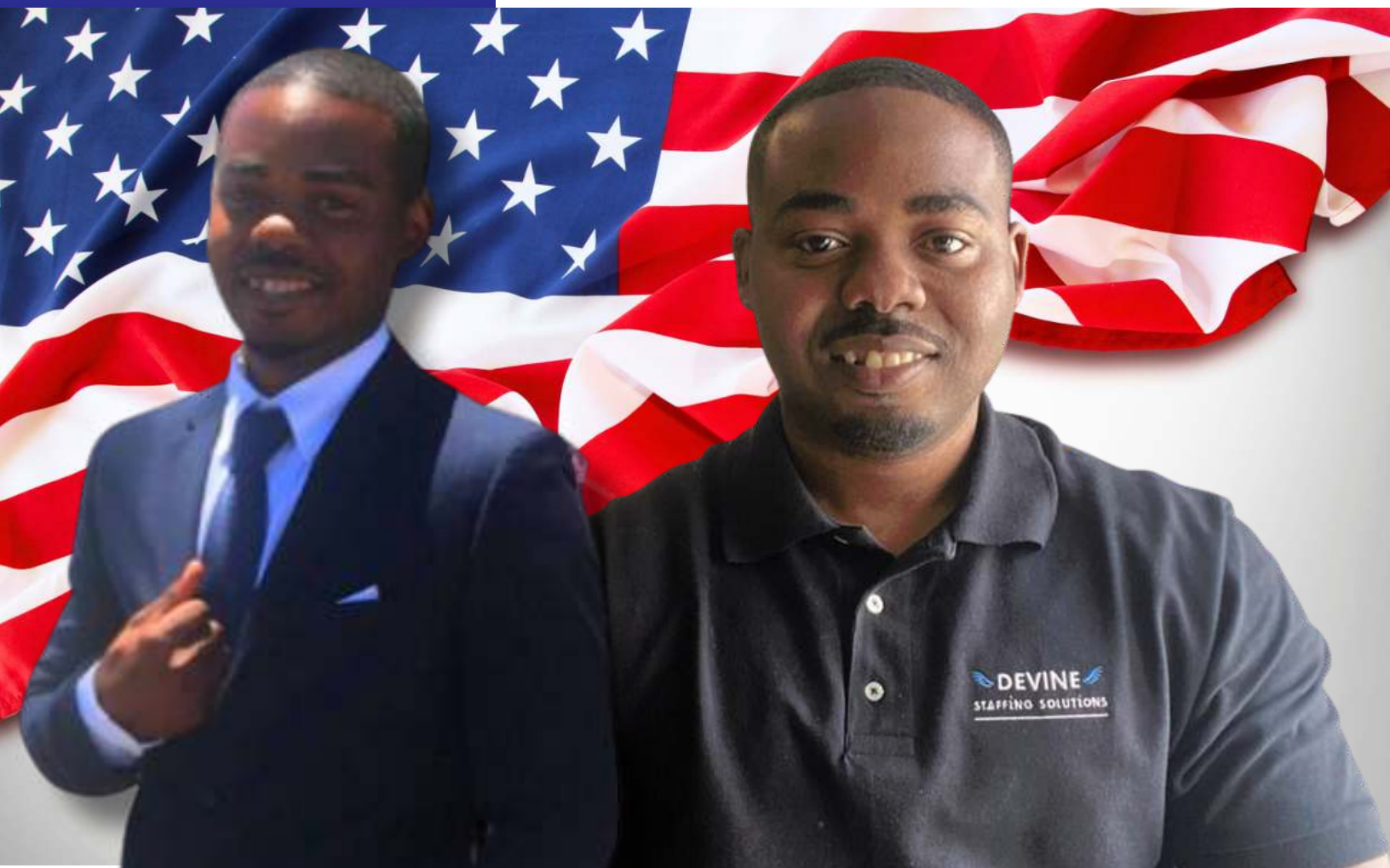


May / June 2023



Leading the fight for diversity, outreach,  
and recruitment in the staffing industry!



**Featured Profile:**

**Devon Shelton**  
President, Devine Staffing Solutions

# AFRICAN AMERICAN INCLUSION

EMPLOYMENT GUIDE




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# FOSTERING DIVERSITY AND INCLUSION IN CORPORATE CULTURE FOR AFRICAN AMERICANS

In today's rapidly changing business landscape, fostering diversity and inclusion in corporate culture has become a fundamental driver of success for organizations. Recognizing the value that diversity brings to the table is essential, and it is particularly important to focus on fostering diversity and inclusion for African Americans.

