

The Future of Enterprise - Episode 6

Episode Title: How To Increase Black Women's Executive Corporate Leadership

Guest: Wanda Jackson, Stephanie Williams

00:00:11 Speaker 1

You're listening to the future of Enterprise podcast and I'm your host, Fawn Hentrel. This show examines how disruptive forces and business, and culture shifts are altering how we live in work, and today I'm excited to have with us Wanda Jackson-Davis and Stephanie Williams. They are both the co-founder. With Black Women's Executive Pathway, welcome.

00:00:36 Speaker 2

Thank you. Thank you.

00:00:36 Speaker 3

Thank you, Fawn.

00:00:39 Speaker 1

Yes, I'm excited to have you on. Additionally, I saw what you were doing and I said I have to get these ladies on as guests and I said this is very much needed especially for business owner coming out of corporate. I'm excited with what work you guys are doing with your organization and wanted to bring you on so you can share with the listening audience about Black women executive pathway. And I'll let you introduce yourselves to the audience.

00:01:13 Speaker 2

I'm Wanda Jackson Davis, as you mentioned, and I'm one of the co-founders for Black Women's Executive Pathway. And we're excited to share with your audience what? Is all about. Steph.

00:01:26 Speaker 3

Hi, I am Stephanie Williams, again a co-founder of Black Woman Executive Pathway and as one dimension. We are thrilled to be here and to share with the with the audience what our business is going to be doing.

00:01:47 Speaker 1

So let's talk a little bit about your business black women executive pathway. What precipitated you guys starting this organization?

00:01:58 Speaker 1

So let me take that Steph, if I could.

So I really want to talk about it in terms of fulfilling needs that are unmet in industry and business. So we have two primary client targets. They're related but distinctly different, right, so the 1st. Is nearest and dearest to both staffing myself on maybe to you and to your audience as well, is that you know, black women in corporate America, particularly those who've been in the game for a while, I'll say north of 10 years, maybe 15 years, but they haven't reached those senior ranks.

00:02:41 Speaker 2

And they don't feel like they're on the path to get there if you visit our website, blackwomenexactpathway.com, on the home page. It asks a series of kind of rhetorical questions. The first question is. Do you have the qualifications?

00:03:01 Speaker 2

'cause black women, we we we have masters, we have PHD's we got egged, yeah, but but we don't get the promotion, so it's not necessarily about a lack of education. 'cause we? Are degreed up. You can relate, right? And a lot of women go back, they get another certification, they go back to school. But it's not about that necessarily. Another question is, has your company stopped investing in your professional? So you're not that a girl anymore and you're not really being seen. And do you wanna ask questions in a judgment free zone?

00:03:43 Speaker 2

So you want to be able to be vulnerable and ask those questions and get some real answers? And often do you feel overlooked and that ties back to the lack of investment. Do you feel overlooked? By the senior leaders by HR. And are you pulling away? You've got your head down, your nose down and grind, but you ain't seeing no return.

00:04:08 Speaker 2

And and you know, Ode to how Stella got her groove back, Are you ready to get your professional group back? So really we are targeting that audience, but also we're not letting corporate America. Off the hook. You know, it's it's the tilting point. A lot of people talk about, you know, after the murder, the televised murder of George Floyd.

00:04:32 Speaker 2

A lot of companies made a lot of promises, a lot of platitudes, said they're going to spend a bunch of money to fix the wrongs in corporate America. But they didn't do it. And so now we're saying, hey, this is something tangible and meaningful you can do to help black women. And we have really education focus on what corporate America needs to do differently to really be true and diverse and inclusive to black women.

00:04:57 Speaker 2

And Stephanie will talk about that. So that's really a motivation. Around BWP.

00:05:03 Speaker 1

You know, if you think about your organization, share with us a little bit about you and Stephanie's backgrounds. Stephanie.

00:05:11 Speaker 3

So my background is I have an engineering degree I I'm actually let me just start by saying I'm actually one of those women that want to talk about that it's gotten degreed up and got certifications and all of that and and and actually Wanda and I have talked about it over the years. So my background again. I have an industrial engineering degree. I have a master's degree in business. I have a certification of a certified professional inspire diversity. I also got the certificate certification in training. As a trainer and I recently got a certification in online training, so I am one of those people that.

