



Black Women Toxic Job Suicide Prevention Resource Guide

This resource guide honors Dr. Antoinette “Bonnie” Candia-Bailey, a beloved and respected Vice President of Student Affairs at Lincoln University who was bullied to death.



*Dr. Antoinette “Bonnie” Candia-Bailey
(1974 - 2024)*

Introduction

Dr. Candia-Bailey experienced severe workplace abuse from her supervisor. Concerned about Dr. Candia-Bailey's anxiety and depression, her doctor signed a request for Family Medical Leave (FMLA). The FMLA request was denied by her supervisor. Dr. Candia-Bailey sought help from the University Council but the Council refused to intervene and allowed her to be fired.

News reports describe a classic mobbing situation where a hostile group uses organizational power against a bullied target who is humiliated, discredited, and forced out. As is common in workplace mobbing situations (Duffy & Sperry, 2014), Dr. Candia-Bailey experienced suicidal crisis after a smear campaign undermined her reputation and sabotaged her career.

Unable to "fight or flee" the situation (i.e., denied FMLA request and Council intercession), Dr. Candia-Bailey's career ended in a traumatic termination, causing her nervous system to "freeze." Dr. Candia-Bailey died by Bullycide as the bullying caused unbearable trauma.

The difference between stress and trauma is the inability to defend against or escape a stressor. When neither fight nor flight are possible, an instinctual collapse is activated like a deer frozen in headlights or lizard laying motionless in hopes the predator pursues other prey. In humans this collapse to an overwhelming traumatic stressor can emerge as suicidal crisis.

*The human automatic "freeze" response of suicidal thoughts is caused by the brain's danger-sensing alarm system (the amygdala) taking over and turning off the brain's problem-solving area (the prefrontal cortex). **The key to suicide prevention is calming the alarm system and reactivating the brain's problem-solving area through 3 steps:***

- 1. *delaying action when suicidal thoughts emerge***
- 2. *settling the traumatized brain from the emergency "freeze" state***
- 3. *getting away from abusers and toxic environments that cause overwhelming stress***

Many Black women in suicidal crisis do not call 911, 988, or go to an Emergency Room for fear of racial trauma from police and medical institutions. This resource guide provides alternative crisis resources that avoid police and maintain autonomy in the community. Also provided are resources to defend against workplace abuse and to find a new job or start a business.

May Dr. Candia-Bailey be remembered for her critical scholarship including her dissertation ["My Sister, Myself: The Identification of Sociocultural Factors That Affect the Advancement of African-American Women into Senior-Level Administrative Positions."](#)



This resource guide is written by [Heliana Ramirez, PhD, LISW](#) for educational purposes and is not legal or clinical advice. Please consult an employment attorney and mental health provider as needed. Dr. Ramirez is not liable for services listed in this resource. Please vet services before use. To share resources not included below, please email heliana.ramirez0@gmail.com. You are welcome to use this resource in your own work so long as you include the following reference: Ramirez, H. (2024). Black Women Toxic Job Survivor Suicide Prevention Resource Guide.

So many of us justify why we stay. We...say we stay because the job needs us. But what happens when the job no longer respects you? What happens when they decide to cut you off? ...I never would have imagined with all that I have accomplished...in a time that I was sick...that they would cut me off and then say we're denying you a medical sabbatical.
-Dr. Nadia Lopez

Table of Contents

Part 1 Mental Health Resources

- Crisis and Warm Lines
- Alternatives to ER and Locked Psychiatric Hospitalization
- Safety Plans and Means Restriction (Evidence-based practices that work!)
- Find a Therapist
- No Cost Videos and Apps to Settle a Traumatized Brain and Body
- Mental Health Websites and Support Groups
- Videos and Podcasts
- Resources for Trans and Gender Expansive Women curated by BlackRemoteShe

Part 2 Workplace Abuse Resources

- Financial and Professional Self Defense- Self-Advocacy and Finding an Attorney
- Professional Coaching
- Workplace Abuse and Bullying Websites
- Toxic Job Recovery Books

Part 3 Finding a New Job and Building Your Own Business

- How to find Companies that Value Employees of Color
- BIPOC Job Boards
- Resources to Start a Business
- Resources for Basic Needs