Acknowledging the value of diversity is paramount to building a thriving organization. A diverse workforce brings a wide range of perspectives, experiences, and ideas, which in turn fuels innovation, enhances creativity, and improves problem-solving capabilities. By cultivating an environment that embraces diversity, organizations can tap into the unique strengths and insights that African Americans contribute. Their unique perspectives and experiences bring fresh ideas and enrich the overall organizational culture.

However, one of the major challenges to achieving diversity and inclusion is unconscious bias. Unconscious biases, which are ingrained assumptions or stereotypes that influence our decisions and actions without our awareness, can hinder diversity and inclusion efforts. It is important to address these biases and implement strategies to recognize and mitigate their impact in various aspects of the workplace, such as hiring, promotions, and decision-making processes. Implementing training programs that raise awareness and sensitivity to unconscious bias among employees is crucial for creating a fair and inclusive corporate culture.





# Veteran and Justice Impacted Resource & Career Fair

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11am - 1pm

VIRTUAL CAREER FAIR

2pm - 4pm

## San Diego's first Military and Justice impacted Resource (&) Career Fair

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- Green jobs
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- Hospitality
- Veteran Organizations
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- Energy
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- Digital Media
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Call 619-277-9099

**To foster diversity and inclusion for African Americans, inclusive recruitment practices are essential. Organizations should review their recruitment processes to ensure they attract a diverse pool of candidates. Building partnerships with organizations that focus on promoting African American talent can help expand the candidate pool and create more opportunities for African Americans to thrive. Additionally, implementing blind resume screening, where personal identifying information is removed during the initial stages of the recruitment process, can mitigate the impact of unconscious bias and promote fair evaluation based on qualifications.**

**Creating a supportive and inclusive work environment is equally important. Establishing employee resource groups or affinity networks specifically for African Americans can provide a sense of community, support, and a platform for sharing experiences. Encouraging open dialogue and discussions about race and ethnicity in the workplace promotes understanding and fosters an inclusive culture. Cultural competency training helps employees appreciate and respect different backgrounds, ensuring a more harmonious and inclusive work environment for all.**

**Mentorship and career development opportunities play a vital role in fostering diversity and inclusion. Establishing mentorship programs that connect African American employees with senior leaders and executives helps provide guidance and support for their career growth. Creating avenues for skill-building, career advancement, and leadership development through training, workshops, and programs tailored to the needs of African American employees ensures equal opportunities for their professional growth. Encouraging sponsorship programs, where senior leaders advocate for the advancement of African American employees, can also contribute to their career progression.**

**To drive sustainable change, inclusive leadership is crucial. Encouraging leadership teams to reflect the diversity of the workforce sends a powerful message and sets an example for the entire organization. Providing diversity and inclusion training for managers equips them with the necessary knowledge and skills to lead by example, creating an inclusive environment. Holding leaders accountable for creating and maintaining an inclusive culture and meeting diversity and inclusion goals is essential for driving meaningful progress.**

**Measuring and tracking progress is essential to evaluate the effectiveness of diversity and inclusion initiatives. Establishing metrics and key performance indicators (KPIs) allows organizations to monitor and assess their progress. Regularly reviewing and analyzing data helps identify areas for improvement and guides decision-making. Transparently communicating progress to employees and stakeholders fosters accountability and maintains momentum, ensuring an ongoing commitment to diversity and inclusion.**

**Fostering diversity and inclusion in corporate culture, with a specific focus on African Americans, is crucial for organizations in today's globalized and interconnected world.**





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**Email :** [JPartida@icsecurity.com](mailto:JPartida@icsecurity.com)



## FEATURED PROFILE

**First and Last Name:** Devon Shelton

**Place of Birth:** West Palm Beach, Florida

**The industry employed, profession and title:**

Recruiting / Business services, President

**Current employer:** Devine Staffing Solutions INC

### What motivates you?

The two things that motivate me the most are seeing others grow and develop as well as seeing an increase in tangible results. I am very competitive and strive to not only be the best but to create the best team.

### Did you go to college, what was your major, and did you play sports?

Computer Science

Sport- Basketball

### Why did you choose this industry?

All throughout my career I have had the pleasure of hiring and developing talent for a multitude of companies increasing in productivity

### Are you a man of faith and if so, how has your faith guided you in challenging times?

I am a firm believer in God and Jesus Christ. His example of servant leadership and discipleship are driving factors into the practices, ethics, and values of Devine Staffing Solutions. Whenever I am faced with challenges, in addition to uplifting media such as quotes and trends, I often find myself being encouraged by scriptures relevant to the issues I am facing. I know that anything that I have set out to accomplish can be accomplished and any trial and obstacle can be overcome. Sometimes a large victory in the war comes in the form of small defeats in battles. These are stepping stones used to help me grow and learn.

