

BLACK LEADERS SUMMIT

Final Report Presentation

SERVE California

Los Angeles County Department of Mental Health

February 14 - May 24, 2026

WHO WE ARE

ABOUT THE PROGRAM

- Black-Led Organizational Leadership Project
- Funded through LA County Dept. of Mental Health
- Behavioral Health Services Act
- Black and African Heritage UsCC
- RFB-IS-26200133 | Vendor #222219

OUR TEAM

LaFawn Brito, D.M., MSW

Program Director and Authorized Representative

Torriel Harris

Leadership Workforce Developer, Lead Facilitator

Donald Smith

Program Support, Menu Coordination and Participant Engagement

Dr. Constance Walsh, LCSW

In-House Therapist

WHY THE BLACK LEADERS SUMMIT?

Black professionals in Los Angeles County are navigating workplaces not designed with them in mind. This program was built to change that.

1

Professional Identity

Help participants move beyond job titles toward a clear understanding of their value and professional positioning.

2

Career Management Skills

Build practical tools around personal branding, reputation management, compensation negotiation, and goal-setting.

3

Culturally Affirming Space

Create a space where Black men and women could learn together, rooted in lived experience.

4

Economic Empowerment

Support financial literacy, entrepreneurial planning, and access to professional opportunities in LA County.

HOW WE DID IT

8

Total Sessions

2

In-Person Saturdays

6

Online Sundays

1:30 PM

Chosen by Participants

Program Details

- In-person sessions held at 11011 Crenshaw Blvd, Suite 102, Inglewood, CA 90303
- Online sessions via Google Meet, Sundays at 1:30 PM
- All sessions free of charge with stipends up to \$1,000 for eligible participants
- Meals provided at both in-person sessions
- Clinical support on site at all sessions -- Dr. Constance Walsh, LCSW

WHO SHOWED UP

177

Total Attendance
Entries

Ages 25 to 55

Participant Age Range

5 Women

In Leadership Roles

7 Women

Unemployed at Enrollment

Bachelor's to Doctorate

Women's Education Range

0 Men

In Leadership at Enrollment

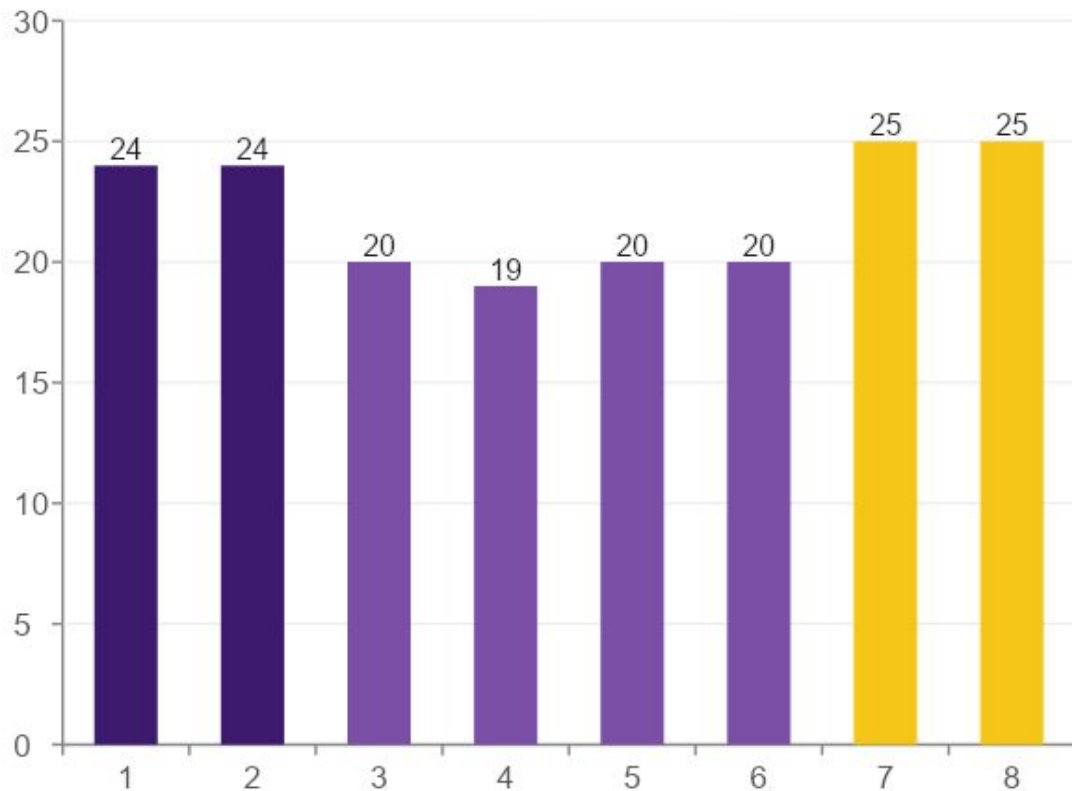
3 Men

Unemployed at Enrollment

Bachelor's Degree

Men's Education Level

ATTENDANCE BY SESSION



Enrollment Goal: 25

In-person sessions reached 96% of goal. Final two online sessions hit goal exactly.

177 Total Entries

Across all 8 sessions with 164 surveys completed.