Part 4 Toxic Job Recovery Songs

Part 5 Brief Annotated Bibliography

Part 1: Mental Health Resources

Make Yourself and Your Space Safer	Delay acting on suicidal thoughts.
Firearms	<ul style="list-style-type: none"><input type="checkbox"/> Lock guns and ammunition in separate safes or use a gun lock<input type="checkbox"/> Temporarily store guns outside of the home until the crisis passes see Gun Safety 11 Commandments Rule<input type="checkbox"/> Use a “gunskin” picture of a loved one, see example of CoverMeVeterans
Medications	<ul style="list-style-type: none"><input type="checkbox"/> Safely dispose of expired and unused medication<input type="checkbox"/> Find a safe medication disposal site<input type="checkbox"/> Reduce amount of current medications in the home (i.e., only keep 3 day supply)
Create a Safety Plan	<p>Create a Safety Plan to identify warning signs of increasing distress to prevent crisis and preferred support people and crisis resources.</p> <ul style="list-style-type: none"><input type="checkbox"/> One Page Safety Plan<input type="checkbox"/> Two page Safety Plan with Resources<input type="checkbox"/> Several Page Safety Plan, Examples and Directions <p>There are many Safety Plan Apps that also have calming activities like meditation, breathing exercises, and where you can upload photos of loved ones</p> <ul style="list-style-type: none"><input type="checkbox"/> Virtual Hope Box<input type="checkbox"/> Mobile Safety Plan<input type="checkbox"/> Safety Plan<input type="checkbox"/> Suicide Safe App
Avoid alcohol and drug use	<p>Intoxication reduces inhibitions and increases the chances of impulsive behavior. Breathing exercises like Breathing with Orisha or cold water can immediately reduce overwhelming stress during crisis.</p>
Connect to Culturally Affirming Resources	<p>“The Safe Place App” provides Black inspirational quotes, community support, discussion of racism and police violence, stigma about mental illness in some Black churches, and healing aspects of Black culture.</p>

Crisis and Warm Lines

- [TransLifeline](#) (never calls police)
- [988 National Crisis Line](#) (police called when imminent safety)
- [Asian American Suicide Prevention](#) - Hotline available in Cantonese, Mandarin, Japanese, Korean, and Fujianese
- [Ayuda en Espanol](#) - Hotline available in Spanish
- [Deaf Emergency Services](#) - therapy and crisis services for Deaf communities
- [NAMI List of Warmlines by State](#): warmlines are staffed by people with lived experience.
- [The Network/La Red](#) 24/7 hotline (800-832-1901) with free and confidential phone-based support groups for LGBTQ+ and BIPOC survivors of partner abuse.

Alternatives to ER and Locked Psychiatric Hospitalization

- [Crisis Services Fact Sheet](#) by NAMI
- [Peer Respite Programs](#) National List by Power2U
- Community-based [Crisis Respite Centers](#) by RI INternational
- [Alternatives to ER Crisis Services](#) by List curated by Power2U

Find a Therapist

- [Black Female Therapist Directory](#)
- [Black Therapist List](#)
- [Therapy for Black Girls](#)
- [Therapy for Black Men](#)
- [Melanin and Mental Health Therapist Directory](#)
- Black Emotional and Mental Health Collective [BEAM Black Virtual Wellness Directory](#)
- [LatinxTherapy](#)
- [Native American Counseling and Healing Collective](#)
- [Strong Heart Native Helpline](#)
- [Asian Mental Health Collective](#)
- [Therapy for Muslims](#)
- [Institute for Muslim Mental Health Directory](#)
- [National Queer and Trans Therapists of Color Network](#)
- Find an EMDR Certified Therapist [here](#) or [here](#). EMDR is an evidence-based therapy for trauma that does not involve sharing detailed accounts of the trauma as is done with Prolonged Exposure, Cognitive Processing, and other exposure-based trauma therapies.

Mental Health Websites and Support Groups (includes links from BlackRemoteShe lists)

- [Now Matters Now](#): Suicide Prevention videos by and for people with personal experiences of suicidal thoughts.
- [Physicians Anonymous](#): anonymous and confidential peer-support platform for physicians, residents, and medical students aimed to reduce physician distress, burnout, and suicide.
- [Beloved Community](#) has a [resource list](#) prioritizing Black mental health, self-care, and overall well-being while navigating tragedy, grief, and rage across the country.

- [BEAM](#) Black Emotional and Mental Health Collective
- [Rooted Respite](#) hosts a monthly community support call, a loosely structured space for folks to build community with other social changemakers and get peer support.
- [CripCreate](#), is a weekly online co-working and socializing space by and for all Disabled (sick, Disabled, Deaf, Hard of Hearing, low vision/blind, neurodiverse, or otherwise chronically ill) people.
- [Crafting Abolition](#), hosted by [Let's Get Free](#) and [Black Unicorn Library](#), is a virtual drop-in space to create, craft, imagine, and relate.
- [The Nap Ministry](#)
- [Trauma Research Foundation Somatic Resources Library](#) No cost videos of interventions research has found effective in settling the nervous system
- [The Justice Producer's Collaborative](#), holds synchronous calls and asynchronous connective space for relationship building, signal boosting, peer support, and meaning making.
- [The Steve Fund](#): Supports mental health of Youth of Color (shared because many toxic job survivors' children are also injured by stress from the parents' toxic job)

LGBTQ+ and Gender Affirming Support Groups (list curated by BlackRemoteShe and shared with permission)

