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# WOMEN'S HISTORY MONTH : CONTRIBUTIONS OF AFRICAN AMERICAN WOMEN

Women's History Month is an annual celebration of the accomplishments and contributions of women throughout history. It is a time to recognize the struggles and triumphs of women and to acknowledge the work that still needs to be done to achieve gender equality. However, it is also important to recognize that the experiences of women are not monolithic and that women from diverse backgrounds face unique challenges and barriers.



**History of Women's History Month:** Women's History Month began as a week-long celebration in 1981, organized by the National Women's History Project. The event was intended to highlight the overlooked contributions of women in history and encourage the study and celebration of women's achievements. In 1987, Congress passed a resolution designating March as Women's History Month, which has since been celebrated annually.

African American women have made significant contributions to society throughout history, despite facing systemic barriers and discrimination. For example, Harriet Tubman was an abolitionist and political activist who escaped slavery and later helped others escape through the Underground Railroad. She also served as a nurse, cook, and spy for the Union Army during the Civil War.

In addition, African American women played a vital role in the civil rights movement. Rosa Parks, known as the "mother of the civil rights movement," refused to give up her seat on a Montgomery, Alabama bus, sparking the Montgomery Bus Boycott. Ella Baker was a civil rights activist who worked with the National Association for the Advancement of Colored People (NAACP) and helped found the Student Nonviolent Coordinating Committee (SNCC).

More recently, African American women have continued to make significant contributions to society. Kamala Harris, the first African American and South Asian woman to serve as Vice President of the United States, has worked as a prosecutor, attorney general, and senator. Stacey Abrams, a political activist and author, has focused on voting rights and political mobilization, founding organizations such as Fair Fight Action.



**Some examples of African American women who have made a difference:**

- **Sojourner Truth:** Sojourner Truth was an abolitionist and women's rights activist. She is best known for her "Ain't I a Woman?" speech, which she delivered at a women's rights convention in 1851.
- **Maya Angelou:** Maya Angelou was a poet, author, and civil rights activist. She is best known for her memoir, "I Know Why the Caged Bird Sings," which discusses her experiences growing up in the Jim Crow South.
- **Shirley Chisholm:** Shirley Chisholm was the first African American woman elected to Congress. She served in the House of Representatives from 1969 to 1983 and was a fierce advocate for civil rights and women's rights.



**While Women's History Month is a time to celebrate women's achievements, it is also an opportunity to reflect on the experiences of women from diverse backgrounds. African American women, like women from other marginalized groups, have often been excluded from mainstream narratives of women's history. Recognizing and celebrating the contributions of these women is essential in creating a more equitable and inclusive society.**

**In addition, it is important to acknowledge that the experiences of women are not universal. Women face intersecting forms of discrimination based on their race, ethnicity, sexual orientation, gender identity, ability, and other factors. An inclusive celebration of women's history recognizes and embraces these differences, and strives to create a space where all women are valued and represented.**

**Creating an inclusive celebration of Women's History Month involves highlighting the contributions of African American women, as well as women from other marginalized groups. It involves recognizing and addressing the systemic barriers and discrimination that have historically prevented these women from achieving recognition for their contributions. It also involves actively working to promote diversity, equity, and inclusion in all aspects of society, including education, media, and politics**



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# **CAREER OPPORTUNITIES AND RESOURCES FOR AFRICAN AMERICAN WOMEN**

African American women have faced numerous barriers in pursuing their career goals, including discrimination, bias, and lack of access to resources and opportunities. However, despite these challenges, many African American women have broken through these barriers and achieved great success in a wide range of fields. In this article, we will explore some of the career opportunities and resources available to African American women, as well as strategies for overcoming barriers and achieving success.

One of the most important strategies for breaking through barriers in the workplace is education and training. African American women who have advanced degrees or specialized training in their fields are more likely to have access to higher-paying jobs and opportunities for advancement. There are many educational resources available to African American women, including scholarships, grants, and mentorship programs. Many organizations and foundations offer resources specifically for African American women pursuing higher education or career development, such as the National Black MBA Association or the National Society of Black Engineers.

