



**M-Power Black Woman's
Leadership Development
Certification™**

10 FACTS ON THE VALUE OF BLACK WOMEN'S LEADERSHIP: IN SOCIETY, COMMUNITY, POLITICS, AND BUSINESS

By Dr. Sharon Campbell

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This Is Not a Trend This Is Truth: Black Women Have Always Led.

We have led families, classrooms, businesses, movements, churches, and communities often without titles, recognition, or protection. We have carried vision through struggle, strategy through scarcity, and resilience through systems that were never designed with us in mind.

Yet today, the data confirms what lived experience has always known:

Black women are one of the most educated, engaged, entrepreneurial, and resilient leadership forces in society.

This certification exists to name that truth clearly and to move it from unspoken strength to recognized leadership power.

Black women's leadership is not accidental. It is intentional, strategic, relational, and deeply rooted in community impact. When Black women lead, outcomes improve because decisions are informed by education, empathy, accountability, and lived wisdom.

This course is not about proving worth. It is about owning value.

As you move through this certification, you will see the facts, the data, the leadership styles, and the real-world impact that confirm what you already carry. More importantly, you will be invited to discover your leadership style, refine it, and strengthen it so your voice is not just present in the room, but influential.

This is about leadership with purpose, clarity, and confidence.

This is about Black women leading out loud, on purpose, and with power.

10 Facts On The Value of Black Women's Leadership

In Society, Community, Politics, and Business

1) Black women are highly educated, and their degree attainment continues to rise

Fact: In 2023, **29.3% of Black women (age 25+)** had earned a **bachelor's degree or higher**.

Source: Postsecondary National Policy Institute (PNPI)

Article: Postsecondary National Policy Institute: Women of Color in Higher Education

Name: Fact Sheet Date: Updated February 2025

Why it matters: Education expands leadership capacity, earnings potential, civic participation, and innovation.

Leadership value: When Black women lead, you often see stronger planning, communication, and resilience because education plus lived experience creates depth.

2) Young adult postsecondary attainment shows a gap meaning “access + support” still matters

Fact: In 2022, the share of young adults (25–34) with **any postsecondary degree** was **36% for Black young adults**, compared with **56% for White young adults** (and other differences across groups).

Source: National Center of Education Statistics

Article: Annual Reports and Information Staff (Annual Reports)

Educational Attainment of Young Adults

Date: Last Updated: May 2023

Why it matters: This shows the ongoing need for **equitable access** to education pathways, mentorship, and systems that remove barriers.

Leadership value: Black women leaders often bring practical solutions for talent pipelines and workforce development because they understand the cost of barriers.

3) Black women earn the majority of degrees among Black students

Fact: Among Black students in higher education, Black women earn about **64.1% of bachelor's degrees, 71.5% of master's degrees, and 65.9% of doctoral/medical/dental degrees** awarded to Black students.

Source: American Association of University Women (AAUW): Empowering Women Since 1881

Article: Fast Facts: Women of Color in Higher Ed

Date: Current

Why it matters: This is leadership power in motion education feeds leadership across healthcare, education, business, tech, and public service.

4) Black women outpace Black men in degree attainment

Fact: Black women are **roughly 10 percentage points more likely** than Black men to hold a college degree (context varies by dataset/year, but this pattern is well documented).

Source: Ed Trust

Article: Raising Undergraduate Degree Attainment Among Black Women and Men Takes on New Urgency Amid the Pandemic

Name : Marshall Anthony Jr., Andrew Howard Nichols, Wil Del Pilar, Ph.D.

Date: May 13, 2021

Why it matters: When organizations invest in Black women leadership pipelines, they're investing in a population already demonstrating strong educational momentum.

5) Black women participate in the labor force at one of the highest rates among women

Fact: In 2023, Black or African American women had a 63.2% labor force participation rate, higher than White women (57.6%), Asian women (59.9%), and Hispanic/Latina women (61.3%).

Source: Bureau of Labor Statistics

Article: Labor force characteristics by race and ethnicity, 2023

Date: December 2024

Why it matters: Black women are a major driver of workforce participation—an economic stabilizer for families, communities, and markets.

6) Black women are a major engine of entrepreneurship and small-business growth

Fact: Black women are widely cited as one of the **fastest-growing groups of entrepreneurs**, with estimates of **nearly 2.7 million Black women-owned businesses** in the U.S.

Source: JP Morgan

Article: Black women are the fastest growing group of entrepreneurs. But the job isn't easy.

Name: Elana Dure Date: October 12, 2021

Why it matters: More Black women-owned businesses mean more job creation, community reinvestment, and local economic resilience.

7) Black women-owned businesses have shown strong revenue growth in recent years

Fact: A report highlighted that from **2019 to 2023, Black/African American women-owned businesses saw average revenues increase 32.7%**.

Source: Wells Fargo Newsroom (Business Wire)

Article: New Report Finds Growth of Women Business Owners Outpaces the Market

Date: 1-9-2024

Why it matters: This is not just participation it's performance. When Black women have access to capital, strategy, and systems, revenue grows.