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<https://aainclusion.com/companies/>



**Microsoft**, has taken significant steps to combat racial inequality both within and outside of its organization. It has pledged over \$1 billion to various initiatives aimed at promoting diversity, inclusion, and economic advancement for African Americans.

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Microsoft is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



**NIANTIC**

**Niantic**, an augmented reality gaming company, has pledged \$5 million to fund projects from African American AR and game creators. In order to promote diversity and inclusion in its hiring practices, Niantic has continued its collaboration with Treehouse to offer internships to new hires from underrepresented groups. Moreover, the company launched a Black Developers Initiative to provide selected game development teams with mentorship and five months of funding.

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Niantic is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



**Peloton**, a company that produces high-end exercise equipment, has pledged to donate \$500,000 to the NAACP legal defense fund. It then went on to promise a \$100 million investment over four years aimed at fighting racial inequity, which includes measures such as a \$3 pay increase for hourly employees, \$20 million for learning and development opportunities for hourly employees, and \$20 million for nonprofit organizations that focus on social justice issues.

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**Call 619-277-9099 for more details**

## **FEATURED PROFILE CONT.**

**What obstacles or challenges have you faced in the workplace and how did you deal with or persevere?**

**Like most businesses, the initial startup phase was extremely challenging and came with learning curves. Utilizing research, strategies of competitors, and mentorship, Devine Staffing Solutions was able to develop its own processes, strategies, and business plans to utilize for success. We are still currently taking advantage of opportunities for capital and building relationships with partners and vendors through networking.**

**What message would you give to youth and recent college graduates who want to pursue a similar career as yours?**

**First off, as a business entrepreneur and business owner, regardless of what field it is in, turn your passion into a business that solves the problems and needs of others. Even if you do not pursue your own venture full time, just simply owning your own business opens a huge door of opportunities.**

**Do you volunteer for any organizations and if so which ones?**

**Devine Staffing Solutions INC provides free personal and business consulting for members of Listen to God Ministries. Devine Staffing Solutions INC has partnered with Third Realm Technologies to provide entrepreneurial training and development courses.**

**Do you think there are enough qualified African American applicants or candidates in your industry or profession, if not, why in your opinion?**

**I believe there are qualified candidates who simply do not know they are qualified. Oftentimes growth is impaired by knowledge. Not knowing the possibilities of opportunities available creates a barrier between advancing. It is part of my duty and responsibility to make others aware of these opportunities and how to leverage them.**

Continued from page 10



*We Are*

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**FEATURED PROFILE CONT.**

**Does your organization have a workplace that reflects the community it serves, or does it need to be more assertive or committed to this objective?**

**Devine Staffing Solutions operates on a business model of servant leadership. As a black owned minority business, we have a duty and responsibility to provide opportunities to disadvantaged and marginalized communities. A big part of what we do is provide services for those in need to help them grow and develop for long term success.**