Networking is another key strategy for breaking through barriers in the workplace. African American women can benefit from building relationships with other professionals in their fields, as well as with mentors and sponsors who can provide guidance and support. Networking opportunities can include attending industry events, joining professional organizations, and participating in online forums and discussion groups.

Another important resource for African American women is access to capital and funding. Starting a business or pursuing entrepreneurship can be a path to financial independence and career success, but women often face significant barriers in accessing funding and resources. However, there are a growing number of organizations and programs that provide funding and support specifically for women of color, such as the Minority Business Development Agency or the National Women's Business Council.

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Mentorship and sponsorship programs can also be invaluable resources for African American women. These programs provide guidance and support from experienced professionals in the same or related fields, as well as opportunities for skill-building, networking, and career advancement. Many organizations and companies offer mentorship and sponsorship programs specifically for women of color, such as the Black Women's Leadership Council or the Women of Color Leadership Network.

Another important resource for African American women is access to supportive work environments and policies. African American women often face unique challenges in the workplace, such as discrimination, bias, and lack of representation. However, organizations that prioritize diversity, equity, and inclusion can provide supportive work environments that help African American women thrive. This includes policies such as flexible work arrangements, parental leave, and anti-discrimination measures.

In addition to these resources and strategies, there are also many successful African American women who serve as role models and inspirations for others. These women have broken through barriers in their own careers and serve as examples of what is possible for other African American women. Some of these trailblazers include media mogul Oprah Winfrey, political leader Kamala Harris, and NASA mathematician Katherine Johnson.

Breaking barriers in the workplace is a difficult but essential task for African American women. By pursuing education and training, building networks and relationships, accessing funding and resources, and seeking out supportive work environments and policies, African American women can overcome barriers and achieve great success in a wide range of fields. With the support of mentors, sponsors, and other successful women, African American women can break through barriers and pave the way for future generations of women of color.



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# INNOVATION AT FEDEX: HOW THE COMPANY IS CHANGING THE GAME IN LOGISTICS

FedEx or Federal Express is one of the world's largest courier delivery services, with a global presence spanning over 220 countries and territories. FedEx was founded in 1971 by Frederick W. Smith, a Yale University student who had written a term paper on the need for reliable overnight delivery services. Smith recognized the potential in this market and decided to launch a company that would specialize in the overnight delivery of packages and documents. The company started with a fleet of just 14 planes and served 25 cities in the United States.

In the early days, the company faced several financial challenges and struggled to turn a profit. However, Smith persevered, and his determination paid off. In 1973, FedEx became profitable, and by 1976, the company had gone public.

Over the years, FedEx expanded its operations and started offering a range of services, including international delivery, ground shipping, and freight services. Today, the company has a workforce of over 550,000 employees and operates a fleet of over 650 aircraft.

FedEx operates in over 220 countries and territories and has a vast network of facilities, including over 4,400 FedEx Office locations and over 1,900 FedEx Freight service centers. The company's operations are divided into four segments:

- **FedEx Express:** This segment provides time-definite international and domestic air express delivery services. It operates a fleet of over 650 aircraft and has a network of more than 375 airports worldwide.
- **FedEx Ground:** This segment provides small-package ground delivery services to customers in the United States and Canada. It operates a fleet of over 70,000 vehicles and has more than 600 facilities across North America.
- **FedEx Freight:** This segment provides less-than-truckload (LTL) freight services to customers in North America. It operates a fleet of over 20,000 vehicles and has a network of more than 370 service centers.
- **FedEx Services:** This segment provides back-office support services, such as information technology, marketing, and customer service, to other FedEx operating companies.





