



DiversityInc

# MEETING IN A BOX: Black History Month

Black History Month takes place in February to celebrate the history, culture, achievements and resilience of the Black community in the United States. The month of reflection and celebration recognizes the Black community's contributions to U.S. history, despite the racism, violence and other systemic obstacles Black people have overcome since the country was founded.

This Meeting in a Box is designed to be a valuable tool you can share with your staff to enhance your team's cultural competence skills and celebrate the contributions Black Americans have made to the U.S. as well as the entire world.



## Black Americans Tracing Their Roots

Andre Kearns says his love of genealogy began in 1977.

"I remember watching Alex Haley's Roots miniseries as a young child," he says. "I was inspired that he traced his family history to a named African ancestor, Kunta Kinte. As I look back on it, that experience was shaping for me. It planted a seed in me that has grown into a life's passion."

Seventeen years ago, that seed was watered. The genealogist, public speaker and writer organized a family reunion. As part of the event, he built a family tree.

"As I built that initial tree, it expanded my curiosity about our entire family history," he says. "I continued researching beyond the family reunion."

"As I researched, my interest in learning more continued to grow. Fast forward to today and it's been an amazing journey."

## Challenges of Tracing Black Ancestry

An estimated 10 million to 12 million Africans were transported across the Atlantic Ocean during the Trans-Atlantic Slave trade and almost 400,000 were brought to North America. Most Black adults say their ancestors were enslaved. But because of poor record keeping during slavery, it was often difficult for Black people to trace their lineage before the 1870 Census, the first Census that listed Black people by name. But it's not impossible.

"I don't want people to be dismissive and say I can't do it because my ancestors were enslaved," says Kearns. "You can do it, but it takes persistence."

Roughly three-quarters of Black Americans have learned about their family history and ancestors from their relatives.

"Family oral history is invaluable to guide your research," Kearns says. "It's rarely 100% correct, but it almost always has some inkling or clue of truth."

One-third of Black adults have used multiple methods to research their family history, like conducting research online or mail DNA services. Since the first public genetic genealogy test debuted in 2000, millions of consumers have used at-home testing kits. The accessibility has opened the door for more Black Americans to learn about their lineage.

## Tracing Black History Before Slavery

Kearns has traced his family tree back 12 generations to named African ancestors Emanuel and Joan Cumbo. They were among the first Africans arriving in Virginia before 1630.

"They were born in the kingdom of Ndongo," he says. "They arrived in Fort Monroe between 1619 and 1628, which back then was Port Comfort. They had a son named Emanuel Cumbo, who lived in James City, Virginia. He was able to achieve his freedom in 1665. He became a landowner in 1667. From that point on, the Cumbos lived as free people of color in this country."

Kearns believes his ancestors planted the seeds of values around faith and service to the community in his family.

"My mom was a teacher," he says. "Her great, great grandmother, who was enslaved in the house, somehow learned how to read. When slavery ended, she became a teacher in a Freedman school. It was

inspiring that once this woman became free, she dedicated her life to helping formerly enslaved people learn how to read and write, so they could build new lives for themselves."

Kearns acknowledges the complexity of his lineage. John Schmeyer, his fifth great-grandfather, was a German immigrant, merchant, Patriot of the American Revolution and slave owner. Schmeyer had a grandson, Henry Johnston, who was born enslaved in 1848. Johnston was never acknowledged by the Schmeyer family because they owned him.

"I've done all of the DNA services, so I did see a connection to the family," he says. "There was always this family story that Henry Johnston's father – my third great-grandfather – was known as Master Schmeyer. That's all we knew from our family oral history. It took years to build the details, but it all started with that family history clue."





## Importance of Oral History & Record Keeping

Kyle Battle's great-grandmother – who was born in 1914 and lived until age 96 – would tell him stories about some people she knew who were former slaves.

"I like to bridge generations," he says. "I knew my great-grandmother for 20 years; we had a relationship. This wasn't a picture we had together when I was a baby. She taught me things about people who were former slaves. That's not that far away for me."