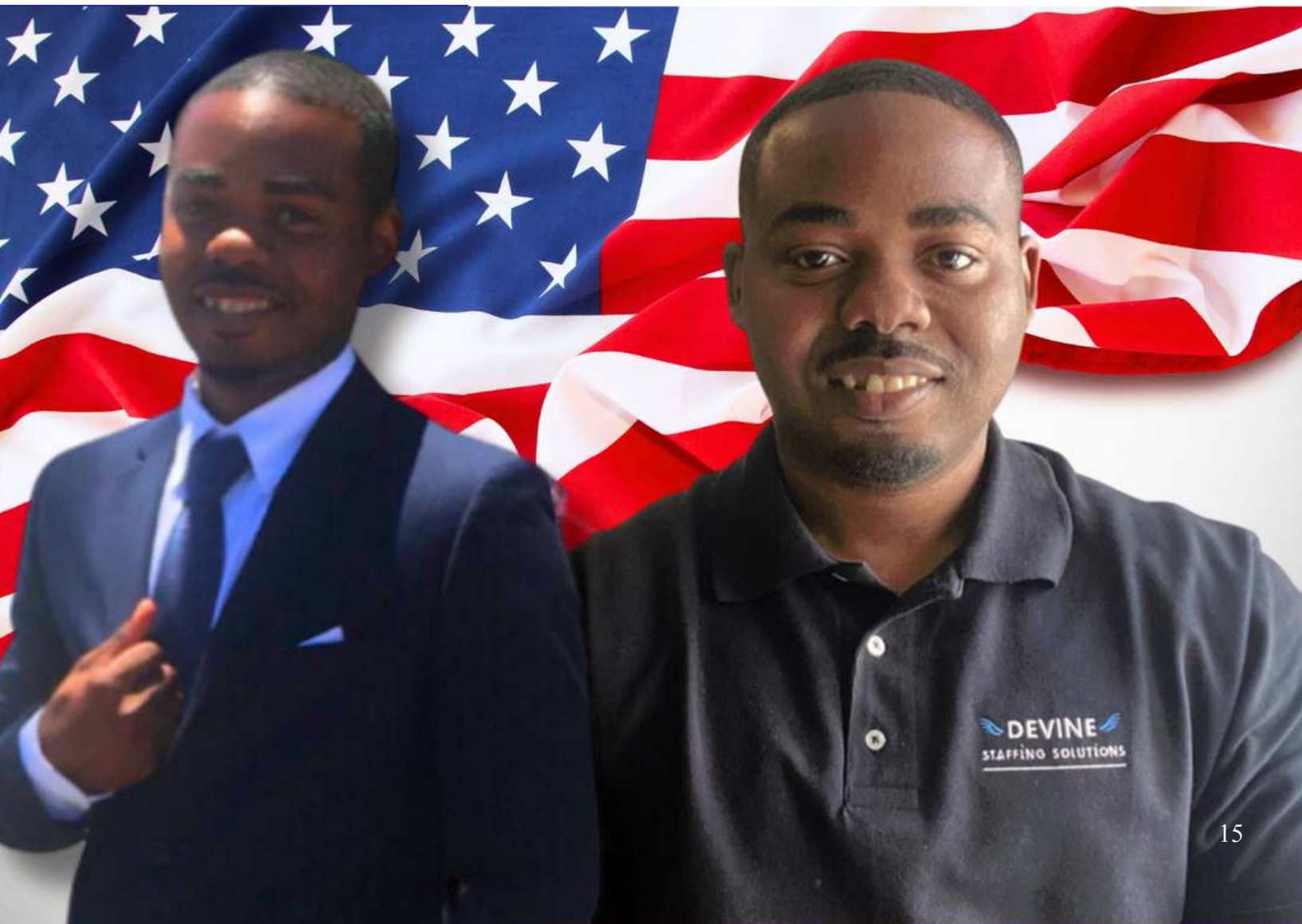
**In your profession, do you think that some of the positions are underpaid, overpaid, or just right?**

**Staffing and recruiting is a growing and changing industry. Depending on the quality of service we provide and the reputation we created, we have the opportunity to set the prices we want. Unfortunately, agencies have made in house HR and recruiting specialists obsolete.**

**What else would you like our readers to know about you?**

**I have been married to my beautiful wife for 7 years and am the father of a lovely 3 year old daughter.**

Continued from page 12



# CYBERSECURITY CAREER OPPORTUNITIES FOR AFRICAN AMERICANS

In the fast-paced digital landscape, the field of cybersecurity is critical in safeguarding organizations against evolving cyber threats. This article highlights the burgeoning opportunities in cybersecurity, with a focus on promoting African American inclusion. We explore the companies actively hiring cybersecurity professionals, the projected employment forecast, salary ranges, educational requirements, and the industries offering lucrative careers, including the esteemed Department of Defense, with an emphasis on empowering African Americans in this field.



## Companies Driving Diversity and Inclusion

In recent years, there has been a growing emphasis on diversity and inclusion in the cybersecurity field. Several companies have made significant strides in fostering a diverse workforce and actively recruit cybersecurity professionals, including African Americans. Some notable organizations committed to diversity and inclusion in cybersecurity are:

- **IBM:** IBM is dedicated to fostering diversity and inclusion, offering various programs and initiatives to attract African American talent into cybersecurity roles.
- **Microsoft:** Microsoft has a strong focus on diversity and inclusion, with initiatives aimed at recruiting and retaining underrepresented groups in the cybersecurity workforce.
- **Cisco Systems:** Cisco Systems actively promotes diversity and inclusion, providing resources and opportunities for African Americans to excel in cybersecurity careers.
- **Northrop Grumman:** Northrop Grumman, a leading defense contractor, is committed to building a diverse workforce and creating an inclusive environment for cybersecurity professionals.



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## Projected Employment Growth

The future of cybersecurity careers appears highly promising, with a significant increase in demand for professionals with expertise in safeguarding digital assets. The Bureau of Labor Statistics (BLS) projects a 31% growth in information security analyst positions, including cybersecurity roles, from 2020 to 2030, surpassing the average growth rate for other occupations. This rapid expansion indicates a wealth of opportunities for African Americans looking to pursue a career in cybersecurity.