**Innovation at FedEx: How the company is changing the game in logistics Cont.**

**FedEx has been recognized as one of the best companies for diversity by Diversity Inc, and it has been named one of the top companies for African American executives by Black Enterprise magazine. According to a 2020 report by FedEx, the company has made significant strides in promoting diversity and inclusion within its workforce. The report states that 30% of FedEx's U.S. workforce is made up of people of color, and 18% of the company's U.S. management team is African American.**

**According to Zippia's report, FedEx has 850,001 employees, with 34% being women and 66% being men. The majority of employees (62%) are White, while 15% are Hispanic or Latino and 12% are Black or African American. The average employee salary is \$35,274 per year, and FedEx employees are more likely to be members of the Republican party. On average, employees stay with the company for 4.6 years.**

**Federal Express, which is now a subsidiary of FedEx, has a long history of promoting diversity and inclusion within its workforce. In fact, the company was one of the first to establish an African American affinity group in the 1970s. Today, the company has a number of employee resource groups that focus on promoting diversity and inclusion within the company.**

**While it's clear that FedEx and Federal Express are committed to promoting diversity and inclusion within their workforces, it's difficult to determine the exact number of African Americans currently employed by the company without access to real-time data. It's also important to note that the demographics of FedEx's workforce may vary depending on the region and job function.**

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## **Innovation at FedEx: How the company is changing the game in logistics Cont.**

**As a large employer, FedEx is committed to providing its employees with opportunities to grow and develop within the company. For African Americans who are interested in advancing their careers at FedEx, there are a number of strategies that can help them achieve their goals.**

**First and foremost, it's important for African American employees to be proactive in seeking out opportunities for growth and development. This may include seeking out additional training and certifications, attending industry events and networking opportunities, and building relationships with colleagues and mentors within the company.**

**One way to do this is by taking advantage of the various employee resource groups (ERGs) that are available at FedEx. ERGs are groups of employees who come together based on shared characteristics or interests, and they can be a great way to network and connect with others within the company who share similar goals and aspirations. FedEx has a number of ERGs that are focused on promoting diversity and inclusion, including groups for African American employees.**

**In addition to taking advantage of ERGs, African American employees can also benefit from seeking out mentors within the company. A mentor can provide guidance and support as employees navigate their careers at FedEx, and they can also help employees identify opportunities for growth and development within the company.**

**Another important strategy for advancing within FedEx is to be proactive in seeking out new roles and responsibilities within the company. This may mean taking on additional projects or responsibilities, volunteering for cross-functional teams, or seeking out job postings within the company that align with one's career goals.**

**Finally, it's important for African American employees to build a strong professional network both within and outside of the company. This may include attending industry events and conferences, participating in online forums and discussions, and building relationships with colleagues and industry leaders. By building a strong network, employees can stay informed about industry trends and opportunities, and they can also gain valuable insights and advice from others who have successfully advanced their careers.**





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# WOMEN IN LAW ENFORCEMENT

Law enforcement is a vital profession in our society, responsible for maintaining law and order, protecting citizens, and preventing crime. Unfortunately, women have been historically underrepresented in law enforcement, with only a small percentage of the total workforce made up of women. This is a problem that needs to be addressed.

According to a report by the Bureau of Justice Statistics, as of 2016, only 12.7% of full-time sworn law enforcement officers in the United States were women. This is a relatively low percentage, considering the significant role law enforcement plays in society. It is essential to increase this percentage to ensure that law enforcement is representative of the diverse communities it serves.

African American women are particularly underrepresented in law enforcement. According to the same report by the Bureau of Justice Statistics, only 3.4% of full-time sworn law enforcement officers were African American women. This is a concerning statistic, as it means that the experiences and perspectives of African American women are not adequately represented in law enforcement.

**Having more women officers in law enforcement can bring several benefits to the profession and society as a whole. Here are some additional reasons why women officers are needed:**

- **Women officers are less likely to use excessive force:** Studies have shown that women officers are less likely to use excessive force than their male counterparts. Women officers tend to use communication and de-escalation techniques to resolve conflicts, which can lead to better outcomes and fewer use-of-force incidents.
- **Women officers are skilled at addressing violence against women and sex crimes:** Women officers bring a unique perspective to the job and are often better equipped to address violence against women and sex crimes. Women victims of crime may feel more comfortable and supported by female officers, which can lead to more successful investigations and prosecutions.
- **Women officers may help improve police-community relations:** Having more women officers in law enforcement can help improve police-community relations. Women officers may be more approachable and relatable to members of the community, particularly women and children. This can help build trust between law enforcement and the community, which is essential for effective policing.
- **Women officers have superior problem-solving skills:** Studies have shown that women officers have superior problem-solving skills than their male counterparts. Women officers tend to be more collaborative and empathetic, which can lead to more effective problem-solving in complex situations.