Battle's family has meticulously kept track of their history. Marriage licenses, family recipes and an old family tree are among the records that have been saved. Most notably, his grandmother has the original freedom papers issued to Battle's seventh great-grandfather Peter Barnett in 1845. During slavery, legally free African Americans were required to carry freedom papers to avoid being mistaken as fugitives.

"I've seen it, I've touched it," he says. "How can I distance myself from that? The heirloom that your family kept from Ireland, the crest of where your people emigrated from, that's important to you. This is that for us."

Battle has always been aware of his family history in Georgia but couldn't go back any further. After he was gifted a mail-in DNA service, he decided to trace his ancestry. Battle discovered he is 58% West African, 34% European and 0.6% Western Asian and North African.

"Knowing that empowers you, that's a part of who you are," he says. "I'm gonna assume that most people want to do better generation after generation. You want to improve, you don't want to go backward. If you don't know what the previous generation has done, how do you know if you're moving forward?"

## Beginning the Genealogical Journey

The best way to start tracing ancestry is with a family tree. Begin documenting the findings the old-fashioned way with pen and paper or with software packages and genealogy services. The next step is to speak to family members, especially the elders.

"Start with what they know and have them work their way back as far as they can," says Kearns. "Record the clues they're providing you — first and last names, maiden names for women, birth dates, death dates and locations where people were born and lived."

Lack of documentation can present challenges for African Americans when tracing their lineage. Battle says his seventh great-grandfather's freedom papers and copies of other relatives' freedom papers are stored in his grandmother's safe, but he's thinking about the future.

"I'm pushing for when it's my turn, putting it in a museum and letting somebody else take care of it. To make sure it's preserved appropriately and nothing happens," he says.

Historical and government records like the Census are free resources that can contain an abundance of information. The names of the enslavers can also be valuable clues.

"Research the wills, probate records and the deeds of those families," says Kearns. "Those documents sometimes named enslaved people because they were considered property. A will may list enslaved persons that someone's passing down to their children. A deed record may list an enslaved person that a family is sold to someone else. In those instances, they're listing that enslaved person by name."

While privacy concerns exist with at-home direct-to-consumer-genetic-tests, DNA testing can help confirm the information that's been discovered.

"DNA testing has provided me with a lot of clues and also a validation of my research," says Kearns. "It can be a very powerful tool for uncovering family history as well."

While he has uncovered a lot about his family history, the genealogist says the journey of discovery and research into his family history is ongoing. Kearns feels like his ancestors are calling him to continue telling their stories.

"Our ancestors helped to build this country," he says. "You don't know American history until you know all of it. Genealogy is a powerful way to uncover stories of brave, marginalized people who built this country and share that so that Americans truly can get the full view of our history and our full American mosaic."



# TIMELINE

**1777**

Not yet part of the newly formed United States, Vermont became the first colony to abolish slavery in its constitution.

**1790**

Mathematician and compiler of almanacs, African American Benjamin Banneker was appointed by George Washington to the District of Columbia Commission where he worked on the survey of Washington, D.C.

**1817**

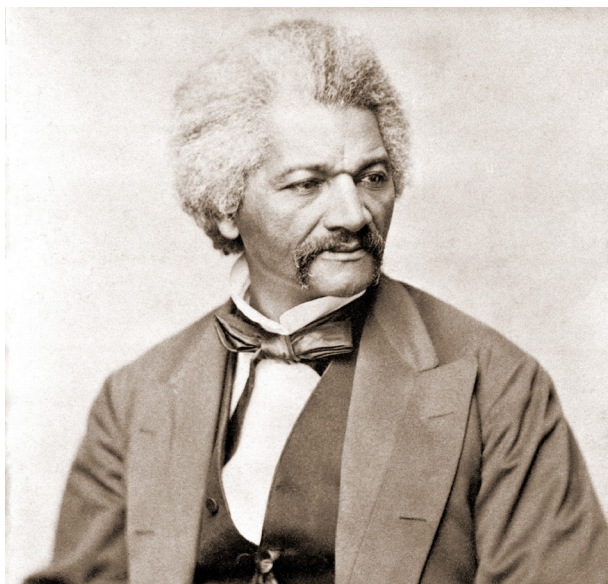
The American Colonization Society is established. Its mission is to transport freeborn Blacks and those freed from slavery to Africa. The society would go on to establish a colony in Africa in 1822 that would become the Republic of Liberia 25 years later.