00:06:00 Speaker 3

I I felt like I. should continue to make sure that I had additional capability. Nice, so that the company would say, OK, she is. Even even though the company wasn't investing me, I was investing in myself and I was thinking. That OK. If I work hard, get good reviews, which I did, the company will see what I'm doing and they will promote me so. That is that's I'm, I am actually one of those people that we're talking to, right.

00:06:33 Speaker 3

That's why Wanda and I we we talked about it over the years. And we said let's do something about it. So here I am. I am currently a senior director. I have. I made. I made a a bold move. To move my family from 1-1 region of the country to Atlanta and. Uhm, I took a position where I am now senior director and I have a of a procurement business office where I work and I am working globally.

00:07:08 Speaker 3

My my responsibilities are global. I have people in many different countries working for me. And so, you know, it's been great. It has been great for me to even see myself and say, yes, I really can do this.

So that's my story. I could ramble on about it, but I won't and I think.

00:07:31 Speaker 2

It's good to have a context of guys backgrounds and I wonder. I know we have some history. I'll let you share with the audience, but I think it's important before we kind of delve into your program, your backgrounds, because I have some questions as we look at how businesses are built and made and Wanda made some excellent.

00:07:49 Speaker 1

Points that I'll get into a little bit later after she shares her her background.

00:07:54 Speaker 1

I really want to talk a little bit about how we take what we've seen in our corporate jobs and apply it to bringing that tangible piece, that tangible product and want to before I kind of go down that direction.

Thank you. Can you share with our audience about your background.

00:08:13 Speaker 2

Yeah, I'd be happy to. I just want to underscore the point that Steph was making around her personal experience.

00:08:24 Speaker 2

It's one thing when people talk about it from they studied it, they did surveys, she's lived that life and she's she spreads that chasm and says, how do I make the jump from middle management to executives? And it first starts in your mind's eye, but like I, I, I go off first let me talk about who I am.

00:08:45 Speaker 2

I've been. An executive for almost 10 years. And in Fortune 500 companies, I work for a Fortune 9 company right now, 429, three \$100 billion company. I'm a I'm a vice president with McKesson, but I've been a vice president. I've been an executive at ABB and you know, Fawn that's how you and I crossed paths at ABB. I've been a senior vice president at Dematic.

00:09:09 Speaker 2

And So what I want to do is pay it forward. How can I help? Other black women learn from my experience and do. It at scale. Right. Not just do it on a one by one, but really do it at scale. And how do I impart on them these Nuggets, the wisdom I have learned of how to successfully navigate corporate America so you get out of it what you want. You get out of this. Is this not real life?

00:09:43 Speaker 2

We only get one chance at it. So I really want to help black women. And say, sister, you want to be an executive. Let me show you. How you can do this? And that's why I'm committed to this space and that's my background, that's my story.

00:09:56 Speaker 1

And a lot of times I think when we look at corporate America, and I know when I was there being the only black female or in leadership role for business and you think about how to take the next step, you don't have people there who look like you. And you don't have the connections or the insight into how to make a leap to go down that track and I I'd love for you guys to share because I think that personal experience that both of you have has really not just come from the research what people have put out in studies, but through real world experience, right?

00:10:40 Speaker 2

Yeah, that's right.

00:10:42 Speaker 1

Talk to me a little bit about how developing your organization, what did you say was going to be your pillars in terms of what you wanted to address with your business.

00:10:54 Speaker 3

I think it would be great if we could maybe start with our values. I think it's important. Uhm, you know when Wanda and I were?

Talking about this business, we we talked about a lot about what we wanted to do, but then we thought about wait, wait, hey, we should step back. And talk about and think about what do we want our values to be, what is this business based on, what are our, our concepts and perspectives based on and and they should be aligned, right.

So, we did a, we we talked a lot about this, a lot. And pulled a lot over time. And so we settled on some things that we could both, we could both, but that resonated with both of us so the first one is fate.