## **Challenges Faced by Women in Law Enforcement**

Women in law enforcement face several challenges that their male counterparts may not experience. One of the most significant challenges is gender bias and discrimination. Female officers may be subject to stereotypes and biases from their colleagues and the community they serve, which can affect their job performance and career advancement opportunities. Additionally, female officers may face harassment and inappropriate behavior from their colleagues, which can create a hostile work environment.





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**Women being underrepresented in police work can be attributed to several factors. These include:**

- **Women are not applying:** One reason why women may be underrepresented in law enforcement is that they are not applying for police positions. This may be due to a lack of interest or awareness of the opportunities available in law enforcement.
- **Women are not being hired:** Even when women do apply for police positions, they may face barriers to employment. Bias and discrimination during the hiring process can make it difficult for women to be selected for law enforcement positions.
- **Women are not remaining in police positions:** Once women are hired, they may face additional barriers to retention. Gender bias and discrimination can make it difficult for women to advance in their careers or to feel supported and valued by their colleagues.
- **Physical demands of the job:** Some women may find the physical demands of law enforcement work to be challenging, which can make it difficult for them to remain in police positions.
- **Hostile work environment:** Women may also experience a hostile work environment in law enforcement, which can create a challenging and unpleasant work environment. This can make it difficult for women to remain in law enforcement positions long-term.

**Many women who enter law enforcement leave the profession prematurely. One of the main reasons for this is the lack of support and opportunities for career advancement. Female officers may feel isolated and unsupported by their male colleagues, which can lead to feelings of burnout and frustration. Additionally, many female officers report that they do not receive the same opportunities for career advancement as their male counterparts. We need more women, especially African American women, in law enforcement. Increasing the representation of women in law enforcement can bring many benefits, such as increased diversity, improved community relations, and better outcomes for victims of crime.**



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# AFRICAN AMERICANS AND THE DEA

The Drug Enforcement Administration (DEA) is a federal law enforcement agency tasked with enforcing drug laws and regulations in the United States. The DEA plays a vital role in the war against drugs and is responsible for investigating and disrupting drug trafficking organizations.

African Americans make up a significant portion of the United States population, and their representation in law enforcement agencies such as the DEA is essential. However, the number of African Americans in the DEA has been historically low, and efforts to increase diversity in the agency have been ongoing.

According to the DEA's 2020 statistics, African Americans make up 13% of the total workforce in the agency. While this number is higher than it was a few years ago, it is still below the representation of African Americans in the overall U.S. population, which stands at around 14%.

To become a DEA agent, regardless of race or ethnicity, candidates must meet certain requirements. Being a U.S. citizen, between 21 and 36 years old. Candidates must have a four-year degree from an accredited college or university. This degree can be in any field of study, although degrees in criminal justice, law enforcement, or a related field may be particularly helpful.

In addition to the educational requirement, candidates must also have at least three years of work experience in a field that demonstrates the necessary skills and abilities to perform the duties of a DEA agent. This experience can be in any field, but experience in law enforcement, military service, or a related field may be particularly beneficial.

To get hired in the DEA, candidates must first apply online through the DEA's website. The application process includes a written test, a physical fitness test, and an interview. Candidates who pass these tests will then undergo an extensive background investigation, which includes a polygraph examination.

Finally, it's important to keep in mind that becoming a DEA agent is a highly competitive process, and meeting the minimum education and experience requirements does not guarantee that a candidate will be hired. Candidates must also pass a series of rigorous assessments, including a written test, a physical fitness test, and an extensive background investigation, as well as an interview and drug test.





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### **African Americans and DEA Cont.**

One of the major challenges in recruiting African Americans to work in the DEA is the negative perception of law enforcement in the African American community. The issue of police brutality and discrimination has led to a mistrust of law enforcement, and many African Americans may not see law enforcement as a viable career option.