- [The QTBIPOC Space](#) is a therapeutic, online space for queer and transgender Black, Indigenous, and People of Color (QTBIPOC) to process their experiences. This space provides support, shares coping skills, builds safe and affirming community, and fosters individual and collective strength and resiliency.
- [Rest for Resistance's](#) Burnt Out Activist Club is an online support group for QTBIPOC activists. Their team also holds a [QTPoC Meditation for queer and trans people of color](#), which hosts three online events every month: stillness practice, movement practice, and restful yoga.
- [Fireweed Collective](#) facilitates a QTBIPOC virtual support space for mutual aid and support.
- [Thriving Together Support Group](#) is for queer and trans stress reduction and resilience enhancement.
- [The Trans Visionaries Collective's](#) Black Trans+Non-binary Meetup is a virtual meetup centered on the radical practices of rest and joy for Black non-binary and trans visionaries. This is a body- and fat-positive, Black feminist, and anti-ableist gathering exclusively for Black folx. Visit [Google group](#) or [Facebook group](#).
- [Affinity Community Services](#) hosts a [Spectrum Group](#), for masculine of center folks within the Black LGBTQ+ community. This group is ONLY for people who identify their gender as Masculine of center.
- [Black Trans Alliance](#) hosts peer support groups for people who are trans, non-binary, or questioning.
- New Haven Pride Center's virtual LGBTQ+ elders support group. View their full list of affinity spaces [here](#).

Mental Health Videos and Podcasts

- Dr. Carey Yazeed's YouTube video "[Let's Talk About Black Women and Workplace Trauma](#)"
- Melanin and Mental Health [Between Sessions Podcast](#)

- [Alicia Renece The Artist YouTube Channel](#) with commentary and music affirming Black women's mental health and discussing the many issues that cause harm to Black women's mental health.
- Racelighting Videos
 - [Is it Me? The Story of Jacob and Jazz](#)
 - [It Could be: Racelighting](#)
 - [Stereotype Advancement](#)
 - [Racial Stress and Men of Color in the University](#)
- The S Word <https://theswordmovie.com/>
- [Trauma and the Nervous System: A Polyvagal Perspective](#)- describes how the brain goes offline due to traumatic stress
- [Racelighting Training Course](#) this no cost course provides a certificate of completion.
- Melanin and Mental Health Between Sessions Podcast
 - [How Racism Impacts Your Mental Health](#)
 - [Surviving Toxic Work Environments](#)
 - [Racial Battle Fatigue](#)
 - [Microaggressions in the Workplace](#)
 - [Managing Crisis Fatigue](#)
- Dr. Kimani Norrington Sands' "Black Women and Toxic Job" Podcast (just a few of her numerous excellent episodes)
 - [Black Women and Toxic Jobs: Is the Fear of Leaving Costing You Your Freedom?](#)
 - [Black Women & Toxic Jobs: How do we Heal and Grow?](#)
 - [Black Women & Toxic Jobs: How do we Heal and Exit Plan?](#)
- Resmaa Menakem's [Somatic Abolitionism](#) Training, [Interviews](#) about Racial Trauma and Somatic Body-based Healing, and [Blog](#). Also check out Resmaa's [Guerilla Muse Podcast](#) which has a goal to "uncover, rediscover, and heal by helping listeners develop grit and thick skin. Listeners will learn to apply critical thinking to controversial topics and challenge themselves to consider new possibilities after arming themselves with true education."

Many black bodies have proven very resilient, in part because, over generations, African Americans have developed a variety of body centered responses to help settle their bodies and blunt the effects of racialized trauma. These include individual and collective humming, rocking, rhythmic clapping, drumming, singing, grounding touch, wailing circles, and call and response.

-Resmaa Menakem, *My Grandmother's Hands*

Part 2: Workplace Abuse Resources

Financial and Professional Self-Defense

Legal Self-help Resources courtesy of [Bela Gaytan's Unemployment Resources website](#)

- [Severance Package Negotiation Sample Letter & Guide](#): Tips on negotiating a severance package and understanding one's rights when making the request.
- [A Better Balance](#): free and confidential legal helpline can help you understand your workplace rights around caring for yourself and your family members.
- [Free Legal Documents](#): LawHelp Interactive is a free website that helps you complete legal documents without a lawyer.
- [Free Legal Help](#): American Bar Association's directory of free legal services available.
- [Legal Aid](#): Listing of organizations that provide free and low-cost legal aid.
- [WARN Act Compliance Assistance Worker's Guide](#): The Worker Adjustment and Retraining Notification (WARN) Act helps ensure advance notice in cases of qualified plant closings and mass layoffs.

Self-Help Courses

- ["How to Fight Discrimination in a Toxic Workplace Masterclass"](#) by Jacquie Abram and Delilah Harris is held on zoom for an hour per day over 5 days and is priced at \$100.
- ["Hostile Workplace Escape Strategy"](#) by S. Anne Marie Archer, the Anti-HR HR Lady. OnDemand videos priced at \$999 for the following topics:
 - Webinar #1: How to ID a Hostile Work Environment and What to Do Next
 - Webinar #2: How to Document a Hostile Work Environment & Create an Effective Timeline of Events
 - Webinar #3: How to Request the Separation with Severance and When to Do it.
 - Webinar #4: How to Negotiate a Severance and Separation Agreement that Serves your Interest
- ["Black Women Healing from Toxic Jobs Program"](#) by Dr. Kimani Norrington Sands includes a 5-session virtual coaching program discusses the following topics for a cost of \$1,000:
 - Identify and address your fears about leaving your job.
 - Process the losses/hopes that you had in relation to your job.
 - Develop an Exit Plan.
 - Create and implement a Wellness Plan to support you through the process of leaving your job.