00:11:44 Speaker 3

First one is faith and and you know faith. As far as we are concerned, it is relevant to really every area of your life, including your career. Right. And I think a lot of people don't don't think about that, don't think about, they think about faith, they think about church or they think about their, you know, you know, well-being or whatever.

00:12:11 Speaker 3

But, but this is but your career. You know, as far as we're concerned, God is concerned, right about our careers.

00:12:17 Speaker 2

Steph is as well.

00:12:19 Speaker 3

I'll get you. So so that's one and then and then works is is the next one because there is, you know, I'm sure probably many in your audience have heard faith without works is dead and so works is really about executing on the faith that you have. And so it is. It is about planning your work and working your plan.

00:12:50 Speaker 3

You've all heard all so there in in many cases, we find that, and I know this. This is I I'll raise my hand. What we say here is we over. We think about it. Think about it. What about we do it this way? What about this and what if this happens?

00:13:04 Speaker 3

And what you know. Needs to execute. Yeah, so so then self reflection is is another one. I mean it's, it's and and you'll see on our site we say it's one of the most underused tools for success. And I I really believe that the most powerful leader is the leader that knows themselves, yes.

00:13:29 Speaker 3

And it seems, it seems just like, oh, it just makes sense. Of course I know myself, but you really have to reflect on who you are and and your your background and what makes you tick and all of those things come into play.

00:13:47 Speaker 3

And you really, and you'll see when we talk about the modules how that's one of the first steps is looking, looking within. OK. And then the final one is what we call fertile ground. And I really liked this, this concept.

00:13:59

OK. This was a, this was a Wanda ISM, I'll say.

00:14:06 Speaker 3

Where we where? We actually why did I let you let you talk about fertile ground? You talk about it so well.

00:14:12 Speaker 2

So fertile grill is really fine finding a corporate. Ecosystem that's conducive with your strengths and the way you want to work. Right. So think about it. A corporation is a living Organism and there are different habitats around the world. You don't put tropical animals in the in the desert and expect them to thrive. Don't do that. You don't.

00:14:41 Speaker 2

You don't do that, but we do that, right? We we put tropical fish in the desert and see why we we're not diving. So really, we teach, one of our modules is really about how do you assess the fertile ground that's a fit for your DNA.

00:14:59 Speaker 2

And that's what the last the 4th value is about.

00:15:02 Speaker 1

OK, so we said faith works. Self-reflection, which is really introspection, right. Fertile ground and so that's really good.

00:15:11 Speaker 3

Yep, Yep.

00:15:12 Speaker 1

I like that, and I think that with what I've seen in going through your information on your website, all of those values resonate with especially me as a black woman and then. I just think also with women in general and so talk. To me, about one of the areas that I saw is that you are not just working with black women, but you're also reaching out to companies. Because one of the things that you've written, and I love that you brought up about George Floyd, and it's one of the things where people just kind of said I was home for the pandemic and that's that.

00:15:50 Speaker 1

One thing that people, George Floyd, everybody can have a conversation around that because we saw it. And companies again and made a commitment, which they've done, you know, in the past, but they've come back and said we're making a commitment, some made newer commit.

00:16:06 Speaker 1

Comments to financially provide resources right to businesses and then some verbally came out against it and I think it's this thing because we have so many different. Generations in the workforce. We are seeing this Generation Z millennials starting to hold businesses accountable or saying this is what you said you're gonna do. Are you doing it?

00:16:30 Speaker 1

And talk to me about how you're partnering with businesses to hold them accountable as you bring them something tangible with this type of program.

00:16:31

That's right.

00:16:40 Speaker 3

Before I talk about that, I just think it's interesting. I have of late, I've been spending a lot of time on social media, as you might imagine, and I have seen so many articles about black women in leadership and executive roles and and how companies.

00:17:02 Speaker 3

Have not taken meaningful action and how they're platitudes and all those things, I cannot tell you how many. Articles I've seen from CNN and you know CNBC and.