Another challenge in recruiting African Americans to the DEA is the educational requirements. The DEA requires candidates to have a four-year degree from an accredited college or university, which may be a barrier to entry for some African Americans who may not have access to higher education.

To increase diversity in the DEA, the agency has implemented various initiatives to attract and retain African Americans. One such initiative is the DEA's Diversity and Inclusion Plan, which outlines specific goals and strategies for increasing diversity within the agency.

### **African Americans can take several steps to increase their representation in the DEA:**

- **Pursue higher education:** The DEA requires candidates to have a four-year degree from an accredited college or university. African Americans who are interested in becoming DEA agents should pursue higher education and obtain a degree in a field that aligns with their interests and career goals.
- **Seek out internships and work experience:** African Americans who are interested in a career with the DEA should seek out internships and work experience in related fields, such as law enforcement, criminal justice, or the military. This experience can help candidates build the necessary skills and abilities to perform the duties of a DEA agent and make them more competitive in the hiring process.
- **Build a network:** African Americans who are interested in a career with the DEA should build a network of contacts in the law enforcement community. This can include attending job fairs, networking events, and conferences, as well as reaching out to current and former DEA agents for advice and guidance.
- **Be aware of recruitment efforts:** The DEA has made efforts to increase diversity within the agency, including hiring more African Americans. Candidates should stay informed about recruitment efforts, such as job postings and recruitment events, and actively seek out opportunities to apply for DEA positions.
- **Advocate for diversity and inclusion:** African Americans who are already employed by the DEA can advocate for diversity and inclusion within the agency. This can include serving as mentors to new hires, participating in employee resource groups, and providing feedback to leadership on ways to improve diversity and inclusion initiatives.







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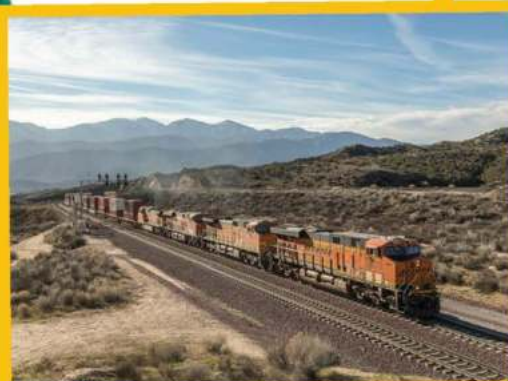
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# **AFRICAN AMERICANS PAVING THE WAY IN BUSINESS AND ENTREPRENEURSHIP**

African Americans have been pursuing careers in business and entrepreneurship for centuries. Despite facing significant challenges, such as discrimination, lack of access to capital, and limited networking opportunities, many African Americans have achieved success in these fields.

In this article, we will explore the challenges faced by African Americans pursuing careers in business and entrepreneurship, the requirements for success, and how they can overcome these challenges to achieve success.

One of the biggest challenges faced by African Americans pursuing careers in business and entrepreneurship is access to capital. African Americans are often denied loans or have limited access to funding due to discrimination and bias.

This can make it difficult for them to start or grow a business. However, there are many programs and organizations that offer funding and support specifically for African American entrepreneurs, such as the National Minority Supplier Development Council and the Minority Business Development Agency.

Another challenge faced by African Americans in business and entrepreneurship is lack of networking opportunities. African Americans often have limited access to professional networks and mentorship, which can make it difficult to build relationships and find new opportunities. However, there are many organizations and professional associations that offer networking and mentorship opportunities specifically for African Americans, such as the National Black MBA Association and the National Black Business Council.