**1831**

Nat Turner leads the largest slave rebellion prior to the Civil War in Southampton County, Virginia. Rebelling slaves kill more than 50 people. Turner survives in hiding for more than two months after the rebellion is stomped out.

**1847**

Abolitionist Frederick Douglass founds The North Star, an anti-slavery newspaper based in Rochester, New York. The paper eventually gains more than 4,000 readers across the U.S., Europe and the West Indies.



**1849**

Harriet Tubman escapes to Philadelphia and helps about 300 enslaved people escape to the North for freedom via the Underground Railroad, a network of secret routes and safe houses to aid slaves in their escape.

**1857**

Dred Scott, an enslaved man, sues for freedom for himself and his wife, Harriet Robinson Scott. For four years, the couple lived in Illinois and Wisconsin territory, where slavery was illegal, and laws said that slaveholders from other states gave up their rights to own enslaved people if they visited for an extended period. The case, *Dred Scott v. Sandford*, became a nearly decade-long fight through several courts before reaching the Supreme Court. The Court ruled 7-2 against Scott, saying that no Black person could claim citizenship in the U.S. The decision helped stoke the fire for the Civil War in 1861.

**1868**

The 14th Amendment is ratified, which allows Black people to be considered as U.S. citizens.

**1870**

The 15th Amendment is ratified, guaranteeing that the right to vote cannot be denied because of race, color or previous condition of servitude.

Hiram Rhodes Revels becomes the first Black and Native American member of Congress, representing Mississippi as a Republican.

**1888**

The True Reformers Bank, the first officially chartered Black-owned bank, is founded by Reverend William Washington Browne, a former slave and soldier. It opens a year later. The Capitol Savings Bank in Washington, D.C., opens in 1888, becoming the first Black-owned bank to open.

**1889**

Journalist and activist Ida B. Wells becomes co-owner of the Memphis Free Speech and Headlight newspaper founded in 1888 by the Reverend Taylor Nightingale and launches an anti-lynching campaign.

**1896**

The U.S. Supreme Court rules in *Plessy v. Ferguson* that segregation doesn't violate the 14th Amendment's equal-protection clause if conditions provided are "separate but equal."

**1900**

William H. Carney becomes the first Black soldier to be awarded the Medal of Honor for his valiant work protecting the regimental colors during the Battle of Fort Wagner in 1863.

**1909**

A group of Black and white activists, including W.E.B. Du Bois and Ida B. Wells found the National Association for the Advancement of Colored People (NAACP).

**1921**

The Tulsa Race Massacre, also known as the Black Wall Street Massacre, takes place as mobs of white people attack the economically thriving Black neighborhood in the Greenwood District of Tulsa, Oklahoma. Hundreds of people were killed, and thousands were left homeless, leaving a devastating mark on Black wealth in the U.S.

**1939**

Singer Billie Holiday gives her first performance of the biting anti-lynching song "Strange Fruit" at Café Society, New York's first integrated nightclub. The song goes down in history as one of Holiday's most gripping performances, and Holiday goes down in history as a jazz superstar.

**1950**

Ralph J. Bunche becomes the first Black person to win the Nobel Peace Prize for his work with the U.N. in the 1940s to mediate the Arab-Israeli conflict in Palestine.

**1954**

In *Brown v. Board of Education of Topeka*, the U.S. Supreme Court rules that racial segregation in public schools violates the 14th Amendment.

**1955**

Rosa Parks refuses to give up her seat on a bus to a white man in Montgomery, Alabama. Her arrest leads to the Montgomery Bus Boycott, led in part by Dr. Martin Luther King Jr.

**1959**

Fifteen-year-old Diana Ross begins singing in The Primettes, later renamed The Supremes. Though the group only lasts a few years, Ross and the Motown movement become internationally famous. Ross goes on to become one of the first major Black international superstars, having success in music, film and television.

**1961**

Freedom Rides begin in Washington, D.C. Activists ride buses throughout the segregated South to protest segregation on buses.