## Salary Ranges and Education Requirements

Cybersecurity professionals are in high demand, leading to competitive salary ranges. While salaries vary based on experience, industry, and location, here is a general overview:

- **Entry-Level Positions:** Entry-level cybersecurity roles, such as security analysts or junior penetration testers, typically offer salaries ranging from \$60,000 to \$90,000 per year.
- **Mid-Level Positions:** With a few years of experience, professionals in mid-level roles, such as security engineers or incident response analysts, can expect salaries ranging from \$90,000 to \$120,000 per year.
- **Senior-Level Positions:** Senior cybersecurity positions, such as security architects or managers, offer salaries between \$120,000 and \$180,000 or more annually.

Please note that salary ranges can vary based on factors such as geographic location, years of experience, industry, and specific job responsibilities. It's important to consult multiple sources and consider the context of the information provided.

Education is crucial for a successful cybersecurity career. A bachelor's degree in computer science, information technology, cybersecurity, or a related field is commonly required. Additionally, industry certifications such as Certified Information Systems Security Professional (CISSP) or Certified Ethical Hacker (CEH) can enhance job prospects and earning potential.



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**FIRE SERVICES** - EMTs, paramedics, dispatchers, wheelchair van drivers, firefighters

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## Empowering African Americans in Cybersecurity

Promoting African American inclusion in cybersecurity is vital for creating a diverse and representative workforce. To support this goal, organizations, educational institutions, and industry associations are implementing various initiatives, including:

- **Scholarships and Mentorship Programs:** Scholarships and mentorship programs specifically designed for African American students and professionals foster growth and offer valuable support in pursuing cybersecurity careers.
- **Internship Opportunities:** Offering internship programs targeting African American students provides hands-on experience and exposure to the cybersecurity field, bridging the gap between education and employment.
- **Community Outreach:** Engaging with African American communities through cybersecurity workshops, events, and partnerships helps raise awareness about the industry and encourages participation.
- **Networking and Professional Organizations:** Joining professional associations and networking groups that promote African American representation in cybersecurity can facilitate

By promoting African American inclusion in cybersecurity, we can create a more diverse, representative, and resilient workforce. It is through these concerted efforts that we can harness the full potential of talent, drive innovation, and ensure the industry's effectiveness in safeguarding our digital world.





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## *Employee Resource Group*



**The County's Valor Employee Resource Group has a Mission** to drive and support organization and individual growth through a network of colleagues leveraging their collective range of skills, talents, and diverse perspectives while being a resource to veterans and the County of San Diego.

## *Benefits*

**The County of San Diego offers** an excellent benefits package that includes:

- Paid vacation, sick leave, and holidays
- Comprehensive medical, dental, and vision insurance plans
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## *Veteran's Preference*

**The County of San Diego offers** preferential credits for military service is to assist qualified applicants in transitioning from military to civilian careers with the County of San Diego.



U.S. Customs and Border Protection (CBP) presents an exciting and promising career opportunity for individuals from all backgrounds, including African Americans. With a commitment to diversity, equal employment opportunities, and an inclusive work environment, CBP actively encourages African Americans to consider a career in customs and border protection. This article aims to highlight the available opportunities within CBP, the eligibility requirements, and the agency's dedication to fostering a diverse and inclusive workforce.

### **Equal Opportunities and Inclusion:**

CBP values the contributions of individuals from diverse backgrounds and recognizes the importance of building a workforce that mirrors the multicultural society it serves. Regardless of race, color, national origin, religion, sex, age, or disability, CBP offers equal employment opportunities to all applicants. The agency's recruitment process is fair and merit-based, evaluating candidates based on their qualifications, skills, experience, and other relevant factors.



### **Range of Positions:**

CBP offers a wide range of positions that African Americans can pursue as a career. These positions include, but are not limited to:

- **Border Patrol Agent:** Border Patrol Agents secure the borders, enforce immigration laws, and prevent the illegal entry of individuals and contraband.
- **CBP Officer:** CBP Officers work at ports of entry, inspecting travelers, vehicles, and cargo to ensure compliance with U.S. laws related to customs, immigration, and agriculture.
- **Air and Marine Interdiction Agent:** These agents operate aircraft, vessels, and surveillance systems to detect and intercept illegal activities such as drug smuggling and human trafficking.
- **Agriculture Specialist:** Agriculture Specialists work at ports of entry and play a vital role in preventing the introduction of harmful pests, diseases, and invasive species into the United States.
- **Import Specialist:** Import Specialists enforce trade laws, classify imported goods, and ensure compliance with regulations related to international trade.