Attendance Grew

Sessions 7 and 8 hit 25 each -- up from 19-20 mid-series. Participants were bringing others.

WHAT WE COVERED

IN-PERSON (Feb 14-15)

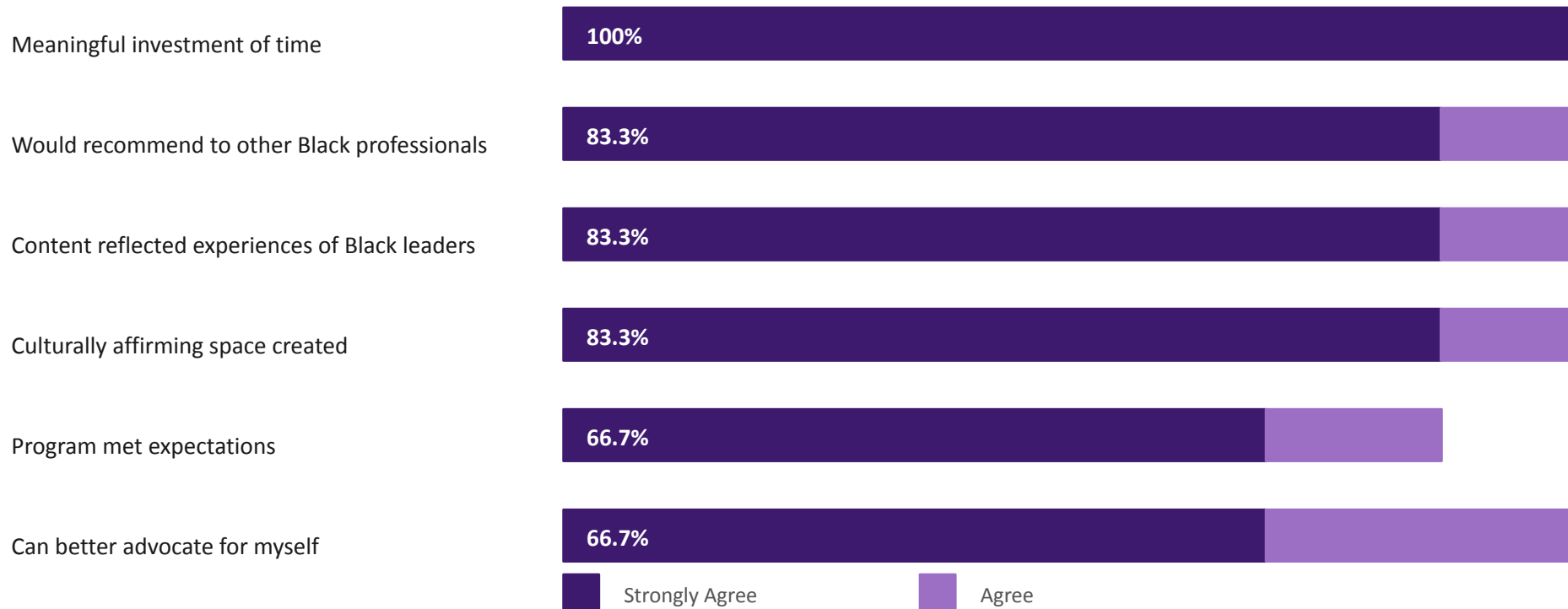
- Day 1 -- Anti-Racist, Trauma-Informed Leadership Skills
 - Microaggressions and patterns of exclusion in the workplace
 - Trauma-informed leadership practices
 - Psychological safety for staff of color
- Day 2 -- Mental Health, Stigma and Conflict Resolution
 - Mental health literacy and referral pathways
 - Stigma reduction and mental health conversations
 - 3R Approach to race-based conflict resolution

ONLINE SERIES (Feb 22 - May 24)

- Networking and Mentorship / Career Path Planning
- Skill-Building for Leadership / Public Speaking
- Work-Life Integration / Compensation Negotiation
- Leveraging Opportunities / Navigating Organizational Culture
- Sponsorship and Advocacy / AI in Leadership
- Financial Leadership / Partnership and Legacy

WHAT PARTICIPANTS SAID

Final Session Survey -- n=20 of 25 participants



WHAT CHANGED

"It moved from a dream to something I executed."

Job Seekers

Increased daily applications, built recruiter outreach lists, created tracking systems. Direct referrals provided by the facilitator where applicable.

Entrepreneurs

Launched clothing lines, children's wellness brands, and podcast series with specific production and marketing timelines in place.

Authors and Speakers

Finalized book anthologies, virtual writing programs, and conference plans with deadlines and speaker recruitment strategies established.

Community Builders

Pursued LA County contracts, real estate education accreditation, and partnerships with financial literacy organizations.

WHAT COMES NEXT

- 1 Continue the Series:** The demand, engagement, and outcomes support a second cohort built on this foundation.
- 2 Alumni Component:** Graduates return as peer contributors and co-facilitators for incoming participants.
- 3 Employment Linkage:** Formalize referrals and employer partnerships to strengthen economic impact.
- 4 Hybrid Model:** Keep the in-person and online combination that worked for this community.
- 5 90-Day Follow-Up:** Check in with participants at 90 days to document continued progress for LACDMH.

"Black leaders came together to do serious work in a space built to hold them."