The below infographic describes findings from Dr. M. Yvonne Taylor's dissertation **"You won't break our souls: Women knowledge workers in higher education show themselves out."**

Dr. Taylor writes that women in her study "resigned as agentic acts of self-care, self-empowerment, and resistance to debilitating oppression" (p. 104). To learn more about her critical research check out her [interview on Minds of Texas](#).

by Dr. M. Yvonne Taylor



You Won't Break Our Souls:
Women Knowledge Workers
Show Themselves Out

1. "It's the staff members ... that make shit happen."

Dual pandemics awakened women knowledge workers' (WKWs') recognition of their value and their exploitation

1

2. "We were in the basement."

WKWs recognized complex organizational hierarchies as oppressive to them

2

3. "It was like Game of Thrones up in here. You were either in or out."

WKWs understood relationships to have outsized power that benefited Whiteness, due to ambiguity within organizational structures, rules, and processes

3

4. "I guess it's Wellness Week for everyone but me."

WKWs described an organizational culture with structures that exploited workers & an HR system and policies that provided ineffective worker support

4

5. "That gave me the strength to get up, gather myself, and walk out the door."

Women knowledge workers resigned as agentic acts of self-care, self-empowerment, and resistance to debilitating oppression

5



Professional Coaching By and For Black Women

- [Afrika Williams](#)

Transformation Leader | Strategy Advisor | Speaker | DEI-AJ Educator / Disability Advocate | Facilitator delivering in person and virtual programs to transform cultures and careers. Talks about #mentalhealth, #transformation, #blackwomenatwork, #workplaceculture, and #diversityequityinclusion



Afrika Williams, PMP (She/Her) · 1st

Transformation Leader | Strategy Advisor | Speaker | DEI-AJ Educator / Disability Advocate | Facilitator delivering in person and virtual programs to transform cultures and careers

University of Maryland Global Campus

- [Angela V. Harris](#), ACC

Leadership Coach for Black women in tech | Top 16 Coaches in Washington, DC | Speaker | Author | Available for media interviews | Helping Black women in tech strategically navigate the corporate landscape

Talks about #coaching, #blackwomenintech, #professionalwomen, #personaldevelopment, and #leadershipdevelopment



- [Jacquie Abram](#)

Employee's Workplace Discrimination Consultant | International Best-Selling & Award-Winning Author of HUSH MONEY | Helping Employees in Toxic Workplaces Fight Back

Talks about #antiracism, #antiracist, #systemicracism, #racialdiscrimination, and #diversityequityinclusion



Jacquie Abram (She/Her) · 1st

Employee's Workplace Discrimination Consultant | International Best-Selling & Award-Winning Author of HUSH MONEY | Helping Employees in Toxic Workplaces Fight Back



Jacquie Abram Speaking & Consulting, LLC

Kaplan University



- [Dr. Kimani Norrington-Sand](#)



Helping Black Women Exit Toxic Jobs For An Abundant & Fulfilling Life/Licensed Clinical Psychologist

Talks about #blackwomen, #mentalhealth, and #toxicworkenvironment



Kimani Norrington-Sands, Ph.D. · 1st
Helping Black Women Exit Toxic Jobs For An Abundant & Fulfilling Life/Licensed Clinical Psychologist

 Lifting As We Climb Consulting
 Spelman College

- [Dr. Monica Cox](#)

CEO, STEMinent LLC | Distinguished Professor of Engineering at The Ohio State University | Board Member | DEI Strategist

Talks about #womenofcolor, #workplacetrauma, #workplaceculture, and #diversityequityinclusion



Dr. Monica Cox (She/Her) · 1st
CEO, STEMinent LLC | Distinguished Professor of Engineering at The Ohio State University | Board Member | DEI Strategist