00:17:13 Speaker 3

I mean just all, just all different media that I'm seeing. Seeing the same message, so I think so I know that this is very timely because we as Wanda mentioned we're here saying Black Woman executive pathway has some things that you can we have something you can use, some meaningful action you can take right by in a couple of different ways.

00:17:41 Speaker 3

So wanted to mention it, so one way is executive education which which which is for the individual black women that are that are looking to make that move and then as you mentioned with the the corporate, the with the partnership.

00:17:56 Speaker 3

So we have two sessions that that we have uh, set up and one of them is forces for fertile ground. And that talks about, as I mentioned, is what they mentioned about fertile ground, making sure that companies, companies, companies have the type of culture or cultivate the type of culture that will be. The the kind of place that black women can thrive, and not just survive, but thrive.

00:18:30 Speaker 2

That's right.

00:18:31 Speaker 3

And so we we're, we're looking at cultures that that have not headwinds, right, but tailwinds right for, for the advancement of black women. So if you think about it, what we what we did when we put this model together, so this is, this is the Black Woman executive pathway and this is our model that we put together.

00:18:52 Speaker 3

And it talks about four forces for fertile ground. And so there's the career prospects, the career growth prospects and then there's business model transparency and those kind of goal, they're kind of either side of the same, the same thing.

00:19:09 Speaker 3

We have to have a a culture. Where there is the prospect for growth in your career. Because if not, then you know what are we doing here, right? Most people want to grow. In their career.

00:19:22 Speaker 3

And then and then the business model transparency is really understanding the how the company works, right so that so that you can be a value to the company and and you will fit fit that the the career positions that you're that you are.

00:19:43 Speaker 3

Aspiring to. Then we have the other two, so one is employee care cloud.

00:19:49 Speaker 3

But an employee care climate is is making sure that that not only are we ensuring that there are, that there are, that there's career growth, but also making sure that employees that these women have a culture where they can do self-care.

00:20:09 Speaker 3

Right. And and it's important self-care. We know more and more self-care is so very important, right and then. Yes, yeah.

00:20:17 Speaker 3

And then on the other side is the last one is communications culture and that's making sure that there is the communication and and there's so much that you don't know, you don't know, right.

00:20:29 Speaker 3

So so that that communication culture is is 1 where that is one of the forces for fertile ground and then the other class. We have which is the return on invested capital for Black women executive executives.

00:20:42 Speaker 3

So that's our oh, I see with the BWE and it what it's about is really making sure that companies understand that if you invest in black women executives, they will in many cases.

00:20:52 Speaker 2

Right. And then.

00:20:57 Speaker 3

Be very loyal. There's there's research that shows that be very loyal and really help the company in so many ways and move the company forward. So that's those are the two sessions that we have at this point. So we talked.

00:21:10 Speaker 1

A little bit about you have these sessions, but I think also you have modules or the modules apart. Out of the session. So yes, we have, we have the modules so that those those two sessions were corporate sessions, right and then these so so then there are four modules, the actual executive pathway program is 4 modules for in person modules over the course of a year.

00:21:37 Speaker 3

And these the the four modules are the first one is started at the beginning and I mentioned this earlier start at the beginning you and your value proposition, you have to know what your value proposition is and be able to Arctic.

00:21:50 Speaker 3

Collate it easily. Right then. Module 2 is mind the mindset. You need a status quo breaking outlook, and this goes into that what we were talking about with faith. You have to see it in your mind's eye, and you see yourself in that executive role in order to bake the move.

00:22:10 Speaker 3

And I mentioned that as well about myself, about making a bold move from from Michigan to to Atlanta. And then module 3 is assess corporate culture and tasks for fertile ground. So this is what Wanda was talking about, about the culture, making sure you understand what type of culture.

00:22:29 Speaker 3

That that you are in and and making sure you assess that so you can know. Whether or not this is where you should be. Then finally, module 4 is level up to attract the sponsors you need because we understand that that nobody gets where they are alone. If you want to get to, probably talk to any executive, whether they be black executives, black women executives, or any other ethnicity, you get there because of sponsors and so we will talk about how to attract sponsors. So that's the, that's the four module program.

00:23:08 Speaker 1

And it's really interesting.

