mechanisms of change.
Iterative Growth includes experimentation, reflection, adaptation, rest, and re-entry.	Iterative growth · Community care · Systems change

EXPECTED CHANGE

What this produces

SHORT TERM Self-awareness, self-trust, agency, language for systems and power, belonging, and psychological safety.	MID TERM Values-aligned leadership practices, empowered wellbeing, stronger relationships, strategic navigation, boundaries, advocacy, and adaptive learning habits.	LONG TERM Black women leading from wholeness; durable communities of care; more humane, equitable, and responsive organizations and systems.
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