 The Ohio State University
 Spelman College

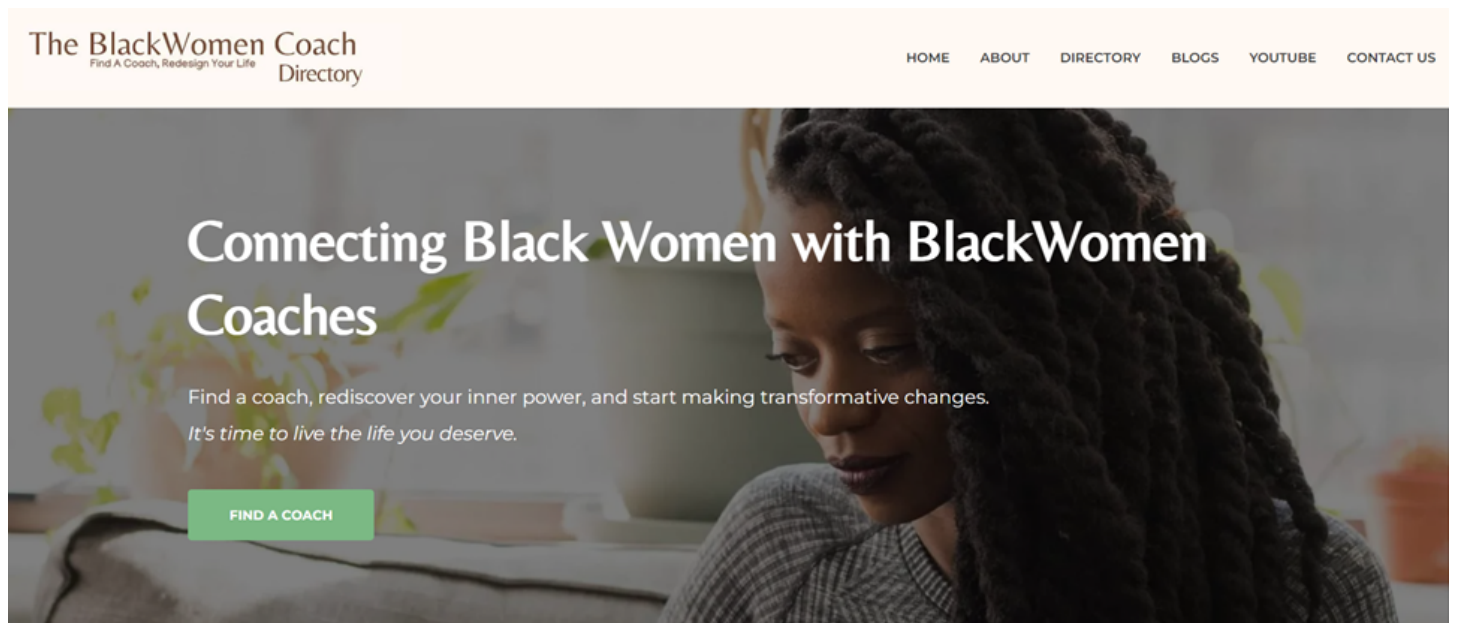
Dr. Monica
Live Life Authentically

Stop Playing Diversity

I guide people and organizations in authentic ways to emerge wiser, bolder, and whole.
www.drmonicacox.com



- [Black Woman Coach Directory](#)



Workplace Abuse and Bullying Websites and Resources

- [Academic Parity Movement](#): addressing academic bullying, mobbing, abusive supervision, harassment, and discrimination at their roots to ensure all bright minds can excel and progress.
- [Dignity Together](#): support group, psychoeducation, resources
- [Center for Institutional Courage](#) is dedicated to transformative research and education about institutional betrayal and how to counter it through institutional courage.
- [Institutional Betrayal](#) : Describes employers’ response of Deny, Attack, and Reverse Victim and Offender (DARVO)
- [Workplace Bullying Institute](#): research, training, and legislative action
- Racial stress injury scales can be used to document injury from racial stress at work for both court cases and to inform mental health care. A summary of racial stress injury scales is listed in “[Racial Trauma](#)” by Dr. Alexandria Bauer and Dr. Tanya Sarayia out of the International Society for Traumatic Stress Studies
- [Racelighting](#) is an act of psychological manipulation where Black, Indigenous, and People of Color (BIPOC) receive racial messages that distort their realities and lead them to second-guess themselves. Racelighting is often used in abusive workplaces against BIPOC employees.
- The [Workplace Bullying Project](#) has numerous resources to identify possible toxic employers, list of tactics used by workplace bullies, wholistic self-care tips, and individual coaching sessions. The WBP Substack Subscription provides access to [Bully Proof Truth in Action newsletter](#), blogs and opportunities to interact with the WBP community.
- [End Workplace Abuse](#): Legislative action
- [Workplace Psychological Safety Act](#): Legislative action
- [The AntiHR HR Lady](#). Ms. Archer provides an exceptionally informative blog, courses, self-help materials like checklists and journals, one-to-one discovery calls, coaching and much more!

The Replay

~~\$599~~
BLACK HISTORY
 Month Price
\$199*
 *Sale Price reflected at checkout

How to ask for an exit from a discriminatory hostile workplace with and actually get it!

BUY YOURS TODAY!

SAVE YOURSELF

CHANNEL YOUR INNER HARRIET AND SAVE YOURSELF FROM THAT HOSTILE TOXIC JOB WITH YOUR SANITY & YOUR COINS!

THE MASTERCLASS REPLAY

DR. KIMANI NORRINGTON-SANDS

S. ANNEMARIE ARCHER

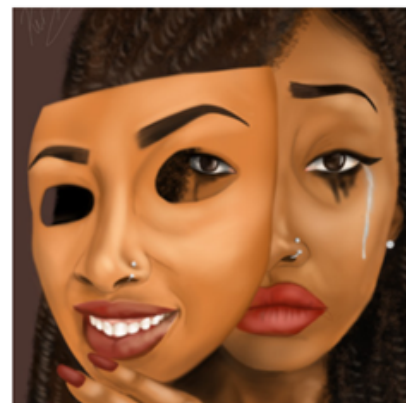
- [Lifting as We Climb Consulting](#) Dr. Kimani Norrington-Sands provides courses, journals, an extensive library of interviews with Black Women Toxic Job Survivors, and a “Black Women Healing from Toxic Jobs Program.”