## **Diversity and Inclusion Initiatives:**

CBP is committed to fostering diversity and inclusion within its workforce. The agency recognizes that a diverse workforce enhances understanding, promotes inclusivity, and enables effective communication with the diverse communities it serves. CBP implements initiatives and programs to encourage individuals from underrepresented groups, including African Americans, to join its ranks.

## **Application and Eligibility:**

To apply for a CBP position, individuals must be U.S. citizens and meet specific eligibility requirements. These requirements may include a background investigation, age restrictions (with exceptions for veterans and current federal law enforcement officers), education and experience qualifications, physical fitness tests, and medical examinations. CBP's official website provides detailed information about current job openings, eligibility criteria, and the application process.

## **Salary and Benefits:**

CBP positions follow the federal government's General Schedule (GS) pay scale. The salary is based on the assigned GS grade, which takes into account factors such as the position, location, and applicant's qualifications and experience. Additionally, CBP employees may receive locality pay to account for differences in the cost of living. Benefits offered by CBP include health insurance, retirement plans, paid leave, and other federal employee benefits.

African Americans have equal opportunities to pursue a rewarding and fulfilling career with U.S. Customs and Border Protection. CBP's commitment to diversity and inclusion ensures that individuals from all backgrounds are welcome to apply and contribute their unique perspectives and talents to the agency's mission. By considering a career with CBP, African Americans can play a crucial role in safeguarding the nation's borders, enforcing immigration laws, facilitating international trade, and protecting communities.



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California Department Of Corrections understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

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California Department Of Corrections is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



San Diego Police Department understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

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San Diego Probation understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

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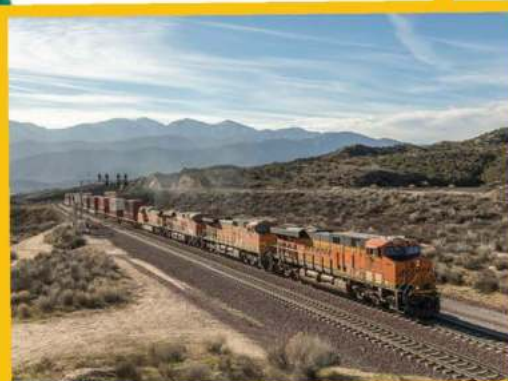
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# STRATEGIES FOR INCREASING AFRICAN AMERICAN REPRESENTATION IN TECH

Diversity and representation are critical elements for fostering innovation, driving creativity, and achieving long-term success in any industry. However, the tech industry has long struggled with underrepresentation, particularly when it comes to African Americans.



**Acknowledge the Challenges:** The journey of African American tech professionals is marked by a range of challenges that hinder their progress and opportunities for growth. It is crucial to recognize and address these challenges to create a more inclusive and equitable tech industry.

- **Systemic biases are one of the significant barriers faced by African American tech professionals. Deep-rooted biases within the industry perpetuate stereotypes and create unfair hurdles, leading to disparities in hiring, promotion, and recognition. These biases can limit the access and visibility of African American professionals, hindering their career advancement and stifling their contributions to the field.**
- **Limited access to opportunities further exacerbates the challenges faced by African American tech professionals. Disparities in education, mentorship, and resources can create unequal starting points, making it more difficult for African Americans to enter and thrive in the industry. Uneven access to quality educational programs and networks impacts their ability to acquire essential skills and build professional connections.**
- **The lack of representation in leadership roles is another significant challenge. African American tech professionals often face barriers to reaching higher positions within companies and organizations. The absence of diverse voices and perspectives in leadership hampers the ability to address the specific needs and interests of African American professionals and the communities they represent. It perpetuates a cycle where the absence of role models and mentors further limits opportunities for aspiring African American tech professionals.**

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**Promote Mentorship and Sponsorship:** One of the most powerful ways to empower African American tech professionals is through mentorship and sponsorship programs. These initiatives provide invaluable guidance, support, and opportunities for career advancement, enabling individuals to thrive and reach their full potential.