**1963**

More than 200,000 people march on Washington, D.C. Dr. Martin Luther King Jr. gives his historic "I Have a Dream" speech.



**1964**

President Lyndon B. Johnson signs the Civil Rights Act of 1964, giving the government more power to protect citizens against race, religion, sex or national-origin discrimination.

**1965**

Malcolm X, civil rights activist and former minister in the Nation of Islam, is assassinated in New York City.



**1967**

Thurgood Marshall becomes the first Black U.S. Supreme Court justice. Some of his notable stances include opposing the death penalty and supporting the right to abortion.

**1968**

Dr. King is assassinated in Memphis, Tennessee.

Democrat Shirley Chisholm becomes the first Black woman elected to the U.S. Congress, representing New York's 12th district. She goes on to become the Secretary of the House Democratic Caucus.

**1969**

President Richard Nixon authorizes the Office of Minority Business Enterprise — later renamed the Minority Business Development Agency (MBDA) — to support the expansion of minority-owned businesses.

**1970**

The Black Business Association is founded to support the entrepreneurship and development of Black-owned businesses.

**1971**

Hair care company Johnson Products (founded by the husband-and-wife team of George and Joan Johnson) becomes the first Black-owned company to be listed on the American Stock Exchange.

**1972**

Democrat Shirley Chisholm becomes the first Black candidate from a major party to run for president.

**1984**

Civil rights activist Rev. Jesse Jackson becomes the second Black person to make a bid for the presidency, running as a Democrat.



**1987**

Dr. Clifton R. Wharton Jr. of TIAA-CREF (now a DiversityInc Top 10 company), becomes the first Black chairman and CEO on the Fortune 500. Roger W. Ferguson Jr., who is also Black, goes on to become the company's CEO in 2008.

**1989**

Dr. Kimberlé Crenshaw, a legal scholar and activist, coins the term "intersectionality" to describe the specific forms of compounding discrimination people face based on their race, class, sexuality, gender and ability.

**1990**

Democrat Lawrence Douglas Wilder of Virginia becomes the first Black person to be elected governor.

Trumpeter, composer, vocalist and actor Louis Armstrong is inducted into the Rock and Roll Hall of Fame as an early musical influence.

**1991**

President George H.W. Bush signs the Civil Rights Act of 1991, strengthening employment discrimination laws. It provided the legal right to trial by jury on claims of discrimination and the possibility of emotional distress damages, as well as limiting the monetary amount that a jury could award.

**1993**

Dr. Joycelyn Elders becomes the first Black Surgeon General, known for her views on progressive issues such as drug legalization and distributing contraception in schools.

**2001**

Republican four-star General Colin Powell becomes the first Black Secretary of State under President George W. Bush.

**2003**

Talk show host Oprah Winfrey becomes the first Black woman billionaire on Forbes' "World's Richest People" list. Winfrey grew up in rural poverty and worked her way up as a news anchor to eventually host her syndicated talk show.

**2009**

Barack Obama is inaugurated as the first Black President of the U.S.

## 2010

Poet and author Maya Angelou is awarded the Presidential Medal of Freedom for being one of the most prolific writers and activists of her time.



## 2013

Alicia Garza, Patrisse Cullors and Opal Tometi create Black Lives Matter, a Black-centered activism movement calling for racial justice.

## 2014

NYPD officer Daniel Pantaleo places Eric Garner in an illegal chokehold, killing him. Garner was unarmed. His last words, "I can't breathe," become a Black Lives Matter rallying cry. Pantaleo is ultimately removed from the NYPD, but federal prosecutors decided in 2019 not to bring charges against him.

## 2017

Lt. Gen. Stayce D. Harris, the highest-ranking Black woman pilot in all U.S. armed forces, gets inducted into the Women in Aviation International's Pioneer Hall of Fame.

## 2019

Congresswoman Maxine Waters, a Democrat from California, founds the Subcommittee on Diversity and Inclusion as part of the House Committee on Financial Services. Erica Miles is chosen to become the subcommittee's director of diversity and inclusion.