BLACK WOMEN HEALING FROM TOXIC JOBS PROGRAM

Is your job mask making it hard for you to breathe?

In the 5 session virtual Black Women Healing From Toxic Jobs Group Coaching Program, you will:

1. Identify and address your fears about leaving your job.
2. Process the losses/hopes that you had in relation to your job.
3. Develop an Exit Plan.
4. Create and implement a Wellness Plan to support you through the process of leaving your job.



Toxic Job Recovery Books

- “Unbreak My Soul: How Black Women Can Begin to Heal From Workplace Trauma” by Dr. Carey Yazeed (2022). Shero Books, Gonzales, LA.
 - “Hush Money: How One Woman Proved Systemic Racism in Her Workplace and Kept Her Job” by Deborah Harris, Jacquie Abram, and Delilah Harris (2020).
 - “Right Within: How to Heal from Racial Trauma in the Workplace” by Minda Harts, (2022).
 - “Rest is Resistance: A Manifesto” by Trisha Hersey (2022).
 - “Overcoming mobbing: A recovery guide for workplace aggression and bullying.” by Maureen Duffy and Len Spencer, (2014) Oxford University Press, USA.
-

Part 3: Starting a New Job or Business

Finding a New Job

- “Finding a Job at Companies That Embrace Diversity and Inclusion” LinkedIn Webinar by [Christopher Taylor](#)
- Article by [Jamie Birt](#) “Diversity and Inclusion: Finding Companies that Value DEI” <https://lnkd.in/gxzDpsb4>
- The [Women of Color Equity Initiative](#) is a database of professional women of color from various industries including Tech, Finance, and Sales, which can be searched by companies and corporations looking to recruit a diverse workforce.
- [The Memo](#) is a website with numerous resources to help women of color get a seat at the table in various industries through career resources like a podcast, online community, and boot camp.
- “Resources for Job Seekers” by Joe Cardillo at The Early Manager (shared with permission) <https://www.theearlymanager.com/job-search-resources>

This is a no-cost resource to support people on the job market. Joe’s intentionality, inclusivity, subject matter expertise, and deep generosity shine through as a “community resource to be shared and remixed as needed.” In addition to the below topic areas, this resource also includes information about layoffs and protecting one’s self from scam job announcements.

7-Day Email Course for Job Seekers via Black Remote She provides seven daily emails with advice on key job search topics like tailoring resumes to specific job announcements, vetting companies to avoid bad apples, and tips from interviewing success to negotiating salaries.

Organizing and Structuring Your Job Search- several videos, templates, and checklists ranging from tips to organize your time and tasks to tracking your applications and recession-proofing your job search.

Tools and Platforms to Find/Screen Opportunities- a terrific list of 6 places including a few videos and tips for identifying and filtering job announcements.

Networking and Informational Interviews- excellent, practical advice about networking. For people who were the first in their family to attend college, this information might be new and is provided with concrete tools like templates, messages, and scripts.

Customizing Your Materials and Preparing for Interviews- tips and demo video about tailoring your resume to specific jobs and preparing for common interview questions like “tell me about yourself.”

The Big List of Job Boards- 26 job boards featuring remote job opportunities and transparent salary/pay.

Job Boards for Employees of Color

- [Diversity Job Board](#)
- [Black Jobs](#)
- [Black Women Network](#)
- [Black Remote She](#)
- [Hispanic Latino Professional Association](#)
- [HBCU Connect](#)
- [Professional Diversity Network](#)
- [Diversity Job Board](#)
- [United Latinos Job Bank](#)

Resources to Build Your Own Business

- [Black Women Business Owners of America](#) assists African American women business owners with receiving the resources and connections needed to have a successful business.
- [36 Business Grants for Black Women Business Owners](#)
- [Tips for Black Women Business Owners](#)
- [Women of Color Entrepreneurs](#) is a great place to start for seed money, mentorship, peer support, and access to customers, lenders, and investors.
- [EforAll](#) is a nonprofit company that offers accelerator programs and other support for entrepreneurs by “turning dreams into businesses.”
- [Center for Women and Enterprise](#) supports women entrepreneurs launch and grow their businesses for success.
- [StartOut](#) empowers LGBTQ+ entrepreneurs with “equal access to lead, succeed, and shape the workforce of the future.”

- [Move the Crowd](#) is a community of entrepreneurial coaches, on demand trainings, community space, and resources providing support to entrepreneurs to “Stay True, Get Paid, and Do Good.”