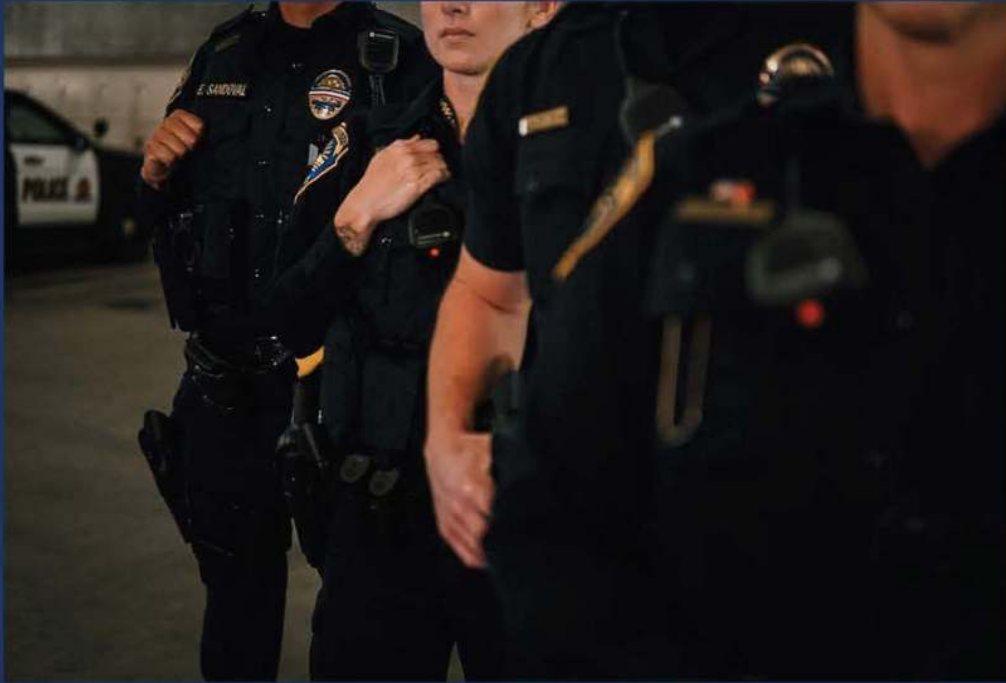
- **Mentorship** plays a vital role in the professional development of African American tech professionals. Having a mentor who has navigated similar challenges and experiences can provide invaluable insights and guidance. Mentors can offer advice on career choices, share knowledge and expertise, and help individuals navigate the complexities of the tech industry. Through regular interactions, mentorship relationships foster personal growth, build confidence, and expand professional networks.
- **Sponsorship** is another critical aspect of empowering African American tech professionals. Sponsors are influential individuals within organizations who advocate for the career advancement and visibility of their protégés. They actively support and promote their protégés' skills and accomplishments, opening doors to new opportunities and exposing them to networks that may have been otherwise inaccessible.

**Companies and organizations should proactively establish mentorship and sponsorship programs tailored to the needs of African American tech professionals. These programs should prioritize matching individuals with mentors and sponsors who understand their unique experiences and can provide meaningful support. Providing resources, training, and networking opportunities within these programs can further enhance their impact.**





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**Encourage Skill Development:** The tech industry is characterized by rapid advancements and ever-changing technologies. To thrive in such an environment, African American tech professionals must actively pursue skill development opportunities. Acquiring new knowledge, honing existing skills, and staying updated with the latest trends are essential for professional growth and career advancement.

Access to quality education plays a fundamental role in skill development. It is imperative to address the disparities in educational opportunities and ensure that African American tech professionals have equal access to high-quality programs.

In addition to formal education, training programs and resources tailored to the needs of African American tech professionals are crucial. These programs can provide specialized training, certifications, and workshops that enhance technical competencies and address industry-specific challenges. Collaborations between companies, educational institutions, and community organizations can help create such programs and ensure their accessibility.

Self-directed learning also plays a vital role in skill development. African American tech professionals should be encouraged to take ownership of their learning journey by seeking out resources, online courses, and self-paced learning opportunities. Engaging in self-directed learning allows individuals to explore their interests, fill knowledge gaps, and adapt to emerging technologies at their own pace.



**Foster Inclusive Company Cultures:** Creating inclusive company cultures that value diversity and empower African American tech professionals is essential for cultivating a thriving and equitable tech industry. Companies play a pivotal role in fostering an environment where everyone feels valued, respected, and supported.

One key aspect of fostering an inclusive company culture is through diverse hiring practices. Companies should actively seek to diversify their talent pool by implementing inclusive recruitment strategies. This involves casting a wider net to attract a diverse range of candidates, including African American professionals, and mitigating bias in the hiring process. Ensuring that job descriptions are inclusive and that diverse interview panels are in place can contribute to fairer evaluation and selection of candidates.

Once hired, it is vital to provide equal opportunities for career growth and advancement. Companies should have transparent and fair evaluation processes that recognize and reward merit, rather than perpetuating biases. African American tech professionals should have access to the same developmental opportunities, promotions, and leadership positions as their counterparts.



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**Create Networking Opportunities:** Networking and community engagement are invaluable tools for empowering African American tech professionals. By actively participating in industry events, conferences, and professional associations, individuals can forge connections, establish relationships, and expand their professional network. These opportunities not only provide a platform for personal growth but also foster community support and collaboration.