Continued on page 30



### **African Americans paving the way in business and entrepreneurship Cont.**

**In addition to these challenges, African Americans pursuing careers in business and entrepreneurship must also meet certain requirements in order to be successful. These requirements include a strong work ethic, perseverance, creativity, and the ability to think outside the box. They must also be willing to take risks and be adaptable to changing circumstances.**

**To overcome these challenges and meet these requirements, African Americans pursuing careers in business and entrepreneurship must take a proactive approach. This can include seeking out funding and support through organizations and programs, building professional networks and seeking out mentorship, and pursuing education and training opportunities. They must also be willing to take calculated risks and be persistent in the face of adversity.**







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## **African Americans paving the way in business and entrepreneurship Cont.**

**There are many successful African Americans who have made significant contributions to the fields of business and entrepreneurship. Here are a few notable examples:**

- **Oprah Winfrey:** Oprah is one of the most successful entrepreneurs in the world. She started her media career as a television host and eventually went on to build a media empire that includes her own television network, production company, and magazine. She is also a philanthropist and has donated millions of dollars to various causes.
- **Robert F. Smith:** Robert is a billionaire businessman who is the founder and CEO of Vista Equity Partners, a private equity firm. He is one of the wealthiest African Americans in the world and is known for his philanthropy, including a \$40 million donation to pay off the student loan debt of Morehouse College graduates.
- **Ursula Burns:** Ursula was the CEO of Xerox Corporation from 2009 to 2016, making her the first African American woman to lead a Fortune 500 company. She is also a member of several boards of directors, including Uber and ExxonMobil.
- **Daymond John:** Daymond is a successful entrepreneur and investor who is best known as one of the "sharks" on the television show Shark Tank. He is the founder and CEO of FUBU, a clothing company that specializes in urban fashion.
- **Madam C.J. Walker:** Madam C.J. Walker was a pioneer in the hair care industry and is credited with being the first African American female millionaire. She started her own hair care company in the early 1900s and became a successful businesswoman and philanthropist.

**These are just a few examples of successful African Americans in the field of business and entrepreneurship. There are many others who have made significant contributions and continue to inspire future generations.**



**In order to be successful in these fields, African Americans must also be aware of the unique challenges and opportunities that come with being a minority entrepreneur. They must be willing to embrace their cultural heritage and use it to their advantage, rather than trying to conform to mainstream business culture. They must also be willing to be leaders and role models in their communities, inspiring and empowering others to pursue careers in business and entrepreneurship.**



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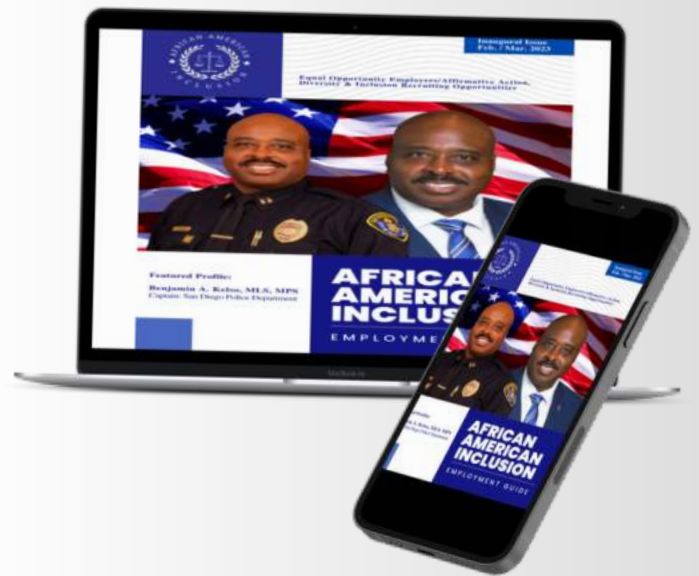
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- 100 Black Men in America
- African American Planning Commission (AAPC)
- San Diego Black Police Officer's Association
- AFRICAN STARTUPS in Africa Tech Entrepreneurs South Startup VC Funds Founders Business MENA Careers
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- African American Business Communities
- Thurgood Marshall Legal Society Alumni and Friends Network
- Black Women Lawyers' Association of Greater Chicago, Inc.
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- Womxn of Color Collective at Berkeley Law
- Northern Virginia Black Attorneys Association
- University of Chicago Law School- Black Law Students Association and Alumni
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- African American Market Research
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- UW-Milwaukee African American Alumni Chapter
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