Resources for Basic Needs

- Bela Gaytan’s Unemployment Resources Webpage
<https://www.belagaytan.com/unemployment-resources/>

Basic Needs Resources for Queer, Trans, and Gender Expansive People (list curated by BlackRemoteShe)

- [Gender Justice LA](#) has a [working Resource Guide](#) for TGI health & wellness, food, grants, mutual aid, educational resources, safety, housing, and more in LA and across the country.
 - [Trans Empowerment Project](#) has a [national trans resources list](#) of programs, drop-in shelters, crisis assistance, legal assistance, trans clinics, trans friendly hospitals, specialty care, surgeons, and funding.
 - [The Okra Project](#)’s [list of resources](#) for trans, gender non-conforming, and non-binary people.
 - [The Essentials: Atlanta Trans Resource Guide](#) includes medical, housing, legal aid, and mental health.
 - [Youth Empowerment Performance Project](#) has a [resources packet](#) (updated quarterly) for Black and Brown trans and gender nonconforming youth experiencing homelessness in Chicago.
 - [Bay Area American Indian Two-Spirits](#) (BAAITS) has a [resource list](#) of food, housing, health, education, mental health, and native heritage tracing resources.
 - [Gender Justice League](#) has a [resource guide](#) with housing, employment, mutual aid, food access, legal support, mental health, trans-affirming healthcare, and more.
 - [Queer-Oriented Rural Resource Network](#) has a [national/international resource list](#) to connect LGBTQ+ individuals in rural communities with resources and services.
 - [Muslim Alliance for Sexual & Gender Diversity](#)’s (MASGD) [basic resource guide](#) for LGBTQ+ Muslims.
 - [LGBTQIA+ EOL Guide](#) provides information about end-of-life care for the LGBTQIA+ community.
 - [Rainbow Migration](#) helps LGBTQI+ people through asylum and immigration system and has a [robust list](#) of other organizations who can help LGBTQI+ people seeking asylum.
 - [BIPOC Death Grief Talk](#), in collaboration with East Mississauga Community Health Centre, hosts a [Grief and Housing support call](#) for folks struggling to find or maintain safe and affordable housing.
-

Part 4: Toxic Job Recovery Songs

Music counteracts anxiety, depression, workplace burnout, and physical pain (Kacem et al., 2020; de Witt et al., 2019). While specific tones and tempos support bodily rest and relaxation (see [LUCID for examples](#)), the music videos provided here encourage culturally affirming somatic practices to combat racial stress as in John Baptiste's [Freedom](#): "When I move my body just like this, I don't know why but I feel like freedom" and Las Cafeteras' [If I Was President](#): "It takes a village to heal our generational trauma, so shake your spine put your hands up high, we got a different kind of party in the waters tonight."

Singing and humming vibrate the vocal cords, stimulating the central nervous system to improve mood and focus (Irani, Trivedi, & Sinha, 2021). Selected music videos provide visual affirmation of stereotype-defying BIPOC and LGBTQ+ people (La Misa Negra- [Dueña de Mi](#)), destigmatize mental illness (Janelle Monae- [Tightrope](#)), highlight precolonial healing practices (Lyla June- [All Nations Rise Up](#)), give voice to trauma and post traumatic growth (Allison Russell- [Nightflyer](#)), and assert that despite isolation in predominantly white institutions (PWIs), healing is available in dance, music, and prayer ([Blessed](#) by Mali Music, choreography by Euhardly Hartzenberg). Racial and LGBTQ trauma healing necessitates grieving community killed by injustice (Bear Fox- [Skyworld](#) and Israel "IZ" Kamakawiwo'ole - [Somewhere Over the Rainbow](#)) and welcoming back the spirits of family and community.

Toxic Job Song List

[Hate On Me](#) by Jill Scott

[The Returner](#) by Allison Russell

[Eso Que Tu Haces](#) by Lido Pimienta

[Keepin It Pl](#) by Cornel West & BMWMB featuring Lucky Witherspoon, Doey Rock & Killer Mik

[Respira](#) by Natalia Doco

[Santé](#) by Stromae

[Energy Vampire](#) by Witch Prophet

[River](#) by Ibeyi

[Trabajador Trabajadora](#) by Las Cafeteras

[Underdog](#) by Alicia Keys

[They Don't Care About Us X Jericho](#) by Michael Jackson featuring Iniko

[About Damn Time](#) by Lizzo (swear words in this song)

[Golden](#) by Jill Scott

[Freedom](#) by John Baptiste

[I Am](#) by Beautiful Chorus featuring India Arie

[I Am Light](#) by India Arie

[The Waves We Give](#) by Beautiful Chorus

[Superbloom](#) by MisterWives

[Movin' On](#) by Jonathen McReynolds & Mali Music

[Go Get Your Blessing](#) by Mary Mary

Part 5: Annotated Bibliography

- **Black Women Suicide Statistics.** This article documents that Black women ages 18-65 have the highest rates of suicide among all groups of women in the US.

Akinyemi O, Ogundare T, Oladunjoye AF, Nasef KE, Lipscombe C, Akinbote JA, Bezold M. Factors associated with suicide/self-inflicted injuries among women aged 18-65 years in the United States: A 13-year retrospective analysis of the National Inpatient Sample database. PLoS One. 2023 Oct 3;18(10):e0287141

- **Black women “Pet-to-Threat”** This article describes the experience of Black women being initially publicly supported only to later be taken down by supervisors who feel threatened.