Participating in industry events and conferences allows African American tech professionals to showcase their expertise, learn from industry leaders, and stay abreast of the latest trends and innovations. Attending workshops, panel discussions, and keynote speeches provides valuable insights and exposes individuals to diverse perspectives. Moreover, these events offer opportunities for networking, allowing professionals to connect with like-minded individuals, potential mentors, and even future collaborators.

Professional associations specifically geared towards African American tech professionals can be an excellent avenue for networking and community engagement. Joining such associations allows professionals to tap into a network of individuals who understand the unique challenges they face and can provide guidance and support.

To make the most of networking opportunities, African American tech professionals should approach these engagements with a proactive mindset. Actively seek out networking events, engage in conversations, and be open to building connections with individuals from diverse backgrounds. Establishing a strong online presence through social media platforms and professional networking sites can also enhance visibility and attract networking opportunities.



**Advocate for Policy Changes:** Educational institutions play a fundamental role in preparing the next generation of tech professionals. Advocating for policy changes within these institutions is essential to ensure that African American students have equal access to quality education in science, technology, engineering, and mathematics (STEM) fields. This includes promoting diversity in enrollment, providing scholarships and financial aid, and implementing inclusive curriculum that reflects the contributions and experiences of African Americans in the tech industry.

Government policies also have a significant impact on the representation and opportunities available to African American tech professionals. Advocacy efforts should focus on influencing policies that promote diversity and equal opportunity in the workplace. This may include incentivizing companies to implement diversity hiring practices, mandating transparency in recruitment and promotion processes, and providing support for initiatives that aim to bridge the racial gap in the tech industry.

Advocacy efforts can take various forms, including grassroots initiatives, collaborations with community organizations, and lobbying for policy changes at local, state, and federal levels. By forming coalitions and alliances, African American tech professionals can amplify their voices and advocate for policies that foster diversity, inclusion, and fair representation. It is important to engage with policymakers, industry leaders, and educational institutions to promote the necessary changes.

**Promote Entrepreneurship:** One key aspect of promoting entrepreneurship is providing resources and support for African American tech entrepreneurs. Access to capital is often a major challenge for minority entrepreneurs, and addressing this issue is crucial. Initiatives that provide funding opportunities specifically targeted towards African American tech startups can help level the playing field and enable entrepreneurs to turn their ideas into thriving businesses. This can include venture capital funds, grants, and programs that offer financial support and mentorship to underrepresented founders.

To promote entrepreneurship effectively, it is essential to establish partnerships and collaborations with organizations, educational institutions, and industry leaders. This collaboration can also help in addressing systemic barriers and biases that may hinder the progress of African American entrepreneurs.





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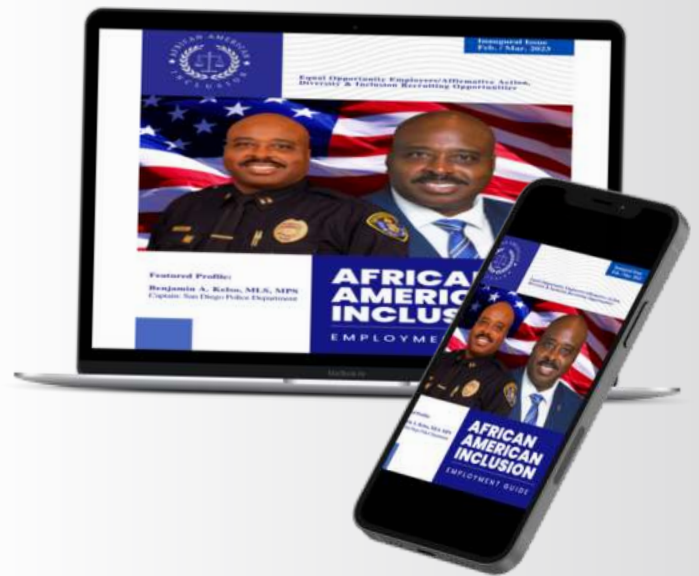
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- 100 Black Men in America
- African American Planning Commission (AAPC)
- San Diego Black Police Officer's Association
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- African-American and Ancestral Heritage in Africa.
- SDSU African American Alumni Chapter (AAAC)
- Southern African American Business Council
- African American, Women CPAs
- UW-Milwaukee African American Alumni Chapter
- Greater Detroit African American HR Network
- African American Leadership Institute
- Association of African American IT Professionals
- Majority: Professional African-American and Hispanic influencers.
- African American Golfers
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