## 2020

After the police killings of George Floyd, Breonna Taylor and many other unarmed Black people, nationwide protests against systemic racial injustice in America begin. Protestors, often faced with brutal treatment from the police, demand jurisdictions to reduce police budgets and invest instead in communities. These demonstrations trigger a reckoning, demanding politicians, business leaders and citizens to act against racism and injustice.

## 2021

California Senator Kamala Harris becomes the first Black and South Asian woman to be sworn in as Vice President of the U.S. A record number of Black people vote in the 2020 election, thanks largely to the lobbying efforts of Black politicians, including politician and voting rights activist Stacey Abrams, who registered 800,000 voters during the COVID-19 pandemic.

## 2022

Acclaimed poet, author and civil rights activist Maya Angelou becomes the first Black woman to appear on an official U.S. coin. The United States Mint began to circulate the new U.S. quarter featuring the late Angelou on Jan. 10.

Wes Moore makes history as the first Black Governor of Maryland.

Retired hockey player Mike Grier became the first Black General Manager in National Hockey League history.

Karine Jean-Pierre is the first Black, openly LGBTQ+ person and immigrant to serve as White House press secretary.

## 2023

Hakeem Jeffries becomes the first Black lawmaker to be nominated for Speaker of the House.

Anthony G. Brown is sworn in as Maryland's first Black attorney general, vowing to focus on equity, civil rights enforcement and police reform.

Claudine Gay is hired to serve as the president of Harvard University. The daughter of Haitian immigrants, Gay will begin her presidency in the summer of 2023.