Thomas, K. M., Johnson-Bailey, J., Phelps, R. E., Tran, N. M., & Johnson, L. (2013). Women of color at midcareer: Going from pet to threat. In *The psychological health of women of color: Intersections, challenges, and opportunities* (pp. 275-286). New York, NY: Guilford Press.

- **Black women forced out of higher education** These articles describe Black women's experiences of being injured within and forced out of colleges and universities.

Hill, LaWanda. “[Op-ed: Courted, Boo'd Up, and Gaslit by Stanford - My Racist and Toxic Relationship with the Ivy League.](#)” LinkedIn, May 2, 2022,

Gassam Asare, Janice. “[Academia Is Failing Black Women: Examining Misogynoir Within The Academy.](#)” Forbes, January 16, 2024,

- **Brain Scans of Racial Traumatic Stress Injury.** Brain scans show injury from racial stress, which is critical because to showing mental health injury in court and in mediation or arbitration.

Nolfe G, Cirillo M, Iavarone A, Negro A, Garofalo E, Cotena A, Lazazzara M, Zontini G, Cirillo S. (2018). [Bullying at Workplace and Brain-Imaging Correlates](#). J Clin Med. 7(8):200.

Rosenthal, H. (2018). [Scanning for justice: Using neuroscience to create a more inclusive legal system](#). Colum. Hum. Rts. L. Rev., 50, 290.

- **Brain Injury from Workplace Bullying**

Glover, N., Eyre, N., Rowson, J., McGlone, E., Ferris, P., Field, E., et al. (2023). [Using neuroscience to understand the bullied brain](#). Applied Neuroscience: London: UK.

- **LGBTQ+ Workplace Abuse** This research shows higher rates of workplace abuse among LGBTQ+ BIPOC compared to White LGBTQ+ people.

Sears, B., Mallory, C., Flores, A. R., Conron, K.J. (2021). [LGBT People's Experiences of Workplace Discrimination and Harassment](#).

- **Mobbing** describes a group of employees who use formal and informal organizational channels to push a victim out of the organization.

Duffy, M. P., & Sperry, L. (2014). *Overcoming mobbing: A recovery guide for workplace aggression and bullying*. Oxford University Press, USA.

- **Music Settles the Nervous System**

de Witte, M., Spruit, A., van Hooren, S., Moonen, X. & Stams, G. (2019). Effects of music interventions on stress-related outcomes: A systematic review and two meta-analyses. Health Psychology Review, DOI: 10.1080/17437199.2019.1627897

Irani F. Z., Trivedi G. Y. & Sinha N. (2021). Development and validation of humming process to increase heart rate variability & attention for college students. International Journal of Indian Psychology, 9(1), 243-251. DIP:18.01.028/20210901, DOI:10.25215/0901.02

Kacem, I., Kahloul, M., El Arem, S., Ayachi, S., Hafsia, M., Maoua, M., Ben Othmane, M., El Maalel, O., Hmida, W., Bouallague, O., Ben Abdessalem, K., Najja, W., & Mrizek, N. (2020). Effects of music therapy on occupational stress and burn-out risk of operating room staff. Libyan Journal of Medicine, 15:1, 1768024, DOI: 10.1080/19932820.2020.1768024

- **Racelighting** is an act of psychological manipulation where Black, Indigenous, and People of Color (BIPOC) receive racial messages that distort their realities and lead them to second-guess themselves. Visit this website for videos and articles.

Wood, J. L., & Harris III, F. (2021). [Racelighting in the normal realities of Black, Indigenous and People of Color: A scholarly brief](#). San Diego, CA Community College Equity

Assessment Lab (CCEAL).

- **Race-based Traumatic Stress** injury can be documented with the Race-based Traumatic Stress Injury Scale listed in the below books, which is critical to negotiating severance pay and filing lawsuits against former employers.

Carter, R. T. and Pieterse, A. L. (2020). *Measuring the Effects of Racism: Guidelines for the Assessment and Treatment of Race-Based Traumatic Stress Injury*. Columbia University Press, New York, NY.

Carter, R. T. and Scheuermann, T. D. (2020). *Confronting Racism: Integrating Mental Health Research Into Legal Strategies and Reforms*. Routledge. New York, NY.

- **Somatic Racial Trauma Healing**

Menakem, R. (2021). *My grandmother's hands: Racialized trauma and the pathway to mending our hearts and bodies*. Penguin UK.

- **Weathering** is the damage of daily racial and other discriminatory stress in early disability and death.

Geronimus, A. T., Pearson, J. A., Linnenbringer, E., Schulz, A. J., Reyes, A. G., Epel, E. S. & Blackburn, E. H. (2015). Race-ethnicity, poverty, urban stressors, and telomere length in a Detroit community-based sample. *Journal of Health and Social Behavior*, 56(2), 199-224.

Geronimus, A. T. (2023). *Weathering: The extraordinary stress of ordinary life in an unjust society*. Hachette UK.