00:23:09 Speaker 1

One of the things with module 3 I think is really good place to have a conversation around testing for fertile ground. And I think a lot of time women, and I'm not going to just say black women, but as a woman we can block our path because we may not.

00:23:27 Speaker 1

Be willing to move right. We may have families and so, you know, like you moved from Michigan to Atlanta to take this next step in your career. And sometimes our obligations may cause us not to be able to walk down that path to take the next step. And and I think that that's a great module to have and for those who are listening and who may not be able to move, are there any types of insights that you could share?

00:24:00 Speaker 1

With women in terms of testing for fertile ground, maybe in their area where they may not have to make such a large step in relocation.

00:24:10 Speaker 2

I would, I would say. No, delayed is not denied. Delayed is not denied, so you know Stephanie can attach to her story. I mean, she was.

00:24:22 Speaker 2

In a in fertile ground for couple decades, right where you have to find the timing that's right for you, I would also say two more things. There are subcultures within organizations, so. There is a enterprise like culture and then there will be cultures specific to a function, specific to a location in the business and so you can move around within your current employer.

00:24:53 Speaker 2

But what we teach too is there is a continuum of infertility to fertility. And we have developed our own tool to help black women's size so you can really see, I mean, the culture is really something you have to be able to visualize.

00:25:11 Speaker 1

Right.

00:25:11 Speaker 2

It's like fish don't know they're in water. They don't know. If you ask them, they don't know so what we're teaching the participants how you can see the culture and once you see it, you. Can make a decision.

00:25:24 Speaker 3

This is the choice is yours. Right, but we're going to give you the tool, so you know the acidity level of the culture that you're in, and you can check if it's not a fit.

00:25:35 Speaker 2

It's a decision point, it's an inflection point, and you now have the tools and the resources and the information to make more informed decisions.

00:25:43 Speaker 1

Right. And and I think that's important for people to be able to make informed decisions. And then also I love the module 4 in terms of getting sponsors. I think that's something I was addressing early on, you know, when we started our conversation is that sometimes you're in these roles by yourself and you don't have someone. Who looks like you to kind of help navigate and guide you. So those sponsors, those allies are gonna be really, really important.

00:26:14 Speaker 2

Talk to us a little bit.

00:26:15 Speaker 1

About you know the time frame for your programs, like what's the link? Do you have boot camps? Share with us a little bit about the time it takes to go through your programs. So, so our program as I mentioned the the four modules are over the course of a year.

00:26:32 Speaker 3

So it's one per quarter because it it is, it's not, it's in there and there each session is a one day session and so, so and and So what we want.

00:26:45 Speaker 3

Is it's it's going to be so information packed, so information rich. That we want the participants to have time to digest it and to to to own it. And do you know all of that? Because if this is not. Just a oh, we give you some good information. And then you go off and and everything is.

00:27:13 Speaker 3

It it's not. It's, it's not. They're each each module. There's something about each one of those modules, and you notice those modules start with a verb, right?

00:27:24 Speaker 3

Each one is about what you do, right? I gotta pay. It's about doing. And but each one of those things that we say to do. It you have to it. It takes time and energy and effort. And like you said, there's other things that are at play that may limit your ability to do certain things.

00:27:46 Speaker 3

So all of that. Is what we want people to process.

00:27:52 Speaker 3

In that time between each module, so and one of the things that I wanted to mention about the modules is that they're in person as I mentioned before, but we the the thing about the venues for the modules is is important.

00:28:12 Speaker 3

And it's important because we we want to make sure that women know. These women know that. They understand that we are investing in. Them and they should invest in themselves. And that they should be in places that are beautiful and upscale, as any executive would be.

00:28:33 Speaker 1

That's that's really good, Stephanie, because I can tell you, you know, when you're investing in yourself and you're at a hotel that's not, you know, you, you get taken to different locations and that's important.

00:28:50 Speaker 2

It is.

00:28:51 Speaker 3

It is. It is. It really is. It really is.

00:28:55 Speaker 3

And so our first session is at the Porsche, Porsche Center Atlanta and and and I have to tell you, you know, Wanda and I have spent some significant time and energy.

