

DALLAS TRHT PRESENTS WOMEN OF COLOR RISING

About

The TRHT Women of Color Cohort, debuting in 2024, supports Black, Indigenous, Latina, Asian, and Middle Eastern non-profit, corporate, and entrepreneur leaders & future leaders who identify as women, providing training, education & support on issues related to racial healing, mental health and wellness, navigating the nonprofit and for-profit sector, racial and ethnic solidarity and more. The TRHT Women of Color Cohort is designed to support Black, Indigenous, Latina, Asian, and Middle Eastern women at the decision-making table of community work, philanthropy, and business, alleviating barriers to economic mobility and ensuring that more economic resources reach their communities.

As Women of Color leaders provide numerous resources to the community through entrepreneurship, leadership, and belonging; there is not much support pouring into our women of color leaders themselves. Scarcity of resources tends to create competition among women of color in addition to many other challenges that women of color face. Challenges include racialized trauma, gaslighting, lack of economic support, and education across the board; all while existing under the pressure of rising to excellence nonetheless in silos while stigmas around reaching out for support persist.

The TRHT Framework

Within the cohort, numerous activities will be offered to further the mission of Dallas Truth, Racial Healing & Transformation, and the goals and objectives of the TRHT Women of Color Cohort focus. We addressed the activities through a threefold lens: narrative change, racial healing/relationship building, and economy/Transformation. Below we offer insight into these programs.

Narrative Change

Throughout the cohort, leaders will hear from speakers that will help them understand the false hierarchy of human value and the historical context of women of color in Dallas and Fort Worth and will do small group and large group work. These speakers will all be women of color leaders and will represent various industries. The Narrative Change activities will provide the TRHT Woman of Color Cohort leaders with a holistic development opportunity to meet the problem awareness, language, and root cause analysis needs of their organizations and businesses.

Racial Healing/Relationship Building

Supporting women of color includes creating spaces that encourage psychological safety. For women of color who experience mental crises or mental wellness issues, our goal is to provide an environment of healing and to provide resources and support to those who are often under-resourced, marginalized, and stigmatized. We endeavor to work towards supporting psychological safety through many methods and activities to include:

- Rx Racial Healing Circles
- Guided Reflections & Conversations around Money Mindset and what we have internalized as WOC.
- Practices to include awareness of WOC who have paved the way for us.



Economy/Transformation

Throughout the cohort, leaders will learn from various speakers to address various topics around the economy including awareness of systemic challenges for women of color, financial planning, money mindset, and topics that may be relevant to them including support on negotiating pay, fundraising, etc. During the cohort, the participants will together create a resource hub of financial resources available to them moving forward that they can continue to build on together.

Law/Separation

We will feature women of color speakers to help us understand the many ways in which systemic oppression has kept us apart from each other and our true history. With this deeper understanding of what was, we can rise into what we can heal, interrupt, and shift to support in collective rising. Activities to help us grow in understanding include:

- Learning the True History of DFW and how it has impacted People of Color.
- Listening to speakers focus on topics of Law & Separation to help us learn together.

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