8) Women of color remain underrepresented in senior corporate leadership so Black women's voices are still missing at key tables

Fact: In 2025, women were **29% of C-suite roles**, and **women of color were 7% of C-suite roles** (with steeper drop-offs as roles become more senior).

Source: McKinsey & Company

Article: Women In The Workplace 2025 Report

Names: Alexis Krivkovich, Drew Goldstein, and Megan McConnell

Date: December 9, 2025

Why it matters: Decisions are being made without enough lived experience, cultural intelligence, and community insight leading to blind spots in products, policies, hiring, and customer trust.

9) Representation in national political leadership is still limited despite women's impact as voters and organizers

Fact: Women are **28% of lawmakers** in the 119th U.S. Congress (a measure of representation that still isn't parity).

Source: Pew Research Center

Article: Women account for 28% of lawmakers in the 119th Congress – unchanged from the last Congress

Name: Anna Jackson Date: February 21, 2025

Additional verified context: Pew Research has also documented how many states have ever elected a Black woman to Congress showing how uneven representation has been over time.

Source: Pew Research Center

Article: 22 states have ever elected a Black woman to Congress

Name: Katherine Schaeffer Date: February 16, 2023

Why it matters: When Black women are in decision-making spaces, policies more often reflect real community needs education, healthcare access, small business support, public safety, and family stability.

10) Black women leaders often face outsized pressure making support, sponsorship, and healthy systems essential

Fact: Reporting on the 2025 Women in the Workplace findings highlights high levels of burnout among senior women and notes especially high strain for Black women in leadership.

Source: Business Insider

Article: Women at the top are exhausted and burned out, according to a McKinsey and Lean In report

Name : Lee Chong Ming Date: Dec 10, 2025

Why it matters: Talent doesn't leave because it lacks strength talent leaves when systems lack support. Strong leadership ecosystems keep Black women leaders thriving, not just surviving.

Economic and Social Cost of Losing Black Women in the Workforce

Black women have historically been among the most stable and consistent participants in the U.S. labor force, often acting as an economic anchor for families, communities, and industries. But recent labor trends show significant job losses, exits from employment, and rising unemployment rates that are not just personal setbacks; they are economic setbacks for the nation.

1. Black women are exiting the labor force in alarming numbers

Between April and June 2025, nearly 300,000 Black women exited the U.S. labor force, and hundreds of thousands more remain absent from formal employment even months later. These departures are not simply voluntary retirements or career shifts; they represent a **sustained withdrawal from economic participation** with long-term implications.

Source: Design Observer

Article: 300,000 Black women exit: July's gender economy in four essential data points

Name: Katica Roy Date: August 14, 2025

2. Black women are experiencing outsized job losses

During parts of 2025, Black women experienced **the largest employment drop of any demographic group**, with over **100,000 jobs lost in a single month (April 2025)** that outpaced job losses among other women.

Source: Ebony Magazine

Article: April Jobs Report Shows Black Women Accounted for 106,000 Firings
Name: Sherdell Baker Date: May 26, 2025

3. Rising unemployment rates signal broader labor market fragility

Black women have seen higher unemployment rates than the national average, reflecting deeper structural barriers rather than cyclical fluctuations. Economists warn that rising unemployment among Black women can serve as an early indicator of broader economic weakness because of their high levels of labor force participation.

Source: Time Magazine

Article: Rising Unemployment Among Black Women Is a Bad Sign for the Economy and Anna Gifty Opoku-Agyeman
Date: Sep 9, 2025

4. Policy decisions and workforce changes have disproportionately impacted Black women

Cuts to public-sector employment and weakening support for diversity, equity, and inclusion have disproportionately removed stable job opportunities for Black women, who have historically comprised a larger share of federal and state workforces. This dynamic not only reduces their income security but also narrows leadership pipelines for future generations.

Source: Economic Policy Institute

Article: Disinvestment in the public sector undermines opportunities for Black women across the South
Name: Chandra Childers Date: July 7, 2025

Why This Matters: The Economic Impact

When hundreds of thousands of Black women are forced out of work or pushed into unemployment, the **economic consequences are significant**:

1. Lost productivity and national output

Economists estimate that the reduced labor force participation of Black women may be costing the U.S. economy **billions of dollars in GDP**, due to lost earnings, consumer spending, tax revenue, and reduced business output.

Source: Fortune

Article: The exit economy is here. Black Women are paying the highest price
By Katica Roy Date: November 22, 2025

2. Smaller talent pipelines for leadership

Today's managers become tomorrow's executives. When Black women are sidelined, the leadership pipeline shrinks and corporations, nonprofits, and government lose a critical source of talent, perspective, and decision-making strength.

Source: LinkedIn (CNN's Report)

Article: Siting the work and research of Katica Roy
Name: CNN's Victor Blackwell 319,000 Black women lost jobs between February and July.
Date: September 2025

3. Undermining economic stability for families and communities

Black women are often primary breadwinners or co-breadwinners in their households. When they lose employment, entire families and by extension communities face increased financial instability, reduced access to healthcare, education disruptions, and long-term wealth erosion.