00:29:10 Speaker 3

Understanding, thinking about finding, identifying places that we felt were on brand and that were would send the message that we're that we want to.

00:29:20 Speaker 1

That's right. It's good.

00:29:22 Speaker 1

So in talking about investing in yourself, right, so these are things that you offer programs where companies can invest and then you have these modules where black women can invest in themselves, share with us where you build what could be some of the benefits, where the investment people will say, hey, this investment.

00:29:41 Speaker 1

Is worth me investing?

00:29:44 Speaker 2

I'll I'll speak to the companies first. I mean there is study after study after study that says diverse companies that have diverse leaders, diverse executives have better outcomes. They have better

financial performance. They return better to shareholders. Any KPI that Wall Street is going to care about, diverse leadership, help, support, and what companies need to understand.

00:30:13 Speaker 2

Black women are some of the most innovative, some of the most creative they have to be in order to survive. So imagine if you actually create a culture of care. Around these black women, what they can do for your business.

00:30:28 Speaker 2

This isn't philanthropy. I get so. Agitated when I hear a company say, oh, it's just doing the right thing. No, it's not.

00:30:37 Speaker 3

This is about.

00:30:38 Speaker 2

Doing what's good for business, what's good for your shareholders, what's good for your stakeholders. So if you invest in black women, you're intentional about it and you show them that you want them to see, you want them to win, they will pay it back in the boardroom. Full stop. Full stop.

00:31:00 Speaker 2

I tell company it's a it's a small amount to invest and we intentionally saying that's because every investor I know, I want my my 401K to get a return. Maybe it doesn't today, but I do expect in the long run that I get a return and that's what these companies should expect if you invest in BWES. That's what we call Black women executive seminars with your companies. You will get a return, no, no doubt.

00:31:28 Speaker 2

Stephanie, you want to talk about the the individuals?

00:31:32 Speaker 3

It it's about the investment and and I know I for one, I'm I'm a mom and a wife and so I am always investing in others.

00:31:44 Speaker 3

And and I know and I also invest so much in, in the company that I work for, right, I in, in, in all all the companies that I've worked for, I work. I am a hard worker that has never been disputed. So I'm investing in my company. I'm investing in my family. But I I often don't invest in myself as I should, and so this is about trying to, and I suspect that's not. I'm not the only one that's like that. So we want to make sure that women are investing in themselves, and if they do that, the benefits that they will reap couple things.

00:32:26 Speaker 3

One of the things that we haven't even talked about is not only the information that they get, the framework that we will provide in the, in the, in the but it's also about the network. The network of like minded women.

00:32:42 Speaker 3

So the network of like minded women, as we work together, share together and have that network that you can reach out to. As you mentioned Fawn about often being the only one, it's it's just so in It's just so valuable to have someone that you can. Reach out to and say hey. This is what's going on and what do you think about that?

00:33:05 Speaker 3

And you know, it's just, it's just.

That's that's one benefit and then also the the networking that if you. So Wanda was always kind of looking out for me, right. We, you know, we look out for each other. If there's, if there's a position that we know we're not interested in and somebody else that we know might be interested in, it's that.

Type of give and take. I mean all of that is, is the benefit of coming together in this Black woman executive pathway program. So, as I mentioned, of course there's the training, the framework that these women will get to help understand themselves.

00:33:44 Speaker 3

First understand the the lay of the land in their companies. And then understand how to make that next move so those are the benefits that I would would highlight for the executive pathway program.

00:33:57 Speaker 1

And I like the fact that in the investing of yourself should have even thought about having the cohorts is that you're again getting with like minded people and it's a safe place for people to come talk and share. And I think that's important because you don't often have that in your own company setting, right?

00:34:16 Speaker 3

That's right.

00:34:17 Speaker 2

That's right, right, right, right.

00:34:18 Speaker 1

So when does your first cohort start?

00:34:23 Speaker 3

So our first one is scheduled for October 7th. So we need people to register as as quickly as they. And so, uh, so as I mentioned every quarter, so the the next one would be January and so on and so forth.