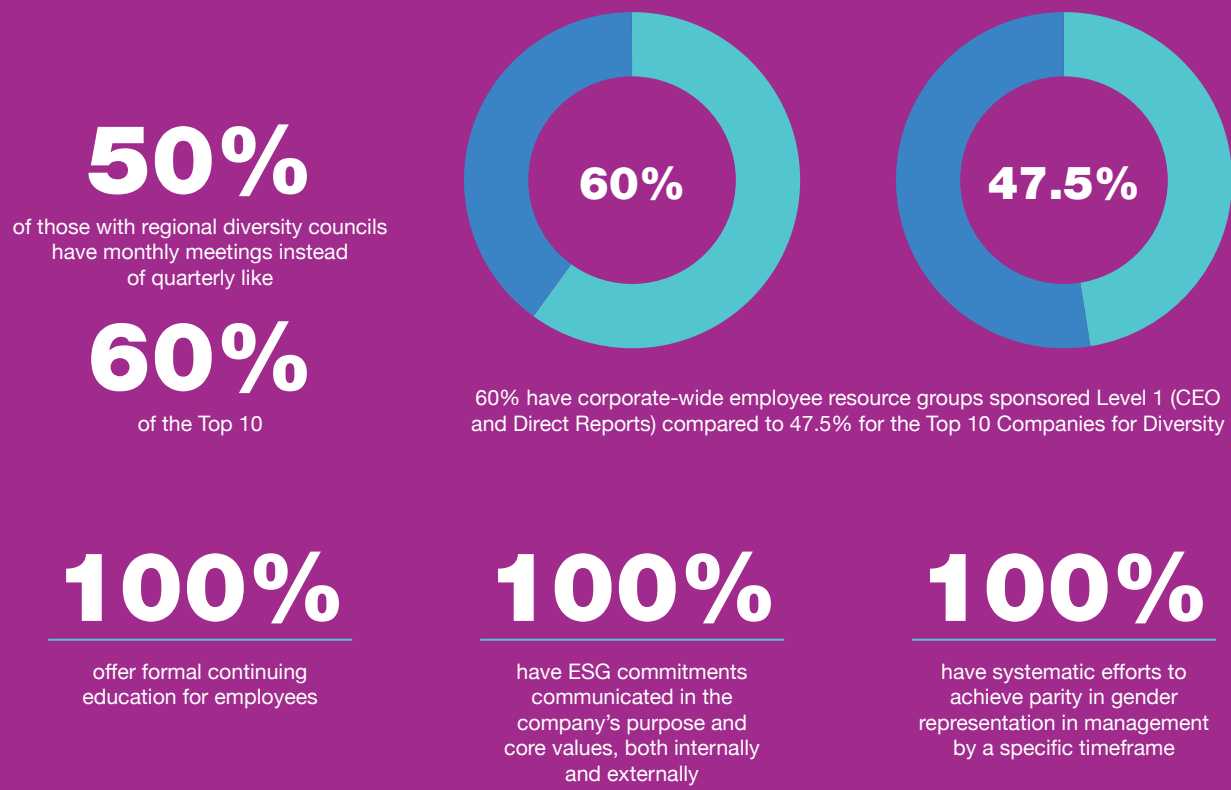
# FACTS & FIGURES

In the past, we've often looked at demographic data from the Census Bureau and the Bureau of Labor Statistics to tell the story of the experience of Black Americans. In 2023, we want to focus specifically on data that we collect, which tells a story of how various groups across the dimensions of diversity are experiencing the workplace at companies who compete in our annual Top 50 assessment.

In honor of Black History Month, we have dissected two categories of the survey. The first is the Top Companies for Black Executives, a key indicator in how companies build representation at the senior management and Board of Directors level. The second is the Top Companies for Talent Acquisition of Women of Color, a metric that shows how companies are moving the needle on employment of one of America's most marginalized and underappreciated groups.

Both lists can be viewed [HERE](#)

## CHARACTERISTICS OF TOP COMPANIES FOR BLACK EXECUTIVES



### HUMAN CAPITAL FIGURES

LEVEL	DEMOGRAPHIC	TOP 10	TOP 50	TOP BLACK EXECUTIVE COMPANIES	ALL SURVEY PARTICIPANTS
Workforce	Black Men	5.3%	6.3%	5.0%	5.6%
Workforce	Black Women	6.3%	7.4%	7.4%	8.2%
Management	Black Men	3.0%	3.6%	3.5%	3.4%
Management	Black Women	3.3%	4.2%	4.5%	4.3%
Board of Directors	Black Men	6.9%	7.1%	8.5%	7.3%
Board of Directors	Black Women	6.6%	4.9%	4.8%	5.0%

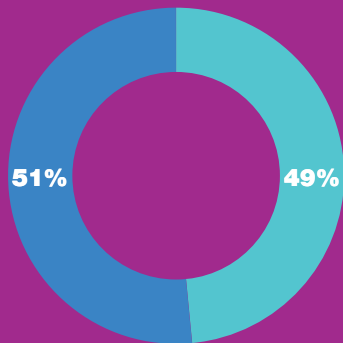


# FACTS & FIGURES

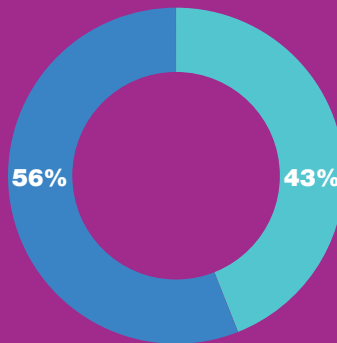
## CHARACTERISTICS OF TOP COMPANIES FOR TALENT ACQUISITION OF WOMEN OF COLOR

### Gender Parity – Workforce demographics for these companies

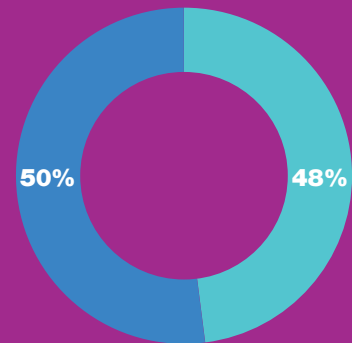
Women Men



Overall Workforce



Overall Management



Executive Diversity Council

**50%**

have talent acquisition and talent development taking responsibility for DEI rather than HR, compared to

**30%**

of the Top 10

**2X**



The number of employees who have some diversity responsibilities as well as responsibilities within another department are more than twice that of the Top 10.