Source: Fortune

Article: The exit economy is here. Black Women are paying the highest price
Name : Katica Roy Date: November 22, 2025

Why This Is a Loss to Society

Black women do more than hold jobs they:

- **Strengthen intergenerational wealth building**
- **Support communities as workers, caregivers, and leaders**
- **Drive entrepreneurship, innovation, and cultural development**
- **Serve as role models and mentors across sectors**

When their labor participation is compromised, the **social fabric weakens** and **economic growth stalls**. This isn't just about individual careers' careers about **the opportunity cost to our entire society** when a vital segment of our workforce is underutilized or forced out.

Key Takeaways for Leaders and Learners

- Black women are leaving or losing jobs at disproportionate rates in 2025—an indicator of structural barriers and economic stress.

Source: Design Observer

Article: 300,000 Black women exit: July's gender economy in four essential data points : 300,000 Black women: a story we can't afford to forget
Name: Katica Roy Date: August 14, 2025

These exits represent **billions of dollars in lost economic output and reduced opportunities** for leadership growth.

Source: Fortune

Article: The exit economy is here. Black Women are paying the highest price
Name: Katica Roy Date: November 22, 2025

Reversing these trends isn't just a moral imperative, it's **an economic and strategic necessity** for healthier workplaces and a more resilient society.

Black Women Leadership Is Needed: Now More Than Ever

The facts are clear.

The impact is undeniable.

The leadership is already within you.

Black women bring a rare combination of education, lived experience, resilience, and vision into leadership spaces. When our voices are present, decisions become more human. When our leadership is supported, systems become more effective. When our expertise is recognized, communities and economies grow stronger.

This certification is not the finish line it is a foundation.

A foundation to:

- Lead with confidence instead of doubt
- Lead with strategy instead of survival
- Lead with systems instead of strain
- Lead with voice instead of silence

Leadership is not about fitting into someone else's mold. It is about **knowing who you are, how you lead, and why your presence matters.**

The world does not need Black women to lead like everyone else.

The world needs Black women to lead **as themselves** with clarity, courage, and conviction.

As you move forward, remember this:

Your leadership is not optional.

Your voice is not extra.

Your impact is not future tense.

It is needed **Now Like “Today”**.

And when Black women lead with intention, everyone rises.

Bringing It All Together: What Black Women’s Leadership Means (One Complete Meaning)

Black women’s leadership is the practice of guiding people and systems with clarity, courage, competence, and community-centered wisdom so organizations, communities, and economies grow stronger, fairer, and more resilient.

It blends results and relationships. It carries strategy and survival. It brings both excellence and empathy into the room, so decisions don't just sound good, they work.

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Self-Discovery Worksheet

Leadership Styles for Black Women Leaders

(Simple Definitions + How Each Shows Up)

Use these styles to identify your strengths and sharpen your impact.

1. Transformational Leadership

Inspires people to rise to a bigger vision and become better through the work.

You lead change, culture, and courage.

2. Servant Leadership

Leads by serving building people, removing barriers, and developing others.

You lead with care, structure, and empowerment.

3. Strategic Leadership

Focuses on long-term direction, priorities, and measurable outcomes.

You lead with clarity, planning, and accountability.

4. Authentic Leadership

Leads with integrity and truth consistent values, transparent communication.

You lead with trust and credibility.

5. Coaching Leadership

Develops people through feedback, growth plans, and skill-building.

You lead by strengthening others.

6. Democratic/Participative Leadership

Invites input, listens deeply, and shares decision-making where appropriate.

You lead with collaboration and shared ownership.

7. Situational Leadership

Adapts style based on the person, task, and moment (direct, coach, support, delegate).

You lead with wisdom and flexibility.

8. **Visionary Leadership**

Sees what's possible, communicates direction, and rallies belief.

You lead with hope, innovation, and momentum.

9. **Transactional Leadership**

Creates clarity through roles, goals, and performance expectations.

You lead with structure and consistency.

10. **Crisis/Resilience Leadership**

Leads through disruption staying steady, making decisions, restoring confidence.

You lead with strength under pressure.

NEXT Complete: Discover Your Leadership Style

Worksheet

Discover Your Leadership Style + Strengthen It

Part A — Identify Your Top Styles (Circle 2–3)

- Transformational Servant Strategic Authentic Coaching
- Participative Situational Visionary Transactional Resilience

Part B — Your Leadership “Signature”

1. When people describe my leadership at my best, they say I am:
2. The problems I naturally solve are:
3. The kind of impact I want my leadership to create is:

Part C — Reality Check (Growth Area)

4. Under stress, I tend to:

Overwork Go silent Take control Avoid conflict People-please
 Other: _____

5. One skill I must strengthen to reach my next level is:

Part D — Your Next-Level Action Plan (Choose 3)

- Find a mentor/sponsor
- Ask for a leadership role/opportunity
- Strengthen executive communication
- Build systems and delegation
- Improve financial/metrics fluency
- Create boundaries to prevent burnout
- Lead a community or workplace initiative
- Take a certification / training program

My 30-day commitment:

“In the next 30 days, I will

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