00:34:40 Speaker 3

So that's that's how this program works and so we're looking for people to to sign up.

00:34:48 Speaker 1

That's great. So they don't have to sign up module, take module. One first, they could. If they start module 2, they can still come back to module one, or do they have to take them in succession?

00:34:59 Speaker 3

So no. So it is once you pay for the program, it's a four module program, so it's one set of of classes because we're taking you through the entire framework, right? It's important to start at the beginning as much as our first module says, and to get. You all the way through, so so yes, you you would need to do all four, right? So you when you pay for it, you're paying for all four. And you would need to take the first one first and then and likewise.

00:35:29 Speaker 1

OK. And I was just asking because I know some people may hear this podcast after to the October 7th timeframe. So if you're listening, you're interested, you definitely want to wait until the module 1 cohort dates come available because you'll want to start there. So in terms of upcoming events, is there anything else that you would like?

To share anything new that's upcoming corporate wise or how people can get in touch with you.

00:35:57 Speaker 3

Well, I'll, I'll just say that look out for us because we'll be out there promoting the Black woman executive pathway. So you will, you will see us in different venues and and on social media and what we would what I want to make sure everyone knows. Is that you can go to blackwomenexecpathway.com.

Took painstaking time and energy to make sure that the website gave a full picture of what we are trying to do and what we can do and what we will do for participants. So it's [black women execpathway.com](https://blackwomenexecpathway.com).

00:36:41 Speaker 1

Your site is very rich. I have to commend you in terms of being able to navigate it and then the content that's on it.

00:36:46 Speaker 2

Thank you.

00:36:49 Speaker 1

And so it makes it really nice to just get to it and I love the questions that you ask and it's very clearly laid out for everyone who's listening and we will also be feature. Bringing the link to the black women exact pathway on our podcast page as well, so you can find them there and then also find them on LinkedIn and and on their website and other social channels. Well, would you like to give our listening audience some parting words?

00:37:18 Speaker 2

So I would just say that we were intentional about calling this black women executive pathway.

00:37:25 Speaker 2

It's not called women of color and we have had more than our fair share raised eyebrows around. Are we being exclusive? But when you look at the data and the data don't lie.

00:37:40 Speaker 2

Black women make up 8% of the population. We make less than 1 1/2% of the executive. Roles in corporate America. When you look at other the majority female groups, they're 35% of the population. They're 30% of the executive role. There is no meaningful gap, so there was a need. There was wide space for someone to step in and lean into that space and say take care of black women and help them. And Stephanie and I used to go to lunch and coffee and we would lament somebody ought to do something. We finally recognize that we are the help we have been waiting for.

00:38:20 Speaker 2

And so black women, we see you. We know oftentimes you feel invisible. You feel injured?

00:38:28 Speaker 2

It's time for us to self heal and take time investing yourself and we are more than willing to help and able to give you that return back. And that's what's about it's about investment. So thank you for the opportunity for us to share with you and share with your audience. We're super excited about the future in this faith.

00:38:47 Speaker 1

You're welcome. And I think that some people may say what you were just sharing is the elephant in the room, but I do think that you have to be intentional about everything that you do, and this is something that's intentional and needed.

00:38:49 Speaker 3

Yes. Thank you so much.

00:39:03 Speaker 1

And research shows that if you can affect change just one person at a time, that's where change starts.

So please take a look at the Black Women's Executive Pathway. Definitely something, I think you would benefit from and investing in yourself and if it's something that your organization would benefit from as well, because I think it's something that most organizations don't have these types of training and executive programs, and this is a great way to start and help address the need to help black women grow into those executive roles, and I would even like to say ladies, not just the executive role, but board member roles as well.

00:39:50 Speaker 2

Yes, yes, yes.

00:39:52 Speaker 1

That is all for this episode of the Future of Enterprise. Be sure to sign up to our e-mail list at Aendigroup.com, visit our podcast page, [The Future of Enterprise](#), and follow us on your favorite [podcast app](#) so that you don't miss a new episode. I am Fawn Hentrel your host and thank you for listening.