### EXTERNALLY-SOURCED FACTS AND FIGURES

LEVEL	CURRENT	UPDATED	YEAR
Black US Population	46.7M	46.8M	2022
Projected Growth by 2060	60.7M	60.7M	2022
Civilian Labor Force	33.5M	21.4M	2021
Median Income	61.9K	67.5K	2020
Black Median Income	44.5K	48.3K	2021
Black Buying Power	1.4B	1.6T	2022
Black Buying Power US	1.53B	1.6T	2022

#### SOURCE

<https://www.pewresearch.org/social-trends/2021/03/25/the-growing-diversity-of-black-america/>

<https://www.census.gov/content/dam/Census/library/publications/2020/demo/p25-1144.pdf>

<https://www.bls.gov/news.release/empsit.t02.htm>

<https://www.census.gov/library/publications/2021/demo/p60-273.html>

<https://www.statista.com/statistics/203295/median-income-of-black-households-in-the-us/>

<https://www.cnbc.com/video/2022/02/01/black-spending-power-reaches-record-1-point-6-trillion-but-net-worth-falls.html>

<https://www.cnbc.com/video/2022/02/01/black-spending-power-reaches-record-1-point-6-trillion-but-net-worth-falls.html>

# FIVE INFLUENTIAL BLACK WOMEN MAKING A DIFFERENCE

## Supreme Court Justice Ketanji Brown-Jackson

Sworn in last June, Brown-Jackson became the first Black woman to sit on the Supreme Court. She is the first justice since Thurgood Marshall to have worked as a public defender in her career. She also brings experience from her time as a judge for the U.S. Court of Appeals for the D.C. Circuit, U.S. Court for the District of Columbia, Vice Chair of the U.S. Sentencing Commission and her time as a Supreme Court Clerk for Justice Stephen Breyer, the justice whose retirement opened the door for her appointment to the court.

Known for her opinions and expertise regarding sentencing for prison terms, Jackson was approved in a straightforward vote, even in such politically divisive times. Her first session with the court will challenge her to sit on cases involving the federal government's jurisdiction over protected wetlands under the Clean Water Act, provisions of the Voting Rights Act and a case concerning businesses that refuse to serve same-sex couples.

She joined the court at a time when conservatives hold the majority and has a fair bit of turmoil amongst those in its ranks following the leaked opinion that led to the overturning of *Roe v. Wade*.



## Tiffany Benjamin

As CEO of the Humana Foundation, Benjamin steers an organization focused on addressing social determinants of health as a driver of health equity and finding new ways to co-create healthy communities, sustain advances in health outcomes and eliminate healthcare disparities. (Humana is No. 9 on DiversityInc's Top 50 Companies for Diversity list).

Benjamin joined Humana from Eli Lilly (No. 5 on the Top 50 Companies for Diversity list), where she was the President and Senior Director of Social Impact. There she led Lilly's philanthropic efforts in response to COVID-19 and efforts to improve racial equity. With a law degree from Harvard University and undergraduate degrees in journalism and political science, she has also worked as Senior Investigative Counsel for the U.S. House of Representatives Energy and Commerce Committee.

Currently, Benjamin serves as the Board Vice Chair for the Center of Disaster Philanthropy, an area that is a key focus of the Humana Foundation's work, as well as the Indiana University Lilly School of Philanthropy and the 2024 NBA All Star Game Committee.

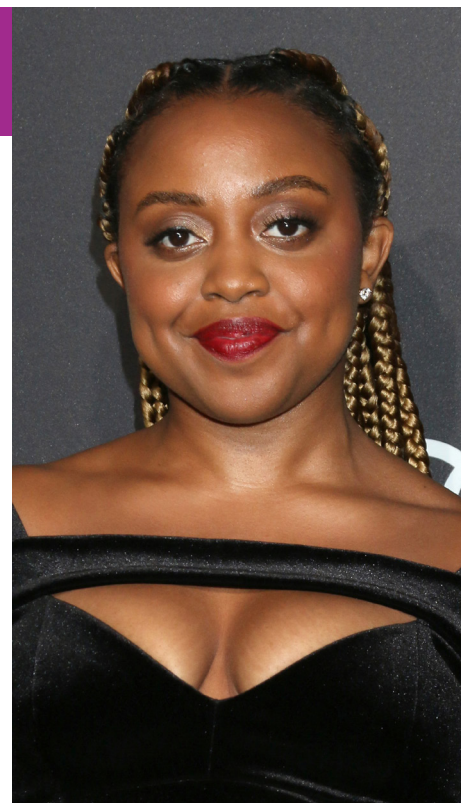
## Quinta Brunson

The creator, executive producer, writer and star of the hit series *Abbott Elementary*, Brunson is the first Black woman to be nominated for three Primetime Emmys in the comedy category. As a result, she earned a place on Time Magazine's Top 100 Most Influential People of 2022.

That's partially because Brunson used her fame in 2022 for good. The Philadelphia native and daughter of a schoolteacher convinced network executives to reallocate part of the marketing budget for *Abbott Elementary* to purchase school supplies for teachers.

Last May, Brunson partnered with Box Tops to crowdsource and share stories of how teachers inspired them during Teacher Appreciation Month. According to a spokesperson for Box Tops, the partnership was a natural fit due to Brunson's passion for "advancing equity in education and helping raise awareness for ways to show up for educators and their schools."

"The show helps shed light on what teachers often go through, especially in under-resourced areas," Brunson said in a statement. "I'm proud to partner with Box Tops on our shared mission of giving back and showing appreciation for teachers."



## Thasunda Brown Duckett

As President and CEO of the Teacher's Insurance and Annuity Association of America or TIAA (No. 8 on the 2022 Top 50 list), Brown Duckett oversees the leading provider of retirement funding and investment services to people working in higher education, healthcare and mission-driven organizations.

She serves on a number of boards, including the National Medal of Honor Museum, The Economic Club of New York, Robert F. Kennedy Human Rights, the Dean's Advisory Board for the Baylor University Hankamer School of Business and others. She also founded the Rosie and Otis Brown Foundation, in honor of her parents, with a mission to "recognize and reward people who use ordinary means to empower and uplift their community in extraordinary ways."

Throughout her career, her work has been focused on financial inclusion and opportunity, with her passion for helping communities of color close achievement gaps in wealth creation, educational outcomes and career success.

Brown Duckett was named to Savoy Magazine's 2022 Most Influential Black Executives in Corporate America.

"My purpose is to inspire and make an impact. And what anchors me is my faith. What anchors me is my family, my children, my husband, my ecosystem. What anchors me is the art of possibility," Brown Duckett said in an interview with DiversityInc CEO Carolyn Johnson. "That fuels me up. When I know that I have the ability, because we all have it, to be kind, to tell people, 'I see you.' That's recyclable energy. I'm fueling you, and that reaction, that smile, that swagger fuels me right back."





## Stacey Abrams

For nearly three decades, Georgia voting red was a foregone conclusion. Voter turnout suffered and there seemed to be little hope for Democrats to gain ground.

In stepped Stacey Abrams with her initial gubernatorial campaign that sought to engage Georgia voters on the grassroots level like no Democrat had managed to do in recent history. By founding the state's two most prominent voting rights organizations, Fair Fight and the New Georgia Project, she set in place an infrastructure that would deliver key victories for Democrats and turn out young voters like never before.

In 2020, the state was one of the deciding factors in Joe Biden being elected President. That result was created by a record turnout among young Black voters, or those between the age of 18-24. It's a demographic that is often hard to mobilize, so with more than 500,000 young Black voters turning out in 2020, suddenly it seemed a paradigm shift had occurred in Georgia's political landscape. In 2022, the largest segment of the state's 7 million registered voters were young people.

Abrams hasn't ruled out running again, but for now has indicated that she will continue her efforts to amplify new voices from traditionally underrepresented communities and expand not only the Democratic base, but the entire electorate.

"The work that I do and the work that I am so committed to is about engaging voters year-round because it's not just about somebody winning an election," Abrams said in her only interview since the midterm elections with Good Morning America. "It's about your life getting better and that should be our mission."



## DISCUSSION QUESTIONS

?

**Who is an influential Black female in the world today that you find inspiring?**

?

**Do you feel that representation Black people within your company is insufficient, sufficient or above average?**

?

**What are some of the bigger implications of African Americans not being able to trace